

**UT HEALTH SAN ANTONIO SCHOOL OF NURSING & AUDIE L. MURPHY MEMORIAL VETERANS' HOSPITAL
PARTNERSHIP**


PURPOSE: SUSTAIN A STRONG ACADEMIC PRACTICE PARTNERSHIP TO STRENGTHEN NURSING PRACTICE, LEAD CHANGE,
AND ADVANCE HEALTH

The partnership aims to advance and nourish a mutually beneficial relationship between ALMMVH and UTHSA-SON, with a focus on improving the sustainability of the nursing workforce, fostering education excellence, enhancing the quality of care, and advancing research through collaborative efforts.

| Partnership Goals | Activities | Outcomes |
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| <p>OVERARCHING GOAL:</p> <p>Continue to advance a <i>sustained</i> academic- practice partnership built on innovation, trust, mutual goal setting, and reciprocity.</p> <ul style="list-style-type: none"> Shared key projects and solution initiatives drive the partnership forward. | <ul style="list-style-type: none"> Executive leadership from ALMMVH and UTHSA-SON alternately host quarterly meetings to share organizational updates, identify collaboration opportunities, and outline actions to support each organization independently and together. Meetings serve as a platform for ongoing communication, innovation, trust-building, and goal setting between institutions. | <p>Since the 2005, the Dean, Associate Deans, Deputy Nurse Executive, Deputy Associate Director for Patient Care Services, and Chief Nurse, Nursing Education have overseen the accomplishment of numerous goals, each categorized within a larger framework:</p> <ul style="list-style-type: none"> sustainability of the nursing workforce collaborative education excellence collaborative quality improvement collaborative research endeavors <p>Each goal is individually addressed with detailed outcomes in the following sections of this table, organized under the appropriate framework category.</p> |

| Partnership Goals | Activities | Outcomes |
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| SUSTAINABILITY OF THE NURSING WORKFORCE | | |
| <p>GOAL #1a:</p> <p>Transform the transition process for new graduates through development and implementation of a national comprehensive residency program designed to assist new RN graduate to transition from entry-level, advanced beginner nurse to a competent professional RN.</p> <p>GOAL #1b:</p> <p>To minimize the gap in practice competence for new advanced practice graduates transform their transition into practice process through development and implementation of an innovative national comprehensive residency program.</p> | <p>Registered Nurse Transition to Practice Program (RNTTP)</p> <ul style="list-style-type: none"> ALMMVH appointed faculty serve on the RNTTP Advisory Board and as such they are co-created and implemented this program that is offered both locally and nationally in accordance with VA national directives. <p>Nurse Practitioner Residency Program</p> <ul style="list-style-type: none"> Co-Designed a twelve-month postgraduate training program with three tracks: Geriatric & Extended Care, Mental Health, and Primary Care. Two UTHSA-SON faculty actively continue to shape the program through participation on the Nurse Practitioner Advisory Council. | <p>Registered Nurse Transition to Practice Program (RNTTP)</p> <ul style="list-style-type: none"> Dr. Wesley Richardson and Ms. Vicky Dittmar, ALMMVH employees assigned as full-time faculty to UTHSA-SON, co-wrote the initial proposal with the ALMMVH Education Department for each of the APRN Residency tracks. The RNTTP program has both didactic and clinical components co-designed by Dr. Wesley Richardson and Ms. Vicky Dittmar to afford the RN resident (RNR) opportunities to perform the roles, duties, patient care activities, and procedures that are carried out by RNs. ALMMVH UTHSA-SON appointed faculty are co-writing self-study to seek accreditation of the RNTTP program. <p>Since 2013:</p> <ul style="list-style-type: none"> 179 RNs with 100% completion Retention rate after 1st year: 100% Retention rate after 2nd year: 98% <p>Nurse Practitioner Residency Program</p> <ul style="list-style-type: none"> The robust relationship between the school and VA has facilitated the establishment of Psych-Mental Health Nurse Practitioner (MHNP), Primary Care Nurse Practitioner, and Geriatrics Nurse Practitioner residencies with refreshed goals, strategies, and ongoing outcomes assessment. |

