

<p><u>2022 15th National DNP Conference</u></p> <p>AUGUST 3-5, 2022 Tampa Hilton Downtown</p>	 <p>Six Shortcuts to Employee Engagement</p>	 <p>Visit us at: www.DNPInc.org</p>	 <p><u>ADVERTISE</u> IN OUTCOMES TODAY!</p>
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OUTCOMES

The monthly electronic newsletter for and about nursing colleagues that improve health care outcomes.

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The mission of Doctors of Nursing Practice, Inc. is to improve healthcare outcomes by promoting and enhancing the doctoral prepared nursing professional.

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DNP Inc. Organizational Update



Best wishes to all as we venture into 2022. Lessons from the past hopefully prepare us for the immediate future as we strive to build, support, and grow our profession while helping to improve healthcare outcomes.

As an organization that strives to support and enhance nursing colleagues by providing a vehicle to share and disseminate our successes, we thank everyone for their kindness and support.

Are you familiar with the adage “three steps forward and two steps back”? Well, that is the phenomenon DNP Inc. has endured this past month. New strategic plans are coming online and at the same time enhancements to technology are moving into place. We have moved the website to a Virtual Private Server to better accommodate the services offered yet at the same time this transition has demanded extra time and effort. At the same time the conference planning for the 2022 event scheduled for August in Tampa is underway, yet the application used for this event requires some additional programming. That’s what we mean by 3 steps forward and 2 steps back. We are making progress but sometimes at the expense of an anticipated timeline.

Another 3/forward, 2/back phenomenon occurred in the new DNP online community. Settings were not caught to assure that discussions were posted as open, and many had the appearance that comments were closed for blogs and forums. This is not the case, and this setting has been adjusted.

We are moving to a higher level of communication with all DNP programs in the country while continuing to communicate with DNP prepared colleagues both here in the United States and other countries. If your program is not listed, or if the listing is not complete, please [COMPLETE THIS FORM](#) so that we may add to the listing of programs to support students and solicit potentials students that access this database. Click [HERE](#) to learn more about this important service. (Please note, this listing of DNP programs is being renovated and may not be 100% available until the end of the first week of January).

Please tap into the services offered through Doctors of Nursing Practice to support your professional growth and communication with colleagues.

David Campbell-O’Dell, DNP, APRN, FNP-BC, FAANP
President, DNP Inc.
January 2021



Monthly DNP Inc. Survey Results

Last month's survey solicited responses regarding donations to non-profit organizations, DNP Inc. The responses can be appreciated below. What do you think?

Question 1: I regularly donate to my favorite non-profit charitable organization(s).

78% very much to absolutely, 272% somewhat to not at all

Question 2: Part of my budget includes money set aside for giving to organizations I select.

56% very much to absolutely, 44% somewhat to not at all

Question 3: I have supported DNP Inc. as a non-profit charitable organization with donations in the past.

0% very much to absolutely, 100% somewhat to not at all


Question 4: I have purchased services from DNP Inc. in the past (a conference registration, repository listing, or other service).

22% very much to absolutely, 78% somewhat to not at all

Question 5: In the future I will consider donating to DNP Inc. to support grants that support my DNP colleagues' work.

56% very much to absolutely, % somewhat to not at all

These quick-and-easy surveys help us check the pulse and temperament of respondents. The surveys support a general understanding and appreciation of topics being discussed and examined. Please consider completing each month's survey to help us learn more about ourselves and our practice as DNP prepared nurses.



**Click [HERE](#) to complete
the January 2022
DNP Survey**

Dissemination Team / Featured Repository Projects

The Dissemination Team is a collective effort to support DNP student and graduate colleagues in sharing their completed DNP projects. Many programs archive completed projects in a university archive, while others save the work to searchable databases that can be viewed by those with access to these library-based collections. The DNP Project Repository is different. It is searchable by all browsers and search engines, and can be shared with stakeholders. The content is the intellectual property of the author. University programs that are a part of the Dissemination Team support their students and graduates by providing a \$5 discount for all repository uploads from their school.

