



# NSP II 17-102

## *Expanded Pathways to the BSN: ATB 1-2-3*



Karen Wons, MS, RN, CNE

Associate Professor, Project Director ATB Grant NSPII 17-102

NSPII Project Director's Meeting: March 8, 2019

# Acknowledgement

CCBC's Nursing Program is the grateful recipients of 2 Nurse Support II Grants from the Maryland Higher Education Commission under the auspices of the State of Maryland Health Services Cost Review Commission which made the ATB Option and the *ATB Faculty Resource Website* possible.



# Introduction

- \* Background for ATB model
- \* Goals for NSP II 17- 102  
(July 2016 – June 2020)
- \* Outcomes to date
- \* ATB Successes & Challenges



# Background:

## ATB Pilot with TU Fall '12

### Four Partner Options by Fall '15

- \* Towson University (Pub) - F2F/online
- \* Frostburg State U (Pub) - 100% online
- \* Stevenson University (Priv) - blended
- \* Notre Dame of MD University (Priv) - F2F



# Dual Enrollment ATB Model

IOM GOAL  
by 2020  
≥ 80%  
of nurses will  
have BS  
degrees

## Key features:

- Complete pre-reqs for **both** A.S. and B.S. programs
- Begin B.S. courses **while** enrolled in ADN program
- Reduce course repetition where possible
- Year round attendance
- Take NCLEX-RN upon A.S. degree completion
- Begin work as RN
- Articulation agreements – 30 credits awarded
- Complete B.S. part time **within six months to one year**

# Major Goals for ATB – ( July 2016 – June 2020)

- \* Goal #1:

Serve as a resource for other ATB partnerships

- \* Goal #2:

ATB Mission: by 2020 80% of CCBC nursing students connect to BSN program before graduation



**ATB** CCBC'S  
ASSOCIATE TO BACHELOR'S  
DEGREE IN NURSING

A Bachelor's in Nursing  
made incredibly affordable.



ATB lets you finish your B.S. in Nursing  
more quickly and more affordably!



**CCBC**

The incredible value of education.  
[www.ccbcedu.edu](http://www.ccbcedu.edu)

# Goal # 1 - Met



**ATB** ASSOCIATE TO  
BACHELOR'S OPTION  
A Bachelor's in Nursing made incredibly affordable.

LAUNCH PROGRAM ▾ SUPPORT STUDENTS MANAGE ATB PROGRAM RESOURCES ▾ CONTACT US

## *ATB Faculty Resource Website*

<http://blog.ccbcmd.edu/atb/>

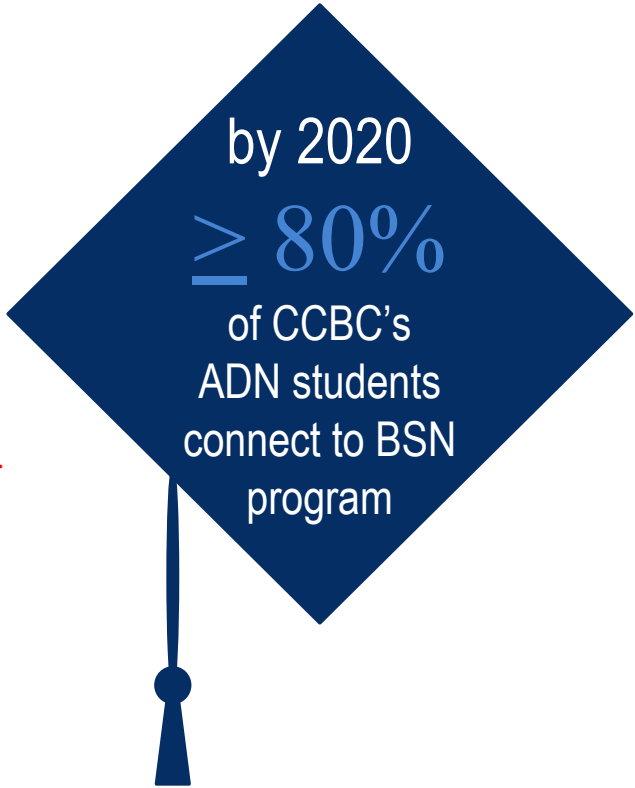




# Goal #2

## *Expanded Pathways to the BSN: ATB 1-2-3* *Creating a Culture of Academic Progression*

- ATB 1.0
  - 50% enter\* 1st semester
- ATB 2.0
  - 20% enter\* 2<sup>nd</sup> year
- ATB 3.0
  - 10% enter\* 4<sup>th</sup> semester



by 2020  
 $\geq 80\%$   
of CCBC's  
ADN students  
connect to BSN  
program

*\* = of entering Fundamentals cohort*



# New Initiatives in Year 3

## Aimed at Increasing ATB 2.0 Enrollment

- \* Expanded definition of ATB 2.0
- \* Sem 1 - encouraged to complete “My Personal Academic Progression Plan”
- \* Sem 1, 2, 3 students meet with university reps at on campus – *ATB 2.0 Exploration Day*

