

INTRODUCTION

This paper presents the Evaluation Committee and HSCRC staff recommendations for the FY 2010 Nurse Support Program II (NSP II) Competitive Institutional Grants.

BACKGROUND

At the May 4 2005, HSCRC public meeting, the Commission unanimously approved funding of 0.1% of regulated patient revenue annually over the next ten years for use in expanding the pool of bedside nurses in the State by increasing the number of nurse graduates. The catalyst for this program was the finding that in fiscal year 2004, nearly 1,900 eligible nursing students were denied admission to Maryland nursing schools due to insufficient nursing faculty. In accordance with the Board of Nursing (BON) guidelines, nursing faculty are required to possess a Master's degree in nursing. The primary goal of NSP II is to increase the number of bedside nurses in Maryland hospitals by expanding the capacity of Maryland nursing schools and, thereby, increasing the number of nurse graduates.

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

In 2006, the Governor introduced legislation to create a nonlapsing fund, the Nurse Support Assistance Fund, so that funds collected through hospital rates under NSP II can be carried forward to cover awards in future years and do not revert to the State's general fund at the end of the fiscal year. The legislation also provided that a portion of the Competitive Institutional Grants and Statewide Initiatives be used to attract and retain minorities to nursing and nurse faculty careers.

The Competitive Institutional Grants are designed to increase the structural capacity of Maryland nursing schools through shared resources, innovative educational designs, and streamlining the process to produce additional nurse faculty.

- A. The types of initiatives that qualify for Competitive Intuitional Grants are as follows:
 - 1) Initiatives to Expand Maryland's Nursing Capacity through Shared Resources
 - Develop the synergies between provider and educational institutions.
 - 2) Initiatives to Increase Maryland's Nursing Faculty
 - Streamline the attainment of a Master of Science in Nursing (MSN) degrees to increase nursing faculty.
 - 3) Initiatives to Increase Nursing Student Retention
 - Provide tutorial support to decrease attrition and increase National Council Licensure Examination (NCLEX) pass rates.
 - 4) Initiatives to Increase the Pipeline for Nursing Faculty
 - Provide incentives for nurses with either an Associate Degree in Nursing (ADN) or a Bachelor of Science in Nursing (BSN) to pursue an MSN thereby increasing the pool of qualified nursing faculty.
 - 5) Initiatives to Increase Capacity Statewide
 - Provide support for innovative programs that have a statewide impact on the capacity to train nurses or nursing faculty.

The Competitive Institutional Grant process requires an Evaluation Committee to review, deliberate, and recommend programs for final approval by the HSCRC. The Statewide Initiatives are evaluated less formally and are awarded based on the qualifications and credentials of each applicant.

First and Second Rounds of NSP II Competitive Grants

During the first year, twenty-six proposals for the Competitive Institutional Grants were received by the March 7, 2006 due date. On April 12, 2006, HSCRC staff, following an Evaluation Committee process, recommended seven programs, including 21 educational institutions and hospitals, for funding, which was approved by the Commission (See Attachment II). MHEC staff conducted onsite visits to the organizations funded during the first year (FY 2007) of NSP II Competitive Institutional Grants and summarized findings in an annual report (www.hscrc.state.md.us).

For the FY 2008 NSP II Competitive Grants, twenty-three proposals were received by the due date of March 28, 2007. An Evaluation Committee, comprised of nursing administrators and educators recommended by the industry, a former Commissioner, and MHEC and HSCRC staff, reviewed all of the proposals based on the criteria set forth in the Request for Applications (RFA), the comparative expected outcomes of each initiative, the geographic distribution across the State, and the priority attached to attracting and retaining minorities in nursing and nursing faculty careers.

The Evaluation Committee unanimously agreed to recommend nine of the twenty-three proposals that were submitted for FY2008. These nine proposals included consortia representing 25 colleges and universities, health systems and hospitals. The programs addressed the multiple aspects of the nursing shortage by accelerating the number of ADN graduates, encouraging the pipeline of ADN to BSN students, and creating pathways to nursing faculty positions through accelerated MSN and doctoral programs.

Third Round of NSP II Competitive Grants

Four proposals were received for the FY 2009 NSP II Competitive Grant program by the due date of March 12, 2008. The Evaluation Committee recommended three of the four proposals. These three projects will bring a nursing program to a previously underserved county, will convert a doctoral nursing program to a hybrid distance learning format, and will bring graduate students into a certificate program in teaching nursing.

MHEC and the HSCRC staff took several steps to address the issues that may have contributed to the small number of proposals received last year for the NSP II Competitive Grant program. The deans and directors of the colleges and universities were surveyed to determine whether there are specific barriers, and many of their concerns were addressed. Additional technical assistance was provided last year to assist with proposal development. In addition, a survey was administered to solicit input on ways the program could be made more responsive and effective. Changes were made to the program as a result of this input, which led to many more proposal submissions for the fourth round.

Fourth Round of NSP II Competitive Grants

For FY 2010, twenty-eight proposals were received. The review panel for this round consisted of eight reviewers, six of whom were returning evaluators. This panel recommends the approval of twenty-one of the twenty-eight proposals, which would result in an additional expenditure of \$20M over the next five years. These projects incorporate initiatives to increase capacity, improve retention, and add new technology for simulation and instruction. Two of the recommended proposals will provide statewide training in simulation for faculty and laboratory staff.

RECOMMENDATION

Commission Staff recommends the twenty-one Competitive Institutional Grants listed in Attachment I be approved by the Commission for FY 2010 in the funding amounts stated.

NSP 10-102 Allegary College none		Nurse Support Program II Requests for FY 2010						
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	110-124	Sansbury Universit	rennisula Rivio, Atlantic Gen Hospital			φ 035,601	20 graduates	
	NSP II 10-127	Towson University	CCBC, Frederick Mem. Hosp., GBMC			\$ 1,500.000	144 graduates	
BWMC, Good Sam., Mercy MC, Shore Master's Prep. of Staff Nurses to Expand			BWMC, Good Sam., Mercy MC. Shore		Master's Prep. of Staff Nurses to Expand			
NSP II 10-128 UMB Health, Sinai Hos., Franklin Sq. HC Dr. Mary Etta Mills Clinical Instr. Capacity \$ 1,948,041 100 graduates	NSP II 10-128	UMB		Dr. Mary Etta Mills		\$ 1,948,041	100 graduates	
TOTAL \$ 20,234,220							163	