

Maryland Higher Education Commission

Office of Grants

NURSE SUPPORT PROGRAM II

ANNUAL REPORT

To The

Health Services Cost Review Commission

Fiscal Year 2007

Nurse Support Program II

Annual Report

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Nurse Support Program II Overview

Maryland, like the rest of the nation, has been experiencing a deepening nursing shortage for many years. Projections from the Maryland Hospital Association show that the shortage in the State will reach 9,000 by 2016 if no action is taken. The Maryland Statewide Commission on the Crisis in Nursing stated, in 2005, that shortfall would reach 17,000 by 2012. The aging of the population (including nurses, whose average age hovers around 47) and the long-standing disincentives to enter and remain in nursing contribute to a crisis.

The Health Services Cost Review Commission (HSCRC) first addressed the nursing crisis in the mid-1980s. At that time, the HSCRC initiated the Nursing Educational Support Program, spending \$7 million over a ten-year period for scholarships and programs for nurses. Despite this program, the shortage did not ease.

In 2000, the Nurse Support Program I was begun by HSCRC, funded by hospital rates. This program was a five-year, hospital-based, non-competitive grant program designed to recruit and retain more bedside nurses in Maryland. A variety of approaches were funded, including employee scholarships, recruitment, mentoring, internships, and high school outreach. While this program was successful, another problem became apparent. All these actions were causing more students to apply to nursing schools, but qualified students were being turned away because schools of nursing were at capacity, and could not expand due to a severe lack of faculty. In Fall, 2005, 2,357 qualified Associate Degree in Nursing and Bachelor of Science in Nursing applicants to Maryland schools of nursing were denied entrance. Conversely, most master's level nursing programs did not reach capacity.

In May, 2005, the 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 second 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 (see Appendix A) 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 college, universities, and community colleges to address workforce needs, including the State's critical nursing shortage.

During the 2006 legislative session, the Governor introduced legislation to create a non-lapsing special fund for the NSP II program so that fund can be carried forward to cover the awards in future years. This legislation is the "Nurse Support Program Assistance Fund," Statute 11-405 under Education in the Maryland Code. The legislation mandated that the program should make every effort to attract minorities to nursing.

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 first funds the providers of nursing education, and the second funds individual students or faculty members.

Competitive Institutional Grants

Through the Competitive Institutional Grants, the Nurse Support Program II funds, on a competitive basis, projects submitted by educational institutions. This funding is available to consortia of Maryland higher education institutions with nursing degree programs and Maryland hospitals, individual Maryland higher education institutions with nursing degree programs and partnerships of Maryland higher education institutions with nursing degree programs to carry out innovative projects designed to increase the number of nurses in Maryland and increase the number of nursing faculty. The Request for Applications asks for proposals that accelerate the number of Associate Degree in Nursing (ADN) graduates, expand the pipeline of ADN to Bachelor of Science in Nursing (BSN) students, and create pathways to nursing faculty positions through Master's of Science in Nursing (MSN) and doctoral programs. Applicants are encouraged to collaborate with other schools and/or hospitals, and submit proposals that would lead to a more diverse nursing pool, geographically, ethnically, and in gender.

Competitive Institutional Grants Phase 1 Funded Projects

The first Request for Applications was released at the end of 2005 and a technical assistance session was held on January 12, 2006 to give interested applicants more information. Proposals were due on March 7, 2006. Applicants were notified on May 2, 2006, if their proposals were funded. The funding initiatives began on July 1, 2006.

For the first phase of NSP II, twenty-six proposals for the Competitive Institutional Grants were received. An eight-member review panel evaluated each proposal based on the criteria set forth in the Request for Applications, the comparative outcomes of each

initiative, the geographic distribution of the programs, and the emphasis placed on attracting and retaining minorities in nursing and nurse faculty careers. Members of the review panel included nurse educators, hospital administrators, state regulators, HSCRC and MHEC staff, and others with strong interests in nursing education. The group received training in proposal evaluation, and then evaluated the proposals over the course of three weeks. Each proposal was read by all reviewers. At the second meeting, each proposal was discussed, and the review panel came to consensus on their recommendations.

The HSCRC approved the seven projects that were recommended for funding. Each project had a different approach to solving the nursing problem, including accelerating the ADN program, expanding the number of ADN to BSN students, and increasing the number of students in MSN and doctoral programs. In the projects, the seven schools of nursing collaborate with 12 Maryland hospitals and two other Maryland colleges to maximize resources, share expertise, and provide a better flow of students and personnel. If all projects proceed as planned, over 700 additional nurses will be produced. See Appendix C for breakdown by degrees.

These projects were funded for three to five years in the amount of \$6,170,497. The schools and their project titles are:

- Anne Arundel Community College – “Concurrent Enrollment Option”
- College of Southern Maryland – “Southern Maryland Nurse Support Project”
- Coppin State College – “Initiatives to Increase Maryland’s Nursing Faculty and Expand Maryland’s Nursing Capacity through Shared Resources”
- Harford Community College – “Accelerated Nursing Program and Student Success in Nursing”
- University of Maryland – “Master’s Preparation of Staff Nurses to Expand Clinical Instruction Capacity”
- University of Maryland – “The Doctor of Nursing Practice: An Initiative to Increase Maryland’s Nursing Faculty”
- Villa Julie College – “Increasing Baccalaureate Nursing Graduates for Maryland”

The first annual reports from these projects were due on July 31, 2007. Following is information on the seven projects:

Lead Institution	Program Duration	Year 1 Funding	Year 2 Funding	Year 3 Funding	Year 4 Funding	Year 5 Funding	Total Funding
College of Southern Maryland	5 yrs.	\$150,000	\$250,000	\$250,000	\$225,000	\$200,000	\$1,075,000
University of Maryland School of Nursing	5 yrs.	\$350,000	\$350,000	\$300,000	\$250,000	\$75,000	\$1,325,000
Harford Community College	4 yrs.	\$128,057	\$178,245	\$178,245	\$178,245		\$662,792
Anne Arundel Comm. College	3 yrs.	\$200,000	\$122,813	\$120,261			\$443,074
Univ. of Md. School of Nursing	5 yrs.	\$175,000	\$185,000	\$215,000	\$220,000	\$225,000	\$1,020,000
Villa Julie College	4 yrs.	\$267,538	\$269,117	\$270,742	\$277,234		\$1,084,631
Coppin State University	5 yrs.	\$110,000	\$120,000	\$115,000	\$105,000	\$110,000	\$560,000
TOTALS		\$1,380,595	\$1,475,175	\$1,499,248	\$1,255,479	\$610,000	\$6,170,497

College of Southern Maryland

NSP II-06-104

“Southern Maryland Nurse Support Project” (5 years)

Project Director: Dr. Sandra Genrich SandyG@csmd.edu

Affiliates: Calvert Memorial Hospital, Civista Medical Center, St. Mary’s Hospital

Overview:

The College 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.

Goals and Objectives:

- Increase the capacity of the College’s nursing program and the number of graduates.
 - Increase the capacity of College nursing program by 25% by 2011.
 - Increase the number of College nursing program graduates by 30% by 2013.
- Improve program efficiency to ease student progression and promote retention through the College’s pre-clinical and clinical components of the nursing program.
 - Decrease the average time a student is in the pre-clinical nursing track (baseline to be determined).

- Increase the number of students who complete the nursing program in four semesters from 67% to 90% by 2016.

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.

Highlights from Annual Report:

Hiring of Nursing Programs Outreach Coordinator who assessed the use of the Nurse Entrance Test, revised the Student Success Scale and developed a Course Planning Sheet

- Student Progression Team was formed, and developed a student retention program which was implemented in June, 2007. This program led to:
 - Pre-requisites for the Introduction to Nursing course being added;
 - Development of Information Sessions for students interested in nursing;
 - Development of bookmarks providing an short message about nursing;
 - Purchase of tutorials for all the campuses to enhance test taking skills for nursing students.

Anne Arundel Community College

NSP II-06-107

“Concurrent Enrollment Option” (3 years)

Project Director: Beth Anne Batturs babatturs@aacc.edu

Affiliates: Villa Julie College, College of Southern Maryland

Overview:

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, students will complete both their associate degrees (ADN) and use the 30 credits of the college courses 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.

Goals and Objectives:

- Increase the potential pool of Bachelor’s-prepared nurses who are eligible to practice and teach in Maryland.

- Provide experiential learning opportunities for RNs in faculty and practice roles in the fourth year of curriculum.
- Prepare the BS in Nursing graduate for graduate education in nursing beginning Fall, 2010.
- Prepare the BS in Nursing graduate for practice in nursing beginning Fall, 2010.
- Create an uninterrupted pathway for ADN students to complete the BS in Nursing within four years.
 - Develop a dual curriculum that integrates the ADN and BS in Nursing coursework by December, 2006.
 - Recruit ADN students early in their educational experience to participate in the Concurrent Enrollment Option. The initial students from AACC and CSM will be selected from students within the nursing programs during Fall, 2006, for Spring, 2007, entry.
 - Implement a dual enrollment curriculum that interfaces the ADN and BS in Nursing coursework beginning January, 2007.
 - Hire a program facilitator by Summer, 2006 to advise and mentor students to promote success.
- Enhance utilization of limited nursing faculty resources
 - Share nursing faculty resources to optimize teaching and learning in nursing courses beginning Summer, 2006.
 - Utilize distance technology to teach students at AACC and CSM beginning Spring, 2008.

Highlights from Annual Report:

- Hired Program Coordinator/Facilitator
- Developed recruitment items, including brochure
- Updated/retrofitted distance learning technology at all three sites
- Various recruitment strategies undertaken, including surveys, class presentations
- Program Coordinator precepting Nursing Research class

Harford Community College

NSP II-06-106

“Accelerated Nursing Program and Student Success in Nursing” (4 years)

Project Director: Professor Laura Putland Lputland@harford.edu

Affiliates: Upper Chesapeake Hospital

Overview:

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

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.

Goals and Objectives:

- Annually increase the number of highly qualified students admitted to Harford Community College's nursing program by 30% over FY05 admissions.
 - Design Accelerated Program; schedule courses and clinical space
 - Determine admission requirements
 - Announce/publicize Accelerated program
 - Screen applicants
 - Admit 16 highly qualified new nursing students
 - Provide classroom and clinical instruction
 - Admit 8 Practical Nurses from Transition Program
- Anticipate 85% program-wide retention rate with a resulting 20% increase in nursing graduates over FY05 numbers
 - Hire Retention Remediation Specialist
 - Design Student Success in Nursing program
 - Implement Student Success
 - Establish and meet milestones
 - Graduate accelerated students
- Maintain/improve program-wide NCLEX-RN pass rate so that it is annually at or above the state average
 - Through Student Success offer NCLEX prep courses
 - Through Student Success offer NCLEX on-line tutoring modules
- By 2010, achieve a 50% improvement in the retention rate over FY05 figures of ESL and minority status nursing students
 - Through Student Success identify at-risk minority and ESL students; offer intensive remediation, ESL tutoring and college skills workshops
 - Track and record employment rates in Maryland of Harford nursing graduates
 - Sponsor two job fairs annually for local medical facilities
- Strongly encourage and support accelerated students application for Statewide Initiative Scholarships

Highlights from Annual Report:

- Designed Accelerated Program;

- Determined admission requirements
- Publicized Accelerated Program
- Screened and admitted 16 highly qualified students
- Admitted 10 Licensed Practical Nurses to Transition Program
- Hired Retention Specialist, who developed Student Success Program, provided NCLEX prep course, identified at-risk students, and provided intense remediation.

Villa Julie College

NSP II-06-122

“Villa Julie College: Increasing Baccalaureate Nursing Graduates for Maryland Hospitals” (4 years)

Project Director: Dr. Judith Feustle fac-feus@mail.vjv.edu

Affiliates: Carroll Hospital Center, Union Memorial Hospital, Upper Chesapeake Hospital

Overview:

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. This comprehensive proposal has multiple components that address three HSCRC NSP II grant categories: increasing enrollment, increasing retention, and increasing the future pipeline for nursing faculty.

Goals and Objectives:

- 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. A total of 96 additional students over four years will be admitted. This will provide a new opportunity for hospitals in Carroll and Harford counties to recruit baccalaureate nursing graduates.
- 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.
 - Increase retention and graduation rate of at-risk minority students, who are academically disadvantaged, by 20%.
 - Increase retention and graduate rate of at-risk students for whom English is a second language by 20%.
- Through already established agreements with community colleges throughout the State, Villa Julie will admit 50 additional students annually to the RN to BS program, a 50% increase.
 - Sponsor two of Villa Julie College’s current clinical instructors to participate in the NSP II Statewide Initiatives grant.

Highlights from Annual Report:

- Hired two new faculty positions by Fall, 2007, for traditional and accelerated programs
- Recruited 36 additional students

- Placed students in new clinical settings in consortia hospitals
- Implemented NCLEX review courses for students
- Implemented retention plans comprised of discussion groups and remedial materials; materials are available in the school library which has extended hours
- Hired newly graduated students who had been supported by Graduate Nursing Faculty Scholarships

Coppin State University

NSP II-06-126

“Initiatives to Increase Maryland’s Nursing Faculty: Initiatives to Expand Maryland’s Nursing Capacity through Shared Resources” (5 years)

Project Director: Dr. Joan Tilghman jtilghman@coppin.edu

Affiliates: Maryland General Hospital, Kernan Hospital, Union Memorial Hospital

Overview:

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 with BSN nurses employed at Union Memorial, Maryland General and Kernan Hospitals.

Goals and Objectives:

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.

- To graduate 10 MSN students per year (40 MSN students over five years) beginning in the second grant year.
- To recruit, over five years, 26 of the 40 MSN graduates as nursing faculty in Maryland.
- To enhance MSN program access for working nurses by establishing weekend and on-line course options at Coppin.
- To plan and implement, effective the second year of the grant, two 3-credit courses in faculty development for all MSN students during their second Fall and Spring semesters.
- To provide annual NSP II Statewide Initiative Scholarships and living expenses to 50 MSN students.

Highlights from Annual Report:

- Enrollment of 4 students from participating hospitals in MSN program
- Development of weekend and on-line courses during first year
- Development of two courses in faculty development for all MSN students
- Provision of educational materials to students

University of Maryland, Baltimore

NSP II-06-110

“The Doctor of Nursing Practice: An Initiative to Increase Maryland’s Nursing Faculty”
(5 years)

Project Director: Dr. Patricia Morton morton@son.umaryland.edu

Overview:

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 Master’s-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.

Goals and Objectives:

- Recruit and enroll between 125 and 184 new DNP students over the five year grant period
- Recruit and hire one new full-time and two new part-time faculty and one full-time staff to support the DNP program; hire one additional part-time faculty for years 3 through 5
- Develop a DNP curriculum consistent with the Essentials of DNP Education as recommended by the American Association of Colleges of Nursing and evaluate the curriculum on an annual basis
- At least 75% of graduates of the program each year will be employed as faculty in schools of nursing in Maryland (total range over five years 87-138)

Highlights from Annual Report:

- Admitted 19 new students to program in Fall, 2006
- Offered admission to 30 students for Fall, 2007
- Employed three part-time faculty members, and one full-time staff
- Three new courses implemented in Fall, 2007, and two more in Summer, 2007

University of Maryland, Baltimore

NSP II-06-105

“Master’s Preparation of Staff Nurses to Expand Clinical Instruction Capacity” (5 years)

Project Director: Mary Etta Mills, RN mills@son.umaryland.edu

Affiliates: University of Maryland Medical Center, Franklin Square Hospital

Overview:

The purpose of this proposal is 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.

Goals and Objectives:

- Form a strategic partnership with two hospitals that will use the 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 result of this partnership, there will be an increase of 180 Master's prepared nurses
- Admit 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.
- Retain students through mentorship programs to complete program goals and graduate with their cohort at the Master's prepared level.
- Prepare 100 staff nurses as institutionally based clinical instructors, faculty or preceptors at UMMC and FSHC.

Highlights from Annual Report:

- Hired Admissions Coordinator, Project Coordinator and two part-time Program Specialists
- Admitted 21 BSN-MSN students from UMMC
- Admitted 4 RN-MSN students from FSHC
- Developed and implemented mentoring plan
- Provided tutoring where necessary
- Leadership, management, and education courses are on-line

Competitive Institutional Grants Phase 2 Funded Projects

The Request for Applications was issued December 1, 2006 and two technical assistance sessions were held in January 2007. Proposals were due on March 28, 2007 to allow for ample time for collaboration and proposal development. Successful applicants were notified on May 7, 2007.

Phase 2 projects of NSP II began in July, 2007. Twenty-three proposals were received for this phase, and nine were funded. These nine schools affiliated themselves with nineteen hospitals and two other schools, engaging a total of thirty institutions in this effort (fifty-one when combined with Phase 1 projects). Over the course of these three to five-year projects, approximately 1700 additional students will reach their nursing goals. See Appendix D for breakdown by degrees.

The nine proposals were funded over three to five years in the amount of \$5.9 million. The schools and their project titles are:

- 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”
- Community College of Baltimore County – “Distance Education for Paramedic to RN Students”
- Community College of Baltimore County – “Nursing Retention and Success Program”
- Hagerstown Community College – “A Model to Significantly Increase ADN Graduates in Western Maryland”
- Johns Hopkins University – “Needs Based Graduate Education Partnership”
- Prince George’s Community College – “RN Partnership Activities for Recruitment and Retention Success”
- Salisbury University – “Initiative to Create Clinical Nurse Educator and RN to MS Tracks”
- Towson University – “Nurse Support II: Statewide Increases in Master’s-Prepared Nurse Faculty, Administrators, and BSN-Prepared Bedside Nurses”
- Wor-Wic Community College – “NSP II Grant”

Lead Institution	Program Duration	Year 1 Funding	Year 2 Funding	Year 3 Funding	Year 4 Funding	Year 5 Funding	Total Funding
College of Notre Dame	5 yrs.	\$295,283	\$387,159	\$398,774	\$249,405	\$45,357	\$1,375,978
Comm. Col. of Balt. County	3 yrs.	\$110,862	\$80,496	\$103,647			\$295,005
Comm. Col. of Balt. County	3 yrs.	\$131,449	\$131,139	\$133,445			\$396,033
Hagerstown Comm. Coll.	5 yrs.	\$224,760	\$216,853	\$238,018	\$230,699	\$118,810	\$1,029,140
Johns Hopkins University	5 yrs.	\$351,672	\$219,384	\$93,209	\$99,525	\$206,506	\$970,299
Prince George’s Comm. Coll.	5 yrs.	\$81,967	\$240,786	\$266,023	\$185,825	\$101,451	\$876,052
Salisbury University	3yrs.	\$112,794	\$84,615	\$63,600			\$261,009
Towson University	5 yrs.	\$219,181	\$90,752	\$62,005	\$36,919	\$36,919	\$445,356
Wor-Wic Comm. College	3 yrs.	\$75,112	\$103,158	\$106,250			\$284,520
TOTALS		\$1,603,082	\$1,554,343	\$1,464,971	\$801,952	\$509,044	\$5,933,392

College of Notre Dame of Maryland

NSP II-08-105

“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 kcook@ndm.edu

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

Overview:

The College of Notre Dame of Maryland, working in concert with its affiliates, will aid in alleviating the shortage of bedside nurses by graduating an increased number of BSN nurses through an accelerated RN to BSN program, increasing student retention, and developing and implementing a MSN degree with emphasis in leadership in nursing education.

Goals and Objectives:

- Over five years, the Nursing Department will support five additional cohorts of approximately 20 students for the BSN program
- Retention will increase from the current 80.5% to 85%
- An accelerated MSN program with a concentration in Leadership in Nursing Education will admit five cohorts of 15-20 students over five years
- Strategic partnerships will facilitate the recruitment, admission and retention of nurses in this program
- A minimum of 90% of all MSN graduates will attain faculty positions in Maryland nursing schools

The Community College of Baltimore County

NSP II-08-106

“Distance Education for Paramedic to RN Students” (3 years)

Project Director: Barbara Netzer bnetzer@ccbcmd.edu

Affiliates: Allegany College of Maryland, Chesapeake College

Overview:

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.

Goals and Objectives:

- Plan course content and program implementation
- Implement new course format and the use of teleconferencing
- Enroll qualified paramedics in 10-week summer session, preparing them to complete their coursework for RN within one year
- Assess outcomes for improvement of course administration

The Community College of Baltimore County

NSP II-08-107

“Nursing Retention and Success Program” (3 years)

Project Director: Dr. Roberta Raymond rraymond@ccbcmd.edu

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

Overview:

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.

Goals and Objectives:

- Develop a Nursing Retention and Success program, in partnership with affiliated hospitals
- Hire a Nursing Retention and Success Program Coordinator, along with tutors, who will provide 20 hours of tutoring on per week on each campus
- Hospitals will provide staff nurses to act as mentors for students
- Graduation rate will increase from 65% to 80%

Hagerstown Community College

NSP II-08-111

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

Project Director: Carolyn Albright albrightc@hagerstowncc.edu

Affiliates: Washington County Health System

Overview:

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, and retain more students through increased tutoring. Increased capacity will be due to the sharing of resources with the affiliated hospital.

Goals and Objectives:

- Increase the number of qualified pre-nursing students through comprehensive academic support services
- Increase the retention rate of students and NCLEX passage rates through instructional support services
- Increase the number of minority and male students enrolled through a variety of outreach strategies, resulting in a doubling of minority and male enrollment by Year 5; workshops, presentations, financial aid information will all be used to persuade minorities to enter the nursing program
- The school and the hospital 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

The Johns Hopkins University

NSP II-08-114

“Needs Based Graduate Education Partnership” (5 years)

Project Director: Kathleen White kwhite@son.jhmi.edu

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

Overview:

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.

Goals and Objectives:

- Develop and implement an innovative platform for distance learning
- Increase the number of clinical nursing faculty by admitting five cohorts of 22 students to the MS option over five years
- Admit five cohorts of 14 students to the DNP option over five years
- Develop clinical and academic partnerships that enhance work environments, improve access to clinical sites for students, and increase the number of faculty committed to mentor bedside nurses

Prince George’s Community College

NSP II-08-116

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

Project Director: Vivian Kuawogai Kuawogvp@pgcc.edu

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

Overview:

In this five-year plan, Prince George’s Community College plans to nearly double enrollment 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. Partners will provide additional lab space, increased clinical rotations and student scholarships. LPNs need only one additional year of education to complete the RN program, and this plan requires fewer faculty and less lab space than expansion of the RN program. Attrition of LPNs is lower than RN students, and the hospital partners are eager to upgrade LPN employees.

Goals and Objectives:

- Admit an additional 24 students to the LPN to RN transition course twice yearly
- Develop and implement a satellite LPN to RN program
- Decrease attrition in traditional RN program by 20% over five years
- Expand collaborations and community partnerships
- Develop and maintain a Health Sciences Collegian Center
- Develop strategic marketing plan

Salisbury University

NSP II-08-117

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

Project Director: Susan Battistoni sbattistoni@salisbury.edu

Affiliates: none

Overview:

This program will create a Clinical Nurse Educator track in the graduate program that will have strong 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. Approximately 50% of the courses will be in the distance learning format.

Goals and Objectives:

Develop high quality, state-of-the-art distance learning courses which will enable working nurses to continue employment while participating in the program.

Towson University

NSP II-08-119

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

Project Director: Marilyn Halstead mhalstead@towson.edu

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

Overview:

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 so that travel time and expense will be minimized. Students may enroll at Towson, Hagerstown or Frederick. Students are anticipated to remain employed as bedside nurses while in the program. Partnerships will provide additional clinical sites, and preceptors and mentors for students.

This program will increase the number of nurses by developing innovative models of education with the affiliated hospitals. Distance learning will be developed, and effective utilization of classroom space will be maximized.

Goals and Objectives:

- Increase enrollment of students in MSN program each year in western Maryland and the Greater Baltimore area
- Increase enrollment of students in the ADN to RN program
- Develop on-line courses to allow nurses to remain employed while studying
- Increase the number of clinical education sites

Wor-Wic Community College

NSP II-08-123

“NSP II Grant” (3 years)

Project Director: Denise Marshall dmarshall@worwic.edu

Affiliates: Atlantic General Hospital, Peninsula Regional Medical Center

Overview:

This program will expand the number of nurses in the Practical Nurse and ADN-prepared nurse programs by 32 students, 16 in practical nursing and 16 in the ADN program. 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.

Goals and Objectives:

- Expand the capacity of the nursing program by hiring four additional staff
- The affiliated hospitals will provide clinical sites and Master’s prepared clinicians for the education of the students
- Tutoring, remediation and computer assistance with critical thinking and test taking skills will be expanded
- Increase retention to 75% through tutoring, study skills and test taking strategies, mandatory testing, the Fundamentals of College Study course, and the intervention of the Director of Retention when merited.
- Maintain a 90% first time pass rate on the NCLEX-PN and NCLEX-RN

Competitive Institutional Grants Phase 1 Cumulative Highlights

All seven projects began to quickly implement their plans. Committees met, terms were defined, job descriptions were crafted, and the day-to-day tasks needed to move the projects forward were begun. As the projects started to advertise and conduct searches for project coordinators, retention specialists, and new faculty, the biggest roadblock to project progress soon became apparent. Qualified nursing coordinators, specialists and faculty were scarce, and most projects spent many months trying to attract new employees. Every project did eventually hire the personnel needed, but were left with budgeted salaries going unspent, project goals postponed, and a good deal of frustration. By the end of the fiscal year, six of the seven projects were allowed to carry over unspent first-year funding into the second year.

Several projects mentioned concerns with newly instituted accelerated programs. Attracting students was sometimes difficult, and one program director mentioned that students seemed to struggle to keep up.

Many project directors said student retention was a major problem for their programs, and was a major focus of some projects. In their annual reports, directors reported that having resources available has allowed them to hire Retention Coordinators, formulate retention plans, institute "Information Sessions", produce outreach materials, and otherwise ensure that students entering nursing are aware of the challenges of the program. NSP II funds also allowed schools to purchase learning and review materials for student use, and to teach NCLEX review sessions, improving the pass rates on the licensing exam. One report mentioned the networking of two Retention Coordinators to discuss common problems and tactics.

The most often mentioned positive effect of the grants was the sharing of resources and expertise that occurred among affiliates, whether schools or hospitals. Program directors see a major increase in collaboration as schools work together to develop distance learning courses and off-campus classes, and share premium clinical and lab space. Directors working with hospitals are benefiting from clinical instructors and space provided by the hospitals, as well as hospital staff who continue their educations through the schools.

The primary goal of NSP II – to increase the number of bedside nurses in Maryland – has yet to be realized, but progress is being made, and along the way, unanticipated benefits are being accrued. See Appendix D for total additional enrollments by degrees. See Appendix E for first year outcomes.

Statewide Initiatives

Statewide Initiatives are the second component of the Nurse Support Program II. These initiatives are not issued on a competitive basis, and are administered by MHEC on behalf of HSCRC, using individual applications, not the submission of grant proposals. There are three categories of Statewide Initiatives:

- Graduate Nursing Faculty Scholarships and Living Expenses Grants
- New Nursing Faculty Fellowships,
- Support for State nursing scholarships and living expenses grants

These grants are statewide in order to allow those students who are not involved in one of the competitive grants to benefit from Nurse Support Program II.

The Graduate Nursing Faculty Scholarship and Living Expenses Grant

Designed to increase the number of nursing faculty at Maryland institutions of higher education, the Graduate Nursing Faculty Scholarship is available for Maryland residents enrolled at a Maryland college or university as full-time (9+ credits per semester) or part-time (6-8 semester credits) graduate students in a Master's of Science in Nursing (MSN) program or another graduate-level nursing program required to prepare individuals to become nursing faculty. The Graduate Nursing Faculty Scholarship is up to \$13,000 per year (not to exceed tuition and mandatory fees) and is prorated for part-time recipients. The award is renewable for up to three additional years for a maximum amount of \$26,000.

A Maryland nursing school must sponsor each Graduate Nursing Faculty Scholarship recipient. This is required to provide mentors for the student and to incorporate the student into the campus faculty culture. The sponsoring nursing school must also provide career counseling and assistance with placement as a faculty member at its institution or another nursing school in the State.

As a condition of the scholarship, the recipient must serve as a nursing faculty at a Maryland college or university. The recipient must work two years as a full-time nursing faculty member for each year the award was received as a full-time student; or work one and one-half years as a full-time nursing faculty member for each year the award was received as a part-time student. Service must begin within six months of graduation. If the service obligation is not met, the Graduate Nursing Faculty Scholarship award must be repaid with interest.

The Living Expenses Grant award is up to a maximum of \$25,000 per academic year (\$12,500 per semester) for full-time (9 credits or more) recipients and is prorated for part-time recipients. If the recipient is receiving any type of stipend, salary supplement, and/or other financial assistance for living expenses, it is deducted from the grant award total. To qualify for the Living Expenses Grant awards, the individual's annual gross salary may not exceed \$75,000. If the applicant is married, the applicant's annual gross

salary may not exceed \$75,000 and the couple's combined adjusted gross income may not exceed \$160,000.

If an individual's employment status changes as a result of accepting a Graduate Nursing Faculty Scholarship award (the individual discontinues working, or changes from full-time to part-time employment), the individual may submit an appeal to request consideration for the Living Expenses Grant. Living Expenses Grant awards are made for one year and may be renewed for up to three additional years until the maximum total award limit of \$50,000 is reached, provided the recipient continues to hold the Graduate Nursing Faculty Scholarship and meets the income requirements

For 2006-2007, \$192,767 was awarded to 15 graduate students in scholarships and living expenses grants.

2006-2007 Graduate Nursing Faculty Scholarship and Living Expenses Grant Awards				
INSTITUTION	# OF RECIPIENTS	SCHOLARSHIP AWARDS	LIVING EXPENSES GRANT	TOTAL
University of Maryland, Baltimore	12	\$105,531	\$59,910	\$165,441
Towson University	3	\$14,826	\$12,500	\$27,326
TOTAL	15	\$120,357	\$72,410	\$192,767

The New Nursing Faculty Fellowship

The New Nursing Faculty Fellowship provides awards to faculty newly hired to expand Maryland's nursing programs. Maryland deans and directors of nursing programs may nominate an unlimited number newly hired full-time, tenure-track nursing faculty members with an advanced degree for an award. These fellowships are to assist Maryland nursing programs in recruiting and retaining new nursing faculty to produce the additional nursing graduates required by Maryland's hospitals.

The maximum amount of the fellowships is \$20,000, with \$10,000 distributed the first year and \$5,000 in each of the next two years, assuming continuous employment as faculty in good standing and the availability of funding. The awards may be used to assist new nursing faculty with professional expenses, such as professional development, loan repayment, and other relevant expenses. These funds are salary supplements and must not replace any portion of the nursing faculty fellow's regular salary. Funds may also be used as signing bonuses but must nonetheless be disbursed over three years, assuming continuous employment in good standing.

During the 2006-2007 year, five New Nursing Faculty Fellowships were awarded.

Appendix A

Hospital Payments

The HSCRC approved NSP II in May, 2005, and contracted with MHEC to administer the program in the Fall of 2005. HSCRC determined the payment schedule for hospitals. A special fund was set up to receive those payments. The first payments into the NSP II account were made in June, 2006.

The first four months of payments, June, July, August and September, 2006, were designed to generate an entire year's worth of funds, so that programs approved to begin July 1, 2006, would be sufficiently funded.

The following nine months of payments were at a lower rate than the previous four months' payments, and generated all the funding for FY 2007. In July, 2007, the monthly payment amounts were again reduced for FY 2008, since fiscal year payments would be spread out over twelve months.

The following table lists the monthly payment requested of each hospital for the three periods outlined above. MHEC monitors the payments, receives the funds, disburses funding to grantees and scholarship recipients, and maintains fiscal accountability.

HOSPITAL	ANNUAL PAYMENTS	
	FY 2006/07 Combined Payments	FY 2008 Estimate
Anne Arundel General Hospital	\$535,203	\$298,008
Adventist Rehabilitations		\$23,256
Atlantic General Hospital	\$98,669	\$54,660
Baltimore Washington Hospital Center	\$416,086	\$239,892
Bon Secours Hospital	\$171,702	\$93,948
Calvert Memorial Hospital	\$150,335	\$88,536
Carroll Hospital Center	\$253,557	\$153,456
Chester River Hospital Center	\$85,776	\$52,092
Civista Medical Center	\$148,521	\$80,856
Doctors Community Hospital	\$251,360	\$150,516
Dorchester General Hospital	\$76,195	\$42,540
Easton Memorial Hospital	\$200,397	\$118,728
Fort Washington Medical Center	\$66,030	\$38,424
Franklin Square Hospital (Medstar)	\$564,796	\$337,908
Frederick Memorial Hospital	\$355,183	\$196,272
Garrett County Memorial Hospital	\$59,742	\$30,972
Good Samaritan Hospital (Medstar)	\$414,122	\$230,376
Greater Baltimore Medical Center	\$571,146	\$331,092
Harbor Hospital Center (Medstar)	\$278,046	\$162,228

Harford Memorial Hospital	\$117,988	\$70,080
Holy Cross Hospital at Silver Spring	\$626,263	\$333,996
Howard County General Hospital	\$316,925	\$171,744
James Lawrence Kernan Hospital	\$142,682	\$76,668
Johns Hopkins Bayview Medical Center	\$698,658	\$397,044
Johns Hopkins Hospital	\$2,301,545	\$1,322,868
Laurel Regional Hospital	\$159,201	\$79,608
Maryland General Hospital	\$288,477	\$163,920
McCready Foundation	\$26,224	\$13,788
Memorial Hospital at Cumberland	\$173,898	\$95,988
Mercy Medical Center	\$511,100	\$292,128
Montgomery General Hospital	\$193,669	\$106,764
Northwest Hospital Center	\$291,760	\$175,332
Peninsula Regional Medical Center	\$556,134	\$308,928
Prince George's Hospital	\$440,928	\$239,400
Sacred Heart Hospital	\$218,007	\$129,684
Shady Grove Adventist Hospital	\$484,821	\$250,044
Sinai Hospital	\$884,696	\$514,200
Southern Maryland Hospital	\$338,265	\$193,872
St. Agnes Hospital	\$548,523	\$311,352
St. Joseph Hospital	\$579,928	\$342,588
St. Mary's Hospital	\$172,263	\$97,644
Suburban Hospital Association	\$316,680	\$178,944
Union Hospital of Cecil County	\$174,736	\$94,968
Union Memorial Hospital (Medstar)	\$594,870	\$332,268
University of Maryland Medical Center	\$1,989,420	\$987,564
Upper Chesapeake Medical Center	\$238,580	\$154,644
Washington Adventist Hospital	\$466,299	\$252,948
Washington County Hospital	\$346,022	\$190,944
TOTAL	\$18,895,428	\$10,603,680

Appendix B

Awards in Nursing and Nursing-related Programs

School Name	Program	2005	2006	2007
ASSOCIATE DEGREE				
Allegany College	RN	85	94	106
Anne Arundel CC	RN	95	44	86
Baltimore City CC	RN	39	28	29
Carroll Comm. College	RN	19	25	43
Cecil Comm. College	RN	45	42	52
Chesapeake Comm. College	RN	36	37	45
College of Southern MD	RN	73	82	83
Comm. College of BC	RN	196	202	192
Frederick Comm. College	RN	52	87	52
Hagerstown Comm. College	RN	55	39	43
Harford Community College	RN	79	85	84
Howard Community College	RN	65	91	74
Montgomery College	RN	91	105	95
Prince George's Comm. Col.	RN	88	87	100
Wor-Wic Comm. College	RN	49	57	40
LOWER DIVISION CERTIFICATE				
Allegany College	LPN	44	43	31
BCCC	LPN	15	0	11
Carroll Comm. College	LPN	33	20	35
College of So. MD	LPN	10	0	4
CCBC	LPN	13	15	26
Frederick Comm. College	LPN	17	11	20
Hagerstown Comm. College	LPN	25	19	17
Harford Comm. College	LPN	5	9	8
Howard Comm. College	LPN	24	18	24

Prince George's Comm. Col.	LPN	0	7	5
Wor-Wic Comm. College	LPN	48	52	40

**BACHELORS
DEGREE**

Bowie State University	BSN	47	36	59
Coppin State University	BSN	39	25	69
Salisbury University	BSN	78	84	68
Towson University	BSN	90	105	110
University of MD Baltimore	BSN	395	393	310
College of Notre Dame	BSN	18	59	90
Columbia Union College	BSN	20	37	22
Johns Hopkins University	BSN	221	278	279
Villa Julie College	BSN	93	129	120

MASTER'S DEGREE

Bowie State University	MSN/NP	8	7	11
Coppin State University	MSN/NP	4	15	9
Salisbury University	MSN/NP	7	7	2
Towson University	MSN/NP	9	10	16
University of MD Baltimore	MSN/NP	180	136	214
Johns Hopkins University	MSN/NP	74	49	66

DOCTORATES

University of MD Baltimore	PhD.	13	18	8
Johns Hopkins University	PhD.	8	3	4

TOTAL		2605	2690	2802
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**Nurse Support Program II
Competitive Institutional Grants
Fiscal Year 2007**

Lead Institution	Consortium Members	Program Description	Projected Outcomes	Program Duration	Year 1 Funding	Year 2 Funding	Year 3 Funding	Year 4 Funding	Year 5 Funding	Total Funding
College of Southern Maryland	Calvert Memorial Hospital Civista Medical Center St. Mary's Hospital	Increase faculty by 2 FTEs Student retention initiative Transition of new nurses into the hospital	Increase enrollment by 25% enrollment increase = 50	5 yrs.	\$150,000	\$250,000	\$250,000	\$225,000	\$200,000	\$1,075,000
University of Maryland School of Nursing	UMMC Franklin Square Hospital	Master's preparation of hospital-based nurses	100 Master's prepared nurses	5 yrs.	350,000	350,000	300,000	250,000	75,000	1,325,000
Harford Community College	Upper Chesapeake	Fast-Track 15 month ADN Program Student retention initiatives	96 additional ADN graduates	4 yrs.	128,057	178,245	178,245	178,245		662,792
Anne Arundel Community College	Villa Julie College College of Southern Maryland	RN-to-BSN concurrent enrollment option	64 RN-to-BSN students	3 yrs.	200,000	122,813	120,261			443,074
University of Maryland School of Nursing	None	Practice-focused doctoral program	125 - 184 nurse DNP's	5 yrs.	175,000	185,000	215,000	220,000	225,000	1,020,000
Villa Julie College	Carroll Hospital Center Union Memorial Hospital Upper Chesapeake Hospital	BS-to-RN Program Increasing baccalaureate nurse graduates	96 additional BSN students 200 RN to BSN students	4 yrs.	267,538	269,117	270,742	277,234		1,084,631
Coppin State University	Maryland General Hospital Kernan Hospital Union Memorial Hospital	BS-to-MSN program using current hospital-based nurses	enroll 50 additional students Graduate 40 master's prepared nurses and recruit 9 into faculty positions	5 yrs.	110,000	120,000	115,000	105,000	110,000	560,000
Total enrollments for Year 1 over 5 years = 806					Total Competitive Institutional Funding					\$6,170,497
					\$1,380,595	\$1,475,175	\$1,449,248	\$1,255,479	\$610,000	

LPNs = 0
RNs = 146
BSNs = 360
MSNs = 150
Docs = 150 (approx)

Nurse Support Program II
FY 2008 Competitive Institutional Grants

Lead Institution	Consortium Members	Program Description	Projected Outcomes	Program Duration	Year 1 Funding	Year 2 Funding	Year 3 Funding	Year 4 Funding	Year 5 Funding	Total Funding
College of Notre Dame	Good Samaritan; Harbor Hospital; St. Agnes Hospital	Increase BSN nurses; increase retention; introduce MSN/Ed; focus on distance learning	425 additional BSNs; 66 additional MSN/Ed retention rate of 85% 192 students over 3 years	5 yrs.	295,283	387,159	398,774	249,405	45,357.00	\$ 1,375,978.00
Comm. Col. of Baltimore County	Allegheny College Chesapeake College	Adapt course for EM/ITs to enter nurse program thru distance learning	192 students over 3 years	3 yrs.	110,862	80,496	103,647			\$ 295,005.00
Comm. Col. of Baltimore County	Mercy Med. Ctr. St. Agnes Hosp.; Union Memorial Hosp.	Increase student support thru clinical tutoring, mentoring & nurse success class	Increase ADN progr by 282 over 3 years thru retention; hire NRSP Coord., tutors & mentors	3 yrs.	\$131,449	\$131,139	\$133,445			\$396,033
Hagerstown Comm. College	Washington County Health System	Increase pre-nurse students; outreach to minorities & males increase retention	202 additional students over 5 years	5 yrs.	\$224,760	\$216,853	\$238,018	\$230,699	\$118,810	\$1,029,140
Johns Hopkins University	JHH, JH Bayview; Howard Co. GH, St. Agnes Hospital; Mercy Medical Ctr.	On-line & distance graduate studies for staff at hospitals; hospital support for staff while studying	110 MSNs 70 DNP's over 5 years	5 yrs.	\$351,673	\$219,385	\$93,209	\$99,525	\$206,507	\$970,299
Prince George's Comm. College	MedStar (Good Sam), Drs. Comm. Hospital	Increase enrollment in LPN to RN prog, start satellite prog. At Good Sam Hospital; increase retention	240 more students hire FT & PT staff & 1 nurse specialist	5 yrs.	\$81,967	\$240,786	\$266,023	\$185,825	\$101,451	\$876,052
Salisbury University	none	Create clinical nurse educator; create RN to MSN track; 1/2 courses in distance learning	14 Nurse Educators; 5 RNs to MSNs	3 yrs.	\$112,794	\$84,615	\$63,600			\$261,009
Towson University	Sheppard Pratt; GBMC, Frederick Memorial Hospital	MS/nurse ed. or ad-min. program; on-line & distance learning; additional clinical sites	80 MS students & 25 BSNs	5 yrs.	\$219,182	\$90,752	\$62,005	\$36,498	\$36,920	\$445,356
Wor-Wic Comm. College	Atlantic Gen. Hosp.; Peninsula Regional Medical Ctr.	Expand LPN & RN program thru adding facility & shared resources	96 students added over 3 years 48 LPNs, 48 RNS	3 yrs.	\$75,112	\$103,158	\$106,250	none	none	\$284,520
TOTAL COMPETITIVE INSTITUTIONAL GRANT FUNDING					\$1,603,082	\$1,554,343	\$1,464,971	\$801,952	\$509,045	\$5,933,392

Total enrollments for Year 2 over 5 years = 1807

LPNs = 48
RNs = 964
BSNs = 450
MSNs = 275
DNP's = 70

Combined total additional enrollments Yr. 1 & Yr. 2 over 5 yrs = 2,613

LPNs = 48
RNs = 1,110
BSNs = 810
MSNs = 425
Docs = 220

NURSE SUPPORT PROGRAM II Phase I Funded Projects Outcomes									
	# of New Faculty Hired	# of Additional Students Admitted	# of New Courses Initiated	Retention Plans	NCLEX pass rate	Pre-screening	Proposed Budget	Actual Expenditure	
Villa Julie College	2	36 Goal: 24	NA	Yes	66.7% to 95%	Advisory sessions	\$267,538	\$246,108	
Harford Comm. College	1	16 Goal: 16	NA	Retention Specialist hired	Prep course provided	Beginning in Fall	\$128,057	\$89,509	
Anne Arundel Comm. College	1	1 Goal: 16	1	NA	Too early	Information sessions	\$163,450 (revised)	\$115,957	
U of M Doctorate	6 part-time faculty 1 full-time faculty	21 Goal: 20-26	6	NA	NA	Yes	\$175,000	\$78,190	
U of M Master's	4 part-time faculty	25	Course sections added (on-line)	Mentoring	NA	Yes	\$350,000	\$100,579	
College of So. Md.	1	19 Goal: 10	Nursing Intro. Course revised	Retention Coordinator hired	Too early	Revised	\$150,000	\$108,847	
Coppin State University		4 Goal: 10	2	NA		Yes	\$110,000	\$110,000	
						Total	\$1,180,595	\$849,190	

