

Exemplary Academic-Practice Partnership Award

Northern Kentucky University College of Health Professions and St. Elizabeth Healthcare

June 19, 2016

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**Exemplary Academic-Practice Partnership Award Nomination
Northern Kentucky University and St. Elizabeth Healthcare**

Northern Kentucky University (NKU) and St. Elizabeth Healthcare (SEH) have established a strong and powerful academic-practice partnership. Symbiotic in nature, the partnership has created an alliance designed to strengthen practice through evidence derived from academic research and bring clinical best-practices to the academic environment. In alignment with the mission, vision and values of both NKU and SEH, the academic-practice partnership is supported by the forward-thinking leadership of the NKU Dean of Health Professions and by the Senior Vice President, Chief Nurse Executive of SEH. Cognizant of the amount of energy and creativity that is generated when a symbiotic bond is created, multifaceted collaborations that strengthen nursing practice, education and research have been created to promote positive healthcare outcomes within the community at local and regional levels.

The partnership between NKU and SEH began in 1966 with the start of an Associate Degree Nursing program at NKU. The original focus of the partnership was to secure clinical placements for nursing students. Since 1966, NKU has expanded enrollment and degree offerings through the doctoral level. With over 1500 students enrolled in healthcare profession programs at NKU, SEH provides the majority of clinical practicum sites for baccalaureate and graduate level nursing students and allied health students. Five SEH acute care facilities provide diverse clinical opportunities for NKU students. The university and SEH have established a unique cohort model to increase the number of nurses with advanced nursing degrees and, leadership skills enabling them to lead collaborative efforts between scholars and practitioners. Two cohorts of nurses from SEH have completed the Masters of Science in Nursing in Nurse Executive Leadership within the past 5 years. Currently, a cohort of 29 SEH staff nurses are enrolled in the baccalaureate nursing program and 30 leaders are enrolled in the executive leadership MSN program. St. Elizabeth Healthcare funded a cohort of Accelerated Baccalaureate Nursing Students (ABSN) that enabled NKU to hire 3 additional nursing faculty. St. Elizabeth Healthcare has provided a gift of \$8 million to support a 25,000 square foot simulation lab to be housed in the new NKU Health Innovation building projected to open in 2018.

In 2005, the Northern Kentucky Nursing Research Collaborative (NKNRC) was created in collaboration with SEH and the Rho Theta Chapter of Sigma Theta Tau International. Initially NKNRC had nurses from SEH and NKU faculty who served in leadership roles, but in 2010 SEH and NKU moved to jointly fund the NKNRC Director. The current director, a PhD tenured NKU faculty member, holds a shared appointment between NKU and SEH. The vision of the NKNRC is to link community and academic resources as a means to advance nursing research and evidence-based practice throughout the Northern Kentucky region. The NKNRC has been awarded two International Research awards from Sigma Theta Tau based on collaborative work in the area of nursing research. With a broadened focus that includes community health, the Northern Kentucky Health Department joined NKU, along with SEH and Rho Theta, as a collaborative NKNRC partner. In 2015, in an effort to continue to reflect best practice in the clinical and academic environment, the research collaborative was renamed the Northern Kentucky Nursing and Interprofessional Research Collaborative (NKNIRC). NKNIRC affords professionals and students from various health disciplines opportunity to work collaboratively to improve patient-centered care focused on best practice.

If it is possible to choose one word that best describes the academic partnership between NKU and SEH, the word collaboration would be the most fitting word. The NKNIRC provides educational opportunities including writing for publication classes, poster making workshops, research workshops, poster presentations and an annual research conference. Other collaborative endeavors include an annual Pathway to Nursing program, Theory-Practice Task Force, Regional Safety Task Force (RSTF) and for-credit courses that prepare surgical nurses to receive First Assist Surgical Certification with American Association of Operating Room Nurses (AORN). The success of this collaborative academic-practice partnership and efforts to promote excellence in nursing practice, education and research is a direct result of the strong bond that has been formed between the two organizations. Since inception in 1966, the collaborative academic-practice partnership between NKU and SEH has exceeded established expectations and clearly merits consideration for the Exemplary Academic-Practice Partnership Award.



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Selecting Partners

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Preparing for Your First Meeting

Date/Time of Meeting

First Meeting 1966

Place of Meeting:

St. Elizabeth Healthcare

What do you and your partner need to know about you and your organization?

The relationship between Northern Kentucky University (NKU) and St. Elizabeth Healthcare (SEH) is a strong and symbiotic relationship that was initiated in 1966. The first meeting between NKU and SEH began when the NKU Associated Degree in Nursing program was started. A need for clinical sites for NKU nursing students brought the 2 partners together. NKU continued to grow throughout the years and expanded nursing programs. As NKU expanded the relationship between NKU and SEH became stronger with the sharing or increasingly more partnerships. Multiple initiatives are now facilitated between the 2 partners through a decentralized approach. Multifaceted initiatives are implemented through task forces, committees and subcommittees that include: 1) Theory-Practice Task Force (TPTF), 2) Regional Safety Task Force (RSTF), 3) Northern Kentucky Nursing & Interprofessional Research Collaborative (NKNIRC) and 4) Nurse Advocacy Center for the Underserved (NACU).

PARTNERSHIPS

Initial Meeting

What is the right partnership activity for you and your partner?

Since 1966, when the first meeting was held between NKU and SEH, the relationship between NKU and SEH has continued to grow. At first, the partnership was established as a means to acquire clinical sites for nursing students. The partnership has become a strong alliance and assumed a broader field of influence on nursing practice, education, research and the health of the community. NKU and SEH collaborated and identified areas where together the two organizations could make a difference and positively affect the health of people within the community.

What documents about your organization should you bring to the meeting?

During initial meetings between the 2 organizations, the mission and vision statements of each institution were shared. The strategic plan established by each organization was reviewed to identify common goals. Frequent review of the strategic goals and adjustment of the strategic plan for both organizations is completed annually and is an ongoing process.

What do you have to offer?

