

KANSAS CITY METROPOLITAN HEALTHCARE COUNCIL ST. LOUIS METROPOLITAN HOSPITAL COUNCIL

REGIONAL OFFICES OF THE KANSAS AND MISSOURI HOSPITAL ASSOCIATIONS

June 26, 2015

Board of Directors
Missouri State Board of Nursing
3605 Missouri Blvd.
Jefferson City, MO 65109

Dear Members of the Board:

I am pleased to submit the 2014-2015 annual report of the Workforce Collaborative Pilot Project, conducted in the Kansas City and St. Louis metropolitan areas.

The report represents the work of the Healthcare Workforce Partners and is being submitted by the Kansas City Metropolitan Healthcare Council and the St. Louis Metropolitan Hospital Council — the entities that provide staff support to the collaborative initiatives. Healthcare Workforce Partners is a collaboration of area nursing schools, hospitals and other organizations interested in promoting health care careers. The report covers the summer semester 2014 through the spring semester 2015.

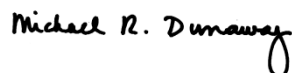
In the tenth full year of the Workforce Collaborative Pilot Project, we have continued making progress in meeting our three objectives:

- expand the pool of master's prepared nurses involved in educating the next generation of nurses
- increase nursing school enrollments
- evaluate innovative educational models that could be sustained or replicated

The annual report summarizes the project background, objectives and outcomes, evaluations, and conclusions. From each of the measurable parameters, our collaborative initiative appears to have a very positive impact on producing significant numbers of new, qualified clinical faculty to meet the needs of nursing schools' expanded enrollments.

On behalf of all the stakeholders, we appreciate the approval of the State Board of Nursing to conduct this demonstration project. Should you have any questions, please do not hesitate to contact me toll free at 866/941-3801 or mdunaway@mail.mhanet.com.

Sincerely,



Michael R. Dunaway
Senior Vice President

mrd/jr

enclosure

WORKFORCE COLLABORATIVE PILOT PROJECT
Expanding Clinical Faculty and Increasing Nursing School Enrollments
Kansas City and St. Louis

Annual Report 2014-15

INTRODUCTION

This annual report is submitted to the Missouri State Board of Nursing by the Missouri Hospital Association to provide outcomes and details regarding the Nurse Expansion Initiative in the metropolitan areas of Kansas City and St. Louis. This tenth annual report provided to the Board reviews the 2014-15 academic year.

The report summarizes data collected by Kansas City and St. Louis hospital association program staff from participating nursing schools, hospitals and individuals who attended the Clinical Faculty Academy. Through this Workforce Collaborative Pilot Project, the number of available clinical faculty has increased, assisting in the expansion of nursing programs in these locales. A list of participating hospitals and schools of nursing is provided in Appendix A.

The majority of this report describes the same type of information previously provided to the Board. For the fourth year, hospital association staff used Survey Monkey, an online survey tool, to collect data directly from individuals who participate in the initiative. The feedback and information from Academy attendees has provided additional insights into the impact of this collaborative project.

BACKGROUND

This initiative began in Kansas City in 2004 and was adopted by St. Louis the following year. It evolved from a series of communitywide meetings on the growing nursing shortage. Schools of nursing identified difficulty finding clinical faculty as the primary barrier to expanding enrollment. The Workforce Collaborative Pilot Project was subsequently launched with three key objectives:

- Expand the pool of master's prepared nurses involved in educating the next generation of nurses.
- Increase nursing school enrollments.
- Evaluate innovative educational models that could be sustained or replicated.

At the program's inception, hospitals committed to provide staff nurses as clinical faculty and also contributed seed money for the project. Nursing schools designed a two-day Clinical Faculty Academy to help prepare nurses for their role as clinical instructors and implemented changes needed to increase enrollments.

In August 2004, the Educational Standards Committee approved a proposal submitted by Kansas City area nursing schools to expand the availability of clinical faculty. This approval granted participating Kansas City schools a regulatory exemption which allowed bachelor-prepared

registered nurses to teach clinical education in a baccalaureate nursing program if they were making progress toward a master’s degree in nursing and attended the two-day Clinical Faculty Academy. The Board approved St. Louis’ participation in the project in June 2005. The demonstration project was initially approved for a five-year period and was granted an extension by the MSBN in 2009. In 2014, the MSBN approved another five-year extension.

