

A Transformative Change in Higher Education



Current Educational Innovations

- Student success
- Performance funding
- Online delivery of courses
- Competency-based education
- Applied Baccalaureate Degrees

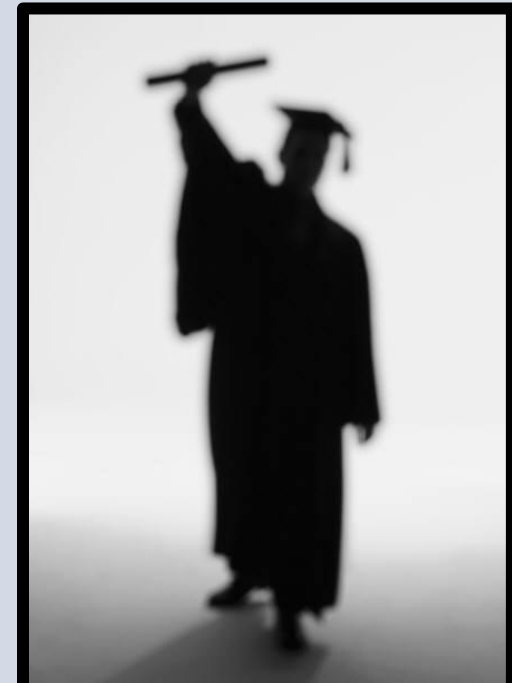
The Applied Baccalaureate Degree Initiative

- 22 states currently approve baccalaureate degrees at community colleges. (*Inside Higher Education*, 2013).
- Applied Baccalaureate Degrees at community colleges are based on employer needs.
- Community colleges offer baccalaureate degrees in nursing, technology, paralegal, interpreter education, fire science, and digital media, etc.
- Based on national trends and NC hospitals, a Bachelor of Science in Nursing is a compelling need.



What the Applied Baccalaureate Degree Could Do for North Carolina

- Improve affordability and accessibility for all students
- Save taxpayers money
- Meet evolving employer needs
- Close the skills gap
- Enhance economic development



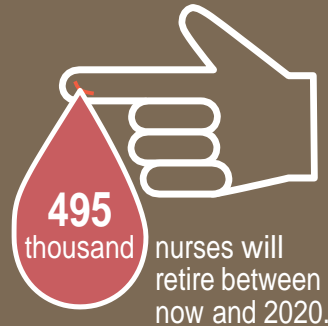
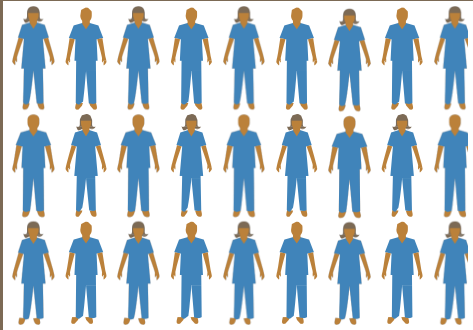
Financial Benefits for Students and North Carolina

Offering the final two years of an applied baccalaureate degree at a community college could save-

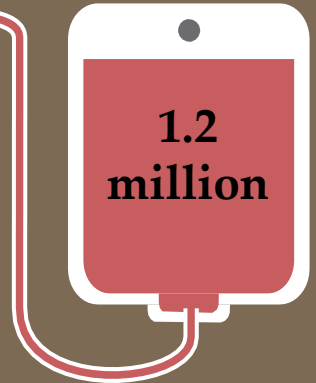
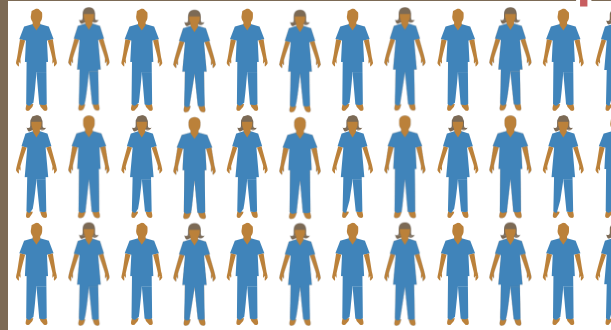
1. Students at least \$3,000
2. North Carolina at least \$20,000
per student. ~

The nation needs a larger, more diverse, and more highly educated nursing workforce in the coming years.

There are **2.74** million nurses now, but



Needing **3.45** million nurses in 2020...



