Maryland is in a serious health care crisis. We have over 80,000 uninsured citizens. There is an 87% shortage of primary care physicians in Southern Maryland, 67% shortage on the Eastern Shore, and 60% shortage in Western Maryland. In Baltimore, the shortage of primary care has been long standing, and Baltimore is a federally designated primary care physician shortage area. This physician shortage is not going to improve in the next 10 years or the foreseeable future.

Nurse Practitioners (NPs) are prepared, able, and ready to step in to serve as primary care providers. There are over 3,000 NPs in the state of Maryland. NPs are a great resource to address Maryland's primary care shortage. The quality of care provided by NPs is well established in research.

Shore Health System Earns Magnet® Recognition

On October 13, Shore Health System achieved Magnet® recognition for excellence in nursing services from the American Nurses Credentialing Center’s (ANCC) Magnet Recognition Program®. The ANCC is the world’s largest and most prestigious nurse credentialing organization and is a subsidiary of the American Nurses Association. This achievement followed six years of intensive preparation and documentation to demonstrate that Shore Health System provides the best nursing care, the highest quality patient care and the most supportive and innovative working environment for nursing professionals. Magnet status is valid for four years.

Hundreds of staff nurses and their colleagues from around Shore Health System gathered at The Memorial Hospital at Easton and Dorchester General Hospital to hear the news as it was broadcast live from around Shore Health System.

MNA Legislative Platform–2010

Maryland Nurses Association (MNA) supports an integrated legislative approach that focuses on nurses, advanced practice nurses, healthcare consumers, and the healthcare system. MNA supports initiatives that:

- Promote quality nursing care through education and licensure;
- Address nursing diversity, recruitment, and retention;
- Ensure and protect the rights of nurses to provide quality care within their full scope of nursing practice; and
- Promote healthcare consumer safety, education, self-determination and access to care.

Toxic Chemicals Found in Doctors and Nurses

Physicians for Social Responsibility (PSR) in partnership with American Nurses Association (ANA) and Health Care Without Harm (HCWH) released the “Hazardous Chemicals In Health Care” report in October, detailing the first investigation ever of chemicals found in the bodies of health care professionals. The inquiry found that all of the 20 participants had toxic chemicals associated with health care in their bodies. Each participant had at least 24 individual chemicals present, four of which are on the recently released Environmental Protection Agency list of priority chemicals for regulation. These chemicals are all associated with chronic illness and physical disorders.

Inside this Issue...
The Maryland Nurse Publication Schedule

The Maryland Nurse, the official publication of the Maryland Nurses Association, is published quarterly. Subscription price of $20.00 yearly.

MISSION STATEMENT

The Maryland Nurses Association promotes excellence in the nursing profession with a culture of camaraderie, mentoring, diversity, and respect for colleagues. We provide programs and educational development for continued personal and career growth. As the voice for nursing in Maryland, we advocate for policy supporting the highest quality health care.

Approved BOD August 2009.

Articles and Submissions for Peer Review

The Editorial Board welcomes articles for publication. There is no payment for articles published in The Maryland Nurse and authors are entitled to free reprints published in The Maryland Nurse.

1. Articles should be word-processed using a 12 point font.
2. Articles should be double-spaced.
3. Articles length should not exceed five (5) 8 ½ X 11 pages (1500-2000 words).
4. All references should be cited at the end of the article.
5. Include name, credentials, e-mail, mailing address, telephone contact, and FAX number for each author.
6. Articles for refereed publications should be directed to the attention of Dr. Patricia Travis, Journal Editor, using APA format and following the above Guidelines.

Articles should not mention product and service providers. Please cite sources specifically and properly so we can verify them. Attach any supporting documents, as appropriate.

Many publications accept articles as is. However, to meet The Maryland Nurse’s editorial board and publisher’s requirements, articles may be edited. Referenced articles will be peer reviewed. These comments may be returned to the author if they request significant clarification, verification or amplification. Additionally, once the editorial process begins and if you decide to withdraw your submission, you may not use the editorial board’s comments or suggestions.

It is standard practice for articles to be published in only one publication. If your submission has been previously distributed in any manner to any audience, please include this information with your submission. Only if applicable, and the original publication and all authors give their written permission, will we reprint an article or adapt it with clear and appropriate attribution to the original publication.

Authors may approve the article to be published in its final form. Authors must sign any release forms requested by the editorial board and publisher of The Maryland Nurse.

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SUBMISSIONS should be sent electronically to TheMarylandNurse@gmail.com.

Please Send In Your Nursing News

The Maryland Nurse encourages nurses and nursing students to send in nursing news items about your region or school, activities, happenings, photos with description and articles for publication. Documents must be in WORD format. Send these to us at TheMarylandNurse@gmail.com. Be sure to include your name and contact information.

The Maryland Nurse News and Journal is being sent to you courtesy of the paying members of the Maryland Nurses Association. Receipt of the newspaper is not an assurance of membership.

Registered Nurses are encouraged to join online at http://www.marylandrn.org/ or by calling 410-944-5800.

February, March, April 2010

The Maryland Nurse Publication Schedule

The Maryland Nurse News and Journal
The hazardous chemicals in health care report offers preliminary indicators of what the broader health care community may be experiencing. The project tested for 62 distinct chemicals in six categories: bisphenol A, mercury, perflourinated compounds, phthalates, polybrominated diphenyl ethers, and trichloroethylene. The chemicals tested in the investigation are used in products common to the health care community may be experiencing.

“Simply put, we are being ‘polluted’ by exposure to chemicals used in health care. This study demonstrates the urgent need to find safer alternatives to toxic chemicals whenever possible; to demand adequate information on the health effects of chemicals; and to require manufacturers to fully disclose the potential risks of their products and their components, for the safety of both health care professionals and the communities we serve,” added ANA President Rebecca M. Paton, MSN, RN, CNOR.

“The health care profession is asking whether we can reduce prevalence of disease by changing the way we manage chemicals. Nurses and doctors volunteered for this study because they believe it is their responsibility to better understand how chemicals impact human health,” explained Kristen Welker-Hood, ScD, MSN, RN, director of Environment and Health Programs, Physicians For Social Responsibility, co-principal investigator and a co-author of the report.

Other findings include:
- Eighteen of the same chemicals were detected in every single participant
- All twenty participants had at least five of the six major types of chemicals tested
- Thirteen participants tested positive for all six of these major chemical types
- All participants had bisphenol A, phthalates, PBDEs and PFCs, priority chemicals for regulation by the EPA and associated with chronic illness such as cancer and endocrine malfunction

Twelve doctors and eight nurses, two in each of 10 states–Alaska, California, Connecticut, Maine, Massachusetts, Michigan, Minnesota, New York, Oregon, and Washington–were tested for the presence of six major chemical types used in the health care setting that are associated with health problems and are pervasive in our environment.

