

A Call for Radical Transformation in Nursing Education and Practice at Indiana University and Indiana University Health

The Journey Begins August 2010

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Indiana University Health

Objective

- The overall objective of this webinar is to describe the components and expected outcomes of the Indiana University Nurse Learning Partnership

Quote on Partnerships

“True, they (partnerships) are based on common goals and complementary talents of each of the partners. True, effective partnerships are based on common assumptions and values. In reality though they are based primarily on relationships between 2 or more people, and as such, there is nothing simple, common or easy about them.”
(Broome, 2009)

What we will talk about here:

- Define the characteristics of effective academic practice partnerships
- Identify 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 in development of effective partnerships (AONE-AACN Task Force, 2011)



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Vision of the IUNLP (2010)

The Indiana University Nursing Learning Partnership (IUNLP) is a partnership that demonstrates an interdependence between practice and education, based on a shared vision, mission and accountability that is patient-centered. This partnership supports an environment where every IU Health nurse and IUSON nursing student is welcomed and integrated into the IU Health learning community of nursing professionals.



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Mission

The mission of this intentional academic-practice partnership is to demonstrate the value nursing brings to improving the health of the community.

- share a vision of nursing and create a healthy work environment within the life-long learning community of nurses.
- nurses and students take ownership for their role in advancing the profession.
- role model embodiment of caring, clinical reasoning, coaching, teaching, learning, problem solving, collaboration, and crucial conversations



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Who are we?

IUSON

- 1300+ students
- BSN, RN-BSN, MSN (9 programs); DNP; PhD; Post Doctoral studies (T-32)
- Strong research mission
- Faculty= 36 TT; 32 CT (17 doctorally prepared; 8 in doctoral programs)

IUH Nursing

- 9,000 Direct Care Nurses
- Require BSN within 5 years of hire as of 2015
- Excellence in nursing care through evidence-based practice, nursing research, and professional development.
- Six Magnet hospitals



AONE-AACN Task Force Recommendations

Guiding principles for the work of the
IUNLP



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Collaborative relationships are established and sustained through

- Formal relationships at the senior leadership level
- Practiced at multiple levels throughout the organization
- Clearly articulated shared vision
- Mutual goals with set evaluation periods



Knowledge is shared through mechanisms such as:

- Commitment to life-long learning
- Intentional sharing of
 - current best practices
 - management systems
- Joint preparation for national certification, accreditation and regulatory reviews
- Inter-professional education
 - Joint research
 - Joint committee appointments
 - Joint development of competencies



Mutual respect and trust are the cornerstones of the practice/academia relationship and include:

- Shared conflict engagement competencies
- Joint accountability and recognition for contributions
- Frequent and meaningful engagement
- Mutual investment and commitment
- Transparency

