NEW YORK’S BS IN 10 LAW: IMPLICATIONS FOR THE PROFESSION AND THE PUBLIC’S HEALTH?

National Forum of State Nursing Workforce Centers

June 7, 2018

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SESSION OBJECTIVES

As a result of this presentation, attendees will be able to:

- Describe the history of the BS in 10 law and its purpose
- Identify three benefits of advocacy
- Describe the downstream effects of the law
- Identify actions to facilitate advancement of RN education
NURSING EDUCATION (BS IN 10) LAW: ITS ESSENCE

Will require future graduates* of AD and Diploma programs to obtain a BS degree in Nursing ten years after initial licensure

* Unless previously grandfathered
THE BASIS FOR THE LAW

- Evidence
- Better patient care
AS NURSE EDUCATION INCREASES, PATIENT MORTALITY DECREASES

Aiken, 2003, JAMA

232,342 patients from 168 PA non-federal adult general hospitals

Education: Percentage of hospital nurses with BS degrees
MANY STUDY REPLICATIONS

- Additional Outcomes Improved:
  - Mortality
  - CHF Readmissions
  - LOS
  - Pressure Ulcers
  - Failure to Rescue
A BS PREPARES RNs FOR A CHANGING HEALTH CARE ENVIRONMENT

• Technology Advances

• Shift from acute care to building healthy communities

• New roles emerging – new skills needed

• RN’s must be more academically prepared wherever care is delivered

• IOM Report declared 80/20 goal; Magnet adopted
BACCALAUREATE GRADUATES: MORE LIKELY TO OBTAIN HIGHER DEGREES

Adapted from: Aiken, Cheung, Olds. 2009. Health Affairs 28(4)

**Important why?**
Feed the pipeline: Faculty, APRN’s, Administrators to advance the profession
US LAGS BEHIND OTHER NATIONS

Canada: New RNs must be BS prepared

European Union: BS required

Philippines: BSN Required Since 1988

Thailand: BS required

Turkey: BSN required since 1997

Australia: BSN Required Since 1992
COMPARISON
ENTRY-LEVEL EDUCATION REQUIREMENTS FOR LICENSED HEALTHCARE PROFESSIONALS

- RN
  - Diploma/Associate
- Athletic Training
- BS
- Master’s
  - Midwifery
  - Nurse Practitioner
  - Occupational Therapy
  - Speech Lang. Path.
  - Audiology
  - Lic. Masters Soc. W.
  - Lic. Mental Health Counselor
- Doctorate
  - Physical Therapist
  - Medicine
  - Dentistry
  - Podiatry
  - Psychology
  - Pharmacy
TRENDS IN NEW YORK STATE RN GRADUATES

2004 - 2017

Data source: Center for Health Workforce Studies, School of Public Health, University at Albany
NEW YORK’S BS IN 10 JOURNEY
THE BS IN 10 BILL’S JOURNEY
WATERSHED MOMENTS

- Hiring a Professional Lobbyist
- The Healthcare Association of New York State (HANYS) Signing on in Support
- New Senate Sponsor – both Sponsors were Majority Leaders
- Agreeing to Compromise – for the greater good
### BS IN 10 BILL TO LAW
**BEFORE & AFTER – IN CHAMBERS**

<table>
<thead>
<tr>
<th>Original Bill</th>
<th>Existing Law – With Amendments</th>
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<tbody>
<tr>
<td>One year extension for extenuating circumstances</td>
<td>Extension for up to two years</td>
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<td>Legislative/gubernatorial appointed commission will examine barriers to students attempting to enter and / or complete BS in Nursing programs Findings due in 18 months - <strong>June 2019</strong></td>
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Cowardice asks the question - is it safe?  
Expediency asks the question - is it politic?  
Vanity asks the question - is it popular?  
But conscience asks the question - is it right?
And there comes a time when one must take a position that is neither safe, nor politic, nor popular; but one must take it because it is right.

Dr. Martin Luther King, Jr.
### BS IN 10 BILL TO LAW
### BEFORE & AFTER – GOVERNOR’S DESK

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<td>One year extension for extenuating circumstances</td>
<td>Alternate extension for up to two years for inability to enter SON program x 2</td>
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<td>BS in 10 requirement effective when bill signed into law (12/18/17) unless previously grandfathered</td>
<td>Commission findings deadline extended to 30 months - <strong>June 2020</strong></td>
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<td>BS in 10 is required for initial licensees as of June 2020 unless previously grandfathered</td>
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**Big Decisions – negotiate or risk veto (gone for good)**
WHAT HELPED THE CAUSE?

- Engagement in Lobbying
- Persistence – staying on message; tireless efforts
- Professional guidance from Lobbyist and Lobby Firm
- Collaboration – **SINGLE MESSAGE**
- Assisting behind-the-scenes negotiation
  The “14 page manifesto”
KEY POINTS: BENEFITS TO NEW YORK

- Projected 6,000 fewer surgical deaths annually with 60% BS RNs
- 10% reduction in HAPU and $17.5M cost savings from ↓LOS
- Potential increased capacity for 400,000 additional patient days with 0.2 day LOS↓
- Fewer hospital payment penalties from lower HAC rates
- Longer RN tenure
- Lower turnover: 1% reduction = $12.9M savings
- Feed the faculty pipeline

LOWER COST OF CARE & HIGHER QUALITY = INCREASED VALUE
WHERE DO WE GO FROM HERE?
WHAT’S NEXT?

Implications for nursing practice, nursing education and the health of our nation
IN ADDITION TO BETTER PATIENT OUTCOMES AND COST REDUCTION, WHAT ADDITIONAL VALUE DOES A MORE HIGHLY EDUCATED NURSING WORKFORCE PROVIDE TO THE PRACTICE AND THE POPULATIONS WE SERVE?
HOW WILL COST REDUCTION AND BETTER PATIENT OUTCOMES BE MEASURED AND COMMUNICATED?
WHAT IMPACT WILL THIS HAVE ON ASSOCIATE AND BACCALAUREATE NURSING CURRICULA AND NCLEX?
WHY BECOME INVOLVED?

Every Nurse is a Leader

As Leaders we:

- lead by example & foster new leader development
- shape the profession
- can and do make change happen
- are obligated to leave a positive and meaningful legacy
Thank you & Come Visit Beautiful NY!