

Implementation of Nursing Research Fellowship Program
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Problem: Translation of evidence into practice by bedside clinical staff indicates a need to engage clinical bedside nurses in use of evidence and in the research process to address clinical problems.

Evidence: Reviewed models for evidence based practice, published results for any internship type research programs and current mentoring strategies.

Strategy: A Nursing Research Fellowship program was successfully launched in 2006 which provided structured mentoring for staff nurses. Curriculum was developed based upon the ACE Star Model of Knowledge Transformation and outlined according to time frames, activities and expected outcomes:

- Month 1~ Discovery & Evidence Summary
- Months 2-3~ Translation & Protection of Human Subjects
- Months 4-5~ Integration
- Months 8-9~ Data collection/evidence support
- Months 10-12 ~ Evaluation and Dissemination

Change: Candidates applied and six staff nurses entered the program. Master's prepared clinical nurse specialists served as mentors. Mentors and fellows participated in educational coaching sessions and research process development sessions. Faculty for the fellowship included the director of research, chairperson of the nursing research council, medical librarian, biostatistician, and visiting professor from college of nursing

Evaluation: Participants completed ongoing evaluations. "Check In" sessions were held with the mentors for identification of their learning needs, identification of any barriers, and evaluation of the progress of the fellows.

Results: Each of the fellows completed their research proposals and followed up with implementation of their studies. Positive feedback with creative sharing of ideas, excitement for research motivated both the fellows and their mentors. Structured mentoring program resulted in staff driven research and staff nurses who can act as catalysts on their own units to promote evidence based practice.

Recommendations: Will include requirement of at least three years of nursing experience to participate. Staffs need guidance on negotiation of time to complete activities. Strict timelines needed with close follow-up.

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