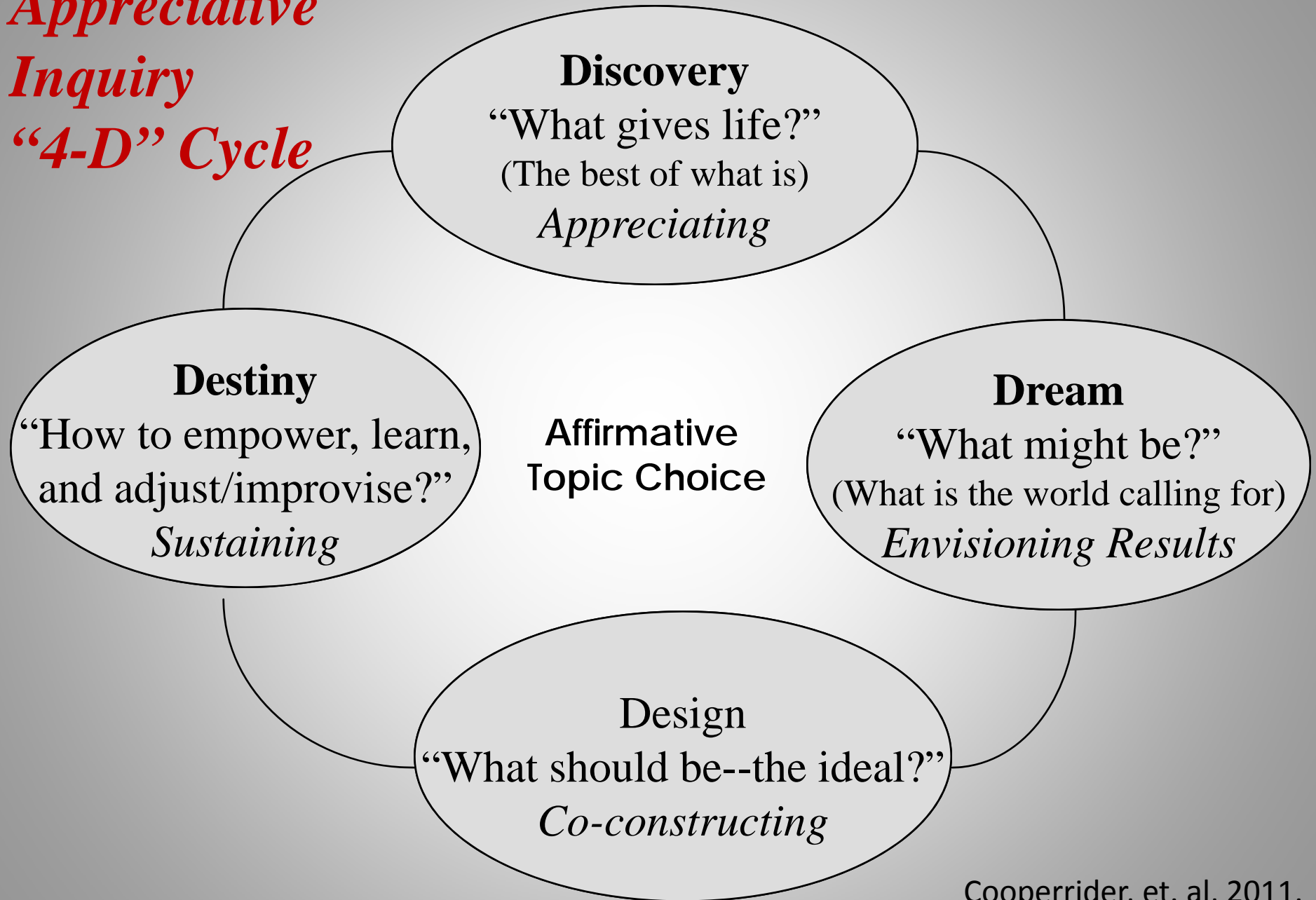


And in the beginning..... (May, 2010)

- Relationship, career experiences and commitment of both leaders
- Traditional relationships across settings: student precepting for capstone, donated faculty time on occasional committee; nurses in academic programs; clinical experts teaching in Office of Lifelong Learning.
- Retreat with leaders from both settings (n=13) and a facilitator, Dr. Lucia Wocial who is joint faculty and nurse ethicist



*Appreciative
Inquiry
“4-D” Cycle*



Imagine that it is 2015 and
IU Health and IUSON have just
won an award for their model of
transformational nursing
education and practice.

What is said about the partnership at
the award ceremony

(who would have guessed?)

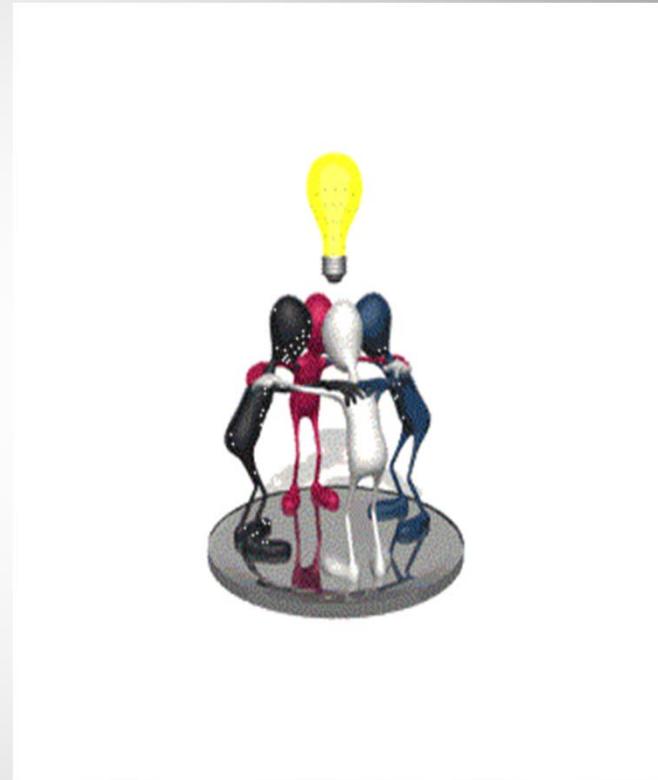
And we said.....

