

An Innovative Interprofessional Fellowship for Pre & Post Doctoral Nurses

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VA
HEALTH
CARE

Defining
EXCELLENCE
in the 21st Century

VAQS
QUALITY SCHOLARS
DEVELOPING LEADERS & SCHOLARS TO IMPROVE HEALTHCARE

Acknowledgements

- The authors have no conflicts of interest to disclose.
- The VAQS program is supported by the **VA Office of Academic Affiliations** and includes
 - Houston Coordinating Center,
 - National program sites, and
 - Partnerships with the VA Rural Scholars program and the
 - Toronto Quality Scholars program.



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Learner Outcome

Describe a strategy to advance the scholarship of doctorally prepared nurses to lead quality improvement, research, practice, education, and policy initiatives driving healthcare improvement

Expansion of DNP and PhD programs highlights the need for PD and collaboration to promote discovery and translation of research.

The growing complexity of healthcare presents challenges requiring innovative solutions and team collaboration.

A strong partnership is key to bridging academia & practice maximizing nursing's contribution to healthcare reform through faculty practice & translational research.

Call to Action

Post Doctorate Experiences

- Definition

- Postdoctoral scholar: engaged in mentored research and/or training with intent of acquiring skills needed to pursue career (Sherry et al., 2013)

- Traditional design

- Components: Educational training, research training & career planning
- Resources: Stipend, protected time, funding
- Expectation: Freedom to conduct research, disseminate findings
- Ease transition from graduate school
- Launch independent research career (Ponte et al., 2015; Sherry et al., 2013; Jacob & Lefgren, 2011)

VHA Post Doctorate Experiences

- Fellowships in the VHA
 - Nursing Post-Doctoral Fellowship Program
 - VA Advanced Fellowship in Geriatrics
 - VA Fellowship in Women's Health
 - VA Interprofessional Fellowship Program in Patient Safety
 - National Clinical Scholars Program
 - VA Quality Scholars Program (VAQS)
- Characteristics
 - Function in professional role outside of academic environment
 - Collaborate with diverse group of interdisciplinary researchers
 - Proposed study is relevant to care of Veterans
 - Promote integration of significant research findings into clinical care of Veterans

(Hobbs et al., 2008)

(<https://www.va.gov/NURSING/research/rsrchFunding.asp#train>)



VA Advanced Fellowships

Foundational Goals

- Professional Development
- Partnership & Teams
- Communication & Advocacy
- Healthcare Environment

