



Floreren in de verpleegkunde: hoe brengen we ons vak verder?

Afsluitend symposium

Leadership Mentoring in Nursing Research (LMNR) 3.0

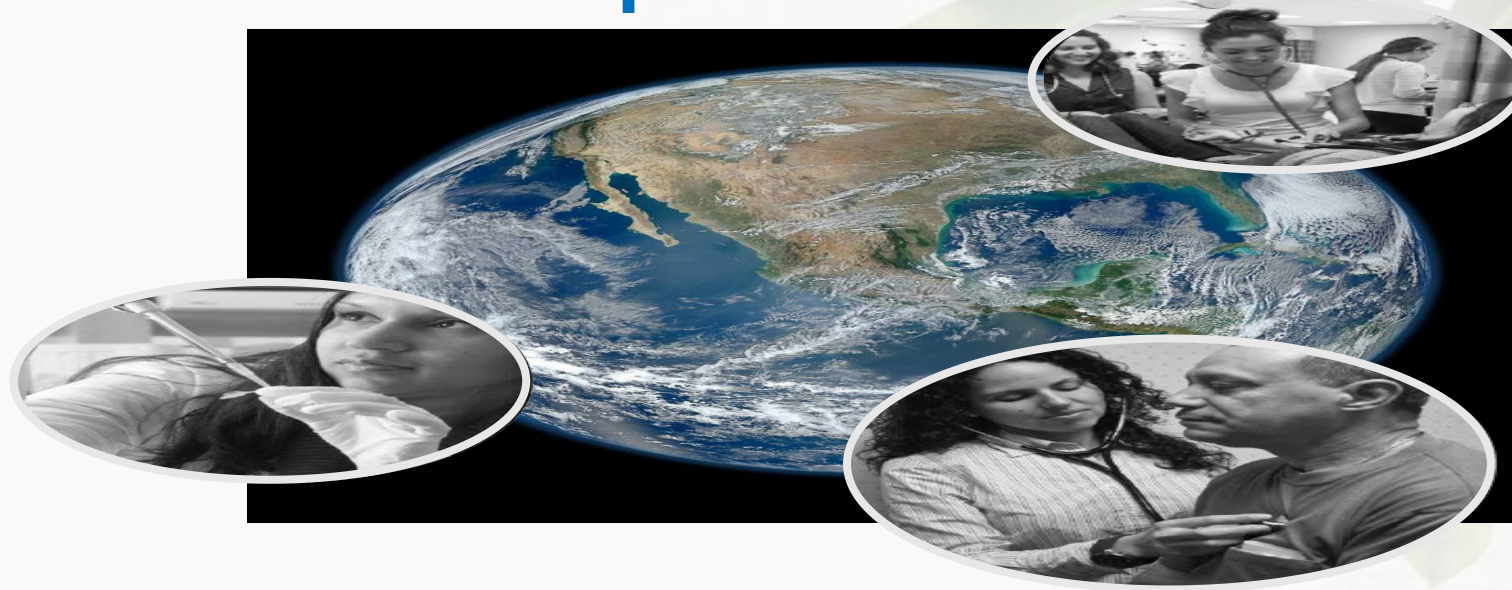
31 | 01 | 2025

Keynote by prof. dr. Hugh McKenna
Ulster University, Verenigd Koninkrijk



**“Flourishing in nursing research:
reflections of the past and visions of the future”**

Transformational Nursing: Leadership in a Global Context.



10 Take Away Messages

Professor Hugh McKenna RN. CBE, PhD, BSc(Hons), RNT, FRCN, FAAN, FEANS, MAE,
MEASA

University of Utrecht

Jan 31 2025

Prediction is difficult, especially about the future (Neils Bohr)

- 1 in 3 people will live beyond 100 years.
- Most couples will meet via dating Apps and many new-borns will be e-babies...parents met on line.
- 60% of those currently entering school, will work in businesses and industries that do not yet exist.
- Robots and AI will do 58% of current jobs.
- Obesity will be the biggest burden of disease, followed by depression.
- A growing older population, means health and social care services will simply not catch-up.
- Countries will struggle to manage borders as people migrate for work and safety.
- 2 Billion middle class people will have an appetite for Western goods, manufactured in the East.



UN Sustainability Development Goals 2030



Nurse Leaders' Take Away Message 1

Many of these Sustainability Development Goals cannot be met without nursing's input.

INTERDISCIPLINARITY

Interdisciplinary Research- Team Science

Definition: Interdisciplinary research achieves outcomes (including new approaches) that could not be achieved within a single discipline. It features significant interaction between two or more disciplines and / or moves beyond established disciplinary foundations in applying or integrating research approaches from other disciplines.

