



FUTURE OF NURSING™



Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA

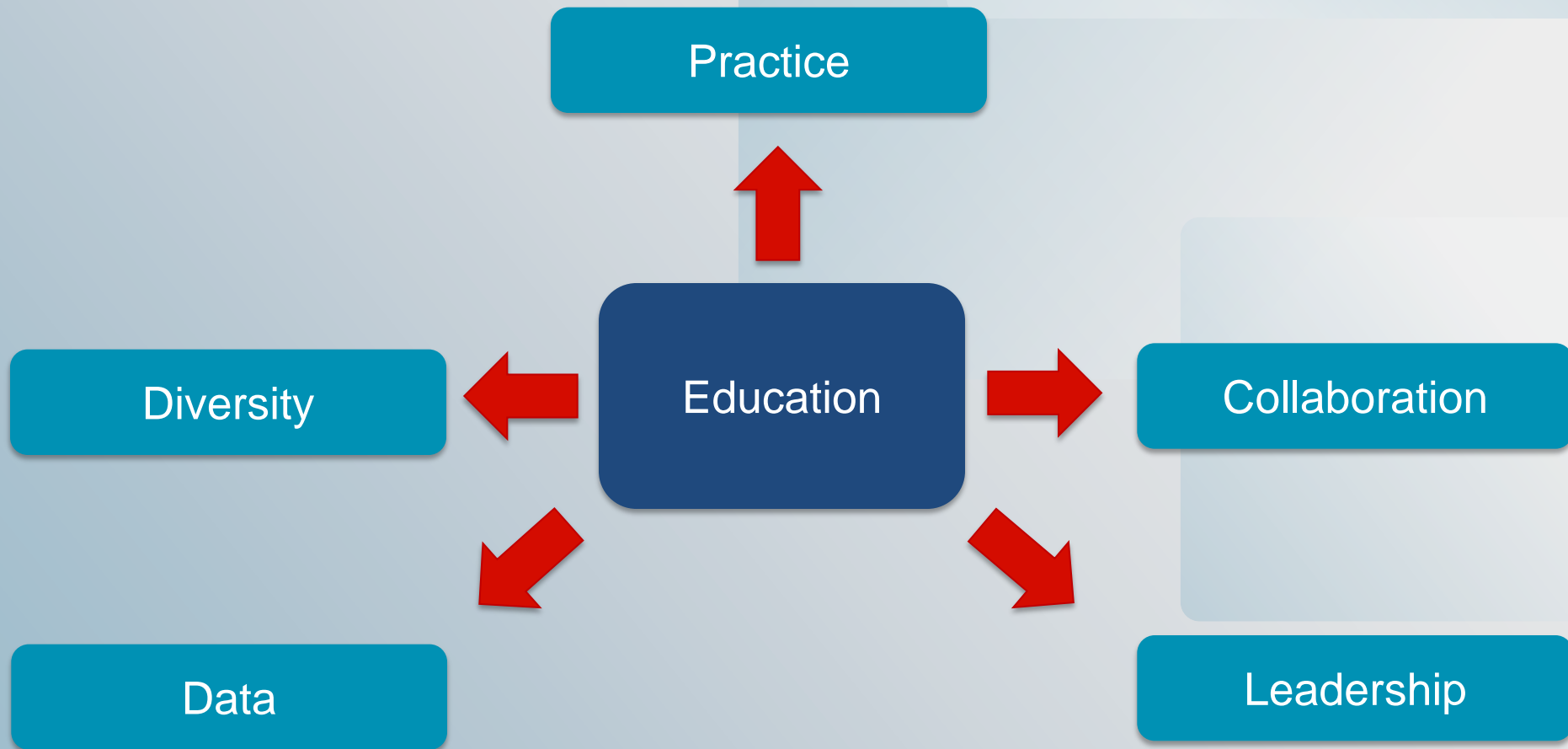
The RN-BSN at a Community College Model

If you are considering providing an RN-BSN at your Community or Technical College, reviewing this Presentation will assist you

