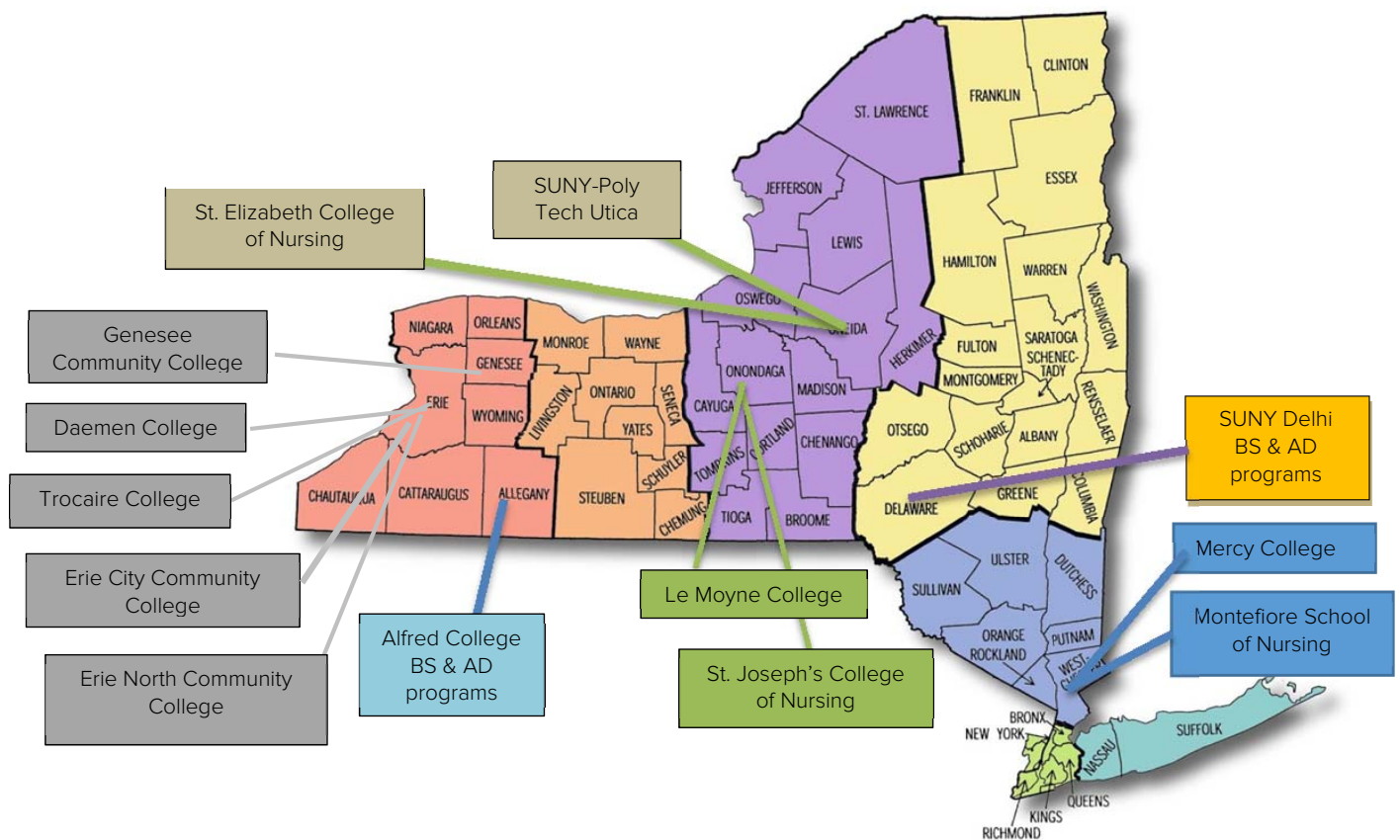


New York Academic Progression in Nursing

2015 Survey of Clinical Practice Partners

NYS APIN Educational Collaborative Partners within the NYS Future of Nursing Action Coalition Regions



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December 2015

Executive Summary

In 2012 the Foundation of New York State Nurses, on behalf of the NYS Future of Nursing Action Coalition, sought and was awarded a two year Academic Progression in Nursing (APIN) grant from the Robert Wood Johnson Foundation for a project titled: Dual Degree Partnership in Nursing: A Model for Meeting the Institute of Medicine's 80-20 Recommendation. That recommendation addresses the need to increase the proportion of nurses with baccalaureate degrees in nursing to 80% by 2020. In 2014 the Foundation of New York Nurses was awarded a two-year extension to the grant. The goal of the project was to extend and replicate the innovative curriculum model pioneered by the Le Moyne College BS in Nursing and the St. Joseph's College of Nursing ADN programs. In conjunction with Phase I of the APIN project, a 2013 survey instrument was e-mailed to clinical practice partners who had a relationship with the educational partners involved in the New York State Nursing Educational Collaborative. The purpose of the survey was to gather baseline data upon which to gauge growth in the number of BS prepared RNs in clinical sites associated with APIN educational institutions. In 2015, that survey was replicated and distributed to employer partners in order to gather longitudinal data and monitor NY trends for Phase II of the grant. Key elements and findings of the 2015 report follow:

- Sent by e-mail to 68 clinical practice partners (representing 98 NYS acute care facilities) identified by APIN academic partners in NYS.
- As in the 2013 survey, only six questions were included in an attempt to increase response rate.
- **51 % of the sites responded (77% in 2013).**
- **77% of the respondents indicated that they preferentially hire RNs with a BS in Nursing degree (73% in 2013)** and, as in 2013, an additional 6% stated that they only hire RNs prepared with a BS in Nursing.
- **71% reported that when RNs with a diploma or associate degree are hired, they are required to complete the BS degree in a prescribed number of years in order to maintain employment (27% in 2013).**
- 66% indicated that their facilities require graduates to have passed the National Council Licensing Exam (NCLEX) and become licensed as a condition of hire (18% in 2013).
- **97% of facilities provide funding for RNs to continue their education** to the BS in Nursing degree (93% in 2013) while 94% provide funding for RNs to pursue graduate education (88% in 2013).
- 69% provide a pay differential for RNs with a BS in Nursing degree (54% in 2013).
- 83% require a BS degree in Nursing for RNs in management positions (69% in 2013).
- A total of 2,962 RNs were reported as actively continuing their education to the BS in Nursing degree compared with 2,613 in 2013.
- **There are 5,385 more RNs with a BS in Nursing degree employed in these facilities in 2015 than in 2013.** If one adds the 3,312 more RNs with BS in Nursing degrees employed in these facilities in 2013 than in 2011, as found in our 2013 survey, then in the last four years, **this set of facilities has added a total of 8,697 new BS in Nursing prepared RNs to their staff**, a most significant finding.

