Access to mental health care is affected by severe workforce shortages, especially in rural areas of the country. Recruitment and retention into underserved areas is notoriously difficult. In addition, people with mental health needs often prefer to get their mental health care from their primary care providers. In 2013, the Maryland Health Services Cost Review Commission funded the NSPII grant that was used to develop and implement the JHU School of Nursing’s post-graduate Psychiatric Mental Health Nurse Practitioner Program (PMHNP). The overall aim is to encourage primary care NPs, who are already treating underserved populations, to take on the competencies required for the provision of quality mental health care. The program opened its doors in August 2014. This poster focuses on the leadership activities that I have engaged in to promote a successful and sustainable program.

Objectives
- Promote sustainability
- Program development, implementation and evaluation.
- Disseminate outcomes

Methods

Development and Recruitment
- Facilitated faculty and staff team planning meetings
- Sought out expertise within the SON and JHU community
- Leveraged relationships with health care providers and organizations in Maryland
- Developed four of the six courses in the program
- Worked with the Admissions team to admit cohorts 1 & 2

Implementation
- Competed year one of teaching

Evaluation
- Collected information from student performance and feedback, ANCC Pass rate, post-graduate employment type, geographical location and populations served
- Facilitated revisions in the program after the first year

Results

Recruitment and Development
- Year 1: 40 applications, 10 accepted, 9 matriculated, 8 graduated, 1 LOA
- Year 2: 98 applications, 20 accepted, 3 deferrals, 17 matriculated, 1 LOA
- Worked with the Admissions Committee to design a new admissions screening and decision making process for 2016.

Implementation: Online
- Clinical Psychopharmacology
- Psychotherapeutic Frameworks and Modalities
- PMHNP Practicum: Child/Adol
- PMHNP Practicum: Adult/Child

Evaluation
- Students: especially enjoyed VoiceThread discussions and phone supervision
- Pass rate: ongoing (3/3)
- Employment type (8 grads): All are treating underserved populations: Psychiatric IP (1), OP MH center (2), VA MH (1), OP Integrated care (2), Consultation psychiatry (1), Prison MH (1)
- Employment location: serving rural and located in rural areas (38%)

Dissemination
- Kverno, K. (Apr. 2015) Promoting integrated mental health care through an accelerated online post-graduate PMHNP program. Symposium presented at the 41st Annual Meeting of the National Organization of Nurse Practitioner Facilitators, Baltimore, MD.

Sustainability

Visibility
- Disseminate outcomes
- Active participation in national and local PMHNP and educational organizations (e.g., NONPF, psychiatric and distance SIGS; APNA Graduate Education Counsel)

Faculty
- Recruit qualified (child/adol) PMHNP faculty
- Mentor doctoral and post-doctoral student TAs, with psychiatric expertise, who can assist and teach in the program
- Bring in adjunct clinical faculty who have expertise as dually prepared PMHNPs

Partnerships
- Develop academic-practice partnerships
- Develop relationships with appropriate state agencies to improve access to mental health care (serve on the boards of the Rural Maryland Healthcare Council and Maryland Gerontological Association

Workforce
- Increase access to mental health care in rural and underserved areas
- Develop future preceptors in rural and underserved areas
- Develop future leaders in integrated mental health care

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