

Nursing Excellence Through Education:

Development of an Innovative Funding Program Using NDNQI RN Education Data



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2010 Professional Development Council

PURPOSE:

Increase percentage of direct care RNs and RN leaders with BSN or higher degree through implementation of several initiatives:

- Nursing Excellence Through Education Fund (NEF) Grant: Raise \$500,000 in 3 years
- Professional Development Council formation for peer selection of grant recipients

BACKGROUND:

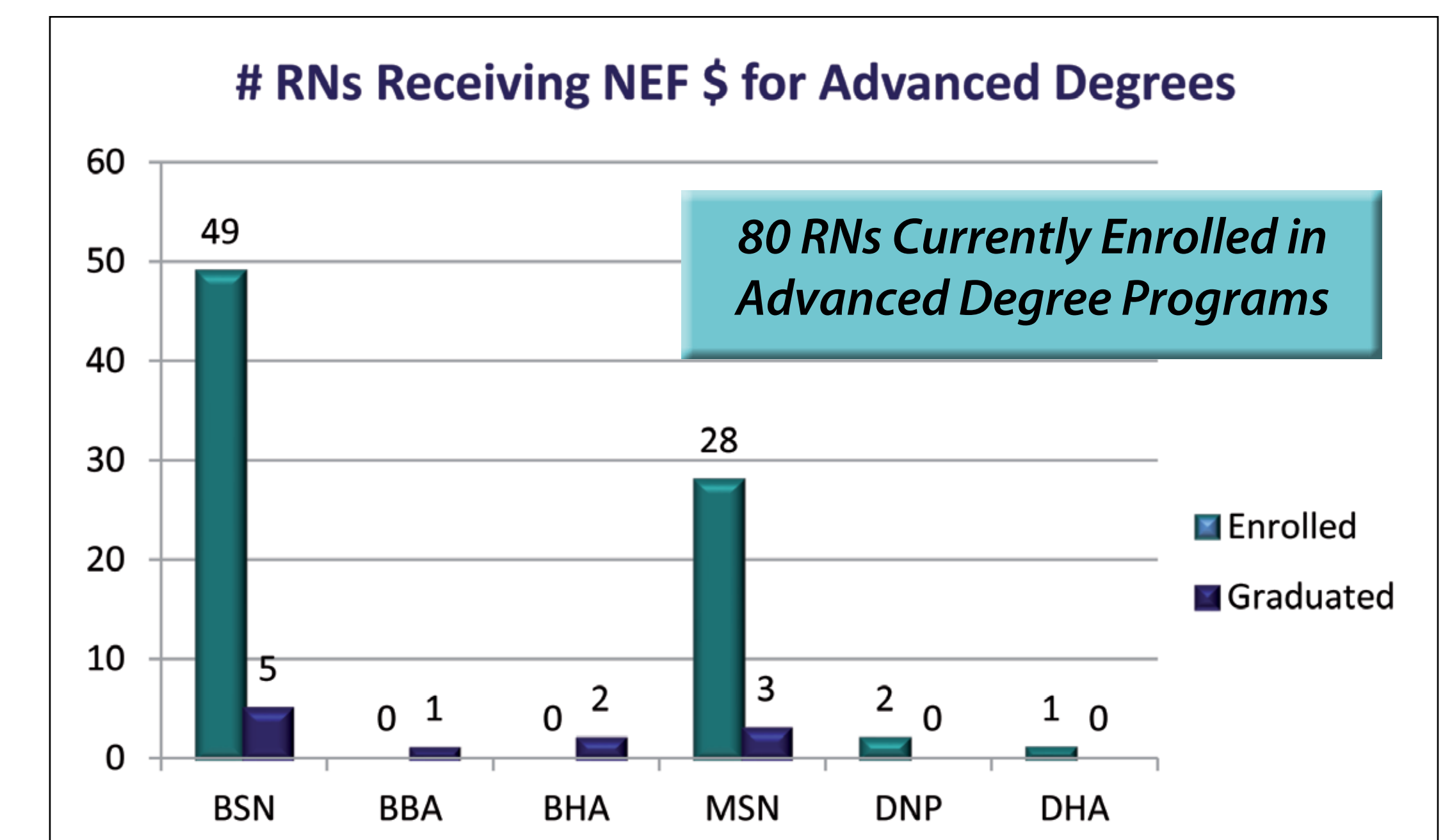
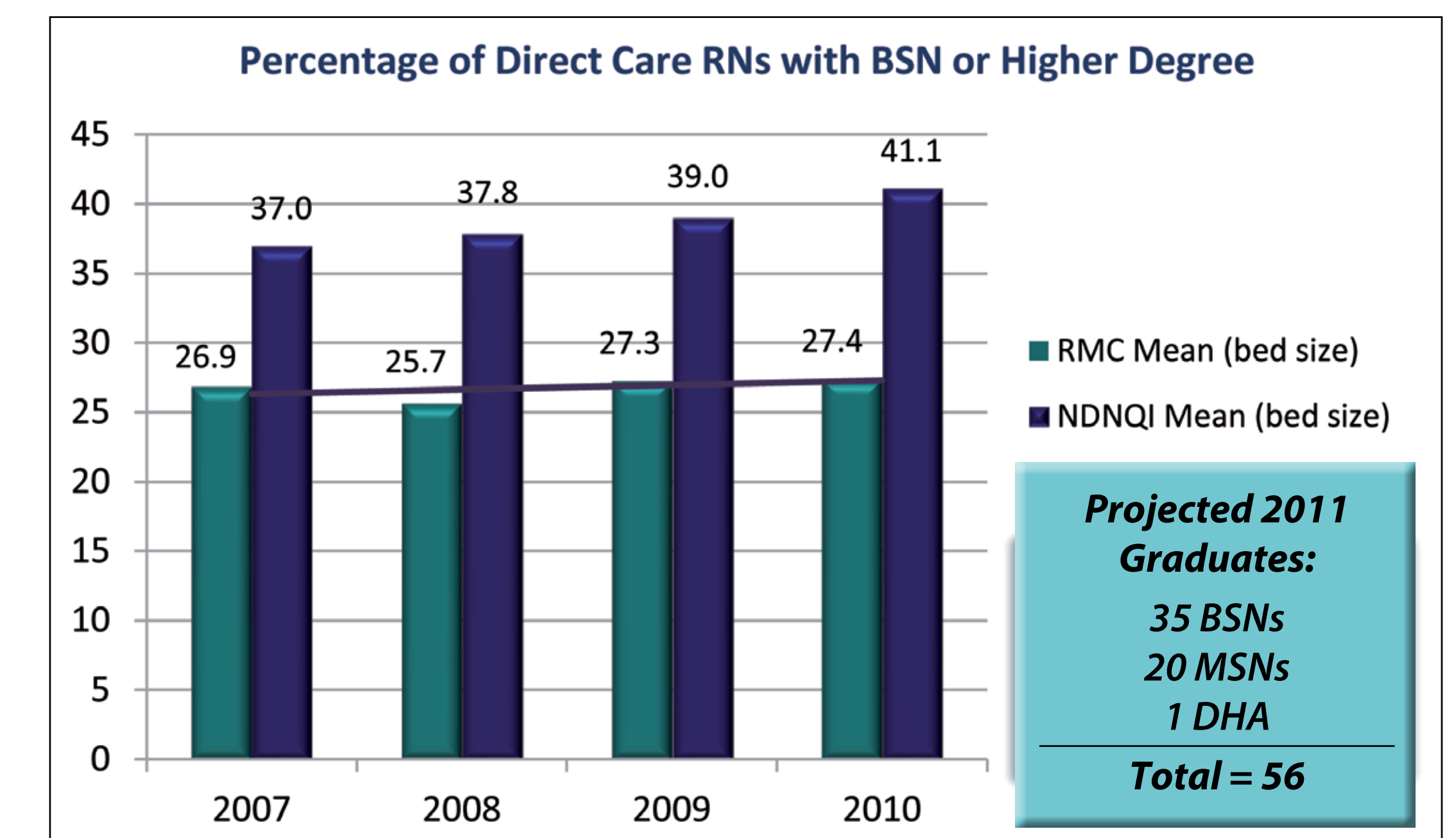
- 2007 NDNQI RN Education data revealed RMC's percentage of direct care RNs with BSN or higher degree was lower (27%) compared to national mean (37%) for hospitals of similar bed size.
- Lack of adequate funding for RNs to pursue advanced degrees
- No peer review process for approving RNs for degree funding

