

OUTCOMES

The monthly E-Newsletter from Doctors of Nursing Practice, Inc.
and the Academy of Doctorally Prepared Nurses



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DNP, Inc./ADPN Organizational Updates

Now that the **18th National Doctors of Nursing Practice Conference and Academy of Doctorally Prepared Nurses Summit** is a memory, plans for growing these organizations are being implemented. The primary goal of any organization is to survive, and thriving is the ultimate goal. Challenges in the past are providing opportunities for the immediate and distant future.

The evolution of [DNP Inc.](#), the [ADPN](#), and the associated journal takes incremental steps. The **Academy of Doctorally Prepared Nurses** website is in place, as is the **Journal of the Academy of Doctorally Prepared Nurses**. A small change is updating the name from doctoral prepared to doctorally prepared. I've consulted with journal editors and received feedback that doctorally is a more appealing word. Looking up the usage and semantics did not shed light on the suggested use of one or the other, so you will see doctorally prepared now and in the future.

The next organizational step is to attend the **Annual International Academy of Nurse Editors (INANE)** meeting and workshops, August 4-7, 2025, in Portland, Maine. Learning from scholars and experts in the formation, development, and enhancement of international nursing journals, along with a one-day workshop covering the brass tacks of a professional peer-reviewed journal, will help assure a good foundation and help build traction for future efforts.

We are also meeting with advisors regarding several aspects of operational growth and development. One recommendation from colleagues at the recent conference was to build partnerships with organizations to encourage greater involvement. This makes sense, and past efforts at sending messages requesting collaboration have not been enough. Here's a call to action to anyone who is reading this message:

Please be a partner-development champion and join the team to contact and ensure organizational involvement.

Click [HERE](#) to volunteer your help in this venture.

Your skills, talents, and a large group of dedicated colleagues will help move this effort forward. Many hands make light work. The potential is tremendous.

Another group is being formed, dedicated to soliciting donations for the [Foundation](#). No pun is intended to share that the foundation of supporting colleagues in demonstrating innovation and improved outcomes is based on the financial support of the [Foundation](#) to help fund these services. As the **Academy** and **Journal** evolve, financial support of these processes will rely on the **Foundation** to support these activities.

The plans to implement a membership fee for the **Academy** and **DNP sites** are delayed until we have consensus among advisors on the most equitable approach. The intent is to add services and request a nominal annual (or monthly) fee to support operations. We have opportunities to explore and strive to assure equity and a return on investment for members.

DNP Inc. and its subsidiaries are 501(c)(3) nonprofit charitable organizations. [DNP Inc.](#) and the [ADPN](#), aim to improve healthcare outcomes by promoting and enhancing doctoral-prepared nursing professionals. This is the first and continues to be the only doctorally driven organization that welcomes all nurses regardless of professional role, areas of practice, ethnicity, race, or work environment.

[Join in and participate in this process!](#) Together, we are stronger.

DEI: Perhaps it is now a relic of the past

Doctors of Nursing Practice, Inc. and the **Academy of Doctorally Prepared Nurses** continue to offer an open invitation for anyone involved in Diversity, Equity, and Inclusion to share thoughts in the form of an article or blog so that all colleagues can grow and enhance professional practice and innovation.

With or without input from colleagues, we recognize the value of continuing to develop concepts of Diversity, Equity, and Inclusion. We do not see this approach as divisive but instead recognize that like-minded efforts from diverse backgrounds help make stronger choices and improve outcomes. We have extended this invitation to the following groups for over 2 years and will continue to post this invitation.

Perhaps one of the initiatives of the **Academy of Doctoral Prepared Nurses** is to explore why colleagues do not respond to requests for support and information. Truly, this has been a perplexing situation.

We have sent invitations to 14 colleges and universities that described DEI initiatives in their institutions. We have not received a reply. We have reached out to the organizations listed below, and have not heard back as hoped.

National Black Nurses Association ([NBNA](#))

Asian American/Pacific Islander Nurses Association ([AAPINA](#))

National Coalition of Ethnic Minority Nurse Associations ([NCEMNA](#))

National Alaska Native American Indian Nurses Association ([NANAINA](#))

National Association of Hispanic Nurses ([NAHN](#))

Caribbean Nurses Association ([CNA](#))

DNPs of Color ([DOC](#))

As we move into the 8th month of 2025, we will continue our efforts through December of this year and if no contacted organization responds, we will take down this column and posting of desired collaboration with colleagues and friends to promote DEI in our discipline. However, we will continue our dedication to supporting and enhancing colleagues.

Share your thoughts and insights on [THIS BLOG](#).

Continuing Education for Doctoral Prepared Nurses

Doctors of Nursing Practice, Inc. currently has over 170 courses and more are being added. All are searchable by any keyword.

