

Come Write with Me: Creating a Writing Workshop to Develop Novice Authors and Improve Dissemination

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Objectives

- Describe the steps taken to create a sustainable statewide Writing Workshop
- Delineate the specific approaches to developing novice authors





- The Hawai`i State Center for Nursing's statewide Writing Workshop was developed in 2013 to develop novice authors and improve dissemination of evidence-based practice (EBP) projects developed through the Center's EBP Program.
- Widespread dissemination through publication directly contributes to the growing body of evidence to drive improvements in population health.

Background



- There is an ever increasing expectation and necessity for the nursing workforce to disseminate results of their EBP work to the wider audience in peer-reviewed journals.
- Barriers are common and include: lack of time, skills, & experiential support.
- Healthcare organizations want and encourage their staff to publish, but often lack resources to develop that level of staff development.

Hawai`i State Center for Nursing

- A little history...
 - HSCN established by mandate in 2003 to address the nursing shortage
 - Defines 4 functions of the Center including to:

**Conduct research on
best practices and
quality outcomes**



Hawai`i State Center for Nursing

- In 2009, HSCN developed the EBP Program using Marita Titler's Iowa model.
 - Today this program includes workshops for
 - Clinicians
 - Leaders and Management
 - Educators
- We believe these programs to be the first statewide initiatives for clinicians and nursing educators



EBP Programs, in a nutshell...



