President’s Message

by Neysa Ernst

May 6-12 is National Nurses Week. The Maryland Nurses Association is proud to honor all 68,000 Maryland Nurses during the 2013 Nurse’s Week celebration.

In a myriad of practice settings, these 68,000 nurses are meeting the challenges of an ever changing healthcare system without compromising the core nursing values of patient safety and advocacy.

Nurse’s Week 2013 is the ideal time to educate Maryland’s citizens on the contributions of Nurses. Do your friends and families know that you are the healthcare professional they will see most frequently in a hospital setting, the healthcare professional who still makes house calls, the healthcare provider whose professional training enables them to look at the whole person, not just the “chief complaint?” Do they know how Maryland nurse educators develop curriculum and clinical experiences for tomorrow’s nursing leaders? Do they know that nurse’s advocate for Maryland’s citizens by providing expert testimony to political leaders? Do they know that Advanced Practice Nurses deliver a high quality of healthcare and expand access to healthcare for Maryland’s citizens? Do they know that nursing’s practical wisdom spends healthcare dollars wisely?

In your own authentic way, articulate to everyone what nurses do and why our work is so vital to patients and populations. Every day remind your friends and family how your unique skills and interest save lives wherever you deliver care. Very few outside of nursing understand what we do and why we do it.

Let’s begin to change that this Nurse’s Week 2013!

National Nurses Week to Be Celebrated May 6-12

Every year, National Nurses Week focuses attention on the diverse ways America’s 3.1 million registered nurses work to save lives and to improve the health of millions of individuals. The American Nurses Association (ANA) has selected “Delivering Quality and Innovation in Patient Care” as the theme for 2013. The ANA supports and encourages National Nurses Week recognition programs through the state and district nurses associations, other specialty nursing organizations, educational facilities, and independent health care companies and institutions.

National Nurses Week continued on page 4
The Maryland Nurse welcomes original articles and submissions for publication. All material is reviewed by the editorial board prior to acceptance. Once accepted, manuscripts become the property of The Maryland Nurse. Articles may be used in print or online by the Maryland Nurses Association and will be archived online. It is standard practice for articles to be published in only one publication. If the submission has been previously distributed in any manner to any audience, please include this information with your submission. Once published, articles cannot be reproduced elsewhere without permission from the publisher.

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 acknowledged 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 (1500-2000 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.

Editing:
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Articles and Submissions for Peer Review

The Maryland Nurse is the official publication of the Maryland Nurses Association. It is published quarterly every February, May, August and November for the Maryland Nurses Association, a constituent member of the American Nurses Association, 21 Governor’s Court, Suite 195, Baltimore, MD 21204.

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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.**

**PUBLICATION**

**The Maryland Nurse**

**Publication Schedule**

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The MNA is proud to announce the 2013 Annual Convention to be held on October 10-11 at the Anne Arundel Medical Center’s Martin L. Doordan Health Sciences Institute in Annapolis, MD.

The Convention Committee Chair, Diane Friend, MS, RN, with Committee members Kristie Kovacs, RN, BSN; Neysa Ernst, MSN, RN; Janice Hoffman, PhD, RN; Cheryl Nelson, MSN, CRNP; Carol Fickinger, RN, BSN, MPA Denise Moore, MS, ACNS-BC; Rosemary Mortimer, RN, MS, MSED, CCBN, Patricia Travis, PhD, CCRP, RN; Jean Seifarth, PhD, RN, PMHCNS-BC, Nina Sharma, RN, BSN; Melissa Dunston, RN continue to work for Maryland nurses so they might have a time to gather, to network, to learn, to be invigorated and to focus on the nursing profession’s pressing concerns.

Session proposals are being accepted and are due by Friday, May 24, 2013. See the MNA web site: www.marylandrn.org for more details or phone the MNA office at 410-944-5800 with questions.
Annually, National Nurses Week begins on May 6, marked as RN Recognition Day, and ends on May 12, the birthday of Florence Nightingale, founder of nursing as a modern profession. During this week, registered nurses in Maryland will be honored.

In honor of National Nurses Week and RN Recognition Day, registered nurses around the country are encouraged to wear the official “RN Pin.” The pin can be purchased by calling 1-800-445-0445.

ANA, through its state and constituent member associations, advances the nursing profession by fostering high standards of nursing practice, promoting economic and general welfare, promoting a positive and realistic view of nursing, and lobbying Congress and the regulatory agencies on health care issues affecting nurses and the public.

Traditionally, National Nurses Week is devoted to highlighting the diverse ways in which registered nurses, who comprise the largest health care profession, are working to improve health care. From bedside nursing in hospitals and long-term care facilities to the halls of research institutions, state legislatures, and Congress, the depth and breadth of the nursing profession is meeting the expanding health care needs of American society. 

At Saint Agnes Hospital, our professional Nursing staff is our pride. Built on a strong foundation of excellent medical care, values, and compassion, our Nursing team has a 130-year tradition of excellence in Nursing care. We are committed to providing the highest quality healthcare to our patients and their families. We at Saint Agnes would like to take the opportunity to thank our nurses and nurses everywhere for all that you are, and the gifts you share with us each and every day. Interested in joining our legacy of excellence in Nursing? We currently have opportunities available for dedicated Critical Care and Perioperative Nurses.

To learn more and apply, please visit: JobsatStAgnes.com/Nursing

Happy Nurses Week

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To learn more and apply, please visit: JobsatStAgnes.com/Nursing

Like us on Facebook at: Facebook.com/SaintAgnesHospitalCareers

The Maryland Nurses Association is hosting the 110th Annual Convention to highlight the accomplishments of professional nurses who through their professional practice have helped expand horizons for better outcomes. Nurses from all disciplines and all healthcare or academic settings are invited to submit abstracts for the Mae Mulr Nursing Excellence Poster Session. This award was established in 2008 to honor the memory of a dedicated MNA member, nursing educator, and nursing advocate.

The call for abstracts is open from June 3, 2013 to August 23, 2013.

Submissions must be based on outcome measures in professional development, clinical practice, or academia.

Clinical case studies will be accepted.

Abstracts will undergo blind peer review.

Criteria for selection include quality, innovation, potential significance, relevance to the purpose of the Convention, and clarity of the abstract.

Selected presenters are required to participate in and register for the Convention.

The call for abstracts is open from June 3, 2013 to August 23, 2013.