Categories can be used to filter by:

Clinical / Administration / Academia / Diversity, or / Policy

Courses vary from 10 minutes to 60 minutes in length, which reflects to 0.17 to 1.0 Continuing Education Unit

Cost? From \$5 to \$30 per course

All completed Continuing Education Courses are stored on the website for easy access and storage. CE certificates are provided at the completion of each course.

[Learn more about Continuing Education Services](#)

[Explore a listing of available Continuing Education Courses](#)

Please note we anticipate migrating from Lean Dash to Lifter LMS by the end of 2025.



DNP, Inc./ADPN Monthly Survey Results

Thank you to all that participated in the July 2025 survey re-visiting the idea of dues and charitable donations. Responses show a hesitation to donate yet a willingness to continue the discussion about how to support the services offered by DNP Inc. and the ADPN. Do the responses below reflect your thoughts, experiences, and point of view?

Question 1: Past surveys show a lukewarm interest in memberships, yet a positive response to payment for services. Please share your thoughts in this 5-question survey. I would be interested and willing to make a charitable, tax-deductible donation to this 501(c)(3) organization.

43% very much to absolutely, 57% somewhat to not at all

Question 2: If membership was a tax deduction, I would be more willing to participate in this process.

43% very much to absolutely, 57% somewhat to not at all

Question 3: Purchasing continuing education knowing that 90% went to a foundation to promote the work of colleagues looks like a good idea to me.

57% very much to absolutely, 43% somewhat to not at all

Question 4: I am willing to invest time and talents to build a substantive and sustainable collaborative effort to improve healthcare outcomes.

57% very much to absolutely, 43% somewhat to not at all

Question 5: I would be interested in viewing short seminars and making a charitable donation after viewing the talents of other colleagues.

29% very much to absolutely, 71% somewhat to not at all

[Click HERE to participate in](#)
[THIS month's survey.](#)

Important Articles and Links

- [*Practice Scholarship Engagement as Reported by Nurses Holding a Doctor of Nursing Practice Degree*](#)
- [*Drivers for Seeking the Doctor of Nursing Practice Degree and Competencies Acquired as Reported by Nurses in Practice*](#)
- [*The ANA Innovation Engine: Activating Innovation Through Education and Communities of Practice*](#)
- [*Impact of Practice Scholarship as Perceived by Nurses Holding a DNP Degree*](#)
- [*Alignment of DNP Degree Competencies with Employer Perspectives: The Value of Academic Practice Partnerships*](#)
- [*Research Focused Doctoral Education in the 21st Century: Curriculum, Evaluation, and Postdoctoral Considerations*](#)
- [*Clinical Scholarship Competencies and Roles to Impact Population Health Outcomes*](#)
- [*Statistical, Practical and Clinical Significance and Doctor of Nursing Practice Projects*](#)
- [*Academy of Clinical Essentials: A Revolutionary Nurse Staffing and Education Model*](#)
- [*Practice Scholarship Satisfaction and Impact as Perceived by DNP-Prepared Nurses*](#)
- [*INANE Virtual Journal*](#) Listing of journals
- [*Leveraging Doctor of Nursing Practice Scholarship to Meet Organizational Leaders' Expectations*](#)
- [*Doctors of Nursing Practice Defend Truthful Titles, Free Speech, and Their Livelihoods in a new Lawsuit*](#)

Do you have articles of interest to share with your nursing and doctoral prepared colleagues? Submit them to: info@DoctorsofNursingPractice.org for inclusion in OUTCOMES: the Monthly electronic newsletter for and about the doctorally prepared nurse.

DNP Foundation: From the Classroom to the Boardroom

[The DNP Foundation](#) assists colleagues in realizing their plans to impact health care delivery. All donations are 100% tax-deductible.

Demonstrate your support by donating today.

[There are many opportunities to donate at the individual and corporate levels.](#)

Our profession and your colleagues thank you!

PICOTalks - something new to help us all

To help build the Foundation to successfully help colleagues we offer a service that we hope you will explore.

PICOTTalks

Professionalism, Innovation, Collaboration {or Creativity} and Outcomes

PICOTalks are similar to TED Talks (though we cannot use that name).

The invited speaker offers their expertise without charge, and the viewer is asked to donate to the [Foundation](#) to support nursing excellence.

Please review these guidelines for PICO Talk presenters:

- The talk is 20-25 minutes.
- It will be recorded without an audience for questions and answers, yet the speaker can receive follow-up communications.
- Topics can be in the field of nursing or healthcare delivery and address healthcare outcomes either in a quantifiable format or in spirit.
- PowerPoint slides are discouraged. Talking to share ideas without images or words is the goal.
- The talk does not have a specific agenda, nor is it a single-topic-driven series of events.
- Diverse voices, points of view, and experiences are welcomed and embraced.
- This is a platform to showcase innovative thoughts and processes within the nursing discipline and in diverse areas of health care delivery.
- Speakers should be transparent about the facts and evidence used in the presentation.
- The goal is to bring colleagues together and avoid content that could be divisive or polarizing, yet provocative and controversial talks are welcome.
- Avoid being self-promoting of products such as books, products, or businesses.
- Talks are to highlight actions, ideas, advances, and insights into what doctorally prepared nurses can do individually or together to enhance healthcare outcomes, and
- Sponsoring organizations are welcomed and must be declared at the beginning of the PICOTalk.

