

Building a Nursing Workforce with a 3-Way Win: Hospital, Student & Nursing Program

Victoria Niederhauser, DrPH, RN, PCPNP-BC, FAAN, University of Tennessee College of Nursing

Co-Author(s): Sandy Leake, DNP, RN, NEA-BC, FAAN, University of Tennessee Medical Center; Phillip Moore, DNP, FNP, RN, University of Tennessee College of Nursing; Shelia Swift, PhD, RN, University of Tennessee College of Nursing

Topic: Academic Nursing: Excellence & Innovation

Category: Quality Improvement/Evidence-Based Practice Project

Abstract

Background/Introduction

Recent data demonstrated that U.S. nursing workforce decreased precipitously by over 100,000 nurses for the first time in 40 years, with the sharpest decline among nurses < 35 years. Central to building a strong workforce is higher education that supplies enough high-quality nursing graduates to meet the demands of the workforce. A reduction in qualified nurses increases nurse-to-patient ratios which can lead to errors and inadequate patient monitoring. Conversely, adequate staffing can lead to lower patient mortality, shorter hospital stays, and a reduced incidence of adverse events. These improvements in patient outcomes bring significant cost savings to healthcare institutions and taxpayers.

Purpose

Following the AACN and AONL Academic-Practice Guiding Principles University of Tennessee College of Nursing (UT-CON) and Medical Center (UTMC) established the Nurse Scholars Pipeline Program with an overarching goal to build a sustainable nursing workforce model. This goal is being achieved by providing nursing students with tuition for their last 4 semesters and an accelerated pathway to graduation in exchange for a 3-year work commitment. Classes are held in a state-of-the-art new facility modeled after UTMC and all clinical rotations are at UTMC.

Methods or Processes/Procedures

Presenters will describe the Nurse Scholars Pipeline Program that builds a substantial and sustainable workforce in addition to being financially advantageous for the hospital, students, and nursing program. Lessons learned and how others can adapt or replicate the program will be described.

Results

By December 2028, 432 program graduates will be working at UTMC, thus eliminating the need for expensive travelers. In addition, many other positive impacts on retention, readiness for practice and lower financial strains will be shared.

Limitations

This Academic Practice Partnership has been implemented in one setting; however many of the initiatives can be adapted in other settings.

Conclusions/Implications for Practice

Working collaboratively with academic partners can create innovative solutions that are win-win-win for Practice, Academics and Students.

Biography

Dean and Professor at the University of Tennessee, Knoxville College of Nursing. The focus of Dr. Niederhauser's scholarly activities are in child and adolescent Health Promotion and Disease Prevention. Dr. Niederhauser has authored over 60 publications and received research funding totaling over \$16 million dollars. Dr. Niederhauser is a board-certified PNP, a Robert Wood Johnson Executive Nurse Fellow and a Fellow in the American Academy of Nursing. She currently serves on the Board of The Beryl Institute, East Tennessee Children's Hospital, American Association of Colleges of Nursing, in President of the Friends of the National Institute of Nursing Research.

Contact Information

Victoria Niederhauser, DrPH, RN, PCPNP-BC, FAAN

Dean & Professor

University of Tennessee College of Nursing

vniederh@utk.edu

(865) 622-1959
