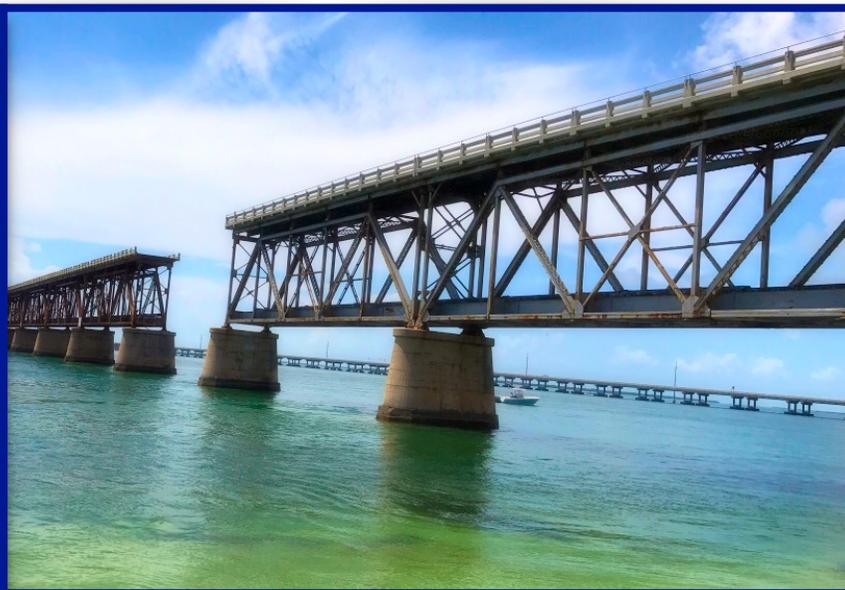


OUTCOMES

THE E-NEWSLETTER OF DOCTORS OF NURSING PRACTICE, INC.

J
U
L
Y



Page 2

Conducting a DNP Project in a Unionized Hospital

Page 3

DNP Project Repository

Page 4

Dr. JoAnn Trybulski

Page 5

What are the Continuing Education Needs of the Doctorally Prepared Nurse?

Page 6

Conversations Overheard

Page 7

June Survey Results
July Survey

Page 8

Organizational Update

Page 9

JDNP Special Offer

Page 14

2018 Conference

Page 15

DNP, Inc. Repository Featured Projects

Editor

David G. Campbell-O'Dell
DNP, ARNP, FNP-BC, FAANP

Join us in the desert!
The 11th National Doctors of Nursing Practice Conference Palm Springs
at the beautiful
Westin Mission Hills Golf Resort and Spa
71333 Dinah Shore Drive, Rancho Mirage, CA 92270
September 27-29, 2018



2018 FACULTY

Conducting a DNP Project in a Unionized Hospital

Doctoral of Nursing Practice (DNP) students inevitably will be presented with their own personal challenges during the development and implementation of their DNP project. Some of the adversities that the student may incur range from deciding on a topic of interest that the student is passionate about through obtaining Institutional Review Board (IRB) approval to procuring an adequate sample size during recruitment. These difficulties confirm to the student that all challenges are not “created equal.” A DNP student conducting an experimental study with healthcare staff members in a unionized hospital is one example of a unique situation that could present additional roadblocks. If you are a student facing this particular challenge, allow me to offer some perspective.

Often, hospital staff are in favor of joining a union labor workforce, to protect the staff member’s interest along with improving wages, hours of work and conditions in which the job is to be performed. Likewise, the DNP project should support the mission of the union by keeping the participants’ best interest in mind. Despite these mutual goals, a unionized hospital can hinder the DNP project to reach the objective of implementing a new process to improve working conditions and job satisfaction. The hesitations to allow such growth could result from the presence of several inclusion criteria of the healthcare staff (i.e. less than one-year nursing experience), gender and/or employment in a specific nursing specialty.

In the defense of the union, the exclusion criteria may exclude the non-participants criteria may exclude the non-participants of the study from the ability to obtain extra wages/stipends for participation or additional educational opportunities if rendered. Allowing only a selected few of the hospital’s healthcare staff members to individually benefit from participation in a study steers away from unified representation of all union members employed at the hospital. Ultimately, the union is a paid advocate of all its members ensuring that each financial contributor is afforded an equal opportunity to work and earn a viable income.

