

# Trends and Emergent Solutions for Innovation in RN to Baccalaureate Education

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## What Keeps RN-Baccalaureate Faculty Up at Night



-or-



***At the end of this session, the participant will be able to:***

1. Describe current educational trends in RN to Baccalaureate education.
2. Discuss the unique characteristics of RN to Baccalaureate students.
3. Discuss at least one solution to a current challenge in the participant's RN-Baccalaureate program.

## **RN-BSN Education Development**

- **After WWII:** Increased need for nurses recognized
- **1952-1974:** Rapid growth of diploma and ADN programs
- **1980s-present:** RN-BSN education emerges
- **1993:** Magnet Recognition Program: 75% nurse managers required to have BSN or higher degree in nursing
- **2010:** IOM Report 80x20; Carnegie Report: require BSN for entry into practice (Benner, Sutphen, Leonard, & Day, 2010)
- **2012:** AACN *Clinical Practice Experience* Whitepaper
- **2013:** Magnet requires 100% nurse managers to have BSN degree or higher (Hawkins & Shell, 2012, p. 50-52)
- **2017:** National Education Progression in Nursing (NEPIN) formed
- **2018:** National RN-Baccalaureate Faculty Forum (NRFF) formed

# Educating Nurses: A Call for Radical Action

(Benner, Sutphen, Leonard, Day, 2010)

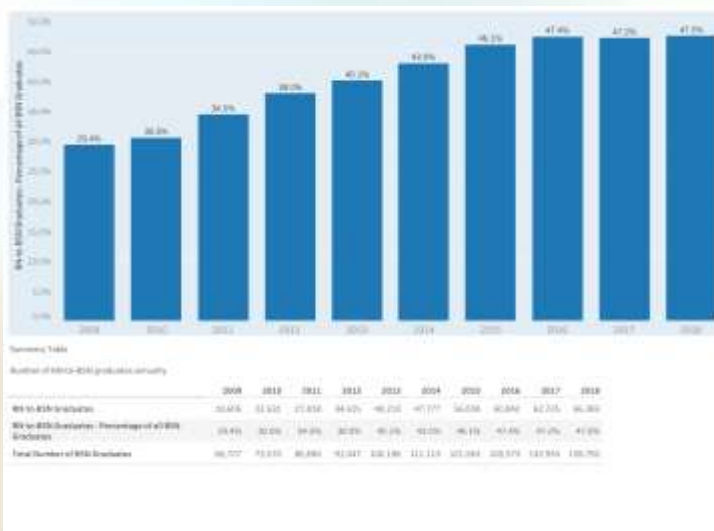


## Recommendations:

- Require the BSN for entry into practice
- Develop local articulation programs to ensure a smooth, timely transition from ADN to BSN
- Develop more ADN to MSN programs
- Provide more financial aid, whether from public or private sources, for all students, at all levels
- Broaden the clinical experience
- Promote and support learning the skills of inquiry and research
- Fully support ongoing faculty development for all who educate student nurses

(Benner et al, 2010, p. 216-230)