Abstract Submission

Incorporate the following information:

• MNA will correspond with only one author.
• The main contact/author should complete the application.
• Deadline for submission is August 23, 2013.
• Applications arriving after the deadline will not be accepted.
• After you have completed and saved a copy of this form for your records, email it as an attachment to sprentice@marylandrn.org.
• ONLY emailed application forms will be accepted.

Poster Guidelines:

• Should fit on a poster board measuring approximately 30” wide by 36” long

Note: No exceptions to poster size limit. Posters not meeting this size requirement will not be displayed.

• Must not promote or advertise a commercial product.

• Presenters must bring an easel to display their posters.

• Convention attendees will vote electronically for 1st, 2nd and 3rd place poster winners.

• Poster winners will be announced at the Convention Award Luncheon on Friday, October 11, 2013.

Questions? Please send an e-mail to sprentice@marylandrn.org

Applications are available on our website: www.marylandrn.org

The Maryland Nurses Association’s Annual Convention is key to achieving our mission. The Convention is an opportunity for Maryland nurses to gather, to network, to learn, to be invigorated, and an opportunity to focus on the nursing profession’s most pressing concerns. Your Convention presentation will provide you access to a wide variety of your healthcare colleagues.

The Convention draws about 200 participants from all over the state of Maryland. Keynote and plenary speakers provide insights and inspiration while targeted breakout sessions allow attendees to gain specific knowledge and experience related to this year’s theme.

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Nursing Foundation of Maryland 2013 Scholarships

1. Nursing Foundation of Maryland Scholarship
   The Nursing Foundation of Maryland awards a $1,000 scholarship to promote nursing education and improved patient outcomes. The recipient of this scholarship will be a Baccalaureate or Graduate nursing student in Maryland. This can include an Associate Degree prepared RN licensed in Maryland who is continuing his or her education in an RN to BSN education program in Maryland. The recipient will exemplify academic achievement, leadership and community service. The scholarship is for $500.

2. Ruth Hans Scholarship
   The Ruth Hans Scholarship promotes lifelong learning and best practices in nursing by awarding an education scholarship to a Baccalaureate nursing student in Maryland. This can include an RN licensed in Maryland who is continuing his or her education in an RN to BSN education program in Maryland. Ruth Hans received her entry nursing education from the Lutheran Hospital School of Nursing and this award was established in her honor in 2006. The recipient will exemplify academic achievement, leadership and community service. The scholarship is for $500.

3. Maryland General Hospital School of Nursing Alumnae Association Education Scholarship
   The Alumnae Association of Maryland General Hospital awards one scholarship of $1000.00. Preference will be given to the student enrolled in an Associate Degree Nursing program. The recipient must demonstrate financial need in addition to academic achievement and community service.

4. Barbara Suddath Nursing Scholarship
   The Barbara Suddath Nursing Scholarship was established to honor the memory of Mrs. Suddath, the mother of the Executive Director of the Maryland Nurses Association. The recipient must be a nurse enrolled in a graduate degree nursing program with the intention of working with the older population. The recipient will exemplify academic achievement, leadership and community service. One scholarship of $500 will be awarded.

5. Arthur L. Davis Publishing Company Scholarship
   Art Davis established the Arthur L. Davis Publishing Company, the publisher of The Maryland Nurse. Now deceased, the business he began remains a family business dedicated to supporting the nursing community. The Arthur L. Davis scholarship was established in 2003. The scholarship will be awarded to one applicant in the amount of $1000. The recipient must be pursuing a master’s degree in nursing as part of the preparation to teach in a Maryland nursing program. The recipient will exemplify academic achievement, leadership and community service. Applicants for this scholarship must be members of the Maryland Nurses Association.

New University of Maryland School of Nursing Dean Kirschling Visits Nursing Students at the Shady Grove Campus

From left to right are Dean Jane Kirschling, Mrs. Kathie Devers, program manager, Dr. Rebecca Wiseman and Dr. Patricia Morton. Standing in front is first semester nursing student, Chiedzo Chafanza.

University of Maryland School of Nursing students at the Shady Grove Campus held an “ice cream social” to meet the new dean, Jane Kirschling, PhD, RN, FAAN. Dr. Kirschling visited and took questions and suggestions from student leadership and nursing students at Shady Grove. Also, Patricia Morton, PhD, RN, ACNP-BC, FAAN, Associate Dean for Academic Affairs, accompanied Dean Kirschling to hear student questions and ideas. Over 100 nursing students attended the event from Shady Grove. This meeting introduced the nursing students to the new dean of the School of Nursing. A very lively discussion was had and students were delighted to get this special time with Dean Kirschling and Dr. Morton. Rebecca Wiseman, PhD, RN, Assistant Dean Shady Grove stated “Our students appreciated meeting with Dean Kirschling and Associate Dean of Academic Affairs Dr. Morton. They were pleased to have an opportunity to ask questions and hear about the vision and goals for UMSON.”

Nursing Students Practice Real World Situations in Simulation Labs

The students are from left to right: Katherine Townsend, Dana McDonald, Lauren Shannon, Gina Sim, and Alyson Kelly. The students are in the second semester and doing the simulation for their adult health course.

Nursing students at the University of Maryland School of Nursing Shady Grove Campus recently participated in a clinical reasoning/clinical judgement exercise called problem based simulation where they work as a group with specific clinical situations such as new onset atrial fibrillation and thyroid storm. They perform an assessment of the patient and work through nursing interventions for these two cases. Rebecca Wiseman, PhD, RN, Assistant Dean Shady Grove commented “Our students have access to state of the art simulation equipment. Our faculty use simulation scenarios both in the classroom and the simulation labs. Students have the opportunity to practice selected skills prior to entering active patient settings.”
The Nursing Foundation of Maryland (NFM) seeks applicants for 2013 Education Scholarships

Application deadline is September 13, 2013

The Nursing Foundation of Maryland (NFM) is seeking applications for the 2013 Nursing Scholarships. The scholarships will be awarded to those demonstrating scholarship, commitment and potential for leadership in the practice of nursing. The Foundation will award scholarships not to exceed $1,000 each. Applicants may be entry-level baccalaureate nursing students, Registered Nurses with an Associate Degree who are completing a baccalaureate degree in nursing, or nurses pursuing a graduate degree in nursing.

