The Cardiac Surgery Clinical Nurse Specialist (CNS) provides leadership for advancement of cardiac surgical nursing practice for the cardiac surgery, cardiac transplant and mechanical circulatory programs. She/he is responsible for assessment, planning, implementation and evaluation of education and designated clinical programs to meet the needs of patients and families within the cardiothoracic surgical unit. Clinical programs are developed to meet the needs of patients/families across inpatient care settings. Responsibilities include collaboration with physician and nursing leaders as well as other care providers to ensure well-coordinated, multidisciplinary programs of care. He/she provides an interface between the hospital and ambulatory settings to ensure continuity of care and programmatic efforts that optimize patient outcomes. The Cardiac Surgery CNS integrates research-based, evidence-based practices and practice guidelines as established by specialty or other health care agencies into educational and professional development activities. Programmatic responsibilities include continued development and evaluation of programs of orientation, in-service education, and continuing education as they relate to cardiac surgical nursing. The incumbent provides support to clinical learning through mentorship, clinical rounds and practice evaluation. He/she is responsible for the integration and coordination of specialty education programs into the Nursing Education and Development Department's education program.

The Cardiac Surgery CNS possesses a high degree of skill in performance-based practice evaluation. He/she is active in the management of personnel with responsibilities including input regarding clinical performance for annual evaluation. He/she applies an extensive knowledge of education principles to the practice setting and ensures the progressive development of clinical judgment. The Cardiac Surgery CNS acts as consultant to the Nurse Manager evaluating performance and collaborates in the development and execution of performance improvement plans as warranted. The Cardiac Surgery CNS assesses learner and clinical practice needs to develop overall programmatic goals and objectives and implements strategies to adjust learning experiences based on learner background and needs.

The Cardiac Surgery CNS also is responsible for the Mechanical Circulatory Support Device Program (MCSD), and is responsible for the planning, implementation and evaluation of ventricular assist device (VAD) care programs for UWHC inpatients, the community, and EMS settings throughout the state(s). The program of care includes collaboration with nursing, social services, physicians, and other health care providers. He/she provides an interface between the hospital and ambulatory settings to ensure continuity of care and programmatic efforts that optimize patient outcomes. The program of care is planned and implemented utilizing evidence and research-based practices and cost-effective approaches to patient care. Under the direction of the Director of the Heart, Vascular and Thoracic Service Line, the CNS coordinates the MCSD Program through the development of policies and procedures, guidelines and protocols related to the program.

**MAJOR RESPONSIBILITIES**

I. **Clinical Practice**

A. Ensures the delivery of high quality nursing care with cardiac surgery patients and families.

1. Develops and operationalizes a philosophy of care with patients and families.
2. Demonstrates in-depth knowledge and skills regarding nursing care; ensures evidence-based nursing practice.
3. Analyzes current clinical practice against appropriate benchmarks, incorporating strategic planning efforts into analysis. Prepares written analysis of evaluation along with strategies to meet future goals and objectives and establishes evaluation measures for success.
4. Demonstrates independence and initiative in carrying out strategic objectives. Facilitates required changes in the practice environment through role modeling, mentorship, and influence based on clinical expertise.
5. Demonstrates knowledge and ability to apply techniques necessary for clinical program evaluation, i.e. basic data base design and statistical analysis.
6. Consults with nursing staff concerning patient care issues. Evaluates practice and ensures clinical care reflects up-to-date clinical practices and integration of practice standards as appropriate. Works with manager to incorporate needed areas for improvement into staff performance plans.
7. Conducts patient care rounds to provide consultation and advice regarding practice issues to nursing staff and other multidisciplinary team members. Uses clinical rounds as a mechanism to evaluate progress in meeting key operational goals; i.e., patient satisfaction goals.
8. Creates an environment that enhances effective patient and family care.
9. Establishes collaborative relationships for effective interdisciplinary care.
10. Participates in the development and evaluates the outcomes of educational programs for patients/families.

B. Possesses knowledge and skills necessary to meet the developmental/age-specific needs of patients. Incorporates expertise in educational programming.

1. Possesses knowledge of the principles of growth and development.
2. Demonstrates the ability to assess data reflective of the patient's status in relation to developmental level.
UW HEALTH JOB DESCRIPTION

II. Clinical Program Development

A. Evaluates current nursing practice in relation to expected standards across the continuum of care.
   1. Collaborates with Clinical Directors, Nurse Managers, Case Managers, Physicians, Social Workers, and other key staff in overall program evaluation. Identifies key benchmarks for use in evaluation.
   2. Initiates and directs planning related to program development including the identification of program objectives, expected outcomes, resource requirements and evaluation strategies.
   3. Contribute to design and conducts quality improvement evidence-based activities related to care with patients/ families.

B. Creates and ensures clinical excellence and quality improvement through education of nursing staff.
   1. Ensures a well-coordinated program of orientation for newly hired nursing staff on units. Develops and implements innovative models of instruction to support clinical learning at the bedside. Ensures completion of orientation programs and standards. Incorporates relevant principles of growth and development into offerings and integrates appropriate evaluation measures into educational plan.
   2. Ensures further development of clinical precepting program through classroom experiences and clinical rounds with preceptors. Implements innovative models of practice evaluation.
   3. Collaborates with Clinical Directors, Clinical Nurse Managers and other Clinical Nurse Specialists in overall curriculum development and evaluation of nursing department programs.
   4. Supports structure linking specialized nursing education programs to overall nursing department needs / programming.