## Future of Nursing Report (2010): “80% of nurses with a Baccalaureate degree by 2020”

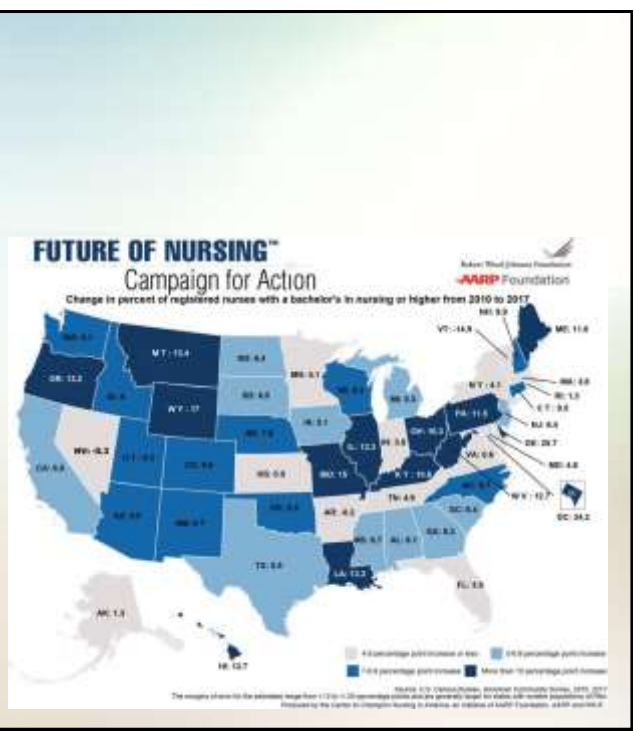


<https://campaignforaction.org/resource/number-rn%E2%80%90to%E2%80%90bsn-graduates-annually/>

# 80x 20 Progress



Updated July 8, 2019



## AACN RN-Baccalaureate-Related Initiatives

- Fact Sheet: *Degree Completion Programs for Registered Nurses: RN to Master's Degree and RN to Baccalaureate Programs* (2019)
- *Vision for Academic Nursing* (2019)
- *Advancing Healthcare Transformation: A New Era For Academic Nursing* (Manatt Report) (2016)
- *Whitepaper: Expectations for Practice Experiences in the RN to Baccalaureate Curriculum* (2012)

## Current State of RN-BSN Education

- 777 current programs available with more than 600 either partially or fully on-line
- 2018 35% of ADN and diploma graduates enrolled in a program to further education ( 2017-42%)
- More RN to BS(N) programs than any others (traditional 4 year or accelerated)
- Three main types;
  - In-person ( aka face to face)
  - Hybrid on-line ( percentage varies, no true definition)
  - Fully on line

## Comparison of the 3 Different Types of Education Delivery Models

	In Person	Hybrid	Completely on-line
Pros	Set time for class and interactions with faculty Faculty at ease with teaching in this type of setting	Some flexibility with some structure Combination of both in-person and completely on-line	Flexibility for students Do not need to take time off from work
Cons	Students need to be able to make the time to attend classes (works schedule; family schedule)	Still need to find the time to attend classes Combination of in-person and completely on-line	Need to be self motivated ( students) Could be more time consuming for faculty Easier to be uncivil to each other Students not familiar with online learning ( this does not matter age)

## New York State: BS in 10 Experience a Long Journey

- 1965 ANA recommended the BS become the standard for entry in to professional practice
- 1966 NYSNA approved proposal & started the journey
- 1975 first legislative proposal by NYSNA for complete enactment by 1985
- 2003 NYS Board of Nursing revitalized the campaign
- December 18, 2017 BS in 10 signed into law

## RN-Baccalaureate Education Solutions



## Joint Pathway Education Model

### Addresses Carnegie Report recommendation:

- “Develop local articulation programs to ensure a smooth, timely transition from ADN to BSN” (Benner, Sutphen, Leonard, Day, 2010)
- **Vision:**
  - Partnership with University RN-BSN program and community college ADN program
  - Goal: Qualified students enroll in ADN and BSN programs simultaneously
  - Outcome: Earn both degrees upon program completion
  - Aka: University-community college consortium model
  - A step beyond “dual enrollment”

## Consortium Development Considerations

- Recruitment and marketing
- Student point of origin: ADN or referral from BSN (not admitted)
- Financial aid/tuition
- Bookstore
- Registration
- Advisement
- Policies and procedures (Grading, progression)
- Curriculum oversight
- Graduation
- NCLEX (who claims credit?)

