



University of Kansas School of Nursing was studied to identify gaps between associate degree and baccalaureate level nursing education (Kumm et al., 2014). Nurse educators from across program levels met to review the 109 competencies articulated in AACN's *The Essentials of Baccalaureate Education for Professional Nursing Practice* (2008). Participants came to a consensus on the competencies met by associate degree programs and those developed through a baccalaureate program. These findings were used to develop a curriculum that decreased duplication of coursework and facilitated the development of blended or online learning options to expand degree completion programs (Kumm et al., 2014).

According to the findings of the Academic Progression in Nursing initiative launched by the Robert Wood Johnson Foundation (Gerardi, 2017), facilitators of successful academic progression programs include intentional coordination of degree requirements using easily understood pathways; in employer settings, offering group tuition rates; and in most models, a strong relationship among leaders with explicit strategies to sustain long-term partnerships. Of strategic importance with any of the models is a program organized so that interested students are able to see the experience as a whole and understand the importance of a baccalaureate degree for

<p>Kendall-Gallagher, D., Aiken, L., Sloane, D.M., & Cimiotti, J.P. (2011). Nurse specialty certification, inpatient mortality, and failure to rescue. <i>Journal of Nursing Scholarship</i>, 43(2), 188-194. doi: 10.1111/j.1547-5069.2011.01391.x</p>	<p>Nurse specialty certification was associated with better patient outcomes, but only when care was provided by nurses with baccalaureate level education. The authors concluded that "no effect of specialization was seen in the absence of baccalaureate education."</p>
<p>Blegen, M.A., Goode, C.J., Park, S.H., Vaughn, T., & Spetz, J. (2013). Baccalaureate education in nursing and patient outcomes. <i>Journal of Nursing Administration</i>, 43(2), 89-94. doi: 10.1097/NNA.0b013e31827f2028</p>	<p>Hospitals with a higher percentage of RNs with baccalaureate or higher degrees had lower congestive heart failure mortality, decubitus ulcers, failure to rescue, and postoperative deep vein thrombosis or pulmonary embolism and shorter length of stay.</p>
<p>Kutney-Lee, A., Sloane, D.M., & Aiken, L. (2013). An increase in the number of nurses with baccalaureate degrees is linked to lower rates of post-surgery mortality. <i>Health Affairs</i>, 32(3), 579-586. DOI.ORG/10.1377/HLTHAFF.2012.0504</p>	<p>A 10-point increase in the percentage of nurses holding a BSN within a hospital was associated with an average reduction of 2.12 deaths for every 1,000 patients. In patients with complications, there were 7.47 fewer deaths per 1,000 patients.</p>

McHugh, M.D., Kelly, L.A., Smith, H.L., Wu, E.S., Vanak, J.M., & Aiken, L.H. (2013). Lower Mortality in Magnet Hospitals. *Medical Care*, 51(5), 382-388
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