

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

AUGUST 18, 2011



Robert Wood Johnson Foundation

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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

Northeast Region (April 13)

- North Carolina: Polly Johnson
- Massachusetts: Maureen Sroczyński
- New York: Maureen Wallace
- National: *NLN*; Elaine Tagliareni, AACN; Jane Kirschling, NCSBN, *Nancy Spector*

Western Region (June 29)

- New Mexico: Jean Giddens
- California: Liz Close
- Washington: Gerianne Babbo and Sharon Fought, BSN at Community Colleges
- National: Fran Roberts, *Private for Profit Schools*

Mid-western Region (July 7)

- Indiana: Donna Boland
- Michigan: Teresa Wehrwein
- Ohio: Susan Taft
- National: Linda Tieman, *National Workforce Data*

Southeast Region (July 7)

- Mississippi: Wanda Jones
- Florida: Mary Lou Brunell
- Texas: Sondra Flemming
- National: Deana L. Molinari, *Rural Health*

<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.**

Overarching Themes:

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.

Overarching Themes:

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 Sroczyński, 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

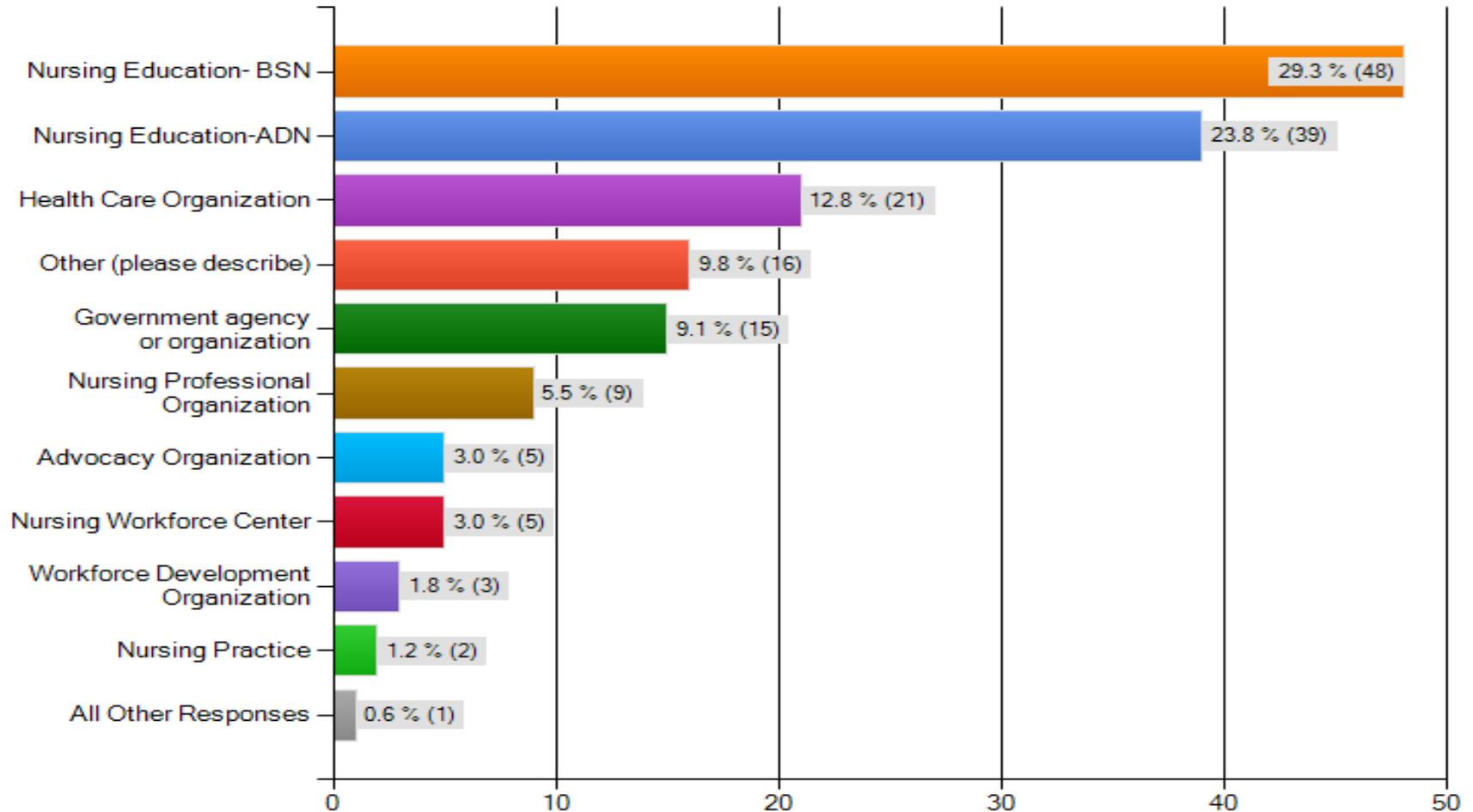
- ▶ To gain information about the goals, strategies and structures beneficial to successful education redesign
- ▶ To develop an understanding of the perception of collaboration among states working on education redesign

