

Fay W. Whitney School of Nursing College of Health Sciences

Academic Plan 2009-2014

Mission and Aspiration

As a leader in professional nursing, outreach, and rural health, the Fay W. Whitney School of Nursing (FWWSON) promotes and protects health through education, scholarship and service. The school aspires to be a leader in nursing and health care in the State of Wyoming by providing state-of-the-art nursing education in the classroom and in the clinical arena. The school aspires to expand the professional nursing workforce in the state and region through partnerships with clinical facilities and other educational institutions to increase access to and streamline the process of nursing education from baccalaureate to doctoral education. Finally, the school will provide research support and expertise on the UW campus and throughout the state to enhance the quality of health and health care.

Previous Planning and Accomplishments

The following action items were outlined for the previous academic plan (2003-2008). The FWWSON was successful in attaining the action items and will build upon them in this new plan for 2009-2014.

Action Items	Accomplishments
Develop partnerships to increase collaboration for baccalaureate education	<p>Through funding from HRSA (Health Resources and Services Administration) the FWWSON has enhanced our partnerships with the community colleges to streamline the process for students moving from the associate degree to baccalaureate degree in nursing. Our goal is to make it so that any associate degree graduate in nursing from a Wyoming community college can go directly into the RN-BSN program.</p> <p>We have also worked closely with the nursing program at Sheridan College to establish the Edward A. Whitney Endowed Chair on the Sheridan campus. Dr. Janice Stephens started in this position last spring and has already begun to advise a number of UW RN-BSN students in the Sheridan area. She co-taught two RN-BSN courses last year and will offer the first RN-BSN course in the Sheridan area that includes some on-campus activities. We have well over 200 students in the RN-BSN program and it continues to be very popular around the state.</p> <p>The school has also been involved in the planning process for a potential UW-LCCC center that would include baccalaureate nursing education as a major educational program.</p> <p>The FWWSON has also received provisional approval from the Wyoming State Board of Nursing to implement the BRAND program, a fast-track program for</p>

	<p>students who already have a bachelor's degree outside of nursing. As of May 2008, approximately 20 students have been admitted into this 15-month program. Several pilot cohorts were admitted previously in partnership with the Outreach School. Wyoming Medical Center is collaborating with the school, providing 3 "partnership faculty," who will serve as clinical faculty for the BRAND students.</p>
<p>Increase research productivity and explore opportunities for collaborative doctoral education</p>	<p>The FWWSON received continuation grant funding through Health Resources and Services Administration (HRSA) for enhancement of the RN-BSN completion and the psychiatric mental health nurse practitioner (PMHNP) programs.</p> <p>The Robert Wood Johnson Foundation funded a major grant in collaboration with the Wyoming Community Foundation to develop a nursing workforce center for the state. Two of our current faculty members are in doctoral programs:</p> <p>Sherrie Rubio-Wallace and Connie Diaz-Swearingen. Janet Somlyay started a Doctor of Nursing Practice (DNP) program this summer at Arizona State University.</p> <p>The Dean of the FWWSON also met with University of Colorado and University of Nebraska to explore potential ways to enhance research and access to doctoral education for nurses in Wyoming.</p> <p>Finally, we have had extensive internal discussions regarding the implementation of a DNP program and have a proposal submitted to Academic Affairs. We have strategically aligned our plan and our faculty position requests to implement this program.</p>
<p>Explore feasibility of accelerated graduate education to provide needed nurses for the state</p>	<p>The FWWSON is in the third year of our new psychiatric mental health nurse practitioner program. We graduated 6 students in December, all of whom passed the national certification exam, and graduated another student in May. The response to the program and to the students/graduates has been very positive. As noted above, HRSA has funded a continuation grant for the PMHNP program to enhance teaching within that program.</p>
<p>Integrate experiences related to global diversity</p>	<p>All basic BSN and RN-BSN students are required to take a course focused on nursing, diversity, culture and families. Penelope Caldwell collaborated with Michael Miller from the Casper Family Medicine program to develop an optional international rotation for our nursing students. Ms. Caldwell took four undergraduate nursing students to Honduras in April.</p>

Relevant Institutional Issues

The goals identified by the FWWSON fit nicely with the motifs as outlined in Creation of the Future III.

- Building depth: The existing programs in the FWWSO are critical to meeting state and regional needs, and a major focus in the upcoming years will be strengthening these programs, e.g., the RN-BSN completion program. The development of the DNP will add depth to our current master's level family nurse practitioners (FNP) and PMHNP programs, which would be replaced by the DNP, if approved.
- Areas of distinction: The goals of the FWWSO also are aligned with "professions critical to the region." According to the Wyoming Department of Employment, "Even if the current number of nurses increases as projected, Wyoming's health care providers will have difficulty keeping up with the demands of the growing and aging population" (Report available at <http://doe.state.wy.us/lmi>).
- Access to higher education: Faculty and staff in the FWWSO view the entire state as "our campus." We have partnered closely with the Outreach School and have 2 undergraduate programs and 1 graduate program offered completely through the OS. We have partnered with the community colleges to streamline the process of attaining a BSN for those nurses with an associate degree.
- Excellence: The FWWSO is committed to recruiting and retaining high achieving and diverse faculty and students.
- Leadership: One of the major goals for the FWWSO will be an in depth examination of our current clinical education with an aim to development of an innovative plan that makes better use of our existing clinical partnerships along with development of new partnerships that enhance clinical education. Although Creation II focuses on the recruitment and retention of physicians, the recruitment and retention of many health care professionals, including nurses and nurse practitioners, is as serious a need. The FWWSO is committed to addressing the workforce shortage in nursing, including nursing at the advanced practice level, a critical part of the primary care system in Wyoming. Finally, FWWSO faculty are working with faculty from counselor education, psychology and social work to develop an interdisciplinary mental health collaborative.

