**Introduction**

The IOM (2011) Recommendations for Nurses²,³,⁴
- Practice to full extent of education and training
- Achieve higher education seamlessly
- Be full partners in healthcare redesign
- Improve information collection

**Important Information**
- 32 million more healthcare recipients due to the Affordable Care Act (2010)²
- 3 million RNs in the United States²
- Nursing is the largest group of healthcare professionals.²
- AACN states that BSN RNs should be prepared as 100% survey respondents⁵ on “leadership development, community/population health, and evidence-based practice.”⁵,⁶, p. 298
- Bandura’s Self-Efficacy Theory states that people are often able to do what they think they can do.³

**Methods**

**Future of Nursing Course Assignment Instructions in RN to BSN Curriculum at Midwestern Faith Based University:**
- Design an innovative project to actualize one of the IOM Future of Nursing (2011) Key Messages into practice
- Consider potential barriers to the recommended change
- Provide rationale and develop the intervention to include:
  - participants
  - financial impacts
  - education requirements
  - policy changes
  - evaluation methods
- Present project as a group to their peers in class

**Survey**
- Assess student self-efficacy change after assignment completion regarding:
  - Past attempts to implement innovative ideas
  - Perceived abilities to implement inventive ideas upon course completion
- Four Courses Surveyed
  - 1 on ground, 3 online
  - n = 61

**Results**

**Response Rate** 52.5%  
- 100% on ground
- 35.6% online

**Perceptions after Course and Project Completion to Implement an Original or New Idea to Benefit Nursing:**

- **Time in Practice**
  - <5 years: 75%
  - 6-15 years: 6%
  - >16 years: 19%

- **Empowerment Felt**
  - Felt Empowered: 93%
  - Did Not Feel Empowered: 7%

- **Likelihood to Implement**
  - Very Likely: 38%
  - Likely: 38%
  - Undecided: 21%
  - Very unlikely: 0%

**Prior to Taking the Future of Nursing RN to BSN Course**
- 94% were not aware of the IOM Future of Nursing (2011) report
- 44% considered implementing an original idea to benefit their nursing practice
- 44% implemented the idea
- 56% did not implement the idea

**Barriers and Challenges that Prohibited Implementation of Original Ideas in the Past:**
- Administrative Resistance
- Experience
- Finances
- Ideas
- Knowledge/Education

**Discussion**

**Interpretation of Results**
- Course improved students’ knowledge of the IOM Future of Nursing (2011) report including:
  - Implications in the evolving health care environment
  - Impact for the profession of nursing
- Assignment had positive impact on student self efficacy by providing an opportunity for:
  - Collaboration
  - Exploration
  - Research

**Limitations of Research**
- Small sample size
- Low response rate
- Voluntary participation
- Lack of structured time to complete survey for online classes
- Potential misinterpretation of conditional questions where survey design was not automated

**Opportunities for Future Studies**
- What is the correlation between years of service as a RN and likelihood to implement a new idea into practice?
- What measures can be taken to overcome the barriers and challenges that prohibit project implementations?
- What do the students want to implement or change?
- What impact or outcome would their ideas have on the nursing profession to meet the messages of the IOM Future of Nursing (2011) report?

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*References*: