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# #157 Planning AND Research.

AGENDA #15

THE NEW YORK STATE NURSES ASSOCIATION

REPORT TO THE BOARD OF DIRECTORS

PLANNING AND RESEARCH

March 30 and 31, 1989

Two current concerns of Planning and Research are NYSNA's long-term care project and National Commission on Nursing Implementation Project (NCNIP) as it is related to NYSNA's activities.

I. LONG TERM CARE PROFESSIONAL NURSING QUALITY ASSURANCE EXPLORATORY RESEARCH PROJECT

The January 26 and 27 Board of Director's progress report on the long-term care project included results of the work of seven nurses at Jewish Home and Hospital for the Aged, Kingsbridge Center, Bronx, and Parker Institute in New Hyde Park. Currently, 9 or 10 nurses are conducting studies at Coler Memorial Hospital, Roosevelt Island. They are scheduled to present their results on April 12. Plans are in place to continue the project with RNs at Sea View Hospital and Home, Staten Island beginning April 19. Both Coler and Sea View are NYC Health and Hospital Corporation facilities.

Nursing Diagnosis information is being collected from records at Brothers of Mercy Nursing and Rehabilitation Center in Clarence, New York to broaden the project's data base.

Two NYSNA members are assisting with the project: Sarah Beaton is performing a large share of the work at Coler; Mary Villacorta is assisting with collecting information at Brothers of Mercy. Two officers of the NYSNA Gerontological Clinical Practice Unit have been invited to attend the final reporting session at Coler.

II. NATIONAL COMMISSION ON NURSING IMPLEMENTATION PROJECT (NCNIP)

The National Commission on Nursing Implementation Project was funded for three years by the W.K. Kellogg Foundation beginning in 1985. It arose from the collaborative efforts of the American Association of Colleges of Nursing, American Nurses' Association, American Organization of Nurse Executives and National League for Nursing to implement the key recommendations of the National Commission on Nursing.

The project established three work groups: one for education; one for management of practice; and one for nursing research and development. The final reports of these work groups were presented in November 1987. These reports clearly took the direction of supporting AD education for technical nursing, BS education for professional nursing and technical-professional differentiated practice in the workplace. Acquisition of power by nurses in health care, provision of professional practice environments by nursing service administration and development of

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nursing and nursing related bibliographic and informational databases were other strong elements of the reports.

Upon receipt of these reports, NYSNA examined NCNIP proposed strategies in relation to its own Action plan. A comparison of the two was given to the Board of Directors at its January, 1988 meeting. The Board accepted the recommendations that accompanied the comparison. These recommendations were:

Request NYSNA organizational units to become familiar with the identified "Features of High Quality, Cost Effective Nursing" and their associated strategies with the aim of using some of the strategies.

Request NYSNA organizational units to become familiar with NCNIP nursing education transition projections and concepts with the aim of using these ideas (modified or as they are) for NYSNA work where possible.

Use NCNIP work where possible for NYSNA political advantage (e.g., strong, coordinated national movement toward two categories of nursing education).

Communicate NYSNA efforts to use NCNIP strategies and NCNIP work to NCNIP.

Work cooperatively with NCNIP where this is advisable.

Clearly identify where NYSNA policies differ from NCNIP concepts; plan to handle such differences constructively.

In the interim, NCNIP obtained funding to continue its work until May, 1990. It is encouraging other groups to assume responsibility for implementing its objectives. The American Organization of Nurse Executives is interested in working with differentiated practice and is planning to disseminate the "Directory of Nursing Resources for Implementing Differentiated Practice." ANA Cabinets on Nursing Education, Nursing Service, Nursing Practice and Economic and General Welfare have reported their insights on differentiated practice to the ANA Board.

In summary, NCNIP objectives are very similar to those of NYSNA. NCNIP publications provide a rich source of resource material. NCNIP provides NYSNA with opportunities to advance the causes of Entry into Practice and nurse control of nursing practice. The time is ripe for the NYSNA Board of Directors to provide direction to its organizational units with respect to priorities, the NYSNA Action Plan and NCNIP efforts.

*Jane Fielding*

Jane Fielding, Ed.D., R.N.  
Director of Planning and Research

JF/jm  
3/20/89

Conduct  
Action  
Plan

# #157 Planning AND Research.

AGENDA # 15 (c)

NEW YORK STATE NURSES ASSOCIATION  
REPORT TO BOARD OF DIRECTORS

PLANNING AND RESEARCH  
(Program/Dept./Individual/Unit)

January 26 & 27, 1989  
Date of Board Meeting

**Action Requested:**

Appropriation of \$3,000 for staff and volunteer (officers of the Gerontological Nursing Clinical Practice Unit) travel for continuation of the Long Term Care Professional Nursing Quality Assurance Exploratory Research Project.