We are happy to post links in the biographical information included below your image. See the [View PICOTalks Here](#) page archived in the [Academy of Doctorally Prepared Nurses](#) web site. On that page, view the presentation by:

Lisa A. Campbell, DNP, RN, PHNA-BC, FAAN, ACC
Building Bridges, Not Walls:
A Nurse's Guide to Advancing Health Equity in Challenging Times

Daniel J. Pesut, PhD, RN, FAAN
Creativity and Innovation in Nursing: Thoughts and Action

More will follow. How about you? Contribute and share your expertise in a PICOTalk?

DNP Online Community

One goal for the 4th quarter of 2025 is to bolster and grow the online communities. Please log in and share your thoughts and insights in the forums and blogs. Add your expertise and challenge us all to be better in our doctorally prepared work to improve outcomes. Start [HERE](#) to sign up and learn more.

GROUPS

Here's a question to all: Are groups as a part of the online community of value to you? Please let us know by sending an [email HERE](#)

- [Dual Certified DNPs](#)
- [DNPs of Color](#)
- [DNP/APRN Veterans Health Care](#)
- [DNPs Seeking Positions in Academia](#)
- [DNPs of All Race, Creed, Ethnicity](#)
- [DNPs in Diversity, Equity, and Inclusion \(DEI\)](#)

BLOGS

- [Conference Decision Humor](#)
- [South Asian Heritage Month](#)
- [The Academy of Doctorally Prepared Nurses Initiatives](#)
- [We're All in This Together](#)
- [Is DEI Dead or a Relic of the Past?](#)
- [International Transgender Day of Disability](#)
- [Roles and responsibilities as a Chief of Staff for Maryland Department of Health](#)

EVENTS

- [53rd Annual NBNA Institute and Conference, Dallas, August 5-10](#)
- [NPacers 2025 August Virtual Conference: Lab Fest](#)
- [2025 FNP Annual Conference, Orlando, FL, August 21-23.](#)
- [Advanced Practice Provider Leadership Conference, Philadelphia, PA, September 10-13.](#)
- [2025 Academy of Medical-Surgical Nurses Convention, Austin, TX, September 11-13.](#)

FORUMS

- [DNPs in Diversity, Equity, and Inclusion](#)
- [DNP Education – Preparing for Practice](#)
- [DNP Student Concerns](#)
- [The AACN Essentials Conversation Continues](#)
- [The Controversy of the DOCTOR Title](#)
- [DNP Professional Growth](#)

The Caregivers' Corner

A dear friend of mine, who was a wonderful nurse, recently retired to take care of her aging mother who has been diagnosed with dementia. Her mother, who I will call Maria, lived in another country, so she hadn't been around her, except for the occasional visit. She brought Maria to live with her and her husband. Her family encouraged this as siblings of nurses often do.

She reached out to me for advice when Maria's behavior became difficult to understand, let alone plan how to manage. She would ask Maria to get up out of bed. She used short step-by-step descriptions in what to do next. She would ask her to sit up, pull back the covers, swing her legs towards the side of the bed and then the next thing she knew, they were both on the floor. This was in the first week Maria was living with her. She really believed her plan to help her get up would work. She asked if I knew why it didn't work.



I encouraged her to go back to the basics as far as understanding dementia behaviors. There are varied diseases that attack the brain and leave it damaged. In Maria's case, her underlying problem is Multi-infarct Dementia. Any area of the brain could be damaged and lead to behavioral symptoms that are difficult to understand.

There are basically six Rs to consider when dealing with neuro-psychiatric behavioral changes. These are called the big SIX of Behavioral Management!



1. **Restrict**

If the person is doing something that will result in harm to themselves or others, the behavior must be shut down/stopped.

2. **Reassess**

Could a medication change, or infection be triggering the change in behavior. Is the person having difficulty hearing or seeing? Can something or someone in the environment be triggering the behavior?

3. **Reconsider**

Try to see the situation from the demented person's point of view. Are they embarrassed? Do they think they can do things on their own and not appreciate your care?

4. **Re-channel**

Is there a safe way the behavior can continue or can be adapted to allow for an outlet.

5. **Reassure**

Once the moment has passed, you should acknowledge that something happened, but you will still be there for them, taking care of them.

6. **Review**

When you have time to think about what happened, try to identify the reason the behavior occurred. You may be faced with something similar another time. Consider if it is possible to avoid the behavior by changing the circumstances.

