

<p><u>2022 15th National DNP Conference</u></p> <p>AUGUST 3-5, 2022 Tampa Hilton Downtown</p>	<p>FEATURED ARTICLE</p> <p>“Leadership Skills for the DNP Utilizing SMART Giving and Asking”</p>	 <p>Visit us at: www.DNPInc.org</p>	 <p>ADVERTISE IN OUTCOMES TODAY!</p>
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OUTCOMES

The monthly electronic newsletter for and about nursing colleagues that improve health care outcomes.

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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.

VALUABLE LINKS

Doctoral Project Repository	University DNP Programs	Dissemination Team	DNP Foundation Donor Options
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DNP Inc. Organizational Update

Good things are happening in the world of DNP education, student involvement, and practice. Colleges and universities with nursing programs are gravitating to the re-structured Eight Essentials to include a competency-based education approach. Some correlate the Eight Essentials of Doctoral Education to practice competencies, yet this is debatable. Regardless, the level of refinement in doctoral education is increasing and the graduates of these programs are poised to contribute to improving healthcare outcomes and influencing healthcare systems in substantive ways.

The DNP Inc. online community is in a slow-growing phase. Services to support students, faculty and graduates are available in this system that includes blogs, forums, groups, and events. The challenge of such an online community is that participation is dependent on folks visiting the site. In today's world of information being pushed to use (primarily through social media platforms), the online community may not be the desired way to gather information and interact with colleagues. Still, it is available and is a compliment to all avenues of communication.

The DNP Inc. online community is also an access to services offered through the organization to include a listing of DNP programs (searchable), and a repository of DNP projects by DNP graduates. The repository is also searchable by anyone, and the content is available on the larger internet as web crawlers locate and index key words so that the content of any given project will appear on search engine results. Saluting other repository systems (PubMed, or Sigma Theta Tau) we appreciate these efforts to archive projects, yet they do not appear on commonly used search engines as they are directed more toward the scholarly community rather than the practice or consumer communities. When you direct your students to disseminate projects, consider the DNP Inc. repository as more people will be able to access this information.

In the social media world, there are several DNP groups that offer great services. We support and endorse their efforts. Consider visiting these sites on Facebook:

[**DNP of Color**](#) (non-profit Organization)

[**DNPmollyB**](#) (Educational Consultant that provides The DNP Project Collective)

[**DNP Project Support Group**](#)

[**DNP: To Be or Not to Be Group**](#)

[**Texas DNP**](#)

[**DNP Students**](#)

[**PhD, DNP, DNS Nurse...Defend until the end...**](#)

These are just a few groups or services on Facebook. If you know of others, please share so that we can post to support our colleagues in different ways.

We hope you tap into the services offered by DNP Inc. as we support the work of DNP prepared colleagues to improve healthcare outcomes and enhance practice.

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

Monthly DNP Inc. Survey Results

Last month's survey explored interest in forming an organization of DNP prepared nursing colleagues and a peer-reviewed journal. Please see the responses below. How does this align with your thoughts?

Question 1: I am interested in an international organization of doctoral prepared nurses dedicated to improving healthcare outcomes.

73% very much to absolutely, 27% somewhat to not at all

Question 2: An international organization may be a great platform for colleagues to network above and beyond what is taking place at DNP Inc. and its online community.

73% very much to absolutely, 27% somewhat to not at all

Question 3: A peer-reviewed journal would be a great supplement to an international organization.

