

# The Maryland Nurse News and Journal

The Official Publication of the Maryland Nurses Association  
A State Nurses Association, Representing Maryland's Professional Nurses Since 1904.

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## MNA President's Message

It is really hard to believe that I am starting my second year as the President of the Maryland Nurses Association. I am writing this as the association just completed a *very successful* annual convention – our 111th – at Anne Arundel Medical Center. With over 200 registered nurses and students in attendance, we had opportunities to hear about some of the incredible work that is being done across Maryland to make workplaces safer for nurses, patients and their families. Additionally, there were sessions about the importance of the “registered nurse’s voice” in advocacy and legislative issues. I would like to take this opportunity to acknowledge the MNA Convention Planning Committee, chaired by Diane Friend, on this very successful convention. Also, the MNA Convention requires extraordinary coordination and organization by the MNA Staff, and I would also like to recognize Ed Suddath, Chief Staff Officer; Susan Prentice, Continuing Education Coordinator; and Marie Ciarpella, Bookkeeper.



Janice Hoffman

Another highlight of the Convention was the installment of new officers on the Board of Directors. Dr. Kathy Ogle was elected as President Elect, and Diane Friend as Secretary, and their terms begin at the end of the Convention. This is also the time to say “good-bye for now” and wish much success to several outgoing officers. Neysa Ernst completed this last year as Immediate Past President after two very busy and productive years as President of MNA. Dr. Linda Costa, outgoing Treasurer, has been instrumental in working with the Board of Directors and the MNA Chief Staff Officer in keeping MNA on sound fiscal ground. Both Neysa and Linda make incredible contributions to MNA, and will be missed on the Board.

As we go into the fall, MNA is actively planning activities for the coming Legislative Session. With the election of a new Governor in Maryland, as well as the anticipated turnover in a number of state representatives,

we will have a lot of advocacy and legislative work to do in preparation for the session. Maryland Nurses Association members will need to reach out to their local and state representatives to let them know how involved we (MNA) are in legislative issues related to healthcare access and quality, workplace safety, and workforce issues. There will be important legislation proposed related to allowing all registered nurses, and specifically advanced practice nurses, to practice to the full scope of their education and expertise. Another important issue that MNA has been actively involved with is related to the education and role of the Community Health Worker. Currently, MNA has representation on the state Community Health Worker Workgroup that was convened based upon legislative work in 2014.

Lastly, I could not complete this message to you without a mention of the Ebola issues that are currently facing our nation and world. Just last week (around October 12th), during the final planning phases for the Convention, the two registered nurses in Texas were definitely diagnosed with Ebola after caring for an infected person in their agency. The American Nurses Association has taken a lead in this national issue by providing excellent resources for members, as well as registered nurses and healthcare workers across the country. In collaboration with the American Medical Association and American Hospital Association, a joint statement was released in mid-October, the same week that the nurses in Texas were diagnosed. As ANA has provided important information to their state and constituent organizations, the Maryland Nurses Association has passed on this information to our members.

At the time that I am writing this message, MNA shares the concerns expressed by the American Nurses Association on the importance of all healthcare workers being well educated on Ebola. While MNA has not been contacted directly by any of our members as of this writing, I have spoken with nurses at acute care facilities who are being provided information and training about screening for and caring for patients with suspected Ebola. All MNA members are encouraged to monitor the information that is being provided by ANA and to share with colleagues. It is important that registered

## Save the Date



2015 MNA Nurses Lobby Night  
Monday, February 16th, 2015

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nurses across Maryland are knowledgeable and prepared to face these issues. Finally, there are also resources related to Ebola on the Maryland Department of Health and Hygiene (DHMH) website.

As I have shared with you before, MNA is committed to supporting and advocating for registered nurses across the state, and I highly encourage you to reach out to your District Leadership and become involved in local initiatives. The 2014 – 2016 MNA Strategic Plan was approved at the September Board of Directors meeting and there are many opportunities for members to be involved in this important work. The four pillars of the Strategic Plan include Membership, Leadership, Advocacy, and Engagement. I would like to thank Joann Oliver, MNA Vice President and Dr. Linda Cook, MNA Treasurer for their leadership in implementing of our new strategic plan. If you are interested in participating in this work, please contact the MNA Office for more information about these opportunities at 410-944-5800 or contact Ed Suddath, Chief Staff Officer via email at [esuddath@marylandrn.org](mailto:esuddath@marylandrn.org).

This year I have had the opportunity to meet many of you at District meetings, and am planning on attending several other Districts this coming year. As I begin my second year as your President, I again welcome communication from you! You can reach me at [janicehoffman@marylandrn.org](mailto:janicehoffman@marylandrn.org).

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## Inside this Issue...



<i>We Fear Ebola But Can Prevent Influenza</i> . . . . .	3
<b>Nurses in the News</b> . . . . .	4-5
<i>Health Benefits of a Plant-Based Diet</i> . . . . .	6
<b>2014 MNA Convention</b>	
<i>MNA Awards Luncheon</i> . . . . .	9
<i>Convention Highlights</i> . . . . .	10-12
<b>Nursing Schools/Education</b> . . . . .	13
<i>Simulation's 50 Percent Solution</i> . . . . .	14

<i>Mary Kay Goetter - New Executive Director of the Maryland Board of Nursing</i> . . . . .	15
<b>Membership</b>	
<i>Join Now and Save 10% -</i>	
<i>It's Quick and Easy to Join Online</i> . . . . .	16
<i>Membership Application</i> . . . . .	17
<i>Anne Arundel Medical Center's Nursing Excellence Recognized with Prestigious Magnet Recognition</i> . . . . .	19



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## PUBLICATION

### The Maryland Nurse Publication Schedule

Issue	Material Due to MNA
February/March/April 2015	December 2014

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

## MISSION STATEMENT

The MNA Mission Statement and Values adopted October 2014

The Maryland Nurses Association, the voice for nursing, advocates for policies supporting the highest quality healthcare, safe environments, and excellence in nursing.

