

HIMSS[®]19

CHAMPIONS OF HEALTH UNITE

Global Conference & Exhibition
FEB 11-15, 2019 | ORLANDO

NI Fellowship: Developing Future Nurse Informaticists

Session #19, February 12, 2019

Meg Furukawa MN, RN-BC, CNS; Angela Amucha BSN, RN-BC

Nurse Informaticists, UCLA Health

Conflict of Interest

Meg Furukawa MN, RN-BC, CNS

Angela Amucha BSN, RN-BC

Have no real or apparent conflicts of interest to report.

Agenda

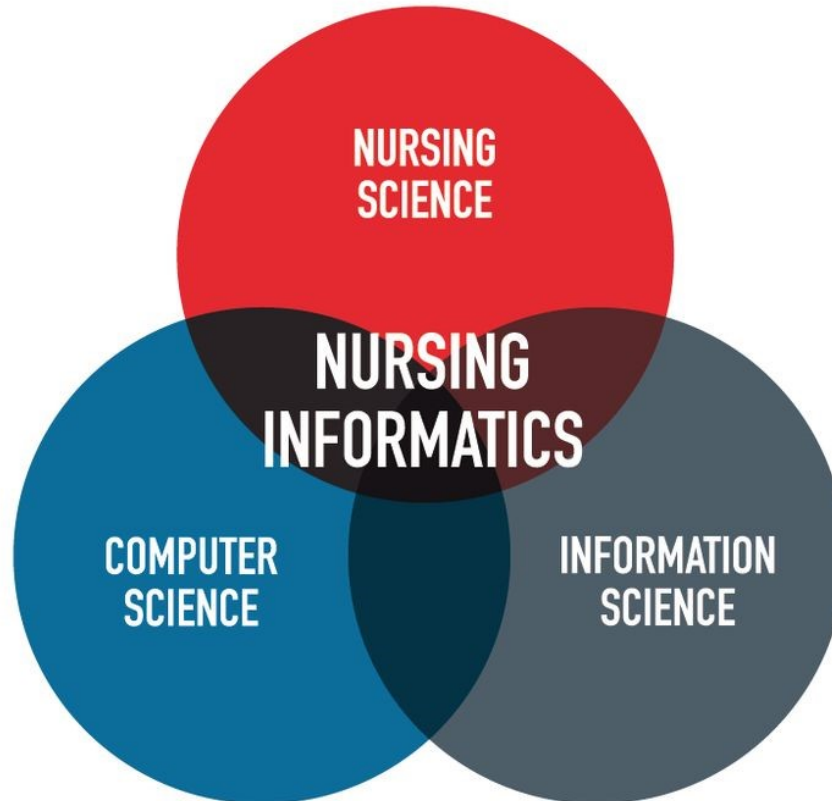
- Nursing Informatics Overview
- Nursing Informatics Fellowship
- Outcomes
- Challenges/Barriers
- Lessons Learned
- Future Plans



Learning Objectives

- Describe the logistics of developing a nursing informatics fellowship
- Identify three benefits gained from developing a nursing informatics fellowship
- Discuss challenges and strategies when developing a nursing informatics fellowship
- Design an effective nursing informatics fellowship

Nursing Informatics (NI)



Nursing Informatics

- Specialty that integrates nursing science with multiple information management and analytical sciences to identify, define, manage, and communicate data, information, knowledge and wisdom in nursing practice

Nursing Informatics: Scope and Standards of Practice, 2nd Edition, ANA 2015



Nursing Informatics

- Supports nurses, consumers, patients, the interprofessional healthcare team and other stakeholders in their decision-making in all roles and settings to achieve desired outcomes
- Accomplished through the use of information structures, information processes and information technology

Nursing Informatics: Scope and Standards of Practice, 2nd Edition, ANA 2015



Nurse Informaticists

- Opportunities for nurses to learn and experience the NI role outside of formal education are rare
- Vital to the successful use of technology
- Need for NIs has increased significantly
- Increase in NI degree programs



