

Developing the next generation of nurse scholars and leaders: The creation and evaluation of the Nursing Innovation Program

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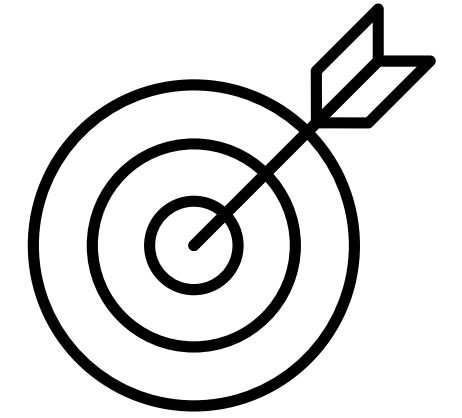
May 13, 2026

**INTEGRATING CARE.
BOLD IMPACT.**

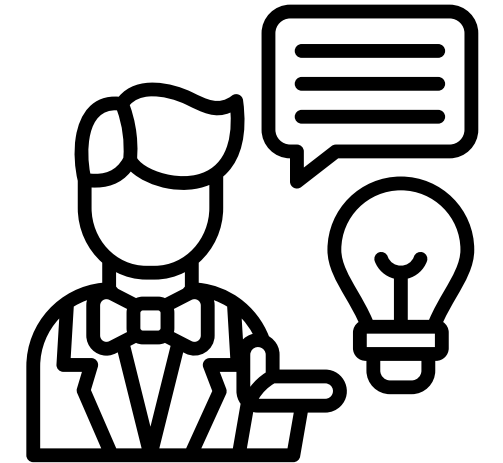
Presentation Outcomes



1. Identify how research opportunities creates impact in capacity for leadership, problem-solving, system change and inquiry in nursing.



2. Describe the need for structured programs to support nurses and nursing students to engage in research and innovation.

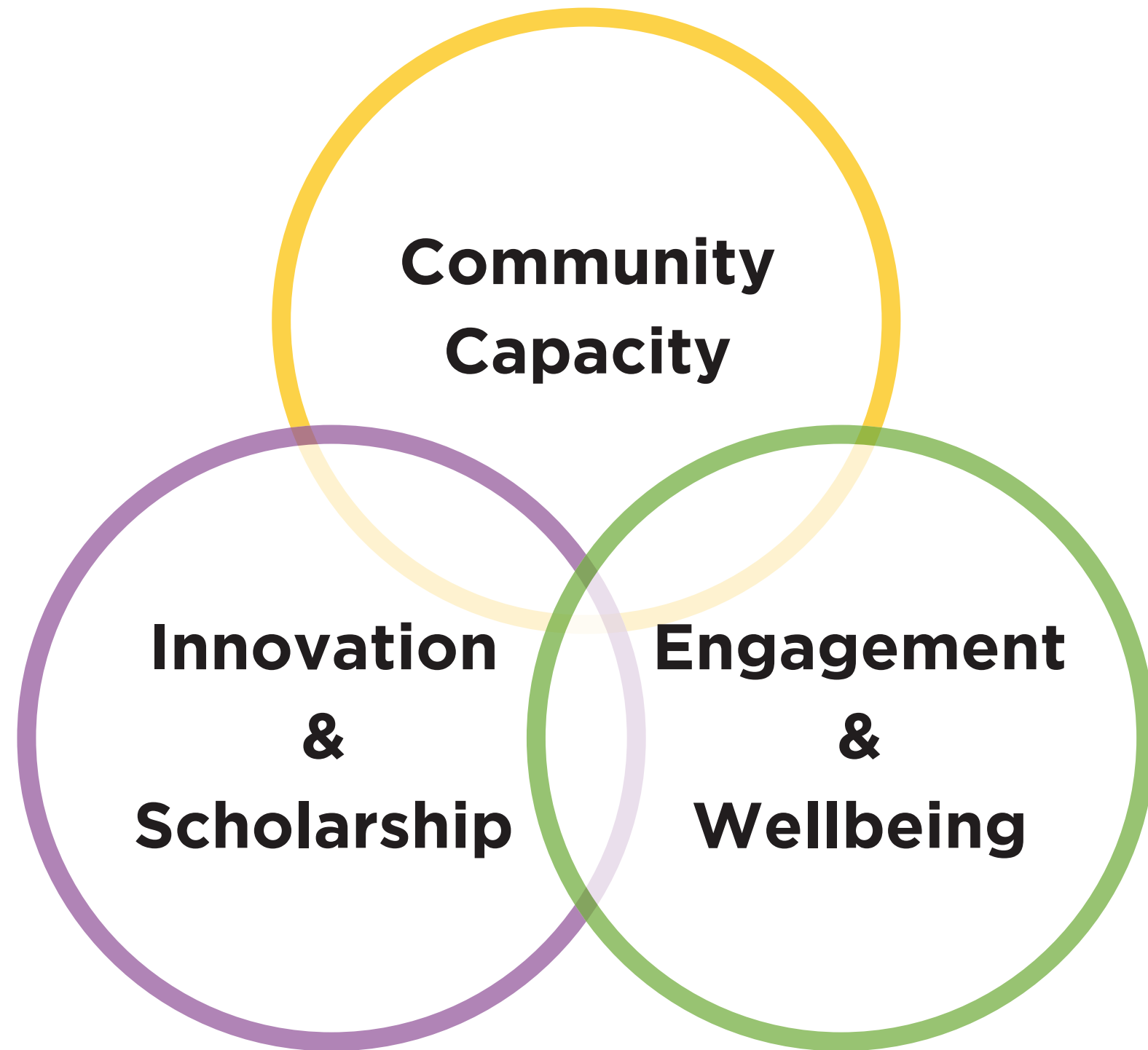


3. Consider opportunities to scale research and innovation in new settings to advance excellence in practice and care.



Nursing Innovation Program: Vision & Foci

“Nurses building the capacity of nurses, as they deliver excellence in patient-centered care.”



1) Nursing Professional Practice and Education

- Evaluate existing nursing education programs, curricula, experiences, and supports at MGH.
- Understand how to advance patient-centred care and nursing practice at MGH.



2) Transition to Practice

- Establish strategies to support novice nurses entering the workforce; build their capacity to provide quality patient care.



3) Nursing Engagement, Recruitment, and Retention

- Assess and understand nursing engagement at MGH to develop strategies to enhance engagement and retention of nursing staff.