It appears that we are on the cusp of a sea-change in the number of RNs achieving the BS in Nursing degree. Enormous strides are being made by acute care facilities in quickly increasing the number of their RN staff with this degree. Supports are in place to facilitate that progress and for the first time a majority is providing higher wages to RNs so prepared. While it is doubtful that New York will reach IOM's 80/20 recommendation, we are closer to reaching it than at any other time in the history of our profession.

2015 Survey of New York Academic Progression in Nursing (APIN) Clinical Practice Partners

In the summer of 2015, each of the NY Academic Progression in Nursing (APIN) educational collaborative partners was requested to submit a list consisting of clinical practice partners with whom they had a relationship. The combined list from all educational collaborative partners included 68 clinical practice partners consisting of predominately acute care facilities. As a result of the fairly new emergence of large integrated health care systems resulting from the merger of formerly independent facilities, the list actually represents 95 facilities, which account for 48% of New York State's acute care facilities.

The survey was developed by New York's APIN Strategic Advisory Committee in 2013 and administered at that time. The report, New York Academic Progression in Nursing 2013 Survey of Clinical Practice Partners, provides the findings of that survey. The current 2015 survey utilized questions identical to those in the 2013 survey in an attempt to determine progress made in the last two years in relationship to the educational preparation of registered nurses employed by APIN clinical practice partners. As in the 2013 survey, in order to assure a robust response rate only six questions were included:

1. the hiring practices of RNs;
2. incentives utilized to encourage the RN staff to continue their education;
3. the total number of RNs employed in the facility;
4. the total number of RNs with a BS in Nursing degree in 2013;
5. the total number of RNs continuing their education to the BS in Nursing degree;
6. the total number of RNs with a BS in Nursing degree in 2011.

The survey tool is included as Appendix I. on page 11 of this report.

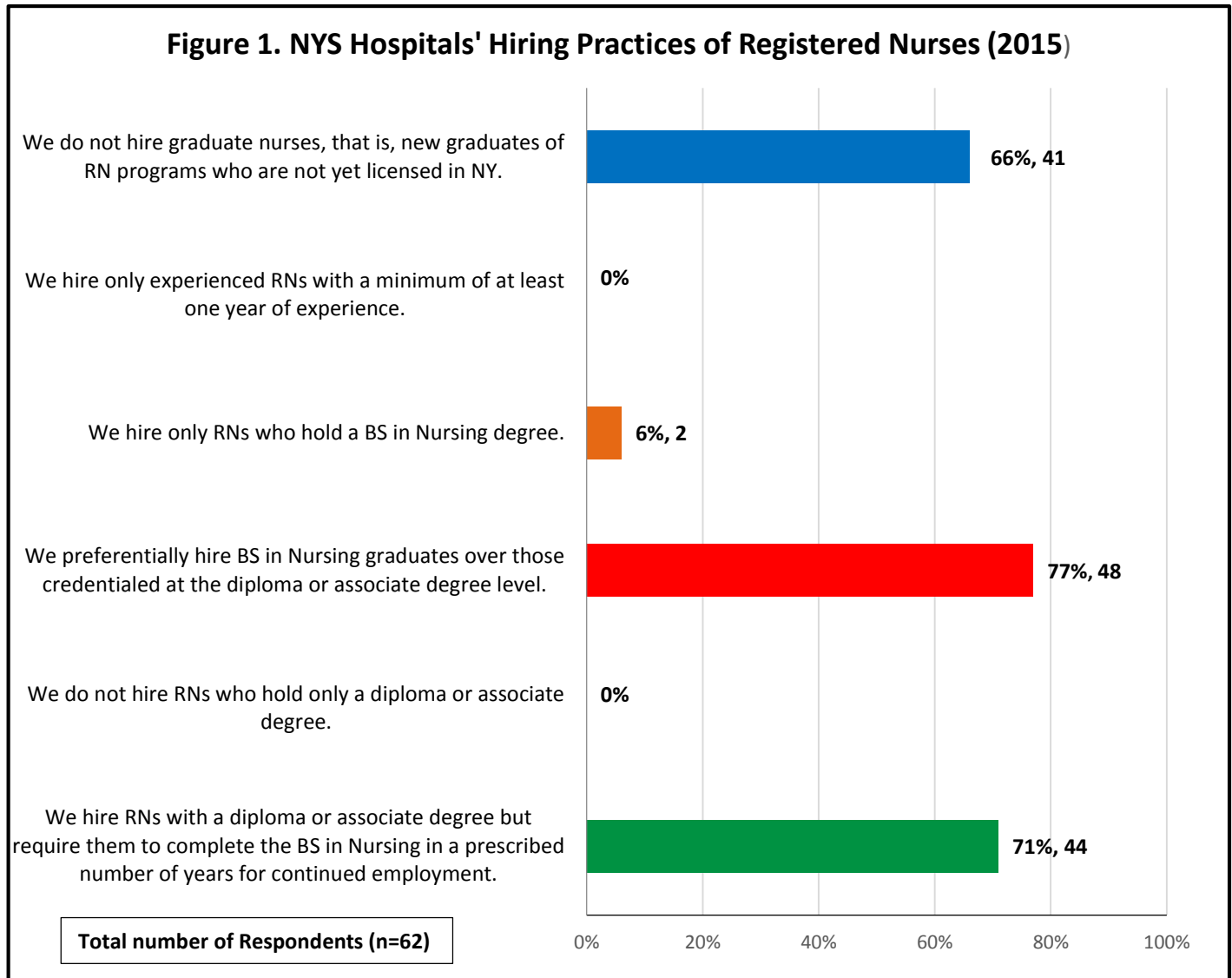
Demographic Characteristics of the Clinical Practice Partners

Thirty-five (35) of the sixty-eight (68) clinical practice partners responded to an e-mail Survey Monkey request for data resulting in a 51% response rate. Given recent evidence of declining survey response rates, we were satisfied with this return. Additionally, while this response rate is lower than the 77% rate in 2013, because of the response of two health care systems with multiple acute care facilities, the 2015 survey actually represents 63 clinical practice partners, an increase of 26 sites as compared with the 2013 survey results. Lastly, unlike the 2013 survey, which represented returns from predominately Upstate NY acute care hospitals, the 2015 survey included responses from Metropolitan NYC and Long Island facilities. Only the "North County" of the Adirondack region was under-represented.

The 35 clinical practice partners reported that they employed an aggregate of slightly more than 40,000 RNs. The average number of RNs employed by the respondents was 2,294 with a range of 113 to 15,000 and a standard deviation of 2,559. This standard deviation reflects the large variance among the sample facilities. Seven of the respondents indicated that they employ fewer than 200 RNs with a range of 113 to 191. Interestingly, five of the respondents in the 2013 survey employed fewer than 100 RNs. One questions whether the 2013 facilities with low RN employees have ceased to exist or have been incorporated into larger systems reflecting the recent phenomenon of health care mergers. Four of the facilities employed more than 2,000 RNs, ranging from 2,200 to 15,000. The facility employing 15,000 RNs represents a Long Island health care system consisting of 27 facilities. The sample accurately reflects the diversity found in NYS acute health care facilities.

