

The MARYLAND NURSE *News and Journal*



The Official Journal
of the Maryland
Nurses Association

The State Nurses Association
affiliated with the American
Nurses Association, and
Representing Maryland's
Professional Nurses
since 1904

Volume 21 • Issue 2
February, March, April 2020

Circulation 91,000 to all Registered Nurses, Licensed Practical Nurses and Student Nurses in Maryland



2019 MNA Convention Highlights

Page 6



MHEC Funded Website facilitates Nursing Faculty Recruitment

Page 16

Inside this Issue...

ANA/MNA News

District 2: Nurses on Boards 4

MNA Convention Highlights

Awards 6

Poster Session 7

Features

Specialty Spotlight: Forensic Nursing 18

Healthy Nurse, Healthy Nation 17

Education

University of Maryland 9

John's Hopkins School of Nursing 9

Salisbury University 10

Organizations

Red Cross 13

NPAM 13

Practice

Improving Vaccination Compliance 14

PRESIDENT'S MESSAGE

Charlotte Wood, MSN, MBA, PhD, RN

Happy New Year Colleagues!

A new year is upon us, the holidays are behind us, and "2020" promises new opportunities, new challenges, and new achievements. As a united profession, we must strive for excellence in all aspects of our profession, as well as, the community. There will be dramatic changes within our local, state, and national leadership. These changes have the potential to impact the personal and professional lives of nurses across the state. National



Charlotte Wood

and state elections will occur in November and every nurse must take the time to exercise their voice by voting.

The first day of the Maryland General Assembly is scheduled for January 8, 2020. During this legislative session there will be a number of very important bills that will have great significance to nursing and healthcare. The issues of greatest consequence will be discussed on "Nurses Night in Annapolis" on **Monday, February 17, 2020**. Nurses from across the state will meet with their legislative representatives to discuss the impact these bills will have on nursing. The Maryland Nurses Association's (MNA) Legislative Committee and lobbyist will continue to work on, submit, and support legislation before, during, and after this event.

The **Maryland General Assembly** website contains important information about the upcoming

President's Message continued on page 2

Four American Academy of Nursing "Living Legends" to Address 2020 Maryland Education Summit

Nurse Planners for the 2020 "Year of the Nurse" MNA Nursing Education Summit, to be held on Saturday, April 18, 2020 at the Maritime Institute in Linthicum, Maryland, have announced very special Presenters for this event.

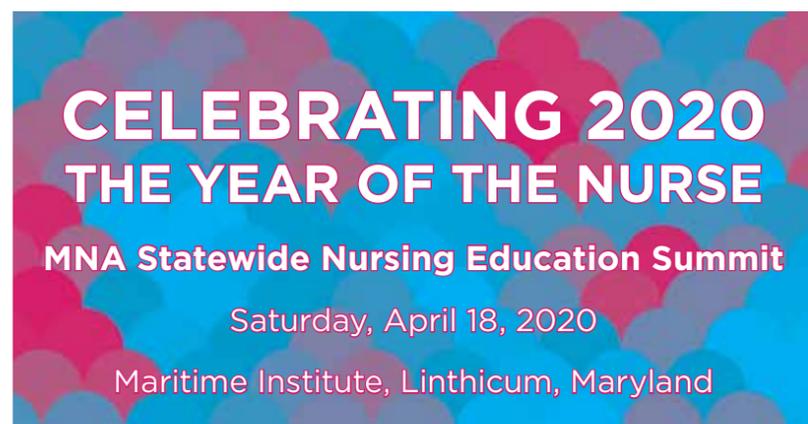
Four AAN Living Legends will discuss nursing and nursing education in the 21st Century. Dr. Barbara Nichols, former Chief Nurse Executive Officer of the American Nurses Association and Executive Officer of the Commission on Graduates

of Foreign Nursing Schools (CGFNS International), is the keynote speaker. Dr. Diane Billings will share best practices for teaching nursing and the Nurse Educator Certificate (CNE) Program. Dr. Catherine Alicia Georges, National Volunteer President, AARP, and Dr. Bernardine Lacey, founding Dean of the School of Nursing at Western Michigan University and advisor to president Clinton, will join them to participate in a historic Panel on mentoring and the future of nursing.

Four of American Academy...continued on page 3

current resident or

Presort Standard
US Postage
PAID
Permit #14
Princeton, MN
55371



ARTICLES AND SUBMISSIONS FOR PEER REVIEW

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

Preparing the Manuscript:

1. All submissions must be submitted to TheMarylandNurse@gmail.com in WORD format with 12 point font and double spacing.
2. A separate title page should be included and contain a suggested title and the name or names of the author(s), credentials, professional title, current position, e-mail, mailing address, and telephone contact, if applicable.
3. Subheadings are encouraged throughout the article to enhance readability.
4. Article length should not exceed five (5) 8 ½ X 11 pages (1500-2000 words).
5. All statements based on published findings or data should be referenced appropriately. References should be listed in the text and at the end of the article following the American Psychological Association (APA) style. A maximum of 15 references will be printed with the article. All references should be recent—published within the past 5 to 7 years—unless using a seminal text on a given subject.
6. Articles should not mention product and service providers.
7. Photos must be submitted as separate attachments.

Editing:

All submissions are edited for clarity, style and conciseness. Scholarly submissions are double-blind peer reviewed by at least two reviewers. Reviewer comments may be returned to the authors if reviewers request significant clarification, verification or amplification. Original publications may be reprinted in *The Maryland Nurse* with written permission from the original author and/or publishing company that owns the copyright. The same consideration is requested for authors who may have original articles published first in *The Maryland Nurse*.

Authors may review the article to be published in its final form. Authors may be requested to sign a release form prior to publication. The Maryland Nurses Association retains copyrights on published articles, subject to copyright laws and the signing of a copyright transfer and warranty agreement, and may transfer that right to a third party.

The Maryland Nurse attempts to select authors who are knowledgeable in their fields. The views and opinions expressed by authors are those of the authors and do not necessarily reflect the opinions or recommendations of the MNA, the Editors, the Editorial Board members, or the Publisher.

Submissions must be sent electronically to TheMarylandNurse@gmail.com.

PUBLICATION

The Maryland Nurse Publication Schedule

Issue	Material Due to MNA
May 2020	March 15, 2020
August 2020	June 15, 2020

The Maryland Nurse, the official publication of the Maryland Nurses Association, is published quarterly with an annual subscription of \$20.00.

MISSION STATEMENT

The Maryland Nurses Association, the voice of Nurses, advocates for excellence in nursing and the highest quality healthcare for all.

Our core values:
 Courage, Respect, Integrity,
 Accountability, Inclusiveness
Approved by MNA BOD, 2019

President's Message continued from page 1

legislative session and can be located at the following link: <http://mgaleg.maryland.gov/webmgaf/rm1st.aspx?tab=home>. At this website, information can be found about upcoming legislation, contact information for Delegates and Senators, and options to search by bill number or subject area. According to the 2019 Gallup Polls, nursing was again ranked in the #1 spot for the most-trusted profession in honesty and ethics in the United States for the 20th consecutive year. This recognition is why we must use our collective voices to support legislation and regulation that improves access to healthcare, health outcomes, and workplace safety for all healthcare professionals. We must be well informed, prepared, involved and politically active to address healthcare priorities in the state, as well as across the country.

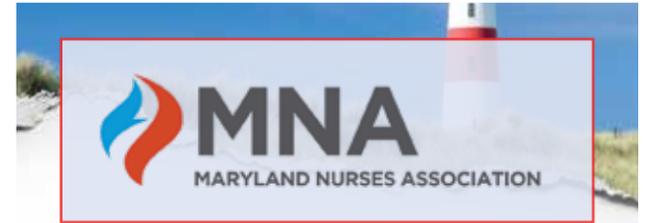
In looking at legislation over this past year, we lost our congressional advocate the **Honorable Congressman Elijah Cummings** at 68 to long standing health complications. It was stated by Maya Rockey Moore Cummings, Congressman Cummings' wife, that he was "an honorable man who proudly served his district and the nation with dignity, integrity, compassion, and humility." He will be missed by many.

On December 1, the **Honorable State Senator Shirley Nathan-Pulliam**, a registered nurse, submitted her resignation related to health concerns after serving 20 years in the House of Delegates and four years in the Senate. As much as we will miss our colleagues, they have provided us with a timely, yet unspoken message, "take care of yourself."

The American Nurses Association has named **2020 "The Year of the Nurse."** As we look forward to our future, we must plan to take the opportunity to preserve our memories, establish new goals, and create a lasting legacy. MNA's Districts will celebrate "The Year of the Nurse" with a **Statewide Summit on Nursing Education on April 18th** (with special guest, **Ms. Barbara Nichols and Dr. Diane Billings**).

The 2019 MNA 116th Annual Convention was very memorable and a huge success with over 400 participants. Many nurses from across Maryland attended and shared their enjoyment of the volunteer presenters at the Convention. This year (2020) we are planning another great event. The **MNA 117th Annual Convention** planned for **October 1st and 2nd at the Clarion Resort Fontainebleau Hotel, Ocean City, Maryland**. Join us as we create a vision of unity and self-care. Take some time off, relax, and learn. I look forward to sharing, caring, and connecting with nurses from all across Maryland!

Charlotte M. Wood
 Charlotte M. Wood
cwood@marylandrn.org



THE EDITORIAL BOARD OF THE MARYLAND NURSE

Sabita Persaud, PhD, RN, PHNA-BC, Editor-in-Chief
 Nayna Philipsen, JD, PhD, RN, CFE, FACCE, Associate Editor
 Jonas Nguh, PhD, RN, FACHE, FNAP, NEA-BC
 Beverly Lang, MScN, RN, ANP-BC
 Linda Stierle, MSN, RN
 Cheryl Harrow, DNP, RN, FNP-BC, IBCLC
 Ann Polling, MS, RN
 Naomi "Bea" Lamm, EdD, RN

MNA BOARD OF DIRECTORS

President Charlotte Wood, PhD, RN, MSN, MBA	Secretary Barbara Biedrzycki, PhD, RN, MSN, CRNP, AOCNP®
Immediate Past President Mary Kay DeMarco, PhD, RN, CNE	Treasurer Mary Jean Schumann, DNP, MBA, RN, CPNP-PC, FAAN
Vice President Christie Simon-Waterman, DNP, CRNP, RN, DWC, WCC	Treasurer-Elect Janice Agazio, PhD, CRNP, RN, FAANP, FAAN

DIRECTORS

District 1	Michelle Harvey, MSN, RN-BC
District 2	Darlene Hinds-Jackson, DNP, RN
District 3	Sandra Griffin, MSN, RN
District 4	Vacant
District 5	Nwamaka Oparaoji, DNP(C), MSN, RN
District 7	Sadie Parker, RN
District 8	Vacant
District 9	Melani Bell, DNP, RN

DISTRICT PRESIDENTS

District 1	Jaime Striplin, RN
District 2	Nancy S. Goldstein, DNP, ANP-BC, RNC
District 3	Donna Downing-Corddry, BSN, RN, CAPA
District 4	Vacant
District 5	Eucharika Mbagwu, MSN, RN
District 7	Barbara Polack, RN
District 8	Debra Disbrow, DNP, RN, PCCN, ONC
District 9	Adrienne Jones, RN

MEMBERSHIP ASSEMBLY

2019-2020	
MNA Officer Representative:	Mary Kay DeMarco, PhD, RN, CNE
First Alternate:	Barbara A. Biedrzycki, PhD, RN, CRNP, AOCNP®
Second Alternate:	Josephine Fava Hochuli, MSN, RN
2018-2019	
MNA Member-At-Large Representative:	Rosemary Mortimer, RN, MS, MSEd, CCBE
First Alternate:	Linda Stierle, MSN, RN
Second Alternate:	Sadie Parker, BSN, MA, RN

If you are interested in reviewing, reporting, or writing for *The Maryland Nurse*, contact us.

443-334-5110

Contact us at TheMarylandNurse@gmail.com

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626-4081, sales@aldpub.com. MNA and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Acceptance of advertising does not imply endorsement or approval by the Maryland Nurses Association of products advertised, the advertisers, or the claims made. Rejection of an advertisement does not imply a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this association disapproves of the product or its use. MNA and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser's product. Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of MNA or those of the national or local associations.

The Maryland Nurse is published quarterly every February, May, August and November for the Maryland Nurses Association, a constituent member of the American Nurses Association, 6 Park Center Court, Suite 212, Owings Mills, MD 21117.



RN-BSN Masters - Nursing Education
 RN-MSN Masters - Nursing Business Leadership

WASHINGTON
 ADVENTIST UNIVERSITY
 7600 Flower Ave. | Takoma Park, MD 20912

Apply Today!



SCAN THIS WITH YOUR PHONE CAMERA

ANA/MNA NEWS

Four of American Academy...continued from page 1

Standardized Testing to promote student success is the focus of the second 2020 Panel Discussion. Presenters are nursing education leaders from our region whose graduates have best outcomes on the licensure examination.

Karen Evans, Executive Director of the Maryland Board of Nursing, will describe the Board's work to protect quality nursing education and safe practice. Peg Daw and Kimberly Ford from the Maryland Higher Education Association will update participants on the financial support for nursing education from the state. Educators from throughout Maryland will share their work in break-out sessions and poster presentations.

The Chair of the 2020 Nurse Planners Committee is Dr. Nancy Goldstein, President of MNA District Two. Representatives from other districts are Dr. Jeannie Seifarth of District One, Nwamaka Oparaoji of District Five, and Dr. Melani Bell of District Nine. Other Nurse Planners are Dr. Darlene Hinds Jackson of Coppin State University, Dr. Sharon Kozachik of Johns Hopkins University, Jylia Artis, CRNP of NIH, and Dr. Nayna Philipsen of the American Red Cross, facilitated by Vann Joyner, RN, Chair of the District Two Program Committee. Dr. Charlotte Wood, MNA President, is the Honorary Chair. Registration is limited, so interested educators, practitioners and students are encouraged to register early. Information is available online at marylandrn.org and mnadistrict2.org.

Join the Peninsula Regional Medical Center Team!
 We're looking for all areas, including behavioral health, med/surg and more!
 \$5,000 sign-on bonuses available
 Competitive pay, great benefits and tuition assistance
 Apply online at peninsula.org/jobs



2020 Nursing Education Summit

“The Year of the Nurse”

April 18, 2020
 8:00 a.m. – 4:30 p.m.
 Maritime Institute, Building #3 North Academic Wing
 Linthicum, Maryland

Keynote Address:
Nursing in the 21st Century

Barbara Nichols, DNSc (hon), MS, RN, FAAN

Special Presentation:
Certified Nurse Educator (CNE) & Best Practices

Diane Billings EdD, RN, FAAN

Standardized Testing & Strategies to Promote Student Success
Panel Discussion with Maryland Educators

American Academy of Nursing's Living Legends
 Historic Expert Panel on: Mentoring & the Future of Nursing



Bernadine Lacey
EdD, RN, FAAN
Former Dean & Presidential Advisor



Catherine Georges
EdD, RN, FAAN
AARP Board of Directors



Barbara Nichols
DNSc (hon), MS, RN FAAN
ANA Past President



Diane Billings
EdD, RN, FAAN
Professor Emeritus Indiana University

Posters & Oral Presentations:

National Institutes of Health
 Maryland Higher Education Commission
 Maryland Board of Nursing
 Maryland Schools of Nursing & Hospitals

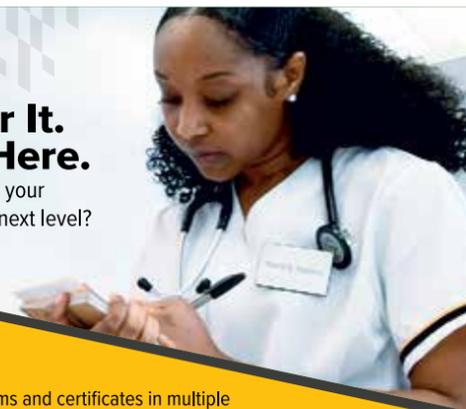
Come One, Come All
 It's Time to Register!
 Register under the “Events” tab:
www.mnadistrict2.org
 6.5 Contact Hours
 Submitted for Review

Sponsored by Maryland Nurses Association



Co-Sponsors
District 1, 5, & 9

Master It. Start Here.
 Ready to take your career to the next level?



Explore
 Master's programs and certificates in multiple disciplines, including: Health Science • Autism Studies • Occupational Therapy • Audiology • Health Information Technology • Integrated Homeland Security Management

TU
TOWSON UNIVERSITY

towson.edu/MDNurses

Great things are happening at Cadia!

We are always looking for dedicated, compassionate team members.



Our Locations
 Annapolis - Hagerstown - Hyattsville - Silver Spring

Benefits
 Competitive Wages
 Medical, Dental & Vision Coverage
 Paid Time Off
 401k
 Sign-On Bonus (select locations)

Learn more or submit your resume at www.cadiahealthcare.com/careers



PK Law Supports Maryland Nurses

Nursing Malpractice Defense, Defense of Medical Negligence Claims, Professional Liability, Disciplinary Actions Before the Maryland Board of Nursing, Risk Prevention, By-Laws and Nursing Home Liability



Joan Cerniglia-Lowensen, BSN, MS, JD
jclowensen@pklaw.com



Mairi Pat Maguire, BSN, JD
mpmaguire@pklaw.com

LISTED IN 2020 MARYLAND SUPER LAWYERS®

PK || LAW®

410.938.8800 | pklaw.com

NursingALD.com can point you right to that perfect **NURSING JOB!**



- Free to Nurses
- Privacy Assured
- Easy to Use
- E-mailed Job Leads

MACS
 Maryland Addiction Consultation Service

MACS provides support to prescribers and their practices in addressing the needs of their patients with substance use disorders and chronic pain management.

1-855-337-MACS (6227) | www.marylandMACS.org

★ ANA/MNA NEWS

Maryland Nurses Association's Nurses' Night in Annapolis

During Nurses' Night, there is an overview about how the Maryland state government works on a daily basis and how that work applies to nurses. This includes how to speak to a policy maker, how to negotiate the halls of the Senate and House buildings and talking points on the bills that MNA is sponsoring which will affect the profession in 2020. There are guest speakers who address proposed legislation introduced to the General Assembly. This year Charlotte Wood, PhD, RN, MNA President, Mary Kay DeMarco, PhD, RN, CNE, MNA Legislative Committee Chair, and Robyn Elliott, MNA Lobbyist will be speaking to participants. Finally, the MNA Legislative Committee members will be there to answer questions and accompany participants to legislative appointments.

Appointments? What? Yes, the main purpose of all this information is for individual attendees to meet with their legislators or their staff from 5pm-7pm and deliver the information provided by MNA. We also educate legislators on who nurses are, what we do and why they should support our agenda! With 2600 or more bills to read and decide on in 90 days, the personal touch is the only way to keep our profession forefront in the minds of our policy makers and our practice on track. 90 days? Yes, our policy makers work 90 days straight, often 16-18-hour days in the worst weather to visit Annapolis all year.

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

The 2020 event will be held at the Calvert House in Annapolis (<https://www.historicinnsofannapolis.com/suites/governor-calvert-house.aspx>), register for the event at: <https://mna.nursingnetwork.com>.

We hope to see you in February!

District 2: Nurses on Boards

Did you know that the Nurses on Boards Coalition of the Robert Wood Johnson Foundation has a goal of getting 20,000 nurses on nonprofit Boards by the year 2020?

Linda Stierle, RN, former US Air Force Brigadier General and Director of Medical Readiness, and former **CEO of the American Nurses Association**, discussed the ethics and duties of nonprofit Board members, as well as the role of their Bylaws, at a meeting hosted by the American Red Cross on December 18.

"**Serving on boards** allows **nurses** to partner with other leaders to promote change and advance health. ... The call for **nurses to serve on boards** is important because **nurses** provide a unique perspective in the healthcare arena." Board members of District Two in attendance received strong encouragement from Linda to integrate Board Development into every Board meeting.



Linda Stierle, Presenter and Current Chair of MNA's Bylaws Committee, Dr. Nayna Philipsen, Red Cross Disaster Health Services Coordinator for Central Maryland, Dr. Charlotte Wood, President of MNA, and Dr. Nancy Goldstein, President of District Two MNA.

INVEST in yourself and OPEN new doors

Why Choose UC?



#10 Best Online Grad Nursing Programs
(U.S. News & World Report)

100% of faculty are **certified** in the **APRN** specialty that they teach

GRE is **NOT** required for admission

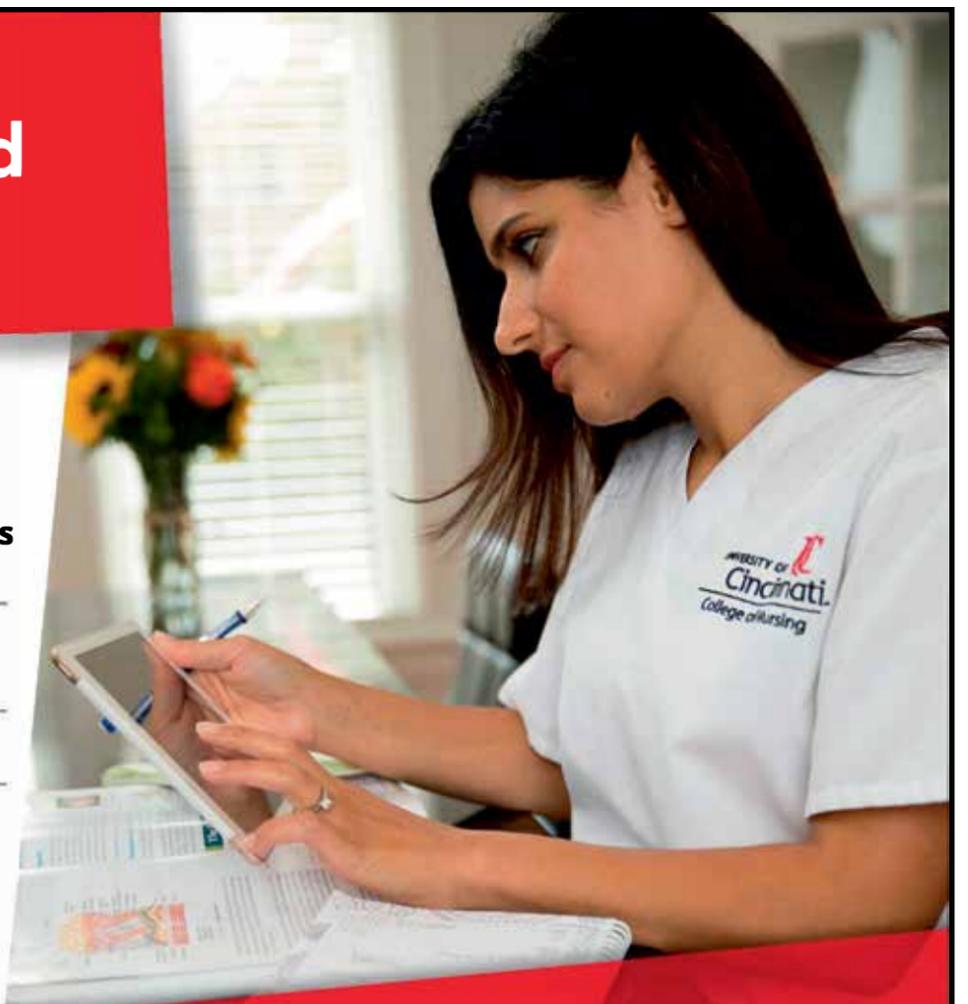
Choose Your Future

Master of Science

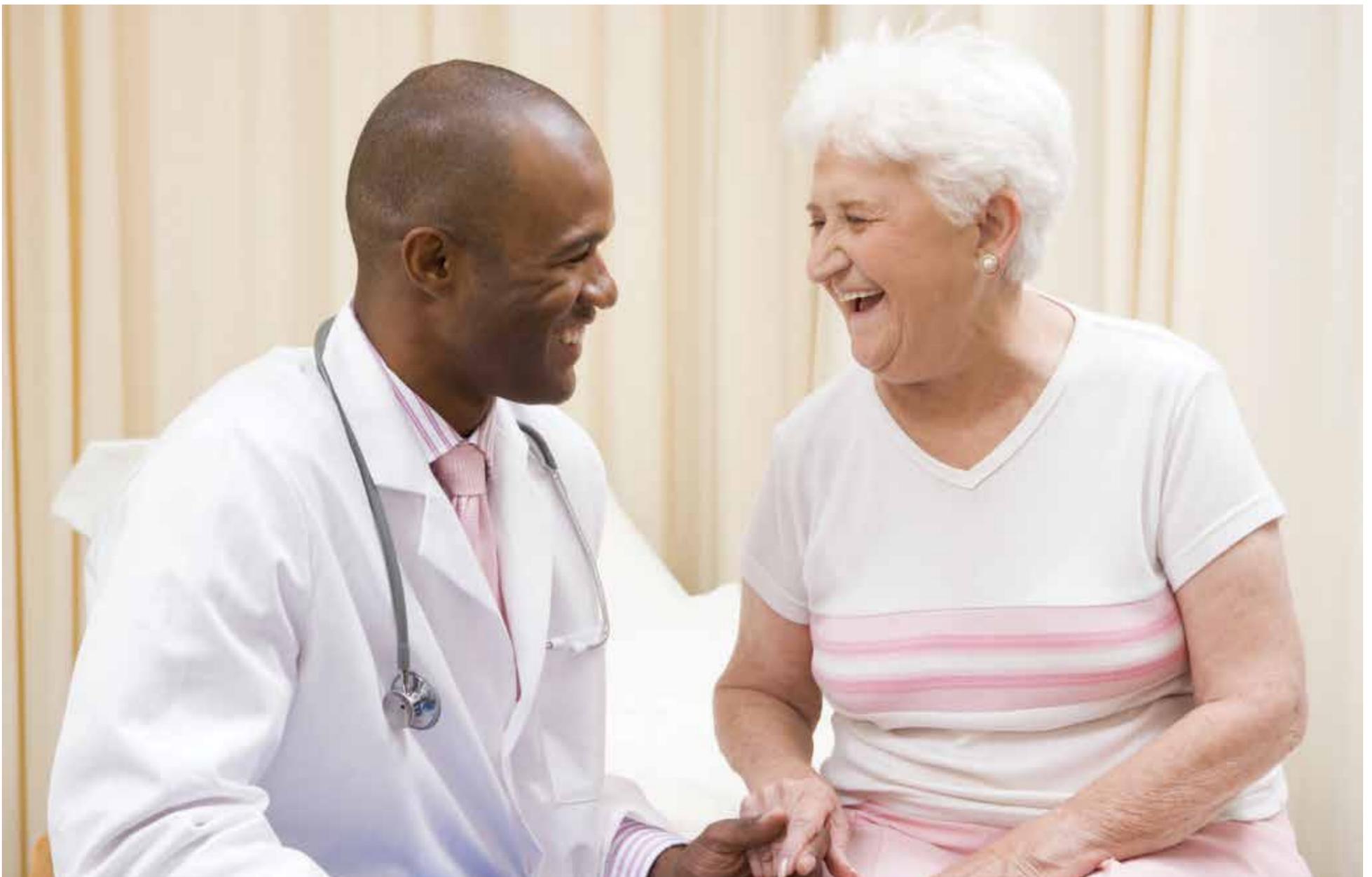
- | Family Nurse Practitioner
- | Adult-Gerontology Primary Care Nurse Practitioner
- | Women's Health Nurse Practitioner
- | Nurse-Midwifery

Post-Master of Science Certificate

- | Family Nurse Practitioner
- | Psychiatric-Mental Health Nurse Practitioner



University of  **CINCINNATI | ONLINE**
ucnursing.online



**Not sure how to talk to your patients
about their opioid addiction?**

**For information, guidance, and advice
about treatment options including
medications such as buprenorphine,
methadone, and naltrexone:**

**Call Maryland Addiction
Consultation Services (MACS)
1-855-337-MACS (6227)
Visit MarylandMACS.org**



MARYLAND DEPARTMENT OF HEALTH
Behavioral Health Administration

MNA CONVENTION HIGHLIGHTS

MNA 116th Annual Convention Award Recipients

On November 14 and 15, 2019, Maryland Nurses Association 116th Convention was held at the Sheraton Inner Harbor in Baltimore City. The theme of the conference was Healthy Nurse, Healthy Maryland. Mary Kay DeMarco and Delegate Ariana Kelly of District 16 in Montgomery County provided the keynote presentations. Delegate Kelly was also the recipient of the MNA Legislator of the Year.



Kathleen M. Martin, DNP, RN, CNE, Stierle Exemplary Service Award recipient and Brigit VanGraafeiland DNP, RN, Outstanding Advanced Practice Clinical Nurse recipient



Donna Downing Corddry, Heather Mason, Arthur L. Davis Scholarship Winner, and Stephen Miller from Arthur L. Davis Publishing Agency



Jennifer Riley MS, RN, NFM Scholarship Recipient and Donna Downing Corddry, NFM President.



Derrick L. Wyatt, Outstanding Pathfinder Award Winner and MNA Past President, Mary Kay DeMarco



Mary Peck, Notre Dame of Maryland School of Nursing, Nursing Foundation of Maryland Scholarship Recipient and Donna Downing Corddry.



2020 Maryland Nurses Association Awardees



Donna Downing Corddry and NFM Scholarship Recipient.

MNA CONVENTION HIGHLIGHTS

Poster Session Highlights



Translating Evidence in Practice: Increasing Compassion Satisfaction in Bedside Nurses

Kelly Molloy, BSN, RN, Mercy Medical Center

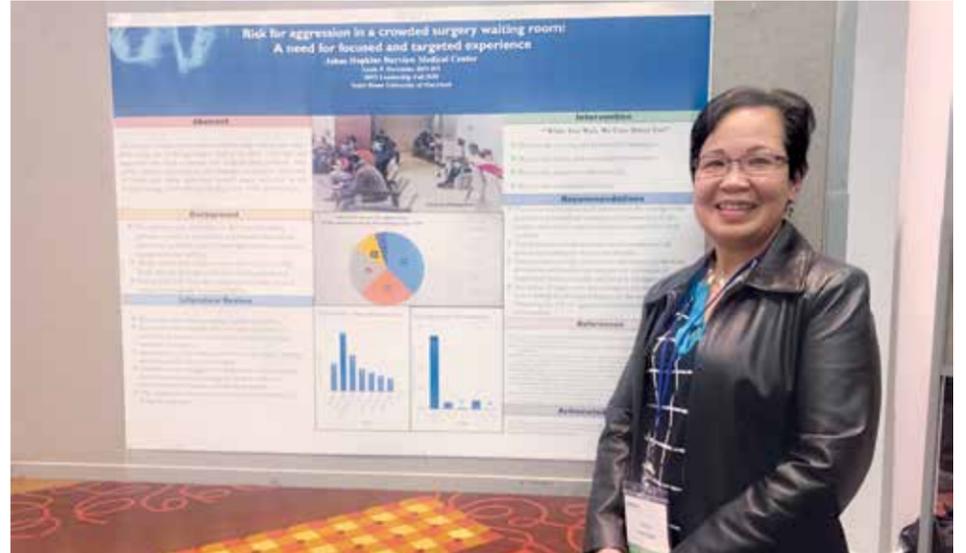
Oncology nursing is a rewarding, yet physically and emotionally challenging area. We noticed that the staff was having a high turnover rate, dissatisfaction, resistance to change and negativism towards management. Former nurse Nikki McCarthy surveyed the staff and found they were experiencing compassion fatigue and burnout. I wanted to implement an evidence based compassion satisfaction bundle to make a positive change.

The following PICO Question was developed and tested. “Will using evidence based compassion satisfaction bundle increase the compassion satisfaction in inpatient oncology nurses?” CINAHL was searched for interventions for compassion fatigue and yielded 56 articles. Articles (18) were appraised using the Johns Hopkins EBP model: Level 2 (3), Level 3 (7), Level 4 (1) and Level 5 (7).

The literature showed that implementing compassion satisfaction interventions in a bundle would help to decrease the burnout and compassion fatigue by supporting the staff in a variety of modalities.

In order to address the PICO, the staff was pre-surveyed to find out what bundle interventions would be meaningful to them. Once scored, I implemented several interventions. We started an anonymous journal for staff to write about their feelings related to work experiences. I share via email when a patient has passed and staff signs a card to send to the family. We made signs for patient doors to help signal to staff to enter with care: a white rose for a dying patient; and a dove for patients going to hospice. We also collect goodies for baskets for patients and their families leaving on hospice care. After three months I surveyed the staff using the Pro-QOL scale about their compassion satisfaction and saw an overall improvement.

This project shows that the implementation of a compassion satisfaction bundle provides staff with ways to be supported while reducing their compassion fatigue and burnout.



Risk for Violence in a Crowded Surgery Waiting Room

Annie Duremdes, BSN, RN, Johns Hopkins Bayview

A literature review to explore interventions and strategies in mitigating incidences of visitor and family aggression and hostility towards nurses and staff in surgery waiting rooms while promoting a safe work environment. The waiting room experience in the hospital setting presents a visual of a crowded, impersonal place where anxious or, at times, angry visitors and families of various backgrounds are waiting. While visitors and families wait in the surgery waiting room, they go through a stressful waiting experience. Waiting provokes anxiety, causing unstable responses. Nurses and other hospital staff have been recipients of hostility, aggression, both verbal and physical abuse carried out by visitors and family members of patients. These actions prevent the nurses and staff the ability to exercise their right to work in a safe environment. It is essential for nurses and staff who work in crowded and heightened stress areas such as waiting rooms, to provide the visitors and families a purposeful and meaningful caring presence at each interaction. Understanding the phenomenon of waiting, allowed us to recognize the specific needs of the visitors and family during this trying time. Therefore, by providing nursing and staff presence in the waiting room through personalized interaction, shows concern and positive regard for their comfort. Allowing families to reunite with their loved ones through visitation in pre op and recovery room can also provide comfort. These timely actions and meaningful communication are all perceived as caring by visitors and families. Knowing these caring connections and conveying them to the visitors and families can prevent the escalation of heightened anxiety and the risk for violence. The threat of violence is a reality and can have a lasting psychological impact on the nurses and staff.

THANK YOU Convention Committee!

The Maryland Nurses Association would like to formally recognize all of the hard work and dedication of the 2019 Convention Planning Committee. Without your contributions, the convention would not have been a resounding success.

- | | | |
|--------------------|----------------|--------------------|
| MaryKay Demarco | Jennifer Arigo | Carolyn Quinn |
| Charlotte Wood | Kathy Martin | Linda Hickman |
| Mary Jean Schumann | Bev Lang | Kathryn Handy |
| Kathy Ogle | Vann Joyner | Barbara Biedrzycki |

JOHNS HOPKINS SCHOOL OF NURSING

LEADING THE WAY IN EDUCATION, RESEARCH AND PRACTICE – LOCALLY AND GLOBALLY

Situated alongside the top-ranked schools of Medicine and Public Health and the Johns Hopkins Hospital, we provide students and faculty with opportunities for collaboration and innovation that are unparalleled.

MSN
Entry Into Nursing
Specialty Tracks

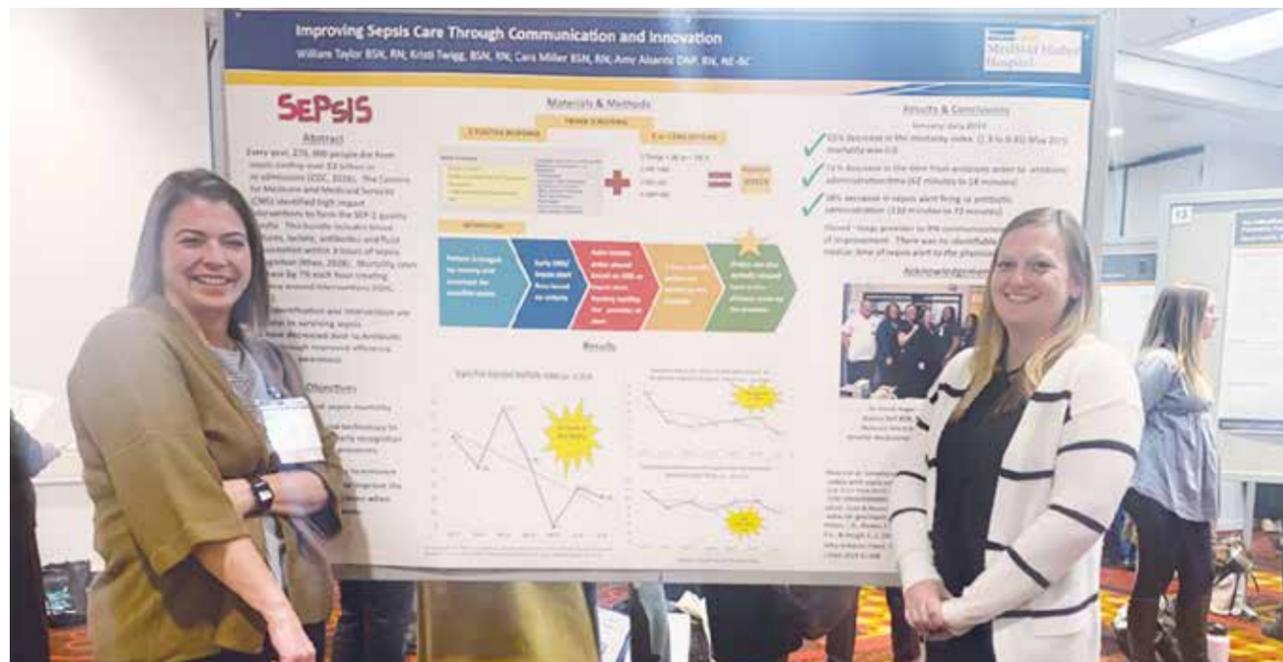
DNP ADVANCED PRACTICE
Clinical Nurse Specialist
Nurse Practitioner
Nurse Anesthesiology

DNP EXECUTIVE
DNP/PhD
PhD IN NURSING
DUAL DEGREE OPTIONS
POST-DEGREE CERTIFICATES

Learn what our programs have to offer you
nursing.jhu.edu/myfuture

MNA CONVENTION HIGHLIGHTS

Poster Session Highlights



Improving Sepsis Care Through Communication and Innovation

MedStar Harbor Hospital, William Taylor BSN, RN, CEN, Kristi Twigg, BSN, RN, Cara Miller BSN, RN, CNML, Amy Alsante DNP, RN, NE-BC, CHEP

Every year, 270,000 people die from sepsis costing over \$2 billion in re-admissions (CDC, 2016). The Centers for Medicare and Medicaid Services (CMS) identified high impact interventions to form the SEP-1 quality bundle. This bundle includes blood cultures, lactate, antibiotics and fluid resuscitation within three hours of sepsis recognition (Rhee, 2018). Mortality rates increase by 7% each hour creating urgency around interventions (CDC, 2016). At Medstar Harbor Hospital, we have decreased door to antibiotic times through improved efficiency, increasing awareness, inter-disciplinary education and targeted communication techniques.

Early identification and intervention are the keys to surviving sepsis. A sepsis alert automatically fires in the electronic medical record evaluating labs and vital signs for Systemic Inflammatory

Response (SIRS) and Sepsis criteria. Nursing worked collaboratively with Information Systems (IS) to automate a lactate order that is triggered by the sepsis alert. This decreased our sepsis alert to lactate order times to zero minutes. Members of the inter-disciplinary care team were educated on the importance early identification and the need for targeted communication of potential septic patients to initiate the SEP-1 bundle. An emphasis was placed on direct communication between the triage nurse and the provider and then the provider back to the charge nurse and bedside nurse to close the loop and initiate interventions. Dashboards were displayed for transparency, to monitor trends and to continuously improve the process.

