
 UNIVERSITY of MARYLAND
SCHOOL OF NURSING

**DEVELOPING NURSE LEADERS AND
CLINICAL INSTRUCTOR CAPACITY
through ACADEMIC-PRACTICE
PARTNERSHIPS**

Dr. Mary Etta Mills, Dr. Linda J. Hickman
Dr. Sandra Lucci, Ms. Julianne Pratt

University of MD School of Nursing



 UNIVERSITY of MARYLAND
SCHOOL OF NURSING

OBJECTIVES

- Articulate the potential for academic-practice partnerships as a means to prepare nurse leaders also able to serve in an educator role.
- Discuss a partnership model designed to advance clinical education while growing the nursing workforce.

UNIVERSITY of MARYLAND
SCHOOL OF NURSING

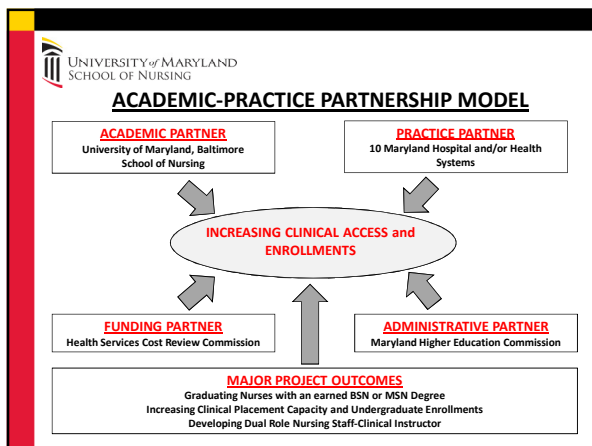
Problem


- Limited availability of clinical instructors and clinical rotation experiences for undergraduate students.

UNIVERSITY of MARYLAND
SCHOOL OF NURSING

Nurse Support Program II Grant BACKGROUND

- Over 15 years (2006-2021) of successful work to Increase Statewide Nursing Capacity.
- Innovative Academic-Practice Partnerships between University of Maryland and 22 Maryland Acute-Care Hospitals.
- Preparing Hospital Staff Nurses as Clinical Instructors, Faculty, Preceptors, and Mentors:
 - Increasing clinical access and enrollments in Maryland Schools of Nursing.
 - Reducing the current Nursing Faculty Shortage.
 - Filling expected vacancies in the Nursing Workforce.
 - Providing Clinical Leadership & Management in Maryland Healthcare Organizations.
- Graduating more than 275 Baccalaureate and Masters' level Nurses.






UNIVERSITY of MARYLAND
SCHOOL OF NURSING

PROJECT GOALS and OBJECTIVES

Goal: Enrollment and graduation of 200 qualified Nurses from RN to BSN, RN to MSN or BSN to MSN Programs from UM School of Nursing.

Objective 1: Expand clinical placement capacity by recruiting and enrolling 100 Staff Nurses from 10 Maryland Hospital and/or Health Systems while advising and mentoring 111 Nurses previously recruited and enrolled who are continuing their academic studies.


Objective 2: Expand clinical placement capacity of the State of Maryland Schools of Nursing by implementing the role of hospital-based Clinical Instructors, Faculty, Preceptors and Mentors at 10 Partner Hospital and/or Health Systems.



UNIVERSITY of MARYLAND
SCHOOL OF NURSING

METHOD: COLLABORATION between grant faculty and staff of School of Nursing and 18 MARYLAND HOSPITAL and/or HEALTH SYSTEM PARTNERS


- Responsible Persons:**
- UMSON:** Project Director and Co-Director, HSLM/Education Program Faculty, Academic Program Specialists, Administrative Assistant, and Admission Advisors.
- HOSPITAL:** Hospital Partner Program Specialists, VPs/CNOs, and Nurse Directors/Managers.



UNIVERSITY of MARYLAND
SCHOOL OF NURSING


Implementation

- SON and Hospital Nurse Education Coordinator as a team work to:
 - Identify Staff nurses to earn a MSN
 - Mentor degree with preparation as
 - Advise a nurse leader and clinical
 - Guide educator

 UNIVERSITY of MARYLAND
SCHOOL OF NURSING


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

 UNIVERSITY of MARYLAND
SCHOOL 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

 UNIVERSITY of MARYLAND
SCHOOL OF NURSING

Evaluation

- 8 Question Clinical Rotation Survey e-mailed to partner hospitals at end of Fall semester each year (Ex: # rotations; # students; size of rotation groups; % BSN nurses employed; impact on organization & teaching activities.)
- Graduate survey sent to random sample of 42 graduates using Survey Monkey


 UNIVERSITY of MARYLAND
SCHOOL OF NURSING

Results

- Overall: Increased # clinical instructors led to increased clinical placement availability:


	<u>AY 2017</u>		<u>AY 2019</u>
Clinical rotations	2185	->	2409
Students per rotation	5.0	→	6.7
Ave. % Hospital BSNs	48.9%	→	55.5%

Range: 38%- 80%

 UNIVERSITY of MARYLAND
SCHOOL OF NURSING


Results

- * Total students prepared: 219 MSN (leadership and education) plus 96 currently enrolled
- * Graduate survey:
Response rate: 52.4% (22/42)

 UNIVERSITY of MARYLAND
SCHOOL OF NURSING

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)

 UNIVERSITY of MARYLAND
SCHOOL OF NURSING

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%

 UNIVERSITY of MARYLAND
SCHOOL OF NURSING

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%)

 UNIVERSITY of MARYLAND
SCHOOL OF NURSING

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

Meeting a Challenge Begins with One
Bite