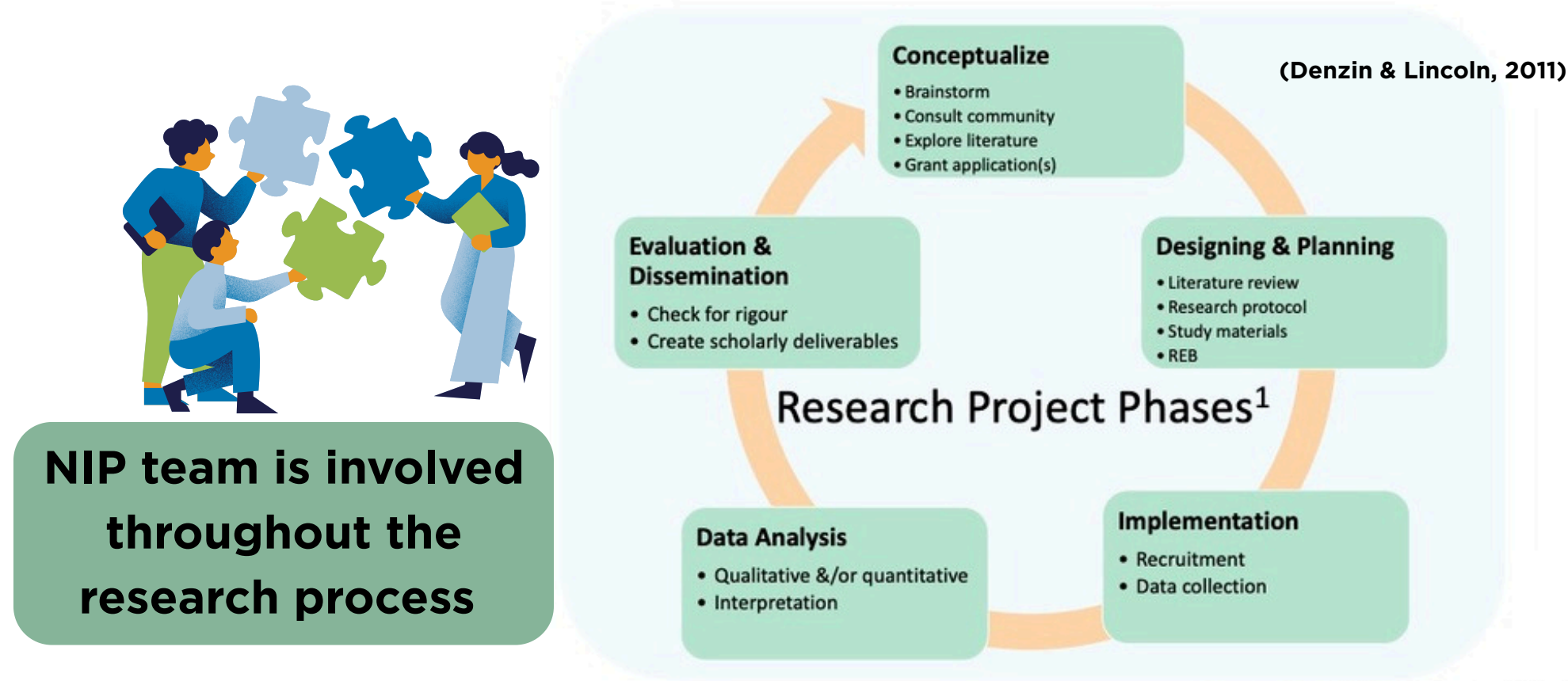
4) Nursing Scholarship and Excellence

- Develop nursing staff capacity to conduct quality improvement projects and research at MGH.
- Build and apply knowledge throughout the research and quality improvement process, from conception to dissemination.

Nursing Innovation Program: The Team



To develop nurse leaders with knowledge, skill, attitudes and values for inquiry, quality improvement and evidence-informed practice.



A snapshot of our team

✓ **Over 20 active research & QI projects**

Program Evaluation Design

To understand the professional development of team members in the Nursing Innovation Program

- Convergent mixed methods design
- Data collection at start and 6 months later

① Pre- and post-questionnaire to evaluate competencies across five domains

Ethics and Integrity maintain confidentiality, handling identified data	Scholarly Communication provide oral presentations, conduct interviews	Teamwork Skills provide/receive feedback, self- motivation, collaboration	Organization Skills maintain work plans, team deadlines	Analytic Thinking Skills data extraction tables, coding, performing analysis
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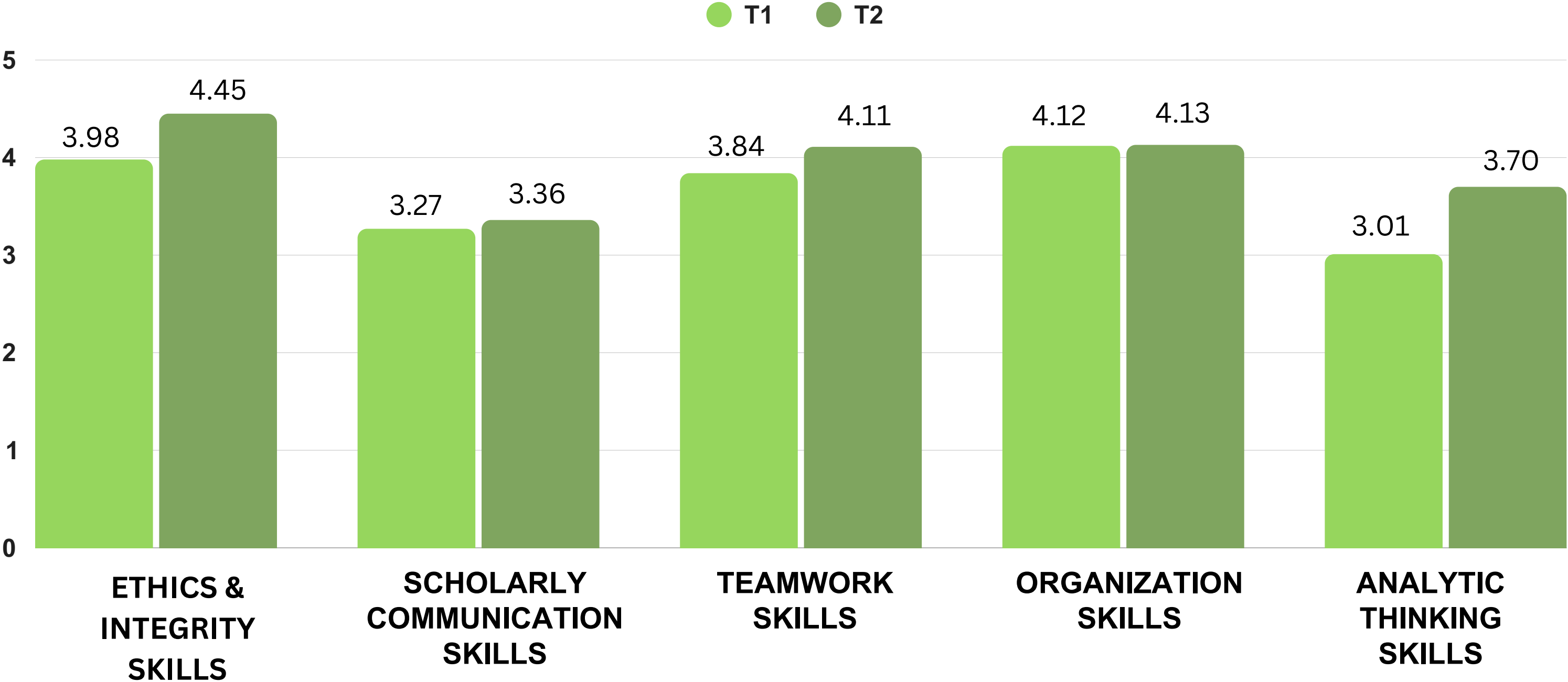
② Written reflection (500 words) on time spent in the program

