

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

National Forum of State Nursing Workforce Centers

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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

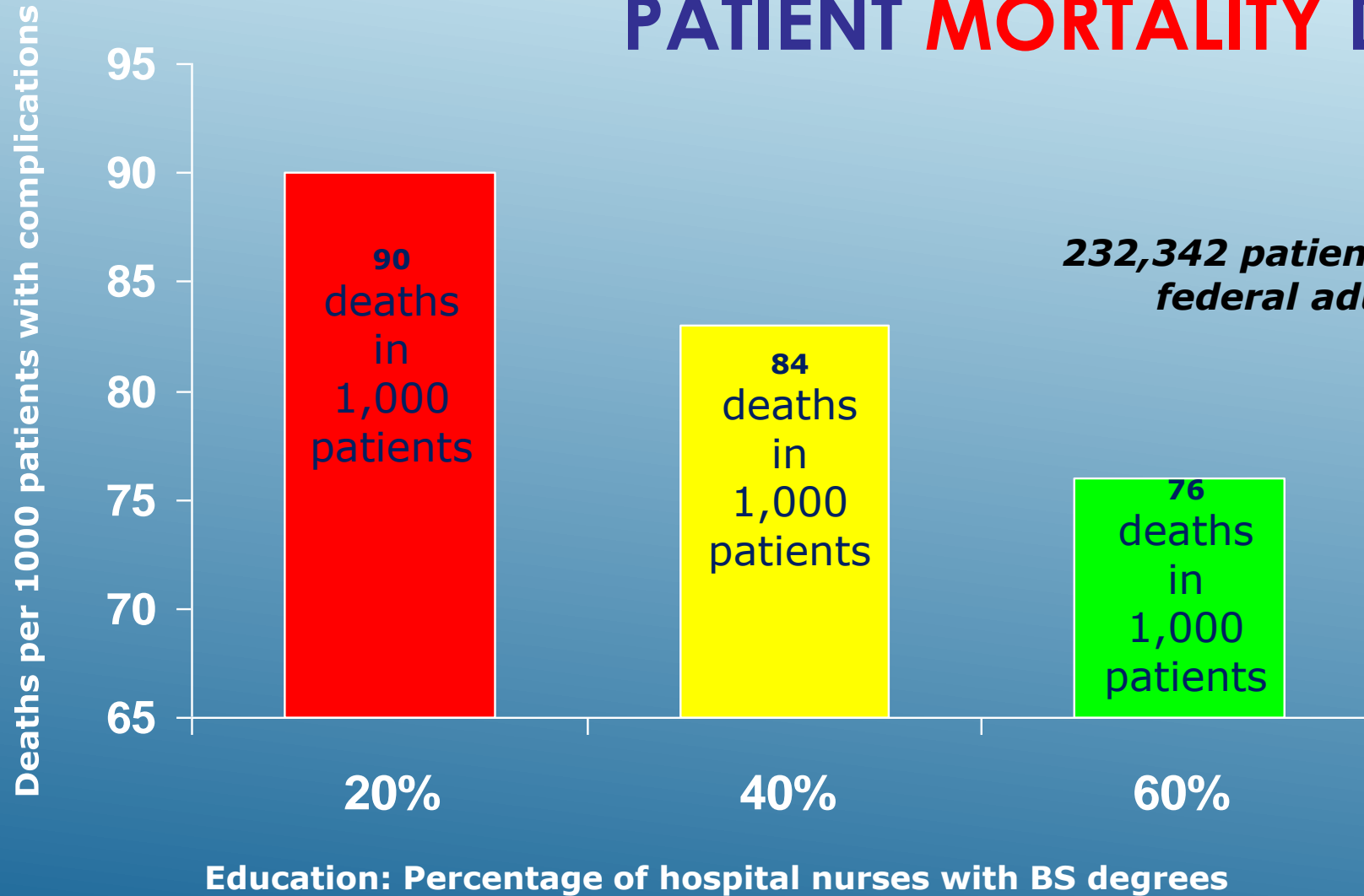


