Evidence-based Fellowship Immersion: Transforming Staff Nurse’s Professional Practice

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Disclosure

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- Objective: Explore professional and personal development occurring during EBP Fellowship

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*Where Tradition Meets Innovation*
Introduction

- Evidence-based practice (EBP) fellowship programs promote skills enabling staff nurses to use best evidence in clinical practice

- Graduates of fellowship programs report furthering education or career changes after completing program

- Many nurses attribute future success to participation in fellowship program
Purpose

- To explore the professional & personal changes occurring during & following a 1-year EBP fellowship program
Methodology

- Focus Groups
- 6 questions
- Responses recorded & transcribed
- Themes identified
## Results

### 5 themes

<table>
<thead>
<tr>
<th>Theme</th>
<th>Examples</th>
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<tbody>
<tr>
<td>Support</td>
<td>From mentors &amp; fellows in the program &amp; managers/colleagues</td>
</tr>
<tr>
<td>Resources</td>
<td>Access to EBP experts, library services, electronic data bases</td>
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<tr>
<td>Knowledge</td>
<td>Information &amp; skills gained during the program</td>
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<tr>
<td>Opportunity</td>
<td>Chance to make a practice change, present a poster, collaborate with leaders</td>
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<tr>
<td>Empowerment</td>
<td>Realization that one can make a difference &amp; has autonomy to act</td>
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*Where Tradition Meets Innovation*
<table>
<thead>
<tr>
<th>Theme</th>
<th>Comments</th>
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| Support      | “All of my mentors were so encouraging…  
…”it makes a big difference to have a manager on your side & supporting you…”                                             |
| Resources    | “The librarians would walk me through a lot of things & show me what resources were available…I was able to do some legwork on my own after that.” |
| Knowledge    | “…before the program I really didn’t know how to evaluate my practice with the research because I didn’t know what kind of research I was looking at.” |
| Opportunity  | “…to participate in the fellowship opened up some new avenues & doorways & allowed me to think about things that maybe I didn’t think I was empowered to even be a part of.” |
| Empowerment  | “If I can find out what I do and why, then what a difference I could make.”                                                                  |
Discussion

- Transformation
- Kanter’s Theory of Structural Empowerment
- Empowered to make practice changes
Conclusion

- Fellowship provides essential elements of structural empowerment
- Sense of empowerment explains long-term outcomes & success