

# MNA

## Nursing Education Summit

### Nurse Support Program II

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# NSP I and NSP II: Two Sides of the Coin

	<b>Nurse Support Program I</b>	<b>Nurse Support Program II</b>
<b>What is the program?</b>	<ul style="list-style-type: none"> <li>• Non-competitive grant to hospitals to fund projects that address the individual needs of the hospitals as they relate to nurse recruitment and retention.</li> <li>• Not intended to fund existing programs that are more appropriately funded through employee fringe benefit programs or to duplicate what is available in rates for traditional hospital-based services or operations.</li> </ul>	<ul style="list-style-type: none"> <li>• Comprised of two components: Competitive Institutional Grants and Statewide Initiatives. <ul style="list-style-type: none"> <li>• Competitive institutional grants fund providers of nursing education</li> <li>• Statewide initiatives fund individual students and nurse faculty.</li> </ul> </li> </ul>
<b>What are the goals of the program?</b>	<ul style="list-style-type: none"> <li>• Increase the number of nurses in Maryland through retention and recruitment</li> <li>• Increase the number of nurses with higher levels of education</li> <li>• Improve the clinical competencies of nurses</li> <li>• Elevate the practice of nursing through evidenced-based research</li> </ul>	<ul style="list-style-type: none"> <li>• Increase nursing faculty capacity and diversity</li> <li>• Expand the education pipeline and address barriers to nursing education pathways</li> <li>• Promote innovation in nursing education models</li> </ul>
<b>How is the program implemented?</b>	<p>Hospitals are given leeway as to how the programs are implemented, as long as the programs are aligned with the goals of the NSP I program. Some examples of funded programs/initiatives include:</p> <ul style="list-style-type: none"> <li>• Internships/externships for nursing students</li> <li>• Scholarships for nurses to pursue advanced degrees</li> <li>• Development of nursing leadership and nurse councils</li> <li>• Magnet<sup>®</sup> Journey or Pathway to Excellence<sup>®</sup></li> <li>• Evidenced-based Practice research</li> </ul>	<p>For the Competitive Institutional Grants, Maryland higher education nursing institutions are given leeway as to how the programs are implemented, as long as the programs are aligned with the goals of NSP II. Applicants are encouraged to collaborate, develop partnerships and address current issues in nursing workforce and nursing education. Some examples of funded program/initiatives include:</p> <ul style="list-style-type: none"> <li>• Creating dual roles for nurse clinicians in teaching and clinical care</li> <li>• Pathways that fast-track qualified students entering nursing education through community colleges to successfully complete their BSN or MSN</li> </ul>

# Nurse Support Program II : An Overview

- Established in 2005 to increase Maryland's academic capacity for nursing education
- Administered by the Maryland Higher Education Commission (MHEC) Expertise in Grants and Scholarships
- Funded through pooled assessments totaling up to 0.1 % of hospital regulated gross patient revenue
- Annotated Education Code of Maryland[2006,chs. 221, 222][2016]. In 2016, the word “bedside” nurse was removed to be applicable to all nurses.
- Non-lapsing fund- all funding stays with NSP II
- Goal: to increase nursing graduates and mitigate barriers to nursing education through institutional and faculty focused initiatives.

# Foundational Goals of NSP II

NSP II initiatives are founded on the following IOM Recommendations:

- Increase the proportion of nurses prepared with a baccalaureate degree to 80% by 2020 (goal extended to 2025)
- Double the number of nurses with a doctorate by 2020 (goal met)
- Ensure that nurses engage in lifelong learning
- Prepare and enable nurses to lead change to advance health
- Build an infrastructure for the collection and analysis of nursing workforce data (goal met- funded the Maryland Nursing Workforce Center- see more at <https://www.nursing.umaryland.edu/mnwc/>)

Goals for NSP II: Increasing educational capacity and strengthening nurse educators for an adequate supply of well prepared nurses for the hospitals and health systems.

The NSP II is a nursing workforce intervention.

# Major Achievements By Initiative

## **Initiative #1: Ensuring educational capacity for nursing pre-licensure enrollments and graduates**

- Increased the first time pass rate for NCLEX-RN nursing licensure by 8.51%
- Recruited 162 new nurse faculty into full-time positions, maintaining 93% retention rate.

