

Partnership with a Community Hospital Nurse Residency Program

An Innovative Approach to Increase
BSN prepared RNs in a Rural Area

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Disclosure

- The authors have no actual or potential conflict of interest that need to be disclosed
- No relevant financial relationships exist

- Learner Objectives:
 - At the end of this presentation, the learner will be able to:
 - Identify methods to develop an innovative partnership between a RN to BSN Program and a Nurse Residency program in a community hospital.
 - Identify the process to provide dual credit for nurse residents in both the nurse residency program and the RN to BSN program.



How the Partnership was Born

- Our College of Nursing had a partnership with the Nurse Residency Program (NRP) at our Community Hospital
- The NRP only accepted BSN new hires
- 30 % of the hospital's new hires were BSN
- Took advantage of the caveat to offer Nurse Residency Program to ADN prepared new hires.



Making Lemonade out of Lemons

- Capitalizing on the reality of our Community
- Partnership changed from support for our BSN graduates at the local hospital..... To pipeline for our RN to BSN program.

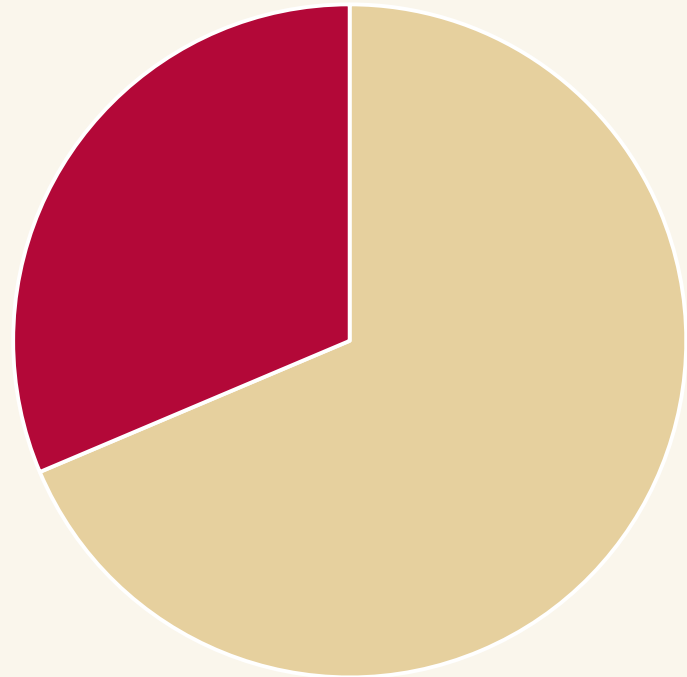


Aligning with the IOM Report

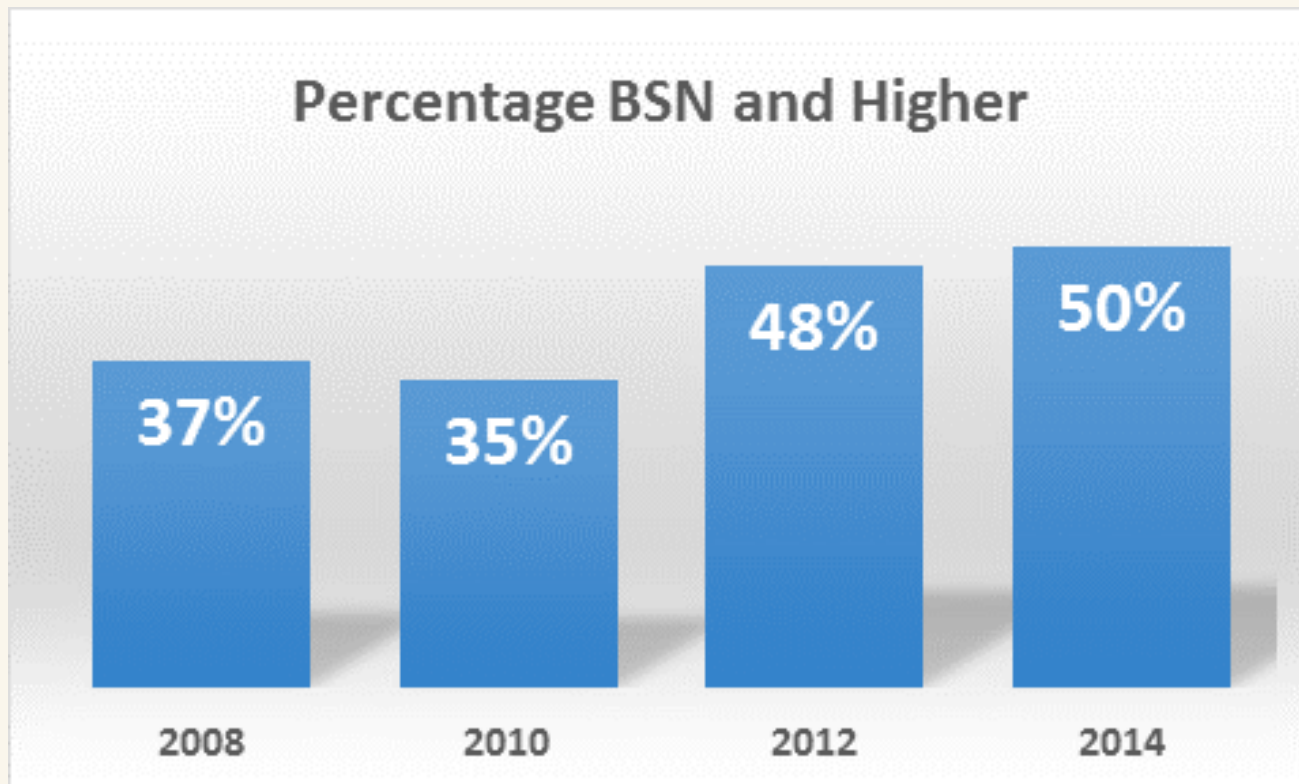
Increase proportion of BSN prepared nurses to 80% by 2020

Educational Preparation
of New Hire RNs at
the Community Hospital

■ Associate ■ BSN



State Progress Towards 80x20



Steps to Partnership

- Collaborate with Nurse Residency Coordinators
- Needs assessment
- Determine how to incentivize Nurse Residents to continue their education
- Challenges
 - No financial incentive (i.e. tuition)
 - No tuition reimbursement at Community Hospital
 - Faculty buy-in
 - Administrative support



The Plan

- Make Residency Coordinator Adjunct Faculty
- Review both Curriculums
 - Where do they overlap
 - Where can University Faculty have the biggest impact
 - Determine Credit Equivalent
- Obtain Approval



The Incentives

- 6 course RN to BSN program (3 semesters)
- 12 month Nurse Residency program
- Credit in each semester
 - Role Transitions
 - Evidence Based Practice
 - Leadership/Management



Any Takers ?

- Thankfully YES !
- Partnership Officially Began 2014
- 7 Graduates of the RN to BSN program already
- Currently 8 residents enrolled in RN to BSN courses
- 20 (that we are aware of) enrolled in pre-requisite courses



Partnership Growth

- 110 Nurse Residents began August 2015
- 94 of those are ADN prepared

Tremendous Opportunity to be a WIN-WIN for both the Hospital and the College of Nursing



Questions

