

CLINICAL NURSE LEADER EDUCATION SURVEY CONDUCTED JUNE-SEPTEMBER 2005

75 of the 89 schools (84%) submitted the education survey. The results below represent data from those 75 schools. Only numerical data is represented in this summary.

1. Introduction

Welcome . . .

2. Contact Individuals

1. Name of individual completing the survey:
2. Name of individual given primary oversight at your school for the implementation of the CNL project.
3. Name a "point person" with whom we can communicate in the future to obtain data about the school or CNL project.

3. Your Model

4. Which CNL master's education model(s) are you adopting?
(check all that apply)

- 56 (74.7%)** Model A: Master's designed for BSN graduates with an RN license
2 (2.7%) Model B: Master's designed for BSN graduates with an RN license that has a post-BSN residency that is part of the CNL program
3 (4%) Model C: Master's designed for post-high school entry which would include a pre-nursing baccalaureate plus generic master's which prepares graduate with baccalaureate nursing competencies and master's level CNL competencies
22 (29%) Model C: Generic master's degree program for individuals with a baccalaureate degree in another field or commonly known as a second-degree program
11 (14.7%) ADN to master's degree
7 (9.3%) Other (please describe briefly)
N=75

5. If you are implementing Model B -- A Master's designed for BSN graduates that has a post-BSN residency that is part of the CNL program -- please respond to the following questions:

(The post-baccalaureate residency does not include the clinical immersion experience that must be included at the end of the CNL education program.)

What is the length of post-BSN residency in months?

1 school responded: 12 months

Amount of credit in graduate credit hours awarded for the residency?

1 school responded: 18 credits

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4. Partnership Building

6. On an average, how frequently do you meet face-to-face with contacts from your health care partnership institutions to discuss the CNL project?

Enter the frequency in weeks: every [#] weeks

If you have not met with them face-to-face since January 2005 enter 0.

- 3 (4%) Have not met since January 2005
- 4 (5.3%) Meet every week
- 6 (8%) Meet every 2 weeks
- 5 (6.7%) Meet every 3 weeks
- 22 (29.3%) Meet every 4 weeks
- 1 (1.3%) Meet every 5 weeks
- 14 (18.7%) Meet every 6 weeks
- 9 (12%) Meet every 8 weeks
- 1 (1.3%) Meet every 10 weeks
- 5 (6.7%) Meet every 12 weeks
- 1 (1.3%) Meet every 13 weeks
- 1 (1.3%) Meet every 15 weeks
- 1 (1.3%) Meet every 16 weeks
- 1 (1.3%) Meet every 20 weeks
- 1 (1.3%) Meet every 24 weeks

N=75

7. What topics/issues have you addressed in these face-to-face meetings?

(check all that apply)

- 25 (33.3%) Getting buy-in from the administration of your academic institution
- 36 (48%) Getting buy-in from the nursing faculty at your school
- 54 (72%) Getting buy-in from administration at the health care institution
- 58 (77.3%) Getting buy-in from the nursing staff
- 32 (42.7%) Getting buy-in from other health professions
- 63 (84%) Curriculum design
- 59 (78.7%) Design of clinical experiences for CNL students
- 33 (44%) Identification of faculty for the CNL program
- 51 (68%) Preceptor selection
- 29 (38.7%) Preceptor orientation
- 53 (70.7%) CNL student selection/criteria
- 56 (74.7%) Selection of CNL pilot units in the health care institution

N=75

8. What type(s) of health care institution(s) are your clinical partners? If a partnering health care institution or agency has several functions/patient populations please check the appropriate setting in which the CNL pilot units reside. (Check all that apply)

- 72 (96%)** Acute care
 - 13 (17.3%)** Long term care
 - 18 (24%)** Rehabilitation
 - 12 (16%)** Home health care
 - 6 (8%)** Public health/community health
 - 2 (2.7%)** Student health
 - 2 (2.7%)** Other (please specify)
- N=75**

9. Was the clinical partner(s) involved in development of the CNL educational program and curriculum? (Check all that apply)