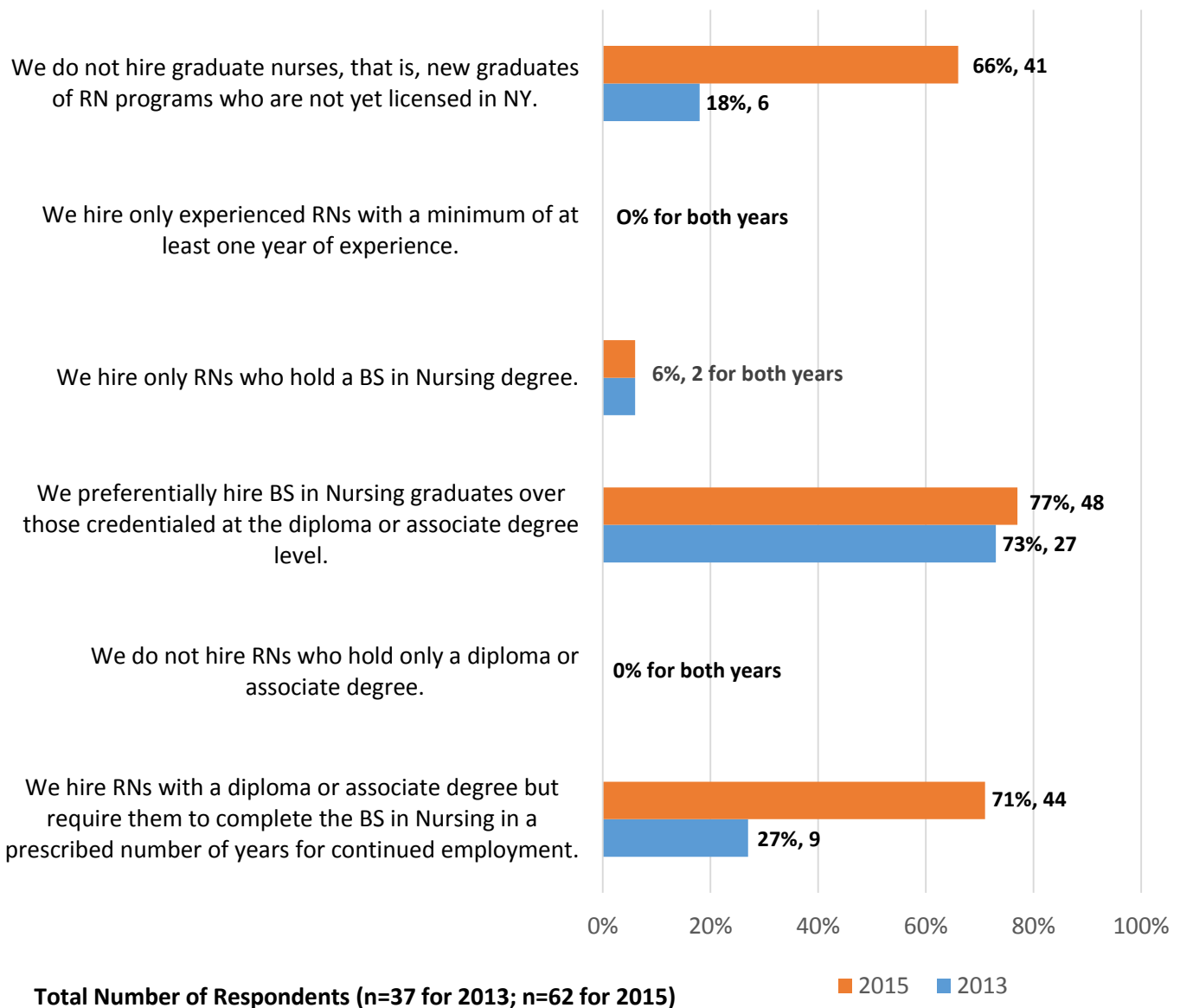
Hiring Practices of the Clinical Practice Partners

Responses to the 2015 questions related to hiring practices of facilities are provided in Figure 1 below. For this analysis, each of the acute care facilities of the two large health care systems was counted as a separate entity bringing the total number of respondents to 62. A comparison of these responses with those of the 2013 survey is provided in Figure 2.



Surprisingly, 66% of the respondents, compared with 18% in 2013, indicated that their facilities do not hire new graduates, that is, these facilities hire only persons who have passed the National Council Licensing Exam (NCLEX) and are licensed to practice in New York. While the NCLEX is computerized and can be scheduled at the discretion of the graduate upon meeting all degree requirements, the requirement for passage on this exam and licensure by the State extends the time from graduation to the commencement of a paying job and represents a culture change. It may be that given the considerable costs of new employee orientation, facilities are assuring that their new hires are licensed and therefore will not need to be dismissed because of failure on the NCLEX with resulting loss of orientation costs.

**Figure 2. NYS Hospitals' Hiring Practices of Registered Nurses (RNs)
Comparison of 2015 and 2013 Data**



None of the facilities in 2015, as in the 2013 survey, indicated that they hire only experienced RNs.

Both of the surveys included two facilities that hire only BS prepared RNs.

Seventy-seven percent of the respondents indicated that they preferentially hire RNs with a BS degree. In 2013, this rate was 73%.

Seventy-one percent of the respondents reported that when RNs with a diploma or associate degree are hired, such new hires must complete the BS degree in a prescribed number of years in order to maintain employment. The 2013 response for this item was 27%. It should be noted that this policy appears to be more prevalent in the NYC and Long Island geographic areas than in Upstate communities. Nonetheless, this strategy in addition to the preferential hiring of BS in Nursing prepared RNs, appears to be used by these facilities to assure that incoming new hires either have the BS in Nursing degree or will soon receive one.

Employer Incentives to Encourage RNs to Pursue the BS in Nursing Degree

Incentives used by employers to encourage Registered Nurses to continue their education in 2015 are illustrated in Figure 3. A comparison of these responses with those of the 2013 survey is provided in Figure 4.

Ninety-seven (97) percent of facilities continue to provide funding for RNs to continue their education to the BS in Nursing degree while 94% provide funding for RNs to pursue graduate education. Both figures are an increase from our 2013 results. This investment in the nursing workforce continues to occur despite fiscal challenges confronted by acute care facilities—or—perhaps as a result of the new payment paradigm based on quality not quantity in which RNs with BS in Nursing degrees have demonstrated their cost-effectiveness based on improved patient outcomes.

Almost 86% of the facilities provide flexible hours for RNs to continue their education, a considerable increase from the 64% in 2015.

