

HB 0019 Health Occupations - Nursing - Loan Repayment, Education, and Sunset Extension (Building Opportunities for Nurses Act of 2025)

Position: Favorable with Amendment

January 19, 2025

Dear Chair Pena-Melnyk and Members of the Health and Government Operations Committee,

My name is Theresa Di Seta. I am a Doctor of Nursing Practice student at the University of Maryland School of Nursing. I would like to highlight a significant barrier nurse preceptors face when trying to access Maryland's Preceptor Tax Credit Program.

Although HB 1208 (2022) expanded eligibility of Maryland's Preceptor Tax Credit Program to include RNs, LPNs, and advanced practice nurses, only one RN preceptor has received the benefit to date. Over the past 18 months, I have investigated the significant underutilization of this preceptor incentive. My analysis concludes the eligibility criteria of the minimum three distinct rotations of 100-hour each in a calendar year does not reflect the clinical rotations practices at schools of nursing in Maryland.

While HB0019 extends the sunset provisions of this valuable incentive for nurses, it does not provide a solution to address the underutilization problem. Failure to address the problem could result in continued nursing workforce shortages in Maryland and decreased access to healthcare care.

- According to the Code of Maryland Regulations (COMAR), one academic credit hour equates to 45 clinical hours making 90 hours and not 100 hours mathematically logical.¹
- Based on an environmental scan conducted, a reduction from 100 hours to 90 hours would open a significant number of potential eligible rotations for RN preceptors (Appendix A).
- Only one RN preceptor has received the benefit since the 2022 expansion to include RNs, LPNs, and advanced practice nurses.
- In 2021, Maryland faced a nursing shortage of 5,000 RNs and 4000 LPNs, with an expected shortage of 13,800 RNs and 9200 LPNs by 2035.²
- Nursing schools have difficulty meeting the demand for new nurses, and in 2019, over 80,000 qualified applicants were rejected due to preceptor shortages and other factors.³
- While most preceptors are uncompensated for their work, multiple studies reveal that financial incentives are a desired motivator for precepting nursing students^{4, 5, 6, 7}

¹ Maryland Division of State Documents (n.d.) 13B.02.02.16. <https://dsd.maryland.gov/regulations/Pages/13B.02.02.16.aspx>

² Maryland Hospital Association (June 2022) Maryland Nurse Workforce Projections: 2021-2035. <https://mhaonline.org/wp-content/uploads/2024/05/Maryland-Nurse-Workforce-Projections-GlobalData.pdf>

³ NAPNAP Position Statement on Incentivizing APRN Preceptors. (2023). Journal of Pediatric Healthcare, 37(1), 85–89. CINAHL Plus with Full Text. <https://doi.org/10.1016/j.pedhc.2022.09.001>

⁴ Boyce, D. J., Shifrin, M. M., Moses, S. R., & Moss, C. R. (2022). Perceptions of motivating factors and barriers to precepting. Journal of the American Association of Nurse Practitioners, 34(11), 1225–1234. CINAHL Plus with Full Text. <https://doi.org/10.1097/JXX.0000000000000788>

⁵ Latessa, R., Keen, S., Byerley, J., Foley, K. A., Payne, L. E., Conner, K. T., Tarantino, H., Peyser, B., & Steiner, B. D. (2019). The North Carolina Community Preceptor Experience: Third Study of Trends Over 12 Years. Academic Medicine, 94(5), 715–722. <https://doi.org/10.1097/ACM.0000000000002571>

⁶ Roberts, M. E., Wheeler, K. J., Tyler, D. O., & Padden, D. L. (2017). Precepting nurse practitioner students: A new view-Results of two national surveys of nurse practitioner preceptors. Journal of the American Association of Nurse Practitioners, 29(8), 484–491. CINAHL Plus with Full Text. <https://doi.org/10.1002/2327-6924.12482>

⁷ Webb, J., Palan Lopez, R., & Guarino, A. J. (2015). Incentives and Barriers to Precepting Nurse Practitioner Students. Journal for Nurse Practitioners, 11(8), 782–789. CINAHL Plus with Full Text. <https://doi.org/10.1016/j.nurpra.2015.06.003>

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The solution to the hourly misalignment between the tax credit eligibility criteria and clinical rotations practices at schools of nursing in Maryland is to amend the tax credit eligibility hourly rotation requirements from 100 hours to 90 hours.

Proposed Amendment to HB 19 – on page 13 in line 1, strike “100” and replace with “90”. This amendment aligns HB0019 directly with HB0496, sponsored by Delegate Robbyn Lewis.

HB0019, with a 90-hour rotation amendment, is supported by:

- Maryland Hospital Association
- Maryland Nurses Association
- Maryland Association of Nurse Anesthetists
- Nurse Practitioner Association of Maryland
- Maryland Chesapeake National Association of Pediatric Nurse Practitioners
- Maryland Affiliate of American College of Nurse Midwives
- Maryland Emergency Nurses Association

For these reasons stated, I urge a **favorable vote with amendments** on HB0019.

Sincerely,

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Baltimore, MD – District 46
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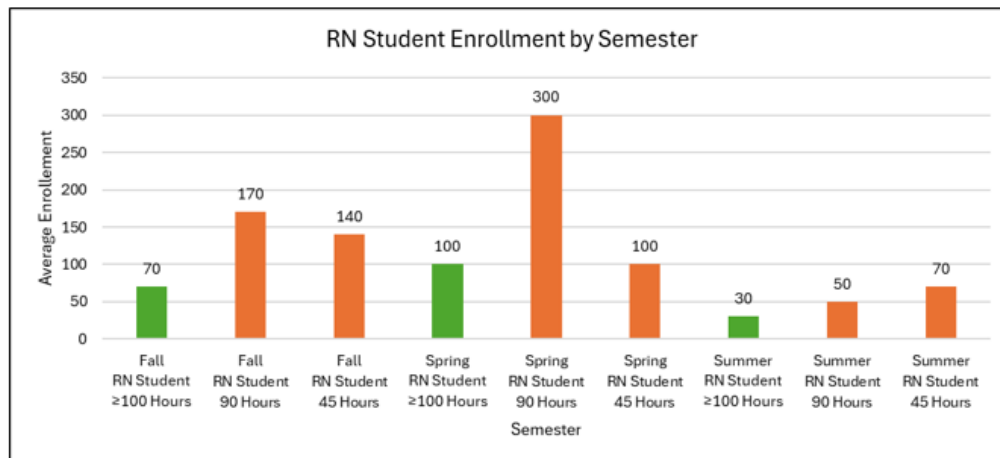
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Appendix A

Environmental Scan of Nursing School Clinical Rotations

Licensed RN Students in non-NP degree seeking programs



Under current eligibility requirements

- Minimal opportunities to meet hour eligibility requirements (170 rotations)

If hours are amended to 90-hours, would increase by 520 rotations

- Fall increases by 170 rotations
- Spring increases by 300 rotations
- Summer increases by 50 rotations

Legend

Meets eligibility criteria
Does not meet eligibility criteria

Data was obtained from environmental scan of nursing schools conducted during the summer of 2024, which had a 27% response rate.

The bar chart represents average enrollment in nursing programs such as RN to BSN, MSN, advanced practice degrees such as informatics, community and public health, leadership, education, etc. **Current eligibility is three distinct rotations of 100 hours each.** The clinical site must be identified as rural or underserved.

Although the chart shows rotation data, it is unknown if the rotation qualifies for the benefit in relation to location.