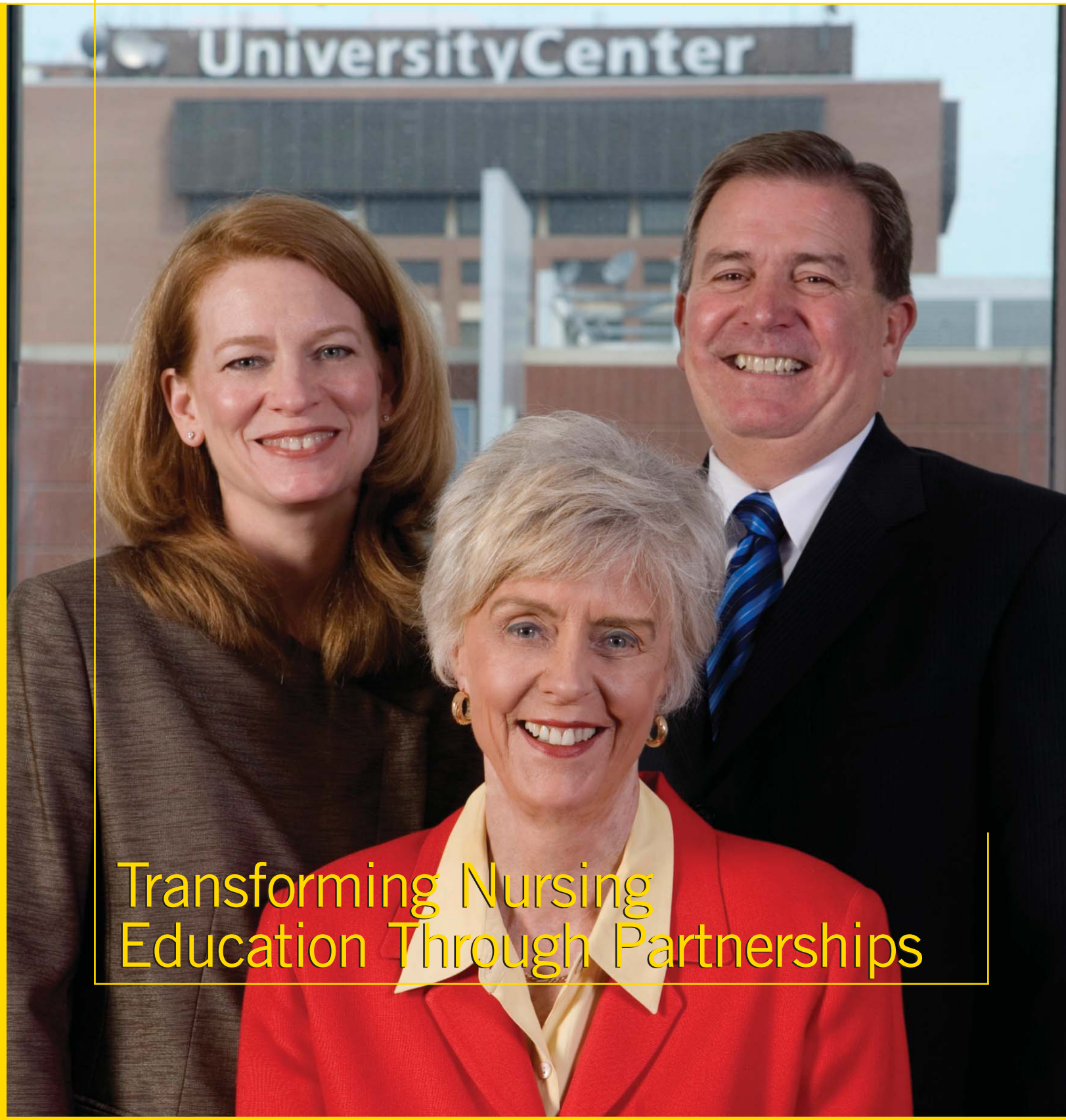


University of Maryland

# NURSING

LEADERSHIP — PARTNERSHIP — INNOVATION



Transforming Nursing  
Education Through Partnerships

# University of Maryland NURSING

*The University of Maryland School of Nursing, Office of Communications, publishes University of Maryland NURSING biannually. We welcome your comments, suggestions, and story ideas. E-mail comments to: [padams@son.umaryland.edu](mailto:padams@son.umaryland.edu).*

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## On the Cover

Jeffrey A. Rivest, president and chief executive officer, University of Maryland Medical Center; Janet D. Allan, PhD, RN, CS, FAAN, dean of the School of Nursing; and Kathryn Lothschuetz Montgomery, PhD '97, RN, associate dean for organizational partnerships, outreach, and clinical enterprise. Photography by: Joe Rubino

# From the Dean



Dean Janet D. Allan

***There are many challenges facing nursing schools today, including resource constraints; market demands for innovative educational programs; diversity of students, highlighting the need to reform teaching methods; and the changing competency demands of our increasingly complex health care system. Among these challenges, resource constraints are perhaps the most daunting. These constraints include declining state and federal***

***funding, the nurse faculty shortage, the growing gap between academic and practice salaries, the scarcity of clinical sites, and inadequate physical and learning technology infrastructures. In this era of fiscal retrenchment, nursing school leaders cannot be insular; they must actively garner external support and resources in order to implement their missions and be able to thrive and grow.***

One way to meet these challenges is through the creation of partnerships. The University of Maryland School of Nursing's 2007-2011 Strategic Plan calls upon us to "build strategic relationships with external entities in order to educate students, support faculty, and enrich the nursing profession." Edward H. O'Neil, PhD, MPA, FAAN, director of the Center for the Health Professions, University of California, San Francisco, could not agree more. He says, "To adequately address the challenges that nursing faces, education and care delivery institutions will need to develop (transformational)....partnerships." (O'Neil & Kraul, 2004) Transformational or strategic partnerships are goal-driven, outcome-focused, and growth- and change-producing. They are built upon mutual respect, a distributive balance of power, mutually beneficial strategies with agreed-upon outcomes, and a commitment to teamwork and accountability.