In Maria's case, she may have been embarrassed by her daughter's excessive coaching. Maria was just waking up and may have been confused about where she was. It's difficult for people with dementia to change their surroundings and not become disoriented. Maria is in a new country, a new home and living with a daughter who visited once or twice a year.

Mace, N. & Rabins, P. (2021). *The 36-Hour Day*. Johns Hopkins Press. Baltimore Maryland.

**See more insights and reflections of wisdom from our colleague,
Dr. Rosemary Henrich will continue in future issues of OUTCOMES.
Her publications can be found on Amazon using [this link](#).**

Leading Multigenerational Nurses

Marcie Backus, MSN, RN, CPHQ, HACP-CMS
DNP, Student Eastern Kentucky University

In many professions, turnover rates can be an indicator of job satisfaction. In nursing, turnover rates not only impact the nurse, but can also negatively impact patient outcomes. Nurse retention is an important metric that nurse leaders must monitor as turnover rates can negatively impact safety, quality, and budget goals. According to the 2022 National Nursing Workforce Survey (n.d.), the median age of working registered nurses is 46 years of age and more than one-quarter of registered nurses report that they plan to leave nursing or retire over the next five years. As the current nursing population ages and new generations join the workforce, nurse leaders need to understand the differences, beliefs and attitudes toward work and life balance among the generations and how to use their strengths to develop high-performing teams (Tussing et al., 2024). Multiple generations of nurses working side by side adds diversity and lived experiences that can be shared, improve nurse satisfaction and reduce nurse turnover supporting the AACN Essential 6.4 to integrate diversity, equity, and inclusion as core to one's professional identity (AACN Essentials, 2021, p.43).

One opportunity to better meet the needs of nurses includes nurse leaders better understanding the multigenerational workforce. From baby boomers to Generation Z, nurse leaders must incorporate the best characteristics of each generation to leverage results as the nursing staff works collaboratively to improve patient outcomes. In addition, using the positive characteristics of each generation can help nurse leaders advance the discipline of nursing, and improve nurse retention (Hughes et al., 2022).

Let us first look at the Baby Boomers. This generation learns best through face-to-face and group interactions. They like traditional resources such as books, manuals and power points (Tussing et al., 2024). They have a strong work ethic and like to impart their knowledge to others. While this generation is often used to precept novice nurses, leaders must recognize the limitations that may be present in their use and acceptance of technology (Sufleta, 2021).

Generation X members tend to prefer learning through hands-on experiences such as games and interactive learning activities. They are more comfortable with technology than the Baby Boomers and are known for working and playing hard. (Sufleta, 2021). Gen Xer's are the digitally connected generation and often seek instructions through digital media. These nurses value feedback and work life balance to improve retention (Tussing et al., 2024).

Millennials or Generation Y employees learn through integration of technology, are more visually literate and more comfortable with infographics. They seek out professional development opportunities and have plans to advance their degrees (Sufleta, 2021). This generation of nurses enjoy collaborating in group projects and participating in projects where they feel they make an impact (Tussing et al., 2024). Nurse leaders should consider their millennial workforce when developing performance improvement teams where team members can implement initiatives to meet defined goals.

The generation who are the most recent graduates and currently joining the workforce is Generation Z. These nurses do not know a time without technology, so they are comfortable with and prefer learning with technology and online learning. They prefer their learning in short engaging presentations, and their work-life balance is more important to them than the previous generations. This generation prefers to know what they are doing makes a difference, therefore they value personal feedback and recognition (Tussing et al., 2024).

Leading Multigenerational Nurses (continued)

Recognizing and acknowledging generational differences in the workforce can help nursing leadership develop strategies to improve individual and organizational performance while creating a work environment that enhances multigenerational harmony and teamwork (Tan & Chin, 2023). Utilizing multiple communication methods such as email, texts, and even group messaging apps are proven ways to ensure leaders connect to all generations of nurses. Providing several modalities of programming allows nurses to individualize their education to meet their own learning styles (Tussing et al., 2024). Applying these strategies along with personalized recognition will support the diverse workforce, improve nurse satisfaction and in turn nurse retention and patient outcomes.

