



# NATIONAL NURSE PRACTITIONER RESIDENCY & FELLOWSHIP TRAINING CONSORTIUM

## TRACK TWO:

Established Fellowship/Residency Programs:  
Expansion and Sharing Best Practices

### Workshop 2:

Enhancing and Expanding Your Programs

**Mitchel Erickson**, BSN, MSN, ACNP, Associate Chief of Advanced Practice, UCSF Health;

**Christi DeLemos**, MSN, NP, Associate Director of Advanced Practice, UC Davis Health Medical Center

**Moderator: Patricia M. Vanhook**, PhD, FNP-BC, FAAN, Professor, Associate Dean, Practice & Community Partnerships, FNP  
Residency Program Director, East Tennessee University

**Time: 1:20-2:10pm**

# Learning Objectives

1. Participants will examine the opportunity to expand from a single program track to additional specialty tracks
2. Participants will understand how to implement HRSA priorities (enhancements) into the program curriculum (examples: telehealth, rural health, managing opioids and behavioral health integration)
3. Participants will identify at least one skill, technique or opportunity to implement in their postgraduate training program.



NATIONAL NURSE PRACTITIONER  
RESIDENCY & FELLOWSHIP TRAINING  
**CONSORTIUM**

**UCSF** Health

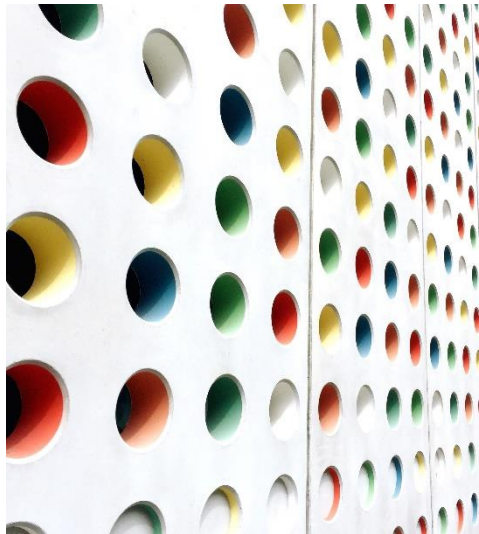
**UCDAVIS**  

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**HEALTH**

# UCSF Health

## Mitigating APP Attrition



**UCDAVIS**  
**HEALTH**

- **Negatively impacts financial performance in the following ways:**
  - Estimated costs of loss of a single APP is 1.3 x their annual salary - \$250,000 per provider
  - Increases staffing costs- time to interview, train, develop orientation plans, double staffing
  - Losses are linked to decreases in quality
  - Repeated loss of staff negatively impacts retention

1. FELLOWSHIP FOR 6 YEARS BUT AANC ACCREDITED FOR 2 YEARS
2. START DATE FOR EACH ANNUAL COHORT IS NOVEMBER
3. 100% RETENTION IS GOAL – 82% TO DATE
4. CURRENTLY NURSE PRACTITIONER ONLY PROGRAM

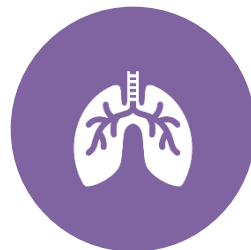
**UCSF** Health



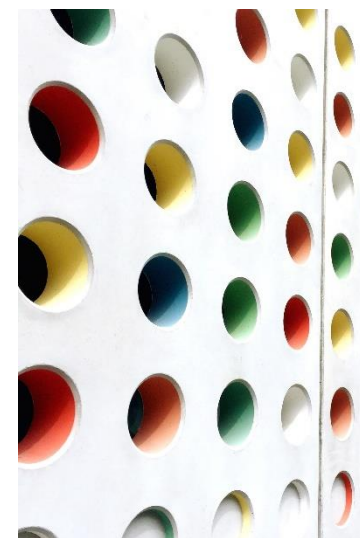
GENERAL  
SURGERY.



TRANSPLANT.





ADULT CRITICAL  
CARE.



