

# Evidence-Based Practice Fellowship Information

## Overview

The Evidence-Based Practice (EBP) Fellowship is a 6-month, program in which clinical nurses develop their leadership, problem-solving, and research utilization skills. 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 literature search, research methods, evidence appraisal, the change process, project management, and evaluation. Fellows are mentored in the development, implementation, and evaluation of EBP initiatives by a Clinical Nurse Scientist, health system librarian, and a clinical mentor (e.g., EBP Mentor, clinical nurse specialist, educator, or resource with expertise in the Fellow's area of practice). The fellowship follows the ARCC EBP Model methodology.

## Purpose

- The purpose of the UC Davis Health EBP Fellowship program is to:
  1. Teach nurses how to apply the following EBP steps:
    - Formulating a clinical question & problem identification
    - Searching for best available evidence
    - Critically appraising the evidence
    - Integrating the evidence with clinical expertise and patient/family preferences and values to make a practice change
    - Evaluating outcomes
    - Disseminating findings
  2. Stimulate innovative thinking that can improve patient and family outcomes
  3. Foster professional growth and development of nurses

## Eligibility Criteria

- At least 2 years of nursing experience and at least 1-year employment at UC Davis Health
- Employed >50% or .5 FTE as a clinical nurse
- Additional Requirements:
  - Expressed 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.

## Seminar Schedule

*\*\*Seminars are held first Monday of the month from 0830-1230 (except in July due to holiday)*

Session & Dates	Topics and Activities
<p><u>Session 1</u> 1<sup>st</sup> Monday in February 8:30 am - 12:30 pm</p>	<ul style="list-style-type: none"> <li>• Introduction to EBP Models &amp; Process</li> <li>• Formulating an answerable and searchable clinical question</li> <li>• Developing your PICO(t) question</li> </ul>
<p><u>Session 2</u> 1<sup>st</sup> Monday in March 8:30 am - 12:30 pm</p>	<ul style="list-style-type: none"> <li>• Searching the literature</li> <li>• Research methods</li> <li>• Critical appraisal of studies</li> </ul>
<p><u>Session 3</u> 1<sup>st</sup> Monday in April 8:30 am - 12:30 pm</p>	<ul style="list-style-type: none"> <li>• Synthesis of evidence</li> <li>• Making practice recommendations</li> <li>• Determine intervention or practice change to implement based on evidence</li> <li>•</li> </ul>
<p><u>Session 4</u> 1<sup>st</sup> Monday in May <i>(date may change d/t annual conference)</i> 8:30 am - 12:30 pm</p>	<ul style="list-style-type: none"> <li>• Outcome selection &amp; data source</li> <li>• Data analysis, visualization &amp; interpretation</li> </ul>
<p><u>Session 5</u> 1<sup>st</sup> Monday in June 8:30 am - 12:30 pm</p>	<ul style="list-style-type: none"> <li>• Implementing a practice change</li> <li>• Initiative implementation &amp; plan</li> <li>• Review general principles of dissemination</li> </ul>
<p><u>Session 6</u> <b>**2<sup>nd</sup> Monday in July</b> <i>(first Monday is a holiday)</i> 8:30 am - 12:30 pm</p>	<ul style="list-style-type: none"> <li>• Abstracts, Articles, Posters, Presentations, etc.</li> <li>• Demonstrate dissemination of your EBP initiative</li> </ul>

## Application Process

All components of the EBP Fellowship application must be submitted via Qualtrics by Oct. 30<sup>th</sup> each year.

1. EBP Fellowship Proposal (Qualtrics)
2. EBP Fellowship Service Agreement (Qualtrics)
3. Endorsement from Manager/Supervisor (Email)

Please consider the seminar dates in your schedule. We plan to notify applicants in November of the seminar dates to assure that Fellows can request dates accordingly.

## Project Information Required

Question	Response
1. <b>Proposed Initiative Title</b>	
2. <b>Proposed Initiative Description</b>	
3. <b>Initiative Background:</b> What is the background of the issue/problem/need on your unit/department? What is the clinical relevance to your unit/department? Applicants are encouraged to provide evidence supporting the importance of this topic in their description.	
4. <b>Institutional Goals:</b> How the initiative aligns with UC Davis Health, Medical Center, Patient Care Services, and/or the applicant's unit/departmental goals?	
5. <b>Timeline:</b> explain how the initiative will be completed within a six-month timeframe.	
6. <b>Initiative Sustainability:</b> describe the potential sustainability of the initiative. Explain how the initiative may be used on the applicant's unit/department in the future.	
7. <b>Approval:</b> confirm that you have discussed the initiative and topic with your 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 initiative and disseminate the results. This includes communicating and negotiating with their manager the time that might be needed to complete the initiative.
2. Work with their mentor, unit manager/supervisor, and the EBP Fellow Program facilitators to complete the initiative within a mutually agreed upon timeline.
3. Attend the Nursing Science and Professional Governance Conference as an attendee the year you participate in the Fellowship.
4. Complete a program evaluation after the program has ended.
5. Agree to serve as an active member of the EBP & Research Council for a one-year term starting in July in the year you participate in the Fellowship (e.g., 2023 Fellow, serve July 2023-June 2024).
6. Present your work at the Annual Nursing Science and Professional Governance Conference in the year following the fellowship (e.g., Fellowship completed in 2023, present at 2024 conference);
7. You may also be asked to disseminate their work in the following ways
  - a) An NPC/CN3 All Here Day or EBP & Research Council Meeting;
  - b) Submit an abstract of their initiative to an external conference,
  - c) Submit their results in a manuscript or draft an article for *UCD Nurse* about their initiative.

## **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 initiative 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.

## Application Review

EBP Fellows will be selected based on the strength of their initiative proposal and strength of endorsement from the prospective EBP Fellow's manager. The EBP and Research Council will review and score applications based on the following:

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

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 **mid-November**.

Questions can be directed to the Center for Nursing Science ([hs-nursescience@ucdavis.edu](mailto:hs-nursescience@ucdavis.edu)) or the EBP & Research Council ([hs-ebpresearch@ucdavis.edu](mailto:hs-ebpresearch@ucdavis.edu)). Virtual Info Sessions and Office Hours are also provided via the Center for Nursing Science [Events Calendar](#).