Over the past few years, the School of Nursing has forged multiple strategic partnerships with health care institutions and other community organizations to address some of our resource constraints and enable the continuation of excellence in developing leaders in education, research, and practice. One significant partnership is a collaborative effort with the University of Maryland Medical Center (UMMC). They are helping us fill vacancies in our faculty roster by providing master's-prepared nurses to serve as clinical instructors at our School, and we have developed several joint appointments that are mutually beneficial. In addition, UMMC helped to broker a partnership between our School, UMMC, and Cerner Corporation to supply systems software for our simulation laboratories, and data-driven teaching cases and interactive tools for faculty and students.

Another major partnership – with MedStar Health – will not only support the School's Wellmobile program, but will also help our initiatives in environmental health, clinical research, and informatics; facilitate connections between vendors to support the School's clinical simulation laboratories; and provide student clinical experiences at MedStar facilities.

These are just two examples of strategic partnerships our School has already formed. We will continue to build upon these relationships while developing new ones, as we strive to educate the nursing leaders of the future. In this issue of *University of Maryland NURSING*, you will read about more of our partners, the diversity of our partners, and how these transformational partnerships are changing nursing education.

**Janet D. Allan, PhD, RN, CS, FAAN**  
**Dean and Professor**



# Letter from the Guest Editor



*Dr. Kathryn Lothschuetz Montgomery*

***Although partnerships have been a mainstay in the business world for years, the concept of partnerships in academia is a relatively new idea. The complexity involved in establishing strategically and organizationally driven, high value relationships in academia is something that has been underappreciated until very recently. As Guest Editor for this edition of University of Maryland NURSING, and in my role as associate dean for organizational partnerships, outreach, and clinical enterprise, I would like to offer some insight into how innovative partnerships are formed and how the School of Nursing has integrated partnerships into every aspect of its mission.***

With the advent of the School of Nursing's 2003-2006 Strategic Plan, Dean Janet Allan created a new unit, "Organizational Partnerships," within the School. I am sure at that time, many people wondered how such a department would fit into the traditional health sciences university's tripartite mission of education, research, and practice. In many ways, an organizational unit committed to partnerships was an idea "before its time," but brought recognition to the fact that partnerships are a critical component of success, especially for a university that aspires to be a leader in education and research.

## **Definition and Description of Partnerships**

The definition of "partnership" that guides my work with faculty, staff, and organizations in establishing sustainable strategic relationships is: "A win-win relationship based on a mutual agreement for the exchange of money, resources, expertise, and/or

access for the purpose of collaboration to meet shared goals, in addition to meeting individual organizational goals."

The critical ingredient to successful partnerships is the recognition of the "value proposition" to each organization. It is a two-way relationship – not simply a financial one, but one that adds the complexity of reciprocity. Likewise, an organizational partnership is not unbalanced in the value that one organization seeks at the expense of the mission and goals of the other. This balanced value to each partner creates the "complexity quotient" in established strategic alliances. Working horizontally within organizations to achieve a shared vision and shared goals challenges internal colleagues and units because it adds complexity and unpredictability. Complexity increases because it involves an external organization that has its own strategic plan, mission, and goals, as well as accountability to a board of directors. As in all successful relationships, honesty and trust become critical to the partnership. Transparency and commitment assure that all appropriate stakeholders are involved, ideas and doubts can be openly shared, and the framing of the relationship is not burdened with paralyzing doubt. The result is a shared vision and true synergy where ideas and approaches are developed, unified goals are determined, and both organizations see true value in investing in the relationship.

## **The Partnership Continuum**

At the School of Nursing, partnerships exist on a continuum. The most fundamental level is a collaboration between the School and a clinical site to support student placement so clinical practice sites can be accessed. This most concrete and simple form of partnership is critical to the School's education mission. It anchors one end of the partnership continuum, while the other end of the continuum involves a partnership where there is shared intellectual property, innovation, and research. The quest for empirical evidence to support new knowledge is critical to a research intensive university. It is often achieved through a formalized partnership with an exchange of intellectual capital, expertise, and access to technologies – and even human subjects – that might otherwise be unreachable to the principal investigator. More and more grant applications actually require that established partnerships exist between the School and partner organizations. This requirement recognizes that partnerships add value and

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sustainability to a research partnership. Threaded throughout this continuum are clinical practice partnerships that give meaning to and drive the passion of our practice discipline. A wide variety of partnerships support and advance the mission of the Governor's Wellmobile program in providing primary care to underserved populations across the state of Maryland. Our faculty and clinical services are often one of the major dimensions of a larger partnership where an organization seeks to acquire the clinical expertise and provider services through our faculty practices.

