

Envisioning A Future State
For BSN and RN-to-BSN Programs

**Creating Innovative Programs Where
“High Volume” & “High Quality”
Are Not Mutually Exclusive Terms**

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Undergraduate Nursing Programs
Baylor Professor for Healthcare Research



UNIVERSITY OF
TEXAS
ARLINGTON

ACADEMIC PARTNERSHIPS

+ Nursing in Texas: - What's The Target?

- In 2005, the Texas Center for Nursing Workforce Studies projected Texas would need 293,000 RNs in order to meet its needs in 2020. That's 51% **more** than we have today (194k RNs).
- Current Assumption in 2012: Texas will need this number of RNs by 2020, if not more.



And The Numbers Are.....



A green informational sign for New Cuyama, California, mounted on two wooden posts. The sign lists the following statistics:

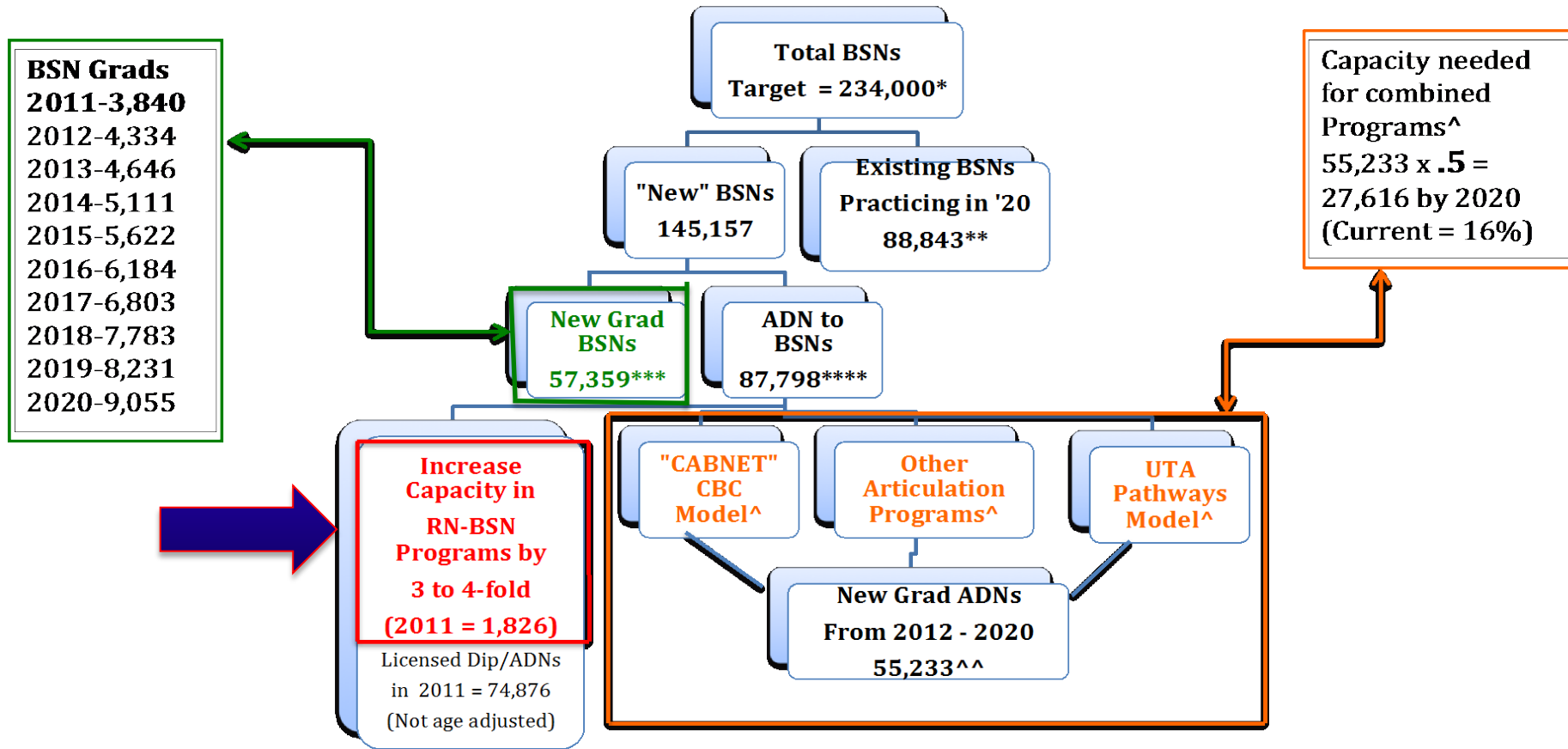
NEW CUYAMA	
Population	562
Ft above sea level	2150
Established	1951
<hr/>	
TOTAL	4663