(Research England 2020, Research Excellence Framework)



Interdisciplinary Research Spaces

**Apple Building,
California**



**Francis Crick Institute, London,
England**



Nurse Leaders' Take Away Message 2

The big problems facing humankind will not be solved by any one discipline working alone

- **McKenna, HP.** (2020) Nursing and interdisciplinary research: Phoenix or Dodo? *Journal of Multidisciplinary Healthcare*. Vol 13, 1075-1078.
<https://doi.org/10.2147/JMDH.S262514>



RESEARCH IMPACT

Research Impact

Guidance on Advancement,
Achievement and Assessment

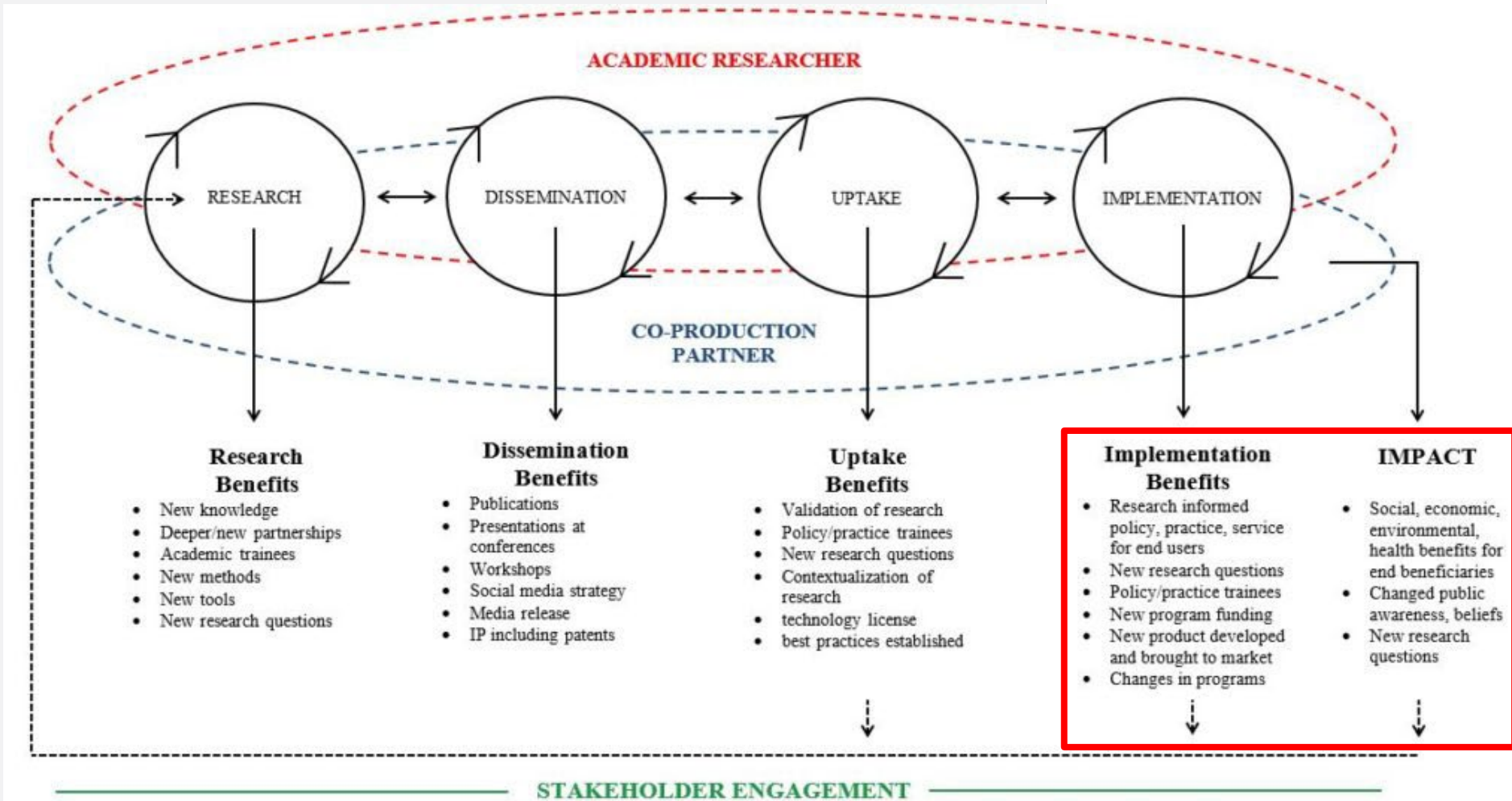
Hugh P. McKenna

 Springer

WHAT IS RESEARCH IMPACT?

