Bridging the Gap: Linking DNP Education and Practice

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Mackinac Bridge
Objectives

- Identify the process of gathering resources to plan a statewide initiative to address DNP education and practice
- Describe the effectiveness of roundtable collaborative discussion between practice and academia regarding the DNP
- Review outcomes and action plan of a statewide initiative for bridging education and practice
The purpose of the roundtable was to bring together leaders from education and practice to:

- Share insights on the preparation of DNPs, both MSN to DNP and BSN to DNP
- Explore evolving roles of the DNP in practice
- Explore ways to address the complexity of healthcare delivery through DNP clinical preparation and the collaborative efforts of academicians and practice experts
The DNP Scholarship Team

- Scholarship of practice at the doctoral level
  - Core scholarship team
    - Administrative, CNS and NP—representing various aspects of advanced practice
  - Support
  - Trust/Value
  - Innovation
  - Synergy
- Gathering other members of the team for specific innovations/initiatives
Scholarship Team Products

- Michigan DNP Network
- Textbook: *The DNP Scholarly Project: A Framework for Success*
- Planning committees for national DNP conference
- Planning for regional DNP efforts
- Journal Articles

Donabedian Model

- Structure, Process, Outcomes

- Structure: Personnel
- Process: Actions to evaluate and treat patients
- Outcome: Results for patients and populations
Guiding Framework: DNP Roundtable Project

Structure
- DNP Programs
- Healthcare Organizations

Process
- MiDNP, MCN Collaboration

Outcomes
- Results for patients, populations and DNPs
9 Post-masters and BSN–DNP programs in Michigan:
Grand Valley State University
Madonna University
Oakland University
University of Michigan, Flint
University of Detroit, Mercy
Wayne State University
Saginaw Valley State University
Michigan State University
University of Michigan
Practice Participants

- Bronson Hospital
- Sparrow Hospital
- Michigan Primary Care Association
- Trinity Health
- Munson Medical Center
- Oakwood Hospital
- Hospice of Michigan
- Beaumont Hospital
- Crittenton Hospital
- Allegiance Health
- Genesys Health
- St. John Providence Healthcare System
Process: Gathering Resources

- Invitation from Doctors of Nursing Practice, Inc. for a regional DNP effort
- Collaboration between Michigan DNP Network (MIDNP) and Michigan Center for Nursing (MCN)
- Merging mission of the organizations, educating the partners on the DNP, and evolution of the format
- MCN managed logistics, MIDNP guided content
Process: Innovative Thinking

- Speaking to the choir vs. engaging the congregation”
- Local Assessment
- Always keeping practice in mind
Process: Innovative Thinking

- Bringing stakeholders to the table: addressing “what’s in it for them”

- Academia identified practice partners

- Preparing prior to the event: Efforts to get buy-in from academia and practice partners
Invitation Process

- Invitations to DNP educational programs to sponsor and identify practice partners or potential partners
- All invitations electronic (as much as possible)
- Attention to the amount of information to send out
- Practice partners invited, but also expanded to other health care organizations—representatives Home Health, Hospice, Primary care
Strategic placements to be at each table: Academia, Practice, practicing DNP and DNP student

Practicing DNPs: concept-specific invitation, able to verbalize DNP practice

Academia paid for practice partners to attend

Inclusion of all schools and follow-up with personalized networking
<table>
<thead>
<tr>
<th>Date</th>
<th>Action</th>
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<tbody>
<tr>
<td>Sept, 2012</td>
<td>Charge from Doctors of Nursing Practice, Inc. to Michigan DNP Network for Regional Meeting</td>
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<td>Oct, 2012</td>
<td>Engaging Partners—Michigan Council of Nursing, Practice and Academia</td>
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<td>Oct 2012–June 2013</td>
<td>Committee Meetings/Conference Calls</td>
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<td>Feb, 2013</td>
<td>Invitation to Deans: Financial Support, Identification of Practice Partners, Students</td>
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<td>March, 2013</td>
<td>Invitation to Practice Partners</td>
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<tr>
<td>June 7, 2013</td>
<td>Roundtable</td>
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Process: Roundtable Agenda
Setting the Stage

- Ice breaker
  - What is your greatest challenge?
  - What would you like to get out of today?
  - What do you bring to this roundtable discussion?

