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

DNP Inc. Organizational Update

To err is human, and I am very human. The last two issues of OUTCOMES were mine to create and I thought I did a pretty good job but found out that I uploaded PDFs that did not contain the hyperlinks as expected. This has since been corrected, yet the error left many wondering why the OUTCOMES monthly electronic newsletter had minimal content.

All issues of OUTCOMES can be found on [THIS PAGE](#). Each issue will open in a new tab to allow for full viewing and clicking into pertinent information.

The vision of Doctors of Nursing Practice, Inc. is:

- 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 strive to do this in all that we offer and appreciate your commitment to this collective effort.

Links to recorded sessions of the 14th National DNP Conference that took place August 11-13, 2021, in Chicago are nearly ready for posting to the DNP website. Once all are in place a notice will go out with hopes that the great contributions of colleagues can be appreciated by a large audience.

The NEW DNP Online community is growing slowly and including the conversations of both graduates and students. Please join the conversation.

Please visit the DNP Inc. website and the services provided to help all in our discipline grow and evolve.

Best wishes to all,

David Campbell-O'Dell, DNP, APRN, FNP-BC, FAANP
President, DNP Inc.
October 2021

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Monthly DNP Inc. Survey Results

The July 2021 Survey explored the value and probability of contributing to a community foundation to support colleagues in work to improve outcomes. What are your thoughts on these findings? (Surveys for August and September did not go out as planned).

Question 1: A Community Foundation for DNP students and graduates is in place and growing. I would like to contribute to this foundation to support scholarly practice projects.

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

Question 2: The Foundation should support minor purchases to complete or expand a well-structured project to improve practice and outcomes.

60% very much to absolutely, 40% somewhat to not at all

Question 3: The Foundation should be supported by both individuals and corporations.

90% very much to absolutely, 10% somewhat to not at all

Question 4: Funds for the Foundation should be used to potentiate the growth of services provided by DNP-prepared colleagues.

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

Question 5: I have applied for a grant in the past to build or enhance my scholarly practice work.

15% very much to absolutely, 85% somewhat to not at all

What do you think of these results? Are you interested in being a part of this work? If so, contact us for more information.

Click [HERE](#)
to complete the
October 2021
DNP Survey

Dissemination Team / Featured Repository Projects

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:

[American Sentinel University](#)

[Lourdes University](#)

[Purdue Global University](#)

[Sacred Heart University](#)

[St. Louis University](#)

[Wilmington University](#)

Regardless directing your students to upload completed Scholarly Practice Projects with your support to disseminate. Projects in this repository are shared by social media and are searchable by web browsers such as Google. Does your school's proprietary repository have that capability? 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](#):

[A Quality Improvement Project to Test the Effectiveness of a Patient-Centered Pathway and Discharge Tool on Heart Failure Patient Engagement](#), by Matthew J. Martin, DNP, RN, NEA-BC, NHDP-BC, CNML, a graduate of Vanderbilt University

[Promoting Asthma Action Plans in a Pediatric Primary Care Clinic: A Quality Improvement Project](#) by Joshua M. Harrold, DNP, APRN, a graduate of Touro University Nevada

[Improving Antidepressant Adherence Rates in an Outpatient Behavioral Setting: A quality Improvement Project](#), by Taiwo Itunuoluwa Abioye, DNP, APRN, PMHNP-BC, MSN, BSN, RN, a graduate of Touro University Nevada

[Effects of Delayed Pushing During Second Stage of Labor on Maternal Exhaustion and Bonding in Early Postpartum](#), by Sheila Madgedi, DNP, FNP, a graduate of Bradley University

The Doctoral Project Repository is an archive of curated documents. This archive 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.

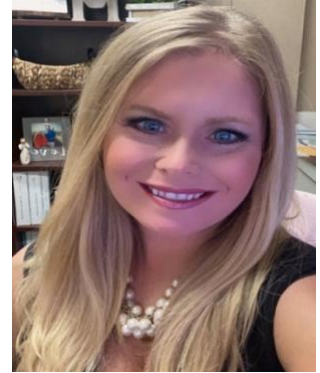
Is your doctoral project in the repository? Are colleagues and graduates of your university listed? [Click here](#) to learn more and to upload your project.