Without the union’s approval to a conduct the study on their union members, the study cannot proceed despite having met all other requirements and receiving the permission from the hospital administration themselves. An option that maybe permitted by the union for the principal investigator (PI) to proceed with the study will be to allow the experiment to accept all union members regardless of the inclusion or exclusion criteria. Fulfilling this request, an accurate assessment of the specific population will not be able to be achieved during the experiment. Although this specific request is altruistic – garnering accurate data supporting the study under these terms becomes problematic for the PI as the information deviates from the intent and purpose.

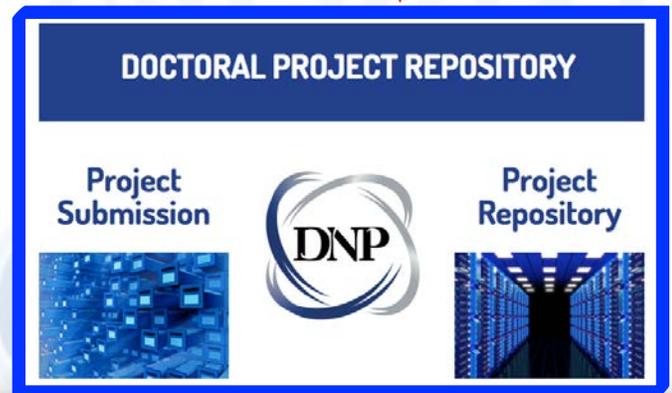
In conclusion, the presence of a union within a hospital where the DNP candidate has proposed to conduct a study, it inevitably will place several obstacles. Suggestions for successfully overcoming these adversities include offering transparency of the study’s objectives, communication of inclusion and exclusion of participants as well as an open agreement for sharing the final results of the study. The PI’s willingness to be forthcoming with the union board, the participants and hospital will certainly foster a trust and belief in the purpose of the study serving the greater good. Sharing a desire to improve the working environment can be accomplished through the proposed study – this is illuminated in the mission of both union board as well as the current Doctor of Nursing Practice student conducting the experiment.



Jessica Ramos
Rutgers School of Nursing



**NEW FOR 2018
FROM *DNP, INC.***



- *Showcase DNP practice projects to share outcomes with colleagues and consumers.*
- *Educate patients, organizations and health care systems on the contributions of the DNP prepared nursing professional.*
- *Support DNP educational programs and practice partners to demonstrate the influence of the DNP prepared nurse.*
- *One time charge per student listing of \$30 to defray cost of repository development and maintenance.*



**CLICK *HERE*
FOR MORE
INFORMATION**

Dr. JoAnn Trybulski

We Mourn the Loss of a Friend

With great sadness we share our warm thoughts to the family of Dr. JoAnn Trybulski. For those that do not know her name, you may know of her contributions to our profession. Dr. Trybulski authored and co-authored textbooks and scholarly articles to enhance our profession. She was instrumental in the development of the DNP program at the University of Miami and before retirement took the reigns of the DNP program at what is now Chamberlain University.

JoAnn Trybulski offered her skills, talents, and kind guidance to many and gave freely of her time to Doctors of Nursing Practice, Inc. She was a presenter at numerous national conferences as she shared her experiences to enhance the skills and talents of the DNP prepared professional. Without a doubt, Dr. JoAnn Trybulski was a friend of all that is DNP and she will be missed.

She passed away unexpectedly on June 29, 2018. Her funeral service took place on Monday July 2, 2018 at Lakeside Memory Gardens in Eustis, FL.

Obituary information including a memory wall and photographs [can be found at this link](#).



What are the Continuing Education Needs of the Doctorally Prepared Nurse?

This brief article begins with a real-life anecdote. As license renewal time came around this last year I wanted to be sure that I had all of the hours needed for state licensure renewal, and also build a case for national recertification. The continuing education offerings on-line were inexpensive and easy to complete, but they left me wanting more to help prepared me for the challenges of my profession.

The search for substantive continuing education is a tough one. National conferences and symposia are a great way to experience first-hand the latest talents and expertise of learned colleagues, yet these events are not always easy to attend. The National DNP Conferences are a case in point. They offer great information but this is only one time per year. So the hunt for continuing education of substance and applicability to my growing educational needs continued.

Publishing companies, such as Springer Publishing and Jones and Bartlett Publishing Company are great resources for educational needs, yet these offerings may provide limited benefits for those that are no longer students. Regardless, we all owe a great debt of gratitude to these and other publishing companies for contributing to the depth and scope of our educational preparation.

