

**Professional Development Framework/Role Specific Advancement Model  
Application Portfolio  
Central Committee Interview**

An interview is required for advancement within the Professional Development Framework and Role Specific Advancement Model. The applicant will be notified in advance of the interview date, time and location. The interview will be conducted by members of the Central Committee (see the Central Committee section on the Tools & Resources page).

Our Framework/RSAM Coach is available to assist you with preparing for the interview. Contact the coach at: [Nurse-FrameworkRSAM-Coach](#).

<b>Interview Guidelines – interviews will address three areas:</b>	
<b>1 Content of your portfolio</b>	This is a time to verify, clarify, and amplify upon materials in your portfolio. Interviewers may ask you questions related to elements of your application.
<b>2 Issues or challenges presented by specific populations</b>	This is an opportunity for you to step back from the information within your application portfolio and talk more broadly and conceptually about your expertise and passion for your patients, as well as your unique gifts, talents and experience that enhance your practice.
<b>3 Nursing Sensitive Quality Indicators</b>	<p><b>Inpatient Settings</b></p> <p>You will address quality indicator scores in your inpatient practice setting (non-inpatient units, see below). Talk with your Clinical Nursing Director, Supervisor, or UBC Chair about what quality indicators are regularly addressed and monitored on your unit, including the status and trends of your unit scores.</p> <p><i>Examples of Inpatient Quality Indicators include:</i></p> <p><i>Restraints, Falls, Pressure ulcers, Pain and Comfort, CLABSI, CAUTI, Hand Hygiene, and more. Quality Indicators can be found on the Nursing Quality Excellence Committee website. Check out the Quality Excellence website: <a href="http://www.med.umich.edu/i/nursing-governance/nqe/">http://www.med.umich.edu/i/nursing-governance/nqe/</a></i></p> <p>Be prepared to describe specifics of your participation and/or leadership in improving unit practice with respect to at least one indicator. You may bring documents to help you talk about this important aspect of professional nursing practice at UMHS. <i>For example, you may serve as the Skin Liaison for your unit OR you may be part of a team who has created a plan to monitor and improve daily practice in relation to Hand Hygiene.</i></p> <p><i>Continued on next page...</i></p>



**Nursing Sensitive Quality Indicators**

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**Non-inpatient Settings  
(Ambulatory Care, OR/Procedure Areas, etc.)**

You will address only those quality indicators that apply to nursing practice in your setting. *Actual scores may or may not be available.* Talk with your Clinical Nursing Director and/or UBC Chair about what indicators are applicable in your setting and whether scores are available for review.

If there are not any tracked data prepare for the Central Committee interview by considering indicators/key aspects of nursing practice in your setting. Think about safety/quality issues that your unit may be working on.

*Examples of Non-Inpatient quality indicators include:*

*Pain management may be a significant indicator/aspect of nursing care in certain procedure/ recovery settings*

*Telephone triage call-back times may be important in certain ambulatory settings*

*Nurses in procedure areas may regularly work with prevention of over-sedation.*

*Patient satisfaction and Hand Hygiene are of importance in all non-inpatient settings*

*Patient education may be a quality indicator in a variety of non-inpatient settings*

Be prepared to describe specifics of your participation and/or leadership in improving practice in your non-inpatient setting with respect to at least one indicator. This may include your 1:1 care of patients or your participation in unit endeavors.