## **Initiative #2: Advancing academic preparation of entry-level nurses and existing nurses to meet the needs of hospitals and health systems (80 percent BSN)**

- Improved time to completion of Associate to Bachelors in Nursing (ATB) by 50%; estimated cost saving of \$13K per new nurse graduate
- In 2019, increased proportion of BSN nurses to 60% to meet hospital skill mix. In 2021, increased proportion of BSN nurses to 67.1%, moving Maryland to #4 in the nation with BSN prepared nurses.

# Major Achievements By Initiative

## **Initiative #3: Doubling the number of nurses and nurse faculty with doctoral degrees**

- Increased the number of doctoral degree completions by 78%
- Provided funding for 63 full-time nurse faculty to complete terminal doctoral degree while maintaining a 89% retention rate

## **Initiative #4: Promoting academic/practice partnerships**

- Expanded NSP II opportunities to 558 hospital-based nurses across 7 programs.
- Provided focused leadership development for 48 nurse faculty and 89 hospital emerging and existing nurse leaders through the Nurse Leadership Institute
- Expanded training for 343 nurse faculty and 51 hospital educators; increasing by 12% the use of clinical simulation in lieu of clinical sites.

# Major Achievements By Initiative

## **Initiative #5: Developing statewide resources and models for inter-professional education, alternative clinical practice sites, and clinical faculty preparation**

- Established the Maryland Nursing Workforce Center and joined 34 other states in the National Forum of State Nursing Workforce Centers
- Updated the Maryland Nursing Articulation Education Agreement (originally established in 1985) for seamless academic progression from Associate Degree Nursing to BSN for Licensed Practical Nurses in 2017.

## Funding for NSP II Competitive Institutional Grants

<b>FY Awarded</b>	<b>Pre-Licensure Nurses</b>	<b>Academic Progression &amp; 80% BSN</b>	<b>Double Faculty w/ Doctorates</b>	<b>Academic Practice Partnerships</b>	<b>Statewide Resources</b>	<b>Total Funding</b>
FY 2016	\$4,646,705	\$8,499,668	\$0	\$8,621,289	\$1,680,097	<b>\$23,447,759</b>
FY 2017	\$2,136,305	\$7,620,323	\$1,619,142	\$5,758,707	\$431,001	<b>\$17,565,478</b>
FY 2018	\$946,000	\$8,822,041	\$2,796,513	\$2,370,527	\$2,557,878	<b>\$17,492,959</b>
FY 2019	\$4,112,164	\$2,035,313	\$902,000	\$2,194,604	\$345,327	<b>\$9,589,408</b>
FY 2020	\$200,000	\$1,852,583	\$0	\$564,675	\$3,536,189	<b>\$6,153,447</b>
<b>Total Funding</b>	<b>\$12,041,174</b>	<b>\$28,829,928</b>	<b>\$5,317,655</b>	<b>\$19,509,802</b>	<b>\$8,550,492</b>	<b>\$74,249,051</b>



## Funding for NSP II Statewide Initiatives Faculty-Focused Awards

FY Awarded	Hal and Jo Cohen (GNF) Cohen Scholars	New Nurse Faculty Fellowship (NNFF)	Nurse Educator Doctoral Grants (NEDG)	Academic Nurse Educator Certification (ANEC)	Nurse Faculty Annual Recognition (NFAR)	Total Funding
FY 2016	\$1,807,929	\$520,000	\$350,000	\$0	\$0	\$2,677,929
FY 2017	\$3,008,537	\$775,000	\$440,000	\$0	\$0	\$4,223,537
FY 2018	\$3,220,131	\$805,000	\$305,000	\$0	\$0	\$4,330,131
FY 2019	\$3,160,719	\$885,000	\$470,000	\$285,000	\$0	\$4,800,719
FY 2020	\$3,314,482	\$920,000	\$180,000	\$145,000	\$0	\$4,559,482
FY 2021	\$3,186,582	\$1,320,000	\$1,470,000	\$195,000	\$130,000	\$6,301,582
<b>Total Funds</b>	\$17,698,380	\$5,225,000	\$3,215,000	\$625,000	\$130,000	\$26,893,380
<b>Total # Faculty</b>	430	265	105	125	13	938

# Statewide Initiatives- Faculty Individual Awards

- 1. Cohen Scholars (formerly Hal and Jo Cohen Graduate Nurse Faculty Scholarships) (Started FY 2006)
- 2. New Nurse Faculty Fellowships (Started FY 2007)
- 3. Nurse Educator Doctoral Grants for Practice and Dissertation Research (Started FY 2013)
- 4. Academic Nurse Educator Certificate Awards (Started FY 2019)
- 5. Nurse Faculty Annual Recognition Award (Started FY 2020)
- All of these programs are intended to recruit, retain, develop, reward and advance the career of Maryland nurse faculty

# Rebalanced Faculty Focused Programs

- Cohen Scholars are now competitive and limited to ensure we do not prepare more teachers than there are openings
- We use [www.leadnursingforward.org](http://www.leadnursingforward.org) to identify job openings for nurse educators. Please create a profile and search for positions
- We increased the funding for new nurse faculty and the faculty completing doctoral degrees. They have already committed to a faculty career path.
- We added two new programs- to encourage faculty to complete the CNE credential and to recognize experienced faculty for excellence.

# Cohen Scholars Program

- Nomination process with Dean/Director of nursing program
- Formerly the Hal and Jo Cohen Graduate Nurse Faculty Scholarship
- Provides full tuition and fees at a Maryland nursing program for the graduate degree required to teach nursing students. No Limit on \$\$.
- Requires recipient to successfully complete 9 cr. hours in core education coursework, maintain a 3.25 GPA, participate with all required mentoring meetings, and prepare to teach
- Includes a service obligation of 1:1. One year of tuition for one year of full time teaching service
- <https://nursesupport.org/nurse-support-program-ii/grants/statewide-initiatives/-cohen-scholars/>

# New Nurse Faculty Fellowship (NNFF)

- Nomination process with Dean/Director of Nursing Program
- Most successful program- 9 out of 10 recipients remain employed at a Maryland school of nursing
- Provides \$10K each year for 5 years or \$50K if faculty continue in good standing on annual review and awarding
- Intended to assist new faculty to acclimate to the role and culture of the institution and academia
- Due Aug. 31<sup>st</sup> each year
- <https://nursesupport.org/nurse-support-program-ii/grants/statewide-initiatives/-new-nursing-faculty-fellowship-nnff-/>

# Nurse Educator Doctoral Grants (NEDG)

- Nomination process with Dean/Director of nursing program
- Nurse Educator Doctoral Grants for practice or dissertation research
- Provides up to \$60,000 to expedite doctoral degree completion and reduce student loan debt
- Due September 30th each year
- <https://nursesupport.org/nurse-support-program-ii/grants/statewide-initiatives/-nurse-educator-doctoral-grant-nedg-/>

# Academic Nurse Educator Certificate (ANEC)

- Nomination process with Dean/Director of Nursing Program
- Intended to be an incentive for faculty to achieve the Certified Nurse Educator (CNE) credential and provide financial support for the testing and ongoing professional development required to renew
- Provides \$5K to faculty who achieved or renewed the NLN CNE credential within the past year.
- Due March 15th each year
- <https://nursesupport.org/nurse-support-program-ii/grants/statewide-initiatives/-academic-nurse-educator-certification-anec-/>

# Nurse Faculty Annual Recognition (NFAR)

- Nomination of Dean/Director of Nursing Program
- Provides \$10K to one faculty member nominated at each school
- Intended to recognize and reward experienced faculty for excellence
- **Area of Recognition:**
  1. Excellence in Teaching
  2. Impact on Students
  3. Engagement in the Nursing Program and employing Institution
  4. Innovation in Education & Technology
  5. Contributions to Nursing Education and Faculty Development
- Due October 31st each year
- <https://nursesupport.org/nurse-support-program-ii/grants/statewide-initiatives/-nurse-faculty-annual-recognition-nfar-/>



