OPENing Doors: Ohio Pathways for Education in Nursing
Ohio Action Coalition
Ohio League for Nursing
Summit
April 8, 2016

Institute of Medicine Report

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

Strengthen Nursing Education

IOM: Increase the proportion of nurses with BSN degrees and higher so that nurses can be:

- Better prepared and educated and more adept with complex care and technology
- Prepared to lead and replace retiring leaders and to reduce primary care and faculty shortages
- Able to develop and implement new models of interdisciplinary care
- Able to promote wellness and reduce chronic disease

Higher educated nurses are linked to lower patient mortality and improved outcomes.

IOM Report Recommendation on Advancing Nursing Education

Recommendation 4:
Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.
National Action as a Result of the IOM Report

- The Future of Nursing: Campaign for Action, an initiative of AARP, the AARP Foundation, and the Robert Wood Johnson Foundation was developed.
- The Campaign for Action provides a voices and a vehicle for nurses at all levels to lead and manage system changes, in partnership with others.
- All 50 states, plus the District of Columbia, have formed Action Coalitions designed to meet the IOM recommendations.
- 2012: Joint Statement on Academic Progression for Nursing Students and Graduates issued.

Regional Response: Ohio Action Coalition

- 2011: OAC convened and formed work groups to focus on five areas related to the IOM report.
- 2012: a state-wide competency based nursing model was adopted, designed to provide a framework for nursing education and practice in Ohio.
- 2013: the OAC received State Implementation Program (SIP) grant funding. Three teams in Ohio were funded: including Central Ohio, Northeast Ohio and Northwest Ohio.
- Purpose: Analyze existing school curricula for content related to the Ohio Nurse Competency Model and use as basis for partnerships to develop seamless progression model(s) for nursing education.

Ohio SIP Team Composition

- ADN Programs
- Clinical Practice Partners
- RN to BSN Programs
Results of Gap Analysis

Gaps identified were consistent throughout the state.

Additional gaps identified were the competencies of Leadership & Professionalism and Informatics & Technology.

2013 RN Workforce in Ohio:
Initial Degree

- 44% Associate degree
- 31% Baccalaureate degree
- 20% Diploma
- 5% LPN

31.9% of licensed RNs obtained a degree beyond the initial nursing degree.
Highest degree held: 34% BSN; 33% ADN
Currently enrolled in an advanced degree program…

<table>
<thead>
<tr>
<th>Year</th>
<th>BSN</th>
<th>MSN</th>
<th>Currently not enrolled</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012 (n=25)</td>
<td>20%</td>
<td>80%</td>
<td>0%</td>
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<tr>
<td>2013 (n=72)</td>
<td>26%</td>
<td>1%</td>
<td>72%</td>
</tr>
<tr>
<td>2014 (n=68)</td>
<td>29%</td>
<td>0%</td>
<td>71%</td>
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Common Components of Ohio Seamless Progression Models

1) Dual Admission/Dual Enrollment Options
2) 1+2+1 or 3+1 Curricular Pathways
3) Easy Transfer and Acceptance of Earned Credits
4) Ability to Complete BSN Requirements in 4 years
5) Standardized Foundational General Education Courses
6) Opportunity for More Cost Effective Tuition Through Community Colleges
7) Intentional Strategies to Increase Student Diversity
8) Offer General Education and Select BSN Courses During ADN Program
9) New Approaches to Clinical Education
10) Coordination of BSN Courses and Clinical Residency Requirements

Regional Action: Northeast Ohio Action Coalition (NEOAC)

Ursuline College
The University of Akron
ATECH School of Nursing
Lakeland Community College
Cuyahoga Community College
Lorain County Community College
The Cleveland Clinic
Regional Action: Northeast Ohio Action Coalition (NEOAC)

- Purpose: Analyze existing school curricula for content related to the Ohio Nurse Competency Model and use as basis for partnerships to develop seamless progression model(s) for nursing education.

Iterative Process

June 2014
- Community Partners convene
- Gap Analysis initiated

Jan-May 2015
- SIP Grant Awarded
- Gap analysis and addition of action plan / ADN vs. BSN outcomes
- Continue to meet with larger group

May-Aug 2015
- Gap Analysis Completed
- Seamless Model

Aug 2015 to present
- Health Assessment competency
- Evidenced Based Practice course
- Portfolio options
- Dual Admission / Enrollment models
Advantages for Student Seamless Model

Year 1: Core general education courses
Year 2: ADN/Diploma program nursing courses and BSN general education courses
Year 2: An Evidenced Based nursing course offered at the baccalaureate program
Year 3: Standardized Health Assessment competency evaluation
Licensure: Matriculation into BSN Program: Complete any additional nursing and general education courses to earn a BSN, 3+1.

NEOAC

• Gap Analysis - NE OH region commitment
• Traditional & Dual Enrollment / Admission
• Shadowing opportunity CCF
• Common admission Criteria
• Individualized audit plans
• Portfolio / Residency Options
• Graduates: PT course work – 2-3 semesters

Implementation Plan

• Deans and Directors presented to college administration and financial aid managers.
• Accrediting bodies, regulatory agencies and related organizations with final progression/dual admission implementation plans
• Toolkits
Next Steps

- (1) NEW dual enrollment/dual admission agreement
- Student orientation program
- Admit students
- Complete Gap Analysis Action Plan
- Complete Health Assessment competency scenarios and resources
- Standardize Nutrition course test-out
- Track outcomes!

