

Partnerships for Professional Advancement

Mary Etta C. Mills, RN, ScD, NEA-BC, FAAN

Linda J. Hickman, RN, PhD, FACHE

Funding Support: NSP II Grant, Maryland Higher Education Commission
Health Services Cost Review Commission

Workforce Demand*

- Projected shortages of nurses vary across the nation
- MidAtlantic: 42% of RNs are over 50 yrs of age
- 12% growth 2009-2014
- 9% growth 2015-2030 projected
- 1%- 2% growth in FTE RN per capita

*Auerbach, D.I., Burerhaus, P.I. & Staiger, D.O. (2017). How fast will the registered nurse workforce grow through 2030? Nursing Outlook, 65 (1), 116-122.

Advancing Academic Preparation of Nurses in the Workforce

- Academic-service partnerships with 24 hospitals over 10 years (2006- present).

- Purpose:

Initial- MS preparation of RNs to expand clinical access in support of increased nursing student enrollments

Expanded – RN-BSN preparation to assist in meeting the IOM objectives of 80%

Academic- Service Partnership Model

ACADEMIC

University of Maryland, Baltimore
School of Nursing

- NSP II Project Director, Academic Program Specialists
- Develop nursing cohort & mentorship model
- Recruit, admit & enroll nurses to earn BSN/MS degree
- Service excellence onsite for NSP II students

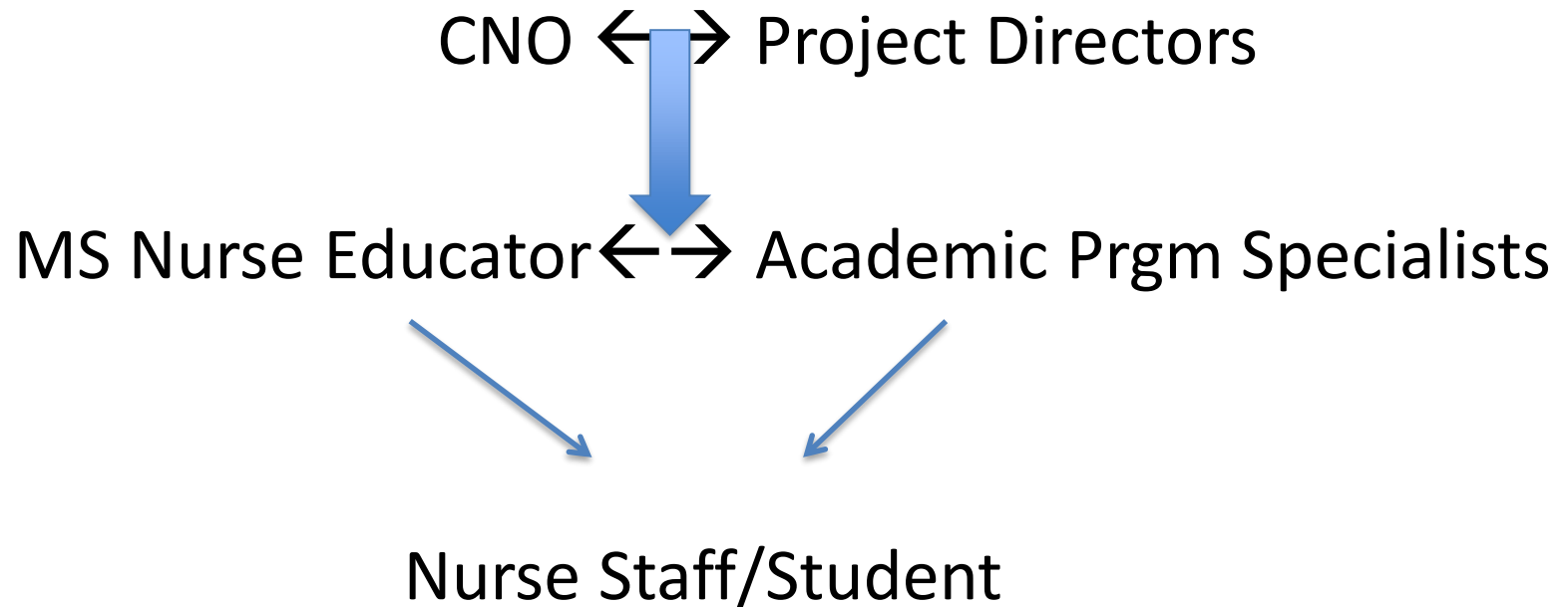
SERVICE

Partner Medical Center


- Appoint NSP II Coordinator/Liaison
- Promote NSP II in hospital communications
- Provide tuition benefits and possible incentives
- Administrative support for NSP II students

Partnership Process

- Relationship building:



Hospital Partner Enhancements

- Tuition Reimbursement Support
 - Consideration of additional post graduate role as clinical instructor, mentor, preceptor, staff educator
 - Evaluation recognition
 - Expanded clinical access for Schools of Nursing
- 

Academic Enhancements

- One on one on-site advisement throughout academic program
- Special assistance with academic matters
- Guaranteed course availability
- Flexible course schedule
- Dual Role preparation in Leadership and Education

Evaluation Outcomes

- 150 MS Graduates with Leadership and Education focus over 10 years
- Additional 165 BSN/MS projected
- 45 MS currently enrolled
- Availability of hospital based clinical instructors has led to increased clinical rotations
- Schools seeking clinical rotations at partner hospitals have enrolled 13.2% more students

Graduate Survey

- Conducted in 2015
- 42 randomly selected MS graduates invited to participate
- Response: $22/42 = 52.4\%$

Demographic Characteristics

- Initial Nursing Degree:
BSN: 77.3% (n=17) ADN: 13.6% (n=3) Diploma: 9.1% (n=2)
- Yrs of Experience:
6-10 yrs 27.3% (n=6) 11-14 yrs 22.7% (n=5)
> 15 yrs 50.0% (n=11)
- Yrs with Current Employer: Range <2 to > 15 yrs
- Full-time position:
Educator 31.8% (n=7) Clinical Staff 22.7% (n=5)
Manager 27.2% (n=6) Other 18.2% (n=4)

Program Impact on Organizational and Teaching Activities

- Organizational Participation:
 - Research/EBP (from 10.7% to 17.9%)
 - Leadership and Management (from 9.3% to 17.9%)
- Teaching Involvement: Increased frequency of participation:
 - CE Instructors (from 9.8% to 21.7%);
 - School of Nursing Clinical Instructor
(from 4.9% to 13.0%)
 - Simulation-Lab Instructor (from 7.3% to 26.1%)

Professional Maturation

- Notable Shifts in roles following program graduation:

<u>From</u>	<u>To</u>
- Informal staff education 25.3% - 16.7%	Formal CE instructor 9.8%- 21.7%
- In-unit preceptor 39.0% - 17.4%	SON Clinical Instructor 4.9% - 13.0%
	Simulation-lab instr. 7.3%- 26.1%

Challenges

- Realities of Organizations:
 - Meeting health environment demands
 - Changes in project personnel, hospital education coordinators, CNOs
 - Increasing competition from new and existing programs
 - Adequate tuition support combined with work obligations

Opportunities

- Academic- service partnerships through relationship building to promote professional advancement
 - Creation of innovative positions built on combined practice and faculty roles
 - Increased enrollment in schools of nursing to meet future health care needs
- 