Developing a Nursing Research Fellowship
A PROPOSAL FROM QUALITY AND RESEARCH COUNCIL

January 11, 2011
Proposal for Developing a Nursing Research Fellowship

Purpose:

The purpose of this proposal is to outline a staff nurse fellowship program that will focus on evidence-based practice and nursing research. The program will be held annually for a minimum of 1 staff nurse per division.

The Nursing Research Fellowship will be a research skill development program designed to support clinical staff nurses over the course of a 12-18 month project period. Nurse fellows will receive education specific to the research process from the identification of the research question through dissemination of the research findings and the development and dissemination of a clinically relevant evidence-based practice project. The fellowship program will support research and/or evidence-based practice skill development in nurse fellows through education, mentoring, and project assistance by members of the Nursing Research Council. The outcome of this program will be the evolution of a nursing culture that values nursing research and evidence-based practice across the medical center.

The Nursing Research Fellowship will target as participants staff nurses (Clinical Nurse II – IV) with relevant clinical practice questions that have the potential to impact patient outcomes and/or evidence-based nursing practice. The Nursing Research Fellowship will require a commitment by nurse fellows to attend educational programs, to engage in mentoring and consultation sessions with members of the Nursing Research Council as appropriate, and to implement nursing research or complete evidence-based practice (EBP) project.

The Fellowship will provide 8-12 hours salary support for educational programs, mentoring sessions and research-related activities each month over the 12-18 month period.

Definitions

Evidence-based practice is the conscientious and judicious use of current evidence to guide decision-making in the delivery of health care. In contrast to “best practice” which is used to communicate practices used at other sites to improve patient care, evidence-based practices uses levels of evidence ranging from scientific knowledge, randomized clinical trials, observational studies, to expert opinion and consensus of experts.

Research utilization applies research findings in practice, and, thus is one form of evidence-based practice.

Conduct of research is testing hypothesis or answering research questions using a scientific process.

OBJECTIVES

The overall purposes of the fellowship program are to:

- Foster professional growth and development of staff nurses through the acquisition of research and EBP skills
- Integrate the evidence-based practice process and research process into clinical practice by developing skills needed for development, implementation, and evaluation of a clinically relevant evidence-based practice research project.
- Describe components of the research process and EBP models and the relationship of these components to nursing excellence
Demonstrate selected research-related skills such as performing literature searches, critiquing research articles, developing an integrated literature review, preparing a project proposal and IRB application (as applicable), collecting and analyzing data and preparing results for presentation and/or publication.

Identify and utilize the research support services available in or leveraged through (e.g. faculty relationships) UC Irvine.

Achieve defined project outcomes (e.g. abstract, poster and/or presentation or EBP review)

Stimulate innovative thinking regarding practices that are efficient and effective in improving patient outcomes.

Facilitate recruitment and retention by promoting professional growth and fostering a culture of excellence.

Facilitate growth in the Forces of Magnetism through providing staff nurses with opportunities and mentoring in making practice changes through research conduct and research utilization.

ELIGIBILITY CRITERIA

There will be a minimum of 1 staff nurse from each division accepted into the evidence-based practice/research fellowship program. Selected applicants will be eligible for twelve hours of paid time each month over the course of the 12-month fellowship period to devote to the development, implementation and dissemination of a research study or EBP project.

Applicants must meet the following eligibility requirements:

- Minimum one year nursing experience
- Minimum 12 months employment at UC Irvine.
- Minimum 0.5 FTE status
- Meets or exceeds clinical performance
- Expressed interest in learning about the use of research and other evidence in nursing practice
- Status as Clinical Nurse II, III or IV

APPLICATION GUIDELINES

The application will contain:

- **Completed Application Form**
  - Name, address, telephone numbers
  - Education
  - Work experience

- **Self and Peer Evaluation**

- **Proposal:**
  - Applicants describe why they are interested in the Nursing Research Fellowship
  - Applicants will list some ideas for improving patient care and nursing practice that may be used in the development of a project or list some questions that have arisen in practice that could be used to stimulate ideas for projects.

- **Signed Fellow agreement**
  - Include signature of the fellow

EXPECTATIONS/OUTCOMES

By completion of the fellowship period it is expected that the nurse fellow will disseminate the project findings which will include these or other relevant outcomes:
• Present project at the Nursing Research Council
• Write a project summary to be featured in the Noteworthy Nursing Newsletter
• Submit an abstract to a regional or national meeting
• Present project poster or lecture at regional or national meeting if abstract accepted
• Develop a final project summary in the form of an EPB Review or a manuscript to be submitted for publication

CRITERIA FOR SELECTION

The members of the Nursing Research Council will review all applications and selection will be based on the strength of the:
• Completed application form
• Self-evaluation and peer review
• Available positions

Funding

To facilitate participation of the staff nurses, funding will be provided from the Nursing Quality, Research and Education cost center and coded as class time. Funding will cover estimated expenses for each staff nurse fellow to receive the equivalent of up to one day per month (12 hours at regular, not overtime pay) of time to allow for participation in the evidence-based practice/research didactic lecture series and their project.