Our core values: Camaraderie, Mentoring, Diversity, Leadership, and Respect

## Articles and Submissions for Peer Review

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

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4. Article length should not exceed five (5) 8 ½ X 11 pages (1500-2000 words).
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6. Articles should not mention product and service providers.

#### Editing:

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# We Fear Ebola But Can Prevent Influenza

**Julie Stanik – Hutt CRNP, Janet Selway CRNP, Andrea Schram CRNP, Tonya Appleby CRNP, Veronica Gutcheon CRNP, Beverly Lang CRNP**

In the last few weeks we've heard a lot about the Ebola epidemic and work to contain its' spread and potentially tragic consequences. But influenza is a preventable infectious disease that represents a much greater risk to the health of Marylanders.

Influenza (flu) is a seasonal disease that is most common in the winter and spring. Last year, almost 25,000 Marylanders sought care for flu symptoms. Anyone can get sick from the flu, but preschool aged children (under 5 years of age), pregnant women, and senior citizens are especially vulnerable to getting sick from influenza. People with chronic diseases (e.g. asthma or other lung conditions, heart problems, kidney disease, cancers and poor immune function) are at greatest risk for complications from influenza. Mild cases cause sudden onset of fever, cough, body aches, fatigue and other symptoms which may last for up to two weeks. Severe cases can cause pneumonia, increase the severity of other chronic illnesses, and lead to death. It is estimated that influenza kills 30,000 Americans annually.

The Centers for Disease Control recommends everyone over 6 months of age receive influenza vaccine annually. Immunization against an infectious disease such as influenza is a simple way to reduce the risk of developing the illness. In fact, the best way to reduce the number of cases of influenza in our community is to immunize our citizens. Avoiding others who are sick, and washing your hands can help, but immunization is much more effective in preventing influenza. It can reduce the number of days that illness might keep you home from work or school. Immunization can also reduce financial expenditures associated with flu related clinic or office visits and medications.

As nurse practitioners (NPs), we urge you to get your annual influenza vaccine. Nurse practitioners are registered nurses (RNs) who have completed specialized graduate degrees that prepare us to diagnose and manage a large variety of health problems. We prescribe medications and other therapies. Nurse practitioners serve on the front lines of health care, providing services to patients of all ages, from infants to elders. We work with healthy children, with people who have chronic illnesses, and with older patients who are facing the end of their lives. Nurse practitioners want you to stay healthy. We emphasize care that promotes health and prevents disease. So when we see otherwise healthy children, pregnant women and our elders suffer needlessly due to influenza and its complications, our hearts break.

Less than half of Americans get their annual flu vaccine. In contrast, up to 95 % of nurse practitioners and other health care providers are immunized annually. Some people believe that they can get the flu from the immunization. In fact, the vaccine dose contains only a weakened or killed type of the virus, so flu vaccine cannot cause the flu. Others avoid getting the immunization because they are afraid that it will hurt. In fact, people under 50 get the vaccine as a painless nasal spray. Small children, those over 50 and individuals with certain chronic conditions may receive the vaccine as an injection, but the momentary discomfort

of that injection is small compared to the discomfort of influenza. Ninety percent of pediatric deaths from influenza occur in un-immunized children.

So, this flu season, let's get Maryland immunized. Follow the example of your health care providers. Go to your nurse practitioner or health care clinic and get the vaccine. If you don't have a regular health care provider, you can get the vaccine at a health department clinic, local pharmacy or a drug store clinic. Do it for yourself and for those you love.

## Sources

Maryland Data:

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# Nurses in the News

**Marian Grant**, assistant professor, University of Maryland School of Nursing, has been named a Robert Wood Johnson Foundation (RWJF) Health Policy Fellow. RWJF's Health Policy Fellow program offers exceptional midcareer health professionals an opportunity to actively participate in the health policy process at the federal level. Each year, fellows are selected through a highly-competitive selection process to leave their campus or workplace to spend a year in Washington, D.C.



**Marian Grant DNP, RN, CRNP**

"I am honored to have been given an opportunity to participate in this fellowship. The voices of nurses often go unheard in today's health care debate, so I hope to develop the skills necessary to represent them to policy leaders," Grant said. "As a nurse practitioner certified in palliative care and hospice, I also hope to increase awareness and access to these important types of care."

**Louise S. Jenkins**, professor and Director of the Institute for Educators in Nursing and Health Professions, was recently inducted as a Fellow of the National League for Nursing's (NLN) Academy of Nursing Education. Fellows serve as important role models and resources for new educators and for those who aspire to become nurse educators. Jenkins has been lauded for her contributions to faculty development in Maryland and surrounding areas.



**Louise Jenkins PhD, RN**

### Veronica Gutchell and Beverly Lang Selected for AANP Future Leaders Program

The American Association of Nurse Practitioners (AANP), the largest national professional membership organization for nurse practitioners (NPs) of all specialties, is pleased to announce that **Veronica Gutchell DNP, CNS, RN** and **Beverly Lang MScN, RN, ANP-BC** have been selected to participate in the prestigious AANP Future Leaders Program.

The newly launched 12-month program is designed to develop the next generation of NP leaders through a variety of initiatives that will provide a broad vision of the NP role in the current and future health care environment. Those selected for the program are relatively early in their NP careers, serving in clinical, administrative, and education roles, with demonstrated potential to assume increasing national leadership both within AANP and throughout the nation.

**Lang** is an Adult Nurse Practitioner and is currently serving as the Executive Director of the Nurse Practitioner Association of Maryland. Lang has over 20 years of experience in nursing education and has taught in various colleges and universities in Maryland, most recently at Howard Community College in Columbia, MD. She is also the Editor of *The Maryland Nurse*.



**Beverly Lang MScN, RN, ANP-BC**

**Gutchell** is a Family Nurse Practitioner, currently working as an Assistant Professor at the University of Maryland School of Nursing. Clinically, Gutchell provides primary care on the Governor's Wellmobile. Prior to her faculty position, Veronica worked for 10 years in breast cancer care at Walter Reed Army Medical Center.



**Veronica Gutchell DNP, CNS, RN**

**Gutchell** and **Lang** will join 17 other participants in early October for an initial two-day formal training focusing on leadership development and other components of the program.

The Johns Hopkins Bloomberg School of Public Health has honored **Jackie Agnew PhD, RN, FAAN** with its highest honor for excellence in teaching, the

*Nurses in the News continued on page 5*

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## Nurses in the News

### Nurses in the News continued from page 4

Ernest Lyman Stebbins Medal. Dr. Agnew directs the Johns Hopkins Education and Research Center for Occupational Safety and Health (ERC) and is a professor in the Department of Environmental Health Sciences. The School awards the Stebbins Medal to one faculty member each year for outstanding contributions to its teaching programs.



**Jackie Agnew PhD,  
RN, FAAN**

**Laura N. Gitlin PhD**, of the Johns Hopkins School of Nursing has been chosen as the 2014 recipient of the M. Powell Lawton Award by the Gerontological Society of America (GSA), the nation's largest interdisciplinary organization devoted to the field of aging. The Lawton Award recognizes a significant contribution in gerontology that has led to an innovation in gerontological treatment, practice or service, prevention, amelioration of symptoms or barriers, or a public policy change that has led to some practical application that improves the lives of older persons. Gitlin will receive the award at the GSA's Annual Scientific Meeting, November 5-9 in Washington, D.C.



**Laura Gitlin PhD**

**Gitlin**, a GSA fellow, is founding director of the Center for Innovative Care in Aging at Hopkins Nursing and a professor in the Department of Community-Public Health with joint appointments in the Department of Psychiatry and Division of Geriatrics and Gerontology in the School of Medicine. She also serves as a national co-leader of the Hartford Change AGENTS Initiative.

**Hayley Mark PhD, MPH, RN**, is now President of the Maryland Dean and Directors Group. In her role, she will help advise the deans and directors of pre-licensure nursing programs in the state of Maryland on addressing common challenges and developing strategies.



**Hayley Mark PhD,  
MPH, RN**

**Allison Pyles RN** was chosen as the Rosenwald Star Nurse of the Year winner. Pyles is an ICU nurse clinician in the Neuroscience Critical Care Unit at Johns Hopkins Hospital. She assumes the role of charge nurse, bedside clinical nurse, and unit clinical mentor. She also collects quality improvement and patient safety data and holds staff accountable to meet the standards of all safety initiatives. She goes above and beyond to always ensure a patient's needs are not only met but exceeded. "She is an exemplary leader for all front-line nursing staff. The night shift staff strive to emulate all that she does."

Says Pyle of the award: "I have always felt that I am the lucky one. I have the opportunity to be in a job that I love and I get to work with patients and families at such a critical time in their lives. I have the privilege of being surrounded by the world's greatest nurses."

Johns Hopkins University Professor **Cynda H. Rushton, PhD, RN, FAAN**, has been named a 2014 Hastings Center Fellow for her eminent accomplishments in bioethics. She will be inducted at the Annual Hastings Center Fellows Meeting on October 16 in San Diego. As a fellow, Rushton will help the Center accomplish its mission of researching, collaborating, and addressing medical and environmental ethical issues.



**Cynda H. Rushton,  
PhD, RN, FAAN**

"Dr. Rushton is a stellar example of dedication in the pursuit of ethical care," says Dean Patricia M. Davidson, PhD, MEd, RN, FAAN. "This new recognition is well deserved and her work continues to have culture-changing impact on the nursing profession and healthcare."



**Robin Newhouse (L) at the International Nurse Researcher Hall of Fame induction with Honor Society of Nursing, Sigma Theta Tau International President Hester C. Klopper, PhD, MBA, RN, RM, FANSA.**

**Robin P. Newhouse PhD '00, RN, NEA-BC, FAAN**, professor and chair, Department of Organizational Systems and Adult Health, at the University of Maryland School of Nursing, was recently inducted into the International Nurse Researcher Hall of Fame. Newhouse was one of 25 nurse researchers inducted at the Sigma Theta Tau International (STTI) Honor Society of Nursing's 25th International Nursing Research Congress held in Hong Kong.

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# Health Benefits of a Plant-Based Diet

**Donna S. Hill, MS, RN**  
**Freelance Healthcare Writer**  
 donna@cetonline.com

## Introduction

There are many health benefits from following a plant-based diet. The epic study done by T. C. Campbell and Campbell (2006), *The China Study*, demonstrated the evidence-based data drawn from close to 50 years of research and policy making, linking health and disease to a population's nutritional, dietary, and lifestyle habits. The comparison of the health outcomes from populations who ate a mostly plant-based diet to those populations whose diet was based on meat and dairy products was astonishing. The populations that ate a plant-based diet had significantly lower occurrences of heart disease, cancer, degenerative and autoimmune diseases (T. C. Campbell and Campbell, 2006).

My introduction to how important nutrition is to health occurred when I became certified as a Nutritional Support Nurse with the American Society of Parenteral and Enteral Nutrition in the 1990's. I became aware of the link between diet and nutrients to the resulting physiology and health of my patients, when the physician, pharmacist, dietician and nurse collaborated to deliver total parenteral and/or enteral nutrition to our patients. In the years since my work in nutritional support, I have seen the importance and emphasis on nutrition grow and encompass a more holistic approach to incorporating nutrition in our everyday lives to provide better health outcomes.

## Research Basis

The China Study compared dietary habits of rural Chinese populations that consume a mostly plant-based diet with the dietary habits of Americans who consume a diet that includes animal-based foods. According to Campbell and Campbell (2006), when the rural Chinese diet was compared to the typical American diet the Chinese consumed 2641 calories per day versus the Americans who consumed 1989 calories per day; the Chinese consumed 64% total protein versus their American counterparts who consumed 91%; the Chinese consumed 0.8% of total calories in animal protein versus the Americans who consumed 10-11% (Campbell and Campbell, 2006).