From January to July 2019, there was an 11% decrease in sepsis alert to antibiotic order time, a 30% decrease from antibiotic order to administration time and an overall decrease of 18% from alert to antibiotic administration time. During this time, mortality rates have continued to decline and reached zero during the month of May 2019.

Maryland Board of Nursing



Shirley Devaris, JD, RN, Director of Legislative Affairs



Karen Evans, MSN, RN-BC Executive Director, Alison S. Jenkins, MJ, MSN, RN Director of Licensing

Students



Bowie State University, Nursing Students



Harford Community College, Nursing Students



Nursing students from across the State network at the Convention

★ EDUCATION

UNIVERSITY OF MARYLAND
SCHOOL OF NURSING NEWS



University of Maryland School of Nursing Receives Health Professions Higher Education Excellence in Diversity Award

For the second year in a row, the University of Maryland School of Nursing (UMSON) has won the Health Professions Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity* magazine. The HEED Award recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.

“We are tremendously honored that the School of Nursing has been recognized for the second year in a row with this prestigious award,” said UMSON Dean Jane M. Kirschling, PhD, RN, FAAN. “The process of applying for the HEED Award allows us to continually assess our progress on issues of diversity and inclusion. We know that diversifying the health care workforce — not only racially and ethnically, but also with respect to sexual orientation and gender identification, as well as an array of economic, cultural, and social factors — is an essential aspect of creating a truly effective and equitable system of health care for all persons.”

UMSON has a diverse student population, with 48% of its total enrollment composed of students of ethnic and racial diversity, compared to a national average of 33 percent. Men compose almost 13% of UMSON’s student body, compared to 10% nationally. The School also attracts students from various socioeconomic backgrounds, supporting about 60% with substantive merit- and need-based financial aid.

The School has a variety of programs and initiatives related to diversity and inclusion, including an LGBTQ+ ally working group, headed by Jeffrey Ash, EdD, associate dean for diversity and inclusion and assistant professor, and a member of the University of Maryland, Baltimore’s (UMB) Diversity Advisory Council.

In its 2019 application, UMSON highlighted three areas of innovation:

- **Health and wellness:** The School’s Office of Diversity and Inclusion has an affinity group called Fit ‘n’ Fun, which partnered with UMB’s Launch Your Life wellness program to sponsor and organize a Universitywide step challenge, the Ultimate Mileage Battle.
- **Social justice and activism:** UMSON introduced restorative justice (RJ) practices through its professional development program by facilitating circle discussion processes and starting an RJ interest group. The School aims to impact the way it addresses situations in which members of the School community harm one another, to encourage all voices to be heard in decision-making, and to address power imbalances.
- **Policies and strategy:** The School has updated its policies in two areas to enhance diversity and inclusion practices. In 2018, it began requiring chairs of search committees to engage in structured learning about implicit bias and how to run an optimal search. Secondly, UMSON has implemented a new section in its faculty and staff professional development plans in which employees create diversity goals and complete them within the annual evaluation period. This provides employees with the flexibility to set goals that fit within their roles or professional interests.

To access electronic copies of the
Maryland Nurse, please visit
<http://www.nursingald.com/publications>



JOHNS HOPKINS
SCHOOL OF NURSING

JOHNS HOPKINS
SCHOOL OF NURSING NEWS

Evening with Stars



The Johns Hopkins School of Nursing celebrated its 8th annual Evening with the Stars, which recognizes nurses across the John Hopkins Health System. It awards those who have been nominated for their excellence, innovation, and commitment to improving health. Net proceeds from the event benefit the school’s Baltimore Talent Scholars program, which provides four full-tuition scholarships for Baltimore City Public Schools high school graduates who have been admitted to the school’s Master of Science in Nursing (MSN) Entry into Nursing Practice program.



UNIVERSITY
of MARYLAND
SCHOOL OF NURSING

LEARNING IS
LIFELONG.

A DEGREE IS JUST ONE MILESTONE IN LIFELONG LEARNING.

UMSON offers year-round opportunities for continuing education, which is now recognized for license renewal in Maryland.

Take advantage of online, simulation, and in-person activities to enhance your professional development.

Find us on edX, too!

LEARN MORE:

nursing.umaryland.edu/professionaledevents

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





EDUCATION

Salisbury University: Maryland Advanced Faculty Academy and Mentorship Initiative

Nicole Hall EdD, MBA, RN, CNE;
Lisa Seldomridge PhD, RN, CNE; Kayna Freda
EdD, RN, CMSRN; Judith Jarosinski PhD, RN;
Tina Reid EdD, MSN, RN

Introduction

Do you have a particular nursing clinical instructor that you remember vividly? Perhaps they said something to you that made a lasting impact, or they believed in you more than you did in yourself, or maybe you remember a specific nursing instructor because you struggled with him or her. As students throughout our nursing education, we surely interacted with an array of instructors who embodied different strengths and weaknesses, some good and others not so much.

Clinical nursing instructors need to be committed to growing so that they can provide high quality instruction to students, just as nurses are committed to continued learning in their particular field to ensure patients receive high quality, safe patient care. Keep in mind that nursing instructors have the potential to affect even greater numbers of patients because each student they teach, may in turn, yield care reflective of their instructor.

There are many avenues for professional development as an educator such as attending conferences, reading articles, and seeking advanced certification as a Certified Academic Clinical Nurse Educator (CNE@cl) or Nursing Professional Development Registered Nurse. In addition, there are unique opportunities available to Maryland clinicians that allow them to advance their skills and knowledge while also expanding the number of quality nurse educators in our state. This article describes one program's plan to meet the need for further developing nurses who are also expanding their abilities as clinical faculty.

Nursing Education Needs

Across the nation, our health and well-being are affected by various factors including shortages in the nursing workforce needed to meet increasing patient volumes. The nursing shortage is challenged by an increase in the number of nurses leaving the profession due to issues such as stress, inadequate staffing and lack of job satisfaction (AACN, 2019).

The shortage is further complicated by nursing retirement, with an expected one million registered nurses reaching retirement age within the next 10 to 15 years (AACN, 2019).

Unfortunately, the future nursing shortage is today's problem for nursing education which is not well positioned to meet the needs of the profession (Hall & Mast, 2015). There are a number of challenges that academia must address, including a dearth of instructors and clinical sites, and notably the lack of a diverse faculty.

The shortage of qualified nursing faculty has been identified as a key factor in the inability to educate additional students to become registered nurses (Nardi & Gyurko, 2013) and has been the focus of numerous statewide, national and international conferences and publications (AACN, 2015, 2017; NLN, 2018). With insufficient classroom and clinical instructors to teach incoming students, nursing programs are limited in their ability to increase enrollments as evidenced by the "more than 75,000 qualified applicants from baccalaureate and graduate nursing programs" who were turned away in 2018 (AACN, 2019).

A related and equally urgent issue is the lack of a diverse faculty to teach the next generation of nurses. Just as a diverse population of nurses is necessary to provide high quality care for a patient population who embodies a variety of ethnic, religious, race and gender, so too are nursing educators with different backgrounds needed to ensure high quality educational experiences to nursing students.

Understanding the problems surrounding these deficiencies is necessary to develop solutions aimed at the underlying causes. The shortages in nursing educators and the lack of diversity in this group are problems that will not solve themselves. Both of these challenges require robust strategic approaches that establish a systematic means for ongoing resolution. Because the faculty shortage is the result of multiple, decades-old problems, solutions must be coordinated and comprehensive (Kowalski & Kelly, 2013). One solution to the nurse faculty shortage is the recruitment, training, and mentoring of expert clinicians to become part-time clinical teachers (Hinderer, Jarosinski, Seldomridge, & Reid, 2016).

Eastern Shore Faculty and Mentoring Initiative

Maryland is fortunate to have a well-established program targeted at improving both of these challenges while simultaneously focusing on developing high quality clinical instructors. Since 2011, the Eastern Shore Faculty and Mentoring Initiative (ES-FAMI) has developed and trained 162 participants using a three to four-week hybrid course that provides introductory instruction to those nurses interested in pursuing work in the field of nursing education. Funded by a Maryland Higher Education Commission (MHEC) Nurse Support Program-II grant, the program provides participants with a stipend for their attendance at face-to-face sessions, completion of online instruction, and participation in "real-life" clinical teaching simulations. In return, participants must agree to teach for a nursing program in Maryland.

ES-FAMI is committed to meeting the state's need for clinical educators, and with that motivation, has recruited participants from over 31 different healthcare organizations and provides instruction in three Maryland locations. To date, 115 of the program's graduates have taught at a Maryland college or university and 37% reflect under-represented groups (ethnic/racial minorities and gender), well above the 15.9% of full-time nursing faculty with minority backgrounds (AACN, 2019).

The ES-FAMI program has been an effective means to recruit a racially, ethnically, and gender-diverse group to expand the pool of trained faculty to support the expansion of nursing programs in the state of Maryland. Yet, those in nursing know that while more nurse educators are needed, there must also be a commitment to lifelong learning which can only benefit our patients and nursing students. So, while ES-FAMI in 2020 is projected to have provided introductory training to over 200 part-time faculty these graduates still have opportunities to grow and further develop as nursing academic professionals. Now a second educational offering, The Maryland Advanced Faculty and Mentor Initiative (MA-FAMI), is being created to meet these continuing education needs.

Extraordinary Nurses. Exceptional Opportunities.



Join Mercy's Team Today

Now recruiting for immediate Full-Time and Part-Time positions.

BECOME A MEMBER OF MERCY'S NURSING TEAM.

- Career Advancement
- Flexible Schedules
- New clinical ladder opportunities
- Competitive salary & benefits package
- Tuition reimbursement

Bring your nursing experience to our Magnet®-designated health care facility, named as one of the Top 20 Nurse Friendly Hospitals in the U.S.




EXCEPTIONAL CARE. EXTRAORDINARY NURSES.

Apply online www.mdmercy.com/careers Send resumes to: nurserecruitment@mdmercy.com

Current RN licensure required; one year of experience and BSN preferred.

Mercy Medical Center • 301 St. Paul Place • Baltimore MD 21202

WHEN DISASTER STRIKES...

MARYLAND RESPONDS

Join us: mdr.health.maryland.gov



Maryland Responders are dedicated volunteers who stand ready to respond to the public health needs of our community. Whether it's responding to a natural disaster or helping community members prepare for flu season, Maryland Responders are ready for anything. Prepare and protect your community by becoming a Maryland Responder today!

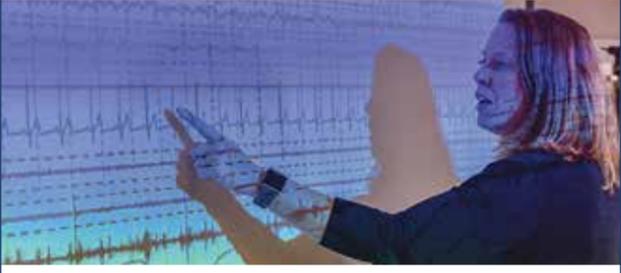
To learn more, visit: mdr.health.maryland.gov



Be Part of the Sleep Solution

Polysomnographic (Sleep) Technologist

Classroom or Online Instruction



Getting quality sleep is becoming a challenge. Wake up to a promising career where you can use your skills and your commitment to the health care industry to help individuals find better and restorative sleep.

Check out our exclusive Online program

Programs are eligible for Pell grant funding

Contact: newmanwaddy@ccbcm.edu

COLLEGE PROMISE SCHOLARSHIP AVAILABLE



ccbcm.edu/ConEd

EDUCATION

Maryland Advanced Faculty and Mentoring Initiative (MA-FAMI)

Educating practicing nurse experts about the complexity of the clinical academic environment requires an ongoing approach. The MA-FAMI course will benefit Maryland nursing programs by further enhancing the quality and preparedness of clinical faculty available to our state's nursing educational institutions. This course is in the development stage with curriculum experts currently creating customized educational modules that will be delivered primarily online enhanced by a face-to-face orientation, simulated learning experiences, and a mentorship workshop. The advanced curriculum will build on content taught in ES-FAMI while staying true to that program's goal of working toward a multicultural, multiethnic pool of Maryland nursing adjunct instructors. And while this course is not a CNE@cl preparatory course, the blueprint for this exam was carefully reviewed and MA-FAMI graduates will be encouraged to seek certification as clinical nurse educators (CNE@cl).

The first offering is scheduled for May 2020 with a cohort of eight to ten learners who will be recruited from the nearly 200 past graduates of ES-FAMI. Future offerings of MA-FAMI will continue to be geared toward these graduates though clinicians with some teaching experience, and also experienced clinical teachers who desire an opportunity to advance their knowledge and skill in clinical teaching will be welcome to apply.

Conclusion

The nursing profession is confronted with widespread faculty shortages, a lack of clinical sites, and limitations in the diversity of nurse educators. These challenges limit growth in student enrollment, graduation, and entry into professional nursing practice. MA-FAMI is an advanced educational program designed to address these issues and to further develop clinical instructors so they are better prepared to handle the complexities inherent in the clinical academic setting. This program is scheduled to welcome a pilot cohort for the spring of 2020.

