

HEALTH SERVICES COST REVIEW COMMISSION
NURSE SUPPORT PROGRAM II
FY 2010 COMPETITIVE INSTITUTIONAL GRANTS
STAFF RECOMMENDATIONS

May 13, 2009

The Commission voted unanimously on May 13, 2007 to approved staff's recommendation

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 Institutional 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.

Nurse Support Program II --- Requests for FY 2010

| # | Institution | Affiliates | Director | Project | Total | Projected Increase |
|---------------|-------------------------|--|-------------------------------|--|----------------------|--------------------|
| NSP II 10-102 | Allegany College | none | Fran Leibfreid | Creating a Smart Learning Environment to Retain Nursing Students | \$ 131,639 | 66 graduates |
| NSP II 10-103 | Allegany College | Anne Arundel CC | Fran Leibfreid | Enhancing Nursing Retention Through Tutoring | \$ 600,000 | 70 graduates |
| NSP II 10-105 | Bowie State Univ | none | Bonita Jenkins | Accelerated BSN w/ Retention and Success Initiative | \$ 1,134,941 | 100 graduates |
| NSP II 10-106 | Bowie State Univ | So. Md. Hospital & AAMC | Bonita Jenkins | Faculty Pipeline for RN to BSN & BSN to MSN | \$ 588,317 | 70 graduates |
| NSP II 10-107 | Carroll CC | none | Nancy Perry | Spring Start | \$ 1,115,480 | 105 graduates |
| NSP II 10-108 | Chesapeake CC | none | Judith Stetson | Model to Increase Graduation Rates of Nursing Students | \$ 522,848 | 42 graduates |
| NSP II 10-109 | College of Notre Dame | AAMC, HECC, Upper Chesapeake MC | Katharine Cook | Md. Partnership Project of Increase Nursing Faculty | \$ 888,537 | 50-60 graduates |
| NSP II 10-110 | College of Southern Md. | none | Kathleen Lanigan | Southern Md. Nurse Retention Project | \$ 903,398 | 36 graduates |
| NSP II 10-113 | Frederick CC | none | Jane Garvin | Frederick CC ADN Support | \$ 388,438 | 15 graduates |
| NSP II 10-114 | Frostburg St. Univ. | none | Susan Coyle | Building the Nursing Faculty Pipeline in West. Md. | \$ 265,845 | 40 graduates |
| NSP II 10-115 | Hagerstown CC | none | Judith Oleks | Transforming Commtty College Nursing Program Simulation Training in Md. | \$ 1,330,000 | n/a |
| NSP II 10-116 | Harford Comm. Col | Upper Chesapeake Health | Laura Preston | Weekend & Evening Accelerated Nursing Program | \$ 1,253,614 | 88 graduates |
| NSP II 10-117 | Howard Comm. Col | none | Georgene Butler | Increasing Nursing Grads & Graduate Nurse Retention | \$ 961,830 | 81 graduates |
| NSP II 10-118 | Johns Hopkins Uni | Stevenson U, Howard CC, Montgomery CC, Bowie, Harford CC | Linda Rose | Establishing a Md. Faculty Academy for Sim. Teaching in Nursing Ed. | \$ 618,936 | n/a |
| NSP II 10-119 | Johns Hopkins Uni | none | Kathleen White | Needs Based Grad Ed II-Online Masters Speciality | \$ 1,644,793 | 208 faculty |
| NSP II 10-120 | Montgomery CC | none | Barbara Nubile | Innovative Staffing | \$ 1,795,639 | 85 graduates |
| NSP II 10-122 | Morgan State Univ | none | Kathleen Galbraith | Addressing the Nursing & Fac. Shortage, Increasing Representation of Minority Nurses | \$ 1,123,638 | 151 graduates |
| NSP II 10-123 | Prince George's CC | none | Cheryl Dover | RN Program Growth & Student Retention | \$ 882,685 | 159 graduates |
| NSP II 10-124 | Salisbury Universit | Peninsula RMC, Atlantic Gen Hospital | Lisa Seldomridge | Creation of New Dual Roles for Nurse Clinicians | \$ 635,601 | 20 graduates |
| NSP II 10-127 | Towson University | CCBC, Frederick Mem. Hosp., GBMC | Jacquelyn Jordan & Vicky Kent | Accelerated Associate to Master's Degree Program | \$ 1,500,000 | 144 graduates |
| NSP II 10-128 | UMB | BWMC, Good Sam., Mercy MC, Shore Health, Sinai Hos., Franklin Sq. HC | Dr. Mary Etta Mills | Master's Prep. of Staff Nurses to Expand Clinical Instr. Capacity | \$ 1,948,041 | 100 graduates |
| TOTAL | | | | | \$ 20,234,220 | 1635 |