



The Importance of Academic-Practice Partnerships



Judy A. Beal, DNSc, RN, FAAN

Dean, School of Nursing and Health Sciences

Simmons College, Boston, MA

Co-Chair AACN-AONE Academic Practice Partnership Task Force

AND

Anna C. Alt-White, PhD, RN

Director of Research and Academic Programs

Office of Nursing Services Veteran's Health Administration

Member AACN-AONE Academic Practice Partnership Task Force



Objectives



- Describe the scope of academic-practice partnership.
- Discuss the urgent need and evidence for academic practice partnerships in nursing.
- Identify strategies to assist academic-practice partners in developing and sustaining effective partnerships



AACN-AONE Task Force on Academic-Practice Partnership



- The task force was charged with
 - initiating a national dialogue on current and future best practices in academic-practice partnerships
 - developing a road map for nursing leaders to develop and sustain effective academic-practice partnerships

- The Steering Committee is composed of 4 leaders from academia and 4 from practice



AACN-AONE Task Force Charge



- Document the historical perspective on academic-practice partnerships in the profession of nursing
- Synthesize the current evidence based literature on academic-practice partnerships
- Identify and categorize current academic-practice initiatives and innovations across the country
- Define the characteristics of effective academic practice partnerships



AACN-AONE Task Force Charge



- Identify the impact of such practices on academic and practice institutions and their constituencies
- Identify facilitators and barriers to the establishment and continuity of effective academic practice partnerships
- Identify strategies for nursing leaders to assist them in the development of effective partnerships



AACN-AONE Steering Committee on Academic-Practice Partnership



- Academic practice partnerships are a mechanism for advancing nursing practice to improve the health of the public. Such intentional and formalized relationships are based on mutual goals, mutual respect, and shared knowledge. An academic practice partnership is developed between an academic nursing program and a care setting and is defined broadly to include relationships within nursing and other professionals, corporations, government entities, and foundations.
- AACN-AONE Task Force, 2011



AACN-AONE Steering Committee

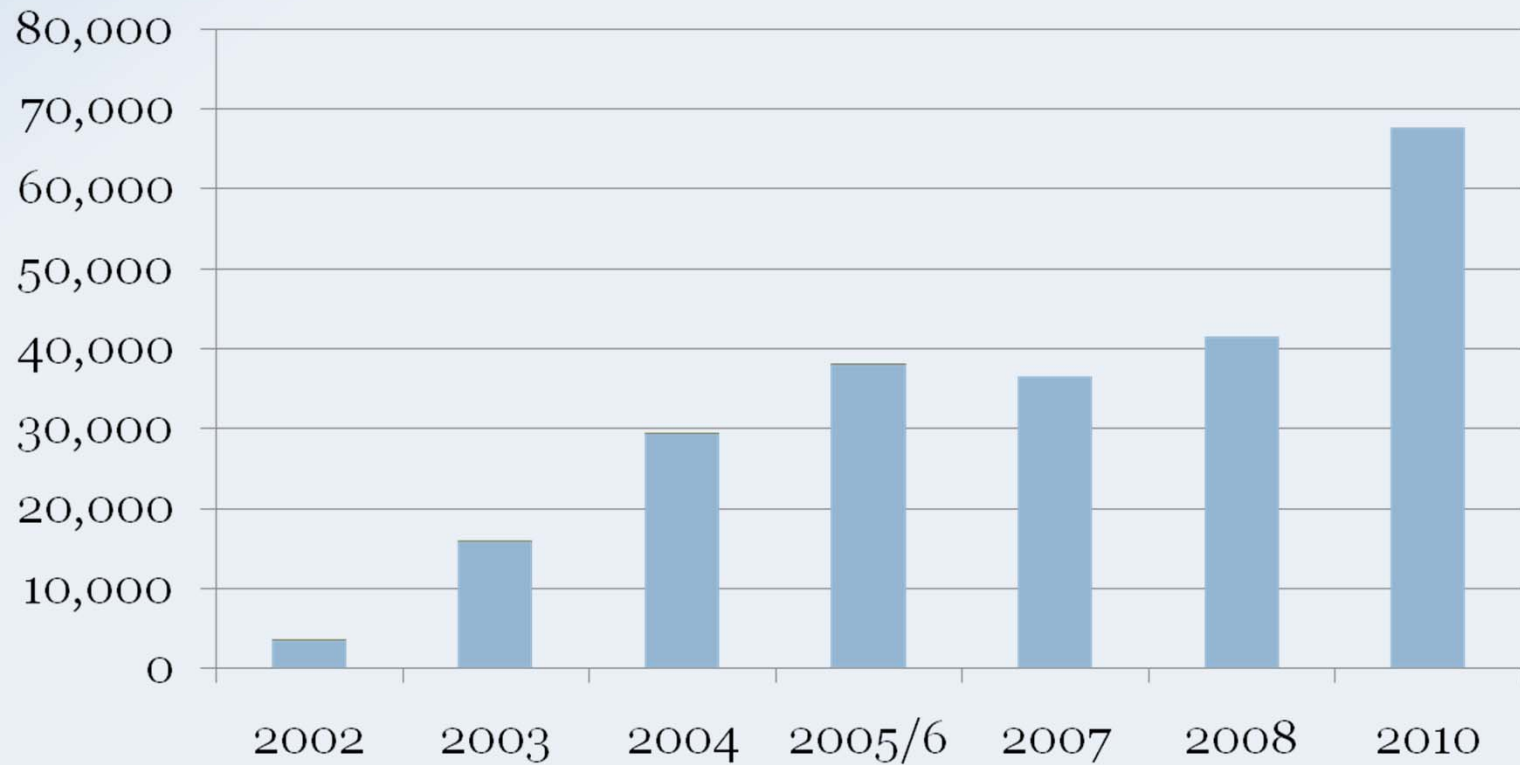
Why now? What's the urgency?



