



ANNIE TAYLOR DEE
— SCHOOL OF —
NURSING

— 2022 —

**Doctor
of
Nursing
Practice**

PROJECTS



WEBER STATE UNIVERSITY
Dumke College of Health Professions

Message from the Dean



Yasmen Simonian

PhD, MLS (ASCP)CM, FASAHP

Dean/Presidential Distinguished Professor
Dumke College of Health Professions

In response to the intensified healthcare needs that surround us, the Annie Taylor Dee School of Nursing housed in the Dumke College of Health Professions at Weber State University (WSU), is still finding and seizing opportunities during these challenges. And you, graduate, are our success through the opposition.

As a graduate of the Doctor of Nursing Practice (DNP) program, we are proud to see you empowered by the very first doctorate degree offered by WSU. You will now move forward with the critical knowledge to provide leadership to the complex field of nursing. You will have the ability to develop innovative competencies needed for patient outcomes and healthcare deliveries. You will be able to educate at a higher level and offer advance practice approaches, and you will continue to be the essential and the contributing member of the healthcare teams you serve. We look forward to you standing as leading role models to the field of nursing and to the students that follow your footsteps.

We congratulate you on reaching this milestone and achieving your goals. You have worked hard, sacrificed some and experienced much to reach this point in your lives. We hope that you will stay in touch with us and let us know of your success.

Heartfelt congratulations to you and all the best.

Message from the Chair

Congratulations Wildcats!! Our Annie Taylor Dee School of Nursing is thrilled to join you in celebrating this personal and academic achievement of graduating with your doctorate! As a graduating class in the Doctor of Nursing Practice (DNP) and the first doctorate program at Weber State University, you are part of a historical moment. This accomplishment is a culmination of many, many hours of sacrifice and hard work. However, it is just the beginning of what will be a successful and rewarding career.

Some advice, as you continue in your quest of lifelong learning and influence our healthcare communities; from one of my favorite books, *The Go-Giver*, by Bob Burg and John David Mann, “Your true worth is determined by how much more you give in value than you take in payment.”

May you find value in all your pursuits, both professionally and personally. Thank you for allowing us to be a part of your journey. Our faculty and staff join you in this celebration. I am proud to have you join our nursing family and look forward to the positive impact you will make on our communities. I wish you all the best as you continue to pursue your dreams!!



Sally Cantwell

PhD, RN

Chair/Professor

Annie Taylor Dee School of Nursing
Dumke College of Health Professions

Program Director Remarks



Melissa NeVille Norton

DNP, APRN, CPNP-PC, CNE

Graduate Program Director/Professor
Annie Taylor Dee School of Nursing
Dumke College of Health Professions

Dear Doctor of Nursing Practice Graduates,

Your graduation from the Annie Taylor Dee School of Nursing, Master of Science in Nursing, and Doctor of Nursing Practice Programs in the Dumke College of Health Professions is an essential personal and professional milestone and deserving of our sincerest congratulations. Many individuals celebrate your accomplishments on this special day. It has been a pleasure to support your learning and professional growth as advanced nurse educators and leaders who are prepared with the knowledge and skills to teach, translate evidence to improve healthcare outcomes, and advance nursing practice in a variety of healthcare settings. We look forward with great anticipation as you continue our legacy of nursing excellence in your future pursuits.

Congratulations!

Faculty Remarks



I have had the pleasure to work with the DNP graduates as a project lead. I consider this experience the highlight of my 16-year academic career. These students reflect a passion for making their workplace and community a better place, thereby improving many people's lives. Because I have become acquainted with DNP students while working closely with them on their projects, I am inspired by their motivation and resilience, especially during the pandemic. Their abilities to implement projects guided by evidence have changed system processes and work cultures, preparing them as future healthcare leaders. I am grateful for the opportunity to be part of their journey. I wish the DNP graduates the best as future healthcare leaders!

