THE YVONNE L. MUNN CENTER FOR NURSING RESEARCH
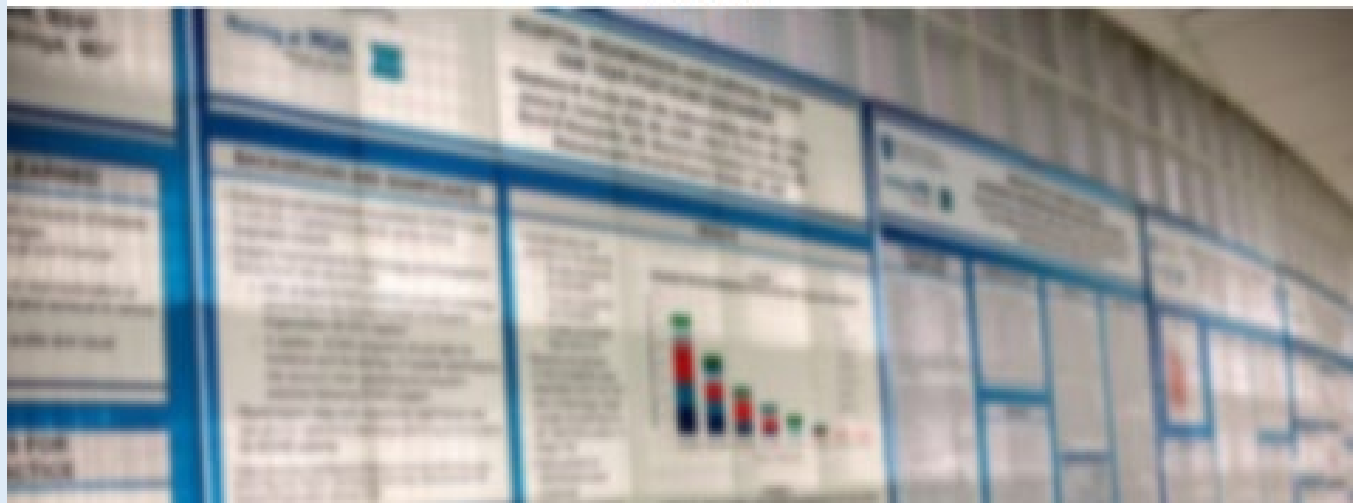
YVONNE L. MUNN CENTER FOR NURSING RESEARCH

Gaurdia Banister PhD, RN, NEA-BC, FAAN
Director

2019 Annual Report

MASSACHUSETTS GENERAL HOSPITAL

THE INSTITUTE FOR PATIENT CARE

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The Yvonne L. Munn Center for Nursing Research

Introduction to the Munn Center:

The Yvonne L. Munn Center for Nursing Research continues to advance nursing research to improve patient and family care outcomes and fosters a work environment that promotes satisfaction and promotes health and healing for staff, patients and families. Nurses participate in the development, use, and translation of research and evidence to optimize the delivery of nursing care grounded in knowledge and inquiry. Nurses with research intensive doctoral preparation (e.g. PhD) are involved in the development of original research, mentor other nurses, and collaborate with other disciplines to generate interdisciplinary research initiatives. Nurses with a doctorate in practice (DNP) lead, mentor, and develop, use and facilitate the translation of evidence into practice.

"The Munn Center is committed to and passionate about advancing nursing science. Improving patient outcomes is always our north star."

Gaurdia Banister, PhD, RN, NEA-BC, FAAN
Director, Munn Center for Nursing Research

Nurses play a crucial role in patient care at Massachusetts General Hospital, often spending more time with patients than any other member of the care team. They are frequently the first to identify opportunities to enhance care, improve work processes, make patients safer and more comfortable during their hospital stays, and reduce readmission rates.

Nursing research is conducted with the support and guidance of the Yvonne L. Munn Center for Nursing Research. Here are five things to know:

5 Things to know about the Yvonne L. Munn Center for Nursing Research

1 The Munn Center is named for Yvonne L. Munn, RN, MSN, a nurse leader at MGH from 1984 to 1993 who was committed to advancing nursing research over the course of her career. It is one of four centers within the Institute for Patient Care, and part of the Division of Clinical Research of the Mass General Research Institute.

2 The director of the Munn Center is Gaurdia Banister, PhD, RN, NEA-BC, FANN. Dr. Banister's research includes studies on interprofessional education, transition to practice considerations for culturally diverse nursing students, and the impact of mentoring on career success and progression in the nursing field.

3 Munn Center faculty members support the nursing research community at MGH by providing consultations on grant writing, formulating research questions/ideas, abstract writing, and manuscript development.

4 The center also provides funding opportunities for nurse researchers, including Connell Nurse-Led Team Research Grant, the Connell Research Scholars Program, Jeanette Ives Erickson Research Institute Grant, Yvonne L. Munn Nursing Research Grant, Be Well Work Well Research Award, Massachusetts General Hospital Nurses' Alumnae Association Grant, Connell Postdoctoral Research Fellowship and the Yvonne L. Munn Predoctoral Research Grants.

5 Each May, the Munn Center hosts Nursing Research Day including a presentation by an invited nurse researcher and poster session to showcase the innovative studies conducted by nurses over the past year. Prizes are awarded for the best posters in the categories of original research, evidence-based practice, and quality improvement.

Munn Center for Nursing Research Core Faculty

Nurse Scientists and other personnel within the Munn Center, participate in, lead and mentor many research activities to advance nursing research at the MGH. Core faculty have worked to create new grant options for staff to implement research investigations, disseminate research findings and promote opportunities for advancing inquiry across Patient Care Services and the MGB clinical research environment.

