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Title:

Development of an Accelerated 2nd Degree Nursing Program

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ACCEPTED

Session Title:

Emerging Educational Administrator Institute (EEAI)

Slot:

EEAI: Sunday, 17 November 2019: 11:45 AM-12:15 PM

Applicable Category:

Academic

Keywords:

Accelerated, Bachelor of Science in Nursing and Nursing shortage

References:

American Association of Colleges of Nursing. (2019). *Accelerated Baccalaureate and Master's*

Degree in Nursing. Retrieved from: <https://www.aacnnursing.org/Nursing-Education-Programs/Accelerated-Programs>.

American Association of Colleges of Nursing. (2019). *Nursing Shortage*. Retrieved from <https://www.aacnnursing.org/News-Information/Fact-Sheets/Nursing-Shortage>

Bureau of Labor Statistics. (2019). *Occupational Outlook Handbook*. Retrieved from <https://www.bls.gov/ooh/healthcare/registered-nurses.htm>

Indiana Center for Nursing. (2019). *Accelerated BSN (Second Degree) Programs*. <https://www.ic4n.org/nursing-education/indiana-accredited-schools-of-nursing/>

Abstract Summary:

An Accelerated 2nd Degree Nursing Program was developed in partial fulfillment of the requirements for the 2018-2019 Sigma Emerging Educational Administrator Institute Scholar Project. A distinctive component of the experience was to assess one's past, present, and future leadership journey.

Content Outline:

I. Background

- A. Projected nursing shortage according to American Association of Colleges of Nursing
- B. Bureau of Labor Statistics' Employment Projections
- C. Increase in Accelerated Bachelor of Science of Nursing (ABSN) enrollment

II. Purpose

- A. Eleven out of 29 Indiana BSN schools currently offer a ABSN program
- B. AUSON desire to accommodate more students

III. Methods

A. Project Activities

- 1. Initial needs assessment
- 2. Results shared with advisory board, potential employers, and community stakeholders
- 3. Marketing and Advancement collaboration
- 4. Participation in Sigma EEAI mentorship program matched with appropriate mentors.

B. Project Outcomes

- 1. 21-month duration includes 23 pre-requisite credits completed with a grade of C or greater, followed by 61 nursing credit hours
- 2. Admission grade point average 2.75
- 3. Tuition \$410/credit hour= \$25,010 total tuition cost
- 4. Assessment of leadership journey- past, present, and future
- 5. Completion of Strength-Finders, Thomas-Kilman Conflict Instrument, and Myer-Briggs Indicator

C. Discussion

- 1. Approval from the Board of Nursing
- 2. Six students will begin May 2019 Cohort
- 3. Continuation of leadership journey

Topic Selection:

Emerging Educational Administrator Institute (EEAI) (25197)

Abstract Text:

Background: The Accelerated 2nd Degree Nursing Program at Anderson University (AU) was developed in partial fulfillment of the requirements for the 2018-2019 Sigma Emerging Educational Administrator Institute (EEAI) Scholar Project. According to the American Association of Colleges of Nursing (AACN) (2019), the United States is projected to experience a shortage of registered nurses (RNs) that is expected to intensify as a wave of Baby Boomers retire. Complicating the problem is that nursing schools across the country are struggling to expand capacity to meet the rising healthcare demands. According to the Bureau of Labor Statistics' Employment Projections 2016-2026, RN is listed among the top occupations of job growth through 2026. The RN workforce is expected to grow from 2.9 million in 2016 to 3.4 million in 2026, an increase of 15%. The Bureau also projects the need for an additional 203,700 new RNs each year through 2026 to fill newly created positions and to replace retiring nurses (Bureau of Labor Statistics, April 12, 2019). The AACN's 2018 survey found an increase in Accelerated Bachelor of Science in Nursing (ABSN) enrollment from 19,541 students in 2017 to 23,354 in 2018. ABSN programs provide a seamless pathway in nursing education, as recommended by The Future for Nursing (2010). Prelicensure nursing enrollments should include diverse pathways to maximize enrollment streams in order to address nursing workforce shortages.