Emphasis Areas

- Interprofessional Collaboration
- Leadership
- Healthcare Improvement

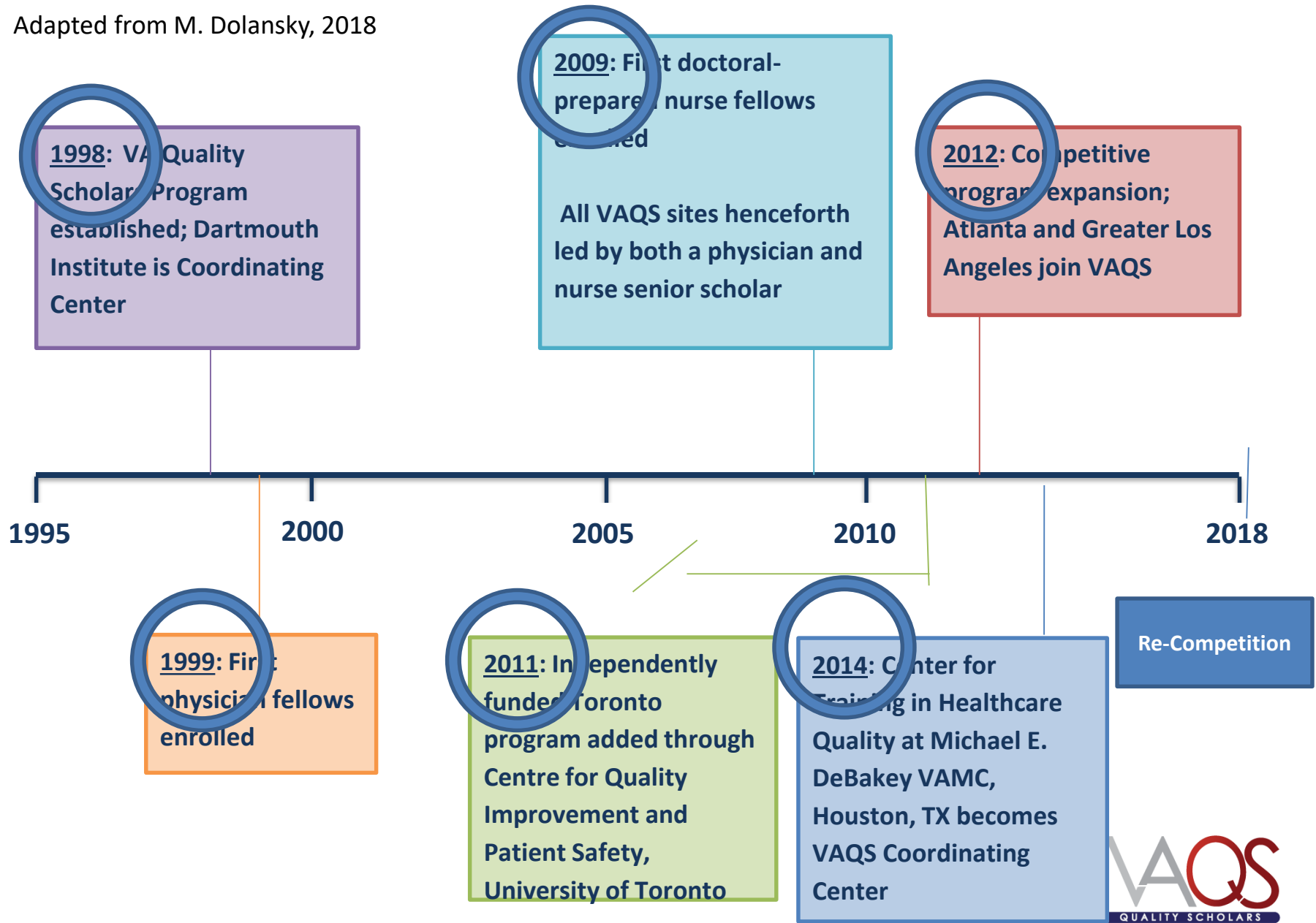


VAQS Purpose

The VA Quality Scholars Program trains leaders in quality and patient safety for the VA and health care nationally and internationally

Interprofessional emphasis with physicians, doctoral-trained nurses, clinical psychologists and pharmacists as fellows and senior scholars

Adapted from M. Dolansky, 2018



(Patrician, et al., 2013; Patrician, et al., 2012)

VA Quality Scholars Program

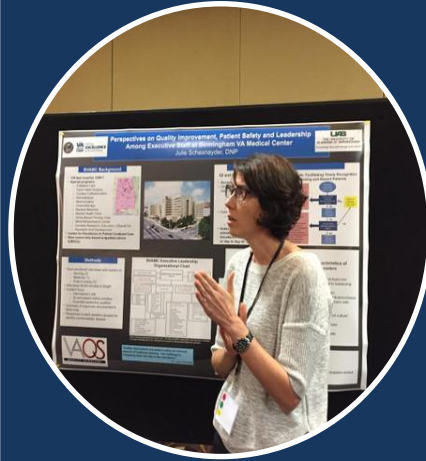


- 50 IP Fellows
- 25 Senior & Faculty Scholars

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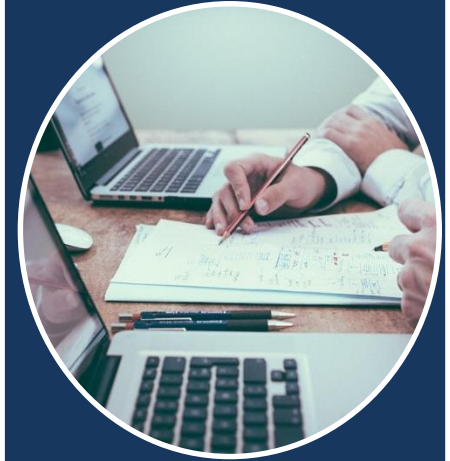
**Clinician
Leader**



**Clinician
Scholar**



**Clinician
Educator**



**Clinician
Investigator**

VAQS Fellows as Practice Change Leaders

Adapted from M Dolansky, 2018

VAQS Competencies Reflect This Vision

- Interprofessional collaboration and team work
- Improvement methods and skills
- Organization and systems leadership for quality and safety
- Research
- Teaching & learning



