Dear Colleagues,

The New Year has begun with great promise for achievements. As nurses, we juggle many roles as family members and friends, health care professionals, and volunteers when time permits. Yet somehow nurses in Maryland continue to evolve. This year, I started off with a move to a new home. Somehow, it all got done, but I did depend on the help of others to accomplish this goal. It seems that as nurses, we are often the last ones to ask for help. As I reflected on this, I wondered if this physical move was any different from the moves we make in our practices; moving to new positions, moving to increase education, or moving on to retirement. Do we focus on moving as the start of a new adventure, or as the end of something? I found myself filled with anticipation, not stalled by sadness when the time came to lock the door for the last time. All moves require packing, whether it be physical items or old ways of doing things. Changes are exciting, challenging, cumbersome, and scary. We talk to others who have traveled a similar journey, and try to learn from their successes and failures. We look to evidence and leaders to continue to share scholarly articles; photos within walking distance of specialty shops, restaurants, and museums. Please mark your calendars now for November 14 and 15, 2019, and watch the MNA website for more information.

In closing, I will share with you some words of wisdom that I found helpful in my recent move. On November 30th, 2018, when President George H. W. Bush passed away, his family used an acronym to describe the limitless opportunities available to us. CAVU, Ceiling and Visibility Unlimited. This year's guest speaker is Janet Haehlter, Senior Associate Director for State Government Affairs at the American Nurses Association (ANA). Janet has a wealth of knowledge of legislative and public policy issues that are important to all nurses. The Legislative Committee has worked diligently to invigorate this event for both novice and experienced nurses. Special thanks for co-chairs, Elaine Crain, DNP, MSN, RN, FNP and Lorraine Diana, BS, MSN, CRNP for their efforts.

I’m thrilled to share news about the 2019 MNA Convention. We will be hosting a two day event at a new venue, the Sheraton Inner Harbor. This destination offers a central location in Baltimore with walking distance of specialty shops, restaurants, and museums. Please mark your calendars now for November 14 and 15, 2019, and watch the MNA website for more information.

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Ceiling and Visibility Unlimited

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October 2014
Maryland Nurses Association. It is published quarterly. Annual subscription is $20.00.

Preparing the Manuscript:
1. All submissions should be word-processed using a 12 point font and double spaced
2. A title page should be included and contain a suggested title and the name or names of the author(s), credentials, professional title, current position, e-mail, mailing address, telephone contact, and FAX number, if applicable. Authors must meet the requirements for authorship. Contributors who do not meet the criteria for authorship may be listed in an acknowledgements section in the article. Written permission from each person acknowledged must be submitted with the article.
3. Subheadings are encouraged throughout the article to enhance readability.
4. Article length should not exceed five (5) 8 ½ X 11 pages (5000-7000 words).
5. All statements based on published findings or data should be referenced appropriately. References should be listed in numerical order in the text and at the end of the article following the American Psychological Association (APA) style. A maximum of 15 references will be printed with the article. All references should be recent–published within the past 5 to 7 years–unless using a seminal text on a given subject.
6. Articles should not mention product and service providers.

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The Maryland Nurse News and Journal February, March, April 2019

Welcome:
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The MNA 115th annual convention opened with a presentation from the Maryland color guard, followed by our keynote speaker for the morning, Deputy Surgeon General, Rear Admiral Sylvia Trent-Adams, PhD, RN, CNE. Admiral Trent-Adams delivered a powerful address on building systems of care to improve public health and the impact of nursing’s role in leading change in health and healthcare as a component of the Convention’s overarching theme “2018: Year of Advocacy at the Bedside and Beyond.” Later, Senator, Dr. Clarence Lam was presented with the “Legislator of the Year Award.” However, throughout the day there were a number of concurrent sessions to address many of the emerging trends and key topics experienced by nurses, both today and in the future. The energy was high as many registered nurses and student nurses participated in the concurrent sessions, the vendor displays, and the poster presentations.

There were 325 attendees at the convention. Thirty percent of the Convention participants responded to a post-participation survey. The response was overwhelmingly positive and indicated a resoundingly huge success. Using the words of the survey respondents, “the keynote address of Deputy Surgeon General, Rear Admiral Sylvia Trent-Adams, PhD, RN, CNE was delivered by a great role model;” “well-constructed and delivered;” “amazing;” “inspirational;” “informative with key tips;” “timely during these challenging times in nursing practice;” and, “presented with enthusiasm for nurses and their bright futures.” Additionally, the closing keynote address from Karen Daley, PhD, RN, FAAN titled, “Professional Advocacy: Creating Change Beyond the Bedside” was “passionate;” “very enlightening;” “outstanding;” “a compelling story of advocacy;” “informative and practical, too;” “dynamic;” and, “an absolutely amazing story of a nurse’s journey and resilience.”

Speakers from 12 concurrent podium sessions were evaluated as effective in their knowledge of topics, clarity of presentations, and willingness to answer questions. Thirty-six RNs presented posters on a variety of topics. The Convention attendees enjoyed the opportunities to talk with their colleagues during the designated poster session times. Sixty-two exhibitors shared information about new technology, educational opportunities, health care, and nursing related products.

The MNA BOD and the Convention Committee sincerely appreciates the knowledge, skills, resources, and work that the podium and poster presenters generously shared. To the attendees, thank you for being there on November 1, 2018 to share, network, and learn with us.

In keeping with MNA’s past practice and usual practice, the Annual MNA Membership Meeting was conducted at the conclusion of the 115th MNA Annual Convention. The major item of business was the adoption of the 2018 MNA proposed amendments to the October 2016 MNA Bylaws. The proposed amendments were adopted unanimously by the MNA members in attendance. The annual MNA Awards and Scholarship programs were also part of the MNA Annual Membership Meeting. Finally, MNA President, Mary Kay DeMarco, PhD, RN, CNE inducted two newly elected officers to the MNA Board of Directors (BOD) and administered the Oath of Office to Charlotte M. Wood, PhD, MSN, MBA, RN as President Elect, and Barbara Biedrzycki, PhD, RN, MSN, CRNP, AOCNP as Secretary. Their terms of office started at the first MNA BOD meeting following the annual MNA Membership Meeting on November 15, 2018.

The Maryland Nurses Association would like to formally recognize all of the hard work and dedication of the 2018 Convention Planning Committee. Without your contributions, the convention would not have been the resounding success it was!

Jo Fava-Hochuli, MS, RN, Chair
Barbara Biedrzycki, PhD, RN, MSN, CRNP, AOCNP
Mary Kay DeMarco, PhD, RN, CNE
Donna Downing-Coddry, BSN, RN, CAPA
Carol Fickinger, BSN, RN
Beverly Lang, MS, RN, APN-BC
Kathy Martin, DNP, RN, CNE
Rosemary Mortimer, RN, MS, BSN, MS, Ed
Kathy Ogile, FNP-BC, PhD, RN

Thank you all for making the convention such a huge success!! For more information on the convention, please contact the editor or the executive director at charlottewood58@gmail.com or TheMarylandNurse@gmail.com.