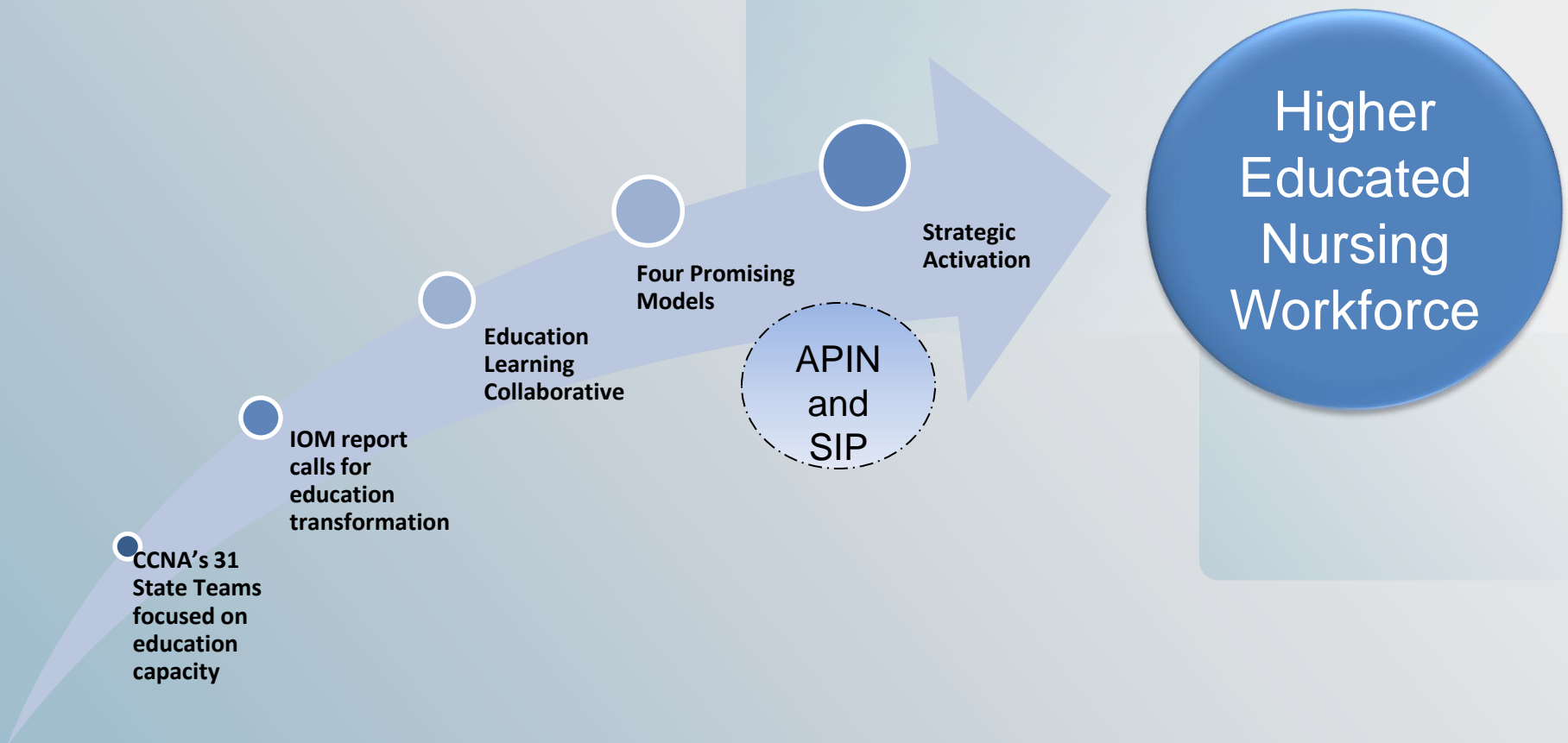
Mary Sue Gorski, RN, PhD
Consultant, Center to Champion
Nursing in America



Need Education for Campaign to Succeed!



Advancing Education Transformation at CCNA



Learning Collaborative



Four models emerged as most successful....

- RN to BSN awarded by the community college
- Shared state or regional curriculum
- RN to MSN
- Competency-based state or regional programs





Increasing Baccalaureate Access to Programs In Critical Shortage Areas RN-BSN

Dr. Jean M. Wortock, Retired Dean College
of Nursing, St. Petersburg College

With Gratitude to:

Dr. Thomas E. Furlong, Jr. and Kay
Burniston, Former SPC Vice Presidents,
Baccalaureate Programs



St. Petersburg College



- SPC is the oldest 2, now 4, year, State college in Florida – 85+ years
- SPC is the first Comprehensive Community College to offer Baccalaureate Degrees while continuing to maintain the CC mission

Why Baccalaureate Degrees at CC ?



