#### MEMORANDUM

**DATE**: October 24, 2012

**<u>TO</u>**: Maryland Higher Education Commission

**FROM**: Melinda Vann, Director Office of Outreach and Grants Management STAFF: Peggy Daw

**<u>SUBJECT</u>**: Proposed Guidelines for the Health Services Cost Review Commission Nurse Support Program II Nursing Educator Doctoral Grants for Practice and Dissertation Research (NEDG)

In 2005, the Health Services Cost Review Commission (HSCRC) contracted with the Maryland Higher Education Commission (MHEC) to administer the Nurse Support Program II (NSP II). The NSP II is funded through 0.1% of hospital regulated gross patient revenue for use in expanding the pool of nurses in the state by increasing the capacity of nursing programs in Maryland. NSP II includes a Competitive Institutional Grant program for higher education institutions, a New Nursing Faculty Fellowship program, the Hal and Jo Cohen Graduate Nursing Faculty Scholarship and Living Expenses Grant program and the newest addition, a doctoral support program.

The establishment of Guidelines for the Nursing Educator Doctoral Grants for Practice and Dissertation Research (NEDG) is a new statewide funding initiative authorized under the auspices of the Nurse Support Program II (NSP II). It is jointly approved by the Health Services Cost Review Commission (HCCRC) and the Maryland Higher Education Commission (MHEC).

HSCRC's approval of the conceptual framework supports MHEC's subsequent approval of the attached detailed administrative guidelines for this new program to increase the number of doctoral prepared nursing faculty. Once approved, the guidelines will be effective immediately. Documents submitted to the Health Services Cost Review Commission (HSCRC) and approved on 3/7/12, including letters of support are available at:

http://www.hscrc.state.md.us/documents/CommissionMeeting/2012/03-07/HSCRC\_Post-MeetDocs\_2012-03-07.pdf pages 24-37 of 44.

MHEC reviewed and approved the Graduate Nurse Faculty Scholarship and Living Expenses Grant program guideline revisions on 3/7/12. On 5/30/12, additional approval was provided for the name change recommended by HSCRC. There were no changes to the New Nursing Faculty Fellowships; therefore, this is the final implementation of the modifications to the NSP II Statewide Initiatives approved by HSCRC on March 7, 2012.

**<u>RECOMMENDATIONS</u>**: It is recommended that the Maryland Higher Education Commission join the HSCRC in approving the Nursing Educator Doctoral Grants for Practice and Dissertation Research (NEDG) Guidelines administered under the auspices of the Nurse Support Program II, established under the provisions of Section 11- 405(e) of the Education Article of the Annotated Code of Maryland to increase nursing educational capacity.

#### AGENDA ITEM SUMMARY

**<u>SUBJECT</u>**: Proposed Guidelines for the Health Services Cost Review Commission, Nurse Support Program II, Nursing Educator Doctoral Grants for Practice and Dissertation Research

#### DATE OF COMMISSION MEETING: October 24, 2012

STAFF: Melinda Vann Cathy Shultz Peggy Daw Pat Logan

**SUMMARY:** In 2005, the Health Services Cost Review Commission (HSCRC) contracted with the Maryland Higher Education Commission (MHEC) to administer the Nurse Support Program II (NSP II). The NSP II is funded through 0.1% of hospital regulated gross patient revenue for use in expanding the pool of nurses in the state by increasing the capacity of nursing programs in Maryland. NSP II includes a Competitive Institutional Grant program for higher education institutions, a New Nursing Faculty Fellowship program, the Hal and Jo Cohen Graduate Nursing Faculty Scholarship and Living Expenses Grant program and the newest addition, a doctoral support program.

The Health Services Cost Review Commission approved the development of this new program to strengthen the Maryland nursing programs through additional doctoral prepared nursing faculty. MHEC's subsequent approval of the attached detailed administrative guidelines for this new program will serve to support and encourage terminal doctorate degrees for nursing educators. The guidelines have been developed through a collaborative process including nursing deans and educational leaders, MHEC and HSCRC staff, as well as a doctoral needs assessment survey of Maryland Schools of Nursing. Once approved, these guidelines will be effective immediately.

**<u>RECOMMENDATIONS</u>**: It is recommended that the Maryland Higher Education Commission join the HSCRC in approving the Nursing Educator Doctoral Grants for Practice and Dissertation Research (NEDG) Guidelines administered under the auspices of the Nurse Support Program II, established under the provisions of Section 11- 405(e) of the Education Article of the Annotated Code of Maryland to increase nursing educational capacity.

