

The Hospital-Based Nurse Scientist as a Senior Nurse Leader: Evidence to Support the Role

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Learning Objective

Analyze the current evidence addressing the role and effectiveness of the hospital-based nurse scientist.

Illustrate how hospital-based nurse scientist can collaborate with senior nurse leaders to build a nursing scholarship program at all levels of the nursing enterprise.

Data on Doctorally Prepared Nurses

TABLE 12

Highest Level of Nursing Education of Registered Nurses, 2015–2022

Nursing Education Level	2015 (N = 38,625.9)		2017 (N = 48,140.7)		2020 (N = 41,571.5)		2022 (N = 273,272.8)	
	n	%	n	%	n	%	n	%
Diploma	3,551.3	9.2	3,547.7	7.4	2,782.8	6.7	11,124.2	4.1
Associate degree	11,608.8	30.1	13,729.1	28.5	11,683.2	28.1	66,312.1	24.3
Baccalaureate degree	16,762.5	43.4	21,744.1	45.2	19,998.5	48.1	139,614.9	51.1
Master's degree	6,085.1	15.8	8,238.3	17.1	6,200.5	14.9	49,011.8	17.9
Doctoral degree: PhD	340.2	0.9	284.1	0.6	281.2	0.7	2,345.7	0.9
Doctoral degree: DNP	239.1	0.6	551.2	1.1	569.1	1.4	4,272.7	1.6
Doctoral degree: other	39.0	0.1	46.1	0.1	56.1	0.1	591.3	0.2

Note. DNP = doctor of nursing practice. In the 2015 surveys, a single question "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey.

The 2022 National Nursing Workforce Survey:
[https://www.journalofnursingregulation.com/article/S2155-8256\(23\)00047-9/fulltext](https://www.journalofnursingregulation.com/article/S2155-8256(23)00047-9/fulltext)

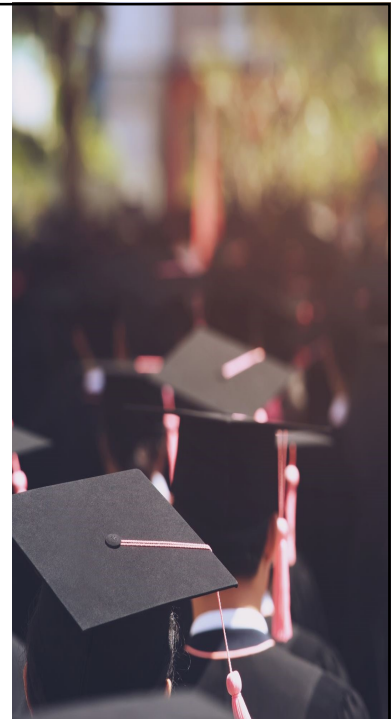
Pool of PhD Prepared Graduates

American Association of Colleges of Nursing 2022 Annual Survey

- Program Graduates
 - Research Focused Doctorate: 713
 - Doctorate of Nursing Practice: 11,149
- Enrollment Changes: 2021-2022
 - Research Focused Doctorate: -4.1%
 - Doctorate of Nursing Practice: +.6%

Among PhD graduates, 9.3% reported working in either nursing service research or a clinical position.

American Association of Colleges of Nursing, 2022 *Enrollment in Baccalaureate and Graduate Programs*.
<https://www.aacnnursing.org/news-data/research-data-center/standard-data-reports>



Career Paths for PhD Prepared Nurses

Traditional Academic

- Employed in academic setting –College of Nursing
- Focused on federal grant funding
- Very focused research trajectory
- Goal is often achieving tenure

Non-Traditional

- Employed in service setting or as a consultant
- Focused on mentorship of others
- Research endeavors guided by needs of others/organization
- May assume additional administrative responsibilities



Role: Research Elements

Facilitate Research and Mentor Others

EBP/Translation/Implementation Science

Independent Research- Seek External Funding

Professional Development

Dissemination

Interdisciplinary Collaboration



Leadership Role

- Support Magnet
- Resource stewardship/budget
 - Advocating for financial support for staff/clinicians
 - Travel for staff/clinicians
- Liaison with Academic partners
- Representing nursing at IRB and other research administrative boards at organization
- Academic-Practice Partnerships
- Supporting organization's research council
- Managing approval processes for graduate student projects



Four Models of Nurse Scientists Employment in Healthcare Systems

Nurse scientist embedded (employed) within an organization

Spilt clinical position (NP/CNS) and nurse scientist

Contracted nurse scientist (external)

Shared (joint position) model between the health care organization & a College of Nursing

Please note...