## Aimed at Increasing ATB 3.0 RN to BSN Connection

- \* Sem 4 - on campus *RN to BSN Application Day*
- \* Sem 4 students bring transcripts, meet with university reps, complete RN to BSN application
- \* Goal: ADN grad has provisional acceptance to BSN program to present to prospective employer

# New Initiatives in Year 3

- \* Launching New Dual Admission Option



# Goal #2 Outcomes

*Enrollment Trends*

*Connection to a BSN Program*

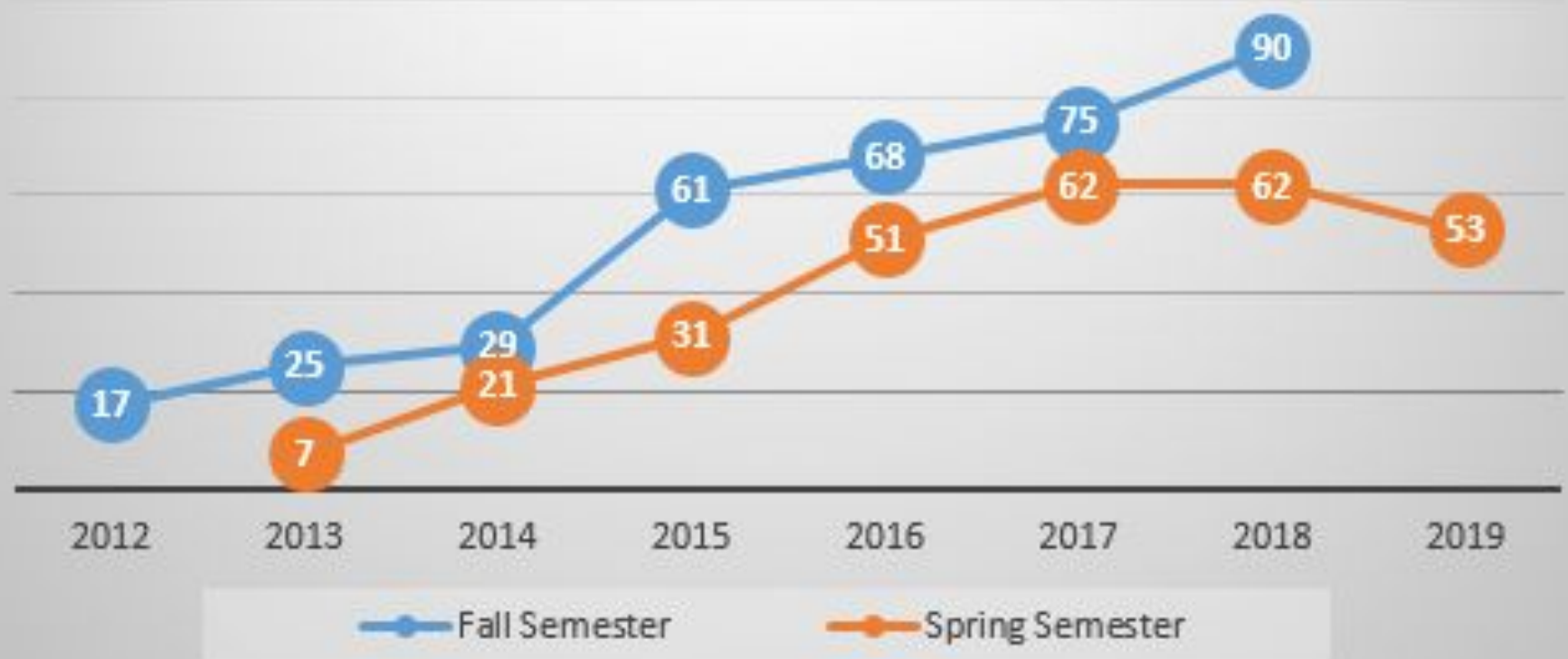
*BSNs Produced to Date*

# Progress Toward ATB 1.0 Goal

(652 total)

## ATB 1.0 Enrollment Growth

(no. of students)

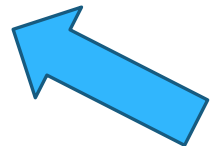


**NOTE:** Two things likely explain drop in Sp 19 enrollment

# Mostly Meeting ATB 1.0 Goal

(50% enter 1<sup>st</sup> semester)

<u>Sem/Yr</u> Entering Cohort	No. Total Incoming Nursing <u>1<sup>st</sup> Sem</u>	No. ATB 1.0 Incoming <u>1<sup>st</sup> Sem</u>	% ATB 1.0 Goal = 50% by 2020
Fa 2015	149	61/149	40.9%
<u>Sp</u> 2016	102	51/102	50%
Fa 2016	149	68/149	45.6%
<u>Sp</u> 2017	113	62/113	54.8%
Fa 2017	157	75/157	47.7%
<u>Sp</u> 2018	106	62/106	58.%
Fa 2018	160	90/160	56.3%
<u>Sp</u> 2019	147 (123)^	53/123	43.1%



# Progress Toward ATB 2.0 Goal

(20% enter 2<sup>nd</sup> year)

