Maryland Nurses Association
111th Annual Convention
October 16 & 17, 2014

Nurses:
Today’s Healthcare Compass

Anne Arundel Medical Center
Belcher Pavilion, Doordan Health Sciences Institute
Annapolis, Maryland
REMEMBER the moment you decided your life should be spent saving others?

RECOMMIT to your roots with MD Responds—Maryland’s Medical Reserve Corps. Disaster can strike at a moment’s notice and your knowledge, skills and talents can change lives.

REDISCOVER the world needs YOU!
You’re a difference-maker. Be ONE with us.
Register today at mdresponds.dhmh.maryland.gov.
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CONGRATULATIONS

to the Maryland Nurses Association on your
111th Annual Convention.

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At Carroll Hospital Center, we understand how vital nurses are to successful outcomes in health care. Our new President and CEO Leslie Simmons, R.N., FACHE, has a deep appreciation of the importance of nursing from her own experience in the field.

So, to all Maryland nurses, we say thank you. We couldn’t do it without you.

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Nursing: Today's Healthcare Compass

Welcome to the
111th Annual Convention of the
Maryland Nurses Association

Meet and greet your colleagues, both members and non-members!

Red Ribbon – MNA Member
Green – Student

Convention Planning Committee
Blue Ribbons

Diane Friend, MS, RN, CDON/LTC, Chair
Cheryl Nelson, MSN, FNP-BC, WHNP-BC
Carol Fickinger, RN, BSN, MPA
Denise A. Moore, PhD, APRN-BC
Rosemary Mortimer, RN, MS, MSEd, CCBE
Neysa Ernst, RN, MS
Kristie Kovacs, MSN, FNP-BC
Janice Hoffman, RN, PhD
Nina Sharma, RN, BSN
Jean Seifarth, PhD, RN, PMHCNS-BC
Patricia Travis, RN, PhD, CCRP
Josephine Fava Hochuli, MSN, RN
Ed Suddath, Chief Staff Officer
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EOE/AA
Greetings from the President

Dear Colleagues and Friends,

Welcome to the Maryland Nurses Association’s 111th Annual Convention, which is again being hosted at Anne Arundel Medical Center’s Belcher Pavilion, Doordan Health Sciences Institute and Conference Center. Based upon the convention theme – Nurses: Today’s Healthcare Compass – the MNA Convention Planning Committee, under the extraordinary leadership of Diane Friend, has coordinated a relevant, dynamic and engaging agenda of presentations and posters. I highly encourage you to take advantage of the many professional development opportunities here at the Convention.

As I have shared in recent President’s Messages in The Maryland Nurse, I believe it is an exciting time to be a registered nurse. In all areas that registered nurses’ influence our current healthcare system, whether in health care agencies, educational settings, legislative environments, or business arenas, the public look to us based upon our caring, expertise, and passion. Based upon the importance of our influence and impact, convention attendees will have opportunities to hear from national and state leaders about healthcare reform initiatives, practice issues, environmental issues and legislative issues.

One of my personal favorite aspects of the annual MNA convention is the opportunity to network with the MNA members, nursing leaders, colleagues and students in attendance from across our state. Please take advantage of these opportunities! I particularly encourage you to network with the District Leaders and MNA Committee Chairs who are looking for members to become actively involved in the many activities at both the local and state level. We need all of your collective voices to influence the future of health care and most importantly the nursing profession!

On behalf of the MNA Board of Directors, thank you for your participation at this year’s convention. Please join me in acknowledging the excellent work by the MNA Convention Planning and the contributions of our MNA Staff – Ed Suddath (Chief Staff Officer), Susan Prentice (Continuing Education Coordinator and Administrative Assistant), and Marie Ciarpella (Bookkeeper).

Please set your personal and professional compass in the direction that will influence the health and safety of those we serve in our roles as registered nurses!

Sincerely,

Janice J. Hoffman, RN, PhD, ANEF
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• Health Services Administration
• Doctor of Nursing Practice
• MSN degrees
• Nurse Practitioner Programs
• Post-Bachelor’s Certificate Programs
• Post-Graduate Certificate Programs

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Elizabeth Giordano, RN
Drexel RN to BSN student

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Kathleen Ogle  
Secretary

Linda Cook  
Treasurer-Elect

Jaime Striplin

Karen Evans

Donna Downing-Corddry

Elizabeth Mackessy-Lloyd

Debra Disbrow

Michelle Gleitsmann
Be the Nurse
YOU WANT TO BE!

Become the nurse you want to be on the campus of the University of Maryland (UM) in downtown Baltimore. Here, the UM Medical Center and the UM School of Nursing are directly across the street from each other. More than just neighbors, these two institutions capitalize on their proximity by partnering to ensure that career and education go hand-in-hand.

FOR EXAMPLE:
Nursing students, both undergraduate and graduate, can venture outside the classroom and practice, study and research in the vibrant, complex patient care environment of the Medical Center.

At the same time, bedside nurses can cross the street for graduate school.

Or one of those clinical nurses by day could be a nurse educator by night.

The collaboration, the ideas, the possibilities are endless!

LEARN MORE ABOUT US

UNIVERSITY OF MARYLAND SCHOOL OF NURSING
- Offers BSN, MS, DNP, and PhD degrees
- Only nursing school in Maryland with an Institute for Educators in Nursing and Health Professions
- 125-year history with 22,000 graduates
- Nationally ranked by U.S. News & World Report (11th in 2013)
- Ranked 9th in funding for nursing schools by the National Institutes of Health
- Two interprofessional Organized Research Centers
- Research areas include chronic pain, impulsivity and drug abuse, neuromuscular diseases, sleep, Web-based interventions, health care organizational issues, and bone health

nursing.umaryland.edu

UNIVERSITY OF MARYLAND MEDICAL CENTER
- 800-bed quaternary, academic medical center with Level I Trauma Center
- More than 2,500 nurses, including more than 260 NPs, CRNAs and CNs
- Magnet status since 2009
- Established in 1823 and remains one of the oldest teaching hospitals
- National and regional referral center for trauma, cancer, cardiac care, neuro care, women’s and children’s health and organ transplantation

umm.edu/nursing
2014 Maryland Nurses Association

Officers

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Vice-President Joann Oliver, MNEd, RN, CNE, CBIS
Secretary Kathleen Ogle, FNP-BC, PhD, RN
Treasurer Linda Costa, PhD, RN, NEA-BC
Treasurer-Elect Linda Cook, PhD, RN, CCRN, CCNS

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Jaime Striplin, MSN
Karen Evans, MSN, RN-BC
Donna Downing-Corddry, BSN, RN
Elizabeth Mackessy-Lloyd, MS, MA, RN
Debra Disbrow, MSN, RN
Michele Gleitsmann, MSN, PMHCNS-BC

District Presidents/Chairs

District 1 Diane Friend, MSN, RN, CDONA/LTC
District 2 Christie Simon-Waterman, MSN, CRNP
District 3 Carole Staley Collins, MSN, PHCNS-BC, PhD
District 4 Sharon Stagg, DNP, MPH, RN, FNP-BC, COHN-S
District 5 Jo Ann G. Kim, PhD, RN, ACNS-BC
District 7 Sadie Parker, RN, MSN
District 8 Maureen Lal, RN, MSN
District 9 Michele Henderson, RN

Staff

Chief Staff Officer Ed Suddath
Continuing Education Coordinator Susan Prentice
Bookkeeper Marie Ciarpella
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
MARYLAND NURSES ASSOCIATION

DISTINGUISHED PAST PRESIDENTS

M. Adelaide Nutting 1904-1906
Mary C. Packard 1906-1908
Sarah E. Parsons 1908-1909
Georgina C. Ross 1909-1911
Reba Thelin Foster 1911-1913
Ethel Palmer Clarke 1913-1915
Elsie M. Lawler 1915-1927
Jane E. Nash 1927-1936
Maud M. Gardner 1936-1944
Elizabeth Norwood 1944-1948
Margaret Ann Henshaw 1948-1949
Marsha Johnson 1949-1950
Ethel Turner 1950-1952
Sr. M. Florence Garner 1952-1953
Anna E. Holmes 1953-1955
M. Elizabeth Pickens 1955-1957
Ann Klingelhofer 1957-1958
Alice J. Akehurst 1958-1960
Eleanor J. Smith 1960-1962
Alice J. Akehurst 1962-1963
Alice M. Sundberg 1963-1967
Genevieve Jordan 1967-1971
Clare Kimbro 1971-1973
Jean Galkin 1973-1975
Margaret B. Keller 1975-1977
Jane Dawson 1977-1979
Bonnie Rogers 1979-1981
Rosetta Sands 1981-1982
Barbara Santamaria 1982-1985
Lynada Johnson 1985-1987
Kathleen M. White 1987-1989
Nancy McCaslin 1991-1993
Gregory Paul 1993-1995
Kathryn V. Hall 1995-1997
Madeline Turkeltaub 1997-1999
Mary L. Beachley 1999-2001
George Paul 2001-2003
Denise A. Moore 2003-2005
Sandra H. Bryan 2005-2007
Rosemary E.S. Mortimer 2007-2009
Patricia Travis 2009-2011
Neysa Ernst 2011-2013
1985
Membership Award
Carol Bragg, RN
Outstanding Clinical Nurse Award
Karen Gammon, RN, MS
Outstanding Leadership Award
Marie McCarthy, RN, MS, CS
Legislator of the Year Award
Delegate Larry Young
Rosalie S. Abrams Legislative Award
Lucy Fink, RN, MS

1986
Membership Recruitment Award
Carol Bragg, RN
Honorary Nursing Practice Award
Betty Putman, RN
Outstanding Leadership Award
Helen Bissett, RN, MS
Legislator of the Year Award
Senator Arthur Dorman
Rosalie S. Abrams Legislative Award
Nancy McCaslin, RN, MS

1987
Membership Recruitment Award
Deborah Wilkes, RN, C
Outstanding Leadership Award
E. Elizabeth Derr, RN, MS
Outstanding Nursing Practice Award
Diana Donegan, RN, BSN
Outstanding Adv. Clinical Nurse Award
JoAnn Lee, RN, BSN
Outstanding Health Information Award
Mr. J. Sidney King
Rosalie S. Abrams Legislative Award
Patricia M. Jones, RN, MS

1988
Membership Recruitment Award
Deborah Wilkes, RN, C
Outstanding Leadership Award
Nancy A. Pashby, RN, BSN
Outstanding Nursing Practice Award
Lois Macomber, RN
Outstanding Adv. Clinical Nurse Award
Nancy K. Howard, RN, MS
Outstanding Adv. Clinical Nurse Award
Mary Etta Roberts, RN, MSN
Outstanding Health Information Award
Honorable Donna M. Felling

1989
Membership Recruitment Award
Deborah Wilkes, RN, C
Outstanding Leadership Award
Genevieve M. Jordan, RN, MS
Outstanding Adv. Clinical Nurse Award
Debbie Gilbert Kramer, RN, MS, CRNP
Outstanding Adv. Clinical Nurse Award
Roberta Niklewsiki, RN, MS
Outstanding Health Information Award
Patricia Papa, RN, C, MSN, PNP
Rosalie S. Abrams Legislative Award
Lynn Klair, RN, MS, C
Legislator of the Year Award
Delegate H.R. Hergenroeder, Jr.
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<th>Recipients</th>
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<tr>
<td>1990</td>
<td>Membership Recruitment Award</td>
<td>Deborah Wilkes, RN, C</td>
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<td></td>
<td>Outstanding Leadership Award</td>
<td>Joan Creasia, RN, PhD</td>
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<td>Outstanding Adv. Clinical Nurse Award</td>
<td>Frances A. William, RN, MS, CNS</td>
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<td>Outstanding Nurse Educator Award</td>
<td>Margaret M. DeStefanis, RN, MSN</td>
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<td>Outstanding Nursing Practice Award</td>
<td>Veronica Noah, RN, BSN, CRNI</td>
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<td>Outstanding Health Information Award</td>
<td>Cumberland Broadcasting Company, WCBC-1270AM</td>
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<td>Rosalie S. Abrams Legislative Award</td>
<td>Margo Chaney Cockey, RN, MSN, CRNP</td>
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<td>Rosalie S. Abrams Legislative Award</td>
<td>Dorothy E. Culb, RN, BSN</td>
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<td>Legislator of the Year Award</td>
<td>Delegate Barbara Kreamer</td>
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<td>1991</td>
<td>Outstanding Adv. Clinical Nurse Award</td>
<td>Sheila Todd Eliasberg, RN, MS, C, CS</td>
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<td></td>
<td>Outstanding Nurse Educator Award</td>
<td>Gail Mazzoco, RN, EdD</td>
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<td>Outstanding Nursing Practice Award</td>
<td>Judith A. Menges, RN, C</td>
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<td></td>
<td>Outstanding Health Information Award</td>
<td>Maggie Neal, RN, PhD</td>
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<td></td>
<td>Rosalie S. Abrams Legislative Award</td>
<td>Shirley Van Zandt, CRNP, MSN</td>
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<tr>
<td>1992</td>
<td>Outstanding Adv. Clinical Nurse Award</td>
<td>Kathleen Stilling, MSN, CRNP</td>
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<td></td>
<td>Outstanding Nurse Educator Award</td>
<td>Lisa A. Seldomridge, MSN, RN</td>
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<td>Outstanding Nursing Practice Award</td>
<td>Sarah Cromwell, BSN, RN</td>
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<td></td>
<td>Outstanding Leadership Award</td>
<td>Jeanette Boyer, MS, RN</td>
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<td></td>
<td>Rosalie S. Abrams Award</td>
<td>Carol Schatzman, RN</td>
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<tr>
<td>1993</td>
<td>Legislative Award</td>
<td>Laurie Thomas</td>
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<td>Legislative Award</td>
<td>John Stierhoff</td>
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<td>Rosalie S. Abrams Award</td>
<td>Brenda Adkins, RN, BS, CAN</td>
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<td>Outstanding Leadership Award</td>
<td>Susan Appling, RN, MS, CRNP</td>
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<td>Outstanding Nurse Practice Award</td>
<td>Leola Washington, RN, BS, MPH</td>
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<td>Outstanding Nurse Educator Award</td>
<td>Laurie Pasieka, BS, RN</td>
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2014 Maryland Nurses Association

MARYLAND NURSES ASSOCIATION

1994

Rosalie Silber Abrams Award
Barbara E. Hanley, RN, Ph.D

Legislative Recognition Awards
Delegate Robert Hergenroeder
Senator Paula Hollinger, RN
Senator Lawrence Levitan
Senator Patricia Sher
Delegate Virginia Thomas

Health Policy Recognition Award
Marilyn Goldwater, RN

Certificate of Appreciation
Ruth Hans, RN

Outstanding Health Information Award
J.R. Robey-WCBC, Cumberland

Search for Excellence Award
Leola Washington, RN, BSN, MPH

Search for Excellence Special Recognition
Laurie Pasieka, RN, BSN, CDE

Outstanding Leadership Award
Judith Westing, RN, MS

Outstanding Pathfinder Award
Patricia A. Abbott, RN, MS
Barbara A. Kellam, RN, PhD

Outstanding Adv. Clinical Nurse Award
Bonnie Lee Legge, BSN, MEd, MS

AJN/Maryland Nurses Association Writing Award
Mary H. Palmer, RN, C, PhD, FAAN

1995

Rosalie Silber Abrams Award
Mary L. Beachley, RN, MS, CEN
Peggy Soderstrom, RN, PhD