+Nursing in Texas

- Achieving 80% BSN+ by 2020

- As of 9/2011, there were 194k RNs in Texas
 - Currently 50% Diploma/ADN; 50% BSN or higher
 - Current production is at 60% ADN; 40% BSN
 - Currently only ~16% ADN and BSN continue their education
- Meeting the 80% goal will require 234,000 BSN+ RNs (80% of 293k)
 - We currently have ~92,500.

MANCINI'S MENTAL MODEL: THREE PRIMARY STRATEGIES TO ACHIEVE 2020 TARGET



*80% of Target Set By CNWF estimated need of 293,000 RNs in 2020

**Currently licensed BSN+ registered nurses < 60 years old in 2012

***Presumes 10% Year/Year growth from 2011 actual of 3,840 = **STRATEGY #1: EXPAND DIRECT BSN PRODUCTION**

****Calculated as Total BSNs needed - Existing in 2020 - New BSN Production

^Programs with early acceptance during ADN program & seamless transition = **STRATEGY #2: CONCURRENT ADN:BSN ENROLLMENT**

^^10,228 new grads in 2011 @ 60% ADN = 6,137/year X 9 years = 55,233

• Assumptions to produce 87,798 RN-BSN graduates by 2020:

- New ADNs over 9 years = 55,233. Convert 50% through combination of seamless articulation programs = 27,616 BSNs.
- We'd need to advance 60,182 (80%) of existing Dip/ADNs to BSNs over 9 years—an average of 6,687/year; a 366% increase over 2011 level of 1,826/year. = **STRATEGY #3: EXPAND CURRENT RN-BSN PROGRAMS & ADD NEW ONES**

Even If We're Off By Some Multiple....

- IT'S A BIG NUMBER!!!



So we better get serious about scalable, high volume programs.

UT Arlington College of Nursing

- 25+ year history of distance education efforts
 - Multiple sites at CCs - ~100-150 graduates/year
- 2008 – We Decided We Had To Do More

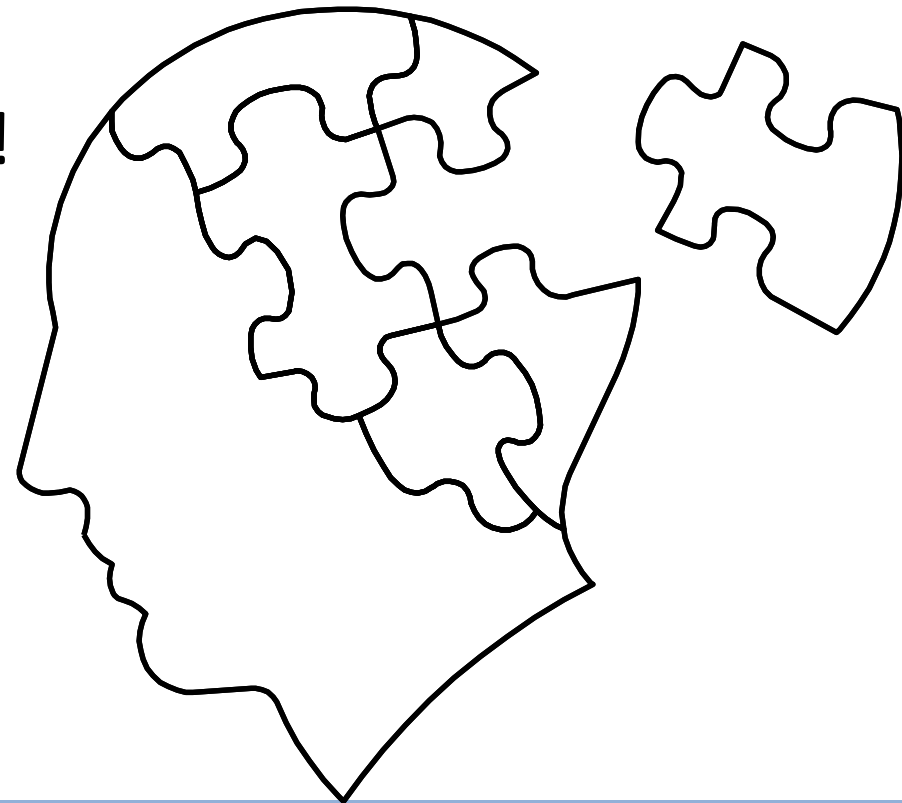
Disruptive Innovations in Education

The Challenge Isn't Getting
New Ideas Into Our Heads...