### **The Partnering Process**

The process of establishing partnerships begins with an assessment of what initiative within the strategic plan requires the investment of time and effort to find a partner. There is no exacting formula or equation that can assure success without first investing in relationship building. The relationship phase simply involves getting to know the interests, goals, and needs of each organization. In the exploratory stage, much time is spent in an exchange of information and dialogue about possibilities, potential, and assets. This is a point where innovation and ideas flourish, unrestricted by daily concerns and realities. It is at this juncture where individual visions for a partnership begin to emerge as a shared vision. And, it is at this stage where shared energy in the relationship, if found, serves as the fuel for next steps and achieving internal consensus about what could be.

The exploratory phase moves into the identification of common ground, and a vision begins to take shape around a staged plan with priorities and start points. The risk in this stage is the possibility of losing sight of the goal of the relationship that embodies the original shared vision. The planning stage begins to involve more people and much clarification as the commitment to resources takes real form. This is a time when the organization's capacity for ambiguity and chaos are challenged. To be successful at this stage, a blending is required of the people who hold the vision with the people who enjoy operationalizing the idea, thus allowing the partnership to take real form. It is important to recognize that this is not a linear process, but

one that moves fluidly, requiring patience to revisit earlier stages as the partnership evolves. It is through fluidity and flexibility that a strong and sustainable partnership is established – one that provides visible strategic value to the mission of the school.

This edition of *University of Maryland NURSING* is dedicated to our School's leadership in partnering to discover shared value and success for the School, our students, and our partners. With the implementation of the new *2007-2011 Strategic Plan*, partnerships will continue to be embedded in each strategic initiative as we continue to emphasize the principles of leadership, partnership, and innovation.



**Kathryn Lothschuetz Montgomery,**  
PhD '97, RN  
Associate Dean for Organizational  
Partnerships, Outreach, and  
Clinical Enterprise

# Valuable Partnerships Pave Way for 21st Century Nursing

By Elizabeth Schuman  
Contributing Writer

*The old school definition of nursing didn't need to take into account technological changes at the speed of light, educational advances, new research findings, and the shifting dynamics in health care. No longer is becoming a nurse simply about a few years of schooling and a career spent beside the patient. Just as the typewriter evolved into the computer, and the modem morphed into global connections, so, too, has nursing education and practice evolved.*

That's no surprise to nurses, whether they are at the bedside, in the research lab, or in front of the classroom. What might be surprising, though, is the renewed emphasis on partnerships with other health entities: hospitals, health systems, the government, health technology industries, and insurers. Frankly, it goes far beyond the expected financial support. Rather, this new century approach emphasizes shared resources and the interdependence of education and practice.

"A true partnership can involve the acquisition of new knowledge, testing new interventions, and exploring uncharted territory," says **Kathryn Lothschuetz Montgomery, PhD '97, RN**, associate dean for organizational partnerships, outreach, and clinical enterprise. "It's about shared goals, whether in care, consultation, research, or teaching."

Nowhere is this being done more effectively than at the University of Maryland School of Nursing.



Mr. Jeffrey A. Rivest and Dean Janet Allan

## Thinking Ahead: How A School and a Medical Center Join Forces to Educate Nurses

One might never know just many times **Janet D. Allan, PhD, RN, CS, FAAN**, dean of the School of Nursing, and **Jeffrey A. Rivest, FACHE**, president and chief executive officer of the University of Maryland Medical Center (UMMC), have examined the future of nursing. For both, the stakes are high. From the School's perspective, finding excellent clinical placements for students and exciting positions for graduates, and tapping into the high-powered resources of a world-renowned medical center to supplement teaching is critical. From UMMC's perspective, the most visible need – but certainly not the only objective – is to attract a well-educated, committed work force. What are these two institutions doing to ensure that these ultra-complementary goals are met?

Here, both leaders answered questions about the current and future state of nursing education and practice and how the two are indelibly connected.

**Both of you are relatively new to your positions – Dean Allan arrived at the School of Nursing in 2002 and Mr. Rivest came to the Medical Center in 2005. What was the relationship between the School of Nursing and UMMC just a few years ago and how did you envision it changing?**

### Dean Allan (JA):

In the most basic sense, School of Nursing graduates have always been hired by UMMC. About half of all nurses at the Medical Center are our alumni. When I became Dean in 2002, I saw that we could take the partnership beyond the basics. We began learning more about each other, identifying projects and shared goals, and aiming to increase student placements.

### Jeffrey Rivest (JR):

When I was recruited, I was excited about the world-class school of nursing located right across the street. In the world of competitive recruitment and retention within certain economic realities, having a resource for recruiting and retaining nurses and allied health practitioners was, and is, a huge benefit. I saw this as an opportunity to create new partnerships that would enrich both institutions with long-term benefits, integrating clinical practice and education.

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### **What are some of the initiatives that define this evolving and growing partnership between your institutions?**

**JA:**

Initially, we wanted to revitalize the idea of partnerships. We began by increasing the number of student placements in the hospital, as well as identifying mutually beneficial projects and goals. Further, we are working with UMMC and MedStar's Franklin Square, for example, to increase the number of master's-prepared nurses through a \$1.3 million Maryland Higher Education Commission-funded project from the Nurse Support Program II. The goal is to retain and create partnerships that create long-term benefits that enrich all institutions and the profession. Participant nurses are enrolled online in our Health Services Leadership and Management Master of Science (MS) specialty as RN-MS or MS students.

