



Summer 2020

## Improving Hypoglycemia Protocol Compliance through Nursing Education

Concepta Onyatta  
*Jacksonville State University*

Follow this and additional works at: [https://digitalcommons.jsu.edu/etds\\_nursing](https://digitalcommons.jsu.edu/etds_nursing)



Part of the [Nursing Commons](#)

---

### Recommended Citation

Onyatta, Concepta, "Improving Hypoglycemia Protocol Compliance through Nursing Education" (2020).  
*Doctor of Nursing Practice Projects*. 5.  
[https://digitalcommons.jsu.edu/etds\\_nursing/5](https://digitalcommons.jsu.edu/etds_nursing/5)

This Final DNP Paper is brought to you for free and open access by the Theses, Dissertations & Graduate Projects at JSU Digital Commons. It has been accepted for inclusion in Doctor of Nursing Practice Projects by an authorized administrator of JSU Digital Commons. For more information, please contact [digitalcommons@jsu.edu](mailto:digitalcommons@jsu.edu).

Improving Hypoglycemia Protocol Compliance through Nursing Education

Concepta Onyatta

Jacksonville State University

Department of Nursing

Chair: Dr. Betsy Gullede

Date of Submission: July 6, 2020

### **Dedication**

This project is dedicated to the memory of my father, Francis Onyatta. I hope I was able to make you proud even if you never had an opportunity to witness my success. Rest in peace.

### **Acknowledgment**

I want to acknowledge the faculty at Jacksonville State University that has supported me through this process. I want to thank Dr. Gullede for her expertise in reviewing and guiding me with my project. I would not have made it this far without her pushing me to grow and expand myself as a doctoral-prepared nurse. I want to thank Dr. Keith for her compassionate and caring mentorship throughout the program. I want to thank my family for this journey. I thank my husband James, who has provided me unconditional support through my struggles and especially during the Doctor of Nursing Practice program. I thank my wonderful Doctor of nursing classmates; they have been my greatest cheerleaders!

Without the support of the faculty at Jacksonville State University, my family, and DCH regional medical center administration and staff, this project would not have been possible.

## Table of Contents

Abstract .....	4
Introduction .....	5
Background .....	5-6
Problem Statement .....	6-7
Organizational Description of Project Site .....	7-8
Review of the Literature (related to evidence-based practice/s to address the problem) .....	8-9
Evidence-Based Practice: Verification of Chosen Option.....	NA
Theoretical Framework/Evidence-Based Practice Model .....	9-11
Goals, Objectives & Expected Outcomes .....	11
Project Design .....	1-12
Project Site and Population.....	12-13
Setting Facilitators and Barriers.....	13
Implementation Plan/Procedures.....	13
Measurement Instrument(s) .....	13-14
Data Collection Procedure .....	14
Data Analysis .....	15
Results (for final work only)	
Interpretation/Discussion (for final work only)	
Cost-Benefit Analysis/Budget .....	15-16
Timeline .....	16
Ethical Considerations/Protection of Human Subjects.....	16
Conclusion .....	16-17

References ..... 18-19

    Appendix A .....20

    Appendix B .....20-33

    Appendix C .....34

    Appendix D .....34-35

    Appendix E .....35-36

    Appendix F .....36-38

### **Abstract**

Nurses hold a vital role in glucose management in order to ensure safety and quality outcome for hospitalized patients. **Background:** Assessing serum and point of care glucose results and bringing abnormal results to the attention of the healthcare team can help maintain optimal management. Despite challenges to hypoglycemic protocol compliance, informed nurses can advocate effectively for their patients. Understanding insulin action and the effective use of evidence-based guidelines/protocols can help nurses promote optimal patient outcomes.

Common barriers to glucose control and education of current best practices in the acute care setting were reviewed. **Purpose:** To improve hypoglycemic protocol compliance through education in the acute care setting. To achieve Healthy People 2020 goals of reducing the disease and economic burden of diabetes and improving the quality of life for all persons with diabetes.

**Design methods:** A retrospective chart review of hypoglycemic episodes analyzing the nursing behavior in rechecking blood sugars per hospital protocol and education implementation to improve hypoglycemic management protocol compliance. **Conclusion:** N=13. Thirteen registered nurses participated in the hypoglycemia protocol compliance training and pre-survey. A two-sample t-test was used at the end of the implementation to determine statistical significance between pre-survey and post-survey mean scores. Compliance with Hypoglycemia Protocol is a quality measure at this healthcare system. Improving the nursing staff's compliance with hypoglycemia protocol is likely to decrease cost, length of stay, improve patient quality of care and prevent avoidable deaths.

**Keywords:** Hypoglycemic protocol, quality improvement, compliance, education, glucose management.

## **Improving Hypoglycemia Protocol Compliance through Nursing Education**

### **Introduction**

According to the American Diabetes Association (ADA) (2016), early recognition and treatment of mild to moderate hypoglycemia (40–69 mg/dL) can prevent deterioration to a more severe episode with potential adverse sequelae. The protocol requires treatment either with dextrose or glucagon depending on the patient's level of consciousness and rechecking the blood sugar until at 80 mg/dL. However, rechecking blood glucose 15 minutes after treatment for hypoglycemia, as outlined in the protocol, has been challenging for nursing staff. The majority of the adult diabetic patients are on glucagon and dextrose to treat hypoglycemic episodes. With the nursing staff not following the protocol, data reveals consistent low blood sugars in the morning, requiring more interventions, extra cost, and increased length of stay. Education was provided through the online learning system, and hypoglycemia badge reference cards issued to reinforce the protocol compliance, which has remained low. The nursing staff were educated that hypoglycemia treatment takes several minutes, therefore recheck should occur at 15–30 minutes from the time hypoglycemia identification is noted. The use of timers to remind nursing staff to perform the recheck were incorporated in education (Destree, Vercellino, & Armstrong, 2017).