One resource for outstanding educational opportunities, as mentioned above, is through national conferences. The talent, depth and scope of expertise offered by colleagues through these venues are currently not available in an enduring format.

This leads me to a question and challenge for all that read this brief article. Who would be willing to be a part of a team to develop continuing education that can be posted to the DNP Inc. web site? I've explored this opportunity in the past and see that this venture is not a quick process. Several vehicles to assure success in this venture have been explored and many options may be viable for the purposes of creating and delivering enduring continuing education.

Do you have an interest in being a part of a team to develop continuing education to be offered by the DNP Inc. organization? If so, please share an email with your contact information and share your interests. It would be great to hear your thoughts. Please contact us at info@DNPInc.org.

Best wishes to all,
David Campbell-O'Dell, DNP, ARNP, FNP-BC, FAANP
President, Doctors of Nursing Practice, Inc.



CONVERSATIONS OVERHEARD IN THE DNP ONLINE COMMUNITY

[Ethics Survey of Nursing Leaders](#) is a study sponsored by faculty colleagues at Old Dominion University and Paracelsus Medical University in Salzburg, Austria. The study will aid in identifying issues that face current nurse leaders in the U.S., Germany, Austria, Switzerland and Canada. Your participation is requested!

[Stop what you are Doing: The very first thing to do when faced with a problem.](#) This inspiring blog by a long-time contributor and colleagues, Eileen O’Grady, may be the best message you read all week.

[Tennessee NP Participation Needed](#) for a study that evaluates political astuteness. Traci Herrell creates the study. If you live in the great state of Tennessee, please participate in this survey.

[DNP Role Study](#) is the work of our colleague, Karen Mary Roush at the University of Massachusetts at Dartmouth. The goal of the study is to examine how the DNP degree has influenced the nursing career, roles or clinical practice. Please support the expansion of knowledge.

[DNPs: A Hot Commodity!](#) Dr. Cheryl Ann Green comments on the future value of the DNP degree. Join the conversation!

DNP Groups of Interest:

- [Ohio DNP Network](#)
- [Texas DNP](#)
- [DNPs of Color-DOCs](#)
- [Comprehensive Complex Care DNP](#)
- [Idaho DNPs](#)
- [Minnesota Network of Practicing DNPs](#)

And others.

If you know of an event that supports the growth and development of nursing colleagues, please post it to the EVENTS page. It’s free, and reaches thousands every month. Click the ADD button on [this page](#) to post an event.

ADVERTISE IN OUTCOMES



SPRINGER PUBLISHING COMPANY
DNP CONFERENCE
GOLD SPONSOR
2014, 2015, 2016, 2017, 2018



AMERICAN ORGANIZATION OF NURSE EXECUTIVES
DNP CONFERENCE
GOLD SPONSOR
2016, 2017



THE GEORGE WASHINGTON UNIVERSITY
SCHOOL OF NURSING
DNP CONFERENCE
GOLD SPONSOR 2017
BRONZE SPONSOR 2018

FOR ADVERTISING RATES VISIT OUR [WEBSITE](#)



JUNE 2018 DNP, INC SURVEY RESULTS

June 2018 Survey Results: The Rigor of DNP Education

The June 2018 survey requested feedback and perceptions of the intensity of DNP education. The results are a little surprising.

Question 1: I access online/enduring continuing educational offerings to help me meet my CE needs.

61% very much to absolutely, 39% somewhat to not at all

Question 2: The CE offerings I see online address my interest in practice.

50% very much to absolutely, 50% somewhat to not at all

Question 3: The CE offerings address my interest as a DNP prepared nurse.

38% very much to absolutely, 62% somewhat to not at all

Question 4: More CE offerings need to be made available specifically to those with the DNP degree.

76% very much to absolutely, 24% somewhat to not at all

Question 5: If CE offerings were available specific to the tenets of DNP practice (in various areas and practice environments) I would likely participate and purchase the module or lesson.

72% very much to absolutely, 28% somewhat to not at all

The results of this survey are very revealing: We, as DNP prepared nurses are hungry for continuing education that addresses our needs and professional development.

What do you think? Do these findings reflect your point of view?

Click [HERE](#) to take the July 2018 Survey



ORGANIZATIONAL UPDATE

A company that communicates grows. The Doctors of Nursing Practice, Inc. organization strives to provide accurate and timely information in order to support, develop, and assist in disseminating professional practice innovation. This is a tall order that is dependent on two factors. One is the existence of information in the form of data, experiences, and the experiences of colleagues like you. Everyone involved in any aspect of our profession, regardless of degree or interest, has the skills and talents to provide information to help others.

