

**Hospital Library Awards:
Demonstrating the Value of the Hospital Library
Proposal Instructions**

I. Statement of Work

A. The Hospital : DIXIE REGIONAL MEDICAL CENTER (IHC), St. George, Utah

- Mission : “To provide excellent, affordable health care, regardless of a patient’s ability to pay.” (See DRMC Fact Sheet)
- Size : 420,000+ square feet, licensure 196 beds, 1,587 employees in 2003
- Specialties : Cardiology (open-heart surgery), Oncology (smallest fully accredited Cancer Center in the nation), Acute Rehabilitation, Wellness Programs
- Health information resources currently available :

Print holdings : 850 books/monographs/media and 35 serials.

Electronic subscriptions : from EBSCO around 2,300 fulltext journals, from MD Consult 44 fulltext journals, from IHC partner libraries additional fulltext journals (actual number fluid).

Knowledge databases: MD Consult, Micromedex, Clineguide and UpToDate (pending license renewal).

- Health information services currently available : Reference/literature searches for current and historical information, document delivery for items not in the collections via Docline, instruction and training on use of databases and other information resources and current awareness services.

B. Question

What question or problem does your project address?

The goals of the project are to evaluate the information needs of Nurse Interns and design services and training sessions to meet those needs. A corollary need is to provide services to help recruit newly graduated nurses to DRMC.

- Why this question/problem exists

This problem exists because the ways in which information is disseminated have changed dramatically from print and other hard copy media to electronic means. Professional preparation programs in Southern Utah have not kept up with these changes and staff may be unable to utilize the e-resources available to them.

- How you determined that the problem exists

Nurse Educators at DRMC observed the lack of awareness of professional literature sources among nursing staff during the course of training and in-service programs.

Also, due to the nursing shortage, it was determined that the Medical Library should be proactive as part of DRMC's overall effort to make DRMC an attractive place to work for newly graduated nurses.

- How addressing this question/problem will help achieve the library's long range goals

The proposed project will get Nurse Interns accustomed to utilizing information resources available at DRMC Medical Library, and inculcate habits of up-to-date information seeking behavior which can make a difference in patient care. As Nurse Interns may not have had training in specific specialty areas (for example cardiac rehabilitation) during the course of their academic studies, it is essential for them to be able to access information quickly if they need it when dealing with a patient with special needs.

The proposed project will demonstrate that DRMC has many information resources available for nursing staff and is committed to training and continuing education.

C. Objectives

What are the objectives of your project?

There are dual objectives to achieve the goals, both cognitive and affective.

In order to take advantage of all the information resources offered by the DRMC Medical Library, nurse interns will be oriented to: PubMed and other resources from the NCBI, subscription versions of MEDLINE, CINAHL, fulltext journal collections (EBSCO), MD Consult, and Micromedex. Nurse interns will become aware of how to verify that information from the databases or the worldwide web is from a credible source.

While it is very important to provide training in skills and knowledge towards information literacy, of equal importance is that nurse interns develop self-confidence in using electronic and other library resources. An affective end, a positive experience from the training program will encourage habitual use of library resources and thus lead to competence.

- Who will benefit as a result of your project?

Nurse Interns themselves will benefit as well as the patients they care for. DRMC as a whole will benefit by being able to recruit and retain motivated personnel. The Medical Library will benefit by raising the level of awareness and skills in a segment of the DRMC staff population.

- What will change as a result of your project?

The expected outcomes are both cognitive and affective.

Nurse interns will become aware of the resources available to them from DRMC electronic subscriptions. They will be able to choose the best sources for their purposes and be able to access information from them. It is not expected that they will become expert users but that they will have foundation level skills and knowledge.

Secondly, nurse interns will become comfortable, habituated users of the resources and services. Possibly their ease with using the library resources will encourage other DRMC staff (under/non-users) to do so as well.

- How will this change be measured?

A pre-training survey will be administered consisting of 2 parts :

1. Self-confidence in ability to use library resources (Likert Scale)
2. Information-seeking behavior and knowledge of library resources

A post-training assessment on both the above areas will also be administered and the results compared and compiled into a report.

Usage data after completion of the training will also be collected according to logins on the library pages on the intranet and a gate count of physical library visits (which is done on a regular basis anyway).

- When will the situation change or over what time period will the situation change?

After completion of the training program (which will occur during the 10-week Nurse Internship Program), changes in information seeking behavior will begin. As Nurse Interns practice and use the library resources over time, their competence will increase. Supervisors will be given a feedback instrument for reporting on observed behaviors after a Nurse Intern has worked for 6 months and 1 year.

D. Methodology/Action Plan

How will you accomplish the objectives of your project?

