

Final Recommendation:
HEALTH SERVICES COST REVIEW COMMISSION
Nurse Support Program II
FY 2014 COMPETITIVE INSTITUTIONAL GRANTS

June 5, 2013

This final staff recommendation was approved by the Commission on June 5, 2013.

INTRODUCTION

This paper presents the funding recommendations of the NSP II Grant Review Panel for the FY 2014 Nurse Support Program II (NSP II) Competitive Institutional Grants.

BACKGROUND

At the May 4, 2005 HSCRC public meeting, the Commission unanimously approved funding of 0.1% of regulated patient revenue annually over the next ten years for use in expanding the pool of bedside nurses in the State by increasing the number of nurse graduates. The primary goal of NSP II is to increase the number of bedside nurses in Maryland hospitals by expanding the capacity of Maryland nursing schools and increasing the number of nursing faculty. In 2006, the Governor introduced legislation to create a non-lapsing fund, the Nurse Support Assistance Fund, so that funds in which a portion of the Competitive Institutional Grants and Statewide Initiatives be used to attract and retain minorities to nursing and nurse faculty careers.

Following the approval of NSP II, the HSCRC assembled an advisory panel of academicians, business leaders, and nurse executives. The advisory panel held a series of meetings with the Maryland Association of Nurse Executives and the Deans and Directors of the State's Schools of Nursing. In response to the issues expressed by these two groups, the advisory panel crafted two distinct but complementary programs to address the multi-faceted issues surrounding the nursing faculty shortage: 1) Competitive Institutional Grants, and 2) Statewide Initiatives. The HSCRC contracted with the Maryland Higher Education Commission (MHEC) to administer the NSP II grants because of its expertise in postsecondary education including the administration of grants and scholarships.

On an ongoing basis, MHEC is responsible for NSP II grant pre-to-post award processes, including RFA development, and issuance, review panel management, awarding, disbursement of funds and ongoing compliance monitoring. In addition, the NSP II program manager works closely with the faculty project directors to facilitate collaboration and innovation through communication, joint meetings, on-site visits, and other advising services to NSP II grant awardees. In general, MHEC has implemented a coordinated, comprehensive approach balanced by achievement with accountability.

The Competitive Institutional Grants are designed to increase the capacity of Maryland Schools of Nursing through shared resources, innovative educational designs, and streamlining the process to produce additional nurse faculty. The Office of Outreach and Grants Management at the Maryland Higher Education Commission in consultation with the HSCRC staff, and the Deans, Directors and Department heads of nursing programs developed the FY 2014 Request for Applications. In developing the initiatives, national goals recommended by the

Institute of Medicine's (2010) report, *The Future of Nursing: Leading Change, Advancing Health* were taken into consideration. These goals include increasing the percentage of BSN's and doubling the number of doctoral prepared nurses. This evidence- based report, as well as steering committees composed of hospital nursing leaders and nursing education leaders have reinforced the direction of both NSP I and NSP II, with new strategies in the development of a joint initiative, the Nurse Support Program website www.nursesupport.org .

The 2014 Competitive Grants supports:

1. Initiatives to implement the IOM's *Future of Nursing* report (2010) action oriented blueprint in the following recommendations.
2. Initiatives to implement innovative approaches to improved educational systems and increase clinical faculty.
3. Initiatives to facilitate inter-disciplinary education- promoting successful transitions by veterans and other displaced workers into nursing career paths.
4. Initiatives to maintain nursing student retention and success.
5. Initiatives to increase faculty development in workforce planning.

The Competitive Institutional Grant selection processes require a Grant Review Panel to review, deliberate, and recommend programs for final approval by the HSCRC. The applications are evaluated based on the criteria set forth in the Request for Applications (RFA), the comparative expected outcomes of each initiative, the geographic distribution of funded projects across the State, and the priority attached to attracting and retaining minorities in nursing and nursing faculty careers.