How do I see myself growing in this role?

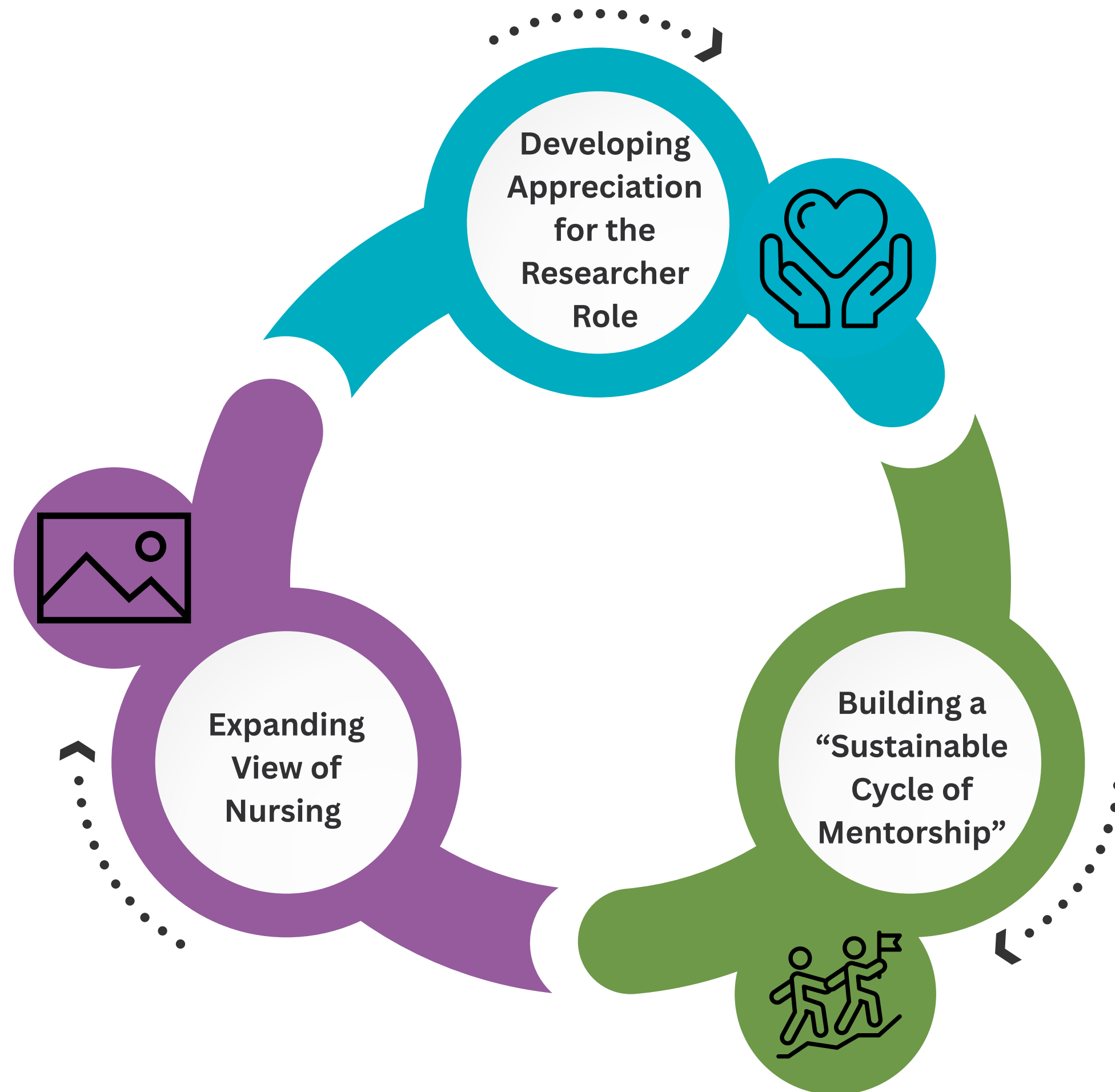
What do I hope to gain from this role?