Both partners in this relationship have unique sets of characteristics and different types of resources that provide the two organizations with the ability to meet mutually identified goals. SEH is located in close geographic proximity to NKU which facilitates communication. Because of geographic commonality, local and regional community health needs are of shared concern. The university offers expertise in the area of nursing education, has a large library that is accessible to SEH employees and a statistical research center with doctoral prepared statisticians. With five facilities spread throughout the Northern Kentucky area, St. Elizabeth Healthcare offers 5 different clinical sites for nursing and allied health students. SEH is active in healthcare research and provides opportunity for students and faculty to engage in research studies in the clinical setting. SEH has expert practitioners with diverse backgrounds in different fields of healthcare who share their expertise in and outside the clinical environment with students and faculty at NKU. NKU faculty teach at SEH and SEH expert practitioners teach in selected courses at NKU.

What is your vision for this partnership and does your partner share this vision?

The vision of the partnership is a shared vision that is ongoing and continues to change and evolve as the surrounding healthcare environment changes.

The focus of the partnership that once started as a means for NKU to find clinical site for nursing students, has grown to focus on 4 major partnership goals:

1. Maintenance of a collaborative relationship to foster excellence in nursing practice.
2. Promotion of the advancement of nursing education
3. Meeting the health needs of underserved communities
4. Fostering talent development through mentoring and dissemination of knowledge

The vision is for the partnership between NKU and SEH to continue to evolve.

Who else needs to be involved in both organizations? Is top leadership involved?

This partnership involves the participation of multiple stakeholders that includes leadership from above and also a decentralized approach with participation of faculty, nurses and students. The vision is carried out through involvement of stakeholders that filters through the many different hierarchical ranks within both institutions.

1. The Dean of the College of Health Professions, Nursing Chairs within the College of Health Professions, the Senior Vice President, Chief Patient Service Officer/Chief Nursing Officer, the Vice President, Associate Chief Nursing Officers (2), Director of Nursing Research SEH, Director of Northern Kentucky Nursing Research Collaborative, Director of Nurse Advocacy Center for the Underserved, Nurse Educators from SEH, NKU Faculty, Practicing SEH nurses, Nursing Students and Allied Health Students.

What is the business case for the partnership?

Both partners share in the funding of the multiple initiatives that are facilitated through the partnership. Resources are shared in a way that benefits each partner.

Exemplars:

1. The Director of the NKNIRC is a jointly funded position that is shared between NKU and SEH .
2. Costs of the educational workshops, research conferences and poster presentations are shared between partners.
3. Resources including large conference rooms for large conferences are shared between partners.
4. Printing and library resources at NKU are shared with SEH.
5. The Burkhardt statistical Center at NKU is available to SEH employees.

Subsequent Meetings

Do you have clarity on goals and vision?

Goals and vision of this partnership are very clear. SEH and NKU have written strategic plans with goals. The NKNIRC and NACU have clear strategic plans that are reviewed and updated each year. Committees and subcommittees submit yearly reports of work accomplished and establish goals for each upcoming year.

What are the details and time line of the initiative?

Written contracts are in place for established initiatives. The length of contracts may vary based on the type of initiative.

Exemplars: Contracts are made for educational cohorts depending on the length of academic programs. A three year contract is in place for the sharing of the PhD prepared NKNIRC director.

Whom can we call for expert consultation if needed?

Statisticians are available through the Burkhardt Center at NKU to assist with research data set up and interpretation.

SEH has a grant writer and NKU has a grant department with experts available to assist with grant writing.

The librarian at NKU is available to NKU and SEH employees for consultation.

The Director of the Northern Kentucky Health Department is available for consultation about public health related needs.

What are the expected outcomes of the activity?

The vision of the collaborative academic partnership is for NKU and SEH to maintain the relationship between NKU and SEH to foster positive outcomes in the areas of nursing education, practice, research and community health in alignment with the identified partnership goals.

ENVIRONMENT

Time

Is this the right time for this partnership?

The partnership was established in 1966 and has continued to grow and become stronger. With the changing needs of the current healthcare environment and financial restraints healthcare agencies and academic institutions face in today's healthcare environment, sharing of resources is essential for institutions to sustain quality services and adequate population health. Within this partnership sharing of resources has resulted in the strengthening of both organizations.

What are the issues that will facilitate or impede the development of the partnership?

Finding adequate financial resources to support proposed projects and research studies is challenging. A grant writer at SEH and a grant department at NKU are available to assist with finding additional funding.

What is the time commitment for the partners?

The involvement of university employees and SEH employees in this partnership occur at many different levels. Leadership meet quarterly within the SEH and NKU advisory boards. Because many of the activities of this partnership are decentralized and occur within designated committees and subcommittees, the time commitment varies and depends on the initiative being pursued. NKU and SEH leadership support involvement of employees in collaborative efforts and allow time for employees to attend meetings and to be involved in committee work.

The Director of the NKNIRC commits 20 hours per week work at NKU and 20 hours at SEH to facilitate the partnership between NKU and SEH.

Whose time will be required?

Multiple stakeholders are involved in the partnership:

- Leadership
- Practicing Nurses
- Allied Health Professionals
- Students
- Faculty

When will the meetings be scheduled?

Leadership meets on a quarterly basis.

Committees and subcommittees meet at least monthly or more depending on the projects that are being completed.

ENVIRONMENT

Space

What space is required for the activity?

Space for meetings, workshops and large conferences is available at both organizations. In fact, this partnership is blessed with having access to adequate space and facilities for educational events free of charge. The Dolwick Center at SEH and the Student Union at NKU provide excellent spaces for educational events. SEH has purchased a new Educational Center that will increase the availability of additional space for workshops and conferences. SEH has a Center for Nursing Excellence that provides additional office space when needed and NKU has conference room space available.

What equipment and supplies are needed?

The equipment and supplies that are needed for the partnership are adequate. Workspaces and classrooms with Wi Fi are available at NKU and SEH. SEH has computer labs and NKU also has computer labs. Simulation labs are available at both facilities if needed.

What money is needed?

The NKNIRC Director of Nursing Research position is funded through a grant provided by SEH. A goal of this partnership is to increase grant funding within the next years. Funding to support increased research to expand the base of knowledge to improve community health issues is a priority.

Where are we meeting?

Meetings are held at SEH and at NKU. Individual committees identify the place of each meeting. Many committees alternate between the 2 settings for meetings. The close geographic location between the 2 organizations makes travel time of 15 to 20 minutes depending on traffic between facilities.

Where will we present outcomes?

Annual Nursing Research Conference are held where results of research is presented. Annual poster presentations are held. Writing for Publication Classes has increased the number of publications that are being generated. Increasing the number of publications to disseminate research and results of clinical projects is a future goal of this partnership.

