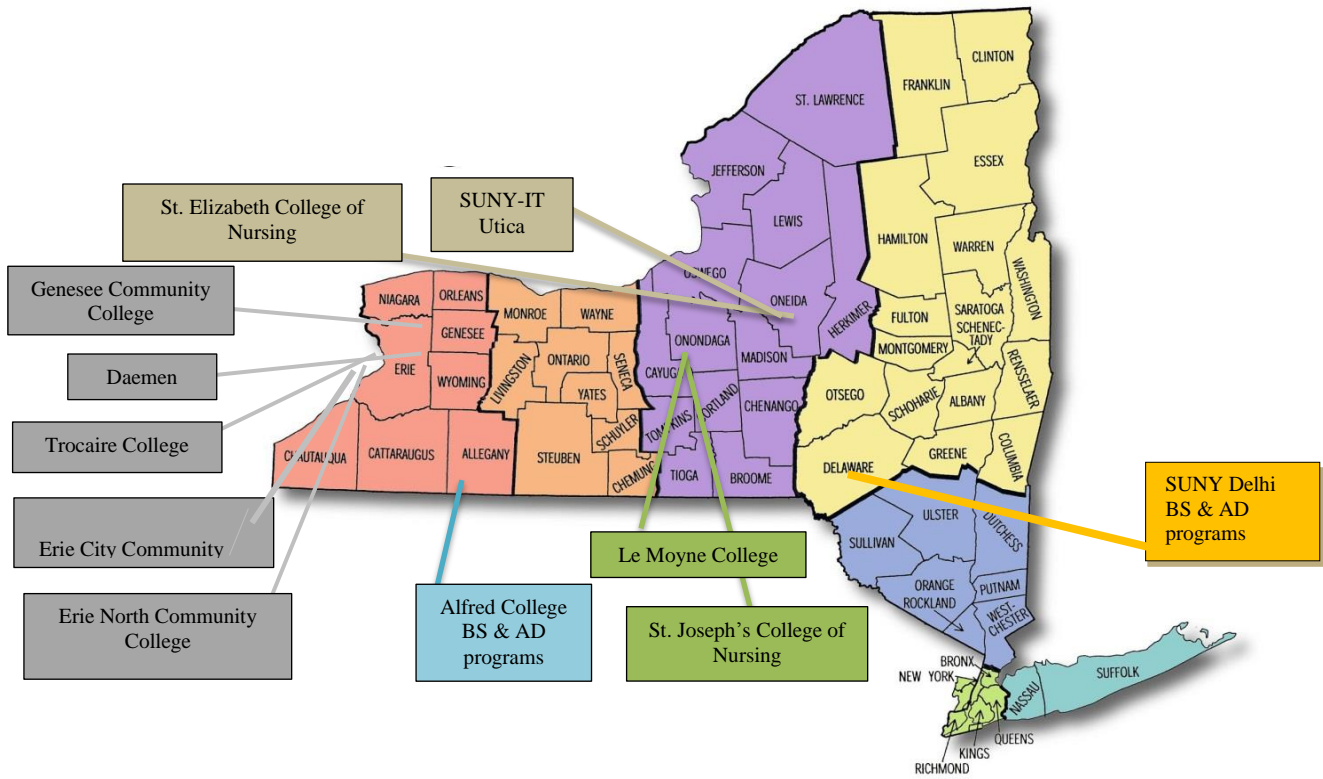


New York Academic Progression in Nursing

2013 Survey of Clinical Practice Partners

2013 NYS APIN Educational Collaborative Partners within the NYS Future of Nursing Action Coalition Regions



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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*. The goal of the project was to extend and replicate the innovative curriculum model pioneered by the LeMoyne BS in Nursing and the St. Joseph's College of Nursing ADN program. In conjunction with this project a 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 goal 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. Key findings follow:

- Sent by e-mail to 48 clinical practice partners identified by APIN academic partners in NYS.
- Only six questions were included in an attempt to increase response rate.
- **77% of the sites responded.**
- **73% of the respondents indicated that they preferentially hire RNs with a BS degree** and an additional 6% stated that they only hire BS prepared RNs.
- 27% 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.
- 18% indicated that their facilities require graduates to have passed the National Council Licensing Exam (NCLEX) and become licensed as a condition of hire.
- **93% of facilities provide funding for RNs to continue their education** to the BS degree while 88% provide funding for RNs to pursue graduate education.
- 54% provide a pay differential for RNs with a BS degree.
- 69% require a BS degree in nursing for RNs in management positions.
- A total of 2,613 RNs were reported as actively continuing their education to the BS degree.
- The overall change in percentage of RNs with BS degrees increased from **42% in 2011 to 52% in 2013.**
- **There are 3,312 more RNs with BS in nursing degrees** employed in these facilities in 2013 than in 2011.

The authors would like to acknowledge, with thanks, the contributions of:

- Claire Murray, MS., RN, Executive Director of the New York State Organization of Nurse Executives and Leaders (NYONEL) for providing e-mail addresses for NYS hospitals,
- M. Bridgett Nettelton, Ph.D, RN, Dean, School of Nursing, SUNY Empire State College and Catherine Hoff, Secretary to the Dean, for assistance in gaining access to SurveyMonkey,
- Nursing Deans, Chairs, faculty and data liaisons representing the thirteen NYS APIN educational collaborative partners identified on the title page map, and,
- Health care facilities responding to the survey request.

2013 Survey of New York Academic Progression in Nursing Clinical Practice Partners

In the fall of 2013, 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 48 clinical practice partners consisting predominately of acute care facilities.

A survey was developed by the APIN Strategic Advisory Committee requesting information related to the educational preparation of registered nurses employed in these facilities (refer to Appendix) . In an attempt to increase the response rate, the survey included only six questions:

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.

Demographic Characterizes of the Clinical Practice Partners

Thirty-seven (37) of the forty-eight (48) clinical practice partners responded to the request for data resulting in a 77% response rate. This unusually high rate of return may be a reflection of the positive relationship between the educational and clinical partners within the APIN initiative. Facilities represent predominately Upstate NY acute care hospitals as most of the educational partners presently are located in the Central, Western and Southern Tier regions of the State. Metropolitan NYC and Long Island facilities are thus under-represented.

The 37 clinical practice partners reported that they employed almost 35,000 RNs. The average number of RNs employed by the respondents was 945 with a standard deviation of 1130. This standard deviation reflects the large variance among the sample facilities. Six of the facilities employed more than 2,000 RNs (ranging from 2,200 to 5,500) while five facilities employed fewer than 100 RNs (ranging from 30 to 98). The sample accurately reflects Upstate NY with large health care facilities located in major cities such as Albany, Syracuse, Rochester and Buffalo and smaller facilities located in rural communities that comprise the remainder of the state.

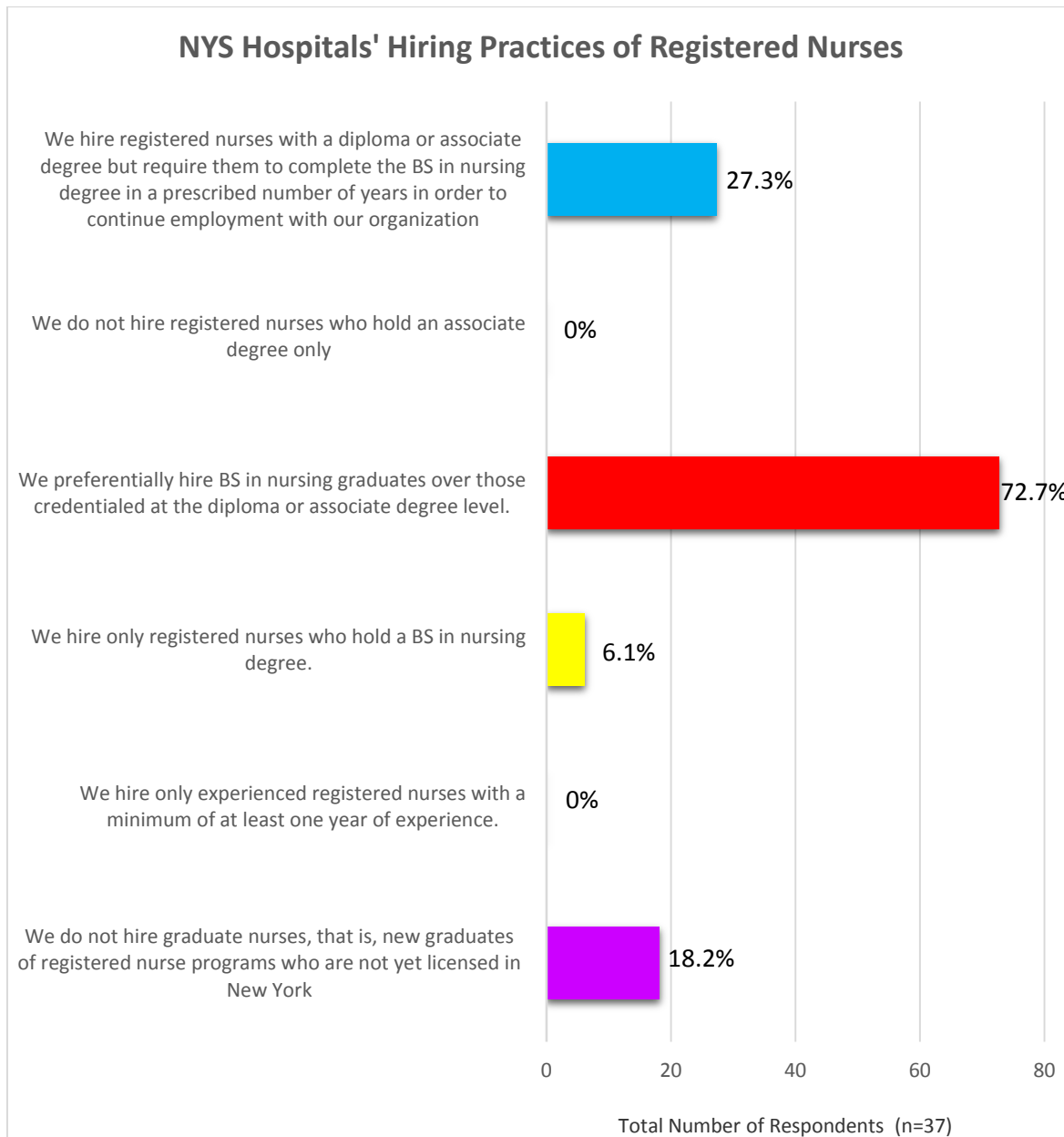
Hiring Practices of the Clinical Practice Partners

Responses to the question related to hiring practices of facilities are provided in Figure1. below.

Almost 73% of the respondents indicated that they preferentially hire RNs with a BS degree. An additional 6% stated that they hire only BS prepared RNs which is directly contradictory to the fact that not one of the facilities indicated that they would deny employment to associate degree prepared RN, as anecdotal evidence indicates is occurring in the NYC and Long Island area.

Twenty-seven 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.

Surprisingly, 18% of the respondents indicated that their facilities require graduates to have passed their National Council Licensing Exam (NCLEX) and become licensed before hiring them. This adds several weeks to months before new graduates can be employed and confirms reports of significantly longer periods of time before new graduates are hired.