An unexpected finding is that almost 70% of our respondents indicated that higher pay is provided to staff RNs with a BS in Nursing. That figure in 2013 was 54%. The amount of that differential was not questioned on this survey although in the past, it has been minimal at about \$1,000 per year. We encourage future inquiry to ascertain this difference but in the meantime applaud those facilities that have initiated a higher pay scale for BS in Nursing prepared staff nurses.

Almost 66% of the respondents stated that a BS in Nursing degree is included in their facility's career ladder, an increase from 48% in 2013, while 83% require a BS in Nursing degree for RNs to assume a management position, also an increase from 69% in 2013.



Figure 3. Incentives Used by Employers to Encourage RNs to Further their Education (2015)

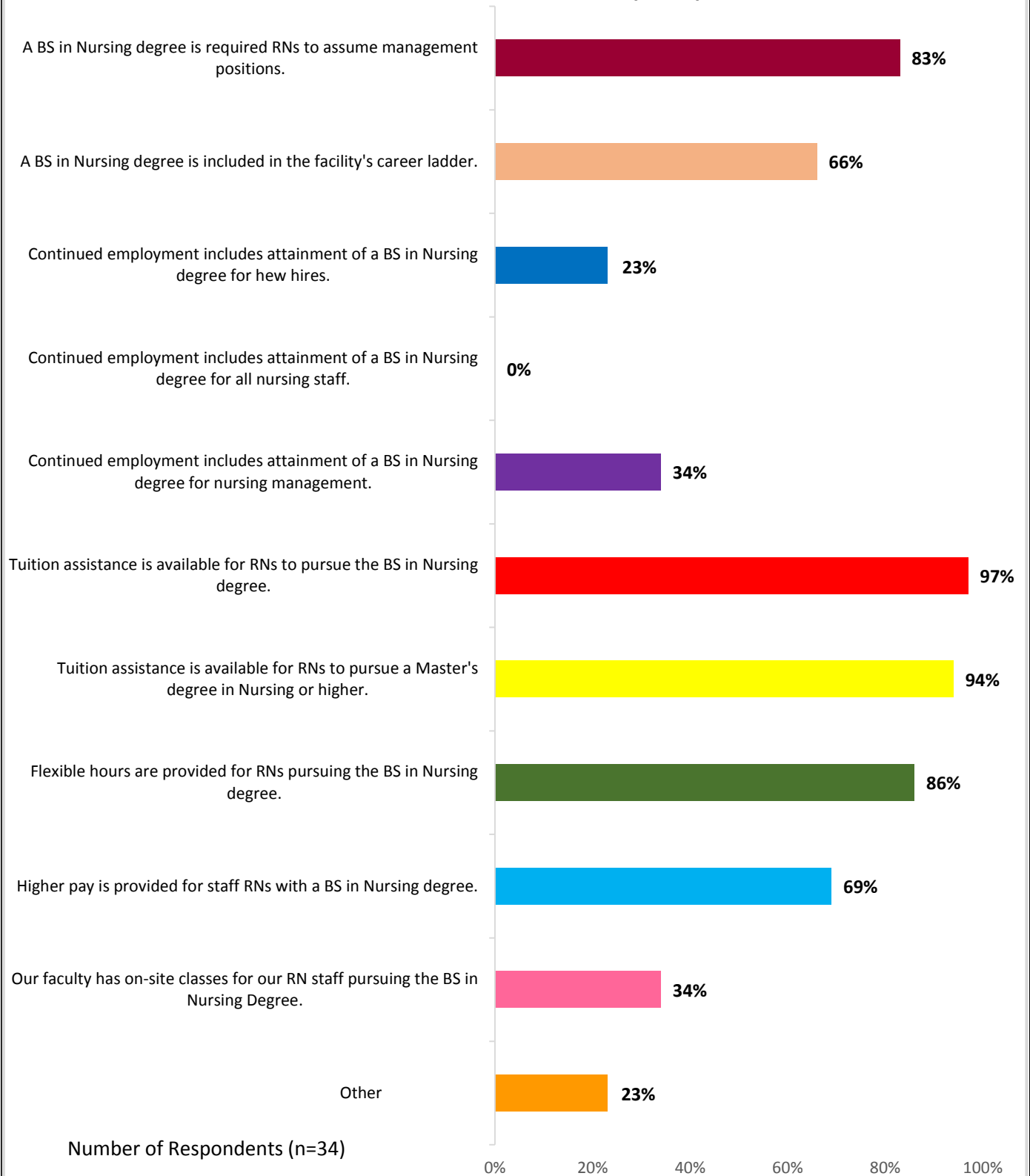
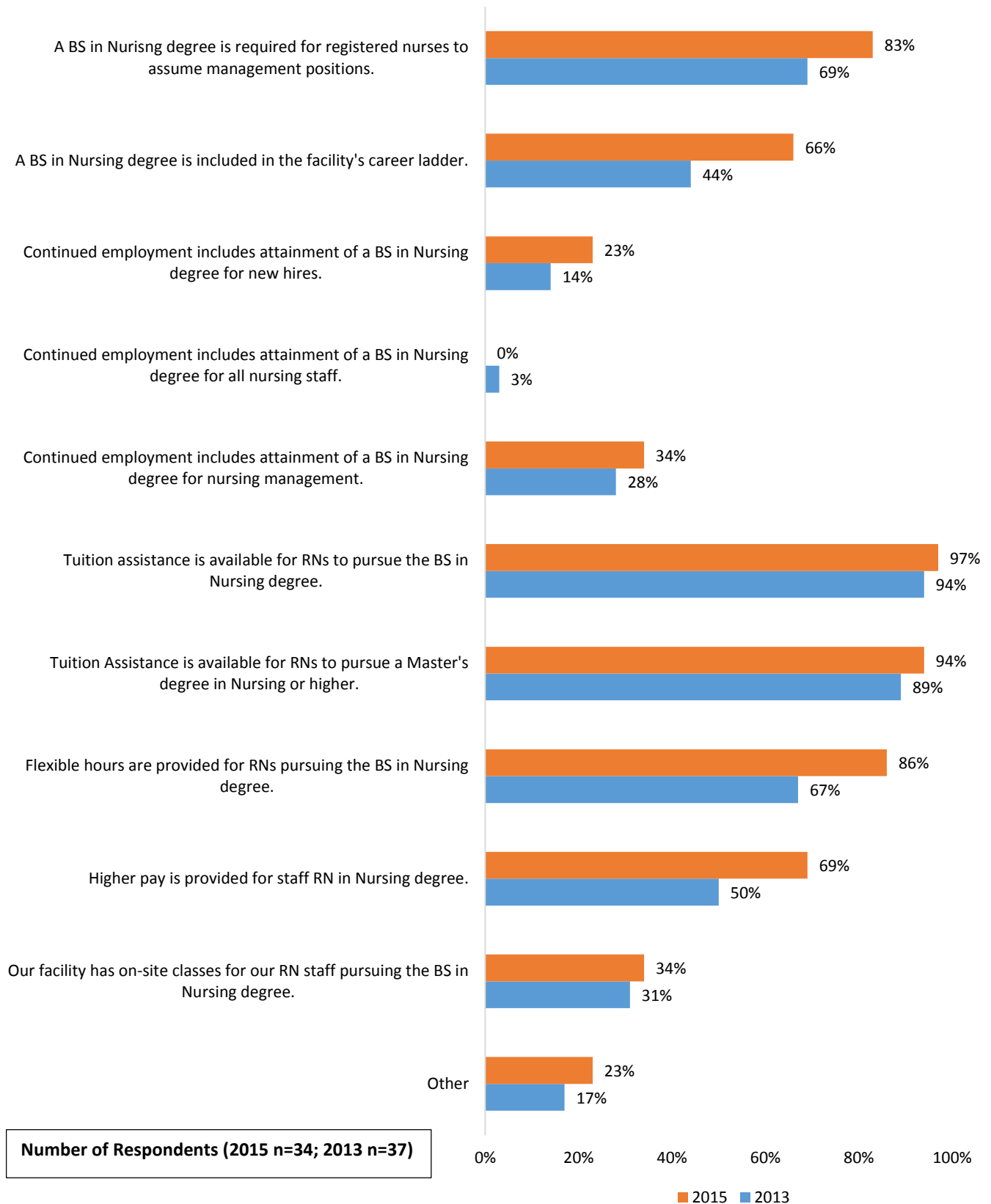
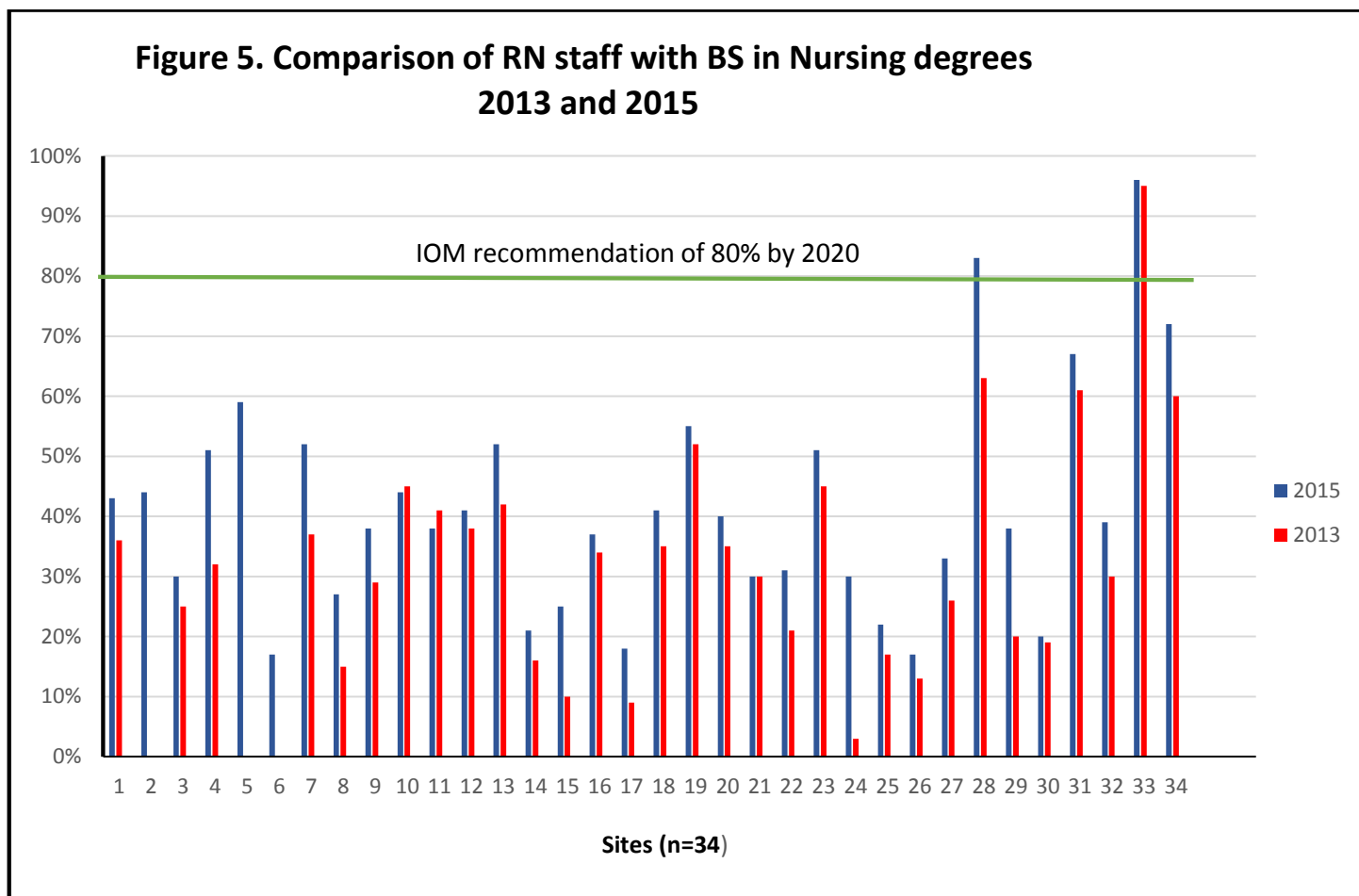


