

DNP PIONEERS: Intrigue, Adventure, Inspiration

Marie Annette Brown,
PhD, ARNP, FNP, FAAN, FAANP
University of Washington
mabrown@uw.edu



Focus of Today's Journey

- #1 DNP Pioneers
 - Key elements of the pioneer journey
 - Intrigue
 - Adventure
 - Inspiration
- #2 The golden circle of leadership
 - Start with the why
 - WHY the DNP

PIONEER JOURNEY



The Pioneer Role Déjà vu

- DNP pioneers like first NP pioneers
 - *Breaking Free*
 - ***Molding the Clay***
 - ***Encountering Obstacles***
 - ***Surviving the Proving Ground***
 - *Staying Committed*
 - *Building the Eldership*

Brown & Draye, 2003

Proud to Be A DNP Pioneer

- *Proud to be a pioneer*
 - Overarching theme in DNP students study
"I like to be a trailblazer and I feel like we are on the Starship Enterprise."
- Being a pioneer both a benefit and responsibility
"I am honored to be a pioneer and have the opportunity to impact those who come behind me and impact the profession of nursing."

**Kaplan & Brown, 2009*

Themes From Pioneer NP Study*

- “*Surviving the Proving Ground*”
 - Establishing credibility
 - Explaining oneself
 - Choosing the battles
 - Fighting for legitimacy
 - Building networks

*Draye & Brown, 2000

Our Strength: Build Identity as Pioneers

- Cultivate the pioneer spirit
 - Communications with the community
 - Communications with students
- Prepare ourselves, our students, colleagues to **expect** the pioneer role..... for decades
- We have been here before!

What is the Pioneer Journey Like?

- Intrigue
- Adventure
- Inspiration

in·trigue.

What is Intrigue?

- Definitions:
 - Cause to be interested or curious
 - Something is interesting and makes you think
 - The curiosity or interest prompted by something unusual, new, or otherwise fascinating or compelling
 - Points to the mystery of what's ahead

Remember When..... You Were 1st Intrigued About the DNP?

- Faculty
 - Developer, architect, synthesizer
 - Educator
 - Do you remember the 1st time you walked in (or connected online) a classroom of DNP students?
- Students and graduates:
 - Do you remember the 1st time you thought of returning to school for a DNP degree?

Embrace What “Pulled You” Toward the DNP



Seeing the power of the APRN role to
make a difference



Dean Nancy Woods

ad-ven-ture

Adventure

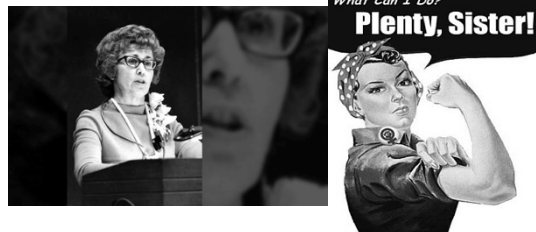
- Definition
 - An unusual, exciting, activity
 - The exploration of the unknown
 - To proceed despite risks
- *“Predictable uncertainty”* *
 - It will be a constant companion

**Brown and Kaplan, 2009*

Adventure

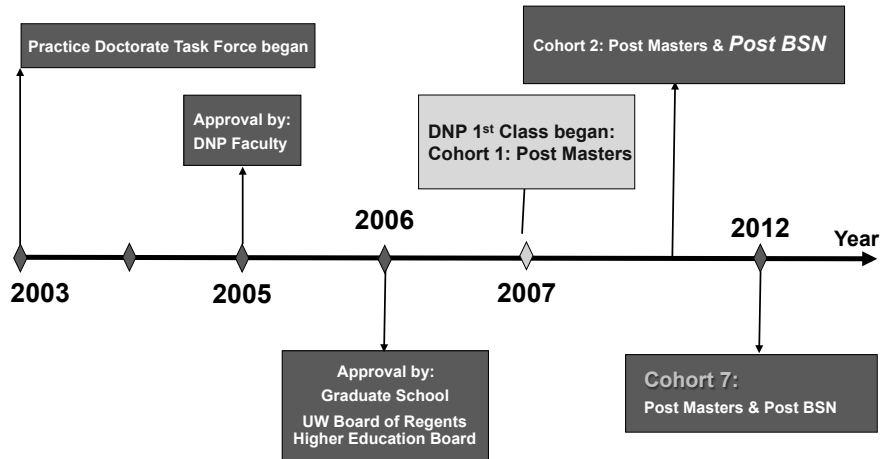
*Nurse practitioners were **'Lone Rangers,'**
founder says as inducted into the
Women's Hall of Fame.*