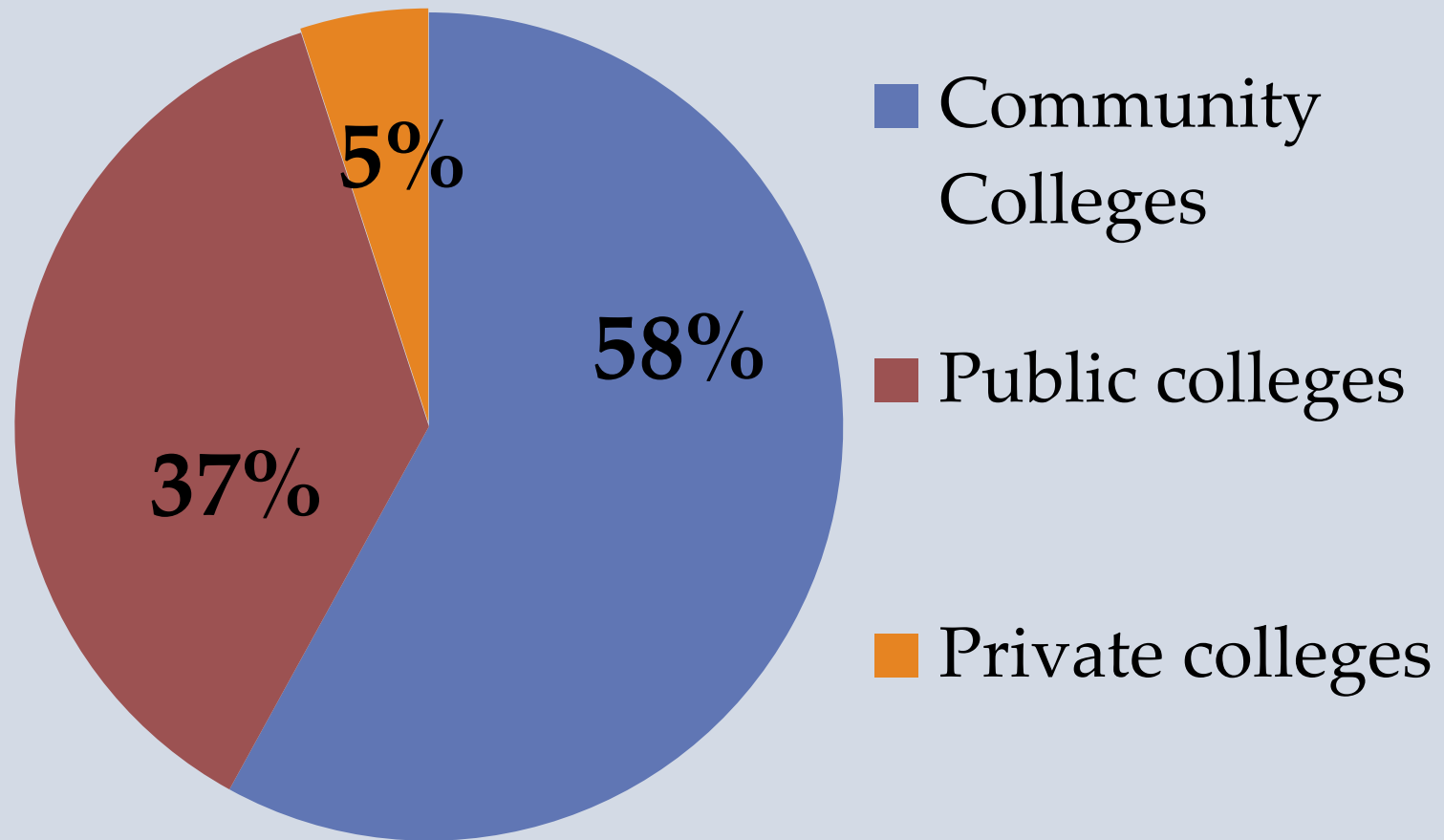
SOURCE: Bureau of Labor Statistics' Employment Projections 2010-2020.

North Carolina has a pressing need: BSNs

The Baccalaureate Nursing Degree

- Community colleges are critical in training the 1.2 million new nurses needed by 2020 (American Association of Colleges of Nursing, 2013).
- The Institute of Medicine aims to increase the number of nurses with a bachelor's degree or higher from a current 39% to 80% by 2020.
- Community colleges provide opportunities for a diverse workforce (Robert Wood Johnson Foundation, April 2014).
- North Carolina hospitals are increasingly requiring the BSN credential for practice in rural and urban areas.

