

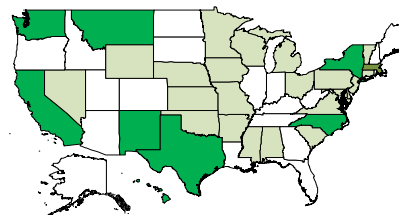
Montana Nursing Education & Practice Summit

Academic Progression in Nursing: Growth Across the Country and Close to Home

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RWJF Funding for Academic Progression



• RWJF APIN Grantee State

• Academic Progression Initiatives supported by RWJF and CCNA

Academic Progression Models

1. Shared statewide or regional curriculum
2. Community colleges conferring BSN degrees
3. Competency-based curricula
4. RN-to-MSN programs for AD students.
5. Emerging Model – Single Curriculum, Dual Site

Essential Elements for Success

After site visits to the nine APIN states, the NPO identified the following essential elements for successful projects:

- Strong Relationships
- Strong Leadership
- Supportive Infrastructure
- Sustainability/Institutionalization Strategies
- Formal and Informal Partnerships
- Competencies

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Education Transformation 2014 - 2016

Focus on Scaling Up

- Education in Partnership with Practice
- Diversity and Inclusion
- Sustainability

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Successful Academic-Practice Partnerships

- Built upon formal relationships at the senior level and practiced at multiple levels throughout the organizations
- Shared vision and expectations
- Mutual goals with set evaluation periods

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Successful Partnerships:

- Mutual Respect and Trust
 - Shared conflict engagement competencies
 - Joint accountability and recognition for contributions
 - Frequent and meaningful engagement
 - Mutual investment and commitment
 - Transparency

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Successful Partnerships

A commitment is shared by partners to develop, implement, and evaluate organizational processes and structures that support and recognize academic or educational achievements:

- Lifelong learning for all levels of nursing
- Seamless academic progression
- Joint funding and in-kind resources for all
- Joint faculty appointments between academic and clinical institutions
- Support for increasing diversity in workforce at the staff and faculty levels
- Support for achieving 80 percent baccalaureate prepared RN workforce and for doubling the number of nurses with doctoral degrees

Successful Partnerships

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A commitment is shared by partners to support opportunities for nurses to lead and develop collaborative models that redesign practice environments to improve health outcomes, including:

- Joint interprofessional leadership development programs
- Joint funding to design, implement, and sustain innovative patient-centered delivery systems
- Collaborative engagement to examine and mitigate non-value added practice complexity
- Seamless transition from the classroom to the bedside
- Joint mentoring programs/opportunities

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Successful Partnerships

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A commitment is shared by partners to establish infrastructures to collect and analyze data on the current and future needs of the RN workforce via:

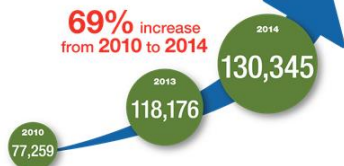
- Identification of useful workforce data
- Joint collection and analysis of workforce education data
- Joint business case development
- Assurance of transparency of data

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Education: National Progress

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Number of Students in RN-to-BSN programs



Source: American Association of Colleges of Nursing

APIN State Progress

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National & APIN State Progress on % of RNs with BSN or higher Degree			
	2008#	2012*	2014*
National	44.8%	50.0%	51%*
California	40.4%	50.0%	61.5%†
Hawaii	52.4%	58.3%	66.0%†
Massachusetts	41.3%	53.2%	58%†
Montana	49.8%	56.6%**	56.4%†
New Mexico	38.2%	41.3%	48%†
New York	35.5%	47.2%	57%†
North Carolina	33.9%	44.7%	56.5%†
Texas	42.4%	48.8%	53.8%†
Washington	38.6%	50.9%	56.5%†

2011 American Council on Education Survey of Health Professions Education
* 2012 American Council on Education Survey of Health Professions Education
† 2014 American Council on Education Survey of Health Professions Education

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2014 American Council on Education Survey of Health Professions Education

Sustainability Examples from APIN States

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- Transfer Compacts in Regulation – MA, WA (NC, NM)
- Shared Faculty (Faculty of the Whole) – CA, WA, HI, NC
- Shared Simulation Labs – CA, NC
- ADN Council and BSN and Higher Ed Council Joint Strategic Planning – WA, NY
- Academic-Practice Partnerships – HI, MA, NY
- APIN Leader Advisors to SBFN for new RN to BSN Programs – NY
- Legislation for funding for Nursing Institute/APIN Model – WA, MA, HI (NM recently lost state funding)
- Success Advocates Institutionalized in Community College/University Work – NC
- Multiple Intra- and Inter-professional Partners - TX

What do you need to sustain to continue academic progression work in your state?

Academic Progression in Nursing

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Questions/Comments

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