



A Summary of the Regionally Increasing Baccalaureate Nurses (RIBN) Project



BUSINESS CASE ANALYSIS AND ECONOMIC IMPACT EXECUTIVE SUMMARY AND RECOMMENDATION

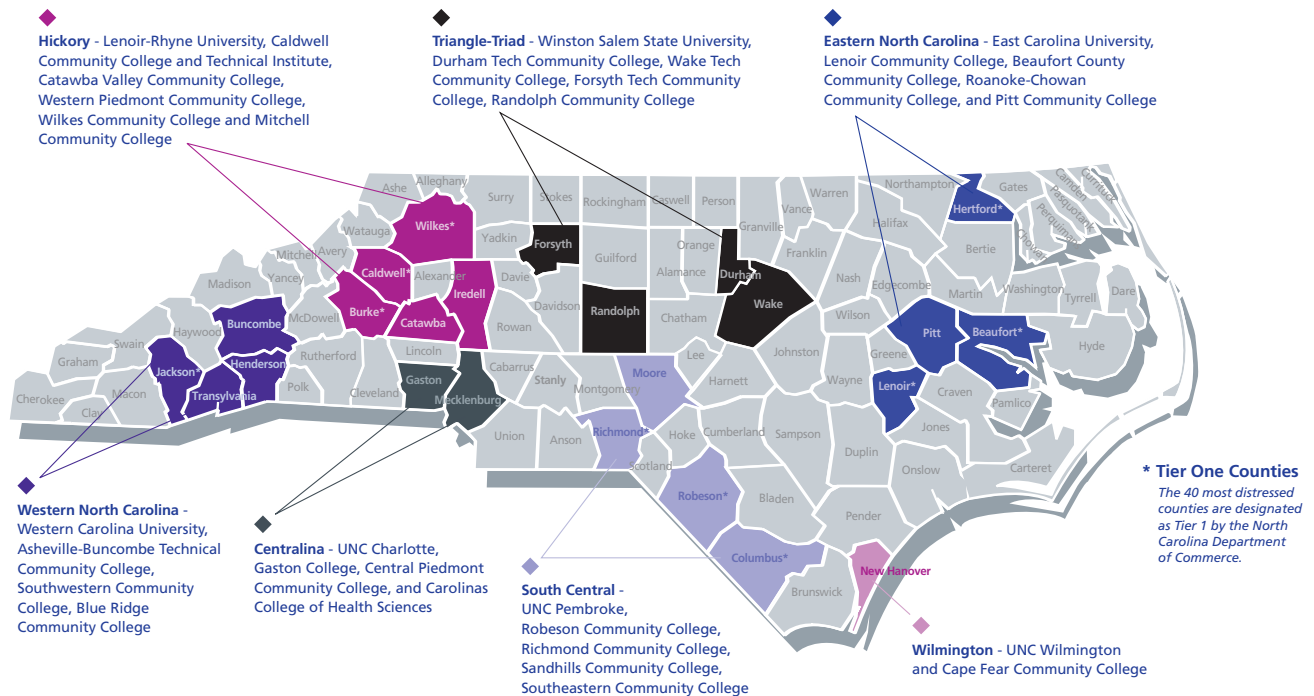
By Nicholas Didow, PhD, MBA and David Bridges, CPA
 Kenan-Flagler Business School, University of North Carolina

BACKGROUND

The *Business Case Analysis and Economic Impact* examines the economic impact of the RIBN initiative on nursing students, community colleges, universities, and employers of nurses.

The RIBN initiative is an educational partnership coordinated by the Foundation for Nursing Excellence to increase the number of baccalaureate prepared nurses in the workforce by combining the best benefits of community college based ADN programs and university BSN programs. RIBN students are dual-enrolled at a community college and partner university. They spend the first three years based at the community college and the fourth year as a full-time student at the university. The RIBN project is projected to include 55 community colleges and 15 universities organized into regional collaboratives across the state when fully developed. Below is a current map of existing partnerships.

