2018 EBP Fellowship Application

PLEASE NOTE THAT THIS IS FOR REFERENCE ONLY. APPLICATIONS MUST BE SUBMITTED ONLINE VIA https://ucdavis.co1.qualtrics.com/jfe/form/SV_5C5cEr7DYcKmZed

Program overview

The Evidence-Based Practice (EBP) Fellowship is a 6-month, mentorship program in which clinical nurses develop their leadership, problem-solving, and research utilization skills. Applications for this competitive fellowship opportunity are reviewed and scored by the Research Council. Clinical nurses identify a practice issue that may be addressed/improved by applying the latest evidence into practice. The program blends clinical nurses' knowledge and expertise with classes on research and other levels of evidence, the change process, and project evaluation. The Fellows are mentored in the development, implementation and evaluation of EBP projects by a Clinical Nurse Scientist and a clinician (clinical nurse specialist, educator, or resource with expertise in the Fellow's area of practice).

Program purpose

- Teach nurses how to apply the steps of EBP
  - Identifying the problem
  - Search for the best available evidence
  - Critically appraise the evidence
  - Integrate the evidence with clinical expertise and patient/family preferences and values
  - Evaluating outcomes
  - Disseminate the findings
- Stimulate innovative thinking that can improve patient and family outcomes
- Foster professional growth and development of nurses

Fellow eligibility criteria

- Two or more years of nursing experience
- At least 1 year employment at UC Davis Health
- Employed >50% or .5 FTE as a clinical nurse
- Interest in learning about the use of research and EBP
- Identified by the unit manager/supervisor as a team player with good written and verbal communication, good interpersonal skills, and who demonstrates a performance evaluation that meets or exceeds expectations
- Agree to work with their mentor to establish a timeline listing specific tasks associated with completion of their project; meet with the mentor on an at least monthly basis.
- Submit their results at a conference or publish their results as well as draft an article for UCD Nurse or Inquiry about their project.
- Preference will be given to applications that receive the highest average score of Peer-Reviewed evaluations
EBP Fellowship seminar schedule (times and location TBA)

- Class 1 (Monday, 2/5/18)
  - EBP
    - Introduction & overview
      - Action plan
      - Major frameworks and models of EBP
    - The Question
      - From clinical inquiry to developing PICO questions

- Class 2 (Monday, 3/5/18)
  - Searching for Evidence
    - Effective searching for evidence: Search strategies and techniques
    - Resources
    - Trouble shooting the search

- Class 3 (Monday, 4/2/18)
  - Appraising the Evidence
    - Critical Appraisal techniques and tools
    - Evaluating & grading levels of evidence
    - Synthesis
    - Recommendations

- Class 4 (Monday, 5/7/18)
  - Integrate the evidence with clinical expertise, patient preferences and values in making a practice decision or change
    - Leveraging EBP for quality initiative benchmarks
    - Implementing evidence into practice: Piloting an EBP project
    - Developing a timeline for implementing an EBP project
    - Creating a "document" to guide practice
    - Developing pre and post EBP surveys and related tools

- Class 5 (Monday, 6/4/18)
  - Evaluate the outcomes of the practice decision or change based on evidence
    - Understanding, measuring, and evaluating outcomes
    - Promoting sustainability and enculturation of EBP changes
    - Key strategies to impact organizational change
    - ROI: Return on the EBP Investment

- Class 6 (Monday, 7/2/18)
  - Dissemination
    - Elevator speech
    - Podium presentation
    - Poster

Class seminars will be 4 hours in duration. Four hours of project and seminar prep time are available per month. Fellows may use PL for any additional time needed.

Application process

All components of the 2018 EBP Fellowship application must be submitted via this platform (Qualtrics) with support letter from unit manager emailed to the Center for Nursing Science.
Please consider the seminar dates in your schedule. We plan to notify applicants two months in advance of the seminar dates to assure that Fellows can request dates accordingly.

Review criteria (see Appendix B)

EBP Fellows will be selected based on the strength of their project proposal, which includes:
1. Clinical relevance and targeted at a unit issue/need with Alignment to UC Davis Health, Medical Center, Patient Care Services, and/or unit goals.
2. Feasibility of completing the project within a 6-month timeframe
3. Support letter from the unit manager/supervisor

The members of the Research Council review and rank all completed applications and make the final selection of EBP Fellows. Fellowship applicants will be notified of the review results by 12/8/17. See Appendix B for review criteria. Prospective fellows are encouraged to contact Lori Madden (916.703.3021; lkmadden@ucdavis.edu) with any questions.

