

Nurse Support Program II (NSP II)

A Maryland Nursing Workforce Intervention



BACKGROUND

Administered by the Maryland Higher Education Commission

1. The Maryland Health Services Cost Review Commission (HSCRC) has funded programs to address the cyclical nursing workforce shortages in Maryland since 1986.
2. Nurse Support Program I (NSP I) was established in 2000 to sustain and improve retention of nurses in Maryland hospitals.
3. Nurse Support Program II (NSP II) was established in 2005 to increase Maryland's academic capacity for nursing education.

Each program receives 0.1% of Maryland hospital gross regulated patient revenue to fund workforce interventions. NSP programs are driven by the National Academy of Medicine's goals for the future of nursing with input from stakeholders in practice and academia.

OUR PURPOSE

The overall goal of NSP II is to increase Maryland nursing graduates and mitigate barriers to nursing education through institutional and faculty focused initiatives.

Specific goals include:

- Increase nursing faculty capacity and diversity.
- Expand the education pipeline and address barriers to nursing education pathways.
- Promote innovation in nursing education models.

VISIT OUR WEBSITE:



<https://nursesupport.maryland.gov>

STATEWIDE INITIATIVES

The Statewide Initiatives support the national and state NSP II goals by increasing the preparation of academic & practice leaders; graduating additional faculty & hospital educators; recruiting, retaining & recognizing nursing faculty; increasing the completions of terminal degrees for existing faculty; and sharing important leadership & simulation resources with clinical practice leaders & academic faculty leaders to meet the developing needs of the future nursing workforce.

COMPETITIVE INSTITUTIONAL GRANTS

The Competitive Institutional Grants program receives annual requests for funding to support projects that meet the stated goals of NSP II. Eligible entities are Maryland higher education institutions with nursing degree programs. They may partner with other schools and/or Maryland hospitals. A review panel evaluates and makes recommendations to HSCRC regarding the selection of proposals that best meet the goals of the NSP II program, as well as the level of funding that should be granted to each proposal.

FACULTY-FOCUSED WORKSHOPS

Faculty-Focused Workshops are provided to support faculty in obtaining certification credentials that establish nursing education as a specialty area of practice. Certification demonstrates expertise in this role and communicates that the highest standards of excellence are being met.

STATEWIDE INITIATIVES

Academic Nurse Educator Certification Award (ANEC) for nurses who demonstrate excellence as an academic nurse educator through achieving and maintaining the National League for Nursing's Certified Nurse Educator (CNE®) credential.

New Nurse Faculty Fellowship (NNFF) for new nurse faculty hired by Maryland institutions to expand enrollments in their nursing programs.

Nurse Educator Doctoral Grants for Practice and Dissertation Research (NEDG) for existing faculty to expedite doctoral degree completions.

Dr. Peg E. Daw Nurse Faculty Annual Recognition Award (NFAR) to recognize faculty demonstrating excellence in education in one of 5 areas of expertise.

Cohen Scholars (CS) for students to complete the graduate education necessary to become nursing faculty at Maryland institutions of higher education.

COMPETITIVE INSTITUTIONAL GRANTS

- **Planning Grants** are limited to 1 to 2 years of funding for planning projects.
- **Implementation Grants** are funded for up to 5 years. The size of each award will depend upon the grant project's ability to impact the nursing workforce in a timely manner, the depth and breadth of the initiative, and the feasibility of the budget.
- **Resource Grants** are for small projects that are short-term in nature.

Strong consideration is given to proposals that address diversity and underrepresented groups in nursing. Grant applications are due every January for a start date of July 1 of that year.

FACULTY-FOCUSED WORKSHOPS

- **Certified Nurse Educator (CNE®) workshops** are offered to Maryland nurse faculty through the National League for Nursing twice a year. The workshop provides an intensive, comprehensive review of the major content areas of the test blueprint. It is designed to help potential candidates assess their level of readiness and identify practice domains where further study may be needed.
- **Certified Clinical Nurse Educator (CNE@cl)** opportunities are offered through The Faculty Academy and Mentoring Initiative of Maryland (FAMI-MD) and The Preparing Clinical Faculty program, developed by the University of Maryland School of Nursing Institute for Educators.

Other statewide resources include:

Lead Nursing Forward (LNF)

Nurse Leadership Institute (NLI)

Maryland Nursing Workforce Center (MNWC)

Renewal, Resilience and Retention for Maryland Nurses (R3)

Maryland Clinical Simulation Resource Consortium (MCSRC)

Faculty Academy and Mentoring Initiative of Maryland (FAMI-MD)