### **Background**

The Centers for Disease Control and Prevention (CDC) report that the rate of new diabetes diagnoses remains steady. However, the disease continues to represent a growing health problem as the seventh leading cause of death in the United States (U.S.) based on 79, 535 death certificates in 2015 (CDC,2018). Diabetes is a chronic disease that can often be managed through physical activity, diet, and the appropriate use of insulin and other medications to control blood



sugar levels. People with uncontrolled blood sugar are at increased risk of extreme health complications, including premature death, vision loss, heart disease, stroke, kidney failure, and amputation (CDC, 2018). In 2014, a total of 14.2 million emergency department visits were reported with diabetes among adults aged 18 years or older, 245,000 for hypoglycemia and 207,000 for hyperglycemic crisis (CDC, 2017). Over the last 17 years, the number of people diagnosed with diabetes in the United States has more than doubled, reaching 23.7 million in 2017. Due to complications associated with diabetes such as heart disease, kidney failure, and blindness, diabetes costs the United States healthcare system and employer 237 billion dollars every year (American Diabetic Association, 2017).

The clinical goal in the treatment of diabetes is to achieve reasonable glycemic control (Ornstein, 2018). Tight glycemic control achieved with intensive glucose lowering therapy reduces the risk of long-term micro- and macro-vascular complications of diabetes, resulting in an improvement in quality-of-life for the patient and decreased healthcare costs. The positive impact of reasonable glycemic control is, however, counterbalanced by the negative effect of an increased incidence of hypoglycemia (Freeland, 2016). In people with type 1 or type 2 diabetes, hypoglycemia is associated with a reduction in quality-of-life, increased fear and anxiety, reduced productivity and increased healthcare costs. Fear of hypoglycemia may promote compensatory behaviors to avoid hypoglycemia, such as decreased insulin doses, resulting in poor glycemic control and an increased risk of severe health consequences (Adolfsson, Rentoul, Klinkenbijn, & Parkin, 2018).

### **Problem Statement**

Hypoglycemia is detrimental to patient safety, posing both short- and long-term dangers. There is increasing evidence that episodes of hypoglycemia also can cause long-term

effects. Several studies have demonstrated a relationship between inpatient hypoglycemic episodes and patients' length of stay, 1-year post-discharge mortality, and dementia rates (Akirov, Grossman, Shochat, & Shimon, 2016). The total cost of treating diabetes and its complications is costly, of which \$174 billion is as a result of direct and indirect medical care, approximately over \$ 200 billion (ADA, 2016). The evidence-based hypoglycemia protocol and treatment were developed to provide safe and effective management of hypoglycemia throughout the hospital and to support organizational goals to achieve blood glucose control (Destree, Vercellino, & Armstrong, 2017). Lack of compliance with the hypoglycemic protocol presents a question, In nursing staff, how does education improve hypoglycemia protocol compliance on an acute care unit compared to no education in a 90-day time period? Lack of structured disease management protocol compliance, lack of education, competency, and leadership support in accountability will result in poor patient outcomes. The study shows that regular education, supervision, team meetings, and shared vision are crucial factors to increase adherence to treatment protocols (Bruijniks, Franx, & Huibers, 2018). The aim for this quality improvement project was to improve compliance with hypoglycemic protocol through education.

### **Organizational Description of Project Site**

The setting of the project was held in a rural hospital located in Tuscaloosa, Alabama. The project focused on one acute care unit, which comprised of thirteen registered nurses and fifteen patient care assistants. This unit admits mostly patients with chronic conditions such as diabetes and renal failure. Through chart review and staffing rotation, challenges to following diabetic management protocols were noted. Most of the nurses' complaints were related to lack of knowledge on types of insulins and the impact of hypoglycemia on patient outcome. The unit has been without a manager for over six months, therefore, lacking leadership support and

accountability. Due to high staff turnover, half of the nursing staff have less than one year experience in on the unit. The transition to quality and safety in the new graduate registered nurses' practice remains problematic, directly impacting patient outcomes. Effective mentoring during the transition from new nurses to experts empowers these nurses on the "knowing how," allowing the development and establishment of safe, quality nursing practice (Murray, Sundin, & Cope, 2019). The plan for this setting was education on general information specific to diabetes, types of insulin, the importance of clinical protocols, and their impact on patient safety and quality outcomes.

### **Review of the Literature**

According to Destree, Vercellino, & Armstrong (2017), evidence-based hypoglycemia protocol and a treatment algorithm was developed to provide safe and effective management of hypoglycemia throughout the hospital and to support organizational goals to achieve blood glucose control. Destree et al. 2017 emphasizes the critical element of all hypoglycemia management protocols is to treat the patient with 15–20 g of glucose and to follow with a recheck of the blood glucose level 15 minutes later, sometimes called the "15-15 rule" or the "Rule of 15". If the patient is still hypoglycemic after 15 minutes, the process is repeated. The recheck is a crucial step to treating the unresolved hypoglycemia to ensure patient safety and prevent recurrent episodes. Protocols are essential to driving the highest quality care and best outcomes in practice. Ornstein 2018 noted the same vital functions of protocols: Protocols are imperative to drive better quality care and outcomes in clinical practice.

The literature indicates that adherence to existing guidelines and protocols to treat hypoglycemia is poor (Akirov, Grossman, Shochat, & Shimon, 2016). Evidence review by Adolfsson, Rentoul, Klinkenbijn, & Parkin, 2018 reveals that hypoglycemia remains a significant

health concern and a primary obstacle to optimal adherence to prescribed diabetes treatment. In addition to its adverse clinical consequences, hypoglycemia negatively impacts the quality of life and places additional financial burden on patients, patient families, employers, and healthcare payers. Bruijniks, Franx, & Huibers, 2018 conclude that education, regular supervision, team meetings, and a shared vision were identified as crucial factors to increase adherence to treatment protocols. Additional organizational factors to protocol adherence, among which includes a change of mindset, may facilitate adequate protocol implementation. Murray, Sundin, & Cope, 2019 shows the transition to quality and safety in the new graduate registered nurses' practice remains problematic, directly impacting patient outcomes. Effective mentoring during transition serves to enhance experiential learning, allowing the development and establishment of safe and quality care. According to Durks, Fernandez-Llimos, Hossain, Franco-Trigo, Benrimoj, & Sabater-Hernández, 2017 change in healthcare professional practice requires exhaustive planning for it to be successful and sustainable. Icek Ajzen in 1985 states that human behavior is guided by behavioral beliefs, strength and motivation to comply (normative), and control beliefs (strength and perceived power). Agency of Healthcare Research and Quality (AHRQ) 2018 emphasize that engaging primary care practices in quality improvement (QI) activities is essential in improving the health of the population, patient experiences and outcomes, and reducing the per capita cost of care.

