

KANSAS CITY METROPOLITAN HEALTHCARE COUNCIL ST. LOUIS METROPOLITAN HOSPITAL COUNCIL

REGIONAL OFFICES OF THE KANSAS AND MISSOURI HOSPITAL ASSOCIATIONS

June 11, 2021

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 2020-2021 annual report of the Workforce Collaborative Pilot Project, conducted in the Kansas City and St. Louis metropolitan areas as well as all of outstate Missouri.

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 of 2020 through the spring semester of 2021.

In the fifteenth 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 at 573/893-3700, ext. 1415 or bmcnally@mhanet.com

Sincerely,



W. Bryant McNally, J.D., MPH, FACHE
Executive Director

wbm/jk
enclosure

WORKFORCE COLLABORATIVE PILOT PROJECT

Expanding Clinical Faculty and Increasing Nursing School Enrollments

Annual Report 2020-21

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, as well as all of outstate Missouri. This 16th annual report provided to the board reviews the 2020-21 academic year.

The report summarizes data collected by participating nursing schools, hospitals and individuals who attended the Clinical Faculty Academy. Through this Workforce Collaborative Project, the number of available clinical faculty has increased, assisting in the expansion of nursing programs in these locales. The impact of the COVID-19 pandemic offered strategies for adapting to and successfully providing the academy virtually, allowing nurses from throughout Missouri to participate.

BACKGROUND

The Nurse Expansion 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 subsequently launched with three key objectives.

1. Expand the pool of master's-prepared nurses involved in educating the next generation of nurses.
2. Increase nursing school enrollments.
3. 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 of the Missouri State Board of Nursing 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's-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.

As a result of the success in Kansas City and St. Louis, program sites opened in Springfield and Columbia. In July 2019, the first online course was offered, extending registration to all of Missouri nursing schools and hospitals. MHA continues to offer the academy online through Zoom and Canvas, twice a year, with plans to hold face-to-face classes in the future.

Costs are underwritten by MHA or its subsidiary.

CLINICAL FACULTY ACADEMY

MHA staff and school of nursing steering committees work together to coordinate and provide presenters for the Clinical Faculty Academy. The Academy provides new clinical instructors with knowledge, skills and resources to support them in their roles as educators. The Academy supplements the support provided by each nursing school for its instructors. MHA obtains ongoing records of all attendees. Copies of these records are available upon request.

Participant evaluations of the Academy have been excellent, and 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 area last two academic years

	Kansas City	St. Louis	Outstate
August 2019	48	67	34
January 2020	37	54	21
July 2020 (Virtual)	40	42	23
January 2021 (Virtual)	22	23	25

NURSING SCHOOL AND NCLEX DATA

At the beginning of the pilot program, Kansas City and St. Louis schools set targets for increased enrollment of 200 and 335 additional nursing students enrolled each year, respectively. Both metropolitan areas have met and exceeded their goal. Schools in all regions continue to meet the pilot program's objectives and sustain increased enrollments. See Appendix A (Kansas City), Appendix B (St. Louis), and Appendix C (Outstate Missouri). Printable National Council Licensure Examination data for schools of nursing is available for download: [Missouri Data](#), [Kansas Data](#), [Illinois Data](#).