Additionally, at the request of the MSBN, hospital association program staff coordinated a Mid-Missouri Clinical Faculty Academy at the University of Missouri-Columbia in 2011 and 2012. The program continues to be offered at no cost to participants or schools of nursing. Costs are underwritten by MHA or its subsidiary. Based upon previous participant feedback and a strong need, the first-annual Springfield, Missouri Clinical Faculty Academy will take place in August 2015.

CLINICAL FACULTY ACADEMY

Since August 2004 in Kansas City and August 2005 in St. Louis, MHA staff and school of nursing steering committees have worked together to arrange two Clinical Faculty Academies per year in each metropolitan area. The Academy provides new clinical instructors resources to support them in their roles as educators. The Academy supplements the support provided by each nursing school for its instructors. Participant evaluations of the Academy have been excellent.

Attendance for the period of this report remained strong. The table below shows the number of participants from the last two academic years.

Table 1: CFA Attendance by Metropolitan Area Last Two Academic Years

| | Kansas City | St. Louis |
|---------------------|--------------------|------------------|
| August 2013 | 55 | 39 |
| January 2014 | 71 | 33 |
| August 2014 | 57 | 52 |
| January 2015 | 51 | 39 |

NURSING SCHOOL ENROLLMENTS

Over the duration of this demonstration project, schools of nursing have increased the number of nurses enrolled in their programs. Schools have sustained increased enrollments. Based on the pilot program’s original goals, schools in both metropolitan areas are working diligently to meet these objectives.

Table 2: Progress Toward Enrollment Target Goals by Metropolitan Area

| | Kansas City | St. Louis |
|--|---|---|
| Objective (Target Goal) | Increase enrollment by 200 additional nursing students enrolled each year | Increase enrollment by 335 additional nursing students enrolled each year |
| Status (Progress Toward Target) | 636 additional new students were enrolled in 2014-15 | 279 additional new students were enrolled in 2014-15* |

Source: Inquiry of Kansas City and St. Louis Metropolitan Schools of Nursing

* Kaskaskia College no longer provides enrollment and graduation data. When this school is removed from the baseline year calculation, the number of additional students enrolled is 359.

PARTICIPANT DATA

Surveying Academy participants directly has increased the amount of data available to better understand this demonstration project's progress.

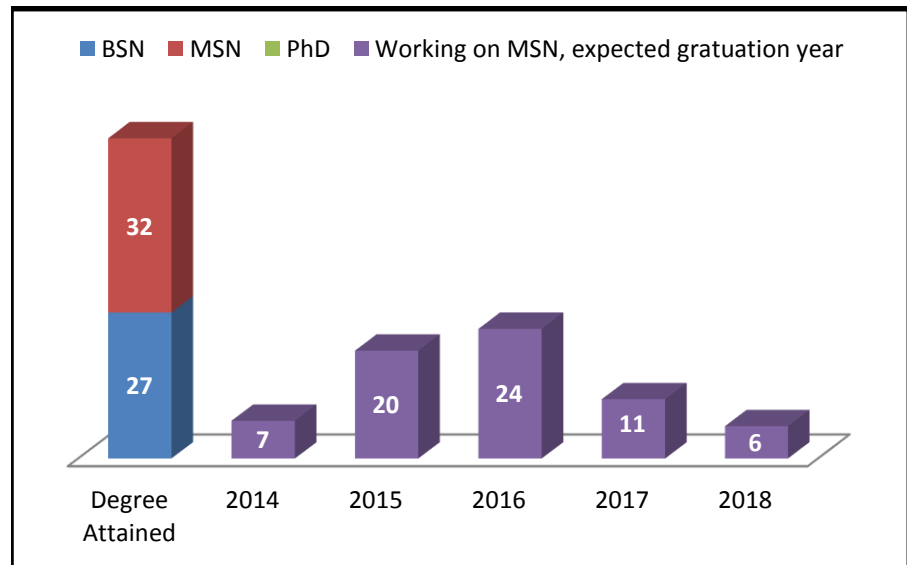
About 48 percent of Academy attendees participated in the online survey. Out of a possible 298 respondents that attended both days of the Academy, 142 completed the survey. The response rate of Academy attendees in Kansas City and St. Louis was similar. In Kansas City, 75 of 174 attendees completed the survey (43 percent) and 66 of 124 completed the survey in St. Louis (53 percent).