The China Study research with experimental animals demonstrated that the same high 20% of protein from a plant-based diet versus a high 20% of protein from an animal based diet resulted in significantly less tumor development at 100 weeks and less lifetime tumor early foci. This study found that foci, which are precursor cancer cells, developed only when the dietary protein needs for a normal rate of body growth were met or exceeded (Campbell and Campbell, 2006).

The study done by Carroll (1975) of the relationship between breast cancer and dietary fat demonstrated that as total fat intake increases so does the rate of breast cancer. This study also showed when people migrate to a new area and take on the dietary habits of their new home, their risk of disease became the same as the area they moved to. The implications of these findings are that diet and lifestyle are the primary causes of these diseases (Carroll, 1975).

Blood cholesterol was compared between Chinese populations eating a plant-based diet to those eating a diet with meat and dairy products. Lower blood cholesterol levels in rural China were linked to a lower rate of cancer, heart disease and other Western diseases. TCS demonstrated strong correlations between a plant-based diet and decreased rates of disease when compared to an animal-based diet. Blood cholesterol increased significantly with a meat and dairy diet and decreased with a plant-based diet. Plant-based foods contain no cholesterol and help to reduce the amount of cholesterol the body makes (T. C. Campbell and Campbell, 2006, p. 80).

Fiber intake was found to be a beneficial aspect of a plant-based diet. Fiber has a multitude of positive effects: it provides a sense of fullness and helps prevent over-eating, it decreases the density of food calories, and decreases the appetite. The Chinese fiber intake was found to be three times that of the United States (T. C. Campbell and Campbell, 2006, p. 90). T. C. Campbell and Campbell (2006) demonstrated a link between fiber and decreased cancer rates of the colon and rectum. Blood cholesterol was reduced in people with high fiber diets. T. C. Campbell and Campbell (2006) found that a plant-based diet of beans, whole grains, and leafy vegetables, for example, provide health benefits to the lower gastrointestinal tract by eliminating unwanted toxins and stimulating normal bowel function.

According to Grant (2012), research in the field of epidemiology has provided evidence of a link between the typical North American diet and

the development of heart disease, some cancers, obesity, diabetes, cholelithiasis, high cholesterol, cardiovascular disease, and Alzheimer's disease. The typical North American diet consists of animal fat, animal protein, and high amounts of refined sugar. Vegetarian and vegan diets have demonstrated an opposite association with disease. This indicates that a plant-based diet is healthier and can help reduce the occurrence of disease and the resulting costs of treating disease (Grant, 2012). Countries that traditionally follow a plant-based diet, such as those in the Middle East, Asia, and Africa, have had increasing rates of obesity, diabetes, and atherosclerosis when adopting a Western diet that includes refined sugar and protein from animal-based sources. Obesity has become a worldwide epidemic. This reflects the unhealthy outcome of a Western diet and the preventive/wellness that a plant-based diet promotes (Grant, 2012).

According to Nordqvist (2012), the World Health Organization reported that 63% of all deaths in 2008 were due to certain types of cancers, heart disease, obesity and type 2 diabetes. This was on a global scale and did not include non-communicable diseases or conditions. As the father of medicine, Hippocrates, said thousands of years ago, "Let food be thy medicine and medicine be thy food" (Nordqvist, 2012, para 5). People that eat a large amount of plant foods have a lower risk of chronic disease. The antioxidants that exist in plant foods help reduce cell damage and chronic inflammation by eliminating free radicals. Plants contain bioactive compounds that help control genetic and biological processes that can lead to chronic disease (Nordqvist, 2012).

## Plant-Based Trial

Mishra et al. (2013) conducted a multicenter randomized controlled trial which compared the body and biochemical metrics of those subjects who consumed a plant-based diet to those who did not. The subjects were from 10 sites of a large company in the U.S., and all had a body mass index (BMI) greater than 25 kg/m<sup>2</sup> and/or had a history of being diagnosed with type 2 diabetes. These randomized subjects were to follow either a vegan low-fat diet which included weekly support group meetings and cafeteria food options or make no changes in diet for 18 weeks. Table 1 displays the biometric readings taken at baseline and at 18 weeks.

*Plant-Based Diet continued on page 7*

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Plant-Based Diet continued from page 6

Table 1 Biometric outcomes of the Geico trial:

Biometric	Intervention Group	Control Group	P-value
Mean body weight	-2.9 kg	-0.06 kg	$P < 0.001$
Total and low-density lipoprotein cholesterol	-8.0 and -8.1 mg/dl	0.01 and 0.9 mg/dl	$P < 0.01$
HBA1c	-0.6 percentage point	-0.08 percentage point	$P < 0.01$
Study Completers			
Mean changes in body weight	-4.3 kg	-0.08 kg	$P < 0.001$
Total and LDL cholesterol	-13.7 and -13.0 mg/dl	-1.3 and -1.7 mg/dl	$P < 0.001$
HBA1c	-0.7 percentage point	-0.1 percentage point	$P < 0.01$

The outcomes are statistically significant and indicate a substantial improvement in the participant's biometric values (Mishra, et al., 2013, p. 718). The outcomes of this study are important for employers as an estimated 25-30% of the costs paid by employers for medical expenses are associated with conditions including being overweight, diabetic, lipid disorders, heart disease, and hypertension. The advantage of nutrition intervention programs given by employers can have a two-prong advantage, one of increasing the health of its employees and second, lowering healthcare costs (Mishra, et al., 2013).

**Summary**

Improving health would reduce healthcare costs. The benefits of a plant-based diet are supported by epidemiological and research studies that substantiate decreased prevalence of disease and improvement, and in some cases reversal, of disease such as diabetes and heart disease (T. C. Campbell and Campbell, 2006). The implications given by these study results are valuable on a global scale in that individuals can take control of their health by simply changing their diet to a plant-based diet.

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National Nurse Practitioner Week, November 9-15, 2014, is a time to celebrate these exceptional health care providers and to remind lawmakers of the importance of removing outdated barriers to practice so that NPs will be allowed to practice to the full extent of their experience and education so that patients are allowed full and direct access to all the services NPs are educated and certified to provide. Nurse practitioners are informed, in touch and involved, making them the health care providers of choice for millions and a solution to the primary care crisis in America.



