

Celebrating Seed Variations to Achieve a Productive Nursing Workforce

MT CAHN Nursing Education & Practice Summit
June 6, 2016

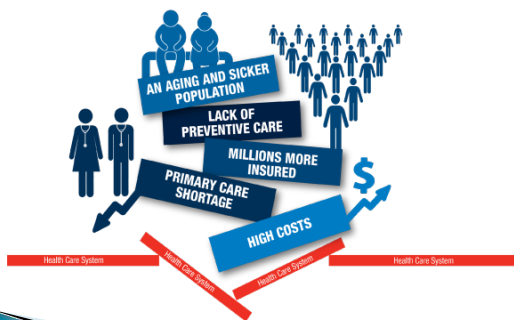


Donna Meyer MSN RN ANEF
CEO, OADN

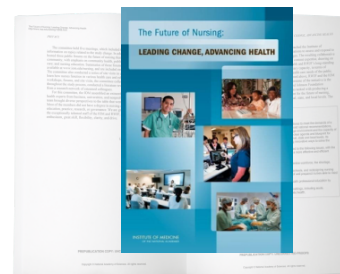
Because We Have Always Done It That Way



Health Care System Challenges



Institute of Medicine Report



High-quality, patient-centered health care for all will require a transformation of the health care delivery system

Areas of Focus



Education

Practice & Care

Leadership



Interprofessional
Collaboration

Diversity



Increase Education Level of Nurses

Prepare nurses to deliver more efficient, coordinated care.

- Increase the proportion of nurses with BSN and higher degrees
- Increase the number of nurses with doctorates



Employment Trends

- Magnet Status
- National Study of Nurse Executives
- New study published in Nursing Economics\$ February 2015(Auerbach, Buerhaus, & Staiger)
 - 72% of BSN graduates employed in hospitals
 - 61% of ADN graduates employed in hospitals
 - Increased employment trends for ADN graduates in long term care and ambulatory care
 - Previously there was not a differentiation with ADN and BSN graduates finding employment, now the trend has shifted with BSN graduates employed more quickly and in acute care

Campaign Goal: Academic Progression

Make it easier for nurses to continue their education.

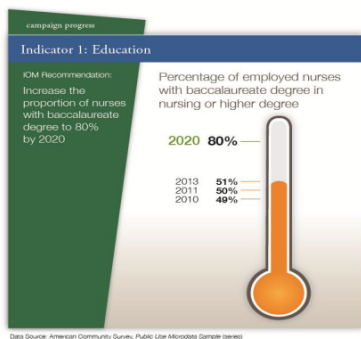
- Community college associations and universities say nurses should be supported to pursue more education
- Need to overcome financial, work and family commitments



Community Colleges

Community colleges are playing, and must continue to play, a central role in preparing the nursing workforce. The majority of the country's nurses begin their academic careers at community colleges, which are also helping to meet another IOM recommendation: to diversify the country's workforce so it better reflects the population it serves.

Institute of Medicine, Future of Nursing report



Community Colleges

“Community colleges are a vital part of the nursing workforce, and have the ability to provide individuals the ability to launch careers, setting them on a path to achieve goals, and helping our nation meet access needs. Through APIN and the Center to Champion Nursing in America, RWJF is supporting the development of innovative, sustainable models that support seamless academic progression.”

John Lumpkins, MD MPH RWJF's Senior Vice-President

Community Colleges

Quality, accessible and affordable pathway for higher education

Critical role:

- Serving students in nursing education pipeline
- Increasing diversity of the nursing workforce
- Ensuring education access for nurses in all regions of the US

Do not have the capacity to meet 80% BSN by 2020 without the Community Colleges

Joint Statement on Academic Progression

- Released September 18, 2012
 - American Association of Community Colleges
 - Association of Community Colleges Trustees
 - American Association of Colleges of Nursing
 - National League for Nursing
 - Organization for Associate Degree Nursing
- January 6, 2014
Endorsed by the American Nurses Association

RWJF Convenes Community College Presidents' Meeting

- RWJF convenes & sponsors Community College Presidents' Meeting in Washington, DC, April 2013
- Select group of Presidents representing areas from across the country
- Nursing Leaders and APIN representatives
- White Paper published as a result of the meeting, April 2014

RWJF Academic Progression in Nursing (APIN)

OADN represents associate degree nursing on APIN National Advisory Committee Member

Funded by RWJF to advance state and regional strategies to create a more highly educated nursing workforce

FUTURE OF NURSING™
Campaign for Action



BUILDING AN INFRASTRUCTURE

Strategies at the national level...

