Progress on the Institute of Medicine Recommendations: Perspectives on the Evidence

NURSING EDUCATION
Research on progress in achieving Institute of Medicine recommendations was made possible by the Robert Wood Johnson Foundation.
Four Key Research Areas

- Scope of Practice
- Nursing Education
- Partners in Redesigning Health Care
- Workforce Planning
- ADVANCING HEALTH
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Featured Speaker

Suzanne Miyamoto, PhD, RN, FAAN
Senior Director of Government Affairs and Health Policy at the American Association of Colleges of Nursing
Featured Speaker

Mary Lou Brunell, MSN, RN
Executive Director of the Florida Center for Nursing
50 percent: In 2010, half of the nation’s 3 million nurses held a baccalaureate or higher degree.

80 percent: The *Future of Nursing* report that year recommended that this proportion be increased, suggesting 80 percent of nurses hold a Bachelor of Science in Nursing degree by 2020.
Since the IOM Recommendation on Bachelor of Science in Nursing...

- Nurses have returned to school in large numbers to get BSNs
- The proportion of nurses nationally holding at least a bachelor’s degree is at an all-time high
- Hospitals have substantially increased their employment of those with BSNs
- More research has been published to confirm earlier studies showing that more BSN care is associated with better patient outcomes
More RNs are Returning to School to Get BSNs

Source: American Association of Colleges of Nursing
Non-BSNs Versus Adjusted “New BSNs” (Generic + RN to BSNs) Entering Workforce

Source: P. McMenamin, ANA, 2015
Increasing the Number of BSNs

- **61% of RNs have at least a bachelor’s degree**
  (Budden et al., 2013, *J Nurs Reg*, from NCSBN survey)

- **111,634 BSN graduates in 2014—highest ever**
  - *Higher* for the first time than number of nurses without BSNs entering workforce
  - **68,857** were entry-level BSNs (62%)
  - **47,777** were BSN-completion RNs (38%)

- **Enrollments in RN-to-BSN programs increased by 10% in 2013-14, marking 12th year of increases**
Moving Toward 80% BSNs Hospital Workforce

Source: Center for Health Outcomes and Policy Research, University of Pennsylvania
Key Research Findings
Since 2010 IOM Report

Hospitals with higher proportion of BSNs have better patient outcomes:


- **Lower rate of readmissions** (Yakusheva et al., 2014, *Medical Care*)

- **Fewer incidents of pressure ulcers, post-op deep vein thrombosis, and pulmonary embolisms** (Blegen et al., 2013, *JONA*)

- **Higher patient satisfaction** (You et al., 2013, *Int J Nurs Studies*)
Key Research Findings: Causality

- Hospitals that increase proportion of BSNs experience greater quality of care improvements compared with hospitals not increasing BSNs (large panel study; Kutney-Lee et al., 2013, *Health Affairs*)

- International replications suggest “universality” of association of BSNs and better patient outcomes: U.S., Canada, Belgium, nine European countries, South Korea, China
Key Findings: Value

More hours of care by those with BSNs means:

- Reduced readmissions
- Reduced length of stay

This suggests a business case for 80% BSN target (Yakusheva et al., 2014, Medical Care)
Maintaining Momentum Toward a BSN Workforce

• Research continues to confirm better patient outcomes associated with BSN workforce
• Evident progress toward the goal of 80% BSNs
• Inefficiencies remain in rate of increase in BSNs—more than half of RNs still enter workforce without BSN
  – Substantial increase in generic BSN graduations needed; highly qualified applicants being turned away
  – Second degree programs may hold growth potential: 11,000+ grads in 2014 in 293 programs (AACN)
  – Highest priority is to ensure that all nursing students receive a BSN before completion of initial education
• “The Market” (preferential hiring influenced by research) rather than designed public policies explains the increase in BSNs
• Large numbers of nurses (over 70,000) enter the RN workforce each year without the minimum preferred education—the BSN
• Obtaining the BSN post-graduation is expensive to individual nurses, their employers, and the public
• Billions of federal dollars annually support associate degree nursing programs via U.S. Department of Education, contrary to evidence that a BSN workforce is in the public interest
• Modernizing and retargeting public funding to ensure that every student beginning nursing education completes with a BSN is essential for achieving the IOM target of 80% BSNs in the near future
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Questions or Comments?

Press *1 on your telephone keypad to ask a question
OR
Use the “chat” feature to send “everyone” a question

You can find the webinar recording and a summary and additional resources at CampaignforAction.org/webinars
In 2005, the Robert Wood Johnson Foundation launched a program to generate, disseminate, and translate research that is designed to help the public understand how nurses contribute to and can improve patient care quality. The Interdisciplinary Nursing Quality Research Initiative program (INQRI) supported 48 interdisciplinary teams of researchers who conducted rigorous studies linking nursing to patient care processes and outcomes. Key findings of those studies are synthesized in the research and evidence briefs, which fall into one or more of the following categories:

- **Practice**
  - Read the Practice research briefs.

- **Education**
  - Read the Education research briefs.

- **Leadership**
  - Read the Leadership research briefs.

- **Workforce Data**
  - Read the Workforce Data research briefs.
<table>
<thead>
<tr>
<th>2016</th>
<th>Topic</th>
<th>Research Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>February 23</td>
<td>Scope of Practice</td>
<td>Joanne Spetz</td>
</tr>
<tr>
<td>3 to 4 p.m. ET</td>
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<td></td>
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<tr>
<td>March 22</td>
<td>Nursing Education</td>
<td>Linda Aiken</td>
</tr>
<tr>
<td>3 to 4 p.m. ET</td>
<td></td>
<td></td>
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<tr>
<td>April 25</td>
<td>Partners in Redesigning Health Care</td>
<td>Olga Yakusheva</td>
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<tr>
<td>3 to 4 p.m. ET</td>
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<tr>
<td>May 23</td>
<td>Workforce Planning</td>
<td>Erin Fraher</td>
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<td>3 to 4 p.m. ET</td>
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Save the dates!