

PARTNERSHIP EXPECTATION AND OUTCOME METRICS

DUKE UNIVERSITY SCHOOL OF NURSING (DUSON) AND DUKE UNIVERSITY HOSPITAL SYSTEM (DUHS)

The foundation of the DANCE academic-practice partnership is built on commitments to two major pillars of growth: (1) lifelong learning and (2) evidence-based practice, research, and innovation. These pillars are described below, with specific goals, activities, and outcomes listed in the table.

PILLAR I: Life-long learning

Transformative learning experiences begin during the pre-licensure student program and are highly dependent on exposure to learning opportunities with nurses who role model the characteristics of expert care providers. This exposure is also critical for graduate students who work collaboratively with nurse experts to gain new knowledge and skills, while simultaneously offering unique skills to their coaches during their program experience. Innovative, responsive curricula are informed by close connections to those experts in practice. Career advancement for the nurse in practice requires exposure to experiences in which the individual nurse sets career goals and obtains new knowledge, skills, support, and coaching from faculty to assist in achieving those goals. Faculty are skilled in crafting learning experiences based on mentee goals that take maximal advantage of the individual's previous experience and provide new opportunities to expand their knowledge and skills base.

Goals:

1. Align student experiences with the needs of the students, organization, and health system.
2. Collaborate on educational funding initiatives to increase outcomes data for nursing led models of care.
3. Maximize the intellectual property and expertise of students, faculty, and nurses at all levels to capitalize on opportunities influencing the direction of the Duke Nursing brand.
4. Promote initiatives that support and advance aspirational career and professional development.
5. Engage all nurses across both settings in awareness of the shared collaborative.

PILLAR II: Evidence-Based Practice, Research, and Innovation

Knowledge generation and implementation of existing knowledge into practice provides nurses and students with a deeper understanding of how to best care for patients. Using evidence-based interventions reduces gaps in care and improves the quality of care delivery by addressing the Institute of Medicine's six hallmarks of quality healthcare: safety, effectiveness, efficiency, timeliness, patient-centeredness, and equitable care. The DANCE academic-practice partnership offers a unique infrastructure to match the clinical expertise and needs of DUHS with the research expertise and theoretical insight of DUSON to achieve innovative solutions. An expanded knowledge base regarding existing evidence and the tools and skills required to implement that evidence into clinical practice will engage a broad group of nurses in contributing to increasing access to care, improving outcomes based on high quality interventions, and developing highly effective, efficient care models that will reduce the cost of care.

Goals:

6. Establish a culture in which students and nurses embrace clinical inquiry as the foundation for practice.
7. Develop the skills of students and nurses at all levels regarding EBP, research, and innovation, as well as implementation of existing knowledge into practice for the improvement of patient outcomes and the advancement of the nursing profession.
8. Promote nursing initiatives that lead to quality focused nursing interventions, improved patient/family-centered outcomes, and the advancement of the nursing profession.

9. Support the identification and development of publications and presentations that incorporate students, faculty, and nurses at all levels.
10. Foster creativity and innovation to address current and future needs in the delivery of trans-disciplinary healthcare.

ACADEMIC-PRACTICE PARTNERSHIPS
PARTNERSHIP EXPECTATION AND OUTCOME METRICS WORKSHEET
DUKE UNIVERSITY SCHOOL OF NURSING (DUSON) AND DUKE UNIVERSITY HOSPITAL SYSTEM (DUHS)

Partnership Goals	Activities	Outcomes
<p>Goal 1: Align student experiences with the needs of their curriculum and the DUHS organization.</p>	<p>Activity 1a: Develop a specialty elective student rotation, DNP, and/or clinical experiences</p> <p>Activity 1b: Develop Duke Nursing Extern (DNE) program for ABSN students at DUSON</p> <p>Activity 1c: Collaborate in emergency response efforts</p>	<p>Outcome 1a: Operating Room elective developed and deployed for ABSN students when DUHS was in need of OR nurses. Those participants were then rec</p> <p>Outcome 1b: DNE program; implementation Fall 2016</p> <ul style="list-style-type: none"> • Hardwire DNE program including regular feedback from participants, hosting units, as well as formal program evaluation <p>Outcome 1c: Certified nursing Faculty served as volunteers to mix and administer COVID vaccines and perform COVID testing in the Health System. Students performed donning assistance in the hospitals and clinics of DUHS during the peak of the pandemic.</p>
<p>Goal 2: Collaborate on educational funding initiatives to increase outcomes data for nursing led models of care.</p>	<p>Activity 2: Collaboration between Health System research experts and DUSON Center for Nursing Research.</p>	<p>Outcome 2:</p> <ul style="list-style-type: none"> • Multiple HRSA proposals submitted • HRSA completed involving nurse led team development in rural hospitals (poster presentation at AONE) • HRSA sponsored nurse-led mobile health unit to provide culturally sensitive and quality care to rural and underserved communities in North Carolina (M-PACT Clinic Project)
<p>Goal 3: Maximize the intellectual property and expertise of students,</p>	<p>Activity 3a: Dissemination plan to increase visibility of UHC/Vizient residency projects</p>	<p>Outcome 3a: Dissemination plan developed for UHC/Vizient residency projects</p>

