University of San Francisco California
Institute of Nursing & Health Care

Bay Area Community Agency
Academic Practice Partnerships
Harnessing the Power of Community Partners to Change Practice

Judith F. Karshmer, University of San Francisco; Nikki West, California Institute for Nursing & Health Care; Lillian Jones-Bell, University of San Francisco; Shirley Kedrowski, UCSF Medical Center-Ambulatory Services Administration; Yvonne Chan, Peninsula Circle of Care; Alyse Berry, Glide Health Services; Dwight Wilson, Mission Hospice & Home Care
Objective

• The learner will be able to describe the processes of planning, implementing and evaluating an academic-practice partnership and how academic-practice partnerships can advance practice norms in the preparation and access of newly graduated nurses in non-traditional settings.
The Need

• Number of new graduates out-pacing traditional hiring practices
  – Positions for experienced nurses v new nurses

• Shift in setting of healthcare (acute – ambulatory)
  – ACA

• Competition for student & new graduate preceptorships in acute care

• Desire to fill gap between academic preparation & workplace demands
  – Positions unfilled in non-traditional settings

• Projected – 2020 - CA RN shortage
  – 17%-22% in ambulatory care
Creating the Climate for Partnerships

- Regional meetings to address professional and workforce issues
- Leaders from education and practice in dialog
- Focus on practice and workforce issues
- Spirit of shared responsibility
- CINHC & Moore Foundation role in creating the forum
Motivating the Partnership

• USF Academic Practice Partnership targeting a new RN Transition to Practice Program in non-traditional ambulatory settings
  – Motivation
    • Need
    • Creating interest/expertise among new graduates for practice in non-acute care
    • Creating interest/comfort among agencies in new graduated
    • Raising awareness among faculty/nurse leaders
    • IOM
Forming the Partnerships

- Gaining Access
  - CINHC Platform
  - Professional Organizations
  - Cold Calls
    - phone; email; letters; visits

- Establishing relationships
  - 1:1 exploration of philosophy, goals, norms
  - Who are we? (school; agency)
  - What can we offer one another?
    - Better prepared RN; QSEN; Simulation; Educational Expertise; EBP; Networking & resource sharing
    - Best Practices; Preceptors; Experience; Employment; Customized Preparation
Partnership Development

• Relationships develop over time
  – Operationalizing the IOM
    • Life-long learning
    • “Residencies”
    • More than the “sum” of the parts!

• Creating the sense of urgency
  – Regulation
  – Where will healthcare be delivered in the future?
  – Where is the workforce?
Essentials for Success

- Essentials for Success - Practice Partner
  - Consequences of maintaining the status quo
  - Roadmap for change
  - Decision-maker liaison
  - Curriculum consultation
  - Preceptor training
  - Ongoing support
  - Troubleshooting
  - Easy process
  - Increase employment pool
  - Celebrating success
Essentials for Success

• Essentials for Success - Academic Partner
  • Clarity in responsibility for life-long learning
  • Urgency to prepare nurses for ambulatory care
  • Decision-maker liaison
  • Curriculum development
  • Innovative preceptor training
  • Providing ongoing support
    – agency & participants
  • Pro-active troubleshooting
  • Regular check-in
  • Celebrating success
Essentials for Success

- Essentials for Success – Sustainable Financial Plan ($4,000/participant)
  - Grant Funding
  - Participant Funding
  - Academic Partner Funding
  - Practice Partner Funding

Pros/Cons
The Program

• Curriculum (mutually designed and deployed)
  – 16 weeks
  – Professional core curriculum
  – Agency specific orientation
  – Preceptor training
  – 320 hours supervised practice
  – On-campus didactic classes
    • School faculty
    • Agency experts
  – Simulated experiences (Scenario development)
Tools for Success

• Pragmatics for Success
  – Accessible application
  – Agency Interview & Choose Participants
  – Agency Nurse Buy-In
    • Partnership stability
  – Academic Course Credit
    • Liability Insurance
    • Options for graduate credit
    • Library/EMS Access
    • Impact on collective bargaining agreements
  – Regulatory Assistance (as needed)
Tools for Success

• Key Players
  – Dean; Agency Directors; CINCH; Advisory Board; Preceptors; University Staff; Funding Partners
  – Dedicated Program Coordinator
    • Program Assistant
  – Faculty
  – New Graduates
Managing the Partnership

• Re-visiting mission/visiongoals
• Formalizing the partnerships
  – Ongoing expectations
  – Outcome metrics
    • QSEN
    • Skillset
      – Competence/Confidence; Impact on practice
    • Employability
      – Retention; Expanding agency mindset regarding new grads
• Satisfaction
  – Participant, Agency, School
Sustaining the Partnerships

• Evaluating the impact of the partnership
• Growing partners
• Adding partners
• Revisit cost/funding
Thanks – It takes a Village!
People First Hospice and Home Care; Pathways Hospice and Home Care; Mission Hospice and Home Care; Hospice by the Bay Hospice; George Mark House Hospice and Palliative Care Respite for Children; Sutter Care at Home Hospice and Home Care; Kaiser Hospice and Home Care; Maxim Health Care; Bay Area Care Team Home Health; Peninsula Circle of Care Program; Kaiser Vallejo Nurse Clinic; Stanford Medical Center Pain Clinic; Clinic by the Bay; Glide Health Services
Thanks – It takes a Village!

Kaiser Vallejo Nurse Clinic; Stanford Medical Center Pain Clinic; Clinic by the Bay; Glide Health Services; Kaiser Vallejo Nurse Clinic; Stanford Medical Center Pain Clinic; Clinic by the Bay; Glide Health Services; UCSF Ambulatory Care Clinics; UCSF Positive Health HIV/AIDS Clinic @ SFGH; Urgent Care Clinic @ SFGH; Primary Care Clinic @ SFGH; Chinatown Public Health Clinic; North East Medical Services Ambulatory Care; Balboa High School Teen Clinic SFDPH; Larkin Street Teen Clinic SFDPH;
Thanks – It takes a Village!

Choice Medical Clinic Women’s Health; Special Programs for Youth SFDPH Clinic Inpatient Teen Mental Health Care; Tom Waddell Clinic SFDPH; Marin Public Health Clinic; Mayview Health Center Clinic; Kaiser Oakland Pediatric Genetic Clinics; Maxine Hall Clinic SFDPH; Ocean Park Clinic SFDPH

Schools and Districts: San Mateo Dept. of Education Special Programs; Martinez; Emeryville; Santa Clara; San Jose; Oakland; San Francisco; Vallejo; Hayward; Orinda
Thanks – Our Funders!

- Gordon and Betty Moore Foundation
- Metta Fund – San Francisco
- Kaiser Northern California
- Kaiser National Fund
- University of San Francisco
- California Institute for Nursing & Health Care