



Identifying Challenges in Academic Progression

Educational
Opportunities:

LPN → ADN → BSN → MSN →
DNP/PhD

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Academic Progression

- Outline nursing educational pathway
 - LPN
 - ADN
 - BSN
 - MSN
 - DNP/PhD
- Identify barriers and opportunities

Licensed Practical Nursing


- Kansas PN program alignment
 - Mandate from KBOR to ensure similar credit hr length
 - Developed by PN Directors
 - Approved by KSBN and KBOR in 2008
 - Common nursing and support courses
 - PN Program Outcomes
- LPNs apply basic nursing knowledge and skills to practice primarily in long-term care
- LPNs learn workplace skills

Associate Degree Nursing

- Provides opportunity for entry in rural areas and is cost efficient
- Types of KS ADN programs
 - Pure or stand alone
 - 1+1
 - Bi-level
- Kansas ADN alignment
- ADN and BSN are entry into practice
- ADN graduates are prepared to practice as generalists in LTC, acute and community based care
- Most all ADN programs in KS are nationally accredited by the Accreditation Commission for Education in Nursing (ACEN)

BSN Completion Programs

- Traditional and on-line options provide access
- Prepares ADN RN for leadership and management
- BSN is minimum requirement to teach nursing
- ADN RNs can work while completing BSN

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- 55% of RNs have BSN
 - ADN was 1st degree for many
 - 86.3% increase in annual # of RN-BSN graduates over the last 4 yrs

(Health Resources and Services Administration Bureau of Health Professions National Center for Health Workforce Analysis April 2013)

Barriers

- Cost
- Lack of incentive
 - Same work, same pay
- Traditional locations on University campuses
- Convenience
- Entry into practice debates
- Confusing or unknown pathways

Opportunities

- Employers offer incentives to further education
 - Work release
 - Financial assistance with course work
 - Increase pay for higher degrees
- Accessibility
 - online
- IOM (2011) recommends “educational collaboratives that allow for automatic and seamless transitions from an ADN to a BSN”
 - Eliminate repetition of what is taught in ADN
 - Allow general education coursework at technical school or community college
 - Approach decision makers at AACN
 - Communicate path for LPN-ADN-BSN-MSN-DNP to prospective nurses

BSN Programs

- **BSN programs** encompass all of the course work taught in ADN and LPN programs plus a more in-depth review of the physical and social sciences, nursing research, public and community health, nursing management, and the humanities.
- The additional course work enhances the student's professional development, prepares the new nurse for a broader scope of practice
- Future of Nursing: Increase the number of baccalaureate-prepared nurses in the workforce to **80% by 2020**



MSN Programs

- The master's degree builds on the BSN degree to enable the student to develop expertise in one area.
- Graduate nursing education advances innovation and strengthens the leadership needed to improve healthcare delivery.
- Education at this level incorporates the foundational knowledge, skills, and competencies needed to thrive in increasingly complex clinical environments.



MSN and graduate education

- Nursing education is undergoing major change as the profession reconceptualizes master's education
- Transitions **advanced practice education** to the doctoral level via Doctor of Nursing Practice (DNP) programs.
- Calls to reduce healthcare costs, persistent concerns about patient safety and the quality of care, and dramatic increases in diagnostic, therapeutic, and educational technologies all demand new thinking around the nature of graduate nursing education.



AACN

- Two types of doctorates should coexist within the education of nursing
- Both share rigorous and demanding expectations
- Both are terminal degrees in the discipline
 - One research and one practice
- There are distinct differences between the 2 degree programs



Doctoral Programs: 2 Principal Types

1. **Research-focused Programs**

- Doctor of Philosophy (PhD)
- Doctor of Nursing Science (DNS, DSN or DNSc)

2. **Practice-focused Programs**

- 20 years ago (Doctor of Nursing (ND))
- Now Doctor of Nursing Practice (DNP)
- Less than 1% of nurses in the U.S. have doctoral preparation. IOM Report “Future of Nursing calls for doubling number of doctorally prepared nurses.