### **Theoretical Framework**

Change in healthcare professional practice requires exhaustive planning to increase the probabilities that are successfully and sustainably implemented (Durks, Fernandez-Llimos, Hossain, Franco-Trigo, Benrimoj, & Sabater-Hernández, 2017). The theory of planned behavior (TPB) with permission was incorporated onto providing a framework for this quality

improvement project (see Appendix A & B). The theory which was initiated by Icek Ajzen in 1985 stating that human behavior is guided by behavioral beliefs (beliefs strength and outcome evaluations), normative beliefs (strength and motivation to comply), and control beliefs (strength and perceived power) (Ajzen, 1991). Specifically, the theory is comprised of three components: (1) attitude towards the behavior, (2) subjective norm, and (3) perceived behavioral control. These three components are used to predict an individual's behavioral intention to perform a given behavior. The TPB model appears a particularly suitable foundation for the healthcare interventions as it includes attitudes and environmental variables (Ajzen, 1991).

Intentions are the proximal determinant of behavior and reflect one's motivation to perform a given behavior emphasizing in three factors: attitudes, subjective norms and perceived behavioral control. Attitudes can be defined as the overall positive or negative evaluation of the target behavior and has both an affective (e.g., enjoyable vs. unenjoyable) and instrumental (e.g., beneficial vs. harmful) component. Subjective norms also consist of two related components. A descriptive norm is an individual's perception of how often important others (e.g., coworkers and team leaders) display a given behavior; whereas an injunctive norm represents an individual's perception of how much others want one to perform a given behavior. Finally, perceived behavioral control is one's perception of one's ability to perform a given behavior in line with intentions (Ajzen, 1991). The framework was utilized to examine barriers to following hypoglycemia protocol guidelines and the development of intervention that were to positively influence the compliance and patient outcome.

The TPB model emphasizes the roles played by knowledge regarding necessary skills for performing the behavior, environmental factors, and experience with the behavior. According to the TPB, the nursing staff are likely to follow the hypoglycemia protocol if they believe that the

behavior will lead to positive patient outcomes which they value, if they believe that people whose views they value (leaders and fellow coworkers) think they should carry out the behavior, and if they feel that they have the necessary resources, knowledge and opportunities to perform the behavior (Ajzen, 1991). The implications of the model on nursing education are to consider attitudes and reinforcing the importance of the target behavior and address barriers, developing strategies for improving control over environmental factors such as time constraints and staffing shortage issues and social environment and influences.

### **Goals, Objectives and Expected Outcomes**

According to Agency of Healthcare Research and Quality (AHRQ) 2018, engaging primary care practices in quality improvement (QI) activities is essential to achieving the triple aim of improving the health of the population, enhancing patient experiences and outcomes, and reducing the per capita cost of care, and enhancing provider experience. The objective of this quality improvement project assessed for barriers between hypoglycemia management guidelines and nursing staff practices, provided education intervention to address these barriers, with a goal of improving compliance and patient outcomes. The main goal of the project was to empower the nursing staff with a three month education on diabetes disease process, promote hypoglycemic protocol compliance, and to address the impact of not adhering to the guidelines on patient quality and safety. The primary aim of the project was to improve hypoglycemia protocol compliance in nursing staff receiving education interventions. The outcome was that the nursing staff will have an increase in hypoglycemic protocol adherence after a 90 days education intervention.

### **Project Design**

The objective of this quality improvement project was to identify the gaps between evidence-based hypoglycemic protocol and nursing practices, provide education to address the gaps and impact patient outcome. The improvement project utilized the Theory of Planned Behavior (TPB) model in assessing behavior compliance to hypoglycemia protocol in an acute care unit.

### **Project Site and Population**

The city of Tuscaloosa, Alabama is located along the banks of the Black Warrior River in west-central Alabama. According to the United States Bureau, Tuscaloosa's population has grown 12% from 90,550 in 2010 to 101,113 in 2018. In 2017, Tuscaloosa had a population of 97,400 with a median age of 28.6 and a median household income of \$42,428. The population of Tuscaloosa is 49.5% Caucasian, 44.1% Black or African American, and 2.6% Hispanic or Latino. Seven percent of the people in Tuscaloosa speak a non-English language, and 96.5% are U.S. citizens (U.S. Census Bureau Report, 2018).

The local hospital system consists of six acute care units. Direct patient care nursing staff at the local hospital consist of registered nurses both baccalaureate and associate degree prepared and patient care technicians. The hospital utilizes very few travelling staff in acute care unit, float pool staffing and no licensed practical nurses. The nursing staff works either an eight-hour shift or a twelve-hour shift but with due to nursing staff shortage, some staff may work four hours extra per shift. The population of interest for this project involved voluntary nursing staff in one of the acute care unit that manages chronic conditions. The nursing staff that chose to participate were informed that the project was voluntary and their rights to opt out at any time. In the acute care unit, the facility offers care of patients with diabetes, congestive heart failure, coronary heart disease, kidney failure (dialysis), and chronic obstructive pulmonary diseases.

The quality improvement project was made available to all eligible nursing staff in acute care unit. The project's impact depended upon getting the stakeholder support in identifying the barriers, cultural change and attitude change in following the hypoglycemia protocol. The DNP student met with the director of acute care units, the director of quality, laboratory director, diabetic educators and the director of nursing operations for support in participation, implementation process, dissemination and sustainability of the project. The DNP student attended the acute care staff meeting to introduce the project to the staff prior to implementation. The DNP student made rounds on the unit prior to the beginning of the project to encourage participation.

### **Setting facilitators and barriers**

The DNP student met with the above name leaders in addition to the unit team leaders. The unit initially did not have a manager thus lack of direct leadership support to encourage the nursing staff in project participation and overseeing the project implementation process. This problem was solved by involving the unit team leaders and the acute care director who were managing the unit. The unit was staffed with travelling nurses who float from one campus to the other and works on an eight to thirteen-week contract. The travelling nurses were rounded more frequently and encouraged to participate in the project before the end of their contract.