The Maryland Color Guard Opens the Convention

SPEAKERS

Deputy Surgeon General, Rear Admiral Sylvia Trent-Adams, PhD, RN, CNE (R) and Dr. Mary Kay DeMarco, PhD, RN, CNE, MNA President (L)

Deputy Surgeon General, Rear Admiral Sylvia Trent-Adams, PhD, RN, CNE (L) and Dr. Melani Bell RN, MSN, DPN, DNA 9 Director on the MNA Board of Directors (R)

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A Panel Discussion was held on "Preventing Violence in the Workplace – Awareness and Education," lead by (L-R) R. Elliot, MNA Lobbyist, and Legislative Committee member, D. Zankowski, MPH, RN, Co-Chair, MNA Workplace Violence subcommittee, V. Alinsao, Exec. Board Member, PNAMC, and Senator A. C. (Addie) Eckardt.

Exceptionally talented speakers were presenting in concurrent sessions allowing participants to choose their topics of interest!

Poster Presentations were a major hit with all nurses

Closing Keynote Speaker, Dr. Karen Daley, PhD, MPH, RN, FAAN and MNA President, Dr. Mary Kay DeMarco PhD, RN, CNE

Dr. Karen Daley, PhD, MPH, RN, FAAN presented a powerful presentation on Advocacy.
Nursing Students were in attendance in high numbers from multiple Universities and Community Colleges.

Members of MNA and the MNA Board of Directors were in attendance.

(L-R) R. Elliott, Senator A. Eckert, Dr. C. Wood, & S. Delva.

Vendors were in attendance from various Universities, agencies, and nursing organizations. Free give aways, hand-outs and gifts were provided throughout the day.

Jo Fava-Hochuli, MS, RN, Chair of the 2018 Convention Planning Committee, assisting with the Gift Basket Raffles and set-up.

A happy raffle winner won a large basket of gifts and give aways.

During the business meeting, Mary Kay DeMarco, PhD, R.N., C.N.E., MNA President, (extreme L) completed the ceremony for two newly elected officers to take the oath of office. Charlotte M. Wood, PhD, MSN, MBA, RN, for President Elect, (L) and Barbara Biedrzycki, PhD, RN, MSN, CRNP, AOCNP, (R) Secretary.

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On Tuesday, November 27th, 2018 the American Nurses Association (ANA) held the 2018 Leadership Summit in Alexandria, Virginia. The Summit was to provide an orientation and educational updates for new and current state nursing association Presidents, President Elects, and Executive Directors/Chief Staff Officers. Topics covered during the Summit included, the Value Pricing Pilot Program, ANA’s Presidential Endorsement Process, Nurse Staffing resources, the Leadership Executive Council Executive Committee (LCEC) Candidate Profile document, and the Leadership Council Operating Guidelines. Additionally, those attendees that were new to their roles (within the last year) or anyone who wanted a refresher had the opportunity to participate in a session on the Standards For Excellence: An Ethics and Accountability Code. Lastly, the sessions focused on future research, partnerships, strategies, memberships, relationships, and future trends. It was an excellent Summit with essential professional development and networking opportunities. For more information on the Summit, please contact charlottewood58@gmail.com.

Sharon Moss, PhD, CAE Chief Research Officer, ASAE Foundation presented on "Foresights, Forecast, & the Future of Associations" (Keynote Speaker)

Ernest Grant, PhD, RN, FAAN, (L) newly elected President of the ANA discusses nursing issues with Charlotte M. Wood, PhD, MBA, RN (R) MNA’s President Elect

Representation from MNA at the ANA Summit included, (L-R) P. Travis, PhD, RN, CCRP, Chair-Elect, ANA Bylaws Committee; J. Arigo, MBA, CAE, MNA’s Executive Director; M. DeMarco, MNA President PhD, RN, CNE; & C. Wood, PhD, MBA, RN, MNA President Elect

Award Winners

Eimile Hannes a student from Towson State University received the Ruth Hans Scholarship

Noah Tucker a student from UMD-Baltimore received the Travis Scholarship presented by Dr. Patricia Travis, PhD, RN, CCRP

Ikpomwosa Nkechi Uyi-Igodan (c) a student from UMD-Baltimore received the Arthur L. Davis Publishing Agency, Inc. Scholarship with Dr. Patricia Travis, PhD, RN, CCRP and Donna Downing-Corddry, BSN, RN, Nursing Foundation of Maryland, President

Scholarship Recipients (Absent):
Mercy Hospital Nursing Alumnae Scholarship
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Side by Side
We unleash our potential
Linda J. Stierle, MSN, RN (L) was presented with the Outstanding Mentoring Award by Dr. Mary Kay DeMarco, PhD, RN, CNE, MNA President (R)

Beverly Lang, MScN, RN, CRNP, (L) received the Outstanding Advanced Practice Clinical Nurse Award presented by Dr. Mary Kay DeMarco, PhD, RN, CNE, MNA President (R)

Diane Bongiovanni, MA, BSN, NEA-BC, NHDP-BC, CHEP (L) received the “Nurse Leader” Award presented by Dr. Mary Kay DeMarco, PhD, RN, CNE, MNA President (R)

Stierle Exemplary Service Award was presented to MNA President Mary Kay DeMarco, PhD, RN, CNE (L) presented by Dr. Kathy Ogle, Immediate Past MNA President (R)

Phanedra Harper, RN received the Outstanding Dissemination of Health Information Award presented by Dr. Mary Kay DeMarco, PhD, RN, CNE, MNA President (R)

Marianne Hiles, MSN, RN, APRN-CNS, ACNS-BC, RNC-LRN (L) was presented with the “Rosalie Sibler Abrams Award” by Dr. Mary Kay DeMarco, PhD, RN, CNE, MNA President (R)

Diane Bongiovanni, MA, BSN, NEA-BC, NHDP-BC, CHEP (L) received the “Nurse Leader” Award presented by Dr. Mary Kay DeMarco, PhD, RN, CNE, MNA President (R)

Linda J. Stierle, MSN, RN (L) was presented with the Outstanding Mentoring Award by Dr. Mary Kay DeMarco, PhD, RN, CNE, MNA President (R)

Award Recipients (Absent):
The Outstanding Pathfinder Award
Kathleen Gross, MSN, BS, RN-BC, CRN
The Outstanding Nurse Educator Award
Madelyn Danner, MSN, RN

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Successful Interventions Increase NCLEX-RN Scores at Bowie State University

Tabita Riggsby-Robinson MSN, RN and Dorothy Glisson MSN, RN

Completing the requirements for graduation from a nursing program is a major step in the process of becoming a registered nurse. The final step is to successfully pass the NCLEX-RN® licensure examination. Throughout the nursing curriculum students are provided with essential content, critical thinking strategies, and clinical decision-making experiences that contribute to successful completion of the licensure examination.

NCLEX-RN® preparation is one of the most important tasks for nurse educators. Successful completion of the National Council Licensure Examination for Registered Nurses (NCLEX-RN®) is important to both new graduate nurses and the nursing program; therefore, it is important for nursing faculty to prepare students to pass this examination.

Faculty in the Bowie State University Department of Nursing identified strategies and successfully implemented a plan to improve NCLEX-RN® pass rates for our students. The plan began with assessment of variables that may be related to performance on the licensure examination. Additionally, a review of student records and their subsequent achievement on the NCLEX-RN® examination resulted in a list of academic and non-academic variables that were believed to contribute to graduates’ unsuccessful completion of the licensure examination.

