

**Nursing Leadership Research Grant Focused on
Nurse Leaders' Role in Patient Experience, Safety and Clinician Wellbeing
Request for Proposals**

Introduction:

The AONL Foundation envisions a healthier tomorrow advanced through nursing leadership and strives to achieve that vision by bridging science and education to shape the future of nursing leadership.

The AONL Foundation supports its vision and mission by:

- Demonstrating the impact of nursing leadership on:
 - The patient experience,
 - Population health,
 - Health care's value proposition of quality, service, and cost, and
 - The wellbeing of clinicians.
- Focusing on the design and implementation of care delivery and population health models across the care continuum.
- Discovering evidence-based approaches to advance nursing leadership, recognizing the diversity of individuals and roles across health care.

Therefore, the Foundation is proud to announce this new request for research proposals focusing on the role of the nurse leader in patient safety and experience and clinician wellbeing specifically related to professionalism, professional appearance and/or professional demeanor.

Purpose:

Any number of decisions nurse leaders make on any day of the week will impact patient safety, patient experiences, and clinician wellbeing. The AONL Foundation is specifically interested on the impact of nurse leaders on these elements when considering professionalism in nursing.

Studies related to this topic in nursing have been done in the past focusing on elements such patient preferences or patient perception of nursing care, skills and knowledge based on appearances, among other factors. Few studies in recent years have been found focusing on the impact on patient safety, staffing, or clinician wellbeing.

In addition, there is evidence in many industries that historical views and trends related to what is and is not "professional" are changing. Visible tattoos, for example, in the past were seen as a detriment to the professionalism of the worker. Whereas today, visible tattoos do not necessarily have the same stigma. There is evidence available that more inclusive policies and organizational behavior related to professionalism, professional appearance and professional demeanor link to a more satisfied workforce with longer retention. As these views change, nurse leaders will be called upon to bring innovative solutions addressing these changes to the nursing workforce, which would, ideally, yield improved patient care, safety and experiences, improved clinician wellbeing identify innovative strategies and solutions which will provide positive patient experiences, maintain or improve the quality of care,

The AONL Foundation seeks to examine this phenomena specifically related to nursing and nursing leadership. This may include, but is not limited to, research proposal for rigorous academic studies related to:

- professional appearance and attire and the impact on safety and quality,
- the role of the nurse leader in impacting the professionalism of the nursing workforce,
- impacts of potential shifting views of professionalism, professional appearance and/or demeanor on nursing staffing models,
- impacts of potential shifting views of professionalism, professional appearance and/or demeanor on clinician wellbeing, and/or
- impacts of potential shifting views of professionalism, professional appearance and/or demeanor on health care's value proposition.

The Foundation anticipates the findings of this research will guide nurse leaders in decision making to address critical health care delivery issues in a manner that promotes safe, high quality care and optimal well-being for patients, families and health care professionals while safeguarding nurse health and nurse retention. We expect that potential outcomes from this work will lead to products, processes or solutions that can contribute to positive organizational cultures leading to stronger measures of safety and quality, and in clinician wellbeing.

Grant Detail:

<u>Grant funds available:</u>	Up to \$16,000 in funding available to fund one or more research studies.
<u>Online Submissions Open:</u>	August 30, 2019
<u>Deadline for Submissions:</u>	October 8, 2019 – 3:00pm Central Standard Time
<u>Award Notification:</u>	November 20, 2019
<u>Public Announcement:</u>	November 26, 2019 in AONL's Working for Your email newsletter. Featured in the Foundation booth at the AONL Annual Conference in March of 2020.
<u>Funding Dates:</u>	December 2019 – December 2020

Eligibility Criteria:

- Principal investigators must be current licensed Registered Nurses.
- Preference will be given to principal investigators who are members of AONL.
- Members of the board of directors, officers, and staff of the AONL Foundation, AONL, the American Hospital Association and its affiliates, or Strategic Partners Inc. and its affiliates, are not eligible to apply.
- Researchers currently funded by the AONL Foundation are not eligible for this award.