**JR:**

Much of it begins with true involvement at the leadership level between the hospital and the School. Our focus needs to be on integrating clinical practice and education. Some of the earliest initiatives included discussions on how clinically based MS-prepared nurses could serve as faculty in the School. The relationship has evolved to include working with the School of Nursing faculty to evolve clinical excellence and stimulate more clinical research at UMMC by sharing a nurse researcher position. We've also made enormous strides in adding more School of Nursing graduates to our staff, creating a national model for nurse retention and professional career development.

### **How can the School of Nursing impact UMMC's journey toward magnet status?**

**JA:**

While nurses are better paid than they used to be, that's not what keeps them in the nursing profession. Nurses want to work in an environment that is exciting. They want to grow on the job and have a say in patient care and their work environment: that is in a magnet hospital or facility that has these "magnet" characteristics. Our School's proximity to UMMC provides the programming, education,

and opportunities nurses want and need to advance in their practice. Research shows that magnet hospitals have higher nurse retention, as well as lower rates of patient errors and mortality. (The magnet program is overseen by the American Nurses Credentialing Center, which requires adherence to rigorous standards and a substantive application process.)

**JR:**

The key is to partner with the School of Nursing in nursing research and education. Magnet certification looks at this very carefully. Having the School of Nursing located so closely ensures that we have the nurses needed to provide education for advanced practice care. These nurses allow UMMC to increase the amount of clinical research and evidence-based practice in our Medical Center.

### **As you continue to strengthen your leadership structure, how do both institutions benefit by sharing talents?**

**JA:**

One of our newest leaders is **Karen Johnson, PhD, RN, CCRN**, an assistant professor at the School of Nursing, who also serves in a half-time role as a clinical nurse researcher spearheading projects within the Medical Center. This drives outcomes-based research because staff members have a resource to help them formulate studies, such as assessment of pain in the unconscious patient. Small, quantitative research studies, such as those being performed in the hospital, are helping develop evidence-based care for the practice of nursing. Our graduates in the Doctor of Nursing Practice program focus on high-quality leadership practice in administration, trauma/critical care nursing, and informatics. Their capstone project takes place in the work environment. These approaches are advancing care in the hospital setting.

**JR:**

Our relationship with the School of Nursing creates a special benefit for nurses at UMMC because they have direct, professional involvement with national nursing experts in every field. This level of continuing education, professional development, and skill enhancement is truly valued by our nurses.

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**The new Chief Nursing Officer at UMMC is a School of Nursing graduate. How does her background mesh with the concept of partnerships?**

**JR:**

When the opportunity arose to recruit a new nurse leader, we looked to recruit an individual who brought a different model of nursing — one that would have a long-term significant impact on the Medical Center. It was clear that we needed to find a candidate who had a very good experiential mix of hospital nursing management and academic nursing. We found the right balance in **Lisa Rowen, DNSc, MS '86, RN**, who had a background from the School of Nursing and several major medical centers. Her skill sets, passions, and interests made it clear to us that she was the one to partner with Dean Allan to strengthen the relationship between the School and the Medical Center, while differentiating the institutions based on their particular emphases.

**JA:**

Dr. Rowen embraced the concept and brought unique skills and perspectives with her. In her previous position, she worked closely with academic nursing and had that expectation when she and I first met. Dr. Rowen is committed to the development of a vigorous, productive, and mutually beneficial partnership between clinical and academic nursing. I embrace her assumption of the chief nursing officer position and look forward to an exciting and rewarding partnership.

**One of the most talked about projects is the Clinical Nurse Leader (CNL) program. How are your institutions working together to support the program?**

**JA:**

The Institute of Medicine emphasizes the importance of all health professionals of the future, including nurses, in having a different skill set/practice, one comprised of a focus on quality improvement, evidence-based practice, patient-centered care, high information technology capability, and a high level of teamwork. The CNL program invites men and women with degrees in other fields into this accelerated master's program to become direct care providers with a higher level of skills and knowledge. The idea is that the School offers this program in partnership with a hospital system, and we worked with UMMC to prepare for the CNL program.

**JR:**

This is the first time there has been this type of partnership between a school of nursing and a health care system, where both prepare clinical nurse leaders. In the future, we will need nurses with advanced skills and competencies, going beyond what can be gained in a baccalaureate program. This approach further develops a talented nursing staff.



**Another avenue for sharing resources is through preceptors. What is the benefit?**

**JR:**

UMMC nurses are skilled and experienced, and serve as a strong link between the hospital and the School of Nursing by enriching students' educational experiences. While the School experiences the impact of a national faculty shortage, partnering with UMMC allows us to provide teachers who work with students for a semester. The clinical experience is a great benefit for students because they have the opportunity to experience different environments, work with highly competitive nurses, and have exposure to working at UMMC.

**JA:**

There is a shortage of nursing faculty, and having 200 MS-prepared nurse preceptors as mentors is a huge benefit for students. Preceptors are unit- or agency-based and allow students to work in a direct care setting, often choosing a specialization where they eventually become hired. It's an ideal way to move quickly into a staff nurse role.

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**How can these partnerships advance the numbers of students entering the profession and, just as important, keep professionals in nursing?**

**JR:**

Within the last three years, UMMC saw inpatient census increase 21 percent with patients who are aging and sicker. We project an increase of another 20 percent within the next few years. We currently have 1,200 nurses, but anticipate the need for as many as 1,600, whose jobs will be more demanding because of the complexity and intensity of patient care. It's essential that we supply clinical education because having well-educated nurses is crucial to the success of every health care institution.