Applicants must meet the following criteria of eligibility:

- Currently accepted or enrolled in one of the Maryland nursing programs indicated above
- Be a resident of Maryland
- Scheduled to receive the pursued degree in nursing within the 2013-2014 academic year
- GPA of 3.0 or higher out of 4.0
- Demonstrated involvement in community service
- Provide at least two letters of reference which indicate scholarship, commitment, service and potential for leadership in the practice of nursing. One of the letters must be from a faculty member.
- Applicants must also meet the specific eligibility criteria of the scholarship for which they are applying (located at www.marylandrn.org).

The scholarship winners are expected to attend the annual Awards Banquet at the Maryland Nurses Association Convention on Friday, October 11, 2013 to receive the scholarship.

Applicant

1. Use the 2013 application form below.
2. The application must be in the NFM office by the close of business on September 13, 2013. It must be mailed if an official transcript is included. Otherwise it may be e-mailed to esuddath@marylandrn.org.

Mail to:
The Nursing Foundation of Maryland
21 Governor’s Court, Suite 195
Baltimore, MD 21244-2721
Phone: 410-944-5800
Fax: 410-944-5802

The Foundation Board of Trustees will notify Award recipients not later than September 27, 2013. The Foundation is a professional organization that is committed to equal opportunity in all aspects of its operation. The Nursing Foundation of Maryland addresses and responds to equal opportunity and human rights concerns without regard to ancestry, nationality, race, creed, lifestyle, color, gender, sexual orientation, age, disability, health status or religion.

2013 APPLICATION

Nursing Foundation of Maryland Nursing Scholarships

This application is for all 2013 scholarships awarded through the NFM. The applicant must have an anticipated graduation date of Spring/Summer 2013 except for doctoral students. Please see specific criteria for the individual scholarships available in the Maryland Nurse and at www.marylandrn.org.

Student Name:

Indicate the scholarship for which you are making application:

Home Information

Street Address:

City/State/Zip code:

Email(s):

Home Phone:

Cell Phone:

School Information

Name of College/University:

Street Address:

City/State/Zip code:

Home Information

For RN to BSN applicants, name of Community College for ADN

Mail all the above to:

Nursing Foundation of Maryland, 21 Governor's Court, Suite 195, Baltimore, MD 21244-2721
Approximately 250 nurses descended on Annapolis to meet with their respective legislators on February 18, 2013. The MNA Legislative Committee worked tirelessly in planning and organizing this very successful event. There were speakers, including Delegates Addie Echardt, Geraldine Valentino-Smith and Shirley Nathan-Pulliam, a role-playing scenario, a legislative update with the lobbyist, and, of course, the planned visits with the legislators. The excitement was palpable as the nurses made their rounds to the House of Delegates and the Senate. The buildings were buzzing with nurses and their interests. What an exciting time to be a nurse!

“HONOR A NURSE” IS A FUND RAISING CAMPAIGN OF THE NURSING FOUNDATION OF MARYLAND. ALL DONATIONS ARE TAX EXEMPT.

Maybe he or she was a roommate, a study partner for your boards, or a colleague with whom you work or have worked. Maybe, this nurse is a relative, someone who rendered care to you, or is or was a mentor along the path of your professional career.

Donate ten dollars for each honoree to the NFM in honor and recognition of each nurse. The nurses names will be published in The Maryland Nurse along with your name unless you wish to remain anonymous. You may honor as many nurses as you wish. All donations will be used for educational scholarships for nurses in Maryland.

As President of the NFM, I will be honoring ten nurses who have been all of this and more to me.

Send your list or even one nurse with check made payable to the Nursing Foundation of Maryland to 21 Governor’s Court, Suite 195, Baltimore, MD 21244.

Linda DeVries, President, NFM

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Maryland Nurses listen attentively to the presentations.

MNA 2013 Nurses Night in Annapolis a Success!

With the State House behind them, J. Stanik-Hutt, S. Nettina, A. Dye, J. Lazear and H. Davis (L-R) join nurses in Annapolis.

S. Nettina, Senator Allan Kittleman, K. Russ, and B. Lang (L-R) meet.

MNA President Neysa Ernst networks with Maryland nurses.

MNA Past President, Patricia Travis with Arilma St. Clair, RN, MSN, National Association of Hispanic Nurses, Chapter President.

Nurses role-play in preparation for legislative visits.
Johns Hopkins University School of Nursing Student and Oncology Nurse

As a former EMT in rural Virginia, Rachel Klimmek witnessed disparities faced by residents separated from good care by distance and poverty. So when she decided her PhD dissertation should look at health disparities among aging cancer survivors, Klimmek knew right where to start.

The Johns Hopkins University School of Nursing student and oncology nurse chose to examine the relationships between older, rural-dwelling patients and their support persons during the critical months of transition following cancer treatment. What Klimmek found is that the goals of patients and helpers can differ vastly—despite the best of intentions—and that this conflict, added to isolation and poverty, can slow the recovery process.

One issue was the over-protectiveness of caregivers who did not allow patients to do things for themselves out of worry that they would get hurt. This conflicted with the practical needs of patients to re-establish independence and return to “normal life.” Some people treated for cancer tended to minimize medical needs, even avoiding doctors, in order to keep “the precious daily routines they had so recently gotten back. They wanted to feel useful. They wanted to help others,” she says of older patients wrestling with feelings of stigma, disability, uncertainty, and depression.

In addition to providing important physical, social, spiritual, and financial benefits during recovery, maintaining “productive engagement” through paid employment, caring for others, or volunteering helped offset many of these negative feelings. But one person’s engagement can be another’s endangerment.

“Keeping [patients] and helpers on the same page is crucial,” Klimmek says, sharing the tale of an overeager support person doing all of the everyday tasks around the house while the patient worried whether she’d be able to do them herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, sharing the tale of an overeager support person doing all of the everyday tasks around the house while the patient worried whether she’d be able to do them herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own. “These acts of love are how we show we care,” Klimmek says, adding a key to her research: “But there is an art to both giving herself once she was on her own.

“Age is the single greatest risk factor for cancer,” Klimmek says, adding economic, geographic, and cultural challenges are reasons cancer disparities can be hard to overcome. “We may not be able to change some of these circumstances, but we can target these individuals for additional support.”

International Nurse Researcher Hall of Fame

Phyllis W. Sharps, PhD, RN, FAAN, Associate Dean for Community and Global Programs and Director of Center for Global Nursing, is the latest faculty member of the Johns Hopkins University School of Nursing (JHUSON) to be named to the International Nurse Researcher Hall of Fame.

