



Shaping the Future of Nursing: A Statewide Nursing Workforce Intervention

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Introduction/ Background

NSP II is a unique statewide model that utilizes a sustainable funding source to increase the educational capacity of nursing programs and increase the supply of nurses in Maryland.

- Addresses the problems of ongoing cyclical nursing shortages, insufficient educational capacity at the schools of nursing and lack of workforce diversity.
- Established in 2005 through legislation (Annotated Code of Maryland, Education Article § 11-405. Nurse Support Program Assistance Fund).
- Funded by the Maryland Health Services Cost Review Commission (HSCRC) through 0.1% of Maryland hospital gross regulated patient revenue.
- Informed by the National Academy of Medicine's (NAM) goals for the future of nursing with input from stakeholders in practice and academia.

Program Goals & Strategies

Key Objectives:

- Increase capacity at schools of nursing in Maryland.
- Promote recruitment and retention of nurse faculty.
- Prioritize support for underrepresented groups in nursing.

NSP II has two major strategic components:

- **Competitive institutional grants** for schools of nursing
- **Faculty-focused statewide initiatives** for nurse faculty

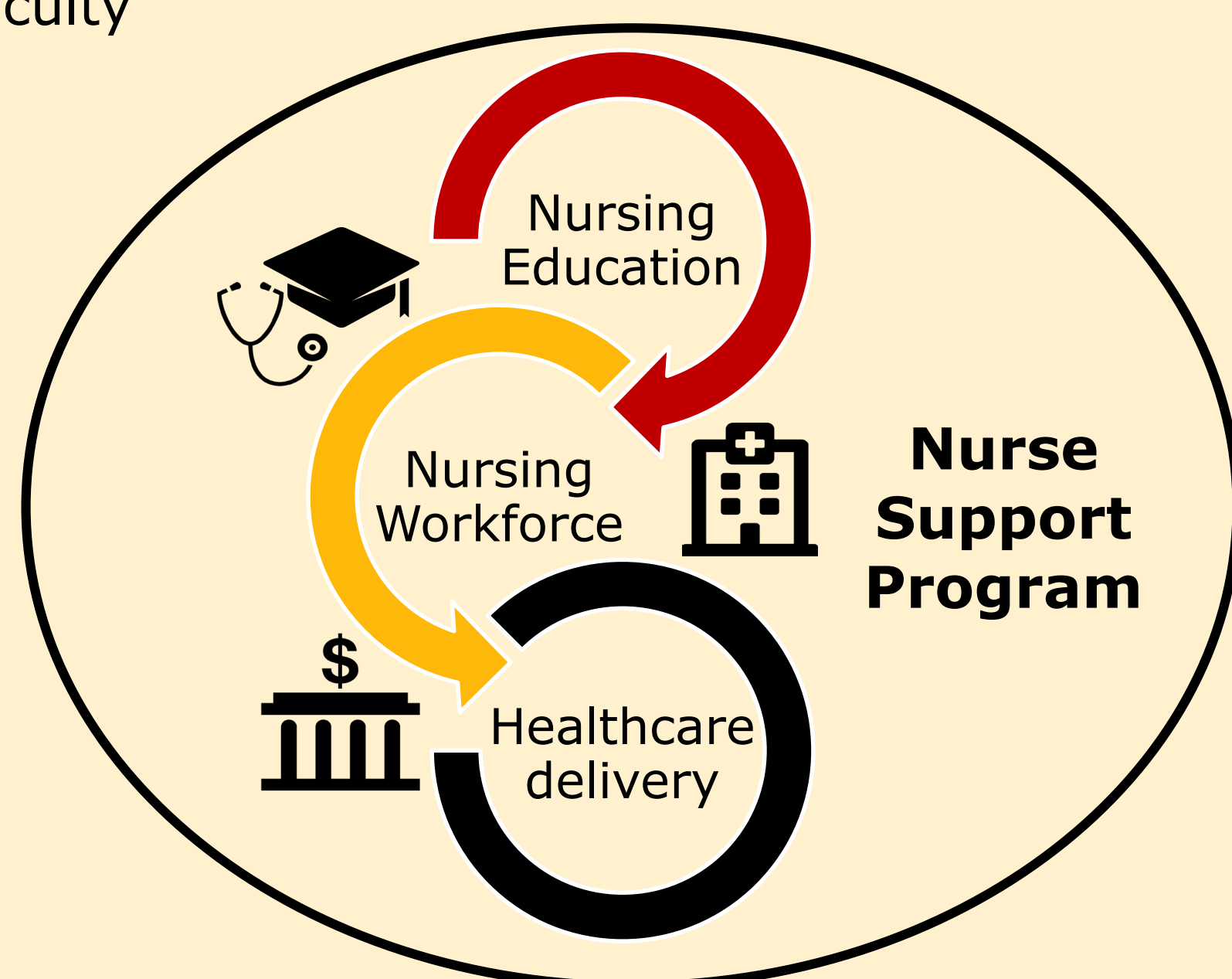


Figure 1. Schools of nursing and hospitals work together to achieve a sustainable nursing workforce that is prepared to meet the ongoing needs of Maryland's hospitals and health systems.