<p>faculty, and nurses at all levels to capitalize on opportunities influencing the direction of the Duke Nursing brand.</p>	<p>Activity 3b: Dissemination plan to increase visibility of DUSON DNP capstone projects</p> <p>Activity 3c: Development of the one year Post DNP Scholars program and one year EBP Fellowship Program to sustain post DNP Scholars outcomes. Cohorts focusing on CHG bathing in non ICU patients and Staffing Variables that impact inpatient falls.</p>	<p>Outcome 3b: Dissemination plan developed for DUSON DNP capstone projects</p> <p>Outcome 3c: Successful completion of three post DNP Scholars cohorts and two EBP Fellowship cohorts. Three published articles and four Podium presentations about the Post DNP scholars and EBP Fellowship programs.</p>
<p>Partnership Goals</p>	<p>Activities</p>	<p>Outcomes</p>
<p>Goal 4: Develop the skills of students and nurses at all levels regarding EBP, research, and innovation as well as implementation of existing knowledge into practice for the improvement of patient outcomes and the advancement of the nursing profession.</p>	<p>Activity 4a: Online Nursing Leadership Development Program</p> <p>Activity 4b: Faculty Liaison Model</p> <p>Activity 4c: Provide career advisement on progression/ mobility, including nurse recruiters from DUHS (DUSON hosted event for DUHS RNs 6/7-8)</p>	<p>Outcome 4a, 4c: Recognition of DUHS as an NLN Center of Excellence in Academic Progression for Nurses</p> <p>Outcome 4a: Increase in number of Clinical Operations Directors, Nurse Managers, and Team Leads returning for MSN/DNP</p> <p>Outcome 4b: Pilot program deployed 7 volunteer DUSON faculty to 8 clinical settings within DUHS and supported QI projects and professional development needs of the clinical teams.</p> <p>Outcome 4c:</p> <ul style="list-style-type: none"> • Increase in number of nurses returning for BSN, MSN, or DNP • Increase in number of certified nurses

		<ul style="list-style-type: none"> Increase in number of nurses who progress on the clinical ladder (CNIII and CNIV)
<p>Goal 5:</p> <p>Develop programs that support diversity in the nursing workforce at the student, staff and faculty level.</p>	<p>Activity 5: Mentoring Black Nurses Toward Success Program was developed to support the professional and personal development of undergraduate ABSN nursing students and clinical staff nurses at DUHS by developing opportunities, cultivate supportive and inspiring relationships, foster and promote collaborations and support skill development.</p>	<p>Outcome 5:</p> <p>In 2022, Mentoring Black Nurses Toward Success engaged with 26 leaders from DUSON, 22 clinical nurses, and 17 students in the first year.</p> <p>Learning platform developed to guide the mentorship process of developing objectives and meeting routine. Alternative metrics were followed and reported to the Academic-Practice Partnership quarterly.</p> <p>1 Publication pending</p>
<p>Goal 6: Establish a culture in which students and nurses embrace clinical inquiry as the foundation for practice.</p>	<p>Activity 6: Support advisors who are assisting nurses advancing to CNIII and CNIVs on the clinical ladder through DUHS (i.e., provide advisor training, office hours by the Center for Nursing Research, monthly WebEx “Minute for Mentors” offerings)</p> <p>Events such as DUSON Research Day, DUHS Query day</p>	<p>Outcome 6: Increase in number of posters/presentations/publications from nurses that have advanced on the clinical ladder (CNIII and CNIV)</p> <p>In the year 2022, Minute for Mentors resulted in faculty mentorship for 24 nurses on various study teams and 12 different design recommendations</p> <p>STTI award</p>
Partnership Goals	Activities	Outcomes

<p>Goal 7: Promote nursing initiatives that lead to quality focused nursing interventions, improved patient/family-centered outcomes, and the advancement of the nursing profession.</p>	<p>Activity 8a: Provide support to advisors who are assisting nurses advancing to CNIII and CNIVs on the clinical ladder that focuses on improving nurses’ skills regarding quality metrics (i.e., Duke’s annual safety conference)</p> <p>Activity 8b: Performance and quality improvement initiatives developed using Lean, Six Sigma, and EBP processes</p> <p>Activity 8c: Standard processes that align DUSON DNP projects with DUHS needs</p> <p>Activity 8d: DUSON Faculty-led interprofessional simulation training for DUHS clinicians to improve the quality of patient- and family-centered care during medical emergencies and resuscitation</p>	<p>Outcome 8a: Increase in number of posters/presentations/publications from nurses that have advanced on the clinical ladder (CNIII and CNIV)</p> <p>Outcome 8b: Successful project completion using QI/EBP content for the 2022 Magnet document. Three DANCE collaborative projects highlighted in the 2022 Magnet Document and 2023 Magnet Site Visits.</p> <p>Outcome 8c: Increase in numbers and publications of DNP projects conducted in the health system</p> <p>Outcome 8d: Ongoing collaboration between Chaplain Education, DUSON, DUHS, and the Duke Interprofessional Education and Care Center. 3 publications from joint-appointed faculty in nursing, medicine, and Chaplain education</p>
<p>Goal 8: Support the identification and development of publications and presentations that incorporate students, faculty, and nurses at all levels to meet the needs of the school and health system</p>	<p>Activity 9a: Workshops/courses to improve writing, poster formation, presentation skills, and competencies of students, faculty, and nurses at all levels (i.e.,fellowship writing groups, UHC/Vizient modules)</p> <p>Activity 9b: Create virtual portal to disseminate completed Duke EBP/research projects</p>	<p>Outcome 9a: Increase in number of joint-authored publications and podium/poster presentations by 30%</p> <p>Outcome 9b: Virtual portal developed to promote dissemination of EBP/research projects</p>