

**Academic-Practice Partnerships  
Partnership Expectation and Outcome Metrics Worksheet  
Kirkhof College of Nursing (KCON) and McLaren Health Care (MHC)**

Partnership Goal	Activities	Outcomes
<p>1) Sustain an academic-practice partnership built on trust, mutual goal setting, and reciprocity to advance nursing practice across the educational continuum.</p>	<ul style="list-style-type: none"> <li>• Schedule regular meetings with key stakeholders at KCON and MHC to discuss current and potential partnership activities.               <ul style="list-style-type: none"> <li>- Investigate grant opportunities to support goals</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• KCON and MHC identify mutual goals</li> <li>• KCON and MHC collaborate on writing and submission of two HRSA grants: Advanced Nursing Education Workforce and Nursing Workforce Development.</li> </ul>
<p>2) Increase the diversity in nursing workforce by using a collaborative approach to support students who are committed to assuming roles as primary care health care providers and nursing leaders in rural/underserved communities after graduation.</p>	<ul style="list-style-type: none"> <li>• Project Director (PD), Academic Program Director (APD), and the Office of Student Services (OSS) collaborate with MHC Organizational Project Manager (OPM), the diversity consultant, and community partners to implement strategies in KCON's enrollment management plan to recruit and retain minority populations.</li> <li>• Conduct student selection for HRSA NWD grant using Holistic Admissions framework.</li> </ul>	<ul style="list-style-type: none"> <li>• Professional nursing organizations/consultant/community partners inform the Holistic Admission process.</li> <li>• OPM collaborated with local leaders to identify qualified candidates for HRSA ANEW and NWD grants.</li> <li>• Twenty-six MHC nurses interviewed by selection committee using the Holistic Admissions framework.</li> <li>• A total of 16 MHC nurses were accepted into the Registered Nurse (RN) to Bachelor of Science in Nursing (BSN), Master of Science in Nursing (MSN) and DNP programs at KCON as part of the NWD grant:</li> </ul>

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		<ul style="list-style-type: none"> <li>○ DNP: three accepted for academic year 2021.</li> <li>○ MSN: four accepted for academic year 2021. Will recruit six more nurses to start in academic year 2023.</li> <li>○ RN-BSN: seven accepted for academic year 2021; and two were accepted for academic year 2022. Will recruit 6 more MHC nurses to start RN-BSN program in academic year 2024.</li> <li>● More than 30 qualified staff identified for the HRSA ANEW grant educational opportunity in KCONs Doctor of Nursing Practice (DNP) Nurse Practitioner (NP) program.</li> <li>● Applicant interviews conducted and admission decisions were made using the Holistic Admissions framework.</li> <li>● Thirteen MHC nurses accepted to the KCON DNP NP program for the HRSA ANEW grant opportunity.</li> </ul>
<p>3) Provide high-quality, culturally sensitive education to ensure program success for students from rural/underserved communities, medically underserved</p>	<ul style="list-style-type: none"> <li>● KCON and MHC identify cultural needs of practicum site communities.</li> </ul>	<ul style="list-style-type: none"> <li>● Cultural needs of the communities are addressed through the combination of community health needs assessment, focus groups with students and preceptors, key stakeholders at KCON and MHC and community resources.</li> </ul>

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<p>areas/populations, and/or disadvantaged backgrounds throughout Michigan.</p>	<ul style="list-style-type: none"> <li>• Collaborate with MHC Chief Nursing Officers and the McLaren Medical Group to identify potential preceptors and discuss needs.</li>   <li>• Assign students to experienced preceptors who provide culturally sensitive care to underserved populations that address the Social Determinants of Health (SDOH) and health disparities.</li>   <li>• Formulate a proposal to address the unique needs of prospective students.</li> </ul>	<ul style="list-style-type: none"> <li>• KCON and MHC identify and arrange meetings with preceptors for HRSA ANEW and NWD grant students and discuss longitudinal practicum experiences for HRSA ANEW grant students.</li>   <li>• GVSU and MHC strive to place students with preceptors in their own communities, so they are well aware of the needs of the population and to increase the potential of the students working in these areas after graduation.</li>   <li>• The first cohort of KCON DNP NP ANEW students all graduated on time in May 2022, and 40% of them had employment offers in their rural/underserved practicum site prior to graduation. The second cohort of KCON DNP NP ANEW students are in the second semester of their practicum with an expected graduation date of May 2023. Both KCON and MHC remain in frequent contact with both the preceptors and students, ensuring the educational opportunity supports their identified needs.</li> </ul>

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<p>4) Develop and implement a preceptor professional development and support program to ensure preceptors have the resources needed to provide a rich learning environment for students.</p>	<ul style="list-style-type: none"> <li>• Use co-design/reciprocity as key concepts in preceptor training. Identify ways to develop student training that incrementally and progressively advances competencies for autonomous practice.</li> <li>• Consult with mental health, rural health, primary care, and technology experts to design and implement a Preceptor Resource Network (PRN), strengthening integrated mental health care in the primary care setting.</li> <li>• Provide various “preceptor perks” to enhance knowledge base and improve delivery of patient care.</li> </ul>	<ul style="list-style-type: none"> <li>• Mental health, rural health, primary care and technology experts were identified as consultants in August 2019. These consultants partnered with the KCON ANEW Grant Team to develop the PRN. The first PRN event occurred in November 2020 and they continue monthly. The PRN roundtables for preceptors rotate between two days of the week to account for preceptor schedules, allowing for at least half of the preceptors to participate bi-monthly. Topics for the session have included an orientation to the PRN, One Minute Precepting, Telehealth, Bipolar II Disorder and Men’s Health. On average, the PRNs have achieved 60% attendance with 100% of the participants stating that the discussions were engaging and interesting as well as containing content to assist them in their practice.</li> <li>• In order to support the preceptors as they provide educational opportunities for the students throughout the longitudinal practicum, each preceptor in the HRSA ANEW grant is provided:</li> </ul>
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	<ul style="list-style-type: none"> <li>• Use technology to support primary care.</li> </ul>	<ul style="list-style-type: none"> <li>• Funds to purchase educational/office supplies;</li> <li>• An “UpToDate” subscription with an iPad for point-of-care support/training.</li> <li>• Funds to attend educational conferences during each year of preceptorship (with COVID-19 allowed for alternative educational opportunity of choice).</li> <li>• Preceptor iPad also used by KCON students/faculty for virtual site visits and potential telehealth opportunities.</li> </ul>
<p>5) Integrate technology in primary care settings to enhance educational opportunities for students and expand access opportunities for residents in rural/underserved communities in Michigan</p>	<ul style="list-style-type: none"> <li>• Consult with technology expert to enhance curriculum in technology use to augment primary care services; ensures graduates are exposed to models that may be used in employment sites after graduation.</li> <li>• Augment curriculum based on recommendations from the consultants.</li> <li>• Provide iPad for each clinical site for 1) face-to-face feedback meetings between faculty, preceptor/student; 2) virtual</li> </ul>	<ul style="list-style-type: none"> <li>• Technology expert participates in development of educational materials, provides presentation at the PRN roundtables and is available as needed for KCON ANEW and NWD Grant Teams and faculty.</li> <li>• Curricular changes were recommended and reviewed with faculty.</li> <li>• Apple iPads provided to the preceptors for students in the DNP NP program as part of the HRSA ANEW grant.</li> </ul>

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	patient visits with clinical faculty; 3) as a learning platform for preceptor and student training.	
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