THE BASIS FOR THE LAW

- ▶ Evidence
- ▶ Better patient care



AS NURSE EDUCATION INCREASES, PATIENT **MORTALITY** DECREASES



Aiken, 2003, JAMA

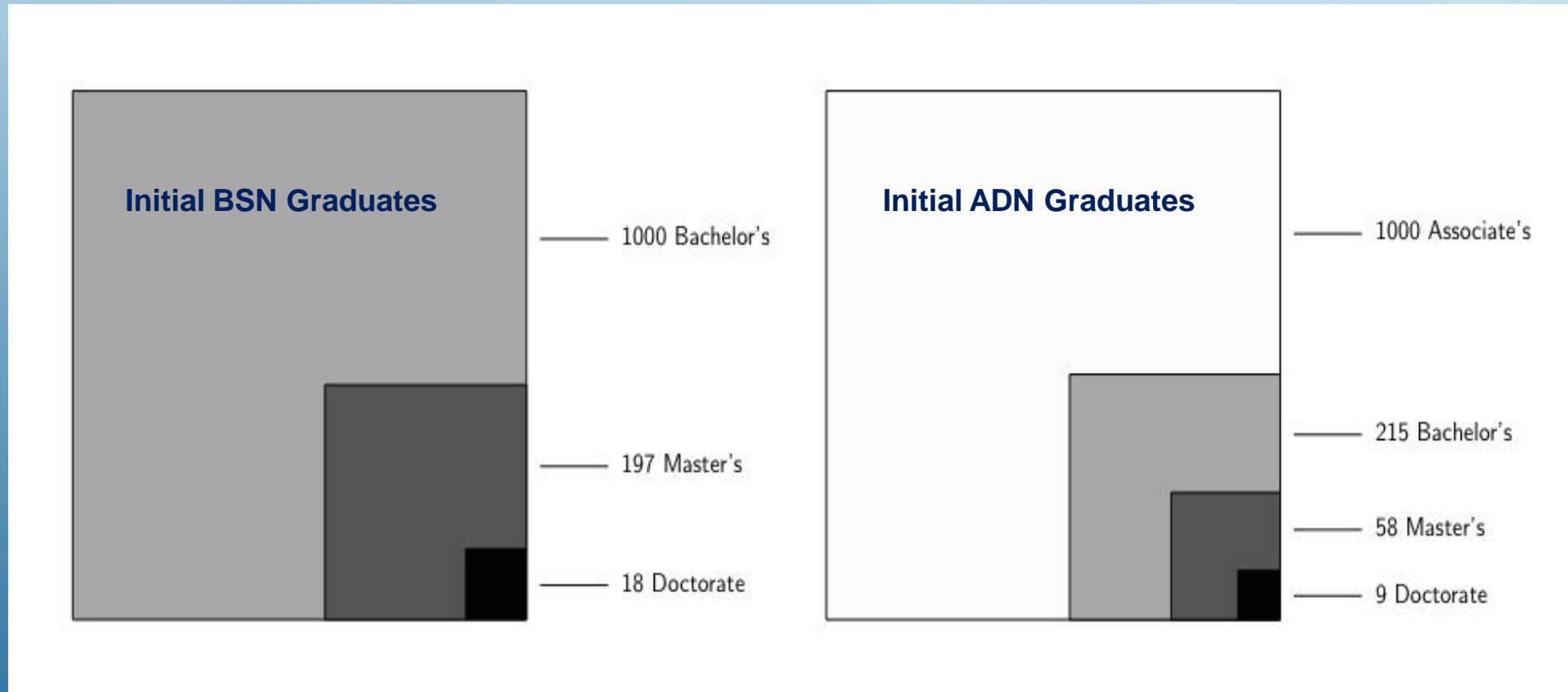
232,342 patients from 168 PA non-federal adult general hospitals

