

1. A BSN-graduate nurse is prepping for the NCLEX-RN exam. The same examination is used for both ADN and BSN graduates. On which subject should this nurse allot the most study time?
 - A) Standardized content from the baccalaureate education
 - B) Minimum technical competencies of direct client care
 - C) Content approved by the American Nurses Association (ANA)
 - D) All subjects to achieve a higher score than do ADNs

2. The ADN student is considering whether to achieve a BSN before entry into professional nursing. Which point is the **best** reason for seeking a BSN over an ADN?
 - A) The BSN is more technically focused.
 - B) The BSN allows autonomous functioning in the community.
 - C) The BSN is more cost-effective.
 - D) The BSN has full support of all interested parties.

3. A nurse is meeting with a committee of state legislators to discuss raising the education level for entry to BSN. Which potential outcome should this nurse stress in discussion with this committee?
 - A) Is likely to improve the job performance of all current ADNs
 - B) Is likely to have a short-term effect of reducing the current nursing shortage
 - C) May increase recruitment to and retention in the field in the long run
 - D) May destabilize the nursing workforce due to increased job satisfaction for ADNs

4. Why are many in the nursing profession working toward making the BSN the new entry level into nursing?
 - A) To increase the workforce
 - B) To increase employment opportunities
 - C) To enhance the quality of care
 - D) To increase pay and benefits

5. An ADN student is concerned about the future if the BSN becomes the new entry level for nurses. Which legal protection should the student work to have included in any new legislation?
 - A) Allowed continued practice as a nurse
 - B) Mandate only BSN can supervise
 - C) Recognize this is just a necessary legal definition
 - D) Provide financial aid for earning BSN

6. An ADN student is considering what may happen if the educational requirements to practice are raised. The student is concerned about the cost, time, and struggling with family responsibilities. Which step should the student take to ensure any needed change can be met by ADN-licensed nurses?
- A) Is already occurring with adequate assistant resources
 - B) Will be relatively inexpensive as currently demonstrated
 - C) Will require development of alternate pathways
 - D) Additional classes will be online and easily accessible
7. A BSN graduate is questioned by a family member as to why he chose the BSN route instead of the ADN. Which response **best** describes this graduate's reason?
- A) To match the entry level of other health care professions
 - B) To eliminate the different pay scales
 - C) To improve client understanding of nurse's ability
 - D) To improve employment opportunities
8. A nurse understands that Mildred Montag is given credit for defining the associate degree nursing program. Which point **best** describes Montag's view?
- A) Preparation for beginning practitioners who would provide direct, safe nursing care
 - B) Preparation of advanced nurses capable of the independent judgment and autonomy
 - C) Preparation of registered nurses who could function safely in a variety of health care settings
 - D) Preparation of broadly educated registered nurses with an understanding of various issues affecting clients and health care delivery
9. The ADN graduate was surprised to learn that the ANA published a paper in 1965 detailing their position on the entry level of nursing. What did the nurse learn about the ANA's position?
- A) The education of all those who are licensed to practice nursing should take place in institutions of higher education.
 - B) Minimum preparation for beginning professional nursing practice should be the associate degree in nursing.
 - C) Minimum preparation for beginning technical practice should be the baccalaureate degree in nursing.
 - D) There was no need for assistant nurses in the health care occupations.

10. A new BSN nurse has observed some specific demographics among her nursing colleagues. Which observation has this nurse made?
- A) ADN graduates tend to be younger than baccalaureate graduates.
 - B) ADN graduates tend to be more diverse in race, gender, and age than do baccalaureate graduates.
 - C) ADN graduates are more likely to be single or divorced than are baccalaureate graduates.
 - D) ADN graduates typically have at least twice as many children as baccalaureate graduates.
11. A group of BSN nurses are preparing to meet with their state legislators to discuss raising the requirement for nursing entry in the state. Which resource is the **best** for the nurses to use in this meeting?
- A) Brown's publication of *Nursing for the Future*
 - B) Mildred Montag's dissertation
 - C) ANA's 1965 position paper
 - D) The Veterans Administration's requirement for BSN
12. An excited new BSN graduate is discussing her training with a new client. When asked why she decided to earn a BSN over the ADN, which is her **best** response?
- A) "An associate's degree education requires more nursing coursework units."
 - B) "A nurse with a baccalaureate degree spends more time learning each topic."
 - C) "Employers have routinely paid baccalaureate degree nurses a higher starting salary."
 - D) "The outcomes for clients cared for by baccalaureate-prepared nurses appear to be better."
13. A new BSN graduate is seeking employment at his local facilities. This nurse recognizes his chances for employment will be better at some institutions over an ADN graduate. What increases this graduate's employment chances?
- A) The Magnet Recognition Program requires a majority of a facility's nurses have a BSN.
 - B) BSN graduates are always considered first for hiring.
 - C) ADN graduates require additional training before they can start caring for clients.
 - D) The Joint Commission requires a majority of a facility's nurses have a BSN.

