

Final Recommendation:

HEALTH SERVICES COST REVIEW COMMISSION

Nurse Support Program II

FY 2012 COMPETITIVE INSTITUTIONAL GRANTS

June 1, 2011

This final recommendation was approved by the Commission on June 1, 2011.

INTRODUCTION

This paper presents the Evaluation Committee and HSCRC staff recommendations for the FY 2012 Nurse Support Program II (NSP II) Competitive Institutional Grants.

BACKGROUND

At the May 4, 2005 HSCRC public meeting, the Commission unanimously approved funding of 0.1% of regulated patient revenue annually over the next ten years for use in expanding the pool of bedside nurses in the State by increasing the number of nurse graduates. The catalyst for this program was the finding that in fiscal year 2004, nearly 1,900 eligible nursing students were denied admission to Maryland nursing schools due to insufficient nursing faculty. In accordance with the Maryland Board of Nursing (MBON) guidelines, nursing faculty are required to possess a Master's degree in nursing. The primary goal of NSP II is to increase the number of bedside nurses in Maryland hospitals by expanding the capacity of Maryland nursing schools and, thereby, increase the number of nurse graduates.

Following the approval of NSP II, the HSCRC assembled an advisory group of academicians, business leaders, and nurse executives. The advisory panel held a series of meetings with the Maryland Association of Nurse Executives and the Deans and Directors of the State's Schools of Nursing. In response to the issues expressed by these two groups, the advisory panel crafted two distinct but complementary programs to address the multi-faceted issues surrounding the nursing faculty shortage: 1) Competitive Institutional Grants, and 2) Statewide Initiatives. The HSCRC also contracted with the Maryland Higher Education Commission (MHEC) to administer the NSP II grants because of its expertise in the administration of grants and scholarships.

In 2006, the Governor introduced legislation to create a nonlapsing fund, the Nurse Support Assistance Fund, so that funds collected through hospital rates under NSP II can be carried forward to cover awards in future years and could not be diverted to the State's general fund at the end of the fiscal year. The legislation also provided that a portion of the Competitive Institutional Grants and Statewide Initiatives be used to attract and retain minorities to nursing and nurse faculty careers.

The Competitive Institutional Grants are designed to increase the structural capacity of Maryland Schools of Nursing through shared resources, innovative educational designs, and streamlining the process to produce additional nurse faculty.

The types of initiatives that qualify for Competitive Institutional Grants are:

1. An initiative to expand Maryland's nursing capacity through shared resources, to combine and integrate their resources to allow for immediate expansion of nursing enrollments and graduates.
2. Initiatives to increase Maryland's nursing faculty by streamlining the attainment for Master of Science in Nursing (MSN) degrees to increase nursing faculty.
3. Initiatives to improve nursing student retention by providing tutorial support to decrease attrition, increase graduation rates and increase National Council Licensure Examination (NCLEX) pass rates.
4. Initiatives to expand the pipeline for nursing faculty by streamlining and facilitating the transition between institutions for nurses with either an Associate Degree in Nursing (ADN) or a Bachelor of Science in Nursing (BSN) to pursue an MSN, thereby increasing the pool of qualified nursing faculty.
5. Initiatives to increase capacity statewide by providing support for innovative programs that have a statewide impact on the capacity to train nurses or nursing faculty.

The Competitive Institutional Grant selection processes requires an Evaluation Committee to review, deliberate, and recommend programs for final approval by the HSCRC. The proposals are evaluated based on the criteria set forth in the Request for Applications (RFA), the comparative expected outcomes of each initiative, the geographic distribution across the State, and the priority attached to attracting and retaining minorities in nursing and nursing faculty careers. The Statewide Initiatives are evaluated less formally and are awarded based on the qualifications and credentials of each applicant.