EBP Fellowship Application

EBP Fellowship applicant's name

☐ First Name __________________________________________________

☐ Last Name __________________________________________________

Credentials (e.g., RN, BSN, CCRN)

Preferred contact information

☐ Telephone ______________________________________________________

☐ Email _________________________________________________________

Position (e.g., Clinical Nurse II)
Unit (select from list)

Unit manager/supervisor name

Proposed project title

Proposed project description

I have discussed this project and topic with my supervisor/unit manager and I have his/her support.

☐ Yes

☐ No

Please answer the following questions about your project (See Appendix B for review criteria):

What is the background of the issue/problem/need on your unit/department? What is the clinical relevance to your unit/department?

What is the goal of your project? Describe what your project would entail.

How will your project align with UC Davis Health, Medical Center, Patient Care Services, and/or your unit goals?

Explain how your project will be completed within a six-month timeframe.

Please describe the potential sustainability of your project. How do you see your project used on your unit/department in the future?

Please sign here

Appendix A - EBP Fellowship program service agreement

The EBP Fellowship program represents Patient Care Services’ investment in your professional development, and as such, carries with it some responsibilities. Prior to being designated as an EBP Fellow, we require your agreement with the statements below. This signed form is a required part of your application.
If accepted as an EBP Fellow, I agree to:

1. Arrange my schedule with my manager so that I am available to attend all scheduled training sessions and do the work necessary to complete the project and disseminate the results. This includes communicating and negotiating with my manager the time that might be needed to complete the project.

2. Work with my mentor, unit manager/supervisor, and the EBP Fellow Program Coordinator to complete the project within a mutually agreed upon timeline. Present a podium presentation at an NPC All Here Day in 2018.

3. Present a poster of my work at the Annual Governance Celebration in fall 2018.

4. Complete a program evaluation after the program has ended. Attend the Annual Governance Celebration in fall 2018.

5. Agree to serve as an active member of the Research Council for a one year term starting in July 2018.

Appendix B - EBP Fellowship proposal evaluation/impact score table

Proposal components & impact score (for reference only)

1. Clinically relevant and targeted at a unit issue/need/problem
2. Alignment with UC Davis Health, Medical Center, Patient Care Services, and/or unit goals
3. Feasibility of completing the project within a six-month timeframe
4. Support letter from unit manager/supervisor
5. Total Overall Impact Score

Each item is scored from 1-9, lower score referring to higher quality. See breakdown below.

<table>
<thead>
<tr>
<th>Impact</th>
<th>Score</th>
<th>Descriptor</th>
<th>Additional Guidance on Strengths/Weaknesses</th>
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</thead>
<tbody>
<tr>
<td>High impact</td>
<td>1</td>
<td>Exceptional</td>
<td>Exceptionally strong with essentially no weaknesses</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>Outstanding</td>
<td>Extremely strong with negligible weaknesses</td>
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<tr>
<td></td>
<td>3</td>
<td>Excellent</td>
<td>Very strong with only some minor weaknesses</td>
</tr>
<tr>
<td>Moderate impact</td>
<td>4</td>
<td>Very Good</td>
<td>Strong but with numerous minor weaknesses</td>
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<tr>
<td></td>
<td>5</td>
<td>Good</td>
<td>Strong but with at least one moderate weakness</td>
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<tr>
<td></td>
<td>6</td>
<td>Satisfactory</td>
<td>Some strengths but</td>
</tr>
<tr>
<td>Low impact</td>
<td>7</td>
<td>Fair</td>
<td>Some strengths but with at least one major weakness</td>
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<tr>
<td></td>
<td>8</td>
<td>Marginal</td>
<td>A few strengths and a few major weaknesses</td>
</tr>
<tr>
<td></td>
<td>9</td>
<td>Poor</td>
<td>Very few strengths and numerous few major weaknesses</td>
</tr>
</tbody>
</table>

**Manager letter of support**

A letter of support from your manager is an important part of your application. Please review the eligibility criteria, the areas which are considered in evaluation, and your proposal itself prior to meeting with your unit manager/supervisor. After you have discussed your project with your manager, please ask them to write a letter or email regarding your application with those details in mind. The letter or email can be sent to the Center for Nursing Science (hs-nursingscience@ucdavis.edu) and will be forwarded to the Research Council with your submitted application. This letter MUST be submitted by the noted deadline. Late submissions will not be considered as a part of the application, so please approach your manager with plenty of time for this to be completed.

**Questions/Additional information**

Please note any additional information you wish to share.

Thank you for your application. Upon completion, a copy of your application will be sent to you for your records. Please feel free to direct any questions to Lori Kennedy Madden, Center for Nursing Science (lkmadden@ucdavis.edu, 916.703.3021).