



## Productivity and Innovation Fund Proposal Form

### PART 1 – PROJECT OVERVIEW

#### Productivity and Innovation Fund Proposal Type

Institutional	Multi-institutional
<b>Priority Area of Focus:</b> <input type="checkbox"/> 1. Program Prioritization <input checked="" type="checkbox"/> 2. Course(s)/Program Redesign: <input type="checkbox"/> Foundational or Introductory Course(s) or Program(s) <input type="checkbox"/> Experiential Learning <input checked="" type="checkbox"/> Teaching Quality	<b>Priority Area of Focus:</b> <input type="checkbox"/> 1. Program Prioritization <input type="checkbox"/> 2. Course(s)/Program Redesign: <input type="checkbox"/> Foundational or Introductory Course(s) or Program(s) <input type="checkbox"/> Experiential Learning <input type="checkbox"/> Teaching Quality <input type="checkbox"/> 3. Administrative Services Delivery Transformation <input type="checkbox"/> Teaching Evaluation (System wide proposal only)

#### Project Name

Review and Evaluation of the Nursing Scholarship Practitioner Program ('SPP')

#### Lead Organization & Contact Information

Organization: Nipissing University

Contact Name: Dr. Harley d'Entremont

Title: Vice President, Academic and Research

Telephone: 705-474-3450 ext 4254

Email: harleyd@nipissingu.ca

**Partner Institutions** – *If the proposal is multi-institutional, list all partner institutions, including contact information, participating in this proposal. Proposals must include a letter of support from each partner.*

Although this is an institutional based proposal, there will be significant interaction required with the four Academic Health Care Hospitals involved with the Nursing Scholarship Practitioner Program.

**Executive Summary** – *provide a brief overview of the proposed project, the project goals and the expected outcomes. This section should also include the proposal's alignment to the Fund's overall goals and objectives. (Maximum 500 words)*

The BScN Scholar Practitioner Program is an innovative, intensive, two-year, second-degree nursing program focused heavily on experiential learning as a way of studying the practice of nursing. The program is based in Toronto and students learn primarily on the job at one of four partner health-care institutions: University Health Network, Mount Sinai Hospital, Sick Kids and Toronto Public Health. The program enjoys significant support both inside and outside of the nursing profession.

The program will graduate its first cohort of students in October 2013. A second cohort has begun their second year of study. The program was conceived based on extensive research at the outset of the project. As the program enters its third year, this was a good time to evaluate the program to determine its successes and identify areas for improvement.

Funding from the Productivity and Innovation Fund would be used to improve the quality of teaching and experiential learning within the SPP program through a comprehensive review and evaluation of the program.

The review would involve taking a critical look at the delivery of the program including how to cost-effectively increase the involvement of tenure and tenure-track nursing faculty in teaching and scholarly activities. Through in-depth interviews and surveys with key stakeholders including Faculty Advisors, students and representatives from the partner agencies, the project would explore the possibility of developing a framework for teaching stream faculty members that could serve as a model for specialized programs across the province.

The redesign process would also investigate how to better incorporate the program's philosophical underpinnings into the curriculum and articulate them in learner outcomes. Additionally, the use of technology in the program would be explored including how to better integrate the use of iPads into the curriculum to enhance the learning experience.

### Funding Request

#### **PART 2 – PROPOSAL REQUIREMENTS (Maximum 6 pages)**

**Total Productivity and Innovation Fund Request Amount**

**\$ 75,000**

1. **Proposal Summary** - *Provide a detailed description of the undertaking, the scope and purpose of the project, including the specific activities that will be undertaken. Provide a work plan with a schedule of key activities and target dates for completion. Activities should be completed by March 31, 2014 to be eligible for funding.*

An independent consultant will be engaged to perform this review. They will begin with the development of research tools, primarily surveys and focus groups to gather data about the current program. The tools will be administered to current students, graduating students, clinical staff at the Academic Health Care Hospitals, senior administrators at the hospitals and nursing faculty at the university. It would be desirable to have longitudinal data to go along with the data gathering exercise. However, the compressed timelines under the fund will not allow this to take place at this time. The consultant will analyse the collected data, identify the strengths of the program and highlight the areas requiring improvement. They will develop cost-effective strategies to address the items noted for improvement. The findings will be

shared internally and externally through participation in nursing and education symposiums.

### Work Plan

Activity	Timeline
Appoint/hire project lead or consultant	Upon receipt of funding
Develop research tools	October/November 2013
Administer research tools with key stakeholders	December 2013
Analyze results	January 2014
Draft and share final report and key findings	March 2014

2. **Innovation & Productivity** - *Identify the innovative aspects (ideas, systems, processes) of the proposed project. Describe how the approach improves productivity in areas that are central to the institution's mandate and mission to enable financial sustainability over the long term.*

The proposed project will improve productivity by identifying the most cost-effective way of integrating tenure track faculty into the program. It will also help students and faculty make the best use of technology to support learning and promote greater collaboration between students and faculty.

A redesign of the program will result in improvements to teaching quality which will contribute to the long-term financial sustainability of the program by improving student satisfaction and retention rates.