It's Getting The Old Ideas Out!

“Disruptive Innovation” makes it possible for simple, affordable, and accessible products to replace products that are complex, expensive and inaccessible.

**Clayton Christensen et al in “Disrupting Class: How Disruptive Innovation Will Change the Way the World Learns”
McGraw Hill. 2008**



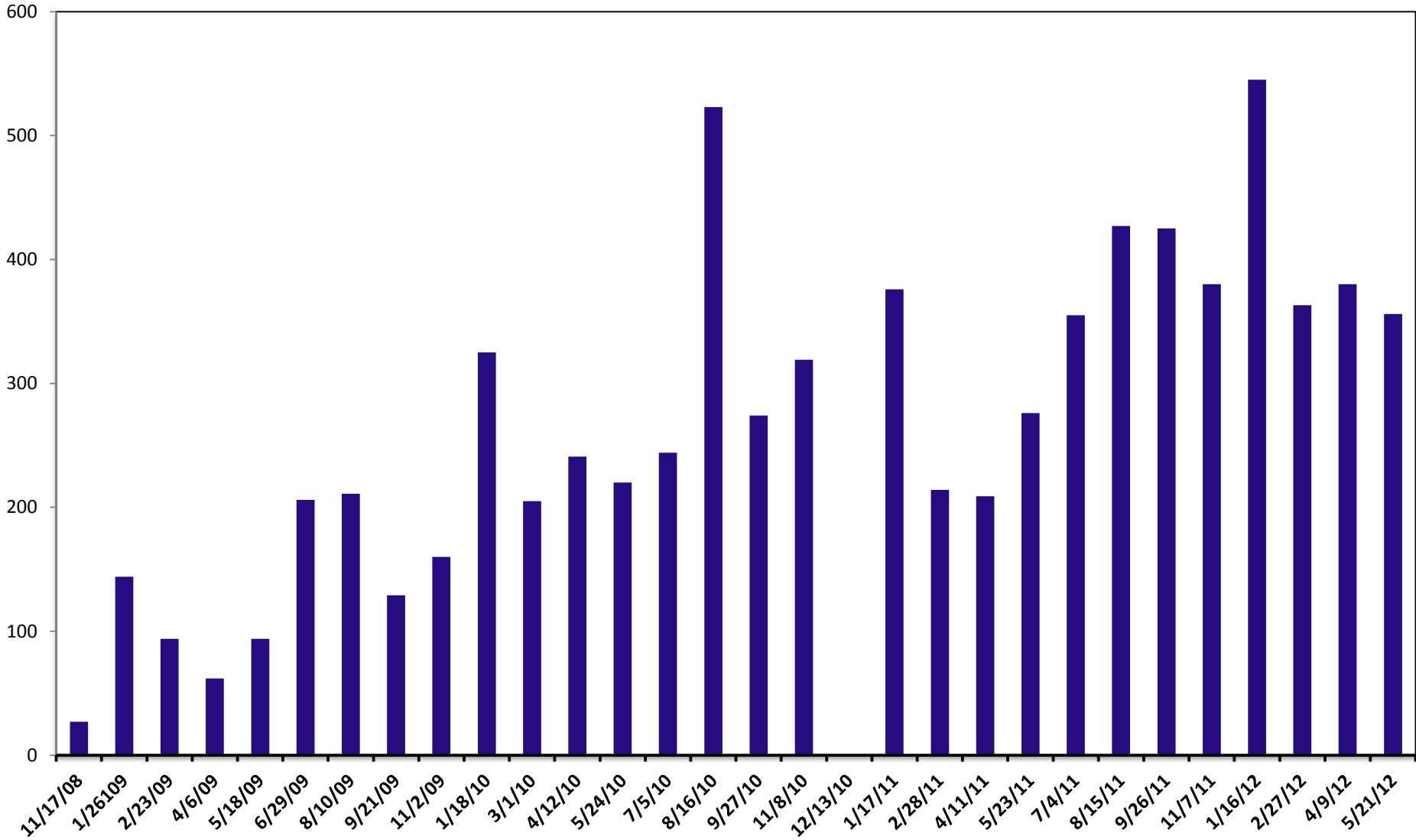
Starting First With The RN to BSN Program -- UTACON Academic Partnership RN to BSN Program

