ACADEMIC SERVICE PARTNERSHIPS: ORGANIZATIONAL EFFICIENCY AND EFFICACY BETWEEN ORGANIZATIONS

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Objective

• After completing this webinar, the participant will be able to develop a plan to establish an academic service partnership with multiple organizations.
Publication

A UNIQUE COLLABORATION

Greater Kansas City Area Collegiate Nurse Educators (CNE)
- 20 nursing programs

Kansas City Area Nurse Executives (KCANE)
- 28 hospitals
Other Contributors

• RWJ Colleagues in Caring Project
• Kansas City Metropolitan Healthcare Council
• Bi-State Workforce Innovations Center
• Missouri Hospital Association
• Missouri State Board of Nursing
Early Years

1956
- KCANE—41 members

1970’s
- CNE—3 faith-based programs of nursing
HISTORICAL ROOTS: EVOLUTION OF A PARTNERSHIP

1980’s

1985

- Speas Foundation Support
  - $50,000 for consortial activities with educational programs of nursing

1986

- First joint meeting to discuss
  - Standardized contracts
  - Use of MSN-prepared clinical staff
HISTORICAL ROOTS: EVOLUTION OF A PARTNERSHIP

1990’s

1994
- Joint task force to address nursing workforce issues

1996
- RWJ Colleagues in Caring grant ($200,000) to support workforce development

1999
- RWJ Colleagues in Caring grant ($150,000) to support Health Resource Partners
HISTORICAL ROOTS: EVOLUTION OF A PARTNERSHIP

2000’s

2002
• Speas Foundation Funding for Health Resource Partners

2004
• KC Metropolitan Healthcare Council
• Health Resource Partners Closure
Identified Issues

Service

- Capacity development
- Clinical structure
- Readiness to work
- Supervision /support

Academia

- Capacity development
- Clinical learning experiences
- Curriculum development
- Faculty shortages
Partnership Goal I: Meet Workforce and Educational Needs

- Standardized Clinical Orientation Agreement and Orientation Manual
- Electronic Scheduling for Clinical Placements
- Criminal Background Check and Drug Screen Agreements
Clinical Orientation Manual
(1997)

- Standardized clinical orientation
- Competency assessment for faculty and students
- Contract Amendment
Electronic Scheduling

- Identify availability of clinical sites
- Eliminate redundancy
Clinical Requirements

- Criminal Background Checks
- Drug Screening
- Other
Partnership Goal II: Expand Educational and Workforce Capacity
Workforce Expansion (2003)

- **Subcommittees**
  - Educational capacity
  - Health careers promotion
  - Minority and dislocated workers
Workforce Expansion (2004)

- Nurse Expansion Initiative
  - Capacity of nursing programs
  - Qualified clinical faculty
  - Coordination of efforts for enrollment and learning

- Clinical Faculty Academy
- Clinical Affiliate Faculty
- KC Healthcare Workforce Partners
CLINICAL FACULTY ACADEMY
(2004)

Five-Year Pilot Project with Missouri State Board of Nursing

- BSN’s permitted to provide clinical supervision
- Must attend Clinical Faculty Academy (CFA)
- Must be enrolled in MSN program
CLINICAL FACULTY ACADEMY (2004)

- Two-day workshop
- Post-conference
- KC Metropolitan Healthcare Council reporting
- Expansion to St. Louis area
Clinical Affiliate Faculty

- Staff nurse leased to nursing program for reimbursement of released time
- Loaned faculty directly paid current hourly rate and may/not be released
- Individually negotiated arrangements
KC Healthcare Workforce Partners

- Workforce Innovation to Regional Economic Development
- Department of Labor Grant (2006): $15 million three-year initiative including five healthcare initiatives
Five Healthcare Initiatives (2006)

- CFA Curriculum Development
- RN Refresher Program
- Preceptor Academy
- Shared simulation lab
- MSN student financial assistance
Department of Labor Grant (2010)

Continued Focus on Healthcare Training Opportunities

- Four additional Clinical Faculty Academies
- Extension of Preceptor Academy for two additional years
Partnership Goals III and IV:

Increase employer feedback on new graduates and provide curricula to meet workforce needs

- Common Employer Survey

Evidence-based support to inform curricular decisions related to specialty content

- Pilot Study
Common Employer Survey

Driven by:

- Regulatory and accrediting requirements
- Poor response rate
- Desire for curricular improvement

Issues:

- Administration (Electronic vs. hard copy)
- Continue to have low return rates
Pilot Study re: Clinical Hours in Specialties

- Driven by:
  - Limited clinical experiences in specialty areas
  - Inadequate workforce readiness for specialty areas
  - GN hiring preferences
Outcomes (Activities)

- Clinical Faculty Academy: 751
- Clinical Faculty Academy post-conference: 202
- Preceptor Academy: 1,987
- Mentoring Toolkit Workshop: 279
- Registered Nurse Refresher program: 284
- Master’s Education funding: 42 funded (completed with a commitment to assume a faculty role in the region)
Outcomes (Student Growth)

From base of 2003-2004

- Newly enrolled students 68% increase (projected 2014-2015)
- Graduate nurses 85% increase (2013)
Outcomes (Priceless)

- Positive impact on intended goals
- Collaboration between nursing programs and hospitals
Opportunities & Challenges

- Program Sustainability
  - Faculty shortage
  - Clinical staff availability
  - Burnout of clinical affiliate faculty and preceptors
  - Financial constraints

- Evolving Issues
  - Clinical placements
  - Educational advancement
  - Capacity expansion
What Have We Learned??

- Trust that we are in this together!

“You’re sure?”
Worth the Effort!!!

- Communication is essential
- Champions are needed
- Intentional orientation for new members of both organizations
- Respect for differences in culture and needs
QUESTIONS????