Equip and Empower for Educational Transformation: A Summary of the Regional Webinar Series

August 18, 2011
During Today’s Webinar

- Overview of findings from the four regional webinars
- Preliminary survey results on nursing education and collaboration
- CCNA Learning Collaborative on Education Transformation
- Achieving 80% BSN by 2020 – your input
# Regional Webinar Series

<table>
<thead>
<tr>
<th>Northeast Region (April 13)</th>
<th>Western Region (June 29)</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Carolina: Polly Johnson</td>
<td>New Mexico: Jean Giddens</td>
</tr>
<tr>
<td>Massachusetts: Maureen Sroczynski</td>
<td>California: Liz Close</td>
</tr>
<tr>
<td>New York: Maureen Wallace</td>
<td>Washington: Gerianne Babbo and Sharon Fought, BSN at Community Colleges</td>
</tr>
<tr>
<td>National: NLN; Elaine Tagliareni, AACN; Jane Kirschling, NCSBN, Nancy Spector</td>
<td>National: Fran Roberts, <em>Private for Profit Schools</em></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mid-western Region (July 7)</th>
<th>Southeast Region (July 7)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana: Donna Boland</td>
<td>Mississippi: Wanda Jones</td>
</tr>
<tr>
<td>Michigan: Teresa Wehrwein</td>
<td>Florida: Mary Lou Brunell</td>
</tr>
<tr>
<td>Ohio: Susan Taft</td>
<td>Texas: Sondra Flemming</td>
</tr>
</tbody>
</table>

[http://championnursing.org/webinars-ccna](http://championnursing.org/webinars-ccna)
Overarching Themes:

1. Consensus on Nurse Competencies
   • Gain consensus on what competencies nurses of the future must have, not only the competencies traditionally provided in the Associate Degree (AD) to Bachelor of Science (BS) transitions.
   • Address future needs of consumers and health care institutions.

2. Shared Curriculum
   • Reduce duplication of efforts and thus faculty workload.
   • Collaborative curriculum provides a better use of resources which benefits both the institutions and the students. There are a variety of models that promote shared curriculum.
3. Build Partnerships for Greater Collaboration
   - Leverage existing relationships and partners, Develop new partners, Establish trust and develop shared goals

4. Increase Resources
   - Increase resources to help transformation efforts and partnering activities including but not limited to cash, in-kind contributions, and grants.
5. Less Bureaucracy

• Address the bureaucratic questions about higher education issue such as:
  – Who gets tuition monies
  – Cross registration of credits amongst academic institutions
Core Takeaways:

For State Leaders:

• Assess existing innovative projects and viable partners
• Use pilot regional projects to evaluate models
• Invite Community College and University administrators to planning meetings
• Appoint an educational transformation leader
• Analyze workforce needs in your state
Core Takeaways:

For Education Institutions:

- Expand articulation efforts to promote BSN education and increase flexibility for students
- Streamline curricula to promote multiple entry points
- Consider co-enrollment
- Transform clinical education
Core Takeaways:

For Educators:

• Prepare nurse educators for new teaching methods

• Focus on clinical judgment and evidence based practice

• Provide strong advising to promote higher education
Purpose:

1. Formalize a state and national level network of nursing leaders and stakeholders working to increase the education level of nurses.

2. Facilitate the sharing of resources and lessons learned.
Nursing Education Redesign
Collaboration Survey
Preliminary Results

Maureen Sroczynski, DNP (c) RN
Farley Associates, Inc.
Sue Hasmiller and Susan Reinhard for facilitating this survey process

The CCNA staff, especially Andrea Brassard, Mary Sue Gorski and Michael Pheulpin for assistance in the development, circulation and review of the survey results

All the individuals across the country for taking the time to participate
Survey Focus

- To gain information about the goals, strategies and structures beneficial to successful education redesign

- To develop an understanding of the perception of collaboration among states working on education redesign
Participation

- 500 surveys distributed
- 169 responses received and reviewed
- Response rate of 34%
- 41 states with range of 1–14 partners reporting from states
- Results analyzed in the aggregate
Select the type of organization that you represent.