An effect on, change or benefit to health, quality of life, nursing, the economy, society, culture, public policy or services, or the environment.

A Journey to Impact



Ensuring that your research is impactful

Past.

- Research is conducted.
- Disseminated.
- It may or may not be found and used by others to have impact.

Present

- Research is conducted .
- Identify some potential impact partners.
- Work with them to develop impact.

Future

- Involve stakeholders from Design to Dissemination to Development.
- Work with them to map journey to impact.
- Research 'with', rather than 'about', 'for' or 'on'.



Ensuring your pathway to impact

Question 1

What are the possible impacts be if this research is completed?

Question 2

- Who are the possible beneficiaries of the research results?

Question 3

- How can I engage with the beneficiaries as early as possible?



Nurse Post Doc 'elevator pitch'

My Research Found That _____

(New evidence)

And This Help(s) _____

(Policymakers, politicians)

Who want to Improve _____

(Healthcare, Nursing workforce issues)

By _____

Verb (Reducing, Avoiding) a problem

And _____

Verb (Increasing , enabling) a solution

Unlike _____

(What happens now, Current policy)

The 'Gordian Knot' between Research and Impact

**Must be no
disjoint
between
impact and its
underpinning
research**



Nurse Leaders' Take Away Message 3

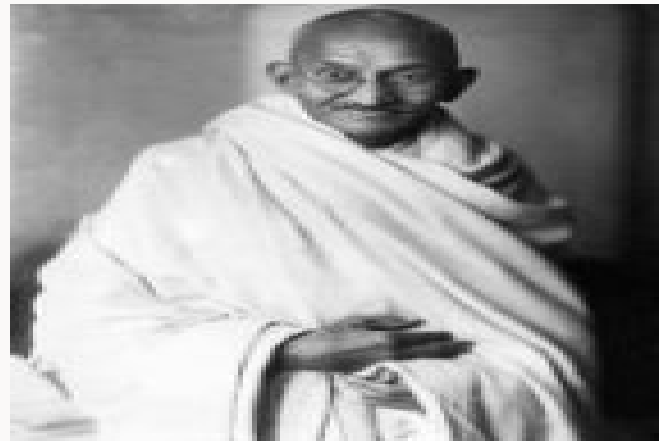
Research without impact is a
costly and fruitless exercise



PATIENT & PUBLIC INVOLVEMENT

Patient Involvement in Research

"A patient is the most important visitor on our premises. He is not dependent on us. We are dependent on him. He is not an interruption to our work. He is the purpose of it. He is not an outsider to our business. He is part of it. We are not doing him a favour by serving him. He is doing us a favour by giving us an opportunity to do so."



(Mahatma Gandhi, 1869-1948)

Co-producing Research with Patients



Free-text Responses - Not Co-production

“Patients will be involved during the research as my subjects”

“I will be asking my patients to take part in my study”

“ I see patients all the time, I know what their views are on this”

Free-text Responses - Co-production.

“Patients helped identify the research topic and what research questions should be asked”

“Patients are co-applicants who will continue to be involved in the study”

“The study was conceived, designed and managed by a patient group that led the application for funding and will be involved in all aspects including undertaking the research and dissemination”