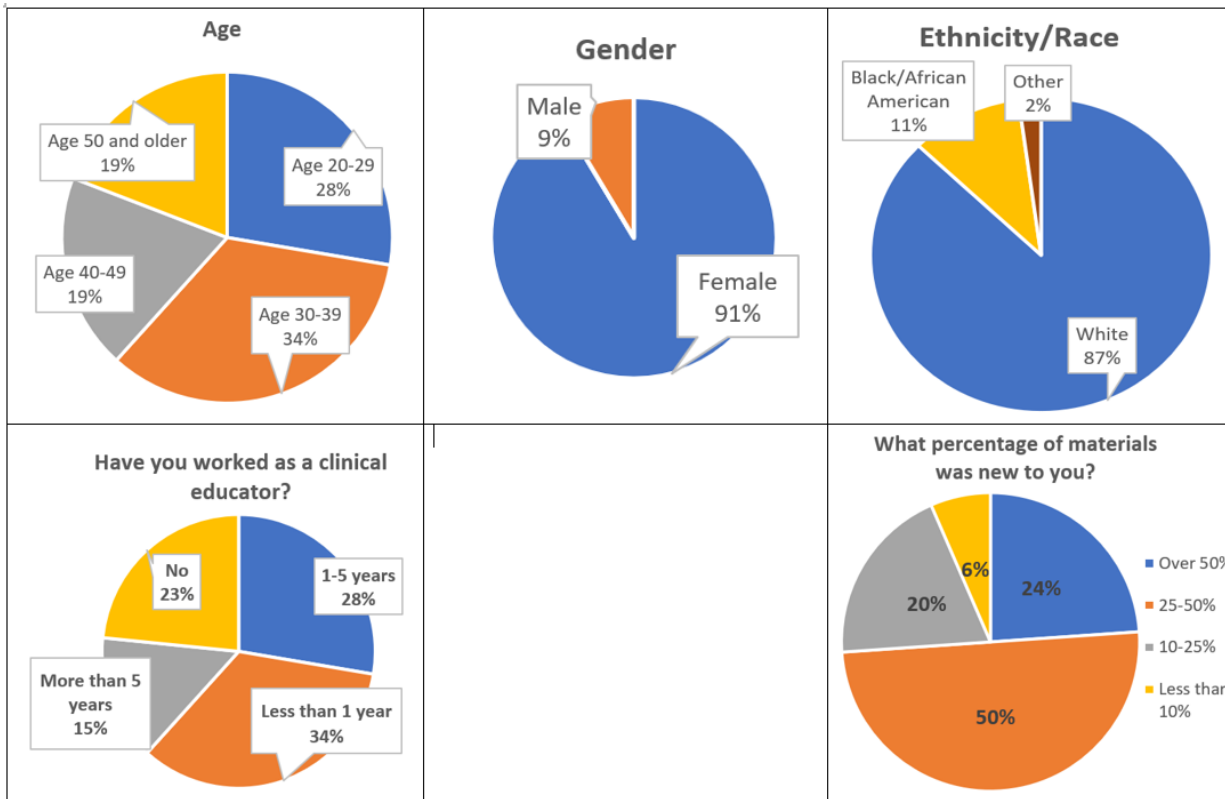
PARTICIPANT DATA

Surveying Academy participants directly has increased the amount of data available to better understand the demonstration project's progress. With COVID-19 guidelines and restrictions, all classes in 2021 were held online. Registration was limited, therefore decreasing the number of participants.

Of the possible 175 respondents that attended the Academy in July 2020 and January 2021, 47 completed the online survey (about 27%).

Attendees were asked to complete a survey to gather information on age, gender, ethnicity/race, clinical educator experience and material covered in the academy. The table below shows results.

Table 2: Evaluation Summary



The survey also included attendees' current level of education and expected graduation date if working toward a master's degree in nursing.

Table 3 indicates that a majority of Academy participants are working toward or have completed their master's degree in nursing, with three expected to graduate by the end of 2021 and five by the end of 2022. Of the 47 nurses who completed the survey, all responded to the question about educational attainment.

Table 3: Educational attainment of CFA attendees

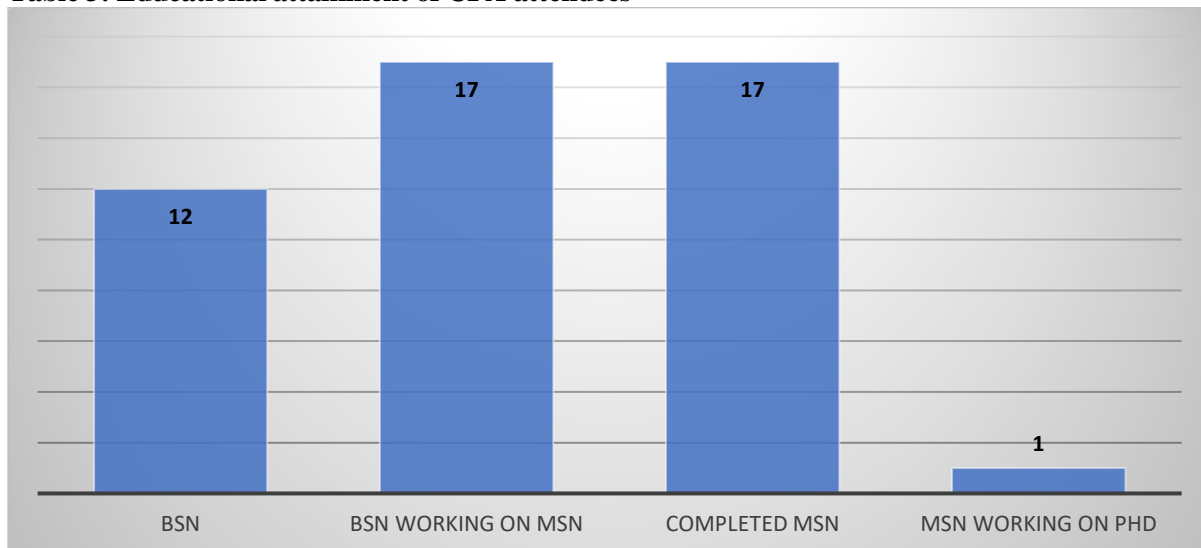
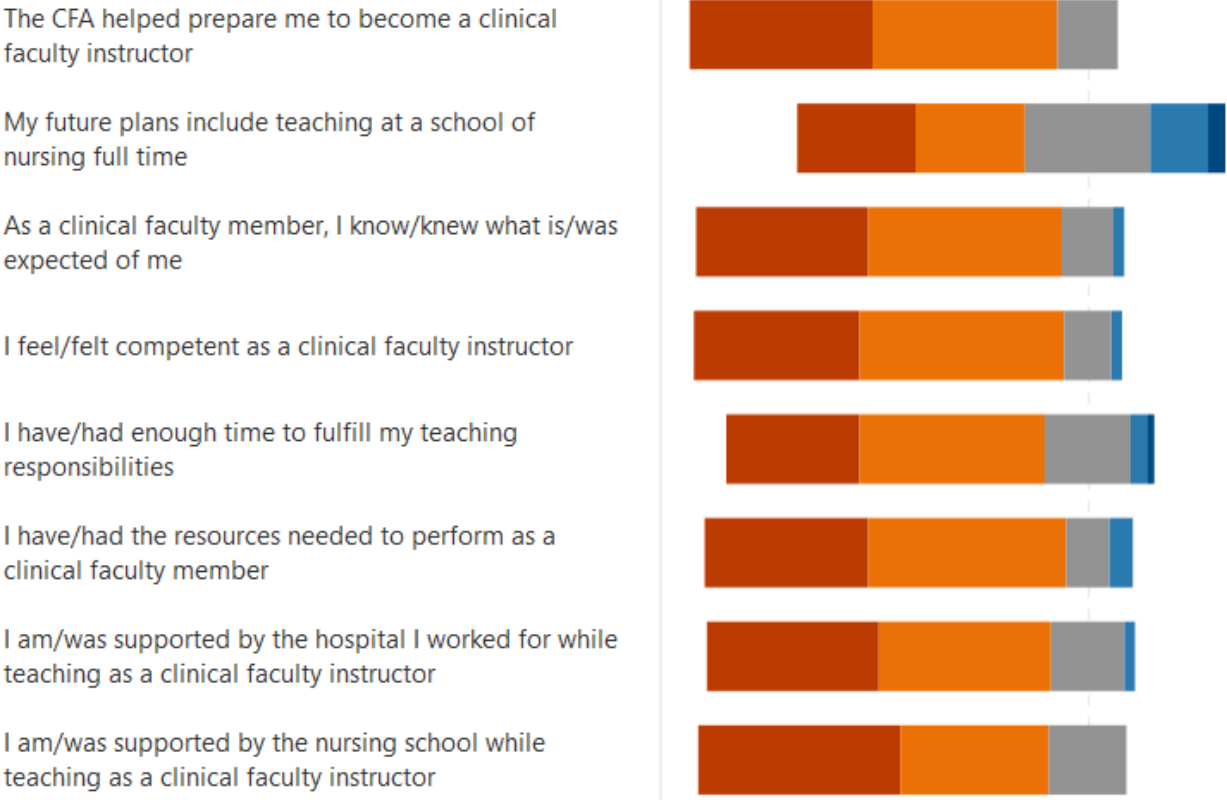