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# 2014 MNA Convention

## MNA Awards Luncheon October 17, 2014



Joann Oliver (L) and Pat Travis (R) announce Nursing Foundation of Maryland Scholarship winners.



The Arthur L. Davis scholarship is presented by Mark Miller (R) to Ifeoma Ulokanjo, Salisbury University.



Debbie Hatmaker PhD, RN, SANE-A, FAAN, Executive Director of the ANA addresses the awards luncheon attendees.



Janice Hoffman (R) thanks Neysa Ernst (L) for her service to MNA.



The Barbara Suddath scholarship award is presented to Emilie Cecil, University of Maryland School of Nursing. Left to right: Pat Travis, Emilie Cecil, Joann Oliver and Ed Suddath, MNA Chief Staff Officer.



Janice Hoffman (L) and Debbie Hatmaker (R) present the Outstanding Nurse Educator Award to Barbara Dobish from University of Maryland School of Nursing.



Deena Schrauder presents the Maryland General Hospital School of Nursing Alumnae Association scholarship award to Almina Hrbinic from Harford Community College.



The Outstanding Pathfinder Award is presented to Mary Fry (C) from University of Maryland School of Nursing by Janice Hoffman (L) and Debbie Hatmaker (R).



The Stierle Exemplary Service Award is presented by Janice Hoffman (L) and Debbie Hatmaker (R) to Linda Stierle, Chair of the MNA Committee on Bylaws and Policies (C).



Denise Moore (L) presents the 2nd place poster award to Jo Fava Hochuli, Johns Hopkins School of Nursing (R).



Denise Moore (L) presents the 1st place poster award to Karen Cebenka, Union Hospital (R).



Janice Hoffman (R) and Debbie Hatmaker (L) present the Outstanding Mentoring Award to Barbara Nubile (C) from Montgomery College.



The Outstanding Clinical Practice Award is presented to Brooke Bucci from Southern Maryland Women's Healthcare by Janice Hoffman (L) and Debbie Hatmaker (R).



Sherry Perkins, COO & CNO of Anne Arundel Medical Center was named as the Outstanding Leadership Award recipient. Janice Drum is pictured accepting the award on behalf of Sherry Perkins from Janice Hoffman (L) and Debbie Hatmaker (R).





**MNA 2014 MNA Convention**

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*Past Presidents attending MNA's Board Meeting at the 111th Annual Convention: Left to Right: Rosemary Mortimer (2007 to 2009); Neysa Ernest (2011 to 2013); Patricia Travis (2009 to 2011); and Denise Moore (2003 to 2005).*



*With the personal and generous donations of the Nursing Foundation of Maryland Board of Trustees, the Foundation was able to continue to fund the program that allows students from nursing schools throughout Maryland to attend the Annual Convention of the MNA, providing them with a unique introduction to the realities of the opportunities in nursing in the post-academic world. This year, 60 nursing students from 14 different schools of nursing were able to attend the 111th MNA Annual Convention.*



*The convention returned once again to the Martin L. Doordaan Health Sciences Institute.*



*Kudos to the 2014 MNA Convention Planning Committee Rosemary Mortimer, Neysa Ernst, Janice Hoffman, Pat Travis, Diane Friend (Chair), Denise Moore, Jo Hochuli, and Cheryl Nelson (L - R).*



*Patricia McMullen PhD, JD, CNS, WHNP-BC delivers keynote address on October 16.*



*Janice Hoffman, MNA President, opens the 111th Annual Convention.*



*Patricia Sengstack (L) and Christy St. John (R) relate their successes in reducing CAUTI at Bon Secours Health System.*



*Marie Ciarpella (L) & Susan Prentice (R), MNA employees, worked the registration desk.*



*Mary Herster MS, RN presented on a patient safety program at MedStar Franklin Square Medical Center.*



*Susan Renda DNP, CRNP, CDE presented on diabetes education.*



*Lisa Groff Paris DNP, RNC-OB, C-EFM from GBMC discusses warming techniques during C-section.*



*Kay Tucker MSN, RN, CDE provided a review of blood glucose management.*

*Attendees enjoyed the many presentations. (4 photos above)*



# MNA 2014 MNA Convention



**Carol Gallaher, MSN, RN from St. Agnes Hospital spoke about leadership.**



**Jerome Paulson, MD, FAAP discussed the home and human health.**



**Ellen Rice, PhD, RN, MPH discussed designing and implementing change.**



**The mentoring session presented by Marcella Leath (L) & Rosemary Mortimer (R) was well attended.**



**Congratulations to new Board of Directors members Kathy Ogle (L), President-Elect, and Diane Friend, Secretary (C)!**



**Janice Hoffman (R) thanks Neysa Ernst (L) and Linda Costa (C) for their service to the MNA.**



**Neysa Ernst MSN, RN (L) with Dennis Jones DNP, RN from Johns Hopkins Hospital.**



**University of Md. recruiters were kept busy at their exhibit.**



**The Kaplan exhibit attracted students as they prepare for the NCLEX.**



**These students from the College of Southern Maryland show off their convention bags, courtesy of Kaplan.**



**Coppin Students are ready to network and learn!**



**Thanks to all of our exhibitors for supporting MNA!**



**Attendees get information about Visiting Angels.**



**Exhibitor from Caring touch Medical, Inc. explains about compression stockings.**



**Anne Arundel Medical Center recruiters examine an employment application.**



**Janice Hoffman, MNA President (L) with Ed Suddath MNA Chief Staff Officer (R).**



**MNA leadership (L-R) Joann Oliver, Nayna Philipsen, Diane Friend and Tina Reinckens network during a break.**



**Attendees participate in an active learning activity with presenters Lena Chaurdhary (R) and Jasine Morena (L) from Anne Arundel Community College.**



**Nightingale Tribute by Janice Hoffman, MNA President, honors recently departed Maryland nurse colleagues.**



**Sheila Pierre-Lewis, MANS President gives a report at the MNA Business Meeting on Thursday.**



**Patricia Donaldson PhD, Dean and Professor, Johns Hopkins School of Nursing addresses attendees on Friday.**



**Nursing students enjoying the presentations.**





# 2014 MNA Convention



Poster presentation sessions were informative and well attended.