Outstanding Health Information Award
Mary Ellen Lloyd

Outstanding Leadership Award
Deborah R. Cox, RNC, BS, MS

Outstanding Nurse Educator Award
Barbara E. Richardson, RN, BS

Outstanding Nursing Practice Award
Sylvia A. Ridenous, RN, BSN

ANJ/Maryland Nurses Association Writing Award
Janet Cogliano, RN, DNSc

1996

Rosalie Silber Abrams Award
Peggy Soderstrom, RN, PhD

Outstanding Adv. Clinical Nurse Award
Jeanette Boyer, RN, MS, BSN

Outstanding Health Information Award
Times-News Newspaper
Mary L. Beachley, RN, MS, CEN

Outstanding Leadership Award
Sandra Bryan, RN, BSN, CPAN

Outstanding Nursing Practice Award
Shirley Morgan, RN, MS, BSN

Outstanding Pathfinder Award

1997

Legislator of the Year Award
Delegate Shirley A. Nathan-Pulliam, RN, BSN, MAS

Outstanding Adv. Clinical Nurse Award
Marquerite Wilson, RN, MSN, CS-P

Outstanding Health Information Award
The Herald Mail, Lifestyle Section
Lisa PreJean, Editor

Outstanding Nursing Practice Award
Ellen Ristorcelli, RN, BSN, MPA

Outstanding Nurse Educator Award
Caroly Ann S. Sullivan, RN, PhD

Outstanding Pathfinder Award
Elizabeth Minnick, RN, BSN
MARYLAND NURSES ASSOCIATION

1998

Legislator of the Year Award
Speaker Casper R. Taylor
Maryland General Assembly
Rosalie Silber Abrams Award
Rosemary Mortimer, RN, MS, BSN, MS, Ed
Outstanding Adv. Clinical Nurse Award
Anne Coleen Bertsch, RN, MS
Outstanding Health Information Award
Liz Spellman, Editor and
Melissa Bright, President Brereton Enterprises
“Maggie” – Brereton Enterprises
Outstanding Leadership Award
Jane Escher, RN, BSN, MPA
Outstanding Nurse Educator Award
Tina Zimmerman, RN, MSN
Outstanding Nursing Practice Award
Diane Wright, RN, BS
Outstanding Mentoring Award
Jacquelyn C. Campbell, PhD RN, FAAN
Outstanding Pathfinder Award
Lori Tindall, RN, MS, CS-P

1999

Legislator of the Year Award
Delegate Ronald A. Guns
Rosalie Silber Abrams Award
M. Julia Pannell, RN
Outstanding Adv. Clinical Nurse Award
Kathleen Yanks, MS, RN
Outstanding Health Information Award
Cumberland Times News
Outstanding Leadership Award
Mona Ridder
Frederick Memorial Hospital’s Wellness Center
Outstanding Nurse Educator Award
Karen Shaffer, MS, RN
Outstanding Nursing Practice Award
Juanita G. Bland, RN
Outstanding Mentoring Award
Phyllis Williams Sharps, PhD, RN
Outstanding Pathfinder Award
Judy Menges, RN
Nancy C. Fowler, RN

2000

Legislator of the Year Award
Rosalie Silber Abrams Award
Helen Jane Wobbeking, RN
Outstanding Adv. Clinical Nurse Award
Jane Flowers, RN, MSN, RNFA,CNOR
Outstanding Leadership Award
Deborah R. Cox, RN, MSN, CRNP
Outstanding Nursing Practice Award
M. Dawne Barnes, RN

2001

Legislator of the Year Award
Rosalie Silber Abrams Award
Delegate Joan B. Pitkin
Outstanding Advanced Clinical Nurse Ward
Denise A. Moore, MS, RN, CNS
Outstanding Health Information Award
Judith A. Hines, RN, MS
Outstanding Leadership Award
Studio 83 Productions, Inc.
Barbara Rogue, RN, JD

2002

Legislator of the Year Award
Rosalie Silber Abrams Award
Delegate Adrienne A. Mandel
Outstanding Leadership Award
Mary Patricia Howard, RN, BSN, MSN
Outstanding Mentoring Award
Marcia Zanger, RN, CRNI
Outstanding Pathfinder Award
Melissa E. Meyers, RN
Linda Santmyire, RN
2003
Centennial

M. Adelaide Nutting Award
Rosalie Silber Abrams Award
Outstanding Health Information Award
Outstanding Leadership Award
Outstanding Mentoring Award
Outstanding Nurse Educator Award

Outstanding Nursing Practice Award

Legislator of the Year Award

2004

Legislator of the Year Award
Rosalie Silber Abrams Award
Outstanding Leadership Award
Outstanding Pathfinder Award

2005

Legislator of the Year Award
Rosalie Silber Abrams Award
Outstanding Leadership Award
Outstanding Pathfinder Award

2006

Legislator of the Year Award
Rosalie Silber Abrams Award
Special Recognition Award
Outstanding Nurse Educator Award
Outstanding Leadership Award
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2007

Outstanding Advanced Practice Clinical Award
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2014 Maryland Nurses Association

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2003

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Outstanding Nursing Practice Award

Legislator of the Year Award

2004

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Outstanding Pathfinder Award

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Outstanding Pathfinder Award

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Outstanding Leadership Award
Outstanding Pathfinder Award

2006

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Outstanding Pathfinder Award

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Legislator of the Year Award

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Outstanding Leadership Award

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Outstanding Pathfinder Award

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Rosalie Silber Abrams Award
Special Recognition Award
Outstanding Nurse Educator Award
Outstanding Leadership Award
Outstanding Mentoring Award
Outstanding Pathfinder Award

2007

Outstanding Advanced Practice Clinical Award
Outstanding Leadership Award
Outstanding Pathfinder Award
Legislator of the Year Award
Rosalie Silber Abrams Award
Special Recognition Award

2008

Legislator of the Year Award

2009

Rosalie Silber Abrams Award
Legislator of the Year Award
Outstanding Pathfinder Award
Outstanding Leadership Award
<table>
<thead>
<tr>
<th>Year</th>
<th>Award</th>
<th>Recipient Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>Rosalie Silber Abrams Award</td>
<td>Nayna Philipsen, JD, PhD, RN, CFE, FACCE</td>
</tr>
<tr>
<td></td>
<td>Legislator of the Year Award</td>
<td>Delegate Sue Kullen</td>
</tr>
<tr>
<td>2011</td>
<td>Rosalie Silber Abrams Award</td>
<td>Janice Hoffman, PhD, RN</td>
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<tr>
<td></td>
<td>Legislator of the Year</td>
<td>Delegate Pete Hammen</td>
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<tr>
<td></td>
<td>Outstanding Pathfinder Award</td>
<td>Janet D. Allan, PhD, RN, FAAN</td>
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<tr>
<td></td>
<td>Outstanding Leadership Award</td>
<td>Rosemary Mortimer, MS, MSEd, RN</td>
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<tr>
<td></td>
<td>Outstanding Mentor Award</td>
<td>Barbara Bilconish, MSN, RN-BC</td>
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<td></td>
<td>Outstanding Dissemination of Health Information Award</td>
<td>Laura Taylor, PhD, RN</td>
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<tr>
<td></td>
<td>Outstanding Advanced Clinical Practice Award</td>
<td>Elizabeth Soland, PhD, RN, PNP-BC</td>
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<tr>
<td></td>
<td>Outstanding Nursing Practice Award</td>
<td>Linda Gerson, PhD, RN, PHMCNS-BC</td>
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<tr>
<td></td>
<td>Outstanding Nurse Educator Award</td>
<td>Diane Aschenbrenner, MS, RN</td>
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<tr>
<td></td>
<td>Rosalie Silber Abrams Award</td>
<td>Patricia Travis, RN, PhD, CCRP</td>
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<td>Legislator of the Year</td>
<td>Delegate Geraldine Valentino-Smith, BSN, JD</td>
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<tr>
<td></td>
<td>Outstanding Pathfinder Award</td>
<td>Sharon Stagg, RN, BSN</td>
</tr>
<tr>
<td></td>
<td>Outstanding Leadership Award</td>
<td>Patricia Travis, RN, PhD, CCRP</td>
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<tr>
<td></td>
<td>Outstanding Mentor Award</td>
<td>Leisa Douglas, BSN, MBA</td>
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<td></td>
<td>Outstanding Nursing Practice Award</td>
<td>Marianne McKiernan, RN</td>
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<tr>
<td></td>
<td>Outstanding Nurse Educator Award</td>
<td>Rose Essex, RN</td>
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<tr>
<td>2013</td>
<td>Legislator of the Year</td>
<td>Delegate Dan Morhaim, MD</td>
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<tr>
<td></td>
<td>Outstanding Pathfinder Award</td>
<td>Nancy Hodgson, PhD, RN</td>
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<tr>
<td></td>
<td>Outstanding Leadership Award</td>
<td>Christie Simon-Waterman, MSN, CRNP</td>
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<tr>
<td></td>
<td>Outstanding Mentor Award</td>
<td>Karen Evans, MSN, RN-BC</td>
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<tr>
<td></td>
<td>Outstanding Nursing Practice Award</td>
<td>Mary Katherine Donnelly, ACNP-BC, ANP-BC, DNP, MPH</td>
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<tr>
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<td>Outstanding Nurse Educator Award</td>
<td>Sharon Kozachik, PhD, RN</td>
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<td></td>
<td>Outstanding Advanced Practice Clinical Award</td>
<td>Barbara Biedrzycki, PhD, CRNP, AOCNP</td>
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<tr>
<td></td>
<td>Outstanding Dissemination of Health Information Award</td>
<td>Mary Beth Zaber, MS, RN</td>
</tr>
</tbody>
</table>
We represent nurses in all employment-related matters, including but not limited to:

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Day I - Thursday, October 16, 2014

7:30 – 8:00 AM  Registration/Exhibitors/Continental Breakfast

8:00- 9:00 AM  Opening Session

Welcome:  Janice Hoffman, RN, PhD, ANEF
President, Maryland Nurses Association

Keynote:  Patricia McMullen, PhD, JD, CNS, WHNP-BC
Dean, Catholic University of America School of Nursing
“The Maryland Waiver: Back to the Future in Nursing”

9:00 – 9:15 AM  Break/Exhibitors
Edyth T. James Department of Nursing

SCHOLARSHIP OPPORTUNITIES!

Master of Science in Nursing Education (MSN-Ed)

A Master of Science in Nursing (MSN) is an advanced-level Postgraduate degree for Registered Nurses. 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.

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### Concurrent Sessions 1

#### Session 1A
- **Development of an Innovative Unit Level Patient Safety Program in an Emerging High Reliability Organization**
  - Mary Herster, MS, BA, RN
  - Remuel John de Guzman, RN, BSN
  - MedStar Franklin Square Medical Center

#### Session 1B
- **From the Examining Room to the Classroom - Tools for the Novice Nursing Educator**
  - Lori Harvin, MSN, RN
  - Tina Reinckens, MA, RN
  - Coppin State University

#### Session 1C
- **People, Process and Technology Efforts to Reduce CAUTI**
  - Christy St. John, MSN, RN-BC
  - Patricia Sengstack, DNP, RN-BC, CPHIMS
  - Bon Secours Health System

#### Session 1D
- **Preparing an application for contact hours or provider status for your continuing education activities**
  - Janice Agazio, PhD, CRNP, FAANP, FAAN
  - Catholic University of America

### Concurrent Sessions 2

#### Session 2A
- **Lobbying 101 – What it is and A case Study In How it Works**
  - Rosemary E. S. Mortimer, RN, MS, MSEd, CCBE
  - Johns Hopkins University School of Nursing
  - Patricia Travis, RN, PhD, CCRP
  - Johns Hopkins University School of Medicine

#### Session 2B
- **How nurses can nurture their own: Managing bullying and conflict resolution on the job**
  - Lena Chourdhary, JD, MS, RN
  - Anne Arundel Community College
  - Jasline Moreno, MS, RN
  - Montgomery College

#### Session 2C
- **Nurses as educators: Follow the development and implementation of diabetes education for employees at the worksite**
  - Susan Renda, DNP, CRNP, CDE
  - Johns Hopkins School of Nursing/Johns Hopkins Diabetes Center

#### Session 2D
- **Barriers to Nurses Speaking up in the Perioperative Setting**
  - Germaine Williams, RN, MSN, CNOR
  - Johns Hopkins Hospital
RN to BSN online
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Nicole Holsey, Nurse Recruiter
Nicole.Holsey@maryland.gov
### 11:25 – 12:25 PM  Poster Session

### 12:30 – 2:00 PM  Lunch with Concurrent Sessions 3 – Get your lunch and then go to your session.

<table>
<thead>
<tr>
<th>Session 3A</th>
<th>Session 3B</th>
<th>Session 3C</th>
<th>Session 3D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Navigating Obstacles to Bedside Shift Report: Making Patients Our Compass</td>
<td>A Randomized Controlled Trial to Improve Outcomes Utilizing Various Warming Techniques during Cesarean Birth</td>
<td>CNS as Change Agent: Delirium Prevention &amp; Assessment Project</td>
<td>The Home and Human Health</td>
</tr>
<tr>
<td>Jan Clemons, MS, RN, OCN</td>
<td>Lisa Groff Paris, DNP, RNC-OB, C-EFM</td>
<td>Catherine Miller, MSN, RN, CCRN</td>
<td>Jerome Paulson, MD, FAAP</td>
</tr>
<tr>
<td>Jeanne Morris, BSN, RN</td>
<td>Greater Baltimore Medical Center</td>
<td>Howard County General Hospital</td>
<td>Mid-Atlantic Center for Children’s Health and the Environment, Children’s National Health System</td>
</tr>
<tr>
<td>Matthew LeBlanc, BSN, RN</td>
<td></td>
<td>Mallory Reimers, MSN, RN, CCRN, ACCNS-AG</td>
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<tr>
<td>Anne Arundel Medical Center</td>
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<td>Johns Hopkins Hospital</td>
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| 2:05 – 3:05 PM  Concurrent Sessions 4 |
|-----------------|-----------------|-----------------|-----------------|
| Session 4A | Session 4B | Session 4C | Session 4D |
| Highs and Lows of Blood Glucose Management | Strong Leaders, Strong Care | Protecting Pregnancy | Delirium: Let’s Not Go There! |
| Kay Tucker, RN, MSN, CDE | Carol Gallaher, MSN, RN, CEN | Karin Russ, MS, RN | Deb Dillon, MSN, RN-BC |
| Virginia Hospital Center | St. Agnes Hospital | Collaborative on Health and the Environment, University of Maryland School of Nursing | Nancy Pregnar, ScM, RN-BC |
| | | | Mid-Atlantic Center for Children’s Health and the Environment, Children’s National Health System |
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### 3:10 – 4:10 PM  Concurrent Sessions 5

<table>
<thead>
<tr>
<th>Session 5A</th>
<th>Session 5B</th>
<th>Session 5C</th>
<th>Session 5D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dennis Jones, DNP, RN</td>
<td>Kelly Turner, RN</td>
<td>Rosemary E. S. Mortimer, RN, MS, MSEd, CCBE</td>
<td>Keisha Noelle Perrin, RN, BSN</td>
</tr>
<tr>
<td>Neysa Ernst, RN, MSN</td>
<td>Johns Hopkins Bayview Medical Center</td>
<td>Johns Hopkins University School of Nursing</td>
<td>Johns Hopkins Hospital Department of Medical Nursing</td>
</tr>
<tr>
<td>John Hopkins Hospital</td>
<td></td>
<td>Marcella Leath, BSN, RN</td>
<td>Catherine Denver Fowler, MRPH, BSN, RN</td>
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<td>The Living Legacy Foundation</td>
<td>Chase Brexton Healthcare</td>
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</tbody>
</table>

