

UMC's Professional Practice Model

Christa Nelsen RN, RN-MEDSURG, OCN
Cristy Encabo, RN



BACKGROUND

UMC started its Shared Governance journey in July 2017 and achieved Pathway to Excellence in May 2020. As UMC continues on the journey to Magnet, one of the foundational documents required for Magnet is the Professional Practice Model (PPM). The foundational document (PPM) is a pictorial of UMC's driving force of nursing care.

PURPOSE

A schematic description of a system, theory, or phenomenon that depicts how nurses practice, collaborate, communicate, and develop professionally to provide the highest level of care for those served by the organization.

METHODS

Three questions were asked during multiple council meetings:

- Upon personal reflection, what adds value and meaning to practice at UMC?
- What about nursing at UMC are you most proud of?
- When you hear the term exemplary professional practice, what thoughts or feelings first come to mind?

The resounding answers from the councils were tallied and that gave us the descriptive framework for the PPM. A sub-committee was then formed from volunteers of the Ambassador committee, which consisted of 4 registered nurses, a telemetry technician and the director of Professional Practice.

METHODS (CONT.)

The PPM sub-committee met weekly for 5 weeks, bringing their ideas and drafts until we narrowed the schematics down to two options. We then brought our ideas and drafts to Marketing where they finalized the schematic.



RESULTS

The Professional Practice Model's design was inspired by our practice surrounding the Theory of Caring, Shared Decision Making, Community, Patient Experience, Recognition, and Research. The PPM also consists of seven most prioritized attributes of the UMC nursing culture. These seven virtues are Teamwork, Excellence, Evidence-Based Practice (EBP), Pride, Caring, Commitment, and Integrity. The finalized schematic was presented to System Councils where staff was educated on its purpose. It was also made into a wearable 3-inch button and distributed to nurses and the interdisciplinary team throughout the hospital. The PPM can also be seen used on nursing presentations and documents at UMC.

CONCLUSION

The Professional Practice Model represents a schematic that easily identifies key virtues of UMC's nursing culture. The schematic depicts UMC's devotion to our city and community in Las Vegas ensuring the best individualized care and patient outcomes as well as UMC's relentless drive to achieve the level of care which encompasses a Magnet facility.

REFERENCES

Available upon request

