Reviewer's report

Title: Institutionalizing evidence-based practice: An organizational case study using a model of strategic change

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Reviewer: Thomas E Vaughn

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Institutionalizing evidence-based practice: An organizational case study using a model of strategic change.

The authors have done a good job of revising this manuscript and addressing the previous comments to the extent their data permitted.

I have two relatively minor concerns/suggestions:

1. The authors recognize the importance of having the necessary resources to implement and institutionalize new practices. It might be useful to add a couple statements regarding staffing(data would be better, but I assume it may not be obtainable). It appears, based on the hours per patient day, that Role has more staff available to support EBP and other initiatives. [If the med-surg units average even 200 patients per day, the difference in staffing would translate to over 100 FTEs). One of the observations regarding Beginner is that staffing was a challenge (pg. 22). One question that this raises is whether Role has had richer staffing (both count and BSN level education) throughout this journey.

2. The figures, particularly how Stars and Xs were determined and the arrows could be explained more thoroughly.

2.

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Statistical review: No, the manuscript does not need to be seen by a statistician.

Declaration of competing interests:

I declare I have no competing interests.