# Nurse Support Program II Abstracts –Phase 2 Funded Projects

**NSP II-08-105**

**College of Notre Dame of Maryland**

***Synergistic Pathways to Address the Nursing Shortage in Maryland through Hospital Partnerships, Student Retention Efforts, Educating Nursing Faculty, and Increasing the Pipeline for Nursing Faculty (5 years)***

**Project Director: Dr. Katharine Cook**

**Affiliates: Good Samaritan Hospital, Harbor Hospital, St. Agnes Hospital**

The College of Notre Dame of Maryland, working in concert with its affiliates, will aid in alleviating the shortage of bedside nurses by:

1. graduating an increased number of BSN nurses through an accelerated RN to BSN

program;

2. increase student retention;

3. begin a MSN degree with emphasis in leadership in nursing education.

This five-year plan will allow an additional 425 nurses to achieve their BSNs, and 66 additional nurses achieve their MSNs. Retention will be raised to 85%. This will be accomplished by hiring two nursing faculty to teach in the BSN program. Two more nursing faculty will be hired to teach in the MSN program. This program will be a 20-month accelerated program, and students will be able to take one course at a time. A full-time program manager will be hired to work in both programs, and to develop and oversee a retention plan, and coordinate tutoring and scholarships.

**NSP II-08-106**

**The Community College of Baltimore County**

***Distance Education for Paramedic to RN Students (3 years)***

**Project Director: Barbara Netzer**

**Affiliates: Allegany College of Maryland, Chesapeake College**

This program with its partnerships on the Eastern Shore and in western Maryland, will enroll paramedics in a specially designed nursing program, which will allow them to complete a 10-week transition course in an on-line format. Because of the nature of the course, the paramedics will be able to continue their regular working schedule. After completion, they will then enter the nursing program with advanced standing, and complete their RN training in one year.

The Community College of Baltimore County expects that 40 new nursing graduates would be ready by June, 2009, and 64 more the following year.

Students will engage in clinical and classroom portions of the course at their home campuses, where they will receive mentoring and academic support. The remainder of their courses (comprising the Fall and Spring semesters) will be taken in the distance-learning format, where possible.

**NSP II-08-107**

**The Community College of Baltimore County**

***Nursing Retention and Success Program (3 years)***

**Project Director: Dr. Roberta Raymond**

**Affiliates: Mercy Medical Center, St. Agnes Hospital, Union Memorial Hospital**

The Community College and its affiliates are beginning a program to increase the graduation rate for the Associate Degree Nursing program by 282 nurses over a three-year period. This will be accomplished through retention of admitted students. The plan includes academic and clinical tutoring, mentoring, and a nursing success class for students.

A Nursing Retention and Success Program Coordinator and tutors will be hired, and 20 hours of tutoring per week will be provided on each campus. The hospitals will provide staff nurses who will act as mentors for students. The College hopes to raise its graduation rate from 65% to 80%.

**NSP II-08-111**

**Hagerstown Community College**

***A Model to Significantly Increase ADN Graduates in Western Maryland (5 years)***

**Project Director: Carolyn Albright**

**Affiliates: Washington County Health System**

Hagerstown Community College plans to increase the number of nursing program graduates by increasing the number of pre-nursing students who meet requirements for admission. This will be done through comprehensive academic support services. The number of nursing students who remain in the program will increase due to more and better tutoring. Students will be provided with a preparatory class for NCLEX exam.

The capacity of the nursing program will increase due to the sharing of resources with the Washington County Health System. Both institutions will jointly support new faculty hired to teach in the expanded ADN program. They are also collaborating in identifying and enrolling hospital staff in order to upgrade their skills.

Outreach to minorities and males in order to increase their enrollment will also begin. Workshops, presentations, financial aid information will all be used to persuade minorities to enter the nursing program.

**NSOP II-08-114**

**The Johns Hopkins University**

***Needs Based Graduate Education Partnership (5 years)***

**Project Director: Kathleen White**

**Affiliates: Johns Hopkins Hospital, Johns Hopkins Bayview Medical Center, Howard County General Hospital, St. Agnes Hospital, Mercy Medical Center**

The School of Nursing will begin offering an enhanced online and distance learning option to students in both the Masters program, and the new Doctor of Nursing Practice program. This option will be available to nurses working at the collaborating partner institutions. The partners will support qualified staff who attend and complete the advanced degrees. These staff will then act as preceptors and instructors in the clinical setting, enabling the number of clinical placement sites to expand.

This partnership is expected to allow 180 additional students to be admitted for graduate studies over the next five years. There are three parts to this initiative:

a block Masters’ cohort option, an executive style Doctor of Nursing Practice cohort option, and increased capacity for web-based and distance education. Partnering institutions will have tuition reimbursement programs.

**NSP II-08-116**

**Prince George’s Community College**

***RN Partnership Activities for Recruitment and Retention Success (5 years)***

**Project Director: Vivian Kuawogai**

**Affiliates: MedStar Health of Maryland (Good Samaritan Hospital); Doctors Community Hospital**

In this five-year plan, Prince George’s Community College plans to nearly double enrollments in its LPN to RN program at the Largo campus, and begin a satellite LPN to RN program at Good Samaritan Hospital. The plan calls for hiring two new full-time faculty, providing faculty mentors for every student, and providing peer tutoring. The PGCC nursing lab will be open for weekend practice sessions. Retention will also be addressed through the opening of a Nursing Collegian Center, and early identification of at-risk students.

Partners will provide additional lab space, increased clinical rotations and student scholarships.

**NSP II-08-117**

**Salisbury University**

***Initiative to Create Clinical Nurse Educator and RN to MS Tracks (3 years)***

**Project Director: Susan Battistoni**

**Affiliates: none**

This program will create a Clinical Nurse Educator track in the graduate program that will have strong secondary education and advanced clinical practice components. An efficient RN to Master’s track will also be created to encourage qualified ADN-prepared nurses to seek a master’s degree.

Both tracks will offer half of the courses in distance learning format, which will be accomplished through the development of a technology supported classroom.

**NSP II-08-119**

**Towson University**

***Nurse Support II: Statewide Increases in Master’s-Prepared Nurse Faculty, Administrators, and BSN-Prepared Bedside Nurses (5 years)***

**Project Director: Marilyn Halstead**

**Affiliates: Sheppard Pratt Health System, Greater Baltimore Medical Center, Frederick Memorial Hospital**

This program will create a Master’s degree with a concentration in nursing education, or Clinician-to-Administrator Transition that will be available in western Maryland. The program will be a combination of distance learning and block scheduling. The block scheduling will be for a specific day of the week. Students may enroll at Towson, Hagerstown or Frederick. Students are anticipated to remain employed as bedside nurses while in the program. Students will have the option of face-to-face or on-line format.

Partnerships will provide additional clinical sites, and preceptors and mentors for students.

**NSP II-08-123**

**Wor-Wic Community College**

***NSP II Grant (3 years)***

**Project Director: Denise Marshall**

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

This program will expand the number of nurses in the Practical Nurse and ADN-prepared nurse programs by 32 students. This will be done by employing four additional full-time nursing faculty, and offering the ADN program during evenings and weekends. A new program section will begin in the Spring semester, so as not to compete for space with the current sections.

The two collaborating hospitals will provide clinical sites and clinical instructors, as well as scholarships, for the students.

Retention will be increased to 75% through tutoring, study skills and test taking strategies, mandatory testing, the SDV 100 Fundamentals of College Study course, and the intervention of the Director of Retention when merited.

# Unfunded Proposals

**NSP II-08-101**

**Allegany College of Maryland**

***Creating Qualified Bedside Nurses in Western Maryland to Serve the Entire State***

***Project Director: Fran Leibfreid***

***Affiliates: None***

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. Double the capacity of the evening nursing program to create an additional 20 RN qualified nurses every two years;
2. Increase the student retention rate in the nursing program by 3% every year; and
3. Provide professional tutoring and expanded clinical laboratory instruction to all nursing students to increase retention rates and NCLEX pass rates.

This project will expand the current program as well as increase the retention of at risk students as identified by standardized testing and faculty assessment. A Nursing Faculty Member will be hired to double the evening program and a Retention and Success Coordinator will be employed to provide tutoring and expanded clinical laboratory instruction.

**NSP II-08-102**

**Anne Arundel Community College**

***Partnering for Nursing Excellence in Anne Arundel County***

**Project Director: Beth Anne Batturs**

**Affiliates: Anne Arundel Medical Center and Baltimore Washington Medical Center**

*The Partnering to Increase Nurses in Anne Arundel County* program focuses on increasing the number of nurses available to provide care to the residents of Anne Arundel County. This partnership seeks to strengthen the nursing workforce of Anne Arundel County by increasing the number of enrollments in the AACC nursing program, thus increasing the number of qualified nurses available for employment at Anne Arundel Medical Center (AACC) and Baltimore Washington Medical Center (BWMC). This proposal focuses on the goal to increase the new enrollment capacity at AACC by 64 students over the next four years by admitting eight additional students per semester beginning fall 2007 and continuing through spring 2011 supported by NSP II grant funding of $2,138,597. This will be accomplished by hiring 4 new Master’s prepared faculty over a 4-year period, and converting three classrooms to smart classrooms with video conferencing capability.

**NSP II-08-103**

**Baltimore City Community College**

***NSP II Program***

**Project Director: Dorothy Holley**

**Affiliates: None**

The Nursing Program at Baltimore City Community College (BCCC) is requesting $382,952 to implement sustainable student retention strategies to significantly increase graduation rates. Specifically, the program will recruit and enroll 320 minority/disadvantaged individuals (over a five year period) in BCCC for its Nursing Program, and retain those students through the pre-nursing curriculum to the practical nursing (PN) program to an Associate’s Degree in Nursing (RN) and transfer to a Bachelor’s Degree in Nursing.

The project’s objectives include recruiting and enrolling minorities, reaching a goal of 50% completion/graduation rate; an increase in level of cultural competence; and nursing faculty will be able to assist students in successfully completing all nursing programs.

**NSP II-08-104**

**Bowie State University**

***Nursing – Pipeline to Success through Collaboration***

**Project Director: Dr. Bonita E. Jenkins**

**Affiliates: Dimensions Healthcare System d/b/a Prince George’s Hospital Center, Laurel Regional Hospital, Bowie Health Center and Gladys Spellman Specialty Hospital and Nursing Center**

Bowie State University and Dimensions Healthcare System have developed a proposal to address the nursing shortage by creating a program to expedite the number of nurse faculty graduates and also increase the number of students receiving BSN degrees.

The most significant component of the program is the provision of BSN and MSN degree program courses offered to students at the hospital facilities and via distance learning capabilities (video conferencing, website classes, etc.) In addition, both degree programs will be expedited so that students can graduate in a shorter period of time. The grant partners will initiate recruitment efforts to encourage undergraduate and graduate studies in nursing.

**NSOP II-08-108**

**Coppin State University**

***Project Pipeline – RN to BSN Program Extension***

**Project Director: Marcella A. Copes**

**Affiliates: Baltimore City Community College Dept. of Nursing**

This is a grant proposal to expand nursing capacity by accelerating and increasing the enrollment and graduation of nurses for hospital practice.

The first purpose is to increase the number of bedside nurses and nursing faculty in Maryland by expanding the Coppin State University’s RN to BSN Program by 25 students in each of the five years of the grant proposal. An accelerated program will be implemented to fast track student completion of the Associates Degree in Nursing in two years, followed by student completion of the Bachelor of Science in Nursing at CSU in one year, instead of two.

The second purpose is to increase the pipeline of Master’s level nursing faculty. Objectives include enrollment, by the end of the third year of the grant, of 3 of the 20 BSN graduates into CSU’s Master of Science in Nursing Program; enrollment by the end of the fourth year of 6 BSN graduates, bringing the total to 9 MSN students over the five year grant period.

**NSP II-08-109**

**Doctors Community Hospital**

***Visiting Professor Program***

**Project Director: Diane K. David**

**Affiliates: Anne Arundel Community College, Prince George’s Community College**

This proposal is a collaborative effort between Doctors Community Hospital, Anne Arundel Community College and Prince George’s Community College. It is the strategy of the Visiting Professor Program to ameliorate both staffing and remuneration issues by making available to the participating colleges two additional instructors, and to offset the salary gap by providing monetary difference. Doctors Community Hospital will provide one Master’s prepared RN to each participating college, to assume all the responsibilities of a full-time faculty member.

A second priority is student retention. To improve retention, tutoring and mentoring will be done in both the academic and clinical settings.

**NSP II-08-110**

**Frederick Community College**

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

**Project Director: Jane Garvin**

**Affiliates: None**

This application will increase the number of licensed registered nurses in Maryland by increasing the number of students who graduate from the program and pass the licensing exam.

The overall purpose of this proposal is to increase student retention rates in both the pre-clinical general education courses, specifically, math and science, and in the clinical theory component of the nursing curriculum. In addition, this proposal targets preparation for the licensing exam as an essential element in increasing the number of graduate nurses entering the nursing workforce.

Finally, the licensure pass rates will be maintained at or above the 95% benchmark.

**NSP II-08-112**

**Howard Community College**

***Increasing Nursing Graduates and Graduate Nursing Retention***

***through LPN Pathway Sequence***

**Project Director: Dr. Georgene Butler**

**Affiliates: Howard County General Hospital**

This proposal seeks to 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 at the bedside and provide mentorship to increase retention following graduation. 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 associated arts degree nursing program. A total of up to 40 students would be admitted to the LPN Pathway Sequence each year.

Students would be provided with tutoring, strategies for success, and, upon completion of the ADN program, would receive a NCLEX preparation course at no cost. One year of structured mentoring after completion of the degree would also be provided.

**NSP II-08-113**

**Howard Community College**

***Increasing Nursing Graduates at Howard Community College***

**Project Director: Sharon Pierce**

**Affiliates: Howard County General Hospital**

Howard Community College (HCC) nursing faculty has developed a project that will increase nursing student retention and graduation rates at the college and expand Maryland’s nursing capacity through shared resources. Although enrollment in the nursing programs is at capacity, program completion rates hover just over 50%. The proposed project will increase completion over five years to 70%, thus increasing the number of graduates from the current rate of 113 per year to 156 per year. The project will also increase adjunct faculty retention rates to 50% within five years, will reduce the student-faculty ratio to no more than 8:1, and will achieve student course success rates of 75% or higher.

**NSP II-08-115**

**Montgomery College**

***Partnership for Increasing Number of Nursing Graduates***

**Project Director: Barbara Nubile**

**Affiliates: Adventist Healthcare, Children’s Hospital, Holy Cross Hospital, Montgomery General Hospital, Potomac Ridge Behavioral Health Center, Potomac Valley Nursing Center, Suburban Hospital, Sibley Memorial Hospital, and Washington Hospital Center**

The Partnership for Increasing the Number of Nursing Graduates (PINNG) initiative proposed by Montgomery College seeks to directly increase the number of qualified bedside nurses in Maryland hospitals by significantly increasing the number of graduates of Montgomery College’s nursing program. Furthermore, the diversity of Montgomery College’s student nursing population will ensure a resultant increase in the number of minority nurses in the Maryland workforce.

Increasing the enrollment will be accomplished by improving retention rates, increasing the number of full-time clinical instructors, increasing the number of faculty and staff, and optimizing the use of existing classroom and laboratory space. Collaborating institutions will make it possible to increase clinical placements.

**NSP II-08-118**

**Suburban Hospital**

***Nurse Externship Program***

**Project Director: Karen Boliek**

**Affiliates: Multiple Nursing Programs in the Area**

The Suburban Hospital Nurse Externship Program is a strategy to retain nursing students by strengthening their clinical skills, time management abilities and confidence in clinical situations. By creating a unique job description for the nurse extern, a non-threatening environment can be produced where the learner is employed, held to professional standards of behavior, encouraged to ask questions, integrated into the multidisciplinary health care team, provided education complementary to basic nursing courses, and exposed to a more realistic view of nursing at the bedside than the traditional student/instructor clinical experience provides. The externs are paid during the summer, so there is no need for them to obtain summer jobs elsewhere. This program will enable the student to visualize, and then actualize, attainment of their nursing degree and aid in the transition to graduate nurse status at the bedside in Maryland hospitals.

**NSP II-08-120**

**Towson University**

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

**Project Director: Dr. Jacquelyn Jordan**

**Affiliates: Community College of Baltimore County, Sheppard Pratt Health System, Greater Baltimore Medical Center, Frederick Memorial Hospital**

This project is a collaboration between the TU School of Nursing and CCBC School of Nursing, and is a seamless “Accelerated Associate to Master’s Degree Program (ATM)” with a major in Nursing Education. The ATM program provides students who might not ordinarily continue their education, the opportunity to complete a Master’s degree without interruption. Concurrently, this proposal responds to the need to increase the future pipeline for nursing faculty. The collaborating hospitals have agreed to share qualified nursing clinicians as faculty, and share clinical sites and classrooms.

This is a continuous 28-month program. The curriculum bypasses the Bachelor’s degree, and the students complete the program with a Master’s degree. There will be a seamless transition for students as they matriculate.

**NSP II-08-121**

**University of Maryland School of Nursing**

***Preparing, Developing, and Retaining Nursing Faculty for Maryland***

**Project Co-Directors: Dr. Louise S. Jenkins/Dr. Carol O’Neill**

**Affiliates: N/A**

The University of Maryland School of Nursing , through the Institute for Educators in Nursing and Health Professions, has developed a 12-credit certificate program for nursing graduate students and nurses with graduate degrees to provide the essential knowledge and skills to prepare them for a nursing faculty role. Courses are available online, as well as in the classroom.

A multi-focal approach is proposed including: expansion of the teaching certificate program, offering workshops and conferences, training of clinical nurses in a clinical preceptor preparation program, an expanded Teaching Grand Rounds, a statewide teaching mentorship program, and development of an online teaching resource repository for use by nurse faculty across the State.

**NSP II-08-122**

**University of Maryland, Baltimore, School of Nursing**

***Enhancing Nursing Student Recruitment and Retention in the Clinical Nurse Leader Program: Fast Track to Increase the Number of Bedside Nurses in Maryland Hospitals***

**Project Co-Directors: Dr. Gail Schoen Lemaire/Carol Ann Esche**

**Affiliates: N/A**

The University of Maryland School of Nursing seeks support to increase the number of registered nurses practicing at the bedside in Maryland hospitals by enhancing student recruitment and retention in its Clinical Nurse Leader Program. This program is a 16-month “fast track” entry level Master’s program for students with previous non-nursing baccalaureate degrees**.** This second degree program seeks to educate bedside nurses prepared at the Master’s level to practice in Maryland hospitals. The CNL Program is based on American Association of Colleges of Nursing recommendations and approved by the Maryland Board of Nursing. Graduates are eligible to take the NCLEX examination for registered nurse licensure.

This four-year project will focus on recruiting qualified ethnic minority students and implementing comprehensive, culturally sensitive, student enrichment and retention interventions. To promote student success and increase retention, we will enhance faculty knowledge and skills about retention-related issues and incorporate supervised peer mentoring, tutoring, and support.