“That this recognition comes from researchers worldwide makes it that much more of an honor,” Sharps said. “It reinforces the importance of the work we’re doing in Baltimore and across the globe to protect women and children from violence. It’s great news for me, of course, but even greater news for anyone who will not be victimized tomorrow because of the work we’re doing today.”

Sharps is a specialist in maternal and child health nursing, with her clinical knowledge and research shared through several scholarly nursing and public health publications. She is the director of three Johns Hopkins University health and wellness centers in Baltimore and provides care for battered or homeless women and children.

Sharps’ primary research is dedicated to the effects of intimate partner violence on the physical and emotional health of pregnant women, infants, and young children. She also consults on behalf of the Family Violence Prevention Fund, the National Institute of Justice, and speaks among African-American women and in African-American communities.

One of 19 inductees to be honored at the 24th International Nursing Research Congress on July 22-26, 2013, in Prague, Czech Republic, Sharps is also the ninth JHUSON faculty member to be inducted into the Hall of Fame joining Jerilyn Allen, Deborah Gross, Pamela Jeffries, Myiung Kim, and Marie Nolan, who were honored by the Sigma Theta Tau International (STTI) Congress in Australia last July; Jaquelyn Campbell and Fannie Gaston-Johansson, inducted in 2011; and Dean Martha Hill, part of the inaugural class in 2010. The International Nurse Researcher Hall of Fame honors nurse researchers and STTI members from around the world who have achieved significant national or international recognition and whose research has impacted the profession and the people it serves.

Editor of the Journal of Professional Nursing

Patricia G. Morton, PhD, RN, ACNP-BC, FAAN, professor and associate dean for academic affairs, University of Maryland School of Nursing (UMSON), has been named editor of the Journal of Professional Nursing.

Faculty Members Named to the 2013 Top 100 Women List

Four University of Maryland School of Nursing (UMSON) faculty members have been named to The Maryland Daily Record’s 2013 list of Top 100 Women. Karen Kauffman, PhD, CRNP-BC, associate professor and chair, Department of Family and Community Health; Ann Mech, JD, RN, assistant professor and coordinator of legal affairs; Barbara Resnick, PhD, RN, CRNP, FAAN, FAANP, professor and Sonya Ziporkin Gershonowitz Chair in Gerontology; and Associate Professor Lisa Rowen, DNSc, RN, senior vice president for patient services and chief nursing officer at the University of Maryland Medical Center, made the list. In addition, Kauffman and Rowen were named to the 2013 Top 100 Women’s Circle of Excellence, honoring those who have been named to the list three times.

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Future of Nursing Campaign for Action 2013 Summit

Maryland Action Coalition

Six (6) members of the (MDAC) Maryland Action Coalition [Photo Left to Right: Sherry B. Perkins, PhD, RN, Anne Arundel Health System, Chief Operating Officer Chief Nursing Officer (Recommendation # 3); Rebecca Wiseman, PhD, MSN, Assistant Dean, University of Maryland School of Nursing Program, Universities at Shady Grove, Rockville, MD (State Implementation Program grantee and Recommendation #4); Patricia Travis, PhD, RN, CCRP, MNA, Past President, ANA Board Liaison, Associate Director Clinical Research, Professor, Director, Doctor of Nursing Program, University of Maryland School of Nursing (Recommendation #1); and Barbara Nubile, MSN, RN, Associate Dean/Director of Nursing at Montgomery College (State Implementation Program grantee and Recommendation # 4)] joined 50 states and the District of Columbia for the Campaign for Action Summit 2013: Transforming Health Care through Nursing, where they defined a bold plan of action to improve the health and health care of all residents of the state of Maryland. From February 28 to March 1, 2013, more than 200 diverse leaders from nursing, medicine, business, health systems, philanthropy, and academia came together and shared innovative ideas for transforming health care and improving health. The blueprints for action developed by every state over the two days have accelerated the on-the-ground momentum of the national Future of Nursing: Campaign for Action, a project of the Robert Wood Johnson Foundation (RWJF) and AARP.

The MDAC is two (2) years old. Noteworthy outcomes include removing scope of practice barriers for advanced practice nurses with the elimination of the collaborative agreement, increasing the percentage of nurses with baccalaureate degrees by every state over the two days have accelerated the on-the-ground momentum of the national Future of Nursing: Campaign for Action, a project of the Robert Wood Johnson Foundation (RWJF) and AARP.

The MDAC is two (2) years old. Noteworthy outcomes include removing scope of practice barriers for advanced practice nurses with the elimination of the collaborative agreement, increasing the percentage of nurses with baccalaureate degrees in Maryland through a dual-enrollment strategy, and piloting nurse residency programs across the state. Over the next 6 months, the MDAC will work collaboratively with partners in Maryland which will include students, consumer representatives, the American Association of Retired Persons, media, business, MDs and philanthropic organizations.

To make this possible, the MDAC will:

• Secure more funding
• Develop a five (5) year budget plan
• Create a media and communication plan
• Expand membership to include more diversity
• Reach out to Consumers
• Plan a retreat to create a new strategic plan

When asked during the Summit what success looks and feels like for the Future of Nursing: Campaign for Action, RWJF President and CEO Risa Lavizzo-Mourey, who is a physician by training, said that “Success looks like a country that has a culture of health. It feels like us as a nation having the kind of values where we can say health and the policies and practices that go into making sure we are a healthy community are as much a part of us as the values that say we pursue life, liberty and happiness. Having that kind of a future is what I think nursing, and this Campaign, can help us reach.”

The Future of Nursing: Campaign for Action is working to ensure the conditions necessary to guarantee the health of all Americans and provide access to high-quality, patient-centered health care. Formed to implement the recommendations of the Institute of Medicine (IOM) report entitled The Future of Nursing: Leading Change, Advancing Health, the Campaign is coordinated through the Center to Champion Nursing in America, an initiative of AARP, the AARP Foundation, and the Robert Wood Johnson Foundation. For more information, visit www.CampaignforAction.org.
Nursing has for years discussed the benefits and values of having both the Doctor of Nursing Practice (DNP) and the Doctor of Philosophy (PhD) degrees. We will address the need to have both, their differences and the values each one brings to the profession. Also in an era where nurses are decreasing in their number, due to retirement and faculty shortage, we will discuss strategies to increase the number of doctorally prepared nurses with a focus on programs in Maryland.

