Fostering the Integration of the Clinical Nurse Leader Role in Japan through a Multidisciplinary Clinical Immersion Program in the United States

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Introduction
Health care is changing in Japan as about one in four individuals are over the age of 65 (HWSA, 2009). Japanese nursing and health care leaders recognize the need for improving care coordination in complex acute care settings (Motohashi, Hamada, Sekimoto, & Imanaka, 2013).

The Clinical Nurse Leader’s (CNL) role in care transition and care coordination in acute care and ambulatory settings contributed to the interest in the role by Japanese nursing and health care leaders.

Nursing work environments need support from CNLs to create positive change in how nurses work, to stave off burn-out among new nurses (Kanai-Pak et al., 2008).

Purpose: Promote qualified Japanese nursing faculty to gain in-depth understanding of the assumptions of the CNL role in theory and in clinical practice.

Program
Clinical and Theoretical Components
Creation of a 7-day CNL immersion program in partnership with Saint Anthony College of Nursing and Trinity Health Saint Joseph Mercy Hospital in Ann Arbor Michigan. Clinical immersion in a 537 bed teaching Magnet Hospital with mature CNL practice.

CNL Presentations of Quality Improvement Projects of CNL Role
- Assessing Pain in critically ill patients who are unable to self-report
  Emily Pasola, MSN, RN, CNL
- Daily weight improvement project
  Becky Masters, MSN, RN, CNL
- Identifying delirium in elective orthopedic patients
  Deb Newall, MSN, RN, CNL
- Interdisciplinary rounding
  Cheryl, Bodnariuk, MSN, RN, CNL
- Focusing on mobility-decreased falls
  Hikaelia Williams, MSN, RN, CNL
- OB hemorrhage management
  Barb Martinez, MSN, RN, CNL
- Introducing the CNL role
  Val Turner, CNL student
- Quality improvement and unit assessment
  Dana Madon, CNL student

Theory Components of CNL Role
Nursing Leadership
- Horizontal Leadership, interdisciplinary communication & collaboration skills.
- Health care advocacy.
- Shannon Lizer, PhD, FNP-BC.

Care Environment Management
- Healthcare systems, healthcare policy, quality improvement.
- Jane Zielinski-Carter, DNP, RN, CNL, CCRN, CNRN
- Healthcare Informatics
  Dana Dermody, MSN, RN, CNL & Amy Kirchoff, RN, BSN, Informatics Specialist
- Team coordination, healthcare finance & economics.
  Kristine Dreesen, MBA, MSHA, RN, BSN
- Ethics, Shannon Lizer, PhD, FNP-BC

Clinical Outcomes Management
Knowledge management & EBP
- Illness and disease management, advanced clinical assessment, health prevention and disease prevention management.
- Jessica Schneiderman, MSN, RN, CNS-APN

Nursing Leadership
- Integration of the CNL role, role integrity, lateral integration of care services.

CNL curriculum & Certification Process
- AACN End-of-Program competencies, CNL certification process, Q & A
- Dana Dermody, MSN, CNL,

Outcome
A total of 10 participants joined the CNL immersion program.
- 7 Japanese nursing faculty and leaders,
- 1 nurse faculty from the U.S.
- 2 CNL students from Freeport Hospital
- Participants achieved a total of 21 continuing education credits.

Recommendations:
- Faculty preparations for CNL certification should involve clinical immersion in an institution where the CNL role is fully integrated. This fosters a deeper understanding of the integration and clinical practice of the CNL role.
- Partnerships between higher education and clinical settings are imperative to enhance the understanding of content delivered didactically.

Participant comments:
"The CNL role could help us to better coordinate patient transitions between acute and community-based care.”
Japanese Red Cross International College of Nursing.
"The CNL role is very useful to decrease fragmentation of care and promote interdisciplinary collaboration to deliver consistent quality care to patients”.
Tsukuba University.

Bibliography
Participiants from Kumamoto Red Cross Hospital, Red Cross International College of Nursing, Tsukuba and Kyoto University, International College of Nursing, Cross Hospital, Red Cross Hospital, Freeport Hospital, Saint Anthony College of Nursing, and Freeport Hospital with CNLs at Trinity Saint Joseph Hospital.