

### **Advanced Practice Provider Fellowship Program**

Advanced Practice Providers (APPs) deliver high-quality, cost-effective care while improving access to care. To keep up with the healthcare environment demands, the APP role has evolved tremendously since the 1960s. However, graduate education does not usually offer specialized training in any particular area, resulting in APPs learning via on-the-job training. The development of formal Fellowship programs have emerged targeted at bridging the gap between graduate education and professional practice, which offers the new grad APP the opportunity to transition successfully into new care settings. Therefore, a Community Physician Network APP Fellowship Program, with a competency-based curriculum specific to primary care and coupled with an APP Mentor Program, is the basis for practice transition for novice APPs.

#### **Goal Statements:**

- ***Provide a network of support to assist with the transition of the new APP by enhancing clinical knowledge and skills and acclimation to the practice site in order to be a crucial part of the clinical team.***
- ***Build a mentoring social network to feel accepted, supported, and share experiences while creating genuine connection.***

Community Health Network has developed a holistic program to assist newly graduated APP employees. The intentional and systematic training is designed to ease an APP from academia to patient care and to ensure a foundational level of medical competency of all its new hires. The fellowship runs for 12 months. The goal of the program is to support the transition of new providers from academia into clinical practice and prepare them for long careers within the Community Health Network.

- As a participant in the APP Fellowship program, you will be given enhanced resources to facilitate your transition from a new graduate to a practicing clinician in the first 12 months.
- In order to enhance the transition, we have partnered with Butler University to provide a 12 credit post graduate Transition to Clinical Practice Certificate Program to enhance your learning and prepare you for clinical application of academic material.
  - After Week 1 of network provider orientation, you will start in the program which entails 8 weeks of e-learning with your cohort.
  - The graduate certificate program consists of 4 three credit hour doctoral-level courses (total 12 credit hour program) taken in an 8 week period.
- For the next 10 weeks, you will be rotating to 11 specialty clinical sites with specific preceptors to apply the Transition to Practice didactics in the clinical arena. Also during that timeframe, you will participate in the “See Me as a Person” workshop to gain even further insight from the patient perspective.
- After the Transition to Practice curriculum and the clinical specialty rotations, you will be at “home” in ***your*** clinical practice site ready to be part of the site’s team with continued support from your physician collaborator and APP preceptor for the remainder of your 1<sup>st</sup> year.
  - Fellows will start off by seeing patients together with their preceptor, and gradually transition to seeing patients independently and verifying findings with each other. This will ensure increased confidence and competence, leading to high quality care and ultimately maximize productivity, while promoting high retention rates.

- We will also match you with a mentor for 12 months to have additional support to more fully integrate into our culture. Your mentor will be your support outside of the clinical situation.
- Amy Arthur, PhD, NP, Director APP Professional Development and Well-being, who oversees the Fellowship, will be in close contact with you and your preceptor throughout your 1<sup>st</sup> year of practice.

## *Sample Schedule*

MON	TUES	WED	THUR	FRI
<b>Week 1</b>				
<i>Network Orientation</i>				
<b>Weeks 2- 9</b>				
<i>Butler Transition to Practice Certificate Program*</i>				
<i>"See Me As A Person" 1-2 day workshop TBA</i>				
<b>Week 4</b>				Part 2 of Network Orientation
<b>Weeks 10-20</b>	Self-assessment	Skills/drills	Skills/drills	Practice site
<i><b>Specialty Clinical Rotations 48 days (particular schedule will vary)</b></i>				
Cardiology	Cardiology	Cardiology	Cardiology	Cardiology
Behavioral Health	Behavioral Health	Behavioral Health	Behavioral Health	Behavioral Health
Endocrinology	Endocrinology	Endocrinology	Endocrinology	Endocrinology
Ortho/Spine	Ortho/Spine	Ortho/Spine	Ortho/Spine	Ortho/Spine
Urgent Care	Urgent Care	Urgent Care	Urgent Care	Pulmonary
Pulmonary	Pulmonary	Pulmonary	Neurology	Neurology
Neurology	Neurology	ENT	ENT	ENT
ENT	Women's	Women's	Women's	Women's
Peds	Peds	Peds	Peds	Dermatology
Dermatology	Dermatology	Dermatology		Primary site-prn
<b>Weeks 21-30</b>				
<i><b>Practice site with Collaborating physician and APP preceptor (if applicable)#</b></i>				

## *#Collaborating physician expectations:*

- 1) Chart review: Initially review all charts (will be routed by the APP) for a length of time until the collaborating physician feels comfortable with the APP's decision making, charting, and prescribing practices. Per State practice statute, the collaborating physician will need to continue to review 5% of all NP prescriptive practice, and for PAs will need to review 10% of all charts the first year, then 5% of all charts from year 2 on.
- 2) ***Supervise the Fellow at least 50% of the orientation hours.***
- 3) Be readily available in person or by text/phone for consultation/collaboration.
- 4) Set weekly meetings to have check in time and to review any challenging cases.
- 5) Provide feedback (verbal and/or written) to the APP regarding meeting/not meeting expectations. Please contact Dr. Amy Arthur, director of the APP Fellowship, for any concerns or remediation.
- 6) Communicate with Dr. Arthur regarding the Fellow's progress.
- 7) Participate in preceptor development learning.

### Transition to Clinical Practice Certificate

***The College of Pharmacy and Health Sciences at Butler University has partnered with Community Health Network to assist with the first eight weeks of the Fellowship.*** The College has developed many partnerships with Community through clinical faculty, established experiential opportunities for our Pharmacy Physician Assistant students, and ultimate places of employment for our alumni.