Diane Carroll, PhD, RN, FAAN, FAHA, FESC	Research Interests	Methods
Nurse Scientist	• Transition of care in adults and pediatrics • Music and massage as interventions for cardiac patients	Quantitative

Jennifer Cahill, PhD, RN	Research Interests	Methods
Nurse Scientist	• Clinical trials outcome assessment • Biologic basis of symptoms and toxicity in pediatric and adult cancer • Interventions for symptom management • Cancer survivorship	Quantitative

Jane Flanagan, PhD, RN, ANP-BC, FAAN	Research Interests	Methods
Nurse Scientist	• Disposition of older adults with dementia from hospital to skilled nursing facility • Mindfulness based yoga intervention in women with breast cancer • Exercise intervention in caregivers who also have chronic illness.	Qualitative, Quantitative, Mixed methods

Dorothy Jones, EdD, RNC, ANP, FAAN	Research Interests	Methods
Director Emerita Nurse Scientist	• Workforce evaluation of the professional practice environment • Nursing theory & knowledge development • Patient transitions from ambulatory surgery to home.	Qualitative, Instrument development and evaluation

Sara Looby, PhD, ANP-BC, FAAN	Research Interests	Methods
Nurse Scientist	• Endocrine & cardiovascular disease related to HIV • HIV and aging • Menopause symptom experience in women with HIV • Patient- centered strategies to enhance research education and recruitment	Quantitative, Mixed methods

Munn Center for Nursing Research Staff
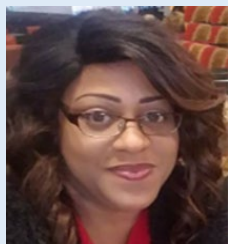
Stacianne Goodridge, Munn Center Staff Assistant, provides support to the Munn faculty and Director. This includes preparing meeting schedules, preparation of minutes and reports, coordinating internal grant awards, and communicating with grant recipients

Shawn Doherty, Grant Manager, assists with internal and external funding applications and budgets and directs pre- and post-funding awards for both Munn Center faculty and internal awardees from Patient Care Services.

Munn Center Strategic Goals

The Strategic Goals for the Munn Center provide ongoing direction for Nurse Scientists in the Munn Center to advance a nursing research agenda consistent with the larger MGH mission. The goals are reviewed by the team on a quarterly basis and revised and updated as needed. The information contained within the Annual Report reflects outcomes achieved through the implementation of these goals.

Strategic Goals 2020-2022

GOAL 1:

Facilitate nurses' participation in and development of nursing knowledge that aligns with the goals of MGH and Patient Cate Services.

GOAL 2:

Foster opportunities within the MGH Research Institute to enhance the unique contributions of nursing of science.

GOAL 3:

Partner with academic, clinical settings, and industry to improve the health and well-being of the communities we serve.

GOAL 4:

Expand the impact of nursing science through the development of financial resources that improve patient care delivery and outcomes.

GOAL 5:

Strengthen nursing's contribution to patient outcomes through the use of large data sets.

Nursing Research Day

Nursing Research Day is a special event within Nurse Recognition Week each May, designed to celebrate nurses who have been involved in original research investigations or evidence –based practice studies. In 2019 there were 51 abstracts submitted for poster presentation. Recognition is given to the best posters in the categories of original research, evidence-based practice ice and quality improvement. The keynote presentation for the 2019 Nursing Research Day was by Diane Carroll, PhD, RN, FAHA, FESC, FAAN a nurse scientist at the Munn Center who presented her journey in nursing research, emphasizing the importance of mentorship in supporting the next generation of nurse researchers.

Poster Awards

- Maria Michelle Van Pelt, RN; Suzanne Smeltzer, RN; Frederick van Pelt, MD; Farnaz Gazoni, MD; Marcel Durieux, MD; and Rosemary Polomano, RN, won in the category of **Advanced/Mid- Career Nurse Researcher** for their poster, "Preliminary Psychometric Evaluation of the Nurse Anesthesia and the Aftermath of Perioperative Catastrophes Survey and Ways of Coping Questionnaire."

- Meghan Noonan Feldpausch, RN; Emma Kileel; Markella Zanni, MD; Sara Looby, RN; Steven Grinspoon, MD; and Kathleen Fitch, RN, won in the category of **Emerging Researcher** for their poster, "Retention of Research Participants in a Longitudinal HIV Clinical Trial: Best Practices Identified by Systematic Surveys of Study Staff."

- Kathryn Post, RN, won in the category of **Original Research** for her poster, "Patient Engagement in Breast Cancer Survivorship Care: A National Web-Based Survey."

- Shelly Stuler, RN and Judi Carr, RN, won in the category **of Quality Improvement** for their poster, "Improving Consistency and Accuracy in Pressure-Injury Documentation."

- Christina Murphy, RN; Laura Gaudet, RN; Susan Gavaghan, RN; Maria Winne, RN; Regina Gibbons; and Virginia Capasso, RN won in the category of **Evidence-Based Practice** for their poster, "Effectiveness of acupuncture/acupressure in the patient with acute pulmonary needs."

Grant Awards

- **The Yvonne L. Munn Grant Award** supports research studies initiated by MGH staff nurses for the purpose of advancing nursing science and improving outcomes for patients and families. The 2019 Munn Grant Award was given to **Principal investigator: Joanne 'Heidi' Jupp, RN, co-investigator: Rhonda McIntyre, RN, and mentor, Jennifer**

  Cahill, PhD, RN for their study *"Validation of a Nausea Assessment Tool in a Pediatric Oncology Population: A Pilot Study in 28 Pediatric Cancer Patients"*

  Pictured L-R: Jennifer Cahill, Kim Francis, PhD, RN, PHCNS-BC (award co-chair), Rhonda McIntyre, and Heidi Jupp.

