Texas Team: Advancing Health through Nursing
Academic Progression in Nursing (APIN)

FUTURE OF NURSING™
Campaign for Action

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Texas Team APIN Update

- Advancing Progression in Nursing Grant (APIN) – August 2012 – 2014
- Focus on increasing the number of RN to BSNs in Texas
- Project Directors – Dr. Helen Reid, Dr. Kathryn Tart & Dr. Susie Sportsman
- APIN Diversity Consultant – Dr. Josefina Lujan
Texas APIN

Tri-Council

RWJF

Texas Team
IOM Future of Nursing Recommendation: 80% of nursing workforce will hold BSN or higher by 2020

- 50% of Texas RNs have ADN or diploma highest degree
- Historically 16% of ADNs return for BSN
- To meet projected need for nurses AND to IOM recommendation by 2020 – will need:
  - 57,359 generic BSNs
  - 87,798 RN to BSNs
The Challenge: increasing the number of initial licensure graduates to meet need by 2020.

Sources: Texas Center for Nursing Workforce Studies and Coordinating Board.
*Numbers are based on a simple regression formula of actual graduation data reported from 2002 to 2007. Graduation numbers do not include those from programs that have not yet prod.
APIN Grant Major Goal

• Develop a multi-focused statewide model to assist all RN to BSN programs in the state of Texas to increase the number of graduates.

• 1,826 in AY2010 to 4,200 in AY 2013, a 230% increase.
Texas APIN

- Education
- Diversity
- Practice
TWO AREAS OF FOCUS

• Curriculum

• Seamless Articulation 1 + 2 + 1 Pathway from ADN to BSN
QUESTION

• What can we do in nursing education about the explosion of content?

ANSWER

• Adopt a conceptual approach to learning
Concept Based Curriculum
Why Concept-Based Curriculum?

- Allows for deep learning of concepts which helps promote development of clinical judgment
- Provides method for content management and prevents content saturation
- Students focus on generalities of the concepts and then apply what they have learned to specific priority exemplars.
- Concepts can be applied in a variety of clinical settings which will help utilize the current limited clinical sites and prepare graduates for a greater variety of positions.
Perkins Grant Work

- Selected Texas Concepts - 43
- Defined concepts
- Selected key exemplars for each concept
- Divided concepts into courses
- Created WECM Local Needs Courses with course descriptions and learning outcomes
- Made sure AACN Essentials, DECS, IOM, QSEN were addressed
- Laid groundwork for NIG & APIN grants
Nursing Innovation Grant (NIG)

- Complete a standardized 60-semester hour curriculum with 36 hours of concept-based nursing courses
- Implement the first-year concept-based nursing curriculum starting in Fall 2013 and evaluate its effectiveness at:
  - El Centro College
  - San Antonio College
  - Trinity Valley Community College
  - Weatherford College
  - Wharton County Junior College
  - McLennan Community College
  - Collin College
Concept-based RN-to-BSN and MSN courses will be developed – building on concepts in ADN courses and incorporating results from focus groups on “Nurse of the Future”

- Faculty development for teaching in a concept-based curriculum
  - 4 webinars scheduled for February/April/June/August

- Working on getting 40 schools to adopt CBC
Barriers to Academic Progression

- Time (66.9%)
- Family obligations (55.1%)
- Lack of financial aid (51.5%)
- Number of pre-requisites (32.2%)

(Sportsman & Allen, 2011)
Meeting IOM goal will take many strategies

- Partnerships between colleges and universities such as the UTA Pathway through Articulation Agreements
- Dual enrollments at colleges and universities
- Grow Your Own partners between employers and universities
- BSN programs at community colleges may be coming
- CABNET – Consortium for Advancing Baccalaureate Nursing Education in Texas (APIN Grant)
APIN – CABNET

• CABNET Plan – Geared towards the student who comes to the community college and says “I want to be a nurse”