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

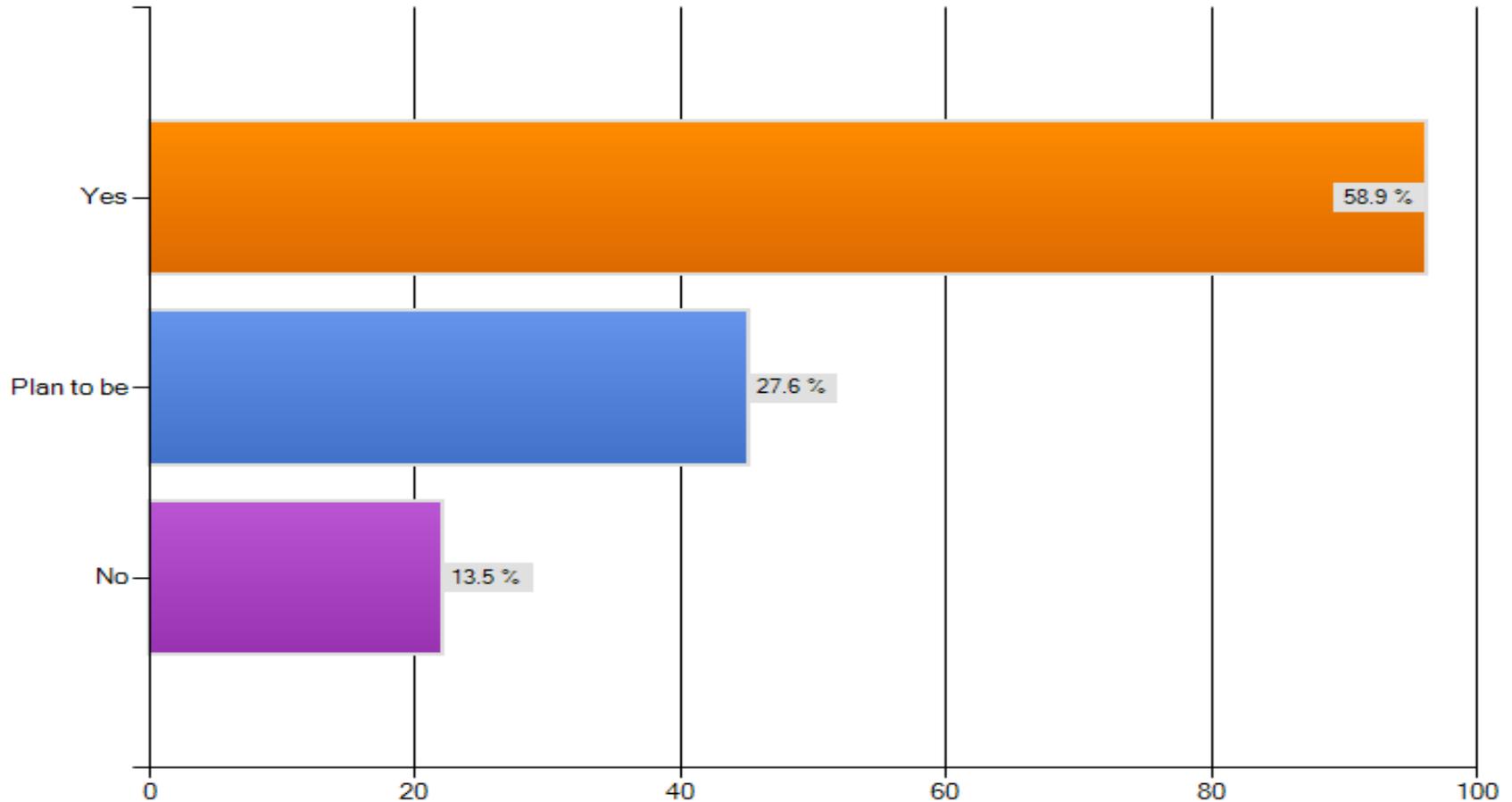
Organizations Represented

Select the type of organization that you represent.



