

Center for Nursing Workforce Excellence

Dr. Chris Latham

College of Health and Human Development

Phone (657) 278-2291

Email clatham@fullerton.edu

EC 125A/B

Established in 2014

Year of Last Review 2015

Date of Submission for Current Review: May 24, 2016

Center Mission and Purpose:

The Center for Nursing Workforce Excellence is dedicated to the discovery of innovative methods to improve the health care workforce, including meeting mandated health care service requirements and application of evidence-based practices. The Center increases opportunities for students and CSUF faculty to collaborate with the community. The mission of the Center complements the vision of the School of Nursing' to increase inter-professional education and practice.

The Mission of the Center is to improve the nursing workforce by:

- Exploring and supporting best practices in healthcare locally, nationally, and internationally
- Fostering interdisciplinary collaboration among faculty, students and community partners by conducting and disseminating research, education and performing other activities
- Acting as a resource to the local, national, & international communities regarding research and nursing excellence, providing education and leadership
- Enhancing connections with healthcare community that foster faculty and student endeavors

The purpose and goals of the Center for Nursing Workforce Excellence include exploring and supporting best practices in the community by:

- Fostering collaboration among faculty for funding for faculty, students, and community-based partners
- Conducting education and research, as well as providing assistance with dissemination of education and research work
- Providing resources for faculty and partners who are interested in education and research

Association with Mission & Purpose of CSUF:

California State University, Fullerton (CSUF) mission supports the mission and purpose of the Center for Nursing Workforce Excellence. The CSUF mission statements that are most closely aligned with the Center include:

- To enhance scholarly and creative activity
- To create an environment where all students have the opportunity to succeed
- To increase external support for university programs and priorities
- To expand connections and partnerships with our region

Center Alignment with School of Nursing Goal:

The Center aligns with the following SON Goal that states: To establish and maintain innovative educational partnerships to promote health and meet societal imperatives.

Activities: What activities took place in the most recent three-year period? How were specific activities conducted during the most recent three-year period directed toward meeting the aforementioned mission and goals?

- St. Mary's Long Beach proposal to involve students in conduct of research of parents of children having Pet Therapy with approved pet therapy handlers on a pediatric unit. This met several of the goals promoting external funding , involvement of students and faculty in research and scholarship, and closer working collaborative relationships with community partners.
- Pursuing an interdisciplinary practice grant with RWJ in partnership with other local universities. This endeavor meets two of the Center's goals:
Fostering interdisciplinary collaboration among faculty, students and community partners by conducting and disseminating research, education and performing other activities and enhancing connections with healthcare community that foster faculty and student endeavors. Ongoing work with Barbara Doyer to seek external funding support under the lead of nursing within the Center.
- Orange Coast Memorial Medical Center hired a faculty member through release time for one semester to serve as their Research Consultant for \$20,000 two years ago. Due to the downsizing of the nursing research budget, the medical center hired a consultant directly to meet their research needs.

Organizational Structure and Governance:

The Center is run by a Board with voting rights of 3-6 volunteer faculty members and 3-6 appointed community members. The 3-6 faculty and community members include alternates for each group. The duties of Board Members include:

1. Make decisions regarding policies and procedures affecting the operations of the C-NEW that affect overall functioning, resources, and evaluation
2. Provide direction for marketing and outreach
3. Assist with marketing and obtaining additional external funding
4. Approve additional partnerships and funding opportunities
5. Review the goals and accomplishments for the Center

6. Assist with writing the annual report to the University and Chancellor's Office
7. Give input for reports to the General Faculty and Community (The Board was not able to help with this review cycle due to late notice of the need for a report).

The Board appoints a Center Operations Director and the Director of the School of Nursing is a designee in the extended absence of the C-NEW Director. The duties of the C-NEW Director are to:

1. Convene semi-annual meetings of the C-NEW Board with new project opportunities.
2. Prepare agendas, and complete and circulate minutes of all C-NEW Board meetings.
3. Prepare a written annual report of goals and accomplishments
4. Plan for presentation and discussion of committee decisions, recommendations and reports to the General Faculty.
5. Administer the C-NEW budget.