### **Implementation Plan/Procedures**

#### **Measurement Instruments**

In order to measure the outcomes of this DNP project in compliance with hypoglycemia treatment guidelines, the facility's quality director assisted the DNP student in conducting an active surveillance identify gaps between hypoglycemia protocol and practice. The surveillance data were initiated before the DNP student set up the goals and at the end of the implementation



for comparison to the baseline. The student created a modified pre and post survey tool, "Attitudes Regarding Practice Guidelines," adapted from previous work by Elaine Larson, 2004 with permission to examine barriers to adherence to practice guidelines. The survey focused on the current knowledge, attitudes and beliefs related to hypoglycemia protocol and compliance. The information gathered from the pre and post surveys were compared using the Wilcoxon signed rank statistical test. The pre and post knowledge, beliefs and attitudes surveys were made available through Mind lab, the facility's education learning system. The intervention consisted of nursing staff training, dissemination of hypoglycemia protocol handouts, and PowerPoint presentations on diabetes overview delivered by the DNP student.

### **Data Collection Procedures**

Eligibility to participate in the project included employment with the facility, working a minimum of twenty hours per pay period, and providing direct patient care. Pre-intervention of the project were conducted to identify the nursing staff's beliefs through a survey addressing common knowledge, attitudes and beliefs associated to the implementation and compliance of hypoglycemia practice protocol. The participants were asked to grade each question on a Likert scale of 0-5, 0 meaning strongly disagree to 5 meaning strongly agree (see appendix C). The pre-survey which consisted of fifteen questions generated data needed to drive the focus of the training and future recommendations (see appendix D).

Intervention stage of the project began with the administration of the pre survey. The information gathered from the pre-survey were used to set goals and designing the training intervention. The DNP student will deliver multiple in-service training sessions. Post-intervention stage was the administration of the post Knowledge, Beliefs and Attitudes survey

and facility surveillance of hypoglycemia staff compliance guiding in compliance improvement recommendations within the participating unit and for future practice/ process change.

The DNP student applied for project exempt approval or expedited review from both the facility and the school's Institution Review Board since it was not collecting data with any personal identifiers. All information collected as part of evaluating the impact of this project was aggregated data from the project participants and did not include any potential patient identifiers. The data collected was protected in Mind Lab with password access given to the DNP student and the preceptor.

### **Data Analysis**

Data from each nursing staff participant was collected from Mindlab over a one-week period. The data collection period was adjusted accordingly in order to avoid interfering with patient care. Data was reviewed for consistencies and any errors. The data from mindlab was entered into the Microsoft Excel Software and analyzed by using the Statistical Package for Social Sciences (SPSS). The data was saved in two different shared drive for entry accuracy comparison.

All data was saved in the secure share drive with a limited access only to the DNP student and the student preceptor. Any identified extreme outliers were removed to prevent the chance of Type I or Type II error. A two-sample t-test was utilized at the end of the implementation to determine statistical significance between pre-survey and post-survey mean scores.

### **Cost-Benefit Analysis/Budget: Timeline: Ethical Considerations/ Protection of Human Subjects**

There were no funds budgeted for implementation of the hypoglycemia protocol compliance project. The DNP student absorbed the minimal incurred expenses during project

implementation. The expected expenses were minimum cost for statisticians, fliers and handouts. Computer access, internet access, and extra copies were provided at the project site. Participants were provided with online access tools through the project site's education system (Mindlab) at no cost.

### **Timeline**

The project occurred over three months and consist of three phases (Appendix E). Phase 1 of the project focused on identifying staff beliefs through the administration of the pre-survey. Phase 2 of the project began by evaluating the pre-survey data as a basis for intervention. The DNP student delivered multiple thirty to forty-five-minute training sessions on the unit. Phase 3 followed with the administration of the post-survey and monitoring nursing staff compliance. Data analysis was conducted for project impact evaluation and future recommendations.

### **Ethical Considerations/ Protection of Human Subjects**

Before initiation of the project, the DNP student applied for project approval from the Institution Review Board at DCH Medical Center (Appendix F). The project was also approved by the Jacksonville State University's Institution Review Board. All information collected as part of evaluating the impact of this project were aggregated data from the project participants and did not include any identifiable patient data. Participants were assigned a unique code for access into the Mindlab learning system. Participants were allowed to ask questions before enrolling in the project and informed that participation was voluntary and could be terminated at any time. Data collected from Mindlab were stored in a secured shared drive with password access only by the DNP student and the student preceptor.

### **Conclusion & Analysis**

The project incurred barriers during the implementation process due to Corona virus pandemic. In order to comply with the infection prevention requirement of six feet apart, any non-essential training was placed on hold. Thirteen registered nurses participated in the hypoglycemia protocol compliance training and pre-survey. A two-sample t-test was used at the end of the implementation to determine statistical significance between pre-survey and post-survey mean scores. Compliance with Hypoglycemia Protocol is a quality measure at this healthcare system. Improving the nursing staff's compliance with hypoglycemia protocol is likely to decrease cost, length of stay, improve patient quality of care and prevent avoidable deaths.

## References

- Adolfsson, P., Rentoul, D., Klinkenbijn, B., & Parkin, C. G. (2018). Hypoglycemia Remains the Key Obstacle to Optimal Glycemic Control—Continuous Glucose Monitoring is the Solution. *European Endocrinology, 14*(2), 50.
- Agency of Healthcare Research & Quality (2018). Quality improvement in primary care: external supports for practices. *Rockville, MD: Agency for Healthcare Research and Quality.*
- Akirov, A., Grossman, A., Shochat, T., & Shimon, I. (2016). Mortality among hospitalized patients with hypoglycemia: insulin related and noninsulin related. *The Journal of Clinical Endocrinology & Metabolism, 102*(2), 416-424.
- American Diabetes Association. (2015). 13. diabetes care in the hospital, nursing home, and skilled nursing facility. *Diabetes Care, 38*(Supplement 1), S80-S85.
- Ajzen, I. (1991). The Theory of Planned Behavior. *Organizational behavior and human decision processes, 50*(2), 179-211.
- Bruijniks, S. J., Franx, G., & Huibers, M. J. (2018). The implementation and adherence to evidence-based protocols for psychotherapy for depression: the perspective of therapists in Dutch specialized mental healthcare. *BMC psychiatry, 18*(1), 190.
- Destree, L., Vercellino, M., & Armstrong, N. (2017). Interventions to Improve Adherence to a Hypoglycemia Protocol. *Diabetes Spectrum, 30*(3), 195–201.
- Durks, D., Fernandez-Llimos, F., Hossain, L. N., Franco-Trigo, L., Benrimoj, S. I., & Sabater-Hernández, D. (2017). Use of intervention mapping to enhance health care professional practice: A systematic review. *Health Education & Behavior, 44*(4), 524-535.