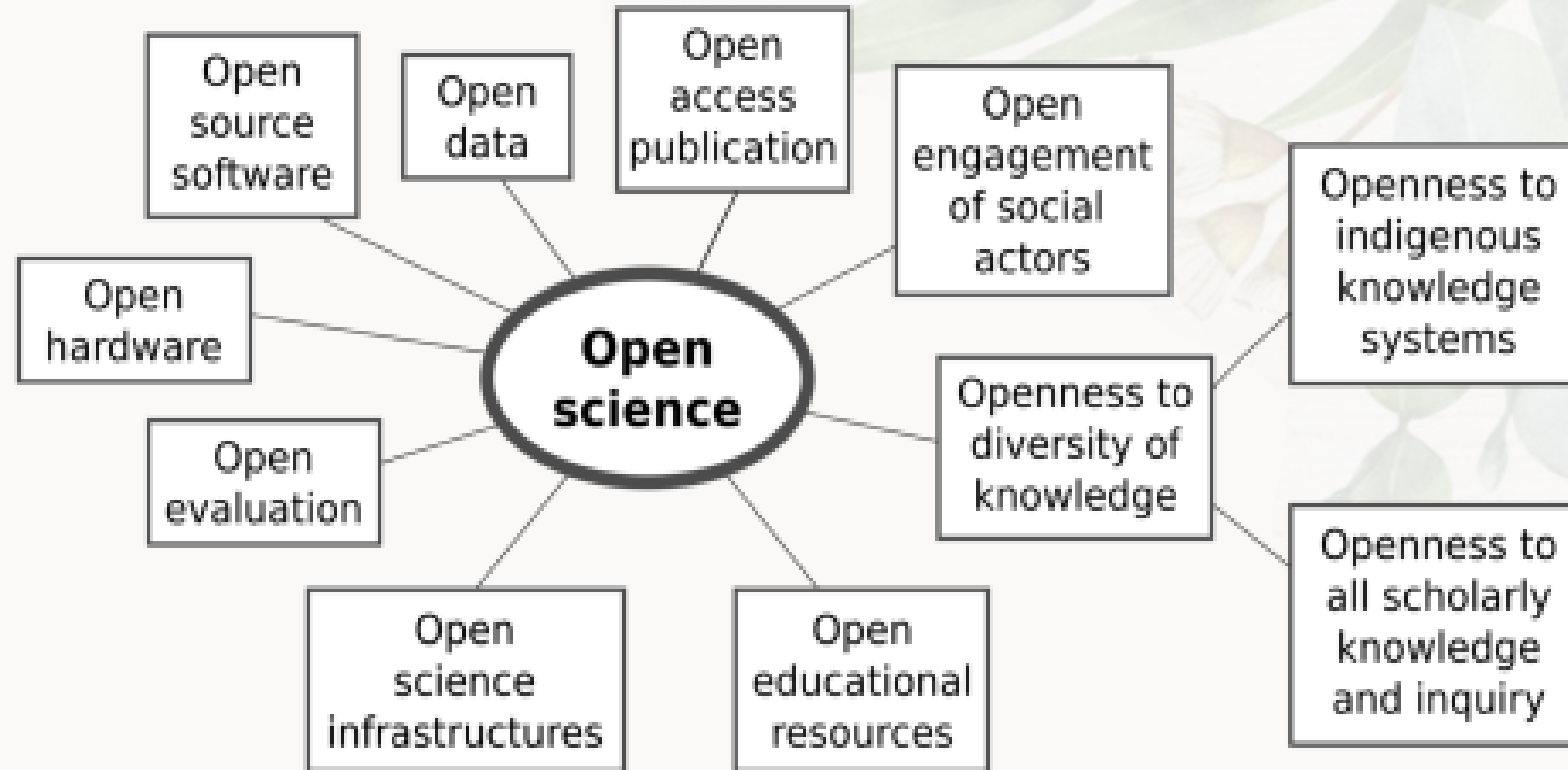
Nurse Leaders' Take Away Message 4

Patients must be involved as
equal partners in practice,
research and management



OPEN RESEARCH

OPEN RESEARCH



McKenna, H.P. Thompson, DR. (2023) Fake News, The research reproducibility crisis. *International Journal of Nursing Studies*. Vol 138.
<https://doi.org/10.1016/j.ijnurstu.2022.104396>

Green Open Access

- No fees for author.
- Institutional or subject repository.
- Potential embargo period depending on publisher.

Gold Open Access

- Fees for Author - Article Processing Charge (APC). No cost to readers.
- Articles openly available from the publisher's site.

Diamond Open Access

- No fees for author or reader
- Governments/Organisations have an OA fund e.g. funders and UNESCO.