METHODS:

- Created Professional Development (PD) Council and charter
- Conducted internal RN surveys to measure RN interest in pursuing degrees and preferred academic programs
- Wrote grant to Riverside's Foundation to raise \$500,000 over 3 years
- Began fundraising campaign to employees, physicians, and community
- Developed and publicized NEF eligibility criteria and application and selection process
- Continued monitoring NEF participation, graduation, and financial outcomes
- Provided on-site BSN program in partnership with local university
- Revised and enhanced NEF processes over 3-year period

OUTCOMES:

- As of November, 2010, over \$750,000 has been raised!
- \$100,000 donated by physicians
- \$228,000 allocated as endowments with interest \$ dedicated to sustaining NEF
- NEF and tuition reimbursement monies used as match for \$170,000 grant to educate RNs as nursing instructors
- Annual Pro-Am golf tournament proceeds dedicated to NEF



Outcomes By Year	Number of RNs Funded	Dollars Awarded
2007	11	\$18,053
2008	27	\$65,767
2009	65	\$133,133
2010	59	\$119,442
Total	162	\$336,395

IMPLICATIONS:

As our RNs have returned to school, we have seen increased interest in evidence-based practice and research. Nurses returning to school are asking more questions, are taking ownership for practice, and are implementing projects to improve patient outcomes and our nursing practice environment.