# Nurse Support Program II Abstracts for Phase 1 FY 06 Funded Proposals

**NSP II-06-104**

**College of Southern Maryland**

***Southern Maryland Nurse Support Project***

**$1,075,000**

**Project Director: Dr. Sandra Genrich** [SandyG@csmd.edu](mailto:SandyG@csmd.edu)

The Southern Maryland Nurse Support Program addresses the region’s critical need for bedside nurses. The Colleges of Southern Maryland, working in a consortium with the Chesapeake Potomac Healthcare Alliance LLC, an alliance of three hospitals: Calvert Memorial Hospital, Civista Medical Center, and St. Mary’s Hospital of St. Mary’s County, proposes a five-year project to increase the number of bedside nurses. Three goals are targeted:

* 1. Increasing both the capacity of the College’s nursing program and the number of graduates;
  2. Improving program efficiency to ease student progression and promote retention through the college’s pre-clinical and clinical components of the nursing program; and
  3. Facilitating the role transition of new nursing graduates to employment at the local hospitals through clinical resource coordination.

Program capacity will be addressed through the addition of two new nursing faculty positions. A joint appointment model will be developed that allows qualified hospital-based nurses to teach 50% of the academic year at the college. In addition, a new nursing outreach coordinator will improve assessment, advisement, placement, and referral of pre-clinical nursing students to achieve improved retention in the nursing program. Combined, these two interventions will provide qualified students with efficient progression through the nursing program, thus contributing to increased graduation rates. Finally, by addressing the role transition for new graduates to the workplace, the project will reduce the turnover rate among new graduates during their first year of employment.

**NSP II-06-105**

**University of Maryland, Baltimore**

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

**$1,325,000**

**Project Director: Dr. Mary Etta Mills, RN** [mills@son.umaryland.edu](mailto:mills@son.umaryland.edu)

The purpose of this proposal is to address Competitive Grant Initiative 2 to increase Maryland’s nursing faculty by increasing enrollments in graduate programs to prepare nursing faculty. The project addresses both the need to fill expected vacancies in the nursing workforce and reduce the nursing faculty shortage. To increase the number of nursing faculty, a strategic partnership between the University of Maryland School of Nursing (UMSON), MedStar Health System (Franklin Square Hospital Center) and the University of Maryland Medical Center (UMMC) will be developed. This initiative will use shared resources of the hospital system and school of nursing to offer on-line RN-MS and BSN-MS programs at Franklin Square Hospital Center (FSHC) and UMMC. As a direct result of this partnership, there will be an increase of 180 master’s prepared nurses to fill the critical void in the clinical instructor faculty workforce. This will provide additional clinical capacity needed by schools of nursing to permit increased enrollment of students. The project provides for admission of two cohorts of 20 students each to the RN-MS program and four cohorts of 20 students each to the BSN-MS program over five years at UMMC. Two cohorts of 20 RN-MS students and two cohorts of 10 BSN-MS students will be admitted from FSHC over five years.

**NSP II-06-106**

**Harford Community College**

***Accelerated Nursing Program and Student Success in Nursing***

**$662,792**

**Project Director: Ms. Laura Putland** [Lputland@harford.edu](mailto:Lputland@harford.edu)

To meet the goal of increasing the number of highly qualified bedside nurses in Maryland, Harford Community College in Partnership with Upper Chesapeake Medical Center, will establish the *Accelerated Nursing Program* and *the Student Success in Nursing Program*. Under these programs an additional 24 highly qualified students will be admitted into a 15-month nursing program at Harford that will utilize summer sessions in order to make efficient use of available clinical and classroom space. The students will be admitted to the program through one of two pathways: a first summer session available to highly qualified new nursing students and a Transition Program available to highly qualified new nursing students and a Transitions Program available to qualified Practical Nurses allowing entry into the second and third semester of the nursing program.

In order to maintain student retention as the program size increases and to improve the pass rate on the NCLEX-RN licensure exam for all nursing students, the College will fully implement the *Student Success in Nursing Program,* a comprehensive student retention and remediation program that includes a full-time retention specialist who will provide individual and group tutoring in clinical and subject-specific areas. Elements of the program include: academic and clinical skills assistance, NCLEX preparation, college survival skills workshops, on-line testing and tutoring for nursing students with special emphasis on ESL and minority students.

These combined strategies, address both nursing program size and overall program quality, will allow Harford Community College to increase the number of highly qualified bedside nurses in our region.

**NSP II-06-107**

**Anne Arundel Community College**

***Concurrent Enrollment Option (CEO)***

**$443,074**

**Project Director: Ms.** [**Beth**](mailto:SandyG@csmd.edu) **Anne Batturs** [babatturs@aacc.edu](mailto:babatturs@aacc.edu)

According to the Bureau of Labor and Statistics, the U.S. is confronted with a critical shortage of educated nurses caused in part, by the demand for more health care by our aging population and in part by the increased rate of retirement of nurses This proposal addresses the nursing shortage through a program that will increase the annual graduation of bachelor’s prepared nurses from the three collaborating partners: the two-year college Anne Arundel Community College, the two-year College of Southern Maryland and the four-year college, Villa Julie College. These schools will work in partnership to create a Concurrent Enrollment Option (CEO) between the two and four-year institutions. In this program, modeled after a successful program pioneered by Seminole Community College and the University of Central Florida, students will complete both their associate degree (ADN) programs to concurrently take 30 credits of the college courses needed to fulfill the requirements of the four-year program. The proposal seeks funding to develop the curriculum, market the program, hire a Program-Facilitator and retrofit the distance technology resources necessary to implement the CEO for the first three years. After this period, the program will become self-sustaining and the collaborating partners will continue their support.

**NSP II-06-110**

**University of Maryland, Baltimore**

***The Doctor of Nursing Practice: An Initiative to Increase Maryland’s Nursing Faculty***

**$1,020,000**

**Project Director: Dr. Patricia Morton** [morton@son.umaryland.edu](mailto:SandyG@csmd.edu)

More than one million vacant registered nurse positions are predicted by 2010 due to growth in the demand for nursing care and expected replacements for retirements in the workforce. One strategy to address the shortage is to increase enrollment capacity in existing and/or new nursing programs by expanding the number of qualified faculty. However, the supply of faculty is inadequate to meet the current need, much less to meet the demand for expanding nursing schools’ enrollment. Recruitment of nurses into faculty positions is even more challenging because the doctoral degree is the desired credential for a nurse educator in many institutions of higher education. Historically, schools of nursing have only offered a researched focused PhD degree and the 93 programs in the US today only graduated an average of 4.5 students per program per year. This figure is clearly inadequate to meet the demand for more nursing faculty.

The purpose of this proposal is to support a new practice-focused Doctor of Nursing Practice program at the University of Maryland. A practice-focused doctorate appeals to many master’s-prepared nurses who desire the doctoral credential that many universities recommend or require for their faculty, but who do not wish to pursue a research-focused doctoral degree. Providing nurses the option of a practice degree will increase the faculty pool. It will also assist in retention of current masters-prepared faculty who provide the majority of education in entry level nursing programs and who desire career advancement opportunities that will keep them in their faculty roles.

**NSP II-06-122**

**Villa Julie College**

***Villa Julie College: Increasing Baccalaureate Nursing Graduates for Maryland Hospitals***

**$1,084,631**

**Project Director: Dr. Judith Feustle** [fac-feus@mail.vjv.edug](mailto:fac-feus@mail.vjv.edug)

Villa Julie College is committed to expanding the capacity of its nursing program to increase the number of bachelor’s prepared nurses in Maryland hospitals. The overall nursing shortage in Maryland is critical: the Center for Health Workforce Development predicts a shortage of 17,116 nurses in Maryland by 2012. An accompanying need is to improve the educational level of the nursing workforce. Aaiken, et al. (2003) illustrate that, in hospitals with a higher percentage of nurses prepared at the baccalaureate level, there is decreased surgical patient morality. Additionally, the American Organization of Nurse Executives (2005) is calling for nurses in the future to be prepared at the baccalaureate level.

Through partnerships with Carroll Hospital Center, Union Memorial Hospital, and Upper Chesapeake Health System, Villa Julie will admit 24 additional students to the traditional and/or accelerated programs each year, a 33% increase. Through focused retention activities and remediation, Villa Julie will increase the retention and graduation rates of at-risk students, including minorities and those with English as a second language. Through already established agreements with community colleges throughout the state, Villa Julie will admit 50 additional students annually to the RN to BS program for a 50% increase.

**NSP II-06-126**

**Coppin State University**

***Initiatives to Increase Maryland’s Nursing Faculty: Initiatives to Expand Maryland’s Nursing Capacity through Shard Resources***

**$560,000**

**Project Director: Dr. Joan Tilghman** [jtilghman@coppin.edu](mailto:jtilghman@coppin.edu)

The purpose of this project is to expand educational access for nurses with a Bachelor of Science in Nursing (BSN) to obtain a Masters in Science (MSN) and become qualified nursing faculty. The project’s goal is to increase nursing faculty in the State of Maryland by expanding MSN enrollment at Coppin State University Helene Fuld School from BSN nurses employed at Union Memorial, Maryland General and Kernan hospitals. There are three major project objectives:

1. To enroll 10 BSN nurses/year (50 over 5 years) from Maryland General, Kernan and Union Memorial hospitals into Coppin’s MSN program, with MSN graduation requirements completed within two years of enrollment.
2. To graduate 10 MSN students per year (40 MSN students over five years) beginning in the second grant year.
3. To recruit, over five years, 26 of the 40 MSN graduate’s as nursing faculty in Maryland.
4. To enhance MSN program access for working nurses by establishing weekend and on-line course options at Coppin.