Employer Incentives to Encourage RNs to Pursue the BS Degree

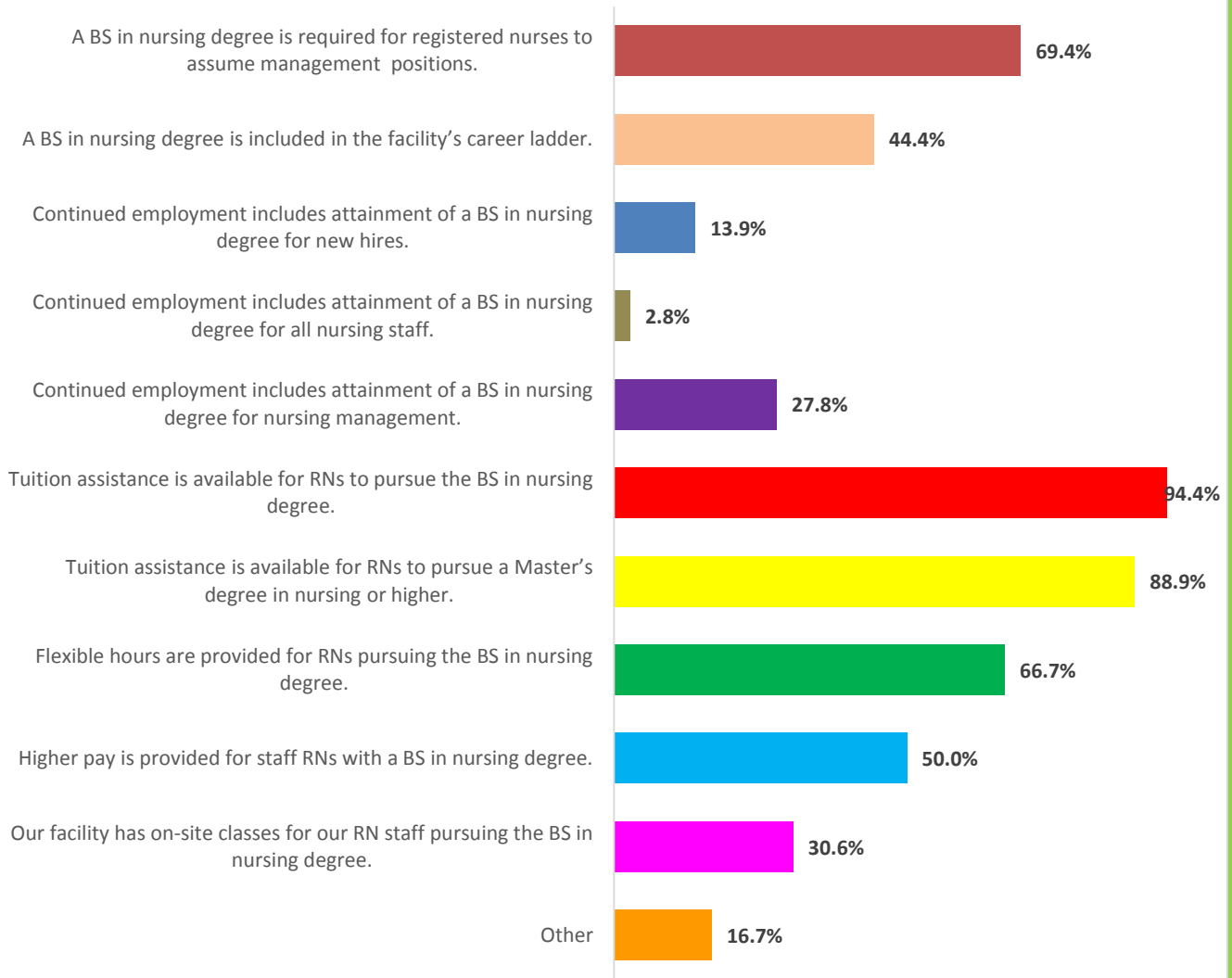
Incentives used by employers to encourage Registered Nurses to continue their education are illustrated in Figure 2. Findings include the following:

- Ninety-three (93) percent of facilities continue to provide funding for RNs to continue their education to the BS degree while 88% provide funding for RNs to pursue graduate education. This investment in the nursing workforce is occurring 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 degrees have demonstrated their cost-effectiveness based on improved patient outcomes.
- Almost 64% of the facilities provide flexible hours for RNs to continue their education.
- 54% of acute care facilities demonstrate their understanding of the need to retain RNs with a BS degree as staff nurses providing direct patient care and provide a pay differential—although from previous studies, that differential is minimal.
- Almost 48% of the respondents stated that a BS degree is included in their facility's career ladder while almost 69% require a BS in nursing degree for RNs to assume a management position.

