

SE7 – COMMITMENT TO PROFESSIONAL DEVELOPMENT

Provide a narrative description of the organization's action plan for obtaining a baccalaureate or higher degree in nursing. The narrative must include the following:

- *State the targeted goal.*
- *How the target was established.*
- *What strategies were utilized to achieve or maintain the target ($\geq 80\%$).*
- *How the nurses are supported to achieve or maintain a baccalaureate or higher degree in nursing.*

Only a narrative description is required.

The NewYork-Presbyterian (NYP) Department of Nursing vision statement is to be the world leader in nursing. To achieve this goal, NYP developed strategic initiatives that focus on the professional growth and development of registered nurses (RNs) throughout NYP, including NewYork-Presbyterian/Columbia University Irving Medical Center (NYP/Columbia). Paramount among these initiatives were strategies to ensure advancement of formal education for RNs.

State the Targeted Goal

NYP/Columbia to maintain a baccalaureate or higher degree in nursing rate at or above 80 percent for 2022-2023

How the Target Goal Was Established

Bernadette Khan, DNP, RN, NEA-BC, Group Vice President and Chief Nursing Officer, NYP/Columbia Division, partnered with nurse leaders to establish goals to maintain the percentage of nurses with a bachelor of science in nursing (BSN) or higher degree. The Nurse Executive Council provided the forum for Dr. Khan to meet with the directors of nursing and make decisions to guide professional nursing practice. In February 2022, Nurse Executive Council attendees included the following nurse leaders: Dr. Khan; Jeffrey Hammond, MS, BSN, RN, NEA-BC, Director of Nursing, Operations and Specialties; Lucille Austria, DNP, MBA, RN, OCN, Director of Nursing, Oncology, Medicine, and Neurosciences; Donna Tinling-Solages, MPA, RN, CCM, Director of Care Coordination/Social Work; Vincent Silvestri, MSN, RN, CPHQ, Director of Nursing Quality (at the time); Vepuka Kauari, DNP, RN, CEN, Director of Nursing, Emergency

Department; Kerri Hensler, DNP, MPA, RN, NEA-BC, CNOR, Director of Nursing, Perioperative Services; Catherine Halliday, MSN, RN, NEA-BC, Director of Nursing, Cardiovascular Services; and, Nicole Hartman, DNP, MBA, RN, NEA-BC, Magnet Program Director (at the time). The team discussed the RN BSN rate and noted the NYP/Columbia 2021 BSN rate was 96 percent and decided to reestablish a BSN or higher degree maintenance goal at or above 80 percent for 2022-2023.

What Strategies Were Utilized to Maintain the Target

The Nurse Executive Council developed an action plan to maintain the BSN or higher degree rate at or greater than 80 percent. The strategies identified in the action plan included:

- Continue to hire only BSN prepared RNs
- Encourage RNs to use New York State Nurses Association (NYSNA) tuition reimbursement and plan to increase tuition reimbursement in the next NYSNA contract
- Promote NYP affiliated schools for RNs to obtain advanced degrees as some offer tuition discounts

The maintenance goal for the BSN or higher degree rate was incorporated into the 2022-2023 NYP Nursing Strategic Plan, which guided the action plans for nursing at NYP/Columbia in the Professional Development and Education area of focus.

How the Nurses are Supported to Maintain a Baccalaureate or Higher Degree in Nursing

NYP/Columbia supports nurses to obtain a BSN or higher nursing degree through the following ways:

- Tuition Reimbursement and Prepayment Option: In 2021, tuition reimbursement for NYP/Columbia nurses increased to \$18,000 per year.
- NYP, inclusive of NYP/Columbia, has maintained affiliation contracts with almost 50 nursing schools for nurses to choose from for their academic affiliations and projects.
- Through their partnerships, schools such as Case Western Reserve University offer NYP RNs, including NYP/Columbia RNs, a 20 percent discount on tuition or a scholarship to cover one course each semester for Cohort Coordinators.
- NYP RNs, including NYP/Columbia RNs, who are doctoral/graduate students are supported with appropriate practicum placement and a nurse mentor to assist

students with navigating the hospital specific requirements for quality improvement projects and/or research studies.