Table 4 lists statements related to participants' future plans, as well as satisfaction with the Academy and teaching. Participant responses used a Likert scale (strongly agree, agree, neutral, disagree and strongly disagree) and were converted to numerals.

Table 4: Mean score for selected MHA CFA survey questions

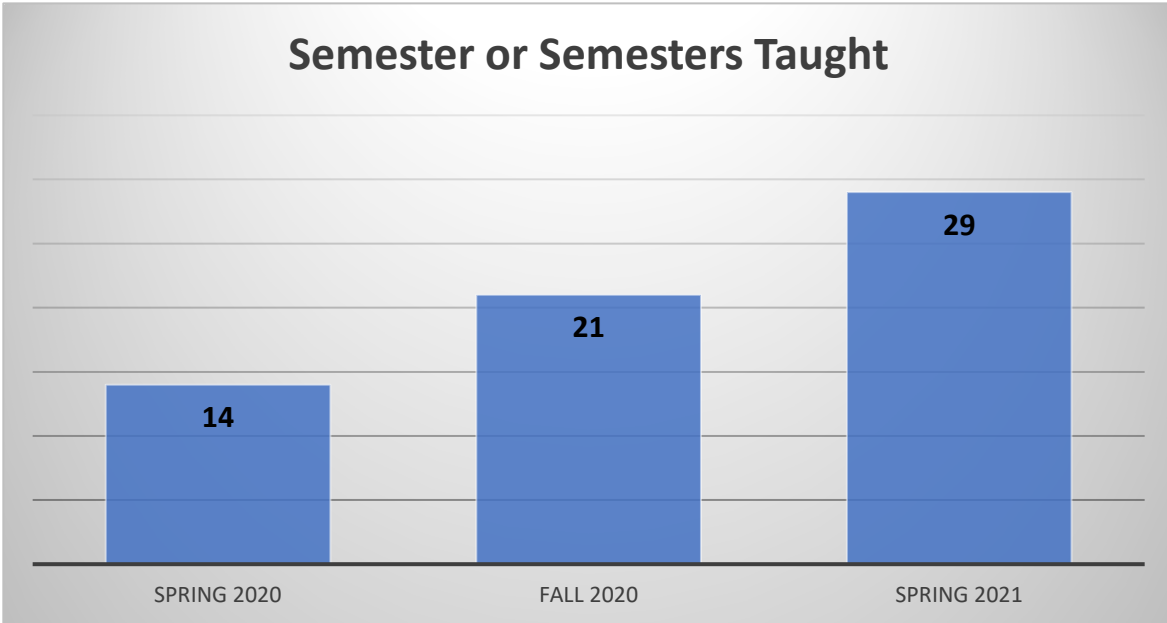
■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly disagree