Structure: Resources



Nurse Researchers and Faculty

- Center
- Hospitals
- National Leaders



HSCN

- Advisory Board
- Project Manager

Content Experts

- Librarians
- Statisticians



Financial Support

- Registration Fees



Structure: Conceptual Model

Iowa Model

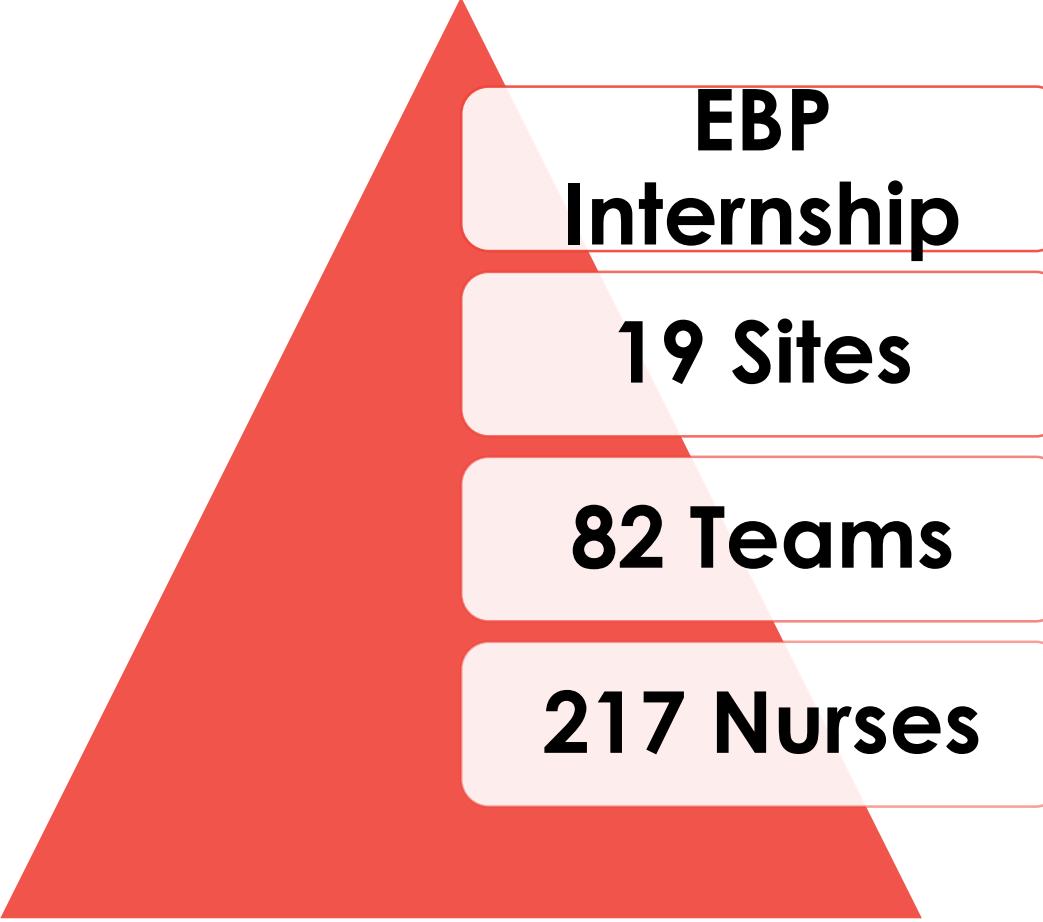
Logical Sequence/Non-Linear

Organizationally sensitive

Utilizes all evidence



Outcomes to Date – 2007-2018



**EBP
Internship**

19 Sites

82 Teams

217 Nurses

Hawai`i State Center for Nursing

- In 2012, HSCN recognized the strong outcomes of this program, and the need to disseminate gained knowledge from these projects to a broader audience
- In response, the Center created the Writing Workshop to support novice authors and facilitate development of a publishable manuscript using Adult Learning Theory principles.
- 3 Writing Workshops (2013, 2016, 2017)





- The Center partnered with the local Magnet® designated medical center and the University of Hawai‘i at Mānoa School of Nursing & Dental Hygiene to develop a biennial Writing Workshop offered in six monthly sessions.
- This multi-faceted structured approach walks attendees step-by-step through manuscript development and incorporates hard deadlines, peer feedback, 1:1 expert coaching, and focused didactic sessions.
- Since inception, the Workshop has since grown to also include research, program development, and quality improvement manuscript development.

The HSCN EBP
program is not the
only growing
population of EBP
clinicians and
researchers



Academic programs **LEAP** forward with increasing access to doctoral programs



- University of Hawai'i at Mānoa launches DNP program
- University of Hawai'i at Hilo launches DNP Program
- UH Mānoa converts all NP leading graduate programs to DNP
- Hawai'i Pacific University launches DNP program
- UH Mānoa re-designs PhD program



And a Research Fellowship

- A research partnership began in 2006 with a vested interest by UH Mānoa School of Nursing & The Queen's Medical Center
- This two year program provides education and support for the development and implementation research projects
 - 1st year - monthly didactic sessions that culminate in proposals ready for IRB submission.
 - 2nd year - monthly didactic sessions to facilitate implementation, analysis, and dissemination.
- Since 2007, a total of 20 studies have been approved & funded
 - 11 studies were completed
 - 5 are in final phases of data analysis or manuscript preparation.

Application & Particulars

- Application requiring
 - abstract for completed projects only
 - Authors with credentials
 - **Journal selected**
 - Type of manuscript (Research, EBP, QI, Program development)
- \$175 fee per person
- CE offered (18h total for 6 sessions)
- 6 sessions, 1 per month
- Weekday evenings 4-8p



