Diploma and AD Nurses: Perceived Barriers to Returning to School

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Background

• Robert Wood Johnson & Institute of Medicine Report
  – 80 % bedside nurses BSN prepared by 2020
  – Evidence based

• Magnet Requirements
# Pinnacle Health Hospitals

## 2010 Staff Mix (who provide direct patient care)
- Diploma: 13.4%
- AD: 50.5%
- BSN: 35.1%
- MSN: 1%

## 2013 Staff Mix (who provide direct patient care)
- Diploma
- AD
- BSN
Pinnacle Health Hospitals

2010 Staff Mix (who serve in leadership roles)

- Diploma
- AD
- BSN
- MSN

2013 Staff Mix (who serve in leadership roles)

- Diploma
- AD
- BSN
Challenges

• What did our staff see as reasons behind why they couldn’t go back to school?
Balancing Act
Research Question

What are the perceived barriers for Diploma and Associate Degree RNs to returning to school to for the BSN degree?
Design

- Descriptive Survey

Tool

- Deterrants to Participants Scale (DPS) by Scanlan (1982)
  - Originally 60 questions with reliability=0.94
  - Shortened 40 questions with reliability=0.91
Sample

• All 1235 nurses (full time, part time, and per diem) working in an urban health system comprised of 2 acute care hospitals and physician practices.

• 380 nurses completed survey with a return rate of 30.8%.
Male vs. Female

Sex:

95.2%

4.8%
Ethnic Backgrounds

- Caucasian: 94.7%
- African American: 2.0%
- Hispanic: 1.5%
- Asian: 1.5%
- Native American: 0.2%
- Other (please specify): 1.5%
Highest Level of Education

Highest level of Nursing Education (**Accelerated option means you had a degree in another field before entering a nursing program)

- Diploma: 31.1%
- Associate's Degree: 7.7%
- BSN: 14.9%
- BSN Accelerated Option: 3.7%
- MSN: 6.8%
- MSN Accelerated Option: 14.9%
- Other (please specify): 35.9%
Length of time since graduation AD & Diploma

How long has it been since you graduated from your first nursing program:
Length of time since graduation
AD RNS

How long has it been since you graduated from your first nursing program:
Length of time since graduation
Diploma Only

How long has it been since you graduated from your first nursing program:
Currently Attending School – AD and Diploma

84.3%  

15.7%
Top Barriers: Diploma & AD RNs
 (% of Respondents agreeing with statement)

- Few incentives
- No monetary benefit
- Other commitments
- Infringes on family time
- Other priorities

Legend:
- AD (n = 123)
- Diploma (n=59)
Factors that are not seen as barriers to returning for BSN for AD and Diploma RNs

(% of Respondents disagreeing with the statement)
Additional factors not seen as strong influencers on return to school decision (% of Respondents disagreeing with the statement)

- Programs are poor quality
- Locations of program inconvenient
- Loss of income with attendance
- Indirect costs of attendance
- Can't afford
- Lack of employer assistance
Discussion

• When you look at the overall consensus, the answers are time and money.

• They are confident, they are active in professional development, and they are disciplined, they just need the time and the incentive.
Discussion cont’d.

• As educators, it is questioned...are they capable????

• YES THEY ARE!!!!
Recommendations

• What are we going to do about it?
• What are we going to do with what we have?
What did Pinnacle do?

• Tuition Reimbursement Increased
  – If they are in an accelerated program, can get all tuition reimbursement throughout instead of by fiscal year.

• Separate Job Code for Nurses with BSN

• Affiliations with Colleges

• Promotions beyond staff nurses requiring BSN, managers requiring MSN.
Pinnacle Also Offers

- Research fellowships
- Nurse managers actively works with staff on scheduling (self schedules)
- Magnet organization
- Intranet (post questions and where to find help for similar classes)
- Professional Development Council-Nursing Strategic Plan
The Perfect World

• Many options available for time problems
  – Accelerated/evening/weekend programs
• Completely online (can be a barrier)
• Daycare on site during all classes
• Offer classes on site at hospital
What are you doing?
Thank you & Questions

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References