UCLA Nurse Informaticists



- Majority are masters-prepared and board certified
- Responsible for a wide range of inpatient and outpatient areas
- Usually work independently from each other

Development of NI Fellowship

- Created in response to multiple requests for information about nursing informatics
 - ❖ What do you do?
 - ❖ How can I learn more about nursing informatics?
 - ❖ I am interested in informatics, but I am not sure it is the right degree/program for me
- Collaborative project for the NI team



NI Fellowship Opportunities

- Provide staff nurses with an opportunity to learn more about the NI role
 - ❖ Classes
 - ❖ Practical experience
 - ❖ Mentoring
- Work on optimization projects to benefit the organization
- Increase insight into how nurses use technology



NI Fellowship Opportunities

- Identify opportunities to use technology for improvement
- Enable Fellows to make a more informed choice about pursuing formal degrees or positions in informatics
- Prepare nurses who could assist our team with projects or fulfill NI roles in the future

NI Fellowship Goals

- Provide nurses with an opportunity to experience and learn about nursing informatics
 - ❖ Mentoring from NIs
 - ❖ Practical experience
 - ❖ Completing an informatics project
- Improve electronic health record (EHR) and/or workflows by developing and implementing optimization projects
- Provide NIs with the opportunity to share expertise



NI Fellowship

- 1 year program
- Monthly classes
- Project
- Informatics experiences
- 8 hours per month
- 3 Fellows



Eligibility Criteria

- Minimum of 3 years nursing experience
- Minimum of 1 year of employment at UCLA Health
- Employed at 50% or more time bas
- Demonstrates readiness for leadership



Eligibility Criteria

- Strong interest in Nursing Informatics
- Must be able to attend 90% of all NI Fellowship classes
- Able to complete a Nursing Informat related project
- Support from manager to participate



Online Application Process

- Interest in informatics and the Fellowship
- Identify goals for Fellowship
- Informatics experience (not required)
- Committee/activities/project work
- Plans for professional development
- Identify an EHR or workflow issue to solve
- Identify areas of interest in informatics



Online Application Process

- Resume
- May be asked to interview
- Information about the Fellowship given to the Managers first
- Information about the Fellowship emailed to staff with link to the application
- Applications open for 2 weeks

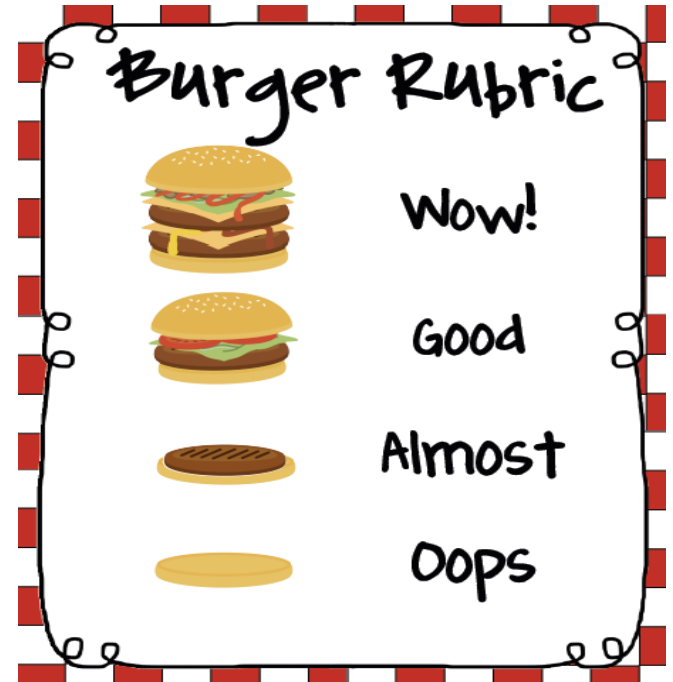
Application Review

- Rubric created based on application requirements
- NIs reviewed and scored each application independently
 - ❖ Completeness of application
 - ❖ Depth of responses
 - ❖ Project ideas