Academic variables identified included, 1) admission grade point average 2) science GPA 3) grade point average in nursing courses, 4) number of grades of C or below in nursing theory courses, and 4) number of failures in nursing courses. Non-academic variables that may also negatively impact the graduates’ success included, 1) age at program admission, 2) gender, 3) ethnicity, 4) pre-admission GPA, 5) English as a Second Language, 6) time between graduation and taking NCLEX-RN®, 7) decision to travel after completing the nursing program, 8) number of hours worked per week, 9) scores on NCLEX predictor examination (ATI), and 10) low motivation to succeed.

The faculty also identified Department of Nursing variables that may have negatively impacted NCLEX-RN® success of graduates. These variables included, 1) admission practices, 2) program progression and graduation practices, 3) methods used to integrate standardized testing in the program, 4) lack of or inconsistency in the use of remediation strategies, 5) inconsistency in use of standardized testing in the nursing program, and 6) inconsistent identification and intervention with at-risk students.

Strategies Implemented

The first strategy implemented resulted from a review of strategies used by other pre-nursing programs which indicated that one in three pre-licensure nursing programs requires students to meet a minimum score on a standardized test in order to progress in the nursing program (NLN Board of Governors, 2012). Bowie State University Department of Nursing faculty determined that the Assessment Technologies Institute (ATI) testing process was the best standardized program to assist students to be successful on the licensure examination.

During spring 2016, students in the nursing program were introduced to ATI Testing. This was followed by a full implementation of ATI Testing within the undergraduate curriculum during the fall of 2015. Students were informed that they were required to complete the ATI non-proctored diagnostic assessments and focused reviews in the content areas of Fundamentals, Adult Medical-Surgical Nursing, Pharmacology, Maternal-Newborn, Nursing of Children, Mental Health Nursing, Leadership/Management, Community Health Nursing, and Nutrition.

Faculty decided that students whose ATI online record indicated that they had completed the Focused Review Adaptive Learning and Non-proctored ATI Test would receive 2.5% added to their course grade based on their performance on the ATI tests. Seniors were expected to receive a grade of 90% on the non-proctored exam in order to receive the 2.5%. Effective fall 2018, the ATI non-proctored exam will include a specified time for completion with a specified time for remediation (focused review) for forms A and B. Upon completing the required remediation, a grade of 2.5% was added to the student’s course grade.

A second strategy was implementation of the Senior Opportunity for Remediation (SOR) Success Plan that included more full-time faculty involvement in assisting students to be successful on the NCLEX-RN® during the 2017-2018 academic year. Faculty assigned to NURS 499 Nursing Comprehensive Exit Exam received two (2) workload credits. In order to receive the two credits in the workload, each faculty was assigned to mentor a small group of four (4) of the 32 senior level students enrolled in NURS 499 and expected to graduate May 2018. Faculty completed weekly group summary reports about the students’ progress with mentoring activities and provided intense contact sessions with the students, evaluating outcomes of the ATI Capstone Content Review results, remediation needs, and content-specific ATI focused review requirements. The use of ATI testing throughout the curriculum provided a group score for comparison of the class as a cohort.

The third strategy was implementation of the Nursing Student Success Center (NSSC). The NSSC was established in the fall of 2015, with funding from the Maryland Higher Education Commission (MHEC) for five years through the NSF II grant ($715,000). The NSSC staff implemented the Partnership for NCLEX-RN® Success with the Spring 2018 graduates. This three-pronged approach also included, 1) a NCLEX-RN® preparation course, 2) ongoing communication with graduates, and 3) guided mechanisms for Authorization to Test (ATT) approval.

Initially, the NSSC provided funding for the NCLEX-RN preparation to provide an onsite class for the spring 2017 cohort. With the next two cohorts graduating in December 2017 and spring 2018, the NSSC provided the NCLEX-RN preparation course class post-graduation, both online and with an additional online class through a web-based review course. The second area addressed is ongoing communication with the students. The NSSC kept in communication with each of the students, monitoring their progress as they completed their NCLEX-RN® preparation work.
Department of Nursing State-of-the-art Nursing Simulation Resource Center

Bowie State University, Department of Nursing, Simulation Resource Center (SRC) boasts a State-of-the-Art simulation center designed to provide instructional strategies that enhance student safety and optimize outcomes. The SRC provides a means for allowing nursing students to “practice” critical thinking, clinical decision making, and psychomotor skills in a safe, controlled environment, without potential harm to an actual patient. Our SRC provides practice resources and educational opportunities for both undergraduate and graduate students. The SRC occupies 10,000 square feet, and is located on the 2nd floor of the Department of Nursing in the Center for Natural Sciences, Mathematics, and Nursing building (See photo).

The Simulation Resource Center (SRC), is equipped with low, mid, and high fidelity simulators specifically designed to meet the educational needs of the 21st century adult learners in a complex, technologically savvy learning environment in higher education. The SRC is equipped with three control rooms, a 12-bed virtual hospital unit (See photo) with iPads and monitors, an eight bed health assessment suite complete with exam tables and wall mounted screening equipment and laptops for charting; an OB birthing room with birthing bed, incubator and crib; five pediatric simulators with monitors and iPads; one cardiovascular simulator for auscultation and palpations; along with our high fidelity simulator manikins programmed to speak seven languages, open and close their eyes, perspire, and simulate urinary output. Utilization of these advances in technological resources, enhance nursing students’ simulation knowledge and facilitate the professional development of diverse, knowledgeable healthcare providers who are prepared to care for individuals in a global community.

The Department of Nursing utilizes a student-centered approach that affords nursing students the opportunity to develop the clinical skills required for critical thinking, problem solving, and reasoning, required for today’s evidence-based practice environment.

Students begin their simulation experiences during the first semester of the nursing program and actively participate in planned simulation experiences throughout the curriculum. These experiences integrate simulation-focused pedagogy into the nursing curriculum by providing a framework for simulated learning while increasing clinical competence, skill development and interprofessional educational (IPE) practices.

The clinical learning experiences for the undergraduate students at BSU Department of Nursing consist of two components: on and off-campus clinical experiences. Approximately 20% of students’ clinical experiences takes place in the Simulation Resource Center and is referred to as on-campus clinical. The off-campus clinical component takes place at various agencies such as acute care hospitals, long-term care settings, and community health care agencies. The on-campus clinical simulation learning session is viewed as a safe, supportive, nonjudgemental clinical learning environment which provides students with consistent clinical learning experiences related to expected individual course and overall program Student Learning Outcomes.

The use of video recording and guided debriefing experiences enhance self-analysis of clinical performance outcomes through participant dialogue and guided reflections. The debriefing process includes receiving information and situation based reminders of context.

Based on Bandura’s (1977, 1986) theory of self-efficacy, students’ self-confidence for nursing practice may be increased through the use of simulation as a method of teaching and learning. Our nursing students are reporting higher levels of satisfaction, effectiveness, and consistency with their learning style when exposed to the combination of lecture and simulation than their previous experiences, when they were exposed to lecture as the only method of teaching and learning.

The SRC staff and faculty include, a Simulation Resource Center Manager, Simulation Coordinator, and a Simulation Technician. Plans are in place to increase staff in the Center based on needs. For questions or additional information regarding this article, please contact Debra A. Coppedge MSN, Ed, RN, the Simulation Educator III at 301-860-3213.