Program Evaluation Results

Quantitative Strand Pre/Post Average Scores



Program Evaluation Results



Program Evaluation Results

Theme 1: Developing Appreciation for the Researcher Role

- Response shift bias after 6 months in the role: doing research is much more complicated than originally thought.
- Scholarly communication and writing: “felt like learning a whole new language”.

“When I started the program, I did not know what to expect. In [this time], I have grown more confident in completing various tasks and supervising team members.” - Team Member 105



Journey of a Scholar

"My journey to becoming a scholar involves trusting myself, having passion for my work, and building long-standing friendships along the way. Another important thing that's easily forgotten is rest. I remind myself to be okay with just stopping and pausing during this journey, to allow my mind, soul, and body to rest."

Reflective Collage by Nursing
Innovation Team Member

Program Evaluation Results

Theme 2: Building a Sustainable Cycle of Mentorship

- Importance of collaboration and teamwork in a research setting.
- Appreciation for peer mentorship and teaching across the career trajectory.

“Aside from gaining skills, I am appreciative of the meaningful connections and relationships I have made in this role. I feel as though I have been accepted into a community that will support me with future endeavors I choose to take on.” - Team Member 104



Rising Sun

“Like the sun rising, I hope to grow as a scholar due to my love for research, which peeks through my clinical role. NIP has unlocked opportunities, inspiring me to strengthen research skills to the beat of a drum (i.e., my heart), to hopefully make a difference for underserved communities.”

Reflective Collage by Nursing Innovation Team Member

Program Evaluation Results

Theme 3: Expanding View on Nursing

- Increased awareness of complexity of professional issues across sectors, and the need to draw from multiple sources to lead change.
- Enhanced professional engagement, situational awareness and ability to build and maintain professional relationships.

“This experience has impacted my clinical practice as well, as I approached my patients with more openness and intention to actively listen, anticipate follow-up questions, and respond with empathy and sensitivity; particularly during challenging situations.” - Team Member 110