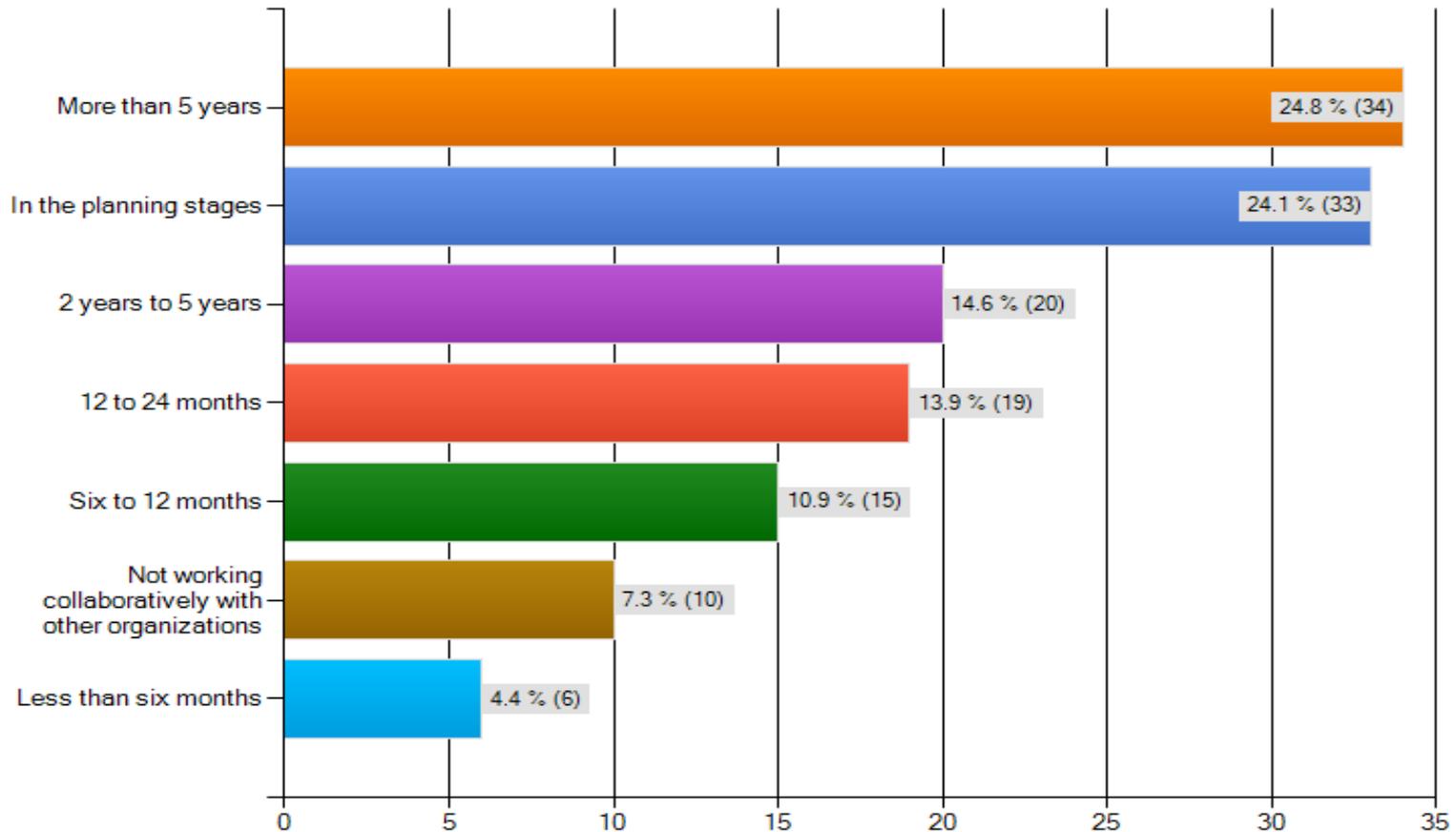
Involved in Education Redesign

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



