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DNP Conference:  
Chicago**

**AUG. 11-13, 2021**

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## DNP INC. ORGANIZATIONAL UPDATE

Since the January issue of OUTCOMES, the United States Government transitioned to a new administration, and civil unrest took a new and ugly turn. Nursing colleagues are sensitive to policy, equity, access to services, and assurance that individuals and communities are healthy. This past month has been a challenge that requires clarity of vision, clarity of ambition, and clarity of how we will move forward to meet the challenges of addressing the health of our patients, families, and communities.

Looking forward, all organization on the planet are working to move toward a normalization of actions. Most will agree we will not return to business as usual, but we will evolve into something that meets our collective needs.

We at DNP Inc. have been in close discussion with the good folks at the Swiss Hotel in Chicago as we are moving forward with plans for the 14<sup>th</sup> National DNP Conference scheduled for August 11-13, 2021. We are learning of new processes and will work to assure the safety and health of all attendees. We are exploring a hybrid approach to a virtual and face-to-face conference.

Please complete this month’s 5-question survey to help us better understand and appreciate your thoughts and wishes.

Doctors of Nursing Practice, Inc. continues to support and enhance the professional abilities and innovation of our nursing colleagues. This is enhanced by our Annual National Conference, this year taking place in August in Chicago.

Other services are being analyzed for efficacy, feasibility, and sustainability by a group of advisors and organization supporters. This process of self-analysis and collection of recommendations will take place in the first quarter of 2021. If you have an interest in helping to guide and build DNP Inc. please contact me at [info@DNPInc.org](mailto:info@DNPInc.org).

The mission of Doctors of Nursing Practice, Inc. is to improve healthcare outcomes by promoting and enhancing the doctorally prepared nursing professional.

The organization is dedicated to:

- Providing accurate and timely information
- Supporting, developing and disseminating professional practice innovation
- Collaborating in a professional manner that demonstrates universal respect for others, honesty, and integrity in communications and,
- Responding with open discussions and dialogues that promote the evolution of advanced nursing practice and the growth of the DNP degree.

We welcome you to visit the site, tap into the available services and offer your support and talents to help maintain the momentum of growth and development for us all.

Please visit the DNP Inc. website at [www.DoctorsofNursingPractice](http://www.DoctorsofNursingPractice).

Best wishes to all,  
David Campbell-O’Dell, DNP

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## LEARNING TO LEAD

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In the Institute of Medicine's (IOM) Report, *The Future of Nursing: Leading Change, Advancing Health*, the IOM (2011) redefines the nursing profession and highlights the importance of nurses in transforming the health care system. One of the IOM's recommendations is to transform nursing education. The IOM explains that major changes in the U.S. healthcare system will require a transformation of nursing education to ensure that nurses are prepared to meet the needs of the complex and evolving health care system. A key message from the IOM is that nurses achieve higher levels of education, including doctoral degrees (IOM, 2011). The Doctor of Nursing Practice (DNP) is a practice-focused doctorate and a terminal degree for the highest level of nursing practice. The American Association of Colleges of Nursing (AACN), *The Essentials of Doctoral Education for Advanced Nursing Practice*, outlines the core competencies for all nurses with a DNP degree (AACN, 2006). In this document, the AACN includes leadership as a core competency defined by DNP Essential II: Organizational and Systems Leadership for Quality Improvement and Systems Thinking. The AACN explains that nursing leadership is necessary to improve the healthcare delivery system, including patient and healthcare outcomes (AACN, 2006).

In reflecting on my career and future aspiration of becoming an executive nurse leader, I often ask myself, how can I lead others or an organization to become a high performing team that achieves consistent excellence. I recently read a book *Learning to Lead, The Journey to Leading Yourself, Leading Others, and Leading an Organization*, by Ron Williams (Williams & Weber, 2019). Ron Williams is well known for his success in transforming Aetna, a major health insurance company, from one that was losing millions of dollars annually to a company that is operating with almost two billion dollars in annual profit. Ron shares his personal story of growing up in Chicago, attending a public school, and the challenges he faced in the corporate world as an African American and a strong introvert. In this book, Ron provides anecdotal experiences and tools that have helped him become a successful leader. Ron explains that individuals can apply the principles of leadership to one's personal or professional life and in any field from big corporations to small businesses (Williams & Weber, 2019).

