

UPDATE FOR 2020: Progress on Future of Nursing Goal

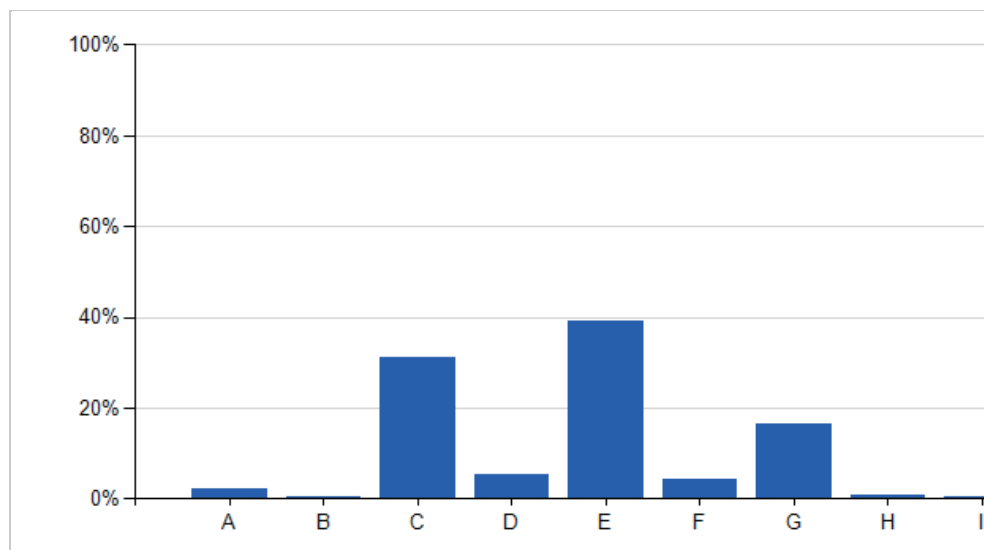
The Future of Nursing (Institute of Medicine, 2011) outlined a goal for 80% of all registered nurses to be educated at the baccalaureate level by the year 2020. The rationale for that goal is that there is a link between better patient outcomes across various patient settings and the education level of the registered nurse (Kutney-Lee, Sloane, & Aiken, 2013; Aiken, Cimiotti, Sloane, Smith, & Flynn, 2011; Aiken, Clarke, Cheung, Sloane, & Silber, 2003; Aiken, Smith, & Lake, 1994). In addition, a nurse educated at the baccalaureate level is prepared to work within community systems, and prepared in nursing leadership.

According to the most recent workforce data from the NURSYS report based on a sample of 33% of registered nurses licensed in New Mexico, 39% of registered nurses have a baccalaureate degree in nursing, compared to 31% with an associate degree in nursing. Nurses with a baccalaureate degree in nursing or higher were 55% of the workforce. Education at the baccalaureate degree was highest category of educational attainment. (Figure 1). This article will focus on nurses with associate degrees versus baccalaureate degrees in nursing because both types of degree holders work in similar roles in the healthcare setting. A nurse with a master's degree in nursing might be certified as an advanced practice nurse and not perform the same type of work or have a role similar to as an associate degree nurse.

While New Mexico is far from meeting the Future of Nursing goal, New Mexico and nursing education programs are making progress on the goal. The New Mexico Nursing Education Consortium (NMNEC) allows students to be co-enrolled in an associate degree program in nursing (ADN) and a baccalaureate

Figure 1: Educational Attainment 1/1/2019 to 12/31/2019

RN respondents = 10,497 [Represents 33% of the total NEW MEXICO RN workforce for the given date range]



1/1/2019 - 12/31/2019

Legend	Educational Attainment	RN
A	Diploma - Nursing	213 (2%)
B	Associate Degree - Non-Nursing	53 (1%)
C	Associate Degree - Nursing	3,276 (31%)
D	Baccalaureate Degree - Non-Nursing	564 (5%)
E	Baccalaureate Degree - Nursing	4,098 (39%)
F	Master's Degree - Non-Nursing	434 (4%)
G	Master's Degree - Nursing	1,727 (16%)
H	Doctoral Degree - Non-Nursing	102 (1%)
I	Doctoral Degree - Nursing Other	30 (< 1%)