Purpose: An increasing number of adults, with a prior baccalaureate or higher degree, are choosing nursing as a second career. Eleven out of the 29 Indiana BSN schools currently have an ABSN program within their schools of nursing. (Indiana Center for Nursing, 2019). The AU School of Nursing (SON) desired to accommodate more students within the program. Based upon a cap of 60 students per cohort, the SON has been at 57-60% capacity over the last two years. Collaboration through a national mentorship program can facilitate and expedite new program development and academic leadership development for new academic leaders.

Methods: Project Activities Beginning in February 2018, an initial needs assessment for the ABSN program included a review of competing schools, the geographic data, regulatory and accreditation requirements. The results were shared with the advisory board, potential employers, as well as community stakeholders. Early collaboration with the AU alumni council, was instrumental in the recruitment of previous bachelor's prepared AU graduates. The enrollment and marketing team was consulted to optimize marketing resources. This work is still in process. Contact with chief nursing officers at local hospitals provided additional applicants, and Facebook.com was used as a social media marketing tool. Collaboration with the Office of Advancement and previous deans was helpful to identify potential scholarship donors.

Participation in the Sigma EEA mentorship program and match with appropriate mentors.

Project Outcomes: The AUABSN is 21 months in duration and includes 61 credit hours. Prospective students are required to complete 23 credit hours of pre-requisites in anatomy and physiology, chemistry, microbiology, psychology, and developmental psychology with a grade of C or above. The admission grade point average is 2.75. The ABSN is reasonably priced at \$420 per credit hour with a

total tuition cost of \$25,620. This places AU at the lowest cost for private universities offering an ABSN in Indiana and a competitive stance with several public universities. This plan allows the ABSN to fold into the current BSN curriculum which significantly controls costs for the university. The projected number of students in year one was five. Currently, there are six students enrolled who have completed pre-requisites and will begin nursing courses May 2019.

Another distinctive component of the EEAI experience was to assess one's leadership journey. This involved three parts: a rearview mirror reflection of the past, a dashboard view of the present and windshield vision into the future. Self-assessment tools included Strength-Finders, Thomas-Kilman Conflict Instrument, and Myer-Briggs Indicator provided insight to personal attributes. Strengths Finders assessment identified responsibility, learner, focus, achiever and self-assurance as talents. The Meyer Briggs appraisal identified this scholar as an "Inspector"- introverted, sensing, thinking, judging. Webinars increased knowledge and skills in strategic planning, fundraising, budget and finance, and legal considerations. Faculty-led workshop discussion included topics such as leadership theory, emotional intelligence, diversity and inclusion, marketing self, office politics and communication, and challenges in leadership. Personal leadership styles identified included transformation and servant leadership, with a focus on creating psychological safety in the workplace to enhance learning, innovation, and growth. Scholars had a unique opportunity for a videotaped interview. Monthly triad meetings with identified objectives led to the project completion prior to the predicted timeline AUSON met the projected goal of five students enrolled in the May 2019 cohort. Leadership resources positively impacted the scholar present and future knowledge, skills, and abilities.

Discussion: Approval from the Indiana State Board of Nursing to begin program. Six students are enrolled in the May 2019 ABSN cohort. Currently, five students are completing pre-requisites to begin the May 2020 cohort. At a macro-level, launching the ABSN program will allow AUSON to impact the projected nursing shortage positively. At a micro-level, the ABSN program will increase student enrollment at AU. Work will continue in identifying student scholarship resources and increase marketing of the ABSN. Leadership is a journey, not a destination. This journey involves clenching a moral compass to guide behaviors and decision making, continually monitoring one's personal fuel gauge to ensure a manageable work/life balance, in addition to monitoring a self-care plan.