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

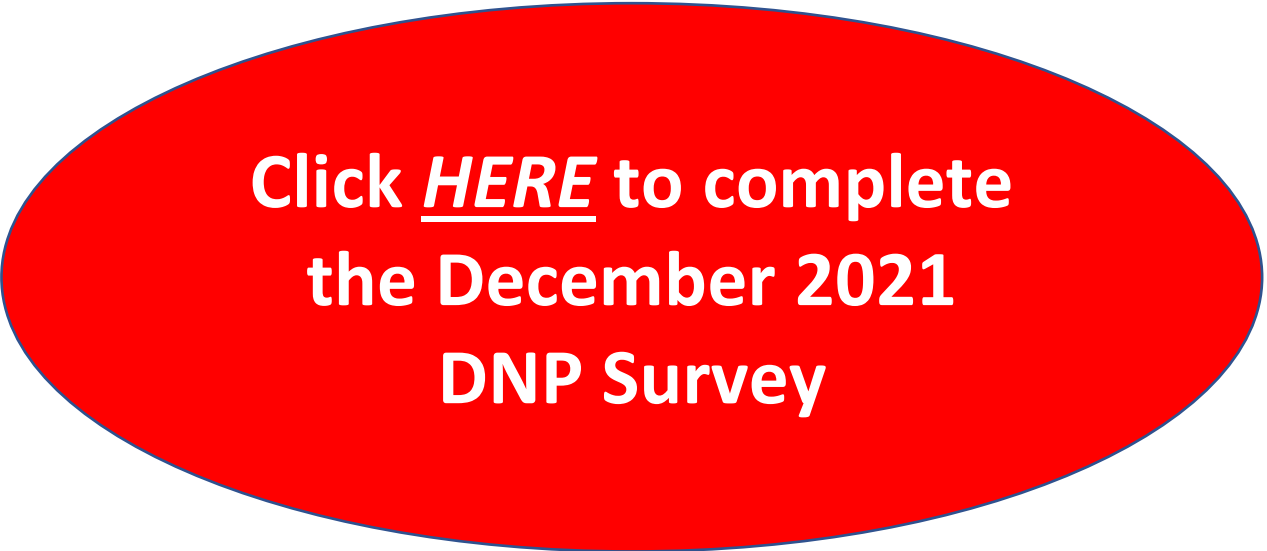
Question 4: I am interested in submitting a manuscript to be considered for publication in a peer-reviewed journal dedicated to doctoral prepared nursing practice.

73% very much to absolutely, 27% somewhat to not at all

Question 5: I would like to contribute to the growth and development of DNP-sponsored services.

73% very much to absolutely, 27% somewhat to not at all

These quick-and-easy surveys help us check the pulse and temperament of respondents. The surveys are quick and easy and support a general understanding and appreciation of topics being discussed and examined. Please consider completing each month's survey to help us learn more about ourselves and our practice as DNP prepared nurses.



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

Dissemination Team / Featured Repository Projects

The Dissemination Team is a collective effort to support DNP student and graduate colleagues in sharing their completed DNP projects. Many programs archive completed projects in a university archive, while others save the work to searchable databases that can be viewed by those with access to these library-based collections. The DNP Project Repository is different. It is searchable by all browsers and search engines, and can be shared with stakeholders. The content is the intellectual property of the author. University programs that are a part of the Dissemination Team support their students and graduates by providing a \$5 discount for all repository uploads from their school.

Programs that are a part of the Dissemination Team include:

[**American Sentinel University**](#)
[**Lourdes University**](#)
[**Purdue Global University**](#)
[**Sacred Heart University**](#)
[**St. Louis University**](#)
[**University of Maryland**](#)
[**Wilmington University**](#)

Is your program or alma mater on the Dissemination Team? Click [**HERE**](#) for more information.

DNP Repository Featured Scholars

The skills and dedication of DNP prepared colleagues can be seen in the work posted to the repository – a curated collection of articles. Here’s a sample of what can be found in the [**DNP Doctoral Project Repository**](#):

[**Implementation of an Evidence-Based Mental Health Protocol in a Juvenile Group Home**](#) by Catherine Esther Smally DNP, APRN, FNP-BC, PHN from Touro University Nevada

[**Improving Uncontrolled Hypertension through Self-Management Education**](#) by Vivian M. Nagib, DNP, FNP, BSN, RN, from Bradley University

[**Effects of Provider Health Education on Hepatitis C Virus Tailored for the Incarcerated Population**](#) by Christine Lou C. Gonzales, DNP, APRN, AGPNP-C from the University of North Florida

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.

Leadership Skills for the DNP Utilizing SMART Giving and Asking

As a future or current DNP, it is important to establish interprofessional partnerships to improve patient and health outcomes. The American Association of Colleges of Nursing (AACN, 2006) published the DNP Essentials to guide education as well as practice. DNP Essential VI (AACN, 2006) focuses on improving interprofessional collaboration as a tool to improve outcomes. Nurses may feel that asking for help reveals weakness, and perhaps insecurity. Many times, organizational cultures can discourage questioning. Self-confidence is needed to ask for help. This is particularly true when transitioning into a leadership role.