#### MARYLAND HIGHER EDUCATION COMMISSION

# OFFICE OF GRANTS AND OUTREACH

GUIDELINES

### FOR THE

# HEALTH SERVICES COST REVIEW COMMISSION NURSE SUPPORT PROGRAM II

Nursing Educator Doctoral Grants for Practice and Dissertation Research

Presented to Commission and approved on October 24, 2012

#### Maryland Higher Education Commission Office of Grants and Outreach

### **Nurse Support Program II Guidelines for**

### Nursing Educator Doctoral Grants for Practice and Dissertation Research (NEDG)

#### Program Purpose

The Nursing Educator Doctoral Grants for Practice and Dissertation Research (NEDG) is a new statewide funding initiative authorized under the auspices of the Nurse Support Program II (NSP II) and jointly approved by the Health Services Cost Review Commission (HSCRC) and the Maryland Higher Education Commission (MHEC). This competitive grant program is designed to support Nursing Ph.D. candidates' dissertation work and Doctorate of Nursing Practice (DNP) candidates' scholarly capstone project work. School of Nursing Deans and Directors are encouraged to nominate nursing doctoral candidates, who are interested in serving as nursing faculty, for funding consideration.

The grant program goals are to:

- increase the number of doctoral prepared nursing faculty in Maryland
- strengthen the faculty development for optimal capacity at schools of nursing
- recruit and retain a diverse nursing faculty

#### **Background**

The Nurse Support Program (NSP) is funded by the HSCRC and administered by MHEC. The NSP includes two distinct programs with the shared goal to increase the number of bedside nurses in Maryland hospitals. NSP I is hospital centered while NSP II focuses on expanding the capacity to educate nurses through nursing education programs at Maryland institutions.

The HSCRC initiated nurse education support funding (formerly titled the Nurse Education Support Program or NESP) in 1986 through the collaborative efforts of hospitals, payers, and nursing representatives. Originally, the NESP focused on supporting scholarships for college and hospital-based training of Registered Nurses (RNs) and Licensed Practical Nurses (LPNs). In July, 2001, the HSCRC implemented the first phase of the Nurse Support Program, NSP I, to address the short and long-term issues of recruiting and retaining nurses in Maryland hospitals. Hospitals were eligible to receive the lesser of their budget request or up to 0.1% of the hospital's gross patient revenue for the previous fiscal year, to be provided through hospital rate adjustments, for approved projects that address the individual needs of the hospitals as they relate to nurse recruitment and retention.

The NSP I exposed the inability of nursing programs to enroll a large number of students because of limited capacity due to nursing faculty shortages. The shortage of

qualified nursing faculty was the fundamental obstacle to expanding the enrollments in nursing programs, thereby exacerbating the nursing shortage in future years.

At its May 4, 2005, public meeting, the HSCRC unanimously approved an increase of 0.1% of regulated patient revenue for the use in expanding the pool of nurses in the State by increasing the capacity of the nursing programs in Maryland. NSP II supports two types of initiatives: 1) Competitive Institutional Grants and 2) Statewide Initiatives.

On March 7, 2012, the HSCRC approved modifications to NSP II to include increased doctoral education support for greater development of new and existing nursing faculty workforce needs, including doctoral dissertation support.

### National Reports link NSP II Statewide Initiatives

The American Association of Colleges of Nursing (AACN) is the national voice for baccalaureate and graduate degree education programs in nursing. In 2004 AACN endorsed the practice doctorate (DNP) as the terminal degree in nursing practice. The National Academy of Sciences (NAS) 2005 report, *Advancing the Nation's Health Needs: NIH Research Training Programs*, was the 12<sup>th</sup> in a series of congressionally mandated reports that outlined the changing needs for biomedical and behavioral research personnel in the United States. The career trajectory for nurse scientists included doubling the number of nurses prepared in Ph.D., DNS and similar doctoral programs. Although focused on preparing researchers, the report called for nursing to develop a "non-research clinical doctorate" similar to MD, Pharm D and DDS in medicine, pharmacy and dentistry to prepare expert practitioners who can also serve as clinical faculty. Maryland has doctoral degree programs in Doctor of Philosophy in Nursing (Ph.D.) Doctor of Nursing Practice (DNP), Doctorate of Education (Ed.D.) and other appropriate terminal degrees for a diverse nursing faculty doctoral education.