“Simply put, we are being ‘polluted’ by exposure to chemicals used in health care. This study demonstrates the urgent need to find safer alternatives to toxic chemicals whenever possible; to demand adequate information on the health effects of chemicals; and to require manufacturers to fully disclose the potential risks of their products and their components, for the safety of both health care professionals and the communities we serve,” added ANA President Rebecca M. Paton, MSN, RN, CNOR.

The Hazardous Chemicals in Health Care report offers preliminary indicators of what the broader health care community may be experiencing. The project tested for 62 distinct chemicals in six categories: bisphenol A, mercury, perflourinated compounds, phthalates, polybrominated diphenyl ethers, and trichloroethylene. The chemicals tested in the investigation are used in products common to the health care setting, from baby bottles, hand sanitizer, and medical gauges, to industrial paints, IV bags and stain-resistant clothing.

Project participant Dr. Sean Palfrey, professor of pediatrics and public health at Boston University School of Medicine, and medical director of Boston's Lead Poisoning Prevention Program says, “I was tested for chemicals that have been associated with certain diseases whose incidences are on the rise. If we as physicians are to understand our patients' health problems–from cancer to neurological harm to reproductive dysfunctions–we need to take a look at chemical exposure in our bodies.”

Another participant Dr. George Lundgren, a family practice physician from Minneapolis Minnesota said upon learning his results “When you do find out some of the specific unnatural chemicals in your body it is hard to deny, minimize, rationalize or justify their presence. It is disturbing to know the only body I have is permanently contaminated.”

The Centers for Disease Control National Biomonitoring Project has found synthetic chemicals linked to health problems are present in every American. Overall, PSR’s test results were consistent with the findings by the CDC, with the exception of a specific type of toxic chemical, dimethyl phthalate, which was found at levels above the CDC’s 95th percentile. Future biomonitoring may illuminate a work source of exposure to dimethyl phthalate, which is used in insecticides, hair spray and other personal care items, rocket fuel and more.

“Our nation is experiencing an epidemic of chronic health problems, some of which clearly have links to chemicals in our environment,” stated Anna Gilmore Hall, executive director of Health Care Without Harm. “Reducing chemical exposures is an important primary prevention measure to help improve the health of our nation and the expense of providing health care.” Gilmore Hall wrote the study preface.

PSR, ANA and HCWH have joined the Safer Chemicals, Healthy Families campaign, a diverse and growing coalition of organizations, businesses and individuals united by concern about the toxic chemicals in our homes, places of work and in products used every day. The coalition is working to reform the federal law governing toxic chemicals, and supports the Toxic Substance Control Act (TSCA) calling for eliminating the most dangerous chemicals from commerce, holding chemical companies responsible for information about health and environmental impacts of chemicals, and using the best science to protect all people and vulnerable groups, including children. (see www.saferchemicals.org)

“Stronger laws are necessary to keep us safe from toxic chemicals. In 33 years, the EPA has tested for safety only 200 and banned only five of the more than 80,000 chemicals in commerce. We need to do better to protect public health,” says Charlotte Brody, RN, Health Care Without Harm Board Member, registered nurse, and National Field Director for Safer Chemicals, Healthy Families.

The report can be found at www.psr.org/. In addition to data on testing, the report includes recommendations on how health care professionals can protect their patients and themselves by avoiding the use of toxic chemicals.
on a conference call between Chris Parker, MSN, RN, chief nursing officer and senior vice president of patient care services for Shore Health System, and Gail Wolf, DSN, RN, chair of the ANCC’s Commission on Magnet Recognition.

Congratulating Parker and his nursing team for their accomplishment, Wolf said, “This was a unanimous decision of the Magnet Commission. You demonstrated a true commitment to Magnet. Only five or six percent of other hospitals in the country have been able to do this.”

The Magnet Recognition Program was developed in 1993 after nearly a decade of research by the ANA to find out how a small percentage of hospitals were able to attract and retain nurses when so many others were facing double digit nursing vacancies. The ANA referred to these hospitals as "magnet" hospitals because they were places where nurses wanted to work.

Research shows there are clear benefits to hospitals that are awarded Magnet status and to the communities they serve:

• Healthcare consumers have more confidence in the overall quality of a hospital if it has achieved the level of excellence established by the Magnet Recognition Program.
• Magnet facilities consistently outperform other facilities in recruiting and retaining nurses resulting in increased stability in patient care and patient satisfaction.
• Because quality nursing is one of the most important factors in enlisting high caliber physicians and specialists, Magnet status becomes an attractive force that extends to the entire facility.

A few statistics put Shore Health System’s accomplishment in perspective. Of the more than 350 US hospitals that have achieved Magnet recognition, a small percentage are multi-hospital health systems like Shore Health System, which operates The Memorial Hospital at Easton, Dorchester General Hospital and a network of outpatient services, including home health care, hospice, rehabilitation and cancer care. The majority of Magnet organizations are large urban hospitals and many are academic medical centers or teaching facilities.

“Few Magnet hospitals are community hospitals like ours and even fewer are in a rural setting,” Parker explains. “Our job has been to bring to our community health system the culture of nursing practice that emphasizes the kind of nursing research found at teaching hospitals. Making this journey to Magnet shows that we are doing this and doing it well.”

Shore Health System is the first health system on the Delmarva Peninsula to attain Magnet recognition and only the second affiliate of the University of Maryland Medical System to achieve Magnet status. The University of Maryland Medical Center based in Baltimore received the honor in July. Few home health care agencies around the country have received the Magnet honor and Shore Home Care Hospice is among the first hospice agency to be recognized.
Continuing Education Calendar

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<td>30th Annual Conference</td>
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Policymakers Learn “What it Means to Be a Nurse”

A special event at the University of Maryland School of Nursing (UMSON), held October 26, gave policymakers a better understanding of nursing’s role in health care science and delivery, including hands-on demonstrations with sophisticated simulators used to educate students at UMSON. The program, “What It Means to Be a Nurse,” briefed legislators and other state and city officials on the demands of advanced scientific preparation needed for an increasingly specialized, complex health care system.

Del. Susan Krebs, District 9B said the presentations on the “different levels of nursing and nursing degrees” clarified the breadth and depth of the profession and “how in practice, all those different levels of nursing come together.”

The program explored the unique importance of nursing in safeguarding the wellbeing of populations and its potential to assume the vanguard of health care reform. One way to address the nation’s highly-publicized shortfall in the delivery of primary care is to recognize the value of advance practice nurses who are trained in specialties, such as pediatric nurse practitioner and nurse anesthetist.

“There are 3,100 solutions to the primary care shortage in Maryland,” participants were told in a reference to the number of board-certified nurse practitioners in the state.