References


Coppin State University School of Nursing News

Coppin State University Professor, Dr. Vaple Robinson Leads Black Nurses Association, Baltimore Chapter

Dr. Vaple I. Robinson, Ph.D., CHES, RN Associate Professor, Coppin State University Helene Fuld School of Nursing

Dr. Vaple I. Robinson is the newly elected President of the Baltimore Chapter, Black Nurses Association. Dr. Robinson holds a Ph.D. in Public health, Masters of Science degrees in Law, Nursing, and Health Care Administration, and is credentialed as a Certified Health Education Specialist (CHES). She is employed as an Associate Professor at Coppin State University and teaches Research, Epidemiology, and Global Health to students enrolled in the Doctorate of Nursing Practice (DNP) program. Dr. Robinson uses her nursing, public health, and law background to educate students in the understanding of evidence-based research and practice, ensuring instruction in health promotion to the community, and partaking in legislative policy development and support for the health care rights of citizens. It is with honor that she accepts this position of service to the community. For more information, contact Dr. Vaple I. Robinson, Associate Professor, Coppin State University at vrobinson@coppin.edu.

Social Determinants of Health Taskforce Begins Seven Year Journey (Senate Bill 444)

Dr. Charlotte M. Wood, PhD, MSN, MBA, RN Associate Professor, Coppin State University Helene Fuld School of Nursing

Dr. Charlotte Wood, associate professor in the College of Health Professions Helene Fuld School of Nursing, has been appointed to the Social Determinants of Health Task Force. At the end of the 2018 legislative session, SB444 passed, creating a collaborative action to improve the social conditions and quality of life and health for individuals, families, and communities in Baltimore. Dr. Wood will serve as Chair for the Education Subcommittee. The other task force subcommittees are social justice, health and human services, housing and workforce development. Dr. Maria Thompson, Coppin State University President stated, I am very proud of the contributions that Dr. Wood will make to improve the lives of the residents of Baltimore. For more information on this article, contact Dr. Wood at charlottewood58@gmail.com.
Multi-Million Grant from the Rita & Alex Hillman Foundation Will Fund National Implementation of Johns Hopkins School of Nursing’s Aging-in-Place Program

The Johns Hopkins School of Nursing (JHSON) will receive the largest grant ever given by the Rita & Alex Hillman Foundation to a single nurse-driven innovation, marking JHSON’s leadership in transformative models of care that focus on social determinants of health. The grant, totaling nearly $3 million, will fund large-scale national implementation of JHSON’s Community Aging in Place Advancing Better Living for Elders (CAPABLE) program. The five-year award will allow the potential for millions of lower-income older adults to improve function, lessen disability, and age in the comfort of their homes. In addition, it will fund robust, on-demand CAPABLE training for health care agencies across the country and new JHSON staffing dedicated to furthering CAPABLE’s reach.

“There are millions of older adults who have difficulties with daily activities, but what also matters is that millions of these older adults are living below the poverty line,” said Sarah L. Szanton, PhD, ANP, FAAN, principal investigator of the grant and JHSON endowed professor for health aging and social change. “The Rita & Alex Hillman Foundation provides us to scale CAPABLE,” says Sarah L. Szanton, PhD, ANP, FAAN, principal investigator of the grant and JHSON endowed professor for health aging and social change. “CAPABLE is already in 25 sites in 12 states with growing demand. This generous grant will allow us to solve the two barriers that have stopped CAPABLE from scaling even faster – lack of ability to train new CAPABLE clinicians and senior staff to develop new approaches to scale it.”

As an evidence-based program, CAPABLE increases strength, mobility, and safety of older adults through home visits from a nurse, occupational therapist, and staff to improve function, lesson disability, and age in the comfort of their homes. In addition, it will fund robust, on-demand CAPABLE training for health care agencies across the country and new JHSON staffing dedicated to furthering CAPABLE’s reach.

“We are thrilled at the opportunity this grant provides us to scale CAPABLE,” says Sarah L. Szanton, PhD, ANP, FAAN, principal investigator of the grant and JHSON endowed professor for health aging and social change. “CAPABLE is already in 25 sites in 12 states with growing demand. This generous grant will allow us to solve the two barriers that have stopped CAPABLE from scaling even faster – lack of ability to train new CAPABLE clinicians and senior staff to develop new approaches to scale it.”

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“We believe that CAPABLE has the potential to have a major impact on millions of lives,” commented Ahrin Mishan, Executive Director of the Rita & Alex Hillman Foundation in its announcement. “Having supported CAPABLE through earlier phases of its growth and development, we feel privileged to help this exceptional innovation take a critical next step.”

The grant will fund high-fidelity simulations and evidence-based instructional design as part of the turnkey CAPABLE training, and staff who will foster strategic relationships, proactive scaling, and help build capacity within the adopting organizations. CAPABLE has been funded in the past by the National Institutes of Health, the Centers for Medicare and Medicaid Services, the Robert Wood Johnson Foundation, the John A. Hartford Foundation, the Weinberg Foundation, and the Rita & Alex Hillman Foundation. It was most recently implemented by Habitat for Humanity in six new areas across the United States.

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Hood College Joins National Million Hearts Initiative

Jennifer Cooper, DNP, RN, PHNA-BC, CCP, Assistant Professor of Nursing, Hood College

In August 2018, Hood College joined the National Interprofessional Education and Practice Consortium to Advance Million Hearts®, led by The Ohio State University College of Nursing (OSU). The Consortium includes more than 150 practice and education organizations working to advance the goals of the national Million Hearts® initiative, namely to prevent one million or more heart attacks and strokes in five years.

Some Hood College nursing students have been trained through OSU’s Million Hearts® Fellowship, which prepares them to offer Million Hearts® screenings and develops skills in motivational interviewing. In the summer of 2018, the Hood College Million Hearts® Program was launched. This program provides free blood pressure monitors to participants, screening of blood pressure, body mass index and perceived stress and coaching by students to help participants make heart-healthy lifestyle changes.

Students have also collected and analyzed data with faculty, and have presented the project to national partners at the Million Hearts Collaboration in Washington, D.C. To date, 35 Hood College faculty, staff and students have participated. The programs will offer more Million Hearts® screenings in early 2019, along with working to expand screenings into the community with community partners.

“Overall, this program provides opportunities for student experiential learning within a nationally-led health initiative,” said Jennifer Cooper, DNP, assistant professor of nursing, who leads the Million Hearts® program at Hood College. “It also provides measurable results, such as blood pressure tests and lifestyle changes, for participants related to their heart health.”

For more information, contact Jennifer Cooper at cooper@hood.edu.
Six University of Maryland School of Nursing Faculty Members Awarded New Nurse Faculty Fellowships

Awards given to new faculty members to offset educational and professional development costs.

Baltimore, MD – Six University of Maryland School of Nursing (UMSON) faculty members have received $20,000 New Nurse Faculty Awards, funded through the Nurse Support Program II (NSP II), for Fiscal Years 2019-21. The following faculty members received New Nurse Faculty Fellowship Awards:

- Oluchi Ayichi, DNP ’17, MS ’11, BSN ’01, RN, CRNP, assistant professor
- Kimberly Callender, DNP, CRNP, APRN-BC, assistant professor
- Seon-Yoon Chung, PhD ’16, RN, assistant professor
- Elizabeth Johnson, MSN, CPNP-PC, clinical instructor
- Amanda Roesch, DNP, MPH, FNP-C, assistant professor
- Doris Titus-Glover, PhD,MSN, RN, assistant professor

Maryland institutions with nursing degree programs are eligible to nominate newly hired, full-time, tenured or tenure-track, and clinical-track faculty members for the fellowship. The maximum amount of the three-year fellowship is $20,000. Recipients receive $10,000 during year one, and then $5,000 annually for the remaining two years. Funds can be used to supplement a fellow’s salary, to pay for graduate education expenses, and to cover professional development and associated costs.

