

## Introduction

A senior immersion preceptorship experience was implemented during a curriculum revision at Marian University School of Nursing. In order to bridge the gap between academia and practice, a partnership was developed between the school of nursing and Community Health Network in Indianapolis, Indiana. Innovative clinical teaching strategies were implemented including a Dedicated Education Unit (DEU) model of delivery in the acute care setting and a comparable preceptorship in the ambulatory setting. The goal was to increase the number of students from the school of nursing into the Community Health Network system in order to have an improved BSN pipeline for transition to practice.

## Background

The Institute of Medicine (IOM) *The Future of Nursing: Leading Change Advancing Health* calls for an increase in baccalaureate prepared nurses to 80% by the year 2020 (IOM, 2011), but with increasing faculty shortages and competition for acute and community clinical sites, schools of nursing are faced with scarce resources for educating nursing students. It was through *The Future of Nursing* recommendations that the partnership and BSN pipeline was initiated between the leadership from the school of nursing and hospital network.

Planning and preparedness for the clinical immersion experience and practice partnership occurred over the course of 2 years. The course and partnership were developed from the ground up through extensive research on the DEU model of delivery. In addition the course was planned with the needs of students and the future of the profession of nursing at the forefront. The clinical immersion experience was implemented in the spring 2017 after meticulous planning.

## Objectives

- Use innovative strategies to enhance clinical nursing education as a result of limited clinical placement sites
- Utilize a practice partnership to bridge the gap between academia and the clinical practice setting.
- Develop a senior immersion preceptorship experience that supports an improved transition to practice.
- Provide students with extensive experiential learning opportunities in an acute or ambulatory clinical setting.