4:10 – 4:45 PM  Poster Session

5:00 – 6:30 PM  Annual Business Meeting - Open to MNA Members only (there is no fee to attend this meeting)

### Day II - Friday, October 17, 2014

7:30 – 8:15 AM  Registration/Exhibitors/Continental Breakfast

8:15 – 9:15 AM  Opening Session

**Welcome:** Janice Hoffman, RN, PhD, ANEF
President, Maryland Nurses Association
### 2014 Maryland Nurses Association

**Keynote:** Patricia Davidson, PhD, MEd, RN, FAAN  
Dean and Professor, Johns Hopkins School of Nursing  
“Navigating the Path through Uncertain Times and Seizing Opportunities”

#### 9:15 – 9:45  Break/Exhibitors

#### 9:50 – 10:50 AM  Concurrent Sessions 6

<table>
<thead>
<tr>
<th>Session 6A</th>
<th>Session 6B</th>
<th>Session 6C</th>
<th>Session 6D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donation 101: The Organ, Tissue and Eye Donation Process</td>
<td>Turning Passion into Action - Legislative Advocacy made simple</td>
<td>Food As Medicine In The Treatment Of Heart Disease, Obesity, and Diabetes</td>
<td>Blending Compliance Issue Projects with Hand Hygiene and Equipment Cleansing Adherence</td>
</tr>
<tr>
<td>Marcella Leath, BSN, RN</td>
<td>Mary Kay DeMarco, PhD, RN, CNE</td>
<td>Joanne Evans, MED, RN, PMHCNS-BC</td>
<td>Donna Bryant, BSN, RN, CAPA</td>
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<tr>
<td>Marcus Walker, MS</td>
<td>Community College of Baltimore County</td>
<td>Healthy Nurses...Healthy Communities</td>
<td>Janet Limmer, BSN, RN</td>
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<tr>
<td>The Living Legacy Foundation</td>
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<td>MedStar Franklin Square Medical Center</td>
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</tbody>
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#### 10:55 – 11:55 AM  Concurrent Session 7

<table>
<thead>
<tr>
<th>Session 7A</th>
<th>Session 7B</th>
<th>Session 7C</th>
<th>Session 7D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Effects of Children’s Exposure to Pesticides in Community Settings</td>
<td>Providing Direction for Strategic Nurse-led Change: The Power of Positive Questions</td>
<td>Designing and Implementing Change Across Disciplines: Finding the Common Ground, Shaping the Path, Leading the Charge</td>
<td>Establishing the Maryland Statewide Nurse Residency Collaborative</td>
</tr>
<tr>
<td>Robyn Gilden, RN, PhD</td>
<td>Carolyn J. Cumpsty-Fowler, PhD, MPH</td>
<td>Ellen Rice, RN, MPH, PhD</td>
<td>Mary Ann Greene, DNP, RN, NEA-BC</td>
</tr>
<tr>
<td>University of Maryland School of Nursing Family and Community Health</td>
<td>Erin K. Van Dyke, BS</td>
<td>Organization Premier, Inc</td>
<td>Maryland Organization of Nurse Executives (MONE)</td>
</tr>
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<td></td>
<td>Johns Hopkins University School of Nursing</td>
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<td>Irma Holland, MS, RN-BC</td>
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<td></td>
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<td>Anne Arundel Medical Center</td>
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</tbody>
</table>
12:00 – 12:30 PM  Break/Exhibitors

12:30 – 3:00 PM  Awards Luncheon

Keynote Speaker: Debbie Hatmaker, PhD, RN, SANE-A, FAAN
Executive Director, American Nurses Association
“Nursing’s Agenda for Healthcare Reform: A Progress Report

Convention Contact Hours:

Contact hours are available for continuing education sessions.

- Day 1 – 5.8 contact hours
  Poster Session – 1.0 hours
- Day 2 – 2.8 hours
  Awards Luncheon – 1.0 hours

Contact hours will be awarded to participants who:

1. Complete the onsite attendance roster legibly each day. Participants must list their email address.
2. Attend each self-selected educational session in its entirety
3. Complete the on-line evaluation by October 27, 2014 for the self-selected session(s) attended during the Convention.

Information will be provided during the Convention on how to access the website to complete the on-line evaluation. Participants will be able to print a certificate for the total number of contact hours earned after completing and submitting the evaluation. Be sure to maintain the copy for your records. Duplicate certificates will not be available.

The Maryland Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

The Maryland Nurses Association’s accredited provider status refers only to its continuing education activities and does not imply that there is real or implied endorsement by any product, service, or company referred to in this activity nor of any company subsidizing costs related to the activity.
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Caring Touch Medical
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Johns Hopkins Bayview Medical Center
Kaplan Nursing
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Anne Arundel Medical Center
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**Isabel Hampton Robb Level** $1,000 - $2,500

**Mary Eliza Mahoney Level** $500 - $999

**Clara Barton Level** $ 250 - $499
Kaplan Nursing

**Suzie Walking Bear Yellow Tail Level** $100 - $249

**Lillian Wald Level** $25 - $99

**Linda Richards Level** $1 - $24
Special thanks to the Nursing Foundation of Maryland’s Board of Trustees for their generosity to insure that nursing students may attend this year’s Annual Convention.

Thank you to Arthur L. Davis Publishing Agency for the Arthur L. Davis Publishing Agency Scholarship.

Thank you to the Maryland General Hospital School of Nursing Alumnae Association for the scholarship in their name.

Thank you to the Mercy Hospital Nursing Alumnae for the scholarship in their name.

Thanks also to the many individuals who have made donations to the Foundation’s Scholarships Funds.
Thursday, October 16, 2014 – 5:00 PM

OPENING OF THE MEETING
  Call to Order
  Pledge of Allegiance
  Credentials Committee Report
  Standing Rules
  Approval of the Agenda

INTRODUCTION OF SPECIAL GUESTS
  Past Presidents
  Maryland Board of Nursing
  Maryland Association of Nursing Students
  Maryland Organization of Nurse Executives

RECOGNITION OF DISTRICT PRESIDENTS

RECOGNITION OF AFFILIATE ORGANIZATIONS

SPECIAL RECOGNITIONS

NIGHTINGALE TRIBUTE

INTRODUCTION OF COMMITTEE CHAIRS

INTRODUCTION OF CONVENTION PLANNING COMMITTEE

INTRODUCTION OF THE BOARD OF DIRECTORS

REPORTS FROM: Maryland Board of Nursing, Maryland Organization of Nurse Executives, Nursing Foundation of Maryland, Maryland Association of Nursing Students, and MNA-PAC

PRESIDENTIAL ADDRESS/REPORT
  Janice Hoffman, RN, PhD, ANEF

MINUTES
  Kathy Ogle, FNP-BC, PhD, RN

TREASURER’S REPORT
  Linda Costa, PhD, RN, NEA-BC

COMMITTEE REPORTS

NEW BUSINESS

TELLER’S REPORT

INSTALLATION OF NEW OFFICERS

ADJOURNMENT
MARYLAND NURSES ASSOCIATION

Business Meeting Standing Rules

GENERAL PROCEDURE:
1. Members wishing the floor must rise, proceed to a microphone, receive recognition, and give name and district.
2. Non-members shall be seated in the non-member section and may not speak unless given permission.
3. These rules may be amended or suspended by a majority vote of the members present and voting.
4. No smoking or alcoholic beverages shall be allowed in the meeting hall.

DEBATE AND VOTING:
1. To be entitled to vote, a member must present his/her Credentials.
2. Unpublished motions and resolutions shall be referred, without debate, to the structural unit having jurisdiction over the subject matter for study and recommendation.
3. Any unpublished motion/resolution introduced by an individual member must be received by a majority at the convention for consideration. This is non-debatable.
4. Only the RESOLVES of a resolution shall be acted upon.
5. Announcements shall be written and signed by the person under whose authority they are issued and shall be sent to the Secretary.
<table>
<thead>
<tr>
<th>Article I</th>
<th>Names, Purpose and Functions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article II</td>
<td>Relationships, Memberships, Constituents, and Affiliations</td>
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<td>Article III</td>
<td>Membership and Dues</td>
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<td>Article IV</td>
<td>Board of Directors</td>
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<td>Article V</td>
<td>Committees</td>
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<td>Article VI</td>
<td>Dues</td>
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<td>Article VII</td>
<td>State Office and Chief Staff Officer</td>
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<td>Article VIII</td>
<td>MNA News Periodical</td>
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<tr>
<td>Article IX</td>
<td>Amendments</td>
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<td>Article X</td>
<td>Parliamentary Authority</td>
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</table>
ARTICLE I:
NAME, PURPOSES & FUNCTIONS

Section 1. Name
The name of this Association shall be the Maryland Nurses Association, Inc., hereinafter referred to as MNA.

Section 2. Purposes
The purposes of the MNA shall be:

a. To foster and maintain high standards of nursing and patient care; promote the professional and educational advancement of nurses; and promote the general welfare of nurses.

b. Unrestricted by consideration of age, color, creed, disability, health status, gender, lifestyle, nationality, race, religion, or sexual orientation.

Section 3. Functions
The functions of MNA shall be to:

a. Promote through appropriate means the standards of nursing practice, nursing education and nursing profession as established by the American Nurses Association (ANA) and MNA.

b. Adherence to the Code of Ethics for Nurses established by ANA.

c. Initiate and influence legislation, regulations, government programs and health policy.

d. Promote and provide for the continuing professional development of nurses.

e. Represent nurses and serve as their spokesperson with professional and community groups and the general public.

f. Provide for representation in the ANA House of Delegates and the Constituent Assembly.

g. Promote and support relationships with the Maryland Association of Nursing Students (MANS).

h. Provide opportunities for nurse specialty organizations and their members to collectively pursue common goals via MNA.

i. Stimulate, promote and recognize nursing research as it contributes to the advancement of the profession.

j. Provide services to members.

k. Maintain communication with constituent members through official publications.

l. Act as a consumer advocate to protect and promote the advancement of human rights related to health care and nursing.

m. Ensure the collection and preservation of documents and other materials which have contributed and continue to contribute to the historical and cultural development of nurses.
ARTICLE II
RELATIONSHIPS, MEMBERSHIPS, CONSTITUENTS, AND AFFILIATIONS

Section 1. Relationship to American Nurses Association (ANA)

a. ANA Membership
   1) MNA meets the ANA qualification criteria, and MNA is a State Nurses Association (SNA) of the ANA.
   2) MNA shall be bound by the obligation to pay dues to the ANA pursuant to ANA Bylaws and Membership Assembly policies until such time as two-thirds (2/3) of the entire MNA and ANA joint membership (full members) votes to disaffiliate from ANA.

b. ANA Representation
   1) Representatives to the ANA Membership Assembly
      a) MNA is entitled to two (2) representatives to any meeting of the ANA Membership Assembly, the governing and official voting body of ANA.
      b) MNA's two (2) representatives shall be duly elected by secret ballot by members of MNA and ANA (full members) who shall serve for two-year terms or until their successors are elected.
      c) MNA's representatives to the Membership Assembly must be joint members of ANA and MNA in good standing.
      d) MNA's Chief Staff Officer shall have a courtesy seat with voice but no vote.
   2) Voting at the ANA Membership Assembly
      MNA is entitled to the number of votes assigned based on ANA's apportionment policy.

c. Rights of MNA and ANA Joint Members (Full Members)
Each member of both MNA and ANA shall be entitled to:
   1) A membership card.
   2) Receive the official publications of the American Nurses Association (ANA).
   3) May attend meetings of the ANA Membership Assembly and other unrestricted activities of ANA.
   4) Submit names of nominees for both elected and appointed positions in ANA Bylaws and Policies.
   5) Participate in MNA elections including the election of MNA representatives to the ANA Membership Assembly in accordance with ANA Bylaws.
   6) Be a candidate for MNA and ANA elected and appointed positions.
   7) Shall continue to have all rights of membership in ANA as provided by the ANA Bylaws until such time as two-thirds (2/3) of the entire MNA and ANA joint membership votes to disaffiliate from the ANA. The vote may occur by mail or electronic ballot with appropriate notice and procedures to protect the integrity and validity of the vote.
   8) A fair hearing before any disciplinary action is taken and the right to appeal as provided for in the MNA Bylaws and policies.
   9) Other rights as provided under the parliamentary authority and statutory law.
   10) Attend the quadrennial Congress of the International Council of Nurses (ICN) and other unrestricted meetings of the ICN.
Section 2. MNA Members (Full MNA and ANA Members and MNA State Only Members)

a. Composition
1) The MNA shall be composed of registered nurses who meet the qualifications stated in these Bylaws.
2) Membership shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion or sexual orientation.

b. Qualifications
A person is qualified for membership in MNA if that person:
1) Has been granted a license to practice as a registered nurse in at least one state, territory, or the District of Columbia and does not have a license under suspension or revocation in any state or territory, or is otherwise entitled by law to practice.
2) Has membership that is not under suspension or revocation for violation of the ANA Code of Ethics for Nurses or the MNA Bylaws.
3) Must work or reside in Maryland and desires to join at the State Only level of MNA membership as long as State Only membership is sanctioned by a written agreement between MNA and ANA.
4) Has retired and/or no longer chooses to practice, but whose license was in good standing with her/his licensing Board at the time the nurse made the decision not to maintain an active license.
5) Is a nurse in recovery who has surrendered his/her license to practice.

c. Attaining Membership
A person qualified for membership in MNA may join by:
1) Completing and filing membership application forms, and
2) Submitting appropriate dues payment as provided in these Bylaws and MNA policy.

d. Transfer
1) A member in good standing who moves out of this state may apply for transfer of membership to another Constituent/State Nurses Association (C/SNA), hereinafter referred to as C/SNA.
2) An individual member of another C/SNA who has paid full membership dues may transfer to MNA without further payment or refund of dues for the remainder of the membership year.
3) MNA is not required to refund to the member or the receiving C/SNA dues already paid.
4) MNA may participate in any special membership categories as defined by the ANA.

e. Rights of Membership
Each member of MNA (full/joint members of MNA and ANA and state only MNA members) shall be entitled to:
1) A membership card.
2) Receive the official publications of the MNA.
3) Attend meetings of MNA, and to participate and vote in other unrestricted activities of MNA.
4) Submit proposals for consideration by MNA.
5) Submit names of nominees for both elective and appointive positions in MNA in accordance with the provisions of these Bylaws.
6) Be a candidate for MNA elective and appointive positions.
7) Participate in all state elections of MNA except the election of the MNA representatives and alternates to the ANA Membership Assembly in accordance with the provision in these Bylaws.
8) State Only MNA members are not eligible for ANA benefits of national membership such as representation at the ANA Membership Assembly, ANA News Periodical, and ANA elected and appointed positions.
9) A fair hearing before any disciplinary action is taken and the right to appeal per these Bylaws.
10) Other rights as provided under the parliamentary authority and statutory law.

f. Obligations of Membership
Members shall be obligated to:
1) Abide by the Bylaws of MNA; abide by ANA Bylaws if a joint MNA and ANA member.
2) Abide by the ANA Code of Ethics for Nurses.
3) The timely payment of dues as prescribed in these Bylaws and MNA policy.
4) Fulfillment of an office or committee position if elected or appointed.