The second factor that must be in place to help share information is the communication vehicle. The DNP Inc. organization has the structure to make this happen in several way, including:

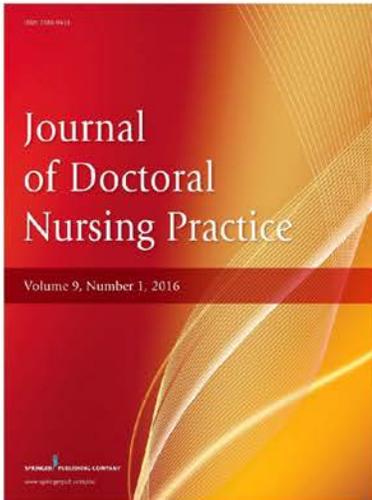
1. The monthly electronic newsletter, OUTCOMES
2. The DNP Online community
3. Services such as the Repository and Program Listing pages, and,
4. Individual mailings inviting colleagues to view and investigate the services provided by DNP Inc.

This last effort of individualized mailings is a process that the organization has been developing for several months. We are approaching and inviting every known university school of nursing faculty to check out the services offered by DNP Inc. We are also working to invite nurses that may not have an immediate interest in the DNP degree to check out the web site to see what can be provided to enhance our discipline.

If you know someone that has an interest in enhancing outcomes by improving nursing practice, please forward this newsletter. Ask your friends and colleagues to join others to build our efforts to support improved outcomes. Your efforts add to the ability of many. Truly the sum of our efforts is greater than the individual parts. Share your talents and engage a colleague.

Useful Links

[DNP PROGRAM LIST](#)[FACULTY
RESOURCES](#)[INDIVIDUAL BLOGS](#)[VALUABLE LINKS](#)[CAREER LISTINGS](#)[GROUP PAGES](#)[DNP PROJECT
REPOSITORY](#)[MULTIPLE FORUM
TOPICS](#)[GRANTS AND
SCHOLARSHIPS](#)[ADVERTISING
OPTIONS](#)



Special DNP Discounts!

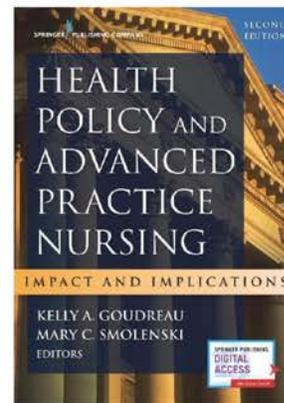
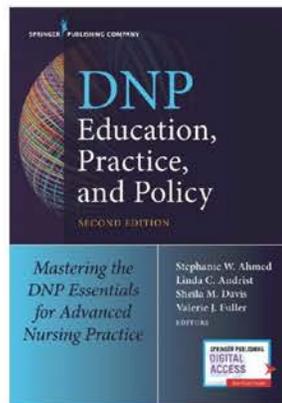
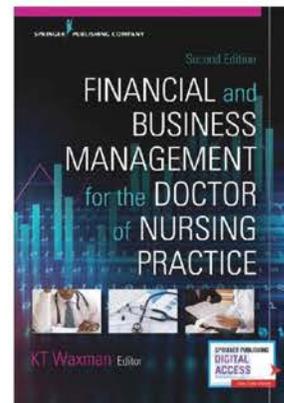
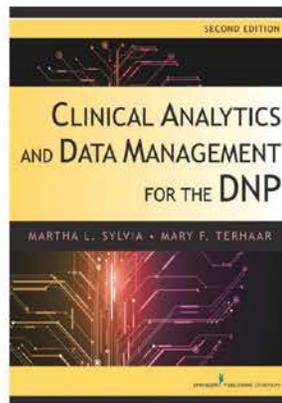
Use code 75DNP2018PE to get over 50% off the print and online subscription rate (\$75) for *Journal of Doctoral Nursing Practice*

**Available for individual subscription for Online Only or for within the US Print & Online (includes Free Shipping)*

DNP Books!

SAVE 25%
Plus
FREE SHIPPING
with Code **JDNP18**

QUALIFIED INSTRUCTORS MAY ALSO REQUEST A DESK COPY



Visit www.springerpub.com today!



JOIN OUR FACULTY!