Protecting the Nursing Students in U.S. Colleges

by Nayna Philipsen, Ph.D., JD, RN

Efforts to mislead students who want to become nurses, typically motivated by the desire to obtain their money (often through student loans), increase during economic downturns such as we are now experiencing. Fortunately, potential nursing students in Maryland are well-protected from fraud and abuse by diploma mills and unregulated schools, if they know where to go for information.

Nursing education programs in Maryland, public and private, are regulated both by the Maryland Board of Nursing (MBON) and by the Maryland Higher Education Commission (MHEC). The Maryland Nurse Practice Act protects consumers of nursing education in many ways, including the requirement that all nursing education must take place in schools that are regionally accredited. The MBON reviews every Maryland nursing school on a regular basis.

The Maryland Nurses Association (MNA) helps students by posting a list of all approved nursing schools in Maryland, with links to each school, on its website at http://www.marylandrn.org/displaycommon.cfm?an=1&subarticlenbr=33.

The MBON also posts information about the approved nursing schools in on the Board’s website, www.mbon.org. Additional information about all Maryland colleges and universities is available on the MHEC website, at www.mhec.state.md.us. Some related concerns, such as false and misleading advertising to consumers or potential students, are regulated by the Consumer Protection Division of the Office of the Attorney General of Maryland (http://www.oag.state.md.us/consumer/).

Additional protection varies from state to state, based on state law. In October 2009 California created a new state bureau to monitor for-profit colleges. The new law also gives the state authority to close down diploma mills. However, consumer advocates argue that the “Bureau for Private Postsecondary Education” has little authority. The result is that future students and their families may be misled into thinking that the quality of these schools is now assured, which may be worse than having no regulatory system.

According to the Consumer Federation of California “Misrepresentations are all too common in high pressure sales tactics used to enroll students at many career schools. Thus, a threshold to counter these deceptions is clearly understandable, uniformly defined, accurate disclosures of graduation, job placement and exam pass rates, and credit transfer information. Only these uniform disclosures would allow students to attempt to make apples-to-apples comparisons before investing tens of thousands of dollars for job training.”

The failure to require schools to provide students with information about such things as whether credits can transfer to other schools, the pass rates on licensure exams, etc., makes it easier to deceive students into registering for expensive programs that they will later regret. More information on recent efforts to protect California students can be found at http://www.consumerfedofca.org/article.php?id=854.

MNA continually monitors legislation impacting quality nursing education in Maryland through the work of its Legislative Committee and the MNA lobbyist. Nurses with concerns about nursing education can contact MNA by emailing pgwinn@marylandrn.org, or by calling 410-944-5800 to leave a message for the Legislative Committee or the Practice and Education Committee.

Note: Dr. Philipsen is Co-Chair of MNA’s Legislative Committee and a faculty member at Coppin State University.
News from the University of Maryland School of Nursing

Center of Excellence in Disorders of Neuroregulatory Function

The University of Maryland School of Nursing (UMSON) recently announced the establishment of its new Center of Excellence in Disorders of Neuroregulatory Function. The mission of the new Center—co-directed by Associate Professors Susan Dorsey, PhD, RN, and Chris Ward, PhD—is to advance the science of the mechanisms, diagnoses, and management of clinical disease states resulting from disorders of neuroregulatory function. This achievement marks the latest demonstration of the dynamic growth of UMSON's research activities, whose strong national rankings and recognition continue to gain importance. Other UMSON researchers and faculty members involved in the work of the Center include: Cynthia Reun, PhD, RN, assistant professor; Deborah McGuire, PhD, RN, FAAN, professor; Sandra McLeskey, assistant dean for baccalaureate studies; George Rodeney, PhD, assistant professor; Barbara Smith, associate dean for research and professor; Barker Bausell, PhD, biostatistician and professor; Lyn Murphy, PhD, MS, MBA, RN, assistant professor; and Lynn Oswald, PhD, RN, assistant professor.

December Graduates

December graduates from the University of Maryland School of Nursing celebrated their achievements beginning with an event on Dec. 5, when 22 nurse anesthesia students marked the completion of their Master of Science program. A December 10 celebration included a pinning ceremony for 125 Bachelor of Science in Nursing students and recognition of 34 Clinical Nurse Leader students who completed their Master of Science degree.

Upcoming Events

Part or all of each upcoming event below is free, at the University of Maryland School of Nursing, 655 West Lombard St., Baltimore, MD 21201. For more information or to register go to www.nursing.umaryland.edu and click on “Upcoming Events.”

“Excellence in Teaching Nursing,” hosted by the University of Maryland School of Nursing’s Institute for Educators in Nursing and Health Professions

December 2009 UMSON Nurse Anesthesia Grads.

Pre-Conference—March 10; Conference—March 11-12. For information, call 410-706-3413.

“New Evidence on the Role of Race and Ethnicity in Breast Cancer.” 4-5:30 p.m. Tuesday, March 23. Featuring guest speaker Otis Brawley, MD, chief medical and scientific officer and executive vice president, American Cancer Society. Free admission. For information, call 410-706-3767.

“Nursing Practice Based on Evidence: Patient Quality at Risk.” Pre-Conference—Wednesday, April 14; Conference Thursday and Friday, April 15-16. For information, call 410-706-3767.

Maryland Nurses Among those Inducted as AAN Fellows

Ninety-eight nurse leaders inducted as Fellows in the American Academy of Nursing (AAN) during the AAN’s 36th Annual Meeting and Conference held recently in Atlanta.

These included two Johns Hopkins University faculty members, Nancy Glass, PhD, MPH, RN, and Marie. T. Nolan, PhD, RN. Dr. Glass received her PhD from the University of Maryland School of Nursing in 1991.

Two University of Maryland faculty members, Associate Professors Linda Flynn, PhD, BSN, RN, FAAN, and Eun-Shim Nahm, PhD, RN, FAAN, were also included.

Two other University of Maryland School of Nursing alumnae were among the 2009 inductees: Lisa Rowen, DNSc, MS, RN, senior vice president of patient care services and chief nursing officer, University of Maryland Medical Center; and Connie Ulrich, PhD, RN, associate professor, University of Pennsylvania School of Nursing.

Other inductees included Bruce Alan Shanebooom, PhD, RN, CRNA, of the Uniformed Services University of the Health Sciences in Bethesda; Karen A. Ballard, MA, RN, of Health Care Without Harm; and Karthy Apple, NS, RN, CAE, of the National Council of State Boards of Nursing.

Selection criteria for this prestigious honor include evidence of significant contributions to nursing and health care. Two current AAN Fellows must sponsor each nominee. Selection is based, in part, on the extent to which nominees’ nursing careers influence health policies for the benefit of all Americans.

The American Academy of Nursing anticipates and tracks national and international trends in health care, while addressing resulting issues of health care knowledge and policy. The Academy’s mission is to serve the public and nursing profession by advancing health policy and practice through the generation, synthesis, and dissemination of nursing knowledge.

