Development of an Interprofessional Leadership Master of Science Nursing Program: AACN New Essentials in Action

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No Disclosures of Conflict



Learning Outcomes

- Describe the process that informed the MS program's development
- Identify how the Essentials were put into action through the design of the MS Program of Study





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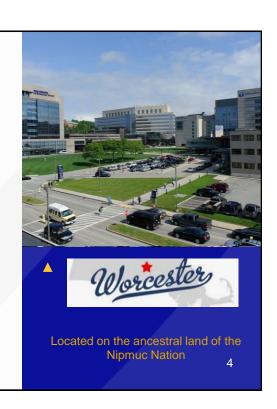
UMass Chan

- Academic Health Science Center: an academic medical center with schools of nursing, medicine and biosciences
- Tan Chingfen Graduate School of Nursing

 - Graduate Entry Pathway to DNP & PhD
 - DNP
 - PhD
 - · 291 students



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The Journey

2020: Evaluation of Current MS program



David Bowie

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Understanding the Current State: the Why

United States

- · 3.1 million RNs employed in US
- 45% BSN, 1.7 million
- 17% MS, 646,000
- 1.2% DNP, 45,600
- 0.7% PhD, 26,600

https://www.bls.gov/ooh/healthcare/registered-nurses.htm



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Massachusetts

- 130,000 RNs
- 45% BSN, 59,000
- 17% MSN, 22,000
- 0.7% PhD, 910
- 01.2% DNP, 1,600

https://www.mass.gov/service-details/statistics-about-massachusetts-nursing-licensees

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Understanding Current State: the Why

RN surveys indicate nurses:

- · Felt not listened to or supported
- Experienced uncertainty & lack of control
- · Experienced insufficient recognition
- Wanted open communication
- · Wanted to contribute to decisions
- Lacked confidence of the skills required for future success



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https://www.mckinsey.com/industries/healthcare-systems-and-services/our-insights/nursing-in-2021-retaining-the-healthcare-workforce-when-we-need-it-most

Understanding Current State: the Why

Focus Group & Consultant: Skills required for the future

- · Navigate care in a complex environment
- · Be involved in care improvement
- Understand population management/inequities
- · Communicate effectively to influence
- · Be involved in decisions
- Understand systems & environments of US care delivery
- · Be proficient in technology & innovative thinking
- · Be viewed as leaders in all settings
- Resilient



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the How



Mission Statement

The program provides the nurse a theoretical and conceptual foundation of leadership to navigate the complexities of the healthcare system within interprofessional clinical and non-clinical environments.

The program emphasizes disciplinary understanding, knowledge, and practice through relationship building and inclusivity across stakeholders in creating a shared vision of health within communities, health care institutions and societal systems.

Graduates are prepared to assume diverse positions who effectively lead to transform the health care experience through interprofessional collaborative partnerships for best health outcomes for patients, families and populations.



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Mapping the Vision

The Essentials

- New approach to education for future workforce
- Rooted in the discipline
- · Relationships with others
- · Diversity of practice settings
- · Shared language across HC professionals
- · Person-Family centered

MS-IPL Program

- · Revise existing MS program
- Nursing discipline perspective-relationshipbased framework
- Interprofessional
- · Clinical and non-clinical settings
- · Shared vision of health & well-being
- Person-Family centered



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Mission Statement Key Concepts

- *Leadership
- *Communication/navigation
- *Interprofessional environments
- *Evidence-driven & ethical decisionmaking
- *Relationship building
- *Shared vision
- *Understanding diversity

7 Learners Outcomes

- *Teams
- *Evidence-driven & ethical decision-making
- *Innovative solutions
- *Inclusive partnerships
- *Cost-effectiveness
- *Advocacy
- *Technology



Evolution of Learning

- *Diversity, equity, inclusion
- *Four spheres of care
- *System-informed practice
- *Academic-practice partnerships
- *Engagement & experience
- *Technology & information
- *Career long learning