NSP II, funded by the Health Services Cost Review Commission and administered by the Maryland Higher Education Commission, is a statewide initiative designed to address the nurse shortage in Maryland by increasing the number of nurses prepared to serve as nursing faculty. Since 2013, UMSON has increased enrollment by 26 percent in its traditional BSN and RN-to-BSN programs in response to the Institute of Medicine’s 2010 report, The Future of Nursing: Leading Change, Advancing Health, which calls for increasing the proportion of nurses with a bachelor’s degree to 80 percent by 2020. Currently, approximately 55 percent of nurses nationwide are educated at the baccalaureate level. The report further called for doubling the number of nurses with a doctoral degree, and UMSON’s Doctor of Nursing Practice program has grown by nearly 500 percent since 2013.

Ayichi, in the Department of Family and Community Health (FCH), is a Family Nurse Practitioner with expertise in clinical care and nursing education; Callender, at UMSON at the Universities at Shady Grove (USG), has expertise in emergency nursing, pediatrics, and case management; Chung, Department of Organizational Systems and Adult Health, has expertise in adult health, simulation education, and culturally competent care; Johnson, FCH, is a pediatric nursing expert; Roesch, FCH, is an expert in community health, particularly as related to underserved populations, including adolescent, reproductive, and sexual health, and in caring for gender and sexual minorities; and Titus-Glover, UMSON at USG, has clinical expertise in pediatrics, maternal and child health, and community/public health as well as experience in clinical research.

“We are truly grateful for the generous support provided to our faculty members through the New Nursing Faculty Fellowship Program,” said UMSON Dean Jane M. Kirschling, PhD, RN, FAAN. “This initiative is instrumental in helping us to recruit and retain a diverse array of highly talented and dedicated individuals, who will help to ensure that were educating a nursing workforce fully prepared and retain a diverse array of highly talented and skilled nurses to serve as nursing faculty.”

“An effort to increase qualified nursing candidates, the agreement is helping further the mission of the Future of Nursing: Campaign for Action, an initiative of the Robert Wood Johnson Foundation and the AARP to advance comprehensive health care change. The campaign uses as its framework the landmark 2010 Institute of Medicine report, The Future of Nursing: Leading Change, Advancing Health. Additionally, the partnership program specifically addresses one of the eight goals set forth in the report: to increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

“End their associate degree. The dual admission partnership is a tremendous value to Howard Community College students, allowing them to progress toward their associate degree and begin the process of attaining their baccalaureate degree in nursing,” said Georgene Butler, PhD ’05, MS ’91, BSN ’78, CNE, professor and dean of health sciences at HCC. “This new educational option will make the path to a bachelor’s degree more affordable for students and their families.”

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Cultivating Adjunct Clinical Nursing Instructors for Clinical Education

One of the hallmarks of nursing education is the reliance on using adjunct clinical nursing instructors to assist with learning in the clinical setting. It is common practice in nursing education programs to use adjunct nursing faculty to teach clinical outcomes (Johnson, 2016). Adjunct clinical nursing instructors in the clinical setting are valued for their nursing experience and professional expertise. However, these individuals who teach nursing students in the clinical setting have little or no prior teaching experience or knowledge (Eta, Atanga, Atashili, & D’Cruz, 2011). A popular issue that surrounds the area of nursing education is how to prepare, train, and cultivate adjunct clinical nursing instructors to assume the role of clinical educators for nursing students.

Clinical Expert Novice Educator
Nursing is a practice based profession, thus learning in the clinical setting is essential to nursing education (Kaphagwani & Ushe, 2013). The role of the adjunct clinical nursing instructor is valuable in a nursing program. The adjunct clinical nursing instructor plays a significant part in helping to meet nursing programs learning outcomes. Adjunct clinical nursing instructors serve to supplement the lack of full-time nursing faculty members. Clinically expert nurses who are novice educators and lack the experience of qualified nursing program faculty members, are being utilized not only to expand enrollment, but meet the demand of enrollment (Marin, DeGagne, Akin-Palmer, & Leggett, 2013). Additionally, the role of the adjunct clinical nursing instructor is crucial to developing the critical thought processes of nursing students and aiding them in integrating theoretical knowledge into clinical practice. Furthermore, in supporting student learning, providing beneficial feedback, and clinical instruction, the adjunct clinical nursing instructor serves as an expert role model, and supporter to the nursing students navigating the rigors of a challenging nursing education program.

Since adjunct clinical nursing instructors serve such an important role in preparing and developing future nurses, they should not lack the instructional training to facilitate their role as adjunct educators. A qualitative study by Mann and DeGagne (2017) revealed that many felt unprepared and lacked confidence in their role as instructors. Thus, adjunct clinical nursing instructors may lack the necessary tools, guidance and knowledge to make appropriate and adequate student assessment and evaluation to help develop nursing students for future practice. Additionally, a study by Paul (2015) reported that clinical adjunct instructors had concerns about uncertainty over student assignment expectations and did not perceive themselves as educators. This could place nursing students and nursing programs at a disadvantage in meeting program learning goals, achieving outcomes, and successful outcomes on the nursing pre-licensure examination that would jeopardize their status with accrediting bodies and state boards of nursing.

Cultivation and Training
Nursing programs must make adequate provisions in the form of orientation programs, mentorship, and continuous education to assist, improve, and professionally develop novice adjunct clinical nursing instructors to transition into expert clinical nurse educators. Nursing programs must provide adjunct clinical nursing instructors with the strategies and necessary tools to be the novice instructor in becoming a nurse educator that may positively affect student learning. Providing orientation, mentorship and development to clinical nurse instructors, will result in successful student growth and instruction (Silver-Dunker, 2014, p. 20). Including programs that support clinical faculty development in nursing programs hiring practices such as orientation, mentorship, and continuing education could prove to be advantageous to professional role development. Orientation programs provide clinical faculty with support and information on how to teach, evaluate, assess and design a clinical day as well as a resource to complete requirements of the nurse educator role and opportunities to learn and gain new skills as a nurse educator (Silver-Dunker, 2014, p. 9).

Support for the adjunct clinical nursing instructor can also be provided through mentorship. The mentor-mentee relationship can bring strength to a nursing program and contribute to increased satisfaction amongst clinical adjunct faculty members (Silver-Dunker, 2014). A mentorship program can assist nursing programs in retaining adjunct clinical nursing instructors who potentially can become full-time faculty members. Additionally, mentorship programs enable the mentor to contribute to nursing service and academia by professionally developing a fellow nurse.

Utilizing continuing education is a beneficial tool to assist clinical adjunct nursing instructors in transitioning towards the role of nurse educator. Continuing education can be used as a means to prepare adjunct clinical nursing instructors for help in gaining necessary knowledge and information on instructing nursing students in the clinical setting (Silver-Dunker, 2014, p. 19). Education that addresses clinical improvement, professional development and growth function as transitional tools as novice clinical instructors move towards clinical expert nurse educator.