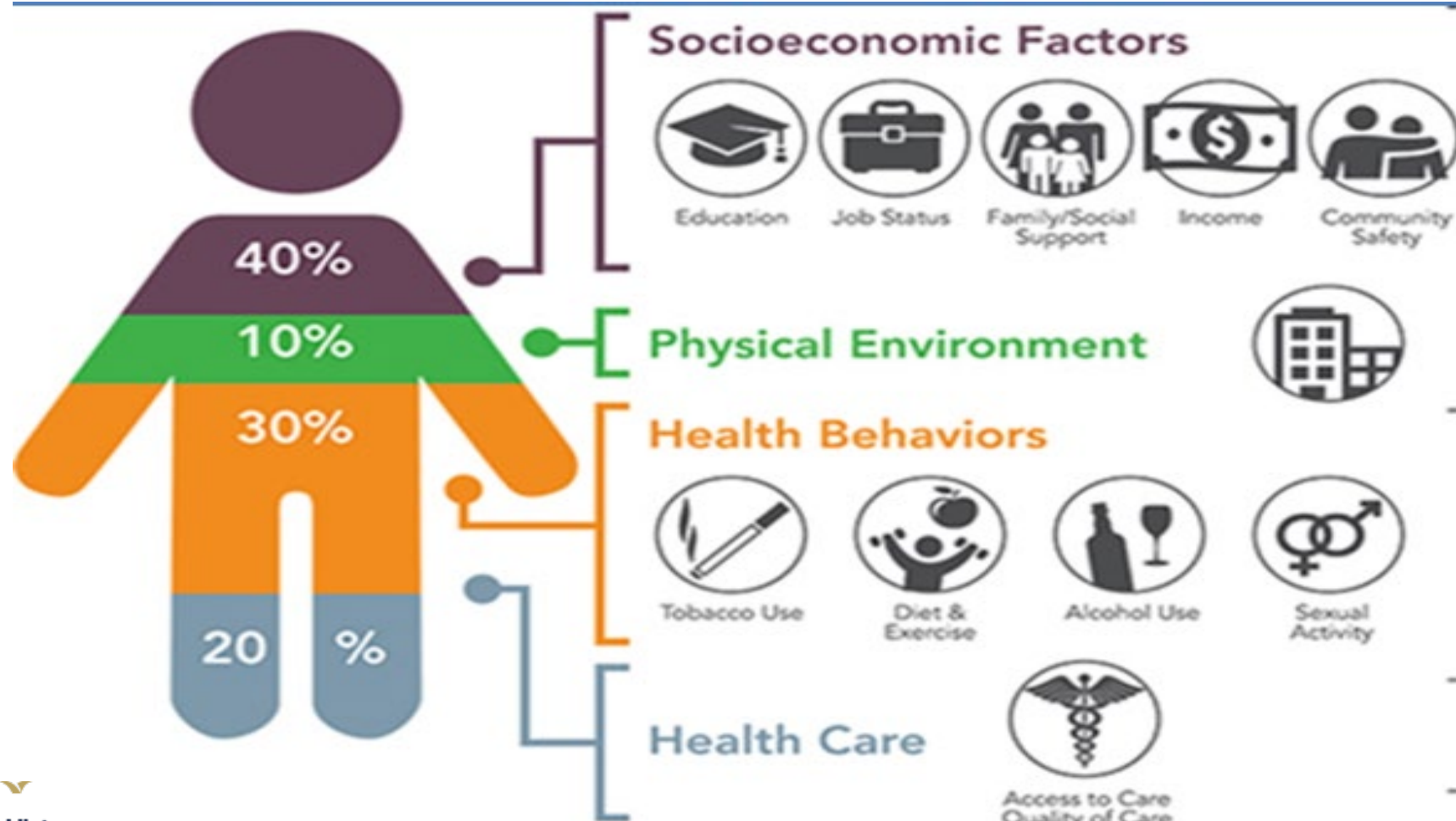
Nurse Leaders' Take Away Message 5

Researchers must ensure that
their findings are available NOW!
to clinicians, public and policy
makers



DISEASE PREVENTION & HEALTH PROMOTION

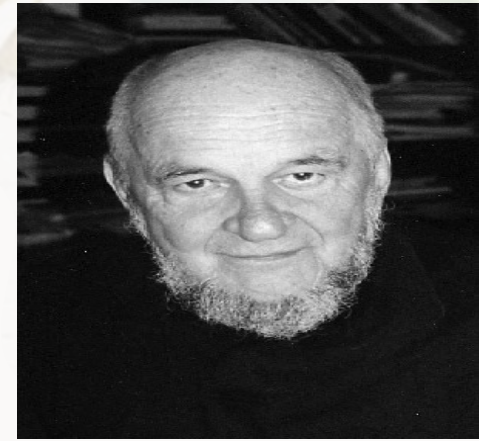
Research into addressing the determinants of ill Health



Public Health Facts

Mostly it's what we eat, drink, inhale and don't do that causes ill-health, but many countries invest in treating disease.

- **WHO estimate** 80% of heart disease, stroke, type 2 diabetes and 40% of cancer cases could be prevented by addressing lifestyle risk-factors.
- **Obesity**, often influenced by diet and physical activity, is a major risk-factor for type 2 diabetes, cardiovascular disease, and some cancers.
- **Smoking** is a leading cause of preventable death worldwide. About 80-90% of lung cancer cases are linked to smoking, as are the risk of heart disease and stroke.
- **Excessive** alcohol consumption risks liver disease, cancers and injuries.
- **Lack** of physical activity, associated with heart disease, type 2 diabetes, and cancers.
- **Poor sleep**, a compounding factor in poor health.