Figure 4. Incentives Used by Employers to Encourage RNs to Further Their Education - 2015 and 2013 Data Comparisons



Comparison of RN staff with BS in Nursing degrees in 2013 and 2015

Two questions had as their goal to determine the incremental difference for the number of RNs holding BS degrees between the years 2013 and 2015. (Question 4. stated: *In 2015 approximately how many of your RN staff held a BS degree?* Question 6. stated: *In 2013 approximately how many of your RN staff holds a BS degree?*)



For the two-year time span of this study, comparison data, in percentages, are provided above for each of the 34 facilities that responded to this set of questions. Three of the facilities (numbers 2, 5, and 6 above) were not able to provide the number of RNs employed in 2013 who had earned BS in Nursing degrees, however, such information was available for 2015.

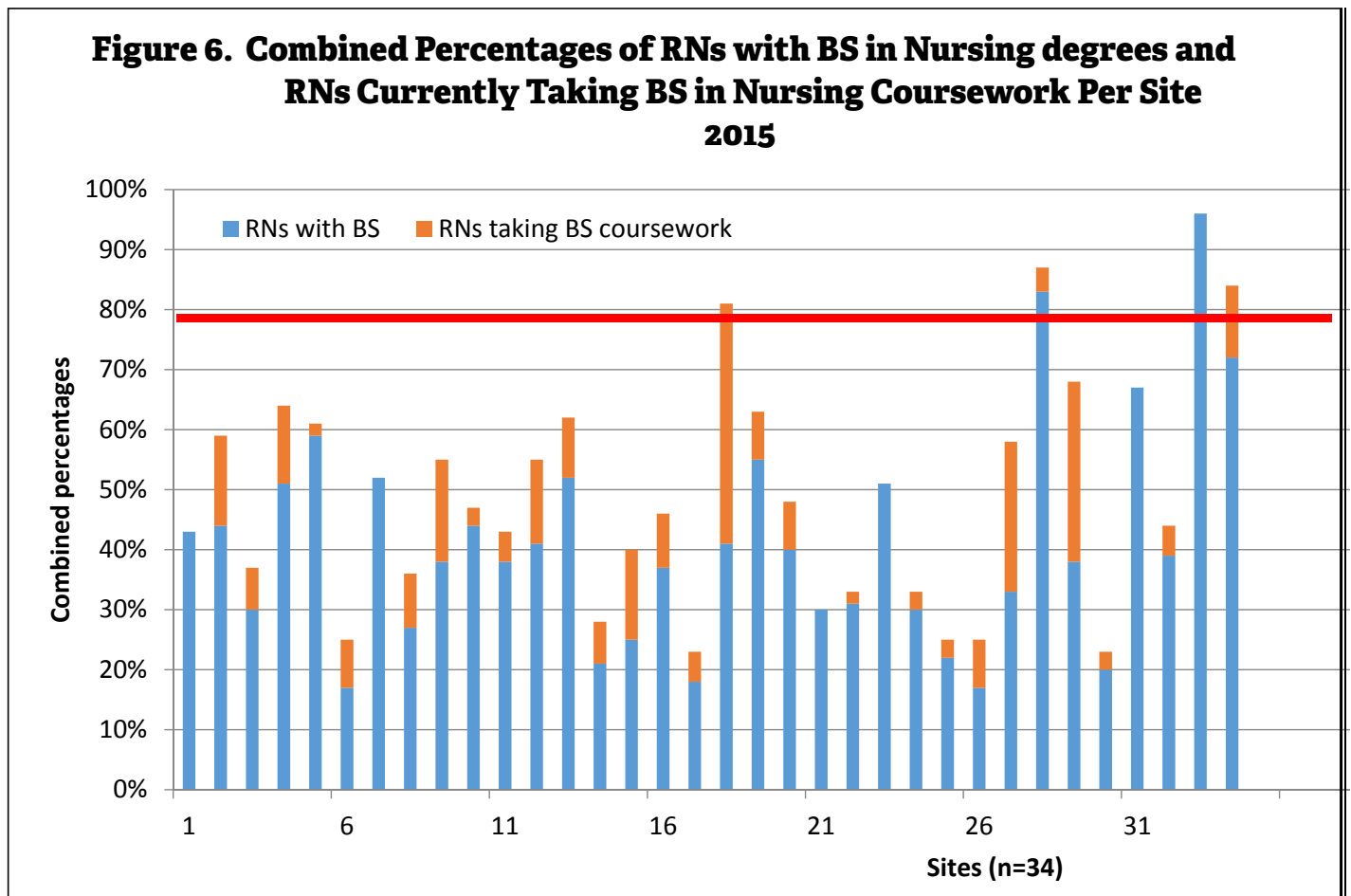
The analysis found that:

- One facility reported no change in the number of BS prepared staff from 2013 to 2015 (number 21). Two reported minor decreases of fewer than five RNs (numbers 10 and 11). All other facilities reported an increase. Some increases were noteworthy. For example, one large health care system, with multiple facilities, increased by 3,000 BS prepared RNs. As significant was the 100% increase, from 10 to 20 BS in Nursing prepared RNs, in facilities with a staff fewer than 120 total RNs.

- The red line on the graph indicates the goal of the Institute of Medicine’s 2010 report, *The Future of Nursing: Leading Change, Advancing Health*, that 80% of RNs have a BS in Nursing degree by the year 2020. As shown by this graph, two employers have achieved that goal. On inspection of the data elements it was found that one was a NYC facility which, for many years, has traditionally hired only BS in Nursing prepared RNs and, in fact had increased slightly from 93% to 95% in the two-year time span of this study. The other was the large health care system described above which increased from 63 to 83%.
- There are 5,385 more RNs with BS in Nursing degrees employed in these facilities in 2015 than in 2013. If one adds the 3,312 more RNs with BS in Nursing degrees employed in these facilities in 2013 than in 2011, as found in our 2013 survey, then in the last four years, this set of facilities has added a total of 8,697 new BS in Nursing prepared RNs to their staff, a most significant finding.

Nurses Continuing Their Education

Figure 6 below depicts responses to the question *“In 2015 how many of your RN staff is actively enrolled in coursework pursuing the BS degree”*.



The chart above graphically demonstrates the degree to which RNs are actively continuing their education in the 34 sites responding to this question. Five facilities (numbers 1, 7, 21, 23 and 31 above) indicated that they do not track this information. For those that do, given the mercurial nature of nursing staff, it is a daunting task requiring considerable dedication and time. In a discussion with the Chief Nursing Officer of the large Long Island health care system, referred to previously, it was found that the Human Resources (HR) department was initially charged to collect this information. When this proved to be too time consuming for

HR, the task was shifted to Nurse Managers who had more direct and frequent relationships with nursing staff. With that change, data were collected and more reliable results were obtained. Since the accuracy of these data is critical in determining the degree to which nursing is increasing its BS in Nursing base, we suggest that facilities review this policy and consider adopting this methodology.

A total of 2,962 RNs was reported as continuing their education to the BS in Nursing degree by the 34 sites that responded to this question (compared to 2,613 RNs in 2013). That averages to 102 RNs per facility with a range from 3 to 670. The only site (number 33) that reported no RNs continuing their education was the one in which 95% of employed RNs already possess a BS in Nursing degree. The red line on the graph indicates again, the goal of the IOM Report's recommendation that 80% of RNs have a BS in Nursing degree by the year 2020. If one has confidence in these RNs completing their degree work, then in the next several years at least two additional facilities will reach the 80% threshold. In fact, this is not an unreasonable assumption based on the trends identified in this longitudinal study covering the years 2011 to 2015. It appears that we are on the cusp of a sea-change in the number of RNs achieving the BS in Nursing degree. Enormous strides are being made by acute care facilities at quickly increasing their RN staff with this degree. Supports are in place to facilitate that progress and an increasing majority (74%) is providing higher wages to RNs so prepared. While we will probably not reach IOM's 80/20 recommendation, we are closer to reaching it than in any other time in the history of our profession. We are enormously indebted to the Institute of Medicine, and the Robert Wood Johnson Foundation in collaboration with AARP and the Campaign for Action for providing considerable support in guiding us forward to actualize that vision.

See Appendix II (pages 12-14) for Academic Progression in Nursing progress in New York.



