

# Creating Innovative Microcredential Pathways to Address Critical Workforce Needs Across Academic & Nursing Practice Settings

Sherrie Palmieri, DNP, MBA, RN, CNE, NPD-BC, CPHQ  
National Dean, Faculty  
Director, Professional Development  
Center for Faculty Excellence

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## INTRODUCTION & BACKGROUND

- ▶ Critical Nursing Shortages
  - Demographics
  - Vacancies across settings and specialties

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## PURPOSE

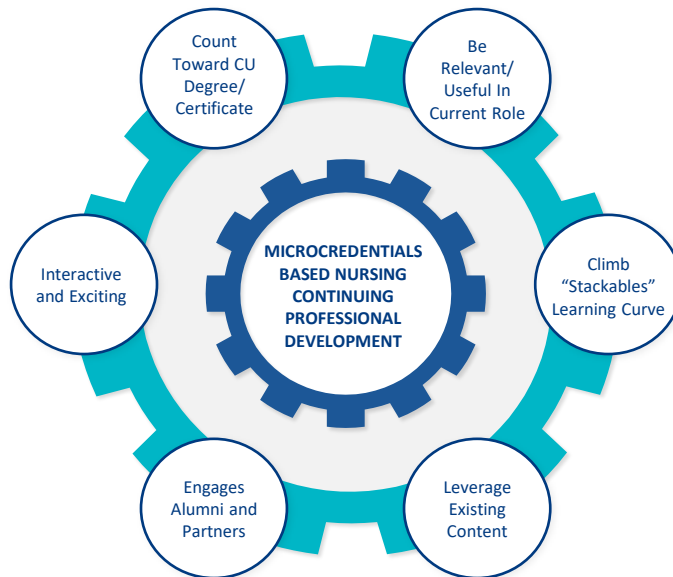
- ▶ Provide innovative learning pathways
  - Stackable credentials
  - Continuum of continuing education to academic credit
- ▶ Ensure critical workforce needs are met
  - Academic settings
  - Nursing practice settings
- ▶ Strong value proposition promoting life-long learning

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## MICROCREDENTIALS



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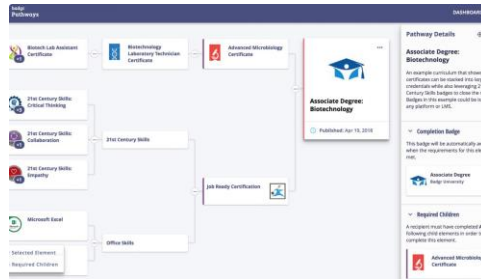
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# SIGNIFICANCE

- ▶ Microcredential pathways provide
  - Alternative learning pathways
    - ▶ Flexibility
    - ▶ Meet learner’s needs
  - Stackable credentials
    - ▶ Badging
    - ▶ Courses
    - ▶ Certificates
    - ▶ Academic degree programs
  - Benefits provide a continuum of learning



# METHODS: NEEDS ASSESSMENT

## FACULTY NEEDS ASSESSMENT

- ▶ Domains **Chamberlain Care**<sup>®</sup>
  - Classroom management
  - Active teaching and learning strategies
  - Clinical learning
  - Evaluating student learning
  - Scholarship
  - Written and verbal communication skills
  - Technology and technology use in classroom



## METHODS: *NEEDS ASSESSMENT (CONT.)*

### COMMUNITY NEEDS ASSESSMENT

- ▶ Domains
  - Disaster Preparedness
  - Leadership
  - Specialty Focus/Care tracks
  - Soft skills
  - Advancing Health Equity

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## METHODS: *ANCC PROVIDER UNIT*

*Chamberlain University is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.*



