

RESUME

Nominations cumulatives

Renforcement de la composante clinique dans les programmes d'enseignement des sciences infirmières

Cet article examine la façon dont une université a tenté, dans le cadre de son programme de sciences infirmières, d'assumer ses responsabilités à l'égard du bien-être de l'humanité en favorisant l'avancement et la diffusion des connaissances et la formation de praticiens professionnels capables d'utiliser leur bagage scientifique avec créativité et compassion.

Cette tâche a été facilitée par la mise sur pied d'un programme de nominations cumulatives auprès des agences cliniques où les responsabilités pédagogiques font partie intégrante du rôle des cliniciens. Cette expérience a eu le grand avantage de favoriser et de renforcer l'exercice responsable de la profession dans le cadre duquel la pratique, la recherche et l'enseignement sont vus comme les parties d'une triade plutôt que comme trois entités séparées.

JOINT-APPOINTMENTS: AN AGENCY EXPERIENCE : A RESPONSE

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Something exciting is happening in Nursing! Education and service, those historic antagonists, are coming together. Our American counterparts, Loretta Ford in Rochester and Luther Christman in Chicago, have been sharing with us recently their strategies for implementing a complete professional role for nursing in their respective centers. Ms. Arpin, University of Toronto, School of Nursing, has described her School's experience with joint appointments in this issue of *Nursing Papers*. It is my pleasure to have the opportunity to describe the approach utilized between the School of Nursing at McGill and the Department of Nursing of the Montreal Children's Hospital.

In 1977 the Directors of Nursing of the five major university-teaching hospitals in the McGill system were called together by Ms. Joan Gilchrist, Director of the McGill University School of Nursing to meet with a selected group of faculty members for the purpose of developing joint appointments. This core group continues to meet regularly to develop the

joint appointment concept to maximize our varied and considerable resources. Each Director of Nursing has had the opportunity of proposing members of her staff for appointment in the University School of Nursing and for negotiating for McGill faculty involvement in her respective institution.

Agency staff receive titles identical to those in the university system: lecturer, assistant professor, associate professor. These appointments for a three-year term are non-salaried and terminate when the hospital appointment terminates. They entitle the recipient to all the rights, obligations and privileges of staff in the university community; for example, use of libraries and other facilities, option for membership in the Faculty Club and opportunity to attend meetings of the Medical and School of Nursing Faculties. In addition, invitations are extended to meet with small groups of faculty for curriculum planning and other forms of decision-making in which service input is helpful. In my view, the effectiveness of our joint appointment system lies in the fact that the specific input and commitment on both sides is flexible and developmental.

As in the past three years we have been fortunate to have four McGill Faculty assisting us to improve nursing at the Montreal Children's Hospital. A McGill faculty member has been a consultant to our Staff Development personnel. Many of her students have joined our staff as new graduates. Therefore, not only has she assisted us to develop better ways of orienting and developing staff, but she has gained insights which have led to modifications in her teaching and curriculum approaches. A second faculty member joined our Family Medicine nurses as a consultant to assist them to examine their practice and to become more knowledgeable and deliberate in the application of nursing interventions to specific care problems. A third individual has been the nurse member of our interdisciplinary Behavioral Pediatrics group. She has carried out home visits and has been a valuable contributor of information and skills in this newly-developing service. The fourth Faculty member has added her knowledge and experience gained in the field of Maternal and Child health to a second recently established multi-disciplinary service, a clinic for children with problems related to developmental delay.

Interestingly, it is only now that the service agencies are establishing the procedure for recognition and ratification of faculty appointees in nursing to their departments. This fall, the Director of the McGill School of Nursing will be proposed to the Board of Directors of the Montreal Children's Hospital for an appointment to the Hospital as a consultant. This procedure and title are those utilized for our counterparts in medicine. Following the selection of suitable titles, all faculty personnel will be proposed for appointment to the hospital staff and ratified in the same manner.

To continue, a particularly interesting and rewarding joint venture has been the launching of a series of collaborative efforts called Nursing Explorations. The first of these collaborations was organized by a small group consisting of the Director of Nursing of one establishment, the Assistant Director of another establishment, and a senior faculty member. Entitled 'The Experience of Suffering', this conference, opened by Canadian author Adele Wiseman, brought together a group of nurses from education and service in our community who are providing care for patients in pain, children with cancer and patients with emotional problems. Included also was the sharing of an experience in organizing and facilitating a cancer self-help group. The second such conference 'Learning to be Healthy: Where Nurses Fit' will take place in the fall. This joint project will allow us to explore current issues in the delivery of health care that are of common concern to nurses and have implications for education, practice and research in nursing.

It is my belief that in hospitals the most significant benefits to patients will accrue from recruiting nurses with clinical expertise and experience and knowledge in education and research for managerial positions. We are in the process of redefining the managerial roles at the Montreal Children's Hospital to allow the potential power of line positions to be coupled with the opportunity and requirement to utilize the skills enumerated above. The recruitment potential possible with a joint appointment is one of the most significant benefits for the Nursing Department of the Montreal Children's Hospital at this point in our development. The opportunity for leadership and role-modeling in relation to undergraduate and graduate students as well as staff nurses is beginning to be evident as a result of the recruitment of expert nurses enacting the full professional role in significantly placed positions in the organization.

Nursing research is alive and well at the Montreal Children's Hospital! Two years ago, Mrs. Céleste Johnston, who has a Doctorate in Education, joined the Montreal Children's Hospital Nursing Department. Through her efforts the first nursing research project to be funded by the Montreal Children's Hospital Research Institute was organized. An active Nursing Research Committee now interfaces with the Institute as well as the McGill School of Nursing. Guidelines have been developed for nursing participation in medical research projects. This participation must be now negotiated and recognition given in the nursing budget to the extra-service nature of this type of activity. We are, however, most proud of the fact that Dr. Céleste Johnston, who has been given a joint appointment with McGill University, is now eligible to become a full member of the Montreal Children's Hospital Research Institute, a prestigious body which was ranked very highly recently in a province-wide survey of Research Institutes.

Another milestone was reached in June of this year with the issuing of invitations to the joint appointees from McGill-affiliated hospitals to attend the C.A.U.S.N. meeting held at the University of Quebec, Montreal. It was my privilege to have had the opportunity to address this group as well.

Finally, I can only reiterate that the opportunity for all nurses to join forces and work together is, I think, one of the most hopeful developments for health care in the future. We have the education, the skills, the mandate, the vision and the opportunity to bring about some of the changes which are clearly needed to ensure the movement toward a healthier citizenry in the future.