# Eligible Expenses for All Faculty Programs

## **Allowable uses of funds, in agreement with the institution's policies:**

- To assist with graduate education expenses, such as tuition and loan repayment
- To pay for any activities for professional development and continuing education to maintain credentials
- To pay for conference fees, travel, hotels, food, and expenses for speaking engagements
- To pay expenses related to dissertation research or capstones, including research assistants, statistical services, travel, and other fees to expedite completion of degrees
- To pay for licensure and certifications fees in their educator and clinical specialty
- To pay for computer/laptop, research instruments, statistical and other software
- To pay for subscriptions to professional journals and books
- To pay professional dues
- To conduct research and publish work in peer-reviewed journals
- To supplement the fellow's salary.
- Any expense that meets the reasonable person criteria for any expense to further a nurse faculty's career

# Certified Nurse Educator (CNE) Workshop

- Dr. Diane Billings has presented the NLN CNE Workshops to Maryland nurses since January 2018.
- CNE #10 Workshop will be presented virtually on April 30, 2021.
- All interested Maryland nurse educators are invited.
- It is free of charge.
- There is a limit of 40 per Workshop
- For more information: <https://nursesupport.org/shared-resources/certified-nurse-educator/>

# Doctoral Education Summit (DNP)

**May 4, 2021 Virtual Presentations through a Registration Process, 4pm -5 pm**

- NSP II is hosting the 4<sup>th</sup> annual Doctoral Education Summit that intends to highlight and provide additional information on the Doctor of Nursing Practice (DNP) programs in Maryland.

\*\*\* There are still open seats in some programs. Learn more! Free admission.\*\*\*

- 4:00 pm      **Coppin State University**  
Dr. Joan Tilghman, Ph.D, RN, CRNP, WHNP-BC, CNE, Chairperson DNP program
- 4:10 pm      **Johns Hopkins School of Nursing**  
Dr. Kimberly McIltrout, DNP, CPNP, CWOCN, CNE, FAANP, FAAN DNP Program Director
- 4:20 pm      **Salisbury University**  
Dr. Annette Barnes, DNP, CRNP, FNP-BC, CNE , Graduate Program Chair
- 4:30 pm      **University of Maryland School of Nursing**  
Dr. Shannon Idzik, DNP, ANP-BC, FAAN, FAANP, Assoc. Dean for Doctor of Nursing Practice Program
- 4:40-5 pm      **Open Question and Answer Session**

<https://nursesupport.org/shared-resources/doctoral-education-for-nurse-faculty/>

Thank you- Maryland Nurses Association



# References

Annotated Code of Maryland, Education Article § 11-405. Nurse Support Program Assistance Fund, [2006, chs. 221, 222.][2016].

Health Services Cost Review Commission, <https://hscrc.maryland.gov>

Maryland Higher Education Commission, Nurse Support Program II, [www.nursesupport.org](http://www.nursesupport.org)

NSP II Statewide Faculty Programs for all nurse educators, <https://nursesupport.org/nurse-support-program-ii/grants/statewide-initiatives/>

Lead Nursing Forward, Career Portal for Nurse Educators, [www.leadnursingforward.org](http://www.leadnursingforward.org)

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Courville, M. & Green, J. (2021). Campaign for Action Maps Show Nurses' Progress in Earning BSN Degree, AARP and Robert Wood Johnson Foundation. <https://campaignforaction.org/wp-content/uploads/2019/02/Education-map-2018.pdf>

NSP II, Association to Bachelors Resources, <https://nursesupport.org/nurse-support-program-ii/associate-to-bachelor--s-atb-/>

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- Daw, P.,** Mills, M.E. & Ibarra, O. (2018). Investing in the future of nurse faculty: A state-level program evaluation, *Nursing Economics*, 36(2), 59-66,82.
- Daw, P. & Terhaar, M.** (2017). Program evaluation of a nursing workforce intervention: The Maryland Nurse Support Program II, *Nursing Economics*, 35(1),14-20.
- Daw, P.** (2015). Nurse Support Program II (NSP II) Outcomes Evaluation FY 2006-FY 2015 and Final Recommendations for Future Funding, Maryland Health Services Cost Review Commission Report.



# Question and Answer Session

