Changing Nursing Practice
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Introduction
Clinical nursing practice is on the cusp of significant and unrelenting change amid globalization, austerity measures, and technological advancements as the world moves out of the industrial age into the knowledge age. With advances in technology, theory, research, the potential changes to future nursing practice are unlimited. Organizations such as the Canadian Nurses Association (2009), the Institute of Medicine (2011), and the International Council of Nurses (1999) have all produced documents that address potential changes facing nursing practice. Understanding the process nurses undertake to change their practice can help to identify strategies to facilitate change in a safe and effective manner. The literature is replete with discussion about barriers and facilitators to Evidence-Based Practice (EBP), Research Utilization (RU), Quality Improvement (QI), Theory-Based Practice (TBP), yet the success of these approaches at influencing nursing practice change has been less than optimal. I believe one factor contributing to this lack of success is our deficiency in understanding the process nurses undertake to change their practice can help to identify strategies to facilitate change in a safe manner, patients receive enhanced care that is judiciously implemented.

Problem
Trends indicate an unprecedented amount of change facing clinical nursing practice. Understanding the process nurses undertake to change their practice is critical. Yet, no researchers have published findings that investigate the process of nursing practice change. The insight gained from a study identifying the process nurses undertake to successfully change their practice will improve patient outcomes by providing a framework for planning change in the healthcare setting. As nurses face a steady onslaught of predicted and unpredicted transformations, understanding the clinical change process may help to design measures that reduce the stress and maintain a safe practice as transformations become reality. As nurses incorporate new knowledge into their practice in a safe manner, patients receive enhanced care that is judiciously implemented.

Objective
1. Describe the process undertaken by individual professional nurses when changing his/her nursing practice.
2. Describe factors that initiate clinical practice change.
3. Describe factors that mediate clinical practice change.
4. Describe factors the necessary for clinical practice change persistence.

Research Question
The main question guiding this study will be:
1. “What is the process nurses undertake to change their nursing practice?”
2. “What initiates change?”
3. “What are the factors that mediate practice change?”
4. “What are the factors that help maintain practice change?”

Methodology
Constructionist/Constructivist Grounded Theory.
Grounded Theory is a methodology that facilitates the emergence of theory grounded in data. To date no researchers have undertaken a grounded theory approach to study the process of nursing practice change. Theoretical sampling will guide participant recruitment for the emerging theory. Participant interviews in addition to memo’s will be analyzed using line-by-line coding technique in addition to constant comparative analysis until a theory of nursing practice change emerges.

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