

Preparing Pre and Post-doctoral Nurses to Lead Healthcare Transformation Utilizing an Interprofessional Fellowship Experience

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 - Toronto Quality Scholars program.



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Learner Outcome

The learner will be able to identify strategies for enhancing post-doctoral fellowships in order to expand the pipeline of doctorally prepared nursing leaders who can optimize healthcare system outcomes focusing on quality improvement, safety, and system redesign..



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VA Advanced Fellowships

Foundational Goals

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

Emphasis Areas

- Interprofessional Collaboration
- Leadership
- Healthcare Improvement

https://www.va.gov/OAA/Advanced_Fellowships/Explore_our_Fellowships.asp



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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>)



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VAQS Purpose

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

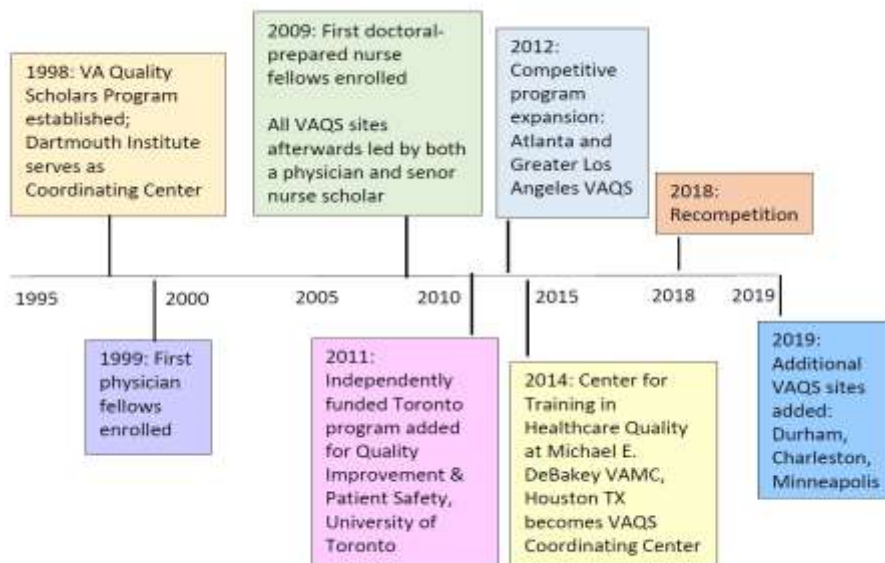
Interprofessional emphasis with physicians, doctoral-trained nurses, clinical psychologists and pharmacists as fellows and senior scholars

Adapted from M. Dolansky, 2018



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VAQS Program Development and Expansion



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VA Quality Scholars Program

Twelve Sites
across
North America

- 257 Alumni
- 46 Senior & Faculty Scholars
- 51 Emeritus Faculty Scholars

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

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Clinician Leader Clinician Scholar Clinician Educator Clinician Investigator


VAQS Fellows as Practice Change Leaders

Adapted from M Dolansky, 2018

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VAQS Competencies Reflect This Vision

- Interprofessional collaboration and team work
- Improvement and implementation science
- Organization and systems leadership
- Methodological skills and analytic techniques for improvement and research
- Teaching & coaching