Kristy A. Baron

PhD, RN

Associate Professor



It has been my distinct pleasure to work with four of the most amazing nurse leaders during their time in our Doctorate of Nursing Practice program. Their commitment to excellence and evidence-based practice is transforming health care. They have implemented projects that will improve their workplaces, their colleagues' lives, and their patients' lives. I have been privileged to work closely with them as they have endeavored through challenges and setbacks, including the effects of a global pandemic. I am proud to have been part of their work and to consider them colleagues. I wish them all the best in their future work, and I hope they know how lucky the nursing profession is to have them. Congrats, Graduates!

Rieneke Holman

PhD, RN

Associate Professor

Doctor of Nursing Practice Faculty

Suzanne Ballingham-Tebbs

MSN, APRN, FNP
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Sally Cantwell

PhD, RN
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Cynthia Beynon

PhD, RN, CNE
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Rieneke Holman

PhD, RN
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Angela Page

DNP, APRN, PNP-BC
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Kris Williams

DNP, APRN, FNP-C
Professor

Kathleen Cadman

PhD, RN, RAC-CT, CNE
Associate Professor

Tiffany Hood

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Assistant Professor

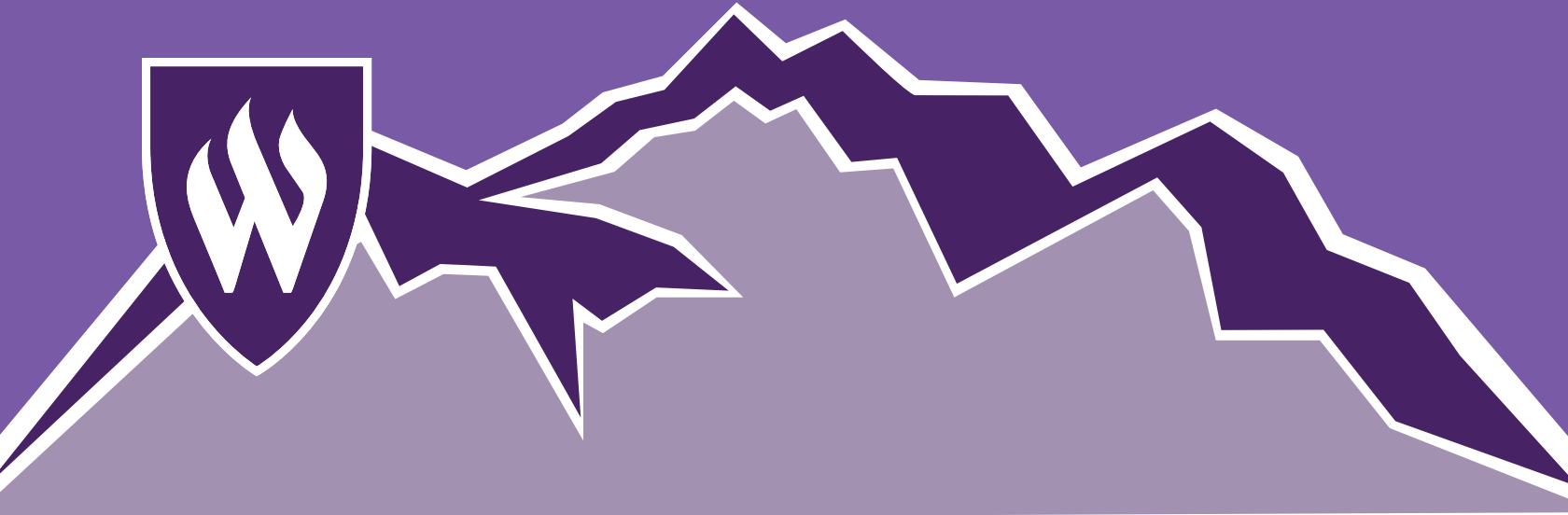
Jamie Wankier Randles

MSN, RN
Assistant Professor

2022

DOCTOR OF NURSING PRACTICE

Graduate Projects



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2022 DNP PROJECTS

Implementing a Resiliency Coaching Program to Decrease Burnout in Front-line Nurses

