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 EBP & 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

1. 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
2. Stimulate innovative thinking that can improve patient and family outcomes
3. Foster professional growth and development of nurses

Fellow eligibility criteria

1. Two or more years of nursing experience
2. At least 1 year employment at UC Davis Health
3. Employed >50% or .5 FTE as a clinical nurse
4. Interest in learning about the use of research and EBP
5. 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

6. 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.

7. Submit their results at a conference or publish their results as well as draft an article for *UCD Nurse* about their project.

8. Preference will be given to applications that receive the highest average score of Peer-Reviewed evaluations

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**EBP Fellowship seminar schedule**

Session 1 (February 3, 2020)

- Describe program and schedule overview
- Recap MOOC Module 1: Making the Case for Evidence-Based Practice
  - Discuss the importance of EBP in improving healthcare quality and patient outcomes
○ Describe the seven steps of EBP and how to implement EBP in real world settings
○ Discuss barriers to EBP and strategies to overcome them, including the new EBP competencies
○ Describe current trends and challenges in the shift from traditional practice approaches to an evidence-based approach to care and decision making

• Recap MOOC Module 2: Spirit of Inquiry and Formulating a PICO(T) Question
  ○ Describe clinical inquiry
  ○ Identify components of a PICO(T) question
  ○ Describe the connection between clinical inquiry and PICO(T) questions

Session 2 (March 2, 2020)

• Recap of MOOC Module 3: Basic Searching for Evidence
  ○ Identify successful strategies for finding the best evidence
  ○ Identify the most common types of evidence for different types of PICO(T) questions
  ○ List three of the most common databases used in healthcare

• Review of available resources at UCD
• Describe three common issues that can be encountered in a search and how to trouble shoot
them

- Recap of MOOC Module 4: Critical Appraisal of Evidence
  - Describe the difference between critical appraisal (CA) and critique
  - Identify the key questions in critically appraising a quantitative research study versus a qualitative study
  - Describe the difference between evaluation and synthesis of a body of evidence
- Demonstrate use of at least one critical appraisal tools

Session 3 (April 6, 2020)

- Present evidence synthesis related to the EBP fellow's program project
- Review available recommendations regarding EBP related to the EBP project

Session 4 (May 4, 2020)

- Recap of MOOC Module 5: Integrating Evidence into Decision Making: Measuring and Disseminating Outcomes
  - Discuss the importance of ROI (Return on Investment and Risk of Ignoring) related to EBP
  - Differentiate between types of measurable outcomes
○ Describe connections between achieving benchmarks and EBP
○ Discuss the importance of disseminating results of your STEP project
○ List opportunities to disseminate results of your EBP project

• Describe two methods for leveraging EBP for quality initiative benchmarks
• Identify key aspects to piloting an EBP project/implementing evidence into practice
• Present your timeline for implementing your EBP project
• Collaborate on developing a "document" to guide practice
• Describe pre and post survey resources, components & related tools

Session 5 (June 1, 2020)

• Recap of MOOC Module 6: Making EBP Happen in Real World Clinical Settings
  ○ Identify the critical components for making EBP happen in the real world
  ○ Discuss the roles of mentors and leaders in promoting an EBP culture
  ○ Identify the tools you have in your toolkit to build and sustain EBP in your organization
Discuss leveraging the use of EBP competencies to promote and sustain an EBP culture

- Identify three approaches to promoting sustainability and enculturation of EBP changes
- Review key strategies to impact organizational change
- Describe three considerations in measuring the return on the EBP investment

Session 6 (July 6, 2020)

- Review general principles of dissemination
- Describe key components of main dissemination techniques:
  - Elevator speech
  - Abstract
  - Podium presentation
  - Poster
  - Manuscript preparation
- Demonstrate a podium presentation of your EBP project

Seminar sessions will be 4 hours in duration.

Application process

All components of the 2020 EBP Fellowship application must be submitted via this platform (Qualtrics)
with endorsement from unit manager via this platform (Qualtrics) no later than **11/12/19 at 5:00 pm** to be considered.

1. Signed EBP Fellowship proposal
2. Signed EBP Fellowship service agreement (Appendix A)
3. Endorsement from unit manager (Response in support of your application to a brief set of questions on Qualtrics)

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:

Clinical relevance and targeted at a unit issue/need with Alignment to UC Davis Health, Medical Center, Patient Care Services, and/or unit goals. Feasibility of completing the
project within a 6-month timeframe Endorsement 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 12/6/18. See Appendix B for review criteria. Prospective fellows are welcome to contact Joni Hasselbring (jhasselbring@ucdavis.edu, 916-734-3153) with any questions.

Program overview

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

Other Unit/Area
Unit nurse manager/supervisor name

Unit manager/supervisor email

Proposed project title

Proposed project description
I have discussed this project and topic with my supervisor/unit nurse manager and I have their 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.

3. Present a podium presentation at an NPC All Here Day in 2020.


5. Complete a program evaluation after the program has ended.


7. Agree to serve as an active member of the EBP & Research Council for a one year term starting in July.
2020 EBP Fellowship applicant signature

SIGN HERE

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

**Manager letter of support**

Endorsement (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 let them know that they will receive an email link to
a set of questions to complete regarding your application. It will be sent when you complete your application, so please give your manager time before the application due date to complete their part of your application.

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 Joni Hasselbring (jhasselbring@ucdavis.edu, 916-734-3153).
Powered by Qualtrics