



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

1. The nurse is reading the policies of the local health care institutions to determine where to apply for employment. Which policy would indicate to the nurse that the institution is following traditional values more than EBP?
 - A) Research findings are translated into useful interventions for practice.
 - B) Business methods of successful institutions are used as the gold standard for replicating and refining those methods.
 - C) High-quality decisions are made by the practitioners and clients in specific health care situations.
 - D) The use of a standard statistical tool in making necessary decisions for health care.

2. A new graduate is excited to be joining the local hospital, which utilizes EBP throughout the organization. How will EBP affect the care the client will receive from this nurse?
 - A) The client will receive the benefits of the best research combined with clinical expertise.
 - B) The client will receive care from a nurse with an advanced degree.
 - C) The client will be able to identify the overall costs more clearly.
 - D) The client's opinion will be the deciding factor for care options.

3. An ADN nurse is learning about the importance of EBP within all areas of nursing. Which factor provides motivation for implementing EBP?
 - A) Helps control health care costs
 - B) Stabilizes litigation
 - C) Improves the best practice approach
 - D) Required to maintain licensure

4. The nurse recognizes which statement **best** reflects the accountability of health care providers and how they relate to EBP?
 - A) Show that provided care is least expensive that meets minimum requirements
 - B) Follow best practice standards in place at time of licensure
 - C) Know and implement most effective and reliable approaches to care
 - D) Conduct research to determine what will work best

5. Determining an evidence-based nursing practice involves asking appropriate questions. Which question is **most** appropriate for the nurse to ask when looking for opportunities to improve practices?
 - A) “How many clients can the average nurse care for on a medical-surgical hospital unit before quality of care is compromised?”
 - B) “Should nurses join professional associations to foster unity within the profession?”
 - C) “Which medical supply company offers the greatest price discount on high-volume purchases of IV tubing?”
 - D) “What continuing education courses am I most interested in for self-renewal?”

6. When reviewing a research article, the nurse notes that a randomized controlled trial (RCT) was used. What should the nurse keep in mind concerning this type of research?
 - A) Is often considered the gold standard of clinical research evidence
 - B) Yields very limited evidence regarding the results of several similar studies
 - C) Is the most common research methodology used in nursing studies
 - D) Is more commonly a tradition-based approach

7. A nurse is deciding which resources to utilize to research a question. What is the **best** reason to use the National Guideline Clearinghouse (NGC)?
 - A) Conducts best-practices clinical research on diseases with the highest morbidity and mortality in the United States
 - B) Offers providers practice guidelines developed through systematic searches and reviews of research literature and scientific evidence
 - C) Provides consumers with report-card-type information about a provider's credentials and malpractice records
 - D) Is the most significant “Protocol for Practice” published by the American Association of Critical Care Nurses

8. A new graduate is excited about starting the new job, but is disappointed to discover that EBP is not well utilized in the organization. What strategy would be the **most** appropriate for this new nurse to use in promoting evidence-based best practices?
 - A) Submit changes to the administration for inclusion in the policies and procedures manual
 - B) Seek out and share current, established sources of evidence with other nurses in his or her specialty
 - C) Follow the established nursing tradition and make suggestions for change after several years of employment
 - D) Seek out other nurses who might agree with EBP use

9. A nurse has recently been transferred to a new unit and is surprised to learn that EBP is not implemented and there is little interest to even try. What barrier is this nurse possibly encountering?
 - A) The higher number of nurses educated at the graduate or doctoral level
 - B) Institutional support and encouragement for research activities
 - C) Difficulty understanding the high degree of technical information
 - D) Confidence that the nursing staff has the skill set needed to conduct research

10. The nurse is reviewing the policies and procedures of the clinic and is surprised to see that some are based on tradition instead of EBP. Which type of information is this nurse likely reading?
 - A) Integrative reviews
 - B) Meta-analyses
 - C) Institutional standards
 - D) Randomized control trials

