



Complete This Template to Develop Your Academic-Practice Partnership Summary Document

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Selecting Partners

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University at Buffalo: School of Nursing (UBSON)

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Practice Setting:

Sisters of Charity Hospitals: Catholic Health System

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Preparing for Your First Meeting

Date/Time of Meeting Fall 2013

Place of Meeting:

Sisters of Charity Hospital

What do you and your partner need to know about you and your organization?

Sisters of Charity Hospital had been used as a clinical site for medical surgical clinical experiences for a number of years. The decision to move into the department of maternal and newborn services and to formalize an academic-practice partnership occurred in the fall of 2013. While the partners had a familiarity with each other, a formalization of the partnership provided the opportunity to explore the strengths and needs of each partner as we moved towards an enduring and mutually beneficial partnership.

PARTNERSHIPS

Initial Meeting

What is the right partnership activity for you and your partner?

The priority partnership activity was to create high quality learning opportunities for nursing students and practicing nurses, while promoting professional socialization and professional development of future and current nurses. Recognizing that the US healthcare system is changing, this partnership will facilitate preparing both currently practicing nurses and the next generation of nurses to be creative and innovative in adapting to and leading the emerging landscape of healthcare in the US.

What documents about your organization should you bring to the meeting?

Clinical affiliation documents and expectations and criteria for establishing a dedicated education unit (DEU) experience for students on specialty units (i.e. postpartum and newborn nursery) were shared. In addition the course syllabus, the CV of the proposed faculty member, and materials created to support and nurture the teaching-learning process were discussed and reviewed.

What do you have to offer?

The University at Buffalo School of Nursing offers expertise in nursing education, knowledge of evidence-based practice, quality improvement and change process, resources to support collaborative presentations and publications and faculty with clinical expertise. Sisters of Charity Hospital offers an active and diverse maternal-newborn service, a highly experienced RN staff, and a focus on recruiting and retaining BSN prepared nurses for clinical positions. Both partners have a shared commitment to professional practice models, to developing and testing evidence based practices, and to promoting a culture of safety and quality patient outcomes.

What is your vision for this partnership and does your partner share this vision?

Our shared vision for this partnership is to strengthen and advance the professional development of the Sisters of Charity nurse, to promote the professional socialization and clinical skills of the University at Buffalo nursing student and to advance nursing research, education and practice through innovative collaboration to enhance patient outcomes.

Who else needs to be involved in both organizations? Is top leadership involved?

Top leadership from both organizations, Marsha Lewis (Dean-UB School of Nursing) and Mary Dillon (Vice President of Patient Care Services) have an on-going relationship and were involved in establishing this partnership. Others involved in the formation of the partnership included Diane Ceravolo (Director of Professional Practice), Mary D'Angelo (Director of Maternal-Newborn Services), Susan Grinslade (Assistant Dean of Undergraduate Programs) and Deborah Raines (Associate Professor).

Once the groundwork was laid, the UBSON on site representative (Dr. Raines) interacted with members of the SOCH leadership team and nursing staff to translate the vision and goals of the partnership to the activities and behaviors of students and nurses in the clinical setting.

What is the business case for the partnership?

This partnership benefits both entities clinically, academically and professionally. The UBSON has a consistent and high-quality clinical experience for students in their maternal-newborn course. Having a cadre of unit based RNs who consistently work with students facilitates the building of relationship that enhance learning and deeper understanding of the complexity of the nurse's role. Sisters of Charity Hospitals has access to groups of students and has hired a number of these students as nursing assistants and new nurses upon graduation. The students who are hired complete new graduate orientation in less time and may have a higher retention rate because of their in-depth knowledge of the organization and pre-existing relationships with the nursing staff and leaders. Professionally both students and nurses are becoming involved in evidence-based practice and quality improvement projects and are sharing their work with the larger nursing community through publications and presentations. Finally the most pressing case for this partnership is the potential to promote safe patient care and to improve patient outcomes.

Subsequent Meetings

Do you have clarity on goals and vision?

Our shared vision for this partnership is to strengthen and advance the professional development of the Sisters of Charity nurse, to promote the professional socialization and clinical skills of the University at Buffalo nursing student and to advance nursing research, education and practice through innovative collaboration to enhance patient outcomes. Our partnership is grounded in a shared vision and willingness to collaborate to deliver quality care, promote professionalism, translate evidence into practice and advance the science of nursing through dissemination of our shared experiences.

What are the details and time line of the initiative?

Our partnership was initiated in 2013. The details of this time line are conceptualized in the areas of research, education and practice.

--Research: Identify research of significance to each partner (annually); Engage RN staff and students in the research process (on-going); Disseminate findings through joint presentations and publications (on-going).

--Education: Implement the DEU model of collaborative education (Mother-Baby 2014, Labor and Delivery 2015, NICU/high-risk OB 2016); Implement education for RNs working with DEU students (every semester); Design education offerings for SOCH staff and students in the clinical setting (on-going).

--Practice: Develop evidence-based practices to enhance outcomes (every semester); Conduct quality improvement projects to respond to unit specific data (on-going); Facilitate collaboration between UBSON on-site faculty and SOCH practice units(on-going)

Whom can we call for expert consultation if needed?

The primary spokespersons for this partnership are Mary Dillion (Vice President of Patient Care Services) and Diane Ceravolo (Director of Professional Practice) from SOCH and Marsha Lewis (Dean) and Deborah Raines Associate Professor/On-site faculty) from UBSON.

What are the expected outcomes of the activity?

