

Report from Like Schools 2017 Spring Annual Meeting

Group: Academic Health Centers

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Question: What are the most pressing nursing workforce needs/ issues being expressed by academic health centers/health systems, and what strategies are being used to address them?

- Need more highly educated professional staff nurses and APRNs;
- Baccalaureate nurses shifting to outpatient and community- based positions creating shortages in critical care, behavioral health and specialty units (perioperative and ER) with concomittent shift to population health and primary care, particularly, in urban and rural settings; Macy's report is important.
- Preparation of new grads (BSN and graduate)— need to be ready; need collaboration from hospital and health system leadership to develop collaborative strategies for transition to practice through residencies post-baccalaureate and APRN graduates; undergraduate and graduate programs need to share lessons from GNE, VANAP GE, and post-baccalaureate and NP residencies to develop clinical training model; *New Era Report* could help influence GME money. VA has metrics that look at cost avoidance and revenue enhancement of undergraduate, graduate, and residency partnerships.
- Workforce issues are emerging quickly and not necessarily reflective of actual numbers and FTEs
- Need data to inform undergraduate and graduate program planning and sustainability across states; role for AACN and collaborating organizations.

Question: AACN is looking to spotlight innovations in clinical learning environments that are used to prepare nurses for professional practice. Please share what's happening at your school or in your local community that is changing how we educate today's RNs.

- University of Iowa—Final practicum in BSN rotates students between ambulatory care and acute care; everyone is now asking for it;
- Jefferson University—New curriculum; matched student experience with transitions of care, e.g., alternate between ICU and a dialysis unit as an outpatient experience

ADVANCING HIGHER EDUCATION IN NURSING

- Use *New Era report* as a basis for meeting with hospitals and health systems to develop partnerships-
 - Augusta University has developed partnership with state facilities for state-supported ambulatory assisted living, forensics, mentally disabled, and group homes over the past 7 years, growing to 70 FTEs and clinical immersions for students in these challenging environments; entry-level CNLs going there.
 - Columbia University is building on the *New Era Report* and has developed incentives to retain new graduates by developing customized master's programs tailored to the health system's needs and added several joint appointments
- Big 10 nursing schools have addressed informatics, science, and big data using webinars available to all member schools

Question: The Governance Task Force is requesting feedback from the membership on AACN's governance structure. The task force is exploring frameworks that support nimbleness, innovation, timeliness, collaboration, and inclusivity. Do you have any suggestions for the Task Force and Board?

- If it isn't broken, why fix it? What is the problem?
- Practice partners, advisory groups, e.g., industry and interprofessional disciplines would broaden the organization's perspective. AHC Deans are in favor of affinity groups and advisory groups.
- Progressive leadership groups needed for faculty; notion of succession planning for academic leadership. How are we engaging and representing faculty and levels of academic leaders within schools of nursing?
- How does AACN fit with other nursing organizations? Challenging political issues will require a more unifying voice among nursing organizations.