The author gratefully acknowledges the contributions of:

- * M. Bridgett Nettleton, Ph.D., RN, Dean, School of Nursing, SUNY Empire State College and Catherine Hoff, Secretary to the Dean, for assistance in gaining access to Survey Monkey,
- * Nursing Deans, Chairs, faculty and data liaisons representing the thirteen NYS APIN educational collaborative partners identified on the title page map,
- * Health care facilities responding to the survey request, and,
- * Robert J. Zittel for technical assistance.

APPENDIX I

SURVEY OF APIN CLINICAL PRACTICE PARTNERS

1. In terms of hiring practices of registered nurses, which statement(s) best applies to your institution? Choose all that apply.

- We do not hire graduate nurses, that is, new graduates of registered nurse programs who are not yet licensed in New York State.
- We hire only experienced registered nurses with a minimum of at least one year of experience.
- We hire only registered nurses who hold a BS in nursing degree.
- We preferentially hire BS in nursing graduates over those credentialed at the diploma or associate degree level.
- We do not hire registered nurses who hold an associate degree only.
- We hire registered nurses with a diploma or associate degree but require them to complete the BS in nursing degree in a prescribed number of years in order to continue employment with our organization.

2. What incentives do you use to encourage your registered nurses to further their education to the BS in nursing level? Choose all that apply.

- A BS in nursing degree is required for registered nurses to assume management positions.
- A BS in nursing degree is included in the facility's career ladder.
- Continued employment includes attainment of a BS in nursing degree for new hires.
- Continued employment includes attainment of a BS in nursing degree for all nursing staff.
- Continued employment includes attainment of a BS in nursing degree for nursing management.
- Tuition assistance is available for RNs to pursue the BS in nursing degree.
- Tuition assistance is available for RNs to pursue a Master's degree in nursing or higher.
- Flexible hours are provided for RNs pursuing the BS in nursing degree.
- Higher pay is provided for staff RNs with a BS in nursing degree.
- Our facility has on-site classes for our RN staff pursuing the BS in nursing degree.
- Other (please specify)

3. What is the total number of registered nurses employed in your facility?

4. In 2015 approximately how many of your registered nurse staff have a BS in nursing degree?

5. In 2015 approximately how many of your registered nurse staff is actively enrolled in coursework pursuing the BS in nursing degree?

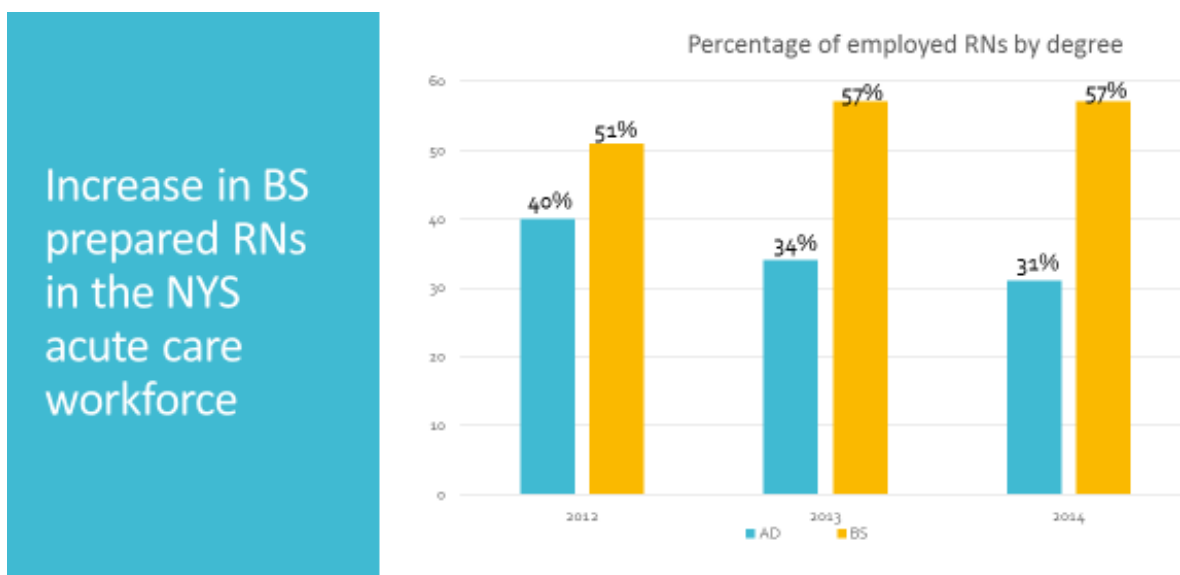
6. In 2013 approximately how many of your registered nurse staff held a BS in nursing degree?

APPENDIX II

ACADEMIC PROGRESSION IN NURSING PROGRESS IN NEW YORK

Since the introduction of the Institute of Medicine's *Future of Nursing: Leading Change, Advancing Health* report released in October 2010, New York has been on the leading edge of implementing several of the recommendations put forth. The recommendation to increase the percent of BS prepared nurses in the workforce to 80% by the year 2020 has generated much enthusiasm among nursing leaders in both the academic and practice arenas. Thanks to the support of the Robert Wood Johnson Foundation (RWJF) Academic Progression in Nursing (APIN) grant and through RWJF's partnership with AARP to develop the Center to Champion Nursing, much progress has been made positioning the nursing workforce to provide safe, quality care to the communities they serve now and in the future.

Current status of the BS prepared nursing workforce in New York



Data source: HANYS Nursing and Allied Health Care Professionals Workforce Surveys, 2015

The Academic Progression in Nursing (APIN) project has exceeded many of its milestones and expectations. Some of its greatest achievements include:

- Since August 2012, **over 600 students** have enrolled in the innovative 1+2+1 model of nursing education which provides a seamless progression and dual degree (associate and baccalaureate) at collaborating academic institutions over a four-year period.
- Enrollment has **increased 75%** from initial enrollment period.
- The latest retention rate was **97.3%** which exceeds the average 60% retention rate for similar students nationally.
- The graduation rate for the 1+2+1 associate degree students in 2015 was **91%** as compared to a national average of 60%.
- NCLEX pass rate for 1+2+1 students in 2015 was **93%** as compared with the 76% NCLEX pass rate for all associate degree graduates in NY in 2014.
- Several other academic partnerships between associate degree and baccalaureate degree nursing programs are forming across the state to explore and implement seamless, dual degree models.

2015 Academic Progression in Nursing Summit

On August 20, 2015, eighty-five nursing leaders convened at the Center for Nursing with a goal of exploring new and innovative ways to help expedite the movement toward increasing the percent of BS prepared RNs in NYS. Several task forces were developed to enact an action plan.

