

# **REPORT**

## ***FALL 2003 SURVEY OF MAINE NURSING EDUCATION PROGRAMS***

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**Maine's 13 nursing programs include:**

Central Maine Community College (CMCC)	Southern Maine Community College (SMCC)
Central Maine Medical Center (CMMC)	University of Maine (UM)
Eastern Maine Community College (EMCC)	University of Maine at Augusta (UMA)
Husson College (HC)	University of Maine at Fort Kent (UMFK)
Kennebec Valley Community College (KVCC)	University of New England (UNE)
Northern Maine Community College (NMCC)	University of Southern Maine (USM)
Saint Joseph's College of Maine (SJC)	

**TYPES OF NURSING PROGRAMS**

**Table 1. Maine's Nursing Programs: Types of Programs Offered and Student Enrollment Caps**

Type of Program	#	# without Enrollment Cap	# with Enrollment Cap	Range of Enrollment Caps
<b>LPN:</b> CMCC, EMCC, KVCC, NMCC	3	1 (KVCC varies with resources)	2	0-8
<b>LPN to ADN:</b> CMCC, EMCC, KVCC, NMCC, SMCC, UMA	6	2 (KVCC varies with attrition)	4	0-8
<b>Associate Degree:</b> CMCC, CMMC, EMCC, KVCC, NMCC, SMCC, UMA, UNE	8	0	8	28-85
<b>Baccalaureate Degree:</b> HC, SJC, UM, UMFK, USM	5	5	0	-
<b>Accelerated Baccalaureate Degree:</b> <sup>1</sup> UM, UMFK, USM	2	1	1	32 (USM)
<b>RN to BSN:</b> HC, SJC, UM, UMFK, UNE, USM	6	4	1	25 (UNE)
<b>MSN:</b> HC, SJC, UM, UNE, USM	5	3	2	20 (HC & UNE)
<b>Masters Entry Persons with Degree in Another Field:</b> USM	1	0	1	24
<b>Post-Master's Certificate:</b> HC, USM	2	0	2	-
<b>Other:</b> SJC and USM RN to MS; USM Master's for Certified Advanced Practice Registered Nurses				

Programs with student enrollment caps were asked about plans for admitting more students during the coming year. Responses included: (1) NMCC plans to admit a cohort of 16 generic ADN students for distance education site at Washington County Community College for 2003; (2) UM no cap, but increasing enrollment continues; and (3) USM no cap, but increasing enrollment continues. Programs were also asked about plans for admitting fewer students during the coming year, one program responded: SJC is planning to admit 35 freshmen rather than 40 to 45.

In response to new programs that that are being planned: HC Acute Care Nurse Practitioner Track (September 2003) and UNE Master's Nursing Education (2005). Finally, two programs responded to the question about programs being phased out: SMCC LPN exit option is suspended and EMMC LPN program is being discussed by Nursing Advisory Board for potential phase out.

<sup>1</sup> Accelerated Baccalaureate Degree programs are for persons with a Baccalaureate Degree in another field.

## FACULTY INFORMATION

In Fall 2002 the State's 13 nursing programs employed 128 full-time<sup>2</sup> nursing faculty (range 4 to 24 FTEs) and in Fall 2003 they employed 11 additional full-time nursing faculty (139, range 3 to 26 FTEs). Of the full time faculty in 2003, 15 had full-time and 18 had part-time administrative responsibilities. In 2003, the majority of nursing faculty were female (130) and Caucasian (138). In 2003, 6 programs had males on their faculty ranging from 1 to 2.

For further analysis, the 13 programs were broken down into those that currently admit students to an associate's degree program as the terminal degree for preparation as an registered nurse (RN) (8 programs<sup>3</sup>) and those that offer a generic baccalaureate degree program as the terminal degree for preparation as an RN (5 programs<sup>4</sup>). Table 2 provides an overview of full-time faculty members' highest degree and rank. Current and projected vacancies for full-time faculty are also provided. Table 3 provides a breakdown of full-time faculty by age.