C. Provides leadership for programs designed to support entry-into-practice.
   1. Establishes appropriate program curriculum in collaboration with appropriate Clinical Department(s), School of Nursing and/or past program participants.
   2. Provides clinical support to participants during program.
   3. Ensures program evaluation according to Department of Nursing education standards and including cost analysis.
   4. Develop new programs as required to support nurse residents, integrating changing care delivery models and clinical practice patterns.

D. Analyzes nursing continuing education and outreach needs and collaborates in the development of programming to meet assessed needs.
   1. Collaborates as appropriate with School of Nursing in program development.
   2. Analyzes clinical outreach needs and recommends strategies to promote clinical placements for nursing students, entry and advanced level practitioners.

E. Provide support for education via mentorship / guidance to nursing staff, graduate and undergraduate students as needed.
   1. Utilizes appropriate educational theories/practices to promote professional and individual growth.
   2. Collaborates with UW School of Nursing functioning as a preceptor and/or instructor for nursing students. Teaches classes as requested by faculty.
   3. Education for Nursing Staff
      a) Acts as a resource to all members of the health care team. Provides training and competency development to patient care staff, heart failure and surgery team.
      b) Provides support for cardiac nursing education through mentorship and guidance to nursing staff and undergraduate students as needed.
      c) Utilizes appropriate educational theories/practices to promote professional and individual growth.
      d) Identifies learning needs of individuals and groups for orientation, in-service and continuing education.
      e) Design/evaluates curriculum in accordance with Education & Development for Nursing and Patient Care Services.
      f) Develops and distributes educational materials for emergency medical services personnel including MCSD “Frequently Asked Questions”.

F. Mechanical Circulatory Support Device Program Development
   1. Assists and supports the Medical and Surgical Directors to facilitate the development of the Mechanical Circulatory Support Device Program (MCSD).
   2. Develops, recommends, and implements, upon approval of the Medical, Surgical and Administrative Directors, policies and procedures, guidelines and standards of care to facilitate successful completion of all tasks required to fulfill the goals of the MCSD Program.
   3. Develops and maintains clinical standards, MD orders patient education and inter-disciplinary and clinical pathways related to the use of mechanical circulatory devices.
III. Leadership

A. Directs resource management/cost containment activities in relation to educational and clinical activities.

1. Promotes cost effective behavior in staff through in-service and education.

B. Participates in implementing management decisions that affect nursing practice in the clinical area.

1. Plans educational programming for new or changing programs of care.
2. Identifies and obtains resources needed for programs.
3. Develops and evaluates written policies and procedures pertinent to the program.
4. Identifies barriers and facilitators that affect staff's ability to fulfill their job responsibilities and incorporates knowledge of these into program planning and educational experiences.
5. Accepts Committee appointments and actively participates to affect change in patient care and the system.
6. Actively participates in unit’s multidisciplinary patient care team, providing leadership as indicated.
7. Participates on unit council and provides guidance, leadership and assistance in facilitating their projects and initiatives.

C. Consults with the community for program planning and implementation and evaluation in order to meet staff development and patient care needs.

1. Serves as member of city, regional and/or national educational advisory groups.
2. Consults in area of specialty on a local, state, national, or international level, when appropriate.

D. MCSD Program

1. Leads organization’s efforts to maintain Advanced Certification in Ventricular Assist Device (VAD) by the Joint Commission.
2. Analyzes MCSD resources and delivery on an ongoing basis.
3. Analyzes MCSD program outcomes, performance measures and provides data to the MCSD program leadership team quarterly and annually to the disciplines involved in these patients’ care including the MCSD team.

4. In collaboration with the Coordinated Care Team, Transplant, OR, and Heart, Vascular, and Thoracic Care Administration, is accountable for budget/resource management related to the MCSD program.

5. Promotes cost effective behavior in staff through in-services and education.

6. Attends and participates in various in-service and external training, workshops, conferences and other relevant programs for professional growth and development.

7. Maintain logs, maintenance equipment or discuss with biomedical engineering for cardiothoracic surgery unit and patient equipment.

IV. Management of Personnel

A. Participates in the selection of candidates who have appropriate clinical skills and professional characteristics to match patient care needs.

B. Communicates on an ongoing basis with employees regarding specific performance expectations. Plans and conducts formal performance reviews that are timely, ongoing and objective and submit necessary documentation.

1. Demonstrates and applies knowledge of the collective bargaining agreements and work rules.

2. Interacts with staff in a consistent, fair, timely, appropriate and decisive manner in accordance with hospital and Nursing Department policies.

C. Promotes the growth of staff in areas such as group process, decision making, and clinical skills by identifying strengths and weaknesses, goal setting, formal and informal learning and coaching.