ENVIRONMENT

Regulation

What are the policies or regulatory issues that will impede or facilitate development of the partnership on both sides?

The only impediment to the successful growth of this partnership will be the ability to access financial funding for future projects. Finding financial funding presents a future challenge.

Context

How will the partnership be funded?

The partners fund salaries, benefits, equipment for employees who are involved in partnership projects.

The NKNIRC Director position is a jointly funded position between NKU and SEH.

Rho theta contributes funds for research awards and workshops.

A major goal in the future is to secure more grant funding to support the cost of future projects and research.

What are the constraints of both partners?

Access to adequate financial resources is the largest constraint that may impair the future growth of this partnership. Expansion of future education, research and community projects will be dependent of acquiring adequate financing.

What history do the partners have with each other and each others' institutions?

The two organizations have worked together since 1966. The scope of the activities the partners share has continued to expand throughout the past years. The major shared initiatives at this time include the: 1) Theory-Practice Task Force (TPTF), 2) Regional Safety Task Force (RSTF), 3) Northern Kentucky Nursing & Interprofessional Research Collaborative (NKNIRC) and 4) Nurse Advocacy Center for the Underserved (NACU).

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Academic-Practice Partnerships
Partnership Expectation and Outcome Metrics Worksheet
Northern Kentucky University College of Health Professions and St. Elizabeth Healthcare

Partnership Goals	Activities	Outcomes
<p>Maintain a collaborative relationship between Northern Kentucky University College of Health Professions and St. Elizabeth Healthcare to foster excellence in nursing practice.</p>	<ol style="list-style-type: none"> 1. Ongoing meetings between St. Elizabeth Healthcare (SEH) and Northern Kentucky University (NKU) occur throughout the year at multiple levels to facilitate achievement of shared initiatives. <ul style="list-style-type: none"> • The College of Health Professions Advisory Board meets 2 times a year. Benita Utz, MSN, RN-BC, NEA-BC, Vice President, and Associate Chief Nursing Officer from SEH serves as a representative on this board. High level goals and future strategic planning are addressed. • Pre-licensure and Post-licensure programs meet biannually. Representatives from SEH include: Sandy Delaney, MSN, RN-BC, NEA-BC, The Director of Staff Development from SEH (Pre-licensure) and Dr. Susan McDonald, Vice President, and Associate Chief Nursing Officer, DNP, MBA, RN, FACHE, NEA-BC (Post-licensure). • Dr. Carrie Mc Coy, PhD, MSPH, RN, CEN, CNE a faculty from the College of Health Professions serves on the SEH Clinical Research Committee. • Julie Hart, MSN, RN, a NKU faculty member serves on the Nursing Professional Development Council at SEH. • The partnership between SEH and NKU is facilitated through a decentralized approach. Multiple initiatives are implemented through task forces and collaborative agreements that include: 	<p>The NKU College of Health Professions strategic goals and initiatives are influenced from the evaluative feedback that is received from highly qualified individuals from SEH from a myriad of departments and positions.</p> <p>1 representative from SEH hospital serves on the College Advisory Board</p> <p>1 representative from SEH serves on the Pre-licensure program board</p> <p>1 representative from SEH serves on the Post-licensure program board</p> <p>1 faculty member from the College of Health Professions serves on the SEH Research Committee</p> <p>1 faculty member serves on the SEH Nursing Professional Development Council</p>

	<ul style="list-style-type: none"> a. Theory-Practice Task Force (TPTF) b. Regional Safety Task Force (RSTF) c. Northern Kentucky Nursing & Interprofessional Research Collaborative (NKNIRC) d. Nurse Advocacy Center for the Underserved (NACU) <ul style="list-style-type: none"> • The aforementioned, initiatives are organized and implemented through numerous sub-committees that meet at designated intervals throughout the year. 	<p>Practicing BSN prepared registered nurses from SEH serve on the Theory Practice Task Force and the Regional Safety Task Force.</p> <p>SEH, NKU and the Northern Kentucky Independent Health District are represented on the Northern Kentucky Nursing & Interprofessional Research Collaborative (NKNIRC) Board and include:</p> <ol style="list-style-type: none"> 1. Katie Scherrer, a practicing baccalaureate prepared staff nurse from SEH 2. Vera Hall, Senior Vice President, Chief Nurse Executive SEH 3. Tina Volz, PhD, RN, Director of Nursing Research SEH 4. Betty Cottongim, MSN, RN B-C, SHE and Rho Theta 5. Dale Scalise-Smith, PhD, Dean of the NKU College of Health Professions 6. Kimberly McErlane, PhD, Director of the NKNIRC 7. Tom Baxter, EdD, Faculty, NKU Allied Health Department 8. Maureen Krebs, Assistant
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		<p>to Dean, NKU College of Health Professions</p> <p>9. Jennifer Hunter, Director of Clinical Services, Northern Kentucky Independent Health District</p> <p>10. Shawn Nordheim, Nursing Faculty, NKU College of Health Professions</p> <p>Future Goals: The NKNIRC plans to increase involvement of professionals from other health related disciplines in the future.</p>
<p>Increase educational collaboration between Northern Kentucky University (NKU) and St Elizabeth Healthcare (SEH) to promote and support the advancement of nursing education for health professionals, nurse educators and nursing leaders.</p>	<p>1. The focus of the partnership between NKU and SEH was initiated in 1966 with the start of an Associate Degree in Nursing program at NKU. Since 1966, NKU has continued to grow in size and in alignment with national initiatives to offer baccalaureate nursing programs, Masters of Science in Nursing programs and the Doctorate of Nursing Practice. With over 1500 students currently enrolled in healthcare profession programs at NKU, SEH continues to provide the majority of clinical practicum sites for baccalaureate and graduate level nursing students and allied health students.</p>	<p>A large number of Bachelor of Science in Nursing and Accelerated Bachelor of Science in Nursing students complete clinical experiences at SEH.</p> <p>64 clinical groups composed of 6 baccalaureate students in each clinical group complete clinical experiences at SEH each semester. During each school year, 375 baccalaureate nursing students are provided with clinical experiences at SEH.</p> <p>A 2015 capstone project completed by a NKU Doctorate of Nursing Practice student showed that over 50% of the new graduates hired by SEH were NKU BSN graduates</p>