**JA:**

We are able to tap into UMMC's superb clinical experiences for our students across the bachelor's, master's, and doctoral degree programs. We are here to educate students and ensure that they have the best experience possible and want to play an active role in enhancing patient care. Clinical research is driving patient care. We are educating the next generation of nurses and developing the science of nursing to answer questions that will help all of us become healthier.

*While much has changed in the field of nursing, one overriding principle remains the same: Both Dean Allan and Mr. Rivest agree that nurses want to make a difference. The new emphasis on strategic partnerships, such as the one between the School of Nursing and UMMC, are designed to inspire nurses to enter and stay in the profession and make that difference in nursing education and health care institutions worldwide.*



***“This drives outcomes-based research because staff members have a resource to help them formulate studies, such as assessment of pain in the unconscious patient.”***

## Lisa Rowen Assumes Nurse Leadership Helm at UMMC



*Dr. Lisa Rowen*

**Lisa Rowen, DNSc, MS '86, RN**, brings 25 years of leadership and clinical experience to her new role as the Senior Vice President of Patient Care Services and Chief Nursing Officer at the University of Maryland Medical Center. While her increasingly responsible titles and staggering list of accomplishments are noteworthy in themselves, what makes Rowen the right person for the job is more than what can be stated on a multi-page resume.

At the onset, she is a champion for partnerships and evolving relationships. Of the School of Nursing, she notes, "This is a living, breathing partnership where we can educate our students, integrate them into clinical practice, obtain grants together, and bring a diversity of talents, skills, and knowledge together."

Her goal is to advance excellence in patient care, focusing on safety, teamwork, and communication. "By focusing on teamwork and communication, we can have improved safety. If one does not feel comfortable to communicate, they will be reluctant to share safety concerns."

Looking toward the UMMC magnet application in spring 2008, she notes that excellent standards for nursing care and practice must include improved outcomes and professional development. On a similar note, she is passionate about service excellence, where individuals relate to each other with courtesy and respect and work collaboratively with one another. "People who come to a hospital expect to receive compassionate care in an excellent manner. Taking care of patients is a privilege, as they are with us at such a vulnerable time."

Creating a positive work environment bodes well for staff retention. Nurses must be engaged in their work, she believes. "Feeling engaged engenders happiness and fulfillment. To do that you need a healthy environment with comprehensive collaboration, appropriate levels of staff sharing in decision-making, and active visible leadership."

Retention encompasses creating diverse roles for experienced nurses, for example, inviting the nurse to teach others. "The nurse imparts current knowledge about clinical care and is a part of the school, expanding faculty. When a nurse has a chance to do both, it creates a more interesting job."

Rowen earned her bachelor's degree in nursing from the University of Delaware, a move she made after completing an earlier bachelor's degree in art history and realizing that she didn't want to spend a career "working with inanimate objects." She worked as a surgical nurse at Johns Hopkins Hospital and completed a master's degree in nursing administration from the University of Maryland School of Nursing. Degree in hand, she stayed at the School of Nursing, becoming a research associate and an instructor in biomedical ethics. After working as a clinical nurse at UMMC, she joined Mercy Medical Center as director of nursing, eventually becoming chief nursing officer. She returned to Hopkins, becoming director of surgical nursing for one of the nation's largest surgical care programs.

A prolific author and presenter, Rowen earned her Doctor of Nursing Science degree from the Johns Hopkins University.

Of her long-ago decision to abandon art history for nursing, she is grateful: "There are so many opportunities in our profession. I think of nursing as walking down a hallway with doors on both sides. You can choose any door and do such a variety of things."

"I am so proud to be back here, and I am proud that my master's degree from the University of Maryland School of Nursing has allowed me the opportunity to move into these ranks. This is *our* school of nursing. I feel privileged to represent nurses and advocate for them. It feels like a gift."

# Putting Education into Practice

## Good Neighbors



Taking the concept of neighborliness just a step further, the School of Nursing and UMMC have always been about more than just “borrowing that cup of sugar.”

“Our partnership with the School allows nurses in our organization to access extra depth in continuing education and continued exposure to national level nursing education in every field,” says Rivest.

The profession has evolved to include a strong focus in informatics, a field in which the School excels. “For nurses and physicians training today, having a clinical information system is equivalent to having the stethoscope, – it is essential for effective patient care,” he says.

**Problem: Who will care for us and who will teach the next generation of nurses?**  
**Solution: Nurse Support Program II — How Maryland is addressing the nurse and nurse faculty shortages.**

The School of Nursing took a leadership role, under the guidance of Dean Janet Allan, to design a program that tackled the dual problems of shortages in bedside nurses and nursing faculty. The resulting program, the Nurse Support Program II (NSP II), received a commitment of more than \$8 million annually for a period of 10 years from the Maryland Health Services Cost Review Commission (HSCRC) and managed by the Maryland Higher Education Commission. The School was the recipient of two five-year grants to develop two new initiatives: the Doctor of Nursing Practice (DNP) degree and an online leadership and management master’s program for nurses to enhance their clinical instruction skills.

For the past four years, Dean Allan has been instrumental in advocating for increased funding for nursing education to address the growing nursing and faculty shortages, taking it to the key stakeholders in state government, higher education, the Maryland Hospital Association, and other community leaders. Leading the effort and representing the School, as well as the state’s eight other bachelor’s degree programs and 15 associate’s degree programs, Allan worked with legislative assistant **Shannon McClellan, JD, MBA**, to present numerous proposals to address the shortages.

