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Resilience in Practice: Adapting Faculty Practice During a Pandemic

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Resilience in Practice: Adapting Faculty Practice During a Pandemic

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Medical Center**

Objectives

1. Describe adaptations made to faculty practice during Spring 2020 COVID-19 pandemic
2. Provide framework for applying adaptations to other practice environments
3. Identify importance of timely, constant and relevant communication with demonstration of alternative communication modalities



Faculty Practice at UNMC College of Nursing

Morehead Center for Nursing Practice

Faculty practice definition: “Provision of professional nursing services to individuals, families, populations or systems wherein the faculty member is ultimately responsible for outcomes and demonstrates a commitment to scholarly activity”



Faculty Practice Model

External contracts & practice partnerships

- Faculty practice encompasses multiple roles and may include but is not limited to:
 - Direct and indirect provision of nursing/clinical services
 - Research
 - Education
 - Consultation
 - Administration
 - Other collaborative agreements



Adaptations

How did the faculty practice model shift?

- Workload & Expectations
- Reporting & Financials

"Just today we got an e-mail stating they are cancelling anything but acute face-to-face visits and will be trying to move visits to telehealth. They will also be reducing staff. Not sure what that may mean for my hours/whether they will be reduced or not."

"I'm being asked to be available for hospitalist coverage if/when we are asked to take more ventilated (respiratory) patients. Currently working 3 days this week (3.17-3.19)."

"Hours dependent on provider coverage needed. Building out two negative pressure rooms for covid pts. 4/28/2020"

"As of 3.30.20, we are doing telepsychiatry. No changes to my practice hours."