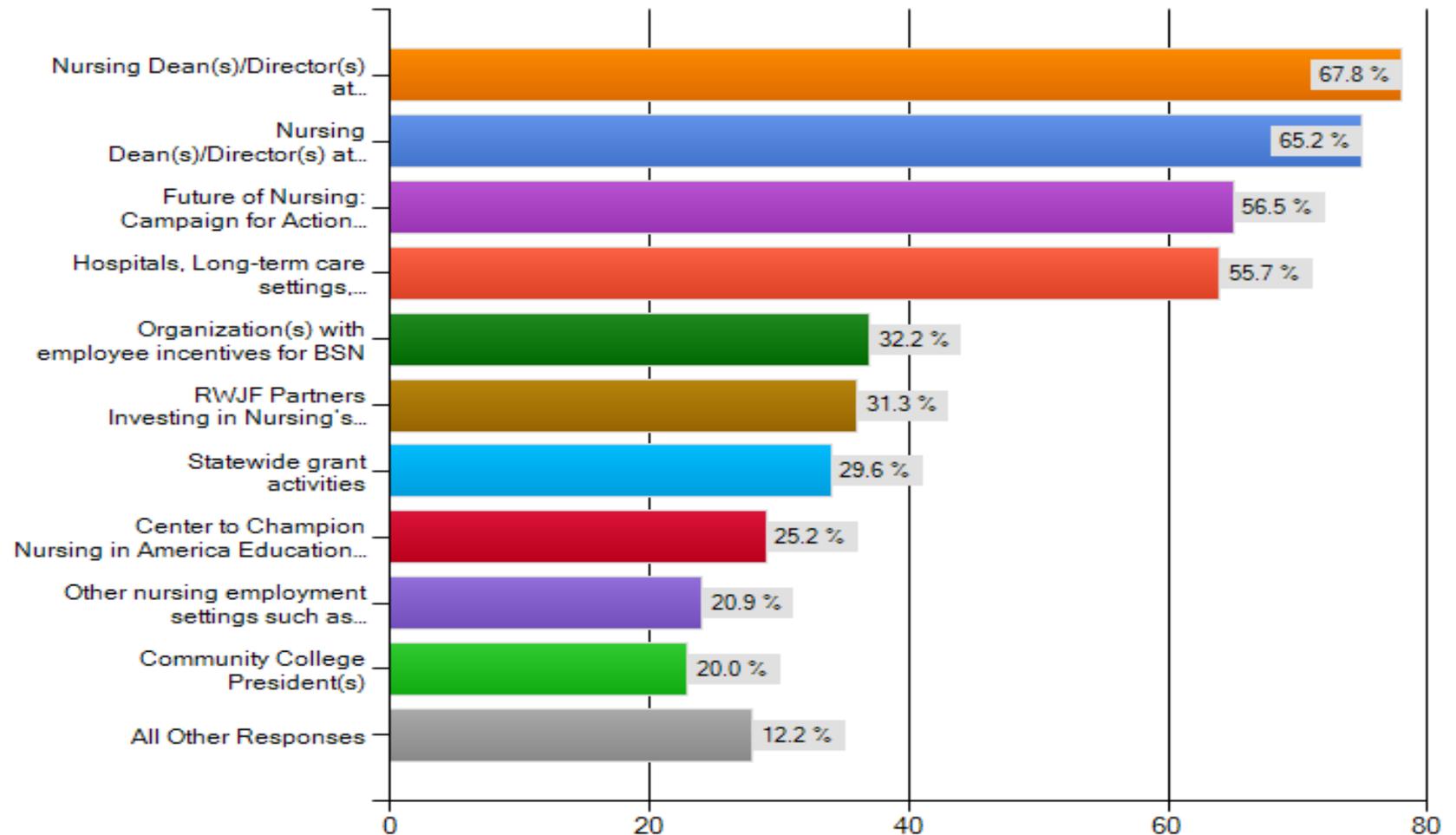
Length of Time Working on Education Redesign Activities