Program designed to overcome known barriers to student enrollment and success

- **Partnerships** that allowed us to leverage our core skills
 - Partnered with other “best in breed” companies to create a “best in show” product
- Courses **specifically designed** for the content delivery system
 - Instructional design experts working with expert faculty
- Media-enriched, modular format
 - Courses given in **5-week modules**
 - Eight start dates** a year
- Use of MSN-Prepared **Academic Coaches**

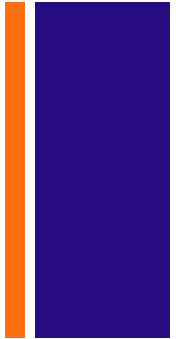
Scalable Growth

STUDENTS STARTING AP RN to BSN PROGRAM BY START DATE





Since Inception of AP: RN-to-BSN



of Students In N3645

First Professional Nursing Course

- Start Date #1 (November 17, 2008) = 27 students
- Start Date #33 (August 16, 2012) = 929 students

Total Enrolled As of Spring 2012 = **7,784**

UT Arlington College of Nursing Graduations Over Time by Program Type

	BSN			RN-To-BSN		
Fall 2008	95			33		
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GRAND TOTALS FOR AP GRADS SINCE INCEPTION		201			2362	

+ Quality – Not Just Quantity

"Discontinued" = not actively enrolled for two semesters

- Cohorts' progression to graduation rates for enrollment cohorts Fall 2008 to Spring 2010.
 - AP RN-to-BSN = 87.1% to 100%
 - On Campus RN-to-BSN = 90% to 94.5%
- Average Time to Graduation in Months For RN-to-BSN Programs
 - AP -- Minimum program length = 13 months
Cohort Averages = 17 to 20 months (would average 2 "steps off the carousel" which we see as a selling feature.)
 - On Campus -- Minimum program length = two semesters (9 to 12 mos). Cohort Averages = 12 to 19 months.

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+ Quality – Not Just Quantity



- Student feedback
 - Very positive; continuing to MSN
- Employer feedback
 - Asked for AP-BSN and AP-MSN
- Faculty feedback
 - Waiting list; Reinvest revenue in them

In 2011, Building On Our Success, UTACON Decided To Do Something Different.....Again.

- Why?
 - Commitment to Creating Lifelong Learners
 - IOM Future of Nursing Recommendations
 - Developing Employment Opportunities
 - Emerging Technology
- What?
 - The Professional Nursing Pathways Program

UT Arlington College of Nursing

Professional Nursing Pathways Program

- Shift From Post-Graduate Recruitment To Recruiting In ADN Program
- “Push-me/Pull-me” Notion for Student Progression to The BSN



Professional Nursing Pathways Program

Key Components:

- Intentionality of Partnerships
 - *Create model degree plans for each CC*
- Creating & Maintaining The Student's Vision of BSN and Higher
 - *Acceptance into UTACON early*
 - Student must maintain minimum requirements
 - *Routine contacts at Community College and through email/social media*
- Leverage Technology
 - *Build on existing Academic Partnership RN-to-BSN program*
 - *Applications and data submitted with "Common App" and "SPEEDE"*
 - *Virtual Community (Planned)*

PROFESSIONAL NURSING PATHWAYS PROGRAM

START YOUR BSN WHILE COMPLETING YOUR ADN



EL CENTRO COMMUNITY COLLEGE						UT ARLINGTON
YEAR 1		YEAR 2		YEAR 3		YEAR 4
FALL SCIT 1407 or BIOL 2401 ENG 1301 MATH 1314 PSYC 2301 HPRS 1204	SPRING SCIT 1408 or BIOL 2402 PSYC 2314 SPCH 1311 Humanities or Fine Arts Elective ENG 1302	FALL RNSG 1423 RNSG 1460 ENG 2326*	SPRING RNSG 2504 RNSG 1129 RNSG 1461 BIOL 2420	FALL RNSG 2514 RNSG 2460 SOC 1301**	SPRING RNSG 2535 RNSG 2562 RNSG 2221	ADN GRADUATION Complete UT Arlington Upper Division Nursing Courses in as few as 13 Months Complete Remaining UT Arlington General Courses Concurrently Upper Division Electives
WINTERMESTER ENGL 2311		WINTERMESTER HIST 1301		WINTERMESTER GOVT 2302		
SUMMER MATH 2342		MAYMESTER HIST 1302		SUMMER GOVT 2301		
Step 1: Complete Pathways Program Participation Form		Step 2: Apply Online to UT Arlington's Professional Nursing Pathways Program		Step 3: Submit FAFSA for UT Arlington (if needed)		

