

Aligning People, Purpose, and Promise:

Transforming Healthcare Communities from the Inside-Out Through the Nurse Scholars Academy and Academic Partnerships



INTRODUCTION

The Nurse Scholars Academy (NSA) is part of Kaiser Permanente's overarching strategy for transforming care delivery in the health system. Designed and implemented in partnership, this initiative demonstrates how academe and practice can work together to address the challenges of a rapidly changing health care environment.

The NSA prepares RN's to lead healthcare reform efforts in order to address and implement:

- o IOM Aim Statements
- o Future of Nursing 2020 Goals
 - Increase BSN to 80%
 - Double the number of Doctorally prepared RNs
 - Increase the number of nursing faculty

BACKGROUND

Launched in December 2015, the NSA is designed for the working RN, and offers pathways for academic progression, opportunities for nursing professional development and leadership development at all levels of the organization.

The intent of the Program is to:

- o Remove barriers for achieving a BSN
- o Improve care at the micro-system through the MSN-CNL program
- o Prepare nurse leaders for an increasingly complex health care environment through doctoral studies.
- o Accelerate the integration and scalability of evidence-informed nursing practice
- o Promote professional practice and KP presence at conferences
- o Promote inter-professional collaboration, practice advancement, and nursing research

OUR PLAN

- o Five-year business plan developed
- o Funding for program and tuition support secured
- o Systems, processes, and performance measurement tools developed and implemented
- o Baseline data for highest degree achieved measured
- o Academic-practice partnerships developed, and contracts established
- o Caring Science and Heart Science enculturation
- o Communication and branding strategy developed, refined, and implemented

PURPOSE

The purpose of the Nurse Scholars Academy is to inspire and promote transformational leadership, clinical excellence, evidence-informed practice, and nursing research to better align the current and future workforce to deliver on the promise as outlined in KP's mission and vision.



OUR APPROACH

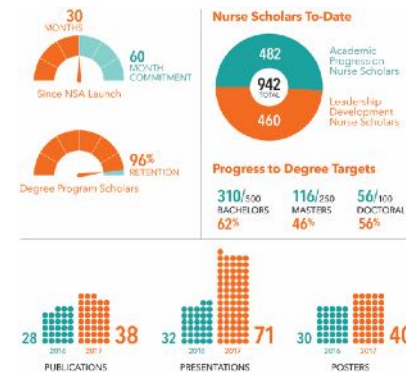
Leadership Development (Succession Planning)

- o LEAD: 12 month mentoring/coach program prepares high performing nurse leaders to assume nurse executive roles
- o Nurse Executive Fellows Program (dedicated FTE vs develop in place) builds an accelerated path to nurse executive roles

Academic Programs

- o RN-BSN: In partnership with Samuel Merritt University - curriculum co-designed to incorporate reflective practice and theory of Caring Science
- o MSN-CNL: In partnership with University of San Francisco - curriculum designed to transform care in the micro-system
- o DNP program: In partnership with University of San Francisco to address succession planning needs
- o PhD Research Fellows Program supports placement of a Nurse Researcher in the KP Division of Research

OUR IMPACT



OUR LEARNING

- o Cultural transformation requires engagement and frees nurse leaders to envision new solutions and implement innovative programs
- o Programs must be relevant, flexible, sustainable, and scalable
- o Demonstrate value and ROI to organization, scholars, and profession of nursing
- o Visibility key to demonstrating program value:
 - Share personal successes and stories
 - Celebrate accomplishments
 - Strengthen partnerships with academe and community partners

OUR FUTURE

- o Expand the scope of NSA to other 7 Kaiser Permanente Regions
- o Explore degree opportunities with the new KP School of Medicine launching in 2019
- o Leverage strength of Academic/Community partnerships to continue innovation

LEADING THE FUTURE WE ENVISION

Learn more at kp.org/nursescholars



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