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| <p>GOAL #2:</p> <p>Increase the diversity of the nursing workforce using a collaborative approach to support students who are committed to assuming roles as primary care health care providers and nursing leaders in rural/underserved communities after graduation.</p> | <p>ACORN Grant Program (Advancing Community Oriented Registered Nursing)</p> <p>A 2018 HRSA grant obtained by Dr. Norma Rogers, Professor (UTHSA-SON):</p> <ul style="list-style-type: none"> • Purpose: Recruit and educate BSN students for community-based primary care in Medically Underserved Areas (MUA) & Health Professional Shortage Areas (HPSA). • With ALMMVH, designed an innovative program that: <ul style="list-style-type: none"> Emphasized prevention, health promotion, service navigation, and health education. Engaged students in partnerships with the community, families, and individuals served. Utilized staff as mentors for students to provide safe, efficient, effective, and equitable healthcare in primary care settings. | <p>Since 2019:</p> <ul style="list-style-type: none"> • Dr. Wesley Richard and Ms. Vicky Dittmar, ALMMVH employees assigned as full-time faculty to UTHSA-SON, adapted UTHSA clinical course experiences to include rotations through ALMMVH primary care clinics to support the grant. Ms. Dittmar played a prominent role in negotiating the clinical placements and was pivotal in spurring a change in the primary care new graduate hiring policy. • Prepared 26 BSN graduate nurses to practice to the full scope of their license within community-based primary care teams. • ALMMVH changed their policy for hiring practices for primary care and based on the success of the program, began hiring new graduate BSNs into primary care areas. • ALMMVH hired 14 of the 26 BSN graduate nurses (54%) <p>** NOTE: The remaining 12 students not hired because they opted to pursue opportunities in nursing areas not offered at the ALMMVH (i.e., pediatrics, mother baby, trauma center, and transplant).</p> <ul style="list-style-type: none"> • Publication related to the results of this initiative is in process. • Student posters have been shared at several venues about their experiences within this innovative initiative. |

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| <p>GOAL #3:</p> <p>Increase the number of well qualified new graduates seeking employment at the ALMMVH through shared solution-driven innovative initiatives that benefit both organizations.</p> | <p>Dedicated Education Unit (DEU)</p> <ul style="list-style-type: none"> • Co-created a thriving DEU Model that requires a strong academic practice partnership. • Leveraged ALMMVH resources to allow staff nurses to be available as “lead teachers” on the DEU. • Harnessed UTHSA-SON education focus to design a “lead teacher” workshop. • Achieved unit buy-in and ownership for fostering student learning (see the plaque located on the unit below)  | <p>Dedicated Education Unit (DEU)</p> <ul style="list-style-type: none"> • 4 DEUs exist at ALMMVH on Medical/Surgical nursing units. RNs serve as “lead teachers”. Total number of lead teachers for FY23 = 46. • RNs (“lead teachers”) attend, “Becoming a Clinical Teacher” Workshop sponsored by UTHSA-SON (see more detail under “Education Excellence” below). This professional development provides RNs training for the unique role of mentoring and teaching nursing students in the ALMMVH DEUs. • DEUs create a pipeline for faculty positions at UTHSA-SON. Exemplar: Cora Brown, MSN, RN has a journey that includes every role related to the DEU: <ul style="list-style-type: none"> • Graduated from UTHSA-SON BSN program in 2010 • Hired as a staff nurse at ALMMVH in 2012 • Participated as a lead teacher within a DEU from 2014-2016 • Served as a teaching assistant with UTHSA-SON to help implement DEUs in 2016 • Appointed UTHSA-SON adjunct faculty in 2017 • Hired as a full-time faculty appointed to UTHSA-SON in 2023. • In 2018, developed & co-authored (ALMMVH & UTHSA-SON) a DEU Toolkit. Disseminated the toolkit on multiple partner websites and disseminated by AACN through the newsletter. https://www.uthscsa.edu/academics/nursing/dedicated-education-unit-toolkit • Consulted with University of Central Florida and University of North Georgia regarding implementing DEUs. • ALMMVH report elevated levels of care outcomes on the DEU units. <p>Since 2012:</p> <ul style="list-style-type: none"> • 402 total students have had an innovative DEU clinical experience • Average number of students per DEU cycle every Fall and every Spring = 22 students |




