



Complete This Template to Develop Your Academic-Practice Partnership Summary Document

Print

Save

PLAYERS

Selecting Partners

Academic School: Research College of Nursing

Contact: Nancy O. DeBasio, PhD, RN, FAAN

Phone Number: 816-995-2810

E-mail Address: nancy.debasio@researchcollege.edu

Practice Setting: Research Medical Center and HCA MidAmerica Division

Contact: Paige Baker, MSN, Chief Nursing Officer

Phone Number: 816-276-4170

E-mail Address: paige.baker@hcamidwest.com

Preparing for Your First Meeting

Date/Time of Meeting: October 2011

Place of Meeting: Research Medical Center

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

Research College of Nursing was established in 1905 as a diploma program under the auspices of Research Medical Center. We share a rich tradition of 110 years of nursing excellence. Research Medical Center is a quaternary facility with a Level I trauma center, a Level III NICU, an adult and pediatric burn unit and a Sarah Cannon Cancer Center providing a wide array of experiences for our students. Both the College and the Medical Center are located in Kansas City's urban core offering services to a diverse population. Our strategic plans are in alignment with a common vision of educating BSN-prepared nurses to provide a well-prepared nursing workforce.

PARTNERSHIPS

Initial Meeting

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

- * Expand the BSN-prepared workforce
- * Implement and evaluate an evidence-based graduate nurse residency program to increase retention
- * Advance evidence-based practice through the development of a center for nursing research and innovation
- * Design and implement innovative clinical teaching models which will reduce cost (AP) and enhance recruitment and retention of nursing staff (PP)

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

Mission of College and Medical Center
Strategic goals of both organizations
Current clinical course syllabi
AACN Baccalaureate Essentials document

What do you have to offer?

The College provides faculty who have expertise in research and evidence-based practice; leadership development; curriculum design; and innovative pedagogies. In addition the College provides graduate tracks in healthcare leadership, family and adult nurse practitioner and education which are offered at a 50% tuition discount to full-time RN staff. The College also provides a director of academic-clinical practice partnerships (0.75 FTE) who oversees the partnership activities.

The Medical Center offers a quaternary facility which includes a Level I Trauma Service, a Level III NICU; a pediatric and adult burn unit as well as a broad array of inpatient and outpatient services which provide students with a rich clinical learning experience. The Medical Center also serves as a venue for the development of evidence of joint research to enhance patient outcomes.

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

The shared vision for the College and the Medical Center is to strengthen clinical education; advance evidence-based practice; and recruit and retain a well-educated workforce.,

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

Executive leadership from both organizations is involved in the partnership. The partnership was initially formalized in 2011 by then CNO Cyndi Johnson and Nancy DeBasio who was President/Dean of the College.

Current leadership involved:

Research Medical Center: CEO, CNO, Clinical Directors and Managers, Director of Clinical Excellence, VP for Quality and Safety, VP for Human Resources; clinical staff who manage QI projects

Research College of Nursing: President, Dean, Director of Academic-Clinical Practice Partnership, Director of Institutional Effectiveness (facilitates evaluation of program outcomes), Director of Seelos Simulation Center (simulation for graduate nurse residency program), and research faculty.

What is the business case for the partnership?

The partnership benefits both organizations from several perspectives:

- *reduction in cost associated with attrition of new graduates
- *decreased cost of adjuncts for clinical instruction
- * increased recruitment of a well-qualified workforce
- *increased focus for staff nurses on evidence-based practice to improve patient outcomes
- *co-sponsorship of Vizient/AACN Graduate Nurse Residency program

Subsequent Meetings

Do you have clarity on goals and vision?

Partnership projects and collaborative activities are mutually determined annually by the director of academic-clinical practice partnerships, the CNO, clinical staff and the VP for Quality and Safety. Projects are aligned with the strategic goals of both the College and the Medical Center.

What are the details and time line of the initiative?

Since the establishment of the formalized partnership in Spring 2011, the College and the Medical Center have implemented the following:

- * Director of Academic-Clinical Practice Partnerships--2012
- * Fast Track PP QI projects--Fall 2011; 40 projects to date
- * Center for Nursing Research and Innovation
- * Six Dedicated Education Units
- * Vizient/AACN Graduate Nurse Residency program
- * Married State Preceptor training program

Whom can we call for expert consultation if needed?

Dr. Rebecca Saxton, Director of Academic-Clinical Practice Partnerships

What are the expected outcomes of the activity?

- * Increase in number of students participating in Dedicated Education Units
- * Increase in number of RCN graduates hired at RMC and HCA Mid America Division
- * Increased retention of new graduates
- * Increase in collaborative research activities
- * Enhanced undergraduate curriculum through clinical partner input
- * Increase in number of RMC/Division staff pursuing graduate study

ENVIRONMENT

Time

Is this the right time for this partnership?

This is a partnership based on the history of our institutions so it was a natural step to formalize the partnership. Both the CNO and the President/Dean believed that the establishment of the partnership would be mutually beneficially.

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

Changes in leadership at the Medical Center have been a challenge; since the inception of the partnership in 2011 there have been three CNO's; two CEO's; and two CFO's. In addition, there have been significant changes in leadership at the bedside. The attrition rate of new graduates has been high which led to the implementation of the residency program in October 2015.

Finances are always a challenge!

Identifying relevant QI projects for undergraduate students.

What is the time commitment for the partners?

The College currently provides a .75 FTE for the Director of Academic-Clinical Practice Partnerships; this increased from .5 FTE in Fall 2015 with the implementation of the residency program.

DEU clinical instructors provide 12 hours of instruction per week for a semester

Director of Clinical Excellence provides oversight for graduate nurse residency (approximately .5 FTE)

The time commitment varies depending on the activity.

Whose time will be required?

CNO

Director of Clinical Excellence

VP for Quality and Safety

Director of Academic-Clinical Practice Partnerships

Selected faculty

When will the meetings be scheduled?

Meetings with the CNO and Director of ACCP occur monthly; meetings with CEO, President, CNO and Director of ACCP occur monthly;

GNR Advisory Council meets monthly

ENVIRONMENT

Space

What space is required for the activity?

Space for meetings is provided by the College

What equipment and supplies are needed?

Access to computers, internet as needed. Refreshments for some meetings

What money is needed?

Funding for the Vizient/AACN residency program which was provided by the Medical Center
DEU staff are trained by College faculty which the College pays for; the Medical Center pays the DEU clinical instructor
College provides access to simulation center; computers/internet

Where are we meeting?

Most meetings occur at the College other than the monthly Residency Advisory Council meeting which occurs at the Medical Center

Where will we present outcomes?

Outcomes have been presented to the following:
CEO and senior administrative team at Research Medical Center
Annual Kansas City Undergraduate Research Symposium for three years
Kansas City Organization of Nurse Executives
Annual Bobbie Siler Scholarship Day for three years
Ruth K. Palmer Symposium in Rome: No Interruption Zones in Medication Administration

ENVIRONMENT

Regulation

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

There are no specific policies at this time.

Context

How will the partnership be funded?

Funding comes from both organizations in the form of salaries, benefits, equipment and space.

What are the constraints of both partners?

Finances and changes in leadership are the major constraints.

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

As noted earlier, the partners have a longstanding history of informal collaboration. The College has had a practice representative on the undergraduate curriculum committee for 20 years; faculty are on the governance committees of the Medical Center; the dean serves on the Medical Center Medical Education Committee; the president serves on the Medical Staff Executive Committee. The dean, the president and the director of academic-clinical partnerships are members of the RMC Core Leaders team.

Print

Save