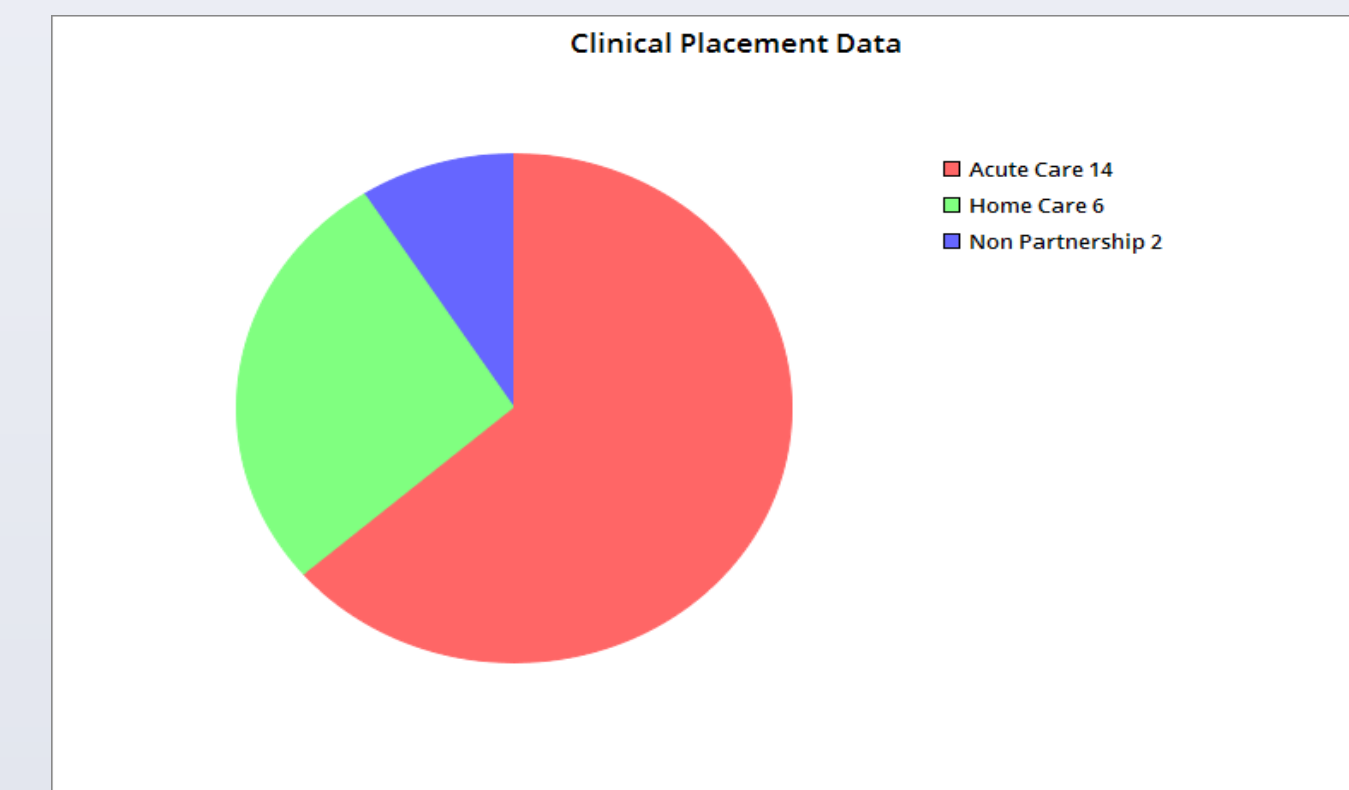
## Method

- Surveys were completed by students prior to the senior immersion preceptorship experience to assess the expectations of students during the experience and their interest in working at the practice partnership affiliate upon graduation.
- Surveys were completed by students following the senior immersion preceptorship experience to assess if expectations were met and determine if students accepted job placement within the practice partnership affiliate.
- Employment verification was evaluated for BSN pipeline initiative.