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| <p>(continued)</p> <p>GOAL #3:</p> <p>Increase the number of well qualified new graduates seeking employment at the ALMMVH through shared solution-driven innovative initiatives that benefit both organizations.</p> | <p>VA Student Trainee Experience Program (VASTEP)</p> <ul style="list-style-type: none"> Chief Nurse Education & Research, Dr. Nancy Cuevas-Soto co-authored a Federal Veterans' Administration grant with Dr. Wesley Richardson & Ms. Vicky Dittmar (ALMMVH supported faculty appointed to UTHSA-SON) to develop the VALOR program, now called VA Student Trainee Education Program (VA-STEP). <p>Memorandum of Understanding for Clinical Experiences</p> <ul style="list-style-type: none"> Co-created the opportunity for Undergraduate students to rotate to ALMMVH as a clinical site. Placement of Undergraduate students in Veteran Healthcare Systems within Texas is rare. This underscores the impressive relationship between ALMMVH and UTHSA-SON. Developed robust nurse practitioner placements. | <p>VA Student Trainee Experience Program (VASTEP)</p> <ul style="list-style-type: none"> In 2017, the program was implemented; In 2018, it was highlighted in the annual UTHSA-SON Tribute Magazine (https://magazines.uthscsa.edu/schools/2018/05/03/valor-internship/) UTHSA-SON and ALMMVH supports students as they progress through education, training and licensing. Typically, the VASTEP/Student Nurse Technician will move into the Graduate Nurse Technician position upon graduation and then to the RN Transition-to-Practice upon licensure. <p>Since 2017:</p> <ul style="list-style-type: none"> 29 completed (7 cohorts) Hired: 27/29 (93%) <p>Memorandum of Understanding for Clinical Experiences</p> <ul style="list-style-type: none"> MOU signed in 1997. Created a structure that enables interested nursing students to complete the majority of clinical experiences at the facility. Developed a credentialing process to approve students annually. The ALMMVH Nursing Education Department assists with over 200 clinical placements annually. Most are for UTHSA-SON students. 10 UTHSA-SON faculty are credentialled with access to ALMMVH as part of their teaching responsibilities. Annually, ALMMVH provides approximately 36 preceptors for Undergraduate students enrolled in Clinical Immersion (a capstone transition to practice course) and a pathway to being hired at ALMMVH. Has become a pipeline for hiring highly qualified graduates in the ALMMVH system (see the chart below). |