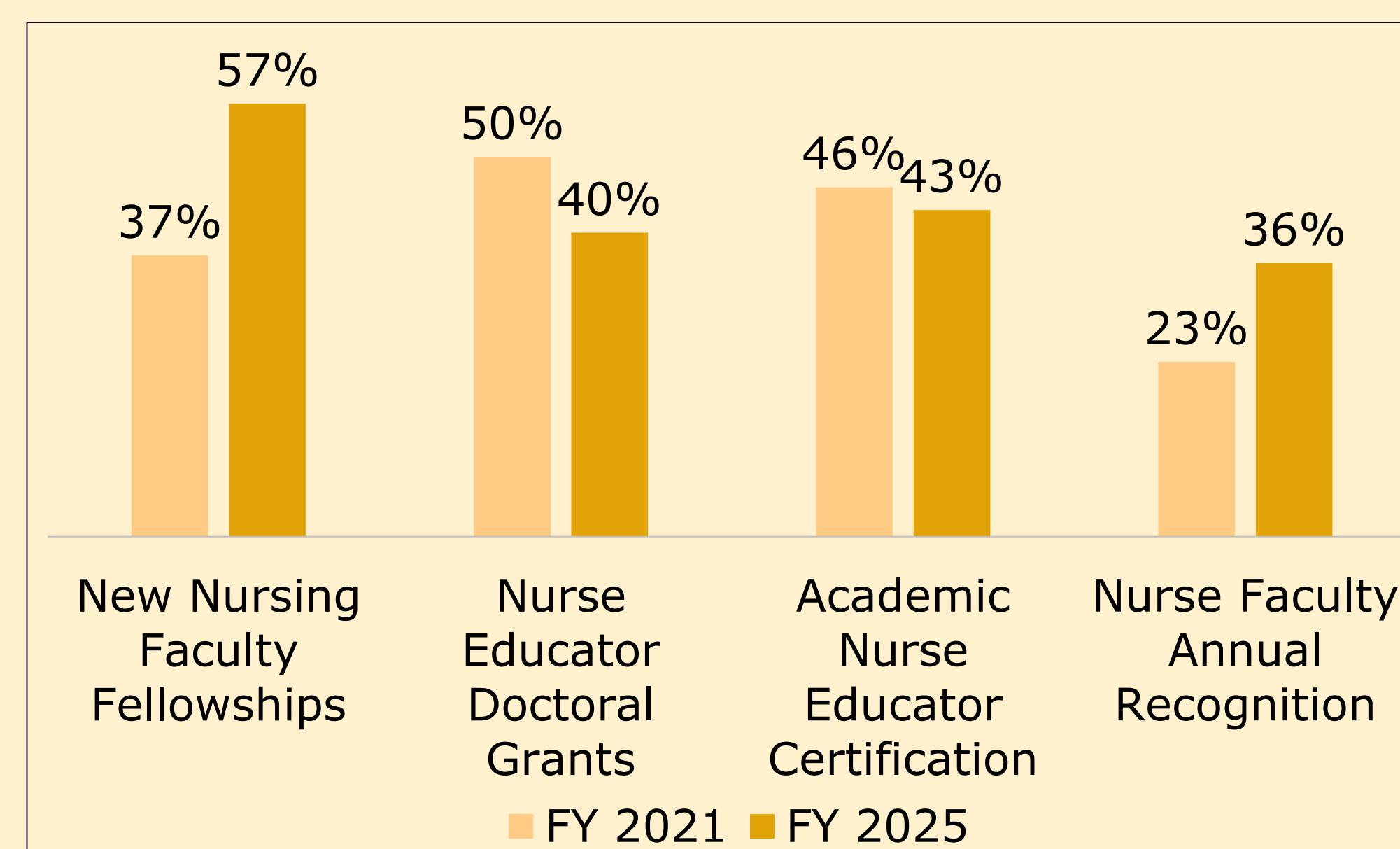
Advancing Workforce Diversity

A more diverse nursing workforce is better equipped to provide culturally competent care, increase access for underserved populations, and address health disparities.

Current Strategies:

- Guideline provision in statute to promote diversity in nursing and nurse faculty careers in Maryland.
- Funding is earmarked to attract and retain underrepresented groups in nursing.
- Track, analyze and prioritize initiatives that support the recruitment and retention of underrepresented groups in nursing.