I. Foundational Nursing Courses

II. Academic Progression Models

III. Accreditation Dialogue

FUTURE OF NURSING™
Campaign for Action



BSN Foundational Courses

- A workgroup was formed as a result of the *Moving Forward* meeting representing ADN, BSN, Practice, and Campaign for Action staff
- July 2014: Follow up workgroup meeting held
- Work Group Goals:
 - Analyze prerequisite and general education requirements across APIN projects
 - Propose an “ideal set” of prerequisite and general education courses as national standards

Analyzed Requirements Across Academic Progression Projects

- Findings:
 - Lack of consistency of specific prerequisite courses/ general education courses found
- Recommendations:
 - Focus on general set of *Foundational* Courses

Benefits of Standardized Foundation

- Facilitate admission process and curriculum development
- Enhance transfer and acceptance of credits
- Enhance consistency in foundation for profession nursing practice
- Maximizes flexibility to accommodate unique requirements of various schools

BSN FOUNDATIONAL COURSES

60-64 credits

General Education 24 credits (approx.)

- Communications
- English
- Humanities/Fine Arts
- Statistics/Logic

Basic Sciences 12 credits (approx.)

- Chemistry
- Biology
- Microbiology
- Physics

Social Sciences 9 credits (approx.)

- Growth & Development
- Psychology
- Sociology

Human Sciences 16 credits (approx.)

- Anatomy & Physiology
- Pathophysiology
- Nutrition
- Pharmacology

IOM Future of Nursing Report

Assessing Progress on the IOM Future of Nursing Report
December 2015

Academic nurse leaders across all schools of nursing should work together to increase the proportion of nurses with a baccalaureate degree from 50 to 80 percent by 2020. These leaders should partner with education accrediting bodies, private and public funders, and employers to ensure funding, monitor progress, and increase the diversity of students to create a workforce prepared to meet the demands of diverse populations across the lifespan.

Academic Progression

Historically models of academic progression have focused on:

- Articulation agreements
- 2 + 2 models
- Students pursuing educational advancement as a result of their own personal motivation



"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."

Models of Academic Progression

Four models were the basis for the APIN grants:

1. Shared statewide or regional curriculum
2. Community colleges conferring BSN degrees
3. Competency-based curricula
4. RN-to-MSN programs for ADN students
5. **Other models have been implemented**



Garicki, M., Gerardi, J., Gifford, J., Meyer, D., Peters-Levick, A. Nursing Education Transition in America. *Journal of Nursing Education* 19(4), 25-32, April 1984.

Garicki, M.S., Berman, P.D., Szymanski, M., Gray, L., & Worsick, J. (2015). Nursing Education Transition: Breaking Barriers to Academic Progression. *Journal of Nursing Education*, 50(5), 345-352.

Chen, L., Garicki, M.S., Szymanski, M., Farnes, P.D., & Worsick, J. (2015). Shared Curriculum Model: A Promising Practice for Education Transition. *Journal of Nursing Education*, accepted for publication.

Community Colleges Conferring

- Legislative barriers
- Need for qualified faculty and additional resources
- University and community college expectations and norms
- 10 states are conferring RN to BSN at the community college



RN-to-MSN Programs

- Offers shorter timeline to completion than traditional BSN or MSN programs
- Driven by more ADN graduates returning to school to obtain MSN without BSN
- Values practice experience of ADN nurses
- Seamless, university-based program that emphasizes practice components
- 173 programs

Strategies for Seamless Academic Progression

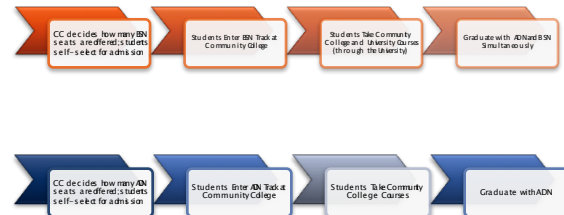
- Beyond articulation = seamless progression
 - Can students be dual-enrolled?
 - Do all the prerequisites align?
 - Are ADN/diploma students required to take more credits?
 - Are students appropriately counseled?
 - What is the mechanism to eliminate curriculum redundancy?

