

FUTURE OF NURSING™

Campaign for Action



Progress on the Institute of Medicine
Recommendations: Perspectives on the
Evidence

NURSING EDUCATION

Patricia A. Polansky, RN, MS
Director, Program Development
and Implementation at the Center
to Champion Nursing in America



Research on progress in achieving
Institute of Medicine
recommendations was made
possible by the Robert Wood
Johnson Foundation.

Four Key Research Areas



Linda H. Aiken, PhD, RN, FAAN, FRCN

Claire M. Fagin Leadership
Professor of Nursing,
Professor of Sociology,
Director of Center for Health
Outcomes and Policy Research,
and Senior Fellow and Executive
Committee Member of the
Leonard Davis Institute of Health
Economics at the University of
Pennsylvania



Featured Speaker

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Jeanette R. Ives Erickson, RN, DNP, FAAN

Chief Nurse and Senior Vice President for Patient Care Services at Massachusetts General Hospital; Instructor at Harvard Medical School; Professor at MGH Institute of Health Professions; and Chair, Chief Nurse Council at Partners HealthCare System



Featured Speaker

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Suzanne Miyamoto, PhD, RN, FAAN
Senior Director of Government Affairs
and Health Policy at the American
Association of Colleges of Nursing



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Mary Lou Brunell, MSN, RN
Executive Director of the
Florida Center for Nursing



50 percent: In 2010, **half** of the nation's 3 million nurses held a baccalaureate or higher degree.

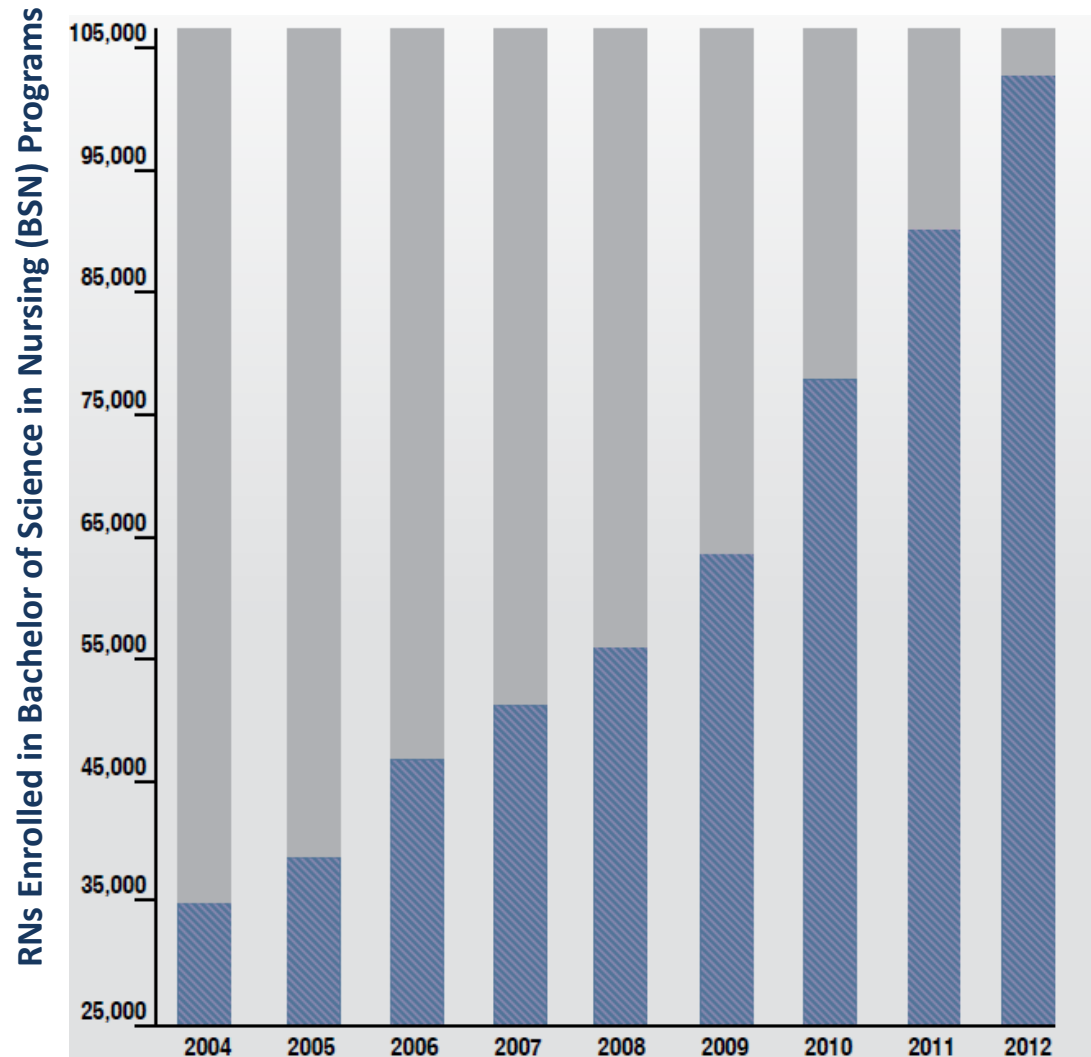
80 percent: The *Future of Nursing* report that year recommended that this proportion be increased, suggesting **80 percent** of nurses hold a Bachelor of Science in Nursing degree by 2020.