(George Albee)

Nurse Leaders' Take Away Message 6

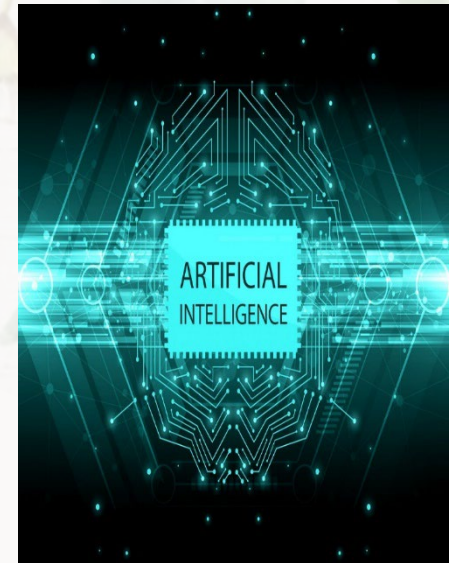
No disease affecting humankind
has ever been eradicated by
treating those affected



DIGITAL HEALTH & ARTIFICIAL INTELLIGENCE

Artificial Intelligence and Research

- I asked ChatGPT what benefits AI offers nurse researchers, it stated that it “eliminates errors caused by human biases or oversights, provides a more objective and accurate perspective on research questions”.
- Dutch Research Council (NWO) has agreed that grant applicants may use generative AI, as long as they follow integrity guidelines
- Will write better research proposals in five minutes than this entire hall could write in a year,” (Claesen 2023 EU Assoc Research Managers)
- Non-English speaking researchers will have no language barriers when sending papers to English-language journals.



- Several published articles have authored ChatGPT.

Artificial Intelligence – Threat to Jobs?



AI empowered industries of the future will have only two employees, a person and a dog. The person will be there to feed the dog. The dog will be there to stop the person from touching the equipment.

(Paraphrase from Warren Bennis , 1925- 2014)

Nurse Leadership and Artificial Intelligence

- While Artificial Intelligence holds immense promise in revolutionizing health care. it also presents opportunities for health professionals to enhance patient care, improve efficiency, and adapt to the evolving landscape of healthcare technology. Effective implementation and training are key to maximizing the benefits of these tools.
- There are legitimate concerns that need to be carefully addressed to ensure that its implementation is both ethical and beneficial for patients, healthcare providers, and society. Balancing technological advancements with human expertise and maintaining patient privacy and fairness are key areas that require ongoing attention.



The AI Train has left the Station



Nurse Leaders' Take Away Message 7

Nurse researchers need to help design the future of AI for patient benefit and grasp its potential

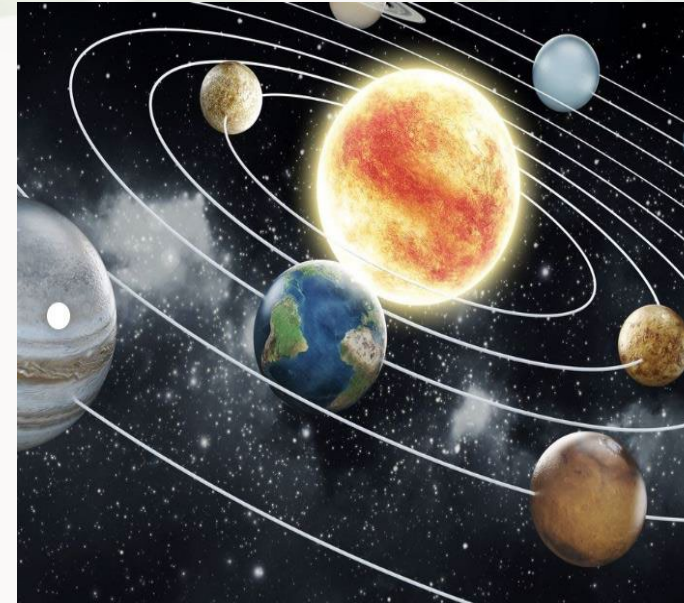


PLANETARY HEALTH

Global Health to Planetary Health

Earth is 3rd rock from the sun

You
are
here



The planet's capacity to sustain the growing population is declining. The degradation of air, water, and land, combined with loss in biodiversity, have resulted in substantial health impacts.