Marie Ciarpella, MNA Bookkeeper, (L) is pictured with Mark Miller, from ALD Publishing, the publisher of *The Maryland Nurse* and a sponsor of the MNA Convention.



Janet Limmer BSN, RN (L) and Donna Bryant BSN, RN, CAPA from MedStar Franklin Square Medical Center discussed compliance with hand hygiene.



Marcella Leath, BSN, RN (L) & Marcus Walker, MS from the Living Legacy Foundation discussed organ, tissue and eye donation.



Carolyn J. Cumpsty-Fowler, PhD, MPH (R) & Erin Van Dyke, BS from Johns Hopkins University School of Nursing presented on the power of nurse-led change.



Friends connecting at the MNA Convention.



The Maryland State Nurse Residency Program was shared by Mary Ann Greene, DNP, RN, NEA-BC.



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## Nursing Schools/Education

# Women's Hospital Foundation Awards Stevenson \$2 Million to Endow Distinguished Professorship in Nursing

Stevenson University has received from the Women's Hospital Foundation Inc., the largest private gift in the institution's history. The \$2 million donation will establish the University's first fully-endowed faculty position, which will be known as the Women's Hospital Foundation Distinguished Professorship in Nursing.

"This truly transformational gift will enhance our already strong nursing program by allowing us to recruit and hire a nurse educator of national caliber, and to build partnerships that shape the future of nursing," said Kevin J. Manning, Ph.D., President of Stevenson University. "The distinguished professorship will enrich Stevenson's ongoing delivery of masterful teaching, quality experiential learning, insightful research, and model for caring for which our nursing program is known."

The search to fill the Distinguished Professorship position will begin this fall. Stevenson will be looking for a candidate who shares its interest in increasing the number and quality of highly skilled nursing professionals who provide an exceptional level of healthcare to the community as well as engage in research so as to fuel discoveries that will improve nursing practice, particularly in the Baltimore area.


"We selected Stevenson because of their vibrant nursing program and the number and quality of highly trained undergraduate and graduate level nursing professionals they are educating each year," said Cindy Crawley, President of the Board of Directors of Women's Hospital Foundation.

"Stevenson is honored to be recognized by such an historic organization long-committed to supporting the education of nurses and the provision of high quality, accessible healthcare to the people of Maryland," said Susan Gorman, Ph.D., Dean of the School of the Sciences.

Stevenson University, known for its distinctive career focus, is the third-largest independent undergraduate university in Maryland with more than 4,400 students pursuing bachelor's, master's, and adult bachelor's programs at locations in Stevenson and Owings Mills.

The Women's Hospital Foundation is a Maryland-based charitable organization tracing its roots to the Hospital for the Women of Maryland, of Baltimore City, better known as The Women's Hospital, which operated a hospital in the Bolton Hill section of Baltimore City from 1882 until 1965, tailored to

the needs of women. During much of its period of operation, the Women's Hospital also operated a nursing school. Today the Women's Hospital Foundation continues the mission of the hospital's founders by providing support to organizations which seek to improve health care education and broaden access to health care services.



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# Simulation's 50 Percent Solution

NCSBN study shows similar educational outcomes when half of hard-to-find clinical hours are replaced with clinical simulation.

In a city like Baltimore, part of a major medical region, competition for clinical placements makes finding open slots for nursing students a constant challenge. So a study showing that up to half of those clinical hours can be replaced in a high-quality simulation lab with no drop-off in learning is welcome news for the Johns Hopkins School of Nursing (JHSON) as well as nursing schools across the nation.

According to a study by the National Council of State Boards of Nursing, students in such programs

enter the profession just as ready for clinical practice as peers from more traditional programs.

"This is a game changer, as we thought it would be," said Pamela Jeffries, PhD, RN, ANEF, FAAN, vice provost for digital initiatives at Johns Hopkins, JHSON faculty member, and president of the Simulation Healthcare Society. "We're committed to providing our students with the greatest knowledge and preparation using the best tools that are out there. Our sims are top-notch, and we're constantly improving them. It's great to have a confirmation that we're going about things the right way."

JHSON was one of 10 sites across the U.S. to participate in "The NCSBN National Simulation Study: A Longitudinal, Randomized, Controlled Study Replacing Clinical Hours with Simulation in Prelicensure Nursing Education," the most

comprehensive research to date examining the use of simulation in the nursing curriculum.

The school recently reaffirmed its commitment to the technology by hiring a full-time Simulation Labs director, Nancy Sullivan, DNP, RN, who has spent 39 years in emergency department/trauma/critical care settings and has served 11 years as a nurse educator for new graduates. In addition, Cynthia Foronda, PhD, RN, CNE, who focuses on innovative technologies in teaching, including virtual simulation, came onboard in 2013.

"This study is groundbreaking for the simulation community," says Foronda, who is researching the use of virtual simulation to improve interprofessional communication. "In a time where we only speculated that simulation was as effective a teaching strategy as clinical practicum, we now have strong evidence. This is great news for students, patients, and educators to support practicing and learning in a safe setting."

Many nursing schools currently supplement and enhance clinical practice with simulation rather than substitute for it. The NCSBN study means the Hopkins School of Nursing can create even more innovation with its sims, easing the pressure on finding clinical placements that can sometimes cut students off from peers and fuller immersion into medical settings. In a controlled sims environment, students also learn the teamwork and communication they will need in healthcare settings.

The study began in the 2011 fall semester with the first clinical nursing course and continued throughout the core clinical courses to graduation in May 2013. In all, more than 650 students completed the study requirements. Students were randomly divided into three groups:

- Traditional clinical where up to 10 percent of clinical time was allowed in simulation
- 25 percent simulation in place of traditional clinical hours
- 50 percent simulation in place of traditional clinical hours

Students were assessed on clinical competency and nursing knowledge. They also provided ratings on how well they perceived their learning needs were met in both the clinical and simulation environments. NCLEX passage rates were unaffected.