The IU Nurse is a nurse caring for persons/families within the continuum of care with the IU Health System

- Every IU Nurse is a patient-centered learner/teacher bringing leadership to the intraprofessional team.
- Every IU patient is cared for by a nurse who has the capacity to see and act within a web of relationships.
- Every IU nurse contributes to the intraprofessional learning community supporting excellence in patient care delivery.
- Every IU Nurse can articulate his/her role in the IU Nursing Learning Model

Joint small groups worked on.....

- Review of Literature on Practice-Academic Relationships
- Analysis of existing partnership models in the literature and draft of potential model
- Identifying outcome goals for the partnership

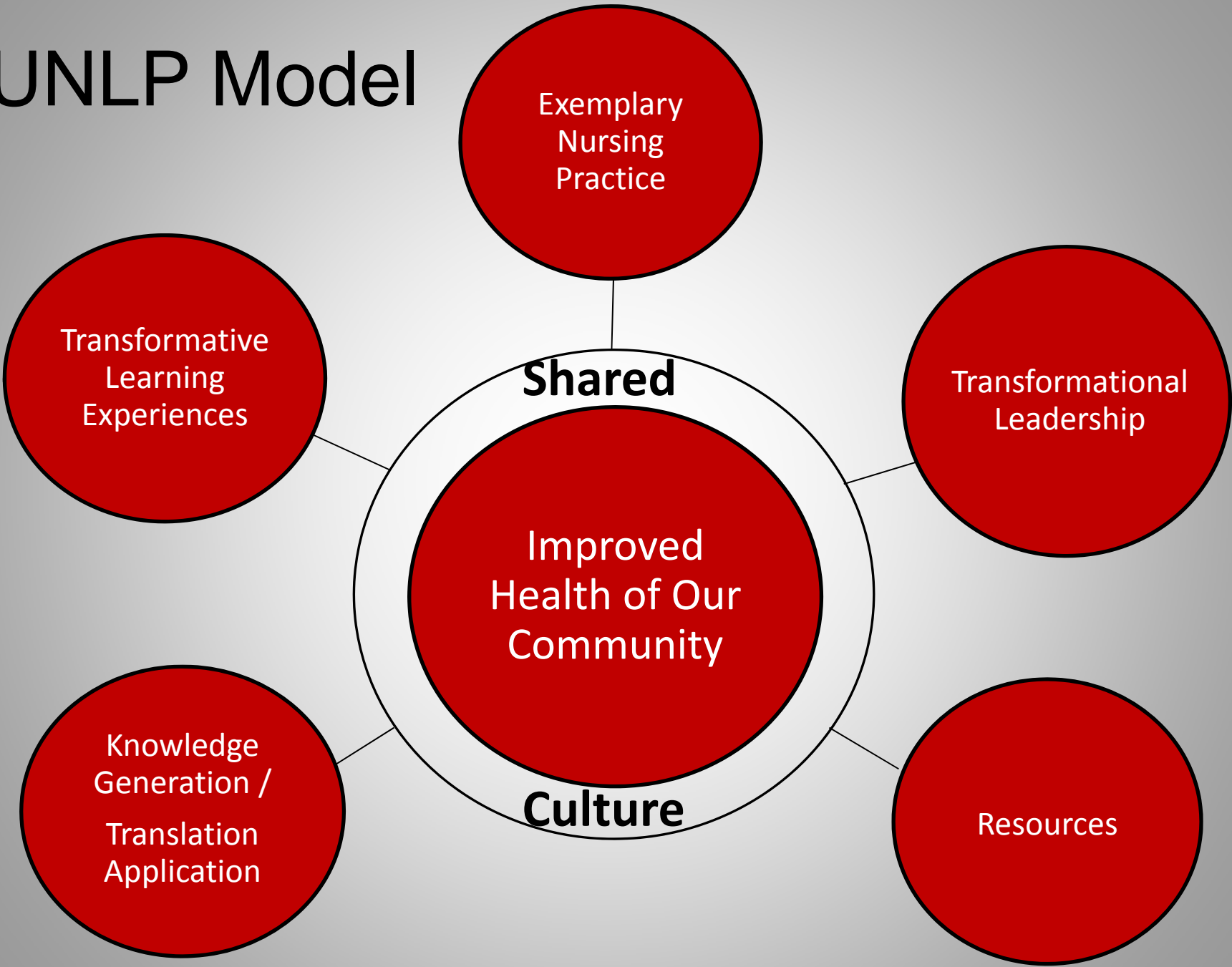


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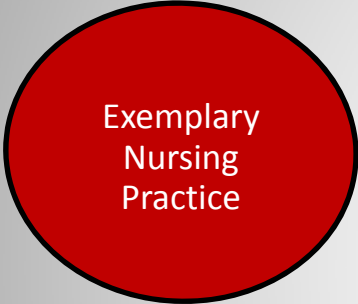
IUNLP Model