The Institute of Medicine (IOM) 2010 report, *The Future of Nursing: Leading Change, Advancing Health,* echoes the 2005 NAS call for doubling the number of doctoral prepared nurses for a more highly educated nursing workforce and improved nursing education system.

"Schools of nursing must build their capacities to prepare more students at the graduate level who can assume roles in advanced practice, leadership, teaching, and research. While 13 percent of nurses hold a graduate degree, fewer than one percent have a doctoral degree. Nurses with doctorates are needed to teach future generations of nurses and to conduct research that becomes the basis for improvements in nursing science and practice. **The committee recommends doubling the number of nurses with a doctorate by 2020**."

A recent survey of Maryland Deans and Nurse Executives indicates 632 Maryland nurses with doctoral degrees in Nursing (MBON, 2012), which places us around the national average of 1%. Factors that influence the pursuit of the Doctorate were overall costs, funding, tuition reimbursement, time of classes, family responsibilities and work demands (Seigart, 2012).

Doctoral education is distinguished by the completion of an evidence-based research or practice project that demonstrates synthesis of the student's work and lays the groundwork for future scholarship. There are several paths to a doctoral degree: the Doctor of Philosophy (Ph.D.) which is a research focused degree, the Doctorate of Education (Ed.D.), which focuses on generating new knowledge related to the practice of education, and the Doctor of Nursing Practice (DNP), which is a clinically focused practice doctorate.

The Doctor of Philosophy may be in Nursing or a related field. It culminates in a scholarly dissertation using inquiry to build the body of nursing knowledge through theory construction and research methods. It exemplifies the prerequisite knowledge and expertise for the development, evaluation and testing of theories in nursing and related fields and is designed to prepare nurse educators and researchers. (AACN, 2001).

The Doctor of Education prepares educators for the application of appropriate and specific practices and for the generation of new knowledge (Carnegie Project on the Education Doctorate, 2012). This degree is designed for advanced preparation of school practitioners, clinical faculty, and academic leaders. It, too, culminates in a research dissertation that relates academic knowledge to the problems of professional practice.

The Doctor of Nursing Practice focuses on the clinical aspects of nursing rather than academic research. It culminates in a capstone project that demonstrates identification and resolution of a practice problem through the scholarship of application or integration, rather than the scholarship of discovery associated with a Ph.D. program of study. A capstone project is broad and holistic. It is designed to put to use the knowledge and skills gained within the doctoral program in a specific practice area for dissemination of evidence-based practice.

All pathways to a terminal doctoral degree for existing or future nursing faculty include final scholarly work that is reviewed by a faculty committee at their respective institutions.

The new Nursing Educator Doctoral Grants for Practice and Dissertation Research (NEDG) is part of NSP II's statewide initiatives, which also include the New Nurse Faculty Fellowship and Hal and Jo Cohen Graduate Nursing Faculty Scholarship and Living Expense Grant Programs. This latest NSP II funding initiative -- expediting doctoral completions -- complements the multi-pronged approach that builds and strengthens academic institutions' nursing faculty infrastructures, thereby ensuring adequate educational capacity for the preparation of future bedside nurses.

#### **Eligibility**

The target population for this grant is nursing students currently enrolled in Ph.D, Ed.D., or DNP programs who are engaged in or about to engage in the dissertation or

capstone project in the 2012-13 academic year. Current faculty who are enrolled in part-time or full-time doctoral study are eligible, as are full-time or other part-time doctoral students. Recent doctoral graduates as of May 1, 2010 and later, who are currently serving as a faculty member, who were not eligible for other NSP II programs may be considered, but are not a funding priority. Individuals with current teaching contracts at a school of nursing in Maryland, including those who live outside Maryland, and/or are completing an out-of-state doctoral program, are eligible for this award. The nominee must be willing and able to complete a service obligation agreement to serve as a full-time faculty member in a Maryland nursing program one year for each year of award (prorated for part-time enrollment). This grant supports final scholarly work and encourages early completion of doctoral degrees. Nominees should show professional promise to advance nursing education.

# Award Amount

Awards will range from \$5,000 to \$30,000, contingent upon enrollment status, other funding sources and statewide nursing program faculty shortages. All awards are contingent upon availability of NSP II funds. The award will be provided over one to three years based on the program completion date and documented need-based portfolio. Funds for multi-year awards will be disbursed annually contingent upon satisfactory progress toward dissertation or capstone project, and degree completion.

### Nomination Process

Nominations may be made by the Dean or Director of a school of nursing from the educational institution the nominee attends or is employed within. Active faculty advisors, mentors, employers and interested nursing educators are encouraged to recommend qualified nominees to the Dean or Director for coordinated nomination. Multiple nominees may be named from one institution. The Dean or Director should rank nominations in priority order. Doctoral candidates may not nominate themselves; however those in leadership positions may defer to the president of the institution.

The nomination package will include:

- The completed nomination form that includes a description of existing support and budgetary needs, and the current faculty role, or departmental affiliation(s) if applicable
- Letter of support by the Dean or Director, and the Faculty advisor if different.
- A three- to five-page paper outlining the nominee's intended or in-progress scholarly work, dissertation research, or capstone project
- A proposed timeline for doctoral degree completion
- A certified transcript provided by the nominee
- Nominee letter of intent to become/remain in a nursing faculty or leadership role in nursing education
- Nominee's current curriculum vitae with active nursing license

Please note that all awardees must provide MHEC with a copy of their final dissertation or capstone project paper after these documents are approved by their doctoral

committee. Permission to post the abstract, personal biography and links to professional publications is a condition to the acceptance of the award.

Nomination instructions and forms are located in Appendix A and are also available at <u>http://www.mhec.state.md.us/Grants/NSPII/NSPII.asp</u>.

# **Funding Priority**

First funding priority shall be given to those applicants who are already employed as nursing faculty at an accredited Maryland nursing program who are or will be engaged in completing their doctoral dissertation or capstone project during the 2012-2013 academic year. Renewal nominees will have funding priority over new nominees provided sufficient progress toward completion is demonstrated.

# Allowable Expenditures

Grants are to be used to support the doctoral candidate's dissertation or capstone project completion. Funds must be used to support costs related to the nominee's research, capstone project development and implementation, and professional advancement. Funds may not be used for personal expenses that do not pertain to educational completion, research, professional advancement, or professional responsibilities. Examples of allowable expenses are listed below. Other types of expenses may be approved by MHEC on a case by case basis.

- Paying for activities for professional development, including research, conference fees and travel, and expenses for speaking engagements
- Paying professional association dues
- "Buying out" course time so that the faculty member may devote more time to research and doctoral completion
- Funding salaries for administrative support associated with the research, e.g. transcriptionist
- Assisting with graduate education expenses, including outstanding student loans;
- Purchasing project related supplies, software and equipment (which are to remain the property of the doctoral student/graduate)
- Copying, printing, and other expensed related to document creation
- Purchasing books, subscriptions or other nursing research and literature resources
- Travel expenses associated with the research or practice project

# **Review and Awarding Process**

Nominations for the Nursing Educator Doctoral Grants for Practice and Dissertation Research (NEDG) will be reviewed by a panel of three or more qualified reviewers. Awarding criteria include:

- completeness of nomination package
- the nominee's intent to pursue a nursing faculty role in a Maryland institution
- the relevance of the proposed research (dissertation) or practice implementation (capstone project) to Maryland's healthcare, nursing education and nursing profession needs

- the relative strength of the nominees' vitae
- professional promise
- increasing the number of doctoral-prepared nursing faculty from under-represented groups
- the school of nursing's needs for faculty and critical needs for subject matter areas the doctoral candidates or graduates will work within
- the individual geographic and institutional distribution of the awards

### Payment of Award

Funding will be provided to the higher education institutions for distribution to their grant recipients. As with the New Nurse Faculty Fellowship program this provides institutional oversight and consistency of funds transfer. Multi-year awards will be dispersed incrementally each year contingent upon satisfactory progress toward dissertation or capstone project and degree completion.

#### Awardee Reporting Requirements

- 1. At program completion, submission of final degree transcripts, final scholarly work and final budget reports on use of funds for allowable expenditures will be required.
- 2. The individual and institution will comply with the provisions of the Americans with Disabilities Act and any and all amendments to the ADA and all relevant federal and state laws.
- 3. The nominee will expend funds for appropriate uses and not for any purpose other than those specified in this grant.
- 4. The nominee will participate in any statewide assessment program or other evaluation program as required by the MHEC.
- 5. The nominee will give MHEC and/or the Legislative Auditor, through any authorized representative, the right of access to, and the right to examine all records, books, papers, or documents related to the grant and will maintain all records pertaining to this grant for a period of five years.
- 6. The nominee will comply with all requirements imposed by the MHEC concerning special requirements of law and other administrative requirements.

#### **Termination of Award**

All awardees are expected to comply with the requirements of the award. Failure to comply with the requirements of this grant may result in termination and possible reclamation of funds by the Maryland Higher Education Commission.

#### **References**

American Association of Colleges of Nursing (AACN). (2005). Response to National Academy of Sciences (NAS) report, *Advancing the Nation's Health Needs: NIH Research Training Programs* Retrieved from <u>http://www.aacn.nche.edu</u>

American Association of Colleges of Nursing (AACN). (2004). AACN Position Statement on the Practice Doctorate in Nursing. Retrieved from <u>http://www.aacn.nche.edu</u>

Carnegie Project on the Education Doctorate (2012). Retrieved from <u>http://www.cpedinitiative.org/</u>

Health Services Cost Review Commission, Nurse Support Program II, <u>www.hscrc.state.md.us</u>

Institute of Medicine, (2010) report, *The Future of Nursing: Leading Change, Advancing Health.* Retrieved from <u>http://www.iom.edu/Reports/2010/The-Futureof-Nursing-Leading-Change-Advancing-Health.aspx</u>

Seigart, D. and Kelley, D. (2012) Report of a Survey of Maryland Deans and Nurse Executives by the Sub-committee for IOM Recommendation #8, *The Promotion of Doctoral Education Among Nurses*. Presented 9/20/12 to Maryland Nursing Leaders

## Nursing Educator Doctoral Grants (NEDG) for Practice and Dissertation Research Nominee Information Form /Fiscal Year 2013

<u>Section A</u> – Nominee information (To be completed by the Doctoral <u>Nominee</u>)

Social Security Number:	Ľ	Date of birth://			
Last name:	First:	MI:			
Address:					
City:	State:	Zip code:			
Student Email:	Telephone #:				
Name of doctoral program institution:		Total Credits:			
Degree Awarded or Degree sought: PhD in Nursing:	; DNP:	; EdD:;			
PhD in( title)					
institution. I give my consent and authorize the institution to provide this information to MHEC upon MHEC's request. I agree to allow MHEC to publish my photo, a brief biography, and description of my scholarly work. I understand that if my nomination is accepted, I will be required to work in a nursing education position in a Maryland public or non-profit independent college or university for two years, sign a promissory note to guarantee that commitment, and provide MHEC with a copy of my dissertation or capstone project after approval by the doctoral committee.           Signature of Nominee         Date           Section B         – Institution           (To be completed by Dean, Director or Department Head of the Nursing Program of the nominating institution).					
Nominating Institution:	au of the Nursing Pr	ogram of the nonmating institution).			
Nominating Dean/Director/Department Head – Nursing Pr	ogram:				
Dean/Director/Department Head Email:		_ Telephone #:			
Degree Program:					
Nominee's Expected or Actual Graduation Date:					
Institution where nominee works or intends to work in nur					

The nomination MUST include the following	or it y	will NOT	be eligible for	consideration
Check ( $$ ) each item below):				

Formal letter of nomination by Dean/Director/ Department Head/Nursing Leadership
<ul> <li>Outline of existing external educational support and budgetary needs of individual doctoral nominee</li> <li>Example: All student financial aid (grants, scholarships, loans), and employer tuition reimbursement along with all allowable expenditures detailed.</li> </ul>
Current transcript
Letter of intent to work as nursing faculty or in a leadership role in nursing education
Three-page to five-page paper outlining the nominee's scholarly work in process or completed for their dissertation research or capstone project
Proposed timeline for doctoral degree completion by semester
Professional vitae / resume
Active nursing license

Signature of Dean, Director, or Department Head of Nursing Program	Date	
and/or		
Signature of Provost, Chief Academic Office, or President of Institution	Date	

**Return to NSP II NEDG Program, MHEC, 6 N. Liberty Street, 10<sup>th</sup> Floor, Baltimore, Maryland 21201** Under provisions of the Americans with Disabilities Act, the material is available in alternate formats. Please call (410) 767--3300, (800) 974-0203, or (800) 735-2258 (TTY /Voice)