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

April N Kapu MSN, RN, ACNP-BC; Clare Thomson-Smith JD, MSN, RN, FAANP; Pam Jones MSN, RN, NEA-BC

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

Development
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
  - Direct oversight
  - Faculty meetings, M&M, Grand Rounds
  - Faculty expectations:
    - Executive
    - 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
- Continuing education
- National, state and institutional regulation
- Tools for efficiency

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 on result of OPPE
- Other used for focused review
FPPE must be time-limited, have proctor assigned and outline plan for improvement

Planning & Duality Oversight
- School of Medicine Department
  - ICU Medical Director as supervising MD
  - Physician champions
  - Faculty appointments
  - Direct oversight
  - Faculty meetings, M&M, Grand Rounds
  - Faculty expectations:
    - Executive
    - 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
- Continuing education
- National, state and institutional regulation
- Tools for efficiency

ALL INCLUSIVE WEBSITE

IMPLEMENTATION
- Educational offerings
- Training classes
- Service updates
- Orientation checklists
- Protocols
- Upcoming conferences
- Links to journals
- Productivity tracking

TRACKING NP ASSOCIATED QUALITY DATA, UTILIZING ELECTRONIC PROGRESS NOTE

NPS ADDED TO RAPID RESPONSE TEAMS, COLLECTED DATA USING SECURE REDCAP DATABASE

ADULT CRITICAL CARE NPS FORMED SUBSET OF MEDICAL CENTER WIDE ADVANCED PRACTICE SHARED GOVERNANCE MODEL.

EACH ICU TEAM SHARES IN NON-CLINICAL RESPONSIBILITIES

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

BILLING PRODUCTIVITY

Non-Billing Productivity Census Tracking Example of ICU Work Tracker

Key Drivers were addressed. NPs provided quality and coverage desired through:
- Comprehensive onboarding program
- Building useful and efficient tools
- Tracking billing and non-billing productivity
- Opportunities for research and education
- Effective professional practice evaluation program

CONCLUSIONS

Evaluation

BILLING PRODUCTIVITY

- RVUs

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 on result of OPPE
- Other used for focused review
FPPE must be time-limited, have proctor assigned and outline plan for improvement