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



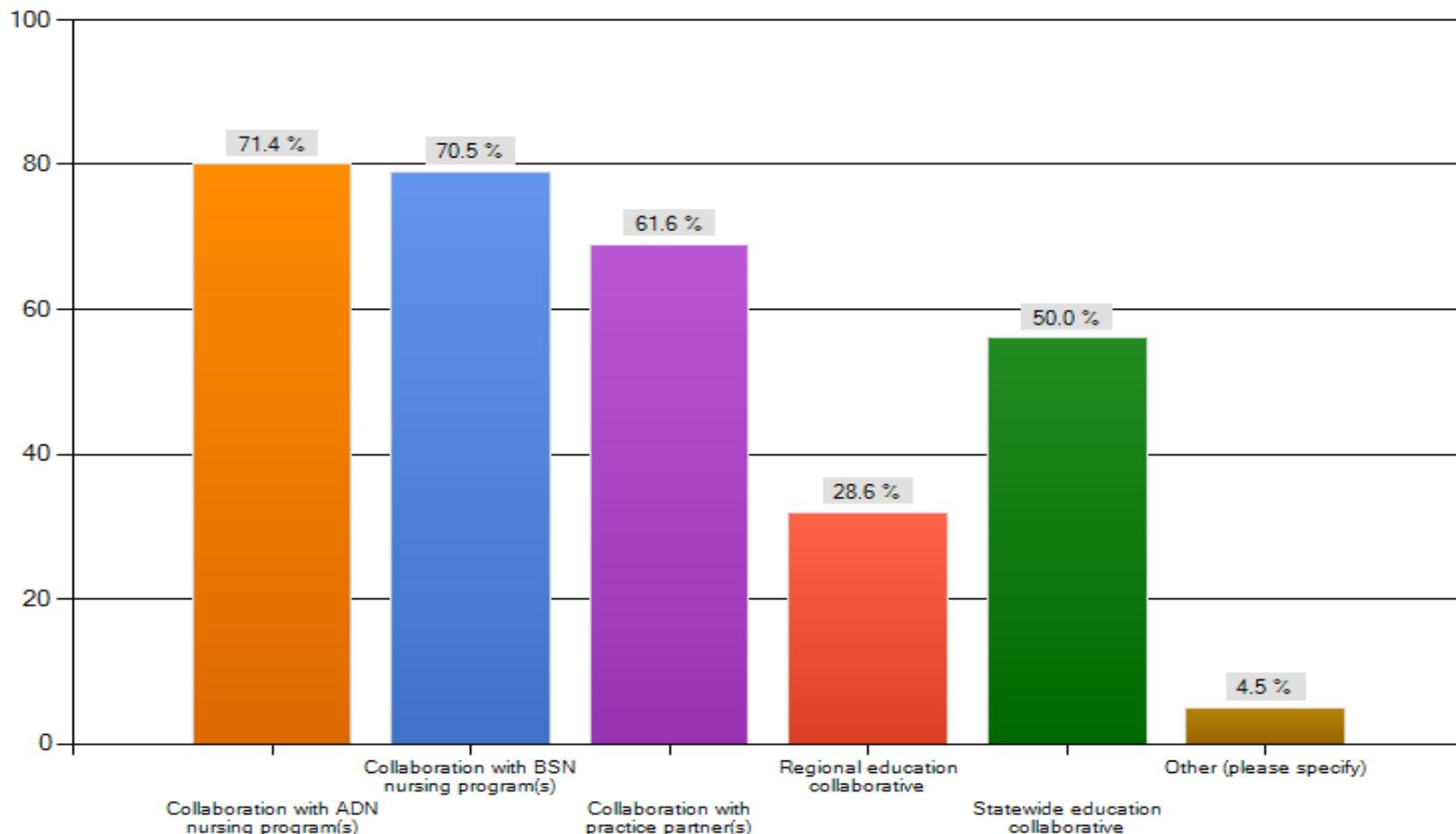
Type of Collaborations Involved

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



Nature of Collaborative Activity

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



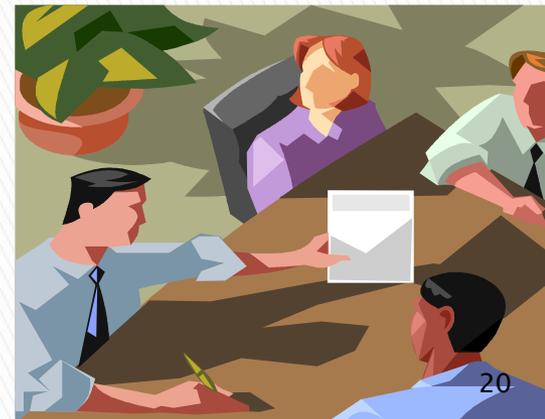
Frequency and Meeting Formats

▶ Frequency of Meetings

- Once per quarter 34.5%
- Other 22.7%
 - Variable times
 - In organizing phases
- Once per month 19.1%