Since the IOM Recommendation on Bachelor of Science in Nursing...

- **Nurses have returned to school in large numbers to get BSNs**
- **The proportion of nurses nationally holding at least a bachelor's degree is at an all-time high**
- **Hospitals have substantially increased their employment of those with BSNs**
- **More research has been published to confirm earlier studies showing that more BSN care is associated with better patient outcomes**

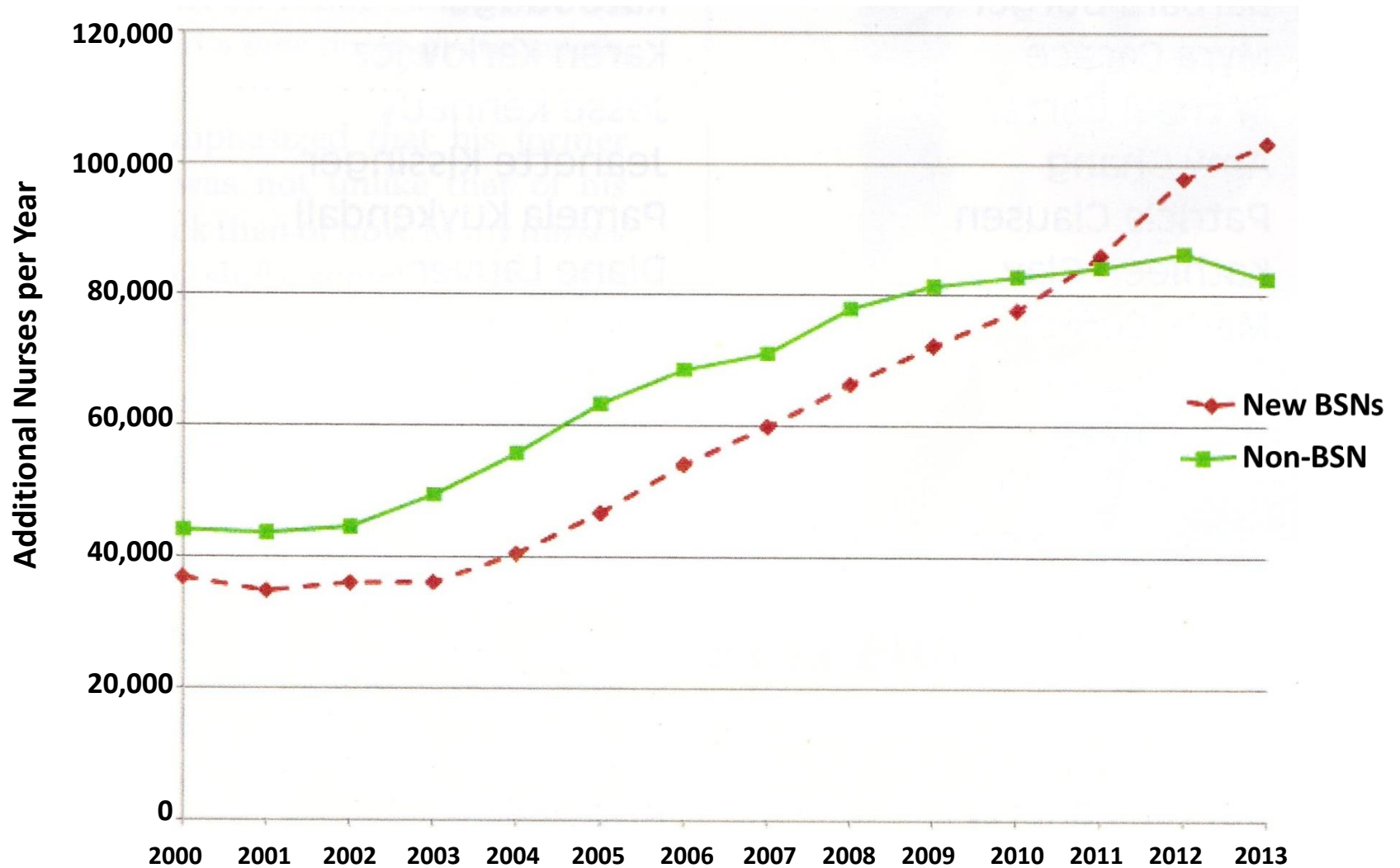
More RNs are Returning to School to Get BSNs

