

Educational Requirements for Registered Nurses

Philosophy:

Consistent with national standards and evidence related to patient outcome improvement, BSN educational preparation for clinical nursing staff is the preferred educational foundation for clinical practice.

Graduate level education for Nurse Managers drives improved staff retention and performance and therefore is a requirement for all Nurse Manager, Director, and Administrator positions.

Policy:

1. All clinical nursing staff hired into the institution with other than baccalaureate nursing degree will be informed at hire of the requirement to enroll in a BSN program within one year of hire and to complete the BSN within five years of hire date.
2. Existing clinical nursing staff are strongly encouraged to pursue BSN education and are supported by managers and tuition reimbursement resources to achieve this goal for professional development to improve patient care.
3. All candidates for nurse manager, director, or administrator positions must hold at minimum a BSN^{*} degree, and are required to be enrolled in a Master's degree in nursing (or related field) program at the time of hire, or to have already attained this level of educational preparation.
4. Existing nurse managers shall complete their Master's level preparation in a timely fashion in accordance with their development plan ([Appendix A](#)), as approved by their nursing director and Chief Nursing Officer.

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* ANCC Magnet Recognition requirement

Appendix A: Patient Care Services Administrative/Operations Policy A17
Nurse Manager Higher Education Development Plan

Manager: _____

Director: _____

Date entered into position: _____

Date initial plan established: _____

Current highest nursing degree: _____

Other degrees? _____

	Date: _____	Date: _____	Date: _____	Date: _____	Comments
Date enrolled in master's program month / year					
School and program type					
Planned credits per semester					
Anticipated graduation date month / year					
Tuition assistance					
RN Scholarship funding					
Other					