

**RN Evidence-Based Practice Fellowship Program: A Prospective and Systematic Evaluation of an Organizational-Level EBP Initiative**  
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**PROBLEM:** Insufficient evidence exists to guide nursing-based efforts to successfully implement and sustain the practice of using evidence-based recommendations in daily practice within the acute care setting.

**EVIDENCE:** Numerous opportunities to educate and support nurses regarding the use of evidence-based practice have been offered by our acute care institution for many years. One of the initiatives designed to facilitate the acquisition of EBP skills, reduce barriers to the use of evidence, role model EBP and focus on priority clinical topics was titled Research Roundtable. A formal evaluation of the Roundtable Program revealed evidence from a variety of sources that could be used to effectively build upon the foundation set forth by Roundtable program (Stetler, 2005) and promote a more comprehensive means to support and sustain EBP initiatives throughout our organization.

**STRATEGY:** The use of recommendations from the sources of evidence reported in the Stetler evaluation resulted in a new innovation to promote the implementation of evidence-based practice in this setting. A Registered Nurse Evidence-Based Practice (RN EBP) Fellowship Program was designed and is currently in progress to address integration of evidence based recommendations through the use of unit-based champions for two high priority patient care and organizational topics: Safe Patient Handling and Pain Management

**PRACTICE CHANGE:** The RN EBP Fellowship Program is the vehicle through which practice change and/or recommendations will be disseminated throughout the organization. The sustained implementation of evidence-based recommendations associated with Safe Patient Handling and Pain Management will define the outcome measures.

**EVALUATION:** Multiple levels of evaluation have been prospectively planned. First and foremost, "Evaluation System for an EBP Initiative: Evaluation Model for EBP Projects" (Stetler, 2005) will be used to evaluate the success of RN EBP Fellowship initiative. Secondly, RN EBP Fellows will demonstrate their knowledge of the EBP process through undergraduate and select masters-level "Essential Competencies for Evidence-Based Practice in Nursing" (Stevens, 2004). Audit tools for each topic will provide evidence of implementation of recommendations in practice and lastly (not least) pre-defined patient/staff outcomes for each project topic will be evaluated.

**RESULTS and RECOMMENDATIONS:** Pending

## **Bibliography**

(**Abbreviated** Bibliography Reflecting RN EBP Fellowship Development)

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Additional Bibliographies Available upon Request  
Safe Patient Handling Bibliography  
Pain Management Bibliography