

2021 Evidence-Based Practice Fellowship

Information

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).

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

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 applicant's 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* about their project.
- Preference will be given to applications that receive the highest average score of Peer-Reviewed evaluations

Seminar Schedule

Session 1

Monday, February 1, 2021

8:30 am - 12:30 pm

North Addition 2006

- 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

Monday, March 1, 2021

8:30 am - 12:30 pm

North Addition 2006

- 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 and critique
 - Identify 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

Monday, April 5, 2021

8:30 am - 12:30 pm

North Addition 2006

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

Session 4

Monday, May 3, 2021

8:30 am - 12:30 pm

North Addition 2006

- 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

Monday, June 7, 2021

8:30 am - 12:30 pm

North Addition 2006

- 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

Monday, July 12, 2021

8:30 am - 12:30 pm

North Addition 2006

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

Application process

All components of the 2021 EBP Fellowship application must be submitted via Qualtrics with endorsement from Manager/Supervisor completed via Qualtrics no later than **10/30/20 at 5:00 pm** to be considered.

- Signed EBP Fellowship proposal
- Signed EBP Fellowship service agreement
- Endorsement from Manager/Supervisor (Response in support of your application via 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.

Information Required

1. Proposed project title and description
2. The background of the issue/problem/need on the prospective EBP Fellow's unit/department. Include a description of the clinical relevance to the prospective Fellow's unit/department. Applicants are encouraged to provide evidence supporting the importance of this topic in their description.
3. Explain the goal of the project, describing what the project would entail.
4. Identify how the project aligns with UC Davis Health, Medical Center, Patient Care Services, and/or the applicant's unit/departmental goals.
5. Explain how the project will be completed within a six-month timeframe.
6. Describe the potential sustainability of the project. Explain how the project may be used on the applicant's unit/department in the future.
7. Applicants will be asked to confirm that they have discussed the project and topic with their supervisor/unit nurse manager and that the applicant has support from them.

Service Agreement

The EBP Fellowship program represents Patient Care Services' and your unit/department's investment in the applicant's professional development, and as such, carries with it some responsibilities. Prior to being designated as an EBP Fellow, successful applicants are expected to sign an agreement with the statements below.

If accepted as an EBP Fellow, the applicant agrees to:

1. Arrange their schedule with their manager so that they are available to attend all scheduled training sessions, do the work necessary to complete the project and disseminate the results. This includes communicating and negotiating with their manager the time that might be needed to complete the project.
2. Work with their mentor, unit manager/supervisor, and the EBP Fellow Program Coordinator to complete the project within a mutually agreed upon timeline.
3. Present their work at
 - o An NPC All Here Day in 2021
 - o The Annual Nursing Science and Professional Governance Conference in Spring 2022
4. Complete a program evaluation after the program has ended.
5. Attend the 2021 Nursing Science and Professional Governance Conference (date TBA).
6. Agree to serve as an active member of the EBP & Research Council for a one-year term starting in July 2021.

Manager Support

Support from the prospective EBP Fellow's manager/supervisor is an important part of the application. Applicants are asked to review the eligibility criteria, the areas which are considered in evaluation, and their proposal itself prior to meeting with their manager/supervisor.

After prospective EBP Fellows have discussed their proposed project with their manager, the applicant should inform their manager that they will receive an email link to a set of questions to complete regarding the application. It will be sent when prospective EBP Fellow completes their application, so applicants are asked to provide their manager time before the application due date to complete their portion of the application.

Review Criteria

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
2. Alignment to UC Davis Health, Medical Center, Patient Care Services, and/or unit goals
3. Feasibility of completing the project within a 6-month timeframe
4. Endorsement from the prospective EBP Fellow's manager

Items 1-3 are scored from 1-9, with higher scores referring to higher quality. See breakdown below.

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

Members of the EBP & Research Council review and rank all completed applications, making the final selection of EBP Fellows. Applicants will be notified of the review results by **11/20/20**. Questions can be directed to Lori Madden (lk Madden@ucdavis.edu, 916-703-3021).