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

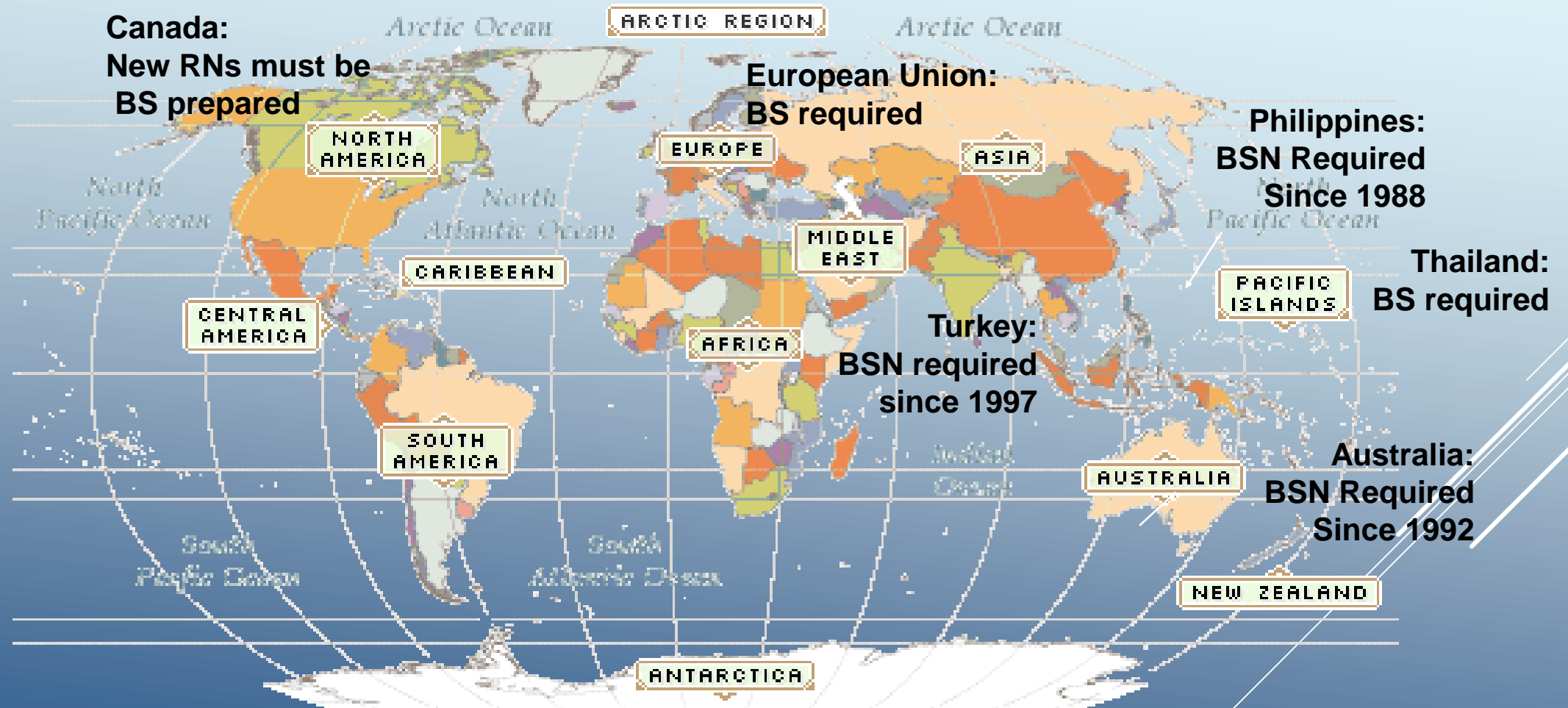


Adapted from: Aiken, Cheung, Olds. 2009. Health Affairs 28(4)

Important why?

