AzNA ACTION PROPOSAL:

SUBJECT: Achieve 80% BSN RNs in Arizona by 2020

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REFERRED TO: Professional Issues Hearing

EXECUTIVE SUMMARY: The 2010 IOM Future of Nursing, Leading Change, Advancing Health report recommendation is to increase the percentage of BSN RNs to 80% by 2020. The IOM recommendation is based on the evidence of improved patient care outcomes with increased percentages of BSN nurses. The Arizona Campaign for Action: 2011 Self-Study reported only 37% of Arizona RNs had BSN or higher degrees. In order to achieve 80% BSN RNs in Arizona by 2020, Arizona must significantly increase the number of BSN grads.

1) WHEREAS, nursing education programs, through collaboration and partnership, will work together to promote academic progression to ensure a well-educated, diverse nursing workforce to advance health in our state. (AACC, ACCT, AACN, NLN, & N-OADN: Joint Statement on Academic Progress of Nursing Students and Graduates, 2013)

2) WHEREAS, the ethical duty of the nurse is first and foremost to the patient; it is not to the nurse, nor the educational or health care system (Pierce, 2010).

3) WHEREAS, there is a need for increased education for all nurses because with the increasing complexity of health care, the patient requires a more educated nurse in order to deliver effective and safe care (2010 Policy Statement of Tri-Council Nursing; 2010 IOM Future of Nursing Report; 2013 AZ Education-Practice Collaborative Assumption).

4) WHEREAS, the evidence indicates with higher percentages of BSN RNs there are improved patient outcomes, including decreased patient mortality and decreased

5) WHEREAS, the 2010 IOM Future of Nursing, Leading Change, Advancing Health report recommendation is to increase the percentage of BSN RNs to 80% by 2020 (2010 IOM Future of Nursing Report).

6) WHEREAS, the percentage of BSN RNs in Arizona is currently less than 40%. (Randolph, 2011)

7) WHEREAS, the mission of community colleges includes serving the community needs; contributing to continuous workforce improvement; and meeting the needs of employers in the community. (Maricopa Community Colleges; California Community Colleges; Gonzales, 2012)

THEREFORE BE IT RESOLVED THAT THE ARIZONA NURSES ASSOCIATION WILL SUPPORT:

1. Appointment by AzNA Board of Directors of a special committee to identify strategic initiatives to achieve 80% BSN RNs in Arizona by 2020.

2. Promotion of support for academic progression through strategic initiatives from stakeholders, including but not limited to, legislators; healthcare, business, and education partners; and the community, at large.

References:


Aiken, L.H., et al. (2011) Effects of nurse staffing and nurse education on patient deaths in hospitals with different nurse work environments. Medical Care, 49(12), 1047-1053.


Kutney-Lee, A., et al. (2013) *An increase in the number of nurses with baccalaureate degrees is linked to lower rates of postsurgery mortality*. Health Affairs, 32(3), 579-86.


