

Implementation of the Nurse Practitioner Program in Western Maryland

NSP II Project Director Meeting

October 16, 2020

OVERVIEW

- Frostburg State is one of two institutions in the University System of Maryland to offer PMHNP (lifespan) program.
- The FNP program is offered in five institutions.
- FSU is the only blended option program with a stop out at the Master's level.
- The hope is that after graduation these NP's will remain in their rural or medically underserved communities providing higher level of care.
- Frostburg State offers a blended nurse practitioner program at the Master's degree level that includes two concentrations.
- The program will offer nurses necessary academic and experiential preparation to become eligible to sit for certification exams as either a Family Nurse Practitioner or Psychiatric and Mental Health Nurse Practitioner.
- Thereby increasing the supply of primary and mental health advanced practice providers within the state of Maryland.

Highlights

Awarded 10 year CCNE Accreditation

Maryland Board of Nursing Approval

70 Current Clinical Sites

All curriculum is developed, continues to be revised, currently being evaluated for Quality Matters certification

All courses will be taught by December 2020 exceeding the initial goal of 2021

Marketing and Recruitment

- Full time Marketing and Recruitment Specialist Retained.
- The program Marketing/Student Recruitment Specialist has identified and implemented marketing material such as recruitment materials, currently have three billboards recruiting, manages our webpages, and social media of Facebook page, Twitter, and Instagram sites. Attended as vender virtual conferences. Starting virtual recruiting sessions in November 2020.

Clinical Sites

At this time we have active agreements with 70 institutions. Some of these institutions have numerous preceptors available to our students. These sites represent primary care, pediatrics, mental health, urgent care, women's health. Goal is to have 90 total within the next year.

Student Admissions/Applications

- 2018 Cohort – Admitted 13 students – FNP 8
PMHNP 5
- 2019 Cohort – Admitted 21 students – FNP 16
PMHNP 5
- 2020 Cohort – 41 total applicants. Admitted 35 –
FNP 20 and PMHNP 15. Attrition rate of 11% prior to
the start of the semester. FNP 17 and PMHNP 14
- Our goal was met of having 30 students at the end of
the third year. This was exceeded with the first two
cohorts. Active students in August 2020 is 60

Challenges

Clinical Placement Sites

- Site identification
- Student Engagement
- Part-time administrative assistant
- Challenge of not being associated with medical center
- Time to visit identified sites
- Locally more challenging as the PA program was initiated at the same time
- Geographical area to cover is difficulty for one person
- Practicum Resource Center Shell in Canvas

Challenges

- Admission requirements for PMHNP are one year medical surgical experience with one year minimum experience in mental health
- Lack local mental health facilities provides a limited pool of local rural RN's to recruit

Strengths

Two Instructional Designers in the Program to help construct courses

Ability to retain qualified staff

Interdisciplinary partnership with Theatre Department to develop standardized patients

Strengths

- Challenges in 2019 that have become strengths are there were 21 PMHNP applications for the 2020 cohort, an increase of 16 applications
- PMHNP Concentration Coordinator was on contract and FSU has hired a full time tenured track PMHNP to coordinate and be faculty in the PMHNP program

Additional Benefits

The Program has allowed an interdisciplinary partnership to be established between the Department of Nursing and the Theatre Department.

A theatre course in healthcare simulation has been developed, taught, and implemented in the Health Assessment Course successfully with further collaborative efforts planned for the future in both the FNP and PMHNP concentrations.

Quality Improvement

- Classes being revised after being taught once to better meet the needs of the students.
- Restructuring of delivery and organization of the content in pharmacology.
- Added open lab time on campus.
- Modified webpage making it more user friendly.

Quality Improvement

- The first and second cohort of students have been surveyed by our Marketing/Student Recruitment Specialist mid semester and end of semester.
- They are asked a series of questions and then have the opportunity to express concerns with the program in general.
- Items addressed have ranged from orientation needs, to course curriculum, and evaluation of clinical sites and preceptor sites.

Quality Improvement

Orientation Program continues to evolve as the 2020 orientation was delivered over a two day virtual via Microsoft TEAMS

A Canvas Orientation Shell was completed the two weeks prior to the on campus orientation experience.

This course included technology overview, getting to know Canvas, Professional standards in communication, Conflict and Critique and how to use this feedback, adjusting to the life as an NP student, and time management and academic expectations.

It also included stress management, persistence, and resiliency strategies.

Future Goals

Objectives of Grant have been met or surpassed.

Expect student enrollment to exceed projected numbers initially set.

First full time cohort graduated Summer of 2020 – Five full time students and all 5 have successfully passed their certification exams on first attempt

PMHNP – Four full time students will graduate in December 2020