Erratum. Diabetes Care in the Hospital. Sec. 14. In. Diabetes Care 2017; 40(Suppl. 1); S120-S127. (2017). *Diabetes Care*, 40(7), 986.

Freeland, B. (2016). Hyperglycemia in the Hospital Setting. *MEDSURG Nursing*, 25(6), 393–396.

Larson, E. (2004). A tool to assess barriers to adherence to hand hygiene guideline. *American journal of infection control*, 32(1), 48-51.

Murray, M., Sundin, D., & Cope, V. (2019). Benner's model and Duchscher's theory: Providing the framework for understanding new graduate nurses' transition to practice. *Nurse Education in Practice*, 34, 199–203.

Mentrikoski, J. M., Duncan, C. L., Enlow, P. T., & Aballay, A. M. (2019). Predicting Adolescents' Intentions to Engage in Fire Risk Behaviors: An Application of the Theory of Planned Behavior. *Burns (03054179)*, 45(5), 1242–1250.

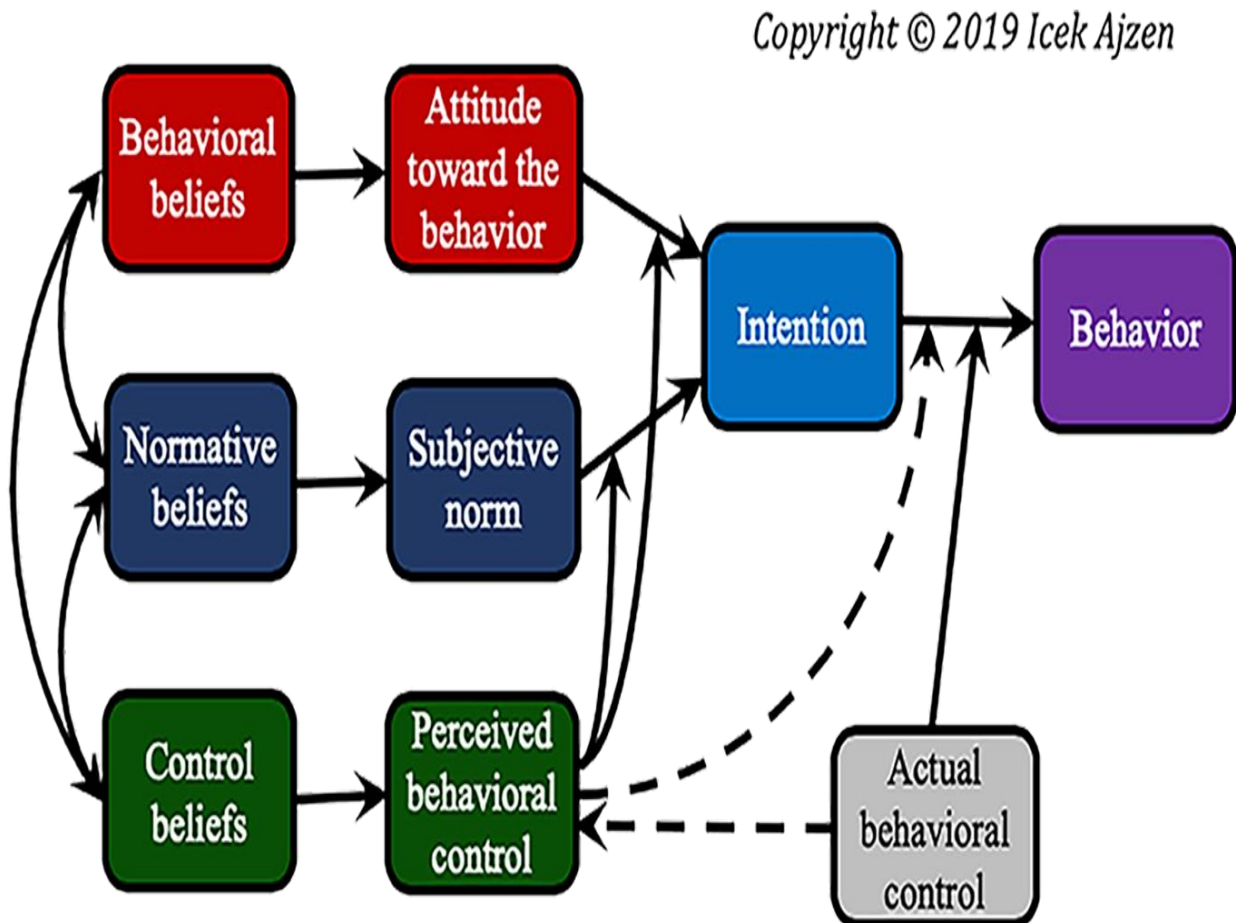
Ornstein, H. (2018). There's Power in Protocols: Written guidelines are the key to increased productivity  
. *Podiatry Management*, 37, 47–48.

United States Census Bureau. (2018). State and county quick facts: Tuscaloosa Alabama.

Retrieved from: <http://quickfacts.census.gov/qfd/states/12000.html>

**Appendix A**

Figure 1. Theory of Planned Behavior model. Reprinted from “Behavioral interventions based on the theory of planned behavior: Brief description of the theory of planned behavior,” by I. Ajzen, n.d.



**Appendix B**

## ELSEVIER LICENSE

## TERMS AND CONDITIONS

Aug 26, 2019

---

---

This Agreement between Mrs. Concepta Onyatta ("You") and Elsevier ("Elsevier") consists of your license details and the terms and conditions provided by Elsevier and Copyright Clearance Center.