- 6 (8%)** Not involved
 - 54 (72%)** Overall program planning
 - 44 (58.7%)** Curriculum development
 - 53 (70.7%)** Design of clinical experiences
 - 42 (56%)** Design of clinical immersion experience
 - 12 (16%)** Other (please specify)
- N=75**

“Other” Responses:

- Clinical partners' involvement in teaching
- Course Content & Teaching
- Curricular design is not yet approved
- Financial Support for CNL students
- Identification of students & marketing the program
- Input solicited regarding competencies needed in such a MSN prepared nurse; adjusting curriculum and scheduling to meet needs of adult learners with multiple role demands.
- We are in the process of developing the curriculum for our CNL program. We have discussed the curriculum plans with our clinical partners and have received valuable feedback. They will be involved.

5. Unit Selection

10. In this collaboration have specific units been selected at each of the healthcare institutions where the CNL students will practice?

- 39 (52%)** Yes
 - 36 (48%)** No (Skip to # 12)
- N=75**

6. Unit Selection Criteria

11. If you answered "Yes" to the question above, what were the selection criteria?

(check all that apply)

- 36 (92.3%)** Leadership on the unit
- 18 (46.2%)** Nursing staff approval/buy-in
- 26 (66.7%)** Type of patient population
- 16 (41%)** Model unit/excellent patient outcomes
- 8 (20.5%)** Less than outstanding patient outcomes & desire to make change on this unit
- 2 (5.1%)** Other (please specify)

N=39

7. Getting Support

12. Have you briefed the entire university graduate school faculty regarding the new CNL master's degree program?

- 28 (37.3%)** Yes
- 45 (60%)** No
- 2 (2.7%)** Did not respond

N=75

13. Have you briefed the entire school of nursing faculty regarding the new CNL master's degree program?

- 69 (92%)** Yes
- 5 (6.7%)** No
- 1 (1.3%)** Did not respond

N=75

14. Have you briefed the entire graduate faculty of the SON regarding the new CNL master's degree program?

- 69 (92%)** Yes
- 4 (5.3%)** No
- 2 (2.7%)** Did not respond

N=75

8. Getting Approval

15. Please respond to these questions regarding State Board of Nursing approval:

Is State Board of Nursing approval required for the CNL program?

14 (18.7%) Yes
60 (80%) No
1 (1.3%) Did not respond
N=75

Has this approval been sought? (If you check "No", please skip to question # 17.)

8 (57.1%) Yes
6 (42.2%) No
N=14

16. What was the outcome of your request for State Board of Nursing approval?

6 (75%) Approval has been granted
0 (0%) Approval has been denied
2 (25%) Approval is still pending
N=8

17. Please respond to these questions regarding approval with the State Board of Higher Education:

Is State Board of Higher Education approval required for the CNL program?

6 (8%) Yes
66 (88%) No
3 (4%) Did not respond
N=75

Has this approval been sought? (If you check "No," please skip to question #19.)

4 (66.7%) Yes
2 (33.3%) No
N=6

18. What was the outcome of your request for State Board of Higher Education Approval?

3 (50%) Approval has been granted
0 (0%) Approval has been denied
1 (16.7%) Approval is still pending
2 (33.3%) Did not respond
N=6

9. Marketing to Students

19. Have you marketed the CNL program?

- 37 (49.3%)** Yes
- 37 (49.3%)** No
- 1 (1.3%)** Did not respond

N=75

20. How have you marketed the CNL program? (Please check all that apply)

- 24 (64.9%)** Posted on school's website
- 18 (48.6%)** Announcement in school newsletter/publication
- 16 (43.2%)** Announcement in health care institution's newsletter/publication
- 10 (27%)** Announcement/advertisement in lay press
- 28 (75.7%)** Other (please specify)

N=37

10. Enrolling Students

21. Have you enrolled students in the CNL master's program?

- 22 (29.3%)** Yes
- 52 (69.3%)** No (Skip to # 26)
- 1 (1.3%)** Did not respond

N=75

11. Have Enrolled Students

22. If you HAVE enrolled students in your CNL program . . .

Date you began your CNL program

- 1 (4.5%)** 2003
- 4 (18.1%)** 2004
- 17 (77.3%)** 2005

N=22

Anticipated date of graduation of 1st CNL class

- 1 (4.5%)** 2004
- 1 (4.5%)** 2005
- 6 (27.3%)** 2006
- 9 (40.9%)** 2007
- 2 (9.1%)** 2008
- 2 (9.1%)** 2010
- 1 (4.5%)** Did not respond