- The following are reasons this option was explored, then implemented:
 - Local employers identified the need for technology managers, teachers, and BSN prepared registered nurses (RN-BSN)
 - Geographically unique - a peninsula with heavy traffic volume surrounded by water with bridge access to existing four year programs in the area
 - AS graduates with a high need for a smooth AS to BSN degree option

State Wide Issues



- Two hundred AS programs statewide and only five AS to Bachelor's articulation agreements in 2001
- Florida was 49th out of 50 states in the number of baccalaureate degrees awarded
- Pinellas 67th out of 67 counties in the number of baccalaureate degrees awarded

State Response



- The Florida Community College System (CCS) previously formulated a strategic plan to enhance Baccalaureate access solutions using
 - State University System Branches
 - Partnerships
 - Distance learning

State & Federal Legislative Response



- FL Legislature chose to support a few niche Bachelor's directly in high need areas;
 - Instructional Technology Management
 - Nursing (critical shortage)
 - Teacher Education

Federal funding was previously awarded to support online and partnership development at SPC

Challenges to Implementation at SPC



- How to implement Baccalaureate Degrees and be true to historical CC mission concepts – open access, workforce, 2+2, remedial assistance?
- How to expand the open-door, keep instruction as a top priority, while adding the baccalaureate degrees?
- How to serve our “communities” with 4-year degrees in high demand areas?

Standards Utilized



- State University System (SUS) academic policies for quality
- Florida State Time to degree: 120 hours (Minimum – currently under revision)
- Common pre-requisites (general education revision in process)
- Degree specific specialized accreditation (CCNE or NLNAC for nursing)
- Ability of graduates to transfer into graduate degree programs

Key to Implementation



- SPC's challenge: become one College, one faculty, one Curriculum and Instruction Committee, etc.
- All college departments required change - institutional effectiveness, faculty criteria, student services, library acquisitions, etc.
- Legislative planning funds were provided to develop a full upper division; initial upper division degrees to focus on teacher education, RN-BSN and AS to BAS articulation programs

First Step - SACS Accreditation



- April 2001 - Consultant
- June 2001 - FL Legislature approved \$1 million to develop baccalaureate degrees
- October 2001 - SACS Substantive Change Document written and then reviewed
- November 2001 SACS Team Visit - positive commendation to Southern Association of Colleges and Schools
- December 2001 - annual vote of SACS Commission on Colleges on 4 –year status was successful

Changes Implemented! 2001-2002



- Tuition and Fees*
- Admissions
- Financial Aid
- Registration and Records
- Student Services
- Library
- Facilities
- Marketing and Recruiting

*Details on each topic on the next few slides

CC Upper Division Funding Formula



- Fees would always be less than SUS, but higher than fees in our lower division (formerly called 2 year) programs
- Fees and Tuition were at 85% of SUS upper division however there are now some SUS schools with differential, program based tuition rates that are substantially higher

Admissions



- Criteria for admission were established
- A new supplemental admission form for current SPC students was developed
- Multiple CC in FL requested articulation agreements with SPC for upper division courses and degrees

Financial Aid



- Baccalaureate level added with US DOE approval
- Florida Bright Futures Scholarships were expanded to include CC baccalaureate degrees as were other scholarships
 - Need based Scholarships
 - Community College Minority Teachers Fund
- Financial Aid Fees were examined

Records & Registration



- Earlier admission cycles
- Process and workload changes from open door at lower division to requirement based admission at upper level.
- Work with Deans on admission status by major

Student Services



- Three Baccalaureate Specialists were hired to advise prospective students
 - one for each degree area to be offered
 - assigned to a different college site based on specific degree programs offered at the site
 - cross-trained in all lower and upper division programs

Library



- Librarians (2) were added and cross trained for baccalaureate programs
- Resources – including books, e-books plus service at multiple college sites
- Courier service to speed acquisition
- Community College statewide automated library linked to upper division automated library

Marketing Strategies 1



- Expansion of advertising media
 - Internet
 - Billboards
 - TV/Radio
 - Health care newsletters
- Direct mailing to current nurses & school teachers
- Information sessions around the county and service area on each degree

Marketing Strategies - 2



- Additional Recruiters were hired
- Expanded Recruiting in Corporate areas, Hospitals, School districts, etc.
- Other CC in the service area - Pasco Hernando CC including using Joint letterhead with PHCC

Facilities



- Building renovation at a variety of locations degree specific
 - Bilirakis College of Education in two locations
- Renovations at HEC for nursing – initially one classroom, now two for face to face classes. Also nursing lab space shared with the AS program for Health Assessment & Physical Appraisal requiring cubicles and beds
- Capital outlay through CCS and SUS for new buildings over time

Initial Baccalaureate Degrees Offered



- Technology Management
- Nursing - BSN
- Teacher Education
 - Elementary Education
 - Exceptional Education
 - Secondary Mathematics
 - Secondary Science

Baccalaureate Degrees by College 2012



- College of Biology
- College of Business
- College of Computer & Information Technology
- College of Education*
- College of Health Sciences*

*Numerous tracks

- College of Nursing RN-BSN
- College of Policy and Legal Studies
- College of Public Safety Administration
- School of Veterinary Technology
- Certificates
- <http://www.spcollege.edu/bachelors/index.php>

Criteria for Hiring Baccalaureate Faculty



- Degree – Doctorate in Field preferred*
- Salary – SPC salary schedule
- Contract – 12 month with a 9 month option every 3 years
- Teaching loads - 4 classes plus advising equivalent to one class
- Higher Adjunct rate of pay for baccalaureate classes

*SACS requires that 25% of all Baccalaureate classes be taught by faculty with a terminal degree in the field.

