

CVICU

PROFESSIONAL DEVELOPMENT NURSING PATHWAYS



- . Leadership
- . Research & Quality Improvement
- . Education & Professional Development
- . Clinical Excellence

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Date: 2020

Editor: Mauldin

VANDERBILT  UNIVERSITY
MEDICAL CENTER



Clinical Excellence

Education & Professional Development



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Research & Quality Improvement

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Leadership & Management



GOALS

SKILLS DEVELOPED

ADJUNCT CURRICULUM

UNIT SPECIFIC TASKS

Tier 1

To increase influence through effective communication and relationship building

To discover and leverage leadership style towards organizational goals

- Communication
- Collaboration
- Insight
- Coaching

- StrengthsFinder online
- Preceptor Treasures Workshop

- Participate in unit or organizational committee
- Precept

Tier 2

To prepare to lead, execute, and evaluate organizational initiatives

- Influence
- Change Management
- Conflict Resolution

- Board Basics
- S3: Success, Strategy, and Scope of Nursing Leadership

- Participate in: unit/organizational project for process improvement - or - project development for professional body or community organization

Tier 3

To effectively plan, implement, and evaluate quality improvement project based on pillar goals

- Strategic Thinking
- Project Management

- Project Management 101
- Introduction to the Eskind Library
- Evaluating Resource Credibility for Evidence-Based Practice

- Develop and implement unit-based quality improvement project
- Vanderbilt Observational Experience (VOE)



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GOALS

SKILLS DEVELOPED

ADJUNCT CURRICULUM

UNIT SPECIFIC TASKS

Tier 1

To develop effective communication strategies to facilitate learning

To appreciate adult learning theory as it relates to onboarding and professional success

- Communication
- Coaching
- Insight
- Leadership

- StrengthsFinder online
- Preceptor Treasures Workshop

- Participate in unit or organizational committee
- Precept

Tier 2

To identify and contribute to learning opportunities in the unit

To evaluate quality of unit's nursing care as it relates to Evidence-Based Practice

- Clinical Expertise
- Scholarship
- Critical Thinking

- Introduction to the Eskind Library
- Evaluating Resource Credibility for Evidence-Based Practice

- Assist with department Skills Days or New User Classes
- Address a learning need with an Evidence-Based Practice flyer, article, poster or presentation

Tier 3

To design, implement and evaluate a new education initiative in the unit

- Project Management
- Curriculum Development and Evaluation
- Assessment Strategies

- Project Management 101
- Educator Development Program
- Introduction to Curriculum Design and Evaluation

- Create learning objectives
- Design and implement an education initiative to meet desired objectives
- Present evaluative data
- Vanderbilt Observation Experience



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GOALS

SKILLS DEVELOPED

ADJUNCT CURRICULUM

UNIT SPECIFIC TASKS

Tier 1

- To identify potential nursing research projects within the unit
- To conduct focused literature review and evaluate quality research

- Critical research appraisal

- Introduction to the Eskind Library
- Evaluating Resource Credibility for Evidence-Based Practice

- Attend research conference
- Participate in Literature Review Club or Nursing Research Committee

Tier 2

- To develop research question
- To collect and analyze data quality
- To evaluate ethical considerations in study design

- PICO question development
- Data synthesis and analysis

- HRPP Basic Module
- Survey and Questionnaire Design

- Develop a research question (PICO) related to area of specialty
- Perform a literature review related to PICO question
- Contact Nursing Research to assist with survey design

Tier 3

- Advocate for Evidence-Based Practice changes within area of specialty
- Disseminate research

- Project management
- Advocacy

- Project Implementation: A Standardized Process
- Project Management 101

- Design and implement a research project related to a PICO question
- Vanderbilt Observational Experience (VOE)



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GOALS

SKILLS DEVELOPED

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UNIT SPECIFIC TASKS

Tier 1

To develop advanced assessment and clinical reasoning skills

- Develop advanced assessment and clinical reasoning skills

- Advanced Nursing Assessment
- Skin Champion Training

- Function in a resource role in area of specialty
- Assist with clinically-relevant quality improvement projects
- Become a Skin Champion

Tier 2

To develop expertise on advanced therapies in unit

- Develop increased clinical expertise in area of specialty

- Super-Users Trainings
- Certification Review Course
- Certification Practice Exam

- Obtain certification in area of specialty
- Become a Super-User on advanced therapies
- Assist with Skills Days and New User Classes on advanced therapies

Tier 3

To develop advocacy and leadership skills to improve patient care delivery

- Develop advocacy and leadership skills to improve care delivery in area of specialty

- Introduction to the Eskind Library
- Evaluating Resource Credibility for Evidence-Based Practice

- Participate in organizational or community task force or improvement project
- Assist with Skills Days and New User Classes on advanced therapies