

MAYO CLINIC


INTEGRATIVE NURSING ACROSS CLINICAL SETTINGS

Mary Jo Kreitzer &
 PhD, RN, FAAN, FNAP


Megan E. Voss
 DNP, APRN, PMHNP-BC

Holistic Health and Well-Being 2023 ONE Conference
 Wisconsin Dells, September 2023



1

**INTEGRATIVE NURSING
 ACROSS CLINICAL SETTINGS**



2

Reality of our Healthcare Context

Patient Care

- Access to care
- Clinical outcomes
- Cost
- Lack of coordination and continuity

Healthcare Workforce Wellbeing

- Stress
- Burnout
- Early exit from the profession

3

Dual Pandemics

Covid-19

Systemic Racism

4

Integrative Nursing is not a panacea.

5

Integrative Nursing is a strategy for addressing both fundamental and system issues.

6

Framework for Practice

- Principles of Integrative Nursing are applicable across clinical settings and patient populations.
- While highly relevant to nursing, they are also universal.
- Strategy to advance institutional goals and priorities
- Restore meaning and joy to practice

7

Principles of Integrative Nursing



Human beings are whole systems inseparable from and influenced by environments.



Human beings have an innate capacity for healing and wellbeing.



Integrative Nursing is person-centered and relationship-based.



Nature has healing and restorative properties that contribute to health and wellbeing.



Integrative Nursing is informed by evidence and uses a full range of conventional and integrative approaches, employing the least intensive intervention possible depending on the need and context.



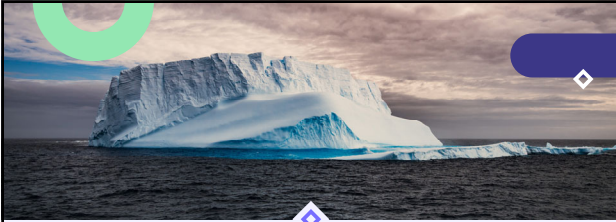
Integrative Nursing focuses on the health and wellbeing of caregivers as well as those they serve.

8

Integrative Nursing



9



Integrative Nursing is a way of being, knowing, and doing that advances a whole health perspective to optimize wellbeing. Integrative nurses use evidence-informed strategies to support whole person, system and planetary healing.

10

Human beings are whole systems inseparable from and influenced by environments.





11

WELLBEING

Whole Person

- Body
- Mind
- Spirit



12

Environment - SDOH



- Economic stability
- Education -access and quality
- Health care – access and quality
- Neighborhood and built environment
- Social and community context

13

Integrative Nursing Assessment and Care



- Assess physical, emotional, spiritual and social needs.
- Capture patient story (needs, strengths and preferences) and what matters most.
- Attend to immediate physical environment – noise, smell, temperature, privacy
- You, the nurse are part of the environment – attitudes, action and body language

14

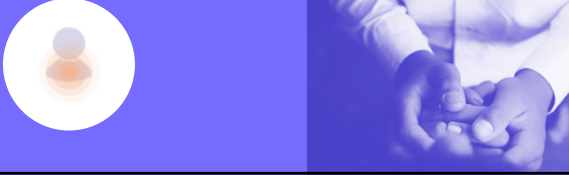
Integrative Nursing Assessment and Care

- Safe housing, transportation and neighborhoods
- Racism, discrimination and violence
- Education, job opportunities, and income
- Access to nutritious foods and physical activity opportunities
- Polluted air and water
- Language and literacy skills




15

Human beings have an innate capacity for healing and wellbeing.



16

Self-Healing



- Innate – from within
- Healing – to make whole
- Self-healing is the innate restorative capacity of the body

Human beings have an innate capacity for healing and wellbeing.

17

Healing on a Physical Level



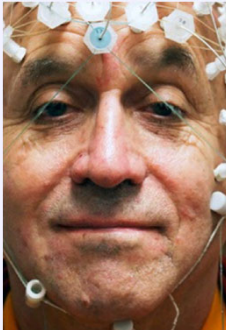
- Skin
- Liver
- Kidney
- Nerve Cells
- Brain and Neuroscience

Human beings have an innate capacity for healing and wellbeing.

18

Brain and Neuroscience

- Brains of meditators are different from the brains of non-meditators
- Activation in the left pre-frontal cortex of the brain – seat of positive emotions

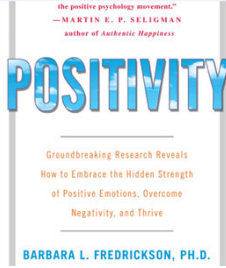


Human beings have an innate capacity for healing and wellbeing.