**Table 2. Maine's Nursing Programs: Full-Time Faculty Profile and Vacancies**

	Associate's Degree (8 programs)			Generic Baccalaureate Degree (5 programs)		
	2001	2002	2003	2001	2002	2003
Full-time nursing faculty	6 to 15, total 65.6 <sup>5</sup>	6 to 15, total 69	6-20, total 77 <sup>6</sup>	5 to 24, total 63	4 to 24, total 59	3 to 26, total 62
<i>Full-Time Faculty Highest Degree</i>						
Doctorally prepared in nursing	3 (5%)	3 (4%)	2 (3%)	19 (31%)	18 (31%)	19 (31%)
Doctorally prepared in other field	3 (5%)	2 (3%)	4 (5%)	14 (22%)	9 (15%)	10 (16%)
Master's prepared in nursing	56.6 (86%)	60 (87%)	68 (88%)	29 (46%)	32 (54%)	32 (52%)
Master's prepared in other field <sup>7</sup>	2 (3%)	3 (4%)	2 (3%)	-	-	1 (1%)
Bachelor's prepared in nursing <sup>8</sup>	1 (1.5%)	1 (1.4%)	1 (1%)	1 (1.6%)	-	-
<i>Full-time Faculty Rank<sup>8</sup></i>						
Professor	1 (1.5%)	2 (4%)	5 (6%)	4 (6%)	2 (3%)	2 (3%)
Associate Professor	7 (11%)	5 (11%)	9 (12%)	30 (48%)	29 (49%)	31 (50%)
Assistant Professor	15 (23%)	17 (36%)	30 (39%)	19 (30%)	17 (29%)	17 (28%)
Lecturer/Instructor/Other	42.6 (65%)	23 (49%)	33 (43%)	10 (16%)	11 (19%)	12 (19%)

<sup>2</sup> Includes any full-time faculty member that had any teaching responsibilities within the nursing program(s), even if the person had administrative responsibilities.

<sup>3</sup> Associate Degree programs: CMCC, CMMC, EMCC, KVCC, NMCC, UMA, and UNE.

<sup>4</sup> Baccalaureate Degree programs: HC, SJC, UM, UMFK, and USM.

<sup>5</sup> Within the Maine Community College System, faculty who are three-fifths time receive full benefits and are considered full time.

<sup>6</sup> Data reported on UNE's nurse anesthesia master's program is included this year, represent 4 additional faculty.

<sup>7</sup> Requires exemption from Maine State Board of Nursing.

<sup>8</sup> Some Community Colleges do not use "rank" with faculty; classified as "other".

**Table 2. Maine's Nursing Programs: Full-Time Faculty Profile and Vacancies**

	Associate's Degree (8 programs)			Generic Baccalaureate Degree (5 programs)		
	2001	2002	2003	2001	2002	2003
<i>Full-time Faculty Vacancies</i>						
Current vacancies <sup>9</sup>	2 programs, 2.5 FTEs	2 programs, 1.5 FTE	1 program, 1 FTE	3 programs, 3 FTEs	3 programs, 9 FTEs	2 programs, 4 FTEs
Projected vacancies next year	1 program, 1 FTE	4 programs, 1 to 2.5 FTEs	2 programs, 5 FTEs	1 program, 1 FTE	1 program, 1 FTE	4 programs, 4 FTE

**Table 3. Maine's Nursing Faculty: Age Distribution**

	Associate's Degree (8 programs)			Generic Baccalaureate Degree (5 programs)		
	2001	2002	2003	2001	2002	2003
30 years of age or younger	0	0	0	2 (3%)	0	0
31 to 40 years of age	5.6 (9%)	2 (4%)	6 (8%)	7 (11%)	3 (5%)	4 (6%)
41 to 50 years of age	28 (43%)	30 (55%)	33 (43%)	18 (29%)	20 (35%)	14 (23%)
51 to 60 years of age	24 (37%)	16 (29%)	27 (35%)	29 (46%)	32 (56%)	37 (60%)
61 to 65 years of age	7 (11%)	6 (11%)	10 (13%)	7 (11%)	2 (4%)	7 (11%)
66 years of age or older	1 (1.5%)	1 (2%)	1 (1%)	0	0	0

Programs with current full-time faculty vacancies were asked how long the position(s) has been vacant, what types of difficulties the program has experienced in filling the position, and the qualifications for the position. In 2001 three programs and in 2002 seven programs with full-time faculty vacancies expressed concern about the overall lack of applicants for the vacant positions. In 2003 the following programs responded:

- CMMC August 2003, very few applicants, nearly all applicants had no teaching experience; nearly all applicants are nurse practitioners.
- UM 2 years, pediatric specialty, PhD required, will hire if near completion of degree. Have had position posted for 2 years and no applicants.
- USM very limited applicant pool for vacant positions, especially in pediatrics and adult health.

