

New Jersey BSN in 10

BSN in 10

Susan B. Anthony 1902

- “The day is coming when trained nurses will be required to possess a college education before being admitted to training.”
- *Did she really think it would take more than 100 years for nurses to be educated at the collegiate level?*

This is Not a Nursing Issue

- This is a PATIENT SAFETY ISSUE

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- “A 10% increase in the proportion of nurses holding a bachelor’s degree was associated with a 5% decrease in both the likelihood of patients dying within 30 days of admission and odds of failure to rescue” (Aiken, 2003, p. 1617, strategically published in the *Journal of the American Medical Association*).

Aiken's Study Does Not Stand Alone (AACN)

- Friese, C. (2008) in *Health Services Research* found that nurses prepared with a BSN also had lower mortality and lower failure-to-rescue rates

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- Tourangeau, A. (2007) : “a 10% increase in baccalaureate prepared nurses was associated with 9 fewer deaths for every 1000 discharged patients”
(p. 41).

The literature now strongly speaks to patient outcomes and not just attitudes or attributes of nurses on the subject.

The Issue Must be Reframed: BSN in 10 is a win-win for all

- It is not about devaluing our nursing colleagues
- It is not about limiting entry into the profession
- It *is* about helping all our nursing colleagues save lives and produce better patient outcomes
- It *is* about setting forth policy to build support for nurses to become more educated

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The New Jersey Bill for BSN in 10

New Jersey: an Inclusive Plan

- Requires baccalaureate degree of all registered nurses within 10 years of initial licensure; *not* an entry requirement plan

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- All existing nurses at the time of enactment of the bill into law are grandfathered
- A one-time extension is provided
- All nurses and nursing programs are protected; this bill will not intensify the nursing shortage
- Was originally put forth in 2008 for the 213th legislature but did not move out of committee

To emphasize...

This is not an
Entry Into
Practice BSN

Nearly 100 Years of Call to Action

- Lavinia Dock (1900) in the first issue of *the American Journal of Nursing* spoke to the desire to require baccalaureate education in nursing over 100 years ago

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- Several reports have called for nurses to advance their education (Gebbie, 2009)
- * Goldmark report of 1923- called for improving university schools of nursing
- * Brown report (1940s) called for the professional nurse to be educated at the highest level
- * ANA 1965 called for baccalaureate degree entry into practice
- * 1983 IOM report echoed the ANA call (Wakefield & Kraft, 1986)

ANA 1965 Landmark Position

- “ Major theoretical formulations, scientific discoveries, technological innovations and the development of radical new treatments in recent years have produced marked changes in health practices” supporting the need for nurses to be educated at the baccalaureate level. “
- This could easily be written today.

The Institute for Medicine's Crossing the Quality Chasm (2001)

- Called for evidence-based care (EBC): Baccalaureate prepared nurses have a stronger knowledge base to more readily assimilate the skills of evidence review, analysis and translation into practice.

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- Strengths of Baccalaureate prepared RNs support EBC
 - Critical thinking capability
 - Leadership
 - Entry research ability(Phillips, et al., 2002)

National League for Nursing

- The NLN supports multiple levels of entry concurrently with “academic progression”

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- The NLN would have opposed an entry level BSN initiative. As the BSN in 10 does not limit entry by other levels, it is not in conflict with NLN philosophies

Further Reason For NLN NJ to Support

New Jersey Has a Significant Faculty Shortage

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Studies have indicated that nurses who go back for their bachelors continue on in their formal education; a pipeline of educators is created.

Organizations in Support of Baccalaureate Education for Nurses

- American Nurses Association-endorses the concept/ New Jersey State Nurses Association-endorses the bill
- American Organization of Nurse Executives/Organization of Nurse Executives New Jersey
- American Association of Colleges of Nursing
- Many Specialty Nursing Organizations such as the AORN

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What countries already have such a requirement?

- Canada
- Sweden
- Portugal
- Brazil
- Iceland
- Korea
- Greece
- The Philippines

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Our Colleagues with Advanced Preparation

- Physicians
- Social Workers
- Pharmacists
- Physical Therapists

Potential opposition...

- Some nursing unions—fear blocking entry and reducing the workforce

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- Some community colleges offering Associate Degree in Nursing programs—fear loss of applicants and financial impact
- Some hospital executives --concerned regarding the nurse staffing shortage in certain areas

Increasing Support at the Hospital Level--Examples

- North Shore LIG
- Meridian Health

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- *Some would say we do not need legislation, but will the natural course of things really move forward fast enough for patient safety?*