Academic-Practice Partnerships: "Respect, Relationships, Reciprocity, and Co-design"

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Or: How to Fail at Creating an Academic-Practice Partnership!

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Failure – We've all been there…

- Treat clinical settings as real estate
- Assume all students need the same experiences
- Disregard the hiring needs of the system
- KNOW MORE
- Make the university calendar the standard
- Align clinical hours with academic time slots
- Assume nurse preceptors are less effective than faculty

Failure – We've all been there…

- Teach the "right way"
- Move students from setting to setting to experience the "breadth" of clinical options
- Remove students from the clinical setting for pre and post conference
- Prohibit employees from completing clinical experiences in their work-place
- Encourage students to develop their "projects" based on their own interest
- Expect faculty to engage with nurses in a consistent fashion across settings

Failure – We've all been there…

- Assign students to patients not nurses
- No preferential treatment in admission or progression for nurse employees

Our New AACN Essentials

- Bridge the gap between education & practice
  - core competencies informed by the intersection of practice & knowledge synthesis

- Provide a shared vision, encourages open discourse about practice, & expresses a unified voice that represents the nursing profession
  - Academic-practice partnerships were reflected in the process
  - Academic-practice partnerships were reflected in the outcome (Domaine 6)

Academic-Practice Partnerships

- What they are?

- What they are not?
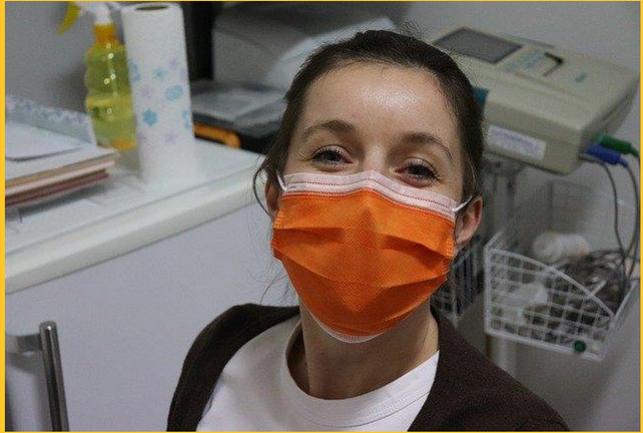
Our Communities of Interest…

- Stakeholders (employers, students, and the public) expect all nursing graduates to possess defined and observable skills and knowledge.

- Employers desire that graduates have expected competencies—the ability "to know" and also "to do" based on current knowledge.

Workforce of the Future

- What does the nursing workforce need to look like for the future and how do nursing education programs prepare graduates to be "work ready"?
- Must reflect contemporary trends & values, nimble enough to attend to issues shape the future workforce
  - diversity, equity, and inclusion
  - four spheres of care (including an enhanced focus on primary care)
  - systems-based practice
  - informatics and technology
  - academic-practice partnerships
  - career-long learning

Preparing for the Future: 4 Spheres of Care

1) disease prevention/promotion of health & well-being

2) chronic disease care management

3) regenerative or restorative care

4) hospice/ palliative/supportive care, which includes end-of-life care as well as palliative and supportive care for individuals requiring extended care

Academic-Practice Partnerships: Domaine 6

- Partnerships and collaborative team-based care are the cornerstones of safe, effective care
- Serve to recruit & retain nurses & support mutual research, leadership development, & a shared commitment to redesign practice environments
- Facilitate the ability of nurses to achieve educational & career advancement, prepare nurses of the future to practice & lead, provide mechanisms for career-long learning, & provide a structure for transition to practice programs.
- Successful academic-practice partnerships are predicated on **respect, relationship, reciprocity, and co-design.**

Crafting the Future – Together SUCCESS

- Clinical Capacity Building
  - Understanding hiring needs
  - Identifying saturation
- Re-framing the expectation
  - From student need to employee need
- Exploiting the best of "diploma programming"
  - Orientation
  - On-boarding
  - Career planning

How can we be your nursing program?

- What are your workforce needs?
  - New nurses
  - Upskilling
  - Graduate options
  - APRN
- How can we help with priority projects?
  - Nursing research
  - Interprofessional practice
  - Innovation & design thinking
  - Advancing technology in care
  - Telehealth

SUCCESS Stories

- Chief Nurse Executive Advisory Board
- Joint Appointments
- Joint Post-docs
- Hiring Clinical Faculty from the System
- DEUs
- Projects Focused on Priority System Projects
- Teams with system priority
- Learn where you live

Questions?

THANKS

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