Nursing programs were also asked about their use of part-time nursing faculty<sup>10</sup> and difficulties they have experienced in hiring part-time faculty. In 2002, 8 programs reported problems with recruiting part time faculty. Major reasons cited included: very limited response to advertisements and applicants not willing to work for low wages or not wanting to do clinical instruction. In 2003, 8 programs responded as follows:

- CMCC finding qualified faculty a problem with 20 hour non-benefit position, leaving no time to work full-time elsewhere and be eligible for benefits.
- CMMC lack of applicants.
- KVCC lack of educational credentials (i.e., MSN), schedule (i.e., 2 days/week x 12 weeks).
- NMCC one of the clinical adjunct faculty has MSN, 2 remaining have BSN's and are enrolled in Master's nursing programs. It is difficult to attract MSN prepared adjuncts given both geographic location and pay scale for adjunct.
- SMCC lack of applicants, lack of teaching experience and/or education related to being a nurse educator (unemployed nurse practitioners are typical applicants).

<sup>9</sup> Included in this FTE is any full-time faculty positions that was temporarily being filled with someone who had been hired on a temporary/short term basis until the "permanent" full-time person is hired.

<sup>10</sup> Part-time faculty included anyone who received enumeration from the nursing program.

- UMA master's degree, salary.
- UNE salary, appropriate expertise in specialty areas (pediatrics/maternal child).
- USM few applicants, minimal response to ads.

The Associate Degree programs employed 24 part-time faculty in 2001, 28 in 2002, and 39 in 2003. The Generic Baccalaureate Degree programs employed 58 part-time faculty in 2001, 45 in 2002, and 71 in 2003. When asked whether the program had experienced difficulty in hiring part-time faculty for fall 2003, 7 Associate Degree and 1 Baccalaureate Degree programs responded "yes." Additional information on part-time faculty is provided in Table 4.

**Table 4. Maine's Nursing Programs: Part-time Faculty Teaching Assignment**

	Associate's Degree (8 programs)		Generic Baccalaureate Degree (5 programs)	
	2002	2003	2002	2003
Didactic Courses	0	0	21	17
Clinicals	26	32	19	40
Both	2	7	7	24

Programs were asked for the first time to provide salary information on their full- and part-time nursing faculty. The average salary<sup>11</sup> of master's prepared nursing faculty in Maine was \$29.27/hour (range \$22.20-\$43.45). The average salary of doctorally prepared nursing faculty in Maine was \$35.22 (range \$28.08-\$44.56). In Table 5 faculty salaries are compared with RN salaries in practice settings in Maine (e.g., hospitals) as of July 2003 (Dix Consulting, personal communication with David Dix, December 9, 2003). Programs also reported their average part-time salary rate, which ranged from a low of \$23.00/hour to a high of \$37.12/hour.

**Table 5. Salary Comparisons of RN Positions in Maine**

Position	Average	Minimum	Maximum
<i>RN Positions that Do Not Require Master's Degree or Higher</i>			
RN	\$24.59	\$17.96	\$27.32
Per diem RN	\$25.49	\$21.02	\$28.03
Charge nurse	\$27.74	\$18.92	\$28.34
Nurse manager	\$32.09	\$23.16	\$34.20
<i>RN Positions that Require Master's Degree</i>			
Nurse practitioner	\$33.55	\$24.53	\$35.95
Clinical nurse specialist	\$28.60	\$20.02	\$29.06
Full-time faculty	\$29.27	\$22.20	\$43.45
<i>RN Positions that Require Doctoral Degree</i>			
Full-time faculty	\$35.22	\$28.08	\$44.56

## APPLICATIONS, ENROLLMENTS, ADMISSIONS, AND GRADUATIONS

Applications data is being reported on for the first time in this annual report and will be trended in future years.

- LPN applicants 15, 1 offered admission.
- LPN to ADN, 32 offered admission, 3 wait listed.
- Associate Degree 1,958 applicants, 789 offered admission, 99 wait listed.
- Baccalaureate Degree (UM unable to report): 806 applicants, 570 offered admission.
- Accelerated Baccalaureate Degree (USM reported): 136 applicants, 49 offered admission.

<sup>11</sup> The majority of nursing faculty have 9 month appointments; hourly rate was calculated by dividing 9 month salary by 1,557 hours.

Trend data on nursing enrollments and graduations in Maine's 13 nursing programs is reported in Table 6. Enrollments and graduations from RN to BSN and graduate programs in Maine are provided in Table 7 for 2002 and 2003.

