

Leveraging Partnerships to Support the Nursing Workforce in Maryland



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Background

To increase the number of baccalaureate-prepared nurses, Harford Community College (HCC) developed a collaborative partnership with University of Maryland Upper Chesapeake Health (UMUCH) and Towson University North East (TUNE). This collaborative partnership established between HCC, TUNE, and UMUCH fostered a pathway for Harford Community College graduates, who are employed at UMUCH, to obtain their bachelor's degree in nursing (BSN). Although this program is a pathway for HCC graduates to achieve their BSN, it is open to all nurses employed by UMUCH. This collaborative relationship is facilitated by a shared grant initiative funded through Nurse Support Program II (NSP II), titled "NSP II 21-107: Meeting Nursing Workforce Needs: A Collaborative Approach." One of the goals of this grant is to strengthen the collaboration and communication between HCC, TUNE, and UMUCH to increase the percentage of BSN-prepared nurses employed at UMUCH. Specific actions utilized to achieve this goal include assessing barriers, creating pathways, and developing funding for nurses to advance their education.

Acknowledgements

Thank you to NSPII (NSP II 21-107) for providing funding and support for this project.

Objectives

- Objectives of this presentation are to:
- Describe an established academic-practice collaborative partnership
 - Discuss the benefits to stakeholders involved in the partnership
 - Detail the lessons learned and the paths forward

Partner Responsibilities

HCC

- Marketing
- Recruiting
- Offering Prerequisite courses (ie. Chemistry, Nutrition, Statistics)

TU

- Marketing
- Recruiting
- Offering BSN courses

UMUCH

- Surveying nurses for interest and barriers
- Marketing
- Financial support

Stakeholder Benefits

Partners

- Increased Visibility
- Increased number of students – HCC & TU
- Increased BSN-prepared nurses

Nurses

- Academic and financial support

Lessons Learned

- All partners must know the plan and be equally engaged
- Meet at least quarterly with all partners
- Address turnover of key personnel at partner institutions
- With turnover, do not lose sight of the grant goals

Next Steps/Conclusions

- Use existing partnerships to support increasing nurses within nursing workforce
- Survey UMUCH nurses biannually to identify barriers preventing nurses from advancing their education
- Fully engage TU in recruitment process
- Create opportunities to market to nurses and recruit nurses onsite
- Offer courses for nurses with minimizing barriers (i.e. financial, time) to success

Bibliography

American Association of Colleges of Nursing. (2012). *Guiding principles for academic-practice partnerships*. [The Guiding Principles for Academic-Practice Partnerships \(aacnursing.org\)](https://www.aacnursing.org/)

University of Maryland School of Nursing. (2021, December). *Analysis of COVID-19's impact on Maryland nursing workforce*. Maryland Nursing Workforce Center. <https://www.nursing.umaryland.edu/media/son/mnwc/MD-survey-of-post-COVID-workforce.pdf>

Notes

Partners' Key Personnel
HCC – Rebecca Diaz
TU – Hayley Marks, Elizabeth Crusse
UMUCH – Gary Hicks, Michelle D'Alessandro