Correcting the APA Style Guide

In October the APA released dozens of corrections to the first printing of the sixth edition of the Publication Manual of the American Psychological Association. In addition to being used in psychology, the manual is also used in nursing, sociology, economics, business and justice administration, among other fields.

The Manual includes 188 style rules and 980 examples. A second printing, with corrections made, is already available at bookstores and online.

News from the University of Maryland School of Nursing

Upcoming Events

Excellence in Teaching Nursing, by the University of Maryland School of Nursing's Institute for Educators in Nursing and Health Professions.

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During the 2010 Maryland legislative session, MNA and Maryland's NPs are working with other informed caregivers and consumers to remove one of the barriers to access to primary care for our patients, by focusing on legislation designed to eliminate the Collaborative Agreement through a bill entitled Nurse Practitioners–State Board of Nursing–Authority to Practice.

Maryland's Collaborative Agreement has burdened NPs and their physician colleagues for years. NPs are educated to address the primary health care needs of patients, but the Collaborative Agreement has become a significant barrier to NP practice in Maryland. The shortage of primary care providers is also related to a shortage of collaborating physicians, who are especially strained in the rural areas and other areas in the state where the shortages are most critical.

Non-NPs may not be familiar with the Collaborative Agreement that Maryland NPs and physicians have had to deal with in order to practice. The Collaborative Agreement is a document that spells out, in great detail, what an NP can do in his or her practice setting. NPs work in many different settings, including physician practices, hospitals and long term care facilities. The Collaborative Agreement is entered into and signed by the NP and by the “collaborating physician,” that is, the physician with whom the NP maintains open and regular communication regarding the practice, the patients, and with whom the NP consults for conditions falling outside the scope of their ability to manage.

The current Collaborative Agreement requires approval jointly by the Maryland Board of Nursing and the Maryland Board of Physicians after it is signed. Every NP and collaborating physician must sign a Collaborative Agreement and submit it to the Boards, in each practice position. The approval process for a new job typically takes from two to four months.

A new Collaborative Agreement is required each time an NP changes jobs or adds a job. The lengthy approval process almost inevitably results in delays for NPs to start a new position. The sponsors for the house bill (HB 319), led by Delegate Sue Kullen, are Delegates Eckardt, Bartlett, Beidle, Benson, Bohanan, G. Clagett, Diemais, Gaines, Gutierrez, Haddaway, Hecht, James, Jameson, Jenkins, Krebs, Love, Montgomery, Murphy, Nathan-Pulliam, Norman, O’Donnell, Pena-Melnyk, Reznik, and Wood and for senate bill (SB 484) led by Senator Dyson are Senators Astle, Conway, Currie, Kelley, Middleton, and Pugh.

Currently there are 27 states that do not require any Collaborative Agreement. In the other states that continue to have Collaborative Agreements, the documents are only 1-2 pages in length, compared to Maryland's 19 page document. In the state of Maryland the Collaborative Agreement has evolved into a 19-page document that needlessly reiterates what is already in the Maryland Nurse Practice Act about the scope of practice for NPs.

Anyone who would like more information or is willing to help with this work should contact MNA’s Legislative Committee at www.marylandrn.org or NPAM at www.NPAMonline.org.

Nurses Fight for Child Health and Safety with BPA Ban

Nursing joined to fight to protect child health and safety in Maryland by supporting a bill to ban the sale, manufacture and distribution of products containing BPA that are used to facilitate sleep or feeding in children under 4 years of age and in children’s' toys for youngsters under age 13.

BPA, which mimics the female hormone estrogen, is linked to birth defects in boys, heart disease in adults, diabetes, cancer and hyperactivity. Children and infants are most at risk because they cannot metabolize and excrete the chemical as quickly as adults and older children.

Young children depend on us to be their health advocates. This bill is a top priority for MNA in 2010. Years ago nurses fought against lead in paint and won. Now nurses have vowed not to stop fighting until the legislation to ban BPA wins General Assembly approval. Bill sponsors are Delegate James Hubbard (District 23A, Prince George’s County) for HB 33 in the House and for SB 213 in the Senate, Senators Frosh, Dyson, Exum, Garagiola, Gladden, Harrington, Jones, Kelley, Lenett, Madaleno, Peters, Pinsky, Pugh, Raskin, and Rosapepe. Contact MNA immediately if you want to help protect children from BPA at 410-944-6800 or pgwinn@marylandrn.org.
Leadership and Transition

One night after the Travis family lost power as a result of severe thunderstorms, my husband and our ninety-pound Golden Retriever laid awake during this confluence of events and for whatever reason got to talking about the journey of leadership that commenced on October 16, 2009. We never entered into the debate of whether leaders are born or made. I suspect it is a distillation of both.

I have been blessed since childhood, being raised by loving and caring parents of modest means. Life was simpler then. My twin sister Karen and I enjoyed and shared a real sense of family. We learned to value differences; let go of resentments; forgive transgressions and, over time, think of others before ourselves. We also learned that what we do and say affects others as well as we being affected by what others do and say. Our parents are still with us and we are very much a bonded family through caring and love.

Twenty-seven years of military nursing experience taught me much about leadership. Tomes have been written expounding on the subject and laboring toward insights into the phenomenon. Most purport to define its nature. To the extent that such a definition is their aim, they usually miss the mark. Obfuscation clouds its essence with effect. Focusing on effect only is their aim, they usually miss the mark. Obfuscation clouds its essence with effect. Focusing on effect only neglects a misima of other potential outcomes such as attitudinal change, alteration of thought and diversion of energy. Let’s simplify and reduce it to the qualities I see in effective leadership:

- The courage to admit mistakes; the vision to welcome change; the enthusiasm to motivate others; and the confidence to stay out of step when everyone is marching to the wrong tune.
- Possessing the qualities of leadership is one thing. Executing the role is a very different thing. A leader must pursue subordinates by articulating a reason for being, and a mission to which we commit ourselves. How I intend to do that is a subject left for a future discussion. I do promise you it will be done with:
  - Time—not from compulsion but commitment;
  - Focus—you on the hard issues, priorities and actions;
  - Feelings—where we have been, where we are, where we are going, and what needs to be done to get there.

Lastly allow me to share a few general comments on my approach to a change in leadership. Change is a constant and a good thing for organizations and people. It affords an opportunity to purge the rituals and stagnation. It infuses us with new ideas. It provides fresh perspectives and brings new philosophies and styles. Often times through change we find a better way of doing things. At the same time, transitions are always attended by ambivalence—a certain restlessness—that’s part of the human condition. However, fresh perspectives, if molded properly, both cleanse and invigorate, permitting us to meet successfully each new challenge and take advantage of even greater personal and professional opportunity. In closing, I ask that you judge my term in office by the values of the professional nurse executive: candor, courage, competency and commitment.
The “Professionalism in Nursing” award was presented to Allegany College of Maryland graduating nursing student Tierra Daley by Cheryl Nelson, vice-president of Maryland Nurses Association (MNA) District #1 at the baccalaureate program on December 17, 2009.