11. The nurse is excited that her nursing unit will be utilizing EBP more. After the initial in-service, what should the nurse recognize as the overall goal of this intervention?
 - A) Cost-effectiveness
 - B) Enhanced professional credibility
 - C) Increased work efficiency
 - D) Improved client outcomes

12. A nurse is actively involved in monitoring the results of a different approach to preventing UTIs in catheterized clients after surgery. What type of research is the nurse engaged in?
 - A) Randomized control trial
 - B) Integrative review
 - C) Practice-based evidence for continuous process improvement
 - D) Meta-analysis

13. A nursing staff has identified an evidence-based intervention he or she would like to implement on the unit. What will the staff need to do **first**?
 - A) Collaborate with a research mentor

- B) Get support from the administration
 - C) Seek out the medical librarian
 - D) Contact the professional nursing organization
14. A new nurse is meeting with a mentor and asks for suggestions for the best ways to promote EBP in the organization. Which statement is the **best** response?
- A) “Stay true to the nursing traditions, because these are essential to practice.”
 - B) “Subscribe to all the professional journals and read them for information.”
 - C) “Check for sources of evidence already out there so you don't reinvent the wheel.”
 - D) “Find the source of evidence you understand the best and just use it.”
15. A nurse is in the library to find information about a specific problem a client is experiencing. After asking the librarian for assistance, the nurse will start with which resource?
- A) Cochrane Collaboration
 - B) National Guideline Clearinghouse
 - C) Agency for Healthcare Research and Quality
 - D) *Worldviews on Evidence-Based Nursing*
16. An ADN nurse is researching the various institutions to attend to advance her degree. This nurse desires to attend an institution that is a leader in EBP nursing and training. To which institution does the nurse decide to send an application?
- A) University of Ohio
 - B) University of Chicago
 - C) Arizona State University
 - D) Johns Hopkins University
17. A mentor is meeting with a new nurse and discussing how to incorporate EBP into clinical practice. Which step is essential for this nurse to achieve successful implementation of EBP?
- A) Health care institutional review
 - B) Buy-in from the interdisciplinary team
 - C) Client and family support
 - D) Participation of other nurses
18. The nurse is encouraging some senior nurses to consider utilizing EBP on the unit. Some, however, are reluctant insisting that the current methods are effective. What type of technique **best** describes this form of client care?
- A) Shared decision making
 - B) Clinical expertise
 - C) Best practice
 - D) Benchmarking

19. An ADN nurse was recently introduced to EBP on the unit. As the nurse looks for opportunities to use EBP, which step will the nurse take **first**?
- A) Question a current procedure or treatment
 - B) Ask permission from the supervisor
 - C) Ask a mentor for guidance
 - D) Follow up on a problem identified by the physician
20. A new nurse is having difficulties researching EBP. The mentor realizes this nurse has probably been utilizing which source for evidence?
- A) Meta-analyses
 - B) Quasi-experimental studies
 - C) Consultation with an experienced nurse
 - D) Integrative reviews
21. Since 2010, there have been many EBP studies conducted by various nursing specialties. A nurse working in which specialties should be aware that new EBP involving pain management was published in 2014? Select all that apply.
- A) Pediatrics
 - B) Emergency
 - C) Oncology
 - D) Medical-Surgical
 - E) Critical Care
22. A mentor is working with a group of new nursing graduates to utilize EBP on the unit. The mentor realizes the group understands the process when he or she demonstrates which steps? Select all that apply.
- A) Utilize only RCT studies
 - B) Create an appropriate question
 - C) Utilize information in *Worldviews on Evidence-Based Nursing* journal
 - D) Seek assistance from the medical librarian
 - E) Conduct a survey of the senior nursing staff for the technique they used the most
23. A nurse is interested in researching for information concerning prosthetic options to assist a client who recently underwent an amputation. What resources should the nurse utilize in the search? Select all that apply.
- A) Quality improvement data
 - B) Infection control data
 - C) Textbooks
 - D) National Standards of Care
 - E) Clinical expertise