

Our RIBN Journey Toward Excellence

Advancing Academic
Progression in North Carolina

2008-2016



Goals

- Achieve 80% baccalaureate and higher degree workforce by 2025
- Facilitate access to BSN early in career, especially in more rural areas
- Create less costly BSN education pathway
- Increase diversity of nursing workforce to better align with those served
- Standardize RN-BSN articulation agreements across CCs & state universities



NC RIBN Model

A Dual Enrollment Pathway between Community College and University with student home-based at Community College Years 1-3; at University Year 4. Student completes a course per semester Years 1-3 at University.

STUDENT SUPPORT

[coaching, nurturing, professional development, academic support]

APPLICANTS



Students with College Credit

- College transfer
- Second degree
- College Credits (at high school, Community College or University level)



Students without College Credit

- Recent high school graduate
- Non-traditional students

Year 1

Curriculum:

- General Education
- Nursing Prerequisites

Year 2 & 3

Curriculum:

- ADN
- BSN Prerequisites

Post Year 3

RN

Transition to Professional Practice and Employment

Licensure

Year 4

Curriculum:

- BSN Completion

RN Employment Option



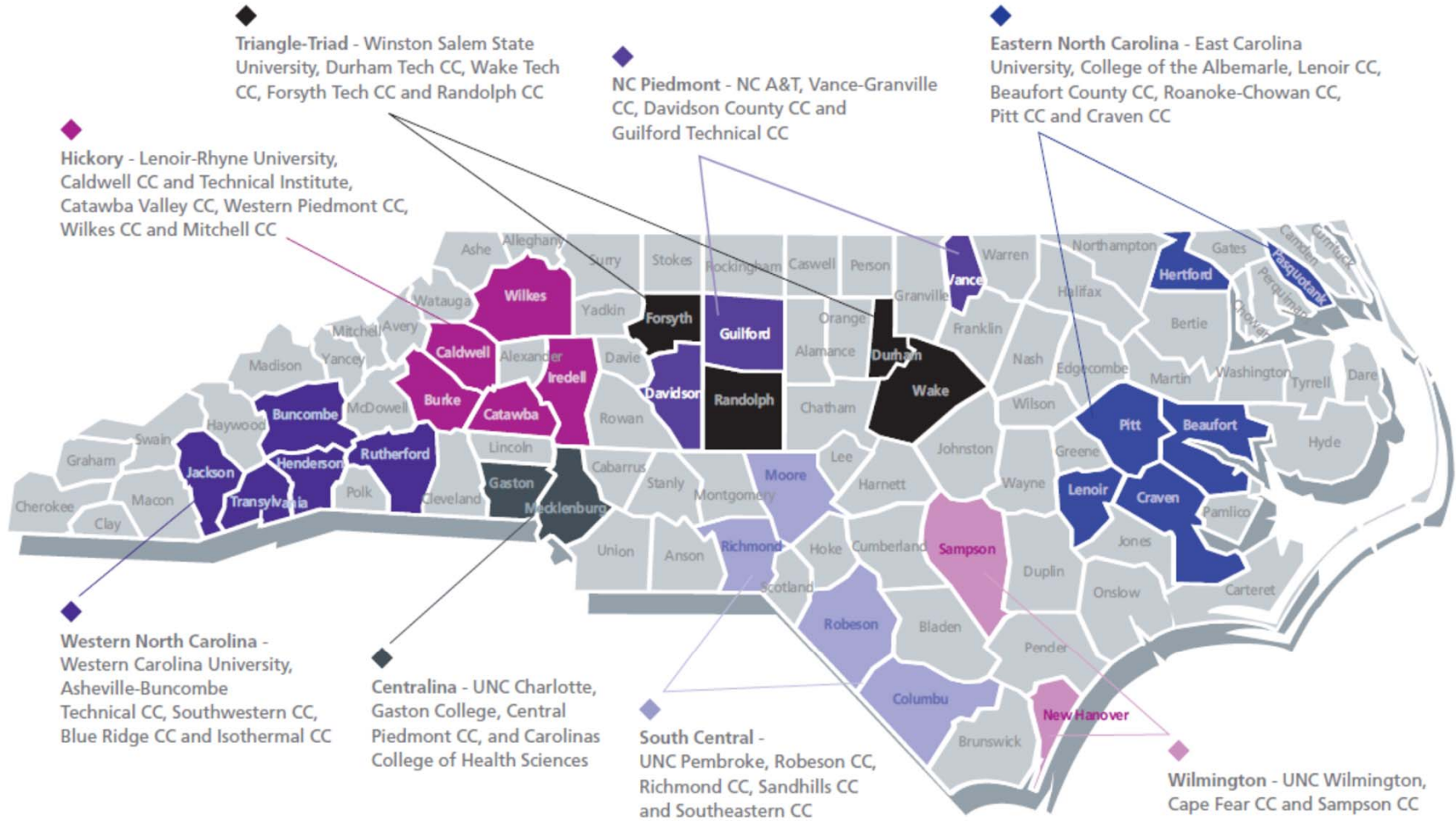
ADN conferred at Community College

BSN conferred at University

ADN = Associate Degree in Nursing

BSN = Baccalaureate of Science in Nursing

REGIONAL RIBN COLLABORATIVES



RIBN Student Enrollment

Acad. Yr	2012	2013	2014	2015
Yr 1	70	105	154	140
Yr2	18	66	112	142
Yr3	7	13	55	95
Yr 4	---	6	8	43
Total	95	190	329	420

