

College of Health & Human Services

School of Nursing

MHEC NSP II 21-205
Cohen Scholars

October 16, 2020

SUSON Cohen Scholar Grant

*Provides scholarship grant with a service obligation

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Financial Aid Services: Michael Elliott

Grant Manager: Haleigh LaChance

SUSON Cohen Scholar Grant

- Transition of GNF Scholarship program to Cohen Scholars as part of the Nurse Support II Competitive Institutional Grant Requirements
 - Continue financial scholarships for 26 Cohen Scholars
 - Recruit and graduate new MSN and Doctoral students over a 5-year period
- All current and new Cohen Scholars participate in required mentoring program
- Fulfill intent to become Maryland faculty within 6 months of graduation
- All current and new Cohen GNF Scholars agree to provide post-graduation data for 4-8 years for grant reporting outcomes based on teaching commitment

Current Cohen Scholars

- Will continue to receive funding if grant requirements for scholarship are met (GPA 3.25) and participation in mentoring activities
- Tuition support is released to Cohen Scholars student account each semester after the drop/add period.
- Updated nomination form signature, promissory note
- SUSON oversees the Cohen Scholar grant that was awarded to the school on student's behalf.

Required Mentoring Program for Cohen Scholars Graduating in Aug. 2020, Dec. 2020, & May 2021

- Nursing Education Course or FAMI-Maryland:
 - December 2020: 3 credits nursing education or FAMI-MD
 - May, 2021: 6 credits nursing education or FAMI-MD
- Biweekly/monthly mentoring meetings
- Participation NSP II Cohen synchronous sessions
- Individualized mentoring plan with annual progress report
- MHEC NSP II Job Fair
- Other Approved Programs (with approval from Cohen Mentor)

ES-FAMI: Eastern Shore Faculty Academy and Mentorship Program (now FAMI-MD)

- FAMI-MD is a 30 contact-hour program that has been converted to an online program for Cohen Scholars graduating August 2020 –May 2021.
- Begins with an introductory session followed by two-weeks of intensive online instruction. Simulation sessions that depict common, “real-life” clinical teaching encounters are scheduled.
- Group and individual mentoring activities are arranged thereafter.
- The Academy maintains an electronic database of graduates that is available for use by partner schools when seeking clinical instructors. The database is updated semi-annually and contains contact information, educational preparation, clinical expertise and previous teaching experience.
- Dr. Lisa Seldombridge, Salisbury University – PI for FAMI.

FAMI-MD Program Objectives

- Faculty Academy and Mentorship Initiative attendees learn about what is expected of **clinical faculty**, how to design and manage experiences in a clinical setting, and principles of evaluating student performance and providing feedback.

Specific outcomes include the ability to:

- Apply the principles of teaching/learning to student learners in the clinical setting.
- Participate in discussions of teaching in the clinical setting and complete projects
- Describe the role of the part-time clinical educator in the clinical setting.
- Structure learning experiences in a clinical setting
- Plan and implement valuable pre-clinical and post-clinical experiences and conferences.
- Provide constructive feedback to nursing students in a clinical setting.
- Implement strategies to manage challenging students in a clinical setting.
- Participate in discussion groups about their teaching experiences during mentorship workshops.
- Participate in simulated patient care and assess performance of both students and faculty
- Discuss potential legal implications of role as a clinical educator.
- Integrate current evidence into clinical teaching practice.

Cohen Scholars

- Selective Scholarship grant
- Eligibility criteria:
 - GPA 3.25
 - Maryland resident or neighboring state if working in a nursing program as an educator or hospital PDS role
 - Strong commitment to nurse educator role in Maryland
 - Participation in mentoring activities
 - Nomination Form
- Tuition support is released to Cohen Scholars student account each semester after the drop/add period.
- Signed promissory note/Service commitment
- Nursing education courses, personalized mentoring plan, professional development, career planning

Cohen Scholars (CS) Required Mentoring Program*

Faculty role preparation:

- 9 credits nursing education courses
- Teaching practicum
- Biweekly/monthly mentoring meetings
- Participation in synchronous sessions and completion of scholar modules
- CNE certification opportunity

Professional activities

- MDAC conference
- Scholarship: Poster/Presentation/Journal
- Professional organization membership and activity

Employment Placement

- MHEC NSP II Job Fair
- Other Approved Career Opportunities (approval from Cohen Mentor Required)