Attendees were asked to indicate their current level of education as well as expected graduation date if working towards a master's degree in nursing.

The chart on the right indicates a majority of Academy participants are working toward a master's degree in nursing, with 55 expected to graduate by the end of 2017.

Participants were also asked a number of questions related to their future plans and satisfaction with the Academy and teaching. Questions were answered on a Likert scale (strongly agree, agree, neutral, disagree and strongly disagree) and were converted to numerals. (See next page.)

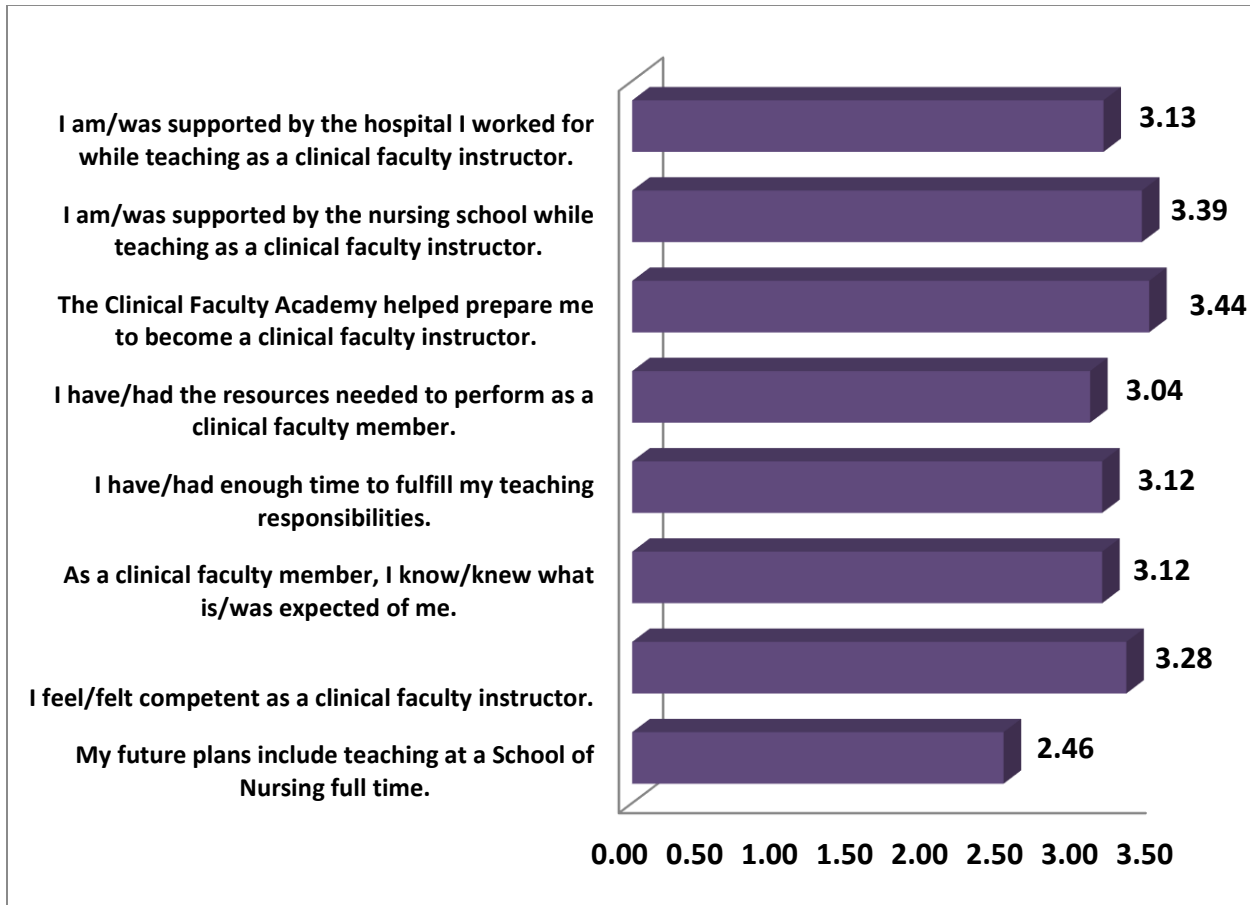
Table 3. Educational Attainment of CFA Attendees