Transitioning into a new role requires mentoring, as well as skills to enhance team dynamics. Effective, clear communication is needed to promote team effectiveness. DNP leaders can utilize SMART asking and giving to improve team dynamics, performance, and outcomes (Baker, 2020).

Leadership skills can be developed in those who are willing to move beyond their comfort zone. This skill requires courage and diligence. People must ask for what they need. People must also be willing to give to others in need as well. Asking, and giving are reciprocal and both are essential (Baker, 2020). Asking for what you need requires clarity. Vagueness creates ambiguity with variable results. (Baker, 2020)

The first step in making a request is to fully comprehend what is the desired outcome and what resources are needed to accomplish the request. It is important to note that when individuals give of their talent, time, or resources, it should be done with no expectation of a return investment (Baker, 2020). Although giving can open the door to asking, resources may be provided from a different source (Baker, 2020). It is important that people understand asking for help may precede giving (Baker, 2020).

Most leaders utilize the acronym SMART (specific, measurable, attainable, realistic, and time oriented) to develop clear goals and objectives. Baker (2020) utilizes this acronym to guide asking; however, he changes some of the verbs to align with making specific requests. Baker explains that requests must be specific, so the receiver understands what is being asked. Requests must be meaningful, action oriented, and realistic (Baker, 2020, p.73). He explains that often the resources we need to fulfill our need may be beyond our immediate inner circle of friends, and professional colleagues. He explains, that restricting problem solving to our inner circle may limit successful resolution and subject us to the dilemma of groupthink, (Baker, 2020, p. 75).

Baker (2020) shares that a face-to-face request is more likely to yield an affirmative response. The asker should be mindful of the givers ability to fulfill the request. If the request is satisfied, it is important that the asker provide feedback, and gratitude to the giver (Baker,2020). Lastly, utilize a method of communication that the giver prefers such as written, verbal, texting, emails, or face to face (Baker, 2020).

Successful leadership often produces successful teams. Team members must feel respected and valued to encourage communication. Baker (2020, p. 91) reports medical errors are more likely to occur in healthcare teams that lack psychological safety. Organizations that support hierarchical cultures fail to create psychological safety (Institute for Healthcare Improvement, 2021). Hierarchical structures create intimidation where open dialogue is discouraged. Baker (2020) shares those physicians who invite team feedback and open communication reduce medical errors. Creating an organizational culture that promotes psychological safety for all team members, regardless of job description, begins at the top.

This example reinforces the need to foster interprofessional collaboration and team communication as cited in the DNP Essentials published by AACN (2006). DNP leaders can help remove organizational barriers that impede open communication. DNP leaders should ensure that all team members feel valued. Utilizing SMART asking can reduce ambiguity. Beginning with the desired outcome helps set the stage for SMART asking (Baker, 2020). This includes creating psychologically safe workspaces where all feel valued.

Dianna Hacker-Taylor RN MSN CPNP FNP-BC, DNP Student at Eastern Kentucky University



References

- American Association of Colleges of Nursing (2006). *The essentials of doctoral education for advanced nursing practice*. <https://www.aacnnursing.org/DNP/DNP-Essentials>
- Baker, W. (2020). *All you have to do is ask: How to master the most important skill for success*. Currency.
- Institute for Healthcare Improvement (2021). *Patient safety 104: Teamwork and communication*. <http://www.ihl.org/education/ihlopenschool/Pages/default.aspx>

The DNP Conversation: Interview with Dr. Shannon Idzik

Welcome to our monthly contribution to the Doctor of Nursing Practice Inc. OUTCOMES E-Newsletter! This month, it was our pleasure to interview Dr. Shannon Idzik.