An Emerging Model

Single curriculum, dual site model

- The state or regional shared curriculum, the competency or outcome based curriculum models can serve as a foundation for this model
- Option for students to start at the CC and choose a pathway leading to an exit and licensure at the BSN level
- Receive both an associate degree and BSN degree simultaneously
- Community Colleges AND Universities must work collaboratively
- Promising Strategy

TWO TRACKS



Strengths

- A higher percentage of BSN graduates in the workforce
- A benefit for students who desire to complete a BSN locally
- Reduction in duplicative coursework for students
- Decrease in duplicative coursework

Possible Challenges

- Financial aid
- Admission processes
- Accreditation
- Regulation
- Faculty and administration support

Accreditation and Academic Progression

- As important advancements in academic progression are being made across the country, national nursing education accreditation is extremely important
- OADN supports national accreditation
Position Paper released in June, 2014
- APIN and CCNA advocate nursing programs pursuing or operating academic progression partnerships be accredited by a nationally recognized nursing accrediting agency.

Accreditation Dialogue

Representatives from the APIN Program Office,
Campaign for Action
and
Nursing Accreditation Agencies met in
August 2015

Institute of Medicine

Assessing Progress on the IOM Future of Nursing Report,
Released December 2015

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Mission

The Organization for Associate Degree Nursing promotes Associate Degree Nursing through

- Leadership
- Collaboration
- Advocacy
- Education

to ensure excellence in the future of health care and professional nursing practice.



OADN Activities

Advocating for Associate Degree Nursing Programs throughout the country



OADN Board Visits the Hill

OADN Board meets in Washington, DC with Congressional Leaders and staff to advocate for Associate Degree Nursing Programs and HRSA Title VIII funding.



Nursing Association Partnerships

➤ American Association of Colleges of Nursing

- Joint Brochure
- Webinars
- Guest Conference Attendee

American Association of Colleges of Nursing
ADVANCING HIGHER EDUCATION IN NURSING



➤ National League for Nursing

- Joint Position Statement
- Exhibitor National Conference



➤ Future of Nursing: Campaign for Action

FUTURE OF NURSING™
Campaign for Action
AT THE CENTER TO CHAMPION NURSING IN AMERICA



Nursing Association Partnerships

Colorado Center for Nursing Excellence
Joint initiative with OADN

L.E.A.D Leadership Excellence for Academic Development



Nursing Association Partnerships

Nursing Community Member

- Collectively the Nursing Community represents over 850,000 registered nurses, advanced practice registered nurses, nurse executives, nursing students, and nursing faculty
- These 62 organizations are committed to improving the health and health care of our nation by collaborating to support Registered Nurses (RNs)



Nursing Association Partnerships

American Nurses Association

- Organizational Affiliate



- [OADN/ANA Joint Position Statement, July 2015](#)

Nursing Organization Alliance Member



Community College Baccalaureate Association

- CEO Donna Meyer was the keynote at the CCBA 2015 conference
- Joint trip to Australia to present at the national Technical and Advanced Future Education (TAFE) Directors Meeting
- Developing international partnerships for future faculty exchanges



Time to Consider the 3 “B’s”

- **Breaking the Silos**
- **Bridging the Gap**
- **Building the Future**

YOUR TURN

- What partnerships need to be formed?
- What are the goals?
- What are assumptions and do they hold up in this new environment?
- How will innovation be supported while holding to standards?
- What are our educational and clinical outcomes?

Collaborations & Partnerships are the KEY!



If you want to go quickly, go alone
If you want to go far, go together



Need Further Information

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