ABSTRACT

Nationally, frontline nurses report increased workplace burnout and decreased resiliency due to poor management, lack of teamwork, staffing, mandatory overtime, and lack of resources. This process improvement project involved frontline nurses and nurse managers from the six rehabilitation units at Intermountain Healthcare. Nurse managers participated in a two-part training on resiliency coaching. In addition, frontline nurse participants were asked to complete baseline and follow-up surveys that measured resiliency and burnout. Results showed that a resiliency coaching program could positively impact a frontline nurse's resiliency, engagement,

confidence, and knowledge. However, a focus on resiliency does not necessarily equate to improved burnout symptoms and decreased turnover. Proactive training in problem-solving, optimism, self-care, and support help frontline nurses build the resiliency skills to deal with workplace burnout. Incorporating resiliency training into a regular cadence throughout the year can provide frontline nurses with the necessary skills to deal with workplace burnout and stress improving providing nurses and managers with the necessary skills to cultivate a safe and supportive working environment for frontline nurses.

FACULTY LEAD

Melissa Neville Norton *DNP, APRN, CPNP, CNE*



**JAMIE
D'AUSILIO**

**DNP, MSN, RN,
CRRN, NEA-BC**

ANNIE TAYLOR DEE
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2022 DNP PROJECTS

Medical Cannabis Education for Providers to Improve Patient Outcomes



**STACIE
EGAN**

DNP, APRN, FNP-C

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ABSTRACT

Medical cannabis can address many difficult-to-treat diseases, including chronic pain syndromes. Despite the legalization of medical cannabis, many medical providers lack knowledge about clinical risks and benefits, appropriate cannabis dose and form, and types of patients and conditions that benefit from cannabis recommendations. Comprehensive provider education can increase patient access to medical cannabis. The DNP Project was designed to confidently prepare providers to recommend cannabis for appropriate patients in a clinic. During monthly grand rounds, the project offered medical cannabis education to providers at a multi-specialty physician-owned clinic. A pre-and post-survey was given to participants to evaluate learning. Survey items reflected a 5-point Likert scale to evaluate a perceived degree of efficacy of

medical cannabis. After the implementation, participants showed an increase in the following areas: 20% indicated that cannabis was a legitimate therapy, 13.4% selected that cannabis should be offered to patients, 46.6% agreed that cannabis could effectively treat symptoms, and 20% thought that cannabis could effectively replace or reduce opioid use in patients with chronic pain. The survey results supported the project outcome that effective medical cannabis education can change provider attitudes about recommending medical cannabis. For best patient outcomes, providers have an opportunity to recommend cannabis, offering benefits and applications over current medications, such as opioids with a lower safety profile and higher addiction and overdose potential.

FACULTY LEAD

Kristy A. Baron *PhD, RN*

2022 DNP PROJECTS

Implementation of a Collaborative Healthcare Method into an Integrative Wellness Clinic for the Treatment of Acute Pain

ABSTRACT

Acute pain is a complex process and one of the most common reasons patients seek outpatient care by nurse practitioners and other healthcare providers. Many pain management approaches for acute care are available to adult patients, including medication, spinal manipulation, physiotherapy, and specialty referrals. Typically, patients must see multiple healthcare providers and various clinics for treatment. For this project, a collaborative care model composed of a highly functioning,

interprofessional care team was established to provide patients with advanced pain management therapies and personalized care management. A nurse practitioner-led care team, was also developed to ensure that patient care was personalized, collaborative, timely, and sustainable. When acute pain is managed correctly using a collaborative and interprofessional nurse practitioner-led approach, patients' clinical outcomes and satisfaction reports are improved.