CNN, Oct. 2011



Adventure of a DNP Program

University of Washington School of Nursing



Along the Way...."Encountering Obstacles**"

- The "Graduate School
- The University
- The State
- The Church
- Policies regarding doctoral degrees
- Resources, time
- Fear of change



*Brown & Draye, 2003



in-spire

What Does Inspiration Mean?

- We all want to be inspired but what is inspiration exactly?
- Inspiration means literally, "to breathe in and be filled with spirit of the gods"
- Modern meaning: a motivating action

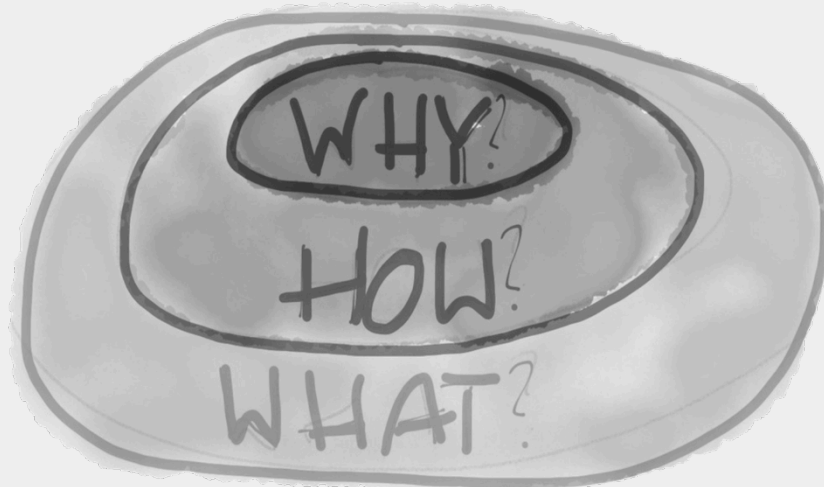


Blue moon by Bob Smithing FNP
Cle Elum WA

Inspiration

- To inspire is to:
 - To stimulate to action; motivate
 - To affect or touch
 - To draw forth; elicit or arouse:
 - To be the cause or source of; bring about
- We are inspired by the **why**

THE GOLDEN CIRCLE: Start with the WHY



Simon Sinek, 2010

Why Are You Here Today?

- The school or healthcare facility paid your way?
- Faculty:
 - To obtain new ideas?
 - To share your successes and challenges?
 - To hear how 'other schools' implement the DNP?
- DNP students & grads
 - To generate ideas for your "next step" with new depth of information?

Be with people who believe what you believe?

Trust



Seeing the World Differently Through Education

- Remember Our Key Assumptions
 - Education prompts us to grow, learn, and see the world differently
 - Research says increased education enhances workers' competency
 - Continuous increase in complexity of work
 - Professions' continue to raise educational standards
 - Teachers—Certificate to Bachelors, some Masters
 - Social workers—Bachelors to Masters
 - Physical Therapists—Bachelors to Practice Doctorate

what

What is the DNP?

- Practice doctorate degree
- Prepare **leaders** and APRNs*

**APRNs= Advanced Practice Registered Nurses*

how

How Do We Do the DNP?

- Expanded curriculum with new lens
- Courses to improve practice:
 - e.g. Advanced Behavior Change, Reflective Practice
- Courses to improve leadership expertise
 - e. g. Transitions and change
- Courses to improve the system, agency, approach to delivering care
 - e.g. Program Evaluation

why.