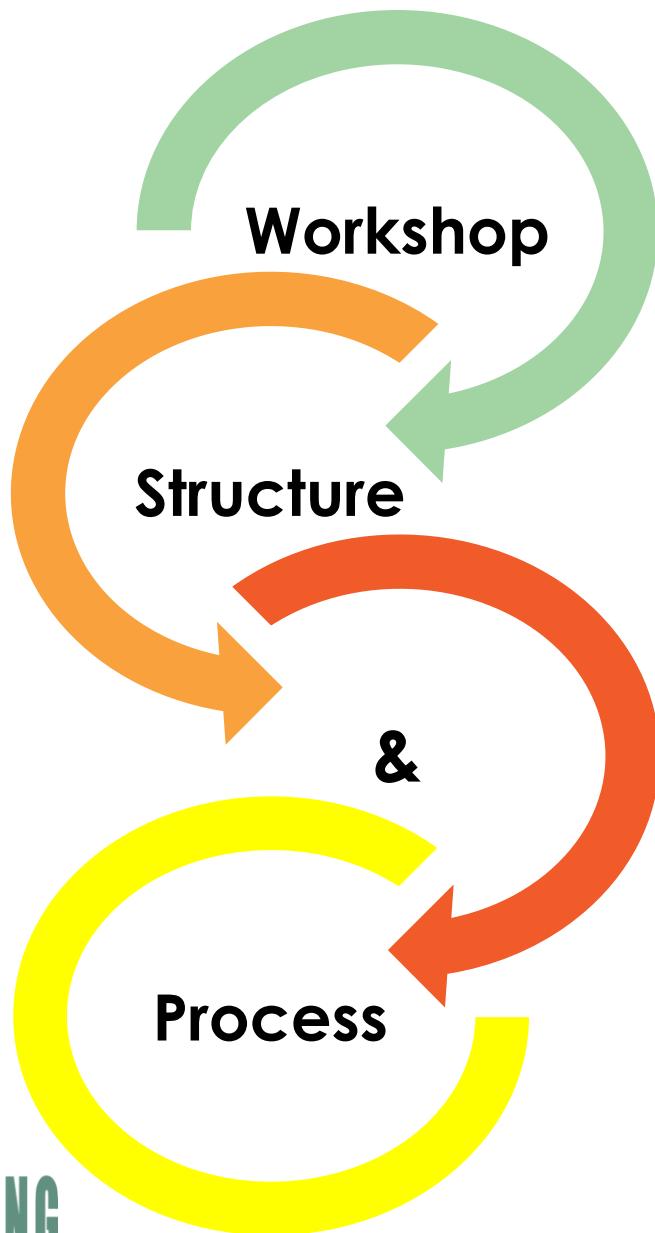


- Led by the Center's Associate Director for EBP and **volunteer** faculty from the community
 - Has been run with 3 to 5 faculty
 - Covering a max of 10 teams
 - All with writing and publishing experience
 - One non-nurse



Nurse-led writing teams

- Recent manuscript topics included
 - safe and effective delivery of medical test results
 - the evolution of a pediatric patient care model in an adult community hospital
 - evaluation of the content validity of a Diabetes Distress Scale in an Asian Pacific Islander population
 - tactics to decrease patient to staff assaults and injuries in an adult behavioral health institution
 - strategies to improve employee engagement and inpatient experience results by enhancing staff empathy



MTG	TIME	AGENDA	Homework Due 2 Weeks Prior
#1	1600	Introductions, Expectations, & Six-Month Agenda	
	1630	Selecting a Journal	
	1700	Searching the Literature	
	1745	DINNER BREAK (on own)	
	1830	Authorship	
	1900	Writing a Purpose Statement	
	1945	Next Assignment	
#2	1600	Progress Reports	Journal Selected
	1630	Literature Searching Review/Update	Literature Search
	1730	Review Edits/Read Aloud	Purpose Statement
	1815	DINNER BREAK (on own)	
	1915	Writing the Background Section	
	1945	Next Assignment	
#3	1600	Progress Reports	Background Section
	1630	Review Edits	
	1730	DINNER BREAK (on own)	
	1815	Read Aloud	
	1915	Writing the Methods Section	
	1945	Next Assignment	
#4	1600	Progress Reports	Methods Section
	1630	Review Edits	
	1730	DINNER BREAK (on own)	
	1815	Read Aloud	
	1915	Writing the Results Section	
	1945	Next Assignment	
#5	1600	Progress Reports	Results Section
	1630	Review Edits	
	1730	DINNER BREAK (on own)	
	1815	Read Aloud	
	1915	Writing the Discussion, Implications, & Conclusion Sections	
	1945	Next Assignment	
#6	1600	Progress Reports	Discussion Section
	1630	Review Edits	Implications Section
	1730	CELEBRATION	Conclusion Section
	1815	Read Aloud	
	1915	Creating a Title & Writing an Abstract	
	1945	Last Assignment/Debrief	
			Final Draft of Manuscript

Manuscript Review



- Rotated 4 faculty as primary and secondary reviewers
 - Received 12 reviews total
- All edits done in track changes and managed with administrative support
 - Suggestions and direction (not rewrites)
- Edits released to participants right before class to decrease anxiety
 - But caused some anxiety this way as well...
- Edits reviewed by editors in person to explain rationale

Major Outcomes

- To date, over
 - **59** nurses representing
 - **27** writing teams have attended the
 - **3** Writing Workshops from
 - **10** different healthcare organizations and nursing academic programs
- There have been
 - **26** manuscripts prepared
 - **22** manuscripts submitted
 - **15** publications
- Program is self-sustaining through registration fees