Current CON Dean and Faculty



- The Dean and all Full Time Nursing Faculty possess a Doctorate* in Nursing – either PhD or DNP.
- Adjunct Faculty possess a minimum of a MSN; many have either a PhD or DNP.

*SACS requires that 25% of all BSN classes be taught by faculty with a terminal degree in the field.

RN-BSN



RN-BSN Completion Program

View the application process at

http://www.spcollege.edu/bachelors/docs/AdmChecklist_CON_Nursing.pdf

An Applicant must:

- Be registered nurse
- Possess a current, valid, unrestricted, unencumbered nursing license from any state in the United States
- Be an AS Graduate - Diploma graduates are accepted if they graduated from an NLNAC accredited school

View FAQ at - http://www.spcollege.edu/bachelors/docs/RN-BSN_FAQs.pdf

*Seamless articulation with prior nursing education

* Ten (10) Upper Division Credits in Nursing may be transferred in based on course review by the Dean.

RN-BSN Tuition & Fees



- Tuition and Fees for the RN-BSN nursing courses only at SPC - \$5,878.70 (07/12) – About 85% of the SUS colleges so 15% less expensive
- Link to estimated expenses via SPC CON website:
http://www.spcollege.edu/bachelors/docs/CON_Estimate_Expenses.pdf
- Financial aid is available to all SPC students
- Other options -
 - Employer Tuition Reimbursement
 - Hospital or Health care agency scholarships
 - Nursing Grants when available
- Federal or other loan programs

Curriculum Overview

- AACN Essentials of Baccalaureate Education; NLNAC standards; ANA Standards; and FL State Articulation Guidelines were used for curriculum development
- SUS CON RN-BSN curriculum was examined to provide consistency
- Nursing Credits - 39 Lower Division Nursing credits accepted; additional 40 Upper Division Nursing credits are completed
- 121 credits for degree*
<http://www.spcollege.edu/courses/program/NURS-BS>

*Graduates must meet SPC AA general education requirements – including a foreign language; the total number of general education credits required is currently under a state mandated review.

RN-BSN Courses



- **Professional Roles and Dimensions**
- **Pathophysiology**
- **Pharmacology**
- **Health Assessment**
- **Nursing Research**
- **Nursing in a Multicultural Society**
- **Family**
- **Community Health**
- **Community Health Practicum**
- **Legal Ethical**
- **Leadership Theory**
- **Leadership Practicum**
- **Nursing Elective**

RN-BSN Course Format



- Courses taken one at a time
- Initially students could:
 - Attend class 2 nights per week or
 - all day sessions during the week or on Saturday
- Currently the options are:
 - Face To Face (FTF) One day a week – either Tuesday, or Wednesday or Thursday
 - Totally online with no FTF time
 - A combination of FTF & OL called 'Blended' is being explored
- Each course is 4-10 weeks depending on number of credits

Accreditation



- Regionally Accredited by SACS
- Accredited by the National League for Nursing Accrediting Commission, Inc. (NLNAC) 01/2004 – 06/2009; (SPC AS program has been accredited by NLN/NLNAC since 1970).
- CCNE Accreditation 04/07 – 04/2022 based on re-accreditation 04/12

Position Statement by the American Association of Colleges of Nursing (AACN)



- AACN member Deans endorsed a position statement on the “Community College Baccalaureate in Nursing” October 2005
- This document supports and guides community colleges wishing to offer BSN degrees provided certain criteria are met – and supports the increased access to the BSN for AS graduates
- The position paper can be viewed online at

<http://www.aacn.nche.edu/publications/position/ccbsn>

Successful Outcomes



- Baccalaureate access expanded in Pinellas County
- Enrollment goals consistently exceeded
- Total program offered online beginning in 2003
- Expanded Pinellas BSN prepared nurse workforce
- Increasing numbers of BSN, MSN, DNP and PhD degrees in the Tampa Bay area and beyond

Successful Outcomes for SPC CON



- BSN graduates are Learning Lab Faculty while pursuing higher level nursing degrees
- BSN graduates with MSN and Doctoral degrees are adjunct and full time faculty
- Expanded AS and BSN enrollment – assisting to alleviate the nursing shortage!

Questions or Assistance



Contact:

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Campaign Resources



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