## Collaborative Professional Organizations



[www.nepincollaborative.org](http://www.nepincollaborative.org)



[www.oadn.org](http://www.oadn.org)





## Delivery and Design: Challenges

- Online, distance-accessible programs for RN-BSN students
- Student comfort level with 100% online learning environment
- Online education can be intimidating and isolating
- Student demographics: work 24/7, families, life responsibilities
- Faculty skill and comfort level with online course design and delivery
- Quality of online education (QM standards)
- Finding Arts and Science courses to meet the BS degree

## Delivery and Design: Solutions

- Faculty continuing ed and support for online design and delivery
  - Incorporate best practices (EX: Quality Matters)
  - Identify “superdesigners” among faculty
- Student support for navigating the online learning platform
- Consistent/uniform course website design across curriculum
  - Standard template for course websites
- Open Education Resources
- Thinking beyond the traditional paper or discussion board assignment

## Fostering Student Engagement Solutions

- Synchronous virtual meetings
- Video messages
- Communication website
- Interactive, live new student orientation
- Live “intensive” experience
- Connect curriculum to practice
- Emerging curriculum topics: leadership development, systems leadership, evidence based practice, quality and patient safety, transitional care coordination

## Seamless Graduate Education Options

Addresses:

**Carnegie Report recommendation:**

“Develop more ADN to MSN programs” (Benner, Sutphen, Leonard and Day, 2010, p. 217)

**Manatt Report recommendation :**

“Seamless academic progression” (AACN, 2016, p.6)

Development of Diploma/ADN to MSN educational pathways

Partner with local community colleges to initiate a pathway option

Challenge: NP education moving to DNP level by 2025; others may follow

## Collaboration

- ADN programs
- Employers
- Accreditors
- BONs

## Future Directions for RN-BSN Research/Scholarship

- What faculty supports/education are needed for successful, high quality, high touch RN to Baccalaureate online education?
- What are the characteristics of faculty who are successful online teachers (as opposed in more traditional models)?
- RN to Baccalaureate education outcomes???
- Examination of “workload” for faculty for quality RN to Baccalaureate education for all types of education delivery models

# National RN-Baccalaureate Faculty Forum

## Mission:

- Promote communication and collaboration among RN-BSN faculty
- Provide formal recognition to RN-Baccalaureate faculty who excel in their teaching/research/service roles and responsibilities
- Highlight RN-Baccalaureate education as a viable, achievable educational pathway for ADN and Diploma graduates
- Function as advocates for promoting RN-Baccalaureate educational opportunities.



## Vision:

Committed to the development and promotion of high quality RN-Baccalaureate educational programming, expanding the role of faculty leadership in local and national forums, facilitating scholarship opportunities and encouraging collaboration between community colleges and university nursing programs.

## Interested? Get Involved!

### *National RN-Baccalaureate Faculty Forum*

- Bi-monthly member meetings
- Bi-monthly webinars:
  - Creative Discussion Board Assignments (November 8; 12 noon CST)
  - Open Education Resources (September)
  - Promoting Online Student Success (June)
  - Clinical Practice Experience (April)
- To get your name on the NRFF email list for event notification and updates, send an email to:

[lynnstover@uab.edu](mailto:lynnstover@uab.edu); [Margaret\\_carno@urmc.Rochester.edu](mailto:Margaret_carno@urmc.Rochester.edu)



## NRFF Social Media

- **Facebook:** National Baccalaureate Faculty Forum



- **Instagram:** NationalRNtoBaccFacultyForum



- **Twitter:** NatRNBaccFF  
#NatRNBaccFF



## Future of RN-BSN Education

- Many avenues, little data
- Disseminate best practices
- Partnership and collaboration are key
- What will be the 80x30 goal?



## Table Top Discussions



- What are the challenges that your RN-Baccalaureate program is currently facing?
- What are the creative ideas/solutions that you have used? What were your outcomes?
- What challenges do we anticipate in RN-Baccalaureate education in the future? How can we prepare for them?

## *Continuing the Discussion...*

*Let's talk more about RN-Baccalaureate education, and network with our colleagues from other schools across the nation*

1:00-2:00 pm today

Room: Segó

Bring your lunch, your colleagues or just bring yourself!



# Contact Us

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