		60% of radiology technologists at SEH are NKU graduates.
	<p>2. Established a Theory-Practice Task Force in 2014 to bridge the gap between academia and practice.</p> <ul style="list-style-type: none"> • Establishment of a committee to address clinical policies and procedures in order to streamline the experience and lessen the gap between the didactic classes and clinical experiences. • Meetings are held with clinical faculty from SEH and NKU on a monthly basis. • Part-time clinical faculty from SEH share insight related to clinical teaching and to make suggestions for curricular adjustments/changes that are up-to-date with the current clinical environment. • Revised the clinical orientation for clinical faculty based on feedback received from the clinical partners as a first step in strengthening the clinical experiences for our students. 	<p>Data were derived from a survey of baccalaureate nursing students enrolled in the NKU nursing program to learn more about the clinical experiences. Students in the first 3 semesters (1, 2, &3) were surveyed and compared to students who were further along in the program in semesters 4, 5 and 6.</p> <p>Data from the survey were analyzed and showed that students who were in the 4th, 5th and 6th semesters were more fully satisfied with the clinical experience as compared to students in the first 3 semesters (1, 2, & 3) of the nursing program.</p> <p>Based on the survey results, The Theory-Practice Task Force is developing new strategies and changes to strengthen the clinical experience of nursing students.</p> <p>Future Goals: The Theory-Practice Task will continue to meet monthly to discuss and review the didactic curriculum and clinical experiences to develop future strategies to lessen the gap between academia and practice and to improve clinical</p>

	<p>3. A Regional Safety Task Force (RSTF) was formed in 2014 after occurrence of a student medication error. The commission of the medication error by a nursing student increased awareness that a formal mechanism was not in place to facilitate communication between nursing faculty, administrators and nurse educators within clinical agencies.</p> <ul style="list-style-type: none"> • Monthly meeting of the RSTF are held. • The original task force was formed as a means to troubleshoot and discuss strategies to prevent student medication errors the task force has expanded to include more universities and clinical agencies to explore policies and issues related to clinical experiences for nursing students. 	<p>experiences for nursing students.</p> <p>The RSTF has expanded to include representatives for 3 universities and 4 regional hospitals as follows:</p> <ol style="list-style-type: none"> 1. NKU 2. SEH 3. Xavier University 4. University of Cincinnati 5. University Hospital 6. Children’s Hospital Medical Center Cincinnati 7. Mercy Hospital <p>The mission of the RSTF was originally directed toward improving medication safety for nursing students has expanded to include collaboration through sharing of clinical policies and strategies among a broader group of universities and clinical agencies in the Northern Kentucky Greater Cincinnati area.</p> <p>Future Goals: To continue to meet monthly and to identify strategies to ensure quality and safe clinical experiences that will benefit both students and patients.</p>
	<p>4. Developed a unique Cohort Model to advance the education of practicing nurses through onsite & online interaction between NKU university faculty, practicing nurses and SEH administration.</p>	<p>The collaboration between SEH and NKU resulted in the development of a cohort model. The cohort model was unique in that there was continuous</p>

	<ul style="list-style-type: none"> • A clear written plan for the MSN cohort model was developed and agreed upon by NKU and SEH prior to the start of the MSN cohort. • Quarterly meetings with the SEH administrators were held to discuss the progress and implementation of the educational cohort. • A faculty Coordinator was assigned by NKU who met on a frequent basis every 1-2 weeks with the Director of Staff Development from SEH to ensure a seamless educational process maintained to facilitate the education of practicing nurses who were enrolled in the MSN program. • Selection of faculty for the MSN cohort included a mix of NKU faculty and SEH professionals based on level of experience and match with the established curriculum. • Dr. Tina Volz, PhD, RN Director of Nursing Research and Sandy Delaney, MSN, RN-BC, NEA-BC, Director of Staff Development at SEH were directly involved in the identification of research-based, quality improvement and evidence-based capstone projects and interacted with faculty and students to secure valuable clinical capstone projects focused on improvement of patient care. • Based on success of last cohort models, a new cohort of 29 RN to BSN students was initiated in 2015. • A cohort of 30 MSN students in the Masters of Science in Nursing Nurse Executive Leadership program began courses in the Summer of 2016. 	<p>exchange of resources that included the expertise of faculty and practicing nursing providers throughout the educational process.</p> <p>SEH provided funding for staff nurses to obtain advanced nursing degrees. NKU provided the curriculum and faculty. Classes were provided in a hybrid format with a blend of online and onsite face-to-face courses at SEH facilities. NKU faculty worked with the administrators and nurse educators at SEH to identify capstone projects that were of educational benefit to student and of value to the institution and betterment of patient care.</p> <p>48 students graduated from the MSN with a concentration in Nurse Executive Leadership which provided a pool of Masters level nursing leaders for SEH.</p> <p>23 MSN nursing students with a concentration in Nurse Executive Leadership completed clinical projects in 2012.</p>
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		<p>25 Masters of Science in Nursing students with a concentration in Nurse Executive Leadership completed clinical projects in 2014.</p> <p>30 Masters of Science in Nursing students in the Nurse Executive Leadership MSN concentration began courses in Summer of 2016.</p> <p>Success of the Cohort Model can be demonstrated by the excellent retention rate of students in the cohort with only one student dropping out of the cohort due to personal circumstances.</p> <p>Graduates from the MSN cohorts are now working in leadership positions within the SEH system and provide a large pool of MSN prepared preceptors for NKU students.</p> <p>2 Doctorate of Nursing Practice (DNP) students completed projects at SEH.</p> <p>Titles of the projects included:</p> <ul style="list-style-type: none"> • Evaluation of New Graduate Nurses' Physical Assessment and Documentation Skills Using Simulation, Debriefing, and a Nurse-
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		<p>Transition Program</p> <ul style="list-style-type: none"> • Implementing a Health Care Worker Pertussis Immunization Program: Benefits and Barriers <p>Experienced nurses and health care professionals from SEH share their clinical expertise by serving as faculty in the BSN and MSN program.</p> <p>Exemplars:</p> <p>Dr. Susan McDonald, Vice President, Chief Nursing Officer at SEH, teaches the graduate level course: Accounting and Finance for Nurse Executives</p> <p>Lisa Blank, System Director of Employment and Development for SEH teaches the graduate level course: Management of Human Resources</p> <p>Future Goals: Continue planning for future academic cohorts as a means for SEH nurses to obtain higher level nursing degrees.</p>
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	<p>5. Initiated a RN First Assist (RNFA) Surgical Program in 2011. This program is offered annually and is a for-college-credit program based on the American Operating Room Nurses (AORN) standards. Faculty and resources for the program are shared between NKU and SEH.</p>	<p>25 nurses from SEH have finished the RNFA Surgical Program, as 5-6 nurses complete the program each year. Nurses who participated in this program received 6 hours of baccalaureate credit from NKU. 3 hours of classes were didactic and 3 hours were clinical courses. Students received a certificate of completion from SEH and NKU which prepared the nurses to meet the American Association of Operating Room Nurses certification requirements.</p> <p>The RN First Assistant Program faculty includes a mix of SEH and NKU faculty. The team is comprised of an experienced RNFA nurse, a board certified surgeon, experienced operating room and university educators.</p>
<p>Increase partnership between SEH, NKU and the community agencies to address community health needs of the underserved in Northern Kentucky.</p>	<p>1. Identification of Major Health Problems: Major health problems in Northern Kentucky were identified through collaboration between SEH, NKU and the Northern Kentucky Health Department. Data from the St. Elizabeth Community Health Needs Assessment and Community Based Implementation Plan for 2013-2015 and from the Northern Kentucky Health Department served to guide the identification of major health issues within the Northern Kentucky area.</p> <ul style="list-style-type: none"> • Major health care concerns identified in the Northern Kentucky area include: <ul style="list-style-type: none"> a. Lead Toxicity in Children b. Substance Abuse & Heroin related Deaths 	<p>Director Clinical Services of the Northern Kentucky Independent Health Department, Jennifer Hunter, RN, MSN serves on the advisory boards for NKU including the pre-licensure, post-licensure nursing programs and the NKNIRC. Input from the Director of the Northern Kentucky Health Department keeps leaders at NKU and SEH abreast with updated data relevant to the health care needs of the population in the Northern</p>

