

Breaking Down Barriers: Your Road to the BSN

Tiffany Boyd MSN, RN-BC, CSN
Student Placement Coordinator, PinnacleHealth System
Rhonda Maneval D.Ed., RN
Associate Professor, Michigan State University

Background

The IOM Future of Nursing Report recommends that 80% of RNs hold a minimum of a BSN degree by 2020. (1) Nursing Leadership at our institution set a goal to achieve 80% BSN staff compliment by 2020. This descriptive study was done in support of this objective in order to better understand RNs perceptions related to the return to school and barriers that may impede their return.. Using a facility-wide survey nurses were asked about both their motivations and perceived barriers. to obtaining the BSN degrees

Research Question

What are the perceived barriers to AD and Diploma nurses’ returning to school to achieve a BSN degree?

Method

Using the Deterrents to Participants Scale by Scanlan (2), a total of 380 nurses at two acute care hospitals completed the survey (31%) of 40 questions (r=.91). The survey asked participants to score the barriers using a Likert scale.. The survey questions were grouped into the following Factors/Barriers:

- Disengagement
- Lack of Quality
- Family Constraints
- Cost
- Lack of Benefit
- Work Constraints

Table 1
Top Barriers: Diploma & AD RNs (% of Respondents agreeing with statement)

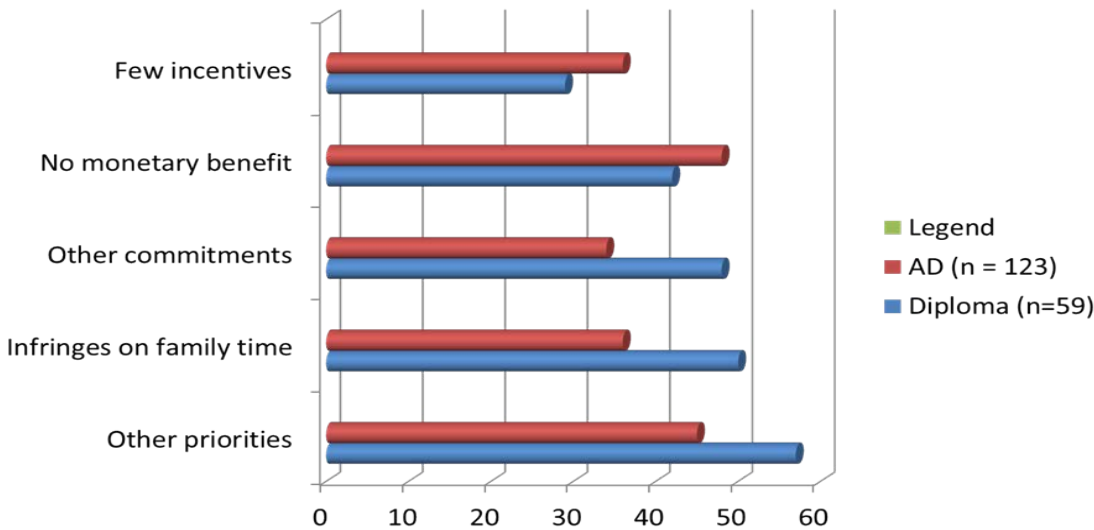
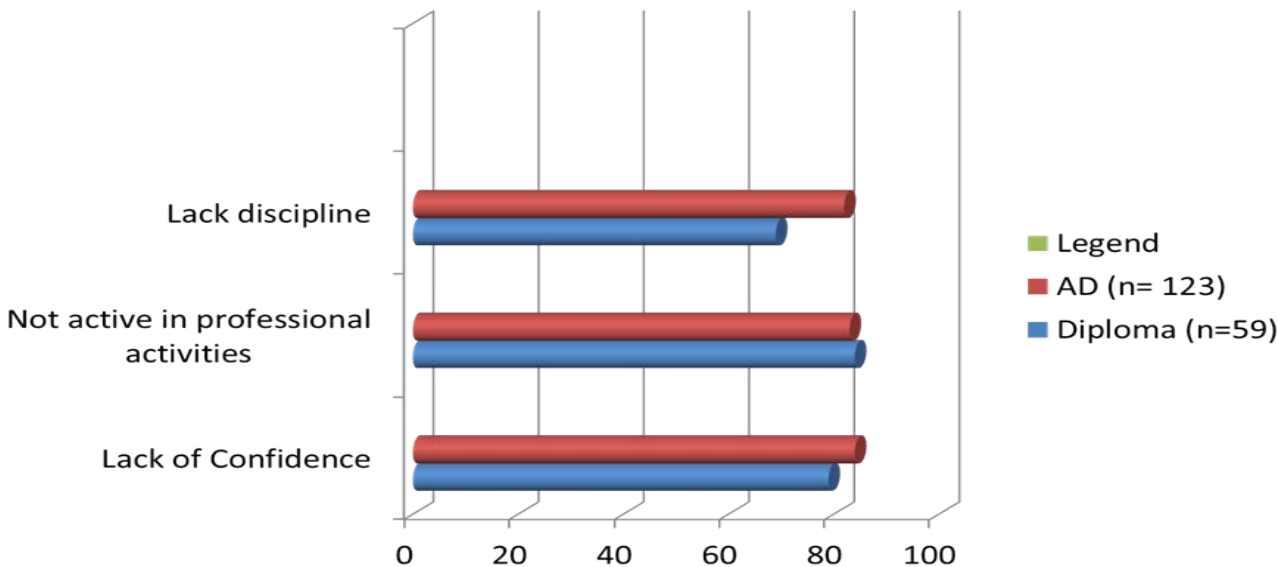


Table 2
Factors that are not seen as barriers to returning for BSN for AD and Diploma RNs (% of Respondents disagreeing with the statement)



Study Follow-Up

	Level of Nurse Education		
	2010	2015	% Change
Diploma	13.4%	5.5%	- 7.9%
AD	50.5%	35.3%	- 15.2%
BSN	35.1%	57.5%	+ 22.4%

Conclusions

Survey results suggest that AD and Diploma nurses perceive themselves very positively in terms of confidence in their ability to return to school, however, the major barriers impacting their educational advancement center on perceived lack of time and lack of monetary and career advancement incentives. Comments provided by participants further suggest that time taken away from family and money were important barriers.

Strategies to address barriers include: Increased pay for BSN degree nurses; increased tuition reimbursement that includes lump sum payouts; flexible scheduling; and collaboration with BSN programs offering a variety of delivery options.

Limitations

The response rate of 31% may indicate that nurses who chose to respond were those who had concerns about returning to school.

Since the survey was done in one institution and there was no randomization the results are not generalizable.

Contact Information/References

Tiffany M. Boyd MSN, RN-BC, CSN
Office:717-221-6214 tboyd@pinnaclehealth.org
Rhonda E. Maneval D.Ed., RN
517-355-0328 (office) Rhonda.maneval@hc.msu.edu
1. Institute of Medicine (2010). Future of Nursing Report: Leading Change, Advancing Health. National Academy of Sciences. Retrieved from: http://books.nap.edu/openbook.php?record_id=12956&page=R1
2. Scanlan, C. L. (1982). Factors deterring allied health professionals from participation in continuing education. (Unpublished doctoral dissertation). Rutgers University.