CLINICAL ROTATION DETAILS

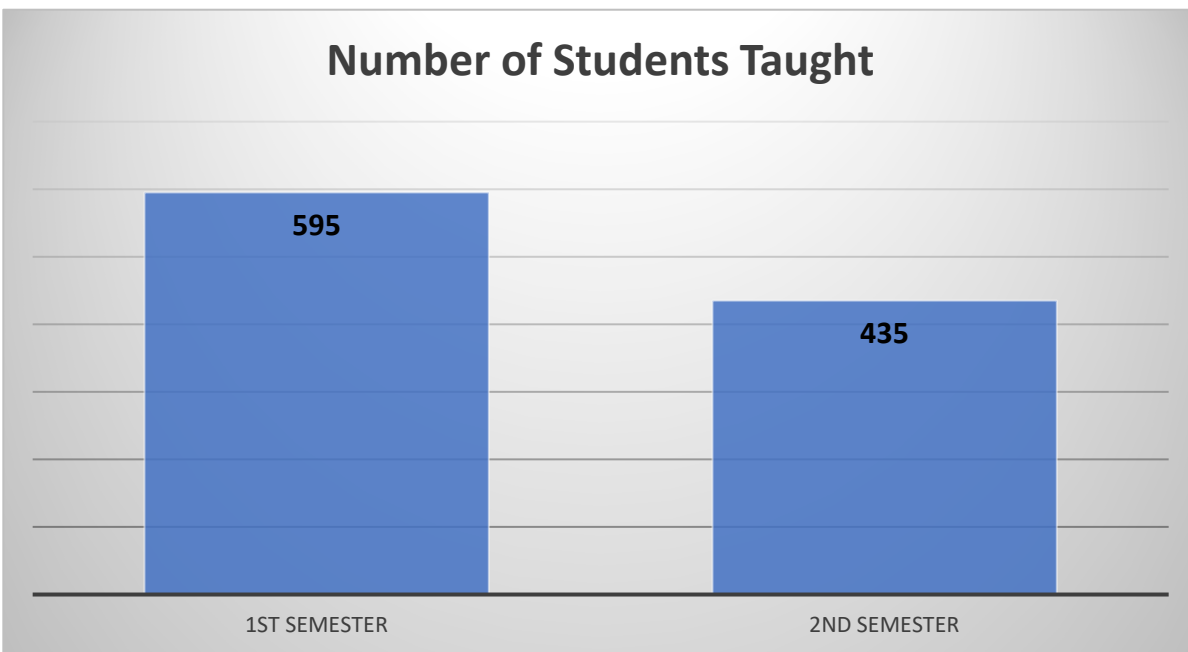
The survey also gathered the number of clinical rotations and students taught by Academy participants.

Table 5: Number of rotations by academic year



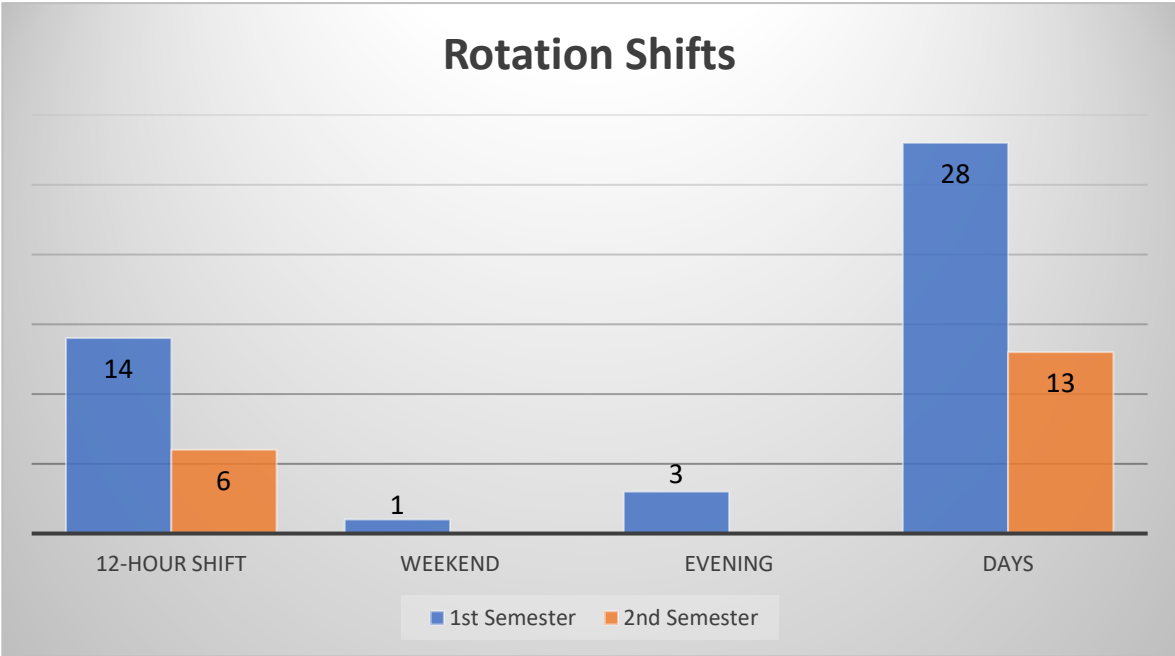
Source: MHA Clinical Faculty Academy Survey