Conclusion
Cultivating adjunct clinical nursing instructors in their role as nurse educator can have a positive impact on nursing program outcomes, as well as, contribute to the nursing profession. Training, continuous growth, and professional development of the adjunct clinical nursing instructor is a vital aspect to nursing program sustainability and contributes to answering the call to alleviate nursing faculty shortages, as well as, meet the demand for more nurses in the workforce. For more information or questions on this article, please contact Sedonna M. Brown, author and nursing instructor from Salisbury University at smbrown@salisbury.edu.

References


Elaine Crain wins 2019 AANP Advocate State Award for Excellence!
Congratulations to Dr. Elaine Crain on receiving the 2019 AANP Advocate State Award for Excellence! This prestigious award is given annually to a dedicated advocate in each state who has made a significant contribution towards increasing the awareness and recognition of nurse practitioners. Sincerely, Joyce Knestrick, PhD, C-FNP, APRN, FAANP President, American Association of Nurse Practitioners

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Cultivating Adjunct Clinical Nursing Instructors for Clinical Education
Sedonna M. Brown, RN MSN

February, March, April 2019

The Maryland Nurse News and Journal

President, American Association of Nurse Practitioners
Joyce Knestrick, PhD, C-FNP, APRN, FAANP

Elaine Crain wins 2019 AANP Advocate State Award for Excellence!
Surprisingly after a quick web search, I find no explanation or definition of the event. Many write about what happened and discuss its supreme importance to the nursing profession, but no one has introduced the topic. So here is my perspective from the last 22 years. Nurses’ Night, I use the possessive deliberately, is always an afternoon and evening spent in our capital, Annapolis, that takes place on President’s Day, this year February 18, 2019. Many other nursing organizations have helped sponsor the event, most recently Salisbury University and Community College of Baltimore County. It was once referred to as Nurses Lobby Night but that is a misnomer as we represent the most trusted profession in the world and not specialty groups or corporations.

What I like about Nurses’ Night is the quick education/recap, simply introduced by the MNA President, Mary Kay DeMarco, and MNA’s Lobbyist, Robyn Elliot, about how our state government works on a daily basis and how that work applies to every nurse. This includes how to speak to a policy maker, how to negotiate the halls of the Senate and House buildings, and talking points on the bills that MNA is sponsoring which will affect our profession in 2019. There is a guest speaker who is a legislator or an expert who can tell us about proposed legislation introduced to the General Assembly (the state legislature of Maryland), this year we are excited to have Janet Haebler, MSN, RN, Senior Associate Director, Policy & State Government Affairs, American Nurses Association speaking on Armchair Advocacy. Finally, the MNA Legislative Committee members are there to answer questions and accompany you to your legislative appointments.

Appointments? What? Yes, the main purpose of all this information is for individual attendees to meet with their legislators or their staff from 5pm-7pm and deliver information that is critical to our profession and supported by the MNA. We also educate legislators on who nurses are, what we do, and why they should support our agenda! With 2600 or more bills to read and decide on in 90 days, the personal touch is the only way to keep our profession forefront in the minds of our policy makers and our practice on track. 90 days? Yes, our policy makers work 90 days straight, often 16-18-hour days in the worst weather to visit Annapolis all year. When I am actively working on a piece of nursing legislation, I have had phone calls to negotiate a deal at 2am! Consequently, they definitely need our input and advice.

What is MNA Nurses’ Night continued on page 17
Maryland Academy of Advanced PracticeClinicians’ Member to receive National Award

2019 AANP Nurse Practitioner State Award for Excellence

Marie Tarleton, BSN, MS, CRNP, MAAPC’s Treasurer, will receive the Nurse Practitioner (NP) State Award for Excellence which is given annually to an individual NP in each state who has demonstrated excellence in NP clinical practice. The State Award for Excellence recognizes an NP who has demonstrated excellence in clinical practice. In 1993, the state award was extended to recognize the efforts of an individual who had made a significant contribution toward increasing the awareness and acceptance of NPs. Mrs. Tarleton will be honored for their achievements during the 2019 AANP National Conference in Indianapolis, June 2019.

Marie Tarleton is a Family Nurse Practitioner, employed by the Medstar Medical Group at St. Mary's in Leonardtown and is a member of the Family Practice, Medstar, St. Mary's Hospital. She graduated with honors from University of Maryland School of Medicine in 2002. She has been a leader in Maryland's NP community as a founding member of MAAPC and has served as treasurer and on the board of directors for more than 13 years. Having more than 40 years of diverse experiences in a variety of clinical and administrative roles, inpatient, outpatient and college health, she has been a primary care provider, preceptor and advocate for many. Her philosophy is to provide quality evidenced based health care and promote wellness to families and the community in a partnership with respect to individual needs and she is honored to accept this prestigious award for clinical excellence. For more information on MAAPC, the only Maryland association that welcomes as members all APNs (NP, CNM, CNS and CRNA) and PAs, please visit MAAPCOnline.org.

Legislation Corner

New Chairs of MNA Legislative Committee

As the new co-chairs of MNA’s Legislative Committee, Lorraine Diana and Elaine Crain, are looking forward to working with the MNA team in monitoring, crafting and amending legislation that pertains to nurses in the 2019 Maryland General Assembly.

Lorraine Diana, CRNP is a family nurse practitioner specializing in Women’s Health and Obstetric/Gynecology for thirty-seven years. Her practice is located in Leonardtown and Charlotte Hall, MD as a part of MedStar Georgetown GYN. Lorraine received her Bachelor of Science in Nursing from Charles County Community College, BS in Health Care and NP Certificate from George Washington University, BSN from University of MD Baltimore Campus, MS in Nursing Health Policy from UMAB, and Post Graduate Certificate in Health Policy from UMBC. She currently holds Certification as a Family Nurse Practitioner from AANP.

Elaine Crain received her DNP from Frontier Nursing University, Kentucky in 2015 with a focus on Leadership and Legislation. Her capstone project was used as a platform for MAAPC’s successful pursuit of full practice authority for Maryland NPs. She has a MSN from Bowie State University; a Master’s in Nursing from Pace University, NY and a BA in Mathematics from the University of the South, Sewanee, TN.

She is board-certified as a family nurse practitioner with 16 years of primary and urgent care experience. She worked as an emergency room and critical care nurse; and served as a Commissioned Officer in the U.S. Public Health Service. She is the recipient of AANP Nurse Practitioner Excellence Award for legislation in 2011.

Dr. Crain is the president of MAAPC and legislative co-chair with Lorraine Diana, obtaining full practice authority for NPs in Maryland. She has previously served on MAAPC’s legislative committee, in 2010 guiding the legislation to eliminate the collaborative agreement; as conference co-chair, secretary and bylaws committee chair. She is a member of the Regional Action Coalition in Maryland, formed to operationalize the IOM report and Scope of Practice issues for NPs. She is a past-president and former central district director of NPAM.

Our first order of business is to create a mentoring program for new, and present, Legislative Committee members. The political arena is a complicated and daunting place. Even with our combined 45 years of fighting for APNs and PAs in the General Assembly, it is still a learning process. However, with some basic facts about how the General Assembly works and a template for action, we are confident that the MNA Legislative Committee team will be ready this session to fight for our fellow nurses’ scope of practice and maintain the safety of our patients in Maryland. We look forward to working for all Maryland nurses.

