

CNO & Dean Rounding Notes – August 17, 2022

Kristen Swanson PhD, RN, FAAN, Dean of the College of Nursing, Seattle University, led the session on "Faculty shortages and the ongoing clinical placement conundrum." Kristen provided updated statistics and references plus engaged regional Leaders in what is/has worked in their own organizations.

Firstly, **thank YOU** to the Hospital-based Clinical Coordinators for their incredible flexibility in responding to changes and requests for student placements.

During the CNO & Dean Rounding call we acknowledged that the level of stress on academic and healthcare organizational partners is unlike anything experienced in the past few decades. It's tough out there and will be for the foreseeable future.

Problems:

- These problems have been a long time coming and certainly exacerbated in the last 2 years. Faculty are stressed, going on FMLA or leaving all together. There are many factors contributing including CCNE requirements, regulations by state and organizational leadership and structure changes within the organizations themselves.
- Student experiences are being affected.
- Several schools in both states are submitting reduction in enrollment in their programs.

Opportunities discussed:

- Clinical Scholar model with longitudinal placement (Maine Medical has an example as well as some schools in Colorado with good success).
- Providence in Spokane and WSU piloting a longitudinal practicum for the entire 2-year cohort and 2 MSN Nurse Educators to be dedicated to the clinical education.
- Dedicated hospital education
- Be brave and courageous about embracing new and innovative ways to educate and prepare nurses.
- Continue to partner (Academic and Practice) - we are all in this together.
- Connect Clinical Learning with new and emerging models including population management.
- Look for flexible roles to create for staff nurses who can also be clinical and practicum instructors.

Key Takeaways:

- Continue to meet (CNO & Dean Rounding) to create unified awareness and desire to tackle these problems.
- When we can share the experiences, it makes for a stronger collective voice and action moving forward and brings synergy to creating small sustainable change.