Programs that are a part of the Dissemination Team include:

American Sentinel University
Chaminade University of Honolulu
Lourdes University
Purdue Global University
Sacred Heart University
St. Louis University
University of Maryland
Wilmington University

Is your program or alma mater on the Dissemination Team? Click [HERE](#) for more information.

DNP Repository Featured Scholars

The skills and dedication of DNP prepared colleagues can be seen in the work posted to the repository – a curated collection of articles. Here’s a sample of what can be found in the [DNP Doctoral Project Repository](#):

[Pharmaceutical Clinical Educator Effectiveness: Perceptions of Oncology Advanced Practice Providers and Registered Nurses](#) by Laurie A. Farrell, DNP, MSN, ARNP, FNP-C from Bradley University

[QueerAlly-IDD: Supporting Intellectual Disability And Developmental Disability \(ID/DD\) Individuals Who Identify As Lesbian, Gay, Bisexual, Transgender, Queer, Questioning \(LGBTQ+\)](#) by Chinazo Ebelechukwu Echezona-Johnson, DNP, EdD, MSN, LL.B, PCC, RNC-MNN from Touro University Nevada

[NP-MD Shared Model of Care in Opioid Treatment](#) by Petrona I. Ennis-Welch, DNP, FNP-BC from Dominican College

The Doctoral Project Repository is an archive of curated documents. This archive does not replace or presume any publication effort. Each listing is owned by the individual that uploads the completed academic scholarly practice project. This service allows you to share ideas and work products into both the scholarly and consumer communities.

Six Shortcuts to Employee Engagement

In today's healthcare environment, the nurse who received education through a Doctor of Nursing Practice (DNP) program has a particularly difficult challenge because the degree is a new educational pathway for many organizations. Innovation, learning, and leadership are core components of a DNP-prepared nurse. DNP essentials outline the foundational competencies that are core to all advanced nursing practice roles. Systems and organizational leadership are critical for DNP graduates to improve patient and healthcare outcomes as described in DNP Essential II: Organizational and Systems Leadership for Quality Improvement and Systems Thinking (AACN). Awareness of how DNP programs prepare nurses will help healthcare organizations understand how DNP nurses facilitate ongoing improvement of health outcomes and ensuring patient safety.

One way to foster improved healthcare outcomes and ensure patient safety is by employing engaged employees. Engaged employees feel passionate about their jobs and are committed to their employers. Hiring and retaining dedicated employees is essential for a healthcare organization's success. The book, *6 Shortcuts to Employee Engagement*, is a perfect book for every healthcare leader who values employee engagement. Author, Vicki Hess, is also a speaker and consultant who works with healthcare organizations to positively impact employee engagement.

This easy-to-follow book can be purchased from Amazon for \$19.95 (ISBN: 978-0-9789862-6-1) and was published in November of 2019. This edition provides healthcare leaders with high-impact ideas that are structured, evidence-based, and simple to put into practice.

Hess (2019) provides readers with tools that are relatable, real-world scenarios that leaders can use to positively impact employee engagement. The Healthcare Edition equips healthcare leaders with effective methods for improving employee engagement. This book is a fantastic tool for day-to-day operations.

Improved engagement leads to satisfaction, safety, productivity, efficiency, quality of care and employee retention. When it comes to ways to positively impact employee engagement, connecting with each member of your team is critically important (Hess, 2019).

Essential VI Interprofessional Collaboration for Improving Patient and Population Health Outcomes is relative to the fact that employee engagement leads to better patient outcomes and quality of care delivered to the population served. DNP graduates should be engaged as highly collaborative team members. This essential relates to the goal of accomplishing the Institute of Medicine's (IOM) recommendation for safe, timely, efficient, effective, equitable, and patient-centered care (AACN, 2006). Employees who are engaged will function in a collaborative manner. It is evident that DNP-prepared nurses are well equipped to serve as effective collaborative team leaders and participants due to their comprehension of organizational and systems improvements, outcome evaluation processes, healthcare policy and leadership (Zaccagnini & White, 2011).