Ron begins by explaining that to become an effective leader, one must realize that the most valuable asset is oneself, and before leading others, one must learn to lead oneself (Williams & Weber, 2019). Two key strategies of self-leadership are (1) developing a deep, personal commitment to excellence in everything you do and (2) a commitment to continual improvement. Ron further explains that individuals should look at every employment position as an opportunity that provides valuable learning experiences and that serve as stepping stones in the leadership journey. Once an individual can achieve self-leadership, one can advance to leading others. Ron explains that one of the biggest challenges any leader might encounter is changing people's perception of what is possible (Williams & Weber, 2019). To accomplish this task, Ron provides a two-part process, (1) to define reality, and (2) to give hope. To define reality, Ron states that a leader must be able to "shape an understanding of the world, and of your place in the world, that you and your team share" (Williams & Weber, 2019, p. 88). Ron further explains that to give hope requires that a leader "make it possible for your team members to believe in a better future—one in which your organization is growing and contributing to a better way of life for all of its members as well as for the customers it serves" (Williams & Weber, 2019, p. 88). Ron emphasizes the importance of leaders giving hope as it can energize people, releases creativity, and encourage individuals to give their best effort in everything they do. Ron offers problem-solving tools, one of which includes fact-based problem-solving. Ron explains that a leader must have the facts surrounding a problem to provide a solution. A leader can obtain facts by quantitative and data-driven processes, but also qualitative methods, which includes listening to what individuals say (Williams & Weber, 2019).

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**LEARNING TO LEAD CONT'D**

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When a leader has mastered leading oneself and others, a leader can advance to leading an organization (Williams & Weber, 2019). The goal of leading an organization is to build a high-performing culture where individuals are dedicated to excellence. When leading an organization, a leader creates an environment where employees are engaged and committed to the vision and mission of the organization. A vital leadership tool that can facilitate leading others and an organization is building a culture of honesty and transparency throughout every level of the organization. Ron also suggests that leaders learn to use systems thinking, understanding how a system is linked together, and the interactions between each component (Williams & Weber, 2019).

The IOM (2011) highlights the importance of the nurses in transforming the health care system and recommends that more nurses obtain doctoral degrees. The practice-focused doctorate, DNP degree, prepares nurses to assume roles that can contribute to improving the health care system for individuals and populations through leadership, organizational change, policy, quality improvement, and evidence-based practice (AACN, 2006). Leadership is a core competency for all nurses with a DNP degree, which is necessary to improve the healthcare delivery system, patient, and healthcare outcomes. As explained by Ron Williams, leadership is a lifelong journey that starts with leading oneself, then leading others, then ultimately leading an organization to become a high-performing team that achieves consistent excellence (Williams & Weber, 2019). I feel fortunate to continue my nursing education to obtain a DNP degree at Eastern Kentucky University. I feel confident that I will have the necessary skills and competencies in leadership to contribute to transforming the health system and advancing the nursing profession.

#### References

- American Association of Colleges of Nursing. (2006). *The Essentials of Doctoral Education for Advanced Nursing Practice*. Washington D.C.
- Institute of Medicine. (2011). *The future of nursing: Leading change, advancing health*. Washington, DC: National Academies Press. <https://doi.org/10.17226/12956>
- Williams, R., & Weber, K. (2019). *Learning to lead: The journey to leading yourself, leading others, and leading an organization*. Greenleaf Book Group Press.



Lizelle Hill, MSN, RN  
EQU DNP Student



# Family Nurse Practitioner Fellowship



**Are you interested in a career providing care for homeless and other vulnerable populations? If so, this fellowship could be for you!**

## Program Description

The **purpose** of the fellowship is to expand the knowledge, competence and job satisfaction of new nurse practitioners through in-depth educational and clinical experiences in Community Health Care settings. The long-range goal of the fellowship is to increase access to health and wellness care for the homeless and other vulnerable populations.

The salaried NP Fellows spend 60% of their time in mentored primary care practices with underserved patients. The remainder of their time is spent in didactic educational sessions and specialty rotations learning about providing optimal care in this unique environment.