Learn More

If you are interested in learning more about these programs please contact us:
Phone: (410) 546-2463
Email: ESFAMI@salisbury.edu



5 OUT OF 6
EMPLOYERS
PREFER **RNs**
WITH A **BSN**.



HAVE YOUR RN? EARN YOUR BSN FULLY ONLINE THE WAY IT WORKS BEST FOR YOU:

- full time or part time
- some electives can be completed face to face, if you prefer
- with an optional 3-course Care Coordination with Health IT focus area—the first program of its kind in the nation.

LEARN MORE:

nursing.umaryland.edu/rn-to-bsn

WANT TO GO EVEN FURTHER?

We also offer these nationally top-ranked programs:

- MSN with 3 specialty areas
- DNP with post-bachelor's, post-master's, and post-doctoral pathways
- PhD

References

- American Association of Colleges of Nursing. (March 2015). Fact sheet-Nursing faculty shortage. Retrieved from <http://www.aacn.nche.edu/media-relations/fact-sheets/nursing-faculty-shortage>
- American Association of Colleges of Nursing (March 2017). Policy brief. Nursing faculty: Spotlight on diversity. Retrieved from <http://www.aacn.nche.edu/government-affairs/Diversity-Spotlight.pdf>
- American Association of Colleges of Nursing (2019). Nursing Shortages. Retrieved from <https://www.aacnursing.org/News-Information/Fact-Sheets/Nursing-Shortage>
- Hall, N. & Mast, M. (2015). We Want You: Nurse educators: A message for nursing academia in the U.S. *Nurse Education in Practice*, 15(5), 339-340.
- Hinderer, K., Jarosinski, J., Seldomridge, L. & Reid, T. (2016.) From expert clinician to nurse educator: Outcomes of a faculty academy initiative. *Nurse Educator*, 41(4). doi: 10.1097/NNE.0000000000000243.
- Kowalski, K. & Kelly, B. M. (2013). What's the ROI for resolving the nursing faculty shortage? *Nursing Economics*, 31(2), 70-76.
- Nardi, D. & Gyurko, C. (2013). The global nursing faculty shortage: Status and solutions for change. *Journal of Nursing Scholarship*, 45(3), 317-326.
- National League for Nursing (2018). NLN faculty census survey of schools of nursing academic year 2016-2017: Executive summary. *Nursing Education in Practice*, 39(4), p. 266.



One University. A World of Experiences.



discover our Nurse Practitioner Program

- Full or Part-time • Affordable
- Mostly Online, With Limited On-campus Experiences

CONCENTRATIONS

- Family Nurse Practitioner
- Psychiatric and Mental Health Nurse Practitioner



The baccalaureate degree program in nursing and master's degree program in nursing at Frostburg State University are accredited by the Commission on College Nursing Education (<http://www.ccneaccreditation.org>).

www.frostburg.edu/nursing • 301.687.4141
nursing@frostburg.edu

FSU is committed to making all of its programs, services and activities accessible to persons with disabilities. To request accommodation through the ADA Compliance Office, call 301.687.4102 or use a Voice Relay Operator at 1.800.735.2258. Frostburg State University is a smoke-free campus.

Maryland Helps Set the Federal Stage for Medicare APRN Policy

Robyn Elliott, MNA Policy Consultant and Lobbyist

Maryland is at the forefront of innovation in Medicare policy supporting full-practice authority for APRNs. In December, the Center for Medicare and Medicaid Solutions (CMS) recognized the authority of nurse practitioners to certify eligibility for home health services for Medicare enrollees as part of Maryland's Total Cost of Care Model. Effective January 1, 2020, the new policy helps set the stage for further advancements of Medicare APRN policies on the federal level.



Robyn Elliot

The American Nurses Association (ANA) is championing the bipartisan *Home Care Planning Improvement Act* (H.R. 2150/S. 296) to improve health outcomes for Medicare enrollees who need home health services. Currently, patients must wait for a physician's order to receive home health services. This policy delays care and potentially causes poor health outcomes. *The Home Care Planning Improvement Act* would require Medicare to permit home health services to be ordered by nurse practitioners, clinical nurse specialists, and certified nurse-midwives.

ANA is also advocating for innovation in Medicare policy outside of the legislative process. As an agency, CMS can grant an exception to its policies to a state through the waiver process. Maryland is operating its entire hospital financing system under a broad waiver called the Total Cost of Care Model. This model seeks better patient outcomes and lower health care costs through incentivizing hospitals to shift care to less acute settings. As part of that model, Maryland's goal is to lower readmissions by the appropriate and timely provision of home health services. To that end, Maryland state agencies sought CMS permission to allow nurse practitioners to order home health services. When CMS approved the request in December, the agreement was signed by Governor Larry Hogan, Secretary of Health Robert Neall, and Chairman Nelson Sabatini of Health Services Cost Review Commission.

EDUCATION

Mary Kay DeMarco, Maryland Nurses Association and Archenia Beaver, Maryland Deans and Directors recognize Nurse Educators for Excellence



Dr. Marleen Thornton
 Notre Dame of Maryland University
 Maryland Deans and Directors Faculty Award for Excellence in Baccalaureate Nursing Education



Susan Fox MS, RN, CNE
 Anne Arundel Community College
 Maryland Deans and Directors Faculty Award for Excellence in Nursing Education



Hospice of the Chesapeake's mission is to care for life throughout the journey with illness and loss.

RN Case Managers - Anne Arundel and Prince George's Counties

LEADERSHIP - Clinical Managers and Supervisors

On-Call Night and Weekend RNs and LPNs

PRN Admissions and Inpatient RNs

Please visit hospicechesapeake.org to view a complete list of nursing opportunities or to submit an application. For questions, email our recruitment team at recruitment@hospicechesapeake.org



THE FUTURE OF NURSING STARTS WITH YOU

Stevenson University Online is preparing the next generation of nurses to advance and improve the quality of healthcare.

STEVENSON UNIVERSITY ONLINE
 Your Partner for Professional Success

RN to BS in Nursing
 RN to MS in Nursing
 Graduate Nursing

stevenson.edu/rn

NURSING ORGANIZATIONS

NPAM 2019 Fall Conference

Networking, Learning, and Fun for State NPs

Beverly Lang RN, MScN, ANP-BC, FAANP
Executive Director of NPAM

The Nurse Practitioner Association of Maryland, Inc. (NPAM) hosted the 2019 Fall CE Conference on Saturday, October 12th, 2019 at Howard Community College, in Columbia, MD. It was a perfect fall day to network and meet new members, hear about new products and services, and mingle with colleagues while learning and obtaining continuing education units.

Almost 200 Nurse Practitioners and Nurse Practitioner Students attended the one-day event. On the agenda were two American Association of Nurse Practitioners (AANP) national speakers, Susan Tofte BSN, MS, FNP-C, who spoke about atopic dermatitis, and Dr. Leslie Davis PhD, RN, ANP-BC, FPCNA, FAHA, FAANP, who spoke about managing heart failure. Local speakers included Dr. Dale Jafari DNP, RN, FNP-BC, Sharon P. Fisher MS, APRN-BC, Dr. Cherokee Layson-Wolf PharmD, Susan Camardese RDH, MS, and Dr. Alexander Pappas MD. There was a wide range of interesting and informative topics which included menopausal management, medications for mental health, vaccination guidelines for 2019, incorporating oral health in primary care, and opioid use disorder treatment updates.

Attendees had the opportunity to visit with over 15 exhibitors who supported the event. Also, on hand were NPAM representatives from the NPAM Political Action Committee (PAC) and Legislative Committee who updated the group on the Legislative Agenda for the upcoming legislative session in Annapolis in 2020.

Our thanks to Howard Community College for continuing to partner with NPAM and allowing us to use the RCF Building for this annual event, and to our many sponsors, who continue to support the educational needs of Nurse Practitioners.

If you are a Nurse Practitioner in Maryland and were unable to attend our 2019 Fall Conference this year, we hope to see you next October! Check www.NPAMonLine.org for more information about NPAM, our rich history, and all of the value-added benefits of membership in this professional association.



Susan Camardese RDH, MS

Red Cross

Twenty-five nurses and nursing students from Central Maryland attended the October Red Cross Health Services presentation on the role of nurses in preparing and responding to local disasters. Phillip Bovender, BSN, RN, CCRN, TCRN, a long time Red Cross Nurse volunteer, described the framework for response and shared some of his many experiences in the field. Nurses interested in becoming a Red Cross nurse should contact Kristi Giles, Senior Recruitment Specials at kristi.giles@redcross.org, or 410-913-9154 (Central Maryland) or 310-246-0015 (Southern Maryland), or visit redcross.org/volunteer. This is an especially popular activity for retired nurses who want to remain active with the local Chapter but work primarily from home, and new nurses who want to deploy to assist in disaster response.



Phillip Bovender with Yolanda Williams, Red Cross support staffer



Victoria Mojbiola, NPAM member



Dr. Pappas, Maryland Addictions Counseling Services



Camp Nurses

Easter Seals Camp Fairlee is seeking live-in RNs at our summer camp in Chestertown, MD. Full or partial summer schedule available. Weekly salary (DOE) and room/board. Camp Fairlee creates recreational experiences for people with disabilities. Our activities include swimming, fishing, canoeing, high ropes and much more. Come be a part of our staff and help others discover ability.

For more information please contact Sallie Price at 410-708-3544, or e-mail at sprice@esdel.org
Visit us or apply online at de.easterseals.com/fairlee
View our video: [youtube:becauseofcampfairlee](https://www.youtube.com/watch?v=becauseofcampfairlee)



Atlantic General Hospital and Health System
Berlin, MD

The Leader in Caring for People & Advancing Health.



www.agh.care | 410-641-1100

MARYLAND DEPARTMENT OF JUVENILE SERVICES (DJS)

DJS Offers Exciting Opportunities for Qualified, Competent Health Care Professionals

Excellent Benefits/Competitive Salary/Safe Working Environment

DJS continuously accepts applications for Registered Nurse Charge Medical. Currently seeking to fill a vacancy at the Victor Cullen Center in Sabillasville, MD and at the Charles H. Hickey, Jr. School in Parkville, MD. Also recruiting to fill a Licensed Practical Nurse III Advanced and a Nurse Practitioner Midwife at the Thomas J.S. Waxter Center in Laurel, MD. Candidates must possess a current license. Maryland is part of the Nurse Multi-State Licensing Compact.

For detailed job bulletin on all requirements and application procedures to apply on line, go to djs.maryland.gov and click on Career Opportunities, then Apply Now. EOE

Veterans and Bilingual Applicants are Encouraged to Apply



Come Join Our Team!

We are currently hiring:

- Staff RN for Immediate Care
- Staff RN for Primary Care health services for all ages

If you have a passion for community health, we invite you to join our team. When you work for THC, you will be employed by a premier healthcare organization that continually strives for high quality, professionalism and service excellence.

For more information about nursing opportunities at THC, please visit: www.totalhealthcare.org



Improving Vaccination Compliance

**Anna Barrett, Allison Boissonneault,
Samantha Meir-Levi, ABSN Program,
Notre Dame of Maryland University**

Vaccinations have been an essential aspect of disease prevention since the 18th century. In recent years, unsubstantiated studies fueled false beliefs, deceiving the public eye and diminishing the importance of vaccines. As nurses, we are well aware of this issue, its impacts on public health and our ability to promote holistic well-being for our patients. Nurses have an ethical responsibility to model, maintain and promote the suggested health practices for immunization against vaccine-preventable diseases.

There are a variety of reasons for vaccine hesitancy or refusal. However, the common variables include: children who are immunocompromised, religious exemptions and anti-vaccination driven households. As a result of recent vaccine preventable outbreaks, the concern and drive for increased vaccine compliance have led to the creation of policies that include comprehensive vaccine requirements for schools and potential penalties for non-compliance. However, with a lack of enforcement and proper tracking and documentation, we have come to a place where more drastic measures are increasing, including the banning of unvaccinated children from school.

The ANA clearly states, "To protect the health of the public, all individuals should be immunized against vaccine-preventable diseases according to the best and most current evidence outlined by the Centers for Disease Control and

Prevention (CDC) and the Advisory Committee on Immunization Practices (ACIP). All health care personnel (HCP), including registered nurses (RNs), should be vaccinated according to current recommendations for immunization of HCP by the CDC and Association for Professionals in Infection Control and Epidemiology (APIC)." A focus among nurses on methods to improve vaccine compliance is critical. Research has shown that collaboration among public health officials as well as stronger enforcement and better documentation have led to an increase in compliance rates.

ImmuNet in Maryland

ImmuNet is a secure web based immunization registry that was developed to improve immunization tracking. It provides schools and the general public access to patient and personal vaccination records and is operated by the Maryland department of health (Maryland Department of Health Immunization Registry, n.d.). This system sends reminder notes to those who have not received immunizations and helps identify geographic areas and populations that are under immunized. A new bill, HB0316, that passed in the fall of 2019 requires health care providers to report all vaccines that children and adults receive to be reported to the ImmuNet system. This law will help to facilitate better documentation and awareness of potential gaps in immunization coverage and allow for further policies and procedures to be developed.

