

From Competition to Collaboration: Demonstrating Nursing Educational Leadership within an Academic DNP Program

Nancy A. O'Connor, PhD, ANP-BC

Patricia Rouen, PhD, FNP-BC



Background



**MADONNA
UNIVERSITY**

A Catholic University in the Franciscan Tradition



We want great things for you.

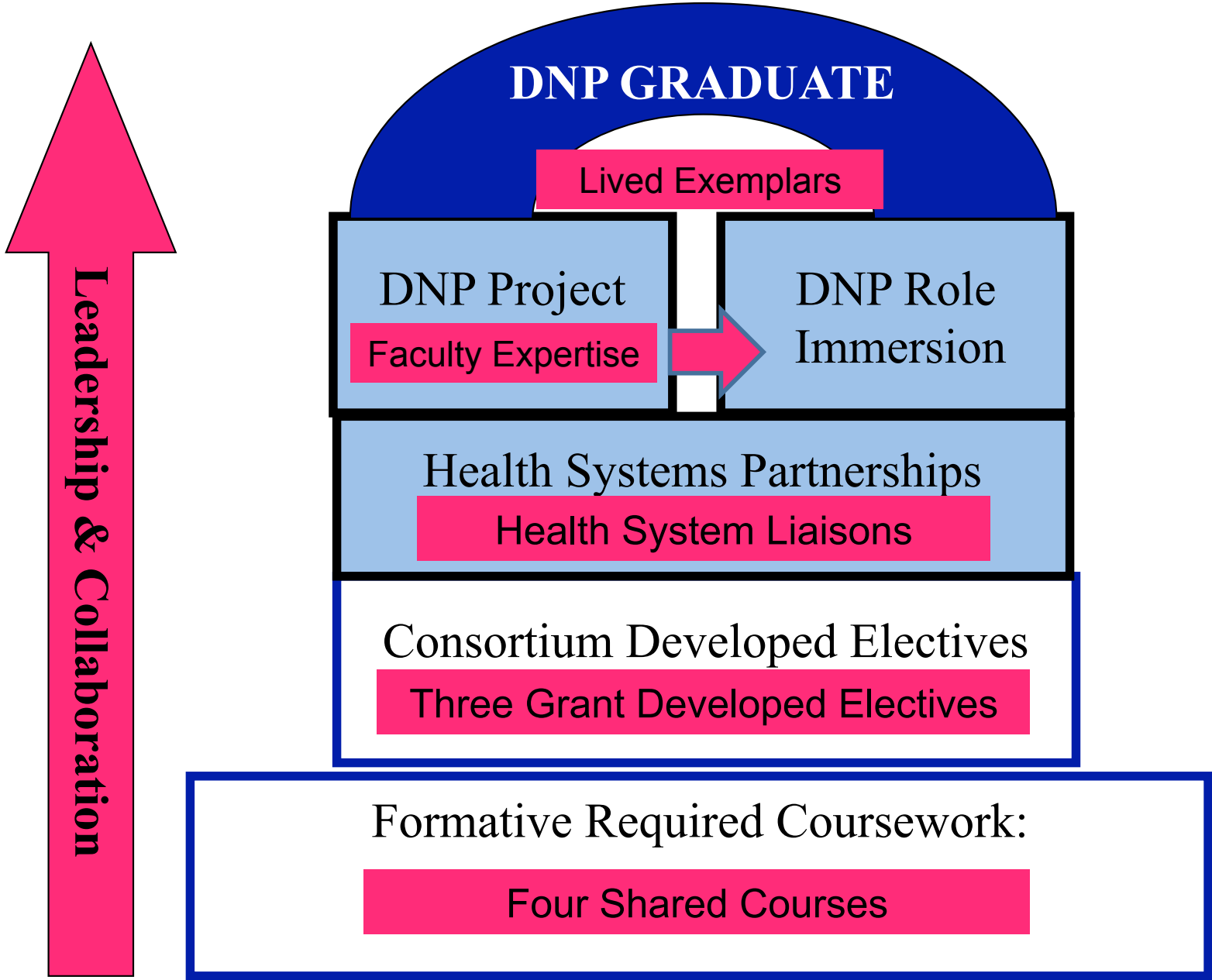
Objectives

- Describe the structural features of this innovative academic consortium preparing DNP students
- Discuss evolution of faculty relationships within the consortium featuring engagement of both PhD and DNP prepared faculty
- Use DNP role development exemplars of leadership and innovation to recruit new students within the consortium