19

Positive Emotions

- Flood our brain with dopamine and serotonin
- Enhance immune system functioning
- Diminish inflammatory response
- Change scope and boundaries of the brain



Human beings have an innate capacity for healing and wellbeing.

20

Nursing Care



- Nurture the growth of hope, trust and belief.
- Facilitate connections and relationships that lead to deeper meaning and wholeness.
- Empower patients and families by engaging and supporting their strengths.
- Encourage mind/body practices.


Human beings have an innate capacity for healing and wellbeing.

21

Integrative Nursing is person-centered and relationship-based.




22



Relationships are core to healing.

Integrative Nursing is person-centered and relationship-based.


23

Nurses

Caring

Empathy

Compassion



Integrative Nursing is person-centered and relationship-based.

24

“Caring is nursing and nursing is caring.”



Madeline Leininger

Digital Image © 2003, University of Utah. All Rights Reserved

Integrative Nursing is person-centered and relationship-based.

25



“Caring is the essence of nursing.”

“Maybe this one moment, is the very reason we are here on this earth at this time.”

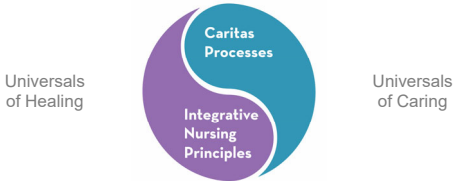
Jean Watson

Integrative Nursing is person-centered and relationship-based.

26

Caring Science and Integrative Nursing

Caring – Healing Praxis Model



Universals of Healing

Universals of Caring

Integrative Nursing is person-centered and relationship-based.

27



Empathy

- Feeling and understanding another's emotions.
- Is a precursor to motivate acts of compassion.



Numerous studies have reported the decline of empathy in medical students and residents over time. What happens to nursing students?

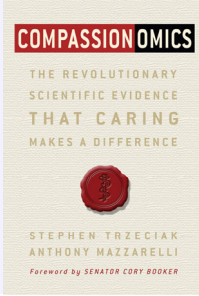
Integrative Nursing is person-centered and relationship-based.

28

Compassion

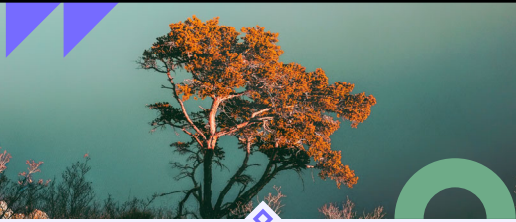
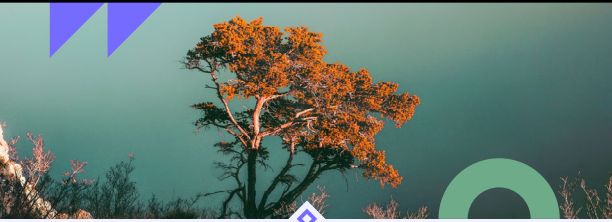
- Emotional response to another's pain and suffering.
- Involves an authentic desire to help.
- Compassion involves taking action.

(Trzeciak and Mazzaelli, 2019)



Integrative Nursing is person-centered and relationship-based.

29

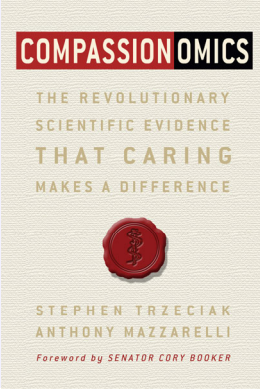



Nearly half of Americans feel that the US health care systems and health care providers are not compassionate.

Integrative Nursing is person-centered and relationship-based.

30

There is overwhelming evidence of the effect of compassion on patient outcomes, patient safety, provider wellbeing, employee engagement and organizational performance.



Integrative Nursing is person-centered and relationship-based.

31

Compassion in the ICU

- Johns Hopkins Study - 74% of the interactions by HCP (verbal and non-verbal) in the ICU showed no compassion for patients and families. Zero compassionate behaviors. (Carrese et al, 2017)
- University of Washington Study – One-third of end-of-life discussions with families in the ICU had no statements of compassion by health care providers. (Brace et al, 2008)

Integrative Nursing is person-centered and relationship-based.

32

Impact of 40 seconds!