• Create a 1 + 2 + 1 BSN curriculum with ADN exit that:
  – reduces barriers to BSN level
  – improves seamless transfer/articulation
  – reduces duplication
  – does not exceed 120 semester hours if possible
<table>
<thead>
<tr>
<th>Example</th>
<th>TVCC Current Plan – agreement with 1 university</th>
<th>Proposed Pathway With Concept-based curriculum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gen Ed Hours for ADN</td>
<td>27</td>
<td>24</td>
</tr>
<tr>
<td>CC Nursing Hours</td>
<td>43*</td>
<td>36*</td>
</tr>
<tr>
<td>Additional Gen Ed Hours for BSN</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>University Hours</td>
<td>35</td>
<td>30</td>
</tr>
<tr>
<td>Total Hours</td>
<td>135 (70 for ADN)</td>
<td>120 (60 for ADN)</td>
</tr>
</tbody>
</table>

*Even though we are decreasing semester hours for nursing we will be able to keep contact hours similar to the old program by using a 4:1 ratio for clinical/lab instead of 3:1.
Old – 1360 RNSG hours
New – 1360 RNSG hours
Consortium for Advancing Baccalaureate Nursing Education in Texas (CABNET)

Professional Nursing

Concept Based Learning System

R N

M e m b e r o f
P r o f e s s i o n

M e m b e r
o f
H e a l t h
C a r e
T e a m

P a t i e n t
C e n t e r e d
C a r e

P a t i e n t
S a f e t y
A d v o c a t e

G r a d u a t e
E d u c a t i o n

P r a c t i c e

Baccalaureate Degree Nursing (30 sch)

Patient Care Concepts
Health Care Concepts
Clinical Judgment

Associate Degree Nursing (36 sch)

Patient Care Concepts
Health Care Concepts
Clinical Judgment

General Education (54 sch)

1+2+1 Baccalaureate Degree with Associate Degree Exit Option
General Education Courses

- Required courses – 45 standardized hours
- Varying courses – 9 hours
  - Any other courses needed for students to be Texas core complete
  - Any required pre-requisites for other general education courses
  - Any other open hours will come from a list of preferred courses from the universities (for example – Sociology, nutrition, chemistry, etc.)
- Maximum of 54 general education courses (if possible)
CABNET Agreement

• Each community college will have a one-page information sheet which may have one or more columns of articulation plans that:
  – Include at least 54 hours of general education courses (including the standardized 45 hours)
  – Meet Texas Core Curriculum for that college
  – List universities under each column that agree to that plan and will not require any more general education courses

• APIN Goal is to have 60 programs adopt the CABNET agreement
## Sample Worksheet - TVCC
### General Education Courses - 2012 Core Curriculum

<table>
<thead>
<tr>
<th>Area</th>
<th>CABNET Agreement Plan A</th>
<th>CABNET Agreement Plan B</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Standardized Courses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Anatomy &amp; Physiology</td>
<td>BIOL 2401 &amp; 2402</td>
<td>BIOL 2401 &amp; 2402</td>
</tr>
<tr>
<td>1. Microbiology</td>
<td>BIOL 2421</td>
<td>BIOL 2421</td>
</tr>
<tr>
<td>1. General Psychology</td>
<td>PSYC 2301</td>
<td>PSYC 2301</td>
</tr>
<tr>
<td>1. Human Growth &amp; Development</td>
<td>PSYC 2314</td>
<td>PSYC 2314</td>
</tr>
<tr>
<td>1. English</td>
<td>ENGL 1301 &amp; 1302</td>
<td>ENGL 1301 &amp; 1302</td>
</tr>
<tr>
<td>1. Humanities</td>
<td>Select from TVCC list</td>
<td>Select from TVCC list</td>
</tr>
<tr>
<td>1. Fine Arts</td>
<td>Select from TVCC list</td>
<td>Select from TVCC list</td>
</tr>
<tr>
<td>1. Government</td>
<td>GOVT 2305 &amp; 2306</td>
<td>GOVT 2305 &amp; 2306</td>
</tr>
<tr>
<td>1. History</td>
<td>HIST 1301 &amp; 1302</td>
<td>HIST 1301 &amp; 1302</td>
</tr>
<tr>
<td>1. Math Statistics</td>
<td>MATH 1342</td>
<td>MATH 1342</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td><strong>Individualized Courses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Speech course</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. BCIS 1305</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. SOCI 1301 or BIOL 1322</td>
<td>CHEM 1405 or 1411</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>9</td>
<td>10</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>54</td>
<td>55</td>
</tr>
<tr>
<td><strong>TVCC ADN Nursing</strong></td>
<td>36</td>
<td>36</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>90</td>
<td>91</td>
</tr>
<tr>
<td><strong>Universities Approving Articulation Agreements</strong></td>
<td>University 1</td>
<td>University 2*</td>
</tr>
<tr>
<td></td>
<td>University 2*</td>
<td>University 2*</td>
</tr>
<tr>
<td></td>
<td>University 3</td>
<td>University 3</td>
</tr>
<tr>
<td></td>
<td>University 4</td>
<td>University 4</td>
</tr>
</tbody>
</table>

