



CAP
COLLABORATIVE ACADEMIC PRACTICE

**INNOVATION
FELLOWSHIP
PROGRAM**

The Collaborative Academic Practice (CAP) portfolio at UHN brings together the three pillars of practice, education and research of 14 health professions under the leadership of Dr. Joy Richards, VP, Patient Experience and Chief Health Professions. Its purpose is to ensure that UHN provides high quality, safe and evidence-informed care for our patients and families.

The 14 health professions that fall within the CAP portfolio include: Anesthesia Assistants, Chiroprody, Clinical Nutrition, Kinesiology, Medical Imaging Technology, Nursing, Occupational Therapy, Physiotherapy, Psychology, Respiratory Therapy, Social Work, Speech Language Pathology, Spiritual Care, and Therapeutic Recreation.

CAP Research and Innovation

The CAP research and innovation pillar is focused on building, supporting and sustaining research and innovation capacity in health professionals across hospital programs, sites and professions to advance academic practice. Engaging clinicians in research and innovation is founded on the belief that those that provide care directly for patients and families have the best knowledge of what needs to be improved and how best to improve it.

The CAP Innovation Fellowship Program - Connecting Knowledge to Care

The first of its kind in the world, the CAP Innovation Fellowship Program at UHN provides unique opportunities for healthcare professionals at the point of care to improve the quality of patient care by leading a quality improvement project related to the organization's strategic priorities, and to engage in ongoing dialogue and learning about leadership and spearheading positive change.

The CAP Innovation Fellowship Program gained national recognition in 2012 by Accreditation Canada as an Innovative Leading Practice. Founded on evidence that demonstrates the positive effect of protected time for professional development and learning on job satisfaction, retention and quality of patient care, the Program fosters a culture of curiosity and recognizes and celebrates the pursuit of academic practice.

Past Fellowship projects include: an education program to help cardiovascular nurses prepare for certification exams; implementation of an innovative oral care program for inpatients; development of a delirium screening tool for psychiatric patients; and, development of a healthy work environment program, all of which led to improved patient care and/or improved work environments for staff.





Providing Dignified, End-Of-Life Care Through Leadership

Susan Ng, a registered nurse in the Multi-Organ Transplant Unit, noticed an opportunity to expand her team’s knowledge in palliative care best practices. Her quality improvement goal was to provide better palliative care to the patients and families on the unit.

After being awarded a Fellowship, Susan brought her newfound expertise and skills back to her unit and developed a three-day training program on palliative care including pain and symptom management, and best practices surrounding advocacy. Her leadership in becoming the first palliative care resource nurse in the unit helped to empower her colleagues to become the best advocates they could for their patients, ultimately improving the overall experience for both patients and their families.

Her research project and advocacy also resulted in the implementation of a palliative care resource nurse working during every shift in the unit to provide guidance to colleagues and help them provide dignified end-of-life care to their patients. Susan also presented the outcomes of her research at a conference and was later awarded another Fellowship through the Registered Nurses Association of Ontario.

“The Fellowship experience provided many opportunities and gave me leadership skills to develop this program. It was empowering both personally and professionally and made me an even stronger advocate for my patients.”

Funding Opportunities

PRIORITY	EXPENDABLE	ENDOWED
CAP Innovation Fellowship – One Year	\$20,000	-----
CAP Innovation Fellowship – Five Years	\$100,000	-----
CAP Innovation Fellowship – Perpetuity	-----	\$500,000
Fund the Program – Five Years	\$2,000,000	-----

Our Goal

To have 20 funded Innovation Fellowships available to staff each year that:

- Foster innovation in how we care for patients and families.
- Build leadership capacity among our point-of-care health care professionals.
- Enhance inter-professional care and collaboration.
- Provide professional development and promote succession planning.

Help us support the Collaborative Academic Practice Innovation Fellowship Program.

For more information please contact:

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About Toronto General & Western Hospital Foundation

Established in 1986, Toronto General & Western Hospital Foundation is dedicated to supporting excellence in health care by raising funds for research, medical education, and the improvement of patient care at Toronto General Hospital and Toronto Western Hospital, which, along with Princess Margaret Hospital and Toronto Rehabilitation Institute, comprise University Health Network (UHN).

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