

## 2016 MT CAHN Nursing Education & Practice Summit

*Nursing Practice and Education Growing Together to Produce a Culture of Health for Montana*

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## HealthCARE MT Nursing Curriculum Revision

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### Nursing workforce needs and shortages

Nursing	Nursing Graduates 2014-2014	LPN Employment Projections	RN Employment Projections
Practical Nursing (LPN)	147	LPN employment will grow by about 120 people per year through 2024	RN employment will grow by about 380 people per year through 2024
Associate Degree Registered Nursing (ASN)	208		
Bachelor Registered Nursing (BSN)	264		

This growth makes RNs and LPNs some of the occupations projected to grow the most in Montana over the next ten years.

Source: MT Department of Labor & Industry 2014. Health Resources and Services Administration. Bureau of the Nursing Workforce. National and State-level Projections, 2012-2024. December 14, 2014. <http://bfnw.hrsa.gov/files/bfnw/attachments/dnursingworkforceprojections/nursingprojections.pdf>

### Age of Current Nursing Workforce

	LPN	RN	APRN
Mean	49.8	48.4	50.2
Median	52	49	52
Mode	61	62	62
25 <sup>th</sup> Percentile	39	37	41
75 <sup>th</sup> Percentile	60	60	61

Source: MT DJL Licensure Data as of 03/11/16  
Notes: Includes all actively licensed RNs, APRNs, and LPNs. 97.7% of APRNs reported their birthdate, and 89.88% of LPNs and RNs reported their birthdate.


Montana Department of LABOR & INDUSTRY

### Nursing workforce needs and shortages


#### Demand Driven by (Nationally & Montana):

- Large number of aging baby boomers (78 million Nationally),
- Increasing number of people with co-morbid diseases,
- Expanding size of the population,
- Physician shortages,
- Implementation of health reforms
- Magnet Hospital Regulation of majority of patient care delivered by BSN
- Delivery systems (Increase emphasis on prevention and education, Insurance expansions, Shifting payment from fee-for-service to value-based)

Peter Buerhaus, MS, Nursing Faculty

**Nursing Curriculum Revision Designed to:** 

- Increase nursing education efficiency and overall nursing graduate production
- Address workforce needs and shortages in nursing
- Prepare nurses to respond adequately to the health needs of Montanas
- Met rapidly changing healthcare needs
- Ensure pathway of academic progression from PN to ASN
- Seamless academic progression from ASN to BSN

**Nursing Curriculum Revision Committee** 

- PN, ASN and BSN Completion faculty from 11 colleges
- 90 employers representing healthcare across Montana
- Committees Co-Chaired by nursing faculty and employer partner

**Common Program Student Learning Outcomes**


- ☐ Quality & Safety Education for Nursing (QSEN), Institute of Medicine (IOM), and Essentials of Baccalaureate Education for Professional Nurse Practice (BSN Essentials)
- ☐ Nursing Program Student Learning Outcomes
  - Patient-Centered Care
  - Evidence-Based Care
  - Interdisciplinary Care
  - Quality Improvement
  - Informatics or Information Technology

**Common Program Student Learning Outcomes**

- Patient-Centered Care (IOM 1, QSEN 1, BSN 7)
- PN – Implements patient centered care that promotes health and disease prevention which is ethical, cost effective, comprehensive, and coordinated Engages patient and families as partners while advocating for individual preferences.
- ASN – Directs patient centered care that promotes health and disease prevention which is ethical, cost effective, comprehensive, and coordinated Initiates interprofessional relationship centered care with patients and families as partners, while advocating for individual preferences.
- BSN - Develops patient-centered programs and interventions which focus on disease prevention, health promotion, and ethical care with individuals, families, communities, and populations, while advocating for individual preferences.


### Three Revised Nursing Programs

- 1) 3 semester, 42-43 credit Certificate of Applied Science (CAS) Practical Nursing Program
  - Decrease of one semester and 10 credits
  - Increase in geriatric and community nursing content
  - Distance delivery to rural and frontier Montana
- 2) 5 semester, 72-74 credit Associate of Science (ASN) Registered Nursing Program
  - Decrease of one semester and 7 credits
  - Increased depth of nursing content to meet RN scope of practice
- 3) 3 semester, 48 credit Bachelor of Science (BSN) Completion Program
  - Decrease of one semester and 3-4 credits
  - Online & 3 credits (90 hr.) clinical that can be completed in community
  - Part-time program completion available




### Curriculum Revision Outcomes

- 20-25% reduction in time and up to \$16,599 reduction in cost for PN, ASN and BSN Completion education
- Entry into workforce six months earlier resulting in potential to increase earnings ~\$15,500 for LPN and ~\$22,500 for Registered Nurse (RN)
- Projections:
  - Increase in number of LPNs over time
  - ~20% increase in number of ASN graduates over time
  - ~20% increase in number of BSN graduates over time




### Curriculum Revision Outcomes

- Increase in nursing curriculum content depth and excellence preparing graduates with knowledge, skills and abilities within 21st century standards of nursing care for individuals, families and communities of Montana and Nationally
- Improve the quality and safety of the Montana healthcare.




### Curriculum Revision Outcomes

- Increased access to nursing education for communities that presently have no access
- Improve resources to assist with successful acceptance, retention, graduation and first time NCLEX pass rates for
  - Veterans,
  - Native Americans, and
  - First Generation/Nontraditional/Unemployed Montanans
 Which will expand the population base that can become nurses.




### Curriculum Approval



- Campus Curriculum Review Committee
- Montana Commissioner of Higher Education Approval Signature for PN program March-April 2016
- Montana State Board of Nursing (BON) Approval April 13, 2016
- Accreditation Commission for Education in Nursing (ACEN) for ASN program Letter of Notification March 25, 2016
- Northwest Commission on Colleges and Universities (NWCCU) approval for PN Program in process
- Department of Education approval for PN program after NWCCU

### Next Steps



- Implementation of programs on each campus
- Evaluation & analysis of curriculum changes – **Did we accomplish what we intended to accomplish?**
- Evaluation of changes in:
  - \* Program Outcomes met
  - \* NCLEX pass rates
  - \* Satisfaction rates
  - \* Employer need change
  - \* Nutrition/Math/A&P Competencies
  - \* Graduation rates/retention/program completion
  - \* PN & ASN Program enrollment
  - \* Increase diversity of nurses
  - \* LPN, ASN, BSN graduates/licenses
  - \* BSN Completion enrollment
  - \* Advanced Degree enrollment
  - \* Rural Nurse Employment