	<ul style="list-style-type: none"> c. Growing incidence of Hepatitis C Virus d. Human Trafficking e. Obesity 	Kentucky region.
	<p>2. Lead Poisoning Initiatives:</p> <ul style="list-style-type: none"> • Lead poisoning in Northern Kentucky's children was selected as the first targeted area of collaborative research and intervention that was addressed by the NKNIRC. In 2008, the NKNIRC received the George A. Renaker Charitable foundation grant in the amount of \$49,000. The grant was awarded to support a partnership between NKU nursing students and community registered nurses to engage in nursing research and service learning activities to address the significant problem of lead poisoning in the local community. • The partnership for the Lead poisoning funding was formalized between NKU, Rho Theta Chapter of Sigma Theta Tau International, Riverhills Healthcare and SEH. • Nursing students were engaged in service learning experiences focused on increasing lead poisoning awareness among children and families in Northern Kentucky. Community-based interventions were designed in conjunction with the Northern Kentucky Health Department in an effort to reduce children's' exposures to lead. • Interventions included the provision of cleaning supplies and HEPA vacuums to qualifying families in an effort to reduce risk of exposure to lead dust in the home environment. Paint was provided to qualifying families to create a barrier between family members and the lead dust accumulating from existing paint sources in and around their homes. • Delivered educational programs related to lead poisoning in the local schools. Nursing students "trained the trainers" by 	<p>Awarded the George A. Renaker Charitable foundation grant in the amount of \$49,000 (2008).</p> <p>Representatives from the NKNIRC appeared on the local television news program "Community Report" to discuss the work NKNIRC has spearheaded with the Lead Exposure Reduction Initiative (2009).</p> <p>Publication: Frerick, J., Dinsey-Read, K. & Van Horn, A. (2010). <i>The Mouse and the House</i>, a book about lead poisoning prevention for children.</p> <p>Provided early education during pre-natal period to expectant mothers about lead risks in 8 zip code lead hazard areas where children are at risk for high lead levels in Northern Kentucky.</p> <p>Distributed the Lead Detective Mouse Books during post-natal visits with message of children who will be at risk for lead</p>