N=22

When you plan to admit your second cohort of students

1 (4.5%) 2004
4 (18.1%) 2005
14 (63.6%) 2006
3 (13.6%) Did not respond
N=22

23. Are the current enrolled CNL students (check one)

10 (45.5%) Full-time
8 (36.4%) Part-time
4 (18.1%) Combination of full-time and part-time
N=22

24. Number of students in your first CNL class

14 (63.6%) 1-10 students
3 (13.6%) 11-20 students
5 (22.7%) 21-30 students
N=22

25. Expected number of students in your second CNL class

9 (40.9%) 1-10 students
5 (22.7%) 11-20 students
5 (22.7%) 21-30 students
3 (13.6%) Did not respond
N=22

12. Have NOT Enrolled Students Yet

26. If you have not yet enrolled students, date when you plan to admit students in your first CNL class:

16 (30.8%) 2005
29 (55.8%) 2006
3 (5.8%) 2007
4 (7.7%) Did not respond
N=52

27. Expected number of students in the first CNL class

32 (61.5%) 1-10 students
12 (23.1%) 11-20 students
3 (5.8%) 21-30 students
1 (1.9%) 41-50 students
4 (7.7%) Did not respond
N=52

28. Will your CNL students be . . . (check one)

- 10 (19.2%)** All full-time
- 9 (7.3%)** All part-time
- 18 (34.6%)** Combination of full-time and part-time
- 13 (25%)** Have not yet decided
- 2 (3.8%)** Did not respond

N=52

13. Use of Technology

29. Are you using/or will you use web-based technology to implement the CNL education program?

- 66 (88%)** Yes
- 8 (10.7%)** No (Skip to # 31)
- 1 (1.3%)** Did not respond

N=75

30. If yes, how? (Check all that apply)

- 7 (9.3%)** For the entire CNL program
- 26 (34.7%)** For the didactic portion of the program
- 12 (16%)** For post-clinical conferences
- 50 (66.7%)** To supplement the curriculum -- Some content sessions
- 28 (37.3%)** To supplement the curriculum -- Clinical simulations
- 35 (46.7%)** To supplement the curriculum -- Student-teacher or student-preceptor conferencing
- 48 (64%)** To supplement the curriculum -- Student discussions

N=75

14. Curriculum Descriptors

31. Please provide the following information about your master's CNL program/curriculum:

Total number of clinical hours in the program

- 9 (12%)** 1-399 clinical hours
- 26 (34.7%)** 400-600 clinical hours
- 5 (6.7%)** 601-800 clinical hours
- 4 (5.3%)** 801-1000 clinical hours
- 2 (2.7%)** 1001-1200 clinical hours
- 1 (1.3%)** 1801-2000 clinical hours
- 28 (37.3%)** Not yet determined

N=75

Number of clinical hours in the immersion experience

- 13 (17.3%)** 1-299 clinical hours
- 18 (24%)** 300-400 clinical hours
- 8 (10.7%)** 401-600 clinical hours
- 1 (1.3%)** 901-1000 clinical hours
- 35 (46.7%)** Not yet determined

N=75

32. In your CNL education program are you requiring a separate graduate-level course in (check all that apply):

- 56 (74.7%)** Advanced Health/Physical Assessment
- 58 (77.3%)** Advanced Physiology/Pathophysiology
- 53 (70.7%)** Advanced Pharmacology

N=75

33. Have you established a faculty advisor plan for CNL students?

- 41 (54.7%)** Yes
- 31 (41.3%)** No
- 3 (4%)** Did not respond

N=75

15. Clinical/Practicum Experiences

34. Have you and your practice partners selected clinical preceptors?

- 15 (20%)** Yes
- 59 (78.7%)** No (Skip to # 38)
- 1 (1.3%)** Did not respond

N=75

16. About Clinical Preceptors

35. If yes, what criteria were used? (check all that apply)

- 8 (53.3%)** Minimum of a master's degree
- 7 (46.7%)** CNS
- 2 (13.3%)** NP
- 5 (33.3%)** Case Manager
- 5 (33.3%)** BSN Staff Nurse with experience
- 4 (26.7%)** Nurse Manager
- 1 (6.7%)** Other (please specify)