Figure 2: NM Educated NCLEX-RN First Time Test Takers

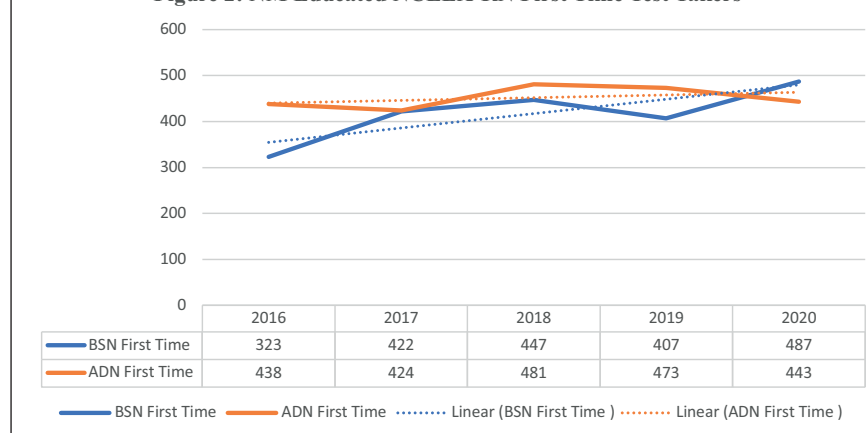


Figure 3: NM Educated NCLEX-RN First Time Test Takers

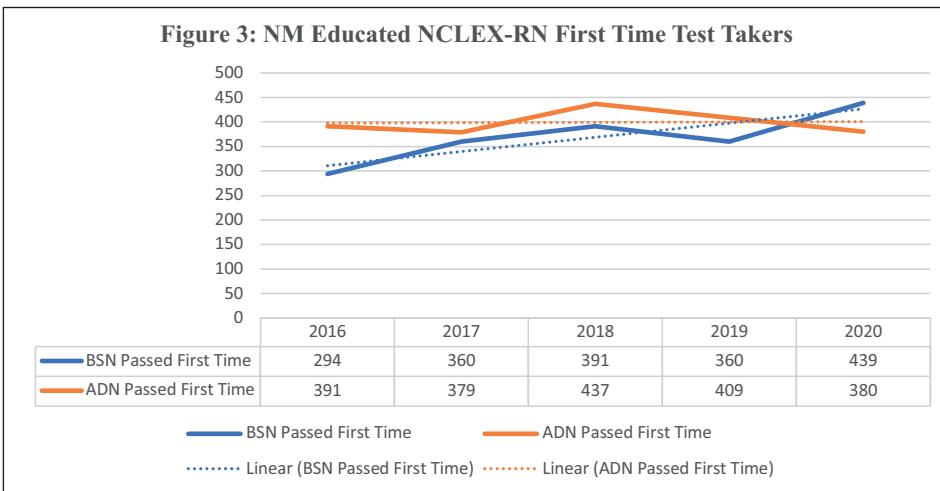


Figure 4: Percent of BSN NCLEX-RN First Time Successful Test Takers By Program

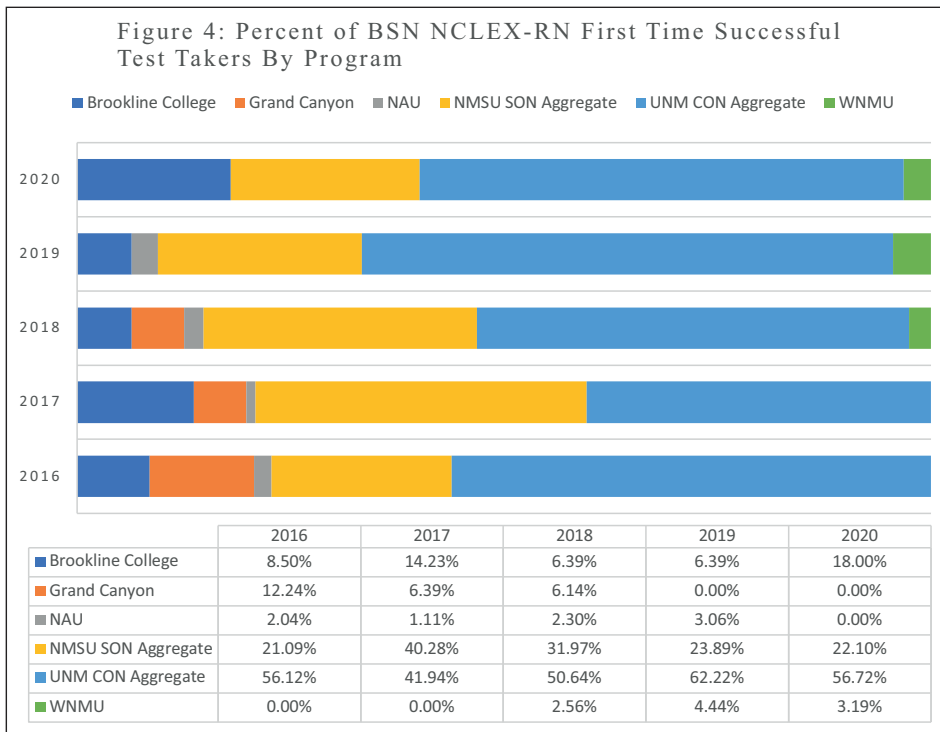
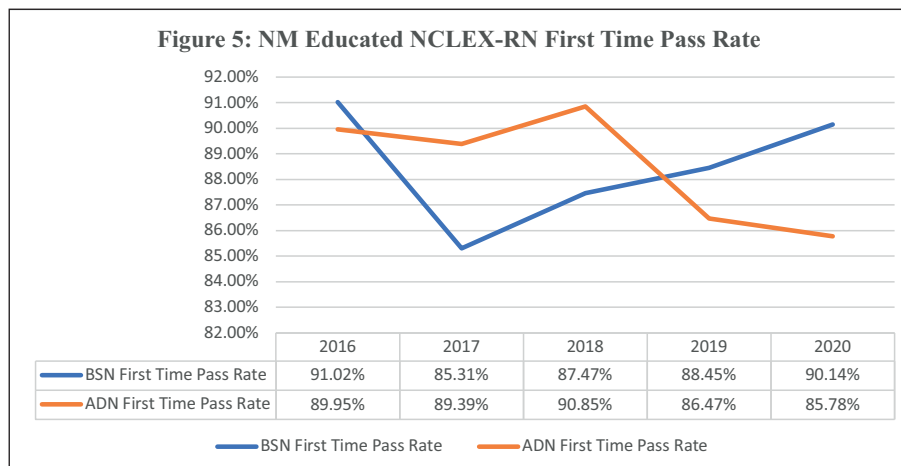


Figure 5: NM Educated NCLEX-RN First Time Pass Rate



program in nursing (BSN). This program has extended the geographical reach of baccalaureate programs and offered students in rural areas an entry point into a baccalaureate program. Over time, the number of graduates from baccalaureate programs who have passed the NCLEX-RN and attempted the NCLEX for the first time has surpassed the number of associate degree graduates. In Figure 2, the number of graduates is approximated using the number of candidates who took the NCLEX-RN the first time by degree. The table was calculated using NCLEX information available from PEARSON VUE.

In 2020, the number of New Mexico Educated baccalaureate graduates who passed the NCLEX-RN on the first attempt surpass the number of associate degree graduates as illustrated in Figure 3.