- **The Jeanette Ives Erickson-Research Institute Grant** Promoting Excellence in Patient Care is given annually to a mid-career, PhD-prepared, nurse researcher dedicated to inquiry that improves patient and family outcomes.

  Jeanette Ives Erickson DNP, RN, NEA-BC, FAAN, Susan Slaugenhaupt, PhD, and Maurizio Fava, MD presented the **Jeanette Ives Erickson – Research Institute Grant** to Principal Investigator **Katherine Rosa, PhD, CNP, FNP-BC** for her study, *Psychometric Evaluation of a Tool to measure Patients' Perceptions of Nurse-Patient Relationship as Healing Transformations Scale (RELATE Scale).*

  Pictured L-R: Jeanette Ives Erickson, Katherine Rosa, Susan Slaugenhaupt, and Maurizio Fava

- **National Institute of Occupational Safety and Health (NIOSH)** - award is supported by the Occupational Health Services and the Harvard Center for Work Health and Well-being. The grant supports studies initiated by MGH nurses for the purpose of advancing science related to healthcare workforce and improving outcomes for patient care workers by integrating occupational safety and health protection with health promotion to prevent worker injury and illness and to advance health and well-being. Jane Flanagan PhD, ANP-BC, AHN-BC, FAAN presented the **Be Well Work Well Nursing Grant** to

Principal Investigator Jennifer Repper DeLisi, MSN, RN, PCNS, and team members Robin Lipkis-Orlando MS, RN, NE-BC (co-Investigator), Colleen Gonzales, MSN, RN, NE-BC (co-Investigator), and Colleen Snydeman, PhD, RN, NE-BC (mentor) for their study, *Creating a safe and supportive culture for the nursing workforce: Evaluation of the Staff Perception of Disruptive Patient Behavior Scale as a tool to measure change in staff experience.*

Pictured L-R: Robin Lipkis-Orlando, Jennifer Repper DeLisi, and Jane Flanagan

- The **Connell Nurse-Led Team Grant** offers a PhD-prepared nurse the opportunity to lead a multidisciplinary research team in a clinically relevant investigation. The goals of the Connell Nurse-Led Team Research Grant include but are not limited to: Advancing nursing science; promoting collaborative research across providers and disciplines extending interdisciplinary and intra-professional research**.** Dorothy Jones, Ed.D., ANP, FAAN presented the **Connell Nurse-Led Team Research Grant** to Principal Investigator Amanda Coakley, PhD, RN, FNAP, AHN-BC and team Dana Cvrk, MS, CNM; Heather Fraser BSN, RN, Jennifer Healy, BSN, RN, ATC, Emily Dexter BSN, RN, Michele O'Hara, DNP,

RN, NE-BC, Joanne Empoliti MSN, RN, ANP-BC, B. Robert Young, RPh (not pictured), Tanya John (Medication Safety Coordinator) for their study, *Exploring the experience of an aromatherapy intervention in the acute care setting.*

- **The Connell Postdoctoral Nursing Fellowship** offers a unique opportunity within the Munn Center to support postdoctoral training for a nurse researcher at MGH. The thee-year fellowship provides developmental support and resources to advance nursing research in Symptom Science and Nursing Workforce Evaluation. The program's overall objective is to cultivate expertise among nurses in the conduct of clinical studies that will improve patient care delivery.

Inaugural Fellow: Kirsten Dickins, PhD, AM, MSN, FNP-C (September 1, 2020)

Kirsten Dickins, PhD, AM, MSN, FNP-C is the inaugural recipient of the Connell Postdoctoral Fellowship at the Munn Center for Nursing Research at Massachusetts General Hospital, who will be mentored by Sara Looby, Nurse Scientist in Munn Center. Kirsten completed her Bachelor of Arts degree in Psychology, minoring in Sociology and Political Science at DePaul University in Chicago, Illinois. She then pursued a Master of Arts degree in Social Work at the University of Chicago School of Social Service Administration. During a clinical practicum at a clinic, working with persons living with HIV, Kirsten was inspired by the comprehensive biopsychosocial approach that she observed to be taken by nurses in their patient care. Dedicated to the notion of becoming a nurse, she completed her prerequisites, applied for, and earned her degree as a

Registered Nurse at the Yale University School of Nursing in New Haven, Connecticut. She later returned to Chicago to pursue a Master of Science in Nursing degree as a Family Nurse Practitioner at the Saint Xavier University School of Nursing. Kirsten graduated from the PhD program in Nursing Science at Rush University in Chicago, Illinois where her research focused on primary care access and use

patterns among homeless persons. The **Connell Postdoctoral Fellowship in Nursing Research** will provide opportunities to build upon this work in designing interventions that can improve preventive care and chronic disease management among difficult to engage patient populations, such as homeless persons. For more information on Kirsten's work: https://mghresearchinstitute.org/2020/03/02/reducing-the-devastating-and-disproportionate-impact-of-untreated-health-issues-among-the-homeless/

Workforce Evaluation

The Munn Center is active contributor to evaluating overall staff satisfaction with the Professional Practice environment. The Staff Perception of the Professional Practice Environment survey and the Patient Care Associate's Work Environment Survey were conducted during 2019 and findings presented to staff and leadership to guide strategic planning and innovation within the Professional Practice Environment over the next 18 months to 2 years.