**Background and/or Rationale for Request:**

The first phase of the project is underway. A progress report is attached. Additional RN and institution participation is needed. Two facilities within the Health and Hospital Corporation of the City of New York have indicated willingness to participate. Substantial volunteer support is forthcoming. Experience in two previous hosting institutions serve as an excellent basis for continuing. This appropriation, if granted, should provide the basis for moving the project into the grant application phase.

If applicable: Anticipated Financial Impact  
(Please explain in detail)

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THE NEW YORK STATE NURSES ASSOCIATION

REPORT TO THE BOARD OF DIRECTORS

PLANNING AND RESEARCH

January 26 and 27, 1989

Activities in Planning and Research can be assigned by the Executive Director, self-generated, requested by other NYSNA staff members or occur as a combination. They range in length from short, self-contained to long, ongoing. Three current ongoing projects are Delphi surveys of NYSNA bargaining unit members preliminary to contract negotiations; NYSNA Action Plan revision; and a "Long Term Care Professional Nursing Quality Assurance Research Project."

I. DELPHI SURVEYS

Delphi surveys of bargaining unit members provide useful information for negotiations. The surveys validate member priorities for bargaining unit officers and NYSNA staff who are conducting negotiations. Five surveys were completed during 1988, all in upstate Councils of Nursing Practitioners. Planning and Research is currently conducting a sixth survey upstate and assisting E and CW staff with a downstate facility survey. The results of the 6 upstate surveys will be subjected to a secondary analysis soon.

II. ACTION PLAN

The NYSNA Action Plan was developed by the Board of Directors and organizational unit officers with input from members and other nursing leadership. A nursing needs and resources assessment was conducted from 1982 through 1984. Its final report, including an action plan was accepted by the 1984 NYSNA Convention voting body. The Action Plan, published in 1985, was intended to form the basis for NYSNA organizational activity during the following years. Annually, it has been reviewed and updated with the assistance of volunteer and staff leadership. It is intended to be a living, evolving guide for NYSNA activity, based on the organization's mission and purpose. This years' update is a continuation of that process.

III. LONG TERM CARE PROFESSIONAL NURSING QUALITY ASSURANCE EXPLORATORY RESEARCH PROJECT

At the conclusion of NYSNA's first oral history project during 1988, a determination was made to undertake research in the realm of professional standards. This exploratory research project is linked to the Action Plan. It stems also from current demands for nursing practice outcome criteria, long term care standards, use of nursing diagnosis, and implementation of the legal definition of nursing in New York State. Analysis of the results will include relationships to the ANA Social Policy Statement and the ANA Standards and Scope of Gerontological Nursing Practice. A progress report is attached.

*Jane Fielding*  
Jane Fielding, Director  
Planning and Research

JF/jm



# #157 Planning AND Research.

## THE NEW YORK STATE NURSES ASSOCIATION

### PROGRESS REPORT

#### LONG TERM CARE PROFESSIONAL NURSING QUALITY ASSURANCE EXPLORATORY RESEARCH PROJECT

##### INTRODUCTION

This exploratory study is the first step of a research effort to establish usable long term care patient outcome criteria for nursing practice in long term care institution settings. The long term care population is growing in size and is expected to continue to grow. Long term care patients are very dependent on nursing. Nursing has the giant share of responsibility in long term care institutions.

Quality assurance programs have been under continuing development throughout our system of health care since the 1970's. The emphasis for nursing quality assurance programs thus far has centered on development and use of structure and process criteria. This emphasis is currently shifting to development and use of outcome criteria. While institutions and regulatory bodies must establish and uphold rigorous quality assurance standards in their accountability to the public, individual professional nurses and the profession of nursing also have a responsibility to contribute their own unique perspective to the total quality assurance effort. It is the individual practicing professional nurse who makes every day patient care judgements that add up to an overall record of nursing quality in the long term care institution setting.

Guided systematic study carried out by the practicing nurse within this exploratory study will provide a basis for future expanded controlled study in the realm of long term care patient outcome criteria.

The New York State Nurses Association is partially fulfilling its purposes<sup>1</sup>; carrying out some of its functions specified in its Bylaws;<sup>2</sup> and implementing portions of its Action Plan.<sup>3</sup> The Gerontological Clinical Practice Unit has assumed responsibility for sponsorship of the project.