Shannon Idzik, DNP, ANP-BC, FAANP, FAAN is an Associate Professor at the University of Maryland School of Nursing and has been on faculty there since 2005. Prior to her current role as the Associate Dean of the DNP program, she served as the program director for the Adult Gerontology Primary Care NP program and the Director of the DNP program. She has worked in diverse primary care and outpatient practices from inner city Baltimore to more rural Harford County MD. She currently maintains a faculty practice as a nurse practitioner in the University of Maryland Upper Chesapeake Medical Center in the Comprehensive CARE Center where she cares for uninsured/underinsured and medically complex patients. She is active in the professional community, serving as a Collegiate Commission on Nursing Education (CCNE) site evaluator and the nurse practitioner representative to the regional health information exchange, CRISP. Dr. Idzik has served on executive board of the National Organization of Nurse Practitioner Faculties and as a president of the Nurse Practitioner Association of Maryland (NPAM). She was awarded AANP State Award for Excellence in 2012, was selected as a Fellow of the American Academy of Nurse Practitioners in 2014 and a Fellow of the American Academy of Nursing in 2017. Dr Idzik is a reviewer for numerous peer-reviewed journals and serves on the editorial board of the *Journal of Doctoral Nursing Practice*.

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

Link here to the [YouTube Interview with Shannon Idzik, DNP, ANP-BC, FAANP, FAAN](#)

or copy/paste: <https://youtu.be/ZraeTOIX2Hg>

Our very best regards,

Brenda Douglass and Jeannie Garber, Co-Authors:



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***Do you have a service or product that may enhance the professional lives of nurses and DNP prepared colleagues? Please share them so that we may assure other have this information. Your efforts are appreciated.
Please contact us at: info@DNPInc.org***

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](#)
[DNP's in Diversity, Equity, and Inclusion \(DEI\)](#)
[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](#)
[Addressing Racism in Editorial Practice](#)
[Best and Worst States for Health Care](#)
[The AACN Essentials Conversation Continues...](#)
[DNPs in Diversity, Equity, and Inclusion](#)
[DNP Faculty](#)
[DNP and Policy and/or Legislation](#)
[DNP Practice Issues](#)
[DNP Student Concerns](#)
And more!

Blogs including:

[Mentoring and Interprofessional Collaboration](#)
[MSN vs. DNP](#)
[Public Health Impact by a Multidisciplinary Team Volunteering Time](#)
[The Nurse Leader Coach: Becoming the Boss No One Wants to Leave](#)
And more!

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.



Did you know that DNP Inc. online members represent all 50 states in the United States, and 10 countries outside of the US?

We are truly an international organization sharing and growing our discipline to improve healthcare outcomes.

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 as stated in the IRS Code section 170.

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Carline Sainvil, Brooklyn, NY

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.

2022 DNP Conference News

The 2022 National Doctors of Nursing Practice is taking a couple of sharp turns in preparation. We have begun to integrate an open-source conference management application to the DNP Inc. website. The look will be different than in the past yet more features and services will be available for all site visitors and those interested in attending the conference.

We are working this month (December 2021) to crystalize our plans with conference planners to clarify and better articulate conference goals and objectives. We are leaning in the direction of a celebration of how DNPs of different educational tracks collaborate to improve systems, practices, and health care outcomes. We hope to highlight our successes and explore ways we can have clinically oriented DNP prepared colleagues work better with DNPs with an administrative, information, or policy background. This intradisciplinary collaboration does not receive the attention deserved so that is the direction we are aiming to explore.

For those who may have an interest, we are also exploring moving to a Virtual Private Server to store the growing number of documents in a system that is easier to manage. This process will be implemented starting in the first quarter of 2022.

It seems to me that we have many plans, and the implementation of these plans take more time than desired, yet small steps will lead to the finish line. When I want processes to move faster, I cite the adage: “Inch by inch is a cinch. Yard by yard is really hard.” Small steps are what we are taking every day yet progress is made just the same.

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



Thank you, Oak Point University, for being a 2021 Bronze Sponsor
and Bag Sponsor at this year’s event.



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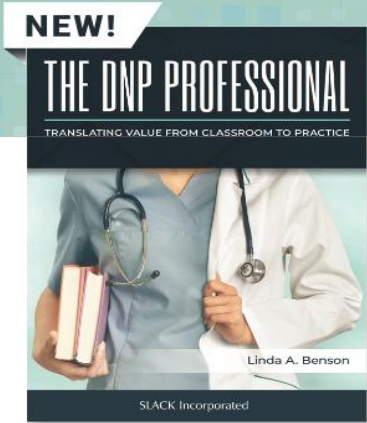


Other Exhibitors at the DNP National Conference, 2021, Chicago, August 11-13, 2021



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