Have difficulty getting published

Struggle to repeat the cycle of research

Need to find collaborators & build relationships

Asked to teach but may not have learned to do so

Have to compete for funding

Newly Prepared Doctorates Struggle
What's the big idea?
Strategies

1. Assessment
   - DNPs
   - Employers

2. Annual Institute

3. Online Community & Resource Center

4. SPIN Fellows Program

5. Enterprise-Wide DNP Council
ASSESSMENT
Describe & Promote Outcomes

- DNP Outcomes
  - Projects
  - Grad Surveys
  - CNO Survey
  - Employer Survey
  - Scholarly Work
  - Anecdotes
Assessment - DNPs

- What are DNPs doing?
- What challenges do DNPs experience?
- How can we mitigate barriers & threats?
- How can we be helpful?
Practicing DNPs
First Credential

- BSN: 15
- Diploma: 11
- AD: 7
CNS
Admin
Educator
Informatician
Public Health
Safety & Quality
Home Care
Care Management
Other
Care Management
Home Care
Safety & Quality
Health Policy
Public Health
Informatician
Educator
Admin
CNS
Role
43
NP Certification

- Pedi Acute Care
- Safety & Quality
- Neonatal
- Peds
- Gero
- Family/Psych
- Family NP
- Adult
- Acute Care

26
CNS Certification

- Acute care: 5
- Adult: 1
- Adult/Psych: 2
- Child & Adol Psych: 1
- Gero: 1
- Other: 0
- Peds: 1

Total: 11
Presentations
After Graduation

- Seven or more
- Five or Six
- Three or Four
- One - two
- None
Accomplishments

- JHH Nursing Publication Award ****
- Shirley Sohmer Award **
- MNA Pathfinder Award
- Think Swiss Award
- Assistant Professor Appointment ********
- Program Director ****
- NLN Nurse Educator Certificate
- Director of Nursing
- CNO ***
- Physician Collaboration Award
- National Committee Chair ****
Compensation for Performance

- YES: 82%
- NO: 18%

Total: 33
changed employers

no 77%

yes 23%

44
Promotion Post Graduation

Total: 43

- Yes: 42%
- No: 58%
Reason for Changing Position

Opportunity: 68%
Responsibility: 16%
Relocation: 5%
Prepare for Future Promotion: 11%
New Responsibilities

- None
- EBP
- Increased leadership
- Publication
- Translation Projects
- Program Development
- Precept DNP Students
- Policy Development
- QI
- Research
Very Often to Always

8. Advocate for colleagues 3.48
7. Advocate for patients 3.33
3. Provide organizational leadership to increase quality 3.30
18. Impact practice in your facility 3.25
1. Apply science to improve outcomes 3.23
2. Demonstrate organizational leadership (systems) 3.23
Very Often to Always

9  Use evidence to change policy  3.20

11  Collaborate with other disciplines to improve outcomes  3.20

5  Apply analytics to decisions  3.10

4  Demonstrate doctoral level clinical scholarship  3.05

10  Change policy to improve outcomes  3.05

12  Lead collaborations between disciplines  3.05

14  Impact health in your facility  3.00
Occasionally

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<td>6</td>
<td>Apply information systems solutions to raise quality</td>
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<tr>
<td>13</td>
<td>Lead collaborations focused on prevention</td>
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<tr>
<td>15</td>
<td>Impact health in your community</td>
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<tr>
<td>16</td>
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<td>Impact practice locally</td>
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<tr>
<td></td>
<td>Impact health globally</td>
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<tr>
<td>17</td>
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## Barriers

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<tr>
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<td>Lack of time</td>
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<td>Lack of administrative support</td>
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<td>Lack of statistics assistance</td>
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<td>Lack of IT resources</td>
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<td>Lack of data</td>
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The lower the score, the greater the difficulty
What organizational support would help?
Assessment - Employers
CNO Interviews - Methods

- Round 1: Survey refinement (respondent N = 1)
- Round 2: Survey administration and refinement (N=7)
- Round 3: Development of web-based CNO survey
- Round 4: Selected follow-up
DNP degree program is not well understood

“My greatest concern is the lack of understanding and appreciation of what a DNP can bring to an organization. One of our greatest challenges is educating the organization, and especially physicians, about the DNP role and what advantages there are to the organization”
CNO Interviews – Key Findings

DNP degree program is not well understood

“A senior physician colleague] approached me in the hall and said:
‘I’m very concerned about nursing’s movement to produce all these DNP’s. Nursing is better off having a few high-quality doctorally-prepared students than an army of people with lesser qualifications’”
CNO Interviews – Key Findings

Skills considered essential for DNP graduates working in

“I would expect them to be able to define leadership and know how to assess [it] using various models.”

“I expect them to be] able to operate at both a strategic and tactical level.”

“They must be able to take on more complex system issues”
“I definitely think there is a difference between the skills I would expect them to have and what they are getting prepared for ... because when I looked at DNP programs ... what they provide in leadership [training] is very variable”
CNO Interviews – Key Findings

New themes

“They were shining stars before they did the DNP; they came back with enhanced skills, and are even better than they were before.

The most successful had a crossover experience because she blended her work and scholarly pursuit”
CNO Interviews – Key Findings

Selected limitations of DNP training

“I think it has been stronger in concept than in execution and I think it has been stronger for nurse practitioners in advanced practice roles than it has been for those going into executive or management roles”
CNO Interview Results

• Anticipation of DNPs contribution

• Desire to support DNPs

• Desire to put DNPs abilities to good work

• Connect DNP to mission & triple aim
Annual Institute

Provide all DNPs in Maryland the opportunity to disseminate knowledge and increase confidence so they will be effective in the work of translation and innovation in practice.
SPIN

**Initial**
- 3 day program once a year
- Nice hotel
- Abstracts
- Un-conference
- Statistical Process Control
- Role transition
- N=50

**Improved**
- 2 day program twice yearly
- On campus
- Abstracts
- Un-conference
- Writing for publication
- Calculating ROI
- N=45
Online Community & Resource Center

• Develop and test social and professional network.

• Facilitate networking and collaboration among DNPs across Maryland.

• Alpha testing by DNPs across Maryland in 2012.

• Refined in 2013.
Online Community

• In-House (JHU/JHH Community)
  – Bubbler (JHED)

• State Wide
  – Linked In

• Collaboration – Have we missed anyone?
DNP Council

- Establish a council at the Johns Hopkins Hospital
  - 40 DNPs across the Hopkins Enterprise
- Target practice problems
- Design strategies to
  - improve performance,
  - evaluate outcomes, and
  - develop careers
DNP Council

• Focus on strategic intent
• Collaborative efforts
• Collaborative publications
• Problem solving
• Identify and mitigate barriers
Your Thoughts?
Next Steps

• Collaborations
  – Translation
  – EBP
  – Publications
  – Consultations
Next Steps

• Planning for next conference...
• Use of social media
• Self Paced Learning Modules
This work was conducted with support of an NSP II award from the Maryland Health Services Cost Review Commission.
Start-up...... IMPACT