	<p>instructing school teachers about how to bring lead poisoning education into the classroom.</p> <ul style="list-style-type: none"> • Publication of a book for children related to the topic of lead poisoning prevention. 	<p>poisoning in the 8 zip code lead hazard areas in Northern Kentucky and ages for testing. This intervention was provided to increase the knowledge about the risk of lead hazards and assist new parents in advocating for lead screening of their children.</p> <p>Increase in the number of children screened for lead poisoning at 12 and 24 months in the designated 8 zip code areas for increased risk for exposure to lead hazards.</p> <p>Future Goal: Seek additional grant funding to implement and expand the work related to Lead Exposure of children and to develop an early educational intervention to educate families about lead poisoning following the birth of child at SEH and the importance of screening for lead at 12 and 24 months in the 8 zip code designated lead hazard areas.</p>
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	<p>3. Substance Abuse/ HCV:</p> <ul style="list-style-type: none"> • Educated 117 nurses, students and faculty from the Northern Kentucky Region with updated information and strategies to address the growing heroin epidemic in Northern Kentucky through the NKNIRC annual research conferences in 2014 and 2015. • Collaborated with the Northern Kentucky Hates Heroin organization to educate practicing nurses about the heroin epidemic in Northern Kentucky. • Applied for a grant titled, “Development and Expansion of a Hepatitis C Virus (HCV) Screening Program for Homeless Adults in a Community Shelter.” The purpose of the grant was to provide screening and education for homeless adults sheltered in the Northern Kentucky area. The project would be implemented as collaboration between NKU, SEH and the Northern Kentucky University. The project was not funded. Plans are in progress to seek future funding. 	<p>Annual Nursing Research conferences were sponsored by NKU, SEH and the Rho Theta Chapter of International Sigma Theta Tau. The research conferences have been presented for the past 11 years with the 2016 Annual Research Conference being the 11th Annual Nursing Research Conference.</p> <p>Keynote speakers at the Annual Northern Kentucky Nursing Research Conferences in 2014 and 2015 presented up-to-date information about substance abuse, specifically heroin abuse, to nurses attending the conferences. In 2016, the Annual Northern Kentucky Nursing Research Conference – presented up-to-date evidence-based information related to Human Trafficking.</p> <p>In 2014 and 2015, Ashel Kruetzkamp, MSN, RN, Nurse Manager at SEH presented evidence-based related practice related to heroin overdose at the annual research conference. A research study related to heroin</p>
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		<p>overdose in emergency room patients is currently underway.</p> <p>In 2015, Dr. Perilou Goddard, Professor from NKU Department of Psychological Science, presented “Heroin Hits Home.” The presentation focused on the origin and effects of the current heroin epidemic in the Northern Kentucky region.</p> <p>A testimonial about heroin use and the impact of heroin on the family was presented by the Kentucky Hates Heroin community agency.</p> <p>44 nurses attended the 9th Annual Nursing Research Conference in 2014.</p> <p>73 nurses who attended the 10th Annual Nursing Research Conference in 2015.</p> <p>85 healthcare professionals attended the 11th Annual Nursing Research Conference in 2016</p> <p>Applied for funding for a small</p>
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		<p>grant project in 2015 from the American Association of Colleges of Nursing, titled, “Development and Expansion of a Hepatitis C Virus (HCV) Screening Program for Homeless Adults in a Community Shelter.” The grant was not funded.</p> <p>Future Goal: Search and apply for future grant funding to support a HCV screening and educational program for the homeless adults in the Northern Kentucky area.</p>
	<p>4. Nurse Advocacy for the Underserved: Multiple community initiatives have been implemented through the Nurse Advocacy Center for the Underserved (NACU) at Northern Kentucky University. The mission of the NACU is to improve health of the underserved in the Northern Kentucky region by reducing health disparities. Founded in 2003, NACU continued to grow thanks to committed NACU leadership including the Director, Assistant Director, and faculty and staff of NKU College of Health Professions and ongoing support and opportunities provided by SEH, other partnering agencies, and projects led by nursing students. Currently, there are 7 NACU sites where health education or health services are offered. These sites are Transitions, Inc. WRAP, Welcome House of Northern Kentucky, Women’s Crisis Center, Madison Avenue Christian Church, Emergency Shelter of Northern Kentucky, and Golden Towers.</p> <p>Through NACU, 7 community partners allow access to underserved populations. The NACU sites provide volunteer opportunities for practicing nurses and a learning lab for nursing and allied health students to learn principles of community health.</p>	<p>NKU faculty, nursing students and nurses from SEH have participated in multiple community projects initiated through the NACU.</p> <p>The following data reflects a typical year of participation in NACU. Latest data reflects 914 nurse visits; 567 patients seen, approximately 106 students involved, 17 volunteer nurses, 6 paid staff, over 241 volunteer hours, 5 foot care clinics, over 24 health education sessions, 5 major health fairs, 189 flu vaccines, and 32 pneumonia vaccines. Students from the BSN, ABSN, RN-BSN, MSN,</p>

	<ul style="list-style-type: none"> • A “Witness Fitness Program” was created and implemented. This program was developed by a RN to BSN student who practices as a registered nurse at SEH and nursing faculty from NKU. The program was designed to teach adolescent girls about fitness and healthy eating. Participants attended a 6 month class focused on physical fitness and healthy eating. Participants attended classes 1 time each week over a 6 month period of time. Program leaders collaborated with the Northern Kentucky Health Department and the Kenton County Extension Agency to provide nutritional counseling. • BP Screening Clinics at the Emergency Shelter for homeless in Covington, Kentucky. • Foot care clinics at the Emergency Shelter and Madison Avenue Christian Church in Covington, Kentucky. • Initiated program to provide a monthly foot-care for the homeless population at the Madison Avenue Church in Covington, Kentucky in collaboration with the NKU, SEH, Pike Street Homeless clinic nurses and the Medical Volunteers of Cincinnati Foot Care Clinics. This service opportunity was developed to help staff nurses meet service requirements for the clinical ladder. The program began in January of 2015. • Established Resident’s Health Council in 2016 under the Direction of NKU faculty member Fran Knox-Kazimierczuk. • Initiated collaborative relationship with Cincinnati Children’s Hospital to bring a health screening and referral program to children in underserved areas of Covington, Kentucky. 	<p>respiratory therapy, counseling, social work, and public administration were engaged with the underserved in the region.</p> <p>In 2016, 136 flu vaccines, 114 pertussis vaccines, and 100 TB tests were administered during immunization campaigns with nurse volunteers, students and faculty providing care.</p> <p>Today NACU reaches out to approximately 1500 people each year with compassionate, quality healthcare that is provided by practicing nurses, students and faculty who work shoulder-to-shoulder to serving underserved populations.</p> <p>10 adolescent girls of 12-16 years of age participated in the Witness Fitness Program. Nine of the 10 girls who attended the program were obese. Data related to weight, BP, pulse, BMI and participation in exercise were tracked during the 6 months girls participated in the program. Results showed there was no significant change</p>
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		<p>in the girl's weight or exercise habits. Based on the results of this study, the researchers recommended that further studies be completed with a younger age group of girls. The researchers concluded that fitness education may be best received at an earlier age before eating and exercise patterns are established.</p> <p>20 nurses from SEH have volunteered at the BP and foot care clinics held at the Emergency Shelter for homeless individuals in Covington, Kentucky.</p> <p>3 RN staff nurses from SEH attended the homeless foot clinics and worked shoulder-to-shoulder with NKU nursing students, NKU allied health students, nursing faculty and nurses from the Covington, Kentucky homeless clinic to provide foot care for homeless individuals.</p> <p>Written letters of participation were provided to the nurses who will use this as a service requirement to meet the clinical ladder requirements at SEH.</p>
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		<p>Future Goals: Continue to collaborate with community partners to engage practicing nurses, student nurses, and allied health students in service opportunities within the community. Future research studies are planned to examine the effect of fitness education on adolescent girls between 8 - 12 years of age.</p> <p>Initiate a community health screening for children in underserved areas within Covington, Kentucky through collaboration with Cincinnati Children's Hospital Medical Center.</p>
<p>Foster talent development through mentoring and dissemination of evidence-based projects and research.</p> <p>Talent development is nurtured through:</p> <ol style="list-style-type: none"> a. Mentoring prospective future health profession students, nursing students, practicing health professionals and faculty to increase knowledge and skills in research methods/EBP and scholarship. 	<ol style="list-style-type: none"> 1. Mentoring Initiatives: Northern Kentucky Nursing & Interprofessional Research Collaborative <ul style="list-style-type: none"> • Founded the Northern Kentucky Nursing & Interprofessional Research Collaborative (NKNIRC) in 2006. The purpose of the NKNIRC is to positively impact the health of Northern Kentucky through the implementation of community driven interventions based on interdisciplinary research methods, quality improvement initiatives, and the application of best practices. A major focus of the NKNIRC is to increase the interest of registered nurses in research regardless of educational background. • The NKNIRC's roots reach deep into the local community. Established in 2006, the NKNIRC is the direct result of a 	<p>Through the NKNIRC, the research process has been introduced to hundreds of novice nurse researchers and students. The strong collaboration between the NKNIRC and Rho Theta resulted in 2 national awards from Sigma Theta Tau International in 2007 and again in 2009.</p>