Key Lessons for Success

- Trust
- Transparency
- Collective Goal
- Appreciative Inquiry
- Critical Analysis
- Iteration
- Patience

Central Ohio Team

The Ohio State University
Central Ohio Technical College
Clark State Community College – Springfield
Regional School of Nursing
Columbus State Community College
Cuyahoga Community College
Edison Community College
Marion Technical College
Rhodes State College
The Ohio State University Wexner Medical Center
Our Story

- Articulation agreements
- February 2015 – SIP grant through OAC
- Getting to know each other
- Ohio Nurse Competency Model GAP analysis
- Findings from 7 competencies
  - EBP
  - Leadership/Professionalism
- National Consultant – Maureen Sroczynski
- Learned from other states – RWJF meetings and OAC support
- ASAP model developed

We have ASAP model
Now what?

- Implementation!
- Funding – Nurse Education Grant Program (NEPG)
- Access and retention specialist
- Processes!!! – community, financial aid, housing, plans of study (curriculum), accreditation, Board of Nursing, University / College approvals, contracts
- Communication!!! LMS and monthly meetings
- Continued funding
Student Benefits

• More opportunities for employment
• Better patient outcomes with BSN preparation
• Half the cost
• Still have the opportunity to be a nurse
• Increasing diversity in the workforce

Schools benefit

• Students with higher GPA's and mindset of completing BSN
• Transcripts and curriculum are seamless
• Coordinated plan will increase enrollment
  – University collaboration
  – BSN completion becomes a norm rather than an exception
  – Collaboration for admission / progression standards

Next Steps

• Data collection – patient and student outcomes
• Help other schools in Ohio and beyond with collaborative efforts – we need to make BSN completion the norm in Ohio!!
• Accreditation
• Curriculum streamlining
• Financial aid, Housing
• Strengthen practice partners input from each site
• More sharing
The NW Ohio Team met April 15, 2015 at Owens Community College and shared the purpose of the SIP, their initial gap analysis findings, and the Owens student survey with the Owens Community College ADN faculty.

- The majority of students who choose the ADN option are non-traditional and balance work and family commitments. There are very few traditional (straight from high school) students attending the Main campus of Owens. There are more students attending the Findlay branch.
- Time and money are the main reasons for choosing ADN to enter nursing practice and time and money are the major barriers for continuing their education toward a BSN immediately upon graduation from Owens.

Continued: Findings from Owens Meeting

- The major motivator for returning for a BSN is career advancement into non-bedside nursing positions. This was a great concern voiced by practice.
- Currently there is neither pay differential, hiring preferential nor mandate for a BSN in the practice settings in NW Ohio.
- Major health systems do provide financial support for RNs returning to school for higher education but there is a cap on the amount of support so RNs are choosing less expensive BSN programs in order to save money toward graduate education.
Overview of the 4 year Seamless Model

• 1st year: Complete their pre requisite science and humanities courses at the community college.
• 2nd and 3rd years complete the ADN core nursing courses and general education courses required by the community college and University
• End of the 3rd year awarded an ADN and take NCLEX in summer
• Summer between 3rd and 4th year, the student will take their NCLEX examination and complete any pre-requisite coursework to matriculate into the BSN core coursework.
• 4th year student will complete BSN core coursework and BSN is awarded

Lourdes University Dual Enrollment Seamless Progression Model

University of Toledo Dual Admit Basic Pre-licensure Plan of Study Full Time
Advantages for prospective students

- A lower cost college tuition
- Convenience of attending a community college in one’s local community
- Early affiliation with a prestigious baccalaureate university
- Ability to reach a goal to become a registered nurse with the education and credentials that provide you a solid foundation to launch a professional nursing career
- Ability to earn the credentials that support seamless advancement in one’s career whether it’s clinical specialization, management, advanced practice or academics. The opportunity to integrate curricula from the local nurse residency program into their core BSN clinical coursework; thus, preparing them to enter practice sooner.
- The seamless progression model prepare a prospective nursing student for multiple opportunities that will be available in the healthcare systems of tomorrow.

Advantages of model for the profession and needs of healthcare

- Seamless model integrates the ADN and BSN curriculum
- The pathway promotes a more diverse nursing workforce
- Attract prospective students from diverse backgrounds
- Maximizing the academic nursing resources in our local communities.
- Support of the “Ohio Nurse of the Future” model and the national initiative to achieve 80% BSNs in our Nursing Workforce.
Implementation Steps and Timeline

- Submit the Curriculum Proposal through the Community College and University Curriculum Committee structure (year 1). Begin to implement the new process (year 2).
- Develop the Admission processes to support the Dual Admission process (1 year).
- Establish financial aid policies according to federal guidelines that align with and support the dual admissions process and the Seamless Progression Model (1 year).
- Finalize internal approvals for curriculum approvals and explore necessary approvals from external regulatory and accrediting agencies such as HLC, OBR, CCNE, and ACEN (year 1).

What we learned

- There is no incentive for the BSN in the NWO Ohio employment sector
- There is a need to educate the community about the value of the BSN
- There is a need to examine the expectations of the new BSN and ADN graduate performance immediately after graduation and long term

Implementation Steps and Timeline

- Organize a mechanism to inform the nursing community about the value of the BSN.
- Coordinate a community dialogue about the future of nursing in NWO.
- Ultimately, develop and present a program for healthcare administrators regarding the IOM recommendations, rationale for the recommendations, and encouragement to implement hiring preference/requirement for BSN prepared nurses in the workforce (3 months).
Implementation Steps and Timeline

- Develop a mechanism for onsite advising at the Community College for seamless progression students (year 1)

- Devise a Tool Kit for high school guidance counselors and families to understand the pathways for nursing education and to make a choice that considers the student's academic, financial and personal goals (1 year). The tool kit would be expanded to include information for practicing RN's to complete their BSN degree, and information for BSN prepared RN's to complete their advanced practice degree (year 2)

Questions