Disciplinary Action
1) MNA members shall be subject to reprimand, censure, suspension or expulsion by the MNA for violation of:
   a) The ANA Code of Ethics for Nurses.
   b) MNA Bylaws.
   c) Constituent Nurses Association Bylaws (District Nurses Association).
2) Disciplinary action shall be conducted in accordance with MNA policies and procedures and pursuant to common parliamentary and statutory law.
3) Complaints concerning alleged violations of the purpose and rules as stated in these Bylaws shall be heard by a panel of at least three members appointed by the MNA Board of Directors to hear the charge. The procedure for handling alleged violations shall be as outlined in the “Procedures of Maryland Nurses Association for the Handling of Alleged Member Violations of the Bylaws, Purpose and Rules of the Maryland Nurses Association”. The Bylaws and Policy Committee and/or the Parliamentarian may be consulted in regards to interpretation of the Bylaws.
4) No such action shall be taken against a member until the member shall have been served with specific written charges, given a reasonable time to prepare defense, and a full and fair hearing.
5) The procedure for handling alleged violations of the ANA Code of Ethics for Nurses and MNA Bylaws shall include provision for right of appeal and reinstatement.
6) Any disciplinary action taken by another constituent state nurses association (C/SNA) against one of its members shall be given full recognition and enforcement, provided such action was taken in accordance with the C/SNAs Bylaws and disciplinary procedure.
Section 3. Constituent Association - (District Nurses Association)

a. Name

Constituent associations of MNA shall be termed District Nurses Association hereinafter referred to as DNA.

b. Constituent Membership

A DNA which hereafter is organized may become a constituent of MNA upon approval of its Bylaws and other such criteria as determined by the Board of MNA.

c. DNA Boundaries

Boundaries of constituent associations shall be defined and recorded by the Board of MNA. Boundaries of DNA's may be changed by the Board of MNA provided such change has been approved by the DNA concerned.

d. DNA Responsibilities

Each DNA shall:

1) Adopt and maintain Bylaws which:
   a) Conform to the purposes as specified in MNA Bylaws, Article I.
   b) Conform to membership provisions as in these Bylaws.
   c) Elect one member to the MNA Nominating Committee by secret ballot.
   d) Allow for mail ballots.

2) Adopt and maintain such Bylaws that do not conflict with the Bylaws of MNA or with the published policies and procedures of the Board.

3) Provide reports to MNA as required.

e. Standing

A DNA shall be in good standing upon compliance with DNA responsibilities (Section 3.d of this Article).

f. Constituent Association Disqualification

1) A DNA that fails to comply with requirements stated in these Bylaws or for other cause deemed sufficient may be disqualified as a constituent association of MNA upon a two-thirds vote of the Board, provided due notice has been given.
   a) The DNA and its members must be notified at least three months before the vote is taken.
   b) The DNA shall have the opportunity for a hearing with the Board after said three-month period.

2) A DNA that has been disqualified may be reinstated by a two-third vote of the Board of Directors.

Section 4. Organizational Affiliates

a. Definition.

An Organization Affiliate of MNA is an organization:

1) Whose governing body and membership are composed of a majority of registered nurses.

2) That meets other criteria for Affiliate status as may be established by the MNA Board of Directors.

3) That has entered into an Organizational Affiliate Agreement with MNA and has paid its membership dues.

4) That maintains a mission, purpose, and functions which are consistent with the mission, purpose, and functions of MNA; and
5) That has been granted Organizational Affiliate status by the MNA Board of Directors.

b. Rights and Responsibilities
Organizational Affiliates shall:
1) Supply MNA with a copy of their current Bylaws and list of officers.
2) Be eligible to co-sponsor MNA events.
3) Be afforded the opportunity to introduce items on the MNA Board agenda through presentations made by the Affiliate President or designee to the MNA President.
4) Be eligible to enter into contractual agreements with MNA for the provision of service, based upon a negotiated fee structure and contingent upon the availability of MNA staff and other resources to deliver such services. All such agreements shall be signed by the Organizational Affiliate President and the Chief Staff Officer or President of MNA.

c. Limitations on Rights for Members of Organizational Affiliates
Individual members of Organizational Affiliates who are not members of MNA or MNA and ANA (full members) shall not be eligible for MNA and/or ANA benefits.

ARTICLE III
MEMBERSHIP MEETING

Section 1. Definition
The Membership Meeting is the governing and voting body of the Maryland Nurses Association.

Section 2. Meetings
a. An annual membership meeting shall be held at such time and place as determined by the Board of Directors. The call to the meeting shall be sent to each member at least 30 days prior to the opening day of the annual membership meeting.

b. Special meetings shall be called by the President upon the written request of a majority of the District Nurses Association (DNA). The call to a special meeting shall be sent to each member at least thirty (30) days prior for an in person meeting and fifteen (15) days prior to an electronic meeting.

Section 3. Voting Body
The voting body at meetings of MNA shall consist of persons in attendance who have been members for at least thirty (30) days prior to the meeting.

Section 4. Quorum
A majority of the MNA Board of Directors, one of whom shall be the President or Vice-President and members from a majority of the DNAs shall constitute a quorum at any membership or special meeting of this Association.
ARTICLE IV
BOARD OF DIRECTORS

Section 1. Authority
a. The Board of Directors, a corporate body composed of elected members, serves as the agent for the membership.
b. Members of the MNA Board of Directors are elected by the MNA members and are accountable and report to the membership.

Section 2. Composition
The Board of Directors of MNA shall consist of elected officers and directors each of who shall be a member of both MNA and ANA.

a. Officers
   There shall be six (6) officers: president, president-elect or immediate past president, vice president, secretary, treasurer and treasurer-elect.

b. Directors
   There shall be eight (8) directors; one will be elected from and by each DNA.

Section 3. Responsibilities
a. Exercise the corporate responsibility and fiduciary duties of the Association consistent with applicable provision of law.
b. Provide for implementation of action and directives of the membership within prescribed statutory responsibilities.
c. Establish policies and provide for the transaction of business and coordination of Association activities in the interim between annual membership meetings.
d. Provide for the adoption of financial policies, adoptions of the budget for the Association, and provide for an annual financial review of MNA books. The type of annual review will be determined by the MNA Board of Directors provided that an auditing of all books by a certified public accountant must be performed at least every 5 years. A statement of the current and complete financial status of the MNA will be provided to the membership annually.
e. Provide for the operation and maintenance of the state headquarters.
f. Hire, define duties, fix compensation, and give performance evaluations at least annually for the Chief Staff Officer. Approve personnel policies and compensation for a headquarters staff to be administered by the Chief Staff Officer.
g. Establish such fees as may be required for specified activities in excess of those provided for in these bylaws.
h. Establish committees as necessary to implement its functions.
i. Make appointments and fill vacancies as necessary and as provided for in these Bylaws.
j. Provide nominees for membership on governmental agencies as provided in federal and state laws.
k. Grant exception to the provisions of these Bylaws for membership projects designated to test new or different structural arrangements as deemed appropriate by ANA Board of Directors.
l. Formulate the legislative platform and goals for this Association.
m. Assume such duties as may be prescribed elsewhere in these Bylaws and by the membership.

n. Approve all contractual agreements, employment and otherwise, engaged in the name of the Association.

o. Approve all grants submitted in the name of the Association or grants with inclusions that impact the Association.

Section 4. Duties of Officers

Officers shall perform duties as specified in these bylaws, designated by the Board of Directors, and as prescribed in the parliamentary authority.

a. The president shall:
   1) Serve as chairperson of the Board of Directors and the Executive Committee.
   2) Be the principle representative of the association and serve as its spokesperson on policy and position established by the Board of Directors.
   3) Preside at all meetings of the Association.
   4) Serve as ex-officio member of all committees except the Committee on Nominations.
   5) Delegate appropriate duties to Chief Staff Officer.
   6) Annually appoint committee chairpersons with the approval of the Board of Directors.

b. The president-elect and/or immediate past president shall serve as a member of the Legislative Committee.

c. The vice-president shall:
   1) Assume all duties of the president in the absence of the president.
   2) Serve as liaison of the Board of Directors to designated committees.

d. The secretary shall:
   1) Record the proceedings of all MNA Board of Directors, Executive Committee, annual membership, and special meetings.
   2) Provide each member of the Board and Executive Committee with a copy of the minutes.

e. The treasurer shall:
   1) Be accountable for the fiscal affairs of the Association.
   2) Provide reports and interpretation of the Association’s fiscal condition as required.
   3) Serve as chairperson of the Committee on Finance.

f. The treasurer-elect shall serve as:
   1) Member of the Finance Committee.
   2) Member of the Board of Directors.
   3) Member of the Executive Committee.

Section 5. Conflict of Interest

No MNA officer or director shall vote, act, or participate in any fashion in any decision or other MNA business if the officer or director has an actual or potential conflict of interest by virtue of the officer’s or director's employment, other professional or financial interest which would impair that officer's or director's ability to meet the fiduciary obligations to the MNA membership or District Nurses Association membership. In each instance of
actual or potential conflict of interest, the MNA officer or director shall immediately notify the President or highest elected officer, not having a conflict or potential conflict of same, and thereafter totally remove him/herself from all further participation and contact with the particular subject matter causing the actual or potential conflict of interest.

**Section 6. Nominations**

a. A Committee on Nominations shall be elected every two years. The members from odd numbered districts shall be elected in odd numbered years and the members from the even numbered districts to be elected in the even numbered years.

b. Each District Nurses Association (DNA) will elect its own member to the Committee on Nominations. The chairperson of the Committee on Nominations shall be elected by the Committee at the conclusion of the annual membership meeting.

c. The Committee on Nominations shall request names of candidates for elective officers of MNA from each DNA.

d. The Committee on Nominations shall request names of candidates from each DNA for the MNA Member-At-Large Representative to the ANA Membership Assembly.

e. The Committee on Nominations shall ask the MNA Officers if they wish to be a candidate for the MNA Officer Representative to the ANA Membership Assembly.

f. The nominees for president-elect shall be from DNA’s on a rotating basis, whenever possible.

g. Members shall be eligible to serve as only one elected officer in MNA at any one time.

h. Officers of MNA shall not concurrently serve as an officer of a DNA.

i. The Committee on Nominations shall submit ballots to the Board of Directors at least 60 days prior to the annual membership meeting.

j. MNA and DNA officers may concurrently serve as MNA representatives to the Membership Assembly if duly elected to that position in accordance with MNA Bylaws and policies.

**Section 7. Elections**

a. The vote for elections shall be by mailed secret ballot or electronic secret ballot.

b. The ballot for elections of the MNA Officers will be sent to MNA only members (state only members) and MNA and ANA joint members (full members).

c. The ballot for elections of MNAs two (2) representatives to the Membership Assembly will be sent to MNA and ANA joint members only (full members).

d. A DNA may submit ballots to be mailed with the MNA ballot. The DNA ballot shall be submitted at least 45 days prior to the annual membership meeting of the MNA.

e. MNA shall send the MNA ballot to all members at least 60 days prior to the annual membership meeting of MNA.

f. The ballot shall provide provision for write-in votes for each office or position for the MNA Board of Directors.

g. A two-envelope system is used for MNA only members voting only for the MNA Officers shall be utilized for return of ballots to ensure legality and secrecy of the vote.
h. A three-envelope system for MNA and ANA joint members voting for both the MNA Officers and the MNA Representatives to the ANA Membership Assembly shall be utilized for return of ballots to ensure legality and secrecy of vote.

i. Ballots shall be valid only if postmarked at least thirty (30) days prior to the annual membership meeting and have a name in the upper left-hand corner of the larger, white, pre-addressed envelope being mailed back to the MNA state office.

j. All ballots shall be returned to MNA state office and delivered unopened to the Chairperson of the Committee of Tellers.

k. The Committee of Tellers and its Chairperson shall be appointed by the President.

l. The Committee of Tellers shall be solely responsible for counting the votes and deciding questions, which may arise regarding the election.

m. A plurality vote shall constitute an election. In case of a tie the choice shall be determined by lot at the annual membership meeting.

n. The results of the election shall be reported at the annual membership meeting.

o. All nominees shall receive a letter informing them of the election results prior to the annual membership meeting.

Section 8. Terms of Office

a. The president-elect shall serve for a term of one year; followed by a term of two years as president. He/she shall not be eligible for re-election until one full year after serving as president.

b. The immediate past president shall serve for one year following his/her term as president.

c. The treasurer-elect shall serve for a term of one year, followed by a term of two years as treasurer.

d. All other officers shall serve for a term of two years, or until their successor is elected and shall not be eligible to serve more than two consecutive terms in the same office. An officer who has served more than half a term shall be considered to have served a full term.

e. The president-elect and secretary shall be elected in even-numbered years. The vice-president and treasurer-elect shall be elected in odd-numbered years.

f. Directors shall be elected biennially to serve for two years or until their successors are elected.

g. No director shall be eligible to serve more than two consecutive terms.

h. No member may serve more than eight (8) consecutive years on the Board of Directors with the exception of a President serving the ninth year as that of the Immediate Past President.

i. Newly elected officers shall assume their duties at the close of the annual membership meeting at which their election is announced.

Section 9. Vacancies

a. In the event of a vacancy occurring in the office of president or president-elect, the vice-president shall succeed to the vacant office for the remainder of the term.

b. All other vacancies shall be filled by Board appointment in accordance with the Board of Directors policy.
**Section 10. Executive Committee**

a. The officers of the MNA shall constitute the Executive Committee.
b. The Board of Directors may authorize the Executive Committee to perform such duties as the Board deems expedient between meetings of the Board.
c. The Executive Committee shall meet at the call of the President or upon the written request of three of its members. It shall make a complete report at each meeting of the Board of Directors.
d. The Executive Committee shall prepare an annual job performance evaluation for the Chief Staff Officer with input from the Board of Directors.

**Section 11. Meetings and Quorum**

a. Quarterly meetings at a minimum shall be held at such times and places as determined by Board.
b. Special meetings may be called by the president with 24 hours notice to each member by mail or other media, or shall be called by the president in like manner upon written request of five or more members of the Board. Special meetings shall be held at such time and place as specified in the call of the meeting.
c. Business that requires immediate action by the Board may be conducted by telecommunication.
d. Members of the Board of Directors or Committees may participate in meetings through the means of a conference call according to MNA Policy.
e. A majority of the Board of Directors, one of whom shall be the president or a vice-president, shall constitute a quorum at any meeting of the Board.
f. In the absence of a quorum, emergency action may be taken and is subject to ratification at the next scheduled meeting of the Board.

**Section 12. Removal from Office**

Absence from three consecutive regularly scheduled meetings shall constitute a resignation. The member will be notified in writing of their removal from office. The vacancy shall be filled as provided for in these Bylaws.

**ARTICLE V**

**COMMITTEES**

**Section 1. Definition**

a. The standing committees of MNA shall be the Bylaws and Policy Committee, the Center for Ethics and Human Rights, the Continuing Education Approver Committee, the Continuing Education Provider Committee, the Finance Committee, the Legislative Committee, the Membership Committee, the Nominating Committee, the Practice and Education Committee, the Convention Planning Committee, the Committee on Environmental Health, and the Committee on Tellers.
b. Standing committees assume the duties specified in these Bylaws and report their findings and recommendations to the Board.
The MNA Board of Directors has the authority to eliminate any standing committee except the Bylaws and Policy Committee, the Committee on Finance, the Legislative Committee, the Nominating Committee, the Committee on Tellers, and the Continuing Education Provider Committee.