License Number	4635040928332
License date	Jul 23, 2019
Licensed Content Publisher	Elsevier
Licensed Content Publication	American Journal of Infection Control
Licensed Content Title	A tool to assess barriers to adherence to hand hygiene guideline
Licensed Content Author	Elaine Larson
Licensed Content Date	Feb 1, 2004
Licensed Content	32



Volume	
Licensed Content Issue	1
Licensed Content Pages	4
Start Page	48
End Page	51
Type of Use	reuse in a thesis/dissertation
Portion	figures/tables/illustrations
Number of	1
figures/tables/illu strations	
Format	electronic
Are you the author of this Elsevier article?	No
Will you be translating?	No
Original figure numbers	survey tool
Title of your thesis/dissertation	Improving hypoglycemic protocol compliance
Expected completion date	Aug 2020
Estimated size (number of pages)	50

Requestor Location      Mrs. Concepta Onyatta  
  
   3201 Hargrove rd. east  
  
   3308  
  
   TUSCALOOSA, AL 35405  
  
   United States  
  
   Attn: Mrs. Concepta Onyatta

Publisher Tax ID      98-0397604

Total      0.00 USD

Terms and Conditions

## **INTRODUCTION**

1. The publisher for this copyrighted material is Elsevier. By clicking "accept" in connection with completing this licensing transaction, you agree that the following terms and conditions apply to this transaction (along with the Billing and Payment terms and conditions established by Copyright Clearance Center, Inc. ("CCC"), at the time that you opened your Rightslink account and that are available at any time at <http://myaccount.copyright.com>).

## **GENERAL TERMS**

2. Elsevier hereby grants you permission to reproduce the aforementioned material subject to the terms and conditions indicated.
3. Acknowledgement: If any part of the material to be used (for example, figures) has appeared in our publication with credit or acknowledgement to another source, permission must also be sought from that source. If such permission is not

obtained then that material may not be included in your publication/copies.

Suitable acknowledgement to the source must be made, either as a footnote or in a reference list at the end of your publication, as follows:

"Reprinted from Publication title, Vol /edition number, Author(s), Title of article / title of chapter, Pages No., Copyright (Year), with permission from Elsevier [OR APPLICABLE SOCIETY COPYRIGHT OWNER]." Also Lancet special credit - "Reprinted from The Lancet, Vol. number, Author(s), Title of article, Pages No., Copyright (Year), with permission from Elsevier."

4. Reproduction of this material is confined to the purpose and/or media for which permission is hereby given.
5. Altering/Modifying Material: Not Permitted. However, figures and illustrations may be altered/adapted minimally to serve your work. Any other abbreviations, additions, deletions and/or any other alterations shall be made only with prior written authorization of Elsevier Ltd. (Please contact Elsevier at [permissions@elsevier.com](mailto:permissions@elsevier.com)). No modifications can be made to any Lancet figures/tables and they must be reproduced in full.
6. If the permission fee for the requested use of our material is waived in this instance, please be advised that your future requests for Elsevier materials may attract a fee.
7. Reservation of Rights: Publisher reserves all rights not specifically granted in the combination of (i) the license details provided by you and accepted in the course of this licensing transaction, (ii) these terms and conditions and (iii) CCC's Billing and Payment terms and conditions.

8. License Contingent Upon Payment: While you may exercise the rights licensed immediately upon issuance of the license at the end of the licensing process for the transaction, provided that you have disclosed complete and accurate details of your proposed use, no license is finally effective unless and until full payment is received from you (either by publisher or by CCC) as provided in CCC's Billing and Payment terms and conditions. If full payment is not received on a timely basis, then any license preliminarily granted shall be deemed automatically revoked and shall be void as if never granted. Further, in the event that you breach any of these terms and conditions or any of CCC's Billing and Payment terms and conditions, the license is automatically revoked and shall be void as if never granted. Use of materials as described in a revoked license, as well as any use of the materials beyond the scope of an unrevoked license, may constitute copyright infringement and publisher reserves the right to take any and all action to protect its copyright in the materials.
9. Warranties: Publisher makes no representations or warranties with respect to the licensed material.
10. Indemnity: You hereby indemnify and agree to hold harmless publisher and CCC, and their respective officers, directors, employees and agents, from and against any and all claims arising out of your use of the licensed material other than as specifically authorized pursuant to this license.
11. No Transfer of License: This license is personal to you and may not be sublicensed, assigned, or transferred by you to any other person without publisher's written

permission.

12. No Amendment Except in Writing: This license may not be amended except in a writing signed by both parties (or, in the case of publisher, by CCC on publisher's behalf).
13. Objection to Contrary Terms: Publisher hereby objects to any terms contained in any purchase order, acknowledgment, check endorsement or other writing prepared by you, which terms are inconsistent with these terms and conditions or CCC's Billing and Payment terms and conditions. These terms and conditions, together with CCC's Billing and Payment terms and conditions (which are incorporated herein), comprise the entire agreement between you and publisher (and CCC) concerning this licensing transaction. In the event of any conflict between your obligations established by these terms and conditions and those established by CCC's Billing and Payment terms and conditions, these terms and conditions shall control.
14. Revocation: Elsevier or Copyright Clearance Center may deny the permissions described in this License at their sole discretion, for any reason or no reason, with a full refund payable to you. Notice of such denial will be made using the contact information provided by you. Failure to receive such notice will not alter or invalidate the denial. In no event will Elsevier or Copyright Clearance Center be responsible or liable for any costs, expenses or damage incurred by you as a result of a denial of your permission request, other than a refund of the amount(s) paid by you to Elsevier and/or Copyright Clearance Center for denied permissions.

## LIMITED LICENSE

The following terms and conditions apply only to specific license types:

15. **Translation:** This permission is granted for non-exclusive world **English** rights only unless your license was granted for translation rights. If you licensed translation rights you may only translate this content into the languages you requested. A professional translator must perform all translations and reproduce the content word for word preserving the integrity of the article.

