The Importance of Academic Progression in Nursing

2015 New Mexico Statewide Nursing Educator's Conference
June 8, 2015
Mary Dickow, MPA, FAAN
Statewide Director, California Action Coalition
A New Era in Health Care

Coordinated Care at Home and in Community

Improved Quality

Increased Access

Lower Costs

Better Population Health

Person-and Family-Centered Care

2015 New Mexico Statewide Educator’s Conference – Albuquerque, June 8, 2015
A Culture of Health

RWJF Goal: We, as a nation, will strive to create a culture of health enabling all in our society to lead healthy lives, now and for generations to come
How Nurses Can Help

Largest segment of health care workforce and spend most time with individuals and families

- Manage influx of older, sicker, and newly insured patients
- Develop and implement new models of care
- Provide transitional and coordinated care
- Help hospitals to reduce medical errors and re-hospitalizations
High-quality, patient-centered health care for all will require a transformation of the health care delivery system.

Institute of Medicine Report

The Future of Nursing: LEADING CHANGE, ADVANCING HEALTH

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Campaign Vision

Everyone in America can live a healthier life, supported by a system in which nurses are essential partners in providing care and promoting health
Areas of Focus

Leadership

Practice & Care

Education

Diversity

Interprofessional Collaboration
Strengthening Nursing Education

Prepare nurses to deliver more efficient, coordinated care

• Increase the proportion of nurses with BSN and higher degrees

• Increase the number of nurses with doctorates

• Implement nurse residency programs
Nurses need to be:
- Better prepared and educated
- Able to practice in community, home, and public health settings
- More adept with complex care and technology
- More team oriented
- Prepared to lead and replace retiring leaders
- Ready to take on specialized roles (care coordination)

Nurses are needed to:
- Address primary care shortage
- Address faculty shortage
Studies show association between higher nurse education level and improved health care outcomes

• Some studies show that higher proportions of BSN-prepared nurses are associated with lower rates of medication errors, mortality, and failure to rescue

• Research also shows that BSN-prepared nurses have stronger diagnostic skills and are better at evaluating interventions

• A growing body of research shows a connection between baccalaureate education and lower mortality rates
Improve Workforce Diversity

Nurses should reflect the population in terms of gender, race, and ethnicity.

- Recruit the nursing workforce of the future
- All nurses should provide culturally competent services and care
- Greater workforce diversity may help to reduce health disparities
Objective: test promising models in pursuit of the 80/20 goal
- RWJF and Tri-Council for Nursing
- Nine states selected in APIN I cohort (2012-2014)
- All nine states re-awarded for APIN II (2014-2016)
- $600,000 total for each of the 9 states, over 4 years

[State icons of California, Hawaii, Montana, New York, New Mexico, North Carolina, Texas, Washington]
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<td>RN – MSN for ADN</td>
<td>Programs exist in all states. Action coalitions have not focused on model as much because these programs are not operating at capacity at this time.</td>
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**Other innovative components of models being tested**

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Education Progress

- 96% increase in RN to BSN graduates*

- New graduates by degree type:
  - Pre-license BSN graduates up 18% between 2010 and 2013 compared to 7% in ADN
  - Entry level Masters up 41%

*Source: AACN, number is preliminary
Non-BSNs v. Adjusted “New BSNs” (Generic + RN to BSNs) Entering Workforce

Source: P. McMenamin, ANA, 2015
Education: National Progress

Number of Students in RN-to-BSN programs

69% increase from 2010 to 2014

2010: 77,259
2013: 118,176
2014: 130,345

Source: American Association of Colleges of Nursing
More current RNs returning for BSN

Source: American Association of Colleges of Nursing
21st Century Curriculum Needs

Nursing programs and classes need to address:

1. Health promotion for primary and secondary disease prevention
2. How nurses can positively impact and lead community health initiatives
3. How nurses can work in interprofessional teams
4. How to analyze impact of health disparities in individuals and populations

Dilemma: NCLEX
21st Century Curriculum Needs

Employers want nurses with:
1. Understanding of public health competencies
2. Knowledge of transitional and community care
3. Understanding of entire integrated system
4. Knowledge of population health management
5. Understanding of business, finance and reimbursement
6. Critical thinking, negotiation, sales, communications and interprofessional skills
Preparing the Primary Care Workforce

Health professions schools’ curricula should address:

• Understanding and translating your role to patient/family and others on team
• Creating meaningful relationships with patients and families
• Using data for population health management and translating results to patients/families, team members and administrators
• Facilitating effective behavior change
• Working on and leading effective diverse teams
• Engaging communities in prevention and wellness
5 New Roles for Nurses

1. Care coordinator
2. Faculty team leader
3. Informatics specialist
4. Community centered nurse
5. Primary care partner

Fostering Partnerships

- Siesmic Shift in California
- Academic/practice partnership meetings
- Regional events – wide variety of partners
- AARP and consumer groups
Group Exercise

• What implementation strategies will be most successful?

• What partnership examples are you aware?

• What groups need to be engaged in this process?
Call to Action

Faculty can:
– Teach IOM report in your classrooms
– Identify, mentor and encourage talented students to pursue higher education
– Conduct research to bolster IOM recs
– Make sure your school is fostering interprofessional education
– Identify important stakeholders
– Ensure curriculum meets 21st century care needs
– Join Campaign for Action
“We know how to educate the nurses we needed fifty years ago.”

“The overwhelming majority of pre-licensure nursing students have never lived without the internet and will be treating patients until the year 2050.”

Rishi Desai
Health Care Partnerships, Khan Academy
Thank You!

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