- Johns Hopkins RCT – intervention was compassion inserted into a standard oncology consultation. Outcome was anxiety.
- "I know that this is a tough experience to go through and I want you to know that I am here with you. We are here together and we will go through this together. I will be with you each step of the way."
- Compassionate statements from a HCP can reduce anxiety in meaningful and measurable ways. (Fogarty et al, 1999)



Integrative Nursing is person-centered and relationship-based.

33

Nursing Care- Compassion



Greet patients and family members by name.

Know the patient's life story and context.

Lean in, make direct eye contact, use facial expressions such as smiling and nodding.


Promote bedside handoff. Impact of compassion is cumulative.

Develop staffing and scheduling patterns that lead to continuity of nurse/patient relationships and care.

Integrative Nursing is person-centered and relationship-based.

34

Nursing Care



- Set an intention to be a healing presence each shift and come back to that intention before interacting with each patient.
- Practice deep listening. Ask open-ended questions.

Integrative Nursing is person-centered and relationship-based.

35

Cultivate Presence

- Centering
- Grounding
- Setting an intention
- Use hand washing and thresholds as reminders



Integrative Nursing is person-centered and relationship-based.

36

Nature has healing and restorative properties that contribute to health and wellbeing.




37

Nature and Health Outcomes



- Reduced stress
- Improved sleep
- Decreased anxiety and depression
- Greater happiness and life satisfaction
- Reduced aggression

(Fumkin et al, 2017)

Nature has healing and restorative properties that contribute to health and wellbeing.

38

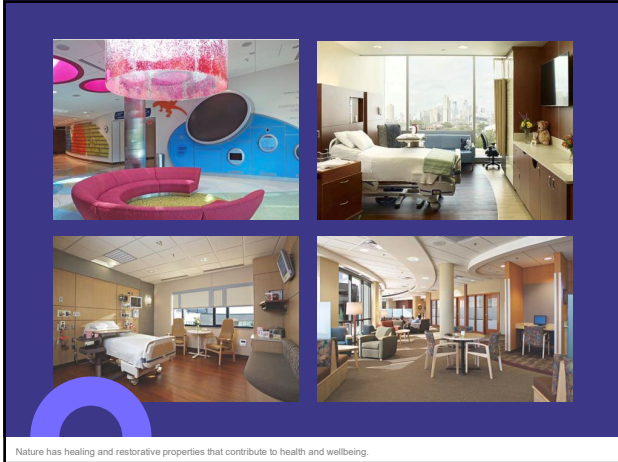
Evidence-Based Design

- Over 1,000 studies have been published that demonstrate a link between the environment and health outcomes.
- Institute for Architecture and Neuroscience - science emerging underlying "healing environments".



Nature has healing and restorative properties that contribute to health and wellbeing.

39



Nature has healing and restorative properties that contribute to health and wellbeing.

40

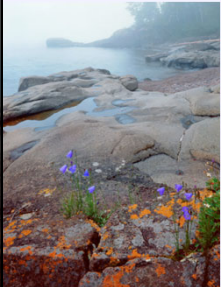
Nursing Care



- Provide access to natural light. Open the blinds!
- Display pictures of nature in patient rooms and public spaces.
- Integrate art and guided imagery that draws upon nature into care.
- Facilitate green exercise and spending time outdoors.

Nature has healing and restorative properties that contribute to health and wellbeing.

41



We are hardwired to interact with the natural world – water, plants, and fresh air

Nature has healing and restorative properties that contribute to health and wellbeing.

42


Integrative Nursing is informed by evidence and uses a full range of conventional and integrative approaches, employing the least intensive intervention possible depending on the need and context.



43

Symptom Management

Intervention Continuum



Integrative Nursing is informed by evidence and uses a full range of conventional and integrative approaches, employing the least intensive intervention possible depending on the need and context.

44

Nausea

- Dietary - small, frequent meals. Dry toast, brown rice, soups.
- Aromatherapy - ginger and peppermint.
- Mind/Body - guided imagery, relaxation, hypnosis and deep breathing.
- Acupressure - P6
- Acupuncture
- Anti-emetic



Integrative Nursing is informed by evidence and uses a full range of conventional and integrative approaches, employing the least intensive intervention possible depending on the need and context.

45

Pain



- Nature
- Mind/Body - relaxation response, imagery, & MBSR
- Acupressure/ Acupuncture
- Yoga
- Energy Therapies
- Massage
- Pharmaceutical Approach
- Anesthetic Block

Integrative Nursing is informed by evidence and uses a full range of conventional and integrative approaches, employing the least intensive intervention possible depending on the need and context.

