1. Multiple Pathways to BSN

- **Degree Completion curriculum:**
  - 60 credits for ASN completion
  - 30 credits for RN licensure
  - 30 credits degree completion curriculum
  = 120 credits for BSN
- The same for all options: ATB, RN to BS
- Minimal prerequisite courses: 7 additional credits
- Convenient location & format: satellite campus, mixture of face-to-face, hybrid, and online format
- Financial aid eligible: consortium agreement

- **Three available entry points:**
  - Concurrent BSN coursework is started in the 1st semester of ASN program
  - BSN within 2 terms after ASN completion
  - Concurrent coursework is started after 1st or 2nd semester of ASN program
  - UNA-RN eligible
  - BSN in 3 terms after ASN completion
  - Start BSN coursework after ASN completion
  - Can apply for contingent acceptance during last semester of pre-licensure program
  - BSN within 1 year

2. Guided Mentorship and Support

Community College resources
- Academic Progression Coordinator
- Nursing Faculty/Admin
- Student Support Services
- College Facilities
- Data re: ASN completion

University resources
- Degree Completion Coordinator
- Nursing Faculty/Admin
- Student Support Services
- University Facilities
- Data re: BSN completion

Combined support and resources for students!

3. Decreased Barriers to Academic Progression

- Degree completion pathways address many of the barriers to academic progression by providing early entry, accessibility, decreased costs, maximum transfer of credits, and abundant program support.

- **Current projection for total BSN degrees completed = 150**

Table 1. Descriptive statistics for Degree Completion (via ATB 1.0 and 2.0 pathways).

<table>
<thead>
<tr>
<th></th>
<th>Summer 2016</th>
<th>Fall 2016</th>
<th>Spring 2017</th>
<th>Summer 2017</th>
<th>Fall 2017</th>
<th>Spring 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting enrollment (of students)</td>
<td>30</td>
<td>61</td>
<td>85</td>
<td>96</td>
<td>136</td>
<td>151</td>
</tr>
<tr>
<td>Ending enrollment (of students)</td>
<td>30</td>
<td>57</td>
<td>83</td>
<td>95</td>
<td>135</td>
<td>150</td>
</tr>
<tr>
<td>Student withdrawals</td>
<td>0</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Retention rate</td>
<td>100%</td>
<td>93.44%</td>
<td>97.64%</td>
<td>98.95%</td>
<td>99.26%</td>
<td>99.33%</td>
</tr>
<tr>
<td>Attrition rate</td>
<td>0%</td>
<td>6.55%</td>
<td>2.35%</td>
<td>1.04%</td>
<td>0.73%</td>
<td>0.66%</td>
</tr>
</tbody>
</table>

Chart 1. Average Retention versus Attrition.

- Chart 2. Total Degree Completion Enrollment by semester.

- **Population Health**
  - Influences prepare nurses.
  - Shift from acute care to health promotion.

- **Workforce**
  - Recent trends predict the likelihood that the 80% BSN goal will be reached by 2020.
  - Profession is still reliant on Associate degree nurses.

- **Conclusions**
  - This collaborative practice model is supporting progress toward the Institute of Medicine’s recommendation related to the academic progression of ASN-prepared nurses.
  - Collaboration is not only the key to success; it is essential!
  - The continuation of the project and resulting data will show the overall impact within our region.
  - We are expanding resources and decreasing barriers to academic progression within the North Eastern region of Maryland.
  - Initial data is supportive.
  - Increasing enrollment numbers, positive retention rates, and low attrition rates support project success.
  - Project completion data could have significant implications for the nursing profession!

- **Nursing Implications**
  - Provides an additional pathway for increasing diversity of the nursing workforce.
  - Data from current models is supportive.

- **References**

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