**Section 2. Composition**

a. A committee shall consist of no fewer than three members and a majority of any committee shall constitute a quorum.

b. Committee chairpersons, except for the Nominating Committee, shall be appointed by the President with Board approval annually within 30 days of the close of the annual membership meeting.

c. Committees shall consist of those members willing to serve.

d. Absence from three consecutive meetings of a committee shall constitute a vacancy. Committee members will be notified in writing of their removal from office. The vacancy will be filled as provided for in these Bylaws.

e. Committee members shall serve a term of at least two years.

**Section 3. The Committee on Bylaws and Policy**

The Committee on Bylaws and Policy shall:

a. Review the Bylaws of all District Nurses Associations (DNA), which apply for recognition as constituent associations of MNA and report the findings to the MNA Board of Directors whose decision shall be final.

b. Solicit and study suggestions for proposed amendments to the MNA and ANA Bylaws. The committee shall prepare amendments which shall then be submitted to the membership after being reviewed by ANA's Committee on Bylaws to ensure MNA Bylaws are harmonious with ANA Bylaws prior to being voted on by the MNA membership.

c. Serve to interpret the Bylaws when adherence to the Bylaws is questioned as a result of development and implementation of policies or procedure.

d. Review existing MNA policies at least every three years.

e. Develop and revise policies as directed by the Board of Directors.

**Section 4. The Center for Ethics and Human Rights**

The Center for Ethics and Human Rights shall:

a. Foster high standards of nursing practice.

b. Work for the improvement of health for all people.

c. Serve as a resource for all registered nurses in ethical decision-making in advocating for health care.

**Section 5. Continuing Education Approver Committee**

The Continuing Education Approver committee shall: Review continuing education provider applications to ensure that applicants meet American Nurses Credentialing Center Committee on Accreditation (ANCC COA) requirements. Appointments of this committee will be named as stipulated by ANCC COA requirements.
Section 6. Continuing Education Provider Committee
Appointments to this committee will be named as stipulated by ANCC COA requirements. The Continuing Education Provider Committee shall:

a. Assess, plan, implement and evaluate continuing education programs provided by MNA.
b. Work with DNA program planners to develop and implement continuing education programs that meet the criteria established by ANCC COA.

Section 7. The Committee on Finance
The Committee on Finance shall:

a. Oversee the finances of the Association.
b. Review the annual budget as prepared by the Executive Director and recommend the budget for approval by the Board of Directors.
c. Evaluate fiscal impact of the proposed programs and projects.
d. Recommend and monitor financial policies.
e. Include the MNA Treasurer, as Chair, the treasurers of each DNA, the Treasurer-elect of MNA, and two members-at-large who will serve an alternating term of two years.

Section 8. Legislative Committee
The Legislative Committee shall:

a. Recommend health care legislation for the state of Maryland.
b. Monitor health care legislation in the state.
c. Prepare and submit legislative platform for Board of Directors approval. Serve as advocates for the MNA legislative platform.
d. Prepare and submit an evaluation of MNA lobbyist to the Board of Directors.

Section 9. Membership Committee
The Membership Committee shall:

a. Identify strategies to increase and retain membership.
b. Identify situation/problems and issues within DNAs which impact membership.

Section 10. Nominating Committee
The Nominating Committee shall:

a. Seek qualified candidates for MNA offices and the MNA representatives to the ANA Membership Assembly.
b. Submit two separate ballots to the MNA Board of Directors. One ballot for the MNA Officers and a separate ballot for the MNA Representatives to the ANA Membership Assembly.
c. Implement policies and procedures for nominations and elections as established by the MNA Board of Directors or as provided for in these Bylaws.

Section 11. Practice and Education Committee
The Practice and Education Committee shall:

a. Identify, monitor and report on current practice and education issues, trends, and developments
b. Collaborate with other practice specialties, including Maryland Board of Nursing and MNA organizational affiliates on practice and education issues.

c. Recommend positions on related policies to the MNA Board of Directors.

Section 12. Convention Planning Committee
The Convention Planning Committee shall:

a. Identify the theme for the annual MNA Convention and submit the theme to the Board of Directors for approval.

b. Evaluate and make recommendations to the Board of Directors for the convention site and registration fees.

c. Plan the educational and membership events of the annual convention.

d. Evaluate each convention within 90 days and submit an evaluation report to the Board of Directors.

Section 13. Environmental Health Committee
The Committee on Environmental Health shall:

a. Serve as a resource to the Legislative Committee on matters related to environmental health.

b. Review matters of interest on state and national levels regarding the environment as it relates to health.

c. Advocate for health initiatives related to the environment that have been approved by the MNA Board of Directors.

Section 14. Committee of Tellers
The Committee of Tellers shall:

a. Receive the ballots returned from the MNA voting membership.

b. Establish validity of the ballots based on eligibility to vote and postmark on the envelopes.

c. Count the ballots and determine who has been elected to MNA offices and the MNA Representatives to the ANA Membership Assembly.

d. Establish the alternate ranking for the MNA Representatives to the ANA Membership Assembly.

Section 15. Special Committees
Special Committees shall be appointed by the Board as the membership or the Board deems necessary.

ARTICLE VI
DUES

Section 1. Amount of Dues

a. The membership shall establish the MNA dues for both full and state only members.

b. In the event that the rate of dues payable to ANA is changed, any such change shall be automatically included in the dues owed by an MNA and ANA joint member (full member).
c. MNA shall remit a portion of the MNA state only dues to ANA which shall be equal to the amount ANA remits to MNA for ANA direct members in accordance with the ANA dues policy established by the ANA Membership Assembly and per written agreement between MNA and ANA.

Section 2. Notification of Change
Members will be notified at least 30 days prior to a general or special in person meeting or 15 days prior to an electronic special meeting of MNA.

Section 3. Vote
Dues shall be established by a majority vote of the membership present and voting at a general or special meeting.

Section 4. Payment
a. Dues for MNA shall be for a membership of twelve (12) consecutive months and shall be paid in accordance with MNA and ANA policies.
b. No monies shall be refunded or additional monies collected when a change of dues category is made within a membership year.

ARTICLE VII
STATE OFFICE AND CHIEF STAFF OFFICER

Section 1. State Office
MNA shall maintain a state headquarters office that shall constitute a permanent repository for MNA records and shall carry out the procedures and policies of the MNA.

Section 2. Chief Staff Officer
a. The Board of Directors shall delegate to the Chief Staff Officer the authority to manage the association according to policies established by the membership and the Board of Directors.
b. The Chief Staff Officer shall be accountable to the Board of Directors.
c. The Chief Staff Officer will employ, direct, define duties, evaluate at least annually, promote, and terminate staff of the Association. The Board of Directors will be kept informed by the Chief Staff Officer of the employment, performance, and termination of staff.
d. The Chief Staff Officer may represent the association and serve as the spokesperson on matters of established policy and positions.
e. The Chief Staff Officer shall provide a general orientation for all elected and appointed officials.
ARTICLE VIII
MNA NEWS PERIODICAL

The Maryland Nurse shall be the official publication of this Association and shall be provided to each member by the Maryland Nurses Association in print or electronic format.

ARTICLE IX
AMENDMENTS

Section 1. Amendments with Notice
a. The Bylaws may be amended at any business meeting by a two-thirds vote of the membership present, eligible to vote, and voting. The membership of this Association shall be notified of intent to amend Bylaws and provided with proposed amendments at least 60 days prior to the membership or special meeting at which the amendments are to be proposed.
b. The Bylaws may be amended at any time by a two-thirds majority vote of the membership voting by mail ballot. The Board of Directors has the discretion to provide for mail balloting under rules and procedures it shall adopt.

Section 2. Amendments without Notice
The Bylaws may be amended without previous notice at any annual membership meeting by ninety-nine percent of the membership present, eligible to vote, and voting.

ARTICLE X
PARLIAMENTARY AUTHORITY

The rules contained in the current edition of “Robert’s Rules of Order Newly Revised” shall govern meetings of this association in all cases to which they are applicable and in which they are not inconsistent with these Bylaws.
MARYLAND NURSES ASSOCIATION

GLOSSARY OF ACRONYMS

ANA
American Nurses Association

AOM
Associate Organizational Member – A nursing organization with a formal relationship with ANA, e.g., CAN, UAN.

BOD
Board of Directors, also referred to as The Board – The corporate body of officers and directors with corporate and fiduciary responsibilities.

C/SNA
Constituent and State Nurses Association of ANA - The new designation for state nurses associations. MNA is a C/SNA of ANA.

DNA
District Nurses Association – MNA designation for constituent organizations.

MA
Membership Assembly – composed of representatives from the Constituent/State Nurses Associations and Individual Member Division. The ANA governing and voting body on policy and positions that support ANA programs.

MANS
Maryland Association of Nursing Students

OA
Organizational Affiliate – A nursing organization that meets the criteria for affiliate status with MNA or ANA
# 2014-2015 Working Budget
Approved by the Board of Directors May 15, 2014

## REVENUE ITEMS TOTAL

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**REVENUE TOTAL** $261,570.00

## EXPENSE ITEMS TOTAL

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**EXPENSE TOTAL** $308,657.00

**BUDGETED INCOME 2013-2014** $296,205.00

**DIFFERENCE*** -$47,087.00

*Note: Income from the Bank of America affinity credit card program ended February 2013. The amount of that income ($50,000) is difficult to replace in one year. MNA's membership should be aware that the association is on solid financial ground with its investments and reserve accounts.*
Organizational Affiliates

Emergency Nurses Association (August 2009)
Maryland Academy of Advance Practice Clinicians
Maryland Association of Chemical Dependency Nurses (January 2006)
Maryland Association of Nurse Anesthetists (February 2003)
Maryland Association of School Health Nurses (January 1998)
Maryland Council of Public Health Nursing Washington County Health Department Directors (November 2001)
Maryland Organization of Nurse Executives (July 2011)
Nurse Practitioner Association of Maryland, Inc. (February 2003)
Philippine Nurses Association Maryland Chapter (January 2010)
Seneca Valley of Maryland Association of Occupational Health Nurses (January 2003)

Organizational Affiliate
Overview and Procedure

The Maryland Nurses Association (MNA) 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 care.

Criteria for Affiliation
For consideration as an organizational affiliate, the applicant organization must have:
- Approved bylaws with a mission, purpose and functions that are harmonious with that of MNA
- A governing body and a membership that is composed of a majority of Registered Nurses

Benefits of Affiliation
Each organizational affiliate in good standing is entitled to:
- One voting seat on each of the following MNA Committees: Legislative, Environmental Health, Practice & Education, Workplace Advocacy and Center for Ethics & Human Rights
- Reach 40,000+ Maryland Registered Nurses via a dedicated column in The Maryland Nurse
- Promote Organizational Affiliate's special events via MNA member email blast
- MNA membership rates for MNA sponsored continuing education including Annual Convention
- Invitations to special events & opportunities to co-sponsor events with MNA
- One copy of regular and special publications of MNA
- Opportunity to request time on the agenda of the MNA Board of Directors
- Link to Organizational Affiliate’s web site on MNA web site
• Access to teleconferencing services with a pre-assigned code; billed for payment monthly at cost
• 20% discount on vendor space at MNA events
• 10% discount for CE activity approval process

Organizational Affiliate’s responsibilities:
• Provide a key contact person authorized to commit organization’s funds
• Provide officers’ contact information
• Not be a labor organization
• Inform MNA Headquarters when new officers are elected along with names and contact information
• Submit timely reimbursements and payments to MNA for annual fees and for fees for service
• Adhere to all deadlines (for submissions to newsletter, etc.)

MNA’s responsibilities:
• Follow MNA’s Board approval process
• Be timely and responsive to requests from organizational affiliate’s official contact
• Keep organizational affiliate’s leadership aware of: key contact person(s) at MNA to request services; invoicing and collection of annual fees and fees for services; and deadlines for newsletter submission

Contractual Services for Professional Membership Services
Contractual services will be negotiated on an individual basis with each Organizational Affiliate. Contractual service fees will be based upon a fee structure for each service approved annually by the MNA Board of Directors. Contractual Services are contingent upon the availability of MNA staff and other resources to deliver such services:
• Maintenance of membership and or mailing lists
• Mailbox and phone answering services
• Bookkeeping services
• Mailing services
• Teleconference services
• Board room meeting space by reservation and based on availability

Application for Affiliation
Each organization seeking affiliate status with the Maryland Nurses Association must complete an application for affiliation and submit the following:
• A copy of the most current bylaws
• A statement of purpose, mission and functions
• A roster of the current officers, including term of office and contact information, the majority of which must be RNs, and identification of professional credentials
• An approved motion (signed and dated) from the governing body seeking affiliation
• A statement affirming the majority of members to be registered nurses with a breakdown by number of the total membership. (i.e. RNs 50; LPNs 4; total membership 54)
MARYLAND NURSES ASSOCIATION

Bylaws and Policy Committee

Committee Members:
Linda J. Stierle, MSN, RN, Chair
Kathy Ogle, PhD, RN, FNP-BC, CNE
Patricia Travis, PhD, RN, CCRP
Nancy S. Goldstein, DNP, ANP-BC, RNC
Donna Downing – Corddry, BSN, RN

Meeting Schedule:
Monthly and as needed

Highlights of July 1, 2013 to June 30, 2014:

• Presented the 2013 Proposed MNA Bylaws at MNA’s Fall Leadership Day (September 14, 2013).

• Created a color coded narrative bylaws document to assist the MNA President in her role as Chair of the MNA Annual Membership Meeting (October 10, 2013) when facilitating the discussion and passage of the revised bylaws.

• Reached out, starting in October 2013, to all eight District Nurses Association (DNA) Presidents to initiate the process of amending the current DNA Bylaws and bringing them into compliance with the 2013 MNA Bylaws.

• Developed numerous documents in January, February, and March 2014 to facilitate the revision of the district bylaws.
  ○ Generic District Bylaws Template
  ○ District Bylaws Revision Seven Step Process
  ○ Trends in association management regarding structure and operations

• Provided one-on-one consultation with each of the eight District Nurses Associations.
  ○ Conference Calls
  ○ Email communications regarding questions and/or concerns
  ○ Draft options regarding DNA structure and operations

• Received six of the eight proposed 2014 DNA Bylaws for review by the MNA COB&P and approval by the MNA BOD.
  ○ DNA 1 … MNA BOD approved the proposed 2014 DNA 1 Bylaws in February 2014; the DNA 1 membership adopted the amended DNA 1 Bylaws on April 25, 2014.
  ○ DNA 2 … MNA BOD approved the proposed 2014 DNA 2 Bylaws in April 2014; DNA 2 membership will vote to adopt the amended DNA 2 Bylaws in November 2014.
  ○ DNA 3 … Projected to submit the proposed 2014 DNA 3 Bylaws to MNA for review by the COB&P and approval by the MNA BOD in August 2014; DNA 3 membership will vote to adopt the amended DNA 3 Bylaws before the end of 2014.
  ○ DNA 4 … MNA BOD approved the proposed 2014 DNA 4 Bylaws in May 2014; the DNA 4 membership will vote to adopt the amended DNA 4 Bylaws on September 05, 2014.
  ○ DNA 5 … Submitted proposed 2014 DNA 5 Bylaws for review by the COB&P and approval in August by the MNA BOD; DNA 5 membership will vote to adopt the amended DNA 5 Bylaws before the end of 2014.
• DNA 7 … Projected to submit the proposed 2014 DNA 7 Bylaws not later than September 2014 for review by the COB&P and approval by the MNA BOD; the DNA 7 membership will need to adopt the amended DNA 7 Bylaws before the end of 2014.
• DNA 8 … Submitted the proposed 2014 DNA 8 for review by the COB&P and approval in August by the MNA BOD; DNA 8 membership will vote to adopt the amended DNA 8 Bylaws before the end of 2014.
• DNA 9 … MNA BOD approved the proposed 2014 DNA 9 Bylaws in March 2014; the DNA 9 membership will vote to adopt the amended DNA 9 Bylaws on September 30, 2014.