**Table 6. Maine's Nursing Programs: Trend Date on Enrollments and Graduates**

	1999-2000	2000-2001	2001-2002	2002-2003	Percent Change Previous Year
Enrollments <sup>12</sup>					
Associate's Degree	492	537	668	773	16%
Baccalaureate Degree	861	805	1,100	1,210	10%
Total	1,353	1,342	1,768	1,983	12%
Graduates					
Associate's Degree	221	241	239	251	5%
Baccalaureate Degree	204	184	153	162	6%
Total	425	425	392	413	5%

**Table 7. Maine's Nursing Programs: 2002 and 2003 Enrollments and Graduates from RN to BSN and Graduate Programs**

Program	Enrollments		Graduates	
	2002	2003	2002	2003
RN to BSN <sup>13</sup>	821	656	82	71
Master's Degree in Nursing <sup>14</sup>	453	486 <sup>15,16</sup>	44	40 <sup>15</sup>
Masters Entry Program for Persons with Baccalaureate Degree in Another Field	45	48	9	8
Post-master's Certificate	-	20	-	8

Five Associate Degree programs reporting wait listing applicants in 2003. Reasons for wait listing included: (1) CMCC enrollment capped at 32 entering AD students; (2) EMCC wait lists are generated to fill any openings that may occur if accepted students withdraw prior to start-up; (3) KVCC enrollment cap of 40; (4) NMCC admission office admits just above capacity as there are generally several who may withdraw applications throughout the summer months and those who are wait listed are accepted prior to beginning of fall semester; (5) UMA all students who meet pre-requisites are wait listed, admission to Fall class is by date from waitlist; and (6) UNE not enough clinical placements, space availability in skills center. None of the Generic Baccalaureate Degree programs utilized waiting lists in 2003. UNE's Nurse Anesthesia program wait listed 4 students in case a student who was offered admission did not accept (i.e., students taken from the wait list).

Programs were also asked, beyond the applicants who were wait listed, did the institution turn away qualified applicants for Fall 2003. The following programs responded:

- CMCC AD enrollment cap, qualified applicants offered opportunity to apply to general studies.

<sup>12</sup> Enrollment numbers in generic Baccalaureate Degree programs reflect students enrolled as freshmen, sophomores, juniors, and seniors, in contrast to Associate Degree numbers, which reflect 1<sup>st</sup> year and 2<sup>nd</sup> year students.

<sup>13</sup> Includes distance programs offered by UMFK and SJC.

<sup>14</sup> Includes distance program offered by SJC.

<sup>15</sup> Includes UN Nurse Anesthesia program.

<sup>16</sup> In 2003 SJC enrolled 253 master's degree students in their distance program. The vast majority of these students are not from Maine and will not likely work in Maine upon completion of the program.

- EMCC LPN, LPN to ADN, and ADN insufficient space.
- KVCC LPN enrollment cap of 16 and ADN enrollment cap of 40.
- SMCC LPN suspended program, few applicants.
- NMCC LPN to ADN did not meet all pre-admission criteria and AD not enough space, did not meet all pre-admission criteria, not enough faculty, limited fiscal resources.

Programs were also asked about plans to admit additional students in response to the nursing shortage in 2003-2004:

- CMCC 8 AD
- EMCC seeking grant funds to expand AD capacity by 8 students.
- KVCC 16 LPNs
- NMCC 16 AD
- UM 40 BSN
- UMFK 25-30 BSN

### PROGRAM CREDIT HOURS AND COST

Maine's nursing programs were asked to provide information on the total number of credits required for degree completion, the cost per credit hour, whether the nursing courses had nursing fees in addition to the credit hour cost, and if a student completed all course work for the degree at the institution as a full-time student how many semesters it would take (see Table 8).

**Table 8. Maine's Nursing Programs: Credit Hours and Cost**

Program	Credit Hours	Cost per Credit Hours <sup>17</sup>	Nursing Fees <sup>18</sup>	Time to Degree Completion Full-time Student
<b><i>LPN Programs</i></b>				
CMCC	35	\$68	\$100/semester lab fee; \$56/semester testing fee	3 semesters
EMCC	34	\$68	\$21.42	3 semesters (fall, spring, summer sessions)
NMCC	35	\$68	Fall \$651, Spring \$301	3 semesters (2 credit practicum summer)
KVCC	38	\$64	\$250 per semester	2 semesters + 3 week summer session
<b><i>LPN to RN Programs</i></b>				
CMCC	68 <sup>19</sup>	\$68	\$100/semester lab fee; \$56/semester testing fee	3 semesters, does not include PN program
EMCC	69.5 <sup>20</sup>	\$68	\$21.42	3 semesters (summer, fall, spring)
KVCC	71	\$68	\$250 per semester	4 semesters
NMCC	35	\$68	Fall \$651, Spring \$301	3 semesters (1 credit transition course – summer)
SMCC	59	\$68	\$23/credit for nursing courses	4 semesters
UMA	54	\$123	\$150/semester	2 semesters <sup>21</sup>

<sup>17</sup> For state-support programs, in-state tuition rate is provided.