## Quick Facts:

**Location:** Orlando, FL

**Program Length and Time:** 12 months, full-time

**Number of Fellows accepted each year:** three

**Admission Requirements:** Graduate of an accredited NP program with national board certification as a family nurse practitioner and FL license (or license eligibility); interest in a career providing primary care for underserved persons

**Application Process Open:** December 1, 2020 to March 31, 2021

**Program Dates:** July 6<sup>th</sup> 2021 to July 2<sup>nd</sup> 2022.

**Interested?** Contact: Josie Weiss, PhD, FNP-BC, FAANP, Program Director:

**Email:** [JWeiss@hcnetwork.org](mailto:JWeiss@hcnetwork.org) or [josie.weiss731@outlook.com](mailto:josie.weiss731@outlook.com); **Phone:** 863-447-0119

**Website:** <https://obfh.org/> (Click Contact Us for more information)

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## MONTHLY DNP INC. SURVEY

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The January 2021 Survey explored how level of optimism DNP colleagues have about projects in the new year. What are your thoughts on these findings?

Question 1: I anticipate 2021 will afford new opportunities for DNP prepared colleagues to improve outcomes.

50% very much to absolutely, 50% somewhat to not at all

Question 2: The type of project I completed in school is likely to be repeated in practice.

67% very much to absolutely, 33% somewhat to not at all

Question 3: The process of practice will require new and innovative ways to improve health care outcomes.

91% very much to absolutely, 9% somewhat to not at all

Question 4: My school project was a complete project. It was more than a proposal.

75% very much to absolutely, 25% somewhat to not at all

Question 5: I feel confident in my abilities to impact and improve health care outcomes.

83% very much to absolutely, 17% somewhat to not at all

These are inspiring results. What do you think?

Click [HERE](#)  
to complete the  
February 2021 DNP Survey regarding  
COVID-19 safety at the  
[DNP National Conference](#)  
in August of this year.

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## DNP INC. FEATURED REPOSITORY PROJECTS

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### *Dissemination Team Information*

Is your DNP Program a part of the Dissemination Team? This is a collective effort to support the dissemination of completed DNP student projects. See [THIS PAGE](#) for details. A modest annual investment provides a \$5 discount for all students in your program that upload their completed projects to the DNP Repository.

Programs that have signed on for the Dissemination Team effort includes [Wilmington University](#), [Sacred Heart University](#), [San Jose State University](#) and [Purdue Global University](#). Regardless of your current plans for a repository, consider supporting a broader method to disseminate the talents of your program's graduates.

### *DNP Repository Featured Scholars*

The contributions and posting of doctoral projects in the DNP repository continue to reflect the skills and talents of DNP prepared colleagues. Here's a sample of what can be found in the [DNP Doctoral Project Repository](#):

[Patient Education and Medication Adherence in Chronic Obstructive Pulmonary Disease: The Effects of Education Related to Exacerbation Events](#), by Amelia Schreibman, DNP, ANP-BC, a graduate of Grand Canyon University

[A Quality Improvement Project: Diagnosis and Treatment of Hypogonadism](#), by Michael G. Shroth, DNP, RN, ANP-BC, a graduate of South University

[Improving Therapeutic Communication in an Outpatient Psychiatric Clinic to Reduce No-Shows](#), by Medard Sison, DNP, PMHNP-BC, a graduate of Touro University Nevada

[HIPAA Applied to Jigsaw: A Collaborative Communication Improvement Project](#), by Margaret Patricia Smallwood, DNP, RN, a graduate of Regis College

**The Doctoral Project Repository is an archive of curated documents. This archive is not peer-reviewed and does not replace or presume any publication effort. Each listing is owned by the individual that uploads the completed academic scholarly practice project. This service allows you to share ideas and work products into both the scholarly and consumer communities.**

Is your doctoral project in the repository? Are colleagues and graduates of your university listed? [Click here](#) to learn more and to upload your project.

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## DNP INC. ONLINE CONVERSATIONS

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### Conversations and Discussions in the DNP Online Community

The new and improved DNP Online Community is gaining traction. The OLD online community (with NING in the URL) will expire at the end of June 2021. Please sign-up for the new site's online community by clicking the Login option on the top right-hand corner of [www.DoctorsofNursingPractice.org](http://www.DoctorsofNursingPractice.org) home page.

#### Groups including:

[Virginia Association of DNPs \(VADNP\)](#)  
[DNPs of Color \(DOCs\)](#)  
[DNPs Seeking Positions in Academia](#)  
[Dual Certified DNPs](#)  
And more!