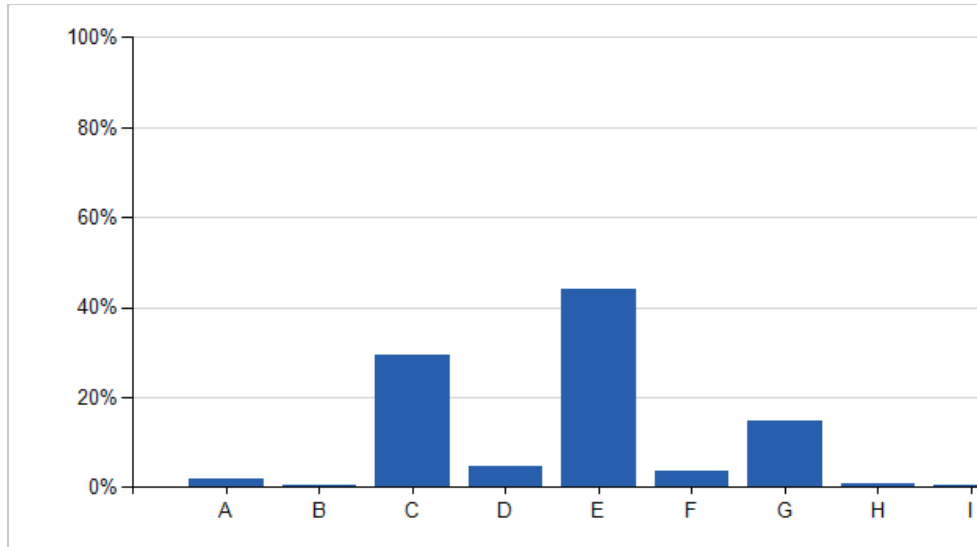
The implementation of the NMNEC co-enrolled program has contributed to the number of nurses educated at the baccalaureate level. However, the number of graduates by any degree level is impacted by the number of nursing programs. In fiscal years 2018 and 2019, two private nursing programs offering pre-licensure baccalaureate degrees closed. The closed programs resulted in an overall decrease of baccalaureate graduates which was offset by the increasing number of NMNEC graduates and by increased number of graduates from one private nursing program. See Figure 4 for the relative impact of nursing programs on the total number of New Mexico educated nursing graduates.

The increased in the number of graduates from baccalaureate programs did not have an adverse impact on the pass rate of first-time graduates. Please see Figure 5 for a comparison of pass

continued on page 14 >>>

Figure 6: Educational Attainment 1/1/2020 to 12/31/2020

RN respondents = 10,217 [Represents 32% of the total NEW MEXICO RN workforce for the given date range]



1/1/2020 - 12/31/2020		
Legend	Educational Attainment	RN
A	Diploma - Nursing	183 (2%)
B	Associate Degree - Non-Nursing	37 (< 1%)
C	Associate Degree - Nursing	3,017 (30%)
D	Baccalaureate Degree - Non-Nursing	491 (5%)
E	Baccalaureate Degree - Nursing	4,501 (44%)
F	Master's Degree - Non-Nursing	373 (4%)
G	Master's Degree - Nursing	1,493 (15%)
H	Doctoral Degree - Non-Nursing	99 (1%)
I	Doctoral Degree - Nursing Other	23 (< 1%)

<<<continued from page 13

rates for baccalaureate programs and associate degree programs.

The increased number of graduates from baccalaureate programs and the increased number of registered nurses completing a baccalaureate degree through RN-BSN programs has increase the percentage of nurses from 39% to 44% from 2019 to 2020, respectively (Figure 6). New Mexico is making progress on the educationgoals set in the Future of Nursing and joins 26 other states with baccalaureate graduates exceeding the number of associate degree graduates.

References

Aiken, L. H., Cimiotti, J., Sloane, D. M., Smith, H. L., & Flynn, L. &. (2011). Effects of nurse staffing and nurse education on patient deaths in hospitals with different nurse work environments. *Medical Care*, 49(12), 1047-1053.

Aiken, L. H., Clarke, S. P., Cheung, R. B., Sloane, D. M., & Silber, J. H. (2003). Educational levels of hospital nurses and surgical patient mortality. *JAMA* 290(12), 1617-1623.

Aiken, L. H., Smith, H. L., & Lake, E. T. (1994). Lower Medicare mortality among a set of hospitals known for good nursing care. *Medical Care*, 32, 771-787.

Institute of Medicine. (2011). *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

Kutney-Lee, A., Sloane, D. M., & Aiken, L. H. (2013). An increase in the number of nurses with baccalaureate degrees is linked to lower rates of postsurgery mortality. *Health Affairs* 32(3), 579-589.