

Regionally Increasing Baccalaureate Nurses (RIBN) Project

Accomplishments through 10/2014

- RIBN Model developed in partnership between WCU and AB Technical CC 2008; First students dually admitted to the 4-year BSN RIBN track in 2010 with support from TDE, Jonas Center for Nursing Excellence and RWJF.
- 2011: Received major grant from TDE to:
 - Expand RIBN Project to 4 additional regions of state with partnerships across 4 universities and 13 community & private colleges.
 - Hire Student Success Advocates for each region to market RIBN to high schools; counsel applicants, support the success of students in the RIBN track, track data re student demographics and progression

2012:

- Admitted Year 1 RIBN students in these additional 4 regions; expanded number of available slots for RIBN students enrolling in WNC RIBN partnership; continued support to WNC region with students in Years 1, 2 and 3 of RIBN educational track.
- NC awarded one of nine RWJF Academic Progression in Nursing (APIN) Grants to support RIBN expansion and provide a national model for academic progression
- NC AHEC Programs support Connect for Success project for RIBN Students and additional funding for Student Success Advocate positions
- Strong support from NC Community Colleges System and UNC General Administration

2013:

- 6 WNC RIBN students complete Year 3, earn an associate degree in nursing (ADN), achieve RN licensure, begin part-time employment and enter final Year 4 of RIBN pathway with expectation of achieving a BSN degree in spring 2014.
- 3 more universities and 12 more community colleges begin development of RIBN partnerships
- 190 students enrolled in RIBN educational track beginning Fall Semester 2013
- Growth exceeds all projections with more than 42% of the 59 ADN nursing programs and 40% of all pre-licensure BSN programs involved in RIBN project by October 2013
- Presented RIBN to UNC Board of Governors as effective workforce model
- Survey of hospital CNOs reconfirms practice's commitment and momentum toward a higher educated North Carolina nursing workforce; 50% of CNO respondents indicate they have a plan to reach the 80% BSN workforce by 2020.
- Business Case Analysis and Economic Impact Report projects costs to community colleges and universities to be less than half the savings to hospitals hiring RIBN BSN graduates by 2020 and onward
- Emphasis on increasing diversity of RIBN applicants through collaboration with NCAHEC Health Careers and Workforce Diversity program and community outreach to better reflect diversity of communities being served

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- Held annual statewide RIBN Conferences to share lessons learned, provide learning and networking opportunities; 124 participants in 2013 including out of state attendees.
- Continually enhancing data collection tools and processes

2014:

- Published *The RIBN Initiative: A New Effort to Increase the Number of Baccalaureate Nurses in North Carolina* by Polly Johnson and *A Community College's Perspective on the RIBN Initiative* by Kent Dickerson in the NC Medical Journal, Jan/Feb 2014
- Held 3rd Annual RIBN Conference; 142 attendees with an increase in practice partner participation achieved
- Pilot WNC RIBN cohort of 6 students complete year 4 and earn BSN validating the viability of the RIBN educational pathway
- Two regional partnerships enroll their first cohort of students contributing to the total Fall 2014 RIBN enrollment Of 325
- RIBN expands with the addition of 2 regional partnerships including 2 HBCUs; statewide RIBN includes 9 universities and 31 private and community colleges; 53% of NC associate degree nursing programs are RIBN academic partners
- *RIBN Connections*, the new RIBN newsletter launched March 2014 to reach and connect students statewide; the statewide RIBN student Facebook group called "RIBN Students" was launched as another student connect strategy
- The RIBN website www.ribn.org is launched and serves as a resource for current and interested RIBN stakeholders
- Collaboration between SSAs and AHEC places RIBN in the forefront of AHEC student diversity events
- The original WNC RIBN pilot embeds and expands RIBN as grant funding ends.
- Held a *Transition to Employment and Professional Practice* statewide webinar as 4 partnerships prepare for year 3 RIBN transitions; webinar participation was captured at 64.
- Piloted a Transition to Employment and Professional Practice model with the 2nd WNC cohort

Goals for 2014-2016

- Continue grant support for Student Success Advocate positions, data collection and faculty learning opportunities through full 4-year cycle of RIBN pathway through BSN graduation to determine trends and early success factors
- Carefully monitor RIBN student transition to employment as RN after Year 3 and continuation of Year 4 to complete BSN; strengthen practice/academic partnerships and develop guidelines for successful transitions.
- Enhance replication tools and guidelines
- Sustainability planning and implementation with NCCCS and UNC GA to embed RIBN pathway in statewide nursing education program offerings; strengthen partnerships with employers to regionally support RIBN nursing education initiative

10/20/2014