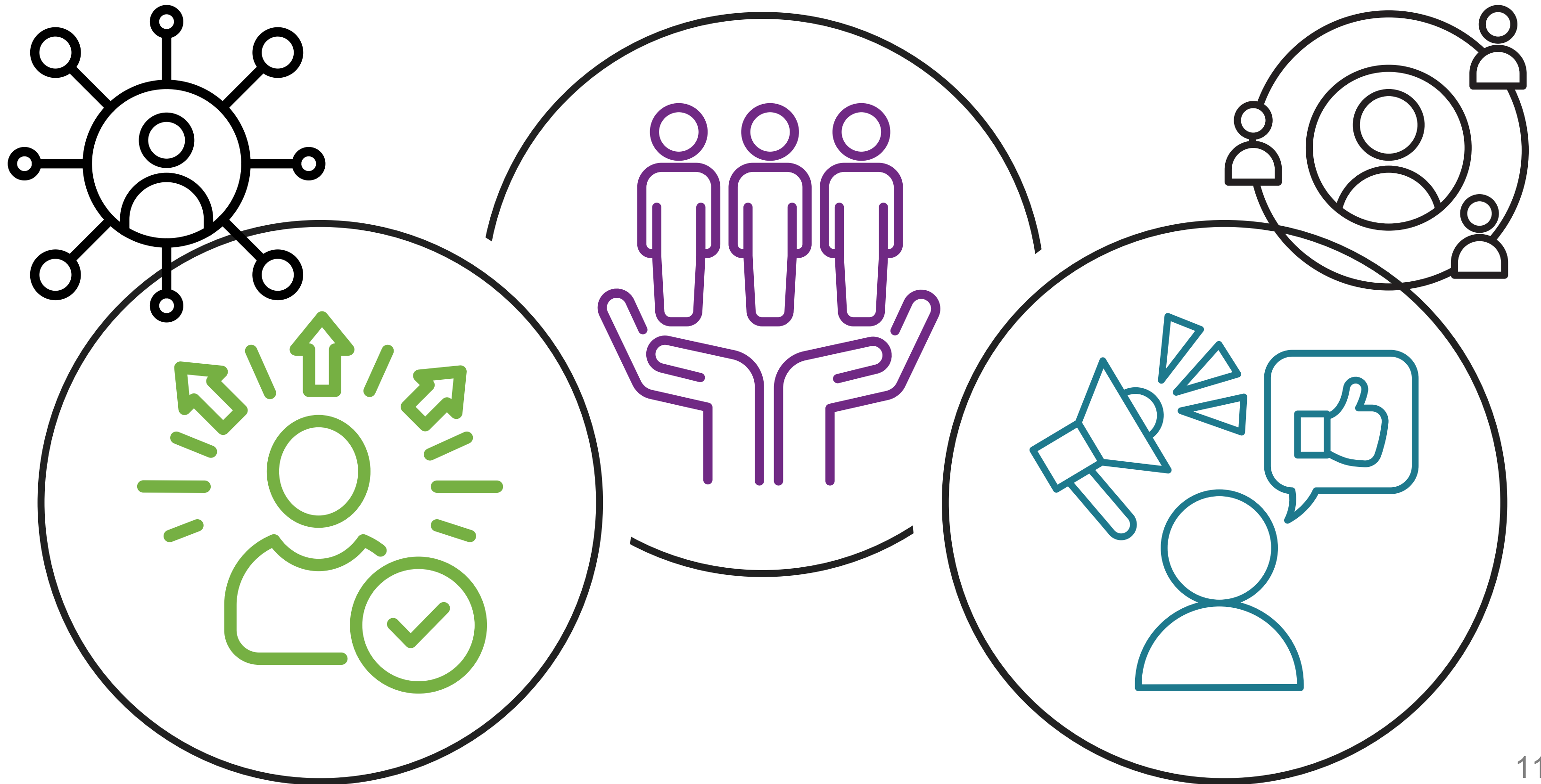


One of Many

“I see myself as a researcher as being one small part of a team, and each part of the team contributes a unique perspective to develop the bigger picture. Research gains depth with every hand that touches it, and that’s the value that I appreciate as a researcher.”

Reflective Collage by Nursing Innovation Team Member

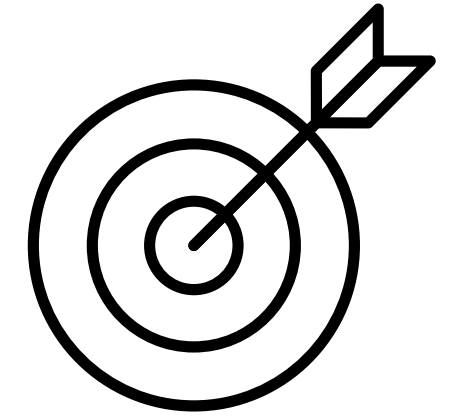
Team Member Experiences and Impact



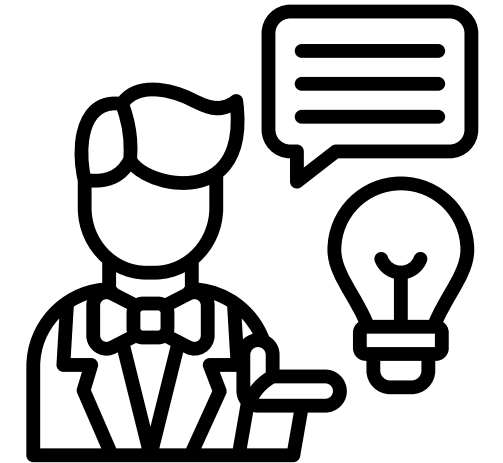
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