References

AACN Essentials. (2021). Retrieved June 18, 2025, from <https://www.aacnnursing.org/essentials>

Hughes, R., Meadows, M. T., & Begley, R. (2022). AONL Nurse Leader Competencies: Core Competencies for Nurse Leadership. *Nurse Leader*, 20(5), 437–443. <https://doi.org/10.1016/j.mnl.2022.08.005>
 2022 National Nursing Workforce Study. (n.d.). National Council of State Boards of Nursing Retrieved June 18, 2025, from <https://www.ncsbn.org/research/recent-research/workforce.page>

Sufleta, A. (2021, December 21). Generational learning preferences. *American Nurse*. <https://www.myamericannurse.com/generational-learning-preferences/>

Tan, S. H. E., & Chin, G. F. (2023). Generational effect on nurses' work values, engagement, and satisfaction in an acute hospital. *BMC Nursing*, 22, 88. <https://doi.org/10.1186/s12912-023-01256-2>

Tussing, T. E., Chipps, E., & Tornwall, J. (2024). Generational differences in the nursing workforce: Strategies for nurse leaders. *Nurse Leader*, 22(5), 602–608. <https://doi.org/10.1016/j.mnl.2024.03.007>

Dissemination Team - Building Partnerships

Now is the time to partner with DNP Inc. and ADPN. Show how your university supports innovation and dissemination of scholarly work. Help your students demonstrate skills and talents that impact outcomes!

Check out the Dissemination Team. Offer the extra nudge to publish and share successful projects for all to see. If your program is not listed below, join this team to enhance our profession and support colleagues. More information can be found [HERE](#).

[Chaminde University](#)

[Charles R. Drew University of Medicine and Science](#)

[Wilmington University](#)

[University of Maryland](#)

[Purdue Global University](#)

[Sacred Heart University](#)

[Lourdes University](#)

[Oak Point University](#)

[Post University/American Sentinel College of Nursing](#)

Scholarly Project Repository Examples

If your scholarly project is displayed in the DNP Repository, it can be found by anyone with a browser. Though other repositories are valuable, only academics can view them. The DNP Scholarly Project Repository is a link that you control. You - the author of your work - can share this link with anyone or any organization you wish, and include it in your portfolio and curriculum vitae. Here are examples of Scholarly Projects currently in the Archives. Click the title to view the completed project.

[Analysis Of How Newly Hired Nurses Are Educated To Provide Customer Service](#) by Patricia Diane McAfee, DNP, MSN, RN from Walden University

[Implementation Of CRAFFT Questionnaire For Adolescents In The Outpatient Psychiatric Setting To Improve Screening, Brief Intervention And Referral To Treatment](#) by Hermes Mendoza-Zavala, DNP, APRN, PMHNP-BC from Touro University Nevada

- Are you ready to have your work displayed?
- Is it time to show your work to a larger audience of professional consumers?

Click **[HERE](#)** to learn more about the benefits of listing your work in the DNP Scholarly Project Repository.

[THIS LINK](#) will take you to the data entry page.

Doctoral Project Dissemination Team

Join the Dissemination Team Today!

Support your students and graduates by providing them with a discount to post their scholarly practice projects. This reflects your commitment to our discipline to improve health care outcomes.

Sign Up Today! [Click HERE to learn more!](#)

Conference Archives

The First National DNP Conference took place in 2008.

Session recordings and collections of presentations including PowerPoint and audio recordings are available.

This is a great resource for scholars, students, and anyone interested in the history and development of the DNP degree and how it has impacted our profession.

[View these archives](#)

Doctoral Project Repository

An Archive of Curated Documents

Share your talents and support to improve outcomes!

This archive does not replace or presume any publication effort. Each listing is owned by the individual that uploads the completed academic scholarly practice project. This service allows you to share your ideas and work product into the scholarly community and also the consumer community.

There is a one-time nominal \$30 charge to post your scholarly project to this archive of curated documents. Once posted, the owner may share the URL web page address with any individual or organization desired.

Each listing helps to educate patients, employers, organizations, and other stakeholders about DNP capabilities and competencies. Your posted scholarly practice doctoral project will:

- Support a collaborative engagement with practice partners and employers,
- Showcase DNP prepared professional's impact on improving outcomes,
- Disseminate DNP generated content for all interested in the theme, environment, and process of impacting the complex processes of health care delivery,
- Build a foundation for sustainable change, future practice, and the research of practice scholarship, and,
- Support the growth and development of DNP students in the process of developing their project.

If you are a student or graduate, consider this investment to help assure your work can be accessed by both colleague scholars and patients/consumers alike. Other repositories have great value, but are not accessible to those outside of academic circles.

Click [HERE](#) to begin your scholarly project submission

Click [HERE](#) to View Available Repository Projects

An Interesting Blog on LinkedIn

Our nursing colleague on LinkedIn, [Ali Fakher](#), is publishing some interesting thoughts that other nursing colleagues are likely to appreciate and consider. He provides a modern nursing voice and supports our profession in ways I have not seen lately. It's most definitely worth a review.

[“Just a Physician, I’m not a Nursologist”](#)

His thoughtful insights and recommendations are inspiring even as they are unconventional. Now is the time to explore and broaden our collective points of view to embrace change and enhance our profession's scope and impact.

After all, that is the foundational bone-marrow expectation of the doctoral education (DNP, PhD, DNSc, EdD. etc.

AONL Nurse Leader Fellowship ([CLICK HERE](#))



Education.
Advocacy.
Community.