Source: MHA Clinical Faculty Academy Survey

| Likert Response | Corresponding Numeral |
|-------------------|-----------------------|
| Strongly Agree | 4 |
| Agree | 3 |
| Neutral | 2 |
| Disagree | 1 |
| Strongly Disagree | 0 |

Table 4. Mean Score for Selected MHA Clinical Faculty Academy Survey Questions



Source: MHA Clinical Faculty Academy Survey

Table 5. Mode/Mean/Median Score for Selected MHA Clinical Faculty Academy Survey Questions

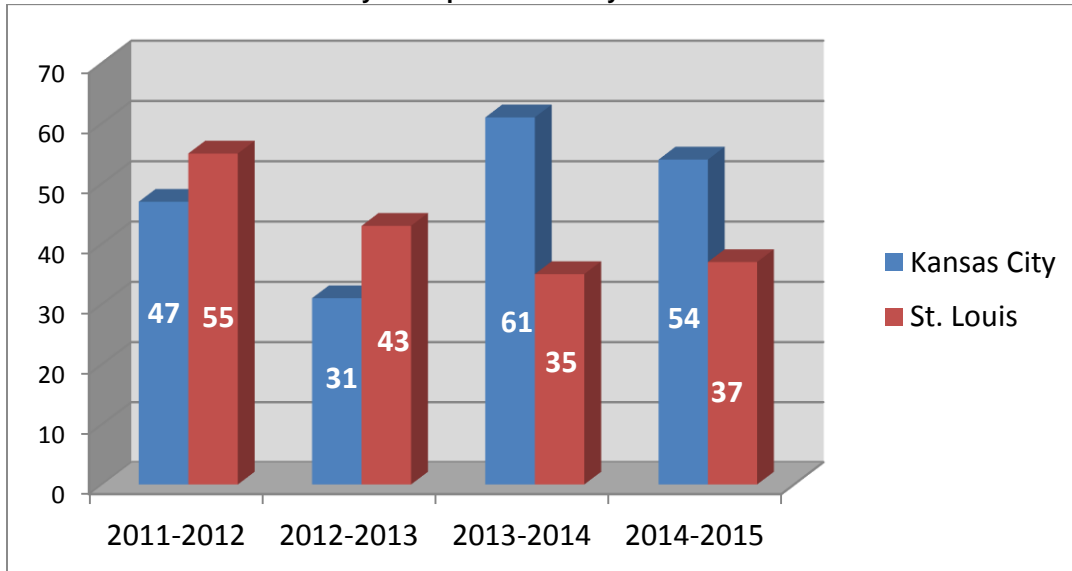
| | My future plans include teaching at a School of Nursing full time. | I feel/felt competent as a clinical faculty instructor. | As a clinical faculty member, I know/knew what is/was expected of me. | I have/had enough time to fulfill my teaching responsibilities. | I have/had the resources needed to perform as a clinical faculty member. | The Clinical Faculty Academy helped prepare me to become a clinical faculty instructor. | I am/was supported by the nursing school while teaching as a clinical faculty instructor. | I am/was supported by the hospital while teaching as a clinical faculty instructor. |
|---------------|--|---|---|---|--|---|---|---|
| Mode | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 |
| Mean | 2.46 | 3.28 | 3.12 | 3.00 | 3.04 | 3.44 | 3.39 | 3.13 |
| Median | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |

Source: MHA Clinical Faculty Academy Survey

CLINICAL ROTATION DETAILS

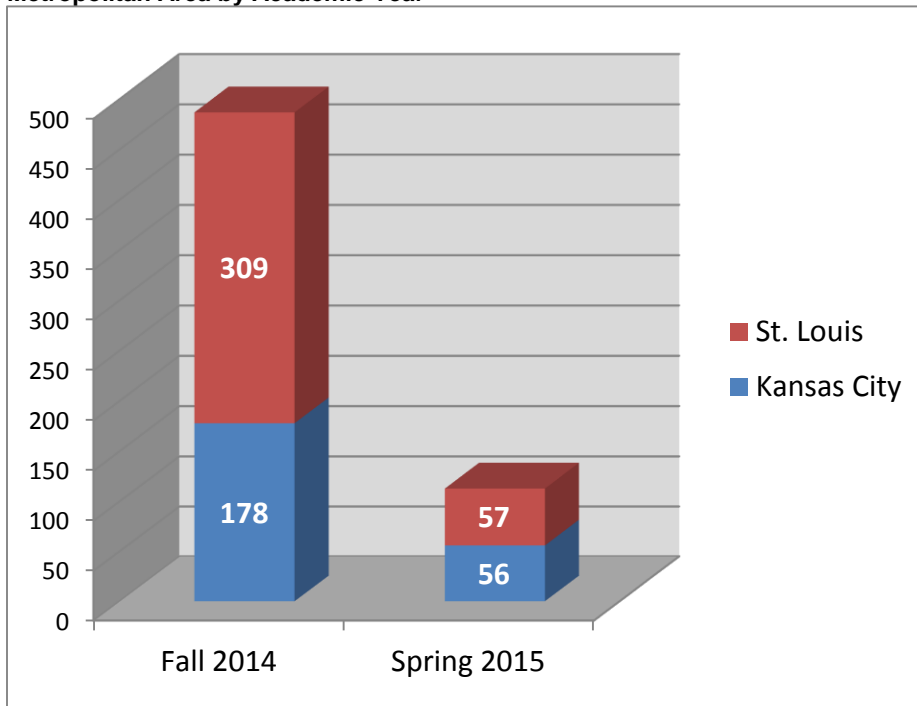
The survey also gathered the number of clinical rotations and students taught by Academy participants in each metropolitan area.

Table 6. Number of Rotations by Metropolitan Area by Academic Year



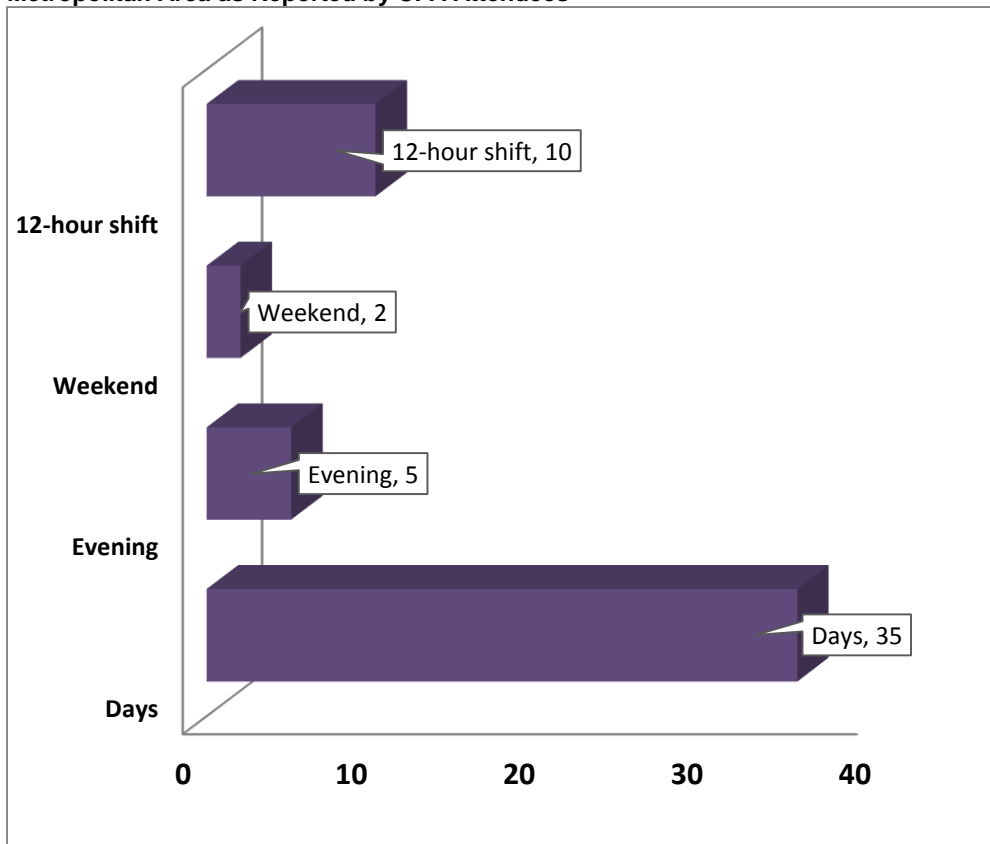
Source: MHA Clinical Faculty Academy Survey