9 Principles of Leadership

Related to the DNP Essentials to Improve Patient Outcomes

Samantha Miniard, MSN, RN, Eastern Kentucky University, DNP Student

Do leaders impact organizational, and system change by obtaining a Doctor of Nursing Practice degree? Many nurses can acquire degrees, but how does one develop leadership skills to lead change? The book, *“The Road to Leadership”* by Carol Huston, an international nurse leader and award-winning author, describes nine basic steps to help build confidence to be a successful leader. The ISBN number is 978-1945-157608. The publication of this book was 2018 by Sigma Theta Tau International. This book may be found free as part of a collection of e-books through ATHENS or purchased new on Amazon for \$24.95. The DNP essential this book relates to is organizational and systems leadership for quality improvement and systems thinking, essential II (AACN, 2006).



Huston (2018) talks about nine principles individuals should follow to help guide them to success. The first principle is finding a mentor and positive role model. Find someone who will cheer you on and invest in you. You need someone that will develop and push you to take risk. As you grow, you may need to develop other mentor relationships, even those outside of your scope of practice to help you grow to higher levels. The mentor-mentee relationship needs to build trust first. A good mentor will help you gain knowledge that will help you know the politics of the organization to help prevent some mistakes along the way.

According to Huston (2018) the second principle is self-awareness and being authentic. Individuals will fail in leadership if they do not acquire self-awareness. Being self-aware is having emotional intelligence. When you are self-aware you are in-tune with your emotional, mental, and physical well-being and knowing what is going on around you. Authentic leaders are true to their values and beliefs. Being an authentic leader will inspire followers because you model how to stay true to your convictions and beliefs.

The third principle is to be able to laugh at yourself. Having humility is a leadership quality that slides under the radar but is a very important trait in being a good leader. When you take yourself too seriously, it decreases risk-taking because you are too afraid of failing. Being afraid to fail leads to failing in life. We all make mistakes and get embarrassed, but it is how we learn from those experiences that make us grow (Huston, 2018).

The fourth principle Huston (2018) says is to be a visionary. When leaders show vision and can demonstrate the vision powerfully, it motivates their followers to execute the plan. Leaders with vision are innovative thinkers, risk-takers, and inspire the team to move forward. Visionary leaders can motivate and keep the team excited, even when barriers arise. The fifth principle is personal power and movability. When you give employees or employers too much personal history, they can use it against

you. You can increase your power and movability by increasing your education. People with higher degrees have more opportunities for career advancement. Employers benefit from hiring employees with higher degrees because it improves patient outcomes (Huston, 2018).

The sixth principle is always choosing your battles carefully. Do not waste your time on trying to make people happy who will never be happy. As a leader you will never have 100% of the people on your side, so move on. Get the majority on board, and the others will either get on board or be left behind (Huston, 2018). The seventh principle is perfect your communication skills. Being a good communicator is the key to all good leaders. You must be able to communicate your vision to inspire and get others on board (Huston, 2018).

The eighth principle emphasizes always showing appreciation and empower your followers (Huston, 2018). Give credit to your team and your followers will do more for you. When your team shines, you as a leader shine. The ninth principle, Huston (2018) states, is set priorities and enjoy the journey. Find the right work-life balance. This will be good for mind, body, and spirit. When all you see or worry about is the destination, you tend to forget about the journey. Always take time to enjoy the little things along the way.

Leadership skills are an important aspect in leading change. DNP prepared nurses are equipped to drive change in healthcare and can enter many different advanced nursing leadership roles. It is important to develop key leadership characteristics to be change agents in healthcare systems. In-order to demonstrate the DNP essentials in practice it is imperative the leader has good communication skills and can be a visionary for innovative change to help guide, mentor, and help the followers achieve the outcome desired to meet organizational change and growth, which is DNP essential II. Healthcare is evolving with the advancement of technology which is allowing DNP professional leadership the opportunity to be more impactful and advance the healthcare system to improve patient outcomes and quality improvement initiatives. Executive coaching has shown a remarkable increase in DNP graduates' talents and helps expand professional potential (Dreher & Glasgow, 2017).

In conclusion, the nine principles for leadership can be applied professionally to lead change in an organization to improve patient outcomes as a DNP prepared nurse leader. This includes finding a good mentor, communicating effectively, being a visionary, and empowering your followers. It takes good leadership skills to be instrumental to change policy, processes, healthcare delivery systems, and improve patient outcomes. Nurse leaders who invest in their leadership development will be the leaders who help shape the future of healthcare delivery.

References

American Association of Colleges of Nursing. (2006). DNP Essentials.

