



**TRI-COUNTY NURSING PATHWAY**  
QUALITY, AFFORDABLE AND ACCESSIBLE EDUCATION

# Tri-County Nursing Pathway: Transforming Nursing Education in California

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1



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## Objectives

- Review the driving forces for change behind the establishment of the Tri-County Pathway Nursing Guided Pathway
- Discuss the RCC-CSU Concurrent Enrollment Program (CEP) model
- Describe identified challenges in planning, development and implementation of the model
- Identify resources to help other institutions establish CEPs

2



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## National Benchmarks

- IOM Goal: 80% BSN by 2020
- National Education Progression Nursing Collaborative (NEPIN)  
Goal: 1 million incumbent and 90% of new ADNs graduate to the BSN or higher by 2025
- American Association of Colleges of Nursing (AACN): Supports and calls for a seamless transition to baccalaureate and master's degree (2018)

3



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## Driving Forces for Change

### California Status

- Number of RN-to-BSN programs has increased by only 19% over the last 10 years
- 44% of RN-to-BSN programs reported declining enrollments in 2016-2017
- 65% of pre-licensure programs are ADN
- 53% of RN graduates are from ADN programs

4

BRN Annual School Report, 2016-2017





## Driving Forces for Change

### BSN Forecast 2018-Spetz, 2018

- Currently 54.4% of RNs have a BSN
- By 2020 59.8% of RNs projected to be BSN prepared
- By 2025 only 66% of RNs will have their BSN
- Average completion time from ADN to BSN is over 8 years



5



## Driving Forces for Change

### Bridging the Gaps in Pre-licensure Nursing Education

- Improve and standardize pre-licensure nursing curricula
- Support and streamline the academic progression of nurses seeking higher levels of education



Regional Nursing Summits Final Report-Jan. 2019

6



## Common RN-BSN Articulation Model

### Non-CEP

- Two distinct and unrelated programs “articulate” with each other
- Little to no collaboration on curriculum
- Awarding of credit for prior education/NCLEX-RN is determined by the university and is variable
- ADN programs have multiple RN-to-BSN agreements

7



## Historical Barriers to Non-CEP RN-BSN Model

- Many CCC graduates are financially challenged and need to work
- Many CCC graduates lack necessary coursework to enter CSU BSN programs (e.g., college chemistry & statistics)
- Most CCC nursing programs are not nationally accredited
- Redundancy in university nursing content (if applicable) increases completion time and costs
- Insufficient quantity of quality, accessible, public RN-BSN programs
- Excessive ADN units limit available financial aid for BSN

8



## Concurrent Enrollment Model Concepts

- Pre-nursing students take courses to meet both programs' GE and prerequisite requirements
- Two independent program types run simultaneously and in alignment with each other
- Students are concurrently admitted to both programs and take courses for both institutions onsite at community college or online
- Streamlined ADN to BSN curricula allow completion in 120 units
- Financial aid during the CEP managed through the university

9



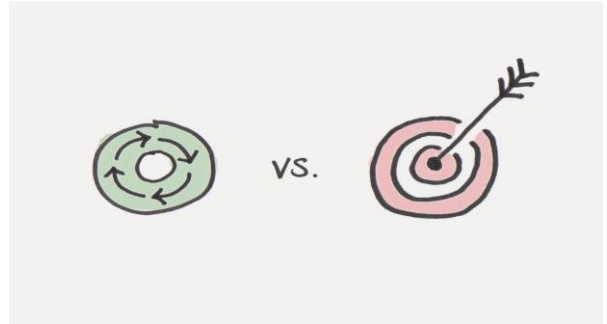
## Collaborative Design Process

- Initial meeting involved administrators from all institutions at the highest levels to ensure institutional support; a legislator for the region was also present for legislative support
- Ongoing team of 10 included faculty and administrators from RCC, CSUF, CSUSB and CCC/CSU Chancellor Offices
- Specialists consulted to address challenges such as financial aid, admissions, and memorandum of understanding (MOU)

10



## Project Goals



- Develop ADN-to-BSN 120-unit pathway
  - 70 units RCC ADN + 20 units NCLEX- RN credit + 30 units CSU BSN
- Revise CSU RN to BSN curriculum to offer 30-semester units in 5 semesters
  - CEP students complete CSU coursework during four semesters at RCC
  - Graduate from RCC ADN program and pass NCLEX-RN
  - Graduate from CSU with BSN within 6 months

11



## Project Goals



- Starting in in Fall 2019, admit 30-40 students concurrently in this pathway
  - Fall, 2019- First cohort of RCC-CSUF
  - Spring, 2020 -Second cohort of RCC-CSUSB
- Expand model throughout California
- Increase BSN-prepared nurses to meet IOM goal and California workforce needs

