



Academic Progression in Nursing in Texas

Texas was one of nine states awarded the *Academic Progression in Nursing I* (APIN) grant from the Robert Wood Johnson Foundation (RWJF) in 2012 – 2014 for strategies to advance the IOM future of nursing recommendation that 80% of nurses be educated at the baccalaureate or higher level by 2020. The complexity of the ever-changing health care environment requires more nurses in practice with advanced credentials and expertise. The main goal of APIN I was to develop a multi-focus statewide model to assist RN-to-BSN programs to expand the number of graduates. In Texas, graduations increased from 1,826 in 2011 to 3,447 in 2013, which was one year into the APIN grant activities. Enrollments almost doubled in the same time period. The percentage of ADN's continuing their nursing education rose almost 5% in two years from 15.7% in 2011 to 20.3% in 2013. The percentage of Texas RNs with a BSN or higher passed the 50% milestone, reaching 53.7% in 2014. In 2013, the percentage of ethnic/gender minorities with a BSN or higher increased to 53.2% from 45% at the beginning of the grant.

The Consortium for Advancing Baccalaureate Nursing Education in Texas (CABNET) is a group of universities and community colleges committed to increasing nursing academic progression through articulation agreements that provide clear pathways for students to achieve a BSN. These CABNET agreements increase transparency while decreasing duplication in the required coursework for Associate Degree RNs who are continuing in an RN-to-BSN program. The CABNET supports a 1 + 2 + 1 pathway to a BSN degree with one year of general education courses and two years for Associate Degree Nursing courses at the community college, and the last year of RN-to-BSN courses at the upper-division university level. Graduates are expected to continue to a RN-to-BSN program upon completion of the associate degree and passage of the licensing exam. Additional strategies will focus on engaging practice partners in academic progression activities including mentoring programs for diverse students and residencies for BSN graduates in rural hospitals.

For APIN II (2014 –16), the grant team joins the Texas Team Action Coalition to:

1. Expand the number of CABNET agreements to facilitate transfer of students from ADN to RN-to-BSN programs.
2. Expand the number of schools participating in the statewide, optional Concept-Based Curriculum to 15.
3. Increase the percentage of registered nurses who are ethnic minorities by 5% over the baseline number reported by the Texas Center for Nursing Workforce Studies in February 2014.
4. Increase support to rural nurses through implementation of a Rural Nurse Residency Program for new graduates.
5. Provide continuing development opportunities to prepare faculty to teach in RN-to-BSN programs that are educating more ADN graduates who have little or no clinical experience.
6. Among practice sites in rural areas, evaluate employer support for RNs advancing their academic progression.
7. Assess the extent to which practice partners across the state believe that students graduating from Texas nursing programs possess the competencies of the “nurse of the future.”

What is Campaign for Action?

The Robert Wood Johnson Foundation, in collaboration with AARP, initiated the Future of Nursing: *Campaign for Action* in late 2010. The initiative builds on *The Future of Nursing: Leading Change, Advancing Health*, a landmark Institute of Medicine (IOM) report that provided a blueprint for transforming the nursing profession to improve health care and meet the needs of diverse populations.

The *Campaign for Action* envisions a nation in which every person has access to high-quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success.

For more information:

Campaign for Action

www.campaignforaction.org

Texas Team

txactioncoalition.org

www.facebook.com/txteamnursing

Texas Academic Progression in Nursing

www.texasapin.org

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