Habits of Healthy Consorting

The Path Taken by the Oregon Consortium for Nursing Education

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www.ocne.org
Oregon Consortium for Nursing Education

- Blue Mountain Community College
- Clackamas Community College
- Lane Community College
- Mount Hood Community College
- OHSU Ashland
- OHSU Klamath Falls
- OHSU LaGrande
- OHSU Monmouth
- OHSU Portland
- Portland Community College
- Rogue Community College
- Southwestern Oregon Community College
- Treasure Valley Community College
- Umpqua Community College

Beginning in 2016
- Clatsop Community College
The Prequel

• Upcoming nursing shortage
• Based on Oregon Nurse Leadership Council (ONLC) strategic plan
• Overcame culture of distrust and animosity among the two camps of nurse educators
• OCNE created in 2002
OCNE Competencies

1. Shared core values;
2. Insight through reflection; self-care;
3. Intentional learning;
4. Leadership in nursing and health care;
5. Collaboration as part of health care team;
6. Practice within the health care system;
7. Relationship-centered care;
8. Effective communication;
9. Sound clinical judgments;
6 Major Components of Curriculum Development

• Shared vision (2001-2003)
• Consensus processes & infrastructure (2002-2006) and organizational structure (2007-Present)
• Designing/approving shared curriculum (2003-2005) and Implementing curriculum (Fall, 2006)
• Faculty development (2003-Present)
• Redesigning clinical education (2006-Present)
• Comprehensive evaluation (2006-Present)
What We Created to Support the Shared Curriculum

- Simulation facilities on every campus
- Shared instructional resources through a web-based searchable repository
- An engaged, enthusiastic faculty who strive to improve their teaching
- Statewide network
What We Created to Support the Shared Curriculum

• A new culture
• Guiding Principles and Norms
• Documented agreements
  – Admissions
  – Progression
  – Content and concepts
• Ongoing quality improvement
Guiding Principles

- Inclusiveness
- Beneficence
- Collegiality
- Healthy conflict
- Courage/Perseverance
- Shared leadership for transformation
Lessons Learned: The Front Story

Develop:
• Shared vision and clear goals
• Culture that supports the vision
• Financial plan
• Strong student advising systems

Engage:
• Faculty and other stakeholders
• Clinical partners to promote goal of academic progression

Evaluate/Improve:
• Impact on students, faculty, practice partners
• Final report @ Robert Wood Johnson Foundation
  – Redesigning Nursing Education: Lessons Learned from the Oregon Experience
    http://www.rwjf.org/content/dam/farm/reports/reports/2012/rwjf73090

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The Front Story: Planned Processes

• Coordinating Council
• Faculty committees
  – Curriculum
  – Learning Activities
  – Research & Evaluation
• Co-Leadership
  – Curriculum
  – Learning Activities
  – Research & Evaluation
• Co-Directors
The Back Story: The Lived Experience

• Develop trusting relationships
• Keep the vision alive
• Market the options for progression to students
• Limit the options – don’t try to be all things for all people
• Develop a realistic work flow for the work of curriculum review/revision and maintenance
• Develop a plan for new consortium partners

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If You Build It They Will Come

Outcomes

• 30-37% continually enrolled from CC to OHSU (national avg. 9.6%)
• Another 7% are choosing other RN-BS programs
• Over 3000 OCNE graduates to date!
Agreements

• Admission & Progression
  – Community College are Co-admitted to OHSU
• Competencies
• Course outlines
• Megacases
• Faculty Sharing
• Student Services:
  – Disability Accommodations
  – Library holdings
NRS 112/212: Acute I

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II. Essential Concepts and Content
III. Megacases and Case-Based Teaching
IV. Skills List – Year 1
Faculty Resources

• Annual New Faculty Orientation
• Learning Activities Repository
• Statewide Course Teams
• Networking tools
• Annual Faculty Development Conference
Challenges

• Student transitions:
  – Student records
  – Financial
  – Advising
  – Capacity limitations

• Curriculum “drift”

• Financial support for sustainability
Ancient Proverb

If you want to go quickly, go alone.
If you want to go far, go together.

Are You Ready to Take Risks?

Deep change efforts involve taking risks, abandoning for a time our sense of competence and “walking naked into the land of uncertainty.” - Robert Quinn
Acknowledge and celebrate your accomplishments at regular intervals
For more information

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