3. **Project Outcomes** - *Link the program goals with expected outcomes to be achieved, including any metrics for measuring improvements to the student experience. Identify a process for evaluating the effectiveness of the project, including any KPIs, institution-specific surveys, cost-savings and/or cost avoidance etc. Identify targets for measurable outcomes and a process for reporting on them, and any risk mitigation strategies for project completion and achieving outcomes.*

The proposed project would result in a set of recommendations with respect to the following:

- How to improve teaching quality within the SPP program
  - Improvements to teaching quality will be measured by the extent of the involvement of tenure/tenure track faculty in the program.
- How to integrate iPad technology into the curriculum

- This will be measured by extent of use of iPads in the program to improve the learning experience.
- Presently all SPP students receive an iPad upon entry into the program. The review process would look at how to better integrate iPads into the learning experience to connect students with one another and their faculty advisors to supplement their experiential learning.
- How to improve learning outcomes
  - Learning outcomes will be evaluated based on how well the program's philosophical underpinnings are articulated in learner outcomes. The program redesign process will ensure that graduates are achieving the desired learning outcomes while studying in such an applied and hands on environment.

In addition, the success of the project will be measured over the long-term through graduate employment rates, student satisfaction rates, graduation rates and OSAP default rates.

A potential risk with respect to this project is that many of the School of Nursing's administrative resources are currently tied up in the accreditation process, however, this risk could be mitigated by relying more heavily on an external consultant to lead the process.

4. **Partnerships & Knowledge Sharing** - *Describe the nature and importance of each partner institutions' contribution to the project. Describe how the project will leverage partnerships to achieve the Fund's goals and enhance collaboration, and the potential for replication. Indicate how results and best practices will be shared with the postsecondary community.*

The partner health-care agencies will play a vital role in the success of the redesign of the SPP program. Their collective feedback and input throughout the process will be essential in order to realize improvements in the teaching and learning experience as well as identify areas for cost-savings.

A summative report will be compiled at the end of the project and key findings will be shared with the broader post-secondary sector via the university's website and at conferences as appropriate. Once fine-tuned, the experiential, partnership learning model of the SPP program has the potential to be replicated across the sector in various applied program areas such as business, nursing and social work.

5. **Project Cost** – Provide a detailed project budget that itemizes how funding will be allocated. Include activities that may be funded through other means.

Activity	Budget
Engage consultant	\$40,000
Staff time for VP Academic and Research, AVP Academic, Dean and Director	\$80,000
Release time for academic staff	\$12,000
Staff time – Institutional Planning	\$10,000
Staff time – Finance Office	\$10,000
Staff time - Communications	\$10,000
Construction of website for survey administration	\$10,000
Facilities cost for space, computers, phone	\$ 5,000
Misc	\$ 5,000
<b>Total Project Budget (2013-14)</b>	<b>\$182,000</b>

**Proposed Revenue Source(s)** – Identify any other funding sources and/or in-kind contributions.

Proposed Funding Source(s)	Amount of Funding
MTCU Productivity and Innovation Fund	\$75,000
Internal Resources	\$107,000
<b>Total Project Budget (2013-14)</b>	<b>\$182,000</b>

*Describe how activities will be sustained beyond the 2013-14 fiscal year and/or an ongoing basis.*

The activities proposed under this project should be completed by March 2014.

6. **Cost-Savings or Cost-Avoidance Strategy** – Describe the cost savings strategy for this project. Identify projected cost-savings, potential for ongoing savings beyond 2013-14, and associated timelines.

The partner health-care agencies will play a vital role in the success of the redesign of the SPP program. Their collective feedback and input throughout the process will be essential in order to realize improvements in the teaching and learning experience as well as identify areas for cost-savings.

A summative report will be compiled at the end of the project and key findings will be shared with the broader post-secondary sector via the university's website and at conferences as appropriate. Once fine-tuned, the experiential, partnership learning model of the SPP program has the potential to be replicated across the sector in various applied program areas such as business, nursing and social work.

7. **Potential for Scalability (Updated August 2013)** – Describe, if any, the potential for this proposal to be funded at a reduced scale. This section must indicate changes to any activities, outcomes, timelines, and funding requested in the scaled down version.

It will be difficult to scale this project as it is currently conceived.

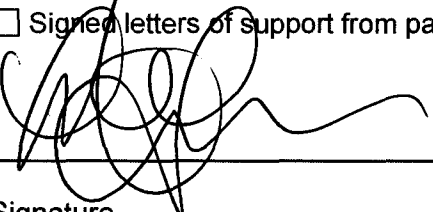
### Part 3 – PROPOSAL SUBMISSION

Institution and multi-institutional proposals should be submitted electronically on or before **September 30, 2013** through the Secure File Transfer website.

#### Applicant Signatures

*Proposals must be approved by the President/Executive Head or Designate of the lead organization and must include his/her signature.*

- Signed letters of support from partner organization are attached to this proposal.

  
\_\_\_\_\_  
Signature

Dr. Michael DeGagné  
President, and Vice Chancellor

30/09/2013  
\_\_\_\_\_  
Date