The Capstone College of Nursing at The University of Alabama (UA) invites applications for full-time faculty positions at the rank of Assistant or Associate Professor. With an enrollment of over 2,200 nursing students, we offer traditional BSN and RN-to-BSN programs. At the master's level, we offer programs for case managers, clinical nurse leaders, nurse administrators, and nurse practitioners. We also offer doctoral programs leading to Doctor of Nursing Practice (DNP) and Doctor of Education for Nurse Educators (EdD) degrees.

A doctorate in nursing or related field is required. Preference will be given to candidates with an established program of research and/or current advanced practice experience. For the nurse practitioner concentration, certification as a Family Nurse Practitioner and/or Psychiatric Mental Health Nurse Practitioner is required.

With our winning traditions in athletics and academics, The University of Alabama has been ranked among the top 50 public universities by *U.S. News and World Report* for more than a decade. Forty percent of our freshman class scored 30 or higher on their ACT exams; and we have more than 600 national merit scholars enrolled. Our university placed 58th in the Forbes list of top U.S. employers, for all sectors of employment.

We are located in Tuscaloosa, a vibrant college community of 160,000, with a moderate climate. Our campus has been ranked as one of the most beautiful campuses in America. Come join us for a stimulating work environment and a great quality of life.

THE UNIVERSITY OF
ALABAMA | Capstone College of
Nursing

For more information, visit our college website: <http://nursing.ua.edu> or contact Dean Suzanne Prevost at 205-348-1040. To apply, visit Employment Opportunities at <https://facultyjobs.ua.edu> and go to faculty positions. The University of Alabama is an Equal Opportunity Affirmative Action education institution/employer.



OUR DOCTORS ARE SOME OF THE BEST NURSES AROUND.



The University of Maryland School of Nursing's Doctor of Nursing Practice program and six of its specialties are ranked in the top 10 nationwide by *U.S. News & World Report*.

Our program prepares elite nursing professionals to lead in today's increasingly complex health care system, applying evolving best practices to make dramatic improvements in patient care.

It offers a variety of specialties and post-bachelor's, post-master's, and post-doctoral pathways:

- Adult-Gerontology Acute Care Nurse Practitioner/ Adult-Gerontology Clinical Nurse Specialist
- Adult-Gerontology Primary Care Nurse Practitioner
- Family Nurse Practitioner
- Neonatal Nurse Practitioner
- Nurse Anesthesia
- Pediatric Acute Care Nurse Practitioner
- Pediatric Primary Care Nurse Practitioner
- Psychiatric Mental Health Nurse Practitioner – Family



We have exceeded the goals set by AACN and NONPF to offer nurse practitioner education through the DNP only.

We are seeking faculty at all levels to join our team of accomplished professionals committed to preparing nurses to excel in the field. Learn more at nursing.umaryland.edu/hr.

LEARN MORE ABOUT THE PROGRAM: nursing.umaryland.edu/dnp

[CLICK HERE FOR MORE INFORMATION ABOUT THE UMSON DNP PROGRAM](#)

AONE – the professional organization for nurse leaders



Core Competencies

- + Frameworks outlining the essential skills nurse leaders need for success

Guiding Principles

- + Foundational resources guiding the development of best practices

Career resources

- + Reports on compensation, satisfaction and transformational leadership

Advocacy for the field

- + Title VIII reauthorization advocacy resources

Community of leaders

- + Leader2Leader online community to discuss challenges and successes

AONE membership is for all nurse leaders in all settings:

- | | |
|--------------------------|-----------------------------|
| + Clinical nurse leaders | + Academic medical centers |
| + Deans and professors | + Health clinics |
| + Doctoral students | + Hospital Systems |
| + Nurse executives | + Post-acute care |
| + Graduate students | + Public health departments |
| + Nurse directors | + Universities |
| + Nurse managers | |

Learn more at aone.org.

Our Behaviors – Futurist | Synthesizer | Partner | Convener | Provocateur | Designer | Broker

Our Values – Creativity | Excellence | Integrity | Leadership | Stewardship | Diversity