## Results

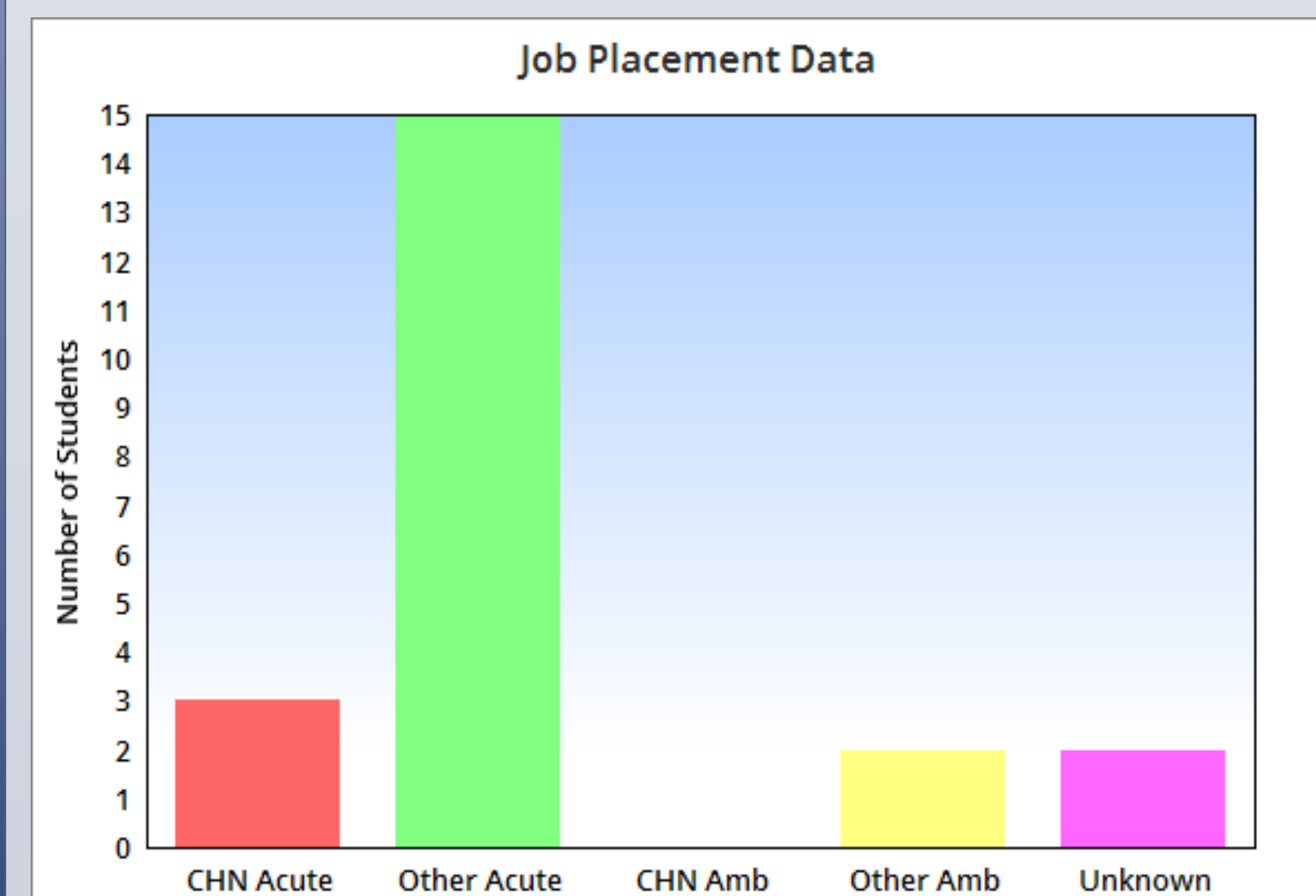
### Clinical Placement Data

- 14 students placed on DEU acute care medical/surgical preceptorship.
- 6 students placed in ambulatory preceptorship.
- 2 students placed in non-partnership ambulatory preceptorship in the health department.



