



Outcomes for Maryland's Nurse Educator Doctoral Grants

Presented by Peg E. Daw, DNP, MSN, RN-BC, CNE at the DNP Conference August 7-9, 2019
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Problem

Nursing shortage is complicated by nurse faculty shortage. Faculty are expected to complete doctoral degrees, incurring significant education debt and facing salary inequity in clinical vs. faculty role. Maryland had two new faculty focused programs to address new faculty education, recruitment and retention.

Background

In 2012, Maryland Deans and Directors recommended the **Nurse Educator Doctoral Grants for Practice and Dissertation Research (NEDG)** program to address the needs of existing faculty for funding to expedite doctoral completion and reduce the burden of faculty with student debt.

Program Evaluation

A program evaluation of the NEDG in 2019 demonstrates a positive impact on retention. NEDG data indicates 9 out of 10 awardees are continuing employment as faculty with a Maryland nursing program. In addition, 60% of faculty were seeking doctoral degrees out of state. Doctoral Education Summits started in 2018.

Nurse Educator Doctoral Grants for Practice and Dissertation Research

Goal: Increase the number of Maryland nursing faculty with doctoral degrees

NEDG Award Year	DNP	PhD in Nursing	EdD	PhD Other	Total	Funding
2013	4	4	3	5	18	\$330,000
2014	6	4	0	0	10	\$240,000
2015	11	9	3	2	25	\$685,000
2016	5	7	3	0	15	\$350,000
2017	9	7	0	3	19	\$440,000
2018	6	4	3	0	13	\$305,000
2019	8	4	1	3	16	\$470,000
TOTAL	49	39	13	13	114	\$2,820,000

Goal: Provide information on in-state doctoral programs and NSP II's Faculty Funding
 Johns Hopkins University SON hosted first Doctoral Education Summit for Nurse Faculty on July 9, 2018

Second annual Doctoral Education Summit for Nurse Faculty at University of Maryland SON June 10, 2019

ANSWER CHOICES for question in survey : 9. What Can We Do to Assist you?	RESPONSE
-Present the Doctoral Education for Nurse Faculty Workshops annually	65.00% 13
-Provide counseling on financial aid- scholarships, fellowships, grants	55.00% 11
-Create a list on the NSP II website of all in-state doctoral education programs with contacts	60.00% 12

Doctor of Nursing Practice and Doctor of Philosophy in Nursing Graduates in Maryland



Faculty Debt Burden

In 2015, 4.5 billion defaulted student loans
 10% of students are retired, still in debt and having their Social Security garnished
 Feeg and Mancino (2014) found that nursing students are similar to other undergraduates with an average of \$30,000 in student debt
 Survey of NEDG faculty participants (2017) compared to AACN Survey (October 2017)
 AACN: 69% loans/ 27% institutional aid
 16% owed > \$100K compared to 14% NEDG

NEDG FACULTY SURVEY

22% owed \$20,000- \$49,999
 16% owed \$50,000-\$74,999
 11% owed \$75,000-\$99,999
 9% owed greater than \$100,000
 5% owed greater than \$175,000

14%

Conclusions

The State of Maryland has funded nurse education programs since 1986 through the Nurse Support Program funded by the Health Services Cost Review Commission (HSCRC). NEDG funding is available to all Maryland nurse faculty to complete terminal degrees.

REFERENCES

American Association of Colleges of Nursing. (2017, October). *The numbers behind the degree: Financing graduate nursing education.*
 Feeg, V. D., & Mancino, D. J. (2014). Nursing student loan debt: A secondary analysis of the National Student Nurses' Association annual survey of new graduates. *Nursing Economics*, 32(5), 231-240.

For more information: NSP II, www.nursesupport.org