WHY the DNP: facts?

- Escalating needs/expectations for new practitioners
 - Rapid entry into complex practice
 - Exploding fields of new knowledge
 - Escalating chronic illness
 - Unsustainable health care costs
 - Mandates for tracking and improving effectiveness AND outcomes

Why the DNP...Now?

- Practice inquiry
 - Need to be facile with appraising/translating evidence, critically appraising clinical practice guidelines, etc.

 - What types of approaches and evidence can boost?:
 - Patient satisfaction, safety, quality
 - APRN individual and system expertise

Practice Inquiry Emphasizes

- Comparative effectiveness and translational science
- Effectiveness—
 - Naturalistic setting
 - Who is most likely to benefit from an intervention under what kind of circumstances?
- Move from efficacy research
 - Cause and effect relationships between treatment and outcomes in a controlled setting

Educating APRNs to See the World of Practice Differently



Seeing the World Differently Through Education

- Remember Our Key Assumptions About Education
 - Education prompts us to grow, learn, and see the world differently
 - Increased education enhances workers' competency
 - All professions' continue to raise educational standards
 - Teachers—Certificate to Bachelors, some Masters
 - Social workers—Bachelors to Masters
 - Physical Therapists—Bachelors to Practice Doctorate
 - Effect of enhancing education of Americans with lowest educational level
 - Data reveals would dramatically enhance nation's health

Opening Doors: The Practice Degree that Changes Practice



Brown & Kaplan, 2010

What We “*Know*”...

- Student and faculty enthusiasm and optimism are testimony to the potential of the DNP to advance nursing and health care
- DNP education is increasing the visibility, participation, and effectiveness of nurses and APRNs
- DNP graduates are becoming leaders in meeting the challenges of today’s healthcare environment

What DO We Believe About the DNP? First Steps

- The DNP is the essential foundation for APRNs to enter practice
- The DNP provides opportunities for students to
 - see the world of practice differently
 - build expertise, confidence and enthusiasm to
 - create a career that nurtures growth, enriches life, and makes a difference for patients, families, communities and systems
- DNP graduates are “*molding the clay*”
 - Help the community understand who they are and what they bring

Focus of Today's Journey

- #1 DNP Pioneers
 - Key elements of the pioneer journey
 - Intrigue
 - Adventure
 - Inspiration
- #2 The golden circle of leadership
 - Start with the why
 - WHY the DNP

Pioneers Knowing WHY

“ May we hope that when we are all dead and gone, leaders will arise who have personally experienced the hard, practical work, the difficulties and the joys of organizing nursing reforms, and will lead far beyond anything we have done. ”

–Florence Nightingale

My Why

Thank you pioneer DNP students and faculty across the nation for your professional commitment, *courage* and enthusiasm.

- You are our future leaders ‘leading the way’!
- I am honored to follow in your footsteps
- YOU are my WHY

trust
yourself.
you know
more than you
think you do.

(dr. spock)

References

- Brown, MA, & Draye, MA (2003). Experiences of pioneer nurse practitioners in establishing advanced practice roles. *Journal of Nursing Scholarship*, 35(4), 391-7.
- Brown, MA & Kaplan, L. (2010) Opening Doors: the Practice doctorate that changes practice. Poster, NONPF annual mtg.
- Draye, MA & Brown, M.A. (2000) Surviving the Proving Ground: Lessons in Change from NP Pioneers. *The Nurse Practitioner*, 25 (10), 60-71
- Kaplan, L. , & Brown, MA (2009). Proud to be a Pioneer: Perspectives of a first cohort of DNP students. *American Journal for Nurse Practitioners*, 13 (3), 10-20.
- Magyary, D., Whitney, J. Brown, MA (2006). Advancing practice inquiry: Research foundations of the practice doctorate in nursing. *Nursing Outlook*, 54, 3, 139-151