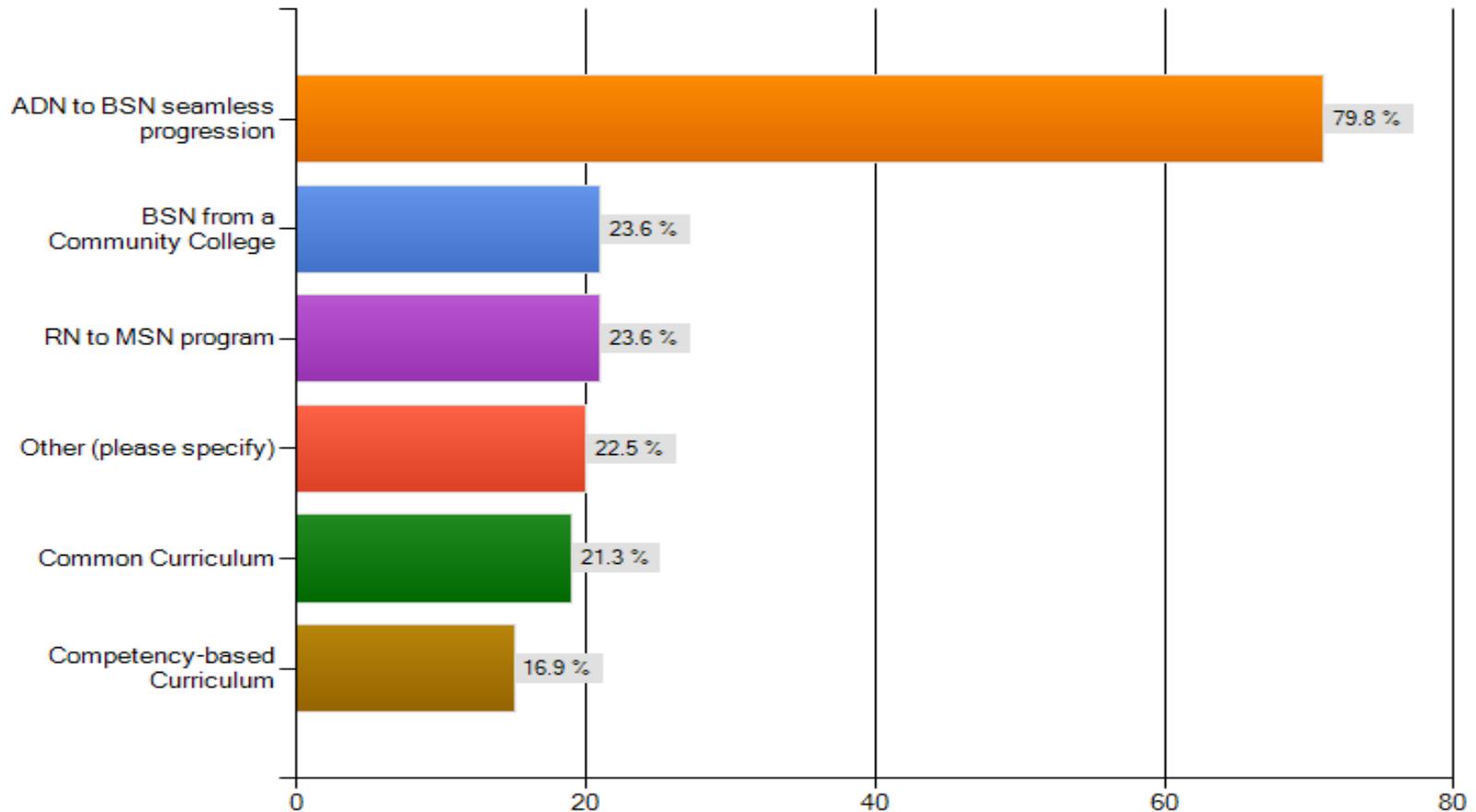
▶ Types of meetings

- Face to Face 62.2%
- Teleconferences 25.2%



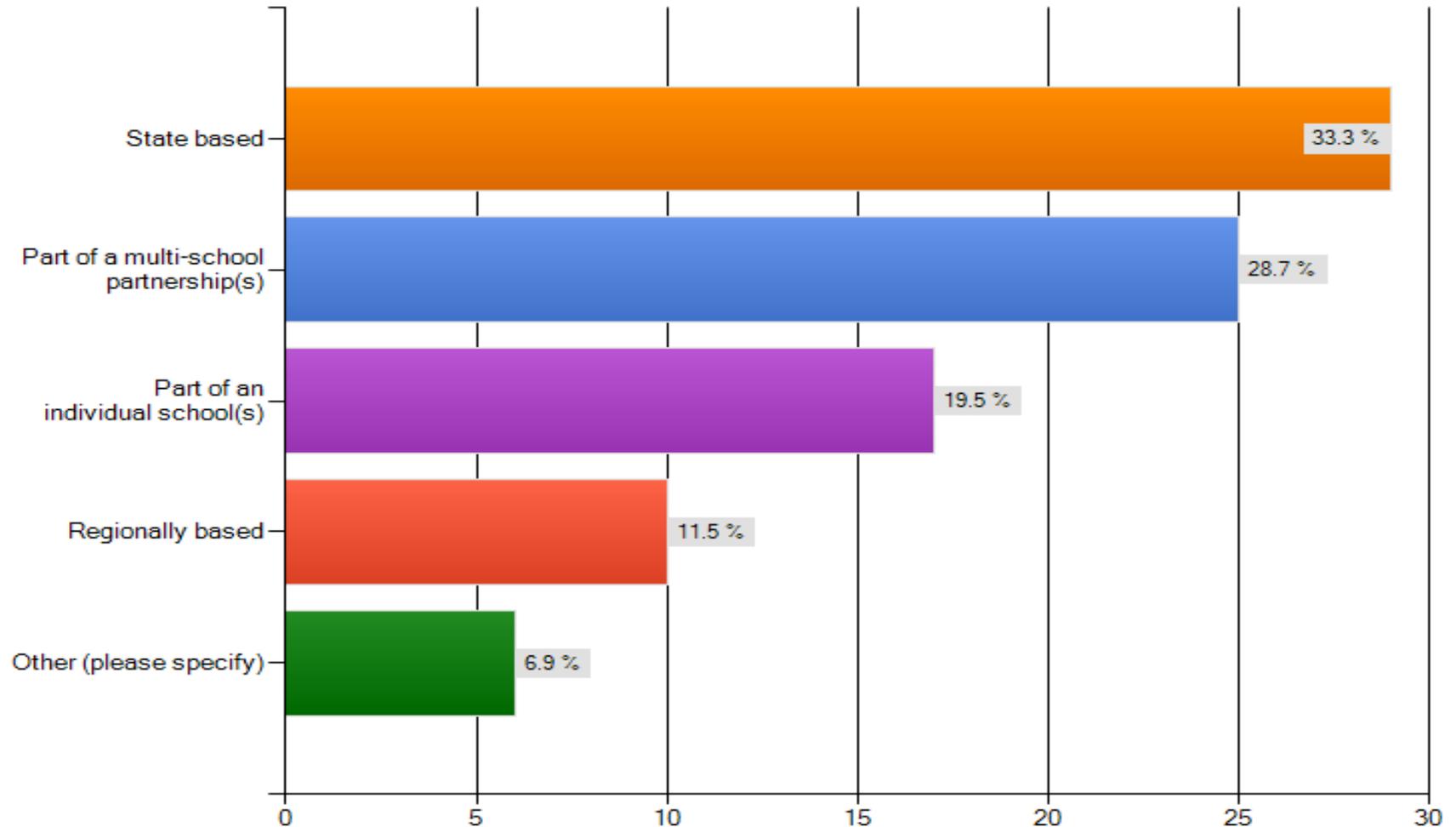
Primary Focus of Education Redesign

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



Type of Education Redesign Project

Is your educational redesign project:



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

Year	Number of states
2005	1
2009	2
2010	1
2011	5
2012	6
2013	6
2014	3
2015	7
2016	6

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)

Component	Rank 1	Rank 2	N/A
Dual Admission	32.4%	11.3%	
Prerequisite Alignment		25.4%	
Gen. Education Alignment		22.1%	
BSN attainable in 4yrs			26.5%
Cohort Model			31.9%
Pilot Model fully developed			40.9%
Substantive curricular transformation			22.7%
Evaluation Plan & goal identified			23.3%

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

Factors Contributing to Success

77 responses

Rank Order

Level of Importance	1	2	N/A	Responses
Collaboration between education partners	52.9%	15.7%		70
Funding support	28.8%	19.7%		66
Employer Incentive for BSN	28.4%		11.9%	67
Collaboration with practice partners	13.0%	29.0%		69
Legislative mandate	4.8%		31.7%	63

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 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