- The 2010 IOM Report on the Future of Nursing
- The Faculty Shortage
- The Nursing Shortage



Qualified BSN Entry Applications Turned Away (AACN 2011)





Academic-Practice Partnerships



- A call for partnerships between educational and practice leaders and faculty and practitioners that lead to broad based support of clinical education has been given (Ridenour, 2009).
- Broome (2009) broadens the message with first a call for “disciplinary will” aimed at consensus building with stakeholders addressing steps to develop cost effective and high quality education initiatives.



AACN-AONE Steering Committee

The Historical Perspective



- 1600's Nurses partner with religious communities
- 1800's Nurses partner with physicians
- 1800's Nurses partner with the Government
- 1800's Nurses partner with hospitals
- 1900's Nurses partner with universities
- 1900's Nurses partner with professional organizations
- 2000....The sky is the limit and needs to be!



AACN-AONE Steering Committee Current Evidence



- Extensive review of the literature
- Majority of articles reviewed were anecdotal
- Four major clusters: Principles, types, benefits, and barriers
- Nursing leaders have a long tradition of partnering with very little evidence to support the efforts



AACN-AONE Steering Committee

Evidence from the literature



- From the literature
- Principles of Partnerships
- Types of Partnerships
- Benefits to Partnerships
- Barriers to Partnerships



AACN-AONE Steering Committee Current Research Evidence



- AACN-AONE Task Force Survey
- AACN-AONE Task Force Focus Groups



AACN-AONE Steering Committee Initiatives and Innovations



- Dedicated Education Units
- Clinical Nurse Leader Programs
- Consortium of clinicians and educators
- Clinical Faculty /Preceptor Academy
- State wide coalitions
- Staff nurse buddies
- Accelerated BSN-PhD and post doc programs
- Endowed professorship for research at hospital
- Partnerships with free clinics
- Research Institute chaired by dean and CNO
- School based health center partnership with nutrition
- Inter-school collaborations and exchange of faculty



AACN-AONE Steering Committee Effective Partnerships



- **A mutual commitment to**
 - Establishing formal relationships at the level of the chief academic nursing officer and nurse executive and practiced at multiple levels
 - Clearly articulating a mutual vision and expectations
 - Mutually developing goals with set evaluation periods
 - Mutual respect and trust
 - Sharing knowledge among partners
 - Maximizing the potential of every nurse to the highest level of scope of practice
- **AACN-AONE Task Force Guiding Principles to Effective Academic-Practice Partnerships, 2011**



AACN-AONE Steering Committee Effective Partnerships



- Working together to determine an evidence based transition for students and new graduates that is both sustainable and cost effective
- Ensuring that nurses achieve life long learning
- Supporting opportunities for nurses to lead and develop collaborative models that re-design practice environments to improve health outcomes
- Establishing infrastructure to collect and analyze data on the current and future needs of the RN workforce
- **AACN-AONE Task Force Guiding Principles to Effective Academic-Practice Partnerships, 2011**



AACN-AONE Steering Committee Barriers and Facilitators



- **BARRIERS:**
- Lack of Time
- Lack of resources
- Lack of communication
- **FACILITATORS:**
- Shared vision with mutual goals and objectives
- Clear communication
- Regular contact and engagement



AACN-AONE Task Force Outcomes



- While the literature is replete with descriptions of many different types of academic-practice partnerships that have existed during the past twenty years, the evidence for the success of these relationships is lacking.
- While informal evaluation has occurred, very few of the innovations described have been formally studied.
- The studies published to date are seriously limited in their generalizability by small non-representative samples in single locations.



AACN-AONE Task Force Outcomes



- Anecdotally we know that effective academic-practice partnerships
 - ❑ Increase recruitment and retention of staff nurses
 - ❑ Can decrease orientation time and costs in terms of turnover
 - ❑ Decreased turnover decreases recruitment and orientation costs
 - ❑ Decreased turnover provides a more stable workforce
 - ❑ A more stable workforce improves quality and patient safety
 - ❑ Increase recruitment of faculty and preceptors
 - ❑ Increase the educational level of nurses
 - ❑ Increase research and dissemination of science
 - ❑ Increase satisfaction of students and staff



AACN-AONE Task Force Dreams for that perfect partnership



- I dream of a partnership that
 - Is structured for sustainability and success
 - Has mutually beneficial outcomes
 - Improves patient care and outcomes
 - Stimulates innovation
 - Generates excitement!!!



AACN-AONE Steering Committee

Strategies to get there...



- To develop these dream partnerships our participants told us that it requires
 - Administrators who are willing to take a risk and assume responsibility
 - Faculty connections
 - Philanthropy
 - College mission that supports and values faculty practice
 - Mission, vision, values aligned
 - Synergy...The right people at the right time in the right places!

AACN-AONE Steering Committee Interactive Tool Kit



- Who is your best partner?
- What do you want to partner around? Why?
- Is this a good time?
- What are the barriers and facilitators?
- What do you have to offer?
- What is your mutual vision?
- What will you do together?
- How will you evaluate and disseminate results?



AACN-AONE Task Force Strategies to get there...



- The AACN-AONE Task Force Guiding Principles and Tool Kit
- The AACN Academic-Practice Collaboration Community
 - <http://login.icohere.com/aacnappc>
- Future Work of the Task Force...Stay tuned
- It's all about the relationship....

Thank you!

Questions?



Click [here](#)
to complete the evaluation.