a. **SPPPE:** The Staff Perception of the Professional Practice Environment survey (SPPPE, 2019) was administered to over 6,000 staff within Patient Care Service (PCS). Results provide PCS leadership and staff with data (**Executive Summary**) that is used to inform strategic planning and decision making across the organization. Data from this survey and other data sources (2019) have been included in PCS Data Warehouse to advance data-driven care delivery and continued workforce evaluation.

b. **The PCA WES: The Patient Care Associate's Work Environment Scale** was administered to 663 PCAs across the MGH. Results were presented in 2019 in an Executive summary to Nursing Leadership and will continue to inform strategic planning and the role of the PCA within the Professional practice setting

Workforce Evaluation and Instrument Development

Over the years, multiple instruments have been developed, tested, revised, and translated by nurses and research teams at the Massachusetts General Hospital (MGH) and the Yvonne L. Munn Center for Nursing Research. These instruments are available on the Munn website and can be for use in research investigations by contacting MunnCenter@partners.org. Upon approval of each request, investigators receive the instrument requested, a scoring procedure and a copy of the publication. Examples of the available instruments include **Appendix A**.

- *The Professional Practice Environment Tool (PPE, 2004)*
- *The Revised Professional Practice Environment tool (RPPE, 2013)*
- *The Professional Practice Work Environment Inventory (PPEWI, 2017)*
- *The Patient Care Associate's Work Environment Scale (PCA-WES,2015)*
- *Power Influencing Professional Practice Change Scale (PIPPCS, 2020- in publication)*

Doctoral Forum: *"Leveraging Expertise to Promote Inquiry & Discovery: Role of the Doctoral-Prepared Nurse" (DNP/PhD Forum 2019)*
The Doctoral Forum provides nurses with an opportunity to leverage the contributions of DNP and PhD prepared nurses through discussion and development of innovative approaches to nursing research and clinical inquiry. All DNP and PhD prepared nurses along with students

enrolled in respective programs met during 2019 to discuss a model designed to articulate the unique role that doctorally-prepared nurses (DNP and PhD) played in advancing a research intensive, evidence driven practice environment for all nurses. The model addresses the attributes of the DNP prepared nurse focusing on interpreting, using and evaluating knowledge or evidence to advance clinical practice. The PhD prepared nurse focuses on the generation, testing, and refining of nursing science. The ultimate outcome of such initiative builds research in areas that support strategic goals of nursing/organization, facilitates the translation of nursing research into practice, and promotes collaboration with other disciplines to participate in scholarly inquiry to enhance patient care outcomes A current list of Forum participants is available here: https://www.mghpcs.org/MunnCenter/Nursing_Research_Forum.asp

Partnerships

The Munn Center works with multiple groups to facilitate a nursing research agenda. Currently, the Center has partnerships with 30 institutions and 58 external Nurse Scientists who participate in mentoring of staff, engage staff in the conduct of research and evidence-based practice initiatives and presents research in multiple forums across the year.

Partnerships

58 External Nurse Faculty Scientists

30 Institutions

Boston College	MGH Institute of Health Professions	Simmons College	U. Massachusetts-Dartmouth
Hospital of the U. Pennsylvania	Mount Saint Mary University	St. Louis University	U. Massachusetts-Worcester
Hunter College, CUNY	New York University	Texas Children's Hospital	University of Navarra, Spain
Institute for Nursing Healthcare Leadership	Northeastern University	Texas State University	U. Pennsylvania
John A. Hartford Foundation	Pennsylvania State University	U. California San Francisco	U. Rhode Island
Marquette University	RAND Corporation	U. Connecticut	Vanderbilt University
Massachusetts General Hospital	Rutgers, The State U. of New Jersey	U. Maryland	Wayne State University
	Shanghai Jiahui International Hospital, China	U. Massachusetts-Amherst	Wentworth-Douglass Hospital

External Faculty Nurse Scientists

External Faculty Nurse Scientists (EFNS) are appointed to the Munn Center on a regular basis. They represent a growing cohort of nationally and internationally recognized faculty nurse scientists and senior nurse scientists that contribute to nursing research activities, with opportunities to mentor or collaborate with MGH staff on research initiatives. External Faculty Nurse Scientists are appointed to a term of two years with possibility for reappointment every two years. External Senior Faculty Nurse Scientists are appointed at the discretion of MGH Nursing Leadership for an unlimited term. EFNS are appointed for 2-year period and are expected to participate in a variety of Munn activities including abstract reviews, participation in Nursing research day activities and grant reviews. Applications and appoint criteria are available on the Munn Center website or by contacting to Stacianne Goodridge: sgoodridge@partners.org. A current list of External Faculty Nurse Scientists is found in **Appendix B.**

Nursing Research Grand Rounds

Nursing Research Grand Round provide nurses an opportunity to share research findings from clinical investigations with other nurses, nurse scientists and the MGH research community. During 2019 there were 3 Nursing Research Grand Rounds sessions (**Table 5).**