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| SUSTAINABILITY OF THE NURSING WORKFORCE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>(continued)</p> <p>GOAL #3:</p> <p>Increase the number of well qualified new graduates seeking employment at the ALMMVH through shared solution-driven innovative initiatives that benefit both organizations.</p> | | <p>Since 2014, the following hiring numbers have been tracked:</p> <p>*Records only available from 2018 to now for NP</p> <table border="1" data-bbox="1608 277 1990 711"> <thead> <tr> <th>Year</th> <th>BSN</th> <th>NP</th> </tr> </thead> <tbody> <tr><td>2014</td><td>4</td><td>*</td></tr> <tr><td>2015</td><td>3</td><td>*</td></tr> <tr><td>2016</td><td>4</td><td>*</td></tr> <tr><td>2017</td><td>5</td><td>*</td></tr> <tr><td>2018</td><td>10</td><td>2</td></tr> <tr><td>2019</td><td>9</td><td>3</td></tr> <tr><td>2020</td><td>16</td><td>3</td></tr> <tr><td>2021</td><td>8</td><td>1</td></tr> <tr><td>2022</td><td>10</td><td>1</td></tr> <tr><td>2023</td><td>12</td><td>5</td></tr> <tr><td>2024</td><td>7</td><td>2</td></tr> <tr><td>Total:</td><td>88</td><td>17</td></tr> </tbody> </table> | Year | BSN | NP | 2014 | 4 | * | 2015 | 3 | * | 2016 | 4 | * | 2017 | 5 | * | 2018 | 10 | 2 | 2019 | 9 | 3 | 2020 | 16 | 3 | 2021 | 8 | 1 | 2022 | 10 | 1 | 2023 | 12 | 5 | 2024 | 7 | 2 | Total: | 88 | 17 |
| Year | BSN | NP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Total: | 88 | 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| COLLABORATIVE EDUCATIONAL EXCELLENCE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>GOAL #1:</p> <p>Leverage resources to support academic practice partnership initiatives related to educational excellence.</p> | <p>Human Resources</p> <ul style="list-style-type: none"> • Co-created roles for unique positions that advance and contribute to both organizations | <p>Human Resources</p> <ul style="list-style-type: none"> • Since 2009, ALMMVH funds 2 full-time UTHSA-SON faculty positions. Current faculty, Dr. Wesley Richardson & Ms. Cora Brown, are invested in veteran's health and embedded in the ALMMVH operations. One position was funded initially in the early 2000s. • These faculty actively participate on the ALMMVH Shared Governance Councils, facilitate staff-led improvement projects, and provide professional development opportunities for students and VA staff. • The faculty are recognized as full faculty with the rights and privileges of participating in the UTHSA-SON shared governance structure as all levels (i.e., voting, hold leadership positions, etc.) • Former Deputy Nurse Executive (2015-2024) Dr. Valerie Rodriguez-Yu holds an adjunct faculty appointment at UTHSA SON. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| COLLABORATIVE EDUCATIONAL EXCELLENCE | | |
| <p>GOAL #2:</p> <p>Develop and implement a preceptor professional development and support program to ensure preceptors and clinical instructors have the resources needed to provide a rich learning environment for students.</p> | <p>Preceptor Course</p> <ul style="list-style-type: none"> ALMMVH created a preceptor course to support UTHSA-SON undergraduate student learning during a precepted capstone course entitled Clinical Immersion. <p>DEU Lead Teacher Workshop</p> <ul style="list-style-type: none"> ALMMVH and UTHSA-SON co-created a DEU Lead Teacher Workshop to support the DEU model. | <p>Preceptor Course</p> <ul style="list-style-type: none"> The purpose of this program is to enhance the knowledge and skills of RNs in effectively transitioning new nurses in their enhanced/or current role in clinical practice. The key components of the program are: roles of the preceptor, preceptee learning needs, principles of adult learning, individualized orientation, learning plans, prioritization and delegation, evaluation and feedback, TeamSTEPPS strategies into precepting process, critical thinking, competency validation, coaching techniques, navigating VA resources, and creating a preceptor action plan. <p>DEU Lead Teacher Workshop</p> <ul style="list-style-type: none"> Since 2012, in partnership with UTHSA-SON, ALMMVH lead teachers are trained by UTHSA-SON faculty in all -day workshops scheduled twice per year. Total Attendance FY23: 16 new lead teachers The DEU workshop provides ongoing opportunities to learn how to teach or coach students. It also enhances personal satisfaction and professional growth, offers career ladder opportunities, develops leadership skills, and offers the recognition of being an expert clinician. The clinical faculty members remain on site to provide support to the clinical teachers. |

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| COLLABORATIVE EDUCATIONAL EXCELLENCE | | |
| <p>GOAL #3:</p> <p>Develop excellent educational programs that align with nursing education standards and promote the advancement of nursing workforce preparation.</p> | <p>AACN Essentials Implementation</p> <ul style="list-style-type: none"> • UTHSA-SON collaborated with ALMMVH as one of the ten schools selected nationwide to execute an AACN Pilot School Grant titled “A Competency-Based Approach to Leadership Development and Resilience for Student Nurses”. Dr. Wesley Richardson, ALMMVH supported faculty, was co-PI. • Dr. Wesley Richardson facilitates ALMMVH knowledge and understanding of the AACN Essentials. <p>AACN National Faculty Meeting</p> <ul style="list-style-type: none"> • ALMMVH leadership participated in meetings scheduled with practice partners and the UTHSA-SON faculty to shape the AACN Essentials. | <p>AACN Pilot School Grant</p> <ul style="list-style-type: none"> • UTHSA-SON partnered with ALMMVH to integrate resilience, well-being, and leadership development learning and assessment strategies into the curriculum during the Winter/Spring 2023 semester senior baccalaureate students. • UTHSA-SON faculty partnered with the ALMMVH Whole Health Department and the ALMMVH Wellness Registered Nurse to establish wellness and wellbeing activities for undergraduate students completing clinicals at ALMMVH. Strategies are included on the following website: https://www.aacnnursing.org/developing-nurse-well-being-and-leadership-tool-kit/pilot-schools/ut-health-at-san-antonio-school-of-nursing • Dr. Wesley Richardson serves as UTHSA-SON AACN’s Essentials Champion. He facilitates and ensures that ALMMVH has the necessary information about the competencies associated with the AACN Essentials and their implementation within the programs at UTHSA-SON. • Member of the ALMMVH Whole Health Dept & the Wellness RN attended the AACN National meeting with faculty in support of the pilot project. <p>AACN National Faculty Meeting</p> <ul style="list-style-type: none"> • ALMMVH leadership dialogued with UTHSA-SON faculty and leadership as well as other practice partners during two National Faculty Meetings (1/3/2020 and 12/18/2020). They offered feedback on the draft of the new AACN Essentials. |