Site-level Training

Individualized Mentoring
Fellow's Projects

Other Learning

National Projects
Degree Programs

VAQS

National Training Program

Curriculum & Face-to-Face Meetings

QI Core
and Fellows'
Forum

Methods
and Analysis

Career and
Scholarship

Practice
Change
Leaders

VA Quality
Scholars'
Summer
Institute

Other Curricular Opportunities

<https://www.vaqs.org/>

Evolving Curriculum

- Foundation:
 - Model for Improvement / Improvement Science
 - Dartmouth Institute & Institute for Healthcare Improvement (IHI)
- Enhancement:
 - Implementation Science
 - VA Quality Enhancement Research Institute
 - Design Thinking
 - Technology and design firm approach
 - IDEO at 2016 Summer Institute
- Evolution:
 - Informatics and Population Health
 - Leadership Training

Sample Topics

Foundations & Leadership

- Systems Thinking
- QI Basics
- Project (Agile) Management
- Diffusion of Innovations
- QI vs. Research
- Implementation Models
- Patient Safety

QI Methods & Analytics

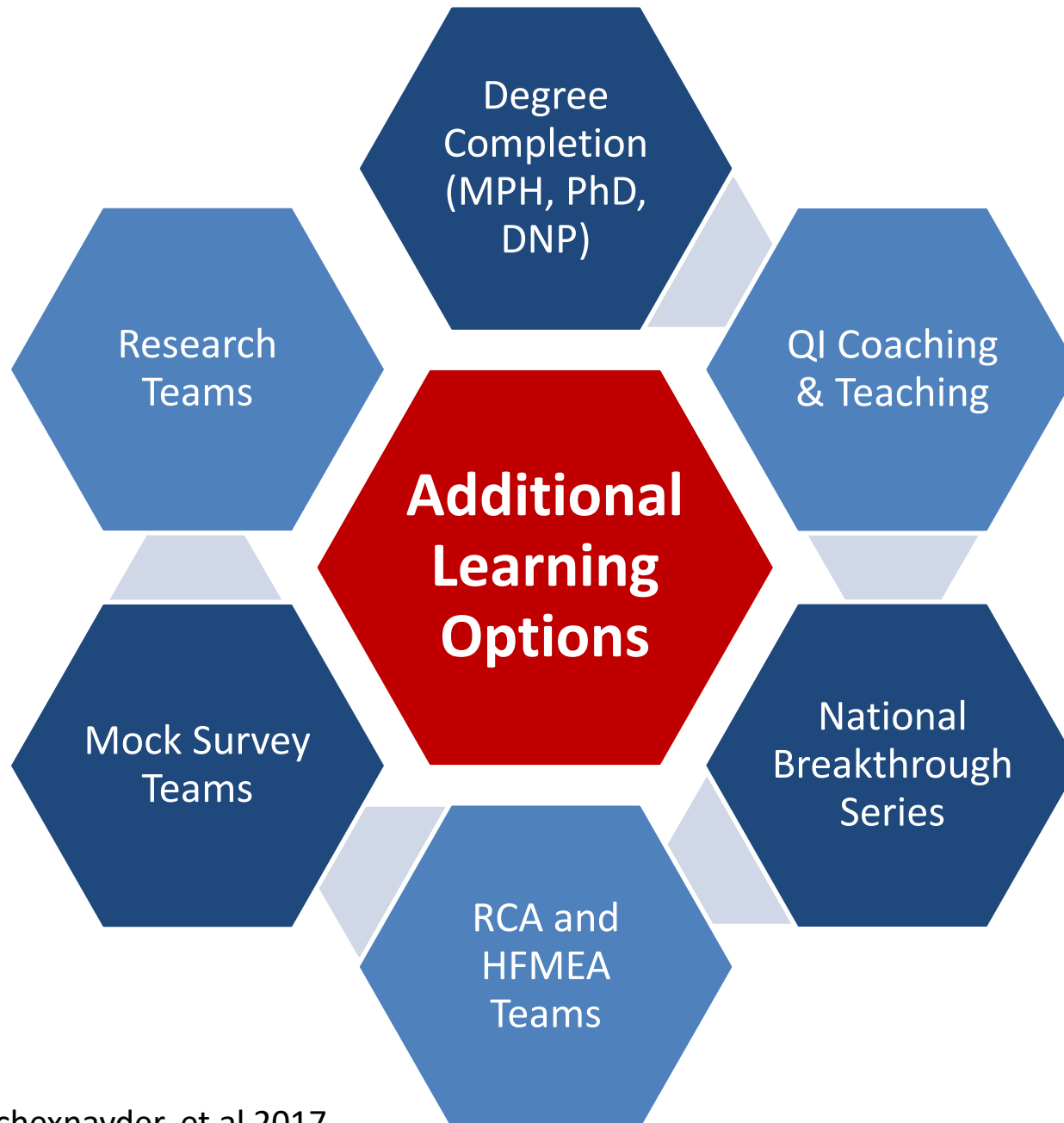
- Data Fundamentals:
Run & SPC Charts
- Qualitative Methods in QI
- Survey Measures
- Intro to Lean Methods
- Measurement Pitfalls