2019 Nursing Research Grand Rounds

Thursday, February 7th **1:30 – 2:30 PM** **Robbins Auditorium**	"Wearing the Mask of Wellness: The Experience of Young Women Living with Advanced Breast Cancer" Debra M. Lundquist, RN, PhD Clinical Research Nurse; MGH Breast Oncology
	"Knowledge, Attitudes, and Experiences of Filipino-American Registered Nurses in the US Towards End-of-Life Care" Jeanette N. Livelo, RN, DNP, MS/MBA, NEA-BC Nursing Director, MGH Medical Intensive Care Unit
Thursday, April 4th **1:30 – 2:30 PM** **Robbins Auditorium**	"Understanding Parental Research Participation in the Neonatal Intensive Care Unit and the Special Care Nursery" Kim Francis PhD, RN, PHCNS-BC Nursing Director, MGH Obstetrics and Gynecology Service 2017 Jeanette Ives Erickson-Research Institute Grant Recipient
	"Understanding Patient Engagement in Breast Cancer Survivorship Care: A National Web-Based Survey" Kathryn E. Post, PhD, RN, ANP-BC Gillette Center for Women's Cancers, MGH
Thursday, December 5th **1:30 – 2:30 PM** **Robbins Auditorium**	"Exploring the experience of aromatherapy in the acute care setting" Amanda Coakley, RN, PhD, FNAP, AHN-BC, Dana Cvrk, CNM, MS; Heather Fraser RN, BSN, Jennifer J Healy, RN, BSN, ATC, Emily Dexter RN, BSN, Michele A. O'Hara, DNP, RN, NE-BC, Joanne Empoliti MSN, RN, ANP-BC, B. Robert Young, RPh, Tanya John Recipients of The Connell Nurse-led Team Grant

"Creating a safe and supportive culture for the nursing workforce: Evaluation of the Staff Perception of Disruptive Patient Behavior Scale as a tool to measure change in staff experience"

Jennifer Repper DeLisi, RN, MSN, PCNS,
Robin Lipkis-Orlando RN, MS, NE-BC, Colleen Gonzales, RN, MSN, NE-BC,
Recipients of The Be Well Work Well Nursing Grant (NIOSH)

"Health and healthcare among older homeless women"

Kirsten Dickins, PhD, AM, FNP-C
Recipient of The Connell Postdoctoral Fellowship in Nursing Research

Publications *2019*

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Cahill, J. E. Brain tumors. In J. Hickey (Ed.), Clinical practice of neurological & neurosurgical nursing (8th ed.,) Lippincott Williams & Wilkins. 2019

Cahill, J., & Jansen, C. Treatment-related neurologic toxicities. In M. Olsen, K. LeFebvre & K. Brassil (Eds.), Chemotherapy and biotherapy guidelines and recommendations for practice (5th ed.,) Oncology Nursing Society Pittsburgh, PA. 2019

Choperena A, Oroviogoicoechea C, Zaragoza Salcedo A, Olza Moreno I, **Jones D.** Nursing narratives and reflective practice: a theoretical review. Journal of Advanced Nursing. 2019 Aug;75(8):1637-47.

Dykes PC, Adelman JS, Alfieri L, Bogaisky M, **Carroll D**, Carter E, Duckworth M, Erickson JR, Flaherty LM, Hurley AC, Jackson E. The Fall TIPS (Tailoring Interventions for Patient Safety) Program: A Collaboration to End the Persistent Problem of Patient Falls. Nurse Leader. 2019 Aug 1;17(4):365-70.

Flanagan J. A Means to an End. International journal of nursing knowledge. 2019 Oct;30(4):196-.

Flanagan J. Nursing Knowledge and Language Development: Process Matters. International journal of nursing knowledge. 2019 Jul;30(3):123.

Flanagan J. Nursing Knowledge Development: Making the Implicit, Explicit. International journal of nursing knowledge. 2019 Apr;30(2):67.

Flanagan J. Thank You to Our Peer Reviewers. International Journal of Nursing Knowledge. 2019 Jan;30(1):3-.

Fourman LT, Kileel EM, Hubbard J, Holmes T, Anderson EJ, **Looby SE**, Fitch KV, Feldpausch MN, Torriani M, Lo J, Stanley TL. Comparison of visceral fat measurement by dual-energy X-ray absorptiometry to computed tomography in HIV/non-HIV. Nutrition & diabetes. 2019 Feb 25;9(1):1-0.

Fourman LT, Saylor CF, Cheru L, Fitch K, **Looby S,** Keller K, Robinson JA, Hoffmann U, Lu MT, Burdo T, Lo J. Anit-inflammatory interleukin-10 is inversely related to coronary atherosclerosis in people living with HIV. J Infect Disease. 2019 May 11. Epub ahead of print

Jones, D. (2019). Tribute to Margaret Newman. Nursology (nursology.net January- February), University of Tennessee

Looby SE. Do you have a "moment" to text? Symptom evaluation using

ecological momentary assessment and text messaging in women with HIV. Menopause. 2019 Dec 1;26(12):1363-5.

Rivard C, Philpotts LL, **Flanagan J**, Looby SE. Health Characteristics Associated with Hot Flashes in Women with HIV During Menopause: An Integrative Review. Journal of the Association of Nurses in AIDS Care. 2019 Jan 1;30(1):87-97.

Sheppard KS, Hall K, Carney J, Griffith C, Rudolph M, Zelinsky M, Gettings, E. Nurses' knowledge and comfort assessing inpatients' firearm access and providing education on safe gun storage. AJN. Accepted for publication.

Srinivasa S, Fitch KV, Torriani M, Zanni MV, Defilippi C, Christenson R, Maehler P, **Looby SE**, Lo J, Grinspoon SK. Relationship of visceral and subcutaneous adipose depots to markers of arterial injury and inflammation among individuals with HIV. AIDS (London, England). 2019 Feb 1;33(2):229.

Stanton AM, Goodman G, **Looby SE**, Robbins GK, Psaros C. Sexuality and Intimacy Among Older Women Living with HIV: A Systematic Review. Current Sexual Health Reports. 2019 Dec 1;11(4):320-30.

Oral Presentations *2019*

Banister, G. and Gordon, J. Interprofessional Innovations to Bridge Learning and Practice / invited presentation The MGH Institute of Health Professions, Boston, MA. April 2019.

