

OPPOSITION TO HOUSE BILLS 5556 & 5557

Authorizing Michigan's Community Colleges to Offer the Bachelor of Science in Nursing (BSN) Degree

UNNEEDED, UNNECESSARY, EXPENSIVE, and a BAD DEAL FOR STUDENTS AND TAXPAYERS

Michigan Students have Abundant Access to Nursing Education Programs

Access to postsecondary education is abundant in Michigan, with 28 community colleges, 15 public universities, and 40 independent, non-profit colleges and universities. **27 of the state's 4-year institutions offer the Bachelor of Science in Nursing (BSN) degree program at a total of 37 different locations throughout Michigan.** Among the institutions offering the BSN degree, **19 offer an RN to BSN completion program** for students who have earned an Associate Degree in Nursing (ADN) degree, all of which are available online and one that is offered partially online. Notably, **all 19 programs are under capacity.** Further, 18 of the state's programs have articulation agreements with one or more community colleges, making the process seamless for transfer students. [1]

With a collective **graduation rate of just 17 percent for low-income students among Michigan's community colleges**—35 percent lower than the national average for community colleges—these **institutions should be focusing on student success** for those enrolled in Associate degree programs and those pursuing short term certificates rather than expanding into offering four-year degree programs.[2] Creating more public four-year degree granting institutions in Michigan would be duplicative, inefficient and completely counter to good state fiscal policy, especially in light of the tremendous fiscal challenges confronting the state due to the COVID-19 pandemic.

Significant Increases in Local Taxation & Tuition Prices

Authorizing community colleges to offer baccalaureate degrees will have a negative fiscal impact on Michigan taxpayers. According to a House Fiscal Agency analysis, legislation authorizing community colleges to offer four-year degrees "would serve to increase operating costs of state community colleges that elect to offer the select baccalaureate programs." [3]

Duplicating already-existing four-year programs available at the state's public and independent four-year universities **will result in community colleges incurring additional costs for salary and benefits for additional faculty and staff;** operating costs for administration, materials and supplies, travel, information technology; expenses associated with meeting national professional accreditation requirements; and providing other support services. Capital expenses related to equipment and facilities may also be incurred. These costs are most often passed to local taxpayers and students.

CREATES EVEN GREATER CHALLENGES IN NURSING EDUCATION

Shortage of Qualified Nursing Faculty

Michigan is experiencing a nursing FACULTY shortage. Because qualified faculty are required to have a masters or Ph.D. degree in nursing to instruct courses in accredited Bachelor of Science in Nursing (BSN) programs, the problem of recruiting and retaining faculty who are willing to take a pay cut from nursing practice to teach will be further amplified. The faculty shortage for existing programs is an obstacle to expanding the BSN nursing workforce and meeting immediate health care demands.

Currently, only 1% of nurses have a terminal degree (Doctor of Nursing Practice, DNP, or Ph.D. in Nursing), and only 11.7% have a Masters in Nursing. **Only 4.8% of our nursing workforce actually work in an education setting (academia, simulation, clinical, administration, and adjunct).** Of the total nurses who work in an education setting, 27.8% plan to stop working within 5 years (1,337). The faculty shortage is an obstacle to expanding the nursing workforce and meeting health care demands. Budget constraints, an aging faculty, and increasing competition for nursing faculty from clinical sites all contribute to this crisis.[6]

Limited Clinical Placement Sites

Clinical placement slots available in healthcare settings are already at a premium; **adding BSN programs at community colleges will worsen the bottleneck of getting nurses into the workforce.** COVID-19 has made it even more difficult to ensure student placement sites for clinical training. As the pandemic continues to change and hospitals continue to be stressed by patient loads, it becomes even more difficult to secure clinical training for nursing students. More programs will increase the complexity and work for an already stressed system.

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Additional RN to BSN Completion Programs Will NOT Produce More Nurses

It is important to understand that while it is desirable for Michigan to have more RNs prepared at the baccalaureate level, the push for Michigan's community colleges to offer the Bachelor of Science in Nursing (BSN) degree **will NOT increase the Registered Nursing (RN) workforce**. It will not increase the actual numbers of nurses in our state. If the legislature were to authorize community colleges to offer BSN degrees, these institutions would shift from preparing Registered Nurses (RNs) at the Associate Degree in Nursing (ADN) level for entry into practice to preparing nurses at the BSN level. Instead of adding nurses quickly into the workforce, this makes community college programs take longer, cost more, and may eliminate the two-year ADN option for students that just want to start working.