16. **Posting licensed content on any Website:** The following terms and conditions apply as follows: Licensing material from an Elsevier journal: All content posted to the web site must maintain the copyright information line on the bottom of each image; A hyper-text must be included to the Homepage of the journal from which you are licensing at <http://www.sciencedirect.com/science/journal/xxxxx> or the Elsevier homepage for books at <http://www.elsevier.com>; Central Storage: This license does not include permission for a scanned version of the material to be stored in a central repository such as that provided by Heron/XanEdu.

Licensing material from an Elsevier book: A hyper-text link must be included to the Elsevier homepage at <http://www.elsevier.com> . All content posted to the web site must maintain the copyright information line on the bottom of each image.

**Posting licensed content on Electronic reserve:** In addition to the above the following clauses are applicable: The web site must be password-protected and made available only to bona fide students registered on a relevant course. This permission is granted for 1 year only. You may obtain a new license for future

website posting.

17. **For journal authors:** the following clauses are applicable in addition to the above:

**Preprints:**

A preprint is an author's own write-up of research results and analysis, it has not been peer-reviewed, nor has it had any other value added to it by a publisher (such as formatting, copyright, technical enhancement etc.).

Authors can share their preprints anywhere at any time. Preprints should not be added to or enhanced in any way in order to appear more like, or to substitute for, the final versions of articles however authors can update their preprints on arXiv or RePEc with their Accepted Author Manuscript (see below).

If accepted for publication, we encourage authors to link from the preprint to their formal publication via its DOI. Millions of researchers have access to the formal publications on ScienceDirect, and so links will help users to find, access, cite and use the best available version. Please note that Cell Press, The Lancet and some society-owned have different preprint policies. Information on these policies is available on the journal homepage.

**Accepted Author Manuscripts:** An accepted author manuscript is the manuscript of an article that has been accepted for publication and which typically includes author-incorporated changes suggested during submission, peer review and editor-author communications.

Authors can share their accepted author manuscript:

- immediately
  - via their non-commercial person homepage or blog

- by updating a preprint in arXiv or RePEc with the accepted manuscript
- via their research institute or institutional repository for internal institutional uses or as part of an invitation-only research collaboration work-group
- directly by providing copies to their students or to research collaborators for their personal use
- for private scholarly sharing as part of an invitation-only work group on commercial sites with which Elsevier has an agreement
- After the embargo period
  - via non-commercial hosting platforms such as their institutional repository
  - via commercial sites with which Elsevier has an agreement

In all cases accepted manuscripts should:

- link to the formal publication via its DOI
- bear a CC-BY-NC-ND license - this is easy to do
- if aggregated with other manuscripts, for example in a repository or other site, be shared in alignment with our hosting policy not be added to or enhanced in any way to appear more like, or to substitute for, the published journal article.

**Published journal article (JPA):** A published journal article (PJA) is the definitive final record of published research that appears or will appear in the journal and embodies all value-adding publishing activities including peer review coordination, copy-editing, formatting, (if relevant) pagination and online enrichment.



Policies for sharing publishing journal articles differ for subscription and gold open access articles:

**Subscription Articles:** If you are an author, please share a link to your article rather than the full-text. Millions of researchers have access to the formal publications on ScienceDirect, and so links will help your users to find, access, cite, and use the best available version.

Theses and dissertations which contain embedded PJAs as part of the formal submission can be posted publicly by the awarding institution with DOI links back to the formal publications on ScienceDirect.

If you are affiliated with a library that subscribes to ScienceDirect you have additional private sharing rights for others' research accessed under that agreement. This includes use for classroom teaching and internal training at the institution (including use in course packs and courseware programs), and inclusion of the article for grant funding purposes.

**Gold Open Access Articles:** May be shared according to the author-selected end-user license and should contain a [CrossMark logo](#), the end user license, and a DOI link to the formal publication on ScienceDirect.

Please refer to Elsevier's [posting policy](#) for further information.

18. **For book authors** the following clauses are applicable in addition to the above:

Authors are permitted to place a brief summary of their work online only. You are not allowed to download and post the published electronic version of your chapter, nor may you scan the printed edition to create an electronic version.

**Posting to a repository:** Authors are permitted to post a summary of their

chapter only in their institution's repository.

19. **Thesis/Dissertation:** If your license is for use in a thesis/dissertation your thesis may be submitted to your institution in either print or electronic form. Should your thesis be published commercially, please reapply for permission. These requirements include permission for the Library and Archives of Canada to supply single copies, on demand, of the complete thesis and include permission for Proquest/UMI to supply single copies, on demand, of the complete thesis. Should your thesis be published commercially, please reapply for permission. Theses and dissertations which contain embedded PJAs as part of the formal submission can be posted publicly by the awarding institution with DOI links back to the formal publications on ScienceDirect.

### **Elsevier Open Access Terms and Conditions**

You can publish open access with Elsevier in hundreds of open access journals or in nearly 2000 established subscription journals that support open access publishing. Permitted third party re-use of these open access articles is defined by the author's choice of Creative Commons user license. See our [open access license policy](#) for more information.

### **Terms & Conditions applicable to all Open Access articles published with**

#### **Elsevier:**

Any reuse of the article must not represent the author as endorsing the adaptation of the article nor should the article be modified in such a way as to damage the author's honour or reputation. If any changes have been made, such changes

must be clearly indicated.

The author(s) must be appropriately credited and we ask that you include the end user

license and a DOI link to the formal publication on ScienceDirect.

If any part of the material to be used (for example, figures) has appeared in our

publication with credit or acknowledgement to another source it is the

responsibility of the user to ensure their reuse complies with the terms and

conditions determined by the rights holder.

### **Additional Terms & Conditions applicable to each Creative Commons user**

#### **license:**

**CC BY:** The CC-BY license allows users to copy, to create extracts, abstracts and new

works from the Article, to alter and revise the Article and to make commercial

use of the Article (including reuse and/or resale of the Article by commercial

entities), provided the user gives appropriate credit (with a link to the formal

publication through the relevant DOI), provides a link to the license, indicates if

changes were made and the licensor is not represented as endorsing the use

made of the work. The full details of the license are available at

<http://creativecommons.org/licenses/by/4.0>.