Framework

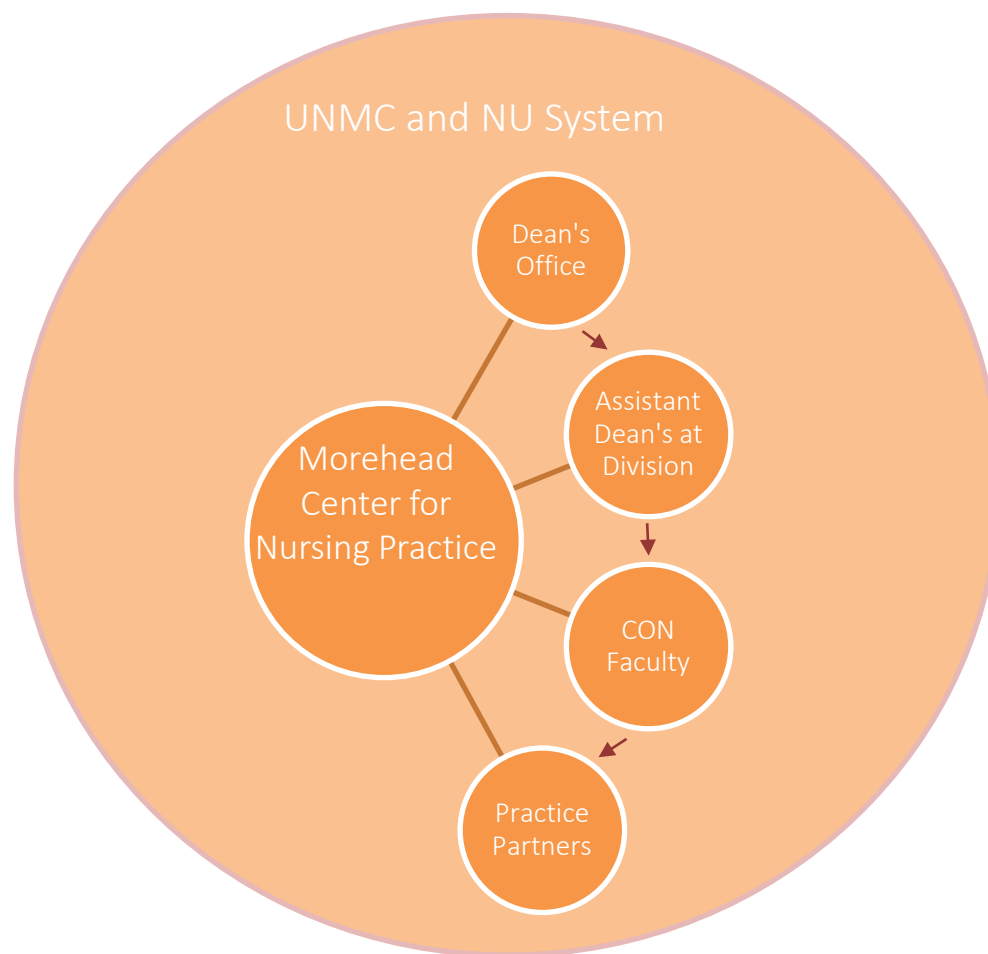
Application for any environment

- Circular communication
- Data on our landscape
- Just-in-time efforts



Circular Communication

Talking in circles, in a good way



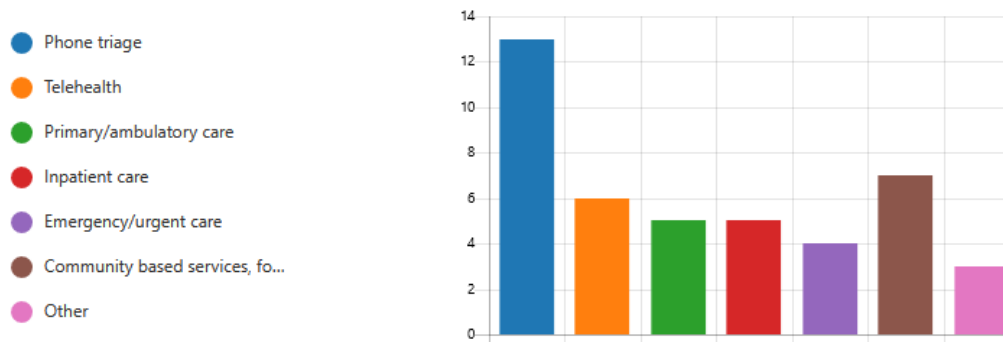
Data on Our Landscape

External and Internal

- Review of what's happening outside of our organization
- Understanding of our scope from within
- Landscape crosswalk to find opportunities for faculty
- Tools used include:
 - Internal survey of faculties' willingness, abilities and availability
 - External needs assessment survey
 - Tracking of practice contributions

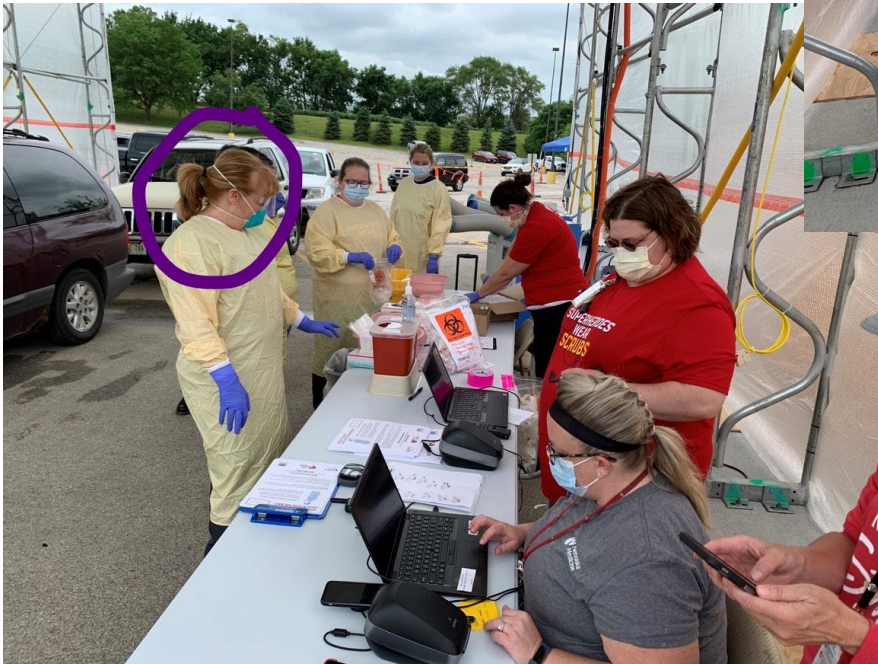
7. What kind of "work" would you be willing to do? Choose all that apply.

[More Details](#)



Just-In-Time

Adaptability



Timely, Constant & Relevant Communication

Break It Down

- Timely
 - Aware, proactive, flexible
- Constant
 - Consistent, strategic, inclusive
- Relevant
 - Thoughtful, focused, empathetic
- Alternative communication modalities





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