Background
- American Nurses Association (ANA) called for baccalaureate education as the foundation for professional nursing practice.
- ANA reaffirmed this call in 1991 when they called for all generalist certification examinations by 1998.
- ANA House of Delegates in 1993 called for the baccalaureate degree in nursing to be the educational requirement for the beginning RN.
- Institute of Medicine (2011) called for increased levels of Baccalaureate prepared nurses at the bedside by 2020. In 2011, 30 percent of bedside nurses with BSN degrees demonstrated improved quality, safety and patient outcomes are directly linked to nursing education level.

Pilot Study
- Questions related to Barriers, priorities and enhancement/ motivation factors for the RN to BS student.
- Data collected via REDCap.
- Data analysis using SPSS.
- To determine actual inducements and discouragements for RN to BS/BSN students.
- Data Trends 2001-2011 for NCLEX-RN © Exam candidates.
- National Study
- Questions related to Barriers, priorities and enhancement/motivation factors for the RN to BS student.
- Data collected via REDCap.
- Data analysis using SPSS.
- NMSS survey link with letter sent out to current RN to BS/BSN students.

Demographics
- 11.3% were male, 88.7% female.
- Race: 73.7% White, 13.2% African American or Black, 1.2% American Indian or Alaskan Native, 0.6% Asian or Pacific Islander or Native Hawaiian, 0.5% Hispanic.
- Age: 15.3% were between 25 and 29, 19.2% were between 25 and 34, 14.3% were between 35 and 39, 14.1% were between 40 and 44, 13.6% were between 45 and 49, and 13.5% were between 50 and 54.
- Employment: 59.8% were employed full time, 18.4% were employed part time, and 21.2% were unemployed.
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References

Discussions
- National Study Findings
- Top Seven Inducement and Discouragement Factors
- Inducement Factors
  - Personal Motivation 64.4%
  - Employer encouraged 27.2%
  - Employer support 24.2%
- Discouragement Factors
  - Only 8.1% were pursuing the degree due to employer mandate

- Conclusions
- Nursing Education can change the model by heeding the call for innovative RN to BS/BSN programs that address:
  - Personal motivation and family support are critical components for the RN to BS/BSN student returning
  - Short acceptance time into BS/BSN program 40.9%
  - Lack of motivation 12.4%
  - Lack of employer support 12.1%
  - NONE 10.9%

- National Study Findings
- Inducement Factors
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- Only 8.1% were pursuing the degree due to employer mandate

- Cost (tuition and fees) 82%
- Ease of completing pre-requisites 23%
- Increased job opportunities at the BSN level 27%
- Employer encouraged 21%
- Employer support 24%
- Short acceptance time into BS/BSN program 40.9%
- Lack of motivation 12.4%
- Lack of employer support 12.1%
- NONE 10.9%

- Cost is key to students returning

- Nursing Education can change the model by heeding the call for innovative RN to BS/BSN programs that address:
  - Admissions requirements
  - Cost
  - Rapid response to student population as they inquire about programs

- Nursing Education should partner with employers to:
  - Create innovative tuition models
  - Provide support for family responsibilities
  - Create innovative class structure allowing for some level of work/school/family balance.