



# The CRP Review Board Process: There is no mystery





# Who are the members of the CRP Review Board?

- Ann Jampel, PT, Clinical Education Coordinator, Physical and Occupational Therapy Services (co-chair)
- Christine McCarthy, Staff RN, Blake 7 Medical Intensive Care Unit (co-chair)
- Suzanne Algeri, RN, Nursing Director, Lunder 7 Neurology
- Julie Cronin, RN, Clinical Nurse Specialist, Radiation Oncology and Phillips House 21 GYN Oncology
- Suzanne Curley, OT, Clinical Specialist, Occupational Therapy Services
- Lyndsey Farrow, Staff RN, Operating Room
- Patricia Fitzgerald, RN, Nursing Director, Bigelow 11 General Medicine
- Marie Elena Gioiella, LICSW, Director, Social Service
- Christine Joyce, Staff RN, Knight Center for Interventional Cardiovascular Therapy
- Robert Kacmarek, RRT, Director, Respiratory Care Services
- Carolyn LaVita, RRT, Respiratory Care Services
- Shannon Mahoney, RN, Clinical Nurse Specialist, White 9 General Medicine
- Alexa O'Toole, Staff RN, Blake 13 Newborn Family Unit
- Brenda Pignone, Staff RN, White 7 General Surgery
- Lisa Scheck, LICSW, Clinical Social Work Specialist, Social Service
- Joyce Shapiro Gordon, SLP, Speech, Language, Swallowing and Reading Disabilities



# What is the Review Board Process ?

## ***PRE-INTERVIEW***

Independent Review Process of Portfolio by each member

- Are all the themes present?
- Does the portfolio describe the clinician's practice at the level which the clinician is applying for (Advanced Clinician or Clinical Scholar)?
- If no, where are the gaps?
- What questions might help us better understand the applicants practice?

Pre-Interview Discussion by Entire Board

- General impressions of portfolio
- Each theme is discussed separately and questions are finalized to address any gaps



# What is the Review Board Process ?

## ***PRE-INTERVIEW:***

### Interview Team:

- Three member subset of the Review Board
- Lead Interviewer is always from the Applicant's Discipline
- Charged with bringing information back to the board that will help fill in any gaps from the portfolio



# Examples of Interview Questions

## **Clinician Patient Relationship:**

*You cared for a young refugee from Nicaragua who had just arrived in the US. How did you change your approach to care based on the patient's culture?*

*Tell us about a time when you had difficulty developing a trusting relationship with a patient.*

## **Clinical Knowledge and Decision Making:**

*Describe a clinical situation where you needed to take a risk in order to meet the patient's needs.*

*You describe many possible reasons that the patient's condition was declining; what did you think was going on? Why?*

## **Teamwork and Collaboration:**

*You describe that some of the MD's on your team are reluctant to call in the rapid response team. How do you manage this situation in order to get the care that your patient needed?*



# What is the Review Board Process ?

## ***THE INTERVIEW***

### **LOGISTICS:**

- Takes place in the Reflection Room on Founders 3
- Comfortable furniture arrangement supports a conversation vs. an interrogation
- Usually lasts 45 - 60 minutes
- Includes a break at about 30 minutes to allow the applicant and the interview team to reflect



# What is the Review Board Process ?

## **INTERVIEW TEAM:**

- Asks questions that will fill in any gaps from the portfolio and/or expand the understanding of the applicant's practice
- Writes furiously so that they can accurately represent the applicant's practice to the full board
- At the end of the interview, will ask questions related to the applicant's CRP process

## **APPLICANT**

- Talks about his/her practice – what he/she does every day
- Should ask the interview team to repeat or clarify a question



# What is the Review Board Process ?

## *POST INTERVIEW*

- Each question and the specifics of the candidate's response are shared by the lead interviewer with the entire review board
- Any member of the review board members may ask clarifying questions
- All review board decisions are made by consensus
- Decision letter mailed to applicant's home at the end of every month
- One week after the applicants receive letters, leadership receives an email about the outcome





# What is the Review Board Process ?

## ***IN SITUATIONS WHERE THE CLINICIAN IS NOT RECOGNIZED***

- Applicant is encouraged to meet individually with the lead interviewer for constructive feedback
- Following initial meeting with the lead interviewer, applicant may elect to have a second meeting with the lead interviewer and leadership
- Applicant is encouraged to go through the reapplication process



# How do I find the CRP Website?

Partners Applications →

PCS Clinical Resources →

Institute for Patient Care →

Programs and Initiatives →

Clinical Recognition Program

## About Clinical Recognition

- How was the Program developed?
- Who is included in the Program?
- How does the Clinical Recognition Program define levels of clinical practice?
- How do staff participate in the Clinical Recognition Program?
- Clinical Recognition Review Board

## Clinical Recognition Program Process

- Entry
- Clinician
- Advanced Clinician
- Clinical Scholar

## Levels of Practice: Guide for Self-Reflection

- Nursing
- Physical Therapy & Occupational Therapy
- Respiratory Therapy
- Social Work
- Speech, Language and Swallowing Disorders & Reading Disabilities

## Describing Practice Through Clinical Narratives

- What is a clinical narrative?
- What should the narrative be about?
- What information should a clinical narrative include?
- Writing the narrative
- How is the narrative used in the Clinical Recognition Program?

### Sample Narratives:

- Nursing
- Occupational Therapy
- Physical Therapy
- Respiratory Therapy
- Social Work
- Speech, Language and Swallowing Disorders & Reading Disabilities

## Application Packet for Advanced Clinician & Clinical Scholars

- Application Packet for Advanced Clinicians & Clinical Scholars

### Portfolio Components:

- Checklist
- Cover Letter
- Clinical Narrative
- Resume or Curriculum Vitae
- Letters of Support
- Leadership Endorsement Form

### Additional Information and Resources

- Application Calendar
- Application Templates
  - Clinical Narrative
  - Cover Letter
  - Letters of Support

## Preparing for the Interview

- Interview Tips
- Reflective Questions for Clinical Scholar Applicants
- Reflective Questions for Advanced Clinician Applicants

### Video Examples

- Clinical Scholar
- Advanced Clinician
- A Celebration of Excellence in Professional Practice

## More Information

- Strategies for Success
- Frequently Asked Questions
- Glossary of Terms
- Recognized Advanced Clinician & Clinical Scholars
- Contact Us





# Strategies for Success

- Read and understand the criteria in all themes
- Self-reflect about how you meet the criteria and identify examples that demonstrate your practice at the level you are applying for
- Access available resources:
  - CRP Website:  
(<http://www.mghpcs.org/ipc/programs/Recognition/Index.asp>)
  - Review the list of reflective questions
  - Blind Pre-Review Process (submit your portfolio to Mary Ellin Smith for anonymous review by former CRP board member)
  - Consultation with leadership, recognized AC and CS
  - Do a mock interview with leadership or another recognized clinician



# Strategies for Success

Be ready to talk about:

- YOURSELF—what YOU do and how it contributes to the care of the patient and the effectiveness of the team
- How you stay current in your clinical practice
- How you influence practice on your unit (Advanced Clinician) and beyond your unit (Clinical Scholar)
- How you take clinically sound risks
- How an understanding of patients' values, beliefs and cultures influences the care that you provide

The interview team is on your side and wants you to be successful - don't hesitate to ask them to clarify or repeat questions as needed