Application Review

- Team reviewed and ranked applicants
- Manager input



Application Rubric

1	2	3
Application incomplete	Application complete	Application complete first time
Unclear responses	Responses clear	Responses clear, concise, thoughtful
Unclear interests	Clear interests	Clear interests focusing on NI
Unclear goals	Clear goals not necessarily aligned with NI/ISS/Nursing	Clear goals aligned with NI/ISS/Nursing
No committee/activity/project participation	Some committee/activity/project participation in a staff role	More committee/activity/project participation in a leadership role, not overcommitted
Unclear plans for professional development	Clear plans for professional development	Clear plans for professional development focusing on NI
No CareConnect/workflow issue identified or not developed	CareConnect/workflow issue identified	CareConnect/workflow issue identified with plan or aligned with NI
Many areas of interest	More focused areas of interest	Focused area of interest aligned with issue or goals
Resume not current, well developed or focused	Resume current and organized	Resume well developed with NI Fellowship focus
No or weak Manager support	Manager support	Enthusiastic Manager support



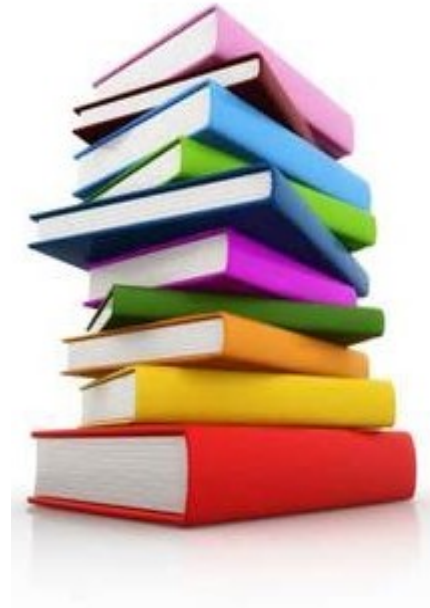
Curriculum

- Based on the NI Scope and Standards
- Reviewed foundation informatics courses for content
- Reviewed NI competencies
- Topics divided among team to develop based on expertise and interest



Curriculum

- Weekly meetings to review and edit
- Topics arranged from novice to expert
- Classes taught by NIs with a few guest speakers
- Offered continuing education units



Curriculum Topics

- Introduction to Nursing Informatics
- System Design Life Cycle
- Technology Overview
- EHR Optimization/Governance
- Strategic Planning



Hot Topics



Curriculum Topics

- Data Analytics
- Clinical Decision Support, Population Health, Social Determinants of Health
- Mobile Health and Patient Engagement
- Privacy, Security and Downtime
- Nursing Informatics, Looking Ahead



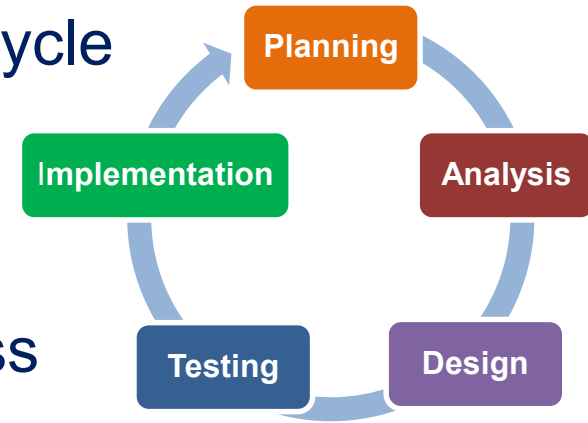
Projects

- NIs identified potential projects prior to first meeting
- Worked with Fellows to choose a project
 - ❖ Of interest to the Fellow
 - ❖ Aligned with clinical expertise
 - ❖ Able to successfully complete in a year
 - ❖ Aligned with operational goals