FACULTY LEAD

Melissa Neville Norton *DNP, APRN, CPNP, CNE*



**SUSAN K
HEUGLY**

DNP, FNP-C, APRN

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2022 DNP PROJECTS

Development of a Neonatal Nursing Training Program for Nurses Working in Community Hospital

ABSTRACT

Nurses working in maternal and neonatal units must be prepared to resuscitate and stabilize newborn infants who are ill or premature. Nurses working in small community hospitals without Neonatal Intensive Care Units often lack the standardized education and training required to care for unexpected high-risk deliveries. This project developed an educational program for nursing staff at Brigham City Community Hospital and Cache Valley Hospital to increase the competence of

nurses working at these facilities in caring for this patient population. Evaluation results demonstrated that the nurses found the class informational and felt it would change their practice. Continued education on the care of ill or premature infants due to this project will be further disseminated systems-wide to increase nurses' competence in caring for these patients and their families.



**CONSTANCE E
HYMAS**

DNP-L, MN, MSHS,
RNC-NIC, NNP-BC,
NPD-BC

ANNIE TAYLOR DEE
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NURSING

FACULTY LEAD

Melissa Neville Norton *DNP, APRN, CPNP, CNE*

2022 DNP PROJECTS

Improving Vaccination Rates on a University Campus

ABSTRACT

A need for increased vaccination uptake among college-age adults exists to stop vaccine-preventable infectious disease outbreaks on campus. The goal of this DNP project was to decrease vaccine hesitancy among college-age students at Weber State University by implementing an online vaccine module educating first-year experience (FYE) students about the importance of vaccines in preventing outbreaks of infectious diseases. FYE students completed a background information survey and pre- and post-intervention surveys to assess sociodemographic information and vaccine hesitancy and knowledge. These surveys contained multiple response methods, including the Likert scale and free-text box options. Both quantitative and qualitative data were collected during the module

intervention. Data analysis showed decreased vaccine concerns related to side effects and increased vaccination knowledge among the participants, including increased students' expectations of others to be up to date on vaccinations. The intervention increased the overall understanding of communicable diseases, purpose of vaccines, creation of vaccines, and recommendation of vaccines as a primary prevention measure. Outcomes show that vaccine knowledge did increase while vaccine hesitancy in some areas decreased. Additionally, the education module can be adapted and updated to fit current student needs, including future information regarding COVID-19 and associated vaccines. Project findings support the continued use of the education module at WSU.

FACULTY LEAD

Kristy A. Baron *PhD, RN*



**KATHERINE T
JENKINS**

DNP, APRN, FNP-C

ANNIE TAYLOR DEE
SCHOOL OF
NURSING

Introduction of the Pericapsular Nerve Group (PENG) Block for Hip Arthroscopy in Outpatient Surgery

ABSTRACT

Postoperative pain control for hip arthroscopy remains a challenge due to the complex innervation of the hip joint. Furthermore, peripheral nerve blocks (PNB) used to treat hip arthroscopy pain can cause quadriceps weakness, leading to falls postoperatively. The purpose of this Doctor of Nursing Practice project was to mentor providers on and implement a novel PNB called the pericapsular nerve group (PENG) block that effectively treats postoperative pain without creating quadriceps weakness. A literature review was conducted to discern the effectiveness and safety of the PENG block. A PowerPoint presentation was created to teach the anesthesia providers the relevant sonography of the PENG block. Providers were mentored through a minimum of two PENG blocks to ensure understanding and skill performance. A five-question Likert-scale survey was administered pre- and post-mentoring, which evaluated knowledge and comfort level in

performing the PENG block. Secondary data points measured highest postoperative visual analog scale (VAS) score in the recovery room and any postoperative falls within 24 hours of surgery. Data from the survey results measuring knowledge of the PENG block indicated improvement in provider knowledge. Providers' comfort level performing a PENG block and likelihood of choosing a PENG block for hip arthroscopy also increased. In addition, average postoperative VAS scores decreased. Finally, there were zero reported falls from using the PENG block. The PENG block shows promise by providing sufficient pain control and reducing the incidence of postoperative falls. This project also shows that the application and acceptance of a novel block for hip arthroscopy is possible with education and mentoring. By collaborating with stakeholders, new and innovative ways of providing postoperative pain control and reducing risk for patients can be accomplished.

