NSP II 17-102

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

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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
Goal # 1 - Met

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* 2nd year

• ATB 3.0
  • 10% enter* 4th semester

* = of entering Fundamentals cohort

by 2020 ≥ 80% of CCBC’s ADN students connect to BSN program
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 1st semester)

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

^ (123)
### Progress Toward ATB 2.0 Goal
(20% enter 2\textsuperscript{nd} year)

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

**NOTE:** For first time in Spring 19 some universities allowed entry after 1\textsuperscript{st} semester.
## Progress Toward ATB 3.0 Goal and % of Class Connected to RN to BSN

(10% accepted to BSN program by graduation)

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

IOM Recommendation:
Increase the proportion of nurses with a baccalaureate (or higher) degree in nursing

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

2017 56%
2016 54%
2015 53%
2014* 51%
2011 50%
2010 49%

Our Goal

Data Source: American Community Survey, Public Use Microdata Sample (series)
*No change between 2012 and 2014.
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)

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

* 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
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
ATB Coordinators’ Summit
Friday, June 7th at CCBC Essex