AONL Nurse Leader Fellowships

Immerse Yourself in an In-Depth Environment of Learning:

AONL offers fellowships for nurses entering managerial, director and executive roles. The application period is open! Apply by August 18.

Nurse Executive Fellowship

Accelerate your transition to an executive role. Develop critical executive competencies to lead in complex systems to influence and inspire the nursing workforce.

Visit aonl.org/nef

Nurse Director Fellowship

Lead change to advance health. Acquire and master new competencies, create a high-performance culture, and develop your immunity to change, influence and executive presence.

Visit aonl.org/ndf

Nurse Manager Fellowship

Equip yourself to lead. Flourish where you are or gain skills to advance your career. Develop your voice as a leader and learn conflict navigation, staff engagement and retention.

Visit aonl.org/nmf

Visit each program webpage
for details and to apply.



Share Your Expertise! Support Innovation and Practice!

We are honored to receive and post articles from DNP colleagues - and DNP colleagues to be. Kindly share your thoughts, insights, curiosities, and challenges in a brief article to be posted in a future issue of OUTCOMES. Graduates, faculty, and students are welcomed to contribute.

Challenge student to submit articles. The content is likely to be of interest to all readers/colleagues.

Topics may include:

Informatics' Impact on Health Care Outcomes
DNP Prepared Nurses' Successes and Challenges in Policy Formation
Doctoral Prepared Nurses Demonstration of Collaborative Success
Expertise in aggregate/population health outcomes
Entrepreneurial expertise: How to start and maintain a practice
Collaboration to improve academic outcomes
Including all doctoral prepared nurses to enhance diversity

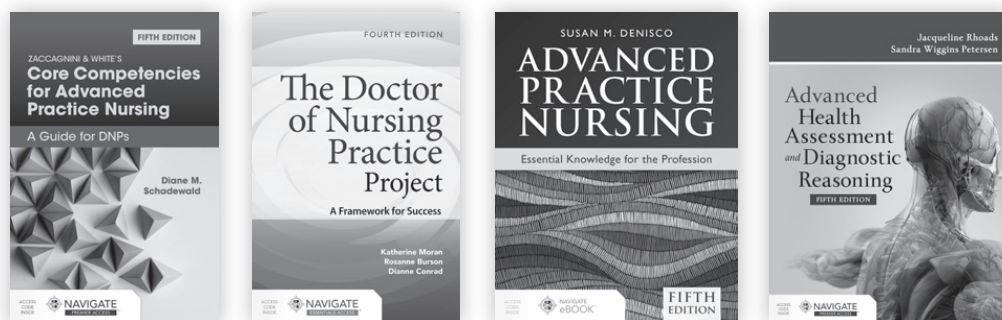
See [OUTCOMES](#) past issues. Click [HERE](#) to contribute!

Kindly share this invitation with colleagues!

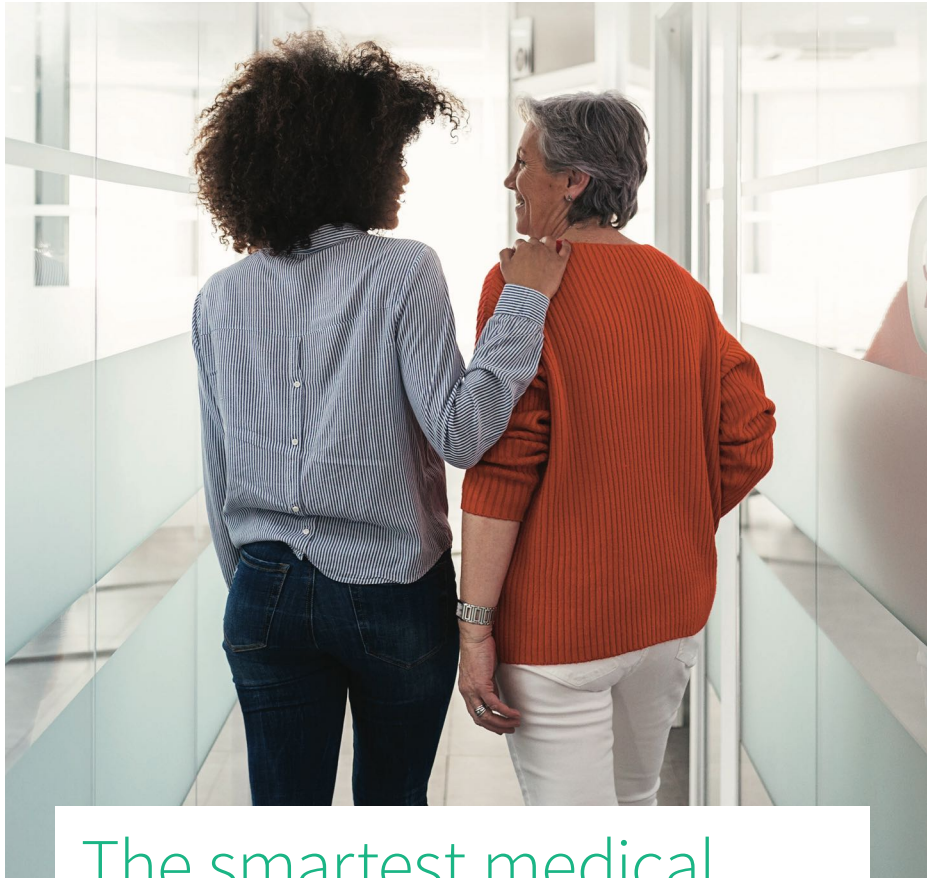
Take advantage of this opportunity to reach more than 11,000 per monthly mailing and over 33,000 in the regular outreach to those that may have an interest in doctoral prepared nursing. Articles submitted can include practice information, opinions, editorials, and reflect work performed in your work environment (as a student, faculty, clinician, administrator, researcher, policy expert, and/or informatics specialist).

