

UVA School of Nursing

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Health System Board

September 10, 2020

Task Force on Revitalizing the Relationship between UVA School of Nursing and UVA Health

CHARGE: formulate recommendations to the Dean's Council intended to revitalize, build, and strengthen more positive working relationships across health system entities

December 2019 – February 2020

Data sources:

- Forums for faculty, staff and students
- Written survey (140 responses)
- Literature review including American Association of Colleges of Nursing (AACN) report on Advancing Healthcare Transformation

Task Force Key Findings: Desired Outcomes

- **Desire for closer relationships across health system entities**
- **The School needs to be an equal player in all aspects of the functioning of UVA Health**
- **Interprofessional education and practice need to be strengthened with a greater commitment from partners**
- **Good relationships exist at the individual level but executive engagement is highly desired**

Identified Barriers

- *Lack of **authentic collaboration** between the School and UVA Health*
- *Barriers to effective and timely **bidirectional communication and governance** at the system and executive levels*
- *A suboptimal state for placement of undergraduate and graduate nursing students for **clinical learning opportunities***



Essential Elements to Achieve **Desired Outcomes**

- *Engaged leadership*
- *Equal access to clinical learning opportunities*
- *Shared strategic mission*

Measures of Success for an Equal Partnership

- *Faculty, staff, and students are valued members of the UVA community*
- *Nursing and medical students enjoy equal access to clinical learning opportunities at UVA Health*
- *School of Nursing has priority status for clinical placements in all settings*
- *Interprofessional education is highly valued across health system entities*

Early Progress

- Dean is member of HS Leadership Team
- SON faculty/staff/students serving on new Health System committees (examples)
 - Chief of Diversity and Comm Engagement Search
 - Dependent Care (Advisory task force to HR during COVID)
 - Business Development Review
- SON will be an integral part of HS Strategic Planning process
- Participating in pilot of software to improve nursing student clinical placements in the Medical Center
- Potential collaboration for medical and nursing students to learn about roles in an elective course

STRATEGIC DIRECTION

Research & Scholarship

Legacy **Area of Excellence**

Eleanor Crowder Bjoring Center for Nursing Historical Inquiry

- \$2M endowment
- Engaged in cross-Grounds research
- National and international reputation and awards
- Unique engagement with the community

STRATEGIC DIRECTION

Research & Scholarship

Legacy **Areas of Excellence**

Alliance for Compassionate Care

- **Compassionate Care Initiative**
Endowed program cultivates workforce resilience and compassion
- **Center for Appreciative Practice**
Positive dialogue, inquiry, and reflection improve clinical care, education, and interprofessional communication
- **Center for Interprofessional Collaborations**
Nationally recognized program—builds more cohesive healthcare teams

STRATEGIC DIRECTION

Research & Scholarship

5 newly designated Areas of Excellence

End-of-Life & Palliative Care

Violence affecting women, families, & individuals

Symptom science

Data Science

Scholarship of teaching & learning

STRATEGIC DIRECTION

Teaching Students and Faculty to Eliminate Bias and Racism

Bringing implicit bias to the surface

Amplifying LGBTQ+ content

Learning how to have difficult conversations

Addressing racism and bias at the hospital



Philanthropy

How a **\$20M gift** is changing the School

1000 more nurses over 10 years

Increasing RN to BSN enrollees

Increasing transfer admissions

**Geographic expansion of
RN to BSN program**

Simulation lab expansion

Increased Scholarships