- Summary of Important Points from Ice Breaker

- DNP Landscape Presentation
  - Setting the Stage
  - Why is the dialogue important
Process: Keynote Speaker

- Launette Wohlford DNP, EdD, RN
- Dinner meeting the night before: “Fed our nursing spirit”
- Keynote message— real life exemplar of DNP innovation in practice from systems viewpoint
- Systems view: quality and cost
- Need to disseminate utilization of DNP best practices
- Realizing the Possibilities...
Process: Roundtable Discussion Format

- 65 participants
- Moderator role: neutral non-nurse
- Student Scribes
Process: Student Involvement

- Students from DNP programs as roundtable participants and scribes

- DNP Posters:
  - DNPs go to Washington
  - Caring Nurse Practice in the IntraPartum Setting
  - Survey on How MI Uses DNPs in Practice

- Lessons Learned:
  - DNP students—stepped up to the challenge
  - Prep with DNP talking points and roles
Outcomes: Conference Milieu

- Ground-breaking event
- Not the usual discussion
- Non-competitiveness
Roundtable Questions:

- How can practice doctorates contribute to the IHI Triple Aim: improving the patient experience, improving the health of the population and reducing the per capita cost of healthcare?

- Identify challenges and opportunities to utilizing DNP’s within an organization, strategies to overcome challenges and recommendations for action.

- How can education and practice collaborate to enhance the preparation of the practice doctorate to impact healthcare systems organizational initiatives?
How Can Practice Doctorates Contribute to Triple Aim?

<table>
<thead>
<tr>
<th>Improve Health</th>
<th>Improving Patient Experience</th>
<th>Reducing Cost</th>
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<tbody>
<tr>
<td>Leadership in: implementing EBP</td>
<td>Best Practices translated in timely fashion to bedside and patient, mentoring nursing</td>
<td>Leadership in: implementing EBP</td>
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<tr>
<td>Care Coordination</td>
<td>Bridge between nursing, administration and medicine</td>
<td>Knowledge in data collection, analysis and project management, return on investment</td>
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<td>Providing Quality and Safety Outcomes</td>
<td>“Clinical Champion”—A clinical expert in an increasingly complex health system</td>
<td>“Overall Big Picture Thinking”—System and Individual Patient level thinking</td>
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<td>Leaders in Interprofessional Collaboration</td>
<td>Patient Centered Care, Patient Engagement</td>
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# Utilizing DNPs: Challenges and Opportunities

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<thead>
<tr>
<th>Challenges</th>
<th>Opportunities</th>
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<tbody>
<tr>
<td>Articulating the Role: Benefits of DNPs to the system and across health care continuum</td>
<td>Educational communication /marketing for practice settings: administration, physicians and other nurses</td>
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<td>Cost—Demonstrate added value, ROI</td>
<td>Practice and academia partnership</td>
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<td>Support of Nursing for DNP— from administration to bedside nurses</td>
<td>Using DNP Scholarly Project to demonstrate role and value to system</td>
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<td>Reporting relationships</td>
<td>DNP database/networking</td>
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<td>Lack of evidence to support utilizing DNPs</td>
<td>Repository of DNP outcomes</td>
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<td>Lack of mentorship, role modeling for new nursing role</td>
<td>Advocacy for legislation and reimbursement</td>
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Collaboration between education and practice to enhance DNP education

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<th>True Partnership between Academia and Practice</th>
<th>Shared Vision of Care Delivery</th>
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<td><strong>Practice Initiatives</strong></td>
<td><strong>Academia Initiatives</strong></td>
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<td>Identification of suitable projects—meet goals of DNP education and system sustainability</td>
<td>Formal partnership with practice: shared meetings</td>
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<td>Job shadowing/mentoring of students with practicing DNPs</td>
<td>Joint appointments for faculty to bridge education and practice</td>
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<td>Role clarification within organizations</td>
<td>Promotion of interprofessional practice and education</td>
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<td>Organizational sponsorship/funding</td>
<td>Dissemination forums for best practices by DNPs and students</td>
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<tr>
<td>Consortium of resources/projects database</td>
<td>Promotion of innovation in practice</td>
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<td>Residency programs</td>
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Outcomes: Bridging Education and Practice Insights

- Highlighted MIDNP Network – requests to join

- Practicing DNPs and DNP students
  - Educated academia and practice on the DNP in practice
  - Take advantage of every opportunity to engage students in DNP work
Outcomes: Action Plans

- A workgroup was proposed to develop DNP Talking Points directed at practice organizations across the continuum.

- An online data base/repository housed in the Michigan Center for Nursing was proposed to catalog:
  - Completed Michigan DNP projects
  - Practice opportunities for potential DNP projects
  - DNP student innovations/project proposals for practice.
Outcomes: Action Plans

- Continue subsequent DNP conferences with Academia and Practice

- Regional DNP conference was proposed to share best practices of Michigan DNP education and practice and student projects.

- Develop a DNP Strategic Plan for Michigan to highlight insights gained in the Roundtable discussion
Next Steps: Moving forward...

- Follow up group work on implementation of recommendations
- Yearly conference and report back with new initiatives
- Continue the conversation
- Showcase DNP excellence in practice
- Complete White Paper

Katy Kessler (MCN), Dianne Conrad (MiDNP), Launette Woolforde (keynote presenter), Kathy Moran (MiDNP), Rosanne Burson (MiDNP), Carole Stacy (MCN)