

# RN – BSN: Opening the Gateway

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## Objectives

- Identify activities related to the recruitment, advisement, and mentoring of RN-BSN students in the Gateway program
- Assess and evaluate the Hybrid/online classroom format through the student implementation survey process

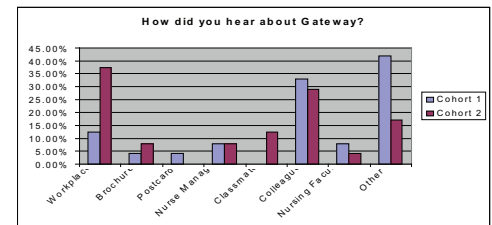
## Synopsis

- Surveys among ADN & diploma nurses identified need for alternative RN-BSN path
- Program eliminates duplication of content & prior practice experience
- Cohort & hybrid based format
- Students complete 7-week modules, meeting in the classroom for the first class, midway and the last class
- Cohorts begin in May and graduate the following August, while continuing to work full-time
- Full time project manager, IT support and "Critical Friends" mentorship program led by RN's from local major healthcare facilities
- Students are surveyed on intake, after each module, and on program completion
- Evaluations will be compared to generic BSN students



## Recruitment

- Chief nursing executives supported Hybrid format
- Tennessee State Council of Deans & Directors supported Hybrid format
- Area hospitals requested information for RN staff
- Area community colleges supported hybrid format
- Advisement took place at the work setting and one-on-one once the RN enrolled
- Mentoring occurred through each RN being assigned to a Critical Friends Group as well as being admitted into a cohort



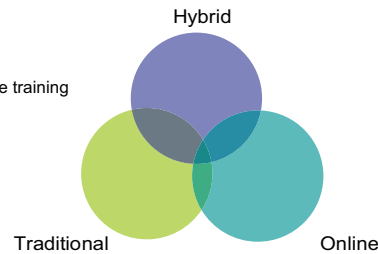
## Why Hybrid?

### Advantages

- Employment based recruiting
- Individual advisement and planning
- Flexible scheduling
- Hands-on experience
- Knowledge gains in technology beyond nursing
- Self paced
- Uses existing facilities
- Structured social interaction
- Developing social network through cohorts
- Mentoring at employment site
- Credit for prior experience

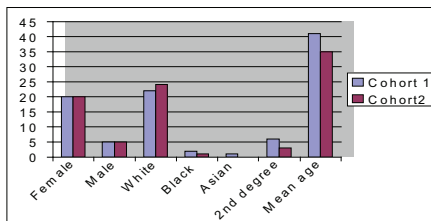
### Disadvantages

- Technology costs
- Limited immediate feedback
- Professional resistance to on-line training
- Accelerated pace of coursework
- Requires self starter mentality



- Offers the best of both traditional and online
- Cohort encourages simultaneous progress
- Cohort facilitates completion of the program
- IT support via web interface & face to face
- Critical Friends groups provides ongoing mentoring, problem solving, & peer support

## Demographics

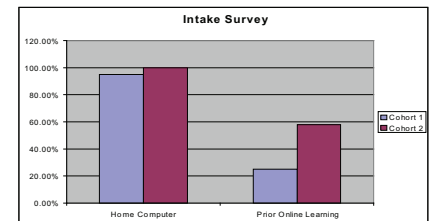


### Cohort Year 1

- 20 female, 5 male
- 22 white, 1 Asian, 3 black
- 6 post Bacc
- Age range 24-59
- Mean age 41
- Computer at home – 95%
- Prior online learning – 25%

### Cohort Year 2

- 20 female, 5 male
- 24 white, 1 black
- 3 post Bacc
- Age range 25-55
- Mean age 35
- Computer at home – 100%
- Prior online learning – 58%



## Interim Observation

- Hybrid program offers many advantages, particularly in social networking.
- Workplace and colleague (word of mouth) recruiting increased 2nd year
- One-on-One advisement is rated highly
- Enrollment steady for year 1 & year 2; increase from prior traditional format
- 85% of Cohort 1 completed required 27 Nursing credits in 12 months
- Year 2 cohort twice as likely to have had prior online learning experience
- Year 2 cohort came primarily from workplace recruitment (36%) and colleague referrals (29%).