##### PURPOSE

The purposes of this long term care study are to:

1. describe the results of a systematic nursing diagnosis, nursing treatment and resultant patient outcomes project; and,
2. use this information to design a controlled patient outcome criteria research project.

<sup>1</sup> Bylaws and Extracts from the Articles of Incorporation, The New York State Nurses Association, amended 1988, p 2.

<sup>2</sup> Ibid. p4.

<sup>3</sup> Action Plan of the New York State Nurses Association: Actions 5a, b, e, f, g, h.; action 6f; action 7a.

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## RESEARCH QUESTIONS

1. What nursing diagnoses will be selected for investigation by the registered professional nurses in the study?
2. What nursing treatments will be used?
3. What patient care outcomes will result?
4. How will participating nursing staff evaluate:
  - a. Their involvement in the research?
  - b. The continuing education they receive?
  - c. Use of the taxonomy of nursing diagnoses?

## ASSUMPTIONS

1. Systematic nursing assessment and patient problem definition is part of nursing practice in long term care institutions.
2. Nursing diagnosis can be derived from the systematic assessment process in use.
3. Registered professional nurses from all modes of education preparation have the ability to define desired nursing outcomes, measure the outcomes, and provide nursing measures intended to influence the outcomes.

## PROGRESS

Seven nurses have participated as study subjects: 3 at Jewish Institute of Geriatric Care and 4 at Jewish Home and Hospital for the Aged, Kingsbridge Center.

- A. An abstract of their work follows:

# #157 Planning AND Research.

Nurse	Nursing Diagnosis Common to Sample	No. of Residents in Sample	Nursing Intervention Selected	Results
I	Verbal Impairment	3	Establish relationship; teach use of pictures, gestures, to communicate; 20 min. X 2 weeks.	Complete success with 1 resident. Partial success with 2 residents.
II	Impaired adjustment	4	Promote expression of feelings; return locus of control; teach institutional policies, disease processes; promote identification of strengths daily X 2 weeks.	Decrease in antisocial behavior. Increase in participation in decision making. Improvement in acceptance of circumstances. Progress noted in all residents.
III	Self-care deficit: feeding	5	Place food in hand and instruct to put in mouth daily X 7 days.	Partial success with 3 residents. No success with 2 residents.
IV	Ineffective individual coping related to anti- cipated change in health care setting evidenced by verbal manipulation, unrest and unhappiness.	5	Meet at planned times, one to one daily; teach needed information; establish trust.	1 resident discharged after excellent progress. 1 resident transferred unchanged. 4 residents decrease in anti- social behavior. 3 residents leave units to attend programs. 1 resident deteriorated physically, but has improved affect.
V	Potential for violence directed at others related to Organic Brain Syndrome evidenced by scratching, hitting and biting staff and other residents.	5	Reality orientation; reduction of stimuli; reduction of opportunity; anticipating guidance; slow bath.	All calm at bath time. 4 continued with aggression at other times. Alteration in medication interfered in 3 cases.
VI	Potential alteration in skin integrity related to normal skin changes in aging evidenced by history of ecchymotic areas and skin tears of extremities.	5	Apply opraflax to ecchymotic areas X 4 weeks.	No new skin tears in 4 cases; although no new tears in 5th case, some bleeding occurred under the opraflax. RN may seek grant from company for further study.

# #157 Planning AND Research.

Nurse	Nursing Diagnosis Common to Sample	No. of Residents in Sample	Nursing Intervention Selected	Results
VII	Powerlessness	3	One to one contact at regularly scheduled times; related intervention to previous life; provide spiritual experience (2 residents); provide speech therapy (1 resident).	Less antisocial behavior. Increase in positive affect. RN seeks to publish article.



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## B. Common Themes:

1. In four out of seven instances time was scheduled for RN-Resident interaction. To some extent, the objectives of the interventions were met.
2. Though use of non-professional personnel was encouraged, it occurred infrequently.
3. In five of seven instances there was concern for reducing anti-social behavior and establishing constructive inter-personal relationships.

## C. RN Variables

1. Time spent on project: 18 hours - 50 hours over 7 week period.
2. Age range: 25-62.
3. Range of educational background: AD - MS
4. Range of job title: Assistant Head Nurse - Supervisor.

## ASSISTANCE

In the case of both agencies staff development personnel were assigned by the respective directors of nursing to work with NYSNA. In both cases cooperation was excellent and a great deal of assistance was provided.