#### Forums including:

[February 2021 DNP Survey](#)  
[NONPF Statement regarding NP Students and Direct Clinical Hours](#)  
[Virginia Association of DNPs \(VADNP\)](#)  
[COVID-19 Pandemic: Bearing Witness, Telling our Story](#)  
[DNP Faculty](#)  
[DNP Practice Issues](#)  
[DNP Professional Growth](#)  
And more!

#### Blogs including:

[Support needed for RESEARCH on LGBTQ Healthcare Disparity](#)  
[Gaps in the Clinical Setting from a DNP student](#)  
[Reckoning with Racism in Nursing](#)  
[Study review draws needed attention to PTSD in nurses](#)  
[Texas allows social workers to deny LGBTQ, disabled clients](#)  
[COVID Misinformation is Killing People](#)  
[How Does Language Impact Inter-Professional Collaboration?](#)  
[Organized Medicine is Putting Profit Ahead of Patients, and It's Making](#)

#### America Sick

[Need an Editor? Read on.....](#)

If you have an event that supports the growth and development of nursing colleagues, please send information via an email to: [info@DNPInc.org](mailto:info@DNPInc.org) so that we may post it for others to access.



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## THE TREE OF EVIDENCE-BASED NURSING PRACTICE

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The Tree of Evidence-Based Nursing Practice was born out of practice as a nursing educator working with undergraduate students in ADN and BSN programs as a simple method to help them understand how the profession of nursing can work independently or collaboratively with the interdisciplinary team to move research into practice and improve outcomes for patients, communities, and populations (White et al., 2016).

The process of growing healthy trees is a cyclical relationship between the soil and the tree itself. Microorganisms living in the soil and the soil itself work together to break down tree sap, fallen leaves, and other plant debris in the soil to create nutrients necessary to hydrate and nourish the tree; thus, promoting healthy growth. The purpose of the root system is two-fold: 1) Firmly planted in the soil, the root system holds the tree steady regardless of environmental circumstances, and 2) The root system, through the process of osmosis, absorbs the water and specific nutrients needed to hydrate and nourish the tree correcting deficiencies that may hinder the health and growth of the tree. The nourishment is then distributed throughout the tree via the trunk and limbs, finally to the leaves. The leaves then, through the process of photosynthesis, create fuel for the plant.

Similarly, doctoral-prepared nursing researchers grounded in the scientific body of knowledge have the formal educational skill set to utilize research methods to discover new knowledge, expand upon existing knowledge, and interpret and translate knowledge for use by the interdisciplinary team. Nurses at any level with a spirit of inquiry immerse themselves in the research, investigate findings from patient and staff clinical experiences and choose which findings to bring to the rest of the interdisciplinary team for further investigation. The interdisciplinary team uses the results of the investigation process to make practice recommendations across systems that affect health outcomes of patients, communities, and populations (White et al., 2016).



Nurses cultivate knowledge together independently as a profession and collaboratively with the interdisciplinary team. As each component of the tree works together in a symbiotic relationship, nurses in all practice settings play an integral role in the movement of research into practice. Cultivating a spirit of inquiry in nurses of all education levels and practice settings will foster nursing leadership in the development of innovative solutions that lead to improved health outcomes for patients, communities, and populations (White et al., 2016).

White, K. M., Dudley-Brown, S., Terhaar, M. (2016). *Translation of Evidence into Nursing and Health Care, Second Edition* (2nd ed.) [E-book]. Springer Publishing. <https://eds.a.ebscohost.com/eds/ebookviewer/ebook?sid=62b9f104-f818-4ea0-bbca-3b41e366f3e7%40sessionmgr4006&vid=0&format=EB>

Beth Sanford, MSN, RN, ACN, CLC  
Assistant Professor, Rasmussen University  
DNP student specializing in Public Health and Policy

# 2021 DNP Conference Update

*Room Rates have been reduced from  
**\$199.00 to \$169.00** so book early*

*We have been in contact with the Swissotel to ensure they have safety protocols in place for a safe conference.*

*Please **CLICK HERE** to view their  
**ALL SAFE ACCOR** program*

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## DNP Foundation News

### ***FROM THE CLASSROOM TO THE BOARDROOM***

The Doctors of Nursing Practice Foundation has been created to assist nursing colleagues in realizing their plans to impact health care delivery. Many scholarly projects are lacking the support needed to make a sustainable impact. The intent of the DNP Foundation is to assist in these efforts to improve outcomes.