Feed the pipeline: Faculty, APRN's, Administrators to advance the profession

US LAGS BEHIND OTHER NATIONS



Map View: Robinson Projection

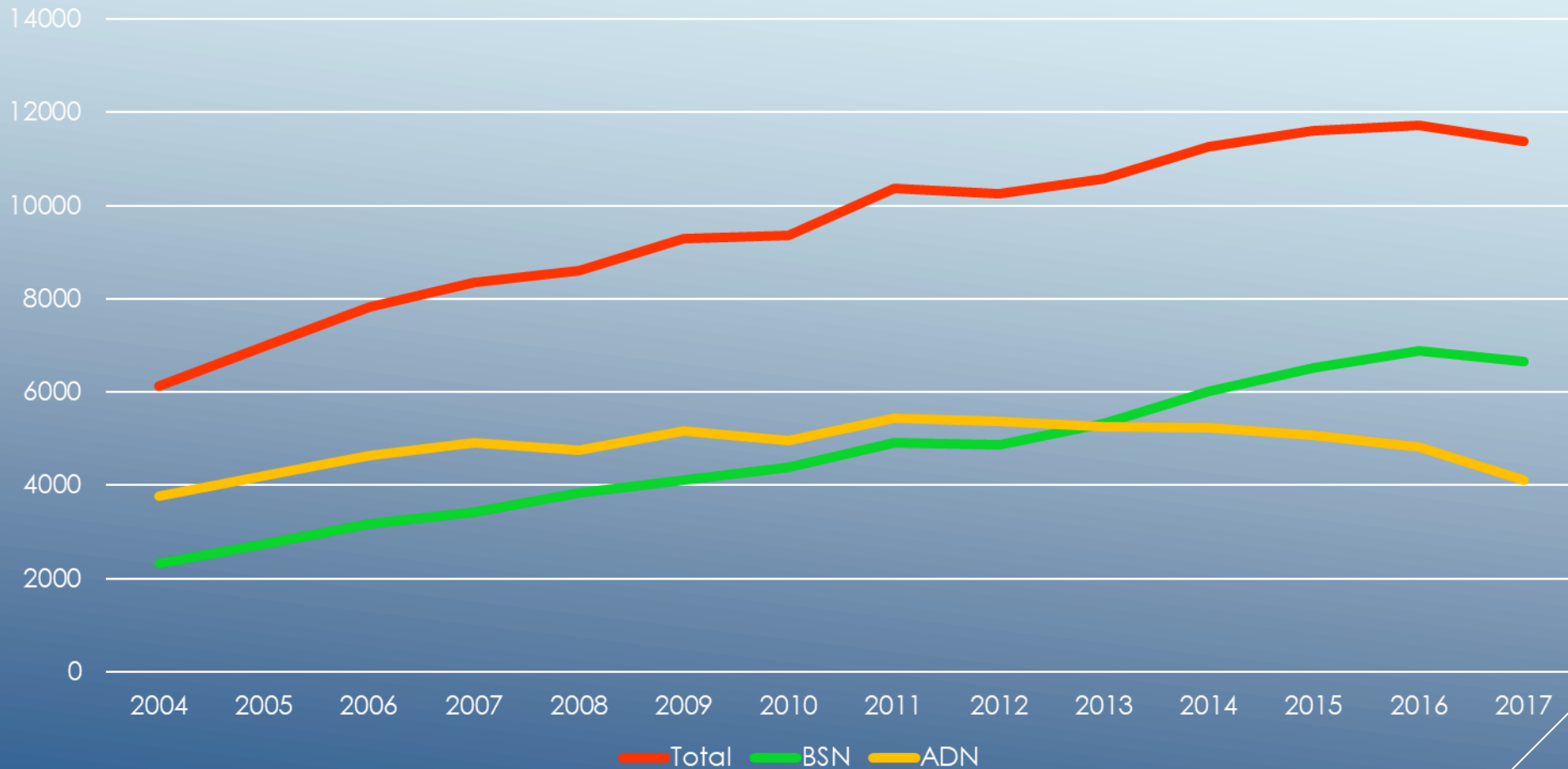
COMPARISON

ENTRY-LEVEL EDUCATION REQUIREMENTS FOR LICENSED HEALTHCARE PROFESSIONALS



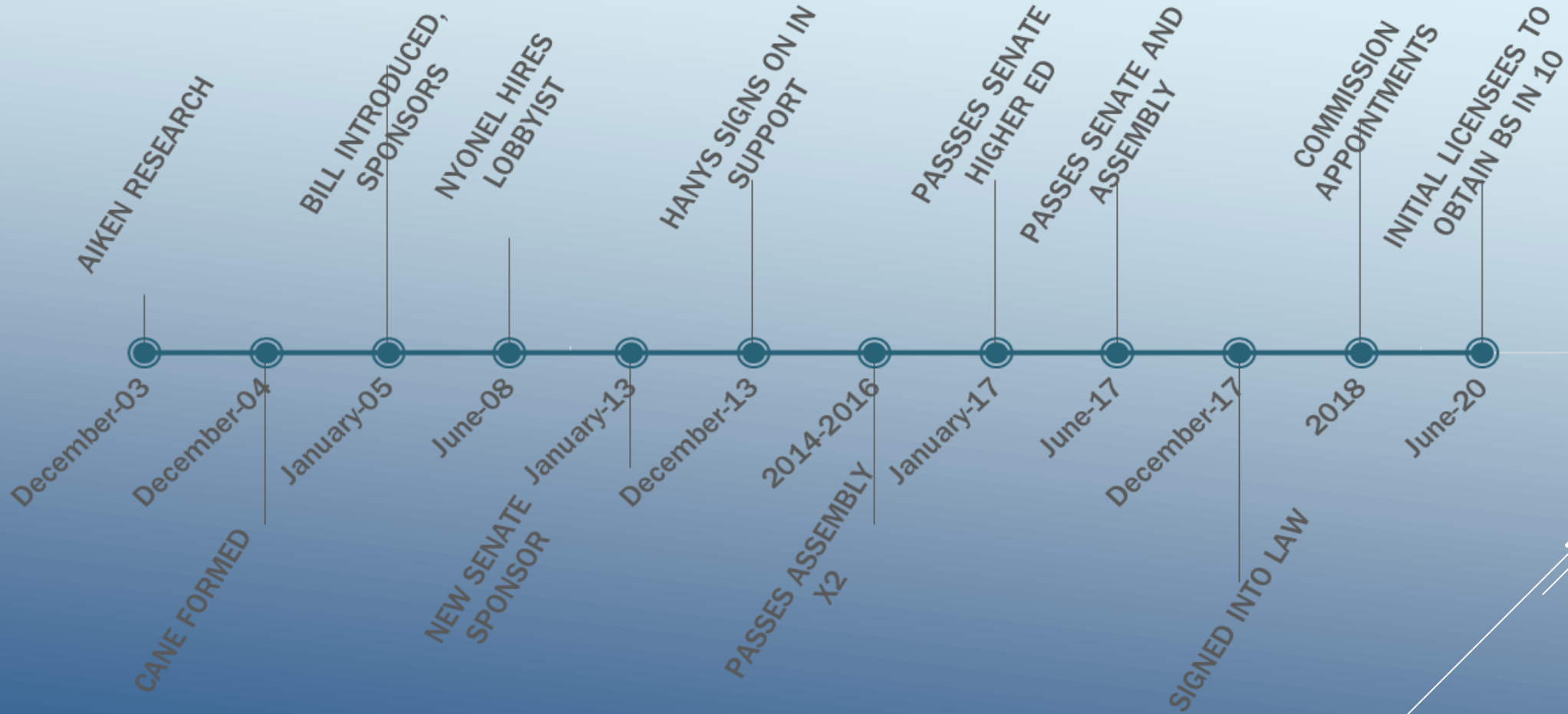
TRENDS IN NEW YORK STATE RN GRADUATES

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

Original Bill	Existing Law – With Amendments
One year extension for extenuating circumstances	Extension for up to two years
	Legislative/gubernatorial appointed commission will examine barriers to students attempting to enter and / or complete BS in Nursing programs Findings due in 18 months - June 2019
BS in 10 requirement after bill signed into law – 12/18/17 – unless previously grandfathered	Law <u>in effect when signed</u> . BS in 10 is required for initial licensees as of June 2019 unless previously grandfathered