<u>Sem/Yr</u> Entering Cohort	<u>Sem/Yr of</u> 2.0 Entry	ATB 2.0 Enrollment #	Per Cent of Entering Cohort
Fa15	Fa16	14	9.4%
<u>Sp 16</u>	Sp17	15	14.7%
Fa16	Fa17	15	10%
Sp17	Sp18	6	5.3%
Fa17	Fa18	19	12.1%
Sp18*	Sp19	20*	18.9%

**NOTE:** For first time in Spring 19 some universities allowed entry after 1<sup>st</sup> semester.



# Progress Toward ATB 3.0 Goal and % of Class Connected to RN to BSN

(10% accepted to BSN program by graduation)

<b>Sem/Yr Entering Cohort</b>	<b>No. Total Incoming Nursing 1<sup>st</sup> Sem</b>	<b>No. ATB 3.0 Accepted to RN-BSN 4<sup>th</sup> Sem</b>	<b>% ATB 3.0 Goal = 10% by 2020</b>	<b>Total % Connected to BSN Pathway Goal = 80% by 2020</b>
<b>Fa 2015</b>	149	10/149	6.7%	57%
<b>Sp 2016</b>	102	6/102	5.9%	70.6%
<b>Fa 2016</b>	149	2/149	1.3%	56.9%
<b>Sp 2017</b>	113	5/113	4.4%	64.6%

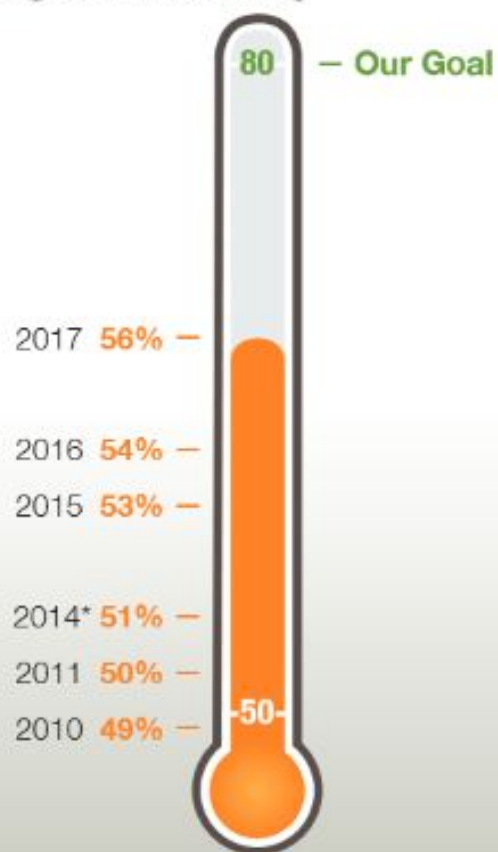


## Indicator 1: Education

IOM Recommendation:

Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020

Percentage of employed nurses with a baccalaureate (or higher) degree in nursing



# 184 ATB BSNs Produced To Date

(by Dec. 2018)

- \* 150 (TU) BSNs produced since first TU pilot group graduated in Dec '14
- \* BSNs from FSU (20), SU (10), NDMU (4) who just recently began to produce grads due to later entry
- \* Numbers expected to snowball with increased students in the ATB pipeline



# Overall ATB Graduation Rate to Date (as of May 2018)

Start Dual Enrollment	N Eligible ATB Students*	N / % CCBC AS ATB Grads	N / % Partner BS ATB Grads	Average Time from AS to BS
ATB 1.0 Fa12 – Fa16	306	242 / 79%	149 / 62%**	6 mos.
ATB 2.0 Fa16	14	14 / 100%	7 / 50%**	1 year

**\* Eligible ATB Students = those who could have progressed to point of BSN**

**\*\* Nos. expected to rise significantly with another semester's data**

Nationally, the timing of academic nursing progression from associate to bachelor degree averages 7.5 years after initial licensure (HRSA, 2010, p. 62).

# ATB: Major Successes & Challenges

## Successes

- \* Created the infrastructure for seamless academic progression
- \* Created a culture of academic progression in the ADN program
- \* Increasing diversity of BSN workforce
- \* Earlier connection with university and earlier completion of BSN

## Challenges

- \* Financial aid procedures for dual enrollment – cumbersome!
- \* Tracking of student progression data with multiple partners
- \* Sustainability post grant funding due to additional resources needed

# ATB Model Conclusions

- \* Proven approach to create a more highly educated, diverse nursing workforce to advance safe, quality health care
- \* Provides clear, transparent, time/cost efficient roadmaps to the BSN
- \* A win-win-win-win-win for
  - \* Students
  - \* Nursing education
  - \* Health care employers
  - \* Health care consumers
  - \* Nursing profession



# Invitation



**ATB** ASSOCIATE TO  
BACHELOR'S OPTION  
A Bachelor's in Nursing made incredibly affordable.

LAUNCH PROGRAM ▾ SUPPORT STUDENTS MANAGE ATB PROGRAM RESOURCES ▾ CONTACT US

## *ATB Coordinators' Summit*

Friday, June 7<sup>th</sup> at CCBC Essex







Karen Wons, MS, RN,  
CNE [kwons@ccbcmd.edu](mailto:kwons@ccbcmd.edu)  
443-840-2820