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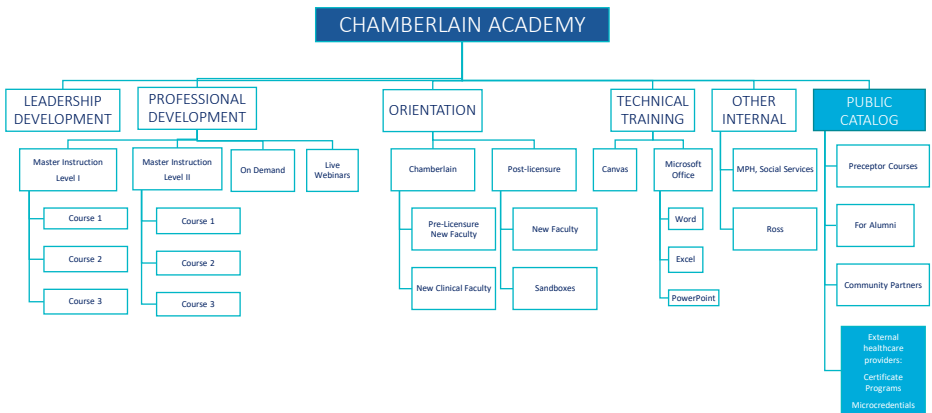
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# METHODS: *LEARNING MANAGEMENT SYSTEM (LMS)*

The LMS provides the infrastructure to offer courses and webinars

- ▶ Platform is Canvas catalog
  - Chamberlain Academy (Internal)
  - Self-registration and immediate access
  - ePortfolio
  - Downloadable transcripts
- ▶ Public Catalog (External)
  - Provide links for access to community partners
  - Payment gateway
  - Transcripts

## LMS ARCHITECTURE



Home Nina Hutchinson ▾



# CHAMBERLAIN ACADEMY

Categories ☰ Search All Courses 🔍



Orientation

Browse Courses Now >



Professional Development

Browse Courses Now >



Leadership Development

Browse Courses Now >



On Demand

Browse Courses Now >

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## METHODS: *MICROCREDENTIAL PROGRAM DEVELOPMENT*

- ▶ Assess
- ▶ Plan
- ▶ Implement
- ▶ Evaluate



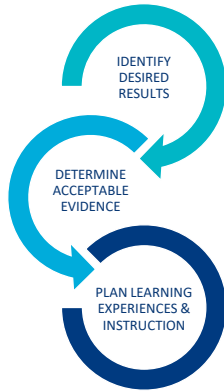
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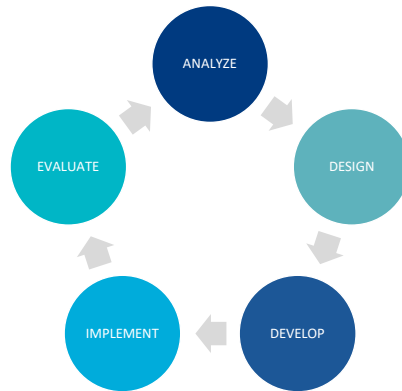


# DEVELOPMENT PROCESS

## PROGRAMMATIC – BACKWARD DESIGN



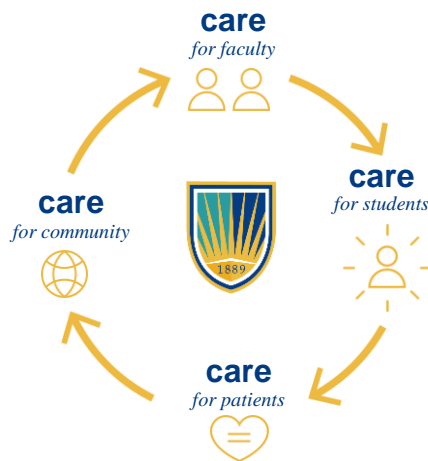
## COURSE – ADDIE



# CULTURE OF CARE FRAMEWORK

## WE BELIEVE... THE CHAMBERLAIN CARE® MODEL

We believe that if we take extraordinary care of faculty... they will take extraordinary care of our students... who will in turn take extraordinary care of the patients and family they serve... **and transform healthcare worldwide**



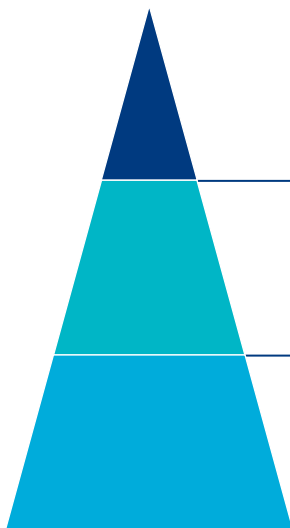
# RESULTS TEACHING EXCELLENCE PROGRAM

## *Master Instruction*



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## MASTER INSTRUCTION



### MI LEVEL III

- MI-310:** Promoting Evidence-Based Teaching Strategies Across Learning Environments
- MI-320:** Improving Student Success Through Assessment, Evaluation, and Curriculum Design
- MI-330:** Advancing the Profession through Leadership and Scholarship