46

Applying Integrative Therapies to Symptom Management




- Anxiety
- Mood disorders
- GI Disturbance
- Fatigue
- Sleep
- Grief

Integrative Nursing is informed by evidence and uses a full range of conventional and integrative approaches, employing the least intensive intervention possible depending on the need and context.

47

Integrative Care Pathway

Integrative Mental Health - APRN

Level I Lifestyle Approaches and Psychotherapy

- Exercise, nature, nutrition, light therapy, sleep hygiene
- Mind/Body Therapies – mindfulness, gratitude, self-compassion, yoga, self-acupressure
- Psychotherapy

Level II Lifestyle Approaches, Psychotherapy and Supplements

- Supplements

Integrative Nursing is informed by evidence and uses a full range of conventional and integrative approaches, employing the least intensive intervention possible depending on the need and context.

48

Integrative Care Pathway
 Integrative Mental Health - APRN

Level III Lifestyle Approaches, Psychotherapy, Supplements and Referrals

- Functional Nutrition or Medicine
- Acupuncture
- Sleep Medicine
- Substance Abuse
- Chronic Pain

Level IV Lifestyle Approaches, Psychotherapy, Supplements, Referrals and Pharmacotherapeutics

(Voss, 2022)

Integrative Nursing is informed by evidence and uses a full range of conventional and integrative approaches, employing the least intensive intervention possible depending on the need and context.

49

Integrative Nursing

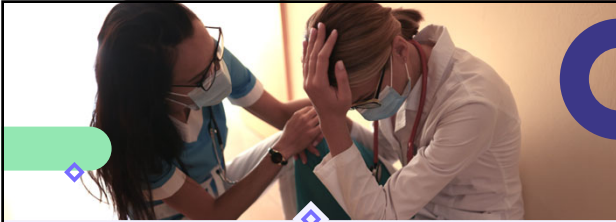
- Integrative Nursing provides a toolbox of approaches for nursing assessments, care planning and interventions which nurses can leverage to individualize care.

50

Integrative Nursing focuses on the health and wellbeing of caregivers as well as those they serve.




51




Until recently, self-care has been largely ignored within the health professions and even ridiculed.

Integrative Nursing focuses on the health and wellbeing of caregivers as well as those they serve.

52


Needing help or getting help has been perceived as a sign of weakness.



Integrative Nursing focuses on the health and wellbeing of caregivers as well as those they serve.

53

Burnout Impacts



Patients Caregivers Financial implications

Integrative Nursing focuses on the health and wellbeing of caregivers as well as those they serve.

54

WELLBEING

Culture of Wellbeing

- Support employees in creating personal plans for health and wellbeing.
- Staff and Leadership Education
- System Improvements

Integrative Nursing focuses on the health and wellbeing of caregivers as well as those they serve.

55

Case Study
UCIrvine Health

56

Implementation during a Pandemic?

“If integrative nursing is important, why would we wait?”
Pat Patton CNO

57

Core Team Convened



- CNO
- Clinical Directors
- Staff Development
- Patient Experience
- Staff Nurses
- SON
- Integrative Nursing Consultant

58

UCI Health Strategic Vision

Mission: Discover, Teach, Heal
Vision: The Best Place to Live and Get Care
Commitment: All of us are empowered to lead the changes that are needed by our patients and community
UCI Health

Our strategic priorities and HOW we will get there



Improve Health

- Focus on patient outcomes while prioritizing patient experience, convenience and safety.
- Identify and implement best in class care practices and systems that enable achieving new levels of performance in quality, safety and efficiency.
- Ensure commitment across primary and specialty services including physical and virtual care.
- Partner with our patients and communities to improve their health and address their responsibility for their health and wellness.



Increase Value

- Redesigning Integrated Care and optimizing our systems in order to deliver excellent care more cost effectively.
- Enhance our system-wide service lines to deliver individualized care to the right provider, at the right time in the right location.
- Target program growth strategies to further our differentiation from our closest peers in our local health care community.
- Leverage the scale and capabilities of UCI Health, Careline and UCI to optimize performance and cost structure.



