

**BRIEFING ON ACHIEVED AND EXPECTED OUTCOMES OF THE NURSE
SUPPORT PROGRAM II**

JUNE 3, 2009

**HEALTH SERVICES COST REVIEW COMMISSION
4160 Patterson Ave.
Baltimore, MD 21215**

Nurse Support Program II
Recap of First Three Years of the Program
September, 2008

In May, 2005, the Health Services Cost Review Commission (HSCRC) unanimously approved an increase of 0.1% of regulated patient revenue for the use of expanding the pool of nurses in the State. A committee of deans and directors of nursing programs helped design this program, Nurse Support Program II, funded at approximately \$8.8 million per year over a ten-year period. This program focuses on the education of nurses, including educating nurses to become the faculty members so desperately needed.

HSCRC contracted with the Maryland Higher Education Commission (MHEC) to administer the Nurse Support Program II. On behalf of HSCRC, the Maryland Higher Education Commission is also responsible for (1) the development of applications and guidelines, (2) overseeing the review and selection of applicants, and (3) the monitoring and evaluation of recipients of NSP II awards. Monthly NSP II payments are transferred from Maryland hospitals to MHEC and distributed by MHEC to institutions of higher education, hospitals, faculty, and students selected to receive NSP II funding.

MHEC provides the programmatic and administrative support necessary to successfully administer the NSP II program. As the coordinating board for all Maryland institutions of higher education, MHEC contributes its extensive experience and expertise with (1) the management of institutional grants, (2) the administration of student financial aid, and (3) the collection, review, and evaluation of programmatic and financial data from Maryland's higher education institutions. In addition, MHEC is responsible for working collaboratively with Maryland's colleges, universities, and community colleges to address workforce needs, including the State's critical nursing shortage.

Under the Nurse Support Program II, funding supports two types of initiatives:

1. Competitive Institutional Grants
2. Statewide Initiatives

Both are administered by MHEC, and allow institutions and individuals throughout the State who are involved in nursing education to benefit from the Nurse Support Program II. The Competitive Institutional Grants fund the providers of nursing education, and the Statewide Initiatives fund individual students or faculty members.

NSP II is now funding 19 Competitive Institutional Grants for schools of nursing, which are either working alone or are affiliated with other schools and/or hospitals, for a total awarded amount of \$14,905,026.

Types of programs funded are:

- Admitting nontraditional students, such as EMTs, into specialized programs;
- Increasing the number of nursing students admitted;
- Increasing the retention of admitted students through tutoring, mentoring, review classes;
- Instituting accelerated programs leading to RNs;
- Providing a pipeline for students to obtain BSNs and MSNs;
- Transferring nursing classes to distance-learning modes and sharing these classes among schools;

- Conducting remote classes within hospitals;
- Educating new faculty in Master's and Doctoral programs.

Now in their third year, the initial 7 projects are beginning to show results:

- 19 new faculty members have been hired;
- 539 additional students were admitted to nursing programs;
- 14 new courses were initiated, most in a distance-learning format to share with other schools;
- 122 new graduates, 8 of whom will be new faculty.

Through the Statewide Initiatives, NSP II assists individual students and faculty.

Graduate students are supported by the Graduate Nursing Faculty Scholarships and the Living Expenses Grants. Graduate students accepting these grants must agree to become faculty members in Maryland schools of nursing upon graduation. In the past three years, 109 students have been awarded \$708,987 in scholarships, and \$1,041,160 has been awarded as living expenses grants to 56 of these students, allowing them to return to school to become the next generation of faculty.

Over the past three years, NSP II has supported undergraduate nursing students by supplementing the Workforce Shortage Student Assistance Grant Program with an additional \$600,000 for scholarship awards to undergraduate nursing students. This past year, support has also been given to the Janet L. Hoffman Loan Assistance Repayment Program, which helps working nursing faculty repay their student loans.

Another award given through NSP II is the New Nursing Faculty Fellowships, which are given to full-time, tenure-track faculty hired by schools of nursing within the past year. The individual award amount is \$20,000, with \$10,000 given to the faculty member their first year, and \$5,000 in each of the next two years. This money may be used as a hiring bonus, to help pay educational loans, for professional development, and other relevant expenses. Over the first three years, 52 new faculty members have been awarded \$840,000.

During the first three years of its ten-year existence, NSP II has committed over \$18,000,000 to the education of new bedside nurses and new nursing faculty in order to alleviate the nursing shortage. From 2006 to 2008, the number of nursing degrees awarded in Maryland increased by 273. Of those 273 degrees, 224 of them were given by the fourteen schools with NSP II grants. Because the Graduate Nursing Scholarship requires a two-year service obligation as a nursing faculty for each award year, and the Workforce Shortage Student Assistance Grant requires a one-year service obligation as a nurse for each award year, NSP II is making a significant contribution to the Maryland nursing shortage.

NURSE SUPPORT PROGRAM II								
	Lead Institution	Consortium Members	Program Description	Program Duration	Projected Outcomes	Outcomes to Date	Funding to Date	Total Funding
FY 2007								
NSP II-06-104	College of Southern Maryland	Calvert Memorial Hospital, Civista Medical Ctr., St. Mary's Hospital	Increase faculty by 2 FTEs; student retention; transition new nurses to hospital	5 years	Increase enrollment by 25% (50 students)	81 additional graduates; 1 additional faculty hired	\$ 400,000	\$ 1,075,000
NSP II-06-105	University of Maryland Baltimore	UMMC, Franklin Sq. Hospital	Master's preparation of hospital-based nurses	5 years	100 Master's prepared nurses	3 additional graduates; 83 additional students admitted	\$ 700,000	\$ 1,325,000
NSP II-06-106	Harford Community College	Upper Chesapeake	Fast-Track 15 month ADN Program; student retention initiatives	4 years	96 additional ADN graduates	24 additional graduates; 52 additional students admitted; 72 review sessions	\$ 306,302	\$ 662,792
NSP II-06-107	Anne Arundel Community College	Villa Julie College; College of So. Md.	RN-to-BSN concurrent enrollment option	3 years	64 RN-to-BSN students	1 additional student admitted	\$ 322,813	\$ 327,813
NSP II-06-110	University of Maryland Baltimore	None	Practice-focused doctoral program	5 years	125 - 184 nurse DNFs	29 additional students admitted; 1 new faculty hired	\$ 360,000	\$ 1,020,000
NSP II-06-122	Villa Julie College (Stevenson)	Carroll Comm. Hospital, Union Memorial Hospital, Upper Chesapeake	RN to BSN Program	4 years	96 additional BSN students; 200 RN to BSN students	70 additional BSN students admitted; 1 new faculty hired	\$ 536,655	\$ 1,084,631
NSP II-06-126	Coppin State University	Md. General Hospital Kernan Hospital; Union Memorial Hospital	BS to MSN program using current hospital-based nurses	5 years	Enroll 30 additional students; graduate 40 MSN nurses & recruit 9 into faculty positions	14 additional students admitted; 8 new faculty hired	\$ 115,000	\$ 560,000
TOTAL FUNDING OF FY 2007 PROJECTS							\$ 2,625,770	\$ 5,495,236
FY 2008								
NSP II-08-105	College of Notre Dame	Good Samaritan; Harbor Hospital; St. Agnes Hospital	Increase BSN nurses; increase retention; begin MSN/Ed. Focus	5 years	425 additional BSNs; 66 additional MSN/Ed; retention rate of 85%	106 RN-BSN and 17 MSN additional students admitted	\$ 295,283	\$ 1,375,978
NSP II-08-106	Comm. Col. Of Baltimore County	Allegany College & Chesapeake College	EMT to RN program by distance learning	3 years	192 students over 3 yrs	8 additional students admitted	\$ 110,862	\$ 295,005
NSP II-08-107	Comm. Col. Of Baltimore County	Mercy Med. Ctr; St. Agnes Hosp.; Union Memorial Hospital	Increase retention by clinical tutoring, mentoring & nurse success class	3 years	Retain 282 students	5 tutors provided 603 hours of assistance	\$ 131,449	\$ 396,033
NSP II-08-111	Hagerstown Comm. College	Washington Co. Health System	Increase pre-nurse students; outreach to minorities; increase retention	5 years	202 additional students	23 additional students admitted; 2 new faculty hired	\$ 224,760	\$ 1,029,140
NSP II-08-114	Johns Hopkins Univ.	Howard Co. Hospital, St. Agnes Hospital, Mercy Medical	On-line graduate courses for hospital staff & support during coursework	5 years	125 DNFs	25 additional students admitted	\$ 351,673	\$ 970,299
NSP II-08-116	Prince George's Comm. College	MedStar (Good Sam); Drs. Comm. Hospital	Increase enrollment in LPN to RN prog. & retention; satellite prog. At Good Sam's Hospital	5 years	240 more students; hire new faculty	38 additional students admitted	\$ 81,967	\$ 876,052
NSP II-08-117	Salisbury University	none	Create CNE & RN to MSN tracks; some distance learning courses	3 years	14 Nurse Educators; 5 MSNs	10 additional RN-MSN students admitted; 2 new courses initiated	\$ 112,794	\$ 261,009
NSP II-08-119	Towson University	Sheppard Pratt; GBMC; Frederick Mem. Hospital	MS/nurse ed. or admin. program; distance learning; add. clinical sites	5 years	80 MS & 25 BSN students	14 MSNs & 4 RN-BSN additional students admitted; hired 2 faculty	\$ 219,182	\$ 445,357
NSP II-08-123	Wor-Wic Comm. College	Atlantic Gen. Hosp.; Peninsula Reg. MC	Expand LPN & RN program by sharing resources & adding faculty	3 years	96 students added	32 additional students admitted	\$ 75,112	\$ 284,520
TOTAL FUNDING OF FY 2008 PROJECTS							\$ 1,603,082	\$ 5,933,393
FY 2009								
NSP II-09-101	Allegany Comm. Coll	Western Md. Health System, Garrett Memorial Hospital	Establish nursing program in Garrett Co. - Double capacity of evening program in Allegany Co	5 years	80 graduates	First year of project	\$ 162,031	\$ 993,052
NSP II-09-103	U. of MD, Baltimore	None	Use online and blended learning methods with flexible schedule in DNP program	5 years	136 new faculty	First year of project	\$ 213,394	\$ 1,308,095
NSP II-09-104	U. of MD, Baltimore	None	nursing students into teaching certificate program	3 years	200 new faculty	First year of project	\$ 111,079	\$ 499,990
TOTAL FUNDING OF FY 2009 PROJECTS							\$ 486,504	\$ 2,801,137

Please Note: All Outcomes and Funding to Date are as of September, 2008. Updated figures will be available in September, 2009.