The following action plan was developed and is currently in progress:

NY ACADEMIC PROGRESSION IN NURSING ACTION ITEMS - 08/15

1. Create an online resource that will guide RNs seeking BS in nursing education. Post on the Foundation of NYS Nurses website and link to schools and other organizations.
2. Collaborate with Professional Development Nurse Specialists to find out how they can be instrumental in assisting the incumbent workforce advance their education.
3. Identify a “champion” in each healthcare facility that the RN workforce can go to for advice and support for continuing their education.
4. Develop a cogent business case for a BS in nursing prepared workforce.
5. Develop a Nursing Education Innovative Models Task Force to explore other innovative models for nursing education to consider in NY to entice and expedite BS in nursing education.
6. Develop a plan and tool kit for School Counselors to help encourage young people to consider a career in nursing and to better prepare themselves to be successful in nursing school.

A second summit to continue this work will be convened on June 9, 2016.

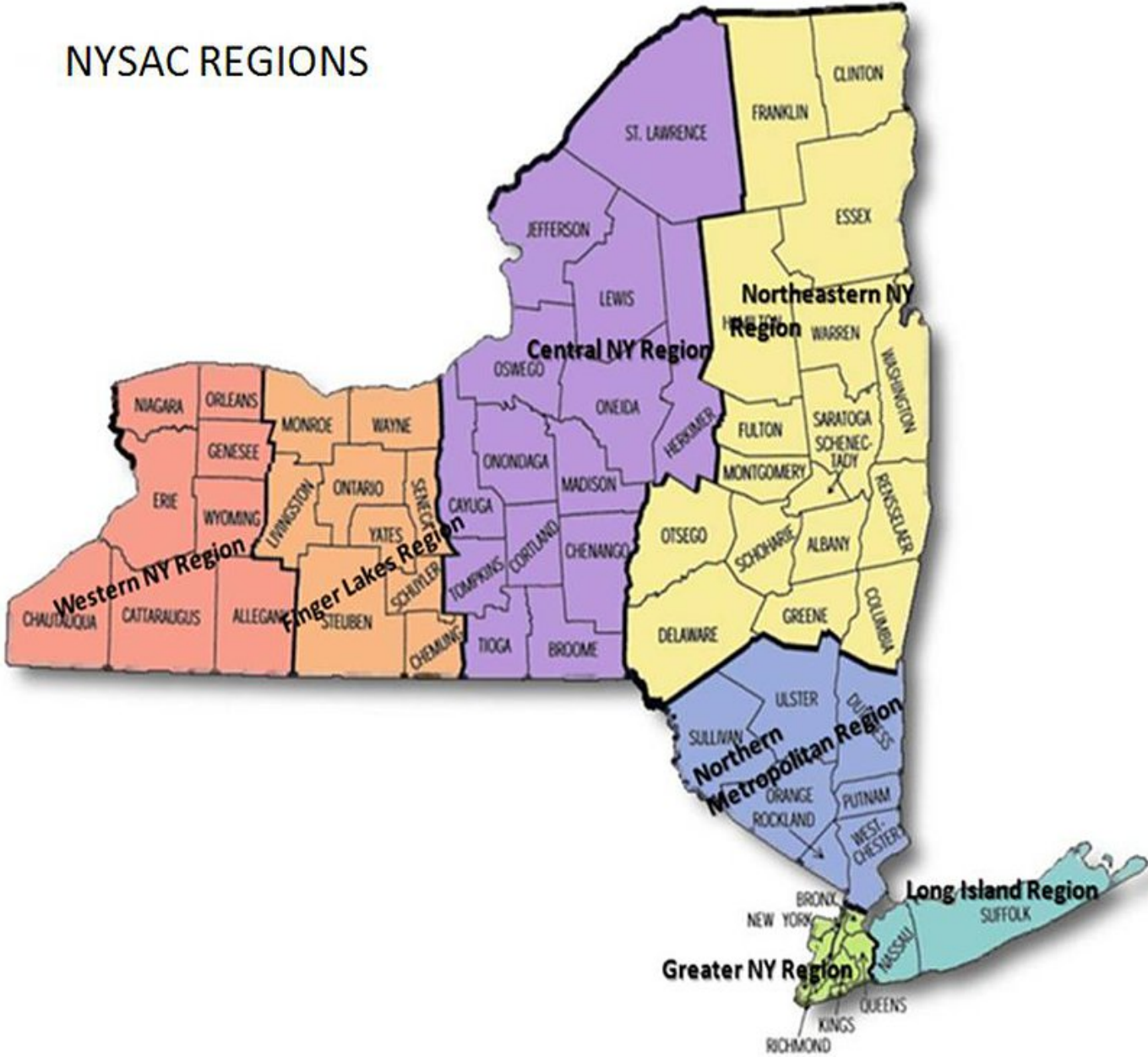
The Future of Nursing NYS Action Coalition

The Academic Progression in Nursing project is part of the work of the NYS Action Coalition (NYSAC) that was initiated soon after the IOM report on the Future of Nursing was published. The mission of NYSAC is to facilitate and provide leadership for the implementation of the eight recommendations set forth in the IOM report within New York State. NYSAC is a well-established volunteer structured group of nursing and non-nursing leaders from all regions of the state committed to the implementation of the IOM's recommendations, so all New Yorkers will have improved health care, higher levels of health and lower health care costs. As the largest group of health care providers, nurses are key to achieving these goals.

Priority Goals of NYSAC

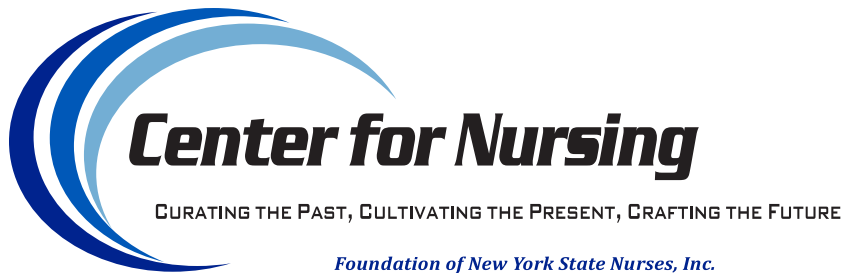
1. *Remove* scope-of-practice barriers so that advanced practice nurses can practice to the full extent of their education and training.
2. *Increase* the proportion of nurses with a baccalaureate degree to 80 percent by 2020.
3. *Increase* the diversity of students to create a workforce prepared to meet the demands of diverse populations across the lifespan.
4. *Prepare* and enable nurses to lead change to advance health by assuming leadership positions across all levels of public, private and governmental programs.

NYSAC REGIONS



For more information about NYSAC, visit <http://www.nysactioncoalition.com>

Established in 1975, the Center for Nursing at the Foundation of New York State Nurses (FNYSN) is a 501(c)(3) not-for-profit organization which strives to honor the past, while cultivating the present and designing the future of nursing. Charitable, educational, literary and scientific in nature, the Foundation seeks to increase public understanding of the nursing profession and to provide a hub for professional growth.



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