12



## Timeline

- 2016: Workgroup established
- 2017-2018: Curricula revisions and alignment occurred; Board of Nursing and nursing accrediting agency approvals; discussions with admissions, enrollment and financial aid stakeholders from all institutions
- 2018-2019: Admissions, enrollment, and transcript evaluations between institutions
- 2019: Admitted first RCC-CSU CEP class

13



## Finalized Curricula

### Pre-Nursing Guided Pathway

- Designed to fulfill all RCC and CSU GE and prerequisite requirements, with some double-counting of courses as allowed
- Chemistry and Statistics now required for all RCC ADN cohorts
- Biology 1 now incorporated as part of the CEP pathway
- Total of 56 units (39 LDGE + 17 preadmission units)

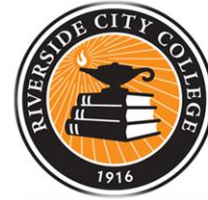


14

RCC-CSU Pre-Nursing Pathway			
	Course	Course Name	Units
<b>Intersession</b>	BIO-1	General Biology (B.2)	4
		<b>Total Units</b>	<b>4</b>
<b>First Semester</b>	HUM-10 or PHI-10	World Religions or Introduction to Philosophy (C.2)	3
	ENG-1A	English Composition (A.2)	4
	BIO-50A	Anatomy and Physiology I (B.2)	4
		<b>Total Units</b>	<b>11</b>
<b>Second Semester</b>	BIO-50B	Anatomy and Physiology II (B.2)	4
	ENG-1B or PHI-11	Critical Thinking and Writing or Critical Thinking (A.3)	4
	MAT-12	Statistics (B.4)	4
		<b>Total Units</b>	<b>12</b>
<b>Intersession</b>	Psy-9	Developmental Psychology (D.1)	3
		<b>Total Units</b>	<b>3</b>
<b>Third Semester</b>	CHE-2A	Introduction to Chemistry (B.1)	4
	COM-1 or COM-9	Public Speaking or Interpersonal Communications (A.1)	3
	POL-1	American Politics (D.2)	3
	ART-6 or DAN-6	Art Appreciation or Dance Appreciation (C.1)	3
		<b>Total Units</b>	<b>13</b>
<b>Fourth</b>	HIS-6 or HIS-7	Political and Social History of the United States (D.2)	3
	BIO-55	Microbiology (B.2)	4
	SOC-1 or ANT-2	Introduction to Sociology or Cultural Anthropology (D)	3
	MUS-19 or THE-3	Music Appreciation or Introduction to the Theater (C.1)	3
		<b>Total Units</b>	<b>13</b>
<b>Total Pre-Nursing GE</b>		<b>Total Units</b>	<b>56</b>

15

## RCC Pre-Nursing Pathway



## Finalized Curriculum

### RCC ADN Curriculum

- Five required courses:
  - Four 9-unit semester courses
  - Plus, a 3-unit intersession course that double counts towards the LDGE, area E
- Total theory units = 21
- Total clinical units = 18
- Total nursing units = 39 (including the 3-unit area E course)



16





# Finalized Curriculum

## CSUF CEP Curriculum

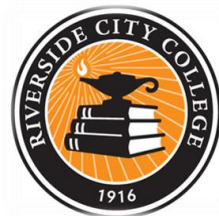
- Curriculum reviewed to assure all AACN Bachelor’s Nursing Essentials met
- Complementary CSU and RCC course offerings to assure integration of content
- Students take 9 units of RCC nursing coursework concurrently with 3 units of CSU coursework in each semester
- Strengthened upper-division General Education content of selected nursing course(s) to allow graduation within 120 units

17

	Course	Course Name	Units
<b>First Semester-FALL</b>			
RCC	NRN 11/11A	Foundations of Nursing	9
CSUF	NURS 340/340L	Health Assessment	3
			<b>Total Units</b>
			<b>12</b>
<b>Interession</b>			
RCC	NRN 14	Health Promotion and Wellness Across the Lifespan	3
			<b>Total Units</b>
			<b>3</b>
<b>Second Semester-SPRING</b>			
RCC	NRN 12/12A	Maternal Child/Chronic Care	9
CSUF	NURS 310	EBP Research	3
			<b>Total Units</b>
			<b>12</b>
<b>Third Semester-FALL</b>			
RCC	NRN 21/21A	Acute and Chronic Illness/Mental Health	9
CSUF	NURS 345	Pathophysiology	3
			<b>Total Units</b>
			<b>12</b>
<b>Fourth Semester-SPRING</b>			
RCC	NRN 22/22A	Integrated Nursing Care Across the Lifespan	9
CSUF	UDGE C-2	UDGE that meets C that also meets Z	3
			<b>Total Units</b>
			<b>12</b>
<b>Graduate from RCC and pass NCLEX-RN</b>			
<b>Summer</b>			
*CSUF option, may take in the fall	NURS 305	Professional Nursing	3
			<b>Total Units</b>
			<b>3</b>
<b>Fifth Semester-FALL</b>			
CSUF	NURS 402/402L	Population Health	3/2
CSUF	NURS 410/410L	Leadership	3/1
CSUF	NURS 470	Art & Science	3
CSUF	Bio 305-UDGE	Genetics	3
			<b>Total Units</b>
			<b>12</b>
<b>Graduate from CSUF with BSN</b>			
<b>Total RCC Units: 70</b>			
<b>Total CSUF Units: 30 (24 NURSING UNITS + 6 GE = 30)</b>			
<b>Total NCLEX: 20</b>			
<b>TOTALS: 120</b>			

