

A new opportunity for post-doctoral education: The National Clinicians Scholars Program

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National Clinician
Scholars Program

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Creating the next Florence Nightingales



“Let whoever is in charge keep this simple question in her head (not, how can I always do this right thing myself, but) *how can I provide for this right thing to be always done?*”

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Overview

- Creation of the National Clinician Scholars Program
- Overview of key elements
- Focus on nursing scholarship
- The NCSP at Michigan

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NCSP Program Goals

- Offer unparalleled training for clinicians as change agents driving policy-relevant research and partnerships to improve health and health care.
- Cultivate health equity, eliminate health disparities, invent new models of care, and achieve higher quality health care at lower cost by training nurse and physician researchers

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NCSP Program Goals

- Create leaders and collaborators embedded in communities, healthcare systems, government, foundations, and think tanks in the United States and around the world

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National Clinician
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The Beginning...



NCSP Coalition, University of Pennsylvania's Houston Hall, 2015

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History

- Sunsetting of site-based training program funded by RWJF for 40 years
 - Previously, separate programs for nurses and physicians
- Creation of NCSP in 2015 to fill the gap & continue site-based training, including physicians and nurses
- Garnered commitments from Schools of Medicine and Nursing from UCLA, Michigan, Penn & Yale with a self-funding model
- Critical commitment from the VA

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History: How it works

- Executive Committee: Program Directors from each of the sites
 - Central Administrative Director for coordination of national efforts
- Monthly Program Directors and VA-NCSP call
- Established National Program Board
 - Elected Chair
 - Seven Rotating Members, all esteemed leaders in the field of health care

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NCSP National Program Board 2018 Members



**John Z. Ayanian, MD,
MPP**



**Troyen A. Brennan,
MD**



**Marion E. Broome,
PhD, RN, FAAN**



**Patrick H. Conway,
MD, MSc**



**Kenneth Covinsky,
MD, MPH**



**Stuart C. Gilman, MD,
MPH**



**Trent Haywood, MD,
JD**



**J. Larry Jameson, MD,
PhD**



Mary E. Klotman, MD



**Ann Kurth, PhD, RN,
CNM, MPH, FAAN**



**Nicole Lurie, MD,
MSPH**



**Kelsey C. Martin, MD,
PhD**



**Shirley M. Moore, RN,
PhD, FAAN**



**Patrick G. O'Connor,
MD, MPH**



**Nilda P. Montano,
DRPH, RN, FAAN**



**Kathleen Potempa,
PhD, RN, FAAN**



**Linda Sarna, PhD, RN,
FAAN**



**Antonia M. Villarruel,
PhD, RN, FAAN**

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Maintain Alliances & Collaborations with the Community



**Loretta Jones, Healthy African American Communities, wins the UCLA Medal,
2017**

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Operational structure

- **NCSP Annual Meetings**
 - Annual rotating hosting of conference among sites
 - UCLA in 2018, Penn in 2019, Michigan in 2020, Duke in 2021
- **RFA for new site(s)**
 - Secured financial commitment from VA for addition of up to two new sites
 - Duke University and UCSF selected to join the NCSP

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Operational structure, continued

- Established process for evaluation of sites
- Committees & task forces
 - Recruitment & Marketing Committee
 - Fundraising Committee
 - Community Partnerships Task Force
- Clinical Scholars Alumni Association (CSPAA) will join former RWJF physician and nurse alums with the NCSP

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2016-2020, 90 National Clinician Scholars Collaborations of Physicians and Nurses



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NCSP Scholar Eligibility

- Physicians
 - Completed medical degree and residency
- Nurses
 - Post-doctoral degree (PhD or DNP)
- Online application system
 - Hosted national information sessions for applicants
 - Recruitment materials
 - National selection process

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Selection of Scholars

- No lag time between sunseting of RWJF Clinical Scholars and entry of first NCSP class
- From 2015 to 2018:
 - Received 307 applications (240 MD, 67 RN)
 - Accepted 90 trainees (74 MD, 16 RN) (4th class to be admitted in October 2018)
 - Graduated first class of 27 graduates (21 MD, 6 RN) in Spring 2018

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Cohort 2019-21 Applicant Pool

- High quality of applicants has remained steady
- Increased recruitment and marketing efforts this year resulted in a 40% increase in applicants.