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| <p>(continued)</p> <p>GOAL #3:</p> <p>Develop excellent educational programs that align with nursing education standards and promote the advancement of nursing workforce preparation.</p> | <p>Quarterly Offerings</p> <ul style="list-style-type: none"> • UTHSA provides information quarterly regarding graduate program offerings. • ALMMVH ensures that employees are aware of funding for advanced education. | <p>Quarterly Offerings</p> <ul style="list-style-type: none"> • UTHSA-SON Graduate Program Sessions (MSN, DNP, PhD) -- The information sessions are designed for ALMMVH employees interested in graduate nursing school. • FY23 & FY24 Attendance: 107 students • National Nursing Education Initiative (NNEI) Scholarships -- The National Nursing Education Initiative provides funding for VHA's registered nurses to complete or expand their formal education. The scholarship is designed to increase the level of academic training for VA nurses and supports the VA needs for qualified staff in occupations for which recruitment and retention is difficult. Scholarships are awarded to registered nurses to cover tuition costs and related educational expenses. • Total VA employees enrolled in UT Health graduate programs currently: 3 (Total amount of \$93,187). |
| COLLABORATIVE QUALITY IMPROVEMENT | | |
| <p>Goal #1:</p> <p>Transform the lives of those entrusted to their care, regardless of the challenges nurses face.</p> | <p>RNTTP Projects</p> | <p>RNTTP Projects</p> <p>Since 2015:</p> <ul style="list-style-type: none"> • RNTTP 32 quality improvement projects <p>Example of shared outcomes:</p> <p>Improving PRN effectiveness: Leveraging health information technologies to improve prn effectiveness reassessment compliance in nurses.</p> |

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| COLLABORATIVE QUALITY IMPROVEMENT | | |
| <p>(continued)</p> <p>Goal #1:</p> <p>Transform the lives of those entrusted to their care, regardless of the challenges nurses face.</p> | <p>Clinical Care Rendered by BSN Students</p> | <p>Clinical Care Rendered by BSN Students</p> <ul style="list-style-type: none"> Sept 20, 2021: Student Josephine Goering was recognized for assessing a rapid change in patient condition, resulting in early intervention for a TIA. Ms. Rodriguez-Yu, ALMMVH Chief Executive Nurse, presented Josephine with a special coin from Patient Care Services, symbolizing the dedication to provide excellent care to veterans.  Jan 14, 2020: 4 BSN students were recognized for a Good Catch patient safety award. Students lifted a wheelchair bound veteran over a barrier. Students and the faculty filed an incident report resulting in an improvement to the sidewalk access in that parking area. https://news.uthscsa.edu/school-of-nursing-students-recognized-for-their-act-of-kindness/  Sept 27, 2018: Student Lucia Gutierrez was recognized by the Patient Safety Department, ALMMVH, for formally reporting a near-miss involving medication administration. Two concentrations of medications were stored in the same medication cabinet drawer and discovered during the barcode medication scanning process. Mrs. Cathy Hicks, Pt Safety Clinician presented the Patient Safety Award.  |