Statewide RIBN Attrition to Date

Data: 2008-2014

Year	Year 1	Year 2	Year 3	Year 4
Total Enrollment	373	203	77	14
Total Withdrawals	76 (20%)	54(27%)	21 (22%)	0 (0%)
Reasons:				
Academic -----	42%	78%	76%	
Personal	----- 58%	----- 22%	----- 24%	

Reasons for Attrition

- **Academic**

- Course Failure/Probation
- Program “too rigorous”
- NCLEX Failure

- **Personal**

- Change in major
- Family/personal: financial, relocation, transportation; pregnancy

Increasing Diversity

Goal: *Align RIBN Student Pool with Diversity of Region Served*

- Regional diversity varies across NC
- Involve minority-serving colleges & universities (HBCUs, Native American)
- Connect student support initiatives with diversity planning within regions - NC AHEC Health Careers & Diversity Planning; WCU HRSA grant
- Consider LPN-BSN Pathway

Regional Diversity Profiles*

- **Persons of all minority affiliations**
Highest: ENC-44.9%; SC-44.3%
Lowest: Hickory-16.9% WNC-15%
- **African-American**
Highest: ENC-36.8%; SC-25.1%
Lowest: Hickory-7.5%; WNC-4.2%
- **Hispanic/Latino**
Highest: Triangle-Triad – 9.5%; Centralina – 7.9%
Lowest: ENC-4.5%; Wilmington-4.4%

*2012 Census for counties with RIBN CCs/Universities

RIBN Student Diversity Profile

- Most progress shown in Hispanic/latino enrollment toward meeting regional profile
- Least progress in African-American student enrollment across all regions
- Wilmington: highest % of males (50% in 2015)
- SouthCentral:
 - Native American: 50% vs 11.5% for region
 - All Minorities: 62.5% vs 44.3% for region

Nursing Workforce vs State Diversity

	RNs 2013	LPNs 2013	State Diversity 2014*
African/ American	10.7%	27.2%	22.1%
Hispanic	1.2%	1.4%	9%
Non-White Totals	17.3%	33.7%	35.5%
White only	82.7%	66.3%	64.5%

Diversity in Overall RN Student Enrollment: 2010 vs. 2014

	Prelicensure		RN to BSN	
	White	Nonwhite**	White	Nonwhite**
2010	77%	23%	71%	29%
2014	71%	29%	60%	40%
% Change	(6%)	6%	(11%)	11%

RN-BSN Articulation Agreement

- Approved by Boards of both CC and University Systems – effective Fall 2015
- Applies to graduates of any NC Community College ADN program
- Defines CC courses that will meet curriculum entry requirements to any RN-BSN program in state system
- Provides a process for curriculum review/changes @ state-wide level

Consider LPN-BSN Pathway

- LPNs = Untapped resource
 - Highest % of non-white health professionals
 - LTC/Community-based clinical experience
- Recent Survey of LPNs in NC (N=3416)
 - 75% interested in academic progression
 - 16% currently enrolled (85% ADN;13% BSN)
 - Obstacles to pursuing higher degree
 - **COST**
 - Personal/family/work
 - Program capacity, format, flexibility

LPN Survey Results Challenge NC to Act!

- Significant interest by respondents in furthering their nursing education/career
 - **81%** of survey respondents interested in an LPN-BSN pathway!
 - 29% would have employer support
- But...multiple personal and program-related barriers exist

What Next for LPNs?

- NC is well-positioned to facilitate LPN-BSN education building upon:
 - Standardized LPN Concept-based Curriculum in CCs
 - RN-BSN Articulation Agreement
 - RIBN model for dual admission/seamless progression
- Develop and pilot more streamlined LPN-BSN pathways
- Involve employers as partners

RIBN Lessons Learned.....

- Enhanced collaboration among partners
- Planning time essential to reach agreements on admissions/curriculum/financial aid
- Assure university online course availability
- Involve clinical partners early to shape practicum/employment processes
- SSA/coaches critical to student success
- **Need passionate/committed leaders!!!**

Academic Progression in NC Successes to Date....

- Implementation of RIBN pathway + RN-BSN Articulation Agreement
- Meaningful partnerships and collaboration across academic settings
- Strengthened practice-academic working relationships
- Broader public awareness of need for & pathways to achieve academic progression

Greatest Challenges....

- Increasing diversity of qualified applicants
- Funding to support success advocate & career coaching roles @ HS & Colleges
- Containing tuition costs
- Assuring sufficient academic program expansion to meet workforce needs
- Maintaining regular communication with all key stakeholders

Sustaining Academic Progression Into the Future...

- Create coordinating/oversight mechanism with NCCCS and UNC GA
- Expand role/training for health careers coaches at high school and college levels
- Utilize early college options to decrease time/expense of BSN education
- Expand RIBN & RN-BSN enrollment capacity
- Create LPN-BSN pathways

RNs with ADN @ Licensure

Changes in Highest Degree

** Data from UNC Sheps Center*

Year	ADN/Dip	BSN/Higher in Nursing	BS/Higher in Other	Unknown
2010	65.6%	15.7%	8.6%	10.1%
2012	64.0%	17.8%	9.0%	9.3%
2013	62.6%	18.8%	9.3%	9.5%

Advancing Academic Progression in Nursing

*We are
moving forward !!!!*



*What more do we
need to do?*