Table 6: Number of students taught by reporting CFA attendees



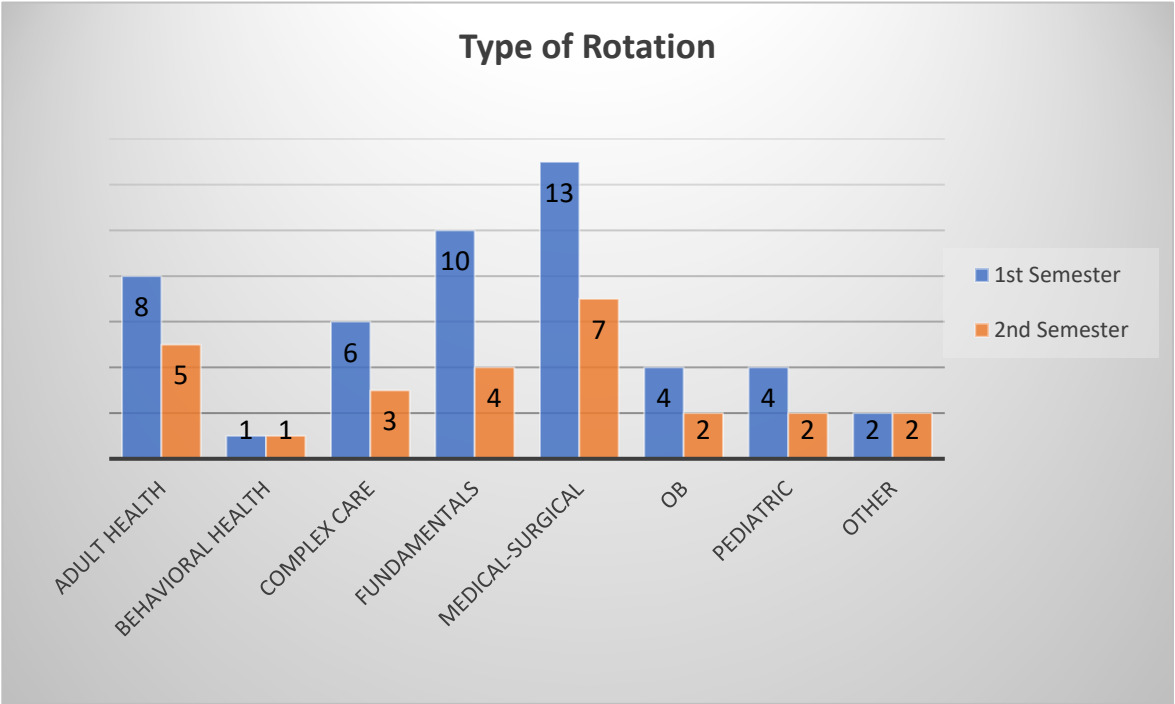
Source: MHA Clinical Faculty Academy Survey

Table 7: Number of clinical rotations taught by shift as reported by CFA attendees



Source: MHA Clinical Faculty Academy Survey

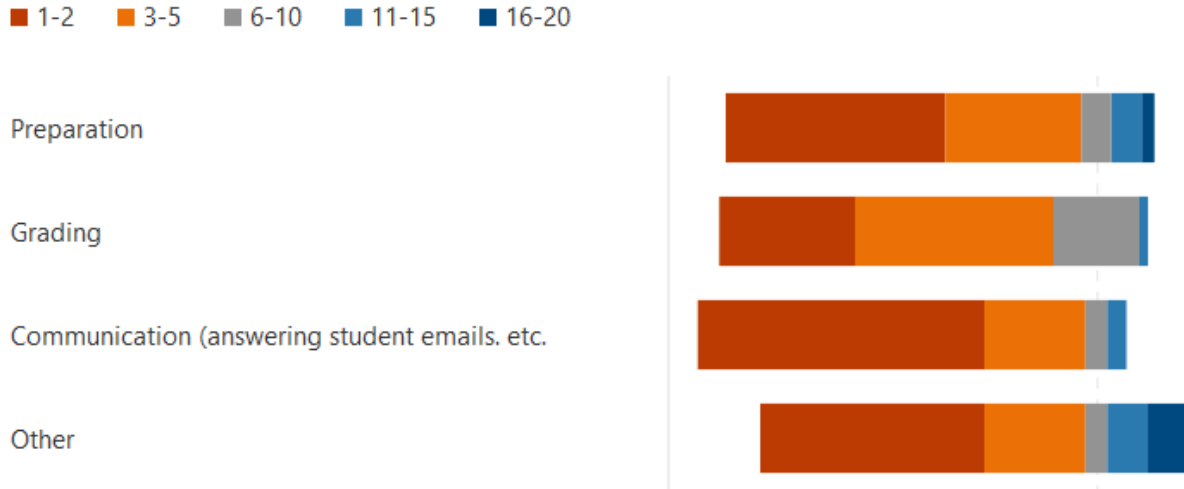
Table 8: Type and number of clinical rotations taught reported by CFA attendees



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 9: Average number of hours per week spent on preparation, grading and communication, as reported by CFA attendees



Source: MHA Clinical Faculty Academy Survey

FINANCIAL RELATIONSHIPS

When asked which entity (hospital or school) compensates the respondent for adjunct clinical faculty work, all individuals responded. Thirty-five indicated they were compensated directly by the school of nursing, eight by the hospital, and four by both school and hospital.