START TODAY: 866.489.2810 | stateu.com/uta/nursingpathways

*or other sophomore level literature
 **or any Sociology or Anthropology course

Responsibilities as a Pathways Partner

UT Arlington College of Nursing

- Provide program at a competitive price with multiple start dates per year
- Work with CC to develop a model degree plan that maximizes efforts towards BSN while at CC
- Provide informational sessions and support to students interested in the program.
- Inform CC of changes in our degree requirements or admissions criteria that might impact students' ability to enter UTACON.

Responsibilities as a Pathways Partner

Community College

- Identify a Program Coordinator
 - *Develop a Model Degree Plan to maximize efforts towards BSN while at CC*
 - *Develop and maintain SPEEDE protocols to assure timely electronic transmission of academic transcripts*
- Provide information/access to students
- Inform UTACON of any changes in courses that may require revision of the Model Degree Plan

Program Information for ADN Students

START YOUR BSN WHILE COMPLETING YOUR ADN



The UT Arlington Professional Nursing Pathways Program allows current ADN students to start a BSN while obtaining ADN coursework. Entering the Pathways Program enables you to complete your BSN degree in as few as 13 months after ADN graduation!

Complete your BSN education while working as a nurse — and feel secure that your previous required coursework will transfer with ease into the online RN to BSN program.*

ACCESSIBLE & PRACTICAL

- Earn credit toward your BSN while completing your ADN
- Improve your employment options

QUALITY & VALUE

- Nationally accredited College of Nursing
- Complete your BSN in as few as 13 months

FLEXIBLE & CONVENIENT

- All nursing courses & resources available online 24/7
- General education courses may be completed through a community college
- Multiple start dates per year for all nursing courses

APPLY NOW | 866.489.2810 | academicpartnerships.uta.edu/nursingpathways

*Transfer credits may not apply to prior courses earned through a non-approved Professional Nursing Pathway college; must maintain admissions requirements.

GENERAL COURSES — *May Be Completed While in Your ADN Program*

Fine Arts

Human Anatomy and Physiology I

Human Anatomy and Physiology II

Microbiology

Composition I

Composition II

Technical Writing

Literature Elective (sophomore level or above)

History of The United States

History of the U.S. Since 1865

College Algebra

Elementary Statistical Analysis

State & Local Government

Federal Government

Introduction to Psychology

Developmental Psychology (Lifespan)

Introduction to Sociology or Anthropology

Required Upper Division Elective

NURSING COURSES — *Start Within 8 Weeks of Your ADN Graduation*

RN licensure must be attained before completion of Professional Nursing A & B.

N3645 Professional Nursing A & B

N3325 Holistic Care of Older Adults

N3425 Holistic Health Assessment Across the Lifespan

N3335 Health Promotion Across the Lifespan

N4325 Nursing Research

N4455 Nursing Leadership & Management

N4465 Care of Vulnerable Populations Across the Lifespan

N4585 Capstone Course

Required Upper Division Nursing Elective

ADMISSIONS REQUIREMENTS

- Complete online application & submit application fee
- 2.5 GPA or higher on prerequisite courses at time of ADN graduation and application submission to College of Nursing.
- Test of English as a Foreign Language (TOEFL) may apply if applicant's native/first language is not English or does not hold a bachelor's or higher degree from an accredited U.S. institution even if the student has met one of the stated University exemptions for the TOEFL.
- All students must have completed or be exempt from the Texas Success Initiative (TSI)
- International students with a F1 or J1 visa are not eligible to take online courses but may apply to the on-campus program.

APPLY NOW | 866.489.2810 | academicpartnerships.uta.edu/nursingpathways

COMMUNITY COLLEGE CODE



a partner of



AMERICAN UNIVERSITY SYSTEM*

UT Arlington College of Nursing is accredited by the Commission on Collegiate Nursing Education (CCNE) | www.aacn.nche.edu/accreditation

Student Feedback

- Practical -- Students want to make a seamless transition from ADN to BSN with no duplication of course work.
- Convenient – Students do not have to go through the extra steps of reapplying for admission and worrying about acceptance into the BSN program.
- Value – Students maximize the number of courses taken in the community college system.
- Accessible – There's no wait. Upon graduation the start date for their first BSN course is within 8 weeks

Community College Feedback

- Pathway Students – October 2011 – January 2012
 - 449 individual ADN students have made contact regards beginning the process.
- Complements the developing CABNET program which requires schools to have common prerequisites and, for some, a common curriculum.