Mrs. Daley was recommended by Allegany College of Maryland nursing faculty based on criteria found in the clinical critical behaviors utilized within the associate degree program. Specifically, the recipient of this award displays professional values of respect, altruism, autonomy, human dignity, integrity and social justice as described in the ANA Code of Ethics.

Districts Offer Contact Hours

MNA District 2 presents Occupational Health in the Healthcare Setting on May 1, 2010, 9 a.m. to 1 p.m. at the Kernan Hospital Center in Baltimore.

- Preventing Workplace Violence (Presenters: Georgia Perdue, Eastern Shore Hospital Center and Elise Handelman, Occupational Safety and Health and Administration)
- Chemical Exposures of Nurses (Presenter: Kristen Welker-Hood of Physicians for Social Responsibility)
- Safe Patient Lifting (Presenters: Nancy Hughes, American Nurses Association and Joan Warren, Franklin Square Hospital Center)
- Contact Hours: 2.5

Contact Pat Gwinn at MNA for more information, 410-944-5800.

District 8 will present a Legislative Update on Tuesday, March 2, 5:30PM at Frederick Memorial Hospital.

On April 15, in partnership with Frederick Community College, District 8 will present a one-day seminar, “Journey to Excellence: Become the Nurse you Want to Be.” Kathleen Sabatier will present the Keynote Address, “The Value of Professionalism to Nurses.” Contact Hours have been applied for.

For information or to register for either event, contact Mary Beachley at 410-706-3932 or 301-663-3631 or Email: mbeachley@miemss.org.

Nightingale Declaration for Our Healthy World

The Maryland Nurses Association’s Board of Directors has endorsed the Nightingale Initiative for Global Health (NIGH). MNA encourages you to access the NIGH web site at http://www.nightingaledclaration.net and sign the Nightingale Declaration for Our Healthy World. By doing so, you will join over 18,500 citizens from 90 countries and over 1,000 organizations answering this call.

MNA District 5 will conduct a Healing Arts tour of the Washington Cathedral in conjunction with the April 25 Florence Nightingale Centennial Celebration. Kathleen Smith, President of District 5, and a volunteer docent at the National Cathedral will lead the tour and describe some of the many stained glass windows that feature healing arts and many health care practitioners including the window dedicated to Florence Nightingale. This tour is limited to the first 50 registrations. Full registration information and tour cost will be available on the district’s web site: http://www.md5nurse.com. The tour will start at the west end of the Cathedral at 2:00 p.m.
Compiled by Pat Gwinn, MNA Staff

All posters submitted for the MNA 2009 Poster Session were peer reviewed. Below is a list of those accepted for presentation.

*Indicates winners of the 2009 Mae Muhr Award from the Nursing Foundation of Maryland, selected through evaluations by nurses attending the Convention

**Emergency Department Through Out Improvements**
- Sara Baker, RN, BSN, CEN
- Kristin Wooters, RN
- Theresa Wharton, LPN

**Expanding Career Opportunities: Transition from LPN to RN**
- Cheryl Dover, MS, RN, CNA-BC
- Vivian Kuawogai, MSN, RN
- Barbara Engh, MS, RN, OCN
- Michele Dickson, MS, RN
- Linda Cook, PhD, RN, CCRN, CCNS, ACNP, APRN, BC

**Geriatrics: Interprofessional Approach**
- Jana Goodwin, SMN, RN, ANPC
- Barbara Dobish, MSN, RN

**HIESI, GPA and NCLEX Success: Is There a Connection?**
- Cheryl Dover, MS, RN, CNA-BC
- Michele Dickson, MS, RN
- Linda Cook, PhD, RN, CCRN, CCNS, ACNP, APRN-BC
- George Perkins, MS

**Domestic Violence**
- Barbara Boul, RN, FNE-A

**Assessing Adherence to Blood Pressure Regimens**
- Dr. Tracy Murray, DNP, CRNP, FNP-C

**Bullying In the Nursing Profession: Why are Nurses So Cruel**
- Keir D. Reid-Young, RN

**Communication of Police and Procedure Changes: Best Practice to Deliver Critical Versus Non-Critical Policy Changes to Staff Nurses**
- Peyton Neilson, BSN, RN, OCN
- Jessica Eck-Eliott, BSN, RN-BCC
- Jolynn Hemling, BSN, RN

**Impact of Handheld PC in Healthcare**
- Priya Viswanatha Kaimal, RN-BC, BSN
- Beverly Dukes, MS, RN
- Vijayo Ramaijcarishan, CMS, RN, MS

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- Karen Yarbrough, MS, CRNP
- Bridig Blaber, RN, MS
- Mary Ann Bautista, RN, BSN, CNRN
- Tina M. Randall, RN, MSN, CNRN

**Improving New Grad Nurse Retention and Satisfaction through Bi-Monthly Educational Offerings**
- Melissa Anton, RN, MSN, MPH, FNE-A

**“Jane Doe” Law’s 1 Year Impact on ED Forensic Patients**
- Melissa Anton, RN, MSN/MPH, FNE-A

**Model for Independent Hospital Based Nurse Practitioner Practice**
- Kristen Byrnes, RN, CPNP
- Patricia Smouse, RN, CPNP

**Nurses to Nurses Bullying: Is It a “Right” “Privilege” or the “Accepted Norm”**
- Reemell Hercules, Student Nurse

**Patient Safety and Quality in Nurses Hand**
- Talbot N. Aleo, RN, CMSN, RN
- Vijaya Ramaicrishnan, MS, RN

**Simulation for Stroke Responders**
- Karen Moriarty, RN, MSN, PCCN

**Reliability of Nurses Performing Swallow Screens on Stroke Patients**
- Karen Moriarty, RN, MSN, PCCN
- Teri Wilson-Bridges, Director of Speech Pathology
- Karen Calabrese, Speech Pathologist
- Donna Satur, Speech pathologist

**Teaching and Implementing Green and Ablon’s (2006) Collaborative Problem Solving Approach**
- Kim Sadler, MSN, RN, PMHCNS-BC
- William R. Tolle, MSW, LCSW-C, ACSW

**Wheels in Motion**
- Victoria L. Cearfoss, RN
Healthy Families Howard County Receives Grant from the Columbia Foundation

Columbia, MD—The Healthy Families Howard County program at Howard County General Hospital: A Member of Johns Hopkins Medicine received a $1,500 grant from the Columbia Foundation. Healthy Families Howard County is a free and voluntary program for first-time parents. It aligns them with community resources and offers support to ease the parents’ transition through pregnancy and into the first five years of parenthood. Qualifying participants in the program may opt to receive home visitation and referrals from Family and Children’s Services of Central Maryland (FCS).