<https://www.aacnnursing.org/DNP/DNP-Essentials>

Dreher, M. H., & Glasgow, M.E. (2017). *DNP role development for doctoral advanced nursing practice (Second Edition)*. Springer Publishing Company LLC.

Huston, C. (2018). *The road to leadership*. Sigma Theta Tau International.

The DNP Conversation: Interview with Dr. Linda Roussel

Welcome to our monthly contribution to the [Doctor of Nursing Practice Inc. OUTCOMES E-Newsletter!](#) This month, it was our pleasure to interview Dr. Linda Roussel.

Linda A. Roussel, PhD, RN, CNL, NEA-BC, FAAN is a Leadership and Management consultant. She has developed, managed, and coordinated Executive Nursing Leadership, Clinical Nurse Leader (CNL), and Doctor of Nursing Practice (DNP) academic programs. She was instrumental in developing the first DNP program in Alabama at the University of South Alabama and served as a key faculty in developing and growing the CNL programs. She has served in several administrative roles including Vice President of Nursing, Director of Nursing Long Term Care, and Program Director of Assisted Living/Group Homes. Dr. Roussel has also included in her work in serving on the Improvement Science Research Network (ISRN) as a Steering Committee member, as well as engagement in the research study on operational failures (STAR-2). She is certified as a CNL, as well as a Nurse Executive Administrator (NEA-BC) and is also a certified Rehabilitation Nurse. In working with DNP-prepared nurses, nurse executives, and CNLs, Dr. Roussel provides leadership in micro, macro, and meso systems' improvement and implementation research and projects. Dr. Roussel is a well published author including a text now in its 8th edition, *Management and Leadership for Nurse Administrators*. She is a Fellow in the American Academy of Nursing.

Our sincere gratitude Dr. Roussel for sharing your diverse roles, talents, and tremendous contributions you make as a nursing leader. To all our followers, we hope you enjoy hearing Dr. Roussel.

Thank you for listening to “*The DNP Conversation*” and let’s keep the conversation going!

Link here to the [YouTube Interview with Dr. Linda Roussel, PhD, RN, CNL, NEA-BC, FAAN](#)

or copy/paste: <https://youtu.be/RRlv5-0spI8>

Our very best regards

Brenda Douglass and Jeannie Garber, Co-Authors:



Brenda Douglass, DNP, APRN, FNP-C, CBDCE, CTTS
Associate Clinical Professor
Coordinator Graduate Nursing Adjunct Faculty
College of Nursing & Health Professions
Drexel University



Jeannie S. Garber, DNP, RN, NEA-BC
Professor of Nursing
Doctor of Nursing Practice (DNP) Program
School of Nursing
James Madison University

DNP Inc. Online Conversations

Join the New and Improved DNP Online Community. The OLD online community (with NING in the URL) has expired and is being dismantled. 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 home page.

Groups including:

[DNP's Seeking Positions in Academia](#)
[Greater Boston Doctors of Nursing Practice Group](#)
[Virginia Association of DNPs \(VADNP\)](#)
[Dual Certified DNPs](#)
[DNPs of Color \(DOCs\)](#)

And more!

Forums including:

[Monthly DNP Survey: 2021](#)
[The AACN Essentials Conversation Continues...](#)
[DNPs in Diversity, Equity, and Inclusion](#)
[DNP Faculty](#)
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[DNP Practice Issues](#)
[DNP Student Concerns](#)
[DNP Topics in the Media](#)
[DNP Professional Growth](#)

And more!

Blogs including:

[TIGER: Translation & Integration of Genomics is Essential to Doctoral Nursing](#)
[Role of Interprofessional Collaboration and Mentorship](#)
[Mentoring and Interprofessional Collaboration Reflection](#)
[Mental Health Challenges of Mentoring in the unprecedented times of the pandemic](#)
[How Leading with Heart Uplifts Teams and Organizations](#)
[Why is the DNP degree preferred for Executive Leadership?](#)
[National Survey Examining the Quality of Life and Perceived Moral Injury Among Nurses Working During the COVID-19 Pandemic](#)
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If you have an event that supports the growth and development of nursing colleagues, please send information via an email to: info@DNPInc.org so that we may post it for others to access.

