

**Nell Hodgson Woodruff School of Nursing  
Academic-Practice Partnerships  
Partnership Expectation and Outcome Metrics Worksheet**

Partnership Goals	Activities	Outcomes
<p>Form an interdisciplinary academic-practice task force in order to actualize a shared vision for the future of nursing</p>	<ul style="list-style-type: none"> <li>• Established the Joint Leadership Council (JLC), including core leadership from Nell Hodgson Woodruff School of Nursing (NHWSN) and Emory Healthcare (EHC)</li> <li>• Convening meetings lasting at least two hours every other week (dating back to 2014)</li> <li>• Exchanging knowledge and informatics regarding processes affecting both organizations</li> <li>• Utilizing shared knowledge, the broader literature base on any given issue, and key reports (such as <i>Advancing Healthcare Transformation: A New Era for Academic Nursing</i>, produced by Manatt Health in collaboration with AACN) to develop evidence-based and data-driven initiatives</li> <li>• Determining mutually agreed upon goals, budget, evaluation periods, performance indicators, and benchmarks for each project</li> <li>• Naming leaders in clinical nursing practice to adjunct faculty appointments in order to strengthen institutional ties</li> <li>• Collaborating, on an ongoing basis, with charter groups and planning committees for each respective initiative</li> <li>• Performing ongoing evaluations for individual initiatives and overall strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Council composed of 50% NHWSN, 50% EHC representatives</li> <li>• Partnership sustained over longer than 5 years</li> <li>• Numerous initiatives implemented, including the InEmory Program, the Integrated Memory Care Clinic (IMCC), The Pipeline Workgroup, the Emory Nurse Residency Program, the Emory Nursing Experience Professional Development Program, and others</li> <li>• Commission on Collegiate Nursing Education (CCNE) accreditation achieved for EHC thanks to concerted efforts from both institutions</li> <li>• Dozens of jointly authored papers published in peer-reviewed journals since JLC inception</li> </ul>

<p>Measure and analyze the pipeline of NHWSN students progressing to EHC for employment pending licensure</p>	<ul style="list-style-type: none"> <li>• Formed the Pipeline Workgroup in 2016</li> <li>• Evaluating the rate of NHWSN graduates who are: <ul style="list-style-type: none"> <li>-Applying for post-graduate employment at EHC</li> <li>-Being invited for interviews</li> <li>-Receiving offers</li> <li>-Accepting offers</li> </ul> </li> <li>• Analyzing these findings in order to generate curriculum and programming recommendations</li> <li>• Instituted a “Basics of EKG Interpretation” elective course, designed to help students bypass the EKG component of Nurse Residency training</li> <li>• Streamlining processes for the recruitment, hiring, and retention of EHC nurses with graduate degrees who may serve as clinical instructors for NHWSN</li> </ul>	<ul style="list-style-type: none"> <li>• Preliminary data and analytics: <ul style="list-style-type: none"> <li>-63% NHWSN graduates apply to post-graduate nursing positions at EHS</li> <li>-80% receive offers</li> <li>-75% accept offers</li> </ul> </li> <li>• Meaning out of a nursing class of 100, 63 would apply, 50 would receive offers, 38 would accept</li> <li>• Application of these findings to program design is ongoing</li> <li>• After incorporating the “Basics of EKG Interpretation” elective: <ul style="list-style-type: none"> <li>-21% of Nurse Residents passed their dysrhythmia test without any formal review</li> <li>-An additional 1% passed the test after a 1-day review course</li> </ul> </li> <li>• Each student who passed the dysrhythmia test without requiring formal review translates to 4 days of saved orientation time and dollars</li> </ul>
<p>Leverage resources, infrastructure, and personnel across NHWSN and EHC to integrate care for people with dementia</p>	<ul style="list-style-type: none"> <li>• Established the Integrated Memory Care Clinic (IMCC) in 2015. This nurse-led, patient-centered medical home integrates primary and dementia care and is the first of its kind in the US</li> <li>• Recruited a high-caliber interdisciplinary team, representing nursing, nursing education, geriatrics, psychiatry, neurology, and social work</li> <li>• Providing care for behaviors and symptoms associated with dementia, as well as comorbid conditions typically managed by a primary care provider</li> <li>• Offering 24/7 on-call nursing staff to answer after-hour questions via phone</li> <li>• Formally supporting caregivers through classes, counseling,</li> </ul>	<ul style="list-style-type: none"> <li>• Over 476 patients actively enrolled (as of May, 2019)</li> <li>• Hospital admission rates fell from 4% during the clinic’s 2015 implementation phase to below 2% in 2017 (national average is approximately 13% per <i>JAMA Internal Medicine</i>, September 2016)</li> <li>• Patient satisfaction rate of 97% (September, 2016), exceeding Emory’s target of 87%</li> <li>• Designated a level 3 patient-centered medical home (highest rating from the</li> </ul>