Howard County General Hospital (HCGH) became the administrator of the program in November 2001 with a grant from the Howard County Local Children’s Board. Support for this project has been provided by the Columbia Foundation. Current operational funding continues from the Local Children’s Board, the Freddie Mac Foundation and the Community Services Partnerships Program as well as through in-kind services from HCGH and FCS.

Howard County General Hospital: A Member of Johns Hopkins Medicine since 1998 is a 227-bed, not-for-profit, healthcare provider located in Columbia, Maryland. Serving the community since 1973, the hospital has a professional staff of over 800 physicians and allied health professionals, representing 78 specialties and subspecialties; a workforce of nearly 2,000 individuals and volunteer auxiliaries numbering over 600. Over the past three decades, the hospital has grown into a comprehensive, acute-care medical center that offers a full range of services, from neonatal care and oncology to outpatient treatment and critical care.

Hopkins’ Dr. Karen Haller Honored at ANCC Magnet Conference

Karen B. Haller, RN, PhD, FAAN, vice president for nursing and patient care services at Johns Hopkins Hospital in Baltimore since 1998, was honored Oct. 1 as the winner of the American Nurses Credentialing Center’s President’s Award at the organization’s 13th Magnet Conference, “Inspiring Innovation, Achieving Outcomes” in Louisville, Kentucky.

Haller is the 10th vice president for nursing in the hospital’s history. She began working at Johns Hopkins in 1988 as director of nursing for research and education. Haller has won numerous grants and other awards, and served as editor of the Journal of Obstetrics, Gynecologic and Neonatal Nursing for ten years.

The award recognizes exceptional leaders who have partnered with ANCC’s president to advance the mission, vision, and strategic goals of the organization. Dr. Haller has been a longtime supporter of both the ANCC and the American Nurses Association. ANCC’s 14th National Magnet Conference is planned for Oct. 13-15, 2010 in Phoenix.

Upper Chesapeake Residential Hospice Breaks Ground in Forest Hill

Construction began in Forest Hill in October on the Upper Chesapeake Residential Hospice. A groundbreaking ceremony was scheduled for Friday, October 16, 2009 at 2pm at the site on Klein Plaza Drive in Forest Hill. Local officials, patrons and dignitaries attended. This new facility will offer compassion and care to terminally ill patients and their families in a home-like environment.

“Eighty percent of the total funds needed for the project have been raised and we have another $780,000 needed to reach the total project budget,” said Beverly Dean-Crabtree, Residential Hospice/Fundraising Coordinator at the Upper Chesapeake Health Foundation.

One of the major contributors, Shirley Hooper donated $500,000 to the project, which will be named for her late husband, former Senator J. Robert “Bob” Hooper. During his battle with cancer, he received care from Harford Hospice. The family was grateful for the care they received from hospice during that difficult time and it helped them realize the need for a residential hospice facility in the local community. Senator Hooper’s daughter and son-in-law, Cindy and Ben Hushon have donated $250,000. The Hooper family, like many others, recognizes how important this service is to Harford County.

The Upper Chesapeake Residential Hospice House is a 227-bed, not-for-profit, healthcare provider located in Harford County, Maryland. The hospital has a professional staff of over 800 physicians and allied health professionals, representing 78 specialties and subspecialties; a workforce of nearly 2,000 individuals and volunteer auxiliaries numbering over 600. Over the past three decades, the hospital has grown into a comprehensive, acute-care medical center that offers a full range of services, from neonatal care and oncology to outpatient treatment and critical care.

Franklin Square Hospital Center Displays Robotic Surgical System at Science Center

MedStar Health and Franklin Square Hospital Center presented the da Vinci® Surgical System at the Maryland Science Center on Saturday, December 5, 2009. The da Vinci the Robot display was paired with the “Da Vinci–The Genius: A Traveling Exhibit” at the Science Center. The hospital recently acquired the da Vinci®, which combines computer and robotic technologies and can be used for a wide range of minimally invasive surgeries.

Using the da Vinci, the surgeon sits near the patient at a control console, looking through an eyepiece that shows a high resolution image of the surgical site. The surgeon never has to touch a tool; instead he or she operates a set of ergonomic controls while the robot performs the operation.

“Da Vinci enables surgeons to perform even the most complex and delicate procedures through very small incisions with unmatched precision,” says Daniel Picard, MD, chair of the Department of Surgery at Franklin Square. “The benefits to the patients are tremendous. There’s a smaller incision, significantly less pain, less blood loss, less scarring and a shorter recovery time.”

Visitors of all ages were invited to try out the da Vinci and learn more about it from Franklin Square physicians, nurses and staff.
The American Academy of Pediatrics (AAP) has announced the creation of a new, comprehensive online resource for pediatricians and families addressing the topic of immunizations. It includes links to the childhood immunization schedule and others. To view this, go to http://www.aap.org/immunization/.

Ban the Bags: With Pressure on Hospitals to “Market Health and Nothing Else”

Facing pressure from mothers and professional groups to limit hospital-based marketing, formula companies are looking for new partners to pitch their products.

Mothers continue to receive uninvited coupons and samples mailed to their homes. According to a recent CDC study (http://www.cdc.gov/ncbddd/infantfeeding/ch2hab2-19.html), nearly 2/3 of first-time mothers received a free sample of infant formula in the mail. Industry marketers continue to reach mothers through mailing lists sold by baby product manufacturers or maternity retailers. In the hospitals, some mothers have reported that baby photo companies are providing addresses to the formula industry to pitch their products to moms.

The industry seems to be extending that strategy to small businesses. www.BanTheBags.org, the web home of Ban the Bags, a national campaign to stop formula company marketing in maternity hospitals, has received reports that businesses catering to young families, such as baby photo studios, are handing out formula samples and coupons to clients. In one case, the owner of a photo studio confirmed that a formula representative had approached her about distributing their marketing materials. In another case, a photo company that takes newborn photos in the hospital was connecting with at least one formula company representative, which the hospital was not aware of.

Infant Formula Companies Seek New Marketing Outlets

New President and CEO

St. Joseph Medical Center announced on October 20 that Jeffrey K. Norman has been named as the medical center’s new president and chief executive officer. Effective November 9, 2009, he succeeded Robert Lovell, who had served as interim CEO since June 29.

“Jeff impressed me and the entire search committee with his broad and diverse experience, demonstrated leadership and significant accomplishments in a variety of health care settings. He appreciates and values the mission of St. Joseph and recognizes and embraces both the opportunities and challenges that the medical center has before it,” said William J. McCarthy, Jr., chairman of the medical center’s board of directors. “The board and I look forward to working with Jeff and to welcoming him and his wife Leslie to the Baltimore community.”