- Added two new committee members to the MNA COB&P for a total of five committee members.

- Plans for the MNA COB&P in 2015:
  - Create a generic set of District Policies for use by the District Nurses Associations.
  - Develop a prioritized list of the MNA Policies that need to be reviewed and updated over the next three years (2014 – 2016).
  - Identify any gaps in MNA Policies that would need to be addressed.
  - Review and analyze prior to the 2015 ANA Membership Assembly any proposed amendments to the 2013 ANA Bylaws, and educate the MNA BOD and the MNA Representatives to the ANA Membership Assembly on the proposed amendments and their potential impact on MNA.
Committee Members:
Janice Agazio, PhD, CRNP, RN, FAAN, FAAN
   Chairperson
Janet Cogliano, DNSc, RN, GCNS- BC
Yvonne Coleman, MS, RN
Vicki Kent, PhD, RN
Nancy McCaslin, MS, C, RN
Denise Moore, PhD, APRN-BC
Ann Wilson, MSN, RN
Elizabeth Crusse, MS, MA, RN
Carol Benjamin, RN, BSN, MS, MA, LtCol USAFR
Christie Simon-Waterman, RN, MSN, CRNP

Cindy Davis, APRN, MSN
Gloria Moretz, FNP-BC, CRNP
Joann Oliver, MNEd, RN, CNE
Kim Johnston, DNPC, MSN, APRN, CDDN
Louise Balligan, MSN, RNC, RDCS
Lynn Derickson, MS, EdD, RN, CNE
Lynnae Elliott, MSN, RN, CPAN
Nancy Lerner, DNP, RN
Nancy Steffan, MS, RN, CCRN, CRNP
Robyn Mitchell, MSN, RN-BC,
   CNL, NEA-BC
Barbara Lubejko, MS, RN

Purpose:
The Maryland Nurses Association Continuing Education Approver committee has the
responsibility for ensuring continuing education applications meet the American Nurses
Credentialing Commission on Accreditation standards. The committee’s overall goal is to
supply the nursing profession with the highest standards of continuing education activities as an
accredited Approver unit following the ANCC-COA criteria.

Meeting Schedule:
As needed (usually 2 times yearly)

Highlights of 2013 -2014:
• Presented session entitled “So You Want to Provide Contact Hours? ” at MNA’s 2013
Annual Convention
• Re-evaluated and revised approver unit’s quality outcome measures specific to approver
unit and nursing professional development
• Committee members’ participation in ANCC conference calls and workshops.
• The committee reviewed 144 Provider Paced Activities; 9 Learner Paced Activities and 8
Approved Provider applications in the past year.

I’d like to offer my continuing thanks to the committee members for their hard work preparing for
all the applications they so conscientiously reviewed!
Committee Members/Designated Nurse Planners:
Denise A. Moore, PhD, APRN-BC, Chair/Lead Nurse Planner
Joann M. Oliver, MNEd, RN, CNE, CBIS, Co-Chair
D1: Vacant
D2: Denise Moore, PhD, APRN-BC
D3: Kate McPhaul, PhD, MPH, RN
D4: Phyllis L. Brodsky, MS, RNC
D5: Michelle Dickson, DNP, RN, CNE
D7: Barbara Biedrzycki, RN, MSN, CRNP, CCRP, AOCNP
D8: Mary Beachley, MS, RN, CNAA
D9: Mary Emma Middleton, RN, MS, CRNP

Purpose:
Advance the profession of nursing and the knowledge of nurses through continuing education activities.
Support nurses in meeting their responsibility to build on their basic preparation and participate in life-long learning.
Provide oversight to ensure that continuing education provided through and by MNA meets the standards established by the American Nurses Credentialing Center’s Commission on Accreditation.

Meeting Schedule:
Annually at the MNA Convention

Highlights of 2013 -2014:
• Successful completed application for re-accreditation with ANCC as a Provider for Continuing Nursing Education
• Recruited a Co-Chair for the Committee
• Re-evaluated and revised provider unit’s quality outcome measures specific to provider unit and nursing professional development
• Revised continuing education provider committee documentation packet based on ANCC Accreditation Program updates.
• Presented session entitled “Successfully Writing an Abstract for Conference Presentation” at MNA’s 2013 Annual Convention
• Developed 7 CNE activities provided by MNA and affiliate Districts.
Committee Members:
Beverly Lang, MScN, RN, ANP-BC, Editor
Linda Cook, PhD, RN, CCRN, CCNS
Cheryl Harrow, DNP, RN, FNP-BC, IBCLC
Naomi (Bea) Himmelwright-Lamm, EdD, RN
Janice Hoffman, PhD, RN, ANEF
Denise A. Moore, PhD, APRN-BC
Patricia Travis, PhD, RN, CCRP
Linda Stierle, MSN, RN

The Maryland Nurse is published quarterly and is the official publication of the MNA and is circulated to all registered nurses, licensed practical nurses and student nurses in Maryland. We welcome original articles and submissions for publication. The Editorial Board reviews all refereed submissions.

Each issue focuses on Maryland nurses, nursing practice, nursing education, and topic of interest to nurses. Issue 1 (November, December, January) focused on the MNA elections and included an article about the new President, Janice Hoffman and other newly elected MNA officers, highlights from the MNA Convention, and several articles of interest – one on the Pro Bono Counseling Project and one on the Maryland Action Coalition Committee, Schools of Nursing/Education news and District news. Issue 2 (February, March, April 2014) featured an article on the MNA Legislator of the Year, Dr. Dan Morhaim, Nurses in the News, District News and Schools of Nursing/Education news; Issue 3 (May, June, July 2014) featured an article on the retirement of Emmaline Woodson from her position at the Board of Nursing, Nurses in the News, Schools of Nursing/Education news, and an article on the 125th Anniversary of University of Maryland School of Nursing. Issue 4 (August, September, October 2014) featured an article about the election of Patricia Travis to the position of Secretary of the ANA Board of Directors, Convention registration materials, Nursing Foundation Scholarship information, Nurses in the News, Schools of Nursing/Education news, and several informational articles – one on medical marijuana and the other on the electronic health record, and a piece about global health efforts by the Philippine Nurses Association of America.

The Maryland Nurse encourages all nurses and student nurses to submit articles of interest to TheMarylandNurse@gmail.com.
Committee Members:
Chairperson: Tina Reinckens, RN, BSN, MA
Co-Chairperson: Lorraine Huber, MSN, RN-PME-CNOR
Secretary: Jaki Thomas, BSN

2013-2014 Members
Cindy Davis, MSN, APRN, FNP-C
Beatrice Grant, BSN
Lori Harvin, RN, BSN
Doris Watson, RN, MSN
Mary Bogdan, BSN, RN
Tannya Coleman, BSN

Meeting Schedule:
The Third Monday of the month

Purpose:
The MNA Center for Ethics and Human Rights:
- Provides healthcare ethics educational opportunities.
- Facilitates identification and analysis of ethical issues faced by registered nurses, other healthcare providers, patients, and families in the state through a variety of activities.
- Fosters collaboration and communication related to healthcare ethics among various healthcare disciplines as well as lay communities in the state.
- Supports the MNA Legislative committee in its efforts to advocate for human rights issues that influence the health and well-being of Maryland citizens.

Activities
The current committee of the Center for Ethics and Human Rights (CEHR) began meeting in January 2009, and have continued to meet monthly. The committee initially addressed the issue of Bullying in Nursing at the 2009 and 2010 Annual convention.

In 2011 the committee sent out a needs assessment to the membership with resulting presentations at the 2011 Annual Convention addressing Nursing Advocacy, Credentialing, and Patient Confidentiality with Electronic Medical Records.

The committee presented, Taking Responsibility - Professionalism in Nursing at the 2012 MNA Annual Convention.

Over the past year we have had a decrease in active membership and had sent out a call for new members in the Spring Edition of the Maryland Nurse. We obtained three new members and are looking forward to a productive 2014 – 2015 session.
MARYLAND NURSES ASSOCIATION

MNA Finance Committee

Chair:
Linda Costa, PhD, RN, NEA-BC – Treasurer

Committee Members:
Janice Hoffman, PhD, RN, ANEF – President
Neysa Ernst, RN, MSN – Immediate Past President
Linda Cook, PhD, RN, CCRN, CCNS – Treasurer-Elect

District Treasurers:
District 1 – Renate Gaither, RN
District 2 – Tina Reinckens, RN, BSN, MA
District 3 – Nancy Eaton, MS, RN, NCSN
District 4 – Deborah Cox, MSN, RN
District 5 – Michelle Dickson, DNP, RN, CNE
District 7 – Barbara Biedrzycki, PhD, RN, AOCNP, CRNP
District 8 – Heidi Stone, MS, RN
District 9 – Alvina Bass, RN

Purpose:
To assure that the financial management of the Association is keeping up with current methodology providing fiscal integrity, planning and evaluation.

Treasurer:
• Treasurer attended each monthly Board meeting and presented the monthly Treasurer’s Report.
• The Treasurer, President, President-Elect and Executive Director met to determine which type of financial review would be conducted for the fiscal year and recommended to the Board of Directors that a compilation be conducted.
• The Treasurer and Executive Director, with input from the Finance Committee prepared and presented a budget to the MNA Board, which was approved.

Meeting Schedule:
• Met two times by conference call – April 8 and April 22, 2014

Questions about MNA’s finances were invited and answered. The Treasurer invited cost-cutting or other suggestions, as well as questions, from Committee members at any time. District Treasurers were reminded to file their 990 e-Cards with the IRS in a timely manner.

The Committee was asked to suggest new means of generating non-dues revenue.
Co- Chairs:
Mary Kay DeMarco, PhD, RN, CNE
Josie Ogaitis, RN, MS

Committee Members:
Pat Travis, RN, PhD, CCRP,
Neysa Ernst, RN, MS
Mary Beachley, RN, MS,
Rosemary Mortimer, RN, MS,
Donna Zankowski, COHN, RN
Cindy Bennoit, RN, BSN
Paxson Barker, PhD, MS, BS, RN
Luke Michaelson, RN, PhD
Janice Hoffman, PhD, RN, ANEF
Barbara Bilconish, MSN, RN, NEA-BC
Christie Simon-Waterman, MSN, CRNP
Veronica Hunt, MS, BSN, RN, COS-C
Jody Bishop, BSN, RN
Veronica Gutchell, DNP, CNS, CRNP
Virginai Alinsao, MBA, MS, RN
Shannon Segres, RN, BSN
Lorraine Diana, MS, RN, CRNP

Meeting Schedule: During the Legislative Session, the Committee has standing meetings every other week on Mondays, and as needed. During the interim, the Committee meets monthly on Mondays.

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

The MNA legislative committee supports initiatives that:
- Promote quality nursing care through education and licensure.
- Address nursing recruitment, retention, and diversity.
- Address the long-term workforce shortage including the faculty shortage.
- Ensure and protect the rights of nurses to provide quality care within their full scope of nursing practice.
- Promote healthcare consumer safety, access to care, education, and self-determination.
- Promote safety in the workplace.
- Advocate expanding nursing roles in health care reform legislation and initiatives.

The committee voted to support 30 pieces of legislation, oppose 8 bills, and submit letters of comment on 4 bills. Members actively engaged in debate on issues pertaining to the
environment, child health and nutrition, workplace safety, barriers to advanced nursing practice, protection of pregnant women, and mental health provider protection.

Major positions were taken on the following bills:

Oppose: **HB 1211** State Board of Nursing - Midwives - Licensing and Regulation
Bill to allow lay and certified midwives to practice in MD

Oppose: **HB 1313** Maryland Institute for Emergency Medical Services Systems - Mobile Integrated Health Care Services - Study
Initiates MIEMSS to study implementation of Community Paramedics

Support: **HB 1183 (SB 797)** Criminal Law - Assault - First Responders
Promoting workplace safety and protection for health care workers

Support with amendments: **HB 1235**
Community Integrated Medical Home Program and Patient Centered Medical Home Program - Protection of Nursing Standard of Care / Nurse Practice Acts

Involvement continues on the issue of the Community Health Worker and the DHMH Community Integrated Home Model. MNA supports these initiatives from the Patient Protection and Affordable Care Act, while advocating for patient protection and appropriate roles for registered nurses.

The February 17, 2014 MNA Lobby Night in Annapolis was very successful with 189 nurses attending.

The committee hopes to recruit new members, especially nurses with expertise in mental health and malpractice issues.

Two sub-committee workgroups have been initiated for off-session research. The two groups will focus on workplace safety/workplace violence, and the role of nursing and Community Health Workers.

Lobbyist Robyn Elliott was instrumental in the work of the committee.

MNA has worked hard and is proud of its reputation in Annapolis as a reliable and evidenced-based source of expertise on health-related legislative matters that impact health professionals or the health of the public.

**Call to Action:** The MNA Legislative Committee is seeking subject matter experts (all issues) to advise/participate. Further, we are looking for interested members to participate in a workgroup to develop our legislative strategy on preventing violence against health professionals in the workplace.

Interested persons should contact Josie Ogaitis at josie.ogaitis@verizon.net or Mary Kay DeMarco at mdemarco@ccbmd.edu.
Maryland Nurses Association (MNA) supports an integrative legislative approach that focuses on registered nurses, advanced practice nurses, healthcare consumers and the healthcare system.

MNA supports initiatives that:

- Promote quality nursing care through education and licensure.
- Address nursing recruitment, retention and diversity.
- Address the long-term workforce shortage including the faculty shortage.
- Ensure and protect the rights of nurses to provide quality care within their full scope of nursing practice.
- Promote healthcare consumer safety, access to care, education, and self-determination.
- Advocate safety in the workplace.
- Advocate expanding nursing roles in health care reform legislation and initiatives.
- MNA supports initiatives that introduce appropriate legislation to the Maryland General Assembly.

MNA Membership Committee

Purpose:
The Membership Committee creates strategies to increase and retain members. This Committee also addresses situations, problems and issues within District Nurses Associations that impact membership and retention.

