

Deliver Exceptional Care and Experience

Enhance People, Culture and Resources

Advance and Extend Medical Science and Knowledge

STRATEGIC DIRECTIONS

Care Delivery:

Interprofessional Collaborative Practice and Quality and Safety Outcomes

Embody an interprofessional relationship-based care model that exemplifies collaborative practice leading to top decile performance in patient experience, safety and clinical quality.

Priority #1: Advance a high reliability care environment supporting the NM Quality Plan.

Goal #1: Nurses are integral in the development, dissemination and application of the NM Quality Plan.

- 100% of units or areas will have interprofessional quality shared leadership committees with nurse participation by end of Q3 FY23. **(NHPC/NPPC/NQPS)**
- Each quality committee will select and improve one quality metric identified on the Inpatient Quality Composite (IQC)/Ambulatory Quality Composite (AQC)/nurse sensitive quality indicator each fiscal year. **(NPQS/NPPC)**
- The **NQPS** will host an educational session on fundamentals of quality/patient safety metrics and the NM Quality plan.
- In collaboration with **NREBPC, NPQS** will complete an evidence-based literature review on two nurse sensitive quality indicators, and based on this review will ensure evidence-based practice at the Academic Medical Center (AMC).

Care Profession:

Caring and Healthy Environment

Exemplify an environment that demonstrates nursing excellence, one that welcomes diversity in thought, practice and culture through collaborative interprofessional practice, and one that promotes career development, encourages lifelong learning and nurtures well-being and safety.

Priority #1: Embed and advance system work surrounding diversity, equity and inclusion.

Goal #1: Utilize champion networks and RN Ambassadors to build a culture that supports inclusivity and a sense of belonging.

- Champion representatives will report quarterly at the Chief Nurse Executive (CNE) meeting of Shared Leadership to increase the awareness of the champion networks. **(OPPD)**
- RN Ambassadors will attend two nurse career events at diverse schools of nursing each year. **(OPPD/Directors)**

Goal #2: Create additional nursing career pathways at the AMC.

- Partner with HR to develop an AMC PCT/MA to ADN to BSN pathway by the end of Q1 FY23. **(Director Workstream)**
- Hire 75% of eligible PCTs/MAs who are in ADN, BSN or MSN programs by end of FY23 and FY24. **(Director Workstream)**
- 100% of PCTs/MAs hired as ADNs will be enrolled in a BSN program within one year of hire in RN role. **(Director Workstream)**

Priority #2: Enculturate resiliency, respite and work-life balance.

Goal #3: Develop programs to provide flexibility with work-life balance.

- Identify two strategies to support nurse wellness on the AMC campus, e.g., remembrance room, reiki therapy. **(NPDC)**
- Create two strategies to increase flexibility of practice between units, inpatient and ambulatory care. **(NPDC)**

Priority #3: Amplify psychological/physical safety of the nursing workforce.

- Provide education and training for nurses to address workplace bullying/incivility. **(NPPC)**

Care Innovation:

Interprofessional Innovation and Research

Advance a rich culture of inquiry that cultivates innovation resulting in the creation, implementation and dissemination of new knowledge.

Priority #1: Innovate care delivery models.

Goal #1: Identify innovative technologies to support care delivery models.

- Evaluate two technologies that improve nurse efficiency, improve interprofessional communication, and decrease non-direct care administrative work in FY23 and FY24. **(Directors/NREBP)**
- AMC RN to partner with the NM Mansueto Institute.

Priority #2: Cultivate nursing science through professional advancement, evidence-based practice, quality improvement and translational research.

Goal #2: Enhance the LEAD program.

- Leverage two strategies to enhance project idea creation and partnerships with interprofessional teams by end of FY24. **(NPDC)**

Goal #3: Increase visibility for all scholarly activities.

- Identify strategies to increase visibility for current and new nurse scholarly activities by the end of FY23. **(Peer Review)**
- Identify one nursing translational research or evidence-based practice project to conduct within the AMC. **(NREBP)**