But What About BSN Expansion?

In 2008 UTACON Decided To Do Something Different.

(Sort of a theme, don't you think?)

- Why?

- The Demand Statistics Were Compelling.
- State Challenging Nursing Schools To Double Capacity
- Our belief in the need for disruptive transformation in education

- What?

- The LEARN Program → AP BSN

Creating Scalable Capacity for BSN Program

- Recognized by The Texas Higher Education Coordinating Board as “High Performing” ---
 - *One of only 9 nursing schools with graduation and NCLEX pass rates above 85%.*
 - ~90% Progression to Graduation Rate
 - ~95% First-time NCLEX Pass Rate

The LEARN Project –

- Our First BSN Partnership
 - *Partnered with Texas Health Resources*
 - *Online content delivery – Podcasts of classroom instruction*
 - *Clinicals in THR facilities with THR Staff Educators as clinical faculty*
 - *Traditional 4 semester program – Start in summer and finish the following summer*

The LEARN Project – Goals

- Expand Capacity in Nursing Program by Overcoming Limitations of Classroom Availability and Need For Faculty
- Enhanced Readiness to Practice Upon Graduation
 - *True acculturation to the facility with customization of competency-based portfolio*
 - *Decrease “on-boarding” expense while creating an atmosphere of allegiance*

The LEARN Project –

- Lessons Learned
 - *Partner favorable – Increased readiness to practice*
 - *Podcasts of classroom instruction – Poor!!*
 - *Traditional 4 semester program – 15-months accelerated program isn't for everyone*
 - *Needed 12-month administrative and student support*

LEARN → To Academic Partnership BSN

The AP BSN Program Combined The Lessons Learned in AP RN-to-BSN With Those From LEARN To:

- Significantly increase the number of new RNs in Texas by reducing the numbers of qualified applicants who were being denied entry into Texas nursing schools.
- Create a seamless transition between students' education and practice.
- Provide an accessible and affordable option for students.



Innovative Learning Model

- Web-based learning system
- Media-rich content

UTA Faculty Supervised Clinical Work

- Clinical hours completed in partner facility
- Supervised by UTA Clinical faculty.
- **COMPENSATED** by UTA