Banister, G. and Jocelyn, M. Purposeful Diversity in Leadership / invited presentation ONL Leadership Academy, Organization of Nurse Leaders, Boston, MA. April 2019

Banister, G. and Raymond, D. Contemporary Nursing Issues. MS Program in Medical Anthropology and Cross-Cultural Practice, Boston University School of Medicine Solomon Carter Fuller Mental Health Center, Boston, MA. February 2019.

Banister, G. and Raymond, N. Purposeful Diversity Leadership. SM19 Nurse Anesthetist. School of Nursing in Northeastern University's Bouvé College of Health Sciences, Boston, MA. June 2019

Banister, G. and Raymond, N. Unconscious Bias in Healthcare. NP839 MGH IHP Professional Issues in Nursing. MGH Institute for Health Professions, Boston, MA. April 2019

Banister, G. and Raymond, N. Unconscious Bias in Healthcare. NP839 MGH IHP Professional Issues in Nursing. MGH Institute for Health Professions, Boston, MA. June 2019

Banister, G. Make Our Voices Heard "Our Fight for Healthcare / invited presentation The Mary J. Harris Foundation, Cambridge, MA. August 2019.

Banister, G. The Healing Experience: Supporting MGH's culture of care in the era of digital health and innovation / invited presentation MGH Innovation Forum, Massachusetts General Hospital, Boston, MA. February 2019

Banister, G., Harris, A., Townsend, C., Raymond, N. & Mason, P, "It was a Light Coming Through": African American Nurses" Perceptions of a Collaborative Nursing Leadership Program. (selected oral abstract), Nurse Recognition Week. Massachusetts General Hospital, Boston, MA. May 2019

Banister, G., Harris, A., Townsend, C., Raymond, N. & Mason, P, Lessons in Leadership: A Diversity Pipeline Program (selected oral abstract) American Association for Nurse Executives 2019: Inspiring Leaders, San Diego, CA. April 2019

Banister, G., Vitti S. and Richardson, M. Patient Experience / invited presentation Pulse: The Atlantic Summit on Health Care in Collaboration with STAT. Boston, MA. April 2019.

Carroll, D. From mentee to mentor and other roads traveled: The role of the nurse scientist. (Invited Presentation). Keynote Address, Nursing Research Day, Massachusetts General Hospital. Boston, MA, April 2019.

Chinn, P., Fawcett, and J. & **Flanagan, J**. nursology.net: Focusing on the Discipline. International Association of Nurse Editors, Reno, NV, June 2019.

Coakley, A., Empoliti, J., Annese, C. & **Flanagan, J**. The experience of a pet therapy. Program on patients, nursing staff and pet handlers in an acute care setting: final report. World Congress on Integrative Medicine & Health. Amsterdam, Netherlands. April 2019.

Flanagan, J. Evidence based practice, quality improvement and original research: Understanding the difference. Doctoral Forum, Massachusetts General Hospital. Boston, MA, January 2019.

Flanagan, J., Post, K., Hill, R. & DiPalazzo, J. The pilot testing of a health-coached walking program in unpaid caregivers of persons with dementia, The Geriatric Society of America, Austin, TX. November 2019.

Hopkins Walsh, J. & **Flanagan, J**. The Philosophical Roots of Two Nursing Theories: The Critical Importance of Eastern and Western Philosophies. The International Philosophers of Nursing, Vancouver, Canada, August 2019.

Jones D. Nursing Theory and the work of Margaret Newman, U Massachusetts, Worchester, MA. March 2019.

Jones, D. & Flanagan, J. Health as Expanding Consciousness (HEC): Impact on knowledge development, research and professional nursing practice. Case Western University, Cleveland, OH, March 2019.

Jones, D. & Flanagan, J. Nursing Knowledge, Concepts of the Discipline. Case Western University, Cleveland, OH, March 2019.

Jones, D. Evidenced Based practice and Magnet within practice and education: University of Navarra, Clinical de Navarra, Spain. 2019.

Jones, D. Faculty Research and Clinical Practice Collaboration. University of Navarra, Clinica de Navarra, Spain. 2019.

Jones, D. Leadership and Magnet Evidence. Seminar Clinica de Navarra, Spain. 2019.

Jones, D. Margaret Newman Memorial University Tennessee - Nursology Publication January Feb 2019.

Jones D. Research and Dissertation Development- from the Idea to the Question. University of Navarra, Spain. 2019.

Looby, S. Exploring Sweetener Knowledge and Consumption in People Living with HIV. Scientific Presenter 6th Annual Harvard Nutrition Obesity Research Center Pilot Research Symposium, Massachusetts General Hospital, Boston, MA. October 2019.

Looby, S. Writing for Publication. Invited Presenter/ Visiting Scholar. Texas Children's Hospital, Houston, TX. May 2019.

Looby, S. Engaging Nurses in Evidence Based Practice Initiatives Invited Presenter/Visiting Scholar. Texas Children's Hospital, Houston, TX. May 2019.

Looby, S. The Power of the Patient's Voice in Nursing Research: Stories from the Bedside and Beyond. Invited Speaker/Visiting Scholar: Grand Rounds in Recognition of Nursing Research Day. Texas Children's Hospital, Houston, TX. May 2019.

Looby, S. Menopause, HRT and HIV. Invited Presenter. The Women's Health Inter-Network Scientific Committee (WHISC), AIDS Clinical Trials Group Network Meeting Washington, DC. June 2019.