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On January 9-10, 2019, thirty-one Constituent/State Nurses Association Executive Directors (C/SNA EDs) participated in the Executive Enterprise Conference (EEC) hosted by the Texas Nurses Association at their headquarters in Austin, Texas. The purpose of the EEC is to share best practices amongst the executive directors in addition to networking and discussing matters in preparation for the ANA Membership Assembly. The conference was well attended, networking and information sharing was enjoyed by all.

The American Nurses Association (ANA), which represents the interests of the nation's four million registered nurses, extends a resounding congratulations to nurses for maintaining the number one spot in Gallup's annual honesty and ethics poll. The American public, for the 17th consecutive year, rated nurses the highest among a host of professionals, including police officers, high school teachers, and pharmacists.

According to the poll, 84 percent of Americans rated nurses' honesty and ethical standards as "very high" or "high." The next closest profession, medical doctors, was rated 17 percentage points behind nursing.

The Maryland Nurse News and Journal • Page 15

How to Stick to a Budget: 5 Tips to Make It Happen

Matt Diehl • November 02, 2018

So, you finally made your budget. You put your foot down and built a plan for success. Now that your budget is in place, there’s only one thing left to do: stick to it.

Here are five tips to help you stay on budget:

1. Cut bad habits
   - Bad habits can make it hard to save money and stay on budget. To get started, identify your one or two worst spending habits and work on those first. For example: if you buy coffee every morning and lunch every afternoon, try brewing your morning coffee at home and packing your lunch. Two small changes like these can lead to big savings.

2. Plan for the unexpected
   - It’s a fact of life. Just when your finances are cruising along, your car breaks down. Or your water heater stops working. Or you totally forgot about the gift for your cousin’s wedding next weekend. Whatever it is, put aside some money each month to give yourself some wiggle room. This way you can handle these sudden costs with no worries about your budget. If you want to start a savings account for larger unexpected expenses, check out these tips to build an emergency fund.

3. Use a budget calculator
   - If you could use some help organizing your budget, online budget calculators are a fast and easy solution. All you do is enter your monthly income, expenses and savings goals. The calculator will then provide a realistic view of how that budget works, which could make it easier to stick to or adjust. Sound like something you could use? Try our OneMain budget calculator.

4. Find a budget buddy
   - Sometimes a little encouragement and/or tough love can go a long way. If you respond well to supervision, ask your spouse or a financially savvy friend or family member to be your budget buddy. Once you choose a person, decide how often you want to “check in” and discuss your budget. Remember to be honest — your buddy can’t help you if you don’t open up.

5. Track your successes
   - Tracking your spending might seem obvious but celebrating milestones and mini-victories may not be. Did you save your first $100? Yep. Did you avoid the coffeehouse for an entire work week? Sure did. Have you not bought a lotto ticket in over a month? Dang right. Stopping for a moment to give yourself credit can be just as rewarding as keeping those dollars in your pocket. And, it gives you time to set the next mini-goal to crush.

Take it one dollar at a time

If budgeting were easy, everyone would do it. The fact that you’ve come this far and have a budget in place says a lot. Stay focused, don’t let small slip-ups slow you down and enjoy each victory along the way.
American Nurses Association, www.nursingworld.org

While nursing is a profession dedicated to helping others, the highly charged nature of many of the environments in which nurses work can lead to situations where emotions boil over. Incivility, bullying, and violence in the workplace are serious issues in nursing, with incivility and bullying widespread in all settings. Incivility is “one or more rude, discourteous, or disrespectful actions that may or may not have a negative intent behind them.” ANA defines bullying as “repeated, unwanted, harmful actions intended to humiliate, offend, and cause distress in the recipient.

Such acts of aggression — be they verbal or physical — are entirely unacceptable, whether delivered by patients or colleagues. These incidents not only have a serious effect on the wellbeing of the nurse in question but also their ability to care for their patients. ANA seeks to protect nurses from all types of workplace conflict through various methods including advocacy, policy, and resources. We want nurses, employers, and the public to jointly create and nurture a healthy, safe, and respectful work environment in which positive health outcomes are the highest priority.

Types of violence
According to The National Institute of Occupational Safety and Health (NIOSH), there are four types of violence that nurses might face in their work environment:

1. Criminal Intent. The perpetrator has no relationship with the victim, and the violence is carried out in conjunction with a crime.
2. Customer/client. The most common health care environment-based assault, the perpetrator is a member of the public with whom the nurse is interacting during the course of their regular duties.
3. Worker-on-worker. Commonly perceived as bullying, in these instances the perpetrator and victim work together — though not necessarily in the same role or at the same level.
4. Personal relationship. In these incidents, the victim has been targeted as a result of an existing exterior relationship with the perpetrator, with the violence taking place in the workplace.

It is important to remember that none of the scenarios above are restricted to physical violence — verbal and psychological abuse can be just as damaging to both the nurse and their ability to care for patients. All such abuse comes within the scope of ANA’s anti-workplace violence agenda.

How ANA is taking action on workplace violence
Currently, there is no specific federal statute that requires workplace violence protections, but several states have enacted legislation or regulations aimed at protecting health care workers from its effects. We support these moves by individual states, and are actively advocating further, more stringent regulation.

In 2015, we convened a Professional Issues Panel on Incivility, Bullying, and Workplace Violence to develop a new ANA position statement. You can read the full position statement here, and below are some key points:

• The nursing profession will not tolerate violence of any kind from any source;
• Nurses and employers must collaborate to create a culture of respect;
• The adoption of evidence-based strategies that prevent and mitigate incivility, bullying, and workplace violence; and promote health, safety, and wellness and optimal outcomes in health care;
• The strategies employed are listed and categorized by primary, secondary, and tertiary prevention;

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Johns Hopkins School of Nursing
LEADING THE WAY IN EDUCATION, RESEARCH AND PRACTICE—LOCALLY AND GLOBALLY

Joins Hopkins School of Nursing
The statement is relevant for all health care professionals and stakeholders, not exclusively to nurses.

How you can make a difference

Tackling workplace violence will take a united effort. To that end, we have collated a series of promotional and educational resources that can help you and your colleagues reduce incidents in your workplace, and help create safe health care environments by advocating for change.

Under the leadership of Dr. Mary Kay DeMarco, PhD, RN, CNE, MNA President, members of the Board of Directors gathered on Friday and Saturday, January 18th and 19th to review, discuss, and revise, the MNA strategic plan. The strategic planning process provides a roadmap for organizational strategies and decision-making. The vision, mission, and core values were at the heart of the discussion. After much deliberation, the Executive Committee and Board of Directors succeeded in updating the vision, mission, and core values to reflect the challenges of nurses and nursing in Maryland today, and to guide MNA in prioritizing goals and objectives that will result in the best allocation of MNA resources. The Board of Directors will continue collaborative work on the final 2019 revised strategic plan, and anticipates launching it during the next calendar quarter.

MNA Leadership Completes 2019-2021 Strategic Plan

Maryland Department of Health Potomac Center and SETT is currently recruiting for REGISTERED NURSES & LICENSED PRACTICAL NURSES to assist our residents with developmental disabilities make the transition to living in the community.