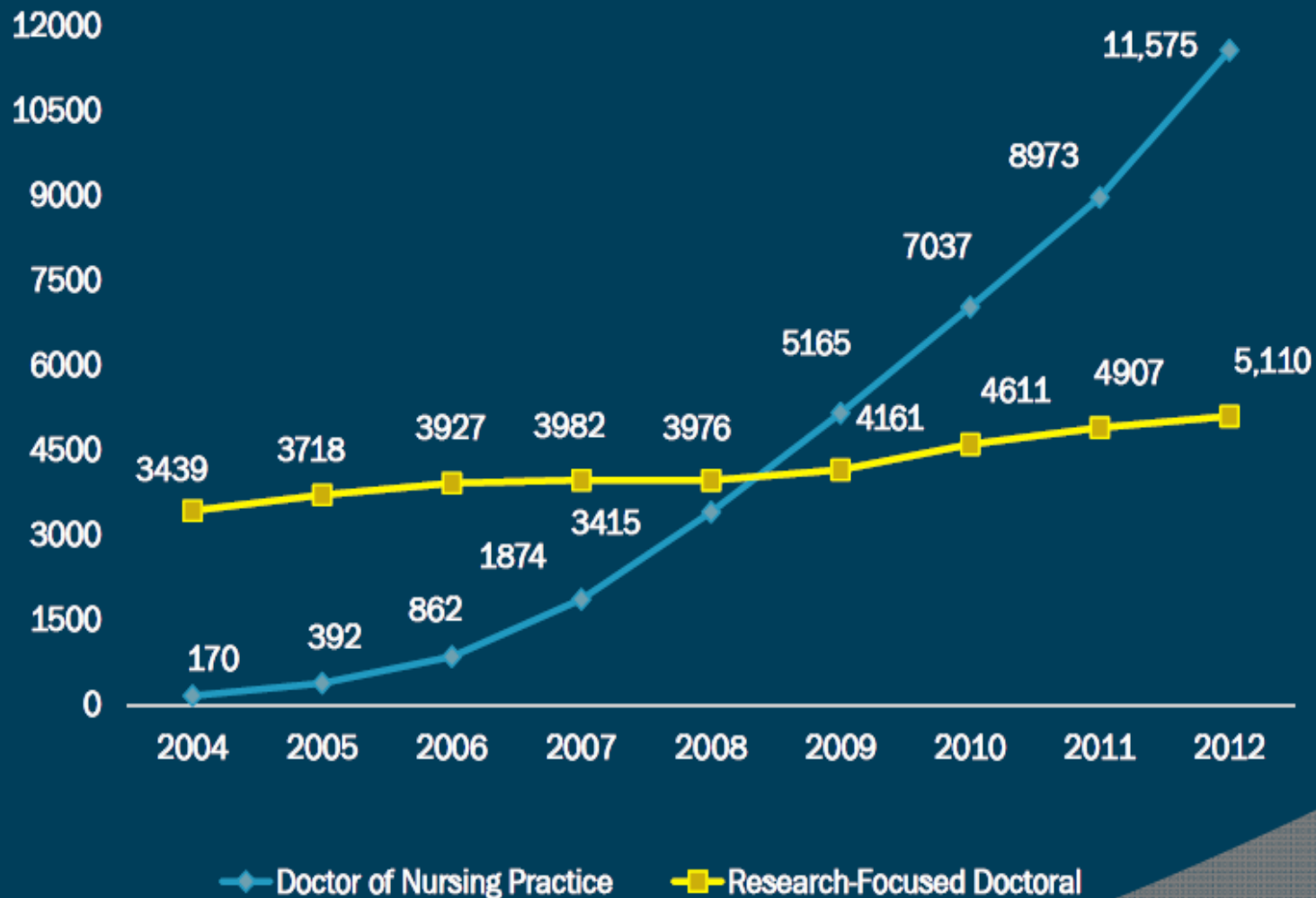
Research-based doctorate

- PhD presents the highest level of formal education for a career in research and the scholarship of discover.
- It prepares scholars for the expression and communication of the knowledge base in the profession
- PhD graduate develops the science, stewards the profession, and educates the next generation of nurses
- PhD requires a strong scientific emphasis

Moving to the DNP

- In 2004, AACN members voted to endorse the DNP
 - Target goal for transition of APRN programs to the DNP by 2015.
 - DNP movement is about producing the most competent nursing clinicians possible

Enrollments in Both DNP and PhD Programs: 2004-2012





Ride the wave of Education