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 can pick up additional paid hours as clinical instructors.

CONCLUSION

The Nurse Expansion Initiative continues to play an important role, as Missouri 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 has increased during the term of the initiative, which has been successful in expanding opportunities for nurses who ordinarily would not have been qualified to teach clinical education in a baccalaureate nursing program.

Kansas City Nursing School Enrollments and Graduations

Appendix A

	NEW ENROLLMENTS																			
	Number of Students Newly Admitted to the Nursing Program																			
COLLEGE	Base Year 2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	Projected 2021-22	Projected 2022-23
Avila University BSN	26	36	36	43	50	56	56	56	56	56	63	68	65	61	54	54	53			
Graceland University BSN	40	32	44	50	50	38	47	50	50	50	44	50	48	51	51	51	51			
Johnson County Community College ADN	55	55	55	64	64	70	70	70	64	64	64	64	72	72	72	72	72	72	72	72
Johnson County Community College Refresher	NA	11	22	40	40	40	40	40	36	18	36	32	20	23	0	0	0	0	0	0
Kansas City Community College ADN	97	100	100	125	125	125	125	125	146	146	133	133	133	133	92	60	69	92	96	96
Metropolitan Community College Traditional ADN	164	158	160	147	137	151	141	143	164	145	158	144	146	143	143	148	137	155	165	175
Metropolitan Community College Evening/Weekend ADN	NA	NA	NA	28	0	0	21	0	22	7	21	28	7	21	7	0	20	21	21	21
MidAmerica Nazarene Univ. BSN	24	25	29	27	36	30	37	23	29	35	35	40	40	45	41	45	48	50	50	50
MidAmerica Nazarene Univ. Accelerated BSN	12	14	14	16	18	20	24	31	35	35	69	74	93	100	109	112	112	112	112	112
Missouri Western State Univ BSN	90	100	98	80	80	100	100	100	100	100	100	100	100	93	100	100	100	116	120	120
National American Univ. - Zona Rosa ADN ¹	NA	NA	44	47	48	48	48	48	48	48	48	48	48	18	0	0	0	0	0	0
National American Univ. - Overland Park BSN ¹	NA	NA	NA	NA	NA	34	42	50	38	30	39	32	33	28	48	48	0	0	0	0
Park University BSN ²	40	40	39	40	40	40	65	65	65	65	65	51	40	24	42	65	19	31	60	60
Research College of Nursing Accelerated BSN	61	59	76	79	72	66	80	80	46	66	72	57	65	72	67	70	81	87	92	92
Research College of Nursing Traditional BSN	46	64	70	65	65	55	72	72	76	72	90	68	72	72	77	90	94	93	92	92
Saint Luke's College BSN	55	55	57	55	57	54	61	65	144	192	192	188	188	196	189	171	169	164	184	184
University of Central Missouri BSN	47	56	77	75	73	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
University of Kansas BSN	120	120	128	128	128	128	120	104	104	104	104	104	104	104	126	126	132	135	138	138
University of Missouri-KC BSN	80	80	80	80	80	80	80	76	76	76	76	76	76	76	70	70	60	72	85	85
University of Missouri-KC Accelerated BSN	NA	NA	NA	NA	NA	NA	NA	13	23	24	24	24	24	24	55	55	35	22	40	40
University of Saint Mary Traditional BSN	NA	NA	NA	42	37	37	39	45	42	43	40	48	48	48	32	36	45	27	39	34
University of Saint Mary Accelerated BSN	NA	NA	NA	NA	NA	NA	NA	NA	NA	11	14	24	24	21	15	25	20	24	35	40
William Jewell College Traditional BSN	40	42	57	42	40	39	35	40	35	37	30	57	65	49	54	35	32	30	40	60
William Jewell College Accelerated BSN	12	27	24	27	29	28	28	31	56	61	50	55	60	56	46	31	48	51	60	60
Totals	1009	1074	1210	1300	1269	1319	1411	1407	1535	1565	1647	1645	1651	1610	1570	1544	1477	1434	1581	1611