Prior to accepting the appointment at St. Joseph, Norman, 57, served as executive vice president and chief operating officer of Scottsdale Healthcare in Arizona where he was responsible for all operations of the three-hospital, 800-bed system. He developed and executed a strategic growth program for the system including recruitment of doctors and development of physician employment infrastructure and joint ventures. He is credited with improved labor productivity, reduced supply chain costs and enhanced management accountability.

Norman will report to Beth O'Brien, senior vice president and group executive officer of Catholic Health Initiatives, a national non-profit health care system based in Denver, and the St. Joseph Medical Center Board of Directors. St. Joseph Medical Center is part of Catholic Health Initiatives.

For more information about St. Joseph Medical Center, visit www.sjmc.md.org.

Revised Cervical Cancer Screening Guidelines

The American College of Obstetricians and Gynecologists (ACOG) has released new guideline for cervical cancer screening, stating that “review of the evidence to date shows that screening at less frequent intervals prevents cervical cancer just as well, has decreased costs, and avoids unnecessary interventions that could be harmful.”


Medstar Health New After Hours Care Center Offers Low-Cost Flu Shots to Celebrate Grand Opening

On Saturday, October 17, MedStar Health After Hours Care celebrated its grand opening at the MedStar Health Medical Center, located at 5009 Honeygo Center Drive in Perry Hall, by providing low-cost flu shots and free health screenings to residents.

“Flu shots are in high demand this year, and it is important to us that local residents have access to the protection they need,” Melly Goodell, M.D., Medical Director for MedStar Health After Hours Care, commented.

Residents also took advantage of free health screenings, which included blood pressure testing, body fat screening, and hand strength tests.

MedStar Health After Hours Care offers patients access to MedStar Health physicians at night and on weekends and holidays. It is open Monday–Friday, 5 p.m.–10 p.m., and Saturday, Sunday and holidays, 9 a.m.–5 p.m. The practice is intended for individuals of all ages who need medical care when their primary care physician’s office is closed.

MedStar Health After Hours Care is a joint venture of MedStar Physician Partners and Franklin Square Hospital Center. For more information, go to www.medstarhealth.org/afterhours or call 410-248-2424.

AAP Immunization Web Site

The American Academy of Pediatrics (AAP) has published its new guidelines for cervical cancer screening, stating that reviewing the evidence to date shows that screening at less frequent intervals prevents cervical cancer just as well, has decreased costs, and avoids unnecessary interventions that could be harmful.”


From left to right: Edward M. Miller, MD FACP, President and Medical Director, MedStar Physician Partners; Eric R. Wagner, Executive Vice President, MedStar Health; Melly Goodell, MD, Medical Director, MedStar Health After Hours Care; and Tony Sclama, MD, Vice President Medical Director, Franklin Square Hospital Center

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Where have you seen infant formula handouts in your community? And what can nurses do to educate businesses about the financial costs and health risks of marketing branded formula to new mothers? Send your responses to TheMarylandNurse@gmail.com.

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For more information about St. Joseph Medical Center, visit www.sjmc.md.org.
Trouble in Toyland

February, March, April 2010

The Maryland Nurse News and Journal • Page 13

Practice

Maryland Nurses Association

I wanted to thank the Maryland Nurses Association (MNA) for working so closely with the Maryland Association of Nursing Students (MANS) during my Presidency to help MANS meet all of its goals. It has been my pleasure to serve as the MANS President over the past year and half. I want to express heartfelt thanks for letting Ms. Greweka Nobles serve as our MNA liaison by providing exemplary wisdom and guidance as we made decisions that set the course for our organization. MANS has accomplished so much and it was due to the close relationship we have with the MNA. I have enjoyed getting around the state meeting many nursing students, educators and leaders. It is my hope that I spread some cheer and inspiration along the way. I have been amazed at the innovation, motivation and dedication to our profession that is being exhibited on a daily basis. This has been a true blessing in my life. It is with a heavy heart that I have resigned as MANS President to assume my new position as National Student Nurses Association (NSNA) Director East. I will miss being MANS President but, I feel confident in the leadership on the current MANS Board. I am excited to continue my work on behalf of nursing students in Maryland and nationally in my new role. Respectfully,

Hershaw Davis, Jr, Immediate Past President of MANS

Maryland Nurses Association

AN A has Made it Happen for Nurses

You should know how exciting it is to be an AN A member right now! Over the past few months AN A and my fellow members have worked hard on health care reform and to ensure that nursing was included in the changes to come. From calling our congressmen, to writing articles, to going to the White House- AN A has made it happen for nurses. As I watched the House of Representatives take their historic vote on a bill that will change the face of healthcare and includes so many pro-nursing items, I was so proud of all that we had done. This legislation will give more patients access to care by nurses. As the AN A website explains: Advanced Practice Nurses (APRNs) are crucial to expanding access to primary care services as more people gain health care coverage through reform. In particular, Nurse Practitioners (NPs) are educated to provide the full scope of primary care services, with quality and patient satisfaction comparable to a physician's services. APRNs and RNs are ideal providers of wellness care, prevention, chronic disease management, patient education, and care coordination—all essential elements of a reformed health care system. I hope I can count on you to join me as an AN A member and help spread the word—we have done so much good work but there is much more to do. You can easily join by going to www.NursingWorld.org/ JoinANA

Marla Weston

Letters to MNA

Ann Mech Receives Howard County General Hospital Trustee Award for “Driving Quality”

Howard County General Hospital: A Member of Johns Hopkins Medicine (HCGH) in Columbia has proudly announced that longtime Board of Trustees member Ann Mech, R.N. is the 2009 winner of the Trustee “Driving Quality” Award from the Delmarva Foundation. The award recognizes the importance of hospital Board leadership and support for initiating and sustaining quality improvement efforts.

“Our hospital and community are very fortunate to have such a knowledgeable individual who gives so freely of her time to enhance the health and safety of our entire community, and we are all very happy that a person as deserving as Ann has won this award” said Victor A. Broccolino, president and CEO.

As chair of the Board’s Professional Committee, Mech’s dedication to performance improvement and knowledge of the health care field helped earn her the award. Her experience as both a nurse and an attorney helps her understand HCGH’s performance data and determine what particular areas contribute to patient safety. Under her leadership, the committee supported a change in laboratory labeling to include bar-code scanning and bedside labeling; a move that led to a dramatic decrease in specimen labeling errors. Additionally, Mech has been a strong advocate of recognizing staff for their contributions and insight regarding patient safety.

A resident of Howard County, nurse-attorney Mech also has been involved with a number of other community agencies, such as the Howard County Board of Health and Howard Community College. Mech is the Coordinator for Legal Affairs and Assistant Professor at the University of Maryland School of Nursing.