NSP II Competitive Institutional Grants from FY 2007 – FY 2013

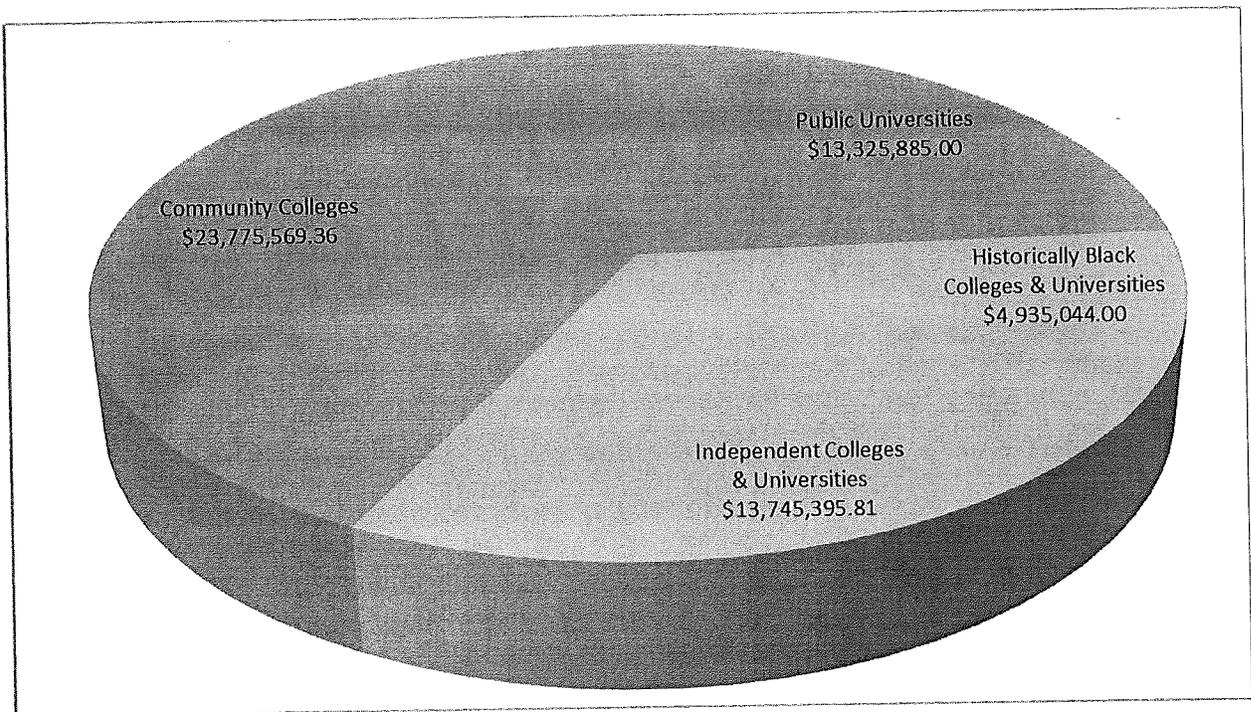
Between FY 2007 and FY 2013, 113 NSP II applications were received and 79 were approved for funding. Over that period of time, NSP II has provided \$55,781,894 in funding to all 26 Maryland Schools of Nursing. **Exhibit 1** illustrates the distribution of funds by higher education institution type. The following types of programs have been supported by this grant program:

- Accelerated and innovative weekend, evening and 15 month degree options, especially appealing to working adult learners/ career changers;
- Developing models for dual enrollment for ADN and BSN programs;
- Increasing nursing faculty educational options through accelerated MSN and doctoral programs, including distance learning programs;
- New technology for simulation and instruction across the state offering clinical simulation networking in an open web-based format for sharing expertise and scenarios for increased educational capacity;
- Expanding online education instructional design technology with experienced faculty, thereby increasing access to undergraduate and

graduate nursing students and decreasing commuting issues for working adult learners and geographically disparate communities;

- Supporting new undergraduate and graduate nursing programs at Maryland's Historically Black Institutions (HBI), with the goal of increasing diversity of the nursing workforce; and
- Supporting regional approaches like The Eastern Shore Faculty Academy and Mentorship Initiative (ES-FAMI), a collaborative effort among the Departments of Nursing at public and private universities and community colleges, prepare experienced BS and MS-prepared registered nurses for new roles as part-time clinical nursing faculty

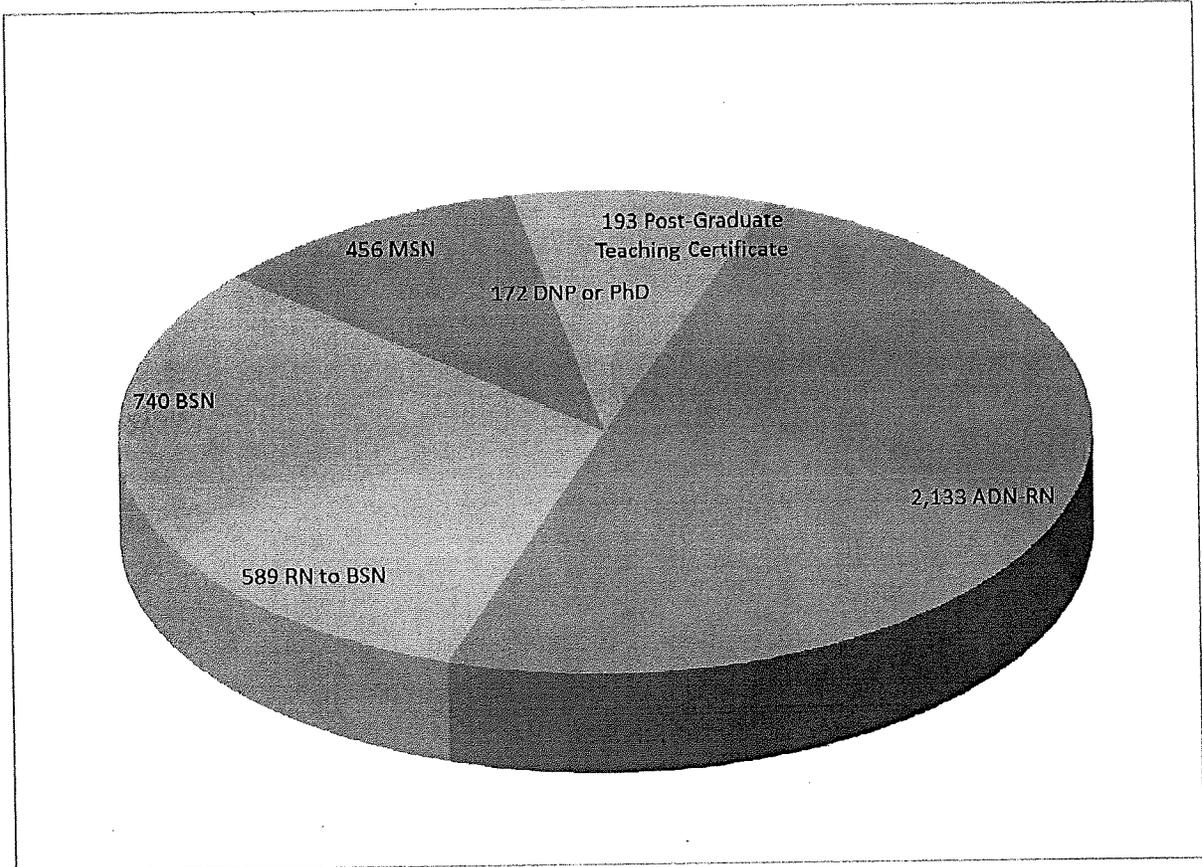
Exhibit 1: NSP II Competitive Grant Funding Summary by Higher Education Segment



Data from the Maryland Higher Education Commission (MHEC) and the Maryland Board of Nursing demonstrate success in increasing the number of nursing graduates in Maryland. In FY 2011, 3,429 nursing graduates completed programs designed for entry to practice with 2,519 passing NCLEX for licensure. This is an increase from the 2,615 new nursing graduates in FY 2006 with 2,039 passing NCLEX for licensure. Overall, the trend for five years has been a 19 percent increase in the number of new graduate nurses, and a 4.6 percentage point decrease in the hospital nurse vacancy rate. Nursing programs with current open grants reported to NSP II staff an average employment rate for new graduates of 85% by six months, with some areas, like northeastern Maryland reporting 100%.

Based on interim annual reports ending July 2012 and final reports ending March, 31, 2013, the Competitive Institutional Grant project outcomes demonstrate a dramatic contribution to the increase in the nursing workforce and advanced degrees for faculty preparation. **Exhibit 2** illustrates degree completion information attributable to the grant from 2007 to 2012.

Exhibit 2: NSP II Competitive Grant Programs Degree Completions 2007 to 2012



NSP II has received international recognition for excellence in nursing workforce development. For example, MHEC is currently hosting a member of the Education Ministry in Taiwan, Mr. Charles Chen, who is very interested in implementing an NSP II type program in his country. MHEC's Director of Academic Affairs, Dr. Sue Blanshan, NSP II Program Manager Ms. Peg Daw, University of Maryland School of Nursing Dean Janet Allan and faculty member Dr. Barbara Smith, presentation/whitepaper featuring the NSP II program titled, *Nurse Faculty Shortage in the US: A Role of the State/ Province in Addressing the Shortage* was accepted at the 23rd International Nursing Research Congress symposia of the Sigma Theta Tau International Honor Society of Nursing. Drs. Blanshan and Smith presented the work at the conference in Brisbane, Australia in 2012.

The Nurse Support Program II has been referenced and highlighted in nursing and health care journals in multiple publications at the national level. For

example, a recent Robert Wood Johnson Foundation (RWJF) study, *RN Work Project* cited research from NSP II FY 06 and FY 09 project directors. The article on national research was developed collaboratively by professionals from University of Maryland and MedStar Franklin Square Medical Center.
<http://www.rwjf.org/en/about-rwjf/newsroom/newsroom-content/2012/12/why-nurses-go-back-to-school.html>

NSP II project directors are also being recognized for nursing excellence and innovative work in leading change in Maryland.

- Dr. Rebecca Wiseman of University of Maryland School of Nursing and Ms. Barbara Nubile, Director of Nursing of Montgomery College, NSP II FY 2013 grant project, *Model for Dual Enrollment*, received matching funds from the RWJF State Implementation Grant (SIP) in March, 2013. The *Model for Dual Enrollment* is a possible strategy that could be implemented throughout Maryland via a variety of university-community college partnerships.
<http://www.nursing.umaryland.edu/news/4774>
- NSP II FY 13 grant recipient for the a distance accessible *Doctor of Nursing Practice Program*, Dr. Lisa Seldomridge, was awarded the University System of Maryland's highest faculty honor, the *Regents' Faculty Award for Excellence* in April, 2013, "whose vision and leadership in nursing are transformative and ...her energy unmatched".
<http://www.salisbury.edu/newsevents/fullstoryview.asp?ID=5309>

NSP II Competitive Institutional Grants for FY 2014

For FY 2014, 15 proposals were received. The seven member Grant Review Panel comprised of nursing administrators, hospital and emeritus university educators, and MHEC and HSCRC staff, reviewed all of the applications and ranked application according to a scoring rubric. All applications were recommended for funding with certain revisions as recommended by the Panel (Appendix I). The applications were diverse and representative of broad geographic locations and educational strategies. The most highly recommended applicant presented an innovative program for veterans with past or present status of a "Navy Corpsman", "Army 91WM6" or "USAF4NO" skill identifier. These individuals will be recruited to participate in an accelerated registered nurse program with expected completion in 13 months, through smooth transitions, online delivery and ongoing support systems. Five were focused on streamlining Associate Degree to Bachelor's completion. Several focused on advancing inter-professional education with simulation, improving minority outcomes, and leadership development. Other applicants are starting a new DNP program at an HBI, an RN- MSN program in western Maryland and a post-graduate psychiatric nurse practitioner option. Eleven Maryland schools and fourteen partner institutions will be involved in the fifteen proposed one to two year grant funded projects.

RECOMMENDATIONS:

1. Commission Staff recommends the fifteen Competitive Institutional Grants recommended by the NSP II Grant Review Panel listed in Appendix I be considered by the Commission for FY 2014 in the funding amounts stated.

al Recommendations for Competitive Institutional Grants Program

	School of Nursing	Total Request	Years	Year 1	Year 2
o BSN and BSN to MSN	Bowie State University	\$212,723	2	\$105,586	\$107,137
ors (ATB)	CCBC	\$298,957	2	\$145,868	\$153,089
ing Education as a Career Path	Coppin State University	\$290,320	2	\$151,875	\$138,445
n MSN in Western Maryland	Frostburg State University	\$145,842	1	\$145,842	
to the BSN	Hagerstown Community	\$174,664	2	\$82,079	\$92,585
n and Instructional Media to Enhance Student Success	Howard Community College	\$268,290	2	\$121,705	\$146,585
iatric Mental Health Nurse Practitioner Education	Johns Hopkins University	\$299,709	2	\$174,063	\$125,646
ional Simulation for Nursing and Faculty Development	Johns Hopkins University	\$284,687	2	\$158,407	\$126,280
velopment Consortium for Nursing Leadership	Johns Hopkins University	\$297,554	2	\$150,848	\$146,706
	Montgomery College	\$226,522	2	\$115,359	\$111,163
ty & Outcomes in Minority Nursing Students	Sojourner-Douglass College	\$237,351	2	\$126,435	\$110,916
ice Partnerships in Maryland	Stevenson University	\$276,942	2	\$136,728	\$140,214
or Maryland Nursing Schools	University of Maryland	\$295,573	2	\$130,208	\$165,365
Baccalaureate Prepared Nurses in Maryland	University of Maryland	\$298,915	2	\$148,106	\$150,809
n: A faculty development initiative	University of Maryland	\$299,928	2	\$174,122	\$125,806
		\$3,907,977		\$2,067,231	\$1,840,746