Interested in serving on MNA’s Membership Committee? Contact Ed Suddath, Chief Staff Officer at esuddath@marylandrn.org or 410-944-5800.
MNA Environmental Health Committee

Acting Chair:
Karin Russ, MS, RN, BSN

Committee Members:
Maureen Archibald, MS, RGN, RMN, RN
Paxson Barker, PhD, MS, BS, RN
Jennifer Browne, RN
Carol Chandler, MSN, BA, RN
Lena Choudhary, BA, BS, BS, JD, RN
Liz Clark, RN
Lisa Ann Coleman, BSN, RN, ACLS
Marion Condon, MS, BSN, RN
Colleen Cusick, RN, MBA, CMRP
Mike DiJulia, RN, BSN, CCRN
Colleen Duerr, BSN, RN
Lissah Dunst, RN
Lori Edwards, PhD, MS, RN
Joanne Evans, RN, MEd, CS
Barbara Friend, PhD, MS, RN
Nicole Fox, BSN, RN
Suzanne Fox, BSN, RN
Elise Handelman, RN, MEd, COHN-S
Mary Jo Harris RN, BSN, CCRN
Jason Jonas Hart, MS, RN
Carol Heckman, BSN, RN
Tracy Holcomb, BSN, RN
Lorraine Huber, MSN, RN, PMNE-CNOR

Katie Huffling, RN, MS, CNM
Karen Huss, PhD, RN, ANP-BC, FAAN, FAAAAI, FAHA
Suzanne Jacobson, BSN, RN, CEN
Lisa Jordan, PhD, MS, BSN, RN
Trisha Kendall, MS, RN, OCN
Stacy Kreger, BSN, RN
Loida Lacson, BSN, CCRN
Luke Michaelson, PhD, MS, BSN, RN
Kate Painter, RN, BS, CAPA
Janel Parham, MS, BSN, RN
Roneet Mallin, RN, MPH
Debra Marsch, BSN, RN
Diann Rocha, BSN, RN
Kate Scott, MS, RN
Nina Sharma, RN
Charlotte Wallace, BSN, RN
Catherine Ware, RN, BSN, CCRN, CPAN
Kristen Welker-Hood, ScD, BSN, RN
Donna Zankowski, RN, COHN

Meeting Schedule:
Meetings take place the fourth Monday of the month, from 7:00-8:00 pm

Committee’s Purpose:
The purpose of the Environmental Health Committee is to provide a forum for nurses to collaborate on initiatives that reduce environmental exposures for hospital workers and protect the public’s health from environmental hazards. The committee’s areas of focus are Health Policy, Health Education, and Clinical Practice.

Highlights 2013-2014:
The MNA Environmental Health Committee is dedicated to protecting the health of nurses and the public from toxic hazards in the workplace and the community. To that end, Environmental Health Committee members were active this year in writing testimony and going to Annapolis.
to provide verbal testimony in support of several bills aimed at reducing exposure to hazardous substances. The Environmental Health Committee collaborated with the MNA Legislative Committee to register a position of SUPPORT for the following bills in the 2014 Maryland General Assembly session:

1. HB 229- Public Health - Child Care Products Containing Flame-Retardant Chemicals – TDCPP Prohibition
2. HB 0189- Maryland Occupational Safety and Health Act - Chemical Information List
3. HB 621- Registration of Pesticides - Fee Increase - Disposition of Fees
4. HB 1030- Public Health - Hydraulic Fracturing Chemicals - Information and Fund
   HB 1430 Health - State Children’s Environmental Health and Protection Advisory Council – Composition
   HB 1191- Health - General - Genetically Engineered Food - Labeling Requirements

In addition, Environmental Health Committee members were active on the national front. In March, the committee chair, Karin Russ, spoke at a congressional informational briefing organized by the ANA and the Alliance of Nurses for Healthy Environments, and sponsored by Ben Cardin. The briefing, entitled “Women and Children First: Toxic Chemicals and Reproductive Health,” reviewed the reproductive health impacts of chemicals currently used in commerce, and the difficulties faced by pregnant women following a large-scale chemical spill in West Virginia.

The Environmental Health Committee is also committed to peer education on environmental issues. In May, the Environmental Health Committee and the Notre Dame of Maryland School of Nursing co-sponsored a conference entitled “Your World, Your Health.” Nurses from Maryland, Washington D.C., Pennsylvania and Delaware were in attendance. Topics included climate change, hydraulic fracturing, occupational exposures, pesticides, and renewable energy. Slides are available upon request from the committee chair.
DSI Renal is a leading provider of dialysis services in the United States to patients suffering from chronic kidney failure. We continue to grow through acquisition, development of new clinics, and organic growth.

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MNA Practice & Education Committee

**Purpose:**
The Maryland Nurses Association Practice and Education Committee’s roles are to serve its constituency by: 1) identifying, monitoring, and responding to issues that arise from and relate to professional nursing practice and education within the state of Maryland; 2) collaborating with other practice specialties, the Maryland Board of Nursing; and MNA organizational affiliates on practice and education issues; and, 3) recommending positions on related policies to the MNA Board.

**Interested in serving on MNA's Practice and Education Committee?**

*Clinicians, educators, researchers, and administrators are all welcome. Committee’s communication is through e-mail and every other month conference calls.*

Contact Barb Biedrzycki at NPBiedrzycki@aol.com 410-538-7946, or MNA to become involved!

MNA 2014 State Nominating Committee

**Members:**
Ingrid Toussaint, BSN, RN, CCRN, Chairperson
Jeanie Seifarth, RN, MS, PMHCNS-BC
Kathy Rabon, RN, BSN

**Meeting Schedule:**
The 2014 MNA Nominating Committee Chaired by Ingrid Toussaint met twice via emails.

**Highlights 2013 - 2014:**
The members of the Committee were reminded that all discussions/communications were to be kept in confidence and the work of the Committee was totally confidential. Members were asked to provide suggestions on members to run for offices of President-Elect, and Secretary.

All members were requested to talk with members of their Districts and other members to encourage more participation in the process. The Committee endeavored to have two names for each position. The Chairperson made follow-up calls to a couple of members to further discuss the roles and responsibilities of the particular offices in which the members were interested. Members who have expressed interest in certain offices were encouraged to get their paperwork in to the office by the deadline of July 21, 2014.

The Nominating Committee placed in nomination the names of:

**President-Elect:**
Kathy Ogle, PhD, RN, FNP-BC, CNE

**Secretary**
Diane Friend, MSN, RN, CDONA/LTC
Mental Health Center of Denver is a nonprofit community mental health center, and is the nation’s leader in progressive community-based mental health. Work as part of a multidisciplinary team to provide various mental health services to a diverse population. We offer counseling, housing, education, and vocational services for adults, children and families. We build upon each consumer’s strengths and resiliency to help them toward recovery.

*Bilingual applicants are encouraged to apply.

For more information about Mental Health Center of Denver and our forward-focused wellness culture please visit our website at www.mhcd.org.

To apply: Complete the online application or email your resume to resumes@mhcd.org. Fax: (303) 758-5793.
The MNA PAC put an advertisement in the May/June MNA Nurse asking for one dollar from every nurse across the state of Maryland in order to increase our financial coffers. We hope to use this money to assist those we endorse in the fall elections.

We met by conference call and decided that as a newly re-constituted committee we would not endorse in this year’s state primary elections as we did not have the resources to vet every candidate. We are planning to send out a questionnaire and endorse in the general elections in November.

Respectfully submitted,
Rosemary E.S. Mortimer, RN, MS, MSEd, CCBE
The career opportunities offered throughout Anne Arundel Medical Center are as unique and diverse as each one of our 3,800+ employees. Explore a career with one of the leading health systems in Maryland. You will find a culture of patient centered care, intellectual curiosity, and innovation.

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EOE, M/F/D/V. Tobacco-Free Workplace.
The nurse, in all professional relationships, practices with compassion and respect for the inherent dignity, worth and uniqueness of every individual unrestricted by considerations of social or economic status, personal attributes, or the nature of health problems.

The nurse’s primary commitment is to the patient, whether an individual, family group or community.

The nurse promotes, advocates for and strives to protect the health, safety and rights of the patient.

The nurse is responsible and accountable for individual nursing practice and determines the appropriate delegate of tasks consistent with the nurses’ obligation to provide optimum patient care.

The nurse owes the same duties to self as to others, including the responsibility to preserve integrity and safety, to maintain competence and to continue personal and professional growth.

The nurse participates in establishing, maintaining and improving healthcare environments and conditions of employment conducive to the provision of quality healthcare consistent with the values of the profession through individual and collective action.

The nurse participates in the advancement of the profession through contributions to practice, education, administration, and knowledge development.

The nurse collaborates with other health professionals and the public in promoting community, national, and international efforts to meet health needs.

The profession of nursing, as represented by associations and their members, is responsible for articulating nursing values, for maintaining the integrity of the profession and its practice and for shaping social policy.

Adopted ANA House of Delegates June 2001
Help new families thrive – today and tomorrow.

As a Nurse-Family Partnership Nurse Home Visitor, you will make a difference in the lives of young, at-risk mothers and their babies. You’ll truly get to know these families, help them grow, and empower them to change their lives for the better.

Learn more about Nurse-Family Partnership and nurse home visiting at [www.nursefamilypartnership.org](http://www.nursefamilypartnership.org)
The American Nurses Association’s  
*Bill of Rights*  
For Registered Nurses

Registered nurses promote and restore health, prevent illness and protect the people entrusted to their care. They work to alleviate the suffering experienced by individuals, families, groups and communities. In so doing, nurses provide services that maintain respect for human dignity and embrace the uniqueness of each patient and the nature of his or her health problems, without restriction with regard to social or economic status.

To maximize the contributions nurses make to society, it is necessary to protect the dignity and autonomy of nurses in the workplace. To that end, the following rights must be afforded.

I. Nurses have the right to practice in a manner that fulfills their obligations to society and to those who receive nursing care.

II. Nurses have the right to practice in environments that allow them to act in accordance with professional standards and legally authorized scopes of practice.

III. Nurses have the right to a work environment that supports and facilitates ethical practice, in accordance with the Code of Ethics for Nurses and its interpretive statements.

IV. Nurses have the right to freely and openly advocate for themselves and their patients, without fear of retribution.

V. Nurses have the right to fair compensation for their work, consistent with their knowledge, experience and Professional responsibilities.

VI. Nurses have the right to a work environment that is safe for themselves and their patients.

VII. Nurses have the right to negotiate the conditions of their employment, either as individuals or collectively, in all practice settings.

**Disclaimer:** The American Nurses Association (ANA) is a national professional association. ANA policies reflect the thinking of the nursing profession on various issues and should be reviewed in conjunction with state board of nursing policies and practices. State law, rules and regulation govern the practice of nursing. The ANA’s “Bill of Rights for Registered Nurses” contains policy statements and does not necessarily reflect rights embodied in state and federal law. ANA policies may be used by the state to interpret or provide guidance on the profession’s position on nursing.
MARYLAND NURSES ASSOCIATION

MNA District 1
Allegany and Garrett Counties

President: Diane E. Friend, MS, RN, CDONA/LTC
Vice President: Jennifer Filsinger, BSN, RN
Past President: Cheryl Nelson, MSN, FNP-BC, WHNP-BC
Secretary: Cindy Mealy, RN
Treasurer: Renate Brown, BSN, RN

Board of Directors:
Jean Seifarth, PhD, RN, PMHCNS-BC
Mary Tola, MSN, RN, ANP-BC
Jaime Striplin, MSN, RN
Chrissy Ruhl, BSN, RN

MNA Board Representative: Jaime Striplin, MSN, RN

Committees
Finance Committee: Renate Brown, BSN, RN
Environmental Health Committee: Cheryl Nelson, MSN, FNP-BC, WHNP-BC
Convention Planning Committee: Diane E. Friend, MS, RN, CDONA/LTC
Cheryl Nelson, MSN, FNP-BC, WHNP-BC
Jean Seifarth, PhD, RN, PMHCNS-BC

Nominating Committee: Mary Tola, MSN, RN, ANP-BC MNA
Membership Committee: Cheryl Nelson, MSN, FNP-BC, WHNP-BC

MNA Practice and Education Committee: Diane E. Friend, MS, RN, CDONA/LTC
Workplace Advocacy: Chrissy Ruhl, BSN, RN
Center for ethics and human rights: Cindy Mealy, RN
Continuing Education Provider and Approver: Vacant
Legislative Committee: Jean Seifarth, PhD, RN, PMHCNS-BC

Highlights 2013-2014:
District 1 continues to promote the profession of nursing in rural Western Maryland. Over the previous year we have provided opportunities for nurses to obtain CEU’s, learn evidence-based practice, and be informed of organizational changes within the ANA/MNA.

- District 1 sponsored the “Professionalism in Nursing Award” to one graduating ACM nursing student from Allegany County. 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. The award recipient is presented with a plaque and one year membership to the ANA/MNA. This is the sixth year that the scholarship has been sponsored by District 1.
• The annual MNA District 1 dinner was held on Friday, April 25th, 2014 at Rocky Gap Resort in Cumberland, MD with 82 attendees. Speakers included Neysa Ernest, previous President of MNA and Janice Hoffman, President of MNA. CEU’s were offered.
• MNA DNA1 passed a revised version of the by-laws on April 25th, 2014. These by-laws reflected changes at the national and state levels.
• Bi-annual newsletters are provided to members of District 1. These include information from the national, state, and county levels.
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MARYLAND NURSES ASSOCIATION

MNA District 2
Baltimore City, Baltimore County, Carroll and Howard Counties

President: Christie Simon Waterman, MSN, CRNP
1st Vice President: Natasha Loving, MSN, CRNP
2nd Vice President: Karen E. B. Evans, MSN, RN-CP
Secretary: Jylla Artis, MSN, RN
Treasurer: Tina Reinckens, MA, RN

Executive Director: Nayna Philipsen, JD, PhD, RN

6400 Baltimore National Pike #523, Baltimore, MD 21228
www.mnadistrict2.com • mnadistrict2@gmail.com

Highlights of 2013-2014:

Last year District Two launched a “Policy and Practice Seminar Series” featuring events for nurses and nursing students that are designed to promote nursing advocacy and quality care for our patients. These Seminars are a free service to our nurses and nursing students, except for the meetings at Martin’s West. There is a small fee for those meetings because they include a full supper buffet. Other evening meetings include a light supper. The Seminars since the 2013 Report have been:

Sept. 12, 2013, a Seminar on Health Care Advocacy featuring Maryland Delegate (now candidate for Senator) Shirley Nathan-Pulliam, RN, at Martin’s West in Windsor Mill, with Business Meeting.

Nov. 14, 2013, Implementation of the Patient Protection and Affordable Care Act in Maryland, presented by Leni Preston, Steering Committee Chair of the Maryland Women’s Coalition for Health Care Reform, in the Education Center, Future Care Irvington.

April 17, 2014, Maryland Legislation: Palliative Care, Medical Marijuana, and Safer Health Care Environments, presented by Delegate Dan Morhaim, MD, and MNA lobbyist Robyn Elliott of Public Policy Partners, in the Education Center, Future Care Irvington.

Sept. 18, 2014, How to Avoid Becoming a Victim of Certification or Licensure Fraud in Nursing, featuring Robert Hauf, CFE, Senior Investigator at the Complaints and Investigations Unit of the Maryland Board of Nursing, at Martin’s West in Windsor Mill.

Our new District Bylaws, required in order to comply with changes in the MNA Bylaws, were approved by the MNA Board to distribute to District 2 members for their approval, with ballots for the 2014 election of officers.