Role Modeling Leadership and Collaboration in an Educational Context

Developing DNP Role Competencies

- Develop and model leadership acumen
- Demonstrate the integration of intra- and interprofessional team collaboration skills
- Improve quality in health care education and ultimately service delivery



Consortium Driving Forces

- Uncertain local market uptake of the DNP
- Shared vision for DNP
- Mission Congruence
 - Community engagement, care for vulnerable populations, service to medically underserved
- Maximize resources, maintaining quality



Consortium Driving Forces

- Leverage Faculty & University Strengths



- ANP
- ACNP
- Palliative
- CNS
- Nursing Administration
- MSN/MBA



- FNP
- CRNA
- Health Systems Management
- CNS-NE
- CNL

- Regional Collaboration

- Michigan Intercollegiate Graduate Study

Consortium Formation

- Several Meetings/Different Layers
 - Initial: Deans, Faculty Task Forces
 - Implementation:
 - Faculty Experts: Clinical and Administrative
 - University Leadership
- Negotiating Different Systems
- Match Talent with Task

Consortium Goals

- Enhance educational quality, flexibility and DNP student diversity
- Realize economies of scale in course and faculty resources
- Broaden the student market and enrich the DNP student experience with intra-disciplinary diversity
- Increase sustainability through cross-institutional collaboration
- Develop a partnership model with health systems serving underserved diverse populations for DNP practicum experiences

Consortium Features

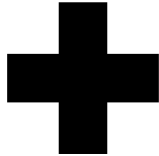
- Similar curriculums – 36 credits, Post MSN
- Four DNP Core Courses with Similar Content
 - Theory
 - Ethics
 - Leadership & Quality
 - Finance and Outcomes
- Interchangeable, offered in different semesters, flexibility for students
- Preserves degree granting rights of both Universities