Study participants were then followed into their first six months of clinical practice. The study found no meaningful differences between the groups in critical thinking, clinical competency, and overall readiness for practice as rated by managers at six weeks, three months, and six months.

### Programs participating along with JHSON:

- College of Southern Nevada, Las Vegas, NV
- Florida International University, Miami, FL
- Ivy Tech Community College, Indianapolis, IN
- Johnson County Community College, Overland Park, KS
- Pennsylvania College of Health Sciences, Lancaster, PA
- Metropolitan Community College-Penn Valley, Kansas City, MO
- The University of Southern Mississippi, Hattiesburg, MS
- University of South Carolina, Columbia, SC
- Washington State University, Spokane, WA

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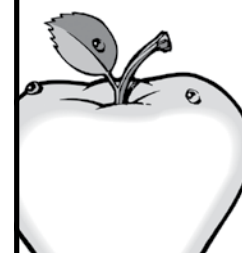
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## Nursing Foundation of Maryland (NFM) members met on 9/15/14 at the MNA headquarters.



*Pictured left to right is Ed Suddath, MNA Chief Staff Officer, Tina Zimmerman, NFM Treasurer, Peggy Soderstrom, NFM Secretary, Marie Ciarpella, NFM Bookkeeper, Linda Devries, NFM President, and Patricia Travis, NFM Board Trustee.*

## Mary Kay Goetter – New Executive Director of the Maryland Board of Nursing

Mary Kay Goetter joined the State of Maryland Department of Health and Mental Hygiene to serve as the Executive Director of the Board of Nursing this past August, 2014. Mary Kay comes to Maryland most recently from Cheyenne, Wyoming but Baltimore feels much like her native Milwaukee where she was born and raised. Mary Kay has enjoyed a diverse 24-year career in the Air Force, having served active duty in Japan and Wyoming, in the Wyoming Air National Guard, and currently in the Reserves. She holds the rank of Colonel and is assigned to the 711 Human Performance Wing, Wright-Patterson Air Force Base as a Nurse Scientist. Multiple overseas assignments and deployments, most recently to Afghanistan, have afforded Mary Kay an intense respect for the diversity of other cultures while cultivating a deep appreciation for the freedoms and privilege of being an American. Mary Kay has a baccalaureate in nursing from the University of Wisconsin-Milwaukee, a master's in Nursing Education from the University of Wyoming, and a PhD in Nursing Education from the University of Northern Colorado. She brings experience in clinical nursing practice, research, administration, education and regulation. She is married to Timothy, her high school sweetheart and lifelong confidante. They are the proud parents of three children.

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- 1) Enter your email address in the white box and select "Join Now"

- 2) Select that you are a registered nurse and select your state then hit "Continue"

- 3) Select the membership type that you would like to join and hit "Continue"

- a. If you select ANA and State Membership, you will need to choose their current status and District/Chapter/Region (typically this will be the county that you live in) and then select "Search"

- i. You will then need to choose whether you want to pay annually or monthly and then select "Become a Member"
- i.i. If you choose monthly, you will need to check the monthly deduction authorization box, agreeing to have ANA deduct monthly payments.

- 4) You can now enter the Promo Code: MNATEN

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ANA - Maryland State Dues 20-Oct-2014 to 31-Oct-2015	1	\$0.00	\$0.00	\$0.00	\$0.00
ANA - Maryland District Dues 20-Oct-2014 to 31-Oct-2015	1	\$0.00	\$0.00	\$0.00	\$0.00



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Last Name/First Name/Middle Initial		Basic School of Nursing
Credentials	Home Phone	Graduation (Month/Year)
Home Address	Work Phone	RN License Number
Home Address	Home Fax Number	License State
City/State	Work Fax Number	
County	Zip Code	
Employer Name	E-mail Address	
Employer Address		
Employer City/State/Zip Code		

**MEMBERSHIP DUES VARY BY STATE**

**MEMBERSHIP CATEGORY** (check one box)

**M Full Membership Dues**

- Employed-Full Time
- Employed-Part Time

**Full Dues MNA Membership Only**

- To belong to the Maryland Nurses Association and your District Only

**R Reduced Membership Dues**

- Not Employed
- Full Time Student
- New Graduate from basic nursing education program within six months to two years after graduation (first membership year only)
- 62 years of age or over and not earning more than Social Security allows

**S Special Membership Dues**

- 62 years of age or over and not employed
- Totally Disabled

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

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

**Payment Plan (check one box)**

**Full Amount Payment**

- Check
- Mastercard or VISA Bank Card (Available for annual payment only)

**Bank Card Number and Expiration Date**

**Signature for Bank Card**

**Mail with payment to MNA at the above address**

- Payroll Deduction**—This payment plan is available only where there is an agreement between your employer and the association to make such deduction.

**Signature for Payroll Deduction**

**Payment Plan (continued)**

**Electronic Dues Payment Plan (EDPP)-\$16.16**

Read, sign the authorization and enclose a check for first month's EDPP payment (contact the SNA/DNA for appropriate rate). 1/12 of your annual dues will be withdrawn from your checking account each month in addition to a monthly service fee.

AUTHORIZATION to provide monthly electronic payments to American Nurses Association (ANA):

This is to authorize ANA to withdraw 1/12 of my annual dues and any additional service fees from my checking account designated by the enclosed check for the first month's payment. ANA is authorized to change the amount by giving the undersigned thirty (30) days written notice. The undersigned may cancel this authorization upon receipt by ANA or written notification of termination (20) days prior to the deduction date as designated above. ANA will charge a \$5.00 fee for any return drafts.

**Signature for EDPP Authorization**

### PROMO CODE: MNATEN

There are currently 8 districts in MNA. you may select membership in only one district, either where you live or where you work.

