An Organizational Approach to Adoption of Technology to Enhance a Nursing Evidence-Based Culture

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Objectives

• Discuss the approach to the use of evidence based practice (EBP)
• Define how EBP is integrated into the performance improvement (PI) process
• Discuss barriers to the use of EBP and how technology can increase adoption
• Discuss ethical implications of EBP and technology adoption
Organizational Construct

Large Multi-hospital Health System in Southern U.S.

• 12 Acute Care Hospitals including Quaternary Academic Center and Children’s Hospital
• Accountable Care Organization
• Employed and clinically integrated physician networks
• Insurance solution
• Ambulatory and Diagnostics
• Health Insurance exchange
Approach to EBP

- Identification of the problem
- Literature search
- Evaluation of the evidence
- Intervention chosen
- Justification
EBP via the PI Process

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<td>Identify need for process implementation</td>
<td>Develop education and roll-out plan</td>
<td>Analyze Measures (see PMS)</td>
<td>Align priorities with MHSL needs through SPP</td>
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<td>Identify process owners &amp; select team</td>
<td>Create supporting policies/procedures</td>
<td>Share Improvements and Innovations with other relevant work units</td>
<td>Establish communication mechanisms</td>
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<td>Determine stakeholder requirements</td>
<td>Educate and train</td>
<td>Evaluate opportunities for continued improvements and innovations</td>
<td>Ensure measures are appropriate and cascaded through scorecards</td>
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<td>Determine design/improvement methodology (PDCA/Lean Six Sigma)</td>
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<td>Harmonize plans, processes, results, analyses, learning and actions to support organizational goals</td>
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<td>Research regulatory requirements &amp; best practices</td>
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<td>Implement reporting processes to ensure accountability</td>
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<td>Ethical considerations</td>
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<td>Stage Gate Review</td>
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<td>Design and map the process; identify efficiency, effectiveness &amp; safety concerns</td>
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Barriers to Adoption of EBP

Five Major Themes Related to Use of Technology:

• Lack of time
  • Lack of Access
    • Lack of Skill
      • Lack of Motivation
        • Lack of Point of Care Technologies
ADOPTION OF EBP THROUGH AN INFORMATION TECHNOLOGY FRAMEWORK
EBP through EMR Technology Integration

- Imbedded References with Clinical Guidelines within EMR
- Point of Care Technologies & Device Integration
- Nurse Researcher
- Nursing input into decision-making
- eDocumentation Pathways Policies and Rules
- Computer Based Learning
- Clinical Guidelines

Nursing EBP Culture
Ethical Considerations

• Patient Autonomy
  • Beneficience
    • Justice and equity
    • Privacy and security
Implications for Nursing

• Technology is a “gift”
• Nurses need to be at helm of decision-making
• More time at the bedside
• High reliability
References