Table 7. Number of Students Taught by Reporting CFA Attendees by Metropolitan Area by Academic Year



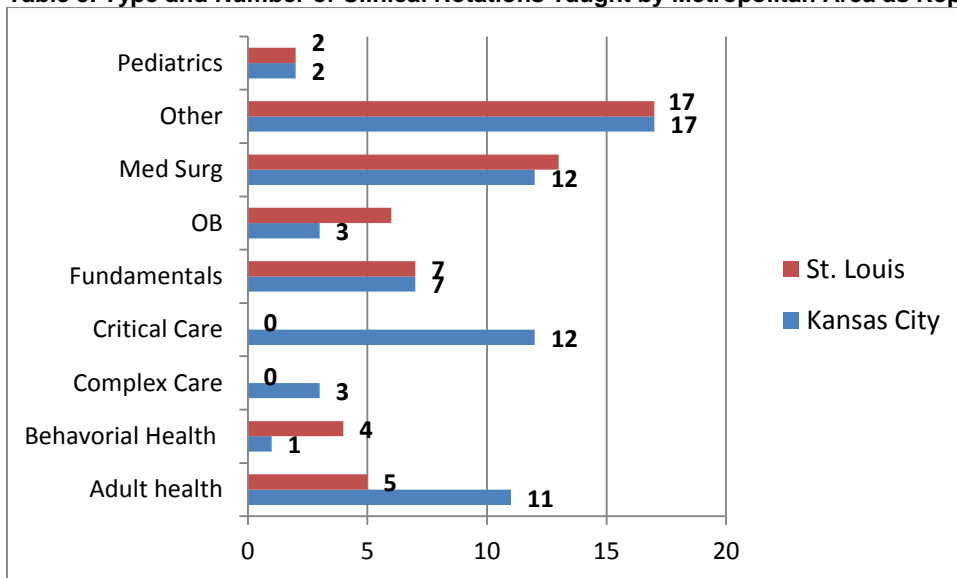
Source: MHA Clinical Faculty Academy Survey

Table 8. Number of Clinical Rotations Taught by Shift and Metropolitan Area as Reported by CFA Attendees



Source: MHA Clinical Faculty Academy Survey

Table 9. Type and Number of Clinical Rotations Taught by Metropolitan Area as Reported by CFA Attendees



Source: MHA Clinical Faculty Academy Survey

In addition to compiling more detail about adjunct clinical faculty rotations, participants also provided estimates of the number of hours per week spent on related faculty activities.

Table 10. Average Number of Hours Per Week Spent on Preparation, Grading and Communication, as Reported by CFA Attendees

| | Preparation | Grading | Communication |
|--------------------|--------------------|----------------|----------------------|
| Kansas City | 2.08 | 3.05 | 1.19 |
| St. Louis | 3.95 | 4.63 | 1.67 |
| Average | 2.90 | 3.75 | 1.41 |

Source: MHA Clinical Faculty Academy Survey

NCLEX SCORES

NCLEX scores indicate student performance has not been affected due to the use of loaned faculty through the expansion initiative.

FINANCIAL RELATIONSHIPS

The regulatory waiver granted by the Board of Nursing has been instrumental in expanding the availability of clinical faculty. Over time, the financial relationships between schools and adjunct faculty have evolved, with schools contracting directly with adjunct clinical faculty rather than working through the hospital.

Asked which entity (hospital or school) compensates the respondent for adjunct clinical faculty work, 116 individuals responded. All but nine indicated they were compensated directly by the school of nursing.