<b>District 1:</b> Allegany County Garrett County	<b>District 3:</b> Anne Arundel County	<b>District 5:</b> Montgomery County Prince Georges County	<b>District 8:</b> Frederick County Washington County
<b>District 2:</b> Baltimore City Baltimore County Howard County Carroll County	<b>District 4:</b> Eastern Shore Except Cecil County	<b>District 7:</b> Harford County Cecil County	<b>District 9:</b> St. Mary's County Charles County Calvert County

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

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

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\*EDPP - monthly Electronic Dues Payment Plan

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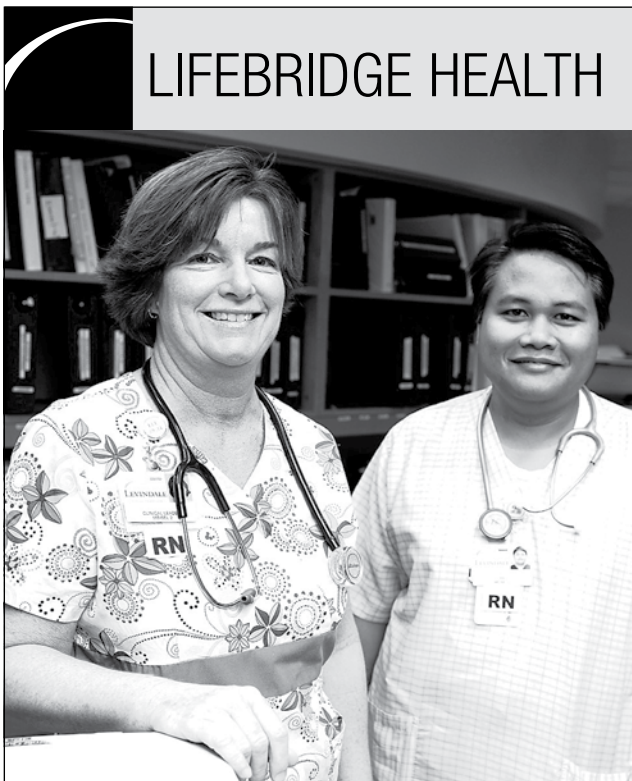
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# Anne Arundel Medical Center's Nursing Excellence Recognized with Prestigious Magnet® Recognition

Anne Arundel Medical Center (AAMC) has achieved Magnet® recognition as a reflection of its patient- and family-centered care, nursing professionalism and teamwork. Magnet recognition is determined by the American Nurses Credentialing Center's (ANCC) Magnet Recognition Program®, which ensures that rigorous standards for nursing excellence are met. With this credential, AAMC joins the Magnet community—a select group of 401 U.S. hospitals out of some 5,700 organizations. Only six other hospitals in Maryland and two in Washington, D.C. have achieved Magnet® recognition since the program's inception in 1990.

Magnet recognition provides our community with the ultimate benchmark to measure the quality of patient care," said Tori Bayless, AAMC's president and CEO. "Achieving Magnet recognition reinforces the patient- and family-centered care that is a cornerstone of how we serve our community. It's also the tangible evidence of our nurses' commitment to providing the very best care to our patients, of which we are extremely proud."

"Over the last seven years, AAMC Nursing has used the Magnet framework to improve care, quality and outcomes for our patients, while also improving nurse satisfaction and the work environment," said Sherry Perkins, PhD, RN, chief operating officer and chief nursing officer at AAMC. "To apply for Magnet recognition, we had to be above benchmark performance in our nursing quality indicators, patient satisfaction and nurse satisfaction. Only 6 percent of hospitals nationally achieve this designation—most hospitals cannot even apply."

The term "Magnet" refers to hospital work environments that attract and retain well-qualified nurses who promote quality patient care. To achieve Magnet recognition, organizations must pass a rigorous and lengthy process that demands widespread participation from leadership and staff. The process begins with the submission of an electronic application, followed by written documentation demonstrating qualitative and quantitative evidence regarding patient care and outcomes. If scores from the written documentation fall within a range of excellence, an on-site visit will occur to thoroughly assess the applicant. After this meticulous on-site review process, the Commission on Magnet will review the completed appraisal report and vote to determine whether Magnet recognition will be granted.

In particular, the Magnet model is designed to provide a framework for nursing practice, research, and measurement of outcomes. Through this framework, ANCC can assess applicants across a number of components and dimensions to gauge an organization's nursing excellence. The foundation of this model is composed of various elements deemed essential to delivering superior patient care. These include the quality of nursing leadership and coordination and collaboration across specialties, as well as processes for measuring and improving the quality and delivery of care.

The ANCC cited five best practices they took from AAMC:

1. Nursing leadership
2. Nursing satisfaction results, especially nurse-physician collaboration
3. Patient satisfaction results
4. Implementation and dissemination of evidenced-based practice across the organization
5. Patient- and family-centered care, especially its use of patient and family advisors

Magnet recognition has been shown to provide specific benefits to hospitals and their communities, such as:

- Higher patient satisfaction;
- Lower mortality and complication rates;
- Higher job satisfaction among nurses; and
- Lower nurse turnover and fewer vacancies.

## About Anne Arundel Medical Center

Anne Arundel Medical Center (AAMC), a regional health system headquartered in Annapolis, Md., serves an area of more than one million people. Founded in 1902, AAMC includes a 384-bed not-for-profit hospital, a medical group, imaging services, a substance use treatment center, and health enterprises. In addition to a 57-acre Annapolis campus, AAMC has outpatient pavilions in Bowie, Kent Island, Pasadena, Odenton, and Waugh Chapel. AAMC is nationally recognized for its joint replacement center, emergency heart attack response and cancer care. A leader in women's services, AAMC delivers the state's second highest number of births annually and has a Level 3 NICU. With more than 1,000 medical staff members, 3,900 employees and 750 volunteers, AAMC is known for its quality, patient satisfaction and innovation. To learn more, visit [www.askAAMC.org](http://www.askAAMC.org).



Hospice of the Chesapeake, a nonprofit serving Anne Arundel and Prince George's counties, has opportunities available for skilled professionals. Begin a new career with a growing premier hospice and palliative care provider.

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