Action Items

The FWWSO has developed four overarching goals for the next 5 years, with specific action items in order to accomplish each of these goals.

1. Facilitate a culture of professional nursing development to meet workforce needs for Wyoming and the region:
 - a. Develop and implement Doctor of Nursing Practice (DNP) program focused on advanced practice nursing in two areas: family nurse practitioners and psychiatric mental health nurse practitioners
 - b. Streamline the RN to MS/DNP educational process in partnership with the community colleges in Wyoming in order to maximize the number of RNs with baccalaureate or higher education in the state
 - c. Expand the BRAND (fast-track BSN) program statewide to maximize use of clinical facilities to increase the number of graduates

- d. Revise the Basic BSN curriculum to strengthen student clinical experiences and integration of clinical with didactic coursework.
 - e. Develop a recruitment, retention and compensation plan for both tenure track and academic professional faculty.
 - f. Examine the feasibility of other educational models for nursing leadership in Wyoming, e.g., Clinical Nurse Specialist or Clinical Nurse Leaders programs.
2. Foster student learning through use of active learning pedagogies and stimulating on-line, classroom, and clinical learning environments:
- a. Develop and implement a plan for incorporation of specific active learning pedagogies into FWWSO programs, including the newest pedagogies based on emerging technology.
 - b. Develop plan for long-term sustainability of the Clinical Simulation Center (CSC) in order to incorporate simulation in relevant undergraduate and graduate courses.
 - c. Enhance faculty expertise in active learning pedagogies through use of faculty and other campus resources, including Ellbogen Center for Teaching and Learning.
 - d. Enrich the learning environment by increasing the diversity of faculty and students through strengthening of faculty recruitment and retention efforts and targeted programs to attract minority students.
3. Enhance community partnerships with clinical facilities, other educational institutions and businesses to provide state-of-the-art clinical education in nursing:
- a. Develop strategies to make better use of clinical faculty, e.g., joint clinical appointments
 - b. Formalize a plan for preceptor development and recognition
 - c. Create models of student and faculty practice that emphasize nursing's role in health and health care through collaboration with community partners, e.g., Student Health Services and Cheyenne Family Medicine.
4. Expand the Nightingale Center for Nursing Scholarship (NCNS) to enhance research capacity within the FWWSO, the University, and the state focusing on rural health, health care outcomes, etc.:
- a. Develop plan for long term sustainability of NCNS
 - b. Obtain funding for endowed professorship focused on rural health and health outcomes

Implementation

The FWWSO plans a phased implementation of the goals and action items outlined in the previous section.

Goal/Action Item	Timeline
Goal 1: Workforce needs for Wyoming	
Implement DNP program	Develop curriculum: 2009 Submit for approval through CHS and UW curriculum committees: 2009-2010 Develop clinical sites: 2009-2010 Admit first students: 2011-2012 Eliminate FNP and PMHNP master's programs Evaluate program: 2013-2014
Streamline RN-MS/DNP completion	Review of FWWSO and community college policies: 2008-

process	2009 Review FWWSO curricula to enhance articulation with community college programs 2009-2010 Develop statewide advising system 2009-2010 Explore collaborative/shared faculty agreements with community colleges: Ongoing
Expand BRAND	Examine feasibility of increase: Spring 2009 and ongoing Increase number of students and clinical sites as feasible: Spring 2009 and ongoing
Basic BSN curriculum revision	Develop new courses: Summer 2008 Implement changes: Fall 2008 through Spring 2010 Evaluate changes: 2010
Faculty retention, recruitment compensation plan	Develop plan: 2009-2010 Work with CHS and Academic Affairs to implement: 2010-2014
Feasibility of other educational models	Develop feasibility plan: 2010-2011
Goal 2: Foster student learning	
Active Learning Pedagogy Plan	Develop plan: 2009 Implement approaches: 2009 and ongoing
Long-term sustainability of CSC	Develop plan: 2009 Implement proposed plan 2010-2014
Enhance faculty expertise	Ongoing
Increase diversity of students and faculty	Faculty recruitment: Ongoing Explore enhanced models of minority student recruitment: 2010-2011
Goal 3: Enhance community partnerships	
Clinical faculty enhancement strategies	Implement first "partnership faculty" at Wyoming Medical Center: 2008 Evaluate program: 2009 Expand implementation to other facilities: 2009-2014
Preceptor development/recognition plan	Develop and implement plan: 2008 Evaluate: 2009
Student/faculty clinical experiences	Ongoing
Goal 4: Enhance research capacity	
Sustainability plan	Develop plan: 2009 Implement plan : 2010-2014
Endowed professorship	Submit request: Spring 2009