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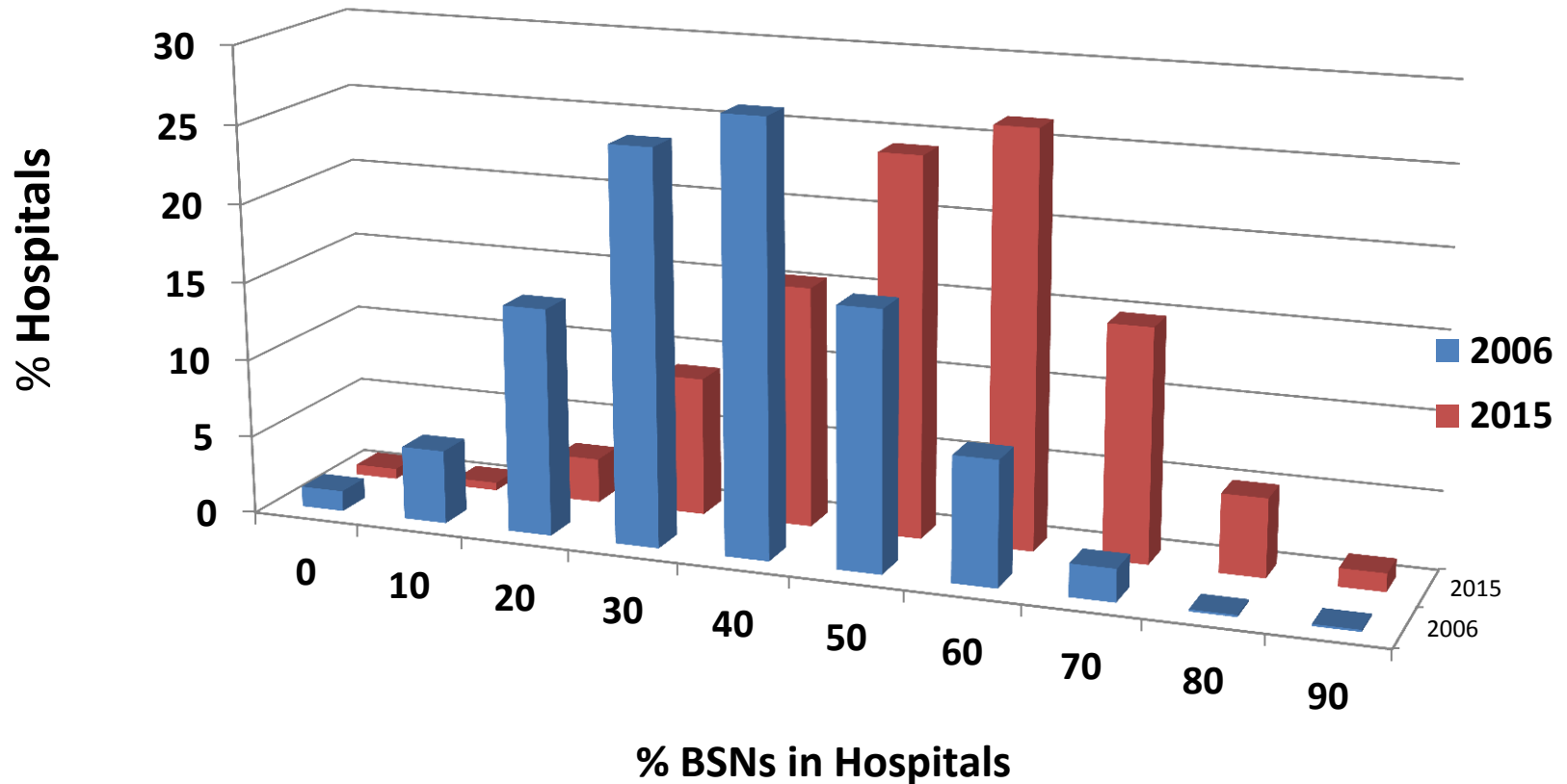
Source: *American Association of Colleges of Nursing*

Non-BSNs Versus Adjusted “New BSNs” (Generic + RN to BSNs) Entering Workforce



- **61% of RNs have at least a bachelor's degree**
(Budden et al., 2013, *J Nurs Reg*, from NCSBN survey)
- **111,634 BSN graduates in 2014—highest ever**
 - **Higher** for the first time than number of nurses without BSNs entering workforce
 - **68,857** were entry-level BSNs (62%)
 - **47,777** were BSN-completion RNs (38%)
- **Enrollments in RN-to-BSN programs increased by 10% in 2013-14, marking 12th year of increases**