1. Directs and develops leadership and management skills by mentoring and role modeling.

2. Delegates activities/work projects to staff and supervise their accomplishment.

V. Research

A. The nursing profession is advanced through development of expertise, participation in research, and dissemination of knowledge and information.

1. Provides specialized knowledge about nursing practice to individuals within University of Wisconsin Hospital and Clinics as well as the community.

2. Publishes in professional journals.

3. Participates in professional organization activities that influence the practice of nursing.

B. Research is initiated, replicated, and the findings applied.

1. Initiates questions for evaluation, and collaborate in the investigation of a problem.

2. Develops and tests techniques of assessment and patient intervention.

3. Facilitates research activities of others by sharing information and providing a receptive environment.

4. Evaluates and disseminates research findings to modify nursing care based on new knowledge.

C. MCSD Program

1. Integrates new knowledge and latest evidence related to MCSD into practice.

2. Designs and conducts quality improvement activities related to the care and education of MCSD patients and their families.

3. In collaboration with nurse researcher and clinical experts, evaluates effectiveness of select MCSD initiatives.

4. Participates in professional organization activities. Serves as member of state and national educational advisory groups.

5. Publishes in professional journals.

6. Maintains collaborative working relationships with UW School of Nursing providing a variety of student learning experiences related to MCSD education and patient and family education.

7. Collects, maintains and reports data to regulatory and third party reporting agencies; keeps a record of correspondence on file.

8. Maintains an organizational database of the MCSD program to facilitate research, performance improvement, and evidence-based projects.

9. Work in collaboration with the Department of Surgery Division of Cardiothoracic Surgery in conducting, maintaining and recruiting MCSD patients to participate in INTERMACS. Provide quarterly reports from INTERMACS and based on selected performance measures to the MCSD team.

10. Works in collaboration with Office of Clinical Trials coordinators to identify and monitor patients for clinical study activities assuring study criteria and protocol compliance.

11. Assumes responsibility for distributing, collecting, analyzing and reporting quality of life data on MCSD patients.
**UW HEALTH JOB DESCRIPTION**

All duties and requirements must be performed consistent with the UW Health Organizational Performance Standards.

### JOB REQUIREMENTS

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Preferred</th>
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<tbody>
<tr>
<td><strong>Education</strong></td>
<td></td>
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<tr>
<td>Minimum</td>
<td>1. Master's Degree in Nursing</td>
<td></td>
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<tr>
<td>Preferred</td>
<td></td>
<td></td>
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<tr>
<td><strong>Work Experience</strong></td>
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<tr>
<td>Minimum</td>
<td>1. Three (3) years of relevant clinical nursing experience; clinical expertise in cardiac nursing.</td>
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</tr>
<tr>
<td>Preferred</td>
<td>1. Experience in academic medical center.</td>
<td>2. Clinical experience with MCSD patients.</td>
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<tr>
<td><strong>Licenses &amp; Certifications</strong></td>
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<tr>
<td>Minimum</td>
<td>1. RN licensure in the State of WI</td>
<td>2. ACLS</td>
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<tr>
<td>Preferred</td>
<td>1. CCRN and/or APRN-BC, CCNS</td>
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<tr>
<td><strong>Required Skills, Knowledge, and Abilities</strong></td>
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<td></td>
<td>Knowledge and experience in development, implementation, and evaluation of clinical programs.</td>
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<td></td>
<td>Experience in clinical teaching within an education program or as a clinical preceptor/unit teacher.</td>
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<td></td>
<td>Excellent written and verbal communication skills.</td>
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</tbody>
</table>

### AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

**Instructions:** Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

- **Infants (Birth – 11 months)**
- **Toddlers (1 – 3 years)**
- **Preschool (4 – 5 years)**
- **School Age (6 – 12 years)**
- **Adolescent (13 – 19 years)**
- **Young Adult (20 – 40 years)**
- **Middle Adult (41 – 65 years)**
- **Older Adult (Over 65 years)**

### JOB FUNCTIONS

Review the employee’s job description and identify each essential function that is performed differently based on the age group of the patient.

### PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

<table>
<thead>
<tr>
<th>Physical Demand Level</th>
<th>Occasional</th>
<th>Frequent</th>
<th>Constant</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Up to 33% of the time</td>
<td>34%-66% of the time</td>
<td>67%-100% of the time</td>
</tr>
<tr>
<td><strong>Sedentary:</strong></td>
<td>Up to 10#</td>
<td>Negligible</td>
<td>Negligible</td>
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<tr>
<td></td>
<td></td>
<td>Up to 20#</td>
<td>Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls</td>
</tr>
<tr>
<td><strong>Medium:</strong></td>
<td>20-50#</td>
<td>10-25#</td>
<td>Negligible-10#</td>
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<tr>
<td><strong>Heavy:</strong></td>
<td>50-100#</td>
<td>25-50#</td>
<td>10-20#</td>
</tr>
<tr>
<td><strong>Very Heavy:</strong></td>
<td>Over 100#</td>
<td>Over 50#</td>
<td>Over 20#</td>
</tr>
</tbody>
</table>
**UW HEALTH JOB DESCRIPTION**

| Other - list any other physical requirements or bona fide occupational qualifications not indicated above: |

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.