**Scope and significance**
According to the Health Resources and Services Administration, less than one percent of nurses in the United States are prepared at the doctoral level. Nursing faculty shortage, lack of clinical sites, classroom space, clinical preceptors and low budgets have been identified as reasons why there will soon be a crisis in the number of doctorally prepared nursing faculty to teach, practice or conduct research. The AACN reports that nursing schools rejected over 75,000 qualified applicants in 2011. The Institute of Medicine (IOM) report The Future of Nursing: Leading Change, Advancing Health proposes a more-education nursing workforce, which would entail increasing the number of doctorally prepared nurses. The American Association of Colleges of Nursing (AACN) found the national nurse vacancy rate to be an estimated 7.6%; 88.3% of those vacancies were for faculty positions requiring or preferring a doctoral degree. Some of the factors contributing to the nursing faculty shortage are the following: (a) few nurses pursue doctoral education/PhD; (b) nurses are not staying in academia; and (c) an aging faculty ready to retire. From 2000 to 2005 there was only a 0.3% increase in the number of PhD graduates and those who chose teaching as primary employment decreased from 70.8% to 59.5% from the 1980s to 1990s. The mean age of doctorally prepared nursing faculty has increased from 49.7 years in 1993 to 54.3 years in 2004 and it is estimated that between 200 and 300 doctorally prepared nurse faculty will retire annually.  

The recommendation to implement the DNP by 2015 as an entry point for all advance practice nursing (APN) programs, and acknowledging the DNP degree as the top level of preparation for clinical-based nursing practice has the potential to increase the number of doctorally prepared nursing faculty. This presents a challenge for nursing school administrators in how to distinguish between the two degrees and what their roles and duties, as faculty, should encompass.

**Differences between DNP and PhD**
While both the DNP and PhD are considered terminal degrees in nursing; the objectives of the DNP and PhD programs differ. The goal of the DNP programs is to prepare nurses to clinically practice at the highest level and the emphasis of the PhD programs is on research. The AACN defines the DNP and PhD as follows:

The DNP is practice-focused designed to prepare experts in specialized advanced nursing practice. The program relies heavily on practice that is innovative and evidence-based; reflecting the application of credible research findings… the PhD degree is designed to prepare nurse scientists and scholars, these programs programs focus heavily on scientific content and research methodology; and all require an original research project and the completion and defense of a dissertation or linked research papers.

The purpose and goal of the DNP is to educate nurses at the highest level of practice to improve outcomes of patient care, build upon the knowledge and skills obtained through master’s programs, and promote the use of evidence-based practice.

**Program Duration and Cost**
In Maryland, University of Maryland School of Nursing (UMSON), Johns Hopkins University School of Nursing (JHUSON) and Uniformed Services University of the Health Sciences offer PhD programs. The DNP program is offered at UMSON, JHUSON, and Salisbury University. The education requirements for the PhD and DNP programs differ. The average credit hours for the PhD program are approximately 60 and for the DNP they are 38-48. The tuition costs between the two programs vary greatly by institution and are also dependent on whether it is state or private sector. The average cost to obtain a PhD can range from approximately $36,000 up to as much as $135,000 based on 60 credit hours. The DNP average cost can range from approximately $29,000 up to $65,000 based on 38 credit hours using the tuition cost provided from five randomly selected nursing schools. The average time to complete a PhD is approximately six years. The average time to complete the DNP is four years.

Findings provided by PhD nurses form the evidence-base that directs the practice of APNs. A major difference between the two types of programs is that the PhD degree requires the completion of a dissertation to generate new nursing knowledge, while the DNP degree program requires the completion of a residency and a special clinical project. A similarity between these two doctoral programs is the increased emphasis on research; the DNP emphasizes research utilization for practice and the PhD program emphasizes research methodology and statistics. The PhD program emphasizes nursing theory and meta-theory, which refine and expand nursing knowledge, while the DNP’s will utilize this knowledge in their practice.

**Why Nursing Should Increase the Number of DNPs and PhDs**
by Susy Postal and Mari Griffioen
three years. As of October 2012, 184 DNP programs exist in the U.S. and 101 programs are in the planning stage.18

One concern about advance practice registered nurses (APRNs) being educated at the doctoral level is that there may be fewer APRNs interested in pursuing the PhD. Some APRNs will already have doctorates (DNP), there will be little financial incentive to complete a second doctorate. The National Institutes of Health (NIH) Nurse Practitioner’s Special Interest Group recognized that it is important to remember that the goal of both programs is to prepare leaders in nursing and nursing education.19 The AACN mentions that neither program fully prepares the individual DNP or PhD graduates for faculty teaching positions.9

Strategy for expanding the future DNP and PhD

Challenges for the DNP and PhD programs are recognized at both institutional and individual levels. Institutions offering doctoral programs need an adequate number of doctorally prepared nurses to teach. The individual attending a program needs to be able to afford not only the tuition but also living expenses, as going to school and working full time can be difficult. An option is to offer a hybrid DNP or PhD program where students meet with the professor/instructor each year. These strategies include statewide initiatives/grants and clinical nursing faculty.20 There should also be a financial incentive to complete a second doctorate. This can be accomplished by offering funding through fellowships, grants scholarships (e.g., the Maryland Nurse Support Program II (NSP II), whose focus is on promoting the education of nurses to become faculty members.21 This program will help meet the expectation of expanding advanced practice education programs through grants and statewide initiatives. Its goal is to recruit, develop and strengthen the faculty teaching at Maryland nursing schools. The Graduate Nursing Faculty Scholarship and Leading Grant program is one example of a financial aid initiative administered by the Office of Student Financial Assistance (OSFA) and Office of Outreach and Grants Management at Maryland Higher Education Commission (MHEC).22

Finally, in alignment with the IOM Future of Nursing report, the recommendation is to advance health through nursing and to have every state implement a consensus coalition which will develop and implement a strategic plan to achieve the IOM recommendations. One recommendation is to double the number of doctoral prepared nurses by 2020. In summary, the DNP and PhD are different doctorates, as both programs focus on the individual. The DNP utilizes this knowledge in their practice.11 As the nursing shortage continues to grow and the number of doctorally prepared nurses grows slowly, we are likely to have a huge gap in faculty available to teach. The DNP and PhD offer rich research opportunities; but as all APRNs will soon be required to have a doctorate, the concern is there may be a shift to more DNPs graduating than PhDs. According to the AACN, there has been a steady rise in impeding nurses from returning to school and address those challenges. Both program requirements for completion are extensive and complex, also the number and research requirements for the PhD is much greater. Through the use of short and long term strategies, we can address how to double the number of doctorally prepared nurses. Statewide initiatives, expanded educational analysis and redesign are some options to promote the recruiting of qualified nurses to return to academia. These two degrees support one another and together can help to advance the creation and translation of knowledge into the practice of nursing.

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13. University of California, San Francisco School of Nursing and Health Science Quarterly, 24(1) 31-34
NPAM Holds Spring Conference and Membership Meeting

The Annual Spring Conference and Membership Meeting were held on Thursday, April 18th at Johns Hopkins School of Nursing. Over 100 Maryland Nurse Practitioners and Nurse Practitioner students attended to network, renew, and learn. Past-President Shannon Izbik, PhD, CRNP, extended greetings and opening remarks and introduced the members of the Board of Directors: Tonya Appleby, CRNP, President; Andrea Schram, CRNP, President Elect; Jennifer Loud, Secretary; and, Tyree Morrison, CRNP, Treasurer.

District Directors for 2013/2014 are: Baltimore District – Ameera Chakravathy, CRNP, Capitol District – Mary Schroeder, CRNP, Central District – Diana Ng, CRNP, and Kristine Burns, CRNP, Eastern District – Kerry Palakatis, CRNP, Howard District – Maureen Kelley, CRNP, and Lori Woreoniczki, CRNP, Mountain District – Cathy Chapman, CRNP, Northwest District – Marian Grant, CRNP, and Joyce Vazzano, CRNP, and Western District – Linda Muehl, CRNP.

The Spring Conference included five educational sessions with up to five (5) CEUs awarded to participants. The sessions were informative and varied. Julie Trivedi, MD presented on prevention, early detection and treatment of infectious diseases; Susan Kraus, MSN, CDE, CRNP; a psychiatric nurse practitioner and member of NPAM, spoke about meeting the mental health needs of patients; Jonathan Lang, DDS, an Orthodontist reviewed proper intra-oral assessment techniques and oral pathology; Anis Frayha, MD, a Radiologist from Advanced Radiology, discussed imaging studies; and Kathleen White, PhD, RN, NEA-BC, FAAN, discussed the Affordable Care Act and the implications for nurse practitioners.

The Conference Committee Co-Chairs Karen Minor, CRNP, and Sandra Nettina, CRNP, would like to thank Johns Hopkins School of Nursing for hosting this year’s Spring Conference and for the support of the exhibitors, who provided valuable information to our conference participants.

If you missed the Spring Conference you can join us in the fall! Save the date for NPAM’s Fall Conference to be held on Saturday, October 12, 2013 at Howard Community College!

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Coordinator of Undergraduate Nursing
Qualifications: PhD in Nursing or its equivalent or master’s Degree in Nursing with a doctoral in a related field. Five years of clinical experience. Documented skill in teaching nursing using various methodologies including five years of teaching experience in Medical-Surgical, MCH, or Community Health Nursing. Five years of academic administrative experience with skill in supervising and collaborating with faculty and university administration in the design, construction, implementation, and evaluation of nursing curricula and other scholarly efforts. A Maryland RN license is required.

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Assistant Professor, Associate Professor
1. Eligible for academic appointment to associate professor or professor rank.
2. Master’s degree in nursing or an earned doctoral degree in nursing or a related field.
3. Experience in teaching in higher education and demonstrated leadership ability in program development and evaluation.
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Salary: The salary is competitive depending on training and experience.

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Dean Hill Guest Speaker at May Diploma Ceremony

Dean Martha N. Hill, PhD, RN, FAAN, who transformed the Johns Hopkins University School of Nursing (JHUSON) into one of the top nursing schools in the nation, has been named guest speaker for the May 23 Diploma & Award Ceremony.

Hill, an alumna of Hopkins Nursing when it was still part of Johns Hopkins Hospital, has led JHUSON since July 2001 and has been a member of the faculty since the School was established as a separate entity in 1983. As an educator, she is known for her mentorship of students and junior faculty members; as a researcher, for her investigations into preventing and treating hypertension and its complications, particularly among urban African-American men. From 1997-1998, Hill served as president of the American Heart Association, the first non-physician to be named to that position. During Hill's tenure, research funding at the school has increased by more than 440 percent. In 2011 and 2012, the school's graduate programs were ranked best in the nation by U.S. News & World Report.

She will conclude her service as dean at the end of the 2012-13 academic year, but Hill will remain a member of the JHUSON faculty as she returns to her groundbreaking research.

The Diploma and Award Ceremony will be at the France-Merrick Performing Arts Center Hippodrome Theatre, 13 North Eutaw St., Baltimore.

To read more about Dean Hill and her accomplishments, go to nursing.jhu.edu/omarshill.

Dr. Jane Kirschling to Lead University of Maryland, Baltimore

More than 100 guests, including faculty, staff, alumni, campus administrators, and others assembled in the ballroom of the Southern Management Corporation Campus Center for a reception to officially welcome the School of Nursing’s new dean.

Jane M. Kirschling, PhD, RN, FAAN, who officially began her tenure as dean in January, greeted guests and posed for pictures before being formally introduced by University of Maryland, Baltimore (UMB) President Jay A. Perman, MD.

During his introduction, Perman reminisced about their days as administrators at the University of Kentucky and how elated he is to be working with Kirschling again. Perman recalled being disappointed that he was losing Kirschling as a colleague when he accepted the presidency at UMB in 2010. However, after former dean, Janet D. Allan, PhD, RN, FAAN, announced her retirement and Kirschling became a candidate for the position, they were reunited.

“I had the difficult task of convincing Jane to come to Maryland, and I knew Kentucky wouldn’t be willing to let her go easily,” Perman said. “We had a great ride at Kentucky. It was her destiny to come here.”

Following Perman’s introduction, Kirschling briefly addressed her guests, letting them know how excited she was to be the School’s new dean. She also expressed her commitment to interprofessional education and that she welcomes the opportunity to serve as director of interprofessional education for the UMB campus.

“I look forward to not only working as the dean of the School of Nursing, but also collaborating with my colleagues from other programs,” Kirschling said. “Coming to the University of Maryland was absolutely the right decision.”
District 2 Policy and Practice Seminar Series:
Evans and Clauser Address Patient Re-admissions

Over fifty nurses attended the first “Policy and Practice Seminar Series” launched by District 2 (D2) on March 28, addressing hospital re-admissions. These seminars were free to RNs and nursing students.