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| COLLABORATIVE RESEARCH ENDEAVORS | | |
| <p>GOAL #1:</p> <p>Strengthen the standard of evidence-based practice in the clinical and academic setting.</p> | <p>Joint Initiatives:</p> <p>UTHSA SON Faculty Joint Appointments for Research Studies conducted at ALMMVH</p> | <p>Examples of successful joint appointments & Research Collaborations demonstrate our excellent partnered outcomes.</p> <p>Dr. Bertha Flores (Co-PI/ Nurse Lead) – Geriatric Research Education and Clinical Centers Connect – 01/2021 - 02/2024 <i>Funder:</i> U.S. Department of Veterans Affairs Office of Rural Health Veterans Administration <i>Title:</i> Improving Access to Geriatric Care in Rural Areas: GRECC Connect: A virtual geriatrics program & rural promising practice, connecting rural providers with geriatric specialists for older Veterans. <u>Select Outcomes</u></p> <ul style="list-style-type: none"> • Flores, B.E., Arevalo-Flechas, L., Jewani, R., Romo, E.Zaragoza, G., Powers, B., Sanchez-Riley, S. & Espinoza, S. <i>Increased Support for Older Veterans and their Caregivers Using Telehealth Services</i>, GSA 2023 • Collaborated with authors from both organizations on a book chapter, accepted for publication and symposium at GSA. <p>Dr. Sara Mithani</p> <ul style="list-style-type: none"> • Funded nurse scientist at the forefront of sleep and behavioral health interventions for service members and veterans with brain injury. • Received prestigious national funding through the VA system with a 5-year Career Development Award (CDA). Very few nurse scientists have received these awards. • Presented at national and international platforms, disseminating her research, and advocating for nurse involvement in interdisciplinary research teams to further patient care and innovative science. • Served as a lead faculty member for the SUNRISE program at UTHSA, facilitating their involvement in research projects and guiding them through the process of abstract and manuscript composition and dissemination. • Redesigned nursing school programming to include interpersonal skills development to help students build strong networks, work effectively with others, and foster a positive and harmonious environment. • Published 15+ peer reviewed manuscripts, garnered 2 smaller grants; data for these awards will also be collected at the VA, and is Co-I on several other grant applications awaiting funding. |

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| COLLABORATIVE RESEARCH ENDEAVORS | | |
| <p>(continued)</p> <p>GOAL #1:</p> <p>Strengthen the standard of evidence-based practice in the clinical and academic setting.</p> | <p>(continued)</p> <p>Joint Initiatives:</p> <p>UTHSA SON Faculty Joint Appointments for Research Studies conducted at ALMMVH</p> <p>Notable Shared Resources</p> | <p><u>Dr. Rozmin Jiwani</u></p> <ul style="list-style-type: none"> • Research Scientist within the Geriatric Research Education and Clinical Centers • Develops and disseminates educational interventions about lifestyle modifications encompassing dietary habits and physical activity, drawing from reputable sources such as the Look AHEAD (Action for Health in Diabetes) and Diabetes Prevention Program websites, and monitoring participant progress. • Developed a comprehensive 12-module curriculum for the VA-SPIRE study, meticulously designed to address modifiable risk factors including diet, physical activity, and stress management. • Serves as a Mentor for a DNP student Committee Member at UTHSA-SON, overseeing an Evidence-Based Quality Improvement Project aimed at enhancing enrollment and adherence in GEROFIT: A Quality Improvement in Veterans' Health Promotion, culminating in the student's presentation of a poster at the VA Evidence-Based Poster event in May 2023. • Mentors students, including those from the SUNRISE program at UTHSA-SON, facilitating their involvement in research projects and guiding them through the process of abstract and manuscript composition and dissemination. • Instructed and mentored a cohort of Medical Students enrolled in the Aging Research (MSTAR) program, focusing on the ethical imperatives surrounding the Protection of Human Subjects in Research. • Facilitates and observes Objective Structured Clinical Examinations (OSCEs) for final-year medical students, internal medicine, family medicine, and multidisciplinary teams inclusive of Registered Nurses, Social Workers, and Chaplain interns from UTHSA-SON and ALMMVH. <p>Notable Shared Resources</p> <ul style="list-style-type: none"> • C. Gaspard, UTHSA Librarian serves on ALMMVH Nursing Evidence-Based Practice Committee • UT Health Librarians present workshops on finding and synthesizing the evidence • Dr. Cynthia O'Neal, UTHSA-SON faculty, provided an Evidence Based Practice Workshop to nurses at ALMMVH on June 3, 2016; Title - Evidence-based nursing: Translating research evidence into practice |