As our partnership grows and expands multiple outcomes are expected in the areas of research, education and practice. These outcomes include:

--Research: Collaborative research projects to generate understanding about educational strategies, practice environments and quality outcomes to enhance the mission of each partner.

--Education: Provide learning opportunities and model behaviors to promote professional socialization and life-long learning skills.

--Practice: Establish evidence-based practices to promote quality patient outcomes and relationship-based, patient centered care. Specific outcomes achieved to data are describes on the matrix accompanying this document.

ENVIRONMENT

Time

Is this the right time for this partnership?

This partnership was created in 2013 when an experienced clinical specialist joined the faculty at UBSON as a tenured associate professor. At the same time SOCH was considering moving to a BSN as a credential for its nurses. Consequently the synergy of these discrete events made this the right time for this partnership. While initially conceptualized within the maternal-newborn services, this partnership is currently expanding in both breadth and depth.

What are the issues that will facilitate or impede the development of the partnership?

Both partners share a vision about nursing education, clinical practice and professional development. In addition open communications and a willingness to share expertise, resources and acknowledge success have facilitated the development and growth of this partnership. A number of projects are currently underway to facilitate the continued development of this partnership. Three of these projects include: a community-base evaluation of a safe-sleep patient education app to prevent sudden unexpected infant deaths during the first year of life; an immersion experience for students in labor and delivery or NICU with the opportunity to extend across the students final year of study with the potential for employment in the specialty practice unit upon graduation; and a longitudinal study of the transition from graduate nurse to RN over the first year of employment.

What is the time commitment for the partners?

Time commitments vary by role and degree of involvement in active projects. Dr. Raines is on-site with undergraduate students 12 hours/week. Monthly meeting (60 minutes) organized by Diane Ceravolo with nursing leadership, RN staff and on-site faculty are conducted during the academic year. Planning and strategy meetings are held with the on-site faculty and unit leadership in advance of each semester. In addition Dr. Raines conducts an on-site orientation for the RN staff working with the nursing students. Each semester the on-site faculty member provides a minimum of 1 educational offering for the nursing staff of SOCH. The RN staff contribute time to the education and development of the nursing students and the nursing students contribute time by gathering evidence, completing literature matrices or collection data for the collaborative partnership projects.

Whose time will be required?

Time is required from the leadership at UBSON and SOCH, SOCH RNs and the nursing students engaged in collaborative projects and the on-site faculty member.

When will the meetings be scheduled?

Planning meeting are scheduled prior to the beginning of each semester, as are educational sessions for the RNs working directly with the students. Meeting related to progress on active collaborative projects or activities are held as needed.

Marsha Lewis and Mary Dillon meet as needed and have open communication throughout the year to address the partnership needs.

ENVIRONMENT

Space

What space is required for the activity?

Meetings, education offerings and work on collaborative projects are conducted in conference room space at either UBSON or SOCH. A simulation room with a birthing simulator and a neonatal simulator is available for our educational activities at SOCH.

What equipment and supplies are needed?

Computer and Internet-access, audio-visual technology and office equipment is available at each partner's site.

What money is needed?

The UBSON supports the salary of the on-site faculty member and SOCH supports the salaries of the RN staff and nursing leaders. In kind and small financial support has been provided by each partner. If a project requires additional funding, application for grant funding is initiated. For example to produce the Safe Sleep Baby video an application was submitted to the Sisters Hospital Foundation and \$4000.00 was awarded to cover the cost of this collaborative endeavor.

Where are we meeting?

Meetings are held at either the UBSON or SOCH. Site selection is dependent on the individuals involved and other factors in an attempt to be respectful of both partners' time and other commitments.

Where will we present outcomes?

Initially outcomes are shared with the SOCH and UBSON community and key stakeholders. The UBSON hosts an annual Dedicated Education Unit (DEU) Collaborative to bring together nurse leaders from the Western New York region. Outcomes from the UBSON/SOCH partnership are shared with the collaborative as a model for other DEUs and future partnerships. Outcomes are also disseminated by presentations at regional and national conferences as well as papers published in professional journals. To date, our partnership has presented at the Mother-Baby National Conference (Sept 2015/Orlando FL), Sigma Theta Tau International Convention (Nov 2015/Las Vegas NV.), AACN Baccalaureate Conference (Nov 2015/Orlando FL) and AWHONN National Convention (June 2016, Dallas TX), as well as at the 2015 and 2016 Western New York Professional Nursing Association Research Dinner (April 2015 and April 2016). Papers have been published in Neonatal Network, Nursing for Women's Healthcare and World-views for Evidence Based Practice. Additional co-authored papers are currently in development or under review

ENVIRONMENT

Regulation

What are the policies or regulatory issues that will impede or facilitate development of the partnership on both sides?

None at this time

Context

How will the partnership be funded?

No outside funding has been required for this partnership. Each partner has made modest contributions (financial or in-kind) to support activities and collaborative projects. If a particular project or activity requires a higher level of funding, external foundations, grants or contribution are sought. For example, in August 2015 a grant was applied for and awarded from the Sisters Hospital Foundation to support the production of a video titled "Safe Sleep...Baby" to educate parents and caregivers in the community about safe sleep positions and environments for newborns.

What are the constraints of both partners?

There are no constraints specific to this partnership and none are anticipated in the future.

What history do the partners have with each other and each others' institutions?

Sisters of Charity Hospital (founded 1848) and the University at Buffalo (founded 1846) both have long histories and respected reputations in the Buffalo community. The leadership of the UBSON and SOCH have a mutually respectful and meaningful relationship. Since the inception of this partnership the UBSON and SOCH nursing staff have developed a mutually beneficial and professionally sustaining relationship.

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