

Massachusetts Nurse Educator Scholar Program (MANES) Recommendations

December 2023

Executive Summary

There has been a 30% decline in nursing faculty from 2019-2023 in Massachusetts (see Appendix). Overall, there has been a sharp decline of 823 total nurse faculty, 176 of which were full-time, leaving many qualified nursing students unable to obtain seats in nursing schools across the commonwealth. The Massachusetts Nurse Educator Scholar (MANES) program would fund nurses for graduate school completion of Master of Science (MS), Master of Science in Nursing (MSN), Doctor of Nursing Practice (DNP), Doctor of Philosophy (PhD), and Doctor of Education (EdD) with a concentration in nursing education. Scholarship recipients would be required to serve as nurse faculty in Massachusetts for a minimum of four years. The MANES participants will be recognized as the next generation of nurse educator stewards to help build a sustainable nursing workforce.

Who is eligible to become a MANES participant?

To be eligible, nominees must be enrolled in an MSN, DNP, EdD, or PhD program with a concentration in nursing education in either a public or private school in Massachusetts. Candidates must be a U.S. citizen and a Massachusetts legal resident. Nominees must agree to the plan of study, complete core educational coursework, and meet the grade point average (GPA) required by their graduate program. Nominees must apply for the scholarship and be endorsed by the respective Dean or Director of the nursing graduate degree hosting school.

Candidates who are employed as current faculty, adjuncts, or clinical faculty will be given priority. In addition, candidates from historically marginalized, underserved, and underrepresented communities will be given priority to increase the overall diversity of nursing faculty across the commonwealth. Prior year award recipients will continue to be eligible for the entire program of study as they meet the requirements. The award will automatically be renewed until completion of the specified degree, contingent upon fulfillment of all program requirements. A recipient who does not meet program requirements, fails a course, drops out for a semester, or decides against a faculty role will not be funded, and previous funding will be retracted.

What is the plan of study?

The MANES program will award scholarships to graduate students focusing on nursing education. The plan of study must include a minimum of nine graduate credits specifically related to teaching in nursing education.

Capacity

The recommendation is to support 50 graduate students on an annual basis to rebuild our nurse educator workforce. Nurses graduating from these programs would be eligible to teach both clinical (in the hospital) and didactic (in the classroom) students studying to be RNs in Associate Degree in Nursing (ADN) and Bachelor of Science in Nursing (BSN) programs. Additionally, doctorally prepared educators could teach graduate students.

What is the MANES service obligation?

Following completion of the MANES program, scholars must meet one of the following criteria for four years post-award acceptance:

- Employment as a full-time faculty member (as defined by the academic institution) at an accredited school of nursing in Massachusetts.
- Employment as a part-time faculty member at an accredited school of nursing in Massachusetts in combination with another part-time faculty position or part-time clinical preceptor/educator position affiliated with an accredited school of nursing that together equates to full-time employment.
- Employment as a part-time faculty (less than 35 hours of work/week but a minimum of 20 hours/week) would require eight years of service (a 2:1 ratio).
- Designation of nurse faculty in a joint nurse faculty appointment serving as a full-time clinician for an accredited school of nursing within an academic-practice partnership framework.

When does the service obligation begin?

The service obligation begins within six months after completion of the MANES degree program and cannot be fulfilled before completion. A recipient must meet the service obligation at any MA institution granting nursing degrees and is not required to work at the institution where they completed their graduate studies. The MANES award must be repaid with interest if the service obligation is unmet.

Forfeiture Concerns

A MANES recipient must repay scholarship monies if they fail to meet the required GPA and complete the program on time according to each nursing school's policies. Furthermore, if a MANES recipient has their nursing license revoked for any reason during the program, they also must relinquish any grant monies and be removed from the program.

Waiver of the service obligation can occur under two circumstances—a qualified physician's affidavit that the recipient cannot perform the service obligation due to impairment or the death of the scholarship recipient.

Appendix

Cost per Scholar

Degree	Private School Range	Private School Mean	Public School Range	Public School Mean
MSN	\$25,810 - \$40,960	\$32,590 (n=4)	\$11,171 - \$24,762	\$19,282 (n=4)
DNP	\$51,300 plus fees	(n=1)	\$30,353	(n=1)
PhD	\$49,680 - \$62,000	\$55,840 (n=2)	\$36,560 - \$37,000*	\$36,780 (n=2)

An additional \$5,000 of scholarship money would be awarded for books and supplies (\$1,000/semester including one summer semester)

*Note – all degrees would have the requirement of a nursing education focus with a minimum of nine credits directly related to nursing education.

**Fees not included as they may be variable due to time of completion; but safe to say an extra \$711/semester.

Registered Nurse Pre-Licensure Faculty Data in MA (AY 2018-2019)

	Total	Doctoral	MSN	BSN
Number of FT Nurse Faculty	524	195	327	2
Number of PT Nurse Faculty	1941	110	924	907
Total Number of Nurse Faculty	2465	305	1251	909
Number of Faculty on Waivers	951 (38% of all faculty are on waivers)	17% on Option 1 (in graduate school) 5% on Option 2 (master's in another field) 77% are on Option 3 (five years of RN experience within the last eight years and mentored by faculty with a graduate degree in nursing)		
On average, each school has 34% of its faculty on waivers.				
There is no correlation between the number of faculty on waivers and NCLEX pass rates.				

Source: Massachusetts Board of Registration in Nursing Annual Reports, Academic Year 2018-2019

*Note: The term "Faculty" used in this table refers to both clinical and didactic nursing faculty.

Registered Nurse Pre-Licensure Faculty Data in MA (AY 2021-2022)

	Total	Doctoral	MSN	BSN
Number of FT Nurse Faculty	348	144 (45.2%)	204 (64.2%)	0
Number of PT Nurse Faculty	1294	113 (<1%)	592 (45.2%)	589 (45%)
Total Number of Nurse Faculty	1642	257 (16%)	796 (49%)	589 (45%)
Number of Faculty on Waivers	613 (38% of all faculty are on waivers)	21% on Option 1 (in graduate school) <5% on Option 2 (master's in another field) 75% are on Option 3 (five years of RN experience within the last eight years and mentored by faculty with a graduate degree in nursing)		
On average, each school has 34% of its faculty on waivers.				
There is no correlation between the number of faculty on waivers and NCLEX pass rates.				

Source: Massachusetts Board of Registration in Nursing Annual Reports, Academic Year 2021-2022

*Note: The term "Faculty" used in this table refers to both clinical and didactic nursing faculty.