	advanced planning, and more	National Committee for Quality Assurance)
<b>Initiatives Currently in Development or Implementation Phase</b>		
Provide quality, continuing nursing education (CNE) activities to Emory nursing staff, ensuring learners remain up-to-date in the rapidly evolving clinical setting	<ul style="list-style-type: none"> <li>• Founded The Emory Nursing Professional Development Center (ENPDC), a collaborative effort between EHC Nursing Education and NHWSN, in 2016</li> <li>• Obtained ANCC accreditation</li> <li>• Focusing CNE activities on health system issues that may be improved by nursing knowledge, attitudes, and competencies</li> <li>• Maintaining compliance with ANCC standards</li> <li>• Coordinating provider unit annual reporting to ANCC</li> <li>• Promoting CNE activities to ensure participation throughout the year</li> <li>• Providing training and expert advice to nurse planners throughout EHC</li> <li>• Facilitating annual learning needs assessments, in accordance with Magnet requirements, for EHC nurses</li> <li>• Coordinating and facilitating ENPDC governance and advisory boards</li> </ul>	<ul style="list-style-type: none"> <li>• ANCC accreditation obtained</li> <li>• Compliant with ANCC standards</li> <li>• Effectively planning and coordinating CNE activities within the ENPDC and across EHC</li> <li>• Preliminary metrics (from 2016): <ul style="list-style-type: none"> <li>-303 activities completed</li> <li>-3,308.23 contact hours awarded</li> <li>-11,257 RNs with continuing nursing education credits received</li> </ul> </li> </ul> <p>Expected outcomes:</p> <ul style="list-style-type: none"> <li>• Increased clinical confidence</li> <li>• Higher scores on competency tests and modules</li> <li>• Improved patient outcomes associated with specific learning activities, such as reduced rates of hospital-acquired infections, falls, and restraint usage</li> </ul>

<p>Co-produce an integrated learning experience between NHWSN, EHC, and learners—within the framework of quality and safety—to produce advanced medical-surgical nurses</p> <p>Enable students to traverse seamlessly from pre-licensure to professional RN at EHC</p>	<ul style="list-style-type: none"> <li>• Formed an InEmory Advisory Board—50% NHWSN and 50% EHC (including a student representative)</li> <li>• Planned, developed, and initiated the InEmory ABSN Program</li> <li>• Created InEmory Nurse Extern I and II PRN roles on medical-surgical units within EHC</li> <li>• Established Dedicated Education Units (DEUs); also building new, dedicated clinical sites</li> <li>• Organizing routine interprofessional root cause analysis simulations with the Emory School of Medicine</li> <li>• Co-produced a professional development course with EHC, using EHC as the health system exemplar</li> <li>• Created two new electives in advanced diabetes education &amp; wound care</li> <li>• Infused quality and safety competencies across classroom, simulation, and clinical settings through the following courses: <ul style="list-style-type: none"> <li>N312 and N314 Foundations (classroom, skills and clinical)</li> <li>N309 Bioethics and Social Responsibility</li> <li>N322 Health Promotion</li> <li>N380 Health Assessment</li> <li>N320 Clinical Integration</li> <li>N408 Maternity and Reproductive Health</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• The InEmory ABSN Program is underway, its inaugural class having entered their first semester in January, 2019</li> <li>• InEmory is a 15-month/4 semester program, meaning evaluation data is not yet available</li> <li>• By Fall 2019, a total of 13 new, dedicated clinical sites will have been established for the program, including 3 DEUs</li> <li>• By Fall 2019, all students will be on DEUs for their acute care rotation</li> </ul> <p>Expected Outcomes</p> <ul style="list-style-type: none"> <li>• Learners will feel a greater sense of community and belonging to EHC from the start of their program</li> <li>• Students will see EHC as a career destination</li> <li>• Graduates will be high-level practitioners of nursing quality &amp; safety</li> <li>• Retention rates will increase for NHWSN graduates placed on medical-surgical units</li> <li>• Nurse residents will demonstrate reduced time to competency</li> <li>• Graduates will engage in quality improvement activities earlier in their professional careers</li> </ul> <p>Outcomes will be measured using:</p> <ul style="list-style-type: none"> <li>• End-of-course and program surveys</li> <li>• Quarterly focus groups and exit interviews</li> <li>• End-of-program ATI exam scores</li> </ul>
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<p>Centralize an operation for undergraduate and graduate clinical placements to optimize student learning, meet clinical partner needs, and jointly grow the nursing workforce</p>	<ul style="list-style-type: none"> <li>• Created the School of Nursing Department of Clinical Placements to standardize placement processes and match student preferences to available clinical agencies</li> <li>• Implemented standardized communications with students regarding clinical assignments</li> <li>• Established Dedicated Education Units (DEUs)</li> <li>• Created an affiliation agreement database</li> <li>• On boarded an electronic compliance tracking system to ensure students are prepared for clinical rotations</li> <li>• Developed new student webinars regarding compliance</li> <li>• Communicating regularly with preceptors to gauge interest and improve retention</li> </ul>	<p>Expected Outcomes:</p> <ul style="list-style-type: none"> <li>• Increased student satisfaction with clinical placements</li> <li>• Stenghtened relationships between clinical leaders and the NHWSN</li> <li>• Increased graduate preceptor retention and satisfaction rates</li> <li>• 100% student credentialing prior to start of rotations</li> <li>• Students will see DEUs as career destination after completing clinical rotation(s)</li> <li>• Improved affiliation agreement renewal and/or turnaround times with automated reminders and tracking</li> </ul>