NSP II Competitive Institutional Grants from FY 2007 – FY 2011

Between FY 2007 and FY 2011, 93 NSP II proposals have been received and 51 have been approved. Over that period of time, the program has provided \$44 million in funding for projects that are aimed at:

- accelerating the number of ADN graduates with convenient entry;
- streamlining the pathway for ADN graduates to enter BSN programs;

- increasing nursing faculty educational options through accelerated MSN and doctoral programs; including distance learning programs;
- offering graduate nursing students, both MSN and DNP, a specialty post-graduate Certificate in Education;
- offering clinical simulation networking through annual conferences, seminars and updates at www.mccsun.org and a "train the trainer" approach through the Maryland Faculty Academy for Clinical Simulation (M-FAST) hosted at Johns Hopkins with a nationally recognized leader and author of a highly acclaimed simulation nursing textbook;
- adding new technology for simulation and instruction, to expand educational capacity and admit additional nursing students;
- developing partnerships across Schools of Nursing at both community colleges and universities to create simulation scenarios for statewide use and protected as intellectual property;
- expanding online education instructional design technology, with experienced faculty, thereby increasing access to undergraduate and graduate nursing students and decreasing commuting issues for working adult learners;
- Supporting new nursing programs at Maryland's Historically Black Institutions (HBI), with the goal of increasing diversity of the nursing workforce; and
- Providing additional university undergraduate BSN programs, new RN-BSN and additional semester cohorts for community college AND programs.

On an ongoing basis, MHEC staff conducts site monitoring visits to NSP II grant awardees to assist with and ensure program success in accordance with the approved project. In general, MHEC has found:

- Innovative programs that are inclusive of non-traditional entry into the nursing profession by degree-holding career changers and underrepresented populations, including men, through EMT-RN programs.
- Expertise in student retention and success. One grant recipient was recently recognized nationally as one of four institutions nationally to win the prestigious *2011 Noel Levitz Retention Excellence Award*. This Maryland

institution has developed a template with plans to share with Maryland Schools of Nursing.

- Geographically cohesive partnerships on the Eastern Shore, networking with both state and private universities, community colleges and multiple clinical sites for shared faculty resources. For example: Western Maryland's Smart Technology outreach, Northern Maryland's recruitment of minorities and men through night or weekend hybrid educational options and Southern Maryland's standardized clinical site orientation packet and community centered employment of new graduates for Maryland's health care workforce investment.
- Sponsorship and mentoring of graduate nursing students across the nine graduate and doctoral nursing programs, increasing faculty prepared nurses who then serve at all of Maryland's Schools of Nursing and/or supervise clinical rotations for students throughout hospitals and healthcare facilities statewide.
- A committed group of nursing educators, excited about developing new nurses skilled in caring and critical thinking, thereby ensuring an adequate supply of the largest group of health care workers needed for quality care.

Based on project reports ending July 2010, project outcomes include:

New RN's	901
RN- BSN's	266
Master of Science in Nursing	137
Doctor of Nursing Practice	69
Post-graduate certificates in nursing education	50

The Nurse Support Program has been referenced and highlighted in nursing and health care industry journals in multiple publications. For example, *Developing a Statewide Solution to the Faculty Shortage in Maryland* was published in *The Journal of Nursing Regulation* in October 2010. This article was developed collaboratively by professionals from UMB, MHA and HSCRC.

The national goals recommended by the Institute of Medicine's (2010) report, *The Future of Nursing: Leading Change, Advancing Health* included increasing the percentage of BSN's and doubling the number of doctoral prepared nurses. This evidence based report, as well as surveys of Maryland's graduate nursing students and nursing education leaders are under review to develop new strategies.

NSP II Competitive Institutional Grants for FY 2012

- For FY 2012, eighteen proposals were received. The seven member Evaluation Committee comprised of nursing administrators and educators recommended by the industry, a former Commissioner, and MHEC and HSCRC staff, reviewed all of the proposals and agreed to recommend funding for sixteen of the eighteen proposals (attachment I). The proposals were diverse and representative of broad geographic and educational strategies. Three focused on statewide approaches to faculty role development for nurses with newly acquired credentials for a successful entry into a nursing faculty career. Several focused on advancing simulation use, increasing student retention, hybrid instructional delivery, distance education programming and shared nursing resource development. One program was formulated with directives from the Maryland Deans and Directors of Nursing to ensure a statewide preceptor program. Many of them build on prior funded efforts and infrastructure investments to ensure student success and faculty availability. Twenty-one Maryland institutions will be involved in the sixteen proposed two to four year grants.