### Job Acceptance Data

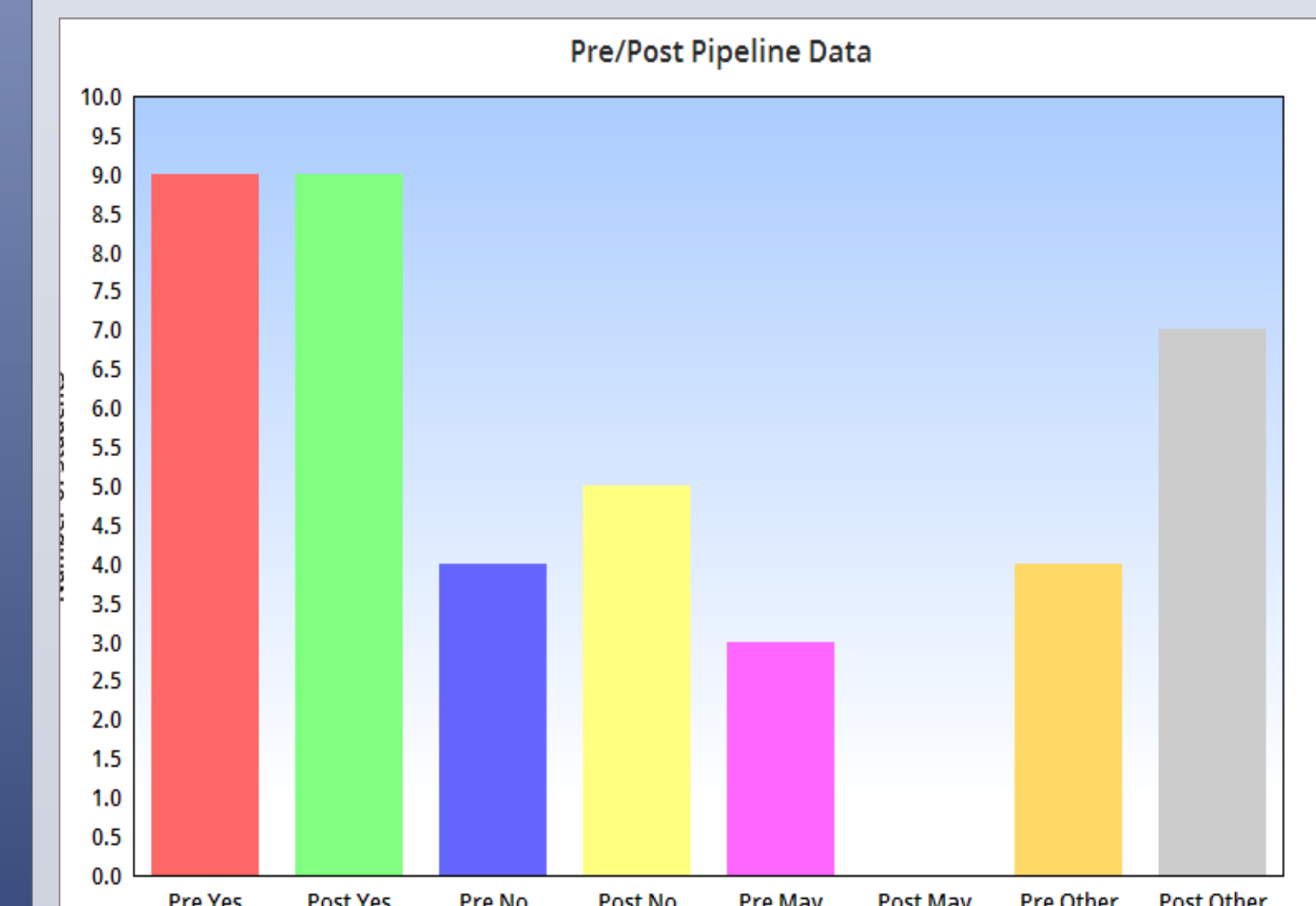
- 14% accepted positions at Community Health Network Acute Care
- 82% accepted positions outside of Community Health Network in Acute Care
- 10% accepted positions outside Community Health Network in Ambulatory Care
- 10% unknown job data



## Results

### Pre/Post Pipeline Data

- 47% of students reported interest in working within the Community Health Network before preceptorship experience.
- 43% of students reported interest in working at Community Health Network after the preceptorship experience.
- 21% of students reported no interest in working within Community Health Network before preceptorship experience.
- 22% of students reported no interest in working within Community Health Network following the preceptorship experience.
- 16% of students reported maybe being interested in working at Community Health Network before preceptorship experience.
- 0% of students reported maybe being interested in working at Community Health Network following the preceptorship experience
- 21% of students already accepted RN positions at another facility before the preceptorship experience.
- 33% of students already accepted RN positions at another facility following the preceptorship experience.



## Conclusion

With only 14% of students accepting positions within Community Health Network following this initiative, it was determined that recruitment was an area that needed to be strengthened. The plan for the next cohort was to utilize nurse recruiters at the beginning of the preceptorship experience in an effort to optimize the pipeline. Despite this, post survey results indicated extremely favorable learning outcomes in regards to both acute and ambulatory settings. Students indicated feeling well prepared for practice with improvement in critical thinking skills, prioritization of patient care and teamwork and collaboration.

## References

Institute of Medicine. (2011). *The future of nursing: Leading change, advancing health*. Washington, D.C.: National Academies Press

## Acknowledgments

- **Jean Putnam MSN, RN** Chief Nursing Officer Community Health Network
- **Elizabeth Sims MSN, RN** Director Nursing Academic Development Community Health Network and Practice Partnership Liaison
- **Susan Schroeder MSN, RN** Marian University Leighton School of Nursing Clinical Immersion faculty
- **Preceptors, Staff and Leadership** at Community Hospital South and Community Home Care
- **Faculty and staff** at Marian University Leighton School of Nursing

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