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Staff Nurse Level of Education and its Effect on Patient Outcomes: A Review of Literature

Eric Mika, SN & Thomas Kruse, SN



What We Learned

Hospitals with an increased proportion of BSN educated nurses resulted in decreased mortality rates, decreased incidence of failure to rescue patients, decreased length of stay, and decreased financial burden with fewer readmissions.

Background

- Hospitals staffed with a greater proportion of BSN educated nurses have been proven to increase the rate of favorable patient outcomes

Purpose & Aim

- To examine the relationship between hospitals with an increased proportion of bachelor prepared nurses vs. patient outcomes

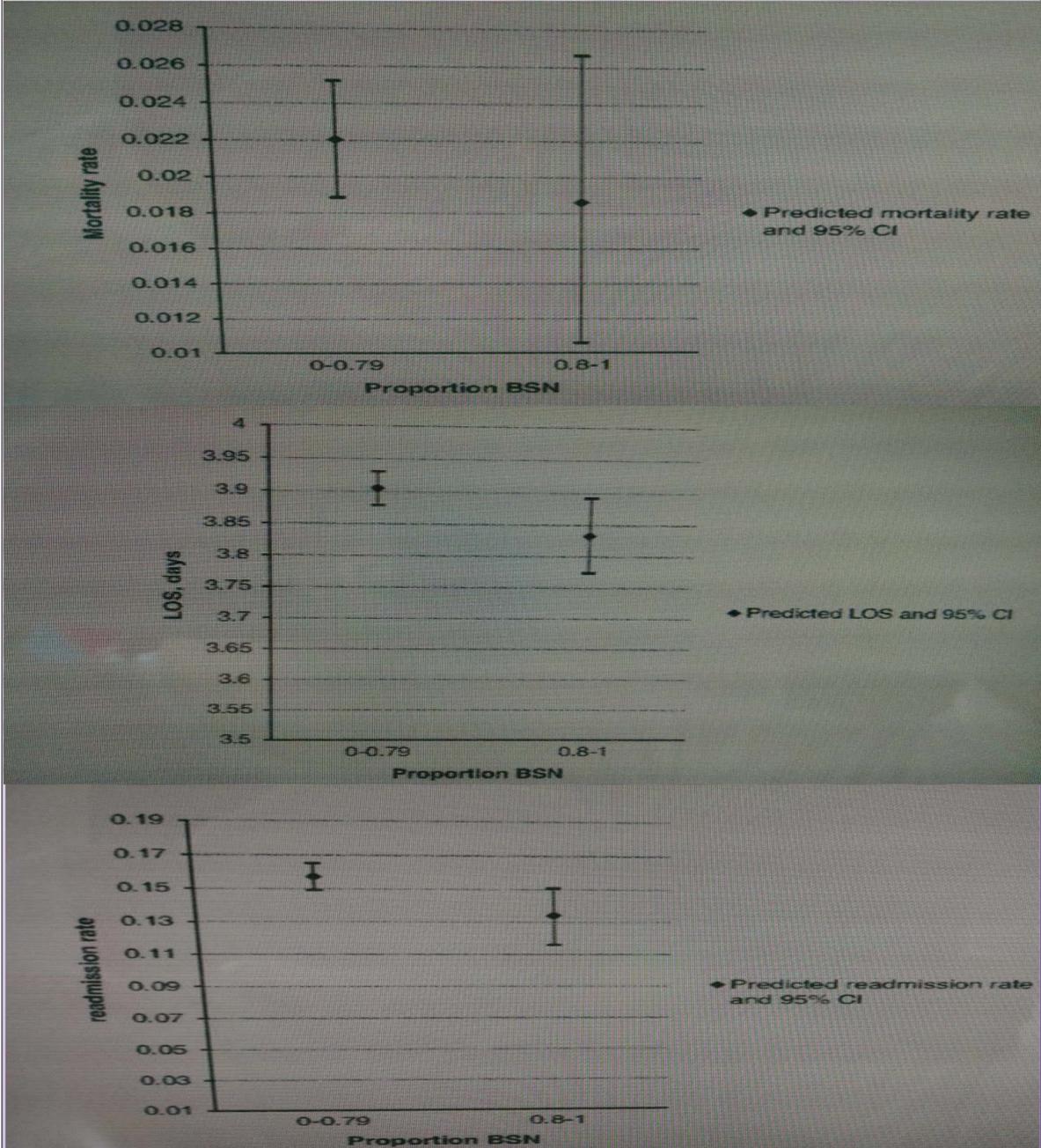
Sample

- Magnet, and non-Magnet hospitals from 4 states (California, Florida, Pennsylvania, and New Jersey) over 100,000 registered nurses
- 8,526 patients from a non specified urban Magnet hospital
- 21 UHC-member teaching hospitals that had contributed data to both clinical and operational data sets - complete responses to the education survey

Methods

- Database search - CINAHL.
- Search terms – nurses, bachelor degree, outcomes, Magnet hospitals, and mortality rates

Results



Discussion

Increased proportion of BSN educated nurses are linked to:

- Decreased mortality rates
- Decreased length of stay
- Decreased failure to rescue patients
- Decreased financial burden
- Recommendation of 80% BSN workforce by 2020

Next Steps

- More research is needed to further isolate BSN education as the sole variable for improved patient outcomes
- Actively incorporate EBP, a cornerstone in baccalaureate nursing programs, into daily care for patients

Limitations

- Only 2 time points for longitudinal study
- Small underpowered sample for the number of predictors used
- Only one hospital analyzed
- Individual nurse experience and skill level not accounted for

Acknowledgments

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