# UCD Six fellowship tracks



 Primary  
care

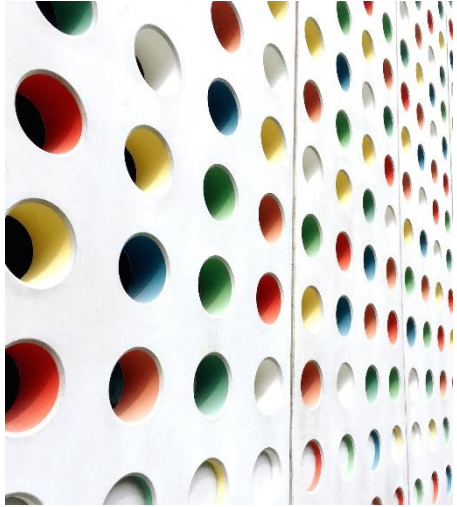
 Neurological  
surgery

 Dermatology

 Interventional  
radiology

 Trauma  
surgery

 Glycemic  
control



Purpose is to ensure underserved communities have well-trained and diverse health care providers. The goals being access to critical health care services and achieve improved health outcomes.

### **REVIEW:**

1. Advance the competencies of the health workforce to ensure social determinants of health are addressed.
2. Improve the distribution and diversity of the health care workforce by addressing shortages currently and forecasted into the future and retaining those in the workforce.

**HEALTH RESOURCES &  
SERVICES  
ADMINISTRATION (HRSA)  
CONSIDERATIONS AND  
ALIGNMENT**





# Curriculum and site selection

- **Network with academia to structure the program and create independent feedback**
- **Select sites that address HRSA priorities: addressing addiction and utilizing telemedicine**
- **Boot camp approach**
- **Make available on-demand narrated disease specific power-points to be viewed in concert with their clinical experience**
- **Create touch points with surveys throughout the year to measure student experience**
- **Annually adjust curriculum based on feedback**
- **Using existing educational sessions such as noon conference and grand rounds.**





FINANCIAL CONSIDERATIONS

PARTNERSHIPS

CLINICAL NEED

FUNDING NEGOTIATION

ACADEMIC RELATIONSHIPS

OPERATIONALIZATION

PRECEPTOR DEVELOPMENT

FINANCIAL CONSIDERATIONS

PARTNERSHIPS

CLINICAL NEED

FUNDING NEGOTIATION

ACADEMIC RELATIONSHIPS

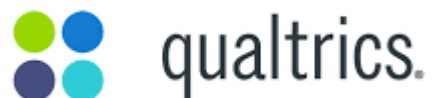
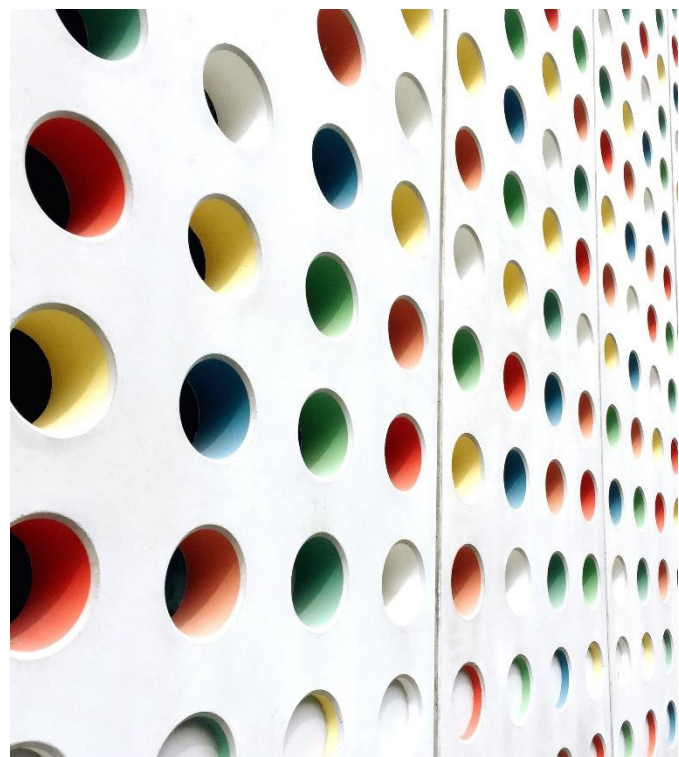