- Required datasets from schools of nursing, including metrics on the number of faculty & students from underrepresented groups in nursing.

Faculty-focused Statewide Initiatives: % Awarded to Underrepresented Groups in Nursing



New Strategies:

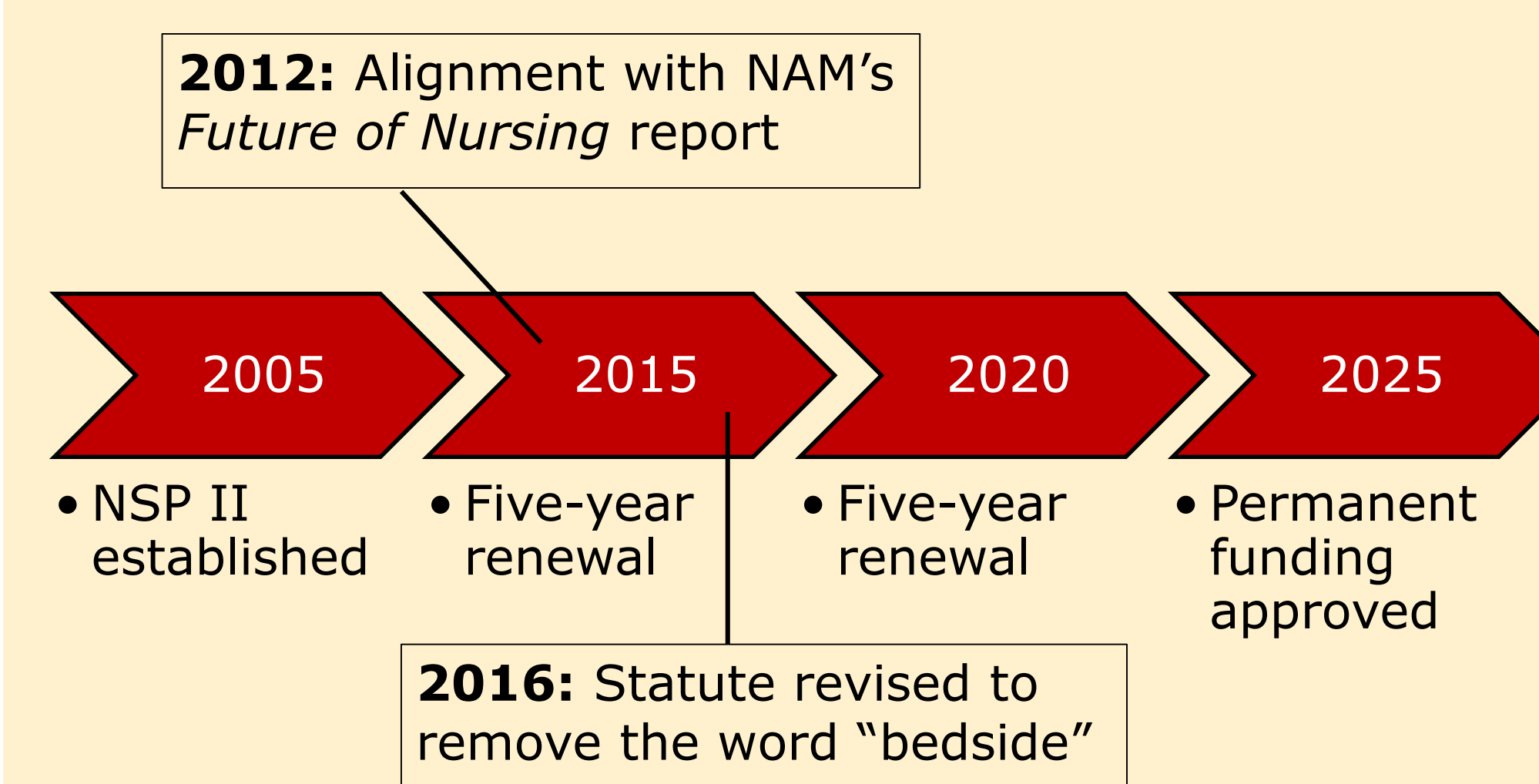
With the program's recent program renewal, targeted strategies were added to identify intentional opportunities to prioritize funding to underrepresented groups in nursing:

- Revised scoring criteria for grant proposals to promote projects focused on improving faculty & student diversity.
- New category of resource grants to support underrepresented groups in nursing.
- Expanded statewide resources to promote ongoing mentorship of underrepresented faculty.
- New category of award recognition for faculty that demonstrate excellence in mentoring, teaching and conducting research to support underrepresented groups in nursing.
- Enhanced processes and expanded requirements for data collection.

Program Outcomes & Impact

- Program evaluation is a critical component of the continued success of NSP II.
- The program received unanimous approval for permanent funding in February, 2025, with the requirement for annual reports on funded activities and accomplishments.

NSP II Program Milestones



Recent Achievements: (FY 2021 – FY 2025)

- **\$72.7 million in program funding awarded** from FY21–FY25; over \$224 million to date.
- **89% participation in competitive institutional grants** from schools of nursing in Maryland.
- **96% participation in faculty-focused statewide initiatives** from schools of nursing in Maryland.
- **22% increase in NCLEX-RN exam candidates** in Maryland since FY 2018.
- **6% increase in NCLEX-RN pass rates** in Maryland since FY 2018.
- **1,545 additional nursing pre-licensure graduate seats** created at schools of nursing in Maryland.
- **193 new nurse faculty recruited** into full-time positions at higher education institutions in Maryland.
- **88% average retention of new faculty** at one year; 64% at five years.
- **299 faculty in Maryland with the NLN CNE® certification**, more than doubled and ranked sixth in the nation.
- **186 Cohen Scholars provided with graduate tuition & mentorship** with a service obligation to teach in Maryland as nurse faculty and hospital educators.
- **58 full-time nurse faculty supported in completing a doctoral degree** with tuition support and course release time.