Why is it necessary to avoid readmissions to acute care? Is there a good model for doing this, and what are the patient outcomes? D2 nurses, from Baltimore, Carroll County and Howard County, came to hear Karen Evans, MSN, RN-BC, Regional Manager of Education at FutureCare, and Barbara Clauser, MHA, MBA, FutureCare Sandtown, address this question at the MNA D2 Policy and Practice Seminar, held at FutureCare Irvington in Baltimore.

The recent “sea change” in federal policy, to base reimbursement on quality instead of quantity of care, included identifying early re-admissions after discharge as one of the quality indicators for reimbursement by the Center for Medicare and Medicaid Services (CMS). This impacted nursing practice almost immediately.

Nurses, administrators and regulators are responding to the mandate to promote patient recovery and reduce the number of unnecessary readmissions. Maryland is unique, in that we have a state agency that regulates reimbursement for patient care, the Health Services Cost Review Commission (HSCRC).

What is the impact of the HSCRC on reducing the number of readmissions? How can nurses assess and plan for better recovery rates of their patients? Evans and Clauser described the INTERACT program tools developed by Dr. Joseph Ouslander from Florida Atlantic University, a strategy to enhance recovery.

“INTERACT is a care improvement strategy for acute care and rehabilitation units, developed by Dr. Joseph Ouslander of the University of Miami, to reduce the number of hospital readmissions,” Evans and Clauser explained. “It is a strategy to enhance recovery for patients who require health services during early hospitalization.”

Evans and Clauser described the INTERACT program tools developed by Dr. Joseph Ouslander from Florida Atlantic University, a strategy to enhance recovery.

District 2 Moves

District 2 President Christie Simon Waterman announced on March 15 that District 2 has moved and has new contact information. The new mailing address is 6400 Baltimore National Pike #523, Baltimore, MD 21228. The D2 Board will announce a new webpage address in the near future.

“The Board is determined to be more active on behalf of the nurses and patients in our District,” declared D2 President Christie Waterman. “We are an active, advocating, caring group, assessing all aspects of our performance, to improve our service and accessibility to members, and to promote our mission. Stay tuned for more news from D2!”

District 2 Selects New Executive Director

District 2 President Christie Simon Waterman announced on March 28 that the Board has selected a new Executive Director, Nayna Philipsen, JD, PhD, RN, FACCE, to serve the Board and the members of D2.

Dr. Philipsen is a Professor in the College of Health Professions at Coppin State University. She previously served on the faculty at the University of Maryland at Baltimore and Salisbury University. She is also a former D2 and MNA Board member, and the former Director of Education and of Licensure and Examination at the Maryland Board of Nursing. She has been admitted to the bar to practice law in Maryland, the District of Columbia, and the federal courts, including the United States Supreme Court.

“The Board and I could not imagine anyone better qualified,” stated President Waterman. “D2 is very pleased that Dr. Philipsen has agreed to help us move forward and serve the nurses of Baltimore, Carroll County and Howard County.”

The D2 Board has worked with the support of others in the past, including Mary Louise Vaccare, Mary E. Lorenz, Louise K. Lorenz, and Paula Singer. The D2 Board invites anyone who can share more of this history with us to email mnadistrict2@gmail.com or write to us at: District 2 MNA, 6400 Baltimore National Pike #523, Baltimore, MD 21229.

MNA D2 Leadership Team members:
Karen Evans, Christie Waterman (President), Natasha Loving, and Nayna Philipsen.
In the pre-dawn hours of Saturday, January 26th, 2013, the Maryland Association of Nursing Students’ (MANS) Board of Directors, along with student and faculty volunteers, rushed through the frigid morning air to make the final preparations for the yearly MANS convention. Snow had fallen only the night before, and the early morning crew wore relieved smiles because their months of hard work were spared a snowy doom. At 8 am, with sign posts positioned, room set-ups double-checked, and name tags donned, students opened the front doors of Hodson Hall to welcome the day’s guests.

The day’s activities began with an introduction of the MANS Board of Directors and a rousing roll-call of Maryland’s nursing schools. The cheers of school pride were followed by greetings from MANS President Cheryl Appleton, NSNA Director East Rebecca Walker, MNA President Neya Ernst, and Johns Hopkins University School of Nursing’s Dean Martha Hill. Next, MANS committee chairs gave students a mid-year update on the progress of their projects. Speaker Kelly Taylor from DKMS America spoke to students about the importance of bone marrow donation. To round out the opening session, keynote speaker MNA’s Rosemary Mortimer gave advice to students about transitioning from nursing student to RN.

The MANS Annual Convention is an opportunity for Maryland undergraduate nursing students and faculty to network, visit with recruiters from area healthcare organizations, and attend break-out sessions focusing on important topics in nursing. This year, students chose from session topics such as the Affordable Care Act, landing a dream job before graduation, arterial blood gas interpretation, critical care nursing, and resume-writing. Students also explored leadership opportunities with a student leadership panel, attended a Mini-NCLEX review, and participated in a presentation by the University of Maryland Medical Center Face Transplant Team.

The day also provided a forum for key meetings. The Council of School Leaders (COSL) had a luncheon meeting to discuss schools’ special projects and accomplishments this academic year. In addition, faculty attended a Lunch and Learn sponsored by Kaplan. The MANS House of Delegates convened in the afternoon, and among their official business was voting for the 2013-2014 MANS Board of Directors. MANS welcomes officers-elect President – Anastasia Valentino, Vice President – Edward Stene, Secretary – Cecilia Gutwald, continuing Treasurer – Brian Faulkner, Newsletter Editor – Duy Vu, Community Health Chair – Emily Mazurak, Public Relations Chair – Annie Folks, Breakthrough to Nursing Chair – Rebecca Barker, and Membership and Nominations Chair – Rebecca Dziwulski.

Endnote speaker Herschaw Davis, Jr. injected humor into the closing session with encouraging words for upcoming graduates. Following Mr. Davis, Scholarship Committee Chair Brian Faulkner awarded MANS sponsored scholarships to two Maryland nursing students. The day ended with raffle drawings and prizes before students began their journeys home.

This year’s MANS Convention was considered a big success by planners and attendees alike. The MANS Board of Directors would like to thank MNA’s Gewreka Nobles for all of her advice and support during the Convention’s planning and formation.

The 2014 MANS Convention location has not yet been announced.
Imagine what could be accomplished! What a change to attend Nurses Night in Annapolis next year. Nurses a fulfilling and rewarding evening. I encourage you America, in Annapolis, might you cap off your experiences. As we headed to our cars we ran into Governor Martin O’Malley! He was quite gracious contact was priceless.