Following in the footsteps of the Nurse Support Program I in 2005, which taxed hospital profits to fund continuing education and professional education of employed nurses, the NSPII takes a different vantage point – seeking to fund tuition and living stipends to enable nurses to enter MS and DNP/PhD programs to become nurse faculty and soliciting competitive proposals in which academic and clinical entities partner to address the nursing and faculty shortage. The funding is being provided via a 0.1 percent increase to the rate structure of all hospitals imposed by the HSCRC. This program will provide funding over 10 years to address the nurse faculty shortage.

“Maryland is the only state in the nation to provide this level of funding, and we hope to serve as a national model,” says Allan. “It is clear that we cannot prepare more nurses for our state without more qualified faculty.”

The School of Nursing received funding of \$1.2 million over five years to support the new DNP program that will educate a new cadre of nurse faculty. This new degree program, the only one in this region, has had – without advertising – an incredible number of exceptional applicants. Fall 2006 saw 22 students admitted from a pool of 58 applicants and a year later, for fall 2007, 30 students are being admitted from a pool of 75. The program admits nurses with MS degrees and is 1-1/2 years in length for full-time study.

The other grant of \$1.3 million brings together the School, UMMC, and Franklin Square Hospital Center (FSHC) a MedStar Health facility — to

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provide an online master's specialty in health care leadership management and to serve as clinically based nurse educators. "It's not about recruiting the experts away from the hospital," says Allan. "We are creating more exciting positions to help retain nurses and enhance the clinical role by encouraging MS-prepared staff nurses to also serve as faculty members."



**Franklin Square  
Hospital Center**

Centered on You  
MedStar Health

The program varies. For bachelor's-prepared nurses, the program takes approximately two years of part-time study. For RN to MSN candidates, the program may take just over four years of part-time study. The program will enroll some 100 students, including about 60 from UMMC and another 40 from Franklin Square. The result will be 100 hospital-based faculty partnering with nursing programs to educate the next generation of nurses.

For **Linda Hickman, PhD, MBA, RN, FACHE**, project director of the NSP II grant, this partnership among the School of Nursing, UMMC, and FSHC is strategic.

"It's about trying to prepare nursing faculty, but not necessarily just for our school," says Hickman, who also serves as an assistant professor at the School of Nursing. "Other schools are also looking for places to educate students for clinical rotations."



*NSP II students pose with Franklin Square (FS) and School of Nursing (SON) partners. Left to right - Joan Warren, PhD, RN, director, Office Nursing Professional Practice, FS; Vicki Krohn, MSN, RN, nursing professional development coordinator, FS; Pete Travers, RN, ICU nurse manager, FS and SON student; Linda Hickman, PhD, RN, assistant professor, SON; Peyton Neilson, RN, Ambulatory Oncology Center, FS and SON student; Billy Best, MPA, director of admissions, SON; and Matt Morris, RN, patient care coordinator, ICU, FS, and SON student.*

"In some ways, the administration label for the track is a misnomer," points out **Ann Regier, MS, RN**, director of clinical practice and professional development at UMMC. "The track focus is about leadership and management. We want nurses to develop leadership skills for the frontline. While some of the coursework is administrative, electives are clinically based."

"The nurses at the front line of direct care like it at the bedside," continues Regier. "This program provides graduate-level education without leaving the bedside. That's the beauty and appeal to staff. It's not a one size fits all approach."

### Information Please: Partnering with Cerner



It's a digital world. Nursing, long reliant on pen and paper, is continuing its conversion to the digital environment. At the School of Nursing, informatics first took center stage in 1988, when it became the first nursing school in the world to design a master's curriculum in this emerging nursing specialty. Today, the School has a robust informatics program and internationally renowned simulation labs, and is recognized the world over for its pacesetter integration of technology into nursing education.

It's only natural, then, that the latest clinical information technology is about to take its place in the School's instructional programs. In cooperation with UMMC and the Cerner Corporation, the School of Nursing will implement an academic version of the same clinical information systems used in UMMC. Faculty members and students in all programs will be able to use top-of-the-line clinical software to work through simulated patient scenarios as they conduct assessments, monitor progress, resolve clinical questions, and document care and outcomes.

In an information environment that mimics the real world, Cerner's Academic Education Solution provides the tools to integrate evidence-based clinical practices and critical thinking into patient care processes — without jeopardizing patient care. Students and faculty members can use case studies, embedded in the electronic record system, to think

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*Natashia Harris, MS, RN, systems analyst, UMMC, and Darryl Roberts, MS, RN, assistant professor, perfect screen designs for student use*

through patient care problems in a variety of educational formats — lecture, seminar, simulation laboratory, or homework — anywhere an Internet connection is available.

“The advantage of incorporating this technology into our simulation labs is that we can put students into situations where they need to make challenging decisions and apply knowledge without affecting the integrity of care provided in a real situation,” says Montgomery.

“The partnership is not a donation,” emphasizes Montgomery. “Cerner provides the Internet access to their portal and supports the School of Nursing team to create new approaches to teaching.”

Here’s how it works. Instructors create case studies and provide them to Cerner, which uses the data to create patient records. Cases can include all the kinds of data that might be found in an electronic record — x-rays, family history, signs and symptoms, previous admissions, even photographs of wounds. The patient records reside in “nursing units” in a virtual hospital. Thus, the various specialty courses — gerontology, pediatrics, general surgery, and so on — can have their own “library” of cases. Students assigned to a case must search the record for relevant information. As they care for the virtual patient, they document their assessments, decisions, and actions in the electronic record. In so doing, they gain realistic experience in clinical problem solving and communication.