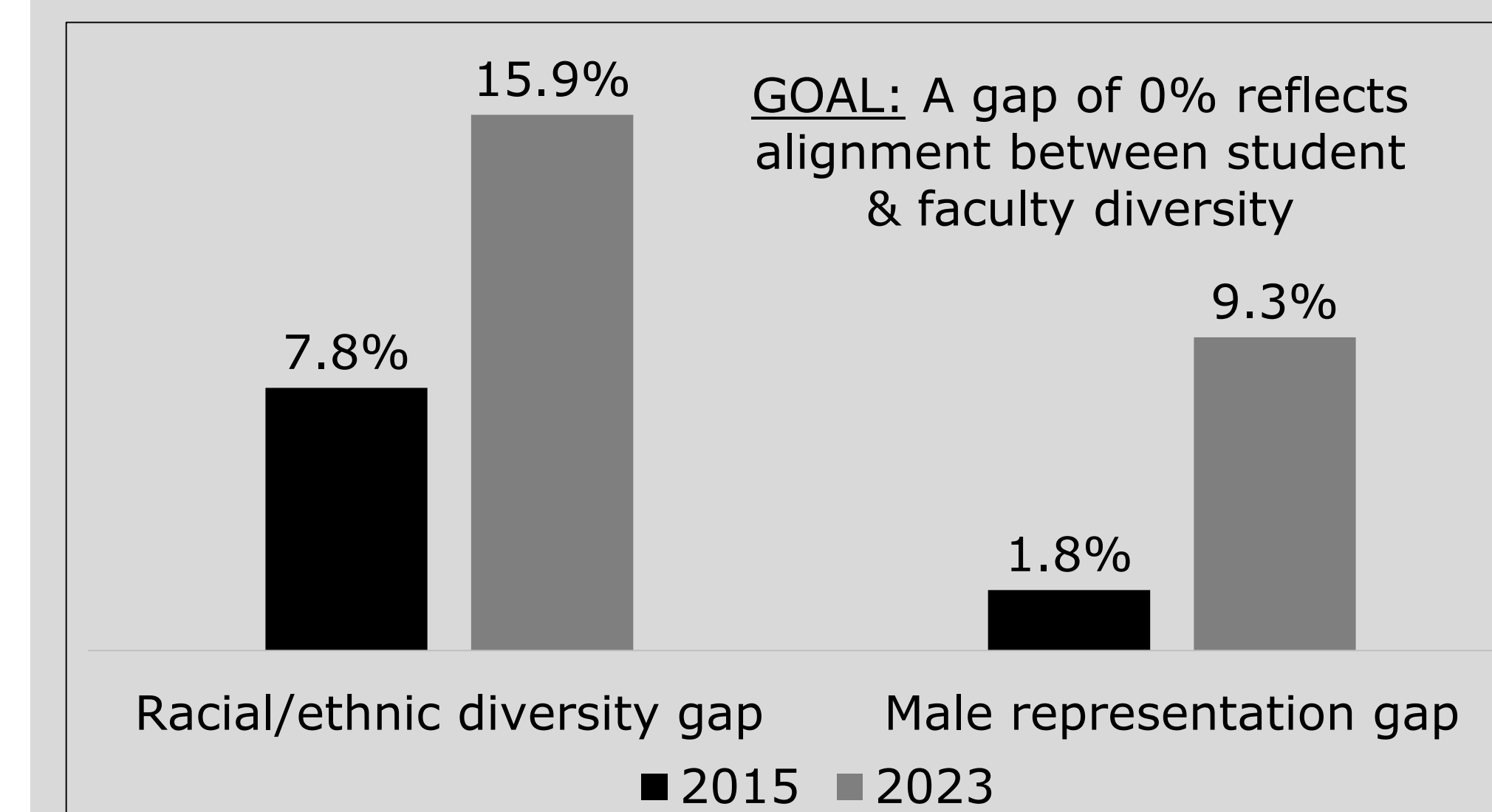
Conclusion & Next Steps

- Successful outcomes achieved through this sustainable workforce intervention have secured the renewal of NSP II funding for three consecutive five-year cycles and solidified it as a permanent program in Maryland.
- The Maryland NSP II program serves as a model for other states and highlights the benefits of advocating for nurse support funding from institutions and policymakers.

Focus Area:

- The diversity of nursing students and faculty should align to promote success of underrepresented students, leading to a more diverse nursing workforce that reflects the population it serves.
- Program data shows that this is an area for improvement:

Student-Faculty Diversity Gap: 2015 vs. 2023



While statewide gaps have widened, regional data shows improvements in the Capital region of Maryland:

- Racial/Ethnic Diversity Gap: 17% improvement
- Male Representation Gap: 5% improvement

There is an opportunity to learn from regions where there is demonstrated success.

Acknowledgements

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