Improved employee engagement leads to improved patient outcomes by increasing productivity, increased patient safety, and overall quality of care. Healthcare is ever-changing. Employees are the fabric of healthcare organizations and elevating staff engagement is critical to positive patient outcomes. Hess (2019) provides readers with a foundation to lead and succeed.

Stephanie White Ralston, MSN, RN, DNP Student at Eastern Kentucky University



References

- Hess, V. (2019). *6 Shortcuts to Employee Engagement* (Healthcare Edition). The Baldwin Group.
- Zaccagnini, M. & White, K. (2011). *The doctor of nursing practice essentials: A New Model for Advanced Practice Nursing*. Jones & Bartlett Partners.
- American Association of Colleges of Nursing (2006). *The essentials of doctoral education for advanced nursing practice*. <http://www.aacn.nche.edu/publications/position/DNPEssentials.pdf>

***Join Us at the AACN Doctoral Education Conference
January 20-22, 2022, Naples, FL***

Doctors of Nursing Practice, Inc. is proud to have been invited to exhibit at this year's Doctoral Education Conference taking place at the Naples Grande Beach Resort.

For more information about the conference [CLICK HERE](#).

The DNP Conversation: Interview with Dr. Shannon Idzik

Welcome to our monthly contribution to the [Doctor of Nursing Practice Inc. OUTCOMES E-Newsletter!](#) This month, it was our pleasure to interview Dr. Shannon Idzik.

Shannon Idzik, DNP, ANP-BC, FAANP, FAAN is an Associate Professor at the University of Maryland School of Nursing and has been on faculty there since 2005. Prior to her current role as the Associate Dean of the DNP program, she served as the program director for the Adult Gerontology Primary Care NP program and the Director of the DNP program. She has worked in diverse primary care and outpatient practices from inner city Baltimore to more rural Harford County MD. She currently maintains a faculty practice as a nurse practitioner in the University of Maryland Upper Chesapeake Medical Center in the Comprehensive CARE Center where she cares for uninsured/underinsured and medically complex patients. She is active in the professional community, serving as a Collegiate Commission on Nursing Education (CCNE) site evaluator and the nurse practitioner representative to the regional health information exchange, CRISP. Dr. Idzik has served on executive board of the National Organization of Nurse Practitioner Faculties and as a president of the Nurse Practitioner Association of Maryland (NPAM). She was awarded AANP State Award for Excellence in 2012, was selected as a Fellow of the American Academy of Nurse Practitioners in 2014 and a Fellow of the American Academy of Nursing in 2017. Dr Idzik is a reviewer for numerous peer-reviewed journals and serves on the editorial board of the *Journal of Doctoral Nursing Practice*.

Thank you for listening to “***The DNP Conversation***” and let’s keep the conversation going!

Link here to the [YouTube Interview with Shannon Idzik, DNP, ANP-BC, FAANP, FAAN](#)

or copy/paste: <https://youtu.be/ZraeTOIX2Hg>

Our very best regards,

Brenda Douglass and Jeannie Garber, Co-Authors:



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DNP Inc. Online Conversations

Join the New and Improved DNP Online Community. The OLD online community (with NING in the URL) has expired and is being dismantled. Please sign-up for the new site's online community by clicking the Login option on the top right-hand corner of www.DoctorsofNursingPractice.org home page.

Groups including:

[DNP in Diversity, Equity, and Inclusion \(DEI\)](#)
[Greater Boston Doctors of Nursing Practice Group](#)
[Virginia Association of DNPs \(VADNP\)](#)
[Dual Certified DNPs](#)
[DNPs of Color \(DOCs\)](#)
[DNPs Seeking Positions in Academia](#)
And more!

Forums including:

[Monthly DNP Survey: 2022](#)
[Best and Worst States for Health Care](#)
[The AACN Essentials Conversation Continues...](#)
[DNP in Diversity, Equity, and Inclusion](#)
[DNP Faculty](#)
[DNP and Policy and/or Legislation](#)
[DNP Practice Issues](#)
[DNP Student Concerns](#)
And more!