Nursing Degrees in North Carolina



Source: [NC Board of Nursing, Dec. 31, 2013](#)

North Carolina Needs to Consider BSN Degrees at Community Colleges

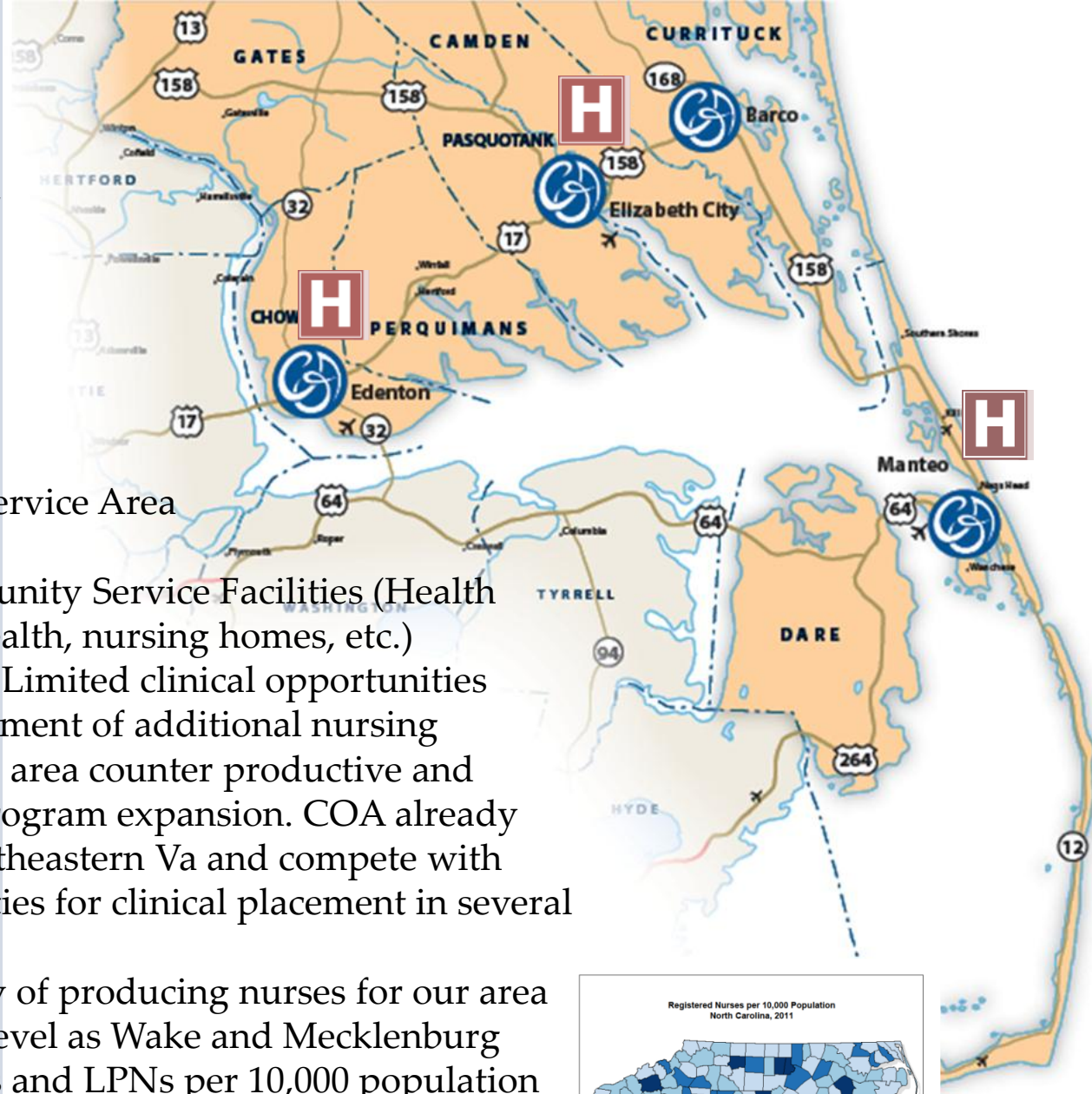
Community Colleges

- are cost effective and accessible
- provide greater opportunities to low income and underrepresented students
- offer nursing programs in 55 locations
- can teach the upper-level educational requirements for the BSN, if approved to do so
- produce ADN Nursing graduates who pass the same national licensing exam as BSN graduates ~