Nurse interns will be given an orientation to print resources in the physical library (standard nursing texts and journals). Then, using PowerPoint, the Medical Librarian will describe online subscription resources available from the DRMC intranet and other free (but reputable) sources from the Internet. Training tools developed by other libraries within the MCRML network such as Marty Magee's PubMed for Nurses will be incorporated.

Timeline: 2 hours within first week of 10-week Nurse Internship Program

Nurse Interns will then have an opportunity for hands-on experience under the supervision of the Medical Librarian and Nurse Educators. Nurse Educators will incorporate 2 information seeking activities within the overall Internship Program; for example, Nurse Interns may be assigned to locate a recent review article on a particular topic and a patient handout/consumer information for a fictional patient.

Timeline: 3 hours within the second and fourth weeks of the 10-week Nurse Internship Program

The PowerPoint will be made available as an online tutorial for review at any time. There will also be online follow up quizzes. Nurse Interns will also receive a booklet of training materials for future reference.

Timeline : Throughout the 10-week Nurse Internship Program

After successful completion of this training, Nurse Interns will be encouraged to visit the physical library and use the virtual resources from the Intermountain Health Care/ Dixie Regional Medical Center intranet and Internet.

Timeline : Ongoing during the time Nurse Interns are employed at DRMC.

E. Personnel

Describe the people who will be carrying out the project.

- Medical Librarian: Pamella Asquith has a Master of Library Science degree and a Master of Arts in Linguistics with 14 years experience as a teacher, curriculum developer and materials writer for English as a Second/Foreign Language programs both in the US and abroad and 2.5 years as a reference and training librarian. For the College of Nursing at the University of Arizona, Tucson, P Asquith was the library liaison and research assistant for the Online PhD in Nursing program.

Time to be spent: 150 hours

Planning and development of training materials (Meetings, PowerPoint, handouts, scheduling) = 50 hours over 3 month period = 10%

Delivery of training (Pre-test, training, post-test) = 40 hours over 3 active weeks within 2, 10-week Nurse Internship Sessions (fall and spring) = 15%

Follow up, data analysis and writing journal article = 60 hours over 3 month period = 12.5%

- Director of Education: Rebecca Holt, MA in Nursing, RN, 17 years of experience as a nurse with 11 years as a Nurse Educator

Time to be spent : 35 hours in supervisory capacity, over 1 year period with about 9 weeks active = 10% (of active 9 weeks)

- Nurse Educator: Wendy Johnson, BA in Nursing, RN, 9 years as an ICU nurse and 6 months as a Nurse Educator

Time to be spent : 15 hours scheduling, delivering assignments and monitoring Nurse Interns' progress, over 3 active weeks within 2, 10-week Nurse Internship Sessions (fall and spring) = 6.25% (of active 6 weeks)

- IT Support : DRMC Help Desk personnel (varies)

Time to be spent : 10 hours assisting with uploading of online quizzes and log-in issues, over 3 active weeks within 2, 10-week Nurse Internship Sessions (fall and spring) = 4% (of active 6 weeks)

F. Outcome

- How will you know whether your objectives have been achieved?

Results of the post-session survey and quizzes will be evaluated and compared against the goals and objectives.

Nurse interns will use DRMC online resources on a regular basis in their working environments whenever an information need arises. Supervisors will be made aware that nurse interns are expected to do this and will be given a feedback instrument for reporting on observed behaviors.

- How will you bring the project and results of the project to the attention of your administrator or others who have a stake in the success of your project?

The Medical Librarian will forward a copy of the proposal to DRMC administrators, ask for feedback, keep them informed of the progress, and write a report after completion of training. Outcomes after 6 months and 1 year will also be shared in the way of a report.

II. Budget and Budget Narrative

Please see Appendix D.

\$ 3,000	Professional Time: Medical Librarian,
\$ 1,000	Professional Time : Director of Education
\$ 300	Professional Time: Nurse Educators
\$ 200	Professional Time: IT support
\$ 200	Printing of handouts and booklets
\$ 300	Towards \$2500 stipend to nurse interns
\$ 5,000	Total

Professional Personnel: As this project is time and labor intensive, the major budget item is professional time.

Support Personnel : Because whenever technology is used to deliver instruction, IT support is needed; this has been included in the budget. It is not expected that there will be any exotic IT needs.

Reproduction : About \$3 per Nurse Intern has been budgeted to cover the costs of reproducing an attractive training manual that can be kept for future reference.

Other: Toward covering Nurse Interns' stipend: The Director of Education determined that the Library Use Training Program would represent \$2500 worth of stipends paid to Nurse Interns during the 10-week Nurse Internship Program. DRMC will absorb \$2,200 of this and is asking for only \$300 which represents 12.5%.