Individualized mentoring plan with annual progress report mapped to NLN Nurse Educator Competencies

*** Excludes current GNF Scholars graduating in Aug. 2020. Dec. 2020, & May 2021**

NLN Core Competencies for Nurse Educators

1. Facilitate Learning
2. Facilitate Learner Development and Socialization
3. Use Assessment and Evaluation Strategies
4. Participate in Curriculum Design and Evaluation of Program Outcomes
5. Function as a Change Agent and Leader
6. Pursue Continuous Quality Improvement in the Nurse Educator Role
7. Engage in Scholarship
8. Function Within the Educational Environment

Scholarship Grant Service Commitment

- Employment in a nurse educator role within 6 months.
 - Faculty role as nursing educator, Clinical Instructor
 - Hospital educator, Professional Development Specialist
 - NOT nurse practitioner preceptor
- One year of full-time nurse educator service required for each year of tuition support.
- Two years of part-time nurse educator service for each year of tuition support
- One-year tuition support is an academic year, regardless of the number of semesters enrolled (excludes full year LOA)

Required Service Obligation (Repayment): All Cohen Scholars

- Cohen Scholar provides SUSON post-graduation employment information for 4 years (or more depending on commitment and FT/PT roles)
- Service obligation as nurse educator validation forms submitted to SUSON
- SUSON notifies MHEC NSP II through annual performance report
- Service obligation nonpayment is sent by MHEC NSP II to state of Maryland collections agency

Cohen Scholar Grants: Limited Availability

- "Grant awards have a service obligation component and are by nomination only, subject to the availability of funds and not all eligible applicants may receive an award."
- <https://nursesupport.org/nurse-support-program-ii/grants/statewide-initiatives/-cohen-scholars/>

Student Legal Obligation Forms



PROMISSORY NOTE

For value received, I, _____ (name), promise that if I do not fulfill the "Recipient's Obligations," as defined by and pursuant to the Service Obligation Agreement (the "Agreement") I have entered into with the State of Maryland, Maryland Higher Education Commission (MHEC)'s, Nurse Support Program II (NSP II), the provisions of which are incorporated herein, I shall repay in full to MHEC, or a subsequent holder of this Note, all sums disbursed under the terms of the Agreement, plus interest and other fees which may become due on this Note, in accordance with and subject to all of the terms and conditions of this Note and the Agreement.

I understand that: (1) multiple disbursements may be made to me under this Note; (2) by accepting any disbursements issued at any time under this Note, I agree to make repayment under the terms of this Note and of the Agreement; and (3) each disbursement is separately enforceable based upon a true and exact copy of this Note.

The full balance of this Note, including any accrued interest, is due and payable to MHEC by me upon MHEC's written notice to me that I am in breach of the Recipient's Obligations.

I hereby waive presentment for payment, demand, protest, notice of nonpayment, notice of dishonor, and notice of protest, and any and all other notices and demands whatsoever (except as explicitly specified in this Note).

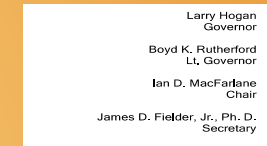
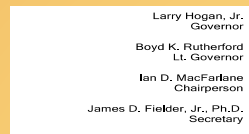
I agree that any failure or delay of MHEC to exercise its rights under this Note shall not be considered a waiver of such rights.

The interest rate that accrues on the principal amount of this Note is determined pursuant to the terms of the Agreement.

I understand and agree that there are no verbal or other agreements, except the Agreement as incorporated herein, that modify or affect the terms of this Note. This Note may not be modified or amended except by written agreement signed by both me and MHEC.

If the indebtedness evidenced by this Note is collected by or through an attorney, the holder of this Note shall be entitled to recover all reasonable collection costs, including attorney's fees, court costs, and other expenses to the extent permitted by applicable law.

This Note shall be governed by and construed in accordance with the laws of the State of Maryland. I hereby consent to jurisdiction in the courts of Maryland should any action to enforce this Note be necessary at any time in the future.



COHEN SCHOLARS SERVICE OBLIGATION AGREEMENT

I. Date. This Service Obligation Agreement (hereafter "Service Obligation Agreement") is effective on the XX day of MONTH, YEAR.

