**Nurse Support Program II Abstracts for Phase 4 FY 10 Funded Proposals**

At the May 13, 2009 Health Services Cost Review Commission meeting the minutes reflect that

“Mr. Ibarra reported that 28 proposals were received and staff was recommending that 21grants, in the amount of $20 million, be approved by the Commission for FY 2010.” At the June 3, 2009 HSCRC meeting Item IX, “Briefing on Achieved and Expected Outcomes of Nurse Support Program II” was presented with a written report of outcomes and programs funded to date.

**NSP II-10-102**

**Allegany College of Maryland**

***“Creating a Smart Learning Environment to Retain Nursing Students”***

**Project Director: Ms. Fran Liebfried**

As the only institution of higher education in far Western Maryland that offers a nursing program, the Allegany College of Maryland nursing program requests funding to:

1. Increase the graduation rate of nursing students who graduated in four or five semesters by at least 10% to ensure that more qualified nurses are prepared to enter the workforce.
2. Provide Smart Classroom technology, including e-simulation resources, to at least 90% of nursing students.

**NSP II-10-103**

**Allegany College of Maryland**

***“Enhancing Nursing Retention Through Tutoring:***

***A Rural/Urban Partnership Project”***

**Project Director: Ms. Fran Liebfried**

**Affiliates: Anne Arundel Community College**

The nursing programs at Allegany College of Maryland (ACM) and Anne Arundel Community College (AACC) are two of the largest RN producing programs in the State. A rural/urban partnership model demonstration project is being proposed that will utilize research verified online tutoring to: 1) expand the statewide capacity through shared resources; and 2) increase student retention. As a result of project funding, RN graduate nurses will be prepared to enter the Maryland workforce to serve hospitals in dire need of qualified nurses.

**NSP II-10-105**

**Bowie State University**

***“Accelerated BSN with Retention and Success Initiatives”***

**Project Director: Dr. Bonita Jenkins**

With collaboration of colleges that have become a regular recruitment source for Bowie State University, the Department of Nursing will search, identify, and track students with high potential to graduate with a Maryland BSN degree through an 18-month intensive program. Most students will be transfers from community colleges with pre-nursing courses, military in active duty, or second-degree seekers. They must have accomplished 54 general education and nursing credits or equivalent, prior to enrollment. This closely monitored program includes full time registration during 5 terms with some overlapping of academic load, and a success rate of 85% or higher, is expected from start to finish. Key elements of the initiative are recruitment fairs, a student monitoring and communication system for retention management, summer intensive workshops, combined face-to-face and online education, and use of hand-held communication devices to foster student and faculty engagement.

**NSP II-10-106**

**Bowie State University**

***“A Faculty Pipeline for RN to BSN and BSN to MSN”***

**Project Director: Dr. Bonita Jenkins**

**Affiliates: Southern Maryland Hospital and Anne Arundel Medical Center**

This will be accomplished by facilitating the rate of employed registered nurses through our RN to BSN program and to the Master of Science in Nursing with a track in Nursing Education (MSN). With the collaboration of two health centers, the Department of Nursing will offer a program specifically designed for the adult learner employed in health service. These students will receive incentives from the health centers to earn a BSN degree through negotiated work schedules and career ladder options. As student retention measures, this two stage program will include: online, onsite and distance courses for the BSN degree; and for the MSN degree, online courses with practicum in teaching and advanced practice nursing in health.

**NSP II-10-107**

**Carroll Community College**

***“Spring Start”***

**Project Director: Ms. Nancy Perry**

With support from NSP II funding, CCC would be able to increase the number of students accepted into the program each year by adding an additional cohort start date which will maximize the current facilities and equipment for clinical experiences. This proposal will significantly increase the number of graduates annually by opening up 40 more spaces. CCC will:

1. CCC will enroll 192 new Associate Degree nurse students over the 5 year period of the NSP II grant (32 in year 1, 40 annually, beginning year 2).
2. Increase the graduation rate of the Associate Degree Nursing Program to 88%.

**NSP II-10-108**

**Chesapeake College**

***“A Model to Increase Graduation Rates of Nursing Students”***

**Project Director: Dr. Judith Stetson**

Chesapeake College will focus on the program-wide retention rate of students enrolled in the nursing program with a target focus on ESL and minority students. Funds will also be used to assist students with NCLEX preparation in order to increase the pass rate on NCLEX-RN licensure exam.

The College will utilize the *Student Success in Nursing Program,* a comprehensive student retention and remediation program; and will hire a

full-time retention specialist to implement the program. As a result of these efforts, Chesapeake College expects to increase the number of students graduating yearly from the program from a current percentage of 61% to 80% by the 2013-2014 academic year.

**NSP II-10-109**

**College of Notre Dame of Maryland**

***“Maryland Partnership Project to Increase Nursing Faculty”***

**Project Director: Dr. Katharine C. Cook**

**Affiliates: Anne Arundel Medical Center (AAMC), Higher Education**

**& Conference Center (HECC), Upper Chesapeake Medical Center**

College of Notre Dame of Maryland seeks funding to accomplish two strategic goals:

**Goal 1**: to graduate nursing faculty with MSN degrees at the Higher Education and Conference Center (HECC) in Harford County;

**Goal 2**: to graduate nursing faculty with MSN degrees who study at the Anne Arundel Medical Center (AAMC) in Anne Arundel County.

This five-year effort will allow an additional 50-60 nurses to achieve their MSN Leadership in Nursing Education.

**NSP II-10-110**

**College of Southern Maryland**

***“Southern Maryland Nurse Retention Project”***

**Project Director: Dr. Kathleen Lanigan**

Currently, the College of Southern Maryland graduates 52% of nursing students in four (4) semesters and 70% of students within 150% of the program length, or six (6) semesters. The overall goal of this grant application is to improve nursing student retention and graduation rates through improved teaching and learning. One component of this grant builds on a successful program funded through an NSP II grant which established a Nursing Programs Outreach Coordinator who evaluates pre-nursing students for their level of risk for failure. This grant will extend these services to students throughout the program through a full-time Nursing Programs Retention Coordinator. This coordinator will work with high-risk students using a variety of methods to ensure student success.

**NSP II-10-113**

**Frederick Community College**

***“FANS – Frederick Community College Associate Degree Nursing Support”***

**Project Director: Ms. Jane Garvin**

The overall purpose of this proposal is to increase student retention rates in the clinical and theory component of the nursing curriculum. By increasing the retention rates, it is expected that the throughput will also increase, therefore increasing overall graduation rates.

The proposed program will increase the number of nursing majors enrolled in the clinical/theory component of the nursing program who satisfactorily complete all nursing course work (didactic and clinical components).

**NSP II-10-114**

**Frostburg State University**

***“Building the Nursing Faculty Pipeline in Western Maryland”***

**Project Director: Dr. Susan B. Coyle**

Frostburg State University seeks funding to develop the future pipeline of nursing faculty in western Maryland by increasing the number of Associate Degree graduates who pursue baccalaureate and graduate education. Project goals are (1) to increase the number of Associate Degree graduates in western Maryland who complete their BSN within four years of graduation from their original nursing educational program and (2) to increase the number of Associate Degree graduates in western Maryland who are prepared as nursing faculty with six years of graduation from their original nursing program. To achieve these goals, the University will develop a systematic program of advisement and support activities designed to promote academic progression and deliver it to students enrolled in associate degree programs in the region. In addition, the University will develop an online BSN to MSN curriculum with a focus in nursing education. The outcomes will be a pipeline for future faculty consisting of 122 RN to BSN students, 40 RN to BSN graduates, and a new BSN to MSN program to serve their educational needs.

**NSP II-10-115**

**Hagerstown Community College**

***“Transforming Community College Nursing Program Simulation Training***

***In Maryland (A Five Year Plan)”***

**Project Director: Dr. Judith Oleks**

Hagerstown Community College proposes a statewide capacity building initiative that will develop and implement a system of high quality simulation training opportunities to support the unique needs of community college nursing program faculties in Maryland.

Objective 1: Create a dynamic learning community that is focused on nursing simulation training for community college laboratory coordinators and program faculty.

Objective 2: Complete a five year strategic plan that supports the unique simulation training needs of Maryland community college nursing program faculty members. The plan will be based on the results of a statewide needs assessment. It will be completed by the end of Year 1, updated annually, and implemented during Years 2-5.

Objective 3: Conduct a variety of training programs, including a series of annual institutes that focus on the simulation training needs as identified in the five year strategic plan.

**NSP II-10-116**

**Harford Community College**

***“Weekend and Evening Accelerated Nursing Program”***

**Project Director: Ms. Laura Preston**

**Affiliates: Upper Chesapeake Health**

Harford Community College, in partnership with Upper Chesapeake Health (UCH), will establish the Weekend and Evening Accelerated (WEA) Nursing Program. Under this pilot program, 24 highly qualified students will be admitted into a 15-month nursing program at Harford that will maximize use of clinical and classroom space in the non-peak hours during the summer months, the weekends and evenings. Web-based instructional components will provide additional flexibility for students and instructors. To maximize the use of hospital clinical space and to provide a fair replication of actual working conditions, the WEA program will hold its clinical component on Saturdays and Sundays in 12-hour blocks of time.

Additionally, the College and UCH will implement a Clinical Agency Preceptor Program to guide the students in their final semester through their clinical experiences, providing in-depth professional experiences and mentoring that will bridge the practice-readiness gap.

**NSP II-10-117**

**Howard Community College**

***“Increasing Nursing Graduates and Graduate Nurse Retention***

***Through An LPN Pathway Sequence”***

**Project Director: Dr. Georgene Butler**

**Affiliates: Howard Community College**

This proposal will use an LPN Pathway Sequence that includes a six credit campus-web Licensed Practical Nurse (LPN) transition course to increase the number of registered nurses and provide mentorship to increase retention following graduation. The LPN Pathway Sequence will provide individual, group tutoring and access to college learning resources to help increase student retention both in the LPN transition course and for these students when they enter the ADN program.

The LPN transition course would be offered three times each year and upon successful completion, students would be infused into the final two semesters of the associate of arts degree nursing program. A total of up to 30 additional students would be admitted to the LPN Pathway Sequence each year.

**NSP II-10-118**

**Johns Hopkins University School of Nursing**

***“Establishing a Maryland Faculty Academy for Simulation Teaching***

***In Nursing Education (M-FAST)”***

**Project Director: Dr. Linda E. Rose**

**Affiliates: Stevenson University, Howard Community College,**

**Montgomery College, Bowie State University and Harford Community**

**College**

This project will develop a Faculty Academy for Simulation Teaching for statewide implementation in Maryland. The JHU School of Nursing will create a consortium of six to nine nursing schools for the purpose of faculty training and support to facilitate integration of simulation teaching into their nursing programs. Core components of the Academy are a one day pre-intensive workshop, a comprehensive week-long intensive workshop that will educate faculty in the design, implementation, and evaluation of simulations, and a one day post intensive workshop that will provide more advanced content. A fully supported Academy website will serve as a repository for participants to share the scenarios developed and will provide a mechanism for ongoing communications and support during implementation of simulation in their home schools.

**NSP II-10-119**

**Johns Hopkins University School of Nursing**

***“Needs Based Graduate Education II – Online Masters Specialty”***

**Project Director: Dr. Kathleen White**

To significantly increase the number of faculty available for clinical and classroom instruction, the SON will begin to recruit for and develop the Health Systems Management (HSM) and Clinical Nurse Specialist (CNS) tracks in the masters (MSN) program in a fully online format using web-based learning (WBL) techniques and distance education during the 2009-2010 academic year. These new offerings will allow the SON to double its admissions to the HSM and CNS tracks in the MSN program over the next four years and beyond, providing an increase of at least 208 preceptors and instructors able to be clinical and classroom faculty for the SON and other schools of nursing in Maryland.

**NSP II-10-120**

**Montgomery College**

***“Innovative Staffing”***

**Project Director: Ms. Barbara Nubile**

**Affiliates:**

In summer 2010, additional space for nursing offices, classrooms and labs will become available through $5.5 million dedicated local funds. Furthermore, a new position, Nursing Lab and Clinical Technician, will be filled. This increased space and innovative use of staffing will make possible 80 additional enrollments, 85 additional graduates, 4 new clinical positions, 2 faculty positions, enhancements to clinical experiences and retention efforts for students, and an increased graduation rate of 80%.

**NSP II-10-122**

**Morgan State University**

***“Addressing the Nursing and Faculty Shortage, and Increasing***

***the Representation of Minority Nurses: Implementation of Nursing Programs at an HBCU”***

**Project Director: Dr. Kathleen Galbraith**

In 2008, Morgan State University instituted three new nursing programs in direct response to the nursing shortage and the critical need for increased diversity in the nursing workforce and in academic settings. The new BSN, MSN, and PHD programs will increase the number of seats available at a public university at both undergraduate and graduate levels and in particular, help increase the numbers of minority nurse faculty with MSN degrees. This funding will facilitate initial staffing costs associated with the new program implementation.

**NSP II-10-123**

**Prince George’s Community College**

***“RN Program Growth and Student Retention”***

**Project Director: Ms. Cheryl Dover**

The nursing department of Prince George’s Community College will: 1) hire the adjunct faculty necessary to implement an Emergency Medical Technician-Paramedic to RN Transition Option; 2) hire a course designer to facilitate the conversion of face-to-face nursing courses to hybrid courses which will create flexibility for students and expedite their progress through the transition option; 3) hire the adjunct faculty necessary to increase enrollment in the generic RN program; 4) provide additional software products that will focus on student success through remediation and retention; 5) purchase essential nursing skills lab supplies crucial for students to continue their studies at Doctor’s Community Hospital; and 6) increase release time for the MedStar Program Coordinator to better manage the program.

**NSP II-10-124**

**Salisbury University Department of Nursing**

***“Creation of New Dual Roles for Nurse Clinicians in Clinical***

***Teaching to Expand Enrollments in the Second Bachelor’s Degree***

***Program at Salisbury University”***

**Project Director: Dr. Lisa A. Seldomridge**

**Affiliates: Peninsula Regional Medical Center and Atlantic General Hospital**

Salisbury University (SU) in partnerships with Peninsula Regional Medical Center (PRMC) and Atlantic General Hospital (AGH) will develop a new dual role for nurse clinicians in clinical teaching to more than double enrollment in SU’s three-semester Second Bachelor’s Degree program over a three year period. The creation of two clinical faculty positions at PRMC and one at AGH will allow program expansion from 16 to 36 students. Mentoring and professional development activities for the clinical faculty will be provided by Salisbury University faculty. Tuition support for completion of a master’s degree or post-master’s certificate in SU’s Clinical Nurse Educator track will also be provided.

**NSP II-10-127**

**Towson University**

***“An Accelerated Associate to Master’s Degree Program: A Towson University and Community College of Baltimore County Collaborative Project”***

**Project Director: Dr. Jacqueline D. Jordan and Dr. Vicky Kent**

**Affiliates: Community College of Baltimore County, Frederick Memorial Hospital, and Greater Baltimore Medical Center**

Towson University’s Department of Nursing offers the traditional baccalaureate, RN to BS, and MS nursing programs. The Community College of Baltimore (CCBC) offers the Associate Degree in nursing. This project collaboration between TU and CCBC is a seamless “Accelerated Associate to Master’s Degree program (ATM)” with a focus in “Nursing Education” at the master’s level. The ATM model provides second-degree students an opportunity to complete the associate, bachelor and master’s degree in nursing in this fast track option and therefore, responds to the need to increase bedside nurses, as well as the future pipeline for nursing faculty. Full time second-degree students, who possess bachelors or higher degrees in non-nursing fields, can complete the program in 33 months, while dually enrolled at both institutions.

**NSP II-10-128**

**University of Maryland, Baltimore**

***“Master’s Preparation of Staff Nurses to Expand Clinical Instruction Capacity”***

**Project Director: Dr. Mary Etta Mills**

**Affiliates: Anne Arundel Medical Center, Baltimore/Washington Medical Center (U. of Md. Med. System), Good Samaritan Hospital of Maryland (MedStar Health System), Mercy Medical Center, Shore Health Medical Center (U. of Md. Med. System), Sinai Hospital of Baltimore (Life Bridge Health System), and Franklin Square Hospital Center**

The project builds on the success of an existing NSP II grant addressing both the need to fill expected vacancies in the nursing workforce and reduce the nursing faculty shortage. To increase the number of nursing faculty beyond the scope of the current continuing grant, an expanded strategic partnership will be developed between the University of Maryland School of Nursing (UMSON), Anne Arundel Medical, Baltimore/Washington Medical Center, Good Samaritan Hospital of Maryland, Mercy Medical Center, Shore Health System, and Sinai Hospital of Baltimore. This initiative will use shared resources of the hospital systems and School of Nursing to offer on line RN-MS and BSN-MS programs at each of the partner hospitals. As a direct result of this partnership, there will be an increase of 100 master’s prepared nurses to fill the critical void in the clinical instructor faculty workforce.