

Impressions about RN to
BSN Education Among
Nurses & Hospital
Administrators in Rural
Kansas

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Research Team

- Cynthia Teel, PhD, RN, FAAN, Principal Investigator
- Hanna Peck, RN, BSN, Co-Investigator, Graduate Student
- Lindsay Abbot, RN, BSN, Co-Investigator, Graduate Student
- Larissa Walker, RN, BSN, Co-Investigator, Graduate Student
- Lottie Gleason, RN, BSN, Co-Investigator, Graduate Student
- Jill Peltzer, PhD, RN, APRN-CNS, Co-Investigator
- Jessica Cline, RN, BSN, Co-Investigator, Graduate Student
- Gracielle Cromwell, RN, BSN, Co-Investigator, Graduate Student

Purpose and Goals

- Identify & analyze impressions about RN to BSN education among hospital administrators and AD-prepared nurses in rural areas of Kansas.
- Discover barriers or facilitators that may exist for Kansas RNs working in rural hospitals (CAHs) on path to BS education

Study Participants

- AD Prepared Nurses (n=5)
- Nurse Administrators (n=5)
- Later expanded to include
 - School Nurses (n=10)
 - Public Health Nurses (n=8)
 - Nurse Administrators in Metro Areas (n=3)
 - Faculty from LPN & AD programs (n=8)

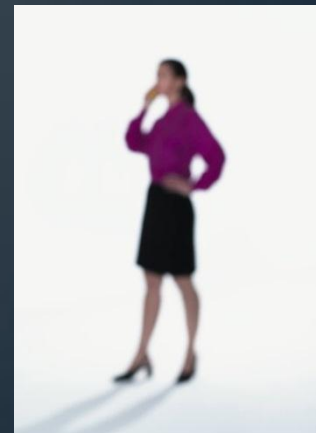
Findings: CAH Administrators, n=5

- BSN is generally important
- Barriers
 - Financial Cost, plus usually same pay as BSN
 - Limited time to study
- Motivations
 - Higher pay for the BSN
 - Mentoring
 - Sharing successes with peers

Two CAH Administrator Quotes

“Several of my nurses are single mothers and they only have their one salary to support their children. I cannot expect them to go back to school and take the food out of their children’s mouths. That is just unreasonable.”

“...In rural America there are a lot of, a lot of, a lot of single mothers who don’t have the time or resources to further their education, and that is why they go with their LPN or their ADN degree.”



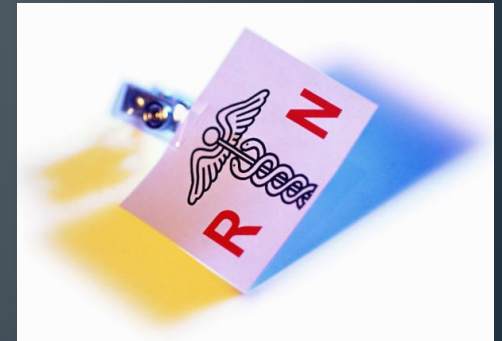
Findings: AD-prepared RNs, n=5

Barriers

- Time spent away from the family, work, other obligations
- Lack of motivating factors
 - No pay incentives
 - No work benefits

Motivations

- Tuition reimbursement would help



Three CAH nurse quotes

“I was a single mom and needed to do what was faster for me to be able to provide for my kid.”

“(the ADN program) was as a faster, cheaper way to get a decent paying job.”

“I make the exact same money as a nurse with a BSN, and I took the exact same board exam, and we all have the same RN title. I have $\frac{3}{4}$ of the student loans that they have, by getting my associate’s degree.”

Findings: School Nurses, n=10

- Motivators
 - Intrinsic
 - Support
 - Teacher's Contract
- Barriers
 - Multiple roles
 - Finances
 - Program Structure
 - Education System



School Nurse Quotes

- “We always hire Bachelor’s prepared nurses, because teachers have a Bachelor’s Degree and that’s kind of part of us being on a teacher’s contract, to have the same educational level, if not higher than a teacher... Also because in my district we are on teacher’s contract... if I get a Master’s Degree then I get paid more.”
- “I have three kids in college now so the idea of me going back to school. The pay doesn’t match what they want... what kind they’d like me to have. To move up.. If I become a BSN, to move up, I would gain about \$3000 and it would cost me about \$14,000.”

Findings: Public Health Nurses, n=8

- Motivators
 - Intrinsic
 - Support
 - Advancement
- Barriers
 - Multiple roles
 - Time to dedicate to program
 - Finances
 - Distance/Access



Public Health Nurse Quotes

- “I think advanced education is very important in nursing and could definitely benefit public health nurses, especially as it would provide more exposure to research, theory and leadership... really isn't funding in public health to require a BSN.”
- “It is challenging to find information about each of the programs. I looked into going back several times, but became overwhelmed.”
- “Someday I want to go back just so that I can actually say, ‘I did that.’ I want that self-satisfaction.”

