FUTURE OF NURSING™
Campaign for Action

Transforming Nursing Education

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Chair, Iowa Task Force on Advancing Nursing Education
• The Future of Nursing: Leading Change, Advancing Health

• Committee of the Robert Wood Johnson Foundation

• Initiative on the Future of Nursing, at the Institute of Medicine

Recognition of Nursing as:

- Largest health care profession
- Workforce of 2.74 million RN’s
- Closest proximity to patients and other health care professionals
- Knowledgeable of the HCDS
- Scientific understanding of the care process
- Essential Partners in Achieving Success of ACA and HCDS
Charge of the IOM Committee:

• Re-conceptualize the role of nurses
• Expand nursing faculty, increasing the capacity of nursing schools, and redesigning nursing education
• Examine innovative solutions related to care delivery and health professional education
• Attract and retain well prepared nurses in multiple care settings, (IOM, 2010, p. xiii).
Recommendations of IOM Report

Education Evidence:

- Positive association between educational level of nurse and patient outcomes
- 20% of BSN graduates get advanced degrees
- 6% of ADN graduates get advanced degrees
- Iowa has 45.1% BSN’s and goal is to attain 50% by 2020

Education objectives:

- Increase the proportion of nurses with BSN’s and higher degrees.
- Increase the number of nurses with doctorates
- Implement nurse residency programs
- Promote lifelong learning
Options proposed by the IOM For Advancing Nursing Education

- Competency-based education
- Standardized curriculum
- RN to MSN educational programs
- BSN degrees in Community Colleges
Several meetings of the Task Force over the last five years.

Collaboration of ADN, BSN, DOE, BON and CNO’s

Early proposal to make achievement of BSN a contingent for continued licensure failed to gain support

Task force continued to work on transition and established a non-binding agreement among educational program

Continue work with CNO’s to determine ways to encourage nurses to achieve BSN

Last summit was November 2015
Iowa Consortium on Advancing Nursing Education (ICANE)

• Admission criteria for all nursing students
  – ACT of 20
  – GPA of 2.5
  – C or better in all Pre-requisite courses

• Pre-requisites for all pre-nursing students

<table>
<thead>
<tr>
<th>a. Biology</th>
<th>f. Anatomy &amp; Physiology</th>
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<tbody>
<tr>
<td>b. Chemistry</td>
<td>g. College Algebra/ Statistics</td>
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<tr>
<td>c. Psychology</td>
<td>h. English Composition</td>
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<td>d. Dev. Psychology</td>
<td>i. Microbiology</td>
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<td>e. Oral Communication</td>
<td>j. Nutrition</td>
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• Successful licensure as RN
Task Force Mission:

- Educate potential students on the importance of the BSN as a goal for their education.
- Educate potential students to consider one of two ways to achieve the BSN:
  1. Complete the ADN degree first then pursue the BSN
  2. Begin a BSN program and complete the degree
- Continue to collaborate with educators, regulators and service representatives to increase the percentage of working nurses with BSN preparation.
Assessing Progress on the IOM report on the Future of Nursing © December 2015

- Report of new committee assessing progress toward IOM-FON 2010 report
- Academic Progress in Nursing (APIN)- funding source
- Investment of RWJF of $9 mi by the end of 2016
- Meant to advance strategies on academic progression and BSN-prepared nurse employment,
  - BSN completion programs at Community Colleges
  - State or regionally shared competency or outcomes-based curriculum
  - Accelerated options, RN to MSN
  - Shared state-wide or regional curriculum
  - Shared BSN Curriculum-Courses at both institutions
TOWARD A MORE HIGHLY EDUCATED NURSING WORKFORCE

RN to BSN
Efficient pathway for ADNs to prepare for a broader RN role.

The nation will need a larger, more diverse, and more highly educated nursing workforce in coming years.

LPN
Licensed Practical Nurse certificates are conferred by high school training programs, vocational/technical schools, and community colleges.

ADN
Community colleges offer Associate Degrees in Nursing. Prepares the individual to become a registered nurse (RN).

BSN
Encompasses courses taught to ADNs, plus more in-depth study of sciences and leadership. Prepares new RNs, provides degree-completion for ADNs.

RN to MSN
Efficient pathway for nurses to pursue master’s degrees and more specialized study.

MSN
Builds on BSN and focuses on a nursing specialty.

PhD and DNP
PhDs are for nurses who plan to conduct nursing research and become faculty; DNPs are for nurses seeking terminal degrees in nursing practice.

There are 2.74 million nurses now, but 495 thousand nurses will retire between now and 2020.

Needing 3.45 million nurses in 2020...

We will have to train 1.2 million new nurses.
National Number of BSN education programs
National Enrollment in BSN programs
Iowa Progress toward goal of 50% BSN’s by 2020

**FIGURE 9: Highest Degree Held by Active Licensed RNs (2004-2014)**
Enrollment of Students in Iowa Nursing Education Programs

FIGURE 17: Enrollment Totals for Pre-Licensure and RN Nursing Programs (2004-2014)

- ADN/ASN
- BSN (Pre-Licensure)
- BSN (RN Completion)
- Professional Master's
- CNL (Pre-Licensure) Master's

Year | ADN/ASN | BSN (Pre-Licensure) | BSN (RN Completion) | Professional Master's | CNL (Pre-Licensure) Master's
--- | --- | --- | --- | --- | ---
2004 | 3,552 | | | | |
2005 | 2,517 | 1,838 | | | |
2006 | 2,825 | 2,028 | | | |
2007 | 2,428 | 2,051 | | | |
2008 | 2,231 | 2,101 | | | |
2009 | 2,078 | 1,846 | | | |
2010 | 2,493 | 1,870 | | | |
2011 | 2,406 | 1,804 | | | |
2012 | 2,394 | 2,108 | | | |
2013 | 2,462 | 2,199 | | | |
2014 | 2,786 | 2,572 | | | |

Year | CNL (Pre-Licensure) Master's | Professional Master's | BSN (RN Completion) |
--- | --- | --- | ---
2004 | | | |
2005 | | | |
2006 | | | |
2007 | | | |
2008 | | | |
2009 | | | |
2010 | | | |
2011 | | | |
2012 | | | |
2013 | | | |
2014 | | | |

Achieving Higher Levels of Education from IOM

- **Recommendations:**
  - Continue Pathways Toward Increasing the Percentage of Nurses with a Baccalaureate Degree.
  - The FON, Campaign for Action, the nursing education community, and state systems of higher education should continue efforts aimed at strengthening academic pathways for nurses toward the BSN —both entry-level and BSN completion programs.
What Next for Iowa??

- Continue to assure there are BSN programs that readily accept ADN graduates and build on their previous nursing knowledge.
- Continue to collect and analyze data associated with progress toward goal of 50% BSN prepared by 2020 and more as time goes on.
- Collaborate with all interested parties to assure that nurses practice to the full extent of their education including ADN to BSN graduates!
- Consider ways to encourage working RN’s to pursue BSN or higher degrees.
Questions for Discussion

1. Is it important to consider the differentiation of practice of ADN graduates and BSN graduates? If so, what would that differentiation look like?

2. What incentives could be developed to encourage working nurses, especially those with years of experience, to pursue the BSN?

3. What is the responsibility of educators and employers in assuring that the nursing workforce continues toward the national goal of at least 80% BSN prepared nurses.