To learn more about the foundation and how you may be a part of the process, visit [THIS LINK](#).

**All donations are 100% tax-deductible according to IRS Code section 170.**

Thank you to the following donors:

Ruby Donor: **Jeffery Hudson-Covolo, Springville, CA**

Emerald Donor: **Jane Krolewski, Inverness, FL**

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**Our program prepares elite nursing professionals to lead in today's increasingly complex health care system, applying evolving best practices to make dramatic improvements in patient care.**

Now offering DNP certificate options for those who hold a DNP or PhD and want to add or change their area of APRN specialty.

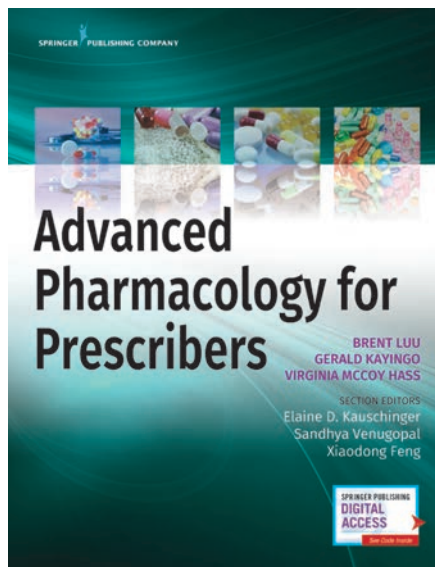
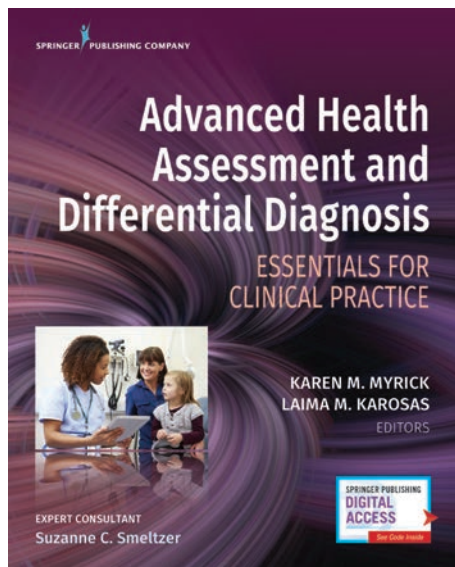
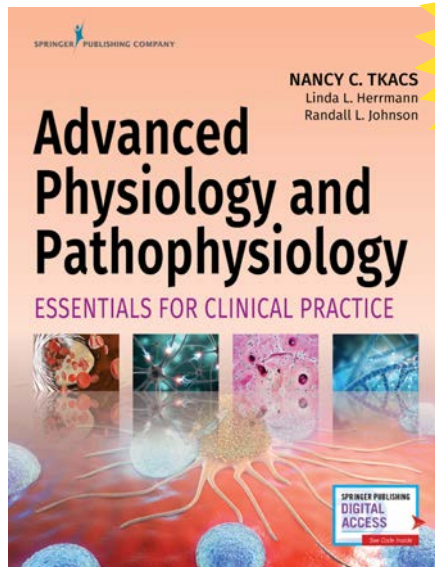
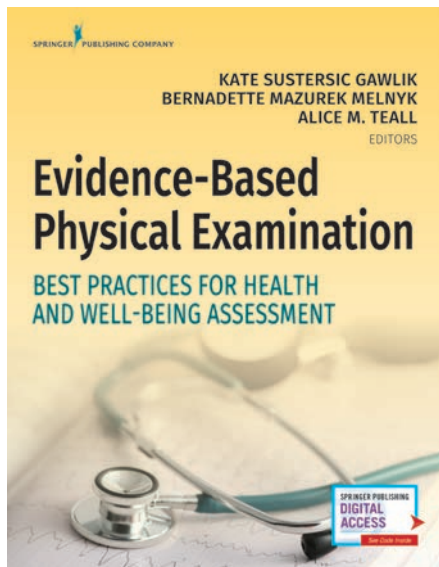
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*We have exceeded the goals set by AACN and NONPF to provide nurse practitioner education at the doctoral level.*