Sarah Beaton, PhD., R.N., Associate Professor of Nursing at Lehman College, has volunteered her assistance, has actively assisted at Jewish Home and Hospital throughout the project, and has attended 2 meetings at Jewish Institute, all at her own expense. She intends to continue in the project as a co-investigator.

## REQUEST

More RN subjects are needed. Two institutions within the Health and Hospital Corporation have indicated interest. The estimated cost of staff and volunteer travel (Gerontological Clinical Practice Unit officers) is \$3,000. NYSNA Board of Directors funding for that amount is requested.

## ANTICIPATED RESULTS

It is anticipated that the results of this exploratory study will provide a basis for a grant application for funding for a research project aimed toward establishment of patient outcome criteria for nursing in long term care.

# #157 Planning AND Research.

THE NEW YORK STATE NURSES ASSOCIATION

AGENDA #15(a)

REPORT TO THE BOARD OF DIRECTORS

COUNCIL ON NURSING RESEARCH

January 26-27, 1989

The Council on Nursing Research held its first meeting on November 29, 1988. Future meetings are scheduled for March and July.

## I. CLEARINGHOUSE AND POSTER SESSION ABSTRACTS

The mailing has been sent to the nursing community inviting participation in these annual events. The selected Clearinghouse abstracts will be published in the September Journal. The Poster Session is an NYSNA Convention activity.

This year the abstract request form was combined for the Clearinghouse and Poster Session.

## II. CONVENTION PLANNING

The Council reviewed the evaluations of the research programs, the Poster Session, and the Council booth.

Two research programs are proposed for the 1989 Convention. A Poster Session will be featured and the Council will again have a booth in the exhibit area.

## III. DELPHI SURVEY ON NURSING RESEARCH PRIORITIES FOR NEW YORK STATE

The third round of the survey is completed. The ten priorities identified are:

1. Retention of nurses
2. Effectiveness of nursing care
3. Patient outcomes related to nursing care
4. Ensuring high standards of nursing care
5. Job satisfaction for nursing
6. Nursing shortage
7. Quality nursing care
8. Recruitment of nurses
9. Perceptions of the role of the nurse
10. Cost effectiveness of nursing care

It is believed that these priorities may be clustered into three or four categories. The Council will consider the development of a position statement for each clustered category.

A final report of the Delphi Survey is being prepared to be published and to serve as the basis for a 1989 Convention program.

## IV. ORAL HISTORY PUBLICATION

The publication Professionalization of Nursing in New York State: Oral History Interviews with Six Leaders who Helped to Advance the Mission of NYSNA is completed and available for sale.

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Complimentary copies were distributed to the Oral History participants, the Council on Nursing Research members, the Foundation of the New York State Nurses Association, and the NYSNA Board of Directors.

## V. LIAISON WITH THE FOUNDATION OF THE NEW YORK STATE NURSES ASSOCIATION

### A. Distinguished Nurse Researcher Award

Nominations have been invited from the nursing community for this award presented by the Foundation of the New York State Nurses Association at Convention.

### B. Foundation Luncheon at Convention

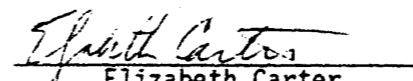
The Foundation luncheon will feature Dr. Madeline Schmitt, the 1988 Distinguished Nurse Researcher Awardee.

### C. Conference on "Setting a Research Agenda for Nursing in New York State"

The Council is a co-sponsor of this research conference to be held in Albany on March 3-4, 1989. Council member, Mary Evans, has served on the planning committee and all five of the Council members have agreed to serve as group discussion leaders at the conference. Chairperson Lillie Shortridge will present the Delphi Survey findings.

## VI. SURVEY OF DISTRICT NURSES ASSOCIATIONS IN RELATION TO NURSING RESEARCH

Because of the interest shown in nursing research at the 1988 Convention Council on Nursing Research booth, the Council prepared a survey questionnaire for the DNAs. This survey will ascertain current research activities at the District level and determine what needs or interests the District may have in assistance from the NYSNA Council to increase the nursing research activities.

  
Elizabeth Carter  
Deputy Director

### COUNCIL ON NURSING RESEARCH

Lillie Shortridge, Chairperson  
Willa Doswell  
Mary Evans  
Rona Levin  
Georgia Millor



# #157 Planning AND Research.

ARTICLE 15 (c)

NEW YORK STATE NURSES ASSOCIATION  
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PLANNING AND RESEARCH  
(Program/Dept./Individual/Unit)

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Jane Fielding, Director  
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# #157 Planning AND Research.

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## B. Common Themes

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## REQUEST

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