Transforming Nursing Education

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Mission

The National Council of State Boards of Nursing (NCSBN), composed of Member Boards, provides leadership to advance regulatory excellence for public protection.
“The Nursing Shortage: Where We Stand”
- Clarke & Cheung

Nursing Education Now: Enrollments Maximized

Future: “heavy pressure for innovations to increasing ‘production’ of new graduates”
But what Has Happened to the Nursing Shortage?

– $500,000 to transition jobless new graduates

– Practice/education partnership to keep skills current
California Institute for Nursing & Health Care (CINHC)

- Statewide Master Plan with one goal being an educational system that provides an adequate supply of nurses
  - Working to build capacity in nursing programs
  - Creative initiatives for financial support
  - Interagency task force for new nursing programs
CINHC

Other Initiatives:

- Set faculty targets (retirement, growth, etc.)
- Increase diversity and retention of faculty
- Increase flexibility of faculty salary structures
CINHC

- Increase access to nursing education in areas without resources
- Encourage programs with low NCLEX pass rates to utilize the California model curriculum
- Improve completion rates to 85%
North Dakota’s Nurse Faculty Intern (NFI) Model - Under Investigation

- Model in ND: Grow-your-own faculty
- Trend in ND: 26% of all faculty in BSN programs held BSNs
- Shortage of qualified faculty threatened to derail the process
Purpose of ND NFI Pilot Project:

- Investigate the role development of nurse educators
- Expand the general knowledge about gaining competencies in teaching learning
Preliminary Findings of NFI

- Developmental Needs
  - Teaching, evaluation, curriculum
  - Role development
  - Learning resources and technology
  - Teaching in a changing environment
Qualitative Findings

“Teaching is an area of expertise all on its own, but I think it doesn’t really matter how expert you are in your area if you don’t know how to get it across to someone else.”

- NFI Focus Group
NFI – Orientation was a big need

“Beyond keys, forms and schedules”

[NCSBN found this a faculty need too]
Oregon Consortium for Nursing Education (OCNE)

- Collaborative with a shared curriculum and some sharing of faculty
- Share simulation vignettes
- Improved utilization of clinical facilities
Oregon Consortium for Nursing Education (OCNE)

- Transformation of clinical education, focusing on learning and not “hours”
- Post-masters certificate program on instructional design
- Sharing of rubrics and benchmarks
University of Portland’s Dedicated Education Unit (DEU)

Moscato et al., 2007, *Nursing Outlook*

Features:
- Exclusive use by one nursing program
- Use staff nurses prepared for teaching role through development activities
- Continuity of students with staff nurses

National Council of State Boards of Nursing
University of Portland’s DEU

- Faculty development and support of staff nurses
- Commitment to work together to build an optimal practice environment
- Allowed for optimally teaching increased numbers of students (227 in 2002, vs. 338 in 2008)
DEU at U. of Massachusetts

- Collaborative with Massachusetts General and Brigham Women’s
- Incorporation of QSEN Competencies
- December, 2009, JNE
Other DEUs

• Survey to 25 Education Consultants
• Other DEUs in CO, WA, NC, KY, SC, MO

- Evaluating Innovations in Nursing Education - RWJF
North Carolina

- Funding increases to prepare faculty
- Clinical teaching associate role to move practitioners into join positions
  - Joint between agency/nursing program
  - Structured education program on science of teaching/learning
  - Often choose to get MSN
- Working toward regional simulations/transition to practice
Louisiana-RN

- Partnerships with clinical agencies allowing RNs to work as faculty, provided they meet Board criteria
- Initiatives mandated by the governor
Maine

*Nursing Outlook*, March/April, 2008

- Excellent description of step-by-step process
- Nursing leadership partnered with state policy makers
- Multi—year initiative envisioning Maine’s “preferred future”
- Passed into law that DOL must publish annual Healthcare Occupations Data Report
- Language in law for funding faculty loan repayment program
Lessons learned from Maine

- Little legislative experience doesn’t have to slow you down!
- Accurate and timely data is a must
- Ongoing education necessary because over by Maine’s House and Senate term limits
- Clarity important – No mixed messages!
- Educators organized; one program alone won’t advance legislation
- Inclusion of stakeholders important
- Nurses in legislature is key
Missouri

- Clinical Faculty Academy
  - 2-day institute
  - Enrolled in graduate school
  - Outcomes data being collected
  - Hospital associations are partnering
  - Increased capacity
Kansas

- Expansion of Faculty Pool
- $30 million state funding and matching grant program
  - Admitted 507 more nursing students
  - Hired 28 full-time faculty
  - Hired 23 part-time faculty
  - Placed 27 human simulators
TX BON Fostering Innovations

- Innovations of 10 successful programs
- Partnerships encouraged
- Board evaluating for pass rates and graduation rates
New Jersey Collaborations

- Novice Faculty Initiative
- $3 M for PhD model
Maryland’s Agenda

- A leader in finding innovative ways to address the faculty shortage crisis

- 10-year $8.8 million annual initiative funded through a 0.1% levy on regulated patient revenue from all Maryland hospitals
Maryland’s Agenda

- Competitive grants
  - Expand capacity through shared resources
  - Increasing faculty
  - Increase nursing student retention
  - Increase pipeline for nursing faculty
NCSBN’s Initiative on Fostering Innovation

- 2009 Membership unanimously voted for innovations model rules
- Available at https://www.ncsbn.org/388.htm
Simulation Initiatives

Questions to BONs: How much simulation can replace clinical hours?
1) Depends on the # of hours

2) Average RN clinical hours: Overall: 758; direct care 596 (https://www.ncsbn.org/Vol_24_web.pdf)

3) Simulation studies at NCSBN
What About the BSN in 10?

• N-OADN says 19 states are discussing

• Survey to BONs:  DE, MO, NY, VA, NH, NM, KS, IA, PA

• Maybe CT, MD, and OK?
“If everyone is thinking alike, then somebody isn't thinking.”

- General George Patton