RECRUITING STAFF NURSES AS RESEARCH PARTICIPANTS: LESSONS LEARNED
TEAM MEMBERS

• Karen H. Morin, PhD, RN, ANEF, FAAN
• Ashley Wright, BSN, RN [Principal Investigator, and 2015 AWHONN Novice Researcher Award
• Marshe Suderman, MSN, RN, FNP-BC
• Donna Moyer, PhD, RN, PCNS-BC
• Khristina Grimm, PhD, RN

Special thanks to Heidi Wheeler, MS, ANP-BCN, and to AWHONN
LEARNING OBJECTIVES

• Identify difficulties (barriers) encountered when recruiting nurses to participate in EBP and research

• Describe at least two lessons learned
• Evidence supports anticipatory rounds in Medical surgical units

• Minimal research for postpartum units
PURPOSE / DESIGN

• To obtain patient, staff nurse, and nurse leadership perspectives on
  • Interactions between nurses and postpartum mothers during anticipatory rounds on a mother-baby unit
  • The frequency of anticipatory rounds on the mother-baby unit

• Design: Focus groups
• Setting
  • Bronson Methodist Hospital is a 405-bed hospital located in southwest Michigan-Magnet
  • 10 separate focus groups
  • 12 staff nurses
  • 6 leaders
  • 15 patients
<table>
<thead>
<tr>
<th>Sample</th>
<th>Age (Mean &amp; SD)</th>
<th>Education</th>
<th>Years of Nursing Experience (Mean &amp; SD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Nurse</td>
<td>43.6 (9.79)</td>
<td>ADN</td>
<td>15.5 (10.3)</td>
</tr>
<tr>
<td>N= 12</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nurse Leader</td>
<td>55 (7.43)</td>
<td>BSN</td>
<td>30.6 (6.7)</td>
</tr>
<tr>
<td>N= 6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patient</td>
<td>29.2 (3.41)</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>N= 15</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**FINDINGS**

**Research Question 1**
- Relevant Nursing Interactions
- Help with infant feeding
- Managing patient comfort
- Appreciating the need for safety
- Being there
- Knowing ahead of time

**Research Question 2**
- Frequency of 2-3 hour as most appropriate time frame
- **Influenced by two themes**
  - Taking rest and interruption into account
  - Considering maternal and infant risk factors
Taking the Whole Picture in to Account

“A lot depends on the report you get, you know, and also what the patients have happening with them now. If they are having temperatures, they’re getting antibiotics, I mean, if they’re on blood sugars...I mean, you have to take in the whole picture”
RECRUITMENT EFFORTS

• Flyers announcing the study and requesting staff nurse participation were:
  • posted in staff bathrooms and break rooms on the MBU,
  • placed in nurses’ mailbox,
  • included in a weekly unit e-mail.

• Additional strategies given limited response to these recruitment strategies:
  • An investigator extended a verbal invitation during monthly staff meetings
  • Focus groups were scheduled immediately following staff meetings and following change of shift for those working nights or mid-afternoon [typically a quiet time on the unit]
LITERATURE
ENABLERS

• Interest in the topic (Albers & Sedler, 2004)
• Relationship with the PI (A & S, 2004)
• Minimal impact on clinical practice (A & S, 2004)
• Broyles et al., (2011)
  • Minimize burden
  • On-site recruitment and pre-enrollment
  • Increased scheduling flexibility
  • Accessing peer-to-peer recruitment

BARRIERS

• Time constraints (Albers & Sedler, 2004)
  • Balancing pt care demands (Roll et al. 2013)
  • Adjusting to fluctuating staff and patient volumes (Roll et al, 2013)
• Limited familiarity with research process (Roxburgh, 2006)
• Leadership support (Friese et al., 2017)
LESSONS LEARNED

- Clarify investigator assumptions about staff interest in study focus
- Plan study closer to when practice change initiated
- Be sensitive to when data collection starts
- Consider amount of incentive offered
- Verify institutional/leadership support for the study
- Conduct at place of employment [on the unit]
- Increase face-to-face contact when recruiting
- Design strategies to help increase staff valuing of participation – the WIIIFM factor
thank you
• Karen H. Morin, PhD, RN, ANEF, FAAN
• Professor Emerita,
• Interim Associate Dean for Academic Affairs
• University of Wisconsin-Milwaukee
• morin@uwm.edu
SELECTED REFERENCES


• Coyne, E., Grafton, E., & Reid, A. (2016). Strategies to successfully recruit and engage clinical nurses as participants in qualitative clinical research. *Contemporary Nurse, 52* (6), 669-676. DOI: 10.1080/10376178.2016.1181979