Current regional RIBN partnerships of community colleges and universities already cover much of the state



FINDINGS

For nursing students, the RIBN BSN is financially more worthwhile over a lifetime nursing career than either an ADN or traditional four year BSN. The RIBN BSN enables nurses to be more fully engaged in the profession sooner.

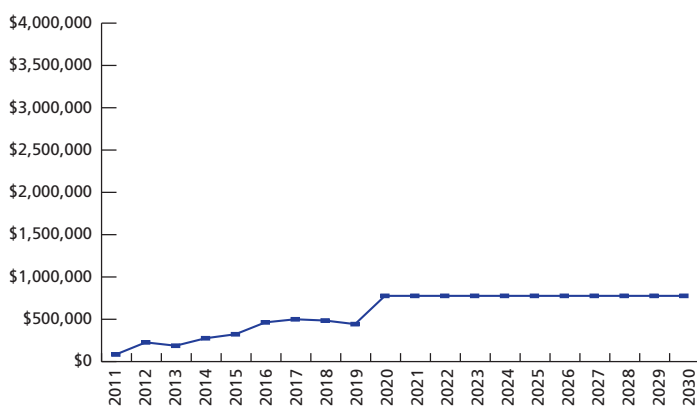
Participating in RIBN is not cost neutral to community colleges or universities as originally expected. RIBN students replace ADN student enrollments and bring only one year of additional tuition revenue as they take their first year general education classes at the

community colleges. The community colleges are also responsible for the costs of hiring the Student Success Advocates that serve as advisors to the RIBN students. The additional tuition revenue at the university does not fully cover the expected additional costs for the RIBN students.

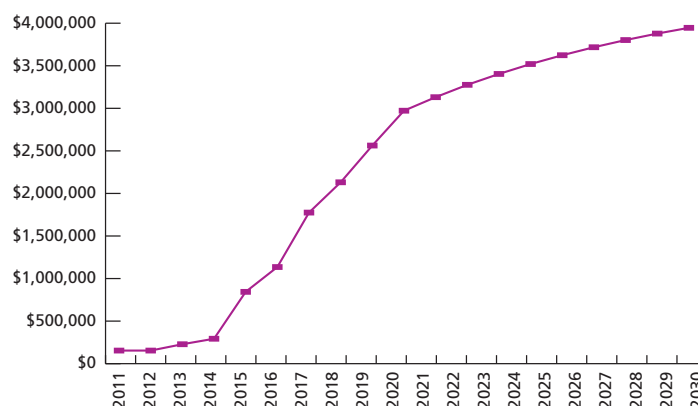
With a projected 175 RIBN BSN graduates entering the workforce annually beginning in 2020, hiring RIBN BSN graduates will save hospitals and other practice providers an estimated \$3 million by 2022 and \$4 million by 2030. Savings will come from reduced tuition reimbursement costs, as well as lower recruiting and “onboarding” replacement expenses due to reduced turnover. Below is a chart showing the costs for Community Colleges and Universities to offer RIBN in comparison to the practice provider savings.

Summary of total annual costs for community colleges and universities to offer RIBN (net 100% incremental tuition) and annual savings for practice providers to hire RIBN RNs

Total annual costs for Community Colleges and Universities to offer RIBN net 100% incremental tuition



Total annual practice provider savings from hiring RIBN RNs



Recommendation

Hospitals and other practice providers should financially support the development of RIBN by community colleges and universities as doing so is strongly in their own economic self interest, in addition to the many other reasons to support more favorable patient outcomes from having a better educated nursing workforce.

When RIBN is fully developed by 2020, the annual tuition reimbursement cost savings alone for hospitals and other practice providers is estimated to be \$1,575,000 a year, a dollar amount far in excess of the estimated total annual cost of \$765,550 for community colleges and universities to offer the RIBN BSN as an alternative to the traditional two year ADN and four year BSN education tracks to enter the nursing profession.

RIBN also increases the pool for future faculty to assure the continued preparation of the nursing workforce as well as increases the number of advanced practice nurses providing access to quality health care for all North Carolinians.