#### Program Outcomes:

The College has developed a credit bearing, full-time, graduate certificate program for Community Health Network Fellows with the following programmatic outcomes:

- Systematically develop the base medical knowledge to practice and an approach to patients in a changing, healthcare environment
- Focus on commonly encountered medical conditions in primary care and identify best practices in the healthy patient.
- Promote the importance of lifelong learning for Community Health Network Fellows
- Positively improve primary care models through collaboration and teamwork

**As a result of successfully completing the fully online program, students will receive a formal certificate granted by Butler University for the graduate, credit bearing program.** It is intended that successfully completed courses appear on transcripts signifying the earned credit, including earned certificate status.

The graduate certificate program consists of 4 three credit hour graduate-level courses (total 12 credit hour program) taken in an 8 week period. The program has a planned implementation date of May 2021. For each 3 credit hour graduate course, students will be expected to spend approximately 6 hours a week engaged in activities. This fulltime commitment is consistent with other 3 credit hour graduate courses in COPHS.

#### Curriculum:

This program will be offered solely by the College of Pharmacy and Health Sciences and no other colleges will participate in delivering the program. Current College faculty will serve as director/instructors. Where appropriate, adjunct faculty with appropriate credentials, may be hired to offer an occasional course.

Working in conjunction with Community Health Network executives and providers Barb Winningham, DNP, CNM, WHNP-BC, FACNM, Vice President and Advanced Practice Provider Executive and Amy Arthur, PhD, NP, Director Advanced Practice Provider Professional Development & Well-being, the curriculum was established to provide a specific need for the Fellowship.

The curriculum is as follows:

#### 1. Encountered Medical Conditions in Clinical Practice (3 credits; Graduate)

Course description: Students in this course will make appropriate diagnoses by critically evaluating the pathophysiology, genetic influence, prevention, signs, symptoms, risks and/or interpreting results of diagnostic studies. Students will identify the first-line treatments for the conditions discussed and have the knowledge required to manage well-known comorbid conditions, contraindications, and complications of the conditions discussed. In addition, students will identify social determinants to optimal healthcare that impact disease processes.

The conditions discussed within this course include:

Endocrinology				
Diabetes I and II	Thyroid Diseases	Metabolic Syndrome	Obesity	
Cardiovascular				
Essential Hypertension	Hyperlipidemia	Atrial fibrillation	Palpitations	Heart failure
Chest Pain	DVT / PE	Anemia	CAD	Dysrhythmia
Central Sleep Apnea				
Pulmonary				
Emphysema	Chronic bronchitis	Pneumonia	Asthma	Obstructive Sleep Apnea
Acute care				
Malaise / Fatigue	Dizziness	Shortness of Breath	Headache	Cough
Women's Health				
Dysmenorrhea	Breast pain	Menopause	Family Planning and Contraception	Preconception and Pregnancy

## 2. Encountered Medical Conditions in Clinical Practice (3 credits; Graduate)

Course description: Students in this course will make appropriate diagnoses by critically evaluating the pathophysiology, genetic influence, prevention, signs, symptoms, risks and/or interpreting results of diagnostic studies. Students will identify the first-line treatments for the conditions discussed and have the knowledge required to manage well-known comorbid conditions, contraindications, and complications of the conditions discussed. In addition, students will identify social determinants to optimal healthcare that impact disease processes.

The conditions discussed within this course include:

Gastroenterology				
GERD	Abdominal pain	Constipation	Diarrhea	Hemorrhoids
Appendicitis	IBS	Cholecystitis	Bleed	H. pylori/ PUD
Hepatology				
Hepatitis	Failure	Benign conditions	Liver diseases	
Renal				
Hematuria	Urinary tract infection / Dysuria	CKD	ESRD	
Pediatrics				
Feeding difficulties	Rashes	Bronchiolitis	URI	Orthopedic Maladies
General				
Debility issues		FMLA papers	Handicap stickers and eligibility	

### 3. Encountered Medical Conditions in Clinical Practice (3 credits; Graduate)

Course description: Students in this course will make appropriate diagnoses by critically evaluating the pathophysiology, genetic influence, prevention, signs, symptoms, risks and/or interpreting results of diagnostic studies. Students will identify the first-line treatments for the conditions discussed and have the knowledge required to manage well-known comorbid conditions, contraindications, and complications of the conditions discussed. In addition, students will identify social determinants to optimal healthcare that impact disease processes.

The conditions discussed within this course include:

Neurology				
Carpal tunnel syndrome	Malaise / Fatigue	Dizziness	Dementia	Headaches
Orthopedics				
Backache / pain	Knee pain	Shoulder Pain	Ankle pain	Osteoporosis
Osteoarthritis	Hip pain			
Behavioral Health				
Anxiety	Depressive disorder	Delirium	PTSD	Bipolar
Schizophrenia	Eating disorder	Opioid abuse/prescribing	EtOH use/abuse	
Ears, Eyes, Nose, Throat				
Sinusitis	Allergic rhinitis	Pharyngitis	Otalgia	Red eye
Dermatology				
Contact dermatitis	Chickenpox and Herpes Zoster	Cellulitis	Candidiasis	BCC/SCC/ Melanoma

### 4. The Healthy Patient and Self-Care (3 credit hours; graduate)

Students in this course will identify the sociocultural, behavioral, psychological, and biological factors contributing to wellness, including disease prevention; nutrition and fitness; health promotion, including guidelines for screening for all systems; and general public health issues. In addition, this course helps Fellows develop, use, and evaluate self-care strategies to assist patients in assessing their health status to achieve and maintain optimal health. Topics include nutrition, exercise, immunizations, preventive screenings, vitamins, herbals, nonprescription medications, home monitoring techniques, non-pharmacological treatments.