



Sigma Theta Tau 43rd Biennial Convention

Building a Center for Nursing Excellence Using a Role-Based Model for Accountability and Outcomes

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Learner Objectives

The learner will be able to:

1. Identify the importance of creating a Center for Nursing Excellence that aligns with inter-professional role-based practice across a healthcare network
2. Describe key components of a Center for Nursing Excellence that support nurses' accountability for their practice, role development, scholarly activities and outcomes



Background

- HonorHealth - affiliation followed by merger of 5 hospitals/clinics/ambulatory ~ 3460 nurses
- Magnet® as core tenet
- Organizational redesign – board/senior leader support
- Vision for Center for Nursing Excellence
 - Magnet
 - Practice
 - Research
 - Professional Education



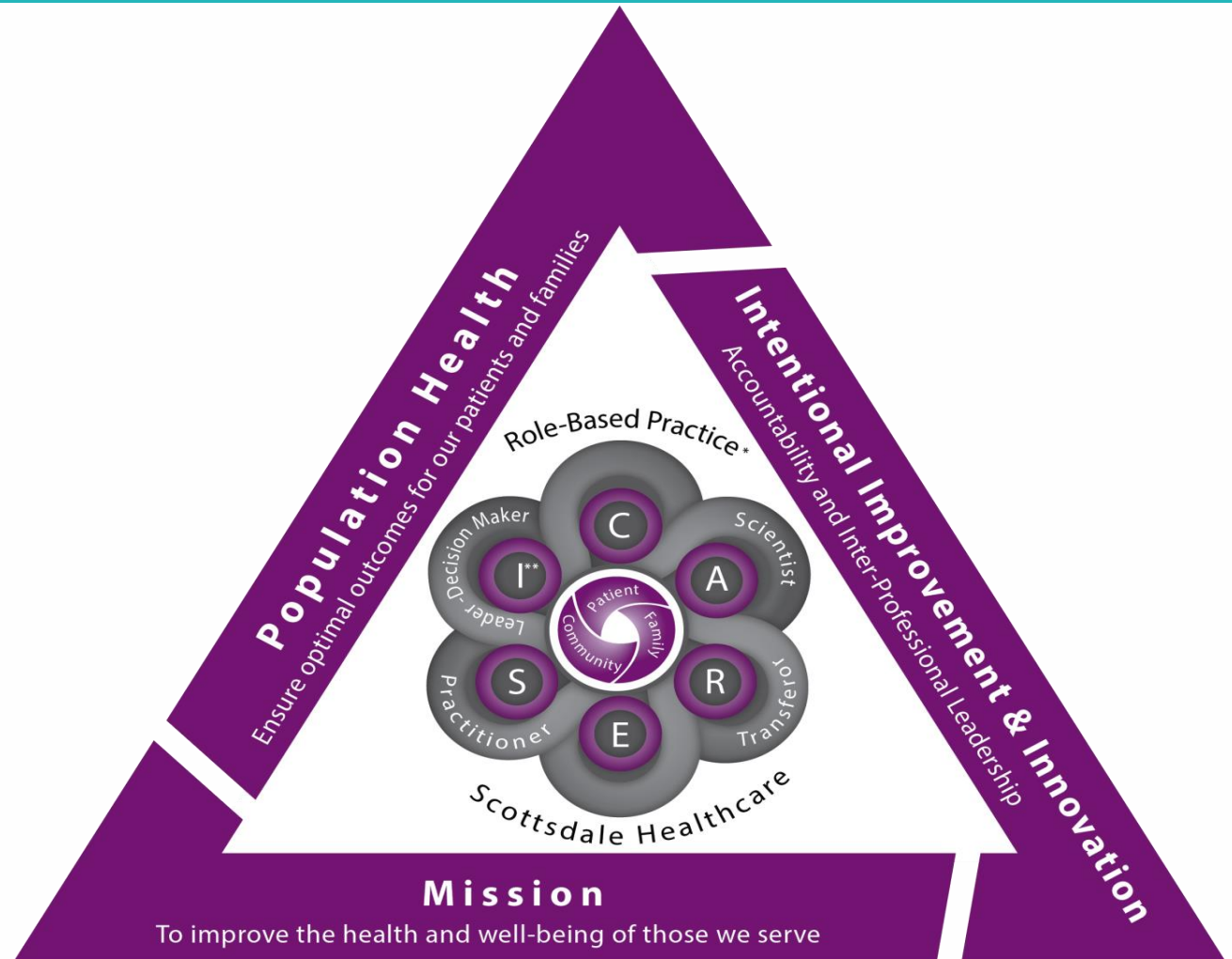
Philosophy

“To support a nursing environment that is as humanistic and compassionate as it is scientifically and technologically sophisticated”.

- Adapted from the Arnold P. Gold Foundation



Role-based Infrastructure



* O'Rourke, M. (2003). Rebuilding a professional practice model: The return of role-based practice accountability. *Nurs Admin Q*, 27(2), 95-105.
** ICARES: Integrity. Caring. Accountability. Respect. Excellence. Stewardship.



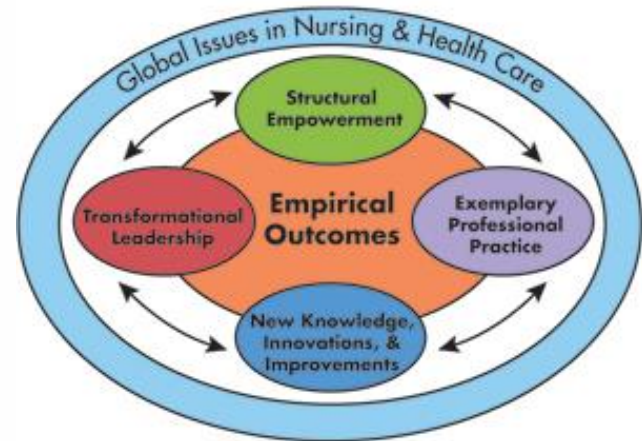
Professional Governance

- Structure that supports accountability, professional obligation, interprofessional relationships and decision making
- Anchored in Magnet model component of structural empowerment
- Supports autonomous practice and positive nurse/physician relationship
- Councilor model



Upholding Nursing Accountability

- The Center supports empowering nurses as leaders, scientists, transferors and practitioners
- Accountable for their professional practice
- Rigorous standard-keepers and decision-makers
- Drive outcomes
- Engage in scholarship





Outcomes

- Unification of efforts to provide support to improve the quality of care.
- Distinguished Scholar in Residence, Dr. O'Rourke, hired to actualize a role-based professional practice model
- All Center efforts include involvement of its Directors to:
 - Increase involvement of bedside nurses in professional governance
 - Increase professional certification
 - Increase pursuit of academic advancement
 - Standardize clinical practice through EBP
 - Increase horizontal and vertical integration of Magnet principles
 - Support an organized program of research



Improved Outcomes

- Falls
- CAUTIs
- Patient experience
- Professional certification
- 12 Nursing Research fellows
- Residencies and academic partnership





Questions?



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