

2019

# Incentivization Towards Advancement in Professionalism: Underlining the Impact and Importance of BSN Completion

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# Incentivization Towards Advancement in Professionalism: Underlining the Impact and Importance of BSN Completion

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## ABSTRACT

In 2010 the Institutes of Medicine of the National Academies (IOM) released their report, “The Future of Nursing – Leading Change, Advancing Health,” as part of the Robert Wood Johnson Foundation (RWJF) and IOM initiative focused on transformation of the nursing profession. Recommendations included “Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020” and “Ensure that nurses engage in lifelong learning” (IOM, 2010). In the final year of that ten year framework, the investigators of this study will explore answers to questions such as why RNs are completing their degree, if required what incentives and assistance were they afforded, do they understand the importance of advancing education and professionalism in nursing, do they connect the importance of lifelong learning to nursing practice, do they feel that their enhanced education will lead to further opportunities for professionalism and collaboration in healthcare. Concern that nurses may not fully grasp the importance of advancing the professionalism and education of nurses is evidenced by opinion articles readily found on the internet. One article in particular stating “It’s a system corrupted by ego, narcissism, and self-worship, paradoxically alienating brighter and better clinicians by relegating them to professional purgatory” (ScrubPower.com, n.d.). This study will help us as educators and nurses holding advanced degrees to determine what we need to do to continue encouraging further education and development within our profession.

## GUIDING QUESTION

In Associate Degree nurses working towards completion of their Bachelor’s Degree, or having recently completed their Bachelor’s Degree; what is the incentivization, motivation, and understanding of the experience?  
Fort Hays State IRB Approval was obtained prior to the initiation of this study.

## INTRODUCTION

Over 1000 Registered Nurses from across the United States will be surveyed in regards to their RN to BSN journey. These RNs have enrolled in Fort Hays State University’s (FHSU) RN to BSN program in the time since the IOM and RJWF report was released, and are either currently active in the degree completion process or have graduated.

This study will allow us to determine if as a profession and a program, we are making an impact on the goals set forth by the IOM and RJWF report. Key concepts included in the study survey include motivation, incentivization, understanding, education, and professionalism.



## METHODS

This cross-sectional study is being completed via e-mailed Qualtrics survey. An initial email was sent on April 1, a reminder email and a final email will also be sent. The survey will be open from April 1, 2019 through June 1, 2019. Data collected will be presented in aggregate to address multiple areas including:

- Defining reasons and motivating factors for returning to school to complete BSN
- Financial assistance or expenditures while completing BSN
- Incentivization to complete BSN
- Degree of importance of education, professionalism, collaboration, and research in nursing and healthcare

## FUTURE IMPLICATIONS

It is expected that the results of this study will be impactful not only within the FHSU Department of Nursing, but across all of nursing. This study will be easily replicable for any program or healthcare institution.

It is expected that this study will foster discussion at the local, regional, and national level that will allow for continued quality improvement in the continued transformation of nursing.

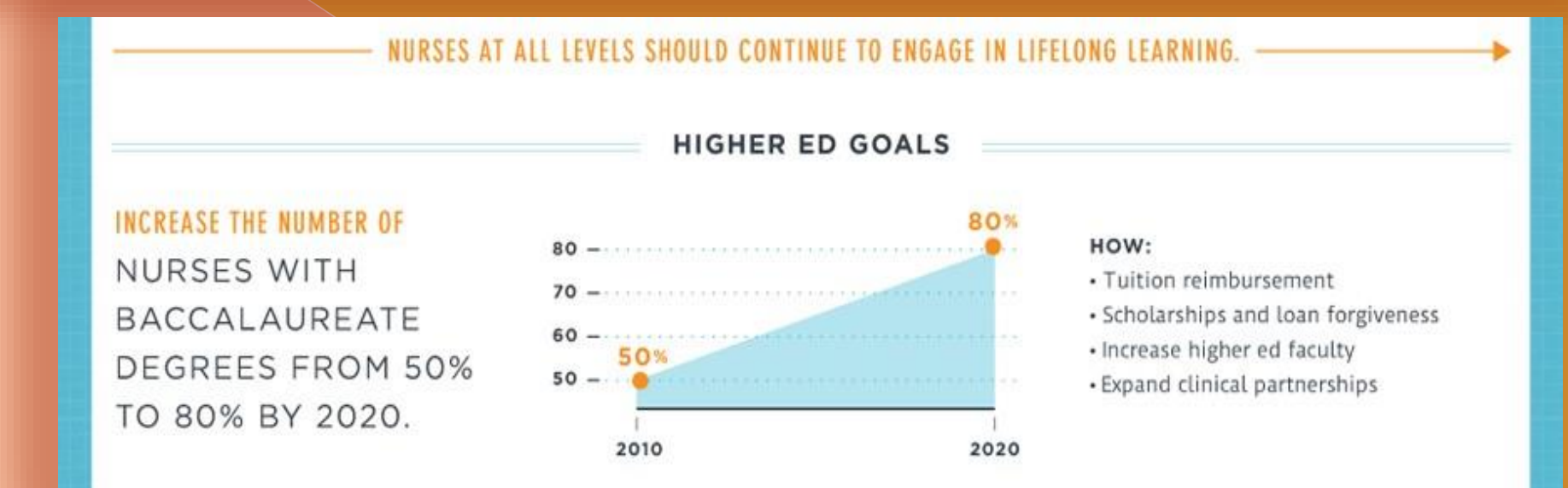


Photo Credit: Nationalacademies.org (2011)



Photo Credit: Nationalacademies.org (2011)

## REFERENCES

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