NURSE SCIENTISTS: ONE SIZE DOESN'T FIT ALL

Role depends on organization's (

- Mission
- Size
- Patient population
- Geographic location
- Strategic plan



Create a Culture of Inquiry

“Inquiry is a dynamic process of being open to wonder and puzzlement and coming to now and understand the world”
(Galileo.org)



Recruitment of Hospital-Based Nurse Scientist

Must have strong clinical background and speak “the language of clinicians”

Comfort level working across multiple specialties

Comfort level working with hospital and nursing leadership

Strong research skills in multiple methodologies

Track record of mentoring

Professional connections outside of local organization

Recruitment of Hospital-Based Nurse Scientist

Personality

Communication style

Motivational

Approachable

Placement of Nurse Scientist in Organizational Chart

- Self- contained nursing research department
 - Lead by senior HBNS and reports directly to CNO
- Embedded in a Center for Nursing Excellence
 - One leader that reports to CNO

HBNS Must Have a Voice at the Leadership Table

- Attend senior nursing leadership meeting
- Involved in preparation and execution of the strategic plan
- Viewed as a scholar and advisor
- Allow HBNS to identify pressing issue worthy of further exploration
- **Provide a forum for collaboration between nurse leaders and the HBNS**





Results of the Delphi Study

Priorities for Nursing Leadership Science

- Nurses' health, wellness, resiliency, and safety in the workplace
- Developing and managing a nursing workforce to meet current and future healthcare needs
- Healthy work/practice environments for direct care nurses
- Healthy work/place environments for nurse leaders
- Quantifications of nursing value across the healthcare delivery system
- Nurse leaders development and essential competencies

Chipps, E et al., (2021). Setting the research agenda for nursing administration and leadership science : a delphi study. *J of Nurs Adm.* 51(9), 430-438.



Collaboration between HBNS and Senior Nursing Leadership

Best Practices:

- Attendance and voice at senior nursing leadership table
- Direct access to CNO/CNE
- Commitment to joint scholarship
- Joint attendance/presentations at national meeting

The Power of
Nurse
Leaders and
Nurse
Scientist
Collaboration

What can you do at the local/organizational level?

- Promote and elevate nursing scholarship
- Commitment to joint scholarship

What can we do at the national level?

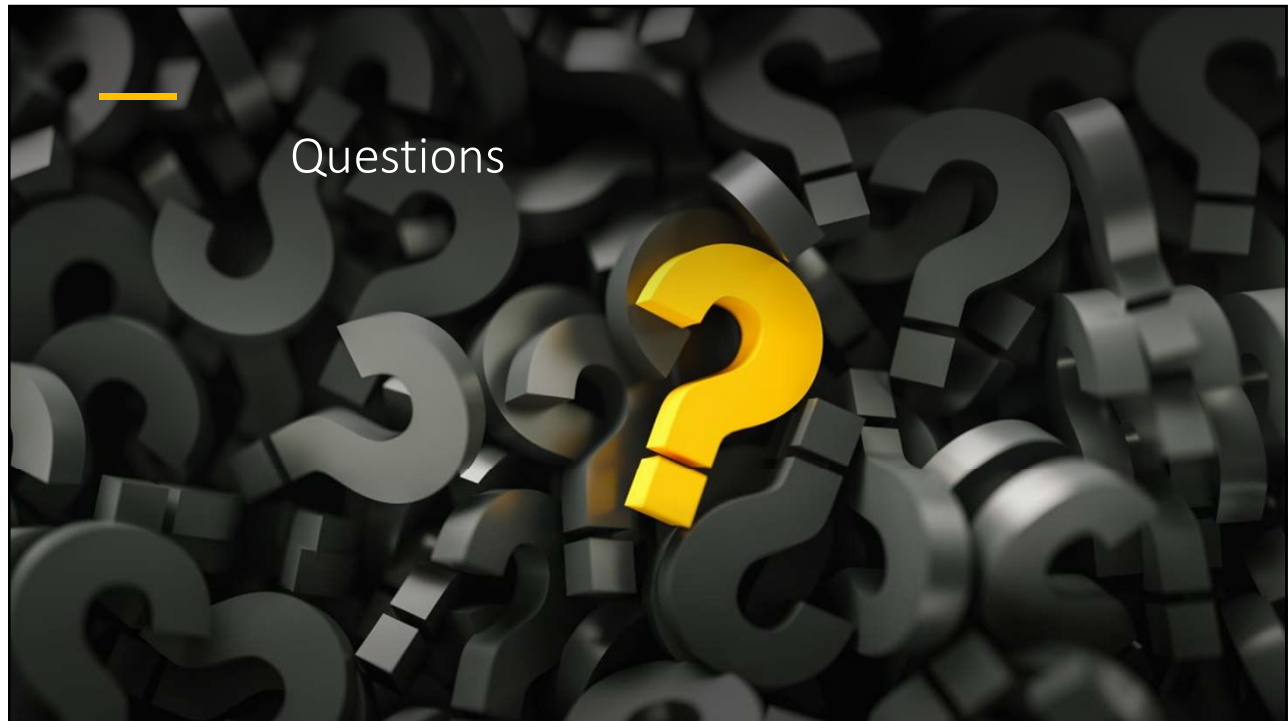
- Advocate for more funding mechanisms
- Develop multisite collaborations
- Nursing Leadership and System Science Council (Collaboration between ALSN/AONL)
- Attend and support ALSN!!

Marriage Proposal

Service-based Nurse Leader



Hospital-Based Nurse Scientist



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American Association of Colleges of Nursing, 2022 *Enrollment in Baccalaureate and Graduate Programs*.
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