Looby, S. How to Preserve Your "I" as a Nurse Scientist in Team Science. Invited Presenter: Team Science Pre-Conference Symposium, Association of Nurses in AIDS Care Annual Meeting, Portland, OR. November 2019.

Looby, S. Menopause: A Midlife Crisis? Invited Speaker. Healing Our Community Collaborative, Boston, MA. 2019

Appendix A

Massachusetts General Hospital

Instrument Development and Workforce Evaluation

Evaluate Staff Satisfaction with the Professional Practice Work Environment

Over the years, multiple instruments have been developed, tested, revised, and translated by nurses and research teams at the Massachusetts General Hospital (MGH) and the Yvonne L. Munn Center for Nursing Research. These instruments are available for use in research investigations and available by contacting sgoodridge@partners.org. Upon approval of each request, investigators receive the instrument requested, a scoring procedure and a copy of the publication.

Evaluation of the Professional Practice Environment

Evaluating the staff perceptions of the professional practice environment at the MGH has been underway since 1996. The *Professional Practice Model for Nursing and Patient Care Services* (Ives Erickson, J., Jones, D., & Ditomassi, M., 2013) guides instrument development. Evaluation data are used to a) identify specific aspects of the work environment that may require change; help to inform strategic planning; improve various components of an individual unit or department practice settings; and/or provide evaluative feedback about the impact of changes or innovations have had on the practice setting.

Instrument Description, Publication and Scoring

I.   Satisfaction with the Professional Practice Environment

The original instrument, The Professional Practice Environment Tool (PPE) was used to evaluate 8 components of professional practice (2004). The Revised Professional Practice Environment tool (RPPE) was developed in 2013. In 2017, the Professional Practice Work Environment Inventory (PPEWI) was introduced with added questions to strengthen overall subscale structure and reliability.

The **RPPE** and the **PPWEI** are two instruments developed to evaluate staff perceptions of the professional practice environment. The psychometric testing and evaluation of both measures have found each instrument suitable for use in research investigations measuring staff perceptions of the professional practice environment.   Researchers are encouraged to read the publications for both instruments before choosing an instrument for their investigation. Both instruments are used to measure of work satisfaction with nursing and professional staff (e.g. Physical Therapy, Social Work, Occupational Therapy, Respiratory Therapy, Orthopedics, and Pharmacy) across health care settings, worldwide. The instruments have been translated into other languages.

A. **Professional Practice Environment (PPE)** is a 38-item scale designed to measure staff perceptions of the professional practice environment with 8 components (.78-.88). The 8 subscales are Leadership and Autonomy over Practice; Staff

Relationships with Physicians; Control over Practice; Communication about Patients; Teamwork; Handling Disagreement and Conflict; Internal Work Motivation; and Cultural Sensitivity.

- **Article:** Ives Erickson, J., Duffy, M., Gibbons, P., Jones, D., Fitzmaurice, J., Ditomassi, M., & Jones, D. (2004). Development and Psychometric Evaluation of the Professional Practice Environment. *Journal of Nursing Scholarship*, Third Quarter, 279-286.

B. **The Revised Professional Practice Environment (RPPE) is** a 39-item scale is a revision of the original PPE, designed to measure staff perceptions of the professional practice environment with an internal consistency reliability total score of .93 and 8 subscales with alpha reliabilities range from .82-.93., explaining 64.6% of the variance. The 8 subscales are Leadership and Autonomy over Practice; Staff Relationships with Physicians; Control over Practice; Communication about Patients; Teamwork; Handling Disagreement and Conflict; Internal Work Motivation; and Cultural Sensitivity.

- **Article:** Ives Erickson, J., Jones, D., Ditomassi, M., & Duffy, M. (2013). Psychometric Evaluation of the Revised Professional Practice Environment (RPPE) Scale. *Journal of Nursing Administration, 39*(5), 236-243.

C. **Professional Practice Work Environment Inventory (PPWEI)** is a 61-item, multidimensional, measure of the Professional Practice Environment with an internal consistency reliability total score of .93 and 9 subscales with alpha reliabilities range from .82-.93., explaining 64.6% of the variance. Subscales are designed to measure Supportive Leadership; Autonomy and Control over Practice; Teamwork; Communication about Patients; Cultural Sensitivity; Handling Disagreement and Conflict; Sufficient Time, Staff and Resources for Quality Patient Care; Work Motivation; Staff Relationship with Physicians, Staff and Hospital Groups.

- **Article:** Ives Erickson, J., Duffy, M. E., Ditomassi, M., & Jones, D. A. (2017). Development and Psychometric Evaluation of the Professional Practice Work Environment Inventory. *Journal of Nursing Administration*, *47*(5), 259-265.

II. <u>Additional Instruments Used to Evaluate Work Force Satisfaction</u>

D. **The Patient Care Associate's Work Environment Scale (PCA-WES)** is a 35- item measure of Patient Care Associate's work environment in the acute care setting with and internal consistency reliability total score of .95 and 5 subscales (.84 - .93) explaining 57.2% of the variance**.** The 5 subscales are Staff Attitudes toward the PCA Role; PCA's Attitude toward Work; PCA's Communication with Nursing Managers/Leader; PCA's Teamwork; PCA's Respect for Patients and their Families.

- **Article:** Ives Erickson, J., Duffy, M. E., & Jones, D. A. (2015). Development and Psychometric Evaluation of the Patient Care Associates' Work Environment Scale. *Journal of Nursing Administration*, *45*(3), 139-144.