However, in the state of Michigan, current baccalaureate programs have developed seamless progression models for ADN graduates to achieve their BSN degree. Currently, these BSN programs are under capacity. If ADN graduates desire to complete their BSN degree, there are significant numbers of schools and program options for completion, ranging from face-to-face, hybrid and fully online. There is no shortage of BSN completion programs in Michigan. Michigan's community colleges should focus on producing more ADN nurses, especially given the huge influx of student financial support that is being provided through the Michigan Reconnect and Futures for Frontliners grant aid programs.

The Current Pandemic-Induced Nursing Challenges are NOT a Matter of Nursing Education Program Access; They are Due to Challenges in the Labor Market

The production of nurses in Michigan has actually been on the rise. The state currently has 164,623 registered nurses—9,424 more than just two years ago.[7] However, due to the COVID-19 pandemic, as is the case with virtually every other sector and occupation, the nursing labor market has been disrupted by several factors. These include high turnover and attrition as a result of pay and benefits, childcare constraints, workplace stress, retirements, and a migration of nurses working for travel nursing agencies. Adding nursing programs in the state will not help our healthcare system in their pursuit of nursing staff. However, community colleges focusing on programs they offer that CAN help the healthcare system would aid the sector greatly. Community colleges offer many certificate programs in areas of high need in the healthcare industry. Doubling-down on efforts to recruit students into these programs could help alleviate stress on the healthcare system in a matter of months.



A BETTER WAY: CONTINUED COLLABORATION, NOT DUPLICATION

Continuing Pace on a Historic Level of Collaboration to Meet State Workforce Needs

Michigan's four-year institutions and its community colleges have a **long history of strong partnerships to address seamless student transfer**—across academic and professional programs, including the BSN degree.

Illustrative of this collaboration is the fact that in 2018-2019, **1,058 program articulation (student transfer) agreements were in place** among the state's four-year institutions and its community colleges. Further, at least 280 programs of study offered by Michigan's four-year institutions were available directly ON community college campuses.

Continuing this collaboration, the state's four-year colleges and universities and community colleges have worked to develop state-wide pathway agreements allowing students in 12, and counting, popular degree programs to easily transfer from a community college to a 4-year college or university without losing any credits or time to completion. Faculty from each sector have worked to develop these pathways that help to serve Michigan's students.