OPERATIONALIZATION



**UCSF** Health

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**HEALTH**



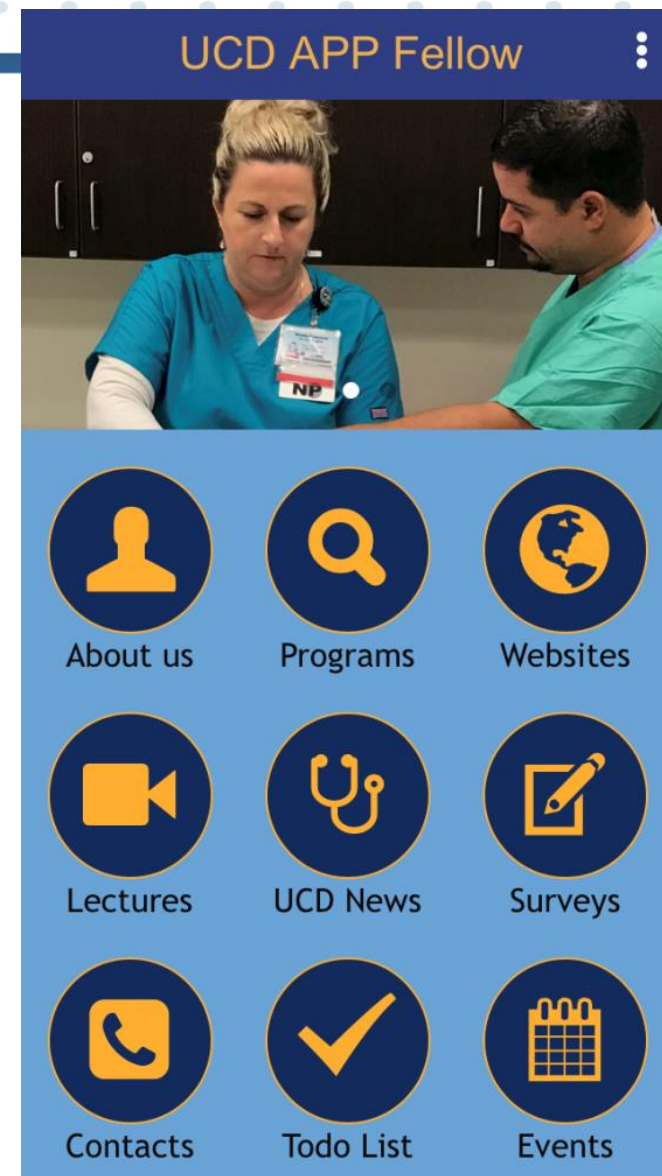
**Survey data collection from preceptors,  
physicians, and fellows or residents.**

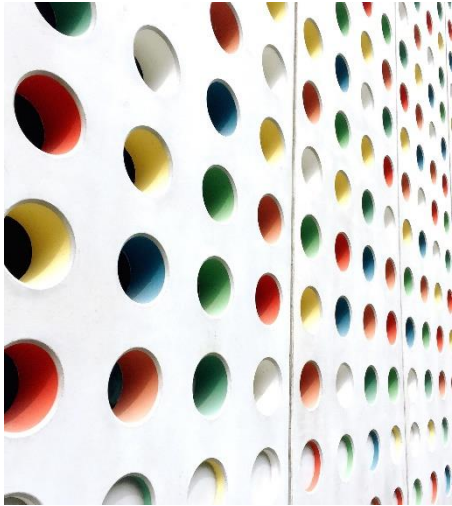
**What supports do you have in place to  
create and sustain the tools you choose.**

**Platform that supports analysis of the data  
collected**

# Mobile learning environment

- Disease specific management reference
- Access contacts on the go
- Role guidance
- EMR tips
- Survey their experience
- Hospital system enculturation





FINANCIAL CONSIDERATIONS  
PARTNERSHIPS  
CLINICAL NEED  
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ACADEMIC RELATIONSHIPS  
OPERATIONALIZATION  
PRECEPTOR DEVELOPMENT



- Consider utilizing or accessing existing modules or certifications for preceptor development.
- Ensure you have a standard to which all preceptors must aspire.
- Consider the incentives: certification provides a monthly stipend while engaged as a preceptor or paid time to complete a training or certification program or the program cost are covered by the organization or it becomes professional development that leads to promotional advancement.
- Do not undervalue the benefits of consistent communication with your preceptors, especially if new to the role. Check-ins and engaging them in case presentations with the fellows.

# What we've learned



Entry skills assessments can help define how to individualize the fellow or resident experience

## **Define skill gaps**



A fellowship can not be structured like a taste test- the goal must be to create competent independent providers

## **Less rotations- more repetition**