RECOMMENDATIONS:

1. Commission Staff recommends the sixteen Competitive Institutional Grants listed in Attachment I be approved by the Commission for FY 2012 in the funding amounts stated.
2. Request MHEC to evaluate the current competitive grant program and statewide initiative guidelines and recommend changes as needed to fine tune the program to ensure maximum effectiveness at this stage of the program life.
3. Staff recommends that the 60- day comment rule be waived so that this recommendation may be considered for final approval during this June Commission meeting.

Attachment I

Nurse Support Program II FY 2012 Competitive Institutional Grant Proposal Recommendations

INSTITUTION	TITLE	AFFILIATES	DURATION	TOTAL REQUEST	TOTAL AWARD
Allegheny College	Creating a Smart Learning Environment in Rural Garrett County and Enhancing the Gatekeeper Courses Through Smart Learning to Strengthen the Pipeline of Nursing Students as well as Retain Students Already Enrolled in the Nursing Program	Garrett Memorial	2 years	\$97,127	\$97,127
Anne Arundel Community College	Meeting the Nursing Retention Challenge at Anne Arundel Community College	none	3 years	\$170,126	\$166,555
College of Notre Dame	A Caring Curriculum for Equity and Justice: Increasing Capacity and Diversity of Maryland Nurses	none	3 years	\$1,833,416	\$544,632
Community College of Baltimore County	Minority Student Retention and Success	none	3 years	\$622,971	\$571,548
Frederick Community College	Making it SIM-ple @ FCC	none	3 years	\$233,440	\$212,127
Hagerstown Community College	A Model to Increase Diversity, Completion, and Retention Rates of Nursing Graduates in Western Maryland	Meritus Health	3 years	\$1,505,692	\$700,131
Howard Community College	Increasing Internal Capacity and Nursing Student Success through a Hybrid Accelerated Associate Degree Option and Simulation to Improve Clinical Decision Making	none	3 years	\$1,523,568	\$644,367
Johns Hopkins University School of Nursing	Enhancing preceptor and clinical faculty preparation using online, self-paced modules with emerging technologies to increase capacity	Johns Hopkins Hospital and Johns Hopkins Bayview Medical Center	3 years	\$711,455	\$663,973
Montgomery College	NSP II Success Through Simulation (STS)	none	3 years	\$761,421	\$525,195
Morgan State University	ENNHANS (Educating Nontraditional Nurses Helps Address Nursing Shortage)	none	2 years	\$2,917,531	\$244,296
Prince George's Community College	Various Strategies to Enhance Nursing Students Retention through Active Learning and Patient Simulation	none	4 years	\$1,305,798	\$589,206
Salisbury University - Department of Nursing	Eastern Shore Faculty Academy and Mentorship Initiative (ES-FAM)	Chesapeake Community College, Sojourner-Douglass College	3 years	\$376,498	\$376,498
Sojourner Douglass College School of Nursing	Sojourner-Douglass College School of Nursing Model for Developing and Implementing an Online RN to BSN Program	none	2 years	\$952,602	\$381,628
Stevenson University	From Students to Faculty: A Multi-Faceted Approach to Increase Student Success, Build Statewide Capacity and Share Nursing Faculty in Maryland	National League of Nursing, Greater Baltimore Medical Center	4 years	\$1,417,756	\$420,797
University of Maryland School of Nursing	Implementing Statewide Initiatives for Nursing Faculty	none	4 years	\$1,125,273	\$1,087,779
University of Maryland School of Nursing	Development and Implementation of a Statewide Preceptor Program to Support Nursing Student's Education and Role Development	none	3 years	\$444,199	\$430,466
TOTAL				\$15,998,873	\$7,656,325