CSP & NCSP Applications, 2014-2018					
	2014 (CSP)	2015 (NCSP)	2016 (NCSP)	2017 (NCSP)	2018 (NCSP)
TOTAL	76	81	75	63	88
MD	76	68	60	49	63
RN	N/A	13	15	14	25

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NCSP Nurse Scholar Highlights

- Maria Yefimova (UCLA), Nurse scientist at Stanford and VA Palo Alto
 - Partners with clinicians and researchers to address how technology can address morbidity, disability and social needs of older patients to reduce hospitalization and nursing home placement
- Hayley Germack (Yale), Assistant Professor, University of Pittsburgh
 - Systems-level variation in quality of care for socially and medically vulnerable with mental illness and chronic comorbid conditions
- Jordan Harrison (Penn)
 - Evaluating advanced practice providers on patient outcomes and value of care in inpatient hematology/oncology units
 - 2018 AcademyHealth Interdisciplinary Research Group on Nursing Issues New Investigator Award

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Innovative interprofessional models in post-doctoral training: The NCSP at Michigan

Kathleen Potempa PhD, RN, FAAN
Dean Emerita and Professor
University of Michigan
January 18th, 2019



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UM program faculty and staff



Rodney Hayward, MD
Program director



Deena Costa PhD, RN
Co-director



Caroline Richardson, MD
Co-director



Brittany Weatherwax,
Program Coordinator



Michele Heisler MD, MPA
Co-director & VA Liason



Theodore J. Iwashyna MD, PHD
Co-director



Brenette Logan,
Program Coordinator

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NCSP at Michigan



- NCSP scholars train alongside Institute for Healthcare Policy & Innovation HPI scholars from all health professions (pharmacy, dentistry, medicine, surgery)

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UM program overview: structure

- 2-year training program, July 1 start date
- Year 1: Curriculum
- Year 2: Research

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Training



6-week summer intensive



Masters in Health and
Health Care Research**



Mentorship

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Curriculum



Masters in Health and Health Care Research*

Optional at other sites



Research design and analysis



Social and cultural aspects of research on health and society



Leadership & Career development



Research on healthcare delivery, financing and policy



Research practica

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Curricular flexibility for PhD RNs



Sue Anne Bell PhD, FNP-BC
Completed Masters degree



Jade Burns PhD, RN, CPNP-PC
Completed Masters degree



Jin Jun PhD, RN
Auditing classes (cohort effect)
but not matriculating into Masters degree

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Research

- Embedded throughout 2-semester curriculum
- Protected time for research (at least 80%)
- Mentors from across University of Michigan campus
- Funds for travel and research projects

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Areas of research for current and past scholars



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Mentorship

- Scholars are paired with fellowship mentors (one of the co-directors of the program)
- Meet 1-2x a month with mentor and other mentees
- Paired with content mentor(s), typically from UM School of Nursing
 - One-on-one mentorship meetings to facilitate progress on papers, grant writing

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NCSP Grad Sue Anne Bell PhD, RN



"My interest in both women's health and in the impact of disasters on the health of communities goes back to my work as a nurse practitioner and researcher in West Africa," explains Bell. "As a National Clinician Scholar, I'm building on that, looking at the long term health outcomes of communities exposed to disaster, and the impact of disaster response on health and health disparities within those communities."



Impact of
Disasters on
Health

All-Cause Hospital Admissions Among Older
Adults After a Natural Disaster



Sue Anne Bell, PhD, RN(BC); Malahat Khan, MD; Hsiang-Jung Chen, PhD; Coleen Cooke, MD; Theodore Swartz, MD, PhD
*Corresponding Author: sabell@umich.edu; www.umich.edu

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NCSF Community Partners:

Detroit Community-Academic Urban Research Center (URC)



- URC seeks to maintain effective partnerships with between community-academic
- Emphasis on community-based participatory research (CBPR)
- Faculty & staff:
 - School of Public Health: Barbara Israel (Principal Investigator), Amy Schulz, Marc Zimmerman, Cleo Caldwell, Chris Coombe, Roshanak Mehdipanah
 - School of Medicine: Toby Lewis, Michele Heisler
 - School of Social Work: Edie Kieffer, Michael Spencer
 - School of Nursing: Stephen Strobbe

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Detroit URC Partners



- Community Health and Social Services Center (CHASS)
- Communities In Schools
- Detroit Department of Health and Wellness Promotion
- Detroit Hispanic Development Corporation
- Henry Ford Health System
- Latino Family Services
- Neighborhood Service Organization
- U-M Schools of Public Health, Nursing, & Social Work
- Warren/Conner Development Coalition

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Benefits of interprofessional training

- Embed NSCP scholars with other UM post-docs during coursework
 - Enhances learning
 - Increases exposure to other fields and their research
 - e.g. Pharmacy – Dr. Toni Coe PhD, PharmD

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Benefits of interprofessional & interdisciplinary training

- Mission driven, health services training by faculty with that perspective
- Exposure to other fields, methods, schools of thought
- Fosters effective networking across professional boundaries

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Challenges

- Interprofessional work can be challenging
- Fostering relationships of NCSP nurse scholars across sites
- Self-funding model varies across sites

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Cohort 2019-21 Admissions Timeline



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THANK YOU