Vaccine Exemptions

The ANA states, "given the recent surge of measles cases and potentially uncontrollable outbreaks of other vaccine-preventable illnesses, ANA no longer supports religious exemption as a reason to not get vaccinated. ANA believes that to protect the health of the public, all individuals should be immunized against vaccine-preventable diseases." Various non-medical and medical vaccination exemptions are still allowable in some States. Currently 15 states accept philosophical exemptions, which has led to an increasing number of individuals seeking religious exemptions. As this trend continues, the requirements and procedures for being granted a religious exemption are being tightened.

Although there are medical exemptions for students who are immunocompromised, nonmedical exemptions are of particular concern as lowering the rates of vaccination decreases herd immunity and threatens everyone. The issue of nonmedical exemptions arose after a measles outbreak in 2015 in Disneyland California (Pierik, 2017). Recently, nonmedical exemptions have been taken for granted, but importantly, these exemptions put other students at a significant risk. The increased rate of exemptions result in decreased herd immunity, and therefore increases the risk for preventable disease outbreak increases (Wang, et al. 2014). As of 2017, 28 states accepted religious exemptions (Pierik, 2017). In June of 2019, New York became the fifth state to require by law that children in public school must be vaccinated (Sandstrom, 2019).

Pros & Cons of School Laws

Schools have an obligation to protect children, keeping them safe and maintaining healthy standards. In addition, they need to protect students with immune system disorders that cannot be vaccinated (Johnson & Garcia, 2019). Furthermore, schools are a part of the community. The standards they set reflect the standards and health of the community that surrounds them. Schools have a duty to uphold and enforce health and safety measures in order to prevent further outbreaks, which could lead to bioterrorism threats and significantly jeopardize communities at hand.



Our regional health center in Annapolis, Maryland has again received Magnet® designation. We are moving fast and you can come along. Join us in working side by side, in true collaboration, on a team that's building an awesome tomorrow! We have opportunities in the following areas.

**Care Coordinators • Clinical Educators • Clinical Supervisors • ED • ICU • Inpatient
Psychiatric Nurses (New McNew Family Medical Center) • Med/Surg • Mother Baby •
NICU • Oncology • Open Heart (CVOR and CVICU) • OR • UM Nurse**

**Nursing Float Pool positions (Staff Nurse – Flex) Premium Pay – Critical Care, Acute Care
and Women's & Children**

Nursing Graduate Positions – offered in most departments

We offer:

- Patient & Family Centered Care
- Shared Governance
- Innovative Clinical Ladder
- Support for continuing educational development with tuition assistance, professional certification reimbursement, and grant and scholarship opportunities
- An environment conducive to providing safe, efficient care - includes all private rooms, ceiling lifts, and EPIC EMR

Our ideal location in the capital of Maryland, America's former colonial capital, offers highly desirable living on the Chesapeake Bay, plus close proximity to the cultural advantages of Washington, D.C. and Baltimore, MD. To learn more about Nursing at AAMC, visit "the chat" at www.aahs.org/blog and to apply, visit: www.aamccareers.org



Anne Arundel Medical Center is an equal opportunity employer that values diversity and inclusiveness in the workplace including sexual orientation and gender identity. Tobacco-Free Workplace.

Anne Arundel
Medical Center



UNIVERSITY of MARYLAND
SCHOOL OF NURSING

LEADERSHIP MATTERS.

Maryland is preparing nurses
to lead change.

Leadership Development Program

The Nurse Leadership Institute prepares nurses to address the challenges of the rapidly changing health care landscape. Become a nurse ready to lead in academic or clinical settings. This yearlong, high-level leadership development and training program is a transformative experience designed specifically for Maryland nurses.

▶ TUITION AND ALL
EXPENSES COVERED

▶ EXPERT EDUCATION
AND COACHING

▶ INDIVIDUAL
MENTORING

Learn more: nursing.umaryland.edu/nli

All school requirement laws are state based and parallel the recommendations of public health officials (Johnson & Garcia, 2019). Schools should not be creating or enforcing particular standards regarding vaccinations because they are not the ones setting them. In addition, the state health officer can change school requirements through administrative rule (Johnson & Garcia, 2019). Furthermore, some parents advocate that mandated vaccines impede on their parental rights. These controversial issues should not have a poor reflection on schools, mainly because it is expected to be treated and looked at as a safe-haven. Challenging basic parental rights can create a barrier and animosity. This can be a classic conflict between individual rights and the common good or the public health.

Problems associated with school immunization laws

In efforts to decrease the rate of unvaccinated children, some states have implemented a school ban. This involves unvaccinated students not being allowed to go to school until they get vaccinated. School immunization laws have been found to be ineffective in improving vaccination rates. A common problem regarding its ineffectiveness was due to the lack of formal guidance from public health officials as well as higher education commissions (Castel, 2007). Lack of a thorough documentation process and a lack of oversight to ensure proper record keeping result. Collaboration between state and local public health agencies is essential to ensure the success of mandatory vaccination laws (Gilmartin, 2015). A lack of compliance by the schools in regards to documentation and following through with legal requirements is a related issue. If school immunization laws and bans continue to trend upward, a standard method for implementing and monitoring compliance with the law is needed to achieve and track better immunization rates to improve public health.

Improving Compliance

According to Wallace et al., (2014) we have seen that penalties and repercussions are not a successful method for improving compliance. Instead of scare tactics and unenforceable penalties for non-compliance, history and research tell us that positive interactions with healthcare professionals and meaningful incentives increase vaccine compliance. Building rapport with patients is the first step in providing quality, individualized patient care. Positive rapport creates an environment that allows every patient interaction to become an opportunity for education and assessment of vaccine hesitancy. This also means that we, as healthcare professionals, need to be educated about vaccines and be skilled in the dissemination of that knowledge in order to foster trust. Research shows that individuals who trust their healthcare providers and receive a thorough education regarding vaccines are more willing to accept vaccinations (Baumgaertner et al., 2018).

Nurses' Role

Nurses provide a majority of the direct care that patients need; they are highly trusted and have the ability and obligation to educate and advocate. Vaccine education and advocacy are expected responsibilities and aspects of the nurse's role. As stated in the Code of Ethics for Nurses (ANA, 2015, p. 19), RNs have an ethical responsibility to "model the same health maintenance and health promotion measures that they teach and research..." which includes immunization against vaccine-preventable diseases (Porter, 2013). Nurses have the ability for more one-on-one conversations and typically have more patient interaction time, they have the ability to improve compliance rate through more education. Nurses should also seek guidance from position statements of major nursing organizations such as the American Nurses Association.

References

ANA supports exemptions from immunization only for Medical contraindications. June 21, 2015. <https://www.nursingworld.org/practice-policy/nursing-excellence/official-position-statements/id/immunizations/>

ANA believes that to protect the health of the public, all individuals should be immunized against vaccine-preventable diseases. June 22, 2019 <https://www.nursingworld.org/news/news-releases/2019-news-releases/american-nurses-association-takes-action-on-critical-public-health-issues/>

Baumgaertner, B., Carlisle, J. E., & Justwan, F. (2018). The influence of political ideology and trust on willingness to vaccinate. *Plos One*, 13(1). doi: 10.1371/journal.pone.0191728

Castel, A., Reed, G., Davenport, M., & Harrison, L. (2007). College and University Compliance with a Required Meningococcal Vaccination Law. Retrieved October 6, 2019, from https://eds-a.ebscohost.com.proxy-in.researchport.umd.edu/eds/detail/detail?vid=1&sid=68_5d8afb-b156-4a5d-827e-fcb170b8e93a@sessionmgr4006&bdata=JnNpdGU9ZWRzLWxpdm_Umc2NvcGU9c2l0ZQ==#AN=27264991&db=a9h.

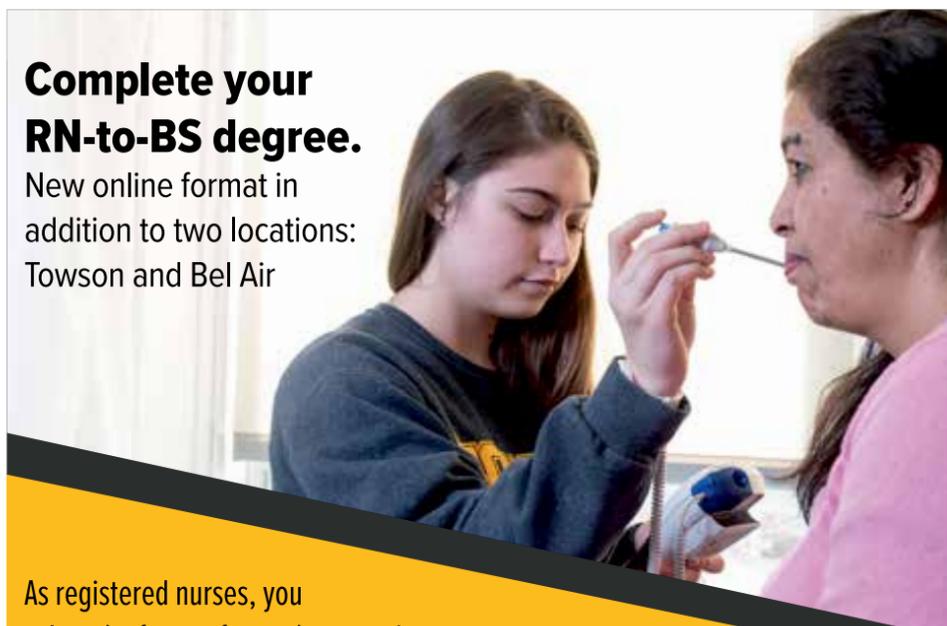
Enhancing the Work of the Department of Health and Human Services National Vaccine Program in Global Immunization: Recommendations of the National Vaccine Advisory Committee. (2014). *Public Health Reports*, 129(5_suppl3), 12–85. doi: 10.1177/00333549141295s305

Gilmartin, H., & Larson, R. (2015). Improving School Immunization Rates May Be As Basic As Record Reconciliation and Policy Enforcement: A Report From a Rural Colorado Public Health/School District Initiative. Retrieved October 30, 2019, from <https://loyola-illiad-oclc-org.proxy-in.researchport.umd.edu/illiad/illiad.dll?Action=10&Form=75&Value=204356>.

Johnson, T., & Garcia, A. (2019, May 22). Immunizations Policy Issues Overview. Retrieved from <http://www.ncsl.org/research/health/immunizations-policy-issues-overview.aspx>.

Maryland Department of Health Immunization Registry. (n.d.). Retrieved December 11, 2019, from <https://phpa.health.maryland.gov/OIDEOR/IMMUN/Pages/immunet.aspx>.

Improving Vaccination Compliance continued on page 19



Complete your RN-to-BS degree.
New online format in addition to two locations: Towson and Bel Air

As registered nurses, you select the format for each course in your plan of study—online or face-to-face. This flexible opportunity allows you to take courses that meet your professional and personal needs.

410-704-4170
nursing@towson.edu | towson.edu/nursing




The research-focused doctoral program in Nursing Practice
Pathways to Excellence

- Develop the Science
- Master in-depth knowledge in substantive areas
- Steward the Discipline
- Integrate components of scholarship, research, teaching, mentoring, and service in the profession
- Educate the Next Generation
- Provide individual and research mentorship to students
- Contribute to the advancement of future nursing through discovery, innovation, and integration

EARN YOUR DOCTOR OF NURSING PRACTICE AT THE LIBERTY UNIVERSITY SCHOOL of NURSING



The Doctor of Nursing Practice program at Liberty University is accredited by the Commission on Collegiate Nursing Education. CCNEAccreditation.org

LEARN MORE AT Liberty.edu/Nursing

Lead Nursing Forward.org Website Addressing the Maryland Nursing Faculty Shortage



Abigail Johnson, BA
Kaynabess, EdD, RN, CMSRN
Lisa Seldomridge, PhD, RN, CNE

Introduction

Currently, in the state of Maryland as well as at the national level, there is a pressing need for more nursing faculty to help address the shortage of registered nurses. The United States Bureau of Labor Statistics (2017) projects “employment of registered nurses to grow 15 percent from 2016 to 2026, much faster than the average for all occupations” (para. 5). At the same time, there is a growing shortage of nursing faculty that is predicted to persist throughout the next decade. This shortage is attributed to the aging and impending retirement of a significant portion of the current faculty workforce, lack of qualified applicants for open faculty positions, and non-competitive salaries (Fang & Kesten, 2017; National League for Nursing, 2018). Despite the urgent need for more nurses, “U.S. nursing schools turned away 75,000 qualified applicants from baccalaureate and graduate nursing programs in 2018 due to insufficient number of faculty, clinical sites, classroom space, and clinical preceptors, as well as budget constraints” (AACN, 2019, p. 2). Salisbury University School of Nursing, in collaboration with the University of Maryland School of Nursing, has embarked on a 5-year Maryland Higher Education Commission Nurse Support II funded project creating a website for those interested in becoming nursing faculty (Johnson, Jarosinski, & Seldomridge, 2018). This website, LeadNursingForward.org, is now live and available for all those interested in career advancement in nursing.

LeadNursingForward.org aims to:

- Increase awareness of the ongoing nurse faculty shortage;
- Provide strategies and tips on how to become a nurse educator;
- Serve as a resource for accurate information about advancing your education;

- Rebrand and promote the image of the nurse educator career; and
- Connect job seekers with open nursing and nursing education positions in Maryland.

Through this website you can learn more about the nurse faculty shortage and be part of the solution. Any nurse interested in advanced education with an ultimate goal of becoming an educator can find information on valuable resources such as grants, scholarships, and tuition reimbursement to help defray the cost of further education. Additionally, nurses will be able to view the colleges in their geographic area and the educational programs they offer.

