



MARYLAND ACTION COALITION

Creating a Healthier Maryland

FUTURE OF NURSING™ CAMPAIGN FOR ACTION

The Answer is Clinical Partnerships

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Abstract

Background: While the need for nursing faculty has been widely discussed and recognized as a shortage area (AACN, October 2020), equally essential is the need for Clinical Instructors (Clinical Supervisors at Stevenson University (SU) to educate students in the clinical setting. A Clinical Supervisor is typically a full time employed nurse in the community who is assigned a group of SU students at an area hospital/unit one day a week. During the pandemic, there was a decrease in the number of nurses applying to be a Clinical Supervisor at a time when our student numbers increased. With the increase in students, more clinical sites were also needed. Clinical site requests required a decrease in the size of clinical groups, which further increased the need for clinical supervisors and clinical sites. At the same time, hospitals in the Baltimore area were interested in how to increase the number of our students applying for nursing positions upon graduation.

Objectives: A partnership with Greater Baltimore Medical Center, LifeBridge Northwest Hospital Center, MedStar Union Memorial, MedStar Good Samaritan and MedStar Franklin Square Hospitals was proposed and approved for a NSP II grant to explore new models of clinical education (Lapinski & Cierzynski, 2020). This created much enthusiasm and brainstorming as a group in ways to increase the number of employee nurses serving as Clinical Supervisors/hospital ambassadors and in turn increase the number of our graduates applying for nursing positions.

Methods: Professional development, including supporting graduate nursing education for the Clinical Supervisors, is integral to the project. It was projected that students who experience clinical education in these partnered clinical settings will be increasingly likely to seek employment as students and/or new graduates in partner hospitals.

As we are completing Year 1 of the grant, this poster focuses on the progress on several key initiatives. Specifically, those initiatives are:

- Identify and implement one or more clinical education models, in conjunction with 5 partner hospitals, that promote an increase in the number of Clinical Supervisors
- Employ two Clinical Supervisor Equivalents per hospital in Year 1,
- Develop and implement data collection methods to monitor the anticipated increase in student clinical sites and Clinical Supervisors who are employees of partner hospitals.
- Provide professional development for Clinical Supervisors.

Results: This poster will highlight the number of Clinical Instructors employed from each partner hospital, the number of students in those groups, and survey data from both the Clinical Instructors and Students about the model. The feedback from both students and Clinical Instructors as we move toward the end of Year 1 will be helpful in informing the Planning Committee (composed of members from all five hospitals and Stevenson University) what needs to be retained as is, modified, or deleted. The poster will also highlight some of the activities that were put into place in Year 1 and what will be continued or added to increase the number of Clinical Instructors as we move into Year 2.

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