**Overview**

A candid assessment of where your organization is today with respect to the recommendations contained in this report is a critical first step to achieving the vision of academic nursing as a full partner in healthcare delivery, education, and research integrated and funded across all professions and missions in academic health systems. This assessment will walk through each of the report’s recommendations and help you to understand and summarize how your organization performs and how important each is in your organization to strategically focus on in the near term. The recommendations in AACN’s report *Advancing Healthcare Transformation: A New Era for Academic Nursing* are collectively ambitious and will require leaders across nursing, medicine, and academic health systems to carefully evaluate and prioritize strategic initiatives and develop a long-term implementation approach that is tailored to each organization’s unique circumstances.

This assessment can be completed by any institutional leaders including health science school deans, university presidents, and health system leadership.

**Instructions**

Please consider the six report recommendations. For each recommendation and sub-recommendation, we ask you to first evaluate:

1. **Criticality of Recommendation** - How critical is this recommendation to me and my organization to achieve? Can we succeed long-term without it?
2. **Current Organizational Performance** - Has this recommendation been implemented in my organization in any way? If so, to what degree has it been implanted? How well have we performed?

We then ask you to provide a score for each of the two evaluation criteria that will be used to calculate the results of this assessment. Please use the following scoring methodology:

1. **Criticality of Recommendation – How critical is this recommendation to my organization?:**
   * [5] Very critical to my organization’s success
   * [4] Critical to my organization’s success
   * [3] Somewhat critical to my organization’s success
   * [2] Not very critical to my organization’s success
   * [1] Not critical to my organization’s success at all
2. **Current Organizational Performance:**
   * Strong
   * Moderate
   * Weak
   * Not Possible/Not Applicable

At the end of the assessment there is a score sheet that should be used to tabulate the results of the assessment.

**Self-Assessment Worksheet**

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| **Report Recommendation** | **Sub-Recommendation** | **Criticality** | **Current Organizational Performance** | **Further Describe How Your Organization Has Implemented this Recommendation** |
| **Recommendation #1** Embrace a New Vision for Academic Nursing | 1. Establish the formal commitment of academic and clinical leaders to schools of nursing as full partners in healthcare delivery, education, and research that is integrated and funded across all professions and missions in the AHC (i.e., leadership resolution, directive from respective governing entities, etc.). | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| **Recommendation #2**  Enhance the Clinical Practice of the School of Nursing | 1. Establish clinical leadership positions to link school of nursing faculty to clinical practice leadership in the health system and vice-versa (i.e., Associate Dean for Clinical Practice) | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Facilitate joint clinical program development between school of nursing faculty and clinical practice leaders (i.e., ambulatory service development, population health development, inpatient service improvement). | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Grow school of nursing clinical practice through development of nursing faculty practice plan activity either independently or as part of a broader academic clinical practice (i.e., through medical school practice plan or health-system clinician employment group). | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Expand clinical integration with joint appointments and practice integration between faculty and clinical practice nurses in the health system. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Promote and expand nurse-managed health clinics as part of a broader clinical strategy and community engagement strategy within the AHC. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Expand participation of academic nursing in next-generation payment arrangements. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| **Recommendation #3** Partner in Preparing the Nurses of the Future | 1. Develop a long-term workforce plan that leverages redesigned school of nursing educational programs combined with re-training to prepare nurses for the future. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Collaboration between the School of Nursing and the health system to create formal “pipeline” programs to facilitate employment of nurses in AHCs at all levels (BSN, MSN, PhD, DNP) | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Create nursing leadership development programs for faculty and clinical practice nurses that are jointly managed by the school of nursing and clinical practice leadership. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Lead the development of interprofessional education efforts institution-wide in partnership with other health science school leaders to prepare the clinical workforce of the future. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| **Recommendation #4** Partner in the Implementation of Accountable Care | 1. Engage in joint clinical planning as part of a larger, integrated strategic planning process that incorporates all academic and clinical entities. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Incorporate school of nursing faculty in health system programs aimed at developing linkages between acute care and post-acute care, home-based, and long-term care services. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Expand nurse-led community programs under the leadership of school of nursing faculty in partnership with health system leaders and clinicians. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Advance innovative evidence-based care models and interventions developed by school of nursing and health-system based investigators focused on improving the health status of underserved members of the community linked to an overall AHC clinical strategy. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Encourage leadership roles for school of nursing faculty and leaders outside the AHC in the community (i.e., board seats, community leadership positions). | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| **Recommendation #5** Invest in Nursing Research Programs and Better Integrate Research into Clinical Practice | 1. Create mechanisms to coordinate research projects and activities across the School of Nursing and Academic Health Center with a shared leadership structure and resources (i.e., nursing research council, Director of Nursing Research position). | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Develop joint research programs between school of nursing and health system nurse-scientists and seek grant funding to support. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Integrate nurse researchers into developing informatics programs across health science schools. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Strengthen Clinical Research Nursing through growth and development of programs to support nurse clinical trial coordinators and clinical research nurses. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Lead in the establishment of linkages to other schools for multi-disciplinary research programs and approaches and the development of multi-school, multi-disciplinary grants and centers/institutes to conduct targeted research. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Expand nursing faculty development and recruitment to include PhD investigators across multiple disciplines in targeted research areas. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| **Recommendation #6** Implement an Advocacy Agenda in Support of a New Era for Academic Nursing | 1. Seek growth in the NINR budget to support nursing-led research projects and nurse-scientist training. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Support the recommendations made to the NIH director for increase support for clinical scientists. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Develop a coalition of stakeholders to advocate for increased public funding to support a national agenda that links to the Triple Aim. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Continue to advocate for scope of practice changes to enable nurses to take on the clinical roles they are trained to perform and support academic nursing leadership in clinical care delivery. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |
| 1. Position AACN, a leading advocate in partnership with other organizations to communicate the importance of nursing-led research programs to federal, state, and private funders. | How critical is this recommendation to my organization? | Has this recommendation been implemented in my organization in any way? How well have we performed? |  |

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| **Report Recommendation** | **Sub-**  **Recommendation** | **Criticality Score**  **(Scale: 1-5)** | **Organizational**  **Performance**  **(Strong, Moderate, Weak, NA)** |
| **Recommendation #1** Embrace a New Vision for Academic Nursing | A |  |  |
| **Recommendation #2**  Enhance the Clinical Practice of the School of Nursing | A |  |  |
| B |  |  |
| C |  |  |
| D |  |  |
| E |  |  |
| F |  |  |
| **Recommendation #3** Partner in Preparing the Nurses of the Future | A |  |  |
| B |  |  |
| C |  |  |
| D |  |  |
| **Recommendation #4** Partner in the Implementation of Accountable Care | A |  |  |
| B |  |  |
| C |  |  |
| D |  |  |
| E |  |  |
| **Recommendation #5**  Invest in Nursing Research Programs and Better Integrate Research into Clinical Practice | A |  |  |
| B |  |  |
| C |  |  |
| D |  |  |
| E |  |  |
| F |  |  |
| **Recommendation #6** Implement an Advocacy Agenda in Support of a New Era for Academic Nursing | A |  |  |
| B |  |  |
| C |  |  |
| D |  |  |
| E |  |  |