“What’s more, this allows students to fail in a safe environment,” says **Darryl Roberts, MS ‘02, BSN ‘00, RN**, an assistant professor who teaches nursing informatics at the School of Nursing, “It’s a great experience when students learn from their errors. This is a tool for improving safety, accuracy, and timeliness. It’s an educational resource that exemplifies nursing informatics by integrating cognitive science, information science, computer science, and nursing science.”

“Integrating technology becomes a normal way to function,” says **Judy Ozbolt, PhD, RN, FAAN, FACMI**, program director for the School of Nursing’s specialty in nursing informatics. “We use it to perform at a higher level. The system allows for retrieving patient information, reviewing references, and finding the best evidence-based practices so that students can craft the most appropriate care for an individual patient. We want the nurses of tomorrow to orchestrate information at the point of care as readily as today’s undergrads use IM and YouTube.”

“From a student perspective, this makes learning that much more dynamic,” continues Ozbolt. “Students become skilled and comfortable in using a whole array of IT hardware and software as part of patient care. At our School, we’re calling this initiative NURSE 21: Nursing Systems for Education in the 21st Century.”

Explains Roberts, “Ultimately, the idea behind Nurse 21 is that our graduates at all levels and from all programs will have the ability to use informatics to support clinical decisions and to generate and retrieve concise and useful records. They’ll learn on the systems we have here, but they’ll be able to translate their skills to any number of software systems.”

“Technology is a tool that keeps us on the cutting edge,” continues Roberts. “This is a complex partnership. Our faculty members will learn to incorporate this new technology into their unique teaching styles, while our students find new ways of learning. The payoff for them is that as the learning environment more nearly resembles the work environment, students become better equipped for practice.”

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Ultimately, health care providers such as UMMC benefit from a more educated, techno-savvy workforce. The School of Nursing benefits because it has a future-ready tool for teaching. Cerner benefits as well, tapping into the very market it needs to understand.

“From the Cerner perspective, we are reaching the next generation of health professionals and preparing them to use new technology, giving them the skills and competencies that they will translate into a provider organization,” says **Charlotte A. Weaver, PhD, RN, FHIMSS**, vice president and executive director, nursing research, Cerner Corporation.

“We are delivering value into the School and the health care organization. We have learned a great deal from the young, innovative faculty and how these tools are completely transforming how they work,” continues Weaver. “We expect the School of Nursing to raise the bar even higher.”

Montgomery is enthused about the relationship with Cerner. “This represents a confluence of relationships through our positioning,” she says. “It creates wonderful synergy. Cerner wants to connect with schools to show how to integrate technology into practice. We need to infuse nursing education with fast-moving technology.”

### **MedStar Health Drives Future of Health Care**



## **MedStar Health**

While MedStar Health encompasses a full spectrum of health care through its seven not-for-profit hospitals in the Baltimore-Washington metropolitan area, its vision extends beyond the walls of its institutions. Under the leadership of **Steven S. Cohen**, senior vice president at MedStar and chair of the School of Nursing's Board of Visitors, the system is working closely with the School to create educational opportunities for its employees and life-saving advances for the communities it serves.

“Because of rapid changes, human resources, and challenging complexities, it is essential to develop longstanding relationships and partnerships with other

institutions, rather than the one-time transaction,” says Cohen. “While we are never sure what the variables will be, we do believe in these long-term relationships.”

“By working together, we stretch the envelope to broader initiatives,” he continues. “It’s a matter of doing what we have always done, and the results are changing health care rapidly.”

Also, in its most practical sense, “Big begets big,” he says. “We want strong partners. Our collective voice has more influence in Annapolis and brings more resources. As industry forces boil up, we both have to deal with them.”

School of Nursing faculty are working closely with MedStar's Franklin Square Hospital Center (FSHC) to provide clinical expertise and professional development. Franklin Square's nursing leadership team piloted an intensive course developed by Montgomery and **Joan Warren, PhD, RN, BC**, director, office of professional practice and research at FSHC, to advance evidence-based practice and leadership development. This development program was customized for their organization to support evidence-based practice changes across their service lines by using real practice issues.

FSHC is also the site of a research study by **Jeffrey Johnson, PhD**, professor and associate director of the School's Work and Health Research Center. This research probes the measurement and relationship of the work environment for practicing nurses and the impact on patient outcomes. This multi-site study promises to provide employers with new insights into the impact of work environment factors and quality of care to patients.

Naturally, MedStar's perspective as a provider differs from that of an educator. “In a strong relationship, you understand the things you agree upon,” says Cohen. “We are interdependent. I need new nurses, and the School needs somewhere to place its graduates.” He adds that most providers like MedStar are interested in schools of health and welfare because they need to recruit nurses and other health professionals.

As the profession moves toward more highly educated nurses at the master's and doctoral levels, Cohen stresses the importance of communication.

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“Educate us on the new roles for people who have these higher-level degrees, and we can work in tandem to define the need for these skills and understand the value proposition they bring to the workplace,” he says.

Together, the organizations have prepared a letter of intent, an important concept that outlines how the two will work together as the relationship evolves, embracing joint activities in environmental health, for instance, as well as business partnerships.

“We look forward to bringing our business partnerships to the School,” says Cohen. “Our vendors may be able to donate equipment or technology and support. Meanwhile, School of Nursing students can serve clinical rotations at MedStar facilities.”