Kansas City Nursing School Enrollments and Graduations

Appendix A

COLLEGE	GRADUATIONS															
	Number of Students															
	Base Year 2003-04	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Avila University BSN	22	34	37	44	48	48	52	46	52	51	40	44	41	38	38	
Graceland University BSN	25	30	38	42	35	37	48	37	44	47	44	49	44	48	44	
Johnson County Community College ADN	59	68	58	62	48	69	70	67	69	66	64	70	64	51	53	46
Johnson County Community College Refresher	NA	17	33	45	54	32	29	17	24	21	21	17	0	0	0	0
Kansas City Community College ADN	52	85	94	95	108	108	113	118	119	120	104	100	83	98	63	37
Metropolitan Community College Traditional ADN	104	133	118	99	116	168	121	145	121	127	132	137	136	115	132	106
Metropolitan Community College Evening/Weekend ADN	NA	30	0	26	0	0	30	0	26	0	24	28	52	0	0	0
MidAmerica Nazarene Univ. BSN	14	20	21	22	28	23	29	31	33	32	35	38	39	42	43	46
MidAmerica Nazarene Univ. Accelerated BSN	6	16	15	14	18	31	35	32	35	63	80	86	94	109	105	101
Missouri Western State Univ BSN	67	92	84	93	90	83	91	91	89	96	87	93	84	83	91	88
National American Univ. - Zona Rosa ADN ¹	NA	28	31	24	22	43	43	37	29	27	20	30	25	0	0	0
National American Univ. - Overland Park BSN ¹	NA	NA	NA	NA	33	32	33	29	19	21	22	15	20	25	0	0
Park University BSN ²	37	38	38	37	61	60	55	66	54	37	20	23	2	25	18	22
Research College of Nursing Accelerated BSN	56	74	62	65	78	72	42	60	65	48	49	51	65	61	53	78
Research College of Nursing Traditional BSN	31	47	46	56	65	62	58	55	59	55	58	47	56	60	58	93
Saint Luke's College BSN	45	53	47	56	62	61	61	63	165	182	174	170	172	175	125	150
University of Central Missouri BSN	30	43	68	69	68	64	76	67	70	76	77	70	70	79	80	78
University of Kansas BSN	113	120	126	122	121	116	101	93	100	100	98	102	99	123	123	132
University of Missouri-KC BSN	NA	61	60	62	70	87	72	73	67	72	69	44	52	47	37	63
University of Missouri-KC Accelerated BSN	NA	NA	NA	NA	NA	8	12	21	21	21	25	10	18	31	21	23
University of Saint Mary Traditional BSN	NA	NA	32	30	34	34	42	43	40	30	38	43	32	36	36	36
University of Saint Mary Accelerated BSN	NA	NA	NA	NA	NA	NA	NA	11	14	23	21	18	15	22	26	26
William Jewell College Traditional BSN	18	44	39	23	42	29	32	22	42	35	50	40	47	34	49	31
William Jewell College Accelerated BSN	8	22	27	26	24	31	55	46	46	51	54	49	46	42	31	40
Totals	687	1055	1074	1112	1225	1298	1300	1270	1403	1401	1406	1374	1356	1344	1226	1196

¹ National American University - Overland Park replaced their PN and ADN program with a BSN program in fall of 2011. The Zona Rosa program merged with the Overland Park program in 2017-2018. Campus closed 2019

² Park University transitioned their ADN program to a BSN program in 2016.

**St. Louis Nursing School
Enrollments and Graduations**

Appendix B

		NEW ENROLLMENTS																			
		Number of Students Newly Admitted to the Nursing Program																			
COLLEGE	Base Year	2004-05	2005-06	2006-07	Projected 2007-08	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	Projected 2021-22	Projected 2022-23
Chamberlain College of Nursing - BSN	77	181	128	200	198	245	251	251	-	251	251	251	259	220	251	235	255	241	278	278	
² Chamberlain College of Nursing - (On Line - ADN	70	106	100	100	51	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
East Central College - Union - ADN	24	29	30	24	24	24	30	29	30	29	29	30	28	29	30	29	30	30	31	31	
East Central College - Rolla - ADN											16	16	15	15	16	15	13	11	15	17	
¹ Goldfarb School of Nursing at Barnes Jewish College -ADN & BSN	225	279	263	270	242	283	340	390	434	439	456	438	464	443	491	450	434	450			
³ Jefferson College, Hillsboro - ADN	80	110	138	182	168	125	176	175	130	60	71	57	60	60	93	115	60	105	60	60	
Kaskaskia Community College, Centralia, IL - ADN	80	100	118	118	100	100	103	-	-	-	-	-	-	-	-	128	120	115	120	120	
Lewis & Clark Com. College, Godfrey, IL - ADN	96	126	120	160	156	156	156	138	150	140	142	138	112	109	120	130	117	120	130	130	
Lutheran School of Nursing -Diploma	71	81	83	92	95	71	93	90	89	103	110	97	98	82	102	108	53	45	45	45	
Maryville University-BSN	112	137	140	140	149	148	157	155	170	165	158	146	145	161	159	160	147	162	184	184	
Southwestern Illinois College, Belleville, IL - ADN	82	90	82	80	85	82	85	86	86	86	82	84	80	81	83	90	208	230			
Saint Louis University -BSN	158	196	182	170	186	158	142	112	206	198	198	213	228	224	391	485	291	207	230	230	
⁴ University of Missouri St. Louis - BSN accelerated	144	144	146	40	150	116	40	48	48	48	48	44	207	197	203	144	138	192	154	176	
Totals	1219	1579	1530	1576	1604	1508	1573	1474	1343	1535	1561	1513	1696	1622	1938	2087	1864	1912	1249	1271	

¹Goldfarb phased out ADN program.

