Nursing Education Symposium: Initiating the RN to BSN at the Community College

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Community College Baccalaureate Association Conference
Chicago, Illinois
March 19, 2016
Agenda

- Two Experiences
  - Lewis & Clark Community College, Godfrey, Illinois
    - Context
    - Plan of Action & Barriers
    - Research Investigation
  - Jackson College, Jackson, Michigan
    - Context
    - Current Status
    - Next Steps/Strategies
- Lessons Learned
- Discussion
Founded in 1838, LCCC is located in Godfrey, Illinois – the Metro-East Region of Illinois;

Serves 15,000 credit/non-credit students;

LCCC is the first and only community college to create and operate a nurse–managed Family Health Clinic designed to assist underserved members of the region to receive affordable, quality healthcare.
Institute of Medicine: Future of Nursing Report 2010

- Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020
- Ensure that nurses engage in lifelong learning
National initiative to guide implementation of the recommendations in *The Future of Nursing: Leading Change, Advancing Health*

Coordinated through the Center to Champion Nursing in America (CCNA), an initiative of AARP, the AARP Foundation and the Robert Wood Johnson Foundation (RWJF).
Indicator 1: Education

IOM Recommendation:
Increase the proportion of nurses with baccalaureate degree to 80% by 2020

Percentage of employed nurses with baccalaureate degree in nursing or higher degree

- **2020**: 80%
- **2013**: 51%
- **2011**: 50%
- **2010**: 49%

Data Source: American Community Survey, Public Use Microdata Sample (series)
Barriers to Academic Progression

- Limited financial resources
- Redundant curriculum
- Lack of credit for previous learning
- Lack of flexibility with scheduling
- Lack of effective advising
- Accessibility
- Accreditation related issues
ADVANCING ACADEMIC PROGRESSION

One Promising Solution

Community colleges conferring BSN degrees
Community Colleges
- Quality, accessible and affordable pathway for higher education.
- 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.
Community Colleges Conferring Baccalaureate Degrees

- Legislative barriers
- Need for qualified faculty
- University concerns
- Resources
- Leadership
- Accreditation
Research question: Is there a need for community college's to offer a BSN?

Completed a Two-Phase study conducted by Economic Modeling Specialists International (EMSI)
Two Phase Study

- **Phase 1: July 2015**
  - Projected BSN demand in the St. Louis area
  - Interviews with Chief Nursing Officers

- **Phase 2: November 2015**
  - Interviews with currently employed nurses holding an ADN
Interviews with Chief Nursing Officers

- Preferential hiring for BSN nurses.
- Institute of Medicine goal of 80% BSN by 2020.
- Larger institutions expecting 25% of their nurses to retire over the next 10 years.
- Emphasis on critical thinking skills in the BSN curriculum.
- All nursing institutions perceived LC graduates favorably and would hire LC graduates in a four-year program.
Projected ADN to BSN demand of area hospitals

- 44% of currently employed nurses with an ADN responded that they plan to return to school to complete a BSN. 32% of respondents indicated they may return to complete a BSN.
- 93% of currently employed nurses with an ADN responded that they would prefer to complete their BSN at a community college rather than a four-year college or university.
- Affordability was the most commonly given reason for community colleges being preferred.
NEXT STEPS

Transition the study to ICCB sub-committee MIS/Research and Longitudinal Advisory Committee

Senate Bill 2243
South Central Michigan (lower peninsula) service area with 4 campuses;
Serves nearly 9,000 unduplicated credit students annually;
Accredited by the Higher Learning Commission (AQIP);
Three on-campus housing facilities;
Baccalaureate programming;
Policy Governance organization;
The College supports a practicum-based health clinic;
$50M enterprise; and
Comprised of about 800 employees – 2 unions.
Nursing @ Jackson College

- Three degree options:
  - Associate in Applied Science
  - LPN to ADN
  - Nursing Certificate
LPN and RN programs are second admit programs;

Board pass rates (first attempt) are consistently 100% for LPN and RN average near 90% each year typically surpassing both state and national averages;

Health Laboratory and Simulation Laboratory spaces utilizing the latest technologies and instructional facilities available;

Regional hospitals have adopted Magnet Status and seek Jackson College’s assistance.
Jackson College 2015 NCLEX Rates – 89.41%

<table>
<thead>
<tr>
<th>Historical Rates</th>
<th>MI Baccalaureate</th>
<th>MI Associate</th>
<th>Jackson College</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/1/13</td>
<td>93.72%</td>
<td>92.01%</td>
<td>93.68%</td>
</tr>
<tr>
<td>4/1/13</td>
<td>86.82%</td>
<td>86.94%</td>
<td>92.39%</td>
</tr>
<tr>
<td>7/1/13</td>
<td>83.55%</td>
<td>84.68%</td>
<td>96.04%</td>
</tr>
<tr>
<td>10/1/13</td>
<td>74.66%</td>
<td>59.85%</td>
<td>95.05%</td>
</tr>
<tr>
<td>1/1/14</td>
<td>87.72%</td>
<td>85.32%</td>
<td>84.54%</td>
</tr>
<tr>
<td>4/1/14</td>
<td>87.96%</td>
<td>87.19%</td>
<td>84.69%</td>
</tr>
</tbody>
</table>
“U.S. nursing schools turned away 79,659 qualified applicants from baccalaureate and graduate nursing programs in 2012 due to insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints.”
And so is the lack of nursing education options…

“U.S. nursing schools turned away 79,659 qualified applicants from baccalaureate and graduate nursing programs in 2012 due to insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints.”