Respondents were eager to share the full range of incentives provided to their staff including the following additional items not identified in our list:

- Offers celebratory activities and publicizes achievements.
- Moved an onsite program to the local community college because of improved facility and parking space.
- Created a culture that values education.
- Fully funds BS in nursing education for full and part time RNs.
- Offers assistance to those in online programs to complete projects at the hospital.
- Actively solicits funds and grants by the hospital foundation and grant department to assist RNs in attaining their BS in Nursing.

Incentives Used by Employers to Encourage Registered Nurses to Further Their Education

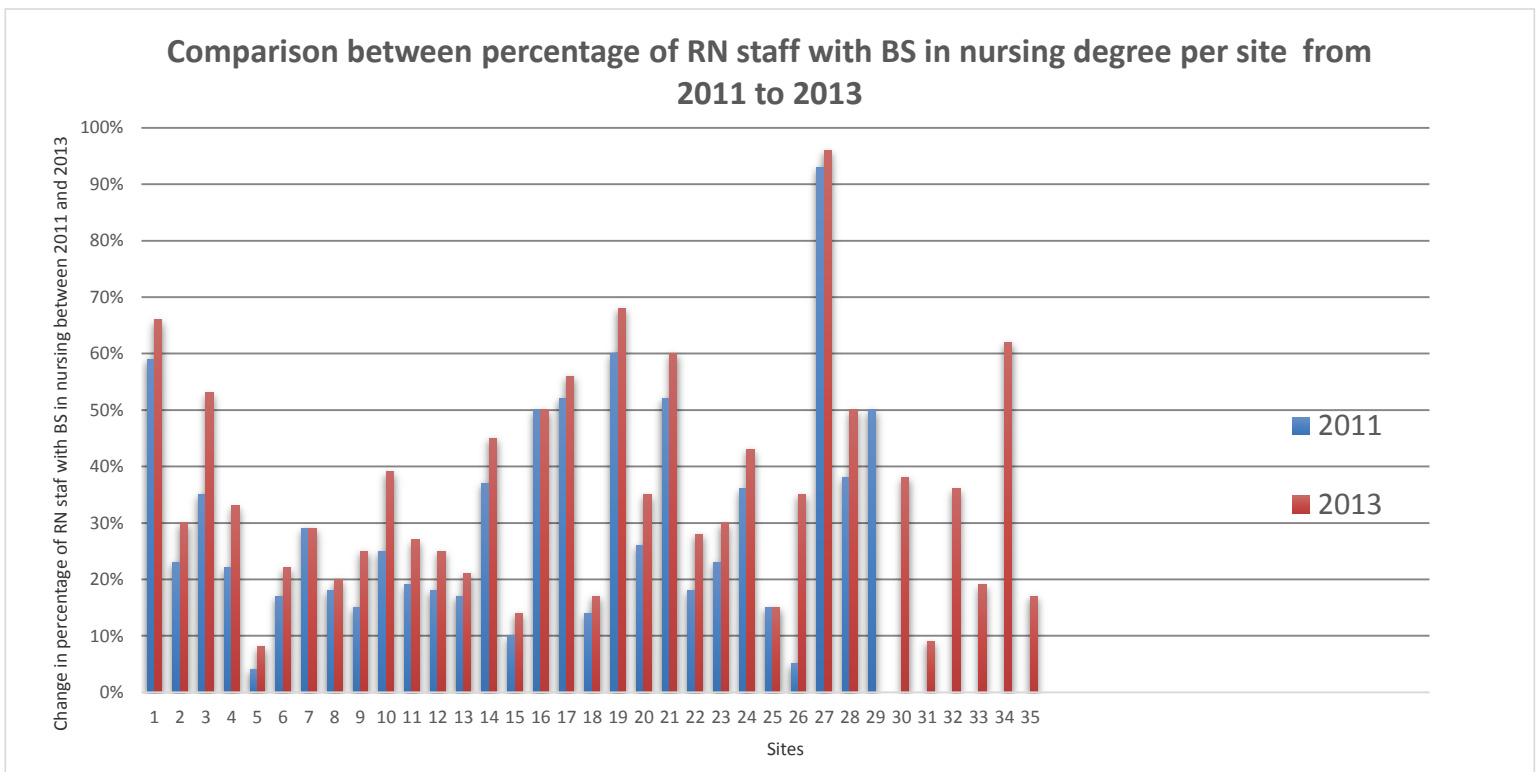


Number of Respondents (n=36)

Comparison of RN staff with BS degrees in 2011 and 2013

Two questions had as their goal to determine the incremental difference for the number of RNs holding BS degrees between the years 2011 and 2013. (Question 4. stated: *In 2011 approximately how many of your RN staff held a BS degree?* Question 5. stated: *In 2013 approximately how many of your RN staff holds a BS degree?*)

Comparison data for the two-year time span are provided below for each of the 35 facilities that responded to this set of questions. Six of the facilities were not able to provide the number of RNs employed in 2011 who had earned BS degrees, however, such information was available for 2013.



Interestingly, one facility had this datum for 2011 but not for 2013.

The analysis found that:

- Three facilities reported no change in the number of BS prepared staff from 2011 to 2013 (numbers 7, 16 and 24 above). All other facilities reported an increase.
- Only one facility reached the 80% recommendation cited in the Institute of Medicine's 2010 report, *The Future of Nursing: Leading Change, Advancing Health*. On inspection of the data elements it was found that this is a NYC facility which, for many years, has traditionally hired only BS-prepared RNs.
- The overall change in percentage for all sites combined increased from 42% RN staff with BS degrees in nursing in 2011 to 52% in 2013.
- **There are 3,312 more RNs with BS in nursing degrees employed in these facilities in 2013 than in 2011.** This is a significant finding. Since the reported turnover rate in NYS acute care facilities for RNs has been in single digits for several years, the increase could not have resulted primarily from new hires with a BS degree. Instead, this increase represents the herculean efforts exerted by staff nurses in advancing their education to the BS degree and support provided by facilities and the educational arena in encouraging and sustaining these adult learners.