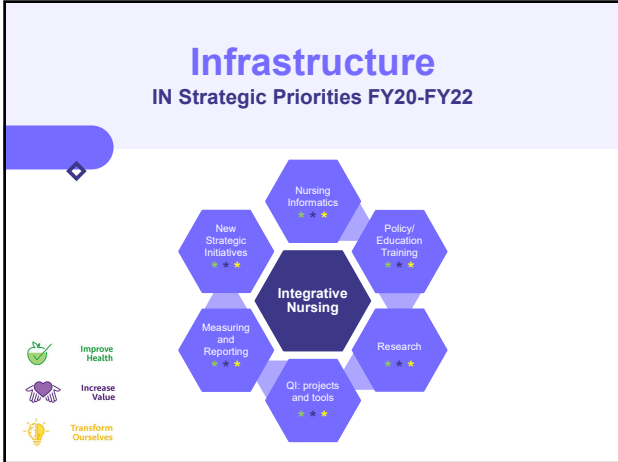
Transform Ourselves

- Advancing healthcare delivery through innovation, discovery, and performance.
- Realize our full potential by improving clinical assessment and quality.
- Develop our talent and leadership. Innovations to drive up our health care's distinctive Orange County.
- Expand access to novel therapies by advancing and accelerating clinical research.

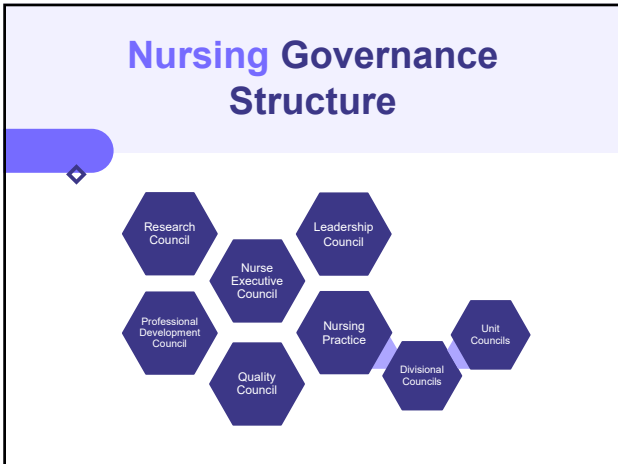
59



60



61




62

Cohort-Based Structured Implementation Process


Zoom Dates	Focus	Objectives	Actions of the Week
Pre-Launch Phase			
Week 1	Ready unit for IN launch in week 3 Establish competency to lead IN within Unit Formalize Leadership roles (Leaders and Champions)	Leadership Engagement Champion identified and engaged Set & communicate Goal for % staff completion of IN UCLC Leader & Champion Module completion	Review IN Policy and Guidelines (Unit leadership and Champions) Meet with Champions to define role Leaders and Champions complete 5/5 IN Courses Develop visual tracking tool for staff completion of IN UCLC modules *If IN module completion <85% for 2023 Develop plan for staff recognition of IN & IN engagement Identify storage locations for chemotherapy and schedule Anastrozole Product arrival on unit, if not already present

63

Leadership Activities within the COHORT Model

	<p>Weekly Cohort Meeting</p>	<p>Unit managers Division Educators Unit Supervisor Nurse Champions for each group: day shift/ night shift / Evening shift Frontline Nurse Champions</p>
	<p>Weekly 20-minute Huddle with Unit Champions</p>	<p>Manager Supervisor Formal & informal nursing leaders/champions</p>
	<p>Engagement Rounding/Visual Representation of staff engagement</p>	<p>Intentional rounding to provide 1:1 skill optimization Change of shift Experiential training –skill optimization Sharing of nursing stories Sharing of patient stories Division and unit Practice Council Presentations</p>

64



Integrative Nursing Education Series

At the end of this series, nurses will have the knowledge and skills to apply principles and practices of integrative nursing to caring for patients of all health.

Registration for Fall for Online and Onsite Instruction (Fall 2023) and a course completion board meeting is available at [UCI/UCSD](#)

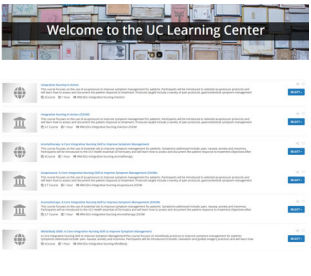
Integrative Nursing in Action
The course focuses on the practical application of integrative nursing through a series of case studies. The fall semester is for UC Integrative Nursing and assessment of course performance. [Return to registration](#)

Assessment of Integrative Nursing
The course focuses on the practical application of integrative nursing through a series of case studies. The fall semester is for UC Integrative Nursing and assessment of course performance. [Return to registration](#)

Registration for Spring for Online and Onsite Instruction (Spring 2024)
The course focuses on the practical application of integrative nursing through a series of case studies. The fall semester is for UC Integrative Nursing and assessment of course performance. [Return to registration](#)

Ready for Health: Knowledge of Integrative Nursing to Support Practice Management
The course focuses on the practical application of integrative nursing through a series of case studies. The fall semester is for UC Integrative Nursing and assessment of course performance. [Return to registration](#)

Ready for Health: Knowledge of Integrative Nursing to Support Practice Management
The course focuses on the practical application of integrative nursing through a series of case studies. The fall semester is for UC Integrative Nursing and assessment of course performance. [Return to registration](#)



Welcome to the UC Learning Center

UC Learning Center provides a variety of online courses for UC Health professionals. Browse the catalog to find the course you need.