**CC BY NC SA:** The CC BY-NC-SA license allows users to copy, to create extracts,

abstracts and new works from the Article, to alter and revise the Article,

provided this is not done for commercial purposes, and that the user gives

appropriate credit (with a link to the formal publication through the relevant

DOI), provides a link to the license, indicates if changes were made and the

licensor is not represented as endorsing the use made of the work. Further, any

new works must be made available on the same conditions. The full details of the license are available at <http://creativecommons.org/licenses/by-nc-sa/4.0>.

**CC BY NC ND:** The CC BY-NC-ND license allows users to copy and distribute the Article, provided this is not done for commercial purposes and further does not permit distribution of the Article if it is changed or edited in any way, and provided the user gives appropriate credit (with a link to the formal publication through the relevant DOI), provides a link to the license, and that the licensor is not represented as endorsing the use made of the work. The full details of the license are available at <http://creativecommons.org/licenses/by-nc-nd/4.0>. Any commercial reuse of Open Access articles published with a CC BY NC SA or CC BY NC ND license requires permission from Elsevier and will be subject to a fee.

Commercial reuse includes:

- Associating advertising with the full text of the Article
- Charging fees for document delivery or access
- Article aggregation
- Systematic distribution via e-mail lists or share buttons

Posting or linking by commercial companies for use by customers of those companies.

## 20. Other Conditions:

**Appendix C**

Figure 3: Grading Pre & Post Knowledge, Beliefs and attitudes Survey

<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Somewhat disagree</b>	<b>Somewhat Agree</b>	<b>Agree</b>
<b>Strongly Agree</b>				
0	1	2	3	4
				5

**Appendix D**

Figure 4: Grading Pre & Post Knowledge, Beliefs and attitudes Survey questionnaire

<b>Knowledge</b>	<b>Question 1, 2, 4</b>
I am familiar with the hypoglycemia protocol and its recommendations for diabetic patients?	
My hospital has hypoglycemia policies addressing hypoglycemia management and compliance?	
I am aware and able to locate my hospital’s hypoglycemia policy and protocol?	
<b>Belief</b>	<b>Question 3, 5 11, 12, 13, 14, 15</b>
My hospital’s hypoglycemia policies are based on evidence-based guidelines?	
In this hospital hypoglycemia protocol is important?	
I don’t have time to comply with the hypoglycemia protocol?	
In my unit there is enough leadership support and resources to comply with hypoglycemia practice guidelines?	
Hypoglycemia protocol is cumbersome and inconvenient?	
I am not really expected to comply with hypoglycemia protocol	
I have necessary supplies and equipment for following hypoglycemia protocol?	
<b>Attitude</b>	<b>Question 6, 7, 8, 9,10</b>

Hypoglycemia protocol are practical to use in this unit?
Following the hypoglycemia protocol will likely decrease the patient length of stay?
Hypoglycemia protocol help standardize patient care?
Hypoglycemia protocol improve patient safety and overall outcome?
Hypoglycemia protocol are relevant to my patient population?

**Appendix E: Timeline**

Timeline Tasks		Start	Finish
Project preparation	Obtain the participating unit baseline data, data collection tools and finalize the surveys.	10/2019	10/2019
Phase I	Administer the pre-survey	11/2019	11/2019
Phase II	Staff education session on the unit	12/2019	12/19
Phase III	Administer Post survey, data management and data analysis Project evaluation and	1/2020	1/2020

	results		
Project completion	Project writing, completion, submission, and presentation	4/2020	4/2020

**Appendix F**

September 27, 2019

Concepta Onyatta, RN, MSN DCH Regional Medical Center 600 Bryant Drive East Tuscaloosa, Alabama 35401

Dear Mrs. Onyatta:

SUBJECT: REGULATORY OPINION: IRB EXEMPTION Investigator: Concepta Onyatta, RN, MSN Protocol Title: Improving Diabetic Management Protocol Compliance through Nursing Education

This letter is in response to your request for an opinion as to whether the above mentioned project would constitute human subject research requiring IRB review. This opinion is based on federal regulation 45 CFR 46 and associated guidance.

Under 45 CFR 46.102(1), the definition of research includes "...a systematic investigation, including research development, testing, and evaluation, designed to develop or contribute to generalizable knowledge. Activities that meet this definition constitute research for purposes of this policy, whether or not they are conducted or supported under a program that is considered research for other purposes. For example, some demonstration and service programs may include research activities."

The Office of Human Research Protection has issued guidance indicating that quality improvement projects do not meet the definition of research. This guidance states:

Question 2: Do the HHS regulations for the protection of human subjects in research (45 CFR part 46) apply to quality improvement activities conducted by one or more institutions whose purposes are limited to: (a) implementing a practice to improve the quality of patient care, and (b) collecting patient or provider data regarding the implementation of the practice for clinical, practical, or administrative purposes? Answer: No. Such activities do not satisfy the definition of “research” under 45 CFR 46.102(d), which is “...a systematic investigation, including research development, testing and evaluation, designed to develop or contribute to generalizable knowledge...” Therefore, the HHS regulations for the protection of human subjects do not apply to such quality improvement activities, and there is no requirement under these regulations for such activities to undergo review by an IRB, or for these activities to be conducted with provider or patient informed consent.

This project does not involve research. This project seeks to improve diabetes patient care at a single medical facility. Therefore, WIRB has determined this project is not research and does not require IRB review. This determination that this project is not research subject to 45 CFR 46 can apply to multiple sites, but it does not apply to any institution that has an institutional policy of requiring an entity other than WIRB (such as an internal IRB) to make such determinations. WIRB cannot provide a determination that overrides the jurisdiction of a local IRB or other institutional mechanism for making such determinations. You are responsible for ensuring that each site to which this determination applies can and will accept WIRB’s determination.



Please note that any future changes to the project may affect its status as research, and you may want to contact WIRB about the effect these changes may have on the status before implementing them. WIRB does not impose an expiration date on its determinations of research.

If you have any questions, or if we can be of further assistance, please contact

Kelly FitzGerald, PhD, at 360-252-2578, or e-mail [RegulatoryAffairs@wirb.com](mailto:RegulatoryAffairs@wirb.com).

KAF:mr Not Research-Quality Improvement-Exemption-Onyatta (09-27-2019) cc: WIRB

Accounting WIRB Work Order #1-1224016-1