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 healthcare 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:

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The Value and Challenge of Building a Community Foundation

Community Foundations elicit ideas of philanthropic work helping a geographic area (city, town, state, or region). Those earning or contributing with the DNP degree are also a community, yet not bound by geographic boundaries. To build a funding source specific to the needs and contributions of the DNP prepared colleague is the goal of the DNP Foundation. Grant proposals have been submitted requesting funding to support this venture that would support the growth and development of all DNP prepared colleagues and all in our profession. The measurable improvement of healthcare outcomes is the basis of our work. Please consider contributing and supporting this venture.

[CLICK HERE](#) for more information.

2021 and 2022 DNP Conference News

The 2021 DNP National Conference was disrupted by the pandemic that began in 2020. This is not news. The talents and kindness of the conference planning team for the 2020 conference were realized earlier this year in the 2021 conference that took place in Chicago.

Though recognition for these services were included in the printed conference program, more needs to be said to thank these kind colleagues for contributing in their own way. Thanks goes to:

Sarah Ahten, Boise State University
Molly Bradshaw, Eastern Kentucky University
Courtney Caufield, Kaiser Permanente
Sandra Copeland, Georgia College and State University
Brenda Douglass, Drexel University
Teresa Serratt, Boise State University
Kathryn Ward, Mary Baldwin University

The recorded sessions are being prepared for posting to the DNP website for all to enjoy. There will be a moderate charge to view and listen to these presentations for those that did not attend the conference, yet we will work with you to assure that you will have access.

We are asking talented colleagues to record sessions up to 60 minutes in length to post to the portfolio of offerings. If you are interested, please contact us at info@dnpin.org.

The theme for the 2022 conference is also coming together. For that conference we look inward to explore how we make the most of the education and talent of DNP colleagues who have followed a clinical track in collaboration with DNP colleagues that have followed an administrative path. How are these two types of DNP graduates making a difference? We are proud to share that Drs. Tammy Peacock and Carmen Kynard have agreed to participate as conference planners for the 2022 event.

We are also fortunate to work with an AV company that has contributed their time and talents to supporting the recording and post-production efforts for future conferences. Hats off and many thanks to Audio Visual One with offices in Orlando and Chicago.

David Campbell-O'Dell, DNP
President, Doctors of Nursing Practice, Inc.