18

## RCC-CSUF CEP





## Estimated Tuition/Fees



- **RCC: \$4,370**
  - If student is eligible for the Promise waiver, tuition costs would be \$0
  - 68% of RCC students are eligible for the Promise waiver
- **CSU: \$14,652**
  - If financial aid eligible within the unit limits
- **TOTAL COST of CEP BSN: \$14,652-\$21,263**

19



## CEP Today...



### Recruitment of CEP Cohort

- CEP option information added to Pre-Nursing Information Workshops held twice monthly
- Application changed to allow for students to select more than one RN cohort option-Traditional or ADN/BSN CEP
- Nursing Counselor and Enrollment Specialist identified option to eligible students

20



## CEP Today...

### Recruitment of CEP



- Application period moved up one month and extended for 2 weeks to better accommodate CSU schedule
- Text advising all pre-nursing students of new option and application dates sent out from Admissions

21



## CEP Today...

### Cohort Selection



- 177 qualified applicants
- 40 applicants selected + 20% as alternates
- GPA differences-2.5 vs. 2.75 between RCC/CSU and CSU/CSU caused confusion
- GE certification occurred at RCC and verified at CSU
- Cohort movement occurred
- Ranked via multi-criteria point-differences between cohorts

22



## Comparison of Cohort Descriptors and Demographics

	Concurrent Enrollment Students	Traditional Students	Demographics Reported in %	Concurrent Enrollment Students	Traditional Students
# of Applicants	177	455	Asian	15	12.5
Point Range	63-86	66-85	African American	7.5	2.5
Prior Bachelor's Degree	32.5%	17.5%	Filipino	2.5	10
Male	52.5%	27.5%	Hispanic	45	42.5
Average Age	20-39	18-60	Native American	2.5	0
Students Receiving Financial Aid	33/40 received (83%) 18-loan only	N/A	Other	2.5	0
			Pacific Islander	2.5	0
			Caucasian	22.5	32.5



## Lessons Learned



**Issue #1**-Application/enrollment dates for RCC and CSU did not correlate

- **Solution**-RCC moved up application period twice (will be 2 months later for spring) and cohort selection date; CSU used flexible admission periods to accommodate student movement

**Issue #2**-Confusion re: CSU GE Certification (56 units, 2<sup>nd</sup> Bac)

- **Solution**-Education of RCC and CSU admission and records personnel from CSU CO. Use of EO 1084 for 2<sup>nd</sup> bacs



## Lessons Learned

### Issue #3-Financial aid

- **Solution**-All students need to complete a FAFSA and direct funds to CSU

### Issue #4-2<sup>nd</sup> bacs pay graduate level rates

- **Solution**-Students need to be informed upfront

### Issue #5-GPA differences between institutions

- **Solution**-Consider increasing required RCC GPA to 2.75



25



## Lessons Learned

### Issue #6-Differences in course-related dates between systems

- **Solutions**-Flexibility from everyone; development of a master calendar ; identify point person at each institution

### Issue #7-Faculty and Space

- **Solution**-Share CC and CSU faculty if available and qualified; face-to-face on CC campus or distance ed offerings



26



## Resources Available

### Nursing Education Investment Fund Grant

- Creation of a central resource website
- Access to individuals with expertise in developing CEP programs
- Individualized support for curriculum development and revision
- Information and document sharing- [CEP Information Sheet](#)
- PD: Tammy Vant Hul-Austin [tammy.vanthul@rcc.edu](mailto:tammy.vanthul@rcc.edu)

27



## Imagine the Impact...

What if every ADN program in CA had 50% of their students concurrently enrolled in a BSN program?

- The number of BSN graduates would increase by 2,704 in one year, a total increase of 175%!
- In 5 years, there would be 13,520 more BSN graduates!
- Expand to other ADN-BSN collaboratives beyond the pilot
- Other interested programs could follow the model

28



## Challenge!!

- Why shouldn't this model be implemented throughout California?
- Why shouldn't all of our community college nursing students have access to quality, affordable BSN education?
- Why not your college's nursing program?

29



## Questions?

- Contact Information
  - Sandy Baker: [sandy.baker@rcc.edu](mailto:sandy.baker@rcc.edu)
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30