N=15

36. Are these clinical preceptors: (check all that apply)

- 2 (13.3%)** Full time faculty in the school of nursing
 - 5 (33.3%)** Adjunct faculty employed by the health care institution
 - 11 (73.3%)** Clinical staff without faculty appointment employed by the health care institution
- N=15**

37. When will your 1st CNL students begin their clinical immersion experience?

- 3 (20%)** 2005
 - 5 (33.3%)** 2006
 - 4 (26.7%)** 2007
 - 1 (6.7%)** 2008
 - 2 (13.3%)** Did not respond
- N=15**

17. No Preceptors Yet, But Working On It

38. Have you and/or your clinical partners:

Developed a preceptor role description?

- 5 (6.7%)** Yes
 - 56 (74.7%)** No
 - 14 (18.7%)** Did not respond
- N=75**

Developed written preceptor guidelines/expectations?

- 2 (2.7%)** Yes
 - 58 (77.3%)** No
 - 15 (20%)** Did not respond
- N=75**

Developed a preceptor orientation?

- 2 (2.7%)** Yes
 - 58 (77.3%)** No
 - 15 (20%)** Did not respond
- N=75**

18. Employer Supports for Students

39. How many of the currently enrolled CNL students are employed by one of your practice partners?

28 (37.3%) 0 students
14 (18.7%) 1-10 students
1 (1.3%) 11-20 students
1 (1.3%) 21-30 students
31 (41.3%) Did not respond
N=75

40. Of these currently enrolled CNL students employed by one of your practice partners, how many are receiving any of the following funding incentives from the employer while attending the CNL program?

Full pay while attending CNL program + not working + tuition reimbursement
17 (22.7%) 0 students
58 (77.3%) Did not respond
N=75

Full pay while attending CNL program + not working + no tuition reimbursement
16 (21.3%) 0 students
59 (78.7%) Did not respond
N=75

Full pay + tuition reimbursement + working full time
13 (17.3%) 0 students
10 (13.3%) 1-10 students
1 (1.3%) 21-30 students
51 (68%) Did not respond
N=75

Full pay + working part time + tuition reimbursement
15 (20%) 0 students
3 (4%) 1-10 students
57 (76%) Did not respond
N=75

Partial pay + working part time + tuition reimbursement
13 (17.3%) 0 students
2 (2.7%) 1-10 students
1 (1.3%) 11-20 students
59 (78.7%) Did not respond
N=75

Not working + not receiving pay + tuition reimbursement

14 (18.7%) 0 students

61 (81.3%) Did not respond

N=75

Not working + not receiving pay + no tuition reimbursement

13 (17.3%) 0 students

1 (1.3%) 1-10 students

1 (1.3%) 11-20 students

60 (80%) Did not respond

N=75

41. Are clinical partners offering any other incentives to nurse employees to enroll in the CNL education program?

26 (34.7%) No

29 (38.7%) Yes (Please describe below)

20 (26.7%) Did not respond

N=75

“Yes” Descriptions

- Condition for position attainment.
- Guaranteed positions on graduation; hourly pay for time in the clinical portion of the program
- On-site courses; work-release to attend classes.
- Paid tuition, and paid time off with the pilot group
- Paying Books; Promises to keep full pay for working part time; Paid attendance to conferences
- Paying salary while enrolled in program as well as paying tuition
- Plan a certain number for tuition support from their institution.
- Plans for RN-CNL inclusion in the direct entry program underway and supported.
- Scholarships
- Some tuition reimbursement
- They are working on incentives; are exploring (among other ideas) giving them one day off with pay for class & clinical time
- Tuition reimbursement rate to be increased.
- Tuition support and ability to apply for several scholarships within organization.
- Work schedule to accommodate classes

42. Of the currently enrolled CNL students, how many are employed by a health care institution which is NOT one of your practice partners?