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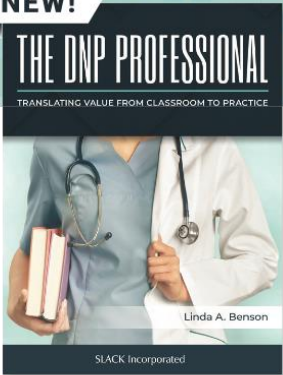
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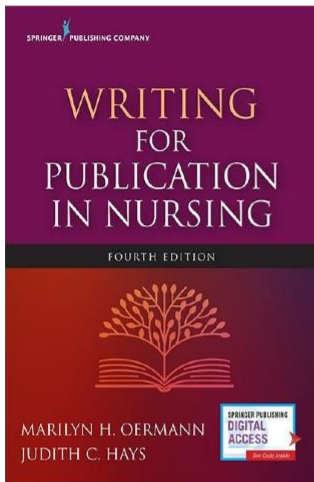
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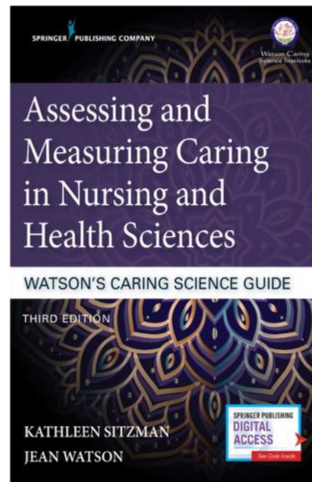
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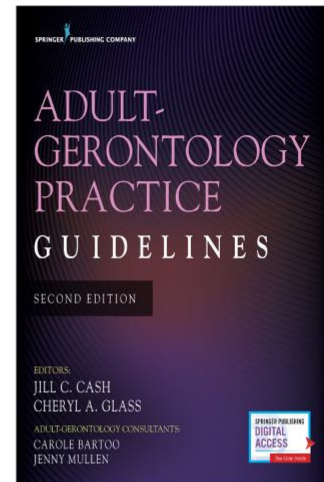
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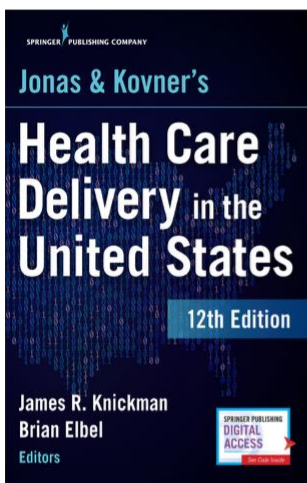
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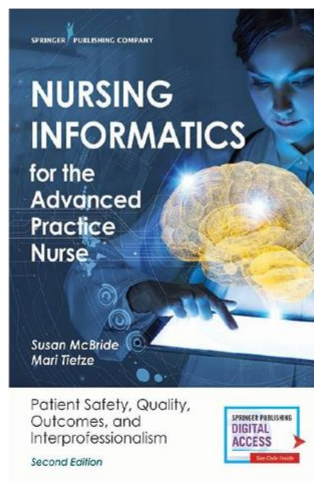
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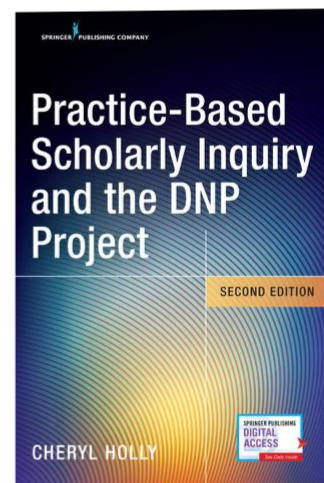
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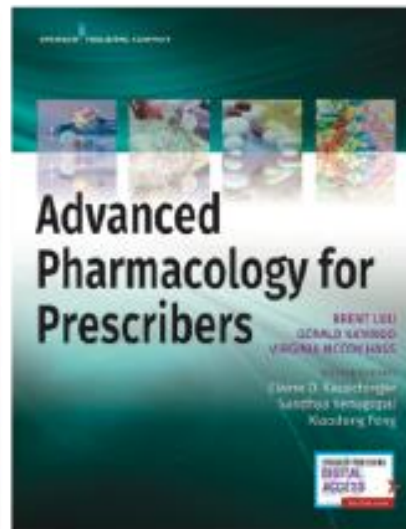
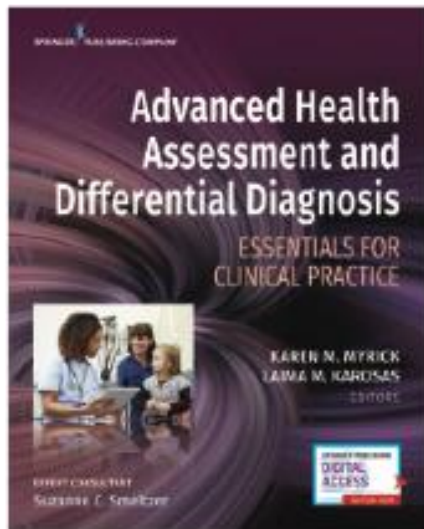
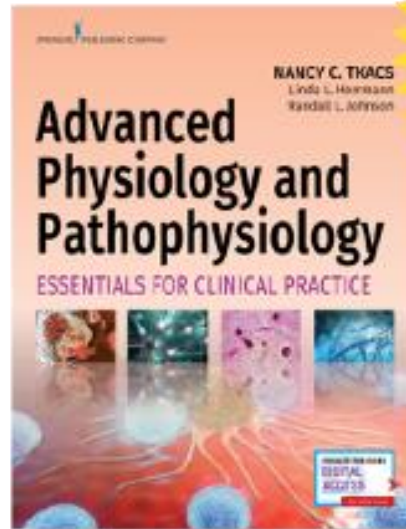
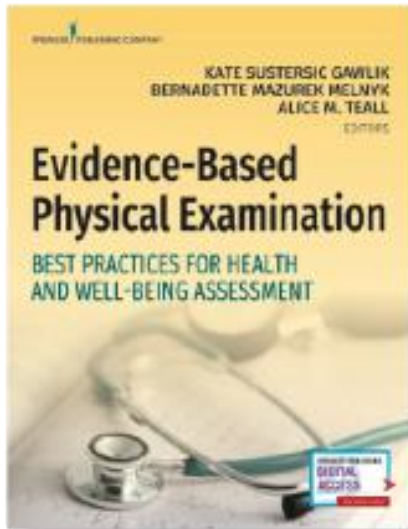


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