[View Courses](#)

[Contact Us](#)

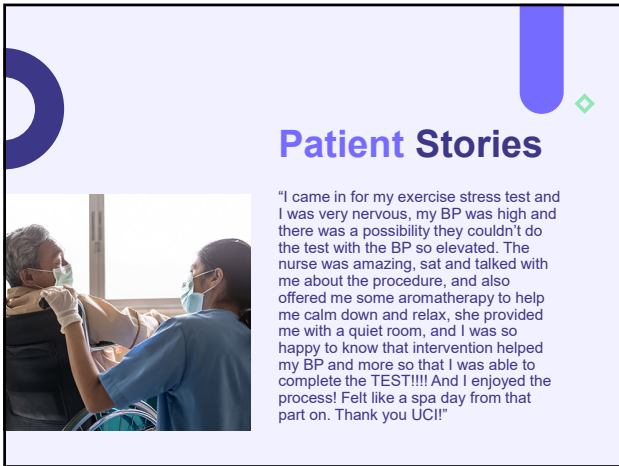
65

<p>3,549 IN Interventions</p> <p>Improvement in Sleep: 20% Anxiety: 12% Nausea: 42%</p>	<p>30-Day Readmission</p> <p>20% (IN intervention) 23% (usual care)</p>
<p>91% of 1,920 nurses have been trained</p>	
<p>More than 7,500 IN courses have been completed by UCI Health nurses</p>	<p>Opioid Average Charge/Day</p> <p>\$7.28 (IN intervention) \$12.24 (usual care)</p>

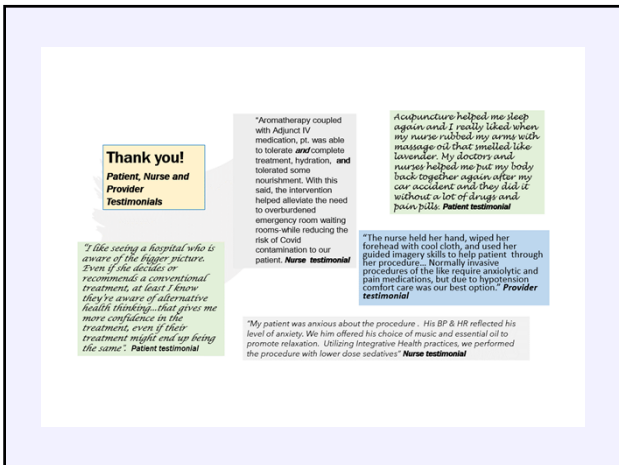
66



70



71



72

Why Integrative Nursing?

73

Why Integrative Nursing?



- Core strategy for advancing caring and healing relationships.
- Core strategy for achieving clinical and business objectives.
- Opportunity to revitalize nursing practice.

74

What are your organization's top priorities?

75

Top Priorities

01

Quality of Care

02

Patient Satisfaction

03

Staff Engagement

04

Cost of Care

05

Market Share

06

Financial Margin


76

Quadruple Aim

77

Pain

- Joint Commission – non-pharmacologic approaches for pain.
- CDC new guidelines for prescribing opioids



78

NIH NINR Research Lenses

- Health Equity
- Social Determinants of Health
- Population and Community Health
- Prevention and Health Promotion
- Systems and Models of Care

79


Bringing Integrative Nursing to Life

- Need to do more than talk about it or declare it to be the care delivery or professional practice model.
- Decisions:
 - What do we want the patient experience to be?
 - What expectations do we have of every nurse?
 - How will integrative nursing be the same in every unit/setting and what will differ? (based on patient population and their unique needs)
- Invest in education and professional development
- Incorporate into clinician and leadership role expectations

80

Resources

- Books
- Articles
- Academic Courses
- IHH DNP Program at the University of Minnesota
- Coursera – now offering a specialization in integrative nursing



81



82