<p>Mentoring</p> <p>b. Dissemination of completed, proposed and in-progress clinical projects and research based on the experience of health professionals within the region of Northern Kentucky and Greater Cincinnati.</p>	<p>University Community Partnership Grant from NKU. The NKNIRC has expanded the impact of applied nursing research throughout the Northern Kentucky area through partnerships with the Rho Theta Chapter of Sigma Theta Tau International (STTI) Nursing Honor Society, SEH and the Northern Kentucky Independent Health District.</p> <ul style="list-style-type: none"> • Since 2006, the NKNIRC has expanded and now provides structured workshops, seminars, and professional meetings that focus on the utilization and application of research by nurses. • Established a position for the Director of the NKNIRC. The Director position is jointly funded between SEH and NKU for a PhD prepared nurse. • Established Annual NKNIRC Research Conferences: Annual Nursing Research Conferences were started in 2006. The purpose of the research conferences is to share research findings, evidence-based practice projects and to stimulate increased interest and participation of nurses in nursing research. Conferences are presented on an annual basis. The last all-day research conference was held on February 27, 2016. In the past 2 years, the research conferences have expanded to include a wider assortment of topics and tracks participants can choose from. Growth in the number of individuals participating in the conferences has been realized. • Annual Research Mentoring Workshops: Developed a series of 5 Research Workshops available to SEH employees, NKU faculty and students within the College of Health Professions. The research workshops are “hands on” workshops designed to guide novice researchers through the research process. At the end of the workshops, participants have developed and written a research proposal. • Novice researchers are paired with experienced researchers from 	<p>Award 1: Northern Kentucky University's Rho Theta chapter of Sigma Theta Tau Nursing Honor Society was awarded the International Research Advancement Award. At the Honor Society of Nursing, Sigma Theta Tau International's 39th Biennial Convention November 6, 2007. The award acknowledged Rho Theta's work in establishing the Northern Kentucky Nursing & Interprofessional Research Collaborative (NKNIRC), which linked community resources and NKU resources to advance nursing research throughout the region.</p> <p>Award 2: Rho Theta Chapter was once again the recipient of the International Research Award given at The Honor Society of Nursing, Sigma Theta Tau International (STTI) 40th Biennial to be held October 31, to November 4, 2009 based on collaboration and work accomplished through the NKNIRC collaboration and advancement of nursing research.</p>
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	<p>within the SEH employees and NKU faculty during the research workshops. Mentors work with workshop participants to complete research studies.</p> <ul style="list-style-type: none"> • Created a list of experience researchers to serve as mentors from scholars who are available within the NKU and SEH systems. • Research mentoring workshops have been held in 2013, 2014 and 2015. Contact hours are awarded for attendance at the 5 workshops. • A reciprocal relationship for IRB approval between NKU and SEH has been established to facilitate and expedite the research process. • SEH Edgewood, Covington, Grant received initial Magnet® Designation in April, 2006. The first re-designation was in 2010 with the SEH Nursing Research program receiving an exemplar and noting. NKU faculty attended and spoke during the Magnet® re-designation visits. The second re-designation for SHE (Edgewood, Covington and Grant) was awarded in July 2015. 	<p>The NKU Rho Theta Chapter is the only STTI Chapter that received this award two times.</p> <p>Annual Research Conferences Attendance:</p> <ul style="list-style-type: none"> • 2006: 31 participants • 2007: 65 • 2008: 85 • 2009: 60 • 2010: 58 • 2011: 82 • 2012: 72 • 2013: 43 • 2014: 61 • 2015: 87 • 2016: 85 <p>Total: 729</p> <p>Annual Research Mentoring Workshops:</p> <ul style="list-style-type: none"> • Created and Presented 5 for-contact-hour, research workshops titled: <ol style="list-style-type: none"> 1. Session 1: Getting Started 2. Session 2: Review of Literature 3. Session 3: Research
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		<p>Design</p> <ol style="list-style-type: none"> 4. Session 4: Selection of an Instrument 5. Session 5: Pulling it All Together: Research Proposal <p>Research Mentoring Workshop Attendance:</p> <ul style="list-style-type: none"> • 2013: 14 • 2014: 11 • 2015: 14 • 2016: 15 <p>Total: 54</p> <p>Exemplar of Research Mentoring: Dr. Denise Robinson PhD, RN, FNP, Dean of College of Health Professions, is serving as a research mentor to 2 SEH staff nurses, Kim Sweeney RN and Patti Wilcox RN to complete a research study titled “Safety and efficacy of peripheral IV (PIV) site rotation based on clinical indications.”</p> <p>The research will examine whether IV sites should be changed based exclusively on site assessment. Current practice is to change the site every 96 hours. A new</p>
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		<p>assessment tool was adapted from previous tools. In addition, adaptation of documentation based on Epic electronic health record was delineated.</p> <p>Progress on this research study was presented by Kim Sweeney RN from SEH at the Magnet® Designation 2015 visit at SEH.</p> <p>Mention of NKNIRC as Exemplar in Magnet® Re-designation Visit: SEH received an exemplar during the first Magnet® re-designation in 2010, In 2010, 7 exemplars, were received. One of the exemplars was directly related to the collaborative work of the Northern Kentucky Nursing & Interprofessional Research Collaborative (NKNIRC). A direct quote from the 2010 Magnet® re-designation report reads”</p> <p>“Through the regional Nursing Research Collaborative, the Council promotes inquiry, nursing research and seeks to recognize, reward, educate and inspire staff who engage in research-related activities”.</p>
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		<p>In May, 2015, SEH had the third Magnet® Site visit and successful re-designation in July 2015.</p> <p>Future Goals: Continue to maintain the collaboration to foster increased interest and completion of nursing research through the collaborative activities between SEH and NKU. Continue to offer the Annual Research Conferences, Research Workshops and mentoring opportunities for novice researcher.</p>
	<p>2. Mentoring Initiative: Pathways to Nursing Program</p> <ul style="list-style-type: none"> Established Pathways to Nursing Program (PTN) as a collaborative effort between SEH and NKU. The PTN program was started in 2007 and is held on an annual basis. The purpose of the PTN program is to offer yearly camps for high school students in the summer. Students spend 2 days on campus at NKU and then 2 days at SEH. The project is jointly funded by NKU and SEH. 	<p>223 students have attended the PTN program since the program began in 2007.</p> <p>Approximately 30 students attend the PTN program each summer. 32 are registered to attend the program in 2015 which will result in a total of 255 students having attended the PTN program. An ongoing prospective descriptive research study is being conducted. The numbers of students who have attended the PTN program and then choose a healthcare profession are being tracked. Data collection is in progress.</p>