The site also features an interactive “Explore Your Own Adventure” Career and Educational Pathways section to learn about different educator positions. This site also features maps displaying the locations and linking to the websites of Maryland nursing programs, hospitals, and healthcare organizations.

Newest Features of LeadNursingForward.org

In September of 2019, LeadNursingForward.org launched its searchable **Career Portal**, a free resource to connect users to nursing or nurse educator job openings as well as events. The portal provides opportunities for job seekers to connect with employers, such as colleges, hospitals, and other healthcare organizations throughout Maryland. Job seekers can search the Career Portal by position title, full or part-time, geographic location, and educational requirements among other filters. In 2020, new features will be added allowing employers to search for candidates to fill vacant educator and preceptor positions with access to a broad spectrum of Maryland nurses and educators. All users are invited to create a secure profile to help them connect with the resources they desire.

Interviews are being filmed across Maryland to showcase real-life stories and pathways of a wide diversity of nurse educators from Maryland universities, community colleges, hospitals, and healthcare organizations. The first two videos are available on the site now with more to come.

LeadNursingForward.org is now live!

If you or your organization would be interested in a demonstration of LeadNursingForward.org and its features, we would be happy to arrange a visit.

Sign up on the Career Portal today and join our mailing list to receive notifications about upcoming features. You can follow us @LeadNursingFwd on Facebook and Twitter or @LeadNursingForward on Instagram and LinkedIn. We want to hear from you! Let us know what you think at leadnursingforward@gmail.com. Be a part of the Lead Nursing Forward community and help us address the Maryland nurse educator shortage.

References

American Association of Colleges of Nursing (2019, April 1). Fact sheet: Nursing shortage. Retrieved from: <https://www.aacnnursing.org/News-Information/Fact-Sheets/Nursing-Shortage>

Fang, D. & Kesten, (2017). Retirements and succession of nursing faculty in 2016-2017. *Nursing Outlook*, 65, 633-42.

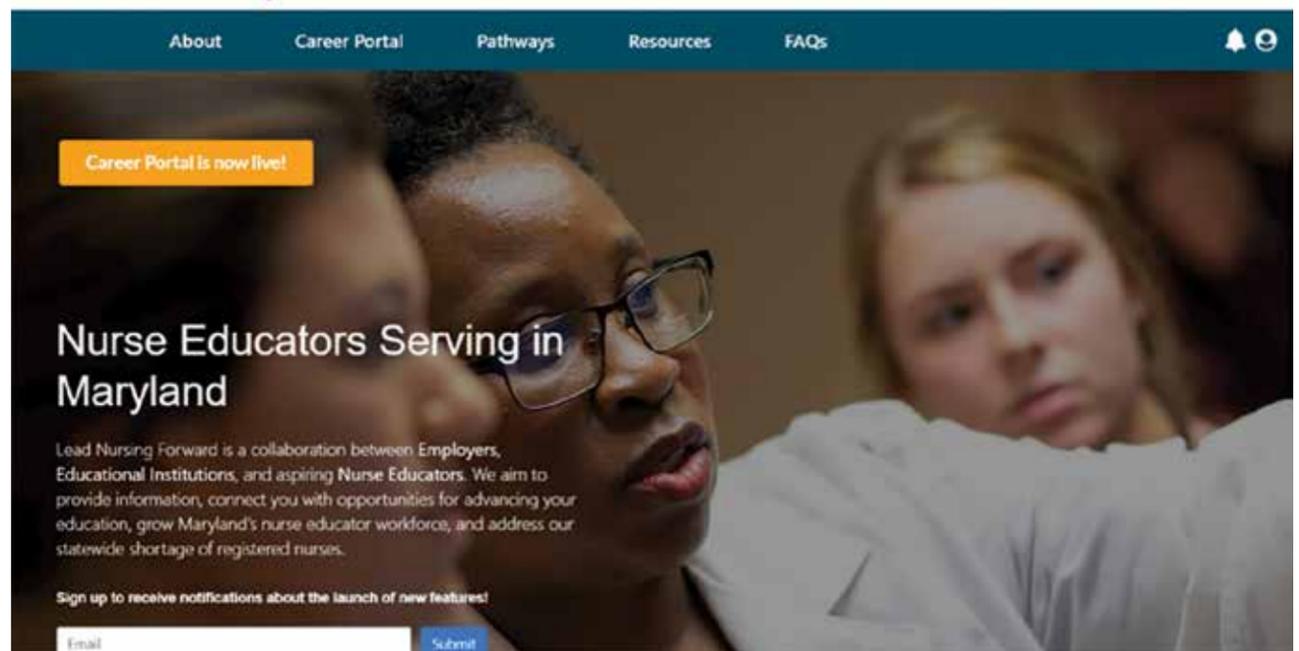
Johnson, A., Jarosinski, J., & L. Seldomridge. (2018). Lead nursing forward: Addressing the Maryland nursing faculty shortage. *The Maryland Nurse News and Journal*, 20(1), 1-20.

National League for Nursing (2018). NLN faculty census survey of schools of nursing academic year 2016-2017: Executive summary. *Nursing Education Perspectives*, 38(4), 266-267. doi: 10.1097/01.NEP.000000000373

The United States Bureau of Labor Statistics. (2017). Occupational outlook handbook. Retrieved from: <https://www.bls.gov/ooh/healthcare/registered-nurses.htm>



Educating Nurses for Maryland's Future



The LeadNursingForward.org Homepage



Come Join Our Team!

Maryland Masonic Homes (MMH), a 5 Star continuing care retirement community located in northern Baltimore County. MMH provides quality care in independent, assisted living, healthcare, and rehab care.

MMH has exciting opportunities for RNs and LPNs!

To view job openings and to apply online, go to: www.mdmasonichomes.com

300 International Circle | Cockeysville MD 21030

UM CHARLES REGIONAL MEDICAL CENTER
 La Plata, Maryland

We have Opportunities for Registered Nurses & Nursing Leadership
Family-Oriented. Community Minded.
 Start your next chapter with UM Charles Regional.

UM Charles Regional offers competitive salaries, paid time off, paid holidays, tuition reimbursement, medical/dental/vision insurance, pension plan, free parking, and much more.

Visit us online to apply.

www.CharlesRegionalCareers.org

EDE/AA including Veterans & Disabled

Ashley
 Everything for Recovery

PRN Registered Nurses
Have de Grace, MD
PRN Licensed Practical Nurses
Elkton, MD and Bel Air, MD

Addictions treatment experience is required.
 PRN may lead to FT position.
 Visit www.ashleytreatment.org for details on how to apply.
 Call 443-760-3451.

Healthy Nurse, Healthy Nation, Healthy Maryland: Your Health Matters

Service to Others is Self Care

Shannon White, Student Nursing Department, Montgomery College

“Volunteers do not necessarily have the time; they just have the heart.”

On October 27th, 2019, twelve Montgomery College Nursing students and two faculty attended the Marine Corps Marathon (MCM). The MCM is an annual event where runners can select a 10k, marathon (26.2 miles), or an ultramarathon (50k) that spans Arlington, VA and Washington, D.C. The Montgomery College Nursing Program had the privilege to attend this national event and provide Nursing care for athletes in the medical tents.

The day started at 0530, when we met in the parking lot in the pouring rain, and it continued to rain all day! We met our other tent members, separated into groups, and traveled to our assigned medical tent. We unpacked the truck, set up the supplies, and reviewed medical algorithms to facilitate patient care when runners started to arrive. My group was in Aid Station 9 (mile 22), the second to last tent from the finish line. We began cheering on the 10k runners who had simple needs including needing ice on joints, hydration, and a bathroom break. As more time passed, we watched the marching band play and continued to cheer on the runners. Around 10:00 we began to see runners from the marathon and 50K groups. That's when the major medical issues were seen.

Hyperthermia was the main concern during this race with some temperatures ranging up to 108.5 rectal! For these heat emergencies, we worked alongside doctors and RNs taking vitals signs, bathing the patient ice, initiating IVs, and monitoring temperature closely. The goal of this care was to stabilize the patient in order to transfer them to the hospital. We also saw cases of dehydration, muscle cramps, syncope, respiratory issues, and chest pain. One of my classmates, Elizabeth Thompson, said “it was a great experience seeing how all of the medical specialties work together. It was interesting to see how each would handle things in a different way.”

Overall, I am so grateful for the opportunity to be able to volunteer for these amazing events and to be able to learn patient care hands on in the field. There's nothing comparable to that adrenaline rush that you get from taking care of a patient in need, and knowing that you did the best of your ability to return them to better health. I believe that having a big heart and doing great deeds is what makes this profession even more enjoyable and helps me to find my purpose in the nursing world. This is my self care. I cannot thank my professors, military men and women, and the entirety of the Marine Corps Marathon organization enough for everything they do to make sure the student nurses earn experience and proper patient care techniques. I plan on returning to help in the medical tent next year, with an RN behind my name!



LETTER TO THE EDITOR

Nurses Deserve Better

Dear Editor,

Year after year nursing is ranked America's most trusted profession. I can only believe this is largely in part to the relationships that we form with patients and their families. Our patients trust us to care for them unconditionally, keeping them safe and protecting them from harm, especially during a time of such vulnerability. At the very heart of the nursing profession, we are called to advocate for safe, quality care for our patients and their families. Sadly, the safety of nurses and other health care workers is often neglected. Although many workplaces may have programs in place to prevent workplace violence, they are not standardized. Nurses, techs, and other health care workers continue to become victims of physical, verbal, and psychological abuse from the very individuals we work so hard to protect.

The Workplace Violence Prevention for Health Care and Social Services Worker Act (H.R. 1309, S. 851) was introduced by Representative Joe Courtney (D-Conn.) and Senator Tammy Baldwin (D-Wis.) in February 2019, in an effort to protect health care workers from workplace violence. According to H.R. 1309, The Government Accountability Office reported over 730,000 cases of health care workplace assaults over the 5-span year from 2009-2013. The bill proposes a “Workplace Violence Prevention Standard” that will mandate employers in the healthcare and social service sectors to develop and implement a comprehensive workplace violence prevention plan to protect workers from workplace violence. The “standard” includes identification of different types of violence and instructs facilities to provide comprehensive in-person education and training to employees and follow up acts of violence with thorough investigation and documentation. With these standards in practice, health care workers may be more apt to identify themselves as victims of violence and report cases more quickly leading to better outcomes overall.

Those in opposition of the bill feel that prevention plans are already in place in facilities, including hospitals, and that efforts should be directed elsewhere. In June 2019, three months after H.R. 1309 was introduced, the American Hospital Association (AHA) took their position against the bill stating that federal funding for increased behavioral health care should decrease the rate of workplace violence as an effort to keep these patients out of the emergency department and other settings in acute care. Although this may prevent cases of violence, I believe that it is too small and exclusive of an effort for such a large issue. After all, not all aggressors present with a behavioral health issue. The reality remains that without specific guidelines in place for the workplace, we remain vulnerable.

As a practicing registered nurse in Maryland, I have been a victim of and witness to multiple instances of workplace violence. We are told that dealing with unhappy and difficult patients is part of the job, but the lines are often blurred between difficult and abusive. Discussing workplace safety with my colleagues, I hear a constant theme over and over, “we deserve better.” I often think about other professions and believe that the abuse, both emotional and physical, that we often endure would absolutely not be accepted. I fear that my colleagues, the nurses who truly care about and work tirelessly to protect and serve our patients will leave the profession, their calling, without support and protection. I urge Maryland nurses to write emails, letters, or make phone calls, and encourage our legislators to support us nurses and H.R. 1309. We deserve better.

Gabriella Fortunato BSN, RN, ONC

Health Matters

Taking **HIV medication** daily suppresses the virus and means you can not pass it to others.

Maintain viral load at <200 copies/ml

Do your patients need help with their medication costs?

Call the Maryland AIDS Drug Assistance Program (MADAP)

1-800-205-6308



Specialty Spotlight: Forensic Nursing

Diane Lehmann, DNP, RN, CNE, FNE-A

Forensic Nurses are specially trained and educated individuals who care for victims of violent crimes. The Bureau of Labor Statistics does not isolate nursing demands specific to forensic nursing. However, the Bureau does anticipate a 16 percent increase in the nursing job market between now and 2024, based upon baby boomers both retiring, and becoming diagnosed with illness. Maryland is among the sixteen states with the greatest anticipated nurse needs. Between the rise and fall of local and national violent and non-violent crime, and the current vacancy of nurses in practice, there is sure to be a need for forensic nurses (BLS, 2019). The demand for forensic nurses, those nurses trained to apply criminal and social sciences to victims of trauma, rape, domestic violence, interpersonal violence, elder and child abuse (International Association of Forensic Nurses, 2019; Fitchburg State University, 2019) and disaster relief, is based upon violent crime incidence (Governor's Office of Crime Control & Prevention, 2018), desire for professional opportunity, and income. This article provides the reader insightful information briefly highlighting the roles, responsibilities, and career options for the forensic nurse, answering common questions about this career focus.

Q: What exactly is a forensic nurse?

A: Using the nursing process and a multi system approach to administer forensic healthcare, collect evidence, and connect the victim to community

resources, the forensic nurse improves health and wellness for those persons.