It was more personal than an e-mail, and the eye feel important, and I really did feel that I was heard. good impression. The legislators I met with made me to capture interest, answer questions, and make a materials to the legislators and include your contact written down/typed up so that you can articulate say (simple and direct), and to have your key points to practice to the full extent of their education, skills and competencies. The application for CNS licensure is currently being drafted by the MBON. Affiliate membership represents CNSs from universities and hospitals across Maryland. Current priorities include building membership, offering regular Continuing Education offerings, and reaching out to CNS and professional colleagues, administrators, students, patients, and families to increase visibility and understanding of the CNS role. For more information, visit the website: http://sites, google.com/site/chesapeakebaycns/

The most important observation I made was that it is critical to be concise in what you want to say (simple and direct), and to have your key points written down/typed up so that you can articulate clearly. It is also advisable to provide written materials to the legislators and include your contact information, for their future reference. It is important to capture interest, answer questions, and make a good impression. The legislators met with me feel important, and I really did feel that I was heard. It was more personal than an e-mail, and the eye contact was priceless.

After the completion of the event, a few of us met at Calvert House in Annapolis to listen to several speakers, hear some tips on how to introduce ourselves, and prepare by participating in a bit of role-play before heading off to speak to our Delegate(s) and Senator(s). Meeting times with the legislators were arranged by MNA. I quickly learned that schedules are fluid in the political arena, but ultimately, you will get your chance to speak. Each legislator I approached was receptive–it was, after all, a night for lobbying and we were all constituents!

The author, Antonia Fowler, RN is a student at University of Maryland School of Nursing.

Susan Immmelt, PhD, RN, PCNS-BC; Sharon J Olsen, PhD, RN, AOCN

The Chesapeake Bay Chapter Affiliate was organized in September 2010 and meets quarterly. Founding members included Sharon Olsen, PhD, AOCN; Michelle Salmon, RN, MSN, ACNP; CWS-BC; Melinda Sawyer, MSN, PCCN, CNS- BC; Paul Thurman, MS, ACNPC, CCNS, CCRN, CNRN; Kathryn Von Rueden, MS, ACNS-BC, FCCM; Samantha Young, MS, CCRN CCNS ACNP. In January 2011, the Affiliate petitioned the Maryland State Board of Nursing (MBON) to assist in the development of Clinical Nurse Specialist (CNS) regulations to recognize the Maryland CNS for APRN licensure. Final language for the new regulations also included requirements for certification, title protection and a grand fathering clause. The State of Maryland adopted these regulations in October 2012. These regulations are forward looking in that they are consistent with the Consensus Model for APRN Regulation,1 recognize existing CNS core competencies as adopted by the National Association of Clinical Nurse Specialists2 and support the Institute of Medicine’s recommendation that nurses should be allowed to practice to the full extent of their education, skills and competencies.3 The application for CNS licensure is currently being drafted by the MBON.

Affiliate membership represents CNSs from universities and hospitals across Maryland. Current priorities include building membership, offering regular Continuing Education offerings, and reaching out to CNS and professional colleagues, administrators, students, patients, and families to increase visibility and understanding of the CNS role. For more information, visit the website: http://sites, google.com/site/chesapeakebaycns/


The Benefits of LinkedIn for Nursing Professionals

Mary Beth Zaber, RN, BSN

LinkedIn is the most valuable social media network for nursing professionals. Even if you are not into social networking, LinkedIn is a great social site to join. This social networking site is different from Facebook and Twitter because it hosts a professional atmosphere, and those who utilize this network have a professional profile. LinkedIn contains worldwide professionals, discussion forums, employment opportunities and excellent contacts. Creating a LinkedIn account is a great way to increase your online presence, while connecting with people who share similar interests.

If you are just starting out with LinkedIn or you already have a profile, here are some tips to practice.

Maintaining Your Profile

Maintaining your profile is important on LinkedIn. Make sure your profile and career information is accurate and complete. Your picture, name and personal headline follow you around LinkedIn. Upload a professional photo (not you and someone else), your name should include your credentials, and your headline should highlight your attributes in 120 characters or less. Do not copy and paste your entire resume, instead highlight your career and greatest accomplishments. Make your profile public, and update it regularly.

Recommendations

Provide recommendations for professionals that you would refer to a colleague or friend. Do not make recommendations for people you do not know. Write recommendations for people who offer strong skills. Avoid writing recommendations, hoping that person will write one for you; this is known as “referral swapping.”

Take Part in Discussion Boards

Discussion boards are a fantastic feature of LinkedIn. You can join groups that interest you, and connect with professionals who share similar interests. Activity on discussion boards is a fantastic way to build your reputation and expand your network exponentially.

Separate Professional & Personal Accounts

LinkedIn is a place for professionals, do not include your Facebook and Twitter accounts on your account. Always keep your personal and professional accounts separate on all social media sites.

Making Connections

It is easy to find people on LinkedIn by searching old emails, college alumni, and co-workers. Adding connections can help increase your reach on this social site. When making connections, LinkedIn experts recommend writing why you want to connect. For example, “I have been following your comments on better patient outcomes, and would welcome the opportunity to connect with you.” Building your connections is an excellent way to expand your network.

Finding You Online

People seeking specific expertise, backgrounds or skill sets can locate LinkedIn profiles through the advanced people search function. Keywords are important in searches, use descriptive words and phrases in your profile will lead others to you. The larger your connections and the more groups you are involved in, the more likely you will show up more through LinkedIn searches. If you would like to develop professional connections, connect with those who share similar interests, or find a job, having a professional LinkedIn profile can open up many opportunities.
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A Master of Science in Nursing (MSN) is an advanced-level Postgraduate degree for Registered Nurses and is considered an entry-level degree for nurse educators and managers and prepares a nurse to seek a career as a Nurse Administrator, Health Policy expert, or a Clinical nurse leader. The MSNE may be used as a prerequisite for doctorate-level nursing education and previously was required to become an advanced practice nurse such as a Nurse Practitioner, Clinical Nurse Specialist, Nurse Anesthetist, or Nurse Midwife. This graduate-level degree focuses in one or more of many different advanced nursing specialties such as acute care, adult, family, geriatrics, neonatal, palliative care, pediatric, psychiatric, Obstetrics and Gynecological Nursing, etc. In addition, graduates will be able to achieve a level of academia within educational arenas which is second to none.

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