FACULTY LEAD

Rieneke Holman *PhD, RN*



NANCY L
KNAPE

DNP, CRNA

ANNIE TAYLOR DEE
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NURSING

2022 DNP PROJECTS

The Implementation of Methods to Improve Nurse to Caregiver Communication

ABSTRACT

Nurse-to-patient caregiver communication is vital for patient satisfaction and healthy outcomes. The Press Ganey patient satisfaction surveys completed by the caregivers of pediatric patients seen in an outpatient orthopedic clinic indicated a disconnect in communication. Evidence-based communication strategies such as scripting and checklists can improve nurse-to-patient caregiver communication. The purpose of this Doctor of Nursing Practice project was to develop and implement methods to improve nurse-to-caregiver communication. The methods implemented to improve communication efforts were a verbal clinical script, a discharge checklist, and a training session with role play. The clinic nursing staff included registered nurses and medical assistants. The DNP leader completed direct observations of the

staff using the script and checklist while communicating with caregivers. The staff completed a communication assessment pre- and post-survey to evaluate how effectively they communicate with caregivers. There were no significant differences in the nursing staff self-evaluation surveys; however, the DNP leader observed improved morale and teamwork. The Press Ganey Survey patient satisfactory scores showed a slight improvement after implementation. Training clinical staff on using scripts and checklists improved the discharge process for patients and their caregivers. The nursing staff learned what effective communication is and self-identified areas to improve upon. Implementing evidence-based communication practices can improve healthcare outcomes and patient caregiver satisfaction.

FACULTY LEAD

Rieneke Holman *PhD, RN*



**MEGAN E
PATTERSON**

**DNP, MBA-HM, RN,
NEA-BC**

ANNIE TAYLOR DEE
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2022 DNP PROJECTS

Emergency Department Preparation for Mass Casualty Incident

ABSTRACT

Mass casualty surge preparation is becoming an increased focus across many healthcare organizations. Emergency departments play a significant role in these surges. Emergency department staff must have the knowledge, skills, and attitudes to competently and efficiently care for patients during a surge event. The purpose of the Doctor of Nursing Practice project was to implement an evidence-based plan for emergency department staff to ensure they are prepared for a mass casualty surge. A pre-education drill and survey were conducted to collect baseline data on emergency department staff knowledge, skills, and attitudes of the current emergency response plan and their readiness for a patient surge event. In addition, a toolkit was created for mass casualty surge training. Staff were provided education and training on using the toolkit and hospital plan. The education and training were evaluated using

a post-education drill and staff survey. While the staff survey results did not show marked improvement in attitudes toward mass casualty surge preparation, interviews with the facility leadership indicated a notable difference in the pre- and post-education drills. The post-education drill also showed greater patient triage accuracy and improved patient movement through the emergency department. Adding just-in-time training that allows staff to refresh their education when needed is a helpful tool for improving patient care in a surge event. Other facilities could use the education modules and the toolkit to enhance their emergency department staff preparedness for a mass casualty event. Emergency department staff education on hospital emergency response plans can assist staff in being better prepared for a mass casualty surge, which improves patient outcomes.

FACULTY LEAD

Rieneke Holman *PhD, RN*



**MISHA
PERREULT**

DNP, MBA, RN

ANNIE TAYLOR DEE
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2022 DNP PROJECTS

Implementation of a Nurse Mentorship Program to Improve Nurse Satisfaction and Retention

