**INTRODUCTION**

Endorsed by the Massachusetts Board of Higher Education in 2014, the Nursing Education Transfer Policy is part of a statewide initiative to increase the percentage of nurses with bachelor’s degrees from just over 55% in 2012 to 66% by 2020 and 80% by 2025, the recommendation set by the Institute of Medicine (IOM) in its landmark 2010 report, *The Future of Nursing: Leading Change, Advancing Health*. One of the IOM report’s 4 Key Messages is to Transform Education, stating that nurses should achieve higher levels of education and training through an improved system that promotes seamless academic progression.

**GOALS**

- Create a seamless, cost effective, timely and transparent pathway for students to progress from community college Associate Degree in Nursing (ADN) programs to the Bachelor of Science in Nursing (BSN) degree at a state university or UMass;
- Make the process of transferring credits from the ADN to the BSN transparent for students and administrators and mitigate the need for inter campus articulation agreements between public two- and four-year nursing programs;
- Reduce the overall time for transfer students to complete the BSN;
- Eliminate any unnecessary duplication of coursework, thereby reducing costs for students; and
- Rationize curriculum pathways among the community colleges and state universities and UMass to clarify course selection.

**BACKGROUND & PROCESS**

January 2012 – Team begins work
- Survey prepared to gather data on degree requirements of nursing programs in order to develop seamless academic progression models;
- Reviewed the Early Education Transfer Compact to guide the work
- Drafts of the Nursing Education Transfer Policy (NETP) prepared
- Comprehensive process of review and revision
- NETP is approved by the Board of Higher Education, January 28, 2014
- Implementation activities begin:
  - News Release
  - Article published in MARN newsletter
  - Discussions with campus Nursing Deans
  - Fact Sheet developed and distributed to working nurses
  - Meeting with Nursing Deans/RN-BSN Coordinators and Transfer/Admission Teams
  - Brochure created to promote the need for nurses to advance their education, distributed at the first statewide MA Healthcare Workforce Summit, Oct. 2014
- Implementation survey to document progress to date

**KEY ATTRIBUTES**

- BORN-approved ADN degree programs require a maximum of 72 credits;
- All courses earned as part of BORN-approved public ADN degree program will transfer, without time restriction, as a body of knowledge and practical experience that is prerequisite to NCLEX licensure, to any upper-division nursing program at a state university or the University of Massachusetts;
- The 34-credit MassTransfer General Education Block may be completed at the community college and these credits will transfer to address the general education requirements of any upper-division nursing program at a state university or UMass;
- A maximum total of 128 credits will be required to earn the RN-to-BSN degree, unless additional specific course work in the major is required of all RN-to-BSN students at the receiving institution;
- The post-transfer course work required for completion of the RN-to-BSN degree includes: upper-division Nursing courses, related major courses and any electives that may be needed to meet minimum degree and residency requirements of the receiving institution;
- The minimum GPA for admission to the BSN program is determined by each public higher education institution;
- A prior bachelor’s degree earned from a regionally accredited public 4-year institution qualifies as meeting the general education requirements in a BSN program at a state university or UMass nursing program.

**TEAM**

The Nursing Education Transfer Policy was developed by a project team comprised of nursing deans and faculty, who worked with Department of Higher Education staff and the Massachusetts Action Coalition (MAAC), a statewide coalition of nurse leaders representing practitioners, educators, and health care delivery organizations. The MAAC has received two Robert Wood Johnson Foundation Academic Progression in Nursing (APIN) grants for $300,000 each.

**OUTCOMES**

Beginning with the 2015-2016 academic year, nurses and nursing students seeking to advance their educations at Massachusetts public colleges and universities will benefit from a more streamlined and less expensive process for transferring credits.

**PARTICIPATING**

State Universities and UMass

- Framingham State University
- Fitchburg State University
- Salem State University
- Westfield State University
- Worcester State University
- UMass Amherst
- UMass Boston
- UMass Dartmouth
- UMass Lowell

Check individual websites for more details

Private programs are encouraged to participate

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[http://www.mass.edu/nursing](http://www.mass.edu/nursing)