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
“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

Population Health
Ensure optimal outcomes for our patients and families

Intentional Improvement & Innovation
Role-Based Practice
Accountability and Inter-professional Leadership

Mission
To improve the health and well-being of those we serve

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?


Contact Information

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