ABSTRACT

A healthcare organization's ability to provide safe, efficient, patient-centered care is impacted by nurse satisfaction and high turnover rates. Nurse leaders are concerned with alarming downward trends in nurse satisfaction and retention. A nurse mentorship program can address these concerns. This project aimed to implement a nurse mentorship program to improve nurse satisfaction and retention, influencing patient outcomes. Twenty-five nurses were invited to participate in a mentorship program for three months. The mentorship program introduced mentoring principles, roles and responsibilities, and training materials in three one-hour training sessions. Pre- and post-surveys were administered to assess nursing Price's Job Satisfaction Scale, McCain's Intent to Stay Scale, and Intermountain Healthcare's Mentorship experience survey. Although a slight increase was noted in nurse satisfaction and intent to stay scores, there was a marked improvement in the area of current position

satisfaction. There was also a marked increase noted in nurses' intent to stay in their position for the next three years. Nurses strongly agreed they have good work relationships with their mentee/mentors, they expect to continue their relationships after the program, and they feel comfortable sharing their successes and challenges. Overall, the findings of this project were that mentoring contributed to healthy work relationships and environments and improved nurses' intent to stay in their jobs. This project supports implementing an evidence-based nurse mentorship program to enhance job satisfaction and reduce turnover rates. Implementing a nurse mentorship program provides opportunities to engage in the professional development of another nurse, build strong relationships with colleagues, and network throughout the organization. A well-established mentor program honors both experienced and novice nurses at all stages in their nursing careers.

FACULTY LEAD

Rieneke Holman *PhD, RN*



**STEPHANIE M
PROFFITT**

DNP, MSNE_d, RN

ANNIE TAYLOR DEE
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2022 DNP PROJECTS

Implementation of a Standardized Training Program for New Hire Medical Assistants

ABSTRACT

Orientation training for medical assistants (MA) provides new employees with the necessary knowledge to meet the essential work requirements. The Utah Planned Parenthood affiliate hires medical assistants with varying patient care experience and training. Medical assistants receive exceptional training from many senior medical assistants, leading to considerable knowledge and skill differences. Variances in MA training can negatively impact self-confidence, competency, skills, and patient outcomes. Training programs remain inconsistent and often vary by facility. Consequently, MAs have a fluctuating

understanding of the skills and knowledge needed. This DNP project was designed to create change and transform a population centered on a micro-systems level at a private organization in Salt Lake City, Utah. The project aspired to increase new hires' MA skills, knowledge, and confidence through the development of an organizational training program. Implementing an educational intervention in the MA training arena helps organizational improvement, increases patient care safety, and produces high-quality patient outcomes.



APOLONIA
GARZA SILVA

DNP, APRN, FNP- BC

ANNIE TAYLOR DEE
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FACULTY LEAD

Melissa Neville Norton *DNP, APRN, CPNP, CNE*

2022 DNP PROJECTS

Vascular Access Device Policy Standardization in a Hospital System

ABSTRACT

Lack of standardization in vascular access device management policies can increase nursing care variability, raising catheter occlusion rates. Catheter occlusions can delay therapeutic treatments and may further the risk of complications for patients, increasing costs. This quality improvement project aimed to standardize a vascular access device policy and nurse-driven flushing and maintenance protocol in a hospital system. A routine audit of an electronic policy system identified over 65 vascular access device care and management policies in 11 hospitals. These policies included outdated procedural steps rather than directing nurses to one evidence-based clinical practice guideline when performing clinical skills. One policy was developed following evidence-based clinical guidelines, and all hospitals were asked to retire their existing policies to

follow a standardized approach. Each of the 11 hospitals adopted a standardized policy. Survey results of nurses indicated (n = 189) an educational gap in the awareness and use of one evidence-based clinical practice guideline when performing vascular access device care and maintenance, which may have led to increased occlusions. After the policy intervention, the doses of alteplase used for occluded catheters decreased. Directing nurses to one evidence-based clinical practice guideline reduces nursing practice variability and decreases catheter occlusion rates. Nurse education is crucial to change practice and direct nurses to their correct resources when performing nursing skills.

FACULTY LEAD

Kristy A. Baron *PhD, RN*



**JENNIFER
TEERLINK**

DNP, RN, NPD-BC

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your education
your strength
your endurance

IS NEEDED NOW MORE THAN EVER!



CONGRATULATIONS



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Together, we save lives!

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