We look forward to hearing from you and publishing your work.

Say Hello to Your New Course Resources



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Academy of Doctoral Prepared Nurses

The notion of building an academy has been recommended several years ago, and how it would look and behave has been explored by many colleagues since the DNP Inc National Conference that took place in Chicago in 2021. The first Summit of the Academy took place in 2024 and the 2025 event continued to explore options, opportunities, and structure. Over time we have been able to generate the technology structure that now can be appreciated at ADPN.Network.



To better explore the need and potential process, I offer examples highlighting and supporting the notion of a substantive and sustainable collaboration effort. Please consider these examples:

1. Earnest and dedicated DNP students have completed Multiple DNP projects on how to address falls (or infections, or readmissions) in an acute care setting. Their work may have even been incorporated into the policies of the organization. However, has this changed the science of our profession? Has this project reflected substance that can be transferable? In essence, has the research kept up with the application of the literature?
2. A PhD in nursing student has identified a gap in the literature addressing social determinants of health related to heat exhaustion. Further exploration reveals that DNP graduates have addressed this topic, yet they applied research evidence that raises more questions about the gaps the PhD student wants to explore. How do they collaborate? Is email messaging enough?
3. A small group of colleagues wants to address gun violence in schools. They explore policies, yet do not have a collective effort to help influence societal behaviors. One DNP-prepared nurse asks an EdD-prepared nurse, who asks a PhD-prepared nurse to meet and discuss how to approach this tremendous problem. All agreed to invite nurses who are well-versed in policy formation to join the group. Working together, statements and potential legislative initiatives are formed. The impact on legislation may not be immediate or dramatic, yet lawmakers know that nurses are tracking this issue.

Do you see a pattern in these examples? Forming a plan to work together and coordinating efforts builds opportunities to maximize our individual and collective talents.

The **Academy of Doctoral Prepared Nurses** has a purpose to grow and develop to support outcomes and the evolution of nurses. The time has come.

Dissemination will occur through the **Journal of the Academy of Doctoral Prepared Nurses** and **OUTCOMES**, the monthly e-newsletter for and about improving healthcare outcomes.

Please refer to the [Academy Initiatives](#) page for more information. Scroll to the bottom to click on the forum to share your thoughts, insights, and ideas.

Mission:

Improve healthcare outcomes and delivery systems through the collaboration of doctoral-prepared nurses.

Vision:

1. Advanced collaboration with colleagues, embracing all nurses with doctorate degrees,
2. Promote the dissemination of healthcare services techniques that demonstrate healthcare improvements,
3. Demonstrate intra- and interprofessional collaboration among all healthcare professional partners, and,
4. Integrate research-based evidence to impact healthcare services and policies nationally and internationally.
5. Share thoughts, ideas, and recommendations [HERE](#).

The Journal of the Academy of Doctoral Prepared Nurses

The software/application that will be used to build the **Journal of the Academy of Doctoral Prepared Nurses** will be Gravity Kit - a collection of applications that integrate into WordPress that allow the collection of information and display of findings. This is ideal for an online journal. There will be more up-front work to build this system, but it will be owned by the **Journal** and **Academy**.



This journal will be housed at JADPN.Info and work has begun to build this site to meet the needs of members, visitors, and participants in the Academy and all aspects of our profession.

As mentioned in the organization update, the next step to developing this journal will take place in Portland, Maine at the **2025 INANE conference**. Are you familiar with the **International Academy of Nursing Editors (INANE)**? They are a great group and have supported and encouraged **DNP Inc.** and its affiliates every step of the way. I am honored to have been invited to be a fellow in this academy while committing to a one-year mentorship to cultivate ideas and publish under their expert tutelage. The 2025 conference will take place the first week of August. I am honored to be a part of this effort and am confident that I will absorb ideas and strategies from experts in the area of journal editing and publishing.