Nurse Administrators, Metro Settings, n=3

- Motivators
 - Intrinsic
 - Career ladders with pay incentives
 - Shared governance
- Barriers
 - Time commitment
 - Payment for education
 - Possible lack of familiarity with required technology

Nurse Administrator Quotes

- “Bedside staff is encouraged [to obtain their BSN] and we offer them avenues and venues to go back to school. It is not required... at this moment; for lack of a better word, they’re grandfathered in... For the leadership, being coordinators, the kind of assistant manager type positions, the managers we have made it a requirement and they’re given a period of time to complete the BSN.”
- “I think because number one, there was a strong sense of this is what I wanted to do... so they really held on to this is who I am and who I want to be.”

LPN & AD Faculty, n=8

- Support academic progression
- Negative external messaging about PN and ADN education
- Not everyone is at the table for discussions about academic progress
- Skill set for advising

LPN & ADN Faculty Quotes

- “I think of it as a ladder, a career ladder, steps to go and you can always step off and get more experience... step back in, just keep working up the ladder. If there’s something you don’t like, do something else in nursing. There’s just so many different avenues, so many options than what there used to be.”
- “I think on the LPN level, the fact that there’s so much talk about BSN and ADN to BSN and my frustration that we can’t get long-term care to the table. I think that’s sending a message to the LPNS too, that you know, you’re not valued as much.”
- “AS we sit around the table we try to solve the problems and we don’t have all the players and so we’re problem solving with the limited resources... we know acute care systems are starting to pull back and decrease in terms of the ACA. So why are we not thinking about putting nurses in community health settings and using those resources, hospice, school nursing as clinical sites to develop some of those additional practicum skills they’ll need.”

	Barriers	Incentives	Comments
CAH nurses	No pay/work incentives Time off work/away from family	Tuition reimbursement might help	“pointless to go back, couldn’t afford it”
CAH admin	Cost of tuition Time off work	Higher pay for BSN might help	No pay differential for AD compared to BSN “single moms only have one salary to support children”
School nurses	Time commitment Expense Limited flexibility of work schedule	Intrinsic motivation Support from family, friends, peers	If on teacher contract, a BSN is required
Public health nurses	Time commitment Expense Limited flexibility of work schedule	Intrinsic motivation Support from family, friends, peers	Advanced education important for PHN, however really isn’t funding.
Metro admin	Time commitment Payment for education Possible lack of familiarity with required technology	Career ladders with pay incentives Shared governance to foster commitment for more educ.	No problems locating needed numbers of BSNs
PN & ADN faculty	Negative external messaging about PN and ADN education Not everyone is at the table for discussions, e.g., LTC nurses	Continuing education needed Employer support for additional education Create database of programs	If nurses continue their education, needs to be for best patient care, not for more pay or keeping a job

Recommendations from participants

- Bring everyone to the table
- Central repository of programs
- Grants and scholarships
- Expand clinical opportunities and flexibility in programs
- Communication between students in programs



Building KSAC products

- What do nurses need, related to academic progression?
- What do hospital administrators need, related to academic progression?
- Not surprisingly, TIME....MONEY
- Also, SUPPORT....MENTORSHIP
 - Academic – academic partnerships
 - Academic – service partnerships



RN Workforce Survey

- Sent to ~44,500 RNs
- >5100 surveys completed
- <https://www.surveymonkey.com/s/KSRNSurvey>
- Collaboration between
 - Promoting Nursing Education in Kansas (PNEK)
 - Dr. Cynthia Teel & Dr. Mary Carol Pomatto (PIs)
 - Kansas State Board of Nursing
 - Kansas Department of Labor
 - KansasWorks

Leadership & Mentoring Survey

<http://www.kansasactioncoalition.org/>

The screenshot shows a web browser window with the URL <http://www.kansasactioncoalition.org/>. The page features the Kansas Action Coalition logo (a sunflower) and navigation links: [About Us](#), [Recommendations](#), [Campaign Pillars/Teams](#), [Updates](#), [Get Involved](#), and [PNEK](#). The main content area has a blue background with the following text:

The Kansas Action Coalition is committed to transforming Healthcare across the State of Kansas by working with the [Campaign for Action](#) to implement the IOM Recommendations.

Leadership and Mentoring Survey

Every Kansas nurse is a leader. In order to learn more about our leadership and mentoring roles/needs, we invite all licensed Kansas RNs to complete a short 10-item survey.

This Leadership and Mentoring Survey is in addition to the Kansas RN Workforce Survey. Your input is very important.
-Kansas Action Coalition & PNEK

[Click Here to Begin the Survey](#)

Listen to the [IOM/KSAC Webinar](#)



Leading Change



Nurses Shatter the Stereotype



Transforming Education