



# Developing an Academic Partnership: Virtua Health and Rowan University

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## Background Information

Virtua Health and Rowan University

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## Virtua Health System

- 5 hospitals, 7 emergency departments, 8 urgent care centers, and 280 other locations.
- Committed to the well-being of the community, bringing life-changing resources and health services directly into our communities through home health, rehabilitation, mobile screenings, and its paramedic program.
- Agreed to create an Academic Healthcare System Partnership and the Virtua Health College of Medicine & Health Sciences of Rowan University.
- The Virtua Health School of Nursing and Health Professions is currently a school under this college. That agreement is an 85 million dollar funding opportunity for Rowan. The first 25 million has been allocated for the creation of the Virtua Health School of Nursing and Health Professions to contain an undergraduate BSN program.

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## Rowan University

- Rowan University is ranked in the top 100 public research institutions in the nation.
- During the past decade, the University has rapidly transformed into:
  - A doctoral, research-intensive university with more than 23,000 students,
  - Program offerings on eight campuses and partnerships with health systems throughout South Jersey.
  - Focused on access, quality, affordability and economic development.
  - Is one of three institutions in the nation that offer both M.D. and D.O. degree programs.
  - School of Osteopathic Medicine is a national leader among its DO-granting peers with \$14.6 million in total annual research funding.

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## Partnership Area: NURSING is the first focus of this Partnership

- Virtua Health has entered a partnership with Rowan University. This partnership provides 85 million dollars over 5 years to create :
  - 1. Initially, create the Virtua Health School of Nursing and Health Professions at Rowan University.
  - 2. In approximately 2 years, the above school will split and become the Virtua Health School of Nursing and the Virtua Health School of Health Professions.
  - 3. The creation of these schools aligns with the four pillars of Rowan University: Accessibility, Affordability, Quality education, and Economic engine of Southern New Jersey.

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## NURSING is the first focus of this Partnership

- The partnership integrates the Virtua Our Lady of Lourdes School of Nursing (Diploma Program) with Rowan University School of Nursing & Health Professions.
- The collaboration will facilitate Bachelor of Science in Nursing (BSN) students to apply through a single application process. Coursework will be delivered through a 3+1 program offered in conjunction with area community colleges, allowing students to earn a bachelor's degree at a comparatively low cost.
- An early outcome of the collaboration between Rowan and Virtua is the Nurturing Nurses program, which was announced at the graduation ceremony of Our Lady of Lourdes School of Nursing in mid-December. Nurturing Nurses invites Virtua-employed registered nurses to pursue a bachelor of science in nursing (BSN) at Rowan University and have Virtua pay all tuition.

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## Nursing Partnership Plans

### Virtua Our Lady of Lourdes Diploma Program

- 8 semester diploma program with a partnership with Camden County College.
- Graduates have 63 credits from Camden County College
- Teach out the Diploma Program over two years.
- Rowan University Nursing to absorb the program, faculty, staff and learning laboratories.
- \$25 million earmarked for the creation of the Virtua Health School of Nursing and Health Professions at Rowan University and in 2 years, the Virtua Health School of Nursing at Rowan University

### Rowan University Nursing

- RN to BSN Program – 30 Upper Division credits
- Two existing 3+1 programs with RCSJ and RCBC.
- Create a 3+1 with Camden County/OLOL .
- Within 2 years create a differentiated BSN undergraduate program to contain at least 5 Interprofessional courses within the curricula.
- Continue the 3+1 programs.
- Develop a Degree in 3 fast track program.
- Develop an accelerated BSN program for individuals with a BS or BA.

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## Lessons Learned from AALND

- Direction, Alignment, and Commitment
- Adapting the CCL 70-20-10 Rule for Leadership Development
- Perfecting my bridging influence style.

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## Direction

- Partnership Direction
  - Create a partner combined Committee of the Whole (COW) within the Department
  - Have Top administrators attend a COW meeting to discuss the direction of the Partnership
  - Create groups (curricula, space needs, structure, etc.) within the nursing department to focus on pieces of the direction and create continuity throughout the transition.

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## Alignment

- Have groups work together and present progress at monthly COW meetings
- Present the progress of the Partnership at the COW meetings
- Evaluate monthly progress and further needs of each of the groups.
- *“Eat that hamburger a bite at a time”.*

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## Commitment

- Consistently stress the importance of “WE” involved in the creation of the Virtua Health School of Nursing.
- Encourage individuals to take responsibility for the group.
  - If each individual understands the need for commitment of each individual to the group, the group will create the items necessary for success.

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## Adapting the CCL 70-20-10 Rule for Leadership Development

- Because part of the role of leader is developing/mentoring leaders within the group, adaptation of this rule was imperative.
  - Several in services were developed through the Faculty Center for Development at Rowan University regarding teamwork. (10%)
  - Group Discussions and Peer Mentoring were conducted throughout this project. (20%)
  - Many Action Learning Projects were developed and used for the planning and implementation of the BSN curriculum between and among groups. The final projects will be used to create the Virtua Health School of Nursing. (70%)

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## Perfecting my Bridging Influence Style and When to best use this Influence

- The situation is complex and the perspective of all stakeholders (students, faculty, staff, administrators, physicians, etc.) is essential.
- There is no apparent right answer, so welcome insights from others.
- Respect and be open to the involvement and collaboration with others!
- Commitment of others is imperative!
- Build a power coalition among all stakeholders.

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## Questions

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**Thank You**