

Competency adn vs. bsn

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Competency Levels: Graduate Nursing of ADN Vs MSN Cheryl L. McLean
Grand Canyon University: NRS 430 August 5, 2012 Abstract: Nursing has been evolving career since the nineteenth century. Over the years, nursing was a profession that didn't hold much status to society. However, today it is one of the most respected professions worldwide. With the climb in recognition and status also come the increasing requirements to obtain a nursing position. This paper is to provide a closer look at the competency level of both the graduating ADN and BSN nurse as they enter into their profession. Nursing has come a long ways since the nineteenth century. It was once a job for the lowly and undesirable members of society. There was no formal training or education for those entering the nursing field until nursing started to gain the respect of the military and government bring forth what is now consider modern nursing and today it is considered to be a highly regarded and prestigious profession worldwide (Canyon Connect, Timeline) . Today you can't enter the nursing profession without some form of formal training. In regards to registered nursing, there are 3 levels of formal education. There is the ADN or diploma program which is the entrée level, BSN and the MSN level. Over the several years there has been a big push for nurses to get their BSN. According to Boyd (2011), Pamela Brwon, RN, PhD. states " The IOM report calling for 80% of RNs to have a minimum of a BSN by 2020 has brought forth a national debate and movement, " and she also continues to comment that " Research shows that there are better patient outcomes when patients are cared for by nurses with a BSN" (It's Academic: Studies Spur Push to BSN-in-10). So what is the difference in the level of education and competency of the graduating nurse from an ADN or

BSN program? Especially when all RN's regardless of educational level are taught and promise to uphold the definition of nursing set forth by the American Nurse Association, " Nursing is the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, communities, and populations". All registered nurses graduate promising to facilitate health and healing to our patients. The difference is that registered nurses who are graduating with an ADN degree tend to be skilled at an entrée level of nursing task and critical thinking skills needed to enter the field of nursing. Scope of practice for nurse with an ADN degree is to provide safe bedside care with defined and predictable health problems. They will use the nursing process and follow requirements, policies, protocols, supervise and delegate to others within their scope of practice (NRS 430V, 2012) . According to Friberg and Creasia (2011), " ADN programs prepare technical bedside nurses for secondary care settings, such as community hospitals and long-term health care facilities" and " nurses with associate degrees would work under the direction of registered professional nurses who were prepared at the baccalaureate level". Many nurses with BSN will go into management positions within their work entity. According to our NRS 430V Module 3 Lecture notes, " The expectations of nurses prepared at the baccalaureate level (BSN) encompasses the expectations listed above as well as providing safe care to clients with complex and/or poorly defined needs. In addition, BSN preparation includes a focus on the needs of groups and communities. After achieving a BSN degree, the nurse will have the skills to address health

concerns of groups beyond the individual and maintain increased knowledge about leading and/or managing health care activities. The formulation, delivery, and evaluation of comprehensive individualized teaching plans are part of the expectations of BSN graduates. Therefore, care delivery settings for BSN-prepared nurses may include unstructured settings or ones without established policies, procedures, or protocols, thus requiring the use of independent nursing judgments and critical thinking skills. So basically, the BSN Nurse has learned all that the ADN nurse has been educated in but more in-depth. Raines and Taglaireni (2008) state, “ BSN programs encompass all of the course work taught in ADN and diploma programs plus a more in-depth treatment of the physical and social sciences, nursing research, public and community health, nursing management, and the humanities. The additional course work enhances the student's professional development, prepares the new nurse for a broader practice, and provides the foundation for progression to advanced practice roles in nursing. With 606 entry-level baccalaureate programs enrolling students nationwide, approximately 31% of nurses in the workforce received their basic education in baccalaureate programs". We know that quality patient care highly depends on having an extremely well educated health care team. Research has shown that nurses with higher education will have less medication error, lower mortality rates and higher positive outcomes for the patient (AACN, 2012). References American Nurses Association (2012). Definition of nursing. Retrieved August 5, 2012 from Nursingworld. org <http://www.nursingworld.org/FunctionalMenuCategories/FAQs.aspx> American Association of Colleges of Nursing. Fact sheet: Creating a more highly qualified nursing workforce.

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