### MI LEVEL II

- MI-210:** Evidence-Based Teaching Strategies Across Learning Environments
- MI-220:** Assessment, Evaluation, and Curriculum Design
- MI-230:** Promoting the Profession Through the Academic Faculty Role

### MI LEVEL I

- MI-110:** Introduction to Evidence-Based Teaching Strategies and Classroom Management
- MI-120:** Introduction to Assessment and Evaluation of Programs and Student Learning
- MI-130:** Foundations of the Academic Faculty Role



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# PROGRAM PURPOSE & CURRICULUM MAPPING



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# RESULTS *NURSE EXECUTIVE LEADERSHIP ACADEMY*

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# NURSE EXECUTIVE LEADERSHIP ACADEMY

## PURPOSE

This program has been developed to prepare high-potential nurse leaders for nurse executive roles.

## PROGRAM DESCRIPTION

This program will provide nurse and healthcare leaders with a strong foundation in strategic planning, project management, knowledge of U.S. healthcare delivery system. Participants will gain the business and financial acumen and skills to provide the leadership and vision needed to advance the strategic priorities of the organization ensuring equitable and accessible, high-quality healthcare for communities served.

## PROGRAM OUTCOMES

- ▶ Develop effective working relationships to facilitate strategic decision making utilizing effective change management strategies and innovative approaches.
- ▶ Integrate knowledge of US Healthcare delivery system and health policy to design an evidence-based program that promotes population health.
- ▶ Formulate strategic plans integrating knowledge of financial and accounting principles to ensure effective utilization of resources while maintaining quality.
- ▶ Design, implement and evaluate an evidence-based project that navigates the intersection of quality and cost promoting excellence in healthcare across diverse settings.
- ▶ Chamberlain University is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

## Program At-A-Glance

For Nurse Leaders

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8-week didactic courses

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16-week residency

240

ANCC contact hours for course completion

Prior learning credit for qualified participants



# NURSE EXECUTIVE LEADERSHIP ACADEMY

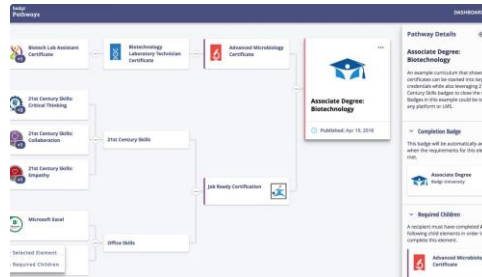
- ▶ Program
  - CUNR-710: Applied Organizational & Leadership Concepts
  - CUNR-720: Health Policy and the U.S. Healthcare Delivery System
  - CUNR-730: Healthcare Finance and Program Planning
  - CUNR-899: Practicum and Nurse Executive Residency
- ▶ Courses
  - Offered in two formats to allow for stackable pathways
    - ▶ Microcredentials – CUNR-710a, b, c (16 contact hours each)
    - ▶ Traditional – CUNR-710 (48 contact hours)
    - ▶ Prior Learning Credit



# MICROCREDENTIALS SUMMARY

► Microcredential programs include:

- Master Instruction
- Nurse Executive Leadership Academy
- SIMCARE program
- CUL211 Series: Foundations in Diversity, Equity and Inclusion



# IMPLICATIONS

► Microcredential pathways

- Promote life-long learning
- Meet learner needs through flexible pathways
- Provide cost-effective alternatives allowing learners to earn both continuing education and academic credit
- Promote academic progression at a lower cost
- Provide workforce solutions focusing on employer-identified learning needs, including succession planning

## RECOMMENDATIONS

- ▶ Replicate the model
- ▶ Expand the model to serve diverse populations and settings, including globally
- ▶ Evaluate Joint Accreditation to promote interprofessional education

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Sherrie Palmieri  
DNP, MBA, RN, CNE, NPD-BC, CPHQ  
National Dean, Faculty  
Director, Professional Development  
[spalmieri@chamberlain.edu](mailto:spalmieri@chamberlain.edu)



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