“Begin with the end in mind”



Exemplary Nursing Practice



Exemplary
Nursing
Practice

- Faculty leadership as co-chairs in EBP and Education Steering Committees
- Faculty participation on board committees for quality and risk management
- Faculty leadership for unit manager journal club at University Hospital



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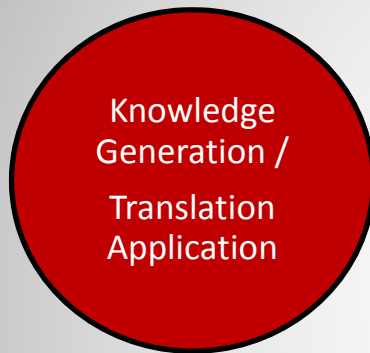
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Transformative Learning Experiences

- Partnership in Simulation Center- students and graduate nurses, interdisciplinary simulations
- Joint appointments: PhD IUH nurse ethicist teaching BSN ethics course; DNP prepared ACNP program coordinator; PhD IUH wound/ostomy nurse, teaching in ANP program and research co-investigator, etc.



Knowledge Generation / Translation Application



- Faculty Research Facilitators at Methodist, Riley, University, IU Bloomington, IU West.
- 17 hospital EBP Steering Committee co-chair.
- API Institute (12 month EBP projects)



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Transformational Leadership



- IUSON Leadership on Board Committees
- IUH Leadership participation in IUSON Board of Advisors



Resources

- People: sustains the vision and implement the mission by actively seeking ways to work together
- Salary: 8 “shared faculty” IU Health employed teaching in the IUSON BSN program
- Grant Support: HRSA: Nurse Education Practice Quality and Retention (NEPQR)
 - \$1.24 M over three years



Work of the Partnership Leadership

IUNLP Goal Grid and Action Plan

IUNLP Goals

Practice Setting:

- A more stable workforce improves quality and patient safety
- Increase in the educational level of nurses
- Increase in evidence-based practices
- Increase in research and the dissemination of science
- Practice innovation
- Increase in inter-professional communication and collaboration

Academic Setting

- Enhanced learning in the classroom and clinical setting
- Increased recruitment of faculty and preceptors
- Increased access to research participants and sites
- Accreditation
- Cost effectiveness
- Increased quality and quality of clinical placements
- Increased faculty and student satisfaction
- Increased student hiring upon graduation



Examples of DNP student-nurse manager joint projects

BMT a Unit in Transition: managing increased patient volume while waiting for space.

- Review best practices for BMT units across the country, in search of cultural, policy, process or structural changes that could help ease the current staff burden.

A NICU in transition from modular unit all private rooms.

- Evaluate impact on workflow without increasing nursing personnel resources.



Outcomes

Scholarly outcomes:

- Presentations at regional MNRS (2012) and national AONE (2011) meetings
- 15 Publications: e.g. *Advances in Nursing Science* (2012)
Journal of Pediatric Nursing (2011)

Operational outcomes:

- shared faculty for teaching
- research appointments
- financial support for research/EBP faculty council consultants and shared appointments that follows both ways



AACN-AONE Task Force Barriers and Facilitators

- **BARRIERS:**

- Lack of Time
- Lack of resources
- Lack of communication

- **FACILITATORS:**

- Shared vision with mutual goals and objectives
- Clear communication (within and outside of the group)
- Scheduled face to face meetings (monthly)
- Multiple intersecting points





In Unive Health

Team in constant transition

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Linda Chase
Jennifer Dunscomb
Janet Fulton
Susan Hendricks
Sue Lasiter
Julie Meek
Jennifer Sweeney
Lori Knarr
Sue McLennon
Debbie Demeester
Jenny Embree

When I dream alone, it is just a dream.

When we dream together, it is the beginning of reality.

When we work together, following our dream, it is the creation of heaven on earth.

(Adapted Brazilian Proverb)