Career & Scholarship

- Leadership Theories
- Professional Development Plan
- Career Planning
- Conflict Management
- Scholarly Writing
- Work/Life Balance

Special Interest Groups

- QI Measurement
 - Advanced SPC chart creation and interpretation
 - QI software exposure/support
- TeamSTEPPS
 - Group AHRQ TeamSTEPPS Training
 - Certification as Master Trainer
- Lean Six Sigma
 - Opportunity to complete green belt training during curriculum year



The Next Generation



Outcomes

- 44 nurses have completed the program
 - 24 PhDs,
 - 16 DNPs,
 - 4 pre-doctoral

- 19 nurses are enrolled currently
 - 4 PhD,
 - 6 DNP,
 - 9 pre-doctoral



Example Fellow Projects

- Utilization and Standardization of RAI-Frailty Screening Across Surgical Clinics: A Quality Improvement Initiative (Atlanta)
- Women Veteran's Experience with Maternity Care Coordination (White River Junction)
- Interventions to Improve Tobacco and Alcohol Screenings Among Inpatient Veterans (Birmingham)

Example Fellow Projects

- Implementation of Sepsis Protocol in VISN 10 TeleICU Hub (Iowa City)
- Use of Behavioral Interventions to Improve Outpatient Antimicrobial Stewardship (Nashville)
- Improving HTN Treatment in the Primary Care Clinic (Cleveland)

Outcomes (2012-2017)

Scholarly Outcomes	Examples
130 articles in peer-reviewed journals • 60 led by Nurse Fellows Two Book Chapters	Advances in Nursing Science Health Affairs American Geriatrics Society Midwifery & Women's Health BMJ Quality & Safety Joint Commission Journal of Quality & Safety
40 National Presentations	Institute for Healthcare Improvement Translational Science Annual Meeting Implementation Science Research Network Midwest Nursing Research Society Quality and Safety Education in Nursing (QSEN) Summit on Leadership & Quality
Funded Projects	Office of Nursing Service, VHA Office of Academic Affiliations, VHA T32

Impact

- Fellows and alumni have significantly contributed to the strategic priorities of local and national VA through:
 - Collaboration with VAQS alumni, VA staff, affiliate trainees and faculty, and VA program offices
 - Involvement as educators during fellowship resulting in curriculum development and course redesign
 - Attainment of diverse roles as researchers, health system leaders, educators, and national experts

Placement after Fellowship

- 21% employed with federal government
 - Clinical Care (VA)
 - Leadership (VA & PHS)
 - Research (NIH)
- 27% contribute to QI leadership in healthcare settings outside of VA
- 60% with academic appointments

VAQS Alumni

- Alumni hold leadership positions that directly influence health care improvement
 - Director of Behavioral Health and QI Specialist
 - Research Nurse Scientist/Faculty
 - United States Public Health Service
Commissioned Corp Officer
 - Manager of Nursing Excellence/ Magnet
Program Director
 - Director of Risk Management and QI Education
 - Director of Quality and Performance

Community of Scholars

Hear the Views
of Others,
Share your Views,
Create innovative
solutions,
To improve
healthcare!



<https://www.vaqs.org/>

Recommendations

Pre and post doctoral experiences for DNP and PhD nurses are necessary to build human capital for enhancing the science of improvement, interprofessional collaboration, and health outcomes.

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Questions



<https://www.vaqs.org/coordinating-center/summer-institute/#!>