Guidelines:

- This grant award applies only to research studies and does not include evidence-based projects.
- Documentation of Institute Review Board (IRB) approval will be required prior to initiation of funding (timetable for IRB approval to be included in proposal if not already obtained).
- Implementation of the research project must commence immediately upon receipt of the funds.
- Research project must be completed within timeframe established above.
- Under budget proposals:
 - AONL Foundation provides funding for direct expenses only. Indirect expenses or overhead expenses cannot be paid from grant funding.
 - No investigator time will be supported. All other research-related expenditures including salary support for research assistants or statisticians, supplies, software, printed materials, copying, communications, study incentives for participants, and expenses related to attending and presenting study findings at conferences can be included.

- In addition, all research proposals are expected to address one or more of the following AONL Foundation Research Priorities:
 - Demonstrating the impact of nursing leadership on:
 - The patient experience,
 - Population health,
 - Health care's value proposition of quality, service, and cost, and
 - The wellbeing of clinicians.
 - Focusing on the design and implementation of care delivery and population health models across the care continuum.
 - Discovering evidence-based approaches to advance nursing leadership, recognizing the diversity of individuals and roles across health care.

Proposal Application:

An electronic copy (Microsoft Word or PDF) of the entire proposal shall be submitted online via AONL Foundation's website. Applications should be no longer than eight single-spaced pages with 1-inch margins in Times New Roman or Arial 12-Point font. References should be cited using APA format and are to be included within the 8-page limit. Copies of planned surveys or other measures are to be included as appendices.

A second copy (Microsoft Word or PDF) of the entire proposal—**with all identifying information of researcher(s) and institution(s) removed**—shall be submitted online via the AONL Foundation's website. The same page limit applies.

Format of Application: *(Please note all elements listed below are required for consideration of this grant award.)*

Title Page:

- Name, title, organizational affiliation, email address, phone number, address of each investigator
- Project Title

Proposal:

- Abstract (400 words maximum – not to be included in the 8-page limit)
- Introduction
- Background/Literature Review/Conceptual Model or Framework
- Specific Aims/Purpose of Study
- Alignment with AONL Strategic Priorities
- Research Design and Methods (Setting, Sample, Measures, Plans for Data Analysis)
- Timeline
- Budget
- References

Support Documents:

- Two letters of support (at least one letter of support from the institution at which the study will be conducted)
- Letter of IRB approval or timeline for obtaining IRB approval
- Curriculum Vitae or Bio sketch for each investigator
- Declaration of any other funding sources for this project

Review Process:

All submitted proposals will undergo a blind review by members of the AONL Foundation Board's Research Review Committee. The grant award recipient will be selected based on consideration of eligibility and merit of the research proposal. Review criteria will include:

- What is the overall impact of the proposed research study on the defined purpose?
- What is the significance and innovativeness of the planned study?
- Is the study strategy, methodology and data analysis plan rigorous and can it be accomplished in the projected timeframe?
- Is the support (budget) requested justified to the proposed research?

Priority will be given to:

- Research work that advances nursing leadership.
- Proposals that identify original research opportunities.
 - If the research opportunity proposed is a replication, large-impact studies will receive priority.

Previous research completed, and research experience will be taken into account.

Expectations of Grant Recipient:

- At the beginning of the grant period, the principal investigators will provide a jpg head shot and a narrative biography of no more than 300 words for each investigator.
- At the midpoint and at the conclusion of the research study the principal investigators will submit an interim and final report, respectively, on the progress of the study.
- Upon conclusion of the study the principal investigators will be asked to:
 - Present study findings at the next AONL Annual Meeting
 - Submit manuscript for publication to at least one peer reviewed nursing research journal
 - Allow study findings to be incorporated into the AONL Foundation's marketing and communications
 - Aid the AONL Foundation in demonstrating impact of the research

Acknowledgment:

Funding for these research studies is made possible by a generous gift to the AONL Foundation from [Strategic Partners, Inc.](#), whose mission is to provide professional and organizational development opportunities through research, education, publishing and other events where healthcare professionals can engage in a collaborative and disciplined model.

Inquiries:

For questions about the submission or review process, please contact Dani Ward, AONL Foundation director, at dmward@aha.org.