Shaping Care Through Innovative and Expert Nursing Leadership

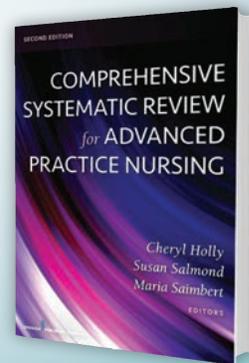
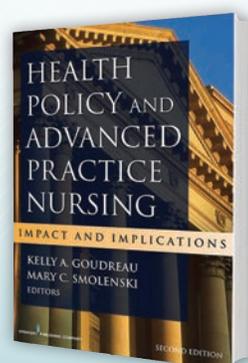
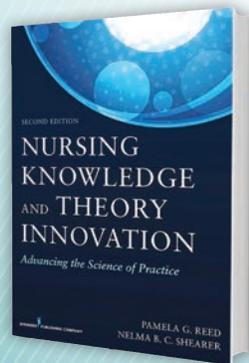
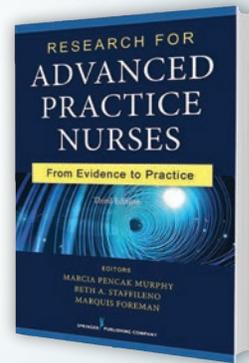
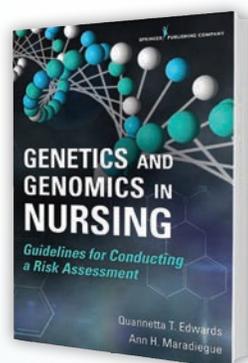
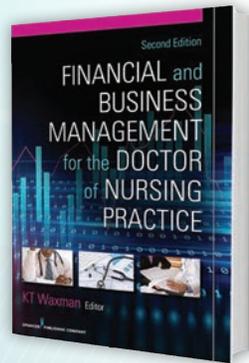
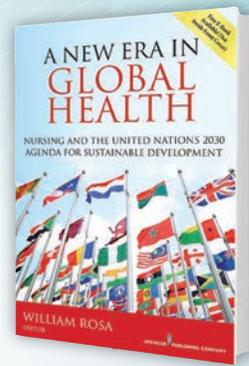
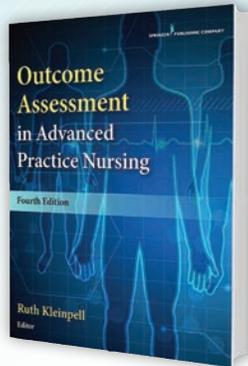
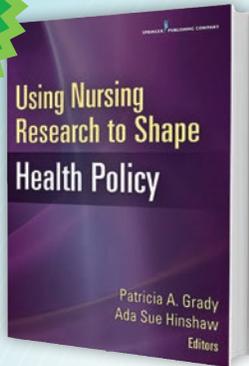
American Organization of Nurse Executives
www.aone.org

AONE
The Voice of Nursing Leadership™

SPRINGER PUBLISHING COMPANY

New Advanced Practice Nursing Resources

SAVE 25% Off
CODE:
DNPCONF2017



Instructor? email us at textbook@springerpub.com
Save 25% with Promocode: DNPCONF2017 | www.springerpub.com



2018 Eleventh National Doctors of Nursing Practice Conference Palm Springs
Sustaining the DNP: Strategies for the Future in Clinical and Administrative Practice

September 27-29, 2018
Westin Mission Hills Golf Resort and Spa
71333 Dinah Shore Drive
Rancho Mirage, CA 92270
(760) 328-5955

Visit <http://www.doctorsofnursingpractice.org/2018-natl-dnp-palm-springs/>
for more information



2018 Conference Objectives

1. Identify at least one potential change in practice,
2. Explore strategies to sustain projects beyond implementation,
3. Examine opportunities to collaborate across disciplines to improve health care outcomes, and
4. Recommend strategies to apply evidence to practice

CONFERENCE HOMEPAGE

REGISTER TODAY

DNP, INC. REPOSITORY FEATURED PROJECTS

DOCTORAL PROJECT REPOSITORY

**Project
Submission**



**Project
Repository**



Have you see the talent and contributions of DNP prepared colleagues? Here's a sample of what can be found in the [DNP Doctoral Project Repository](#):

[Aligning Theory and Evidence-Based Practice to Enhance Human Flourishing in Nurse Executives](#) by Dr. James N. D'Alfonso, a graduate of the University of San Francisco.

[Implementation of Robert's Coping with Labor Algorithm in a Large Tertiary Care Facility: A Quality Improvement Program](#) by Dr. Esther Fairchild, a graduate of Alvernia University.

[Weaning per the Tracheostomy Management Protocol for Downsizing and Decannulation in Adults in a Long Term Care Hospital](#) by Dr. Diana Kay Fauss, a graduate of the University of Missouri, Columbia.

Is your doctoral project in the repository? Are your colleagues and graduates of your university listed? [Click here](#) to learn more and to upload your project.