²Chamberlain declined to provide data.

³Jefferson College is a *Bridge* program. Admissions numbers reflect LPN & RN admissions. Graduation numbers reflect only RNs. Not every graduating LPN continues for the second year to receive their RN. Those who do not continue are replaced by other LPNs interested in completing their RN.

⁴USML reported only accelerated program, not the traditional track program in years prior to 2015. Starting 2015 numbers include prelicensure students in the Traditional and Accelerated programs.

**St. Louis Nursing School
Enrollments and Graduations**

Appendix B

	GRADUATIONS																
	Number of Students																
COLLEGE	Base Year	2004-05	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Chamberlain College of Nursing - BSN	27	107	67	89	n/a	125	-	161	148	173	194	165	150	171	149	138	
² Chamberlain College of Nursing - (On Line - ADN	49	106	30	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
East Central College - Union - ADN	15	29	24	19	23	20	19	20	17	18	21	18	13	15	15	17	
East Central College - Rolla - ADN									10	11	9	8	11	9	11	10	
¹ Goldfarb School of Nursing at Barnes Jewish College -ADN & BSN	137	285	267	112	328	342	342	437	405	405	405	419	375	431	435		
³ Jefferson College, Hillsboro - ADN	35	109	140	113	165	148	134	109	98	56	53	60	83	38	44	37	
Kaskaskia Community College, Centralia, IL - ADN	83	108	81	62	95	-	-	-	-	-	-	-	-	57	65	60	
Lewis & Clark Com. College, Godfrey, IL - ADN	70	72	94	129	141	112	124	128	131	109	79	98	67	83	87	77	
Lutheran School of Nursing -Diploma	41	50	45	49	58	42	47	55	75	85	80	79	113	100	77	39	
Maryville University-BSN	54	108	95	110	112	109	107	99	106	109	129	125	129	127	138	135	
Southwestern Illinois College, Belleville, IL - ADN	69	81	60	54	58	56	62	75	66	45	88	79	66	82	176		
Saint Louis University -BSN	119	169	154	132	170	210	217	181	221	209	229	190	200	226	220	184	
⁴ University of Missouri St. Louis - BSN accelerated	88	107	133	26	46	40	48	47	41	45	222	197	236	166	139	183	
Totals	787	1331	1190	895	1196	1204	1100	1312	1318	1265	1509	1438	1443	1505	1556	880	

Outstate Missouri Nursing School Enrollments

Appendix C

	NEW ENROLLMENTS								GRADUATIONS					
	Number of Students Newly Admitted to the Nursing Program								Number of Students					
COLLEGE	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	Projected 2021-22	Projected 2022-23	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Bolivar Technical College	41	35	39	44		50			28	23	26	30		
Central Methodist University - BSN	43	54	55	53	35	19	40	40	41	37	15	37	27	18
Central Methodist University - ABSN	n/a	n/a	13	20	22	22	16	20	13	13	13	18	18	18
College of the Ozarks	30	27	24	28	21	30	24	24	21	20	15	24	20	18
Columbia College	64	81	91	93	106	124	100	100	59	56	63	57	88	47
Cox College of Nursing - BSN	84	118		146	124	175	195	205	83	105	81	86	106	115
Cox College of Nursing - ASN	79	68	62	75	105	150	170	180	64	59	66	51	99	77
Crowder College	148	143	131	125	247	150	170	170	84	93	92	95	114	125
Lincoln University - BSN	48	52	48	60	43	29	60	60	new BSN program	17	41	33	37	27
Lincoln University - AAS Fort Leonard Wood	29	29	33	40	24	40			20	24	23	28	29	
Mercy College of Nursing and Health Sciences/Southwest Baptist University	197	188	161	163	126	198	213	210	171	142	178	136	135	153
Missouri Southern State University	61	60	80	70	27	20	not available		34	41	47	35	31	61
Missouri State University	61	61	68	72	84	96	96	96	47	53	47	55	63	101
Missouri Valley College	0	14	21	18	31	43	43	50	10	0	8	18	13	29
Moberly Area Community College	74	75	69	85	80	80	110	120	43	48	57	61	64	66
Ozarks Technical Community College - ASN	52	60	58	70	73	80	90	110	46	57	48	43	56	43
State Fair Community College - ADN	74	78	61	74	74	121	106	121	59	62	57	51	63	52
Texas County Technical College - ADN	22	22	17	29	17	27	27	27	16	22	16	25	14	20
Truman State University	60	57	65	67	63	65	67	78	45	45	51	45	54	53
University of Missouri Sinclair School of Nursing	180	184	191	199	200	216	225	230	170	159	179	191	200	179
Totals	1347	1406	1287	1531	1502	1735	1752	1841	1054	1076	1123	1119	1231	1202

* projection for admissions currently under a Moratorium of Admissions - unable to