



YOUR  
BSN

YOUR  
WAY

# RN-TO-BSN *FLEXPATH* OPTION

A revolutionary program that puts you in control of your nursing education.

## WHAT KINDS OF NURSES GET A **BSN**?

Nurses who want to provide even better patient care. Nurses who want more involvement in critical decisions. Nurses who want to be recognized by colleagues in their field. Nurses who want to be prepared for graduate school.

These kinds of nurses pursue the degree that sets them apart from other RNs, signaling to coworkers and supervisors alike that **they are serious about growing in their practice.**





# 10 REASONS WHY YOU NEED A BSN

## 1 IT'S THE NEW STANDARD

The Institute of Medicine (IOM) has recommended that 80% of the nursing workforce hold a BSN by 2020.

Institute of Medicine. (2010). *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: National Academies Press.

## 2 YOU'LL EARN MORE

RNs with a BSN earn nearly \$6,000 more a year than those with an associate's degree.

U.S. Department of Health and Human Services, 2010.

## 3 YOU'LL BE IN DEMAND

By 2020, 82% of all health care jobs will require postsecondary education and training.

Georgetown University Center on Education and the Workforce study, *Healthcare*, June 2012.

## 4 YOU'LL HAVE MORE CAREER CHOICES

Nurses with BSNs have more opportunities for professional growth and advancement.

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, 2010-2011 Edition, Registered Nurses.

## 5 YOU MAY BE REQUIRED TO HAVE ONE

More than 43% of hospitals and other health care settings are mandating new hires have a BSN. Nurses who work in Magnet® hospitals or hospitals on the journey to Magnet® status are more likely to be required to have one.

American Association of Colleges of Nursing (AACN). *Employment of New Nurse Graduates and Employer Preferences for Baccalaureate-Prepared Nurses*. Magnet® is a registered trademark of the American Nurses Credentialing Center. All rights reserved.

## 6 YOU'LL BE AN EVEN BETTER NURSE

A BSN enhances your professional abilities. You can learn about nursing leadership, team management, wellness, disease management and prevention, and more.

HealthGuidance.org. *To BSN or Not to BSN—That Is the Nurse's Question*.

## 7 YOU'LL HAVE A MORE POSITIVE IMPACT ON PATIENT CARE

Research suggests a number of positive outcomes for patients, including lower mortality rates, when care is provided by nurses with a bachelor's or advanced degree.

American Association of Colleges of Nursing (AACN). *Creating a More Highly Qualified Nursing Workforce*.

## 8 YOU'LL FIND EMPLOYMENT FASTER

The job offer rate for nurses holding BSN degrees is higher than most other fields with 89% of BSN program graduates receiving job offers 4-6 months after graduation.

American Association of Colleges of Nursing (AACN). *Employment of New Nurse Graduates and Employer Preferences for Baccalaureate-Prepared Nurses*.

## 9 YOU'LL BE THE PREFERRED JOB CANDIDATE

Seventy-eight percent of employers surveyed by the American Association of Critical-Care Nurses (AACN) express a strong preference for BSN program graduates.

American Association of Colleges of Nursing (AACN). *Employment of New Nurse Graduates and Employer Preferences for Baccalaureate-Prepared Nurses*.

## 10 YOU'LL IMPROVE YOUR SKILLS

In addition to the knowledge you'll acquire with a BSN, you'll develop essential professional nursing skills, such as critical thinking, effective communication, cultural awareness, and working collaboratively.

“If you want to be a decision-maker and change things, you can only do that starting with a bachelor’s degree.”



**F. PATRICK ROBINSON** PhD, RN, FAAN

*Dean, School of Nursing and Health Sciences*  
Capella University



## SO, WHY CHOOSE CAPELLA FOR YOUR BSN EDUCATION?



CCNE-**accredited**\*.



An **online curriculum** with 24-hour access to courses.



You can save **time and money** by applying previous coursework.



Your learning is immediately **applicable**.



You get the **support** you need, when you need it.

\*The BSN degree program at Capella University is accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, D.C. 20036, (202) 887-6791  
<http://www.aacn.nche.edu/ccne-accreditation>.

“Employers want their nurses to advance their knowledge and skills, but they also don’t want education to take them out of the workplace for long periods. So Capella’s RN-to-BSN programs offer the perfect solution. They’re efficient and effective for both nurses and employers.”



**CHRISTY DAVIDSON** DNP

*Director, Department of Nursing*  
Capella University



## YOU TALKED. WE LISTENED.

As an RN, you're busy. You like timely solutions that work consistently and have lasting impact. So when you told us what you wanted in a BSN program, Capella took note.

We now have two BSN programs to fit your needs:

- **Standard online format**
- **FlexPath option**

"I have lots of experience. Won't I just be learning things I already know?"

At Capella, we value your experience as a nurse. You may be able to apply previous coursework from another institution for up to 75% (approximately 90 semester credits) of Capella's BSN degree

requirements, allowing you to concentrate on building new skills. Additionally, our RN-to-BSN FlexPath option allows you to move more quickly in subjects you've already mastered.

"My schedule is unpredictable. I'd miss too many classes."

The BSN degree program at Capella features an online curriculum with 24-hour access to courses. Our standard path RN-to-BSN has weekly deliverables, but there are no set class times or lectures to attend. The RN-to-BSN FlexPath option

is self-paced—each course gives you the freedom to learn at your pace, taking as little or as much time as you need to master the material. You can earn a BSN in as little as 18 months, and even keep working while you're learning.

"I can't afford to go back to school."

Tuition is similar regardless of the path you choose, with many ways to save, including scholarships, employer and association discounts, employer tuition reimbursement, credit for prior learning, and

more. The RN-to-BSN FlexPath option gives you the freedom to go more quickly through the program, which could save you both time and money.



# WHAT IS FLEXPATH, AND HOW IS IT DIFFERENT?

FlexPath gives you the control to chart your own educational path at a pace that fits your schedule and leverages your professional experience.

**There are no preset class times and deadlines.** You create your own plan for completing your coursework. With a flexible course load and flat tuition rate, that could mean earning your degree in less time and for less money, depending on your pace.

And FlexPath is brought to you by Capella University—an **accredited university** dedicated to providing an exceptional, professionally aligned education that puts you in the best position to succeed in your field.

The FlexPath option mirrors the same courses and competencies as Capella’s standard path online BSN program, which works for many students—and it may be the right path for you.

**But if you enjoy working independently, need a degree program that fits into your time-crunched life, and are motivated by the idea of saving time and money, FlexPath may be a route worth exploring.**

	RN-TO-BSN STANDARD PATH OPTION	RN-TO-BSN FLEXPATH OPTION
ONLINE COURSE STRUCTURE	Faculty-led discussions and assignments in a shared courseroom with other students	Work independently at your own pace with no preset due dates
ASSIGNMENTS AND COURSE ACTIVITY DEADLINES	Weekly (but at your own pace within that week)	Set your own deadlines as you work to complete each course within 12 weeks
COURSE MATERIALS	Required textbooks and materials	Use the resources of your choosing — videos, articles, or your own work experience
ESTIMATED AVERAGE TIME TO COMPLETE DEGREE	2–2.5 years	1.5–2 years
MAXIMUM COURSE LOAD	3 courses / quarter maximum	No limit (a maximum of 2 courses can be taken concurrently)
TUITION STRUCTURE	Pay per credit for each course you take during the quarter	Pay one flat tuition rate per 12-week session

## WHY CHOOSE **FLEXPATH** TO GET YOUR BSN?



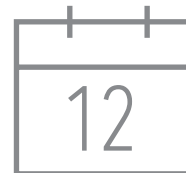
### **THE RN-TO-BSN FLEXPATH OPTION LEVERAGES YOUR PROFESSIONAL EXPERIENCE.**

With Capella's revolutionary RN-to-BSN FlexPath option, knowledge gained in your career can help you move more quickly through the program.



### **FLEXPATH IS INDIVIDUALLY TAILORED.**

Because you can apply relevant work experience to complete assessments and demonstrate competencies, FlexPath learning means you'll spend less time on things you already know and more time mastering new skills.



### **FLEXPATH ALLOWS YOU TO EARN YOUR BSN WITHIN A YEAR.**

Your job takes a lot of time and energy, so you want an education that's as efficient and economical as possible. The RN-to-BSN FlexPath option can be completed in as little as 12–18 months, saving you time and money.



### **FLEXPATH IS PRACTICAL AND USABLE.**

Students focus on demonstrating competencies, and those competencies can immediately be put to use in the workplace.



### **FLEXPATH FOCUSES ON HELPING YOU BUILD THE COMPETENCIES EMPLOYERS NEED AND WANT.**

Capella partners with hundreds of major health care organizations to ensure our competency-based curriculum is aligned with what employers need. Partnerships include professional organizations such as the American Nurses Association Leadership Institute™.





### **FLEXPATH COURSEWORK IS REVIEWED BY NURSING EXPERTS.**

Every member of the Capella nursing faculty has a graduate degree, relevant clinical practice experience, and is 100% supportive in making sure you succeed in the program.



### **FLEXPATH IS CREDIBLE.**

Capella's BSN degree program is accredited\* by the Commission on Collegiate Nursing Education (CCNE), a nationally recognized accreditation agency approved by the U.S. Secretary of Education.

\*The BSN degree program at Capella University is accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, D.C. 20036, (202) 887-6791 <http://www.aacn.nche.edu/ccne-accreditation>.



### **FLEXPATH IS ORGANIZED TO FIT YOUR LIFE.**

FlexPath eliminates preset class times and deadlines for an innovative approach that allows you to go as fast or as slow as you need to.



### **FLEXPATH IS AFFORDABLE.**

The FlexPath tuition is a flat fee of \$2,500 per 12-week session, no matter how many courses you choose to complete. Got lots of time on your hands? Complete four courses. Need time to focus on work and family? Enroll in just one. The cost is the same. Your pace determines the total cost of your tuition.



### **FLEXPATH INCLUDES ACCESS TO VIRTUAL LAB EXPERIENCES.**

To meet the demands of an evolving health care system and the changing needs of patients, Capella has designed an exclusive virtual lab environment to practice solving real nursing challenges. Specific BSN courses give you access to a simulated health system to immediately apply what you're learning in a fail-safe setting. Through these simulations, you will quickly gain the skills and competencies that can positively impact your career, patient safety, and quality of care.

## YOUR SUPPORT WITH FLEXPATH

Support is a critical aspect of Capella's approach to education. FlexPath support includes dedicated roles to assist FlexPath students whenever they need help:

**FACULTY.** Experts who work in the field they teach provide direct, substantive feedback on each assessment.

**COACHES.** One-to-one coaching to help you stay on track and achieve your goals throughout your program.

**TUTORING FACULTY.** Subject matter experts provide extra assistance when you need help.

**COMMUNITY.** You'll have access to an online discussion board with your fellow FlexPath students, as well as the writing center, library, Career Center, and other online academic tools and resources.



## WHO IS THE RN-TO-BSN STUDENT?



**FLEXPATH STUDENT**  
DIANE

RN with 5 years of experience.

Works four 12-hour shifts a week.

Getting her BSN for a promotion from staff nurse to nurse supervisor.

Wants to be comfortable with each subject area, so she spends more time on courses that require new skills.



**FLEXPATH STUDENT**  
OWEN

RN with 9 years of experience.

Works a per-diem position that usually consists of four 10-hour shifts per week.

Currently a charge nurse, but wants to move into nursing education.

Knows a BSN will provide more career options.

Values the flexibility to take multiple courses in a 12-week session.



**STANDARD PATH STUDENT**  
TAMARA

RN with 3 years of experience.

Currently working two jobs.

Would someday like to be a chief nursing officer.

Prefers the structure and deadlines of Capella's standard path online BSN program to keep her on track.

Generally takes one course per quarter, but can sometimes manage two if her schedule allows.

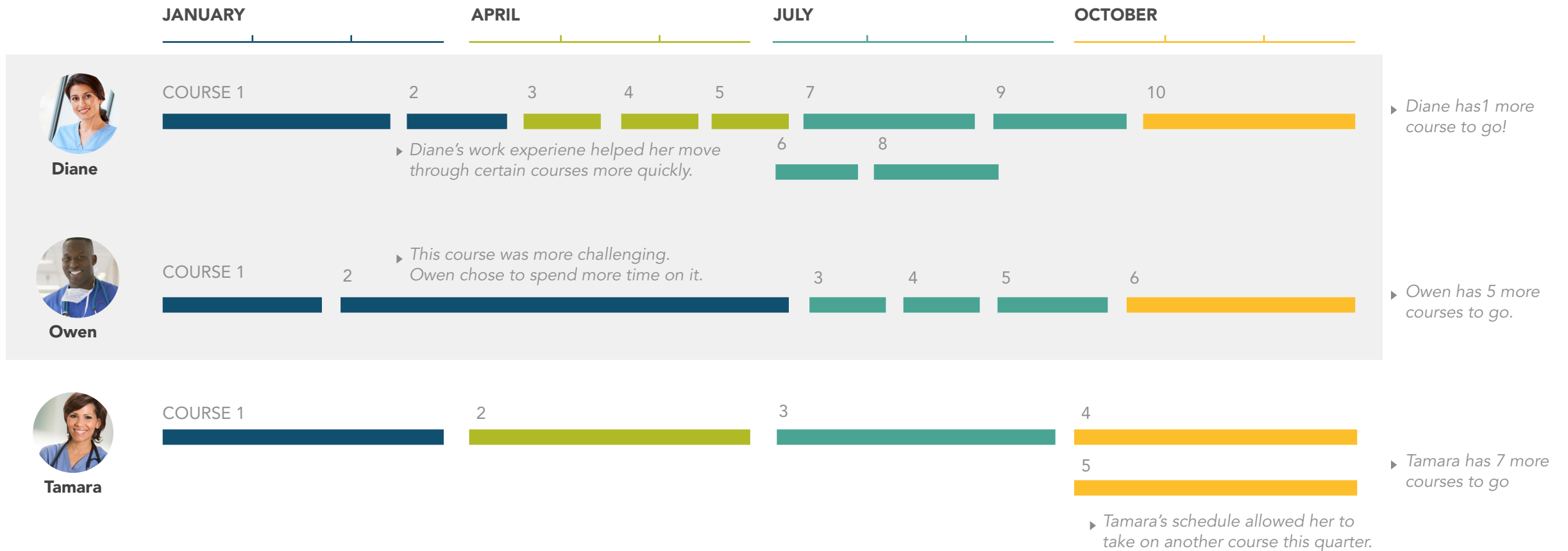


# WHAT DOES A YEAR LOOK LIKE FOR AN RN-TO-BSN FLEXPATH STUDENT?

*Pretty much any way you want it to!*

You can start a course whenever you want. Once you begin a course, you'll have 12 weeks to complete it. You can take up to two courses at the same time. If you complete one course before the other, you can start another course. Here's a look at how two students approach FlexPath, and how it compares to our standard path online BSN program.

STANDARD PATH FLEXPATH STUDENTS



# FLEXPATH GRADUATE OUTCOMES

Professionals who want a degree to take them to the next level are choosing FlexPath. Why? The flexibility of its self-paced format and its all-you-can-learn pricing model are two reasons—but the most compelling reason may be what it may do for your career.

A recent survey of FlexPath graduates reveals a high level of satisfaction with the format, the flexibility, and the results.

## THEY'RE SATISFIED WITH THEIR EDUCATION

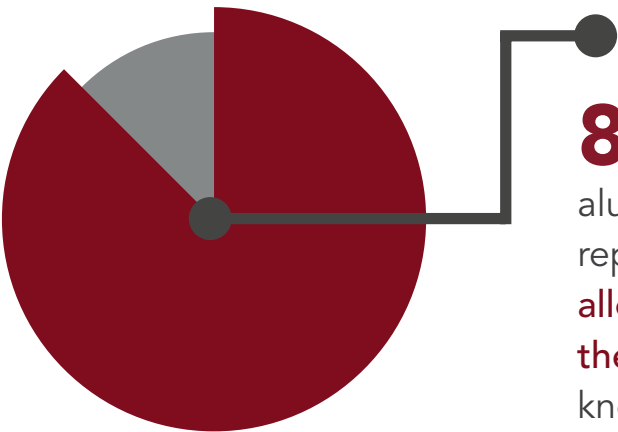


83% of FlexPath alumni survey respondents are **satisfied with the tuition they paid** as a worthwhile investment.

94%

of FlexPath alumni survey respondents are **satisfied with their FlexPath education.**

## THEY'VE GOT REAL-WORLD SKILLS



**86%** of FlexPath alumni survey respondents report that **FlexPath allowed them to leverage their work experience** and knowledge to help them move through the program.

### IN FACT

48% of FlexPath alumni survey respondents report that, **without FlexPath**, they **would not** have been able to **complete their degree.**



SOURCE: Capella's FlexPath Alumni Survey, 2016.

# FLEXPATH GRADUATE OUTCOMES

## THEY'RE EARNING MORE AND GETTING NOTICED

26% of FlexPath alumni survey respondents report receiving a **salary increase** above the annual cost-of-living increase within their **first year after graduating.\***



**54%** of FlexPath alumni survey respondents feel their FlexPath education affected their **professional achievements** a lot or a great deal.

**21%**

of FlexPath alumni survey respondents report receiving a **promotion** within their first year of graduating.\*

## THEY'RE MOVING FAST TOWARD THEIR GOALS

**79%**

of FlexPath alumni survey respondents agree that FlexPath gave them the ability to **complete their degree faster.**



SOURCE: Capella's FlexPath Alumni Survey, 2016.

\*Many factors may lead to someone earning a salary increase or promotion, and the survey respondents were not asked whether their Capella education caused the salary increase.



# RN-TO-BSN FLEXPATH: QUICK ANSWERS TO COMMON QUESTIONS

## WHAT WILL I LEARN?

BSN students enrolled in Capella’s RN-to-BSN FlexPath option develop the critical thinking skills that are vital to success in today’s complicated, fast-paced health care environment. You’ll receive extensive education in evidence-based practice interventions, patient safety, organizational behavior, communications, policy and regulatory compliance, and holistic health care approaches.

If you’re already an expert in one of these areas, you can demonstrate your competency and move on to learning things you don’t already know—saving time and money.

## HOW LONG DOES IT TAKE TO GET A BSN?

You may be able to complete Capella’s RN-to-BSN FlexPath option in as little as a 12–18 months.

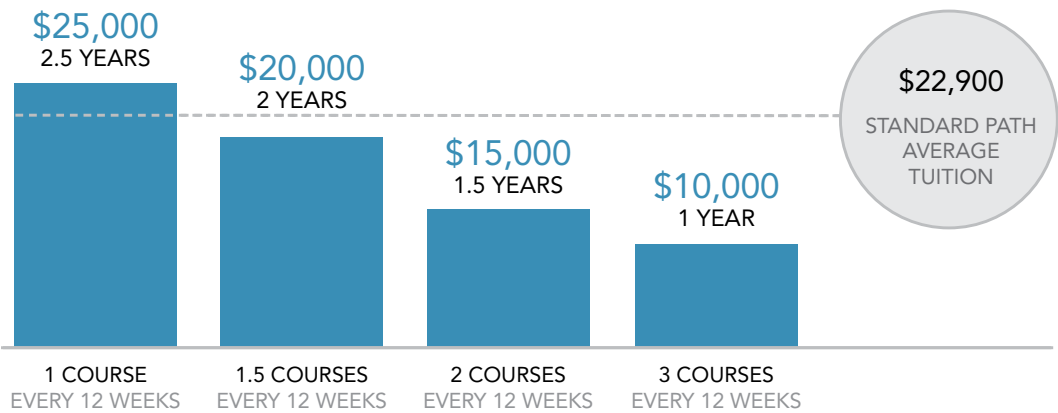
## IS CAPELLA'S BSN ACCREDITED?

Yes. Our BSN degree program is accredited\* by the Commission on Collegiate Nursing Education (CCNE).

\*The BSN degree program at Capella University is accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, D.C. 20036, (202) 887-6791 <http://www.aacn.nche.edu/ccne-accreditation>.

## HOW MUCH DOES A BSN COST?

Each 12-week session is \$2,500. If you finish in 12 months, your total tuition is \$10,000. If you finish in 18 months, your total tuition is \$15,000. The total program cost is determined by your pace and the amount of previous coursework that applies.



Assumes average applied coursework. This program allows up to 90 semester credits to be applied.

## **HOW DOES CAPELLA'S FLEXPATH APPROACH DIFFER FROM OTHER ONLINE BSN PROGRAMS?**

The RN-to-BSN FlexPath option gives you the freedom to complete coursework at your own pace. No scheduled classes. No preset deadlines. The direct assessment model allows you to use your experience to help you move more quickly through some competencies and take your time on others.

## **WHAT KIND OF SUPPORT WILL I GET?**

You will be fully supported along the way with faculty coaches, expert nursing faculty, tutoring resources, writing center access, and an online community where you can interact with other nurses earning their BSN through FlexPath.

## **HOW MANY CLASSES DO I HAVE TO TAKE?**

At minimum, you will need to take 11 nursing courses. Additional courses may be required, depending on your previous education and knowledge. For answers that fit your specific situation, contact an enrollment counselor at 1.888.227.9896.

## **CAN I TRANSFER COURSES?**

Yes. You may be able to apply previous coursework from another institution for up to 75% of the program to your Capella BSN degree requirements. Typically, nurses are able to apply 65 – 75 semester hours of previous coursework into the RN-to-BSN program.

## **DO I NEED ANY PREREQUISITES FOR ADMISSION?**

Aside from a diploma in nursing or an associate's degree from an accredited school, as well as the unrestricted RN license, there are no prerequisite courses required for admission.

## **DOES GETTING A BSN INVOLVE CLINICAL WORK?**

Courses are designed for all students regardless of experience. You will have opportunities to gain indirect care experiences at health care organizations of your choice as a way to practice the competencies you are learning.

## **WHAT KIND OF FINANCIAL AID IS AVAILABLE?**

Federal financial aid is available for many FlexPath offerings. Capella also offers tuition discounts for employer partnerships, military affiliations, and association memberships, such as a 10% discount to members of the American Nurses Association.

And don't forget to check with your employer about employee tuition assistance programs.

## RESOURCES

### CAPELLA RN-TO-BSN FLEXPATH RESOURCES

[Get Details on the RN-to-BSN FlexPath Option](#)

[RN-to-BSN Courses](#)

[Calculate Costs & Graduation Date](#)

[What is FlexPath?](#)

[How FlexPath Works](#)

### READY TO LEARN NOW?

[Take the FlexPath Assessment](#)

Call an Enrollment Counselor – 1.888.227.9896



CONTACT US:

**1.888.227.9896**

CAPELLA.EDU

REQUEST INFORMATION

See graduation rates, median student debt, and other information at [www.capellaresults.com/outcomes.asp](http://www.capellaresults.com/outcomes.asp)

ACCREDITATION: Capella University is accredited by the Higher Learning Commission.

HIGHER LEARNING COMMISSION: <https://www.hlcommission.org>, 800.621.7440

CAPELLA UNIVERSITY: Capella Tower, 225 South Sixth Street, Ninth Floor, Minneapolis MN 55402, 1.888.CAPELLA (227-3552)

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