14. A new graduate nurse is aware that before working in the state of California she must have a BSN degree to work in which position?
- A) Midwife
 - B) School nurse
 - C) Urgent care staff nurse
 - D) Administration
15. An ADN nurse is perplexed by the seemingly negative attitude by some of the members of the interdisciplinary team toward her efforts to help the client. After discussions with a few members, the nurse determines which to be the reason for this situation?
- A) The perspective that nursing is elitist due to lack of entry standards
 - B) Increased appeal of nursing as an emerging workforce
 - C) View of nurses as second-class citizens in health care
 - D) Licensure not equating with professional status
16. The ADN graduate is discouraged about not quickly finding employment in her community. When asked why she attended an ADN program instead of a BSN program, what was probably the **main** determining factor?
- A) The cost of attending the program
 - B) The age of the individual
 - C) The gender ratio of the current class
 - D) The affirmative action requirements
17. A middle-aged woman decided to change careers and chose to attend a technical nursing program. This nurse describes which characteristic as the deciding factor?
- A) The option to choose the accelerated program and finish in 2 years
 - B) Achievement of a baccalaureate degree
 - C) The option to complete the training in phases
 - D) Ability to provide care in acute-care settings
18. A new nurse is comparing her education with a senior staff member who attended nursing school in the 1960s. The younger nurse recognizes what characteristic was common during the 1960s?
- A) Associate's degree programs were just beginning.
 - B) Diploma education was on the decline.
 - C) The majority of nurses were educated in colleges and universities.
 - D) Enrollment in baccalaureate programs was decreasing.

19. A BSN graduate is excited to be starting a new position at the local hospital. The nurse is aware that research has shown which characteristic can occur when there are more BSN nurses than ADN nurses on staff?
- A) Hospitals with higher percentage of BSN nurses noted shorter length-of-stay among the clients.
 - B) Hospitals with higher percentage of BSN nurses noted no difference in odds of readmission.
 - C) The care environment is better among the more technical ADN nurses.
 - D) More research is needed to be conclusive on the outcomes.
20. The BSN graduate is comparing the job description with her recently finished coursework. What skills should be listed in the job description which were also part of her education? Select all that apply.
- A) Critical thinking skills
 - B) Knowledge of management
 - C) Ability to analyze data
 - D) Capacity to adapt to change
 - E) Advanced technical skills
21. The nurse is preparing to meet with a local branch of a national nursing group to discuss changing the entry level for professional nursing. When reviewing the notes, the nurse recognizes that past discussions have included which points? Select all that apply.
- A) Many employers state they are unable to differentiate the two since both have the same license.
 - B) Some employers now offer incentive pay to BSN graduates.
 - C) Some states now require higher scores in NCLEX for BSN graduates.
 - D) There is greater diversity among the ADNs than BSNs.
 - E) Employers are waiting for the state's Board of Nursing to identify specific roles for ADN and BSN nurses.
22. An ADN graduate is trying to decide which professional organization to join. The nurse is surprised to learn when reading through the literature that many now support BSN for entry level. Which organizations support BSN entry level requirement? Select all that apply.
- A) AACN
 - B) ANA
 - C) NANN
 - D) SEIU
 - E) NCAA

23. An ADN nurse is considering returning to school to upgrade to a BSN degree. The nurse notes that the education received to earn the ADN degree already included which subjects? Select all that apply.
- A) Humanities
 - B) Physiology
 - C) Professional development
 - D) Psychology
 - E) Nursing research

Answer Key

1. B
2. B
3. C
4. C
5. A
6. C
7. A
8. A
9. A
10. B
11. C
12. D
13. A
14. B
15. C
16. A
17. D
18. A
19. A
20. A, B, C, D
21. A, D
22. A, B, C
23. B, D