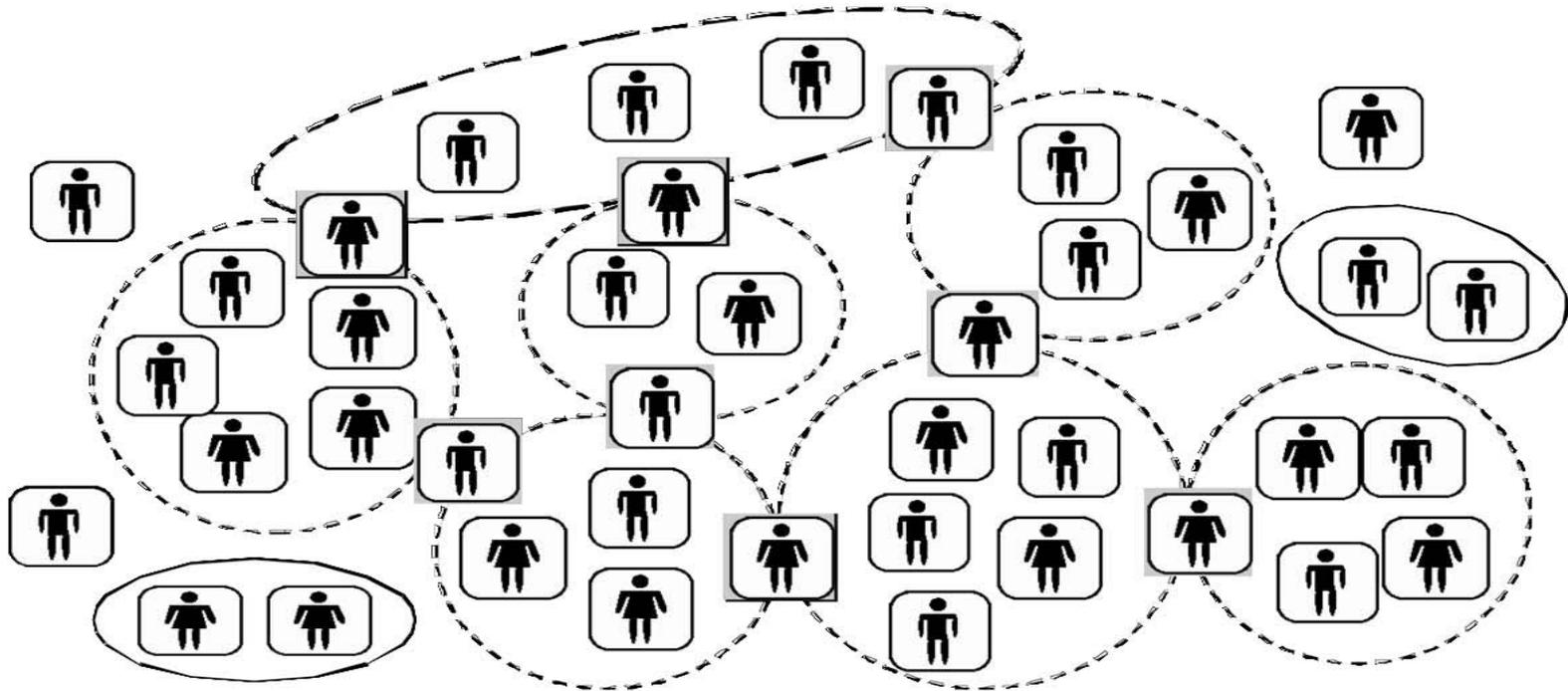
**Mary Sue Gorski, RN, PhD, Fellow, Center to
Champion Nursing in America**

Office: (202)434-3848 | Email: mgorski@aarp.org

What is the Learning Collaborative?

- **Communication**
- **Listening**
- **Partnership**
- **Connections**

Communities of Practice



Source: Gajda, R. & Koliba, C. (2007). Evaluating the Imperative of Interorganizational Collaboration. *American Journal of Evaluation*, (28)1,26-44

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

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.**

Highest Education Nurses

	Number	Percent
Diploma	426,279	13.9%
Associate	1,103,471	36.0%
BS in Nursing	1,068,250	34.9%
MS in Nursing	290,084	9.5%
Doctorate in Nursing	13,140	0.4%
Bachelor's in related field	56,915	1.9%
Master's in related field	85,709	2.8%
Doctorate in related field	15,229	0.5%

- **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?

Total number of RNs	3,063,162
Total number with BSN, MSN, doctorate in nursing	1,371,474
Number who do not have BSN+ in nursing	1,691,688
Number if 80% have BSN+	2,450,530
Number who need to complete RN-to-BSN programs by 2020 to reach 80% goal	758,842
Number who need to complete RN-to-BSN programs per year to reach 80% goal (10 years, 2011-2020)	75,884

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

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