- Reduction of food security and nutrition;
- Loss of freshwater resources; water pollution;
- Increase of non-communicable disease; and
- Increased loss of life and well-being by extreme weather events.

h

A portrait of Greta Thunberg, a young woman with light-colored hair in two braids, wearing a dark plaid shirt. She is looking slightly to her left with a serious expression. The background is a solid blue with several yellow stars, resembling the European Union flag. The portrait is set against a larger background of faint, stylized green leaves and white flowers.

**The
Economist**

SPECIAL EDITION
PLANETARY HEALTH
From The Economist, 2015

In this issue:

- Climate change and poverty
- The future of the oceans
- The melting north
- Livestock diseases
- China and the environment

THE
ROCKEFELLER
FOUNDATION

THE LANCET

Planetary Health: What Do You Do?



- Transportation – avoid unnecessary trips, public transport?
- Energy – Reduce though renewables?
- Alternative energy – use solar, wind, biomass, on-site heat?
- Green buildings – ensure carbon-neutral hospital design?
- Waste management – reduce/reuse/recycle, incineration?
- Food service – use less meat, local fruit and vegetables?
- Water conservation – low-flow, drought-resistant plants, fix leaks?
- Policy – Research, Lobby, Teach?

Nurse Leaders' Take Away Message 8

Our world is getting sicker, and nurses can prevent the effect on populations and lobby policymakers to deal with climate change.

PRE & POSTDOCTORAL EDUCATION

Nurse Doctoral Education prepares nurses for leadership positions in healthcare, academia, research, and policy.



Professional Doctorates (DNSc, DNS, DNP:) are practice- focused degrees emphasizing clinical skills, leadership, and evidence-based practice. Nurses pursuing a DNP aim to advance their clinical expertise in areas such as nurse practitioner roles, advanced practice and clinical leadership.

Doctor of Philosophy (Ph.D.; DPhil): This is a research- focused doctoral degree that prepares nurses to become nurse scientists and scholars. PhD Students typically engage in rigorous research contributing to the advancement of nursing.



McKenna, H.P. (2018). Current Trends of Nursing Doctoral Education in Europe.
Rwanda Journal of Medicine and Health Sciences Vol 1 No.1, 39-42.

Nurse Doctoral Education: CHALLENGES

2023 YINC
2023 Yonsei International Nursing Conference



- Need to increase the number of PhD programs and PhD students.
- Lack of national standardized database on PhD students and program.
- Variations in quality across PhD programs.
- Lack of data on the impact of research done by PhD graduates.
- Limited global collaboration in PhD education.
- No consideration and evaluation of professional doctorates (including Doctor of Nursing Practice) in most countries.

Thompson, D.R. **McKenna, H.P.** (2024). Is the PhD in nursing advancing or in retreat? Int J Nurs Studies 2024 Sep 17:104915. doi: 10.1016/j.ijnurstu.2024.104915

Research Culture- **SERENDIPITY?**

Research culture encompasses the behaviours, values, expectations, attitudes, and norms of our research communities. It influences researchers' career paths and determines the way that research is conducted and communicated (Royal Society, 2022).

*A positive research culture is reflected in autonomy and freedom; care and collegiality; **collaboration**; equality, **diversity and inclusion**; **integrity and ethics**; and **openness and transparency**, zero tolerances of inappropriate behaviour, a safe and supportive research environment, fair opportunities for career advancement, and common courtesy and kindness. (Science Europe, 2022)*

Postdocs treated like 2nd class citizens



- **Ghost Authorship**
- **Research Misconduct Scapegoats**
- **Bullying, harassment, discrimination.**

Toxic Research Culture

*A toxic research culture is reflected in bullying and harassment, poor employment terms and conditions, inadequate equality, **diversity** and integration practices, breeches of research integrity, and an almost pathological pursuit of higher league table positions, H-indices and impact factors. (McKenna, 2023)*



McKenna, H.P. (2023) Toxic Research Cultures: The What, Why and How.
International Journal of Nursing Studies. [Vol](#) 138

Post Docs in the Netherlands

- The Netherlands' Rathenau Institute interviewed 42 early career researchers and found:
- unclear expectations regarding the quality of their work
- Uncertainty with being on temporary contracts
- confusion over how to best navigate an apparently informal but hierarchical working environment.
- feelings of insecurity.
- The Rathenau Institute's also found that a large majority of the 2,200 young researchers surveyed encountered obstacles in the culture of their workplace.

<https://www.rathenau.nl/nl/werking-van-het-wetenschapssysteem/een-onzekere-start>

Nurse Leaders' Take Away Message 9

Our PhD students and Post Docs
are our future research leaders.
They deserve to thrive in a
culture of equity, integrity and
respect.