Blogs including:

[Mentoring and Interprofessional Collaboration](#)
[MSN vs. DNP](#)
[Public Health Impact by a Multidisciplinary Team Volunteering Time](#)
[The Nurse Leader Coach: Becoming the Boss No One Wants to Leave](#)
And more!

If you have an event that supports the growth and development of nursing colleagues, please send information via an email to: info@DNPInc.org so that we may post it for others to access.



Did you know that DNP Inc. online members represent all 50 states in the United States, and 10 countries outside of the US?

We are truly an international organization sharing and growing our discipline to improve healthcare outcomes.

DNP Foundation News
FROM THE CLASSROOM TO THE BOARDROOM

The Doctors of Nursing Practice Foundation has been created to assist nursing colleagues in realizing their plans to impact health care delivery. Many scholarly projects are lacking the support needed to make a sustainable impact. The intent of the DNP Foundation is to assist in these efforts to improve healthcare outcomes. To learn more about the foundation and how you may be a part of the process, visit [THIS LINK](#).

All donations are 100% tax-deductible as stated in the IRS Code section 170.

Thank you to the following donors:

Diamond Donor:

Patricia Thompson, Girard, KS
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Ruby Donor:

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Hilary Barnes, Philadelphia, PA
Ann L. O'Sullivan, Philadelphia, PA (Donated twice! Thank you!)

Topaz Donor:

Ranti Oju, Sant Albans, NY
Carline Sainvil, Brooklyn, NY

The Value and Challenge of Building a Community Foundation

Community Foundations elicit ideas of philanthropic work helping a geographic area (city, town, state, or region). Those earning or contributing with the DNP degree are also a community, yet not bound by geographic boundaries. To build a funding source specific to the needs and contributions of the DNP prepared colleague is the goal of the DNP Foundation. Grant proposals have been submitted requesting funding to support this venture that would support the growth and development of all DNP prepared colleagues and all in our profession. The measurable improvement of healthcare outcomes is the basis of our work. Please consider contributing and supporting this venture.

[CLICK HERE](#) for more information.

2022 DNP Conference News

The 2022 National Doctors of Nursing Practice is on go, yet with some up-front infrastructure challenges on the technology front. The organization is converting from the use of three systems into one to assure continuity throughout the conference process, yet this application requires a learning curve and process of modification to make fully functional. We anticipate having the call for abstracts opened by January 15 to run through June 15.

We are still pressing forward to crystalize our plans with conference planners to list invited presenters as we explore a celebration of how DNPs of different educational tracks collaborate to improve systems, practices, and health care outcomes. We hope to highlight our successes and explore ways we can have clinically oriented DNP prepared colleagues work better with DNPs with an administrative, information, or policy background. This intradisciplinary collaboration does not receive the attention deserved so that is the direction we are aiming to explore.

Early Bird Registration will be open through April 30, 2022. Presenters, students, and military are afforded a discounted registration rate.

Volunteers are valuable part of every conference. We select from a pool of applicants each year that are currently enrolled in a DNP program. The process of the conference is assured by the kind help of volunteers who are welcomed to enjoy the entire conference.

David Campbell-O'Dell, DNP
President, Doctors of Nursing Practice, Inc.



Thank you, Oak Point University, for being a 2021 Bronze Sponsor
and Bag Sponsor at this year's event.



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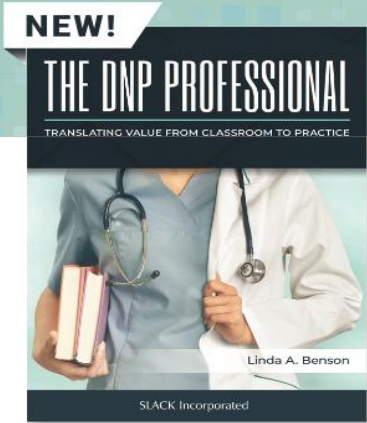


Other Exhibitors at the DNP National Conference, 2021, Chicago, August 11-13, 2021



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Save the Date! 2022 DNP National Conference in Tampa

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Theme TBA

August 3-5, 2022

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SAVE THE DATE!