Moving Toward 80% BSNs Hospital Workforce



Source: Center for Health Outcomes and Policy Research, University of Pennsylvania

Hospitals with higher proportion of BSNs have better patient outcomes:

- **Lower mortality and failure to rescue** (Aiken et al., 2011, *Medical Care*; Aiken et al., 2014, *Lancet*; Cho et al., 2014, *Int J Nurs Studies*)
- **Lower rate of readmissions** (Yakusheva et al., 2014, *Medical Care*)
- **Fewer incidents of pressure ulcers, post-op deep vein thrombosis, and pulmonary embolisms** (Blegen et al., 2013, *JONA*)
- **Higher patient satisfaction** (You et al., 2013, *Int J Nurs Studies*)

- **Hospitals that increase proportion of BSNs experience greater quality of care improvements compared with hospitals not increasing BSNs** (large panel study; Kutney-Lee et al., 2013, *Health Affairs*)
- **International replications suggest “universality” of association of BSNs and better patient outcomes:** U.S., Canada, Belgium, nine European countries, South Korea, China

More hours of care by those with BSNs means:

- Reduced readmissions
- Reduced length of stay

This suggests a business case for 80% BSN target
(Yakusheva et al., 2014, *Medical Care*)

Maintaining Momentum Toward a BSN Workforce

- Research continues to confirm better patient outcomes associated with BSN workforce
- Evident progress toward the goal of 80% BSNs
- Inefficiencies remain in rate of increase in BSNs— more than half of RNs still enter workforce without BSN
 - Substantial increase in generic BSN graduations needed; highly qualified applicants being turned away
 - Second degree programs may hold growth potential: 11,000+ grads in 2014 in 293 programs (AACN)
 - Highest priority is to ensure that all nursing students receive a BSN before completion of initial education

Policy Agenda Suggested by Evidence

- “The Market” (preferential hiring influenced by research) rather than designed public policies explains the increase in BSNs
- Large numbers of nurses (over 70,000) enter the RN workforce each year without the minimum preferred education—the BSN
- Obtaining the BSN post-graduation is expensive to individual nurses, their employers, and the public
- Billions of federal dollars annually support associate degree nursing programs via U.S. Department of Education, contrary to evidence that a BSN workforce is in the public interest
- Modernizing and retargeting public funding to ensure that every student beginning nursing education completes with a BSN is essential for achieving the IOM target of 80% BSNs in the near future

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**Press *1 on your telephone keypad to ask a question
OR
Use the “chat” feature to send “everyone” a question**

You can find the webinar recording and a summary and additional resources
at CampaignforAction.org/webinars

<http://campaignforaction.org/directory-resources/research-briefs>

The screenshot shows a webpage titled "Research Briefs" under the "directory of resources" section. The main content area contains a paragraph about the Robert Wood Johnson Foundation's program and a list of four categories: Practice, Education, Leadership, and Workforce Data. Each category has a link to read the research briefs. On the right side, there is a "resources & tools" sidebar with a list of items and their dates, a "join the conversation" section with a link to the online community, and a "learn" section with a dropdown menu for selecting a state.

directory of resources

Research Briefs

In 2005, the Robert Wood Johnson Foundation launched a program to generate, disseminate, and translate research that is designed to help the public understand how nurses contribute to and can improve patient care quality. The Interdisciplinary Nursing Quality Research Initiative program (INQRI) supported 48 interdisciplinary teams of researchers who conducted rigorous studies linking nursing to patient care processes and outcomes. Key findings of those studies are synthesized in the research and evidence briefs, which fall into one or more of the following categories:

- Practice**
[Read the Practice research briefs.](#)
- Education**
[Read the Education research briefs.](#)
- Leadership**
[Read the Leadership research briefs.](#)
- Workforce Data**
[Read the Workforce Data research briefs.](#)

resources & tools

- 40 Under 40 Program Resources
September 3, 2014
- Communications Tools
August 25, 2014
- Campaign for Action - Overview
May 30, 2014
- Advanced Practice Registered Nurses:
Key Resources
May 13, 2014
- Campaign Marketing Materials
February 26, 2014


[see all resources](#)

join the conversation

[go to the online community](#)

learn

about progress in your state

 States

Register Now for the Next Webinar

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2016	Topic	Research Manager
February 23 3 to 4 p.m. ET	Scope of Practice	Joanne Spetz
March 22 3 to 4 p.m. ET	Nursing Education	Linda Aiken
April 25 3 to 4 p.m. ET	Partners in Redesigning Health Care	Olga Yakusheva
May 23 3 to 4 p.m. ET	Workforce Planning	Erin Fraher

Save the dates!