The most recognized type of forensic nurse is the Registered Nurse who has completed 40 hours of didactic training and 40 hours of clinical training geared towards caring for, and treating, patients suffering a sexual assault (Maryland Board of Nursing, 2018). While the training forensic nurse participates in conducting evidentiary examinations for victims of sexual assault with the licensed FNE-A (Forensic Nurse Examiner-Adult), additional education beyond the classroom didactic sessions include meeting with victim advocacy groups, sexual assault recovery teams, law enforcement, the crime lab, and the State's Attorney's Office (MBON, 2018). Forensic Nurse Examiners are qualified to provide medical care and conduct evidentiary examinations on victims and perpetrators of crimes involving sexual, physical, or domestic abuse (MBON, 2018). Within hospital-based programs, such presenting victims would be recognized as enduring acute or chronic domestic or sexual abuse, rape, interpersonal violence, human or sexual trafficking, elder abuse, and or strangulation. The FNE is either licensed to care for adults (those 13 ages or older) or children, or both. The distinction of either A or P after the credential FNE, displays this licensure.

Q: What is the career outlook for forensic nurses?

A: As the rates of disaster occurrences, violent crimes, perpetrator incarcerations, and community awareness of reporting criminal offenses increase, so does the need for professionally educated nurses to

care for this population caught between nursing and the law.

In Maryland, there were 167,093 total crime incidents reported in 2017 compared to 168,538 in 2016. The crime index total decreased one percent in 2017 when compared to 2016. Violent crime increased six percent. The violent crime group consists of murder, rape, robbery, and aggravated assault. (Central Records Division, 2017 Uniform Crime Reporting, 2019, p. 5).

Q: What is the monetary compensation for forensic nurses?

A: Forensic nursing job salaries' in Maryland range from \$42,000- 74,000 with an average earning point of \$55,930.00 (Glassdoor, 2019). A job search using Indeed and Glassdoor hiring websites for Forensic Nurse Examiners (FNE) and SAFE Nurses (Sexual Assault Nurse Examiners) elicited 11 posted positions in Maryland. Institutions seeking forensic nurses do not always advertise on such job search sites, so this is not an inclusive finding for open forensic nursing positions. Four job postings were listed on the International Association of Forensic Nurses Career Center site (IAFN, 2019) as of November, 2019. Often, FNE positions are filled on a per diem or on-call basis.

Q: Do forensic nurses only care for sexual assault victims?

A: Forensic Nurses interface with victims of violent criminal activity. However, this role is not inclusive of the other positions Forensic Nurses can

Discover Tucson...
...an exceptional place to work.

Northwest Healthcare in Tucson, Arizona, is seeking experienced nurses in a variety of specialties. Learn why Tucson is an extraordinary place to live, work, and play with 350 days of sunshine, plentiful outdoor activities, delectable restaurants, breweries and wineries and much more!

Experienced nurses may qualify for healthy sign-on and relocation packages.

NORTHWEST HEALTHCARE
 Northwest Medical Center | Oro Valley Hospital

jobs.northwestmedicalcenter.com
 jobs.orovalleyhospital.com

An Equal Opportunity Employer/VEVRAA

Office of Health Care Quality
 7120 Samuel Morse Drive, Columbia

Be the catalyst that improves health care

Use your nursing expertise to positively impact the lives of all Marylanders. Join the **Maryland Department of Health's Office of Health Care Quality** as a nurse surveyor and enforce regulatory requirements in health care facilities and community-based programs

OHCQ oversees the quality of care in 42 industries, including nursing homes, hospitals, home health, hospice, dialysis, ambulatory surgery centers, assisted living, adult medical day care, residential treatment centers, and programs serving individuals with developmental disabilities

- Work-life balance • Choice of health plans with low deductibles
 - Prescription plan with low copays • Dental insurance
 - Flex spending account • State pension
- State-of-the-art office design with collaboration areas
 - Free gym access in office park

Apply at <https://jobapscloud.com/MD/>
 Learn more about OHCQ at <http://health.maryland.gov/ohcq/>



fill. The roles and positions Forensic Nurses may be prepared to fulfill, through higher education, training, and or certification include Forensic Nurse Examiner, Death Investigator, Legal Nurse Consultant, Correctional Nurse, Public Health Nurse, Forensic Mental Health Nurse, and those involved in mass disaster management and emergency or trauma services (IAFN, 2019; FSU, 2019).

Q: What does a forensic nurse do for victims of intimate crime?

A: According to The International Association of Forensic Nurses, core competencies include that advance practice forensic nurses

1. ...develop, promote, and implement protocols and systems responding to victims and perpetrators of trauma, injury, accidents, neglect, abuse, exploitation, and all forms of violence.
2. ...impact research and policy affecting human responses to violence, injury, trauma, accidents, neglect, abuse, exploitation, and all forms of victimization.
3. ...develop and supervise systems of care for complex health problems related to accidents, trauma, crime, victimization, abuse, neglect, exploitation and all forms of violence.
4. ...educate others in the concepts and practice of forensic nursing and forensic health. (2004, pp. 1-5)

In carrying out these competencies, the Forensic Nurse conducts an evidentiary examination collecting evidence from the patient via verbal interview, photography, and DNA swabbing. Additionally, the FNE-A provides HIV and STI prophylactic treatment.

In conclusion, this article has sought to answer

the most frequently asked questions about forensic nursing. The author's hope is that readers will now be educated to encourage patients' experiencing criminal victimization to seek professional nursing care, collaborating with or without the law enforcement team.

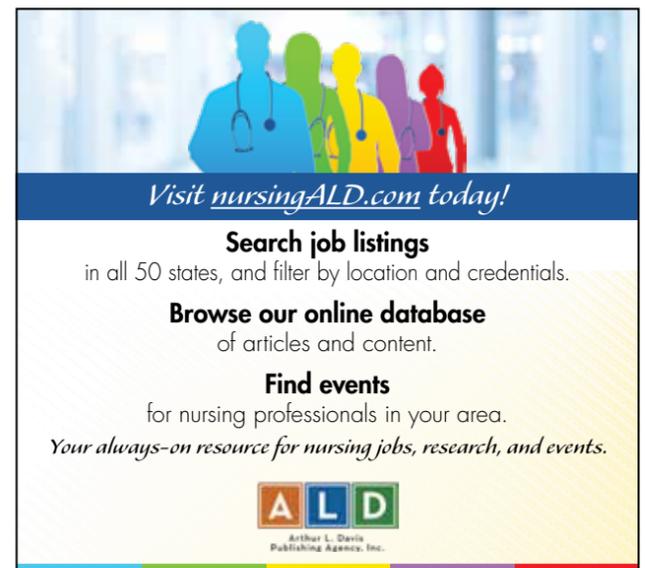
Dr. Lehmann is an Assistant Professor at Stevenson University Online and is a Certified Nurse Educator. She practices as an FNE-A in Baltimore City. Dr. Lehmann's research interests include program assessment, Complementary Alternative Medicine, and human victimization.

References

- Central Records Division, 2017 Uniform Crime Reporting. (2019). Uniform crime reporting program. Retrieved from <https://mdsp.maryland.gov/Document%20Downloads/2017%20Uniform%20Crime%20Report.pdf>
- Fitchburg State University. (2019). MS in forensic nursing online. Retrieved from <https://www.fitchburgstate.edu/academics/graduate-studies/graduate-programs/ms-forensic-nursing/>
- International Association of Forensic Nurses. (2004). Core competencies for advanced practice forensic. Retrieved from https://cdn.ymaws.com/www.forensicnurses.org/resource/resmgr/Education/APN_Core_Curriculum_Document.pdf
- International Association of Forensic Nurses. (2019). Forensic nursing education guidelines. Retrieved from <https://www.forensicnurses.org/page/EducationGuidelines>
- Maryland Board of Nursing (2018). Clinical requirements for the RN-FNE-A: Adult training program. Retrieved from https://mbon.maryland.gov/Documents/fnetp_adult.pdf
- Maryland Board of Nursing (2018). Scope and standards of practice. Retrieved from <http://www.dsd.state.md.us/comar/comarhtml/10/10.27.21.04.htm>
- United States Bureau of Labor Statistics. (2019). Occupational outlook handbook: Registered nurses. Retrieved from <https://www.bls.gov/ooh/healthcare/registered-nurses.htm>

Improving Vaccination Compliance continued from page 15

- Pierik, R. (2017). On religious and secular exemptions: A case study of childhood vaccination waivers. *SagePub*, 17(2), 220–241. doi: 10.1177/1468796817692629
- Porter, R. B. (2013). The American Nurses Association Code of Ethics. *Journal of the Dermatology Nurses' Association*, 5(1), 31–34. doi: 10.1097/jdn.0b013e31827d9eaa
- Sandstrom, A. (2019, June 28). Amid measles outbreak, New York closes religious exemption for vaccinations – but most states retain it. Retrieved from <https://www.pewresearch.org/fact-tank/2019/06/28/nearly-all-states-allow-religious-exemptions-for-vaccinations/>
- Wang, E., Clymer, J., Davis-Hayes, C., & Bittenheim, A. (2014). Nonmedical Exemptions From School Immunization Requirements: A Systematic Review. *American Journal of Public Health*, 104(11).
- Wallace, A. S., Mantel, C., Mayers, G., Mansoor, O., Gindler, J. S., & Hyde, T. B. (2014). Experiences with provider and parental attitudes and practices regarding the administration of multiple injections during infant vaccination visits: Lessons for vaccine introduction. *Vaccine*, 32(41), 5301–5310. doi: 10.1016/j.vaccine.2014.07.076 <https://www.pewresearch.org/fact-tank/2019/06/28/nearly-all-states-allow-religious-exemptions-for-vaccinations/>



Visit nursingALD.com today!

Search job listings
in all 50 states, and filter by location and credentials.

Browse our online database
of articles and content.

Find events
for nursing professionals in your area.
Your always-on resource for nursing jobs, research, and events.

ALD
Arthur L. Davis
Publishing Agency, Inc.

UNLOCK YOUR POTENTIAL IN NURSING WITH AN ONLINE RN-TO-BSN

Be ready to take the next step in your career and improve patient outcomes with the CCNE-accredited online RN-to-BSN program* at University of Maryland Global Campus (UMGC). Developed with input from industry experts, our program can help equip you to take on more responsibility and provide exceptional evidence-based care in challenging settings. Our advisors can help you explore ways to make your degree more affordable. Plus, you could earn up to 90 credits for your registered nurse license, associate's degree, and prior college coursework.



The baccalaureate degree in nursing at UMGC is accredited by the Commission on Collegiate Nursing Education, 655 K Street, NW, Suite 750, Washington, DC 20001, 202-887-6791. CCNE is a specialized accrediting agency recognized by the U.S. Department of Education.

Classes are enrolling now.

* This degree is only open to students with an associate's degree in nursing or a diploma from a registered nursing education program that is recognized by the appropriate State Board of Nursing. Students must reside and have an active unencumbered nursing license in an approved state at the time of admission and throughout completion of the program. For a list of approved states, visit umgc.edu/nursing.

Effective July 1, 2019, University of Maryland University College (UMUC) changed its name to University of Maryland Global Campus (UMGC).

MADE FOR YOU
Call 844-404-8682
or visit UMGC.EDU



**UNIVERSITY OF MARYLAND
GLOBAL CAMPUS**
Formerly UMUC

TRINITY WASHINGTON UNIVERSITY



Trinity



Start the path to earn your RN-to-BSN or RN-to-MSN!

The flexibility and support that Trinity offers made it possible for me to complete my degree while working full time and raising my family. Trinity taught me leadership skills and gave me the confidence to advance my career from clinical nurse to case manager.

- Marquise King

Trinity's Nursing Degrees are the Right Fit for You!

- Located just minutes from Maryland and Metro-accessible
- Affordable tuition and convenient class schedules
- Dedicated faculty guiding online and on-campus learning
- Accredited by the Commission on Collegiate Nursing Education
- Fully approved by the D.C. Board of Nursing

trinitydc.edu/MDNurse

THE FUTURE OF NURSING

Maryland Leading the Way

The Maryland Action Coalition invites you to register and submit an abstract for its 2020 Summit, "The Future of Nursing: Maryland Leading the Way."

Monday, May 18, 2020

8:30 a.m.-3:30 p.m.

University of Maryland School of Nursing

MDAC leads innovation in improving the health of individuals, communities, and populations through efforts that build and sustain a culture of health.

Continuing education credits for nurses will be available.

REGISTER AND SUBMIT AN ABSTRACT:

www.nursing.umaryland.edu/mdac



Registration costs for this year's summit are being subsidized by the Maryland Nursing Workforce Center, a Nurse Support Program II-funded initiative.

ADVANCED NURSING EDUCATION Salisbury University



We Offer:

- **Post-Bachelor's to D.N.P.** – 80 credits for doctorate and eligibility for Family Nurse Practitioner certification
- **Post-Master's to D.N.P.** – 68 credits for doctorate and eligibility for F.N.P. certification
- **Post-Master's to D.N.P.** – 38 credits for doctorate with leadership focus
- **M.S.N. Nurse Educator** – to teach in academic or clinical settings
- **M.S.N. Health Care Leadership** – for leadership and management positions

HIGHLIGHTS

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

Information: 410-543-6420

www.salisbury.edu/nursing-DNP

Salisbury
UNIVERSITY

Take the First Step ... Explore Your Options!