32 (42.7%) 0 students

5 (6.7%) 1-10 students

38 (50.7%) Did not respond

N=75

19. Evaluation Plans

43. Have you developed an evaluation plan for the CNL education program?

55 (73.3%) No

15 (20%) Yes, please briefly list the variables you plan to evaluate.

5 (6.7%) Did not respond

N=75

“Yes” Descriptions

- Client outcomes (numerous variables related to health and cost)
- HESI Exams after every semester, preceptor Evaluations, qualitative data from students
- Student Feedback, nursing leadership (partners) feedback, patient outcome, caring ability, cultural competency, and NWI
- NCLEX rates, graduate satisfaction, alumni satisfaction, employer satisfaction, graduation rates
- NCLEX, partner leadership project evaluations, employment/employer, student satisfaction, student role development. Process evaluation during program same as current evaluation. Preceptor role development.
- No formal plan has been developed. However, the CNL program will be evaluated on the same educational criteria as other programs within the College of Nursing.
- Normal student evaluation of course and instructor, plus a HRSA grant application has been completed with funding undetermined--variables to be measured are nurse retention rate, nurse vacancy rate, nurse satisfaction, family/patient satisfaction with overall care, patient satisfaction with nursing care and length of stay. These variables will be measured during Fall 2005 (pre CNL role) and again 1 year after the CNL role has been in place at participating practice agencies (post CNL role)
- Pain management, pneumonia not present at discharge, patient satisfaction, nurse satisfaction and turnover, nurse competencies, numbers of admissions and discharges, average length of stay, primary diagnoses, charges
- Patient falls, medication errors, decubiti, retention rates, patient satisfaction with nursing care, nurse satisfaction
- Patient outcomes, system outcomes, nurse/physician outcomes, course evaluations, teaching evaluations, CNL faculty evaluations, CNL student evaluations
- Quality of capstone project and portfolio r/t CNL track competencies, student satisfaction, student feedback on program content and sequence, time to program completion, first time pass rate on CNL certification, employment patterns, when appropriate, employer surveys
- Success on state boards, satisfaction - faculty and hosp. staff
- Success, employment, clinical skills, leadership

44. What evaluation tool(s) are you planning to use for the evaluation of your CNL program? List or describe briefly.

- AACN Master's Essentials & other competency documents as they are developed.
- Critical Incident & Revisit used for all MSN students, practicum evaluation to be developed, certification exam to be developed, others to be determined
- EBI graduate student survey and alumni survey
- NCLEX pass rate, employer survey, student survey post graduation and employment
- Press Ganey nurse and patient satisfaction tools, hospital data on admission, discharge, length of stay, diagnosis charges, pneumonia not present at discharge, tools have not yet been selected for measuring pain management, nurse competencies
- Rubric under development for capstones and portfolios of graduate students, survey, EBI or custom, interview of custom survey, tracking of program completions time, certification pass rates reported by graduates. When appropriate, employer surveys
- Same as for other graduate tracks
- Self - created.
- Student success within program, student satisfaction evaluations during program, post-program employment tracking, alumni satisfaction evaluation, clinical partner satisfaction evaluations (unit and individual), certification pass rates, admission criteria, employer satisfaction surveys
- The College of Nursing's Strategic Plan evaluates outcomes such as alumni and employer satisfaction, certification of graduates and continued education of graduates. The use of additional evaluation criteria will be discussed by our CNL working group.
- The College of Nursing has an extensive evaluation plan for all educational programs.
- The same evaluation tool that we use for the current master's program in population health nursing. The CNL is planned as a tract within that program
- The tool to measure the variables will vary because each practice partner is already measuring the variables and it will be more simplistic to utilize the specific tool used routinely by the practice partner. The Minnesota job satisfaction tool is proposed for use for nurse job satisfaction rate.
- University Office of Measurement and Evaluation Tools as well as faculty developed tools.
- We are in the process of refining evaluation instrumentation. Included will be patient and employee satisfaction measures, contributions to quality improvement, some measure of interdisciplinary effectiveness, and some measures of cost avoidance.
- We will be using our University SOS forms and some specially developed tools for use with a first-time-run program.
- We've developed tools for each of the variables of interest.