



Supporting Nursing Advanced Practice Transition (SNAPT)

Student Memorandum of Understanding

WHEREAS, the Johns Hopkins University School of Nursing (JHSON), in collaboration with the University of Maryland School of Nursing (UMSON), Coppin State University (CSU) and Clinical Practice Partners, has developed an innovative two-phase program called Supporting Nursing Advanced Practice Transitions (SNAPT) with the goal of providing a seamless transition from academia to practice for Doctor of Nursing Practice - Advanced Practice (DNP-AP) graduates (SNAPT fellow/students/participants and JHSON, together, Parties); and

WHEREAS the goals of the SNAPT Fellowship program is to advance the practice of students at the Doctoral level; increase the number of qualified Nurse Practitioners (NP) in Maryland primary care practices; and facilitate the development of preceptors for incoming students in AP-DNP nursing programs; and

WHEREAS, the undersigned student, in the AP-DNP program at JHSON, UMSON, or CSU wishes to participate in the SNAPT Fellowship program as described below.

NOW, THEREFORE, the Parties agree as follows:

I. Description of the SNAPT Fellowship

A. The SNAPT curriculum-to-career program creates an opportunity for students in DNP-AP programs to progress seamlessly through a sequence of academic and primary care experiences that provide mentoring and support for entry into practice. SNAPT is an eighteen (18) month Fellowship. The SNAPT participants enter the Fellowship during the final semester of the AP-DNP program.

B. Phase 1: The SNAPT program will commence during the final semester of the DNP-AP program. Students will be matched with a mentor at a local primary care practice for their final semester of clinical education. Students will graduate from their program, participate in the Transition to Practice Course and begin the SNAPT didactic and monthly immersion curriculum that will last the remainder of the fellowship. Participants take and pass their advanced practice certification exam and complete credentialing to continue their clinical work at their primary care organization.

C. Phase 2: The licensed and credentialed graduate NP (formally student, now known as SNAPT fellow) is employed full-time at their primary care practice while participating in weekly clinical case conferences and monthly immersions with SNAPT Fellowship program faculty for twelve (12) months. During this time, they will receive one-on-one mentoring sessions from a mentor at their clinical site and evaluation and support from a SNAPT Clinical Liaison. The SNAPT program expects Participants to remain at their practice site for at least two (2) years post-fellowship.

II. SNAPT Responsibilities.

A. Establish practice partnership mentors to provide ongoing support and guidance to program participants.

B. Provide a Program Manager who will assist SNAPT participants throughout the fellowship.

C. In phase 2, for twelve (12 months), faculty will hold combined academic practice conferences with the fellows during weekly online sessions and monthly in-person immersions—to provide ongoing knowledge and information throughout the student's time in the program.

D. In the second phase of the fellowship, those in underserved areas will receive a stipend to offset the cost of training to the practice partner and to support their salary.

III. Responsibilities of SNAPT Participant.

As a participant in the SNAPT program, the student/fellow agrees to:

- A. Commit to participate in the student portion and employment with participating practice partner for the duration of the eighteen (18) month fellowship.
- B. Comply and respond to SNAPT faculty and staff communications within 72 hours of receiving such request.
- C. Meet all employer hiring eligibility, and performance criteria to maintain employment with collaborating practice sites.
- D. Complete all evaluation measures as provided by the SNAPT program team.
- E. Attend in-person meetings or conference calls as arranged for SNAPT program participants throughout their participation in the fellowship
- F. Inform the Program Manager in writing of any changes to their SNAPT program participation status as soon as changes occur.
- G. Take and pass the national board exam of their specialty within 2 months from graduation from the AP-DNP program or within the timeframe specified by their primary care site.
- H. Comply with all requirements for employment and begin full-time employment with primary care partner no later than September 1 (excluding any exceptions to this that are related to employer hiring timeline).
- I. I understand that a stipend will be provided for me to offset the cost of training to the practice partner and to support my salary.
- J. The SNAPT program believes that leadership and professionalism are demonstrated through timely communications and adherence to the tenets outlined in this Agreement. We expect the participant to demonstrate leadership and professionalism when completing practicum hours and during the student's tenure as an employee at a SNAPT Partner Practice.
- K. The SNAPT Program reserves the right to dismiss Program participants from the Program at any time for failure to adhere to the program requirements set forth herein. Should this occur, the SNAPT program, JHUSON and UMSON shall bear no financial or otherwise responsibility to Participant.
- L. Privacy. The student understands that confidential information identified in writing by the SNAPT program may not be shared with Partner Practices without prior discussion with the Program Manager.

I attest to the truth and accuracy of all the information above and affirm my eligibility and interest in participating in the Supporting Nursing Advanced Practice Transitions (SNAPT) Fellowship Program. I understand that my participation in the SNAPT program will remain in effect during the term of the Fellowship unless I request that it be changed.

Student Name (Please Print)

Student Signature

Marianne Fingerhood, NP, ANP-BE, CNE

Date

Program Director SNAPT Fellowship