

**HB 0496 Income Tax - Credits for Nursing Program Preceptors in Areas With Health Care
Workforce Shortages – Alterations**
Position: Favorable
February 4, 2025

Dear Chair Atterbeary and Members of the Ways and Means 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 barriers, met countless stakeholders, and concluded that the eligibility criteria specific to the 100-hour rotation requirement does not reflect the clinical rotations practices at Maryland nursing schools

- 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}

The solution to the hourly misalignment between the tax credit eligibility criteria and clinical rotations practices at schools of nursing in Maryland is to change the tax credit eligibility hourly rotation requirements from 100 hours to 90 hours as stated in HB0496. Failure to address the

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.00000000000002571>

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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significant underutilization of this benefit could result in continued nursing workforce shortages in Maryland and lead to decreases in access to healthcare care.

HB0496 is supported by the following eight organizations:

- 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
- Catholic Charities

For these reasons stated, I urge a **favorable vote** on HB0496.

Sincerely,

Theresa Di Seta, MSN, RN, NEA-BC, NPD-BC

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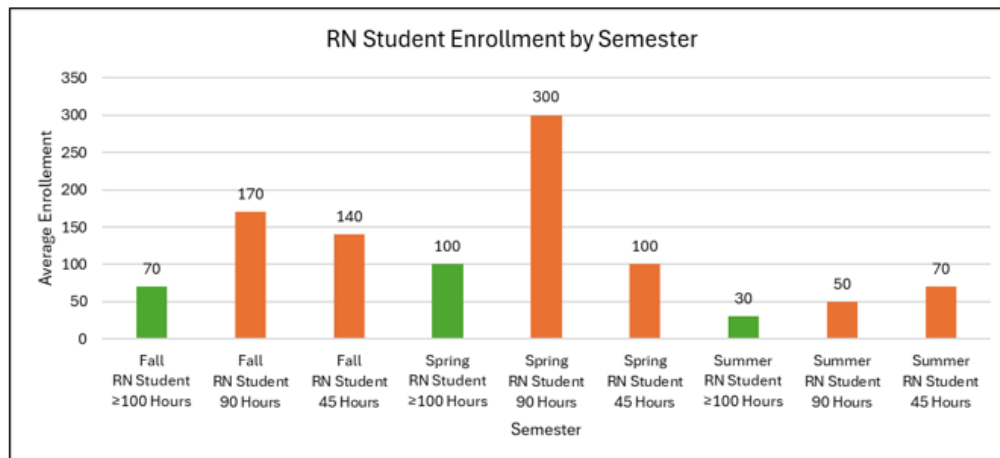
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Appendix A

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.