The Enchanted Combination: Leadership and Scholarship Aligned to Promote Success
Mary Louise Kanaskie, PhD, RN, AOCN®; Lori Bechtel, MSN, RN, NE-BC; Emily Barlett, BS, RN
Penn State Hershey Medical Center, Hershey, PA

Introduction
Nurse residency programs (NRP) guide new nurses in developing professional practice focused on quality and grounded in evidence. A strategy used to meet this challenge is the NRP requirement to develop and present an evidence based practice (EBP) project.

Although some institutions report difficulty in adherence to this requirement, we have had success measured in concrete achievements.

Generating EBP Projects
- EBP project topics are generated from clinical observations and discussions with nurse managers and unit council members.
- Nurse Residents work collaboratively with one another and nursing leadership to identify quality improvement issues and initiatives.
- Nurse Educators and Advanced Practice Nurses facilitate project development by assisting in focusing the question, setting realistic goals, and providing resources.

Outcomes and Achievements
- Nurse leaders and mentors are key to the success of the Nurse Residency program and EBP project development.
- EBP project posters are highlighted at council meetings, during Nurses Week activities, and in an internal publication, the EBP Wire.
- Nurse Residents present EBP projects to an audience of nurse managers, directors, and the CNO.
- Three nurse resident teams have presented projects in a national forum at the University HealthSystem Consortium’s (UHC) Nurse Residency Program annual meeting.

Conclusions
Leadership and scholarship in sync lead to successful EBP projects by Nurse Residents.
- Nurse leaders serving as mentors have promoted nurse residents’ active involvement in council activities.
- EBP project posters are showcased on nursing units.
- EBP projects are evaluated and used for development of policy and procedures and hospital wide quality initiatives.
- EBP projects are selected for further development as research projects.

One nurse summarizes her experience saying “The Residency program empowered me and gave me confidence and reassurance to see that I could improve patient care.”

Introduction
Nurse residency programs (NRP) guide new nurses in developing professional practice focused on quality and grounded in evidence. A strategy used to meet this challenge is the NRP requirement to develop and present an evidence based practice (EBP) project.

Although some institutions report difficulty in adherence to this requirement, we have had success measured in concrete achievements.

Generating EBP Projects
- EBP project topics are generated from clinical observations and discussions with nurse managers and unit council members.
- Nurse Residents work collaboratively with one another and nursing leadership to identify quality improvement issues and initiatives.
- Nurse Educators and Advanced Practice Nurses facilitate project development by assisting in focusing the question, setting realistic goals, and providing resources.

Outcomes and Achievements
- Nurse leaders and mentors are key to the success of the Nurse Residency program and EBP project development.
- EBP project posters are highlighted at council meetings, during Nurses Week activities, and in an internal publication, the EBP Wire.
- Nurse Residents present EBP projects to an audience of nurse managers, directors, and the CNO.
- Three nurse resident teams have presented projects in a national forum at the University HealthSystem Consortium’s (UHC) Nurse Residency Program annual meeting.

Conclusions
Leadership and scholarship in sync lead to successful EBP projects by Nurse Residents.
- Nurse leaders serving as mentors have promoted nurse residents’ active involvement in council activities.
- EBP project posters are showcased on nursing units.
- EBP projects are evaluated and used for development of policy and procedures and hospital wide quality initiatives.
- EBP projects are selected for further development as research projects.

One nurse summarizes her experience saying “The Residency program empowered me and gave me confidence and reassurance to see that I could improve patient care.”