Building a 24/7 ICU Intensivist Nurse Practitioner Program “The Vanderbilt Experience”

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Key Drivers
- ACGME Limits
- Increase in ICU Beds
- Leverage MDs to OR/Clinic
- Reduce LOS
- Improve Continuity
- Quality Imperatives

Development
Staffing models based on: NP:Patient Ratio 1:8, Total ICU beds, House staff coverage, Patient complexity

Planning & Dual Oversight
School of Medicine Department
- ICU Medical Director as supervising MD
- Physician champions
- Faculty appointments
- Clinical oversight
- Faculty meetings, M&M, Grand Rounds
- Faculty expectations in:
  - Education
  - Research
  - Patient Care

Nursing Administration
- Staffing models
- Funding/financial support
- Tracking billing and non-billing productivity
- Professional practice evaluation program
- Recruitment and orientation
- Credentialing and privileging
- Leadership advancement
- Committee involvement
- Ongoing education
- National, state and institutional regulation
- Tools for efficiency

Center for Advanced Practice Nursing and Allied Health
- Strategic planning
- Advanced practice resources
- Institutional coordination

Comprehensive Onboarding
- Hospital, advanced practice, broad critical care and unit specific orientation checklist
- Didactic classroom, self-paced and simulation training modules
- Mid and end orientation evaluation

Implementation
Tracking NP Associated Quality Data, Utilizing Electronic Progress Note
- Educational offerings
- Training classes
- Service updates
- Orientation checklists
- Protocols
- Upcoming conferences
- Links to journals
- Productivity tracking

Billing Productivity
- RVUs

Technical Charges

Evaluation
Advanced Practice Provider Professional Practice Evaluation
- Focused Professional Practice Evaluation FPPE
- New hire 6 month evaluation of core competencies
- Focused review for new privileges
- Focused review required as a result of OPPE
- Other need for focused review
- FPPE must be time-limited, have proctor assigned and outline plan for improvement

Conclusions
Key Drivers were addressed. NPs provided quality and coverage desired through:
- Strategic planning and oversight through both School of Medicine and Advanced Practice Nursing Administration
- Streamlined recruitment and hiring process
- Support through credentialing and privileging process
- Comprehensive onboarding program
- Building useful and efficient tools
- Tracking billing and non-billing productivity
- Opportunities for research and education
- Effective professional practice evaluation program