If accepted to a regional or national meeting, all conference expenses will be paid by the Nursing Quality, Research and Education Cost Center.

Fellowship Support

Administrative support is essential at all levels. To facilitate participation by a staff nurse fellow, the expectation of nursing leadership is to:
• Guarantee protected time for course attendance.
• Develop a partnership between staff nurse and unit manager and clinical nurse specialist/educator
• CNS/educator to facilitate application and implementation processes.
• Provide access to PC computers for literature searches.
• Validate with staff the worth of the Fellowship Program.
• Create an environment which values and expects evidence-based practice.
• Promote innovative thinking about clinical practices.
• Work with the staff member to facilitate practice changes as needed.
• Unit Manager and CNS/Educator support throughout evidence-based practice process (e.g., identify an appropriate topic, access to existing data, identify appropriate interventions, commitment to planning and follow-up throughout implementation).

Didactic Course Objectives

Upon completion of the EBP/Nursing Research staff nurse fellow lecture series, the nurse fellow will be able to:
1. Compare and contrast conduct of research, research utilization, evidence-based practice, and best practice.
2. Describe the process of evidence-based practice and research utilization within the UC Irvine mission and values.
3. Identify practice questions that are amendable to the process of evidence-based practice and nursing research.
4. Partner with an Educator/CNS throughout the EBP/Research process.
5. Apply Evidence-Based Practice to Promote Quality Care.
6. Describe the relationship between evidence-based practice, quality management and nursing research within the Department of Nursing at UC Irvine.
7. Demonstrate skills needed to develop an evidence-based practice protocol, policy, standard, or guideline.
   - Access computer-based web sites that assimilate evidence-based practice guidelines.
   - Complete a literature search for research in an identified area.
   - Assimilate scientific and clinical knowledge to arrive at practice recommendations that are evidence-based.
   - Document the level of evidence for each practice recommendation.
8. Demonstrate skills need to develop a nursing research project.
9. Develop an action plan to effect change in practice or to conduct research project including presentation to Professional Practice Council.
10. Identify and use evidence-based strategies for effecting behavior change in nurses and other health care providers.
11. Develop and begin evaluating the change in practice or the results of the study.
12. Disseminate the project to divisional and departmental committees and councils.
13. Identify one professional meeting or publication where the project could be disseminated.

**Evaluation**

1. Evaluation of the course content by the nurse fellow.
2. Critique of the Evidence-Based Practice Fellowship Program by Educator/CNS and nurse fellow with recommendations for improvement.
3. Completed implementation and evaluation of an evidence-based practice/nursing research project on the corresponding nursing area, with dissemination to the broader nursing community.
4. Performance evaluation to include participation and outcomes of the program.
University of California Irvine Medical Center  
Department of Nursing Quality, Research and Education 

Staff Nurse Fellowship Program on Evidence-Based Practice and Nursing Research

APPLICATION

APPLICATION DEADLINE:

Name: ________________________________  Credentials: ________________

Partners:  CNS/Educator ______________________________

Clinical Area: ________________________________

PROJECT IDEAS

List some ideas for improving patient care and nursing practice in your area:

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

List some questions that have arisen in your practice that could be used to stimulate ideas for projects:

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________
APPLICATION CONTRACT

If I am accepted into the Staff Nurse Fellowship Program, I agree to:
1. Attend all educational sessions (X hour sessions over X months).
2. Participate in group discussions.
3. Meet one-on-one with my identified CNS/educator facilitator, unit clinical mentor for a minimum of one hour per month.
4. Promote implementation of appropriate change in practice regarding the clinical issue I have identified.
5. Keep my unit director, clinical nurse specialist and peers informed of my work by presenting at monthly and prn unit meetings.
6. Work with the appropriate Departmental committees to effect change in the clinical practice issue I identified.
7. Write-up a summary of my work within 2 months following completion of the fellowship for the Newsletter “Noteworthy Nursing.”
8. Submit a poster application to an regional or national conference.
9. Present results of the project at the Nursing Research Committee.

_____________________________________________  Date
Applicant

_____________________________________________  Date
Clinical Nurse Specialist/Clinical Nurse Educator

Items to be submitted:
- Self Evaluation using Novice to Expert Form.
- Peer review using Novice to Expert Form
- Signed staff nurse fellows application and contract
- Optional attachments:
  - Resume include pertinent prior work (publications, professional unit/hospital activities, preceptoring teaching skills, etc.)
  - Letters of support from multi-disciplinary team members

Submission Instructions

Submit above items to:
XXXXXX
Thank you for your interest in applying for the Staff Nurse Fellowship in Evidence-Based Practice/Nursing Research. Attached is a description of the Fellowship, application, and contract.

When submitting your application, please make sure you have the following items:

- Identify the CNS/Educator that will serve as your mentor and resource person for the project.
- Signed contract
- Signed application
- Optional attachments are:
  - Resume
  - Letters of support from multidisciplinary team members (other staff nurses, unit manager, unit medical director, etc.)
  - Any pertinent prior work (publications, professional unit/hospital activities, preceptoring, teaching skills, etc.)

Please submit, by X, your application and materials to:

If you have any questions, please do not hesitate to contact me at: