Transforming the Future Nursing Workforce: Innovative Statewide Opportunities

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Nurse Support Program II, MHEC

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• The Maryland Health Services Cost Review Commission (HSCRC) funds the NSP II programs administered by the Maryland Higher Education Commission (MHEC).

• The speakers have working relationships with both MHEC and HSCRC, but do not have personal financial interests in producing this program nor are we spokespersons for HSCRC.
Today’s Expected Outcomes

1. Form innovative partnerships between practice and academia

2. Identify statewide funding opportunities to advance education and obtain leadership skills.
External Pressures Adversely Affecting Health Care

- Organizational mergers
- Increased patient acuity in the inpatient setting
- Workforce shortages
- Rapid technological advances
- Increasing consumer expectations for quality
- Cost savings
Every Nurse A Leader

- Nurse roles and responsibilities are changing to meet expanded healthcare needs

- Nurse leaders are challenged to meet the continuing education needs of nurses in this highly complex health care environment

- Every nurse must be “a leader” to affect change in health care
EVERY NURSE A LEADER

• Aligning themes:
  ▫ 113th Annual Maryland Nurses Association Convention
  ▫ Nurse Support Program I and II
Health Services Cost Review Commission (HSCRC)

- Maryland has a unique health payer system - HSCRC
- Unlike other states Maryland has its own regulatory agency – HSCRC
- Established by the Maryland legislature with hospital support in 1971
- HSCRC sets rates for all payers, including Medicare and Medicaid
- **Only state to retain such a system**
Nurse Support Program (NSP)

- **1986 Nurse Education Support Program**
  - Supported nursing scholarships for education
- **2001 Nurse Support Program**
  - Supported methods to recruit and retain RNs in Maryland hospitals
  - Noncompetitive grant
  - Hospitals eligible to receive 0.1% of hospital’s gross patient revenue through hospital rate adjustments
Nurse Support Program (NSP) II

• Qualified students turned away from nursing schools due to lack of nursing faculty
• May 2005 Nurse Support Program II funded by pooling 0.1% of hospital’s gross patient revenue—similar to now known as NSP 1
• Administered by Maryland Higher Education Commission
• Purpose—increase number of RN in Maryland
Realigning NSP

- Future Maryland Work Force requirements changing
- NSP I aligned with the Institute of Medicine’s Future of Nursing report
- 2014 Steering Committee formed to revise NSP II
New Challenges for NSP 1 & II

Looming Nursing shortage-
Maryland- one of 16 nationally and the only State in our geographic region projected to have shortage of RNs by 2025 (HRSA, Dec, 2014)
Nursing faculty and hospital educator shortages
Demand for new nursing roles to meet future health care needs
Nurses leadership is critical to finding solutions.
2012 Synergy Nurse Support Program

- NSP I-Non-Competitive
  - Increase RN through recruitment and retention
  - Achieve IOM Future of Nursing (FON) Recommendations for education & career advancement, patient quality and satisfaction through competency attainment, & elevating practice through EBP and research
  - Quick Guide to NSP-HSCRC

- NSP II-Competitive
  - Increase nursing faculty capacity and diversity
  - Achieve IOM FON educational goals for 80% BSN and double doctoral RNs
  - Create seamless nursing education pathways
  - Promote innovation in nursing education models
Needs Assessment

2015 NSP II Steering Committee requested statewide assessment of chief nursing officers to identify hard-to-fill and future workforce needs

65 % Response rate (32 CNOs/42 eligible hospitals)
CNO Challenges

• Top 3 Most difficult departments to hire RNs
  ▫ Emergency Department (N=22/31; 71%)
  ▫ Critical Care (N=21/31; 68%)
  ▫ Operating Room/Perioperative (N=18/31; 58%)
CNO Challenges

• Most difficult Nursing Roles to fill
  ▫ Nurse Manager (N=20/32; 63%)
  ▫ Director (N=16/32; 50%)
  ▫ Nursing Professional Development Practitioner/Specialist (hospital-based nurse educator) (N=15/32; 47%)

• An additional, 34% of the respondents cited a need for experienced clinical bedside nurses
CNO Challenges

• Over half (N=17/32; 53%) of CNOs creating new nursing job classifications in the coming year
• Anticipated new roles
  ▫ Care Navigator (N=9/14; 64%),
  ▫ Clinical Documentation Specialist (N=9/14; 64%)
  ▫ Care Coordinator (N=7/14; 50%)
  ▫ Quality and Patient Safety Specialist (N=7/14; 50%).
CNO Challenges

• Greatest needs was for learning opportunities for nurse educators
• Inclusive of both academic-based faculty and hospital-based nursing professional development specialists
CNO-Survey Impact

- NSP II Advisory Group considered the data regarding positions most difficult to recruit
- Validates efforts of schools for preparing managers and educators
- Anticipated development of new job classifications supports HSCRC position on need for increased care coordination
New Vision for NSP I and II

• Establish opportunities for academicians and hospital-based nurse educators and leaders including
  ▫ leadership development programs
  ▫ clinical simulation learning
  ▫ opportunities to obtain higher graduate degrees
CNO-Survey Impact

- Add hospital-based nurse educators (Nursing Professional Development practitioners) to the eligibility list to receive NSP II Hal and Jo Cohen Graduate Nursing Faculty Scholarship funding

- Highly approved

- Titles confusing for hospital-based nurse educators
## Job Titles for PDS Roles

<table>
<thead>
<tr>
<th>Title</th>
<th>Frequency</th>
<th>Frequency (locations used)</th>
<th>Percentage Used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Nurse Specialist</td>
<td>7</td>
<td>Good Samaritan, Suburban, UMMC, Mercy, Sibley, MedStar Franklin Square</td>
<td>23%</td>
</tr>
<tr>
<td>Clinical Nurse Educator</td>
<td>4</td>
<td>University of Maryland Midtown Campus, Holy Cross, HCA, Sibley</td>
<td>13%</td>
</tr>
<tr>
<td>Clinical Educator</td>
<td>3</td>
<td>Meritus, Mercy, AAMC</td>
<td>10%</td>
</tr>
<tr>
<td>Education Specialist</td>
<td>3</td>
<td>Good Samaritan, Mercy, Harbor</td>
<td>10%</td>
</tr>
<tr>
<td>Nurse Educator</td>
<td>3</td>
<td>Suburban, JHMI, VA</td>
<td>10%</td>
</tr>
<tr>
<td>Program Coordinator</td>
<td>3</td>
<td>Mercy, AAMC, MedStar Franklin Square</td>
<td>10%</td>
</tr>
<tr>
<td>Nurse Specialist</td>
<td>1</td>
<td>Suburban</td>
<td>3%</td>
</tr>
<tr>
<td>Clinical Practice and Development Coordinator</td>
<td>1</td>
<td>UMMC</td>
<td>3%</td>
</tr>
<tr>
<td>Clinical Practice and Education Specialist</td>
<td>1</td>
<td>UMMC</td>
<td>3%</td>
</tr>
<tr>
<td>Professional Development Specialist</td>
<td>1</td>
<td>Holy Cross</td>
<td>3%</td>
</tr>
<tr>
<td>Clinical Informatics Specialist</td>
<td>1</td>
<td>Mercy</td>
<td>3%</td>
</tr>
<tr>
<td>Clinical Education Specialist</td>
<td>1</td>
<td>AAMC</td>
<td>3%</td>
</tr>
<tr>
<td>Nursing Professional Development Coordinator</td>
<td>1</td>
<td>MedStar Franklin Square</td>
<td>3%</td>
</tr>
</tbody>
</table>
NSP II Workgroup Results

Hal and Jo Cohen Graduate Nursing Faculty Scholarship revised to include hospital-based educators (NPD practitioners)

Policy changed to include any variation of hospital job titles
Hal and Jo Cohen Faculty Scholarship

• Hal and Jo Cohen Graduate Nurse Faculty Scholarship (covers full tuition and fees at a Maryland school for MSN, PhD, DNP, EdD, or post-grad certificates in nursing education)

• **NEW:** Service Obligation (2:1) can be completed in either nurse faculty positions in nursing programs at universities or community colleges or in professional development positions or educator roles in hospitals
Hal and Jo Cohen GNF Scholarship

- **Eligibility:** Individuals must be accepted by a Maryland higher education institution into: MSN, Doctoral (PhD, DNP, EdD) or nursing teaching certificate programs

- **Awards:** The maximum total award per graduate student is full tuition and mandatory fees at a Maryland University with an eligible degree program
Hal and Jo Cohen GNF Scholarship

- **Obligations**: Students receiving the scholarship must commit to working as nursing faculty at Maryland institutions upon program completion.

- They must sign a promissory note affirming that they will serve as nurse faculty at a Maryland school of nursing or hospital education position.
New Nurse Faculty Fellowship

- **New Nursing Faculty Fellowships:**
  - Faculty hired to expand Maryland’s nursing programs
  - Schools of Nursing may nominate an unlimited number of newly hired full-time tenure-track or clinical-track faculty members for fellowships.
  - Fellowships assist in recruiting and retaining new nursing faculty to produce the additional nursing graduates
  - **Award:** $20,000 over three years (89% retention)
Nurse Educator Doctoral Grants for Practice and Dissertation Research (NEDG)

• Goals are to:
  ▫ increase the number of doctoral prepared nursing faculty in Maryland
  ▫ strengthen the faculty development
  ▫ recruit and retain a diverse nursing faculty

• NEDG GOALS= more highly educated faculty
• Awards- Up to $30,000 awards based on the individual doctoral awardees needs
• Eligibility- A Maryland faculty or potential faculty who is currently enrolled and/or within 2 years of final doctoral degree completion
Clinical Simulation Resource Consortium (CSRC)

- Collaborative for Clinical Simulation
- Twenty five schools of Nursing in Maryland partnered to share resources for faculty training and equipment
- Hospitals may participate in simulation and develop resources
- Montgomery College provides training and promotes collaboration in the use of simulation statewide
- Simulations are created by funding through Nursing or IPE simulation are made available on the MC or [www.nursesupport.org](http://www.nursesupport.org)
Clinical Simulation Resource Consortium (CSRC)

- **Awards** - Steering Committee of faculty and practice leaders recommend funding allocations for faculty development, conferences and institutional updates.

- **Eligibility** - All Maryland schools with nursing programs and hospitals are eligible to participate, send faculty/educators for training and submit additional unmet simulation needs to the Collaborative.

- **Nomination Process** - Faculty are nominated by their Dean or Director at the nursing program and hospital educators are nominated by the CNO at the hospitals or designee for participation.

CSRC GOALS = simulation/ pt safety/ < practice sites
Leadership Consortium (LC)

• Formed to address the need for developing nurse leaders for both academia and clinical practice
• 3-5 day intensive leadership institute
• Immersive experiential program includes coaching over a year long mentoring engagement

LC GOALS = more nurse leaders
Leadership Consortium (LC)

- **Awards**: Each year 30 faculty and clinical practice leaders will be funded to attend the Leadership Institute hosted by University of Maryland SON. There is an option for additional offerings for more Institute participants, if the need is demonstrated.
- **Eligibility**: All Maryland Nursing Programs and all Maryland Hospitals may nominate nursing leaders—emerging or experienced—to participate.
- **Nomination**: Each nursing program and hospital may nominate 2 or more nurse leaders over the next five years of the program implementation.
New Vision for NSP I and II

- Must be inclusive of practice RNs and academicians
- New opportunities made available to nurse educators and leaders in practice and academia, bringing new perspectives to nursing students, nurse residents, new RNs and experienced RNs and thereby helping to close the education practice gap
Did we meet

Today’s Expected Outcomes

1. Form innovative partnerships between practice and academia

2. Identify statewide funding opportunities to advance education and obtain leadership skills
Contact Information

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• Joan Warren – jwarren@son.umaryland.edu
References

Hal and Jo Cohen Graduate Nurse Faculty Scholarship Program Service Obligation Requirements (2015).
http://www.nursesupport.org/nurse-support-program-ii/grants/statewide-initiatives/hal-and-jo-cohen-gnf/

Maryland Higher Education Commission, www.mhec.state.md.us

Maryland Health Services Cost Review Commission, www.hscrc.state.md.us
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Nurse Support Program, NSP I and NSP II
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