<sup>18</sup> Fees specific to nursing vs. university wide fees.

<sup>19</sup> CMCC includes 33 credits from Practical Nursing program.

<sup>20</sup> EMCC students admitted into upgrade program typically have to complete only 35.5 credit hours, as they have 34 credit hours from their LPN program.

**Table 8. Maine's Nursing Programs: Credit Hours and Cost**

Program	Credit Hours	Cost per Credit Hours <sup>17</sup>	Nursing Fees <sup>18</sup>	Time to Degree Completion Full-time Student
<b><i>AD Programs</i></b>				
CMCC	67	\$68	\$100/semester lab fee; \$56/semester testing fee	4 semesters
CMMC	69	\$130	\$590 Fall and \$495 Spring	4 semesters
EMCC	66	\$68	\$21.42	4 semesters
KVCC	69	\$68	\$250 per semester	4 semesters
NMCC	67	\$68	Fall \$651, Spring \$301	4 semesters
SMCC	68	\$68	\$23/credit for nursing courses	4 semesters
UMA	69	\$123	\$150/semester	4 semesters
UNE	68	\$558.53	Approximately \$28/credit	4 semesters
<b><i>Baccalaureate Degree in Nursing</i></b>				
HC	126	\$346	No	8 semesters
SJC	129	\$8,075/sem <sup>22</sup>	Nursing major fee \$200/year	8 semesters
UM	123	\$146	No but proposing fee for clinical semesters (\$150-\$250/semester)	8 semesters
UMFK	128	\$123	\$30/nursing course with a lab	8 semesters
USM	127	\$144	\$15-85/selected nursing courses	8 semesters
<b><i>Accelerated Baccalaureate Degree in Nursing for Persons with Baccalaureate Degree in Another Field</i></b>				
UM	62	\$146	No	Not Provided
UMFK	62	\$123	\$30/nursing course with a lab	5 semesters
USM	57	\$144	\$15-35/selected nursing courses	15 months
<b><i>RN to BS</i></b>				
HC	124	\$346	No	4
UM	121 <sup>23</sup>	\$146	No	Not Provided
UMFK	128	\$123	\$30/nursing course with a lab	4
UNE	63	\$602.86	Approximately \$28/credit	4
USM	122	\$144	\$30 selected nursing courses	4
<b><i>Master's Degree in Nursing</i></b>				
HC	43	\$346	No	6
UM	36-48	\$218	No	4
UNE Nurse Anesthesia	50	\$545	Lab fee \$50-75/course	6
USM	45-56	\$215	\$30 selected lab/practicum courses	4

<sup>21</sup> UMA Length of program depends on number of credits transferred in for general educational requirements.

<sup>22</sup> SJC 9-11 credits \$500, 1-8 credits \$275, 12+ credits.

<sup>23</sup> UM usual transfer is 60+ credits.



**Table 8. Maine's Nursing Programs: Credit Hours and Cost**

Program	Credit Hours	Cost per Credit Hours <sup>17</sup>	Nursing Fees <sup>18</sup>	Time to Degree Completion Full-time Student
<b><i>RN to BSN</i></b>				
HC	124	\$338	No	4 semesters
SJC	129	\$205	No	Course enrollment in non-synchronous
UM	123	\$146	No	4 semesters
UMFK	120	\$114	\$30 additional fee for nursing course with a lab	4 semesters
UNE	120	\$625	\$50 lab fee	4 semesters
USM	127	\$134	\$15-35/nursing course	4 semesters
<b><i>MSN</i></b>				
HC	43	\$338	No	4 semesters and 2 summer courses
SJC	40-42	\$249-11 credits \$500, 1-8 credits \$275, 12+ credits 5	No	Course enrollment in non-synchronous
UM	36-45	\$210	No	Not provided
USM	41-59	\$200	\$30/credit for nursing clinical courses	4 semesters
<b><i>Masters Entry Program for Persons with Baccalaureate Degree in Another Field</i></b>				
USM	81-108	\$134 first 40-49 credits, \$200 for last 40-59 credits	\$15-35 selected nursing undergraduate courses, \$30/credit graduate nursing clinical courses	7 semesters
<b><i>Post-masters Certificate</i></b>				
HC	12-33	\$338/credit	No	2-3 semesters
USM	27-39	\$200/credit	\$30/credit nursing clinical courses	3 semesters

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