We speculate that both the schools and hospital-employed adjunct clinical faculty prefer this reimbursement model. For schools, it offers greater control and integration with their full time faculty; and the hospital-employed nurses are able to pick up additional paid hours as clinical instructors.

One additional observed trend is the movement of hospitals toward hiring bachelor-level nursing graduates due to the increased patient acuity and movement toward ANCC Magnet Recognition Program®. We expect to see an increase in enrollment over time in bachelors programs, as well as increased interest in BSN bridge programs.

ANNUAL REPORT DISSEMINATION

The information in this annual report is shared with hospital and nursing school communities each year. In Kansas City, the information in the 2013-14 annual report was shared at the September 12, 2014 joint meeting of the Collegiate Nurse Educators of Greater Kansas City (CNE) and the Kansas City Area Nurse Executives (KCANE). In St. Louis, a joint meeting of hospitals and nursing schools was held October 1, 2014 to review the data compiled throughout the initiative.

CONCLUSION

The Nurse Expansion Initiative continues to play an important role as Kansas City and St. Louis hospitals have increased the number of new graduate nurses they are hiring this year. The initiative has evolved over time and has contributed to better working relationships between hospitals and schools of nursing. Enrollment in both metropolitan areas has increased over the term of the initiative, which has been successful in expanding opportunities for nurses who would not have ordinarily been qualified to teach clinical education in a baccalaureate nursing program.

**St. Louis and Kansas City
Nursing Schools and Hospitals**

Appendix A

Kansas City

St. Louis

Nursing Schools

Avila University
 Graceland University

 Johnson County Community College
 Kansas City Kansas Community College
 Metropolitan Community College - Penn Valley
 MidAmerica Nazarene University
 Missouri Western State University
 National American University
 Park University
 Research College of Nursing
 Saint Luke's College
 University of Central Missouri
 University of Kansas
 University of Missouri-Kansas City
 University of Saint Mary
 William Jewell College

Nursing Schools

Chamberlain College of Nursing
 East Central College - Union

 Goldfarb School of Nursing at Barnes Jewish College
 Jefferson College - Hillsboro
 Kaskaskia College - Centralia, IL
 Lewis and Clark Community College - Godfrey, IL
 Lutheran School of Nursing
 Maryville University School of Nursing
 Saint Louis University School of Nursing
 Southwestern Illinois College - Belleville, IL
 University of Missouri-St. Louis College of Nursing

Hospitals

Belton Regional Medical Center
 Centerpoint Medical Center
 Children's Mercy Hospitals and Clinics
 Lee's Summit Medical Center
 Liberty Hospital
 Menorah Medical Center
 North Kansas City Hospital
 Olathe Medical Center
 Overland Park Regional Medical Center
 Providence Medical Center
 Research Medical Center
 Saint Luke's East - Lee's Summit
 Saint Luke's Hospital of Kansas City
 Saint Luke's Northland Hospital
 Saint Luke's South Hospital
 Shawnee Mission Medical Center
 St. Joseph Medical Center
 St. Mary's Medical Center
 Truman Medical Center, Hospital Hill
 Truman Medical Center, Lakewood
 University of Kansas Hospital

Hospitals

Alton Memorial Hospital
 Anderson Hospital
 Barnes-Jewish Hospital
 Barnes-Jewish St. Peters Hospital
 Barnes-Jewish West County Hospital
 CenterPointe Hospital
 Christian Hospital
 Des Peres Hospital
 Kindred Hospital St. Louis
 Mercy Hospital Jefferson
 Mercy Hospital St. Louis
 Mercy Hospital Washington
 Missouri Baptist Medical Center
 Progress West Hospital
 Ranken Jordan Pediatric Bridge Hospital
 Saint Louis University Hospital
 Shriner's Hospitals for Children
 SSM Cardinal Glennon Children's Medical Center
 SSM DePaul Health Center
 SSM St. Clare Health Center
 SSM St. Joseph Health Center - Wentzville
 SSM St. Joseph Hospital West
 SSM St. Mary's Health Center
 St. Alexius Hospital
 St. Anthony's Medical Center
 Saint Elizabeth Health Center - Belleville
 St. Louis Children's Hospital
 St. Luke's Hospital