Projects

- Followed system design life cycle
- Narrow scope of project
- Developed metrics for success
- Approved through usual governance process
- Most work done through existing nursing workgroups



Projects

Unit	Project
Emergency Dept	Develop and standardize ED protocols
Ambulatory	Implementation of medication and blood barcode scanning in 5 clinics
ICU	Improve handover tool, Streamline admission assessment
Perioperative	Standardization of preoperative checklists
Perioperative	Improvement of handover for IR patients



Outcomes – NI Fellowship

- 70 applicants
- Expanded number of Fellows accepted to 5
- Developed and taught 11 classes
- All Fellows successfully completed their projects
- NI Fellowship Project Symposium

Outcomes – Fellows

- Increased knowledge of NI role and IT department
- Gained insightful leadership experiences
- Networking within organization
- Practical experiences in informatics

Outcomes – Fellows

- Fellowship helped them grow professionally
- Confirmed choice for an advanced degree program
- Experience presenting their work



Outcomes – Nurse Informaticists

- Positive experiences mentoring and teaching
- Built relationships with clinical staff
- Gained insight from front-line clinicians
- Improved teaching and presentation development skills
- Team bonding

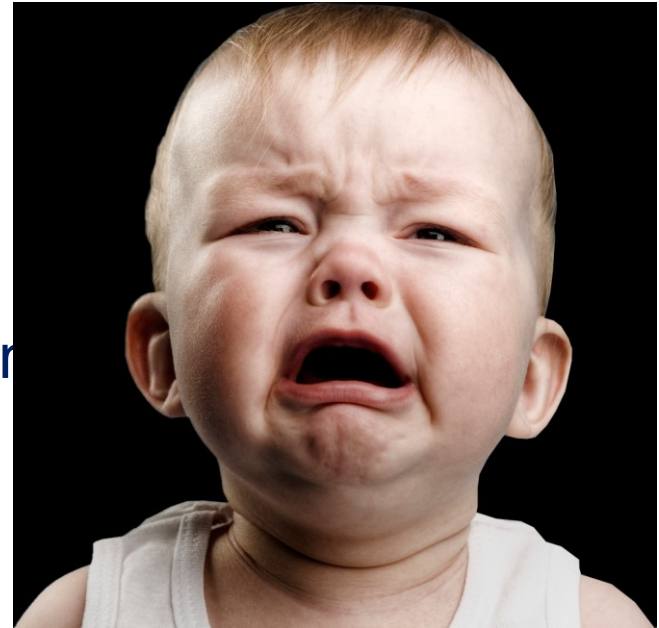
Outcomes – Organization

- Positive changes impacting care
- Optimized workflows and EHR
- Improved nurse satisfaction
- Stories for Magnet redesignation
- Succession planning
- Boots on the ground



Challenges/Barriers

- Time
- Competing priorities
- Budget
- Number of applicants
- Operational engagement
- Unplanned leaves



Lessons Learned

- Use an electronic application form
- Point person during application period to answer questions and follow up with incomplete applications
- Allow plenty of time to review applications



Lessons Learned

- Don't overcrowd the content of classes
- Allow time for dialog and real-life examples
- Allow sufficient time for developing curriculum and mentoring
- Modify curriculum as needed based on evaluations

Lessons Learned

- Have operational partners or sponsors for projects
- Consider budgetary needs very early in planning
- Be flexible

Future Plans

- Encourage Fellows to present their work at professional conferences
- Publish program
- Second year of the Fellowship
 - ❖ 46 applicants
 - ❖ 25% currently in an informatics program
 - ❖ Accepted 6 Fellows
- Continue to offer the Fellowship annually



Questions

Meg Furukawa MN, RN-BC, CNS
MFurukawa@mednet.ucla.edu

Angela Amucha BSN, RN-BC
AAmucha@mednet.ucla.edu

