Minutes: October 17, 2012

**TOPICS:**

**SHARED GOVERNANCE**

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<td>• Currently a CNIII project on Medication Distractions and Uncharted Narcotics on 5 Tower</td>
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<td>• We now have a contract with Cal State Fullerton, Walden, and Chamberlin for RN to BSN and Masters Program.</td>
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<td>• Employee discounts will also be provided for UCI staff</td>
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**NURSING RESEARCH FELLOWSHIP**

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<td>• Applications are open as of today till November 21st</td>
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<td>• We received 3 applications</td>
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<td>• Charlene will resend application for the Nursing Research Fellowship</td>
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<td>• Subcommittee needs to get together to develop curriculum</td>
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<td>• Deadline for application was November 21st</td>
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<td>• Subcommittee for curriculum development</td>
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**DAISY GRANT LETTER OF INTENT – PROJECT REVIEW**

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<td>• DAISY Grant Foundation for a $5000.00</td>
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<td>• Ruth Mulnard and Debi Boyle- Co-Principle Investigators</td>
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<td>• Staff nurse involvement on this project is needed</td>
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**Background:**

- National average is 30% of deaths that occur in the hospital setting and for Elderly it is about half
- At UCI Medical Center the largest group of deaths that occur in the hospital are over the age of 65
- UCI Medical Center 2011 Stats over 400 people died so at least one person a day
- Families play an important role in terms of palliative care and end-of-life care
- This project will focus on specific nursing intervention requested by patients and families
- Ultimate goal is to facilitate family’s grief and overall perception of the hospital experiences
Research Goals:
- To characterize the families’ perceptions
- Create a family centered care quality care
- Investigate the nurse’s perception of what they think families want from them
- Look at nurses death attitudes using selected demographics

Specifics:
- After patients death a letter will be given to the family stating that they might receive a call asking for their experience
- Staff nurses will be assistant researchers and make the calls to the family
- End-of-life surveys for families includes: 13 questions with two open-ended questions
- A hospital wide survey will be given to all nurses via survey monkey “Death Attitude Profile”
- Results from survey will be shared at Unit Practice councils
- Demographics will be unit specific
- The proposal is still in the work and will be submitted by November 2nd
- Majority of the grant funding will go towards paying staff nurses for coming in on their day off to make the survey calls

Feedback:
- Great concept and defiantly good idea on having bilingual nurses call and reach out to families that do not speak English
- Recruit staff nurses to be part of the co-investigators and analyze data
- NICU and Perinatal data should be separated and analyzed alone

RESEARCH

A. Council
- We looking a interventions to help boost evidence based practice at the bedside and it was decided to go provide intensive training on how we use evidence based practice at the medical center
- Per and post data will be gathered and analyzed at unit councils

B. IRB Projects
- Department IRB meeting every Friday starting at 8am
- These research projects will help strengthen our organization and move towards meeting Magnet standards
- Magnet posters:
  - Presenting and submitting posters to magnet
  - Our goal and focus is to have a uniform control look at our projects and abstracts
- All project come through this committee for review
- Our goal is to present at the 2013 Magnet Conference

C. Research Opportunities
Improving IV insertion techniques through the use on new technology: Maurice Espinoza
Nursing Quality and Research Council

- This technique could possibly reduce blood cultures and cut cost
- Research: new methodology of blood cultures verses routine sticks
- Comparing retrospective data to training people in a confined unit and gathering prospective data
- Improving IV insertion techniques through the use on new technology
- Maurice to bring baseline research of Improving IV insertion techniques through the use on new technology to next IRB Friday for further discussion

Nursing Research Committee Education

Qualitative Research: Ruth Mulnard

What is Qualitative Research?
- Narrative data (may include some statistics)
- Field work (in naturalistic settings)
- Initial inductive mode of inquiry - hypothesis-generating
- Concerned with understanding phenomena from perspective of research informants
- Oriented toward understanding how the social world is interpreted and experienced
- Case-oriented (idiographic)

What is the Process of Doing Qualitative Research?
- Data collection and analysis are concurrent and ongoing
- Data collection begins in a broad, open-ended manner and becomes more focused as data analysis directs inquiry
- Further data collection then leads to modifications in data analysis

Types of Qualitative Research:
- Qualitative Description
- Grounded Theory
- Ethnography
- Phenomenology
- Life Histories/Historical
- Narrative Analysis

Summary of Major Points
- Qualitative research is concerned with interpretation and with meaning and perspective
- An iterative process of data collection and analysis/interpretation
- Initially inductive, becoming more deductive as the process continues
- Various qualitative methods, rooted in different disciplines
- Data analysis is composed of several steps that allow for more focused data collection and analysis
The following are a selected review of the literature in preparation for the Nursing Quality and Research Council research project on lateral violence in the workplace.

Lessons Learned From a Lateral Violence and Team-Building Intervention: Steven Bereta.

Objectives: The purposes of this process improvement project were to (1) identify and improve baseline levels of nurse satisfaction and group cohesion through planned unit-based interventions, (2) determine the effect of a team-building intervention on factors that impact cohesive team functioning, and (3) determine the effect of lateral violence training and communication style differences in improving team cohesion.

Methods: The sample consisted of registered nurses (RNs) from 4 diverse patient care areas. A quasi-experimental pre-post intervention design without a control group was employed. The intervention focused on lateral violence and team building. A qualitative component focused on the impact of the intervention on overall group dynamics and processes.

Results: RN-RN interaction scores improved post intervention. Group sessions focused on building trust, identifying and clarifying roles, engaging staff in decision making, role-modeling positive interactions, and holding each other accountable.

Conclusions: Key to a cohesive environment is an effective nurse manager able to drive and sustain change.

Examining Lateral Violence in the Nursing Workforce: Johanah Morelos

A combination of quantitative and qualitative data, using grounded theory methodology

Sample setting: 35 In-Patient nurses and LVN

Tools used: questionnaires on how serious the perception of having later violence in the workplace and incidents

Also include open-ended questions on incidence where they experienced lateral violence

Study said their qualitative results mirrors their qualitative results

Limitations of study: because they did an internet survey the response rate was low with a 30% response

Bullying in the Workplace: Charlene Miranda-Wood

Methods: This was a descriptive study using a convenience sample of 249 members of the Washington State Emergency Nurses Association. The Negative Acts Questionnaire-Revised was used to measure workplace bullying.

Results: Of the sample, 27.3% had experienced workplace bullying in the last 6 months. Most respondents who had been bullied stated that they were bullied by their managers/directors or charge nurses. Workplace bullying was significantly associated with intent to leave one's
current job and nursing.

Conclusion: In seeking remedies to the problem of workplace bullying, nurse leaders need to focus on why this bullying occurs and on ways to reduce its occurrence. This is a critical issue, since it is linked with nurse attrition.

**Oppression and exposure as differentiating predictors of types of workplace violence for nurses: Adrian Caraballo**

The influence of personal dispositional factors and organizational resources on workplace violence, burnout and health outcomes in new graduate nurses: A cross-sectional study: Adrian Caraballo

**Responsibility of a Frontline Manager Regarding Staff Bullying: Adrian Caraballo**