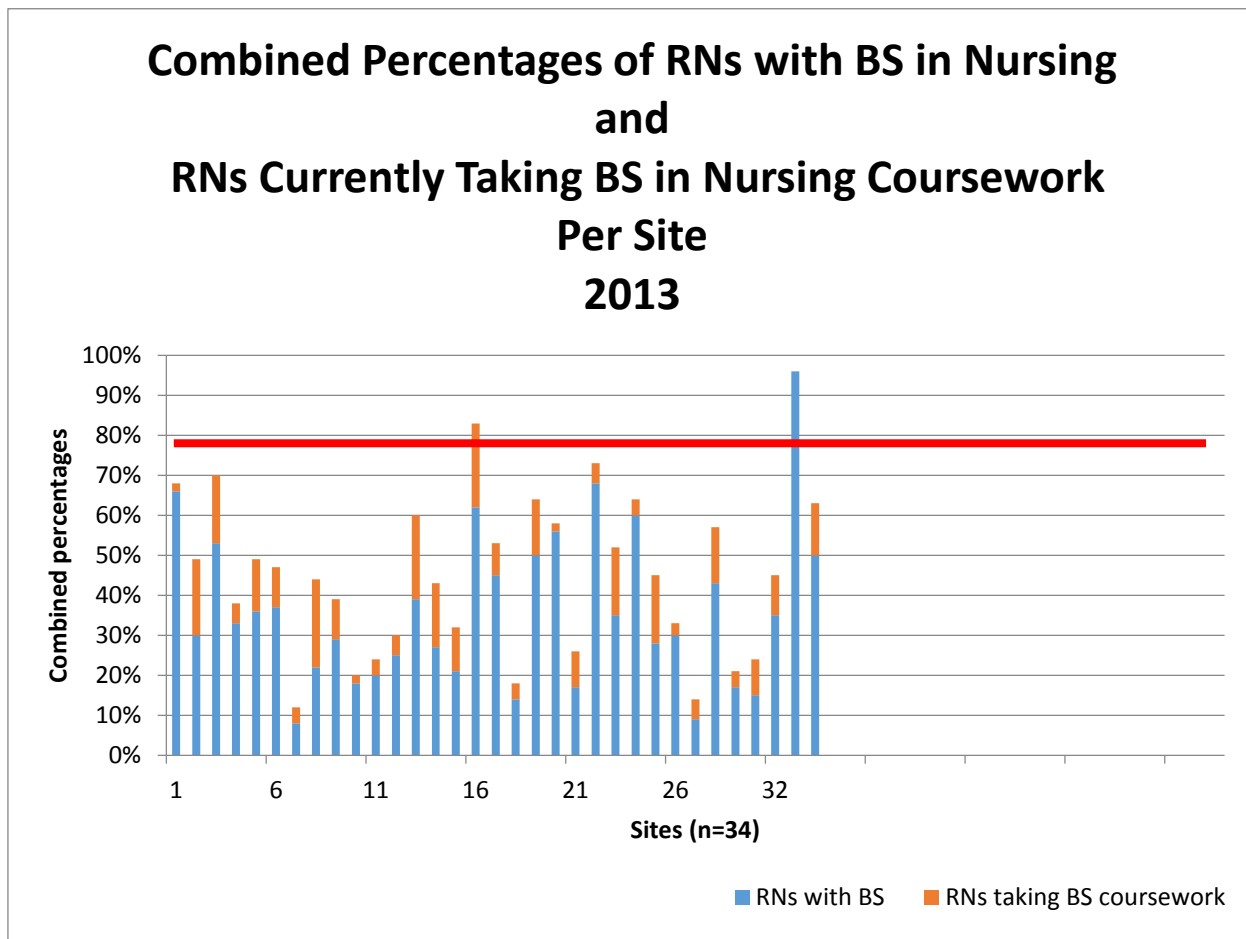
Nurses Continuing Their Education

The last question, asked, "*In 2013 how many of your RN staff is actively enrolled in coursework pursuing the BS degree?*"

A total of 2,613 RNs were reported as continuing their education to the BS degree by the 34 sites that responded to this question. That averages to 75 RNs per facility with a range from 0 to 600! The only site that reported no RNs continuing their education was the one in which 96% of employed RNs already processed a BS degree.

The chart below graphically demonstrates the degree to which RNs are actively continuing their education in the 34 sites responding to this question. The red line on the graph indicates the goal of the IOM Report’s recommendation that 80% of RNs have a BS in nursing degree by the year 2020. As shown by this graph, only one employer has already achieved that goal.

RNs are apparently realizing the advantages to continuing their education. Whether that results from pressure from employers, awareness that their careers are impacted by advanced education or intrinsic motivation, is an interesting research question. In order to determine the degree to which these RNs continue their studies and complete their degree, a replication of the survey is planned for 2015 in order to gather longitudinal data and monitor NY trends.



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 2013 approximately how many of your registered nurse staff have a BS in nursing degree?

5. In 2013 approximately how many of your registered nurse staff is actively enrolled in coursework pursuing the BS in nursing degree?

6. In 2011 approximately how many of your registered nurse staff held a BS in nursing degree?