



# **Evaluation of RIBN**

Preliminary Findings from North Carolina

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# CEAR Background

**Center for Evaluation and Applied Research (CEAR)** works with nonprofit & governmental organizations to assess initiatives that seek to improve health and well-being

CEAR is a unit of **The New York Academy of Medicine (NYAM)**, which addresses health challenges through interdisciplinary approaches to policy, research, evaluation, education, and community engagement

# RIBN Evaluation Aims

- Aim 1:** Assess the RIBN project design
- Aim 2:** Identify processes and activities used in project implementation, as well as factors affecting implementation
- Aim 3:** Assess outcomes, including the establishment of agreements between community colleges and universities, and the enrollment and progress of students in the RIBN-E programs
- Aim 4:** Describe and disseminate lessons learned

# RIBN Evaluation Activities

- **Collaborative Factors Inventory (n=46)**

November/ December 2011: Pre-post survey assessing various attributes about each RIBN collaborative including:

- Mutual respect and understanding
- Appropriate cross section of members
- Ability to compromise
- Sufficient funds, staff materials, and time

- **Key Informant Interviews (n=29)**

- Design of the RIBN programs
- Student recruitment and support
- Facilitators and impediments to implementation
- Lessons learned and best practices

# Findings: Admissions Design

Collaborative	Admissions Process
Centralina	University (U) => community college's (CC) with varying criteria =>RIBN
Eastern North Carolina	CC => RIBN with common admission standards => Accepted apply to U
Hickory	U + RIBN at preferred CC using common admissions standards (with minor variations) =>CC
South Central	Under Development
Triangle Triad	U => RIBN and CC with varying admissions criteria (not finalized)
Western North Carolina	RIBN with common admission standards + CC => Accepted apply to U
Wilmington	U (RIBN app written into essay) + CC => RIBN accepts top 10 students

# Findings:

## Successes:

- Admission of 74 students in 2012 and 109 in 2013
- Enhanced collaboration and communication among partners
- Increased diversity among student bodies (i.e. age, preparedness)
- Flexible templates in developing RIBN

# Findings:

## Challenges:

- Negotiating admission criteria
- Increasing availability of on-line education
- Increasing the capacity to admit post licensure students at university level
- Recruiting and registering students across multiple campuses
- Retaining students (especially among 1<sup>st</sup> cohorts)
- Assisting students financially
- Securing funding for the SSA

# Findings:

**Student Success Advocates** were reported to be key facilitators to the success of the RIBN students. They:

- Helped students navigate multiple bureaucratic systems
- Maintained a personal connection to students

## Good Quote:

[Our SSA] is a big part of I think why it's been successful...She's able to relate to them, and she knows what she's doing. She knows about Facebook, she can text them...She's energetic, and I think that makes a big difference. And she cares about them, and they know that. They're not just numbers to her. We're real lucky.



# Lesson Learned

In order to recruit and retain students: participants advised others to:

- Standardize admission criteria.
- Raise awareness about RIBN to increase applicant pool.
- Become deeply familiar with admissions and administrative processes before recruiting.
- Draw upon the resources of existing university and CC based academic counseling staff.
- Share information on student progress across institutions.
- Involve clinical partners from the beginning in order to help shape employment opportunities for RIBN students upon licensure and completion of their BSN.

# Remaining Research

- Repeat Collaborative Inventory survey
- Conduct key informant interviews with academic partners in New York
- Compare findings across regions in order to see how the RIBN model is part of a larger movement to expand opportunities for ADN nurses to pursue advanced degrees.

# Contact Information

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