Carroll Hospital Center’s Latest Daisy Awards Go to Austin and Moledina

Norma Austin, R.N., B.S.N., C.E.N., clinical manager of the emergency department (ED), was recently presented with Carroll Hospital Center’s November Daisy Award. A nurse at the hospital since 1992, Austin was recognized for her outstanding efforts to provide care and reassurance to two of her fellow nurses, on separate occasions, when they became ill and were admitted to the hospital.

“Norma went way above her role as the manager of the ED to help her colleagues during their time of need. Her actions showed just how passionate she is about providing quality care and going the extra mile to meet patient needs,” Stephanie Reid, R.N., B.S.N., M.B.A., assistant vice president of nursing, said.

Anise Moledina, R.N., was presented with Carroll Hospital Center’s October Daisy Award. A nurse at the hospital for 33 years, Moledina was honored for her compassionate care of a homeless patient needing assistance in the hospital’s emergency department.

“Anise is an extremely compassionate nurse, whose dedication to ensuring every patient is treated with respect and dignity, and receives the highest quality care is to be commended,” Stephanie Reid, R.N., B.S.N., M.B.A., assistant vice president of nursing, said.

Carroll Hospital Center’s Daisy Award was created to honor outstanding health care professionals at the hospital. It is given to a registered nurse or licensed practical nurse each month to recognize their exemplary efforts in delivering exceptional patient care.

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Impact of Breastfeeding on Women’s Health

A new study by Kaiser Permanente has found that breastfeeding a child may lower a woman’s risk of developing Metabolic Syndrome by up to 86 percent. This condition is linked to heart disease and diabetes in women. The will appear in the February edition of Diabetes, a journal of the American Diabetes Association.

For more information, go to http://search.live.com/ results.aspx?scope=web&q=metabolic+syndrome

To access the study online go to http://dx.doi. org/10.2337/db09-1197

Carroll Hospital Center
October Daisy Award winner, Anise Moledina, R.N.

Carroll Hospital Center
November Daisy Award winner, Norma Austin, R.N., B.S.N., C.E.N.

Carroll Hospital Center
November Daisy Award winner, Anise Moledina, R.N.

Trouble in Toyland

The US Public Interest Research Group (PIRG) has released its 24th annual “Trouble in Toyland” report. This included those that contain the toxic phthalates (plasticizers, a major contaminant in humans) and lead, even though restrictions on these chemicals that were enacted in 2009. To access the report go to http://www.maryland-pirg.org/reports/report-archives/ product-safety/product-safety-reports/trouble-in- toyland-the-24th-annual-survey-of-toy-safety
Welcome New & Reinstated Members

District 1–Allegany & Garrett Counties
Dawn Marie Funk  Nanette C. Kelly

District 2–Carroll, Baltimore, Howard Counties & Baltimore City
Christine Grace Monienio Adel  Michelle Lamora
Andrea Arroyo  Heather Dunlap Lisch
Kabang E. Asaha  Alicia Carter Melton
Gloria Blackmon  Angela Yvonne Miller
Leticia Dixon Embe-Essiah  Linda Osborne
Felicia Colleen Fauntley  Annette L. Perschke
Linda J. Frank  Victoria J. Ransom
Anthony J. Gudoski  Diane Slomcu
Terri Lee Howard  Alison Elizabeth Smith
Jessica Leible  Deborah Spicer
Sherry Knowles  Sylvia S. Wantom
Patricia H. Kenney

District 3–Anne Arundel County
Dorothy Paxon Barker  Carol Anne Vital Fickinger
Deborah Lynn Bowers  Mary O’Connor

District 4–Kent, Queen’s Anne, Caroline, Talbot, Dorchester, Wicomico, Somerset, Worcester Counties
Yvonne A. Collins  Karen S. VanPelt
Pamela Leigh Holloway  Meghann C. White
Dyskia Strawerry

District 5–Montgomery and Prince George’s Counties
Toy Allen  Mary Ann Pennington
Kiana M. Banks  Denise Rallis
Mary Buszowski  Michele E. Richardson
Marilyn C. Daley  Migdalia V. Rivera-Goba
Catherine Emeriau  Lindsay Sager
Brenda E. Hartshome  Lucila Salomon-Kahn
Tamisha Huntley  Deborah J. Self
Ronda L. Kamahle  Kellie Spaulngale
Eva Keeling  Subramanian Varadarajan
Kathleen F. McCue  Paulaine Woods-Fiscus
Dorothy A. Miller  Doris Wurah
Joanne M. Ogatis

District 6–Cecil, Harford, Caroline, Talbot Counties
Stacy Chalk  Amy K. Miller
Nancy Hurst  Michelle Singh
Kelly L. Kingsbury-Simonet  Kimberly Hasslinger West
Stephanie Klair

District 7–Frederick & Washington Counties
Casey Marie Amelia Burger  Jennifer Renee Hopkins
Tonia M. Cronce  Kimberly S. Maynard
Eileen Fichtel  Ana R. Soule

There are currently 8 districts in MNA. You may select membership in only one district, either where you live or where you work. Each district sets its own district dues.

All membership dues are apportioned to the American Nurses Association, the Maryland Nurses Association, and the District. All membership category dues may be paid either annually, or through monthly electronic dues payment plans (EDPP). A service charge applies to the monthly electronic dues membership payment plan except annual membership paid in full at the time of application.

Please choose your district and payment plan from the following chart:

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Make checks payable to: American Nurses Association
P.O. Box 504345
St. Louis, MO 63150-4345

Send complete application and check to: 21 Governor’s Court • Suite 195 • Baltimore, MD 21244 • 410-944-5800 • Fax 410-944-5802

MEMBERSHIP APPLICATION

MEMBERSHIP APPLICATION

TO BE COMPLETED BY SNA

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DO NOT SUBMIT THIS APPLICATION WITH YOUR ANCC APPLICATION

If applicable, Sponsor

SNA membership #

Payment Plan (continued)

- Electronic Dues Payment Plan (EDPP)–$16.16
- Full Amount Payment
- Check
- Mastercard or Visa Bank Card

Bank Card Number and Expiration Date

Mail with payment to MNA at the above address

Payment Deduction–This payment plan is available only where there is an agreement in the District with the association to make such deduction.

State nurses association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense, however, that percentage of dues used for lobbying by the SNA is not deductible as a business expense. Please check with your SNA for the correct amount.

Note: $7.50 of the SNA member dues is for subscription to The American Nurse.

MEMBERSHIP DUES VARY BY STATE

MEMBERSHIP CATEGORY (check one box)

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To: Maryland Nurses Association
21 Governor’s Court • Suite 195 • Baltimore, MD 21244 • 410-944-5800 • Fax 410-944-5802

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