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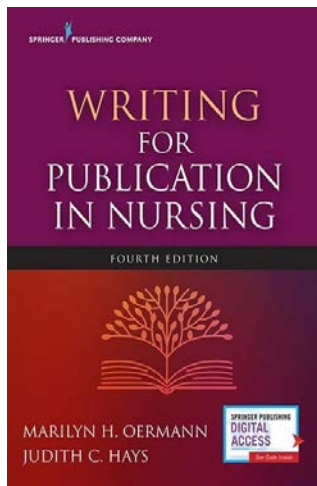
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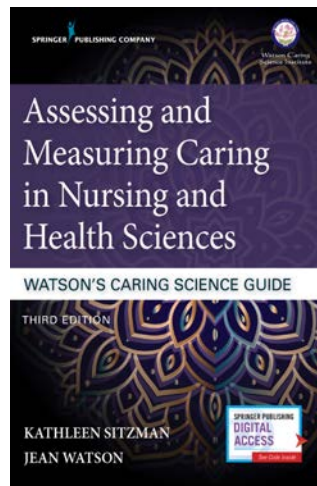
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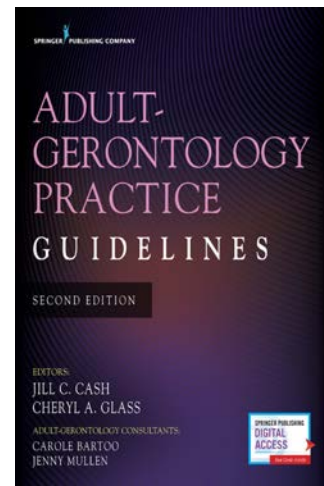
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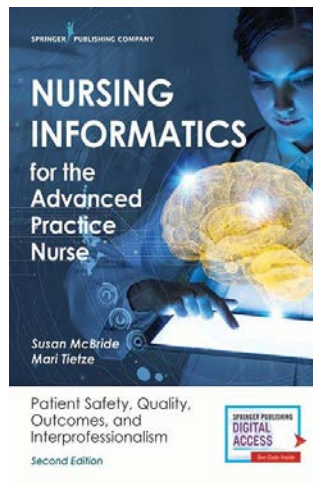
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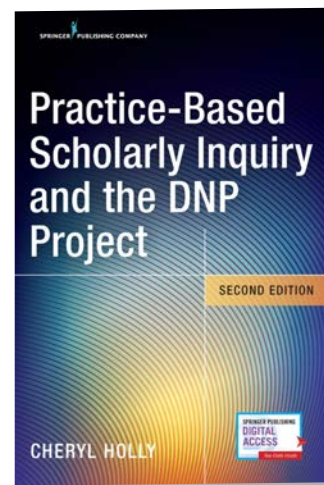
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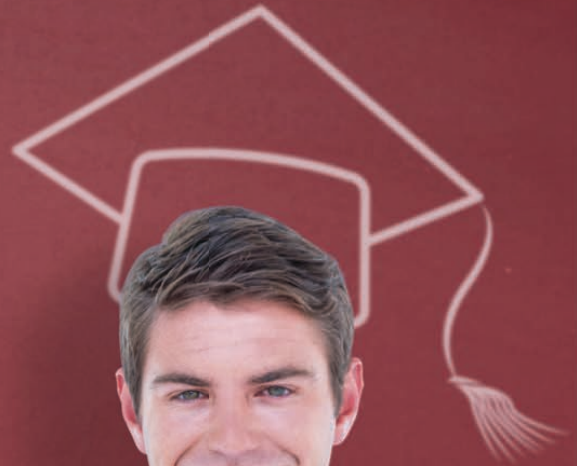
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Due to the COVID-19 pandemic DNP, Inc. had to make the difficult decision to cancel the annual national DNP conference. This national conference sustains the organization. Without this revenue the organization's operating budget has suffered a major setback. It is now a challenge to meet the Mission and Vision of DNP, Inc.

In these tough times we must rely on the generosity of colleagues. We have exhausted all other avenues for funding and are currently financing operations from personal funds. All donations are tax deductible since DNP, Inc. is a 501c3 corporation.

If you would like to help us continue our mission please [CLICK HERE](#) to contribute. Help Spread the Word!

Your kindness and support are appreciated. David and Steve



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**SAVE THE DATE  
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**TBA**

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