# Structural Empowerment
### Bridging Cultures through Shared Values in a Professional Environment of Partnership

## SE6EO – Commitment to Professional Development

*SE6EO: Provide evidence of the organizations progress towards (or maintaining) ≥ 80% of professional registered nurses who have earned a baccalaureate or higher degree in nursing:*

- *Outcome data must be submitted in the form of a graph with a data table including:*
- *Stated goal (percentage) for improvement in professional registered nurses obtaining baccalaureate or higher degree in nursing.*
- *Three years of data to demonstrate that the goal was met, maintained and exceeded.*

*Note:*

- *May use maintenance goal if the organization is ≥ 80%.*
- *Percentage should be calculated using the total Number of RNs.*

*The organization:*

- *Must describe and provide evidence of the impact of the additional RN full-time employees (FTEs) on the goal to increase percentage.*
- *Provide updated data with each yearly Demographic Data Collection Tool (DDCT) report to demonstrate continued progress.*

**Example SE6EO: KFSHRC Clinical Nurses with bachelor's or Higher Degrees in Nursing**

### Problem

Present the organizational outcomes for RN BSN or higher degree rates for three years from an annual baseline.

### Goal Statement

Increase the RN BSN rates by 0.25% annually to progress towards 80% in the organization over the years of 2019, 2020 and 2021.

### Participants

Table SE6EO.1 lists the participants who were involved in supporting the increase towards RNs achieving Baccalaureate of Science in Nursing (BSN) or Higher degree rates.

**Table SE6EO.1: Participants Involved in Supporting Increase in RNs BSN or Higher Degree Rates**

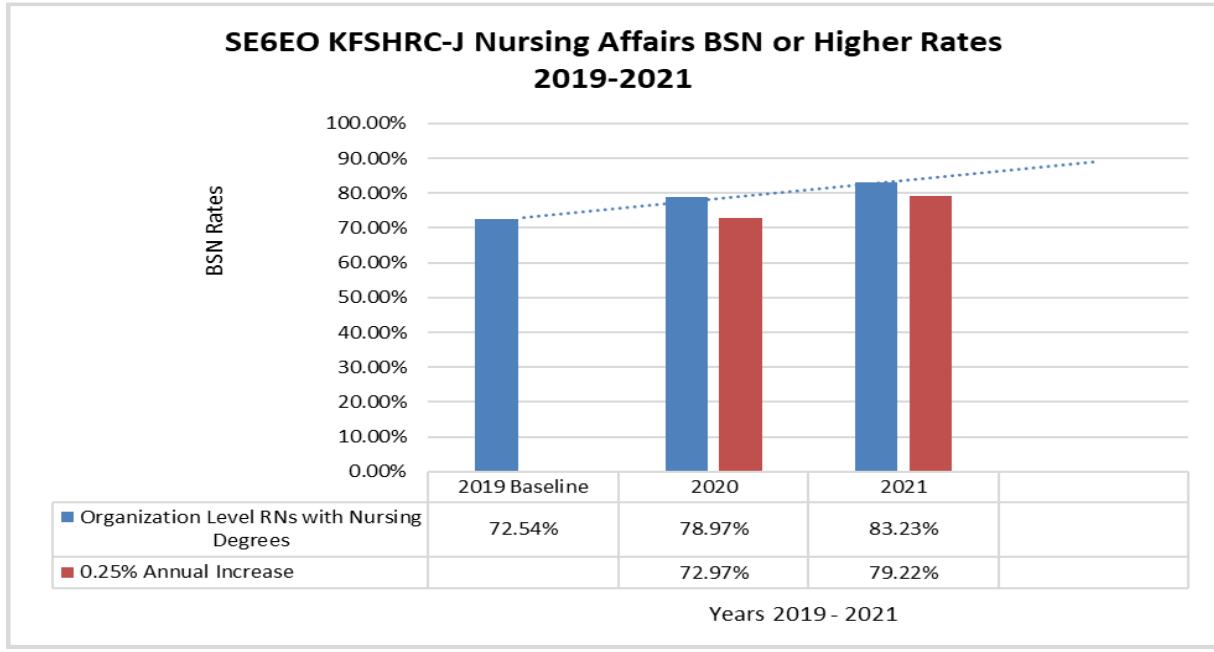| Name and Credentials | Job Title | Department |
|---|---|---|
| Sandra Lovering, DHSc RN, CTN-A, FAAN | Former Executive Director | Nursing Affairs |
| Wadea Beheri, PhD RN | Deputy Executive Director | Nursing Affairs |
| Fiona Haines, MCur RN, RM, CPHQ | Former Program Director | Magnet® Hospital |
| John Sedgewick, PhD RN, RMN, Dip.N, Renal Cert, Cert.ED, RNT, FETC, FFNM(RCSI), FInstLM | Program Director | Nursing Development and Saudization |
| Gillian Sedgewick BSN RN, MSc | Former Program Director | Nursing Practice, and Research |
| Soud Sbehat BSN RN, CM, CIPT | Recruitment and Retention Coordinator | Nursing Recruitment and Retention |
| Amna Al-Shelali, RN, BSN, PGD Oncology, MME, CM, CCNE, ICPT | Education Coordinator | Nursing Development and Saudization |
| Siti Maarof, PhD RN | Clinical Instructor and MAHSA Program Coordinator | KFSHRC-Riyadh |

## Description of the Intervention

SE5 describes the interventions completed to achieve the below outcomes for BSN and higher degree rates for RNs as seen in Table SE6EO.2 below.

**Table SE6EO.2: Improvement in BSN or Higher Degree Rates 2019-2021**

| Years | Total RNs, Nursing Affairs | % BSN Rates | Goal 0.25% | BSN Rates, Achieved % |
|---|---|---|---|---|
| **2019** | 1202 | Total number who are BSN=872 | Baseline | 72.54% |
| **2020** | 1194 | Total number who are BSN=943 | 72.97% | 78.97% |
| **2021** | 1216 | Total number who are BSN=948 | 79.22% | 83.22% |

## Outcome

Graph SE6EO below demonstrates the improvements in BSN (or higher) rates. In 2019, the baseline organizational rate for BSN or Higher Degree in Nursing was 72.54%. With an annual goal of 0.25% increase in BSN or Higher Degree in Nursing BSN rates achieved in 2020 were 78.97% which represents an annual increase of 6.43%. Similarly, in 2021 the annual increase in BSN rates was 83.23% representing an overall annual increase of 4.25%.

### SE6EO KFSHRC-J Nursing Affairs BSN or Higher Rates 2019-2021

| | 2019 Baseline | 2020 | 2021 |
|---|---|---|---|
| ■ Organization Level RNs with Nursing Degrees | 72.54% | 78.97% | 83.23% |
| ■ 0.25% Annual Increase | | 72.97% | 79.22% |

Years 2019 - 2021

**Graph SE6EO: KFSHRC-J Nursing Affairs BSN or Higher Rates**