OUR MANTRA AS THE JOURNEY'S END APPROACHED

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

Original Bill	Existing Law – With Chapter Amendments
One year extension for extenuating circumstances	Alternate extension for up to two years for inability to enter SON program x 2
	Commission findings deadline extended to 30 months - June 2020
BS in 10 requirement effective when bill signed into law (12/18/17) unless previously grandfathered	Law is <u>in effect</u> . BS in 10 is required for initial licensees as of June 2020 unless previously grandfathered

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?

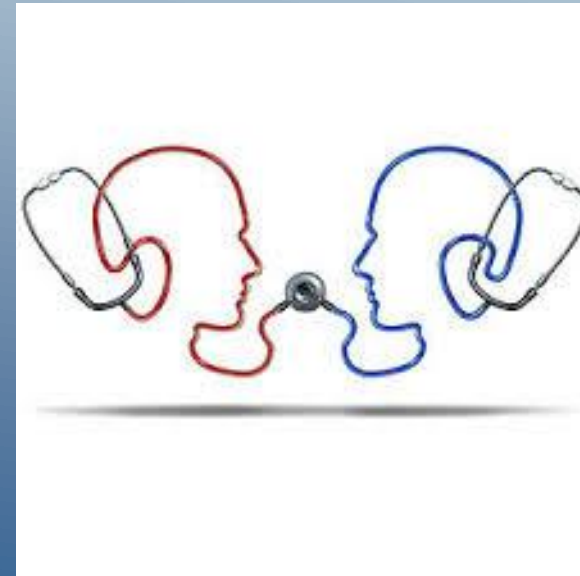
Implications for nursing practice, nursing education and the health of our nation



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!***

