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## 22 Original Research: Nurses' Attitudes Toward Brain Drain and the Associated Factors

By Sevim Ulupinar, Yağmur Şen, and Özgül Eycan

This study explored the attitudes of Turkish nurses, nurse academics, and nursing students toward the problem of brain drain in the nursing profession and the factors associated with these attitudes.

## 34 Beyond PICO—A New Question Simplifies the Search for Evidence

**NCPD**

By Julee Waldrop and Jayne Jennings-Dunlap

The authors present the framework for an alternative to the PICO question—PPCO, or problem, population, change, outcome—that provides a universal approach to question development for evidence-based practice quality improvement initiatives and for all nursing issues that need addressing.

## 38 Professional Development: Enhancing Disaster Management Preparedness Through Simulation

By Kelly Russin and Hannah Mottel

This article describes a high-fidelity disaster simulation the authors developed to improve disaster management preparedness, confidence, and interdisciplinary teamwork among nursing students.

## 42 Cultivating Quality: Evaluating the Effectiveness of an Alternating Pressure Overlay in Patients Undergoing Cardiothoracic Surgery

By Kristen White, Maria Alcina Fonseca, Olivia Petzoldt, and Lise Cooper

This quality improvement project aimed to measure perioperative hospital-acquired pressure injury (HAPI) rates in cardiothoracic surgery patients after the addition of alternating pressure overlays to a HAPI prevention protocol, and to identify common factors among those patients who developed HAPIs.

## 50 Nursing Research, Step by Step: Ethical Research and the Institutional Review Board: An Introduction

By Bernadette Capili and Joyce K. Anastasi

This article, one in a series on clinical research by nurses, discusses the role and origins of the institutional review board, the independent research ethics committee that approves or denies research involving human subjects.

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