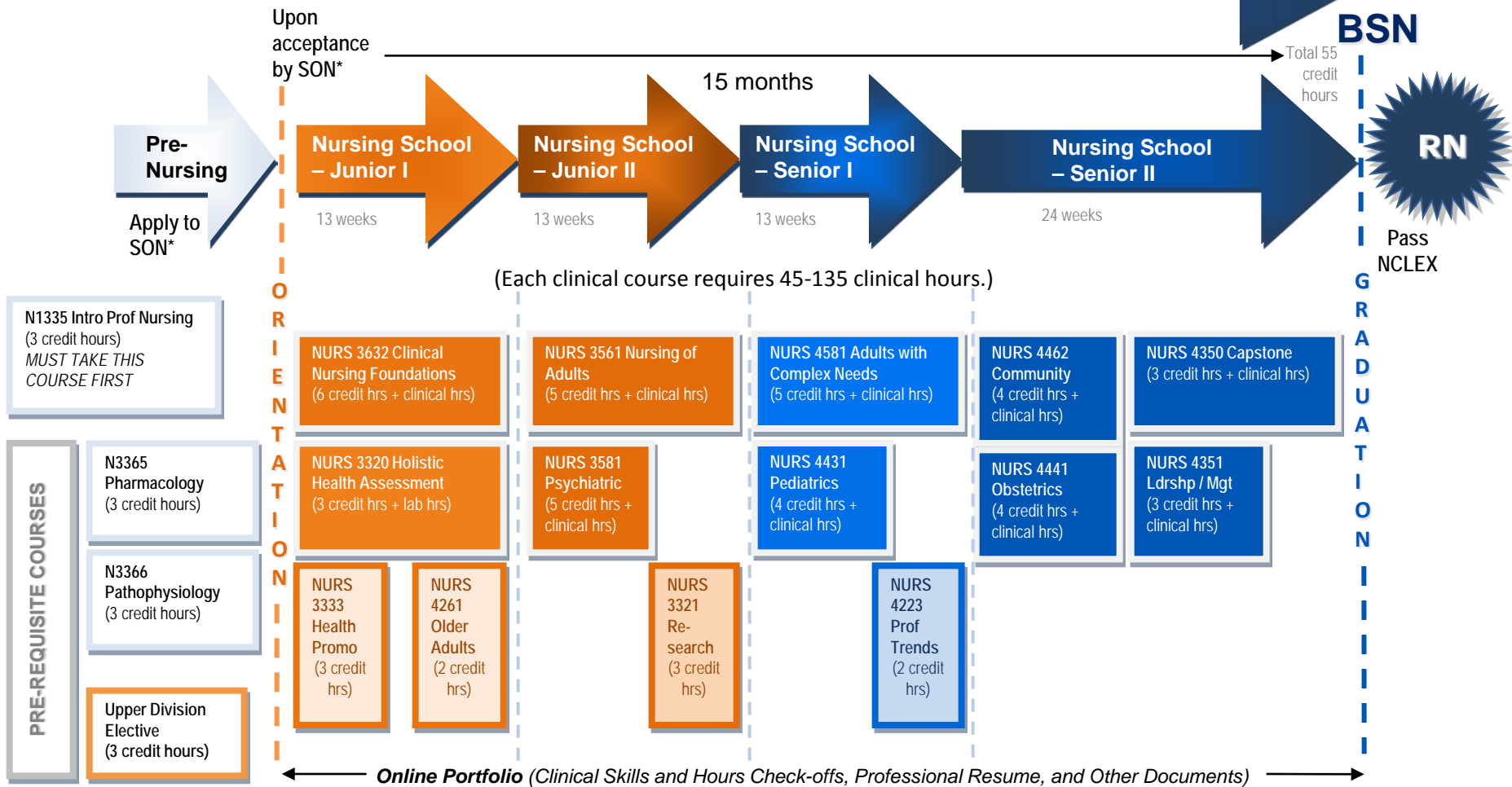
Academic Support

- Distinguished UT Arlington faculty
- Academic Coaches
- Student Success Coordinator

Academic Partnership: BSN Program

- Students enter AP: BSN Program when:
 - ❖ All lower division prerequisites completed
 - ❖ Pre-Nursing course completed
 - ❖ Introduction to Professional Nursing
 - ❖ Pharmacology
 - ❖ Pathophysiology
- AP: BSN Program includes
 - ❖ 14 Nursing courses
 - ❖ 1 upper division elective (if possible, taken before Jr 1)
- Nursing courses vary from 5 to 13 weeks in length.
- Same amount of clinical hours with each clinical course.
- Initially three start dates per year: January, June, and September....Moved to two.

UT Arlington College of Nursing is committed to increasing the number of nurses in the workplace.*



General Expectations of Partner Hospital/Healthcare System

- Identify employees ready to enter UT Arlington's Nursing program (i.e. have met all prerequisite courses).
 - If desired, work with UT Arlington to place students at the site who are not current employees.
- Without disrupting existing clinical commitments, provide clinical placement sites from within its health system.
 - Significant flexibility in scheduling clinical experiences.
 - If all specialties not offered in the system, assist in identifying alternative clinical placement sites.
- Assist UT Arlington in identifying qualified individuals to serve as clinical instructors.
- Provide support for secure student testing and simulation activities.

UT Arlington's AP: BSN Program Unique Features

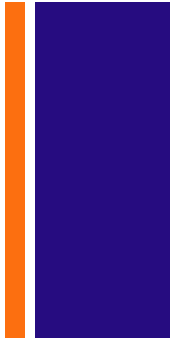
- Clinical Instructors paid by UT Arlington
- Flexibility in clinical placements
 - Not semester-bound
 - Use non-traditional sites and time slots for clinical experiences
 - Clinical Instructors hired to fit the sites and hours available
 - Avoid disrupting existing clinical placements

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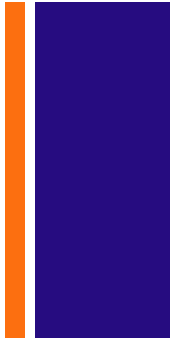
AP BSN



- Number Of Students In Three Active Cohorts In AP BSN Program = 323
- Number of Unique Students Currently Taking Prerequisite Courses For AP BSN Program = 290



Quality – “I know it when I see it!”



- Quality Measures, Including Progression to Graduation and First Time NCLEX Pass Rates, are the same for On-campus and AP BSN Programs.

Moving Forward ----

Lessons to share with you.....

Success



what people think
it looks like

Success



what it really
looks like



Sometimes it's hard to keep your eye on the ball.