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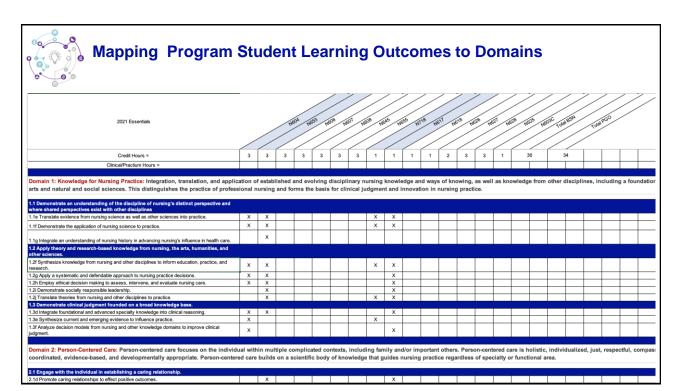
Mapping Program Student Learning Outcomes to Domains

Learner Outcomes	Keywords	Content	Essentials Domains
Lead & participate in interprofessional collaborative team practices to address health & health care delivery needs throughout the life-span and across populations.	Interprofessional approach Collaboration/team dynamics Health & health care delivery Leadership Population health Relationship building Communication	 Effective communication/conflict/ receiving feedback Relationship building Critical self-reflection How to influence Understanding nursing disciplinary elements & other disciplines Exploring different leadership models/styles Psychology/Sociology of teams Project management 	Course Development

the What



Fall Semester		Spring Semester		Summer Semester		
N604 Evidence-informed Decision-Making & Knowledge Translation	3 credits	N607 Health Care Economics & Finance	3 credits	N608 Innovation in Healthcare	3 credits	
N653 Nursing & Interprofessional Leadership	3 credits	N655 Improvement Science & Technology: Promoting Optimal Health Outcomes	3 credits	N626 Master Project Advisement I	1 credit	
N617 Interprofessional Trainee Quality Council I	1 credit	N618 Interprofessional Trainee Quality Council II	1 credit			
N718 Scholarly Writing	1 credit					
Total Credits	8		7		4	
Fall Semester Spring Semester						
N654 Nursing Advocacy to Optimize Health	3 credits	N606 Organizational & Systems Leadership	3 credits			
N627 Master Project Advisement II	2 credits	N628 Master Project Advisement III	3 credits			
Total Credits	5		6			
Total Program Credits	30					



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Mapping Program Student Learning Outcomes to Domains Competency Learning Assessment **Domains Learning Activities** Course Statement **Outcomes** Activities 3,5 & 6 3.1m Develop a Compare leadership Self-assessment: Create Relational Interprofessional collaborative Model and interprofessional Review of Leadership approach with practice principles in interprofessional videos **Shadowing Paper** relevant stakeholders relation to the demonstrating team to address population influence on team dynamics and principles healthcare needs, dynamics. in action. Team including evaluation Observation & methods. Readings and discussion Assessment about effective leadership. Shadowing a different profession. Observation of a team.



Mapping Program Student Learning Outcomes to Domains

2021 Essentials

| N604 N653 N6|
| Credit Hours = 3 3 3 3 3 3 |
| Clinical/Practium Hours = | | | | |

Domain 1: Knowledge for Nursing Practice: Integration, translation, and application of established and evolving arts and natural and social sciences. This distinguishes the practice of professional nursing and forms the basis

1.1 Demonstrate an understanding of the discipline of nursing's distinct perspective and where shared perspectives exist with other disciplines										
1.1e Translate evidence from nursing science as well as other sciences into practice.	Х	Х								
1.1f Demonstrate the application of nursing science to practice.	Х	Х								
1.1g Integrate an understanding of nursing history in advancing nursing's influence in health care.		х								

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The Learning

- · Making the continued connections
- Evolving along the way
- · Post Graduate Option course work identification
- · Clarification of the 500 clinical hours





All knowledge is connected to all other knowledge.

The FUN is on making the connections.

- Arthur Aufderheide

Thank you & Questions

