

Background

To address the worsening crisis in the nursing workforce and meet the new AACN Essentials for Professional Nursing Education¹, we are increasing the number of enrolled students at the Shady Grove campus by developing innovative partnerships. This initiative also aligns with the 2020-2030 Future of Nursing Report² recommendation to continue to work toward the goal from 2011 to “increase the proportion of nurses prepared with a baccalaureate degree to 80%”.

As part of our NSP II grant to increase the number of students admitted to University of Maryland School of Nursing (UMSON), we have fostered partnerships with multiple civic and clinical agencies, including a valuable one with our academic health center, the University of Maryland Medical System (UMMS). The proposed growth of 72 students annually requires additional faculty, staff, classrooms, and simulation facilities as well as clinical sites and instructors.

Our aim is to describe three innovative academic and practice partnerships among the many new clinical experiences we have created to grow our program:

- Two new acute care initiatives with UMMS: Practicum to Practice (P3) and Academy of Clinical Essentials (ACE).
- “Nurses in the Library” for additional community and population experiences.

Goal

Goal 1: Increase the admission cohort to 100, from 64, entry-level BSN students admitted to UMSON at USG in the Fall and Spring admission cycles using a 3-year phased approach. We admit 100 students spring and fall on two campuses for a total of 400 students each academic year. **Next year we plan to go to 110 on each campus, both spring and fall admission term.**

Initiatives

ACE: 2-6 nursing students pair with one experienced nurse to provide complete care of 4-5 patients over a 12-hour shift.

- Comprehensive clinical instruction provided by nurse who works on the unit
- Two first-semester students join cohort mid-semester to practice CNA skills and med/surg students practice delegating to them
- UMMS finds and funds the ACE clinical instructors for the school; school provides two-day pedagogy workshop and MSN liaison for grading and site visits³.

P3: Students get an interview while in school to get a practicum placement that becomes a job offer after successful completion.

Nurses in Libraries: Students connect community members to neighborhood resources and offer blood pressure checks along with a variety of health education and promotion activities.

- Engage community members, develop effective communication skills, identify community health issues
- Understand how to bridge the gaps that exist in healthcare service delivery.



Conclusions

The innovative partnerships we created have allowed for an increased number of student enrollments at a critical time for nursing.

These additional clinical sites, instructors, and students are addressing the unmet need of patients in inpatient and community settings, while helping to address some of the staffing crisis at our partner hospitals.

We plan to grow all these initiatives and have made plans to once again increase our enrollment targets by another 60 students.

Bibliography

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