Secrets: Establishing Partnerships, Clarity of Intent, Setting Metrics, Flexibility

How faculty feel preparing all of these new approaches..... **Only kidding!!**



Faculty Concerns: Control, Impact on the On-Campus Program, Quality, “Dis-ease”, Compensation

Working Through The Summer



Moving From 9-Month to 12-Month Operations

- 12-Month Personnel
- Administrative Structure
- Assuring Comparability (TRAD:AP)

Keep Scanning The Environment



- What's coming up next?

**Two of the
greatest
qualities
in life are –**

- 1. Patience**
- 2. Wisdom**



SECRET: No single “right” or “best” way to get to the goal – increased production and increased educational progression. The key is flexibility – being contextually relevant.

A Word Of Caution:

- Differentiating Between Expediency And Outcomes

Don't Lose Sight Of The Value Of Liberal Arts And Masters Level Education



Learn To Embrace Partnerships & Competition

- *You will be partnering with schools/organizations that have assets that complement yours*

OR

- *You will be competing with those that do.*

To Quote Arthur Ashe

To achieve greatness...
Start where you are,
Use what you have,
Do what you can.

SECRET: You Don't Need Bells & Whistles – You Need Intentionality.

To Quote Henry Ford

Coming together is a beginning;
Keeping together is progress;
Working together is success.

SECRET: Find one like-minded person and get started.



Ignorance is not an option!

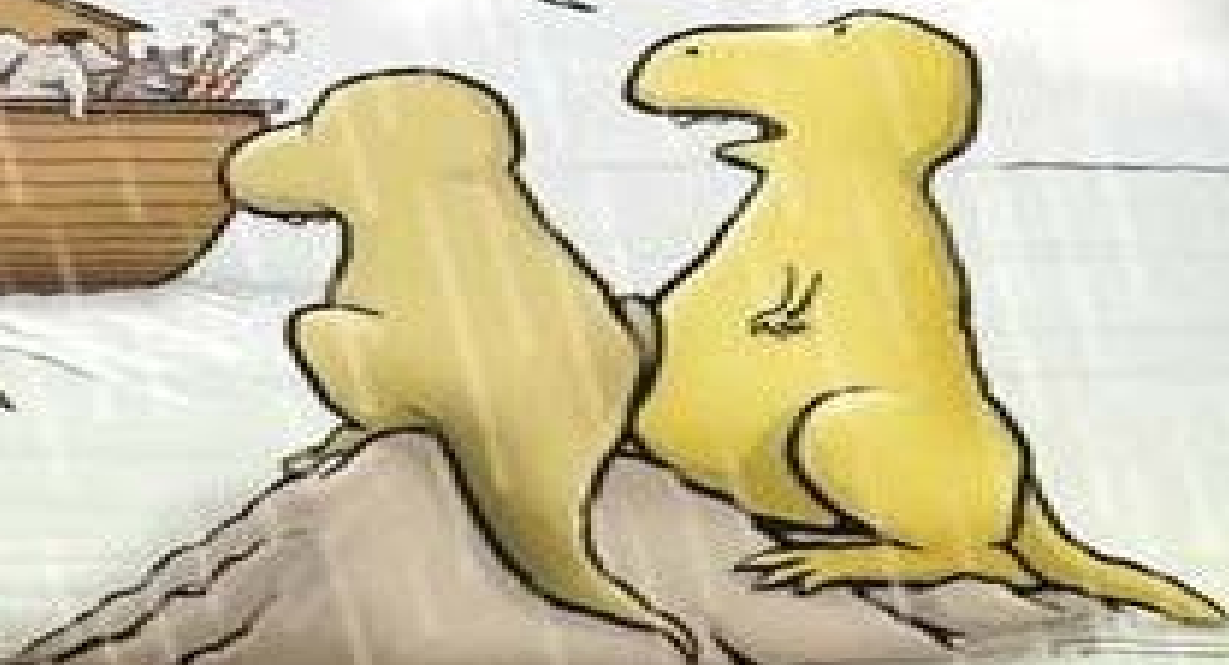
SECRET: Always ask the naysayers, “Under what conditions *would* this work?”

Embrace Lewin's Change Theory: Unfreeze --> Move To A New Level --> Refreeze

- *Create a sense of discomfort with status quo*
- Provide motivation to change
- Assess driving and restraining forces
- Support driving forces
- Neutralize restraining forces
- Reinforce the change
- Integrate the change into behavior



Oh, crap!
Was that
TODAY?



REGAN