	<p>1. Dissemination Initiative: Poster Making Workshops</p> <ul style="list-style-type: none"> • Developed online resources available on the NKNIRC website with resources for how to make posters for presentations • Developed a “hands on” class for teaching nurses how to develop and make posters for presentation. Contact hours are awarded. Participants walk away from the workshop with a draft of a poster. 	<p>2 “hands on” courses on Poster Making were held at SEH in 2015.</p> <p>Faculty from NKU and the Director of Nursing Research at SEH taught the “hands on “Poster Making Workshops.”</p> <p>Poster Making Workshop Attendance:</p> <ul style="list-style-type: none"> • Jan 2015: 5 • Mar 2015: 5 • July 2015: 10 • Jan 2016: 10 • Mar 2016: 11 • Total: 41 <p>Data are being tracked to identify the numbers of poster presentations for those attending the Poster Making Workshops.</p> <p>5 individuals who have attended the poster presentations in 2015-16 have presented posters. In addition, one poster was accepted for presentation at the annual Magnet Conference in 2016.</p> <p>The Director of the NKNIRC and Director of Nursing Research at SEH have been accepted to present a poster at the National Magnet Conference in 2016 for the collaboration between NKU &</p>
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		<p>SHE: Academic-Practice Collaboration: Extending Research into the Community.</p> <p>Future Goal: Track the numbers of participants who attend the workshops and the number of poster presentations that result from attending the workshops.</p>
	<p>2. Dissemination Initiative: Annual Poster Presentations and Awards Ceremony</p> <ul style="list-style-type: none"> • The Annual Poster Presentations Awards Ceremony was initiated in 2006. The annual event provides opportunity for nurses, faculty and students to present his/her own research findings and project outcomes with other community nurses throughout the Northern Kentucky/Greater Cincinnati region. • Established annual awards for outstanding research proposals, completed research and evidence-based projects. Originally, 3 awards were presented for: 1) exemplary completed nursing research that significance to the nursing profession (\$500), 2) most promising early research (\$250) and 3) outstanding clinical or scholarly project (\$250). • Expanded the research awards which are funded by community partners to be presented to 4 awards that include not only nursing but, allied health professionals: <ol style="list-style-type: none"> a. Researcher of the Year Award (\$500, funded by SEH) b. Proposed Clinical Research: Vision Award (\$250, funded by NKU College of Health Professions) c. Exemplary Clinical Project (\$250, funded by Rho Theta Chapter of STTI) 	<p>Average attendance at the Poster Presentations and Awards ceremony form 2006 – 2015 is 100 nurses.</p> <p>Number of Posters Presented at Annual Poster Presentations and Awards Ceremony:</p> <ul style="list-style-type: none"> • 2006: 18 • 2007: 22 • 2008: 38 • 2009: 33 • 2010: 26 • 2011: 27 • 2012: 22 • 2013: 31 • 2014: 39 • 2015: 31 • 2016: 25 <p>Total: 312</p> <p>In 2015 and 2016, a total of \$2500 in monetary awards was presented to attendees at the Annual Poster Presentation and Awards Ceremony. Award recipients</p>

	<p>d. Allied Health Exemplary Award (\$250, funded by Department of Allied Health, NKU)</p>	<p>included practicing nurses and healthcare professionals, students and faculty.</p> <p>Future Goals: Continue to offer the Annual Poster Presentations and Awards Ceremony. Present annual awards for outstanding work in the area of research and evidence-based practice.</p>
	<p>3. Dissemination Initiative: Writing for Publication Workshops</p> <ul style="list-style-type: none"> • A nurse educator from SEH and faculty member from NKU birthed the idea of creating a workshop for nurses, students and/or faculty to provide support for writing for publication. • Writing for Publication Workshops for nurses, students and faculties were developed. • In 2013, 4 “hands on” workshops were provided. Contact hours were awarded. • Faculty from NKU and SEH employees with experience in publication serve as facilitators for the workshops. • Novice writers were paired with seasoned authors to write articles for publication. 	<p>6 participants attended the Writing for Publication Workshops in 2013.</p> <p>In 2015, 8 participants attended the Writing for Publication Workshops.</p> <p>5 Publications Completed by Faculty and Nurses Attending the Writing for Publication Workshops:</p> <p>Niemi, J., McErlane, K., Vasseur, M. M., & Bohl, S. (2014). A tale of two hospital systems: Preparing new graduates for clinical practice. <i>Nursing2014</i>, 44(9), 18-21.</p> <p>Price, M. R., & Williams, T. C. (2014). When doing wrong feels so right: Normalization of deviance. <i>Journal of Patient</i></p>

		<p><i>Safety</i>, (Mar 4).</p> <p>Foster, C. L. (2014). A miracle for the season. <i>Nursing</i>, 44 (12), 54-55. doi:10.1097/01.NURSE. 000456367.77874.e5</p> <p>McErlane, K., & Niemi, J. (2013). Partner up for success: Writing for publication. <i>Kentucky Nurse</i>, 61(2), 9.</p> <p>Niemi, J. McErlane, K., & Tillett, N. (2013). Collaboration and implementation of an Annual comprehensive stroke education program. <i>MedSurg Nursing</i> 22(5):331-4.</p> <p>Future Goals: The Writing for Publication Workshops will be offered again in Fall of 2016. Outcomes and successful publications will be tracked.</p>
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