Without question, one of the most visible partnerships is the Governor’s Wellmobile program. “The benefit is that when the vans travel around the state, underserved patients receive the health care they need and do not need to use the ER,” says Cohen. “It’s a visible symbol of our partnership that also builds the relationship between the School of Nursing and the Medical Center.”



*Dean Janet Allan (center) and Dr. Rebecca Wiseman accept \$1 million check from Steven S. Cohen*

Another avenue for continued growth is home health care, he notes, where nurses will be in high demand. Both organizations are defining how this relationship will work, including providing clinical rotations for nurses. “Home health will be a growing need in the years to come and we are encouraging School of Nursing students to consider it,” he says.

### **Community Outreach on Wheels**

In truest definition, the Governor’s Wellmobile program provides primary health care to men, women, and children who do not have access to consistent health care. But, underlying the work of the program is the support of many entities, including MedStar and CareFirst BlueCross BlueShield.

“We are very much into the idea of partnerships and we connect with local health departments, hospital systems, pharmacies, labs, and charity organizations on a daily basis,” says **Rebecca Wiseman, PhD ‘93, RN**, assistant professor at the School of Nursing and director of the Wellmobile program. Traveling into Allegany, Garrett, Prince George’s, Montgomery, Somerset, Wicomico, Worcester, Dorchester, and Anne Arundel counties, the four Wellmobiles offer continuity of care, as well as an entry point into the health care system. In sum, the program accounts for 8,000 patient visits annually.

One of the newest initiatives targets the state’s Spanish-speaking population. Working with Spanish Catholic Charities in Central Maryland, the Wellmobile nurses see patients for their initial health care needs. When other services, such as lab work or specialist care are necessary, the charity finds the resources, at reduced or no cost, to provide the service.

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*Aboard the Wellmobile, Mary Dunlavy, MS, RN, CRNP, Wellmobile lead practitioner, and Dara Winfield, MPH, care coordinator, Central Maryland Wellmobile, discuss a care plan with a family*

"Patients need lab, x-ray, and other referrals for greater health care issues," says Wiseman. "We can send people to appropriate places for treatment, without any money being exchanged. Our other role during this process is to find programs for patients to gain entry into the health care system." Sometimes, those other services may include housing, food stamps, or child care — aspects that directly impact the quality of life.

Similarly, federally qualified health centers such as the Choptank Community Health System, which provides services in Carroll, Talbot, and Dorchester counties, have contracts with the Wellmobile program. The Choptank relationship is one of the most advanced partnerships, where the Wellmobile program is the agent and provides funding to offset some of the expenses for services. A continuing partnership is the outreach toward migrant farmers and crab pickers on Hooper's Island each summer.

"Workers are brought in for the season from April through October," says Wiseman. "We provide health services to these women, and some men, about once a week. Since many of the workers return annually, it's a chance to reconnect with the patients each year."

In Caroline County, the Wellmobile program partnered with the health department to bring the van to an elementary school where there was a strep throat outbreak. Using the rapid strep test, the school's population was tested. Fifty percent tested positive and received medication. Within three weeks, the number of cases dropped to zero.

In Seat Pleasant, a partnership with the University of Maryland College of Public Health is gaining momentum. "We are working with the College and the city council to partner with a federally qualified health center to serve an underserved population," says Wiseman.

Recently, the program staff queried clients: If we weren't here, where would you go for health care? Some 80 percent responded that their only option would be the emergency room. In fact, research shows that Wellmobile services have saved the state between \$1.6 and 2.1 million in avoided emergency room visits and maximized the ability of affected health care institutions to serve their patients more effectively.



That's precisely why this approach is so vital for the continued health of our communities, believes David Wolf, interim president and chief executive officer at CareFirst BlueCross BlueShield.

"CareFirst has partnered with the School of Nursing on a number of key projects that are consistent with our mission of accessibility and increased services to areas that are underserved in the primary care area. We are proud to have been the first group to participate in the Wellmobile program." CareFirst provided an initial start-up grant of \$250,000 in FY '06 and continued it with \$100,000 in FY '07.

"Access to primary care is critically important for improving the health and wellness of individuals and altering the long-term costs of care," says Wolf. "Obviously, preventive care costs less money than later stages of care."

"We believe that the nursing perspective is critically important in the delivery of health care," he says, noting that the nursing shortage is also of concern. "We are constantly looking at ways to improve access and provide consistent quality health care. The Wellmobile program is one way to do just that."

Adds Wiseman, "We could not provide this level of service to people without partners. It would be impossible to pull into a community and see people without having the services to wrap around. That's the essence of our partnerships."

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## Professional Development: A Priority for Sinai Hospital



As program director of the School of Nursing's Health Services Leadership and Management master's specialty, **Associate Professor Mary S. Tilbury, EdD, RN, CNAA**, has only praise for partner Sinai Hospital and its organization-wide emphasis on the advancement of nursing staff through professional development, inclusive of formal education.

"This is a value in the workplace, and the hospital provides generous professional development funds, as well as a rich tuition reimbursement program for nurses, making it far easier to enhance their careers and education for professional development."

From the Sinai Hospital perspective, the long-standing relationship with the School of Nursing has multiple benefits.

"In the year 2000, Sinai elevated the relationship to include support for the Clinical Scholars program," says **Diane Johnson, MBA, RN**, vice president of patient care services and chief nursing officer at Sinai. "The program