*12 hours of general education courses must be completed at University 2 to be able to meet residency requirements.*
How others can help? EDUCATION

- ADN-RNs, consider getting BSN
- RN-BSNs, Encourage ADN-RN peers to go back for BSN
- When working with students in clinical settings, pose thought-provoking questions to them, especially addressing concepts
How others can help? EDUCATION

- Community Colleges –
  - Complete one page worksheet for CABNET agreement and get signed
  - Encourage ADN graduates to go back for BSN
  - Let us know which out of state universities your ADN graduates are attending (ask on graduate surveys)
How others can help? EDUCATION

- Universities –
  - Review CC worksheets and determine which plan(s) you can accept and sign CABNET agreements
- RN-to-BSN programs not reporting enrollment and graduate numbers on NEPIS, let us know data
- Share names of faculty and qualifying education/experience for course developers for MSN CBC courses that are still needed
Goal – Increase percentage of minority nurses in Texas by 5% 

- Minorities include ethnic and gender
• Diversity Advisory Committee & Diversity Consultant
  – Collect and distribute best practices for recruiting minorities
  – Develop content for information sessions for minority RNs interested in returning to school
  – Collect and share scholarship information for minority students
• Diversity Champions for each Texas Team region
  – Information sessions at Texas HSI and HBCU
  – Information sessions at traditional minority association meetings
  – Will find 5 mentors each to work with minority RN-to-BSN students

• Texas Team Diversity Mentors
  – Will each mentor three RN-to-BSN minority students
HSI-HBCU BSN Programs in Texas
How others can help? DIVERSITY

• Share info about scholarships
• Share names of nurses who would be great Texas Team Diversity Mentors for RN-to-BSN students
• Let us know how we can get a list of minority nurses planning to attend RN-to-BSN program who would like a mentor
• Share best practices for recruiting minority RN-to-BSN students
• HBCU and HSI institutions – contact us so we can hold information sessions for ADNs wanting to return for BSN
How others can help? DIVERSITY

- Share info about local minority association meetings
- Volunteer to be a Texas Team Diversity Mentor
- Let us know of a minority nurse returning to school or thinking about returning to school who needs a mentor
- Wanted – diversity nurses – share your APIN story – what helped and what didn’t help
Focus groups on future nurse competencies with results incorporated into RN to BSN courses
Survey employment policies supporting academic progression
Share best practices for employment policies
Increase number of employers adopting best practices
How others can help? PRACTICE

- Host a focus group conference call at their facility to give input on future nurse competencies
- Complete the survey on practices for encouraging academic progression
- Adopt best practices for encouraging academic progression
We cannot become what we need to be by remaining what we are.

Max De Pree
Questions?