 **McKenna, H.P.** (2021). Postdoctoral nurse researchers: the ups and downs of their roles, functions and careers. *International Journal of Nursing Studies*. Volume 118, June 2021, 103885. <https://doi.org/10.1016/j.ijnurstu.2021.103885>



NURSING & POLITICS

Nurses and Politics

- Nursing is the LARGEST health profession, one of the OLDEST and MOST DEDICATED with the GREATEST AMOUNT OF CONTACT with the public. But, we are not the most POWERFUL, not the BEST EDUCATED, not the BEST PAID OR RESOURCED, not the MOST POLITICALLY ASTUTE OR ACTIVE. WHY NOT?
 - To transform care, a united voice on key issues is crucial. Nursing has got what politicians want and need, but nurses have not yet convinced politicians of this because not all nurses have convinced themselves.
 - Nursing has never known the power that comes from true unity, nor what such power would be capable of – but it would be a force for good. Governments don't relish this because If nurses spoke with one voice, the power emanating from such a workforce would move political mountains
-
- McKenna, H.P. (2010) Nurses and politics—laurels for the hardy. *International Journal of Nursing Studies*. 47(4); 397–398.

Be compassionate

Be available

Be friendly

Be grateful

Be positive

Be flexible

Be authentic

Be dependable



Nurse Leaders' Take Away Message 10

None of the future predictions
can come about without strong
and committed nurse leadership

Summary and Conclusion

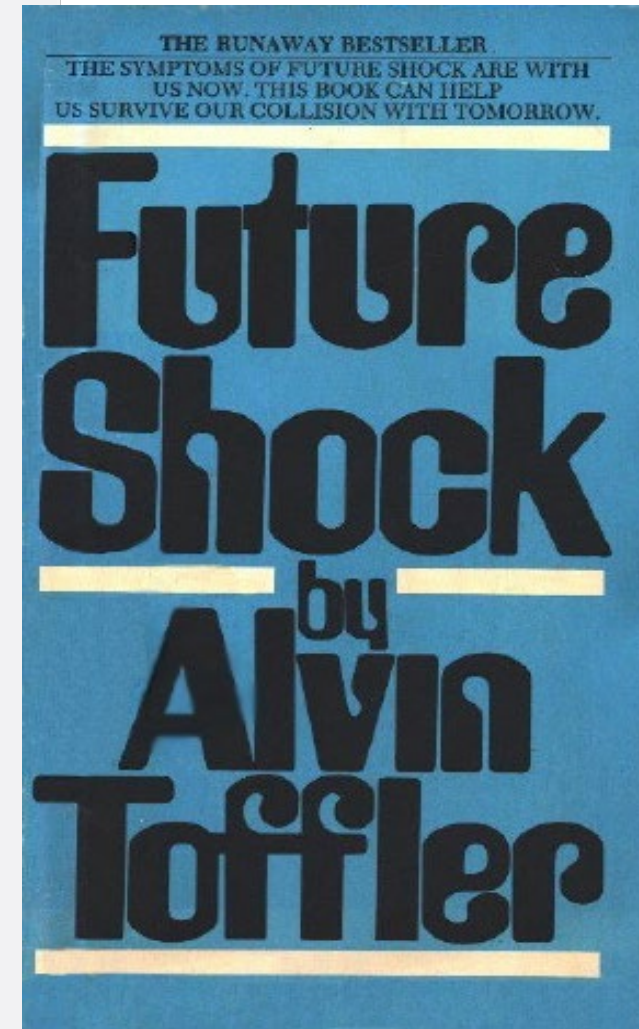
To address future challenges, we have to enhance the vital roles of:

- **Clinical nurses** as a bridges between practice and research;
- **Nursing students** as the foundations of the profession;
- **Nurse teachers** ensure teaching about research is stimulating and enjoyable and instilling a sense of intellectual and practical curiosity in students;
- **PhD Students** must be empowered to flourish and have a successful career.
- **Post Docs** provide scholarship, take a long view, set the culture around research, and nurture, empower and mentor the next generation of nurses.
- **Nurse Leaders** who are politically astute, who are comfortable in the corridors of power fighting for nursing rights and having influence on population and planetary health.



Nothing dates faster than the future

"The illiterate of the 21st century will not be those who cannot read and write, but those Who cannot learn, unlearn, and relearn"



Keynote by prof. dr. Hugh McKenna
Ulster University, Verenigd Koninkrijk



**“Flourishing in nursing research:
reflections of the past and visions of the future”**