“The Michigan Health and Hospital Association says "4000 qualified nursing students are currently turned away due to lack of classroom space" at the universities.”
Nursing Shortage Affects Patients...

“Some estimates peg medical errors as the third-leading cause of death in the U.S. and nursing groups said mistakes and overworked nurses go hand-in-hand.”

Lobbyists in Michigan say that the need for new nurses is so acute that for more than a decade the state has allowed Canadian nurses to practice temporarily for as long as a year while they get local licenses. Today, Michigan imports well over 2,000 nurses from Canada to fill domestic jobs…
Baccalaureate Authorization for Michigan Community Colleges...
Part of a broader talent development strategy for MCCA
- 2003: Began work on advancing community college baccalaureates.
- 2004: Cherry Commission on Higher Education.
- Introduced bills:
  - 2008: SB 1329 Broad authority to confer baccalaureate degrees.
  - 2009–10: Select applied and technical areas.
  - 2011: HB 4496 was introduced providing for programs in concrete technology, maritime technology, culinary arts, energy production technology and nursing.
Timeline & Legislation - Cont…

- 2011: HB 4496 was amended to drop the BSN from authorized programs.
- 2015: SB 98 was introduced.
  - The bill would expand existing authorization to include nursing, ski area management, wastewater treatment, allied health, manufacturing, and information technology.
  - SB 98 was reported out of the Committee on Commerce, but has not been taken up by the full Senate.
- We continue to work to reintroduce the BSN for legislative approval.
Michigan Health and Hospital Association (MHA) has argued we need more BSN degrees and they support the CC option;

Community colleges want to offer the degree;

Community colleges are more affordable and accessible;

Huge investments have already been made
BSN Completion Program
Clinical Requirements

- Offered in a variety of formats: F2F, online, hybrid.
- Clinical requirements vary from 0 clinical hours to 45+ hours.
- If an institution requires clinicals in a completion program, they are usually in the community health (Public Health Departments, Schools, Geriatric Centers, etc.) or leadership/management arenas, so typically will not affect the acute care settings.
- The competition for community sites may occur when the generic BSN students take their community health nursing course from their institution and compete with BSN completion students in their 3rd or 4th semester.
- On-line (and some land based) programs often require a capstone project/scholarly paper in lieu of clinical.
## Comparison of Program Requirements

<table>
<thead>
<tr>
<th>SCHOOL</th>
<th>CORE NUR CREDITS</th>
<th># OF SEMESTERS</th>
<th>FORMAL CLINICAL</th>
<th>CAPSTONE PROJECT or SCHOLARLY PAPER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chamberlain¹</td>
<td>47</td>
<td>3</td>
<td></td>
<td>Y embedded in courses</td>
</tr>
<tr>
<td>Eastern Michigan¹</td>
<td>30</td>
<td>5</td>
<td>Y (45 hours)</td>
<td></td>
</tr>
<tr>
<td>Ferris State¹</td>
<td>28-31</td>
<td>5</td>
<td></td>
<td>Service Learning Project</td>
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<tr>
<td>Grand Canyon¹</td>
<td>36</td>
<td></td>
<td></td>
<td>Capstone Project</td>
</tr>
<tr>
<td>Grand Valley</td>
<td>24</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Madonna</td>
<td>22</td>
<td></td>
<td>Supervised Practicum</td>
<td></td>
</tr>
<tr>
<td>Michigan State</td>
<td>32</td>
<td>5</td>
<td>Y (45+ hours)</td>
<td></td>
</tr>
<tr>
<td>Oakland</td>
<td>31-35</td>
<td></td>
<td></td>
<td>Y</td>
</tr>
<tr>
<td>Siena Heights</td>
<td>30</td>
<td>4</td>
<td>Y embedded in courses</td>
<td></td>
</tr>
<tr>
<td>Spring Arbor²</td>
<td>42</td>
<td></td>
<td></td>
<td>Capstone Project</td>
</tr>
<tr>
<td>U of D Mercy</td>
<td>35</td>
<td>5</td>
<td></td>
<td>Capstone project</td>
</tr>
<tr>
<td>U of M -Flint</td>
<td>28</td>
<td></td>
<td>Y embedded in courses</td>
<td></td>
</tr>
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Community Colleges follow the same accreditation requirements from the Higher Learning Commission, North Central Association of Colleges and Schools;

A community college nursing degree would consist of the same number of credits;

Community colleges are already providing three of the four years which includes pricey clinical instruction – upper level courses focus mostly on public health, leadership and other classroom based work.
Discussion Time
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