II. Parties. This Service Obligation Agreement is made between: Name: (NAME), SOCIAL SECURITY Number: (SS NUMBER), (hereafter "Recipient") and the State of Maryland, Maryland Higher Education Commission—Nurse Support Program II (NSP II), 6 North Liberty Street, 10th Floor, Baltimore, MD 21201

III. Cohen Scholars Grant

A. The Commission shall provide to Recipient, as part of the Nurse Support Program II, a Cohen Scholars Grant in an amount to be determined during each academic year that the Commission determines Recipient to be eligible for the Cohen Scholars Grant. Recipient has signed a Master Promissory Note ("Note") for the Grant. The Note evidences indebtedness to the Commission or other holder of the Note if Recipient fails to fulfill the Service Obligation as set forth in this Service Obligation Agreement.

B. The Cohen Scholars Grant is given in accordance with and subject to the following:

- (1) §11-504 of the Education Article, Annotated Code of Maryland;
- (2) Conditions of Award in effect each year that Recipient receives a disbursement of funds under this Grant; and
- (3) Nomination and Mentorship documents, Cohen Scholars Agreement, and Promissory Note are completed by the Recipient.

C. To be eligible for a Cohen Scholars Grant during any academic year, Recipient shall:

- (1) Be a Maryland resident or currently a faculty or clinical educator teaching in a nursing program in Maryland, but residing in a neighboring state;
- (2) Be selected by the Dean or Director of nursing graduate degree programs, reviewed and recommended by faculty committees at each participating school, with Cohen Scholars mentoring plans completed.
- (3) Agree to the plan of study that includes a 9 SH of education core educational coursework (or description of prior completion on transcript), and mentoring plan;
- (4) Supply an annual official transcript from all institutions which the applicant attended for any registered nursing programs and graduate nursing programs;
- (5) Be enrolled at an eligible Maryland college or university full-time (9+ credits per semester) or part-time (3-8 credits per semester) as a graduate student in a Master's of Science in Nursing (MSN) program, post-graduate certificate program in nursing education, Doctorate (PhD, DNP, EdD) program or another graduate-level program required to advance the nursing educator career path.
- (6) Maintain a minimum 3.25 cumulative GPA on a 4.0 scale;
- (7) Make satisfactory academic progress according to institutional standards;

Forms & Information

- Site added to MyClasses in Canvas ® for students
- <https://salisbury.instructure.com/courses/41322>
- Forms are listed
- Dates for meetings are listed
- Communications are “housed” here for consistency and for historical needs
- Link to LeadNursingForward.org is provided for access to educator needs in MD

SUSON Cohen Scholars Stats

- Currently have 16 total students:
 - Post-MSN DNP = 9
 - Post-BSN DNP/FNP – 5
 - Post-DNP/FNP CoC = 1
 - MSN = 1
- 2 are currently CNE's (2 others completed workshop)
- 6 have completed FAMI & 2 have completed MA FAMI
- 8 have completed MSN degrees in Nursing Education
- 9 are currently FT faculty within MD (1 educator in hospital system)
- 1 is currently an adjunct faculty in MD

Monthly Mentor Meetings

- Meet either individually or group sessions
 - Survey completed to ascertain the wishes of the group
 - Group decided on a hybrid form with a mix of individual and group sessions
 - To allow for individual sessions when students do not wish to share information with the larger group but to also allow a connection with fellow scholars with group sessions
- October meetings will include a presentation from the LeadNursingForward.org project to orient the students to the site
- November meeting will include a session with a recent graduate to provide an example of the transition: opportunities and challenges of practice to academe
- December will be individual sessions to “reconnect” personally following the end of semester to determine items or issues that may have occurred

Personal Finance Course

- Dave Ramsey's Personal Finance Course (each student gets their own individual access code)
 - 12-chapter course on topics such as:
 - Savings
 - Budgets
 - Debt
 - College Student Essentials
 - Family, Friends, and Philanthropy
 - Consumer Awareness
 - Investments
 - Insurance
 - Retirement and Savings Plans
- Course content includes:
 - Discussions
 - Videos
 - Scenarios
 - Case Studies
 - Chapter reviews with questions
 - Testing to determine content competency
 - All completed/evaluated by the Dave Ramsey product team; easy for PI/Faculty to monitor/review student progress

MDAC 2021 Summit

**Save the Date for Next Year's MDAC Summit:
May 24, 2021**





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QUESTIONS



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