Leadership



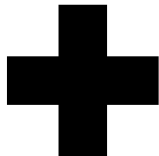
Quality

Finance
Business
Practices



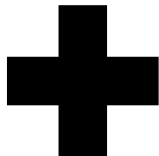
Outcomes

Leadership



Finance
Business
Practices

Quality



Outcomes

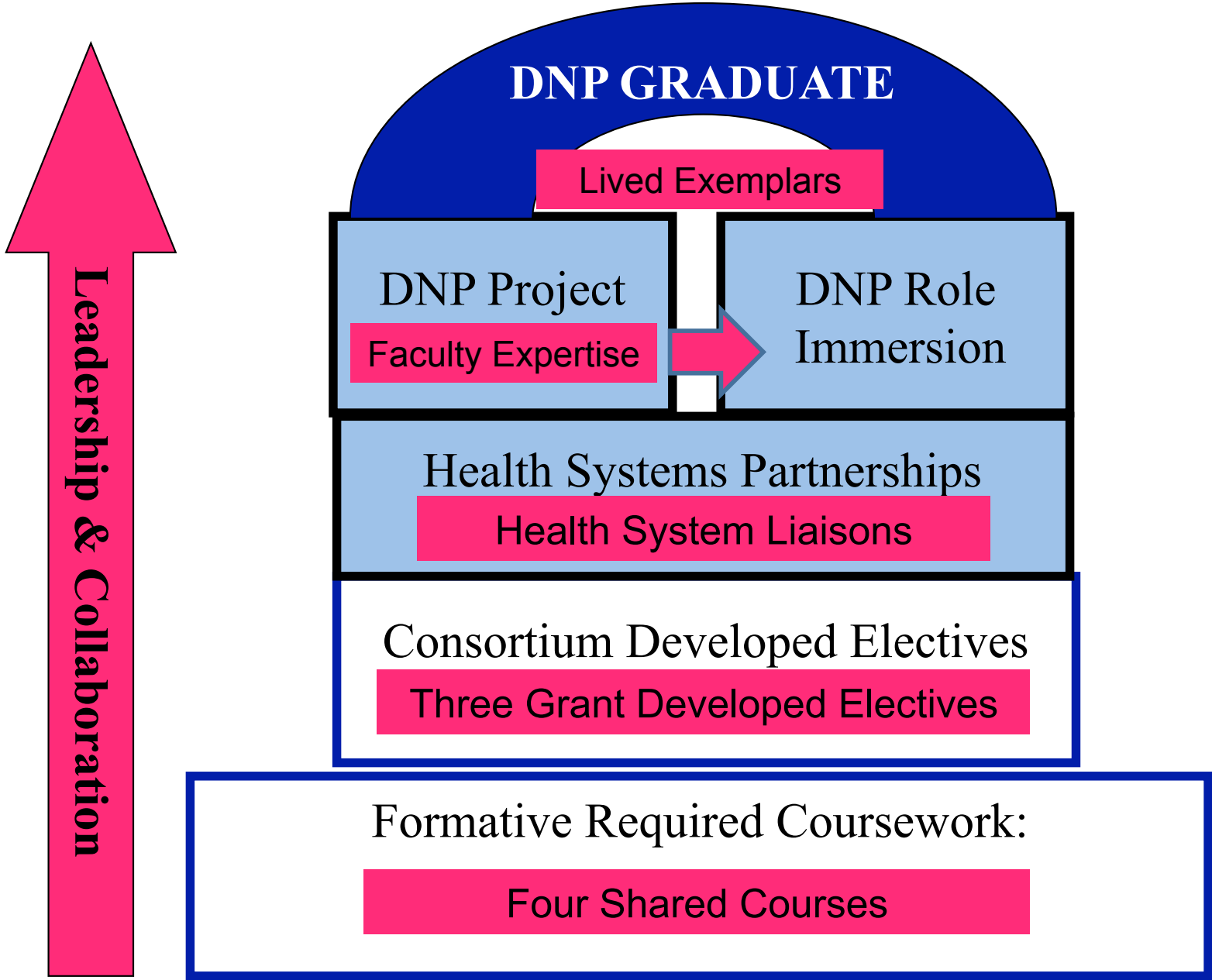


Consortium Features: HRSA grant

- Sustainability
- Three Electives – Grant Initiatives
 - Cultural Competence
 - Mental Health Services into Primary Care
 - Community Engagement Competence
- Faculty Teams from both schools
 - Mix of DNP and PhD faculty

Consortium Challenges

- Community Partnerships for Role Immersion
- Executive Format vs. Hybrid Model
- Negotiating University structures
 - MIGS
 - Registrars
 - Faculty workload vs. service



Faculty Role Relationships

- Who teaches DNPs before there are DNPs?
 - Neither the DNP nor the PhD is formally prepared to teach
- PhD prepared APRNs have been generating practice based knowledge
 - Prior to DNP degree availability, nursing doctoral degrees varied in focus, with 36% preparing clinicians (Minnick & Halstead, 2002)

Evolution of Faculty Relationships

- Several venues that promoted collaboration, compromise and collegiality
- Grant writing
- Agreement on the Four Shared Courses
- Elective Development/Faculty Training
 - Mental Health Team: DNP and PhD faculty

Evolution of Faculty Relationships

- Joint recruitment/CEU Offering
- Independent Studies
- Service on DNP Project Committees
- Balancing Rewards with Contributions

DNP Role Development

- Bringing PhD and DNP faculty together
- Transforming Energy to Synergy
- Joint Scholarship

Joint Recruitment Activity

- Co-sponsored by local chapter of professional NP organization
- Planning committee of PhD and DNP faculty
- Featured Key Note DNP prepared speaker
 - Authored the first DNP role textbook

Joint Recruitment Activity

- Role Impact exemplars: **What Can the DNP Do for You**
- Panel Discussion
 - Shared development journeys and career transitions
 - Answered questions from audience
 - Underscored the need for DNP graduates to foster leadership with up and coming DNP students

Joint Recruitment Activity

- Invitations to the Professional group, students and alumni from both universities
- Joint welcoming remarks
 - Role modeling of collegiality and collaboration
- Separate exhibit booths with give-aways
 - Conveniently were different items

DNP Role Development : Next Steps

- Post Program Impact
 - Over 5000 DNP graduates across the country
- Documenting how practice is changing
- Comprehensive plan to evaluate DNP impact on systems, care delivery
- Doctors of Nursing Practice, LLC
 - Michigan group initiated
- Sustaining the Transformation

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Questions?



noconnor@madonna.edu



rouenpa@udmercy.edu