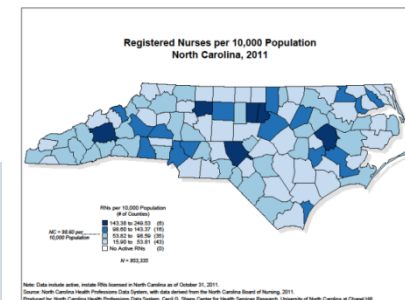
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NURSING IN RURAL NENC SERVICE AREA

- Seven County Service Area
- 3 Hospitals
- Multiple Community Service Facilities (Health Dept., Home Health, nursing homes, etc.)
- Small facilities - Limited clinical opportunities making development of additional nursing programs in our area counter productive and limiting COA program expansion. COA already has to go to Southeastern Va and compete with numerous facilities for clinical placement in several areas.
- Excellent history of producing nurses for our area – same or near level as Wake and Mecklenburg Counties in RNs and LPNs per 10,000 population in our hospital based counties.



Opportunity
Changes
Everything.



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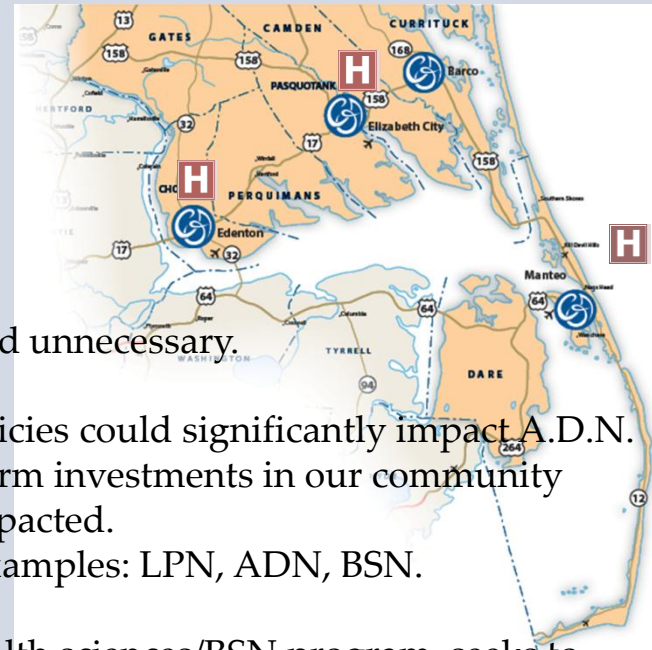
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Opportunity
Changes
Everything.



- **COA has been the leader and major provider of nursing and health education in our area for over 50 years.**
- Service area's deficit is in BSN and MSN prepared nurses, not RN's. New nursing programs expensive and unnecessary.
- Changes in BSN required hiring and clinical access policies could significantly impact A.D.N. programs. We are one hiring policy away from long term investments in our community college A.D.N. nursing program being significantly impacted. Shifting employment requirements are the concern: Examples: LPN, ADN, BSN.
- New community partner, with their own college of health sciences/BSN program, seeks to significantly up the BSN ratio at our main hospital to 80/20 by 2020. We want to help and collaborate our partnerships, not hinder their workforce needs.
- Attempts have been made by the college to partner: RIBN, regional university RN to BSN Programs, STEP Center, public/ private/proprietary school articulations.
- The tie between the local community college and their A.D.N./RN graduate is significant and an advantage for moving the workforce forward to BSN.
- Points to Consider/Study: Improved access and diversity, student affordability; reduced taxpayer/employer tuition reimbursement costs; utilization of existing expertise, faculty, and infra-structure; avoiding pre-requisite creep and fatigue for our A.D.N. graduates....
- **And meeting our historic mission to fulfill local community nursing workforce needs.**



Next Step to Consider

Authorize a legislative study that includes all North Carolina stakeholders to investigate the efficacy and benefits of the Applied Baccalaureate Degree.

The purpose of this study will be to:

1. identify the current needs and
2. create innovative solutions to meet those needs.

The Bottom Line

Change drives controversy.

But, at the end of the discussion and study regarding this innovative educational concept...

**Is it in the best interests of students,
employers, taxpayers,
and North Carolina?**