All fired up? Do you know who your representatives are and how to contact them? They all have emails, websites and Facebook pages, most probably have twitter feeds and Instagram. You can still send them snail mail or call! Don’t know quite how to introduce yourself or what to say? Here is a link to get you started: https://maapconline.enpnetwork.com/page/26151-navigate-your-government. Make sure to write down your Legislative District, State Senator, and State Delegate(s) as you will need this information to register for Nurses’ Night. MNA will set up appointments for you after you register and the information will be on the back of your badge.

We hope to see you in February!

Dr. Elaine Crain, DNP, MSN, RN, FNP
President, Maryland Academy of Advanced Practice Clinicians Legislative Committee Co-chair, Maryland Nurses Association

What is MNA Nurses’ Night continued from page 13

All fired up? Do you know who your representatives are and how to contact them? They all have emails, websites and Facebook pages, most probably have twitter feeds and Instagram. You can still send them snail mail or call! Don’t know quite how to introduce yourself or what to say? Here is a link to get you started: https://maapconline.enpnetwork.com/page/26151-navigate-your-government. Make sure to write down your Legislative District, State Senator, and State Delegate(s) as you will need this information to register for Nurses’ Night. MNA will set up appointments for you after you register and the information will be on the back of your badge.

The MNA Legislative Committee has created a google drive to keep you updated https://drive.google.com/open?id=1GO4_Gf7sldZmb9yTschhHzelZPcXG. We have more information there and will add updates.

The 2019 event will be held at the Calvert House in Annapolis (https://www.historicinnsofannapolis.com/suites/governor-calvert-house.aspx), register for the event at: https://mna.nursingnetwork.com and check-in begins at 3pm on February 18. MNA is charging a nominal fee to register this year as we will be providing continuing education credits.

We hope to see you in February!

Dr. Elaine Crain, DNP, MSN, RN, FNP
President, Maryland Academy of Advanced Practice Clinicians Legislative Committee Co-chair, Maryland Nurses Association
On November 9, 2018 Peg Daw, NSP II Grant Administrator and her team held a workshop at the Health Services Cost Review Commission to inform healthcare stakeholders about the NSP II application process to be used for the FY 2020 Competitive Institutional Grants. The workshop was well attended. Participation included, Deans, Chairpersons, Nurse Educators, Hospital Managers, and Directors. All proposals must be delivered to the Maryland Higher Education Commission. For more information on funding opportunities, background of grants, administration of grants, award summaries, and the application process, please contact peggy.daw@maryland.gov.

Kim Ford, Grant Specialist (L), Oscar Ibarra (C), and Peggy Daw (R) pictured here after the completion of the workshop on FY 2020 Competitive Institutional Grants

We Offer:

- Post-Bachelor’s to D.N.P. – 80 credits for doctorate and eligibility for Family Nurse Practitioner certification
- Post-Master’s to D.N.P. – 68 credits for doctorate and eligibility for FNP certification
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- M.S. Nurse Educator – to teach in academic or clinical settings
- M.S. Health Care Leadership – for leadership and management positions

HIGHLIGHTS

- Full-time study for quick career advancement
- Distance-accessible courses
- Small cohort; one-on-one faculty interactions
- Tuition assistance available (Good Neighbors Grad Scholarship for Delaware students)
Successful Interventions continued from page 8

Additionally, the NSSC provided words of encouragement and addressed personal challenges preventing the students from focusing on their study plan. The final intervention was the guided Authorization to Test approval (ATT). The NSSC staff worked closely with the Chair to determine each graduates’ readiness to take the NCLEX-RN® exam. Each graduate took a predictor test offered by the preparation course. This was the measurement used to determine approval for the ATT. Graduates were strongly encouraged to sit for the licensure examination within eight weeks of graduation.

Considering the non-academic variables impacting NCLEX-RN® success, faculty decided there was a need to provide additional assistance to graduates on an individual basis, one week after graduates completed the nursing program and until approval to test was granted. Therefore, faculty, through the Nursing Student Success Center (NSSC), identified strategies to increase the NCLEX-RN® pass rates for the individual graduate, including: 1) assessment of student’s anxiety level, learning styles, and testing techniques in beginning courses and again upon graduation, 2) refer students to the Nursing Students’ Success Center; 3) receive Supplemental Instructions (SI) through the NSSC, and 4) encourage graduates to participate in a “Live Review.” After discussions with graduates, a commercial NCLEX-RN® preparation program was selected as a review source for licensure examination success. Graduates were expected to complete a self-assessment and complete 25 questions per each review day each week. By the time each graduate was assessed and identified as “NCLEX-RN® Ready” the graduate had completed 2,000 questions. Limitations were placed on each graduate’s Authorization to Test (ATT) by placing restrictions on granting approvals to test until all guidelines were met as indicated by the NSSC’s assessment of the student.

Bowie State University Undergraduate Nursing Program NCLEX-RN® pass rate has improved significantly since implementing the strategies identified beginning in 2016. There has been a progressive upward trajectory for the first time NCLEX-RN® test taker pass rates with each cohort. The most recent Spring 2018 cohort NCLEX-RN® quarterly pass rate published by the National Council of State Boards of Nursing for Bowie State University was 95.8%. One student failed during the first quarter. The student who was unsuccessful on the NCLEX-RN® did not participate in the NSSC’s Authorization Program and did not take the examination in the recommended time frame.

The Department of Nursing is committed to continuous improvement measures to meet program outcomes and increase first attempt NCLEX-RN® pass performance rates. Individualized remediation plans, tutoring, supplemental instruction, and NCLEX-RN® review courses were all invaluable assets contributing to the first-time NCLEX-RN® pass rates (Hyland, 2012). Faculty, through the Nursing Student Success Center, recognized additional support services were required to improve student success throughout the nursing program and through completion of the NCLEX-RN® examination. For more information related to this article, please contact Tabitha Rigby-Robinson, Director of Nursing Student Success Center at TRIGSBYROBINSON@bowiestate.edu or Dorothy Glisson MSN, RN, Nursing Instructor/Co-Director Nursing Student Success Center at dglisson@bowiestate.edu.

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Please visit http://www.djs.maryland.gov and click on job opportunities for detailed job bulletins for all requirements and application procedures to apply online. EOE

STATE OF MARYLAND
DEPARTMENT OF JUVENILE SERVICES (DJS)

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Please visit http://www.djs.maryland.gov and click on job opportunities for detailed job bulletins for all requirements and application procedures to apply online. EOE

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Membership in the Maryland Nurses Association and the American Nursing Association gives you direct access to nursing knowledge, career development, and professional connections, so you can provide top-quality patient care and be the best nurse you can be.

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• Active and support nurses in your state and across the country.

• Use member discounts on our extensive library of online CE courses, test preparation, and information about clinical programs.

• Add your voice to ANA’s advocacy efforts at the state and national levels.

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ANA is the only professional association that serves the interests and professional needs of all 3.6 million registered nurses in the United States. As an RN, you have a lot at stake. We give you what you need to take the best care of your patients. And we help you stay safe on the job and keep a healthy balance between your home and work lives.

Sign up online today at JoinANA.org. Now you can join MNA and ANA for only $15 a month!

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DJS offers a hiring bonus and exciting opportunities for qualified, competent health care professionals. Currently seeking to fill RN positions at the Elmwood Youth Detention Center in Prince George’s County, MD; RN medical charge at the Baltimore City Juvenile Justice Center in Baltimore City, MD and at the Charles H. Flohley, Jr. School in Baltimore County, MD and at the Western Maryland Children’s Center in Washington County, MD.

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