FROM DISSERTATION TO A PROGRAM OF RESEARCH: INSIGHTS FROM THE FIELD

Nora Warshawsky, RN, PhD, NEA-BC, CNE, FAAN
Organization of Nurse Leaders of New Jersey
June 9, 2017
Objectives

At the end of this session, Attendees will be able to:
1. Develop a plan for advancing a personal research agenda.
2. Identify at least 2 new strategies for growing a research portfolio.
Begin with your goal.

<table>
<thead>
<tr>
<th>PRACTICE</th>
<th>ACADEME</th>
<th>INDUSTRY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Practice</td>
<td>Research/</td>
<td>Experience</td>
</tr>
<tr>
<td>Service</td>
<td>Scholarship</td>
<td>Credentials</td>
</tr>
<tr>
<td>Scholarship/</td>
<td>Teaching</td>
<td>Research/</td>
</tr>
<tr>
<td>EBP/ Research</td>
<td>Service</td>
<td>Scholarship</td>
</tr>
</tbody>
</table>
Critical elements of success

- Focus
- Funding
- Dissemination
- Mentorship
FOCUS

Choosing a research topic is a long-term investment. Ideally, you will become a recognized expert in your field.
Focus: Build on what you know
Focus: Have a long-range plan

- Job Demands:
  - Span of Control
  - Scope of Responsibility

- Job Resources:
  - Assistant NM
  - Co-Manager

- Personal Characteristics:
  - Age
  - Experience
  - Education
  - Minority Status
  - Self-efficacy

- Organizational Context:
  - Nurse Managers' Perceptions of Practice Environment

- Nurse Manager Outcomes:
  - Burnout/Engagement
  - Physical and Psychological Health
  - Job Satisfaction/Retention
  - Proactive Work Behavior

- Staff Outcomes:
  - Practice Environment
  - Staff Satisfaction/Retention

- Organizational Outcomes:
  - Collaborative relationships
  - Community of Practice
  - Financial health

- Patient Outcomes:
  - Satisfaction
  - Nurse-Sensitive Adverse events
Focus: But take it a step at a time
Focus

- Be strategic
  - Develop a detailed work plan with goals and milestones
  - Set quarterly, monthly, and weekly goals
- Identify discrete projects
  - Start narrow then build
- Plan dissemination strategy
  - Foundational pieces to build future work on
Focus

- Current favorite
- Impact: Practice relevance
- Interest/ Passion
- Sustainability over time
Funding: Internal

- Support for pilot studies to prepare for large grants
  - Developmental programs
  - College resources
  - Faculty start-up packages

[Image: Startup Funding]
Funding: External

- Expand scope and significance
  - NIH
  - Other federal sources
  - Foundations
You have a rich practice background and great teaching experience, but without publications, I would not hire you."

Marilynn Oermann, RN, PhD, FAAN
Associate Dean
UNC Chapel Hill School of Nursing
Dissemination

- Publish your dissertation!!
- Invite committee members to co-author.
- Presentations and Publications are opportunities for articles.
- Meet the editors!
Dissemination

- Writing collaborative
- NLN Writing Retreat
Dissemination

- Join research, professional, and academic organizations:
  - Showcase work
  - Find partners
  - Find mentors
  - Find funding

AcademyHealth
CGEAN
NIOSH
AONE
Sigma Theta Tau International
MENTORSHIP P
Mentorship

Multiple Mentors

- Research
- Faculty Role
- Scholarship
- Practice
- Consulting
Mentorship: Be a mentor

- Scholarship opportunities
- Develop new perspectives
- Form new partnerships
Useful articles

Practice


Academe