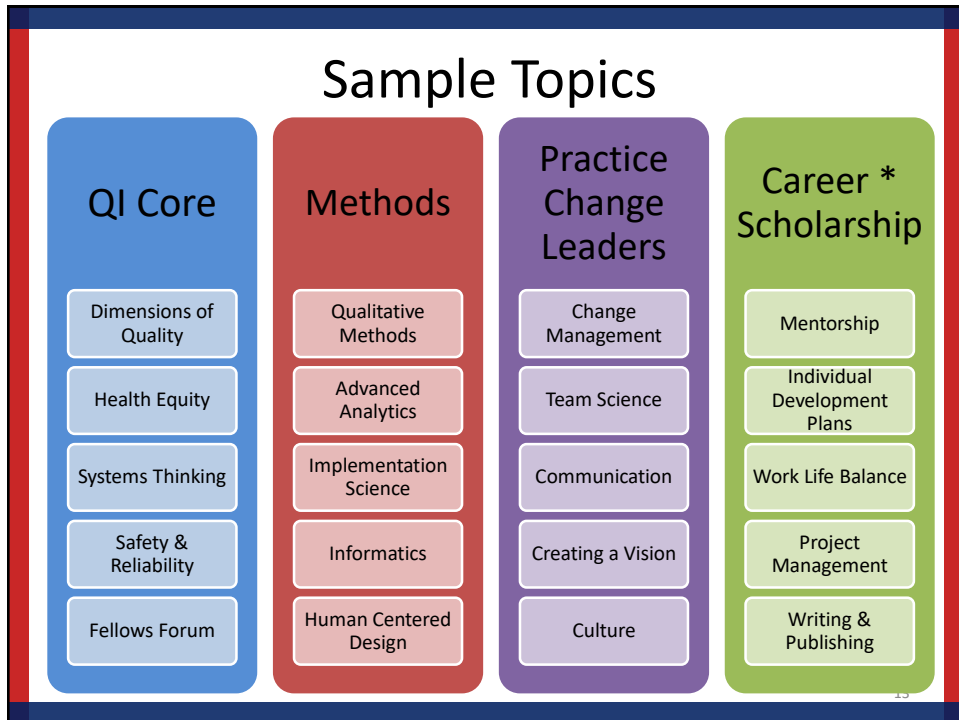


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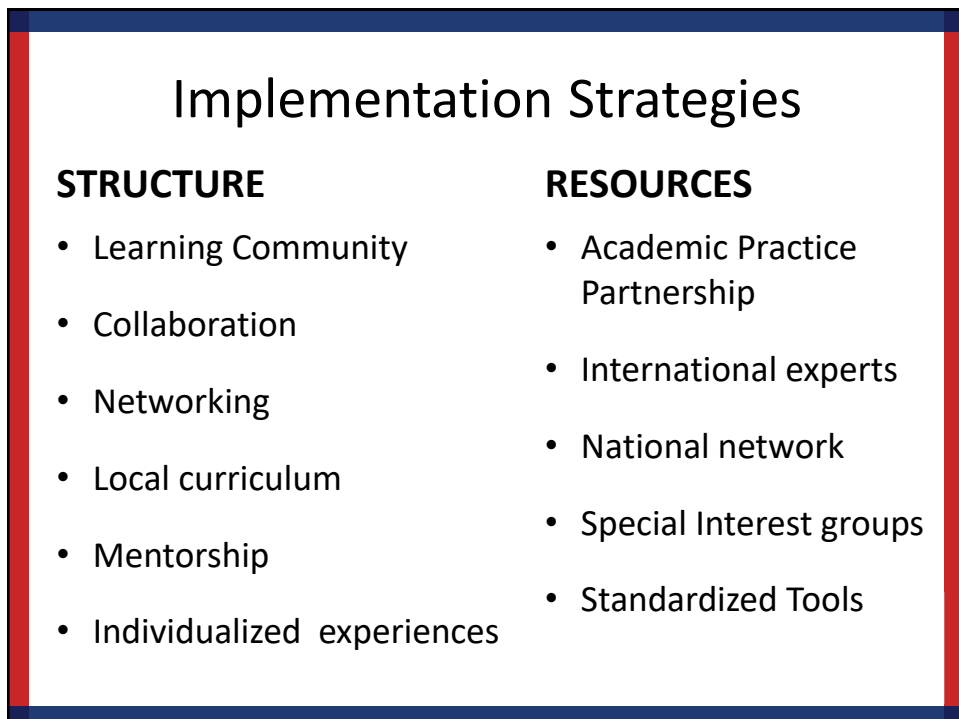
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Example Fellow Projects

- 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)



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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)




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Nurse Fellows

- 51 nurses have completed the program
 - 24 PhDs,
 - 19 DNPs,
 - 8 pre-doctoral
- 21 nurses are enrolled currently
 - 7 PhD,
 - 6 DNP,
 - 8 pre-doctoral



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Outcomes (2012-2019)

Scholarly Outcomes	Examples
130 articles in peer-reviewed journals <ul style="list-style-type: none"> • 60 led by Nurse Fellows Three Book Chapters	Advances in Nursing Science Health Affairs American Geriatrics Society Midwifery & Women's Health BMJ Quality & Safety Joint Commission Journal of Quality & Safety American Nurses Association
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 Implementation Science Research Network
Funded Projects	Office of Nursing Service, VHA Office of Academic Affiliations, VHA T32

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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
 - Leadership in International organizations (e.g. QSEN)

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Recognition



Research S

Tuition

Scholarly Achievements

Fellowships

Awards


Care Innovation



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Placement after Fellowship

- 30% employed with federal government
 - Clinical Care (VA)
 - Leadership (VA & PHS)
 - Research (NIH)
- 27% contribute to QI leadership in healthcare settings outside of VA
- 40% with academic appointments



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VAQS Alumni

- Alumni hold leadership positions that directly influence health care improvement
 - Director of Behavioral Health and QI Specialist
 - Research Nurse Scientist/Faculty
 - Coordinator for EBP/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



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Community of Scholars

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



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

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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/coordinates-center/summer-institute/#!>

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VAQS Coordinating Center

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