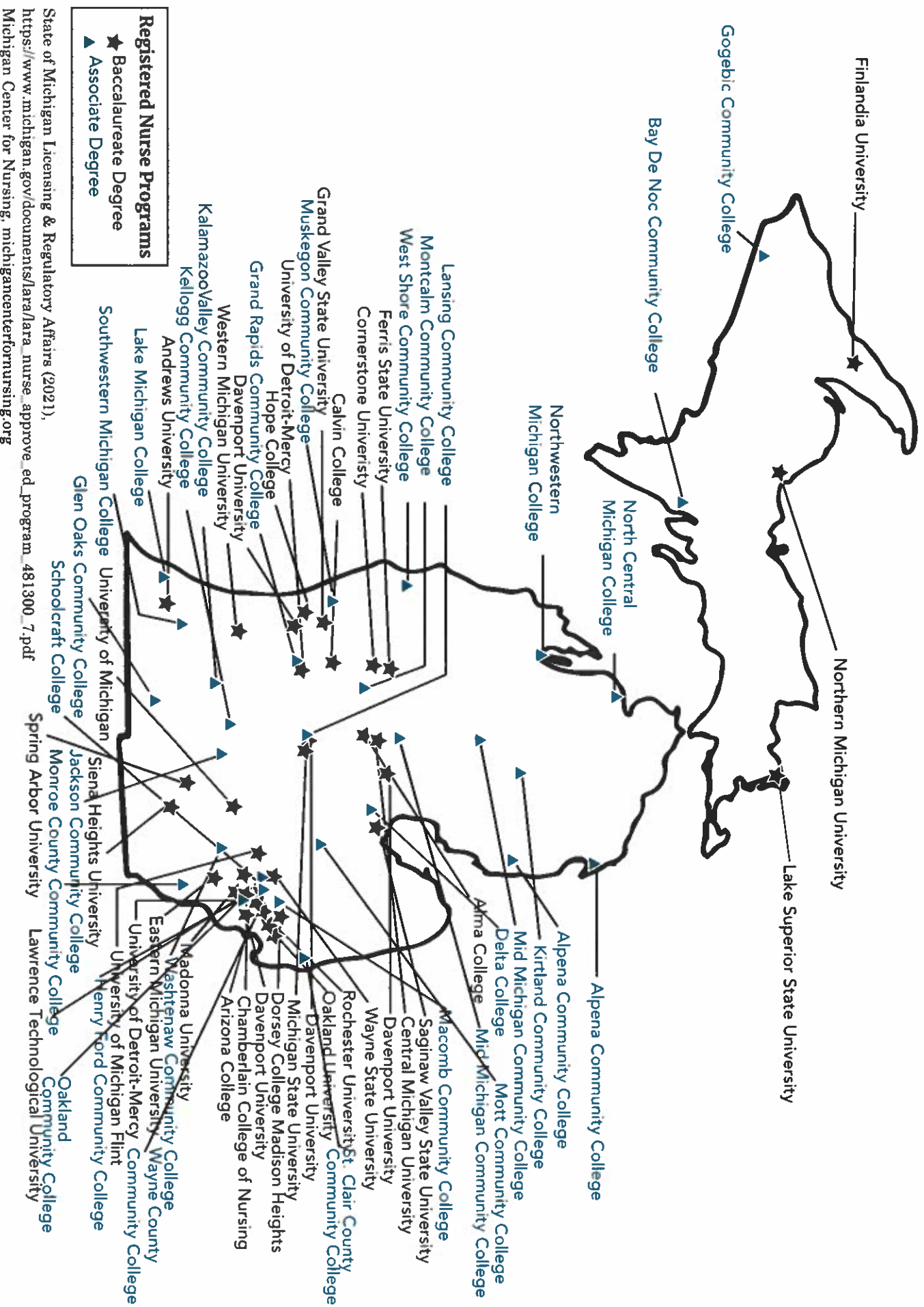
Broad Access to Nursing Programs

27 BSN programs are offered in Michigan by the state's public and private, non-profit four-year colleges and universities, at a total of 37 different locations throughout the state; the vast majority of which are already **under capacity**. For Registered Nurses with an associate degree who wish to obtain a four-year degree, 19 BSN completion programs exist in the state, with all currently having slots available. Students in Michigan have ample access to nursing education whether they begin with an ADN at a community college then continue a BSN while working in the field or begin in a BSN program right from the start.

References

- [1] Nursing program data collected via statewide survey in August 2021 by the Michigan Association of Colleges of Nursing; and the Michigan Center for Nursing.
- [2] Integrated Postsecondary Education Data System (IPEDS), U.S. Department of Education. Average graduation rate of Pell Grant students within 150% of normal time.
- [3] Michigan House Fiscal Agency, Legislative Analysis for HB 4837, 11-10-2009.
- [4] Michigan Nurse Mapping. Available at minursemap.org.
- [5] Supply and Demand Projections of the Nursing Workforce: 2014-2030 (July 21, 2017). U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Workforce, National Center for Health Workforce Analysis. Available online.
- [6] Nursing Faculty Shortage. American Association of Colleges of Nursing. Available at: <https://www.aacnursing.org/news-information/Fact-Sheets/Nursing-Faculty-Shortage>.
- [7] <https://www.ipeds.org/>

Michigan Nursing Education Programs





EDUCATING MICHIGAN'S NURSES



Michigan's 4-year higher education institutions, both public and private, not-for-profit colleges & universities, educate and train the state's Bachelor of Science in Nursing (BSN) workforce. With 27 programs across Michigan in 37 locations, there are opportunities in this field for students all across the state and online. 16 of these programs are under capacity and can enroll more students.



Eighteen of the 4-year colleges and universities have nursing-specific articulation agreements with multiple community colleges. There are also 19 RN-to-BSN completion programs in Michigan, all of which have space for more students to enroll and 18 that have fully online programming.

38,012

BACHELOR OF SCIENCE IN NURSING DEGREES AWARDED SINCE 2010



Demand for nurses with a bachelor's degree has increased in recent years and Michigan's 4-year institutions have responded with increased access to programs, more community college articulation & transfer agreements, and expanded opportunities to enroll in BSN completion programs

164,623

NUMBER OF NURSES IN MICHIGAN

Michigan is a top ten state for number of nurses relative to other workers. We have more nurses than assembly line production, construction, and engineering workers. In fact, we have nearly 10,000 MORE nurses now than we did two years ago.