Our committees are: Committee on Bylaws, Committee on Finance, Committee on Legislation, Committee on Program and Executive Committee

The District 2 Board urges members to contact us (mnadistrict2@gmail.com) with their comments or suggestions for future Seminars, and to check our website (www.mnadistrict2.com) to see what Seminars we offer going forward.
MARYLAND NURSES ASSOCIATION

MNA District 3
Anne Arundel County, Annapolis, Severna Park

President - Carole Staley Collins, PhD, MSN, PHCNS-BC

Vice President - Deborah Campbell, MSN, CRNP-F

Secretary, D3 Representative to the MNA Bylaws & Policy Committee
Donna Downing-Corrdry, BSN, RN

Treasurer - Nancy Eaton, MS, RN, NCSN

D3 Interim Representative to the MNA Board
Until May -Donna Noccolino, RN, BSN, CCM
Current interim- Donna Downing-Corrdry, BSN, RN

Bylaws –vacant but assist from Joann Oliver, MNEd, RN, CNE, CBIS

D3 Representative to the MNA Committee on Legislation, D3 Representative to MNA Committee on Education and Practice, D3 Roving Reporter to The Maryland Nurse, Member MNA Political Action Committee
Cindy Bennoit, BSN, RN

Nominations Chair - Carol Fickinger, BSN, MPA

Highlights of this past year's activities since June 2013:

Two newsletters sent out to the membership & two membership dinner meetings were held.
D3 leadership communication increased via our conference calls & two in-person leadership meetings.

MNADistrict3@gmail account active.

D3 sent a $25 contribution for Philippine hurricane relief efforts.

July 2013
Summer business meeting & evidence-based poster event held July 22 at Bill Bateman’s (Glen Burnie) hosted by Toni Hughes, BSN,MA, CNOR.

November 2013
Leadership dinner meeting Nov 19th for event planning –held at Carpaccio's.

January 2014
Newsletter to membership included messages of Thankfulness from D3 leadership.
February
Several D3 members and officers gathered for the Nurses Lobby Night at the Legislature in Annapolis.

March
Three District 3 leaders enthusiastically participated in the MNA Strategic Planning session—not counting the MNA Board members who began with D3:). Once again, members participated in the annual Anne Arundel County Homeless Resource Day (in Annapolis this year).

April
Leadership retreat and dinner meeting at the D3 President’s home. Key actions: Bylaws review, event & election planning.

May
During Nurses Week, District 3 Secretary hosted an MNA table at the Anne Arundel Medical Center Professional Fair. This was our third time doing this outreach activity. Our D3 Roving Reporter, Cindy Bennoit, is published in The Maryland Nurse.

June
Summer newsletter sent to membership. Membership “Meet and Greet” event held at Adams Tap Room in Edgewater, June 25, with MNA Pres. Janice Hoffman in attendance.
MARYLAND NURSES ASSOCIATION

MNA District 4
Caroline, Dorchester, Kent, Queen Anne, Somerset, Talbot, Wicomico, and Worcester Counties

Board of Directors and Committee Chairs

The members of the District Nurses Association Four (DNA 4) Board of Directors include:

President: Sharon Stagg, DNP, MPH, RN, FNP-BC, COHN-S
Treasurer: Deborah Cox, MSN, RN, FNP-BC
Secretary: Jane Flowers, MSN, RN, CNOR
Directors: Mae Esh, MSN, RN
          Marie Shea, PhD, RN
          Elaine Kennedy, EdD, RN
          Barbara Bilconish, MSN, RN, NEA-BC
          Phyllis Brodsky, MSN, RN

The Board of Directors holds meetings every other month and those meetings are open to all DNA 4 members.

Legislative Chair: Barbara Bilconish, MSN, RN, NEA-BC

Activity Highlights

Over the last year, DNA 4 has been working on several projects. First, member retention is a key to the livelihood of the association. Notes have been sent to members who do not renew their membership. The notes inquired into members thoughts regarding what makes MNA a choice for professional activity and how DNA 4 could better meet nursing needs. There has been valuable feedback along with some nonresponses.

Second, DNA 4 has developed eligibility criteria and guidelines for a nursing student scholarship. The criteria and guidelines will be distributed to the local professional programs for the coming school year. The first scholarship is to be dispersed at the 2015 Membership Meeting. Third, a major revision of the DNA 4 Bylaws has been undertaken. With the help of Linda Stierle, the proposed 2014 DNA 4 Bylaws have been approved by the MNA Board of Directors. The next steps are to get the Bylaws approved by the membership. Lastly, professional development has been a major priority. In celebration of Nurses Week, DNA 4 sponsored a free program to all nurses. Michele Williams, MSN, RN, RN-BC, ONC, CHPN, a Palliative/Pain Care Specialist at University of Maryland Shore Regional Health, spoke on Palliative and Hospice Care: The Differences and Similarities. DNA 4 plans to provide additional programs at a minimal fee.
Challenge

District Nurses Association Four faces low member participation. The Board felt that the low member participation was possibly due to the vast area of the district. District Nurses Association Four comprises the eight counties on Maryland’s Eastern Shore. The counties include Kent, Queen Anne’s, Talbot, Dorchester, Wicomico, Worcester and Somerset. To address the geographical challenge, DNA 4 has been video conferencing some of the meetings and programs between Chestertown, Easton and Cambridge. We are also investigating other sites with the same equipment on the lower shore.

Upcoming Events

- September 3, 2014 is the Membership meeting at 6 PM. A Maryland Board of Nursing representative will be discussing the Nurse Practice Act and the Declaratory Rulings.
- November 5, 2014 will be a Diabetes Update presentation by Doris Allen, RN, CNE, Diabetes Educator at the University of Maryland Center for Diabetes and Endocrinology. A Board of Directors meeting will immediately follow the presentation, which all members are urged to attend.
MARYLAND NURSES ASSOCIATION

MNA District 5
Prince George & Montgomery Counties

Chair's/President's Name: Jo Ann G. Kim, PhD, RN, ACNS-BC

Names of the Boards of Directors/Members of Committees:

- **Officers:**
  - Vice-President – Vacant
  - Recording Secretary – Ann Hoffman, MS, RN
  - D5 Rep. to MNA Board – Lynn MacKessey-Lloyd MS, MA, RN
  - Treasurer – Michele Dickson, MS, RN, CNE

- **Board of Directors:**
  - Kathryn Handy, MS, RN
  - Harolda Hedd-Kanu, MS, RN
  - Valerie Swan, PhD, RN

- **Nominating Committee:**
  - Paxson Barker, PhD, RN (Chair)
  - Heather Diatz, MS, RN
  - Sabita Persaud, PhD, RN
  - Carol Holness, RN

- **Legislative Committee Rep:**
  - Veronica Hunt, MS, RN

Highlights of this past year's activities:

- November 13, 2013 Educational Dinner Meeting in Greenbelt, MD
  - **Topic of Program:** Social Media: Nursing Education and Beyond
  - **Attendees:** 25

- May 7, 2014 Educational Dinner Meeting in Greenbelt, MD
  - **Topic of Program:** Food as Medicine: A weight control and cholesterol reduction study in a nurses workplace
  - **Speaker:** JoAnne Evans, MEd, RN, PMHCNS-BC Assistant Director, Credentialing Knowledge Center: American Nurses Credentialing Center

- Bylaw update in progress with anticipated MNA & membership approval by fall 2014 dinner meeting.

- Communication committee being established: Webmaster, Valerie Swan has updated the D5 MNA website with assistance from Kat. Jenna Underwood helping with transition to include Survey Monkey and updated e-mail addresses.

- Scholarship committee established for fall 2014 with plans to provide scholarships up to $2,000 to multiple applicants.

- Community project established for Warm Nights, 2014 with Community Crisis Center in Hyattsville, Maryland; a center point between Prince George’s and Montgomery counties. Anticipation of donations from members for portable toiletries, towels and wash clothes, as well as new boots and undergarments.
MARYLAND NURSES ASSOCIATION

MNA District 7
Harford and Cecil Counties

President: Sadie Parker, RN
Vice-President: Kathleen Galbraith, ScD, RN
Secretary: Barbara Polack, RN, BSN (Kelly Kingsbury-Simonton, 2013)
Treasurer: Barbara Biedrzycki, PhD, RN, CRNP
Director: Dee Jones, RN, MSN

Highlights of 2013-2014:

District 7 goals include providing educational programs, enhancing member involvement, increasing membership value, being active in our communities, and recognizing nursing students and MNA District 7 members through awards and nursing scholarships.

District 7 recognized the Harford Community College nursing graduates Alejandro Maynard, Gregory Kozloski, Aaron Walwrecher. The three nursing graduates were selected by their faculty for the MNA District 7 Awards. The awards include an online and print one year subscription to The American Nurse, a stethoscope, and a framed award certificate.

Nursing scholarships of $500 were awarded to District 7 member Maria de Fatima Harris and Harford Community College nursing student Melody Warner.

One hundred percent of donations obtained through District 7’s Macy’s Shop for a Cause Event were used to fund the above-mentioned scholarships.

Also through Macy*s Shop for a Cause Event, District 7 provided free health screening and counseling to Macy*s shoppers as community service. The health screening including measurements of blood pressure, weight, height, body mass index, waist and hip circumferences. Shoppers were counseled on healthy living, weight control, exercise, smoking cessation, and blood pressure management.

For the entire month of May, District 7 celebrated nurses’ month with the community. The event included hosting a display of nursing memorabilia and books at the Abingdon Public Library’s 15 x 3 foot glass display cabinets in the main lobby. Complimentary coloring books on being a nurse were distributed to young library visitors.

District 7’s Treasurer, Barbara Biedrzycki was honored as MNA’S Advanced Practice Nurse of the Year at the 2013 MNA Annual Meeting.

(left to right): Kelly Kingsbury-Simonton, Marie de Fatima Harris, Sadie Parker, Dee Jones, Barb Biedrzycki at the 10/15/13 District 7 Meeting. Board members not in photo: Kathleen Galbraith, Barbara Polack (appointed in 2014).
MNA District 8
Frederick & Washington Counties

President: M. Maureen Lal, MSN, RN
Vice President: Debi Disbrow, DNP, MSN, RN
Secretary: Barbara Kremerer, MSN, MBA, RN
Treasurer: Heidi Stone, MSN, RN
Board of Directors: Mary Beachley, MS, RN, CNAA
Sandy Veigh, MSN, RN
Carol Adams, MSN, RN

Committee Chairs:
Legislative: Mary Beachley, MS, RN, CNAA
Program: Carol Adams, MS, RN, MBA
Membership: Maryanne Reimer, MS, RN, CRNP

Delegate to ANA/HOD: Barbara Kremerer, MSN, MBA, RN
Alternate Delegate: Maryanne Reimer, RN, MSN, ANP-BC
State Nominating: Kathy Rabon, MS, RN

MNA Bylaws Committee: Inactive currently

Highlights of 2013-2014:

District 8 has had another busy year our greatest accomplishment was the implementation of the District 8 nursing scholarship.

The end of August began with our annual planning meeting pot luck hosted by Mary Beachley.

In October District 8 members partnered with Whitesell Pharmacy for the National “Take Back Medication Day.” We had nurses, police and members of the DEA present to collect and dispose of medications that had expired or were no longer needed. By doing this in a controlled environment the ground water was protected from contamination and eliminated the possibility of medications being used for/by individuals not prescribed for.

In November, District 8 partnered with Meritus Health System to present “The Impact Nurses Have on the Future of Their Organizations” presented by Jesus Cepeiro, PhD, RN, NEA-BC Vice President, Chief Nursing Officer Meritus Health System. There were over 100 attendees.

In December we had to cancel our annual Christmas Dinner due to weather, the make-up date was also snowed out!
February, District 8 sponsored Health Ambassador Training. This was an inter-professional training session presented by Suzanne Schlattman with the Maryland Citizen’s Health Initiative (MCHI).

District 8 partnered with Frederick Memorial Health Systems to host Mary Beachley MS, RN, CNAA’s annual presentation of 2014 Legislative Update Program. This event is always well attended by local AD and BS nursing students.

In March, Maureen Lal presented “The Value of Professional Nursing Organizations” to the RN to BSN students at Hood College, as a representative of District 8.

District 8 hosted our 7th annual conference on April 9th. There were approximately 50 attendees for Why Should I care about healthcare changes? Patient, Practice, Policy held in partnership with Hood College RN to BSN program. We had speakers from the American Nurses Association, Maryland Hospital Association, Johns Hopkins Hospital and more. The feedback was overwhelmingly positive and we are already working our Spring 2015 program.

District 8 website: http://www.mnadistrict8.org/mna8_news
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Highlights July 1, 2013 - June 30, 2014

President: Melissa Henderson, RN, MSN
Vice President: Paula Luskus, RN, BSN
Secretary: Rose Essex, RN, CDE
Treasurer: Alvina Bass, RN
MNA Board Representative & Rep to Legislative Committee: Michele Gleitsmann, MSN, PMHCNS-BC

- July 19, 2013 Rose Essex RN, CDE was the guest speaker for NARFE 969 (National Active and Retired Government Employees) and spoke to 77 Seniors about Diabetes.
- November 12, 2013 Dr. Louis Kaufman was the presenter at “When the Rhythm of the Heart Doesn’t Meet the Beating of the Drum: Understanding Heart failure in the Adult.” This District #9 MNA event was held at Charlotte Hall, VA and CE certificates were given.
- February 27, 2014 A CE presentation sponsored by District #9 was held at Charlotte Hall, VA. “The Chemotherapy Patient: What the Non-Oncology Nurse Needs to Know” by Keleigh Keelan RN, BSN, OCN and Mary Emma Middleton RN, MS, CRNP-BC-OCN.
- May 5, 2014 District #9 Annual Awards Dinner and CE presentation “Have Your Cake and Eat it Too” by Rose Essex RN, CDE. Nurses Week citations were presented to Melissa Henderson, District #9, President by St. Mary’s County Commissioner Jack Russell. Two Nursing Scholarships were presented.
- Scholarships and Awards:
  - Grace Brown Scholarship Advance Practice-Lisa Boyd RN- Fort Washington Medical Center
  - Grace Brown Scholarship Basic- Erin Lanham-College of So. MD
  - Grace Brown Nurse Educator of the Year- Donna B. Johnson-United Medical Center
  - Nursing Student of the Year- Ashley Jones- College of Southern MD
  - Joanne Zwick Caring Award-Catherine E. Gibson -MedStar Southern MD
  - Nurse of the Year- Brooke Bucci- Nurse Midwife St. Mary Hospital
- District #9 By-laws completed. Plans are under way for distribution of the revised by-laws to the membership and a general membership meeting in September 2014 for approval.
- Plans are under way for the May 2015 Annual Awards Dinner presented by a local Cardiologist. “The Heart of a Nurse”
- Nursingnetwork.com. Look for District #9. After you sign up for the website you will get automatic e-mails of upcoming events and meetings.
Nurse Practitioner Associates for Continuing Education

2015 Conference Calendar

Learn more and register online at www.npace.org

CLEARWATER BEACH, FL
February 2-5, 2015
Primary Care Conference
Hilton Clearwater Beach

LAS VEGAS, NV
March 8-11, 2015
Primary Care Conference & Pharmacology Update
Paris Las Vegas Hotel & Casino

CHARLESTON, SC
April 20-21, 2015
Pharmacology Update
Charleston Marriott

AUSTIN, TX
May 11-14, 2015
Primary Care Conference with Workshops
Hilton Austin Hotel

CAPE COD, MA
June 22-26, 2015
Primary Care Conference & Pharmacology Update
Ocean Edge Resort, Brewster

PROVIDENCE, RI
July 23-24, 2015
Pharmacology Update
Omni Providence Hotel

SAVANNAH, GA
September 16-19, 2015
Primary Care Conference
Westin Savannah Harbor Golf Resort and Spa

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IN THE

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