ICU Comprehensive Unit-based Safety Program (CUSP) Team Roster

**Objective:** To assemble a team of influential leaders and staff members necessary to drive successful implementation of the AHRQ Safety Program for Intensive Care Units: Preventing CLABSI and CAUTI.

| **Name** | **Team Role** | **Key Characteristics** | **Suggested Responsibilities** |
| --- | --- | --- | --- |
| **1.**  **2.** | **Team Leader and Co-lead (if available)** | * Ability to engage staff through persistence, commitment, continuity, style, and collaboration * Energized; positive attitude * Data driven * Credible * Influencer | * Understand and clearly articulate project goals. * Establish systems for implementation, delegate tasks, and hold others accountable. * Ensure all staff, on all shifts, are educated about CLABSI and/or CAUTI interventions. * Track and facilitate a review of data/progress. |
| **1.**  **2.** | **Nurse Manager**  **(if not, Team Leader)** | * Operations expertise * Decision maker * Credible * Influencer | * Mentor and coach the team lead. * Inspire staff and hold staff accountable for project work and compliance with HAI interventions. * Allocate and advocate for needed project resources. * Educate staff, physicians, and other unit leaders during project and as spread occurs. * Support integration of project work into daily workflows. * Communicate project status laterally to management colleagues, up the unit's chain of command, and to the senior executive. |

**Instructions:** Review key characteristics or each team member role and suggested responsibilities to determine who should be on the team. The primary CUSP team members identified as the team leader, nurse manager, physician champion, nurse champion and bedside nurse should be unit based. We recommend that you include a backup team member to support the suggested responsibilities.

| **Name** | **Team Role** | **Key Characteristics** | **Suggested Responsibilities** |
| --- | --- | --- | --- |
| **1.**  **2.** | **Senior Executive** | * Senior policy and delivery support * Energized; positive attitude Credible * Influencer | * Align project goals with organizational goals. * Sponsor and visibly support the team to make the work a priority. Commits time and resources to achieve objectives. * Meet regularly with the team to review data/progress. * Performs patient safety rounds in the unit to find ground truth and better understand culture of unit. * Facilitate the removal of barriers. * Share project's progress with senior leadership, board of directors. |
| **1.**  **2.** | **Physician**  **Champion** | * Resourceful * Problem solver * Influencer * Data driven * Subject matter expert | * Educate peers about CLABSI/CAUTI prevention best practices. * Actively work with the CUSP team and peers to develop and implement strategies to remove barriers physicians and others may have. |
| **1.**  **2.** | **Nurse Champion** | * Energized; positive attitude * Collaborative * Influencer * Advocate | * Educate peers about CLABSI/CAUTI prevention best practices. * Actively work with the team to develop and implement strategies to prevent CLABSI/CAUTI and to improve teamwork and patient safety. * Empower nurses and other staff to stop procedures if protocols are not being followed. * Hold peers accountable for compliance to best practices and processes on the unit. |
| **List:** | **Bedside Nurses** | * Resourceful * Problem solver | * Inspire others to commit to project goals and interventions. Educate peers formally and by modeling. * Identify practical ways to assist in standardizing central line, IUC insertion and maintenance. * Achieve daily assessment for device necessity. |

| **Name** | **Team Role** | **Key Characteristics** | **Suggested Responsibilities** |
| --- | --- | --- | --- |
| **1.**  **2.** | **Infection Preventionist** | * Subject matter expert * Data driven * Collaborative * Problem solver * Advocate * Works across units | * Ensure data collection/entry is up to date. * Meet regularly with the team to review data/progress. * Engage physicians, bedside nurses, and other units/departments. * Assist in developing, implementing, and/or monitoring infection control strategies. * Serve as the infection control expert/consultant. * Communicate project goals and progress in meetings and other settings within the hospital. |
| **1.**  **2.** | **Nurse Educator** | * Works across units * Subject matter expert * Problem solver * Collaborative | * Meet regularly with the team to review data/progress. * Educate and engage physicians and bedside nurses, and spread CLABSI/CAUTI prevention best practices to other units/departments (when applicable). Assist in developing, implementing, and/or monitoring infection control strategies using Plan-Do-Study-Act (PDSA) cycles in the ICU. * Identify practical ways to integrate project work into routine workflow. * Collaborate with CUSP team, infection preventionist, and performance improvement team to develop adaptive strategies for auditing and engaging staff. * Oversee incorporation of HAI prevention best practices into orientation and annual competencies. |
| **1.**  **2.** | **Performance Improvement Specialist** | * Subject matter expert * Data driven * Problem solver * Works across units | * Assist in developing, implementing, and monitoring PDSA cycles in the ICU. * Mentor and educate ICU team on the science of safety, conducting and learning from PDSAs, and defects analyses. * Oversee, drive, and compile and report process audits to the CUSP team and bedside nurses. * Provide expertise in designing interventions and integrating into daily workflow. |

References

1. Agency for Healthcare Research and Quality. Action Planning Worksheets. <https://www.ahrq.gov/teamstepps/instructor/essentials/implguide2.html>. Accessed November 19, 2021.
2. Agency for Healthcare Research and Quality. Appendix A. Checklists for Assessing Executive and Physician Champion Potential. <http://www.ahrq.gov/professionals/quality-patient-safety/hais/cauti-tools/impl-guide/implementation-guide-appendix-a.html>. Accessed November 19, 2021.

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