One of the leaders of **INANE**, **Leslie H. Nicoll, PhD, MBA, RN, FAAN**, brilliantly created a Writer's Camp. She fashioned an environment for creativity and production to support authors while producing an online publication that supports colleagues and our profession. She is making the most of the structure and processes of WordPress. I am proud to be a part of this Writer's Camp and see that this model would be ideal when creating the foundations of the **Journal of the Academy of Doctoral Prepared Nurses**.

So far, the JADPN.Info site has place markers for an About Us page, Board of Editors, and Core Values.

Job descriptions for roles needed to build this journal have been posted.

Many have shared their interest in being a part of the journal, and all will be re-contacted to share the needed steps to build this operation.

Of course one concern for any venture is how to finance it. We are able to move our collective efforts up to a point, yet revenue from sales of Continuing Education, PICOTalk Donations, Donations, and grants from philanthropic groups are essential to gaining the traction desired to meet the goals and aspirations of these organizations.

The **Academy** and the **Journal** celebrate the diverse talents of doctorally prepared nurses who work in concert to improve healthcare delivery locally, nationally, and internationally.

Enduring Virtual Offerings

Doctors of Nursing Practice, Inc. and the Academy of Doctorally Prepared Nurses is growing.

This evolution include many elements. Some are easy, others are challenging to create and include participants. Please consider the following:

1. **Continuing Education** offerings. There are over 100 opportunities to learn and earn contact hours for your nursing license. More are being added. We are laying the groundwork to import this course from Learn Dash to Lifter LMS. The goal is to have this work completed by the end of the 4th quarter 2025. We anticipate that all continuing education will be ported to the Academy of Doctorally Prepared Nurses website.
2. **Webinars** to highlight the talents, knowledge, and educational opportunities of doctoral-prepared colleagues. Continuing education opportunities will align with these efforts. Live, synchronous webinars will be offered, and the recorded versions will be archived in the Continuing Education platform for later viewing and purchase.
3. **PICOTalks**: Professionalism, Innovation, Collaboration, and Outcomes presentations. We are undoubtedly familiar with TED Talks (Technology, Entertainment, Design). Now we have a mechanism to creatively address ideas specific to healthcare, nursing, and our efforts to improve outcomes. Two presenters are already scheduled. Donations to the Foundation will be requested. Are you interested? See the first PICOTalks now! [CLICK HERE!](#)
4. **Foundation and Donations**: We continue to request grants and donations from philanthropic groups, yet also request donations from individuals and corporations. Check out the opportunities to be a part of the growth of the [Foundation](#)! This is an ongoing effort. Your involvement is appreciated in ways we cannot even imagine today.
5. **Membership opportunities**: This strategy is nearing completion of the first draft to be implemented starting September 2025. The notion of membership is not popular, yet a membership, free access to continuing education, discounts for the Repository, and other services, including the **Academy** and the **Journal**, will hopefully elicit a favorable response. More will follow, yet please know the membership charges will be nominal.
6. **Repository of Scholarly Practice Project**: The number of talented DNP graduates sharing their work in the Repository is growing. We are slated to develop an updated and easy-to-use system. The nominal charge for posting these curated documents is valuable to colleagues and consumers. We are the only Repository that anyone with the internet can access. Ask yourself - Who can see your completed project? Is it limited to faculty or those in a membership driven organization? Who benefits from your project being hidden?
7. **Dissemination Team** efforts continue. We have over 480 DNP programs currently in place. If even 25% committed to supporting their students to disseminate their completed projects, the number of available projects would increase tremendously. Does your university belong to the dissemination team? [Learn more HERE](#). The directory of doctoral projects is also slated to grow and expand to include all doctoral project opportunities (PhD, EdD, DNS, DNP, and other programs for nursing doctorates).

These efforts will help **Doctors of Nursing Practice, Inc.** and the **Academy of Doctoral Prepared Nurses** grow and thrive. Be a part of this effort!

Links and Resources

The mission of *Doctors of Nursing Practice, Inc.* and the *Academy of Doctoral Prepared Nurses* is to improve healthcare outcomes by promoting and enhancing doctoral prepared nursing professionals. Services are available to support students, graduates, faculty, employers, and stakeholders with an interest in the doctoral degrees in nursing. Click the links below to explore options and opportunities.



Doctoral Project
Repository

University and College
DNP Program Database

Dissemination Team

DNP Conference
Current and
Future Plans

DNP Conference
Archives

DNP List of Sponsors
and Exhibitors

Events from
Collaborating
Organizations

DNP Foundation
Donor Options

DNP Foundation
Donor Listing

Scholarship and Grant
Opportunities

Sign Up for the Online
Community

DNP Online Community:
Blogs

DNP Online Community:
Forums

DNP Online Community:
Groups

Join the
Mailing List

OUTCOMES
Newsletter
Archives

OUTCOMES
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