The Director of the School of Nursing serves as an Ex-Officio, non-voting member of the Board following appointment by the University President. The SON Director would have voting rights in the case of an extended absence of the Center Director. The SON Director is responsible for off-site faculty and student contracted service work.

Operating Procedures

Semi-annual Board meetings are scheduled during the academic year. The Director designates the dates and times at the beginning of each academic year based on agenda items. Special meetings may be called by the Director or upon request of two (2) or more faculty and/or community members, the purpose being specified. A quorum for any meeting is one-half (1/2) plus one (1) of the full-time voting members. Voting decisions will be determined by two-thirds of the Board of Directors members who are in attendance at the meeting.

Resources and Sustainability

During the last three years the Center has obtained the following resources:

\$20,000 was obtained from the Orange Coast Memorial Medical Center

Outside of housing the Center in EC 125A/B, there have not been any additional resources/sources of support during the past 3 years (e.g., assigned time for leadership, baseline budget amount, hours from community volunteers, unpaid student internships, etc.)

Provide a summary of the number of faculty and staff affiliated with the center and approximate time base of each. The following FT Faculty have served on the Center Board in the past two years: Sadeeka Al-Majid, Elaine Rutkowski, Stephanie Vaughn, Dana Rutledge, Sue Robertson, Becky Bodan and Maryanne Garon.

Degree of sustainability of the center/institute in relation to the resources that the center/institute has to draw upon and in relation to plans to maintain, reduce, or grow the work of the center/institute.

Planning and Strategic Outlook to Sustain the New Center:

- 1) Add new community members to the Advisory Committee: Potential committee members include:
 - EBP experts: Dana Rutledge recommended
 - Workforce experts recommended: Laurie Sienkiewicz, Director of Health Workforce Initiative-Orange County and Judy Berg, Executive Director, Health Impact
 - Professional organization reps.: Five organization reps will be requested from: AACN, NAHN (OC Chapter), LA-OC ARN, ACNL, and ONS
 - CNOs and other high-level administrators: None identified at this time
- 2) Marketing
 - University-marketing: Chris was interviewed and helped edit information about the new Center with Strategic Communications
 - Portal “Blast” recommended after formal Center approval
 - OC Register: Included in the OC Memorial Care monies in a newspaper article
 - Manuscript on the process of setting up academic-service partnership: Deferred to year four
 - Potential involvement with outside agencies – Discuss possible next partnerships: Education, Research Partnerships, multi-agency projects, Family Practice Model or other faculty/student placement possibilities.
 - Celebrating the Center Opening: Celebrate the first Center in the SON in Fall, 2014 40th Anniversary Celebration; consider other SON events to market the Center
- 3) Gifts

University Philanthropy staff, Teresa Davis and Joan Rubio, as well as CHHD philanthropic staff are to be consulted to determine how philanthropy can assist with philanthropic proposals or other ways of obtaining non-grant funding.

Highlights and Accomplishments: Discuss any special reports, products, or activities that reflect accomplishments of the center/institute in its most recent three-year period. In what ways have these accomplishments contributed to the impact of the center/institute? In what ways have they contributed to the mission of the college or university and/or to the goal of promoting faculty and student research and engagement?

The Orange Coast Medical Center partnership entailed the Center receiving \$20,000 to add a faculty member (via release time) to the Orange Coast staff to assist with establishing nursing research. Orange Coast decided to go to a per diem position instead of a CSUF partnership to save money. Faculty research engagement was promoted in this Center activity. The partnership was included in the OC Register newspaper.

What is the nature and formality of the center's/institute's strategic planning process? What are the goals of the center/institute for the coming three-year period and to what extent are the center's/institute's resources aligned with those goals? If the leadership of the center/institute believes that some or all of the activities and operations of the center/institute need to be substantially modified, refocused, or discontinued, please explain the rationale and potential timeframe for the viewpoint.

The Center is using a collaborative decision making process to plan strategies and activities that will sustain this new Center. The Center will need to verify Board enrollment, confirm a Director, appoint off-campus community-based professionals and others who may be willing to assist with the Center's goals and vision as suggested above under activities. More faculty involvement will be necessary to sustain this Center.