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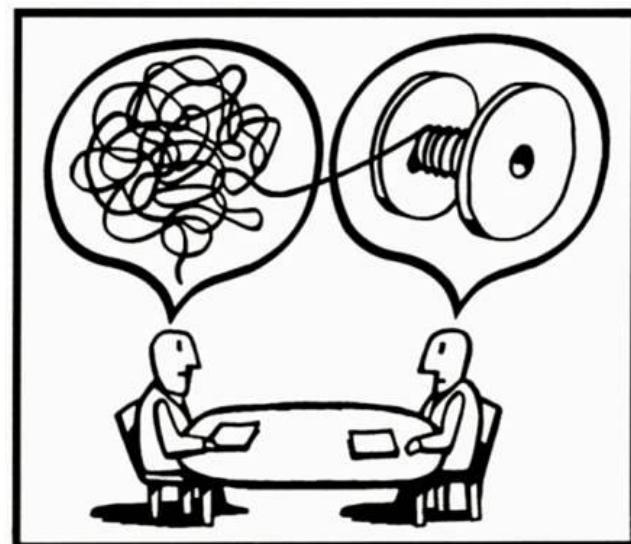
THE JOURNAL OF NURSING ADMINISTRATION

Successfully Coaching Nursing Staff to Publish Outcomes

Barbara Molina Kooker, DrPH, RN, NEA-BC

Renee Latimer, MS, RN, PMHCNS-BC

Debra D. Mark, PhD, RN



Clinics Review Articles

NURSING CLINICS OF NORTH AMERICA

Integrating Evidence into Practice for Impact

EDITORS

Debra Mark
Marita Titler
Renee Latimer

CONSULTING EDITOR

Stephen D. Krau

SEPTEMBER 2014

Reviews



- Adult learners
- Experts teaching novices
- 4-8pm class
- Faculty volunteer time
- Capacity to meet community's expressed need for workshops
- No single journal focus
- Mixed group: research, EBP, QI, & Program development
- **Procrastination**

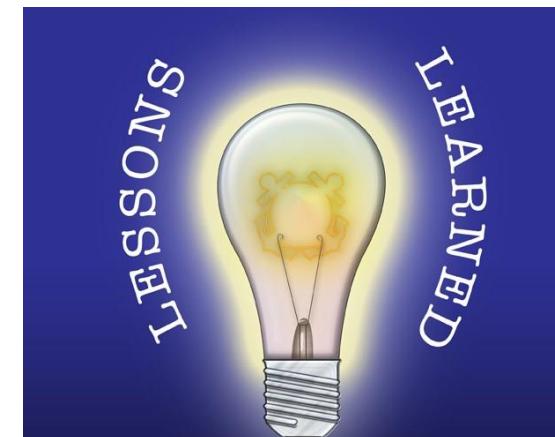


Inside the Mind of a Master Procrastinator



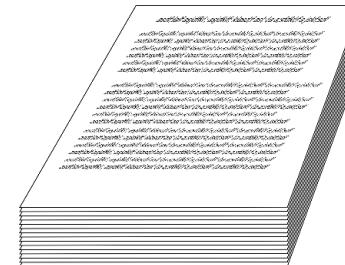
Lessons Learned

- Multiple Reviewers was both helpful and not helpful
- REQUIRE certain homework
 - Journal submission guidelines
 - Template article
- Start at a more basic level with an outline
- Give writers more time
- Examples do not equal output
- Make a finished manuscript the final product
- Create as much fun as possible
- Bring snacks
- Offer continued support as able



CONCLUSION

- These workshops have shown proof of scalability and sustainability at the statewide level.
- Additionally, the program supports and develops nursing leaders in our broader community to be able to publish themselves, but also to then serve as a coach to other writing groups at their home organizations.
- Each writer must be internally or externally motivated to complete and submit their manuscript.





- Preparing a manuscript for publication: A user-friendly guide
 - <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2528624/>
- Writing for Publication
 - International Academy of Nursing Editors (INANE)
 - <https://nursingeditors.com/resources/writing-for-publication/>
- Writing for Professional Journals
 - From the Editor of the Journal of Professional Nursing
 - <https://utah.instructure.com/courses/306223/gov/pmc/articles/PMC2528624/>

*“Whatever you
dream, begin
it, for boldness
has power,
magic and
genius in it.”*

— Goethe



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Questions?



Photo: Vince Tylor, Hawaii