27

BSN PROGRAMS ACROSS MICHIGAN



37

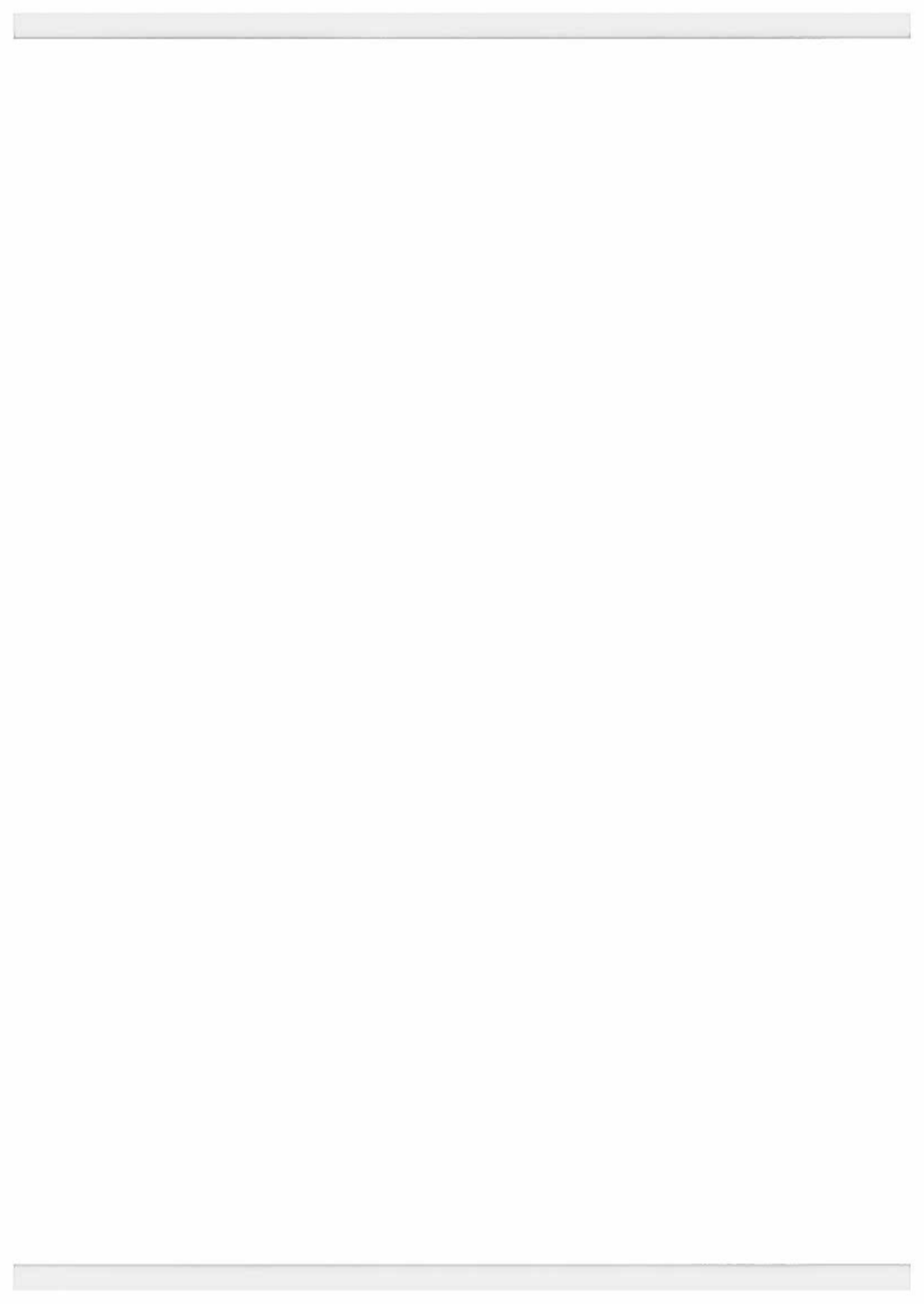
LOCATIONS AVAILABLE FOR STUDENTS



19

RN-TO-BSN COMPLETION PROGRAMS

Michigan's 4-year institutions have ample space to enroll additional nursing students, both at the traditional baccalaureate level as well as for nurses currently working with an associate's degree, to complete their bachelor's level education. In fact, all 19 BSN completion programs are under capacity and 16 traditional BSN programs are under capacity. Both can increase enrollment as student demand rises.



College or University

Offers Online RN to BSN
Completion Program

At Least 1 Articulation Agreement
With a Community College
Nursing Program

Andrews University



In progress

Arizona College



Central Michigan University



Cornerstone University



Davenport University



Dorsey College — Madison Height



Eastern Michigan University



Ferris State University



Finlandia University



Grand Valley State University



Lake Superior State University



Madonna University



Michigan State University



Northern Michigan University



Oakland University



Rochester University



Saginaw Valley State University



Sienna Heights University



University of Detroit — Mercy



University of Michigan — Flint



Wayne State University



Western Michigan University