E. **The Staff Perceptions of the Disruptive Patient Behavior Scale (SPDPB)** is a 65-item, multidimensional measure of staff perceptions of disruptive patient behaviors with an internal consistency reliability total score of .95 and 6 subscales with alpha reliabilities ranging .78-.93, explaining 54.1% of the variance. The 6 subscales are Leadership Support for Addressing DPB; Staff Actions Related to Disruptive Behavior; Overall Staff Preparation and Attitude Toward Disruptive Behavior; Staff Experience of Disruptive Behavior; Staff Skills in Handling Disruptive Behavior; and Security Personnel Response to Disruptive Behavior.

- **Article:** Lipkis-Orlando, R., Carroll, D., Duffy, M., Weiss, A., & Jones, D. (2013). Psychometric Evaluation of the Staff Perceptions of the Disruptive Patient Behavior Scale. *Journal of Nursing Administration, 46*(5), 250-256.

F. **Power Influencing Professional Practice Change Scale (PIPPCS)** is a 17-item scale intended to measure nurses' perceptions of power as knowledge influencing changes in practice. The tool is grounded in Barrett's mid- range theory of *Power as Knowing Participation in Change* (Barrett, E., 2003) with an internal consistency reliability for the total scale 0.97 with 2 subscales (.78-.97) accounting for 74.5 % of the variance. The 2 subscales are Power as Knowing Participation in Change and Power Environment.

- **Article:** Jones, D., Ditomassi, M., & Duffy, M. *Psychometric Evaluation of the Power Influencing Professional Practice Change Scale*, 2019 (Publication in Process; Not attached).

Appendix B: External Faculty Nurse Scientists

Boston College	Pamela J. Grace, PhD, RN, FAAN
	Stewart M. Bond, PhD, RN, AOCN
	Joyce K. Edmonds, PhD, MPH, RN, APHN-BC, CPH
	Alyssa Harris, PhD, RN, WHNP-BC
	Tam H. Nguyen, PhD, MSN/MPH, RN
	Andrew Dwyer, PhD, FNP-BC
	Jinhee Park, PhD, RN
	Ellen Mahoney, DNSc, RN, FGSA
	Mei R. Fu, PhD, RN, FAAN
	Christopher Lee, PhD, RN, FAHA, FAAN, FHFSA
	Catherine P. Murphy, EdD, RN
	Susan Gennaro, PhD, RN, FAAN
	Barbara Hazard, PhD, RN, FAAN
	Glenys A. Hamilton, DNSc, RN, DHL (hon), FESC
Hospital of the University of Pennsylvania	Andrew Courtwright, MD, PhD
Hunter College, CUNY	Diana Mason, PhD, RN, FAAN
Institute for Nursing Healthcare Leadership	Joyce Clifford, RN, PhD, FAAN
John A. Hartford Foundation	Terry T. Fulmer, PhD, FAAN
Marquette University	Marianne Weiss, DNSc, RN
Massachusetts General Hospital	Jeanette Ives Erickson, RN, DNP, NEA-BC, FAAN
MGH Institute of Health Professions	Andrew B. Phillips, PhD, RN
	Patrice K. Nicholas, DNSc, DHL (Hon.), MPH, MS, RN, NP-C, FAAN
	Clara Gona, PhD, FNP-BC
	Mary Thompson, PhD, CPNP-PC, RN
	Raquel Yvonne Lopez Reynolds, PhD, RN, PHCNS-BC
	Diane Feeney Mahoney, PhD, ANP-BC, FGSA, FAAN
	Ruth B. Purtilo, PhD, FAPTA
	Inge B. Corless, PhD, RN, FNAP, FAAN
Mount Saint Mary University	Sr. Callista Roy, PhD, RN, FAAN
New York University	Sean P. Clarke, PhD, RN, FAAN
Northeastern University	Kara J. Pavone, PhD, RN
	Dami Ko, PhD, RN
	Rachel Jones, PhD, RN, FAAN
	Barbara J. Guthrie, PhD, RN, FAAN
The Pennsylvania State University	Marie Boltz, PhD, RN, GNP, FGSA, FAAN
RAND Corporation	Julia Bandini, PhD
Rutgers, The State U. of New Jersey	Wendy Budin, PhD, RN-BC, FAAN
Shanghai Jiahui International Hospital, China	Yan (Sally) Zhou, RN, MD
Simmons College	Anne-Marie Barron, PhD, RN, PMHCNS-BC
St. Louis University	Dan G. Willis, DNS, RN, PMHCNS-BC, FAAN
Texas Children's Hospital	Lynda Tyer-Viola, RNC, PhD, FAAN
Texas State University	Viola G. Benavente, PhD, RN, CNS
University of California San Francisco	Sally H. Rankin, PhD, RN, FAAN
University of Connecticut	Anne Bavier, PhD, RN, FAAN
	Cheryl Tatiano Beck, DNSc, CNM, FAAN
University of Maryland	Linda L. Costa, PhD, RN, NEA-BC
University of Massachusetts Amherst	Rachel K. Walker, PhD, RN
	Carol Leger Picard, PhD, RN
University of Massachusetts-Dartmouth	Mary K. McCurry, PhD, RNBC, ANP, ACNP
University of Massachusetts, Worcester	Donna J. Perry, PhD, RN
	Nancy Morris, PhD, APRN
University of Navarra, Spain	Mercedes Perez, PhD, RN
	Maribal Saracibar, PhD, RN
University of Pennsylvania	Lea Ann Matura, PhD, RN
University of Rhode Island	Barbara Wolfe, PhD, RN, CS, FAAN
	Mary C. Sullivan, PhD, RN, FAAN
Vanderbilt University	Ann Minnick, PhD, RN, FAAN
Wentworth-Douglass Hospital	Kelly Grady, PhD, RN-BC