Organizations Represented

- Nursing Education- BSN: 29.3% (48)
- Nursing Education-ADN: 23.8% (39)
- Health Care Organization: 12.8% (21)
- Other (please describe): 9.8% (16)
- Government agency or organization: 9.1% (15)
- Nursing Professional Organization: 5.5% (9)
- Advocacy Organization: 3.0% (5)
- Nursing Workforce Center: 3.0% (5)
- Workforce Development Organization: 1.8% (3)
- Nursing Practice: 1.2% (2)
- All Other Responses: 0.6% (1)
Involved in Education Redesign

Is the organization you represent involved or plan to be involved in nursing education redesign?

- Yes: 58.9%
- Plan to be: 27.6%
- No: 13.5%
Length of Time Working on Education Redesign Activities

How long has the organization you represent been working collaboratively with other organizations in nursing education redesign activities?

- More than 5 years: 24.8% (34)
- In the planning stages: 24.1% (33)
- 2 years to 5 years: 14.6% (20)
- 12 to 24 months: 13.9% (19)
- Six to 12 months: 10.9% (15)
- Not working collaboratively with other organizations: 7.3% (10)
- Less than six months: 4.4% (6)
Type of Collaborations Involved

Indicate the type of collaborations your organization has been involved in. (Check all that apply)

- Nursing Dean(s)/Director(s) at... 67.8%
- Nursing Dean(s)/Director(s) at... 65.2%
- Future of Nursing: Campaign for Action... 56.5%
- Hospitals, Long-term care settings,... 55.7%
- Organization(s) with employee incentives for BSN 32.2%
- RWJF Partners Investing in Nursing’s... 31.3%
- Statewide grant activities 29.6%
- Center to Champion Nursing in America Education... 25.2%
- Other nursing employment settings such as... 20.9%
- Community College President(s) 20.0%
- All Other Responses 12.2%
Nature of Collaborative Activity

Please indicate the nature of the collaborative activity focused on education redesign in your state. Check all that apply.

- Collaboration with BSN nursing program(s): 71.4%
- Collaboration with practice partner(s): 70.5%
- Regional education collaborative: 61.6%
- Statewide education collaborative: 50.0%
- Other (please specify): 4.5%
Frequency and Meeting Formats

- **Frequency of Meetings**
  - Once per quarter 34.5%
  - Other 22.7%
    - Variable times
    - In organizing phases
  - Once per month 19.1%

- **Types of meetings**
  - Face to Face 62.2%
  - Teleconferences 25.2%
Primary Focus of Education Redesign

What types of education redesign is your organization primarily focusing on? (Please check all that apply).

- ADN to BSN seamless progression: 79.8%
- BSN from a Community College: 23.6%
- RN to MSN program: 23.6%
- Other (please specify): 22.5%
- Common Curriculum: 21.3%
- Competency-based Curriculum: 16.9%
Type of Education Redesign Project

Is your educational redesign project:

- State based: 33.3%
- Part of a multi-school partnership(s): 28.7%
- Part of an individual school(s): 19.5%
- Regionally based: 11.5%
- Other (please specify): 6.9%
Graduation Year for First Cohort in Curricular Redesign cluster

- Range of years from 2005 through 2016
- 49 responses
- 120 skipped question
Graduation year for First Cohort in Curricular Redesign cluster

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of states</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>1</td>
</tr>
<tr>
<td>2009</td>
<td>2</td>
</tr>
<tr>
<td>2010</td>
<td>1</td>
</tr>
<tr>
<td>2011</td>
<td>5</td>
</tr>
<tr>
<td>2012</td>
<td>6</td>
</tr>
<tr>
<td>2013</td>
<td>6</td>
</tr>
<tr>
<td>2014</td>
<td>3</td>
</tr>
<tr>
<td>2015</td>
<td>7</td>
</tr>
<tr>
<td>2016</td>
<td>6</td>
</tr>
</tbody>
</table>
How Many New BSN or MSN Graduates from New Curriculum Model by 2012?

- Range from 0–200
- Highest numbers from states of
  - Tennessee 190–200
  - Illinois 100
  - California 30
  - Texas 24
# Importance of Components in Education Redesign

## (Rank Order)

<table>
<thead>
<tr>
<th>Component</th>
<th>Rank 1</th>
<th>Rank 2</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dual Admission</td>
<td>32.4%</td>
<td>11.3%</td>
<td></td>
</tr>
<tr>
<td>Prerequisite Alignment</td>
<td></td>
<td>25.4%</td>
<td></td>
</tr>
<tr>
<td>Gen. Education Alignment</td>
<td></td>
<td>22.1%</td>
<td></td>
</tr>
<tr>
<td>BSN attainable in 4yrs</td>
<td></td>
<td>26.5%</td>
<td></td>
</tr>
<tr>
<td>Cohort Model</td>
<td></td>
<td>31.9%</td>
<td></td>
</tr>
<tr>
<td>Pilot Model fully developed</td>
<td></td>
<td>40.9%</td>
<td></td>
</tr>
<tr>
<td>Substantive curricular transformation</td>
<td></td>
<td>22.7%</td>
<td></td>
</tr>
<tr>
<td>Evaluation Plan &amp; goal identified</td>
<td></td>
<td>23.3%</td>
<td></td>
</tr>
</tbody>
</table>
Number of Nursing Programs in State Involved in Education Redesign

Response average
- Community Colleges programs – 11
- University/College programs – 5.58

Answered question – 26
Skipped question – 143
<table>
<thead>
<tr>
<th>Level of Importance</th>
<th>1</th>
<th>2</th>
<th>N/A</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collaboration between education partners</td>
<td>52.9%</td>
<td>15.7%</td>
<td></td>
<td>70</td>
</tr>
<tr>
<td>Funding support</td>
<td>28.8%</td>
<td>19.7%</td>
<td></td>
<td>66</td>
</tr>
<tr>
<td>Employer Incentive for BSN</td>
<td>28.4%</td>
<td></td>
<td>11.9%</td>
<td>67</td>
</tr>
<tr>
<td>Collaboration with practice partners</td>
<td>13.0%</td>
<td>29.0%</td>
<td></td>
<td>69</td>
</tr>
<tr>
<td>Legislative mandate</td>
<td>4.8%</td>
<td></td>
<td>31.7%</td>
<td>63</td>
</tr>
</tbody>
</table>
Greatest Challenges
Themes

- Buy In
  - Lack of agreement on education pathways
  - Difficult to agree on course sequencing
  - Getting change through bureaucratic structures
  - Faculty unwillingness to change or commit
  - Getting all parties to the table
  - Having model replicated across the state
  - Employer understanding and value of BSN educated nurses
  - Lack of overall recognition of BSN requirement
  - Employer value of ADN
  - Difficult to sell re: cost of education
Greatest Challenges Themes

- **Funding**
  - Lack of funding support
  - Cost of academic/career counseling
  - Have the enthusiasm but need funding resources

- **Time**
  - Accomplishing change with small numbers of faculty to work on it
  - Time to work on the project in
  - View of all other responsibilities
  - Competing demands
Greatest Challenges
Thematic Themes

- Incentives and support for students
  - No salary distinction for BSN
  - Student retention between years 3–4
  - Need for both career and academic counseling for students
  - Commitment of students

- Incentives for faculty
  - Release time to work on curricula redesign
More to Come on Education Redesign

- Perception of Collaboration
- Statistical comparisons

Thank you
Mary Sue Gorski, RN, PhD, Fellow, Center to Champion Nursing in America

Office: (202)434-3848 | Email: mgorski@aarp.org
What is the Learning Collaborative?

- Communication
- Listening
- Partnership
- Connections
Communities of Practice

What we Have Learned

• Four models showing promise for Education Progression
  – BSN degree from a Community College
  – State or regional common curriculum
  – State or regional competency based curricula
  – RN to MSN programs
The Collaborative Provides

**Current Resources**

- Four regional archived webinars with slides, handouts, discussions and evaluation captured.
  - www.championnursing.org/webinars-ccna
- National and Regional Resource Guides
- Survey information elicited and shared today.
The Collaborative Will Provide

Upcoming Resources

• Continue the discussion with a listserv
• Provide additional support with regional experts to meet face to face with each Action Coalition to listen and communicate
• Website revision
• Continue to provide opportunities to connect
Susan Hassmiller, Ph.D., RN, F.A.A.N. Senior Advisor for Nursing, Robert Wood Johnson Foundation and Director, of the Future of Nursing: Campaign for Action
Why 80% by 2020

Evidence

– Significant association between educational level and patient outcomes

– 6.7 percent of AD grads get advanced degree, enabling them to teach and serve as PCPs, compared to 20 percent of BSN grads

– Complex roles

– New roles

– Community and public health settings

Sources: Aiken et al., 2003; Estabrooks et al., 2005; Friese et al., 2008; Tourangeau et al., 2007; Van den Heede et al., 2009; Aiken, 2009.
What We Will Count?

- Intent of IOM recommendation
- Increase the percent of nurses with a baccalaureate or higher degree in nursing to 80% by 2020.
<table>
<thead>
<tr>
<th>Highest Education Nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number</strong></td>
</tr>
<tr>
<td>Diploma</td>
</tr>
<tr>
<td>Associate</td>
</tr>
<tr>
<td>BS in Nursing</td>
</tr>
<tr>
<td>MS in Nursing</td>
</tr>
<tr>
<td>Doctorate in Nursing</td>
</tr>
<tr>
<td>Bachelor’s in related field</td>
</tr>
<tr>
<td>Master’s in related field</td>
</tr>
<tr>
<td>Doctorate in related field</td>
</tr>
</tbody>
</table>

- About 21% of RNs whose initial education is an associate degree or higher advance their education in nursing or a nursing-related field.

Source: 2008 National Sample Survey of Registered Nurses

* Too few respondents to estimate the national total
## What is the Gap?

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of RNs</td>
<td>3,063,162</td>
</tr>
<tr>
<td>Total number with BSN, MSN, doctorate in nursing</td>
<td>1,371,474</td>
</tr>
<tr>
<td>Number who do not have BSN+ in nursing</td>
<td>1,691,688</td>
</tr>
<tr>
<td>Number if 80% have BSN+</td>
<td>2,450,530</td>
</tr>
<tr>
<td>Number who need to complete RN-to-BSN programs by 2020 to reach 80% goal</td>
<td>758,842</td>
</tr>
<tr>
<td>Number who need to complete RN-to-BSN programs per year to reach 80% goal (10 years, 2011-2020)</td>
<td>75,884</td>
</tr>
</tbody>
</table>
How Can We Fill the Gap?

- RN to BSN
- RN to MSN or even DNP/PhD
- Generic programs
- Second degree
Nursing Education Advancement Program

- Must get to national “tipping point”
- Competitive process
- Funding
- Specifics to be announced
Let’s Hear From YOU.

• What are the top 3 factors your states simply must have in place in order to reach 80 percent BSN or higher by 2020?

• What barriers are in your way and what opportunities exist?

• What kind of help do you most need to get your state to a “tipping point?”
Closing Remarks

Susan Reinhard, PhD, RN, FAAN
Senior Vice President, AARP Public Policy Institute
Chief Strategist, Center to Champion Nursing in America
• Visit us on the Web at:  
  www.championnursing.org

• Follow us on twitter at:  
  www.twitter.com/championnursing

• Join us on Facebook at:  
  http://facebook.com/championnursing