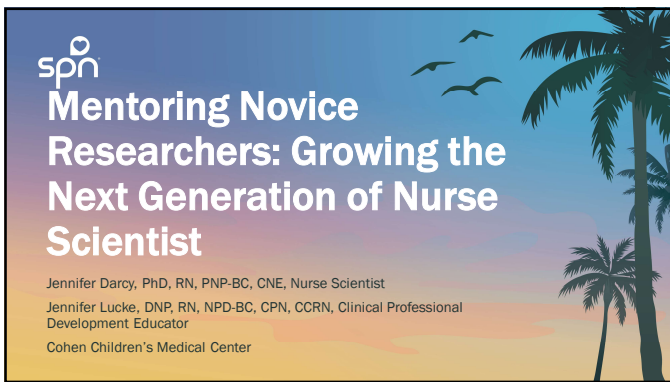




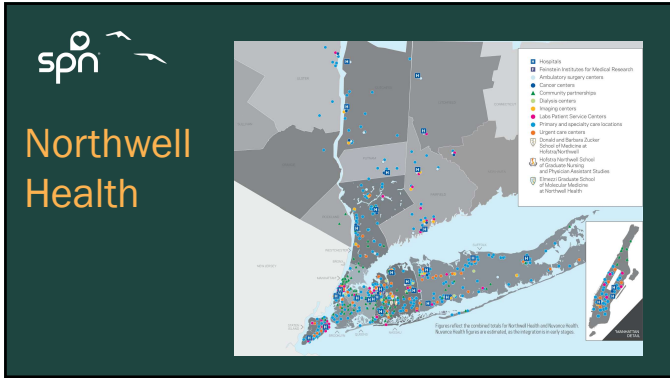
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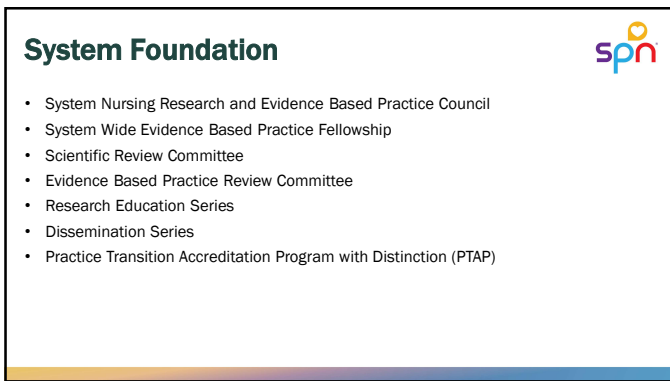
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Infrastructure within Cohen Children's Medical Center



- Dedicated Nurse Scientist (2015)
 - 1:1 mentoring for protocol development and publication
 - Nurse Residency Coordinator
 - Scientific Review Committee
 - Partnerships with local universities
 - Robust Research and Evidence Based Practice Council
 - S.P.I.N (Scholarly Practice and Innovation in Nursing)

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S.P.I.N

Scholarly Practice and Innovation in Nursing



- Repository where nurses can input their ideas for research and innovation
- Accessed through an easy-to-use QR code located throughout the units
- Prompted to complete a short survey
- Enables nurses to move their ideas forward when caring for their patients





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Systematic Process




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Role of the Nurse Scientist at Cohen Children's Medical Center 




Metrics: All categories

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Mentorship 

- High potential scholars were identified through a series of channels
 - Current Project Leads
 - Clinical Ladder Participants
 - Shared Governance Members
 - Nurses enrolled in higher education

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Mentorship 

- High potential scholars were given a needs assessment
- The top needs identified were:
 - Increasing participation in EBP
 - Developing research skills (IRB navigation)
 - Dissemination of work

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2 Separate Tracks



Clinical Nurses

- Front Line Nurses
 - Including specialty nurses
- Assistant Nurse Manager

Nurse Leaders

- Educators
- Managers
- Directors

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Clinical Track



- Participants previously identified or through SPIN submission
- 1:1 mentoring
- CITI training
- Research classes
- Grant writing
- Abstract preparation
- Poster and podium presentation skills
- Beginner Publication workshop

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Leadership Track



- Includes all opportunities in clinical track but is enhanced based on individual abilities and goals
- EBP Fellowship
- 1:1 Mentoring
- Advanced research classes
- Advanced publication workshop

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Clinical Exemplar



- 3 Novice Med Surg RNs posed the clinical question of why the treatment rooms weren't geared toward developmental level of patients and why they weren't fully utilized
- Mentored by Nurse Scientist & Director of Patient & Family Centered Care
- Awarded DAISY EBP grant
- Room redone and families and staff educated
- Finding disseminated at the 2025 ANCC TTP Symposium

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Leadership Exemplar



- Nurse Educator mentored by nurse scientist to develop end of life (EOL) program for pediatric population
- Completed the EBP fellowship
- Developed a program consisting of a curriculum for novice and experienced RNs to train and maintain competencies in EOL care
- 3 nurse leaders attended ELNCE train the trainer course to obtain necessary skills to educate all critical care RNs and RN leadership (expand house wide within 3 years)
- Disseminated findings regionally and nationally

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Pipeline to leadership track



- High Potential ANM Council
 - Transition from clinical track
 - Receiving additional mentorship
 - Opportunity to work on a group EBP project
 - Virtual Nurse
 - Opportunity to work on a group Research project
 - The Impact of Generational Differences on Perceived Workload and Job Satisfaction

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Outcomes



- Graduate of each of the 12-month EBP fellowship
- Over 600 nurse residency graduated each participating in an EBP project
- 30 Clinical nurse scholars
- 25 leader research scholars
- 8 leaders advanced to DNP with additional 5 enrolled
- 1 clinical nurse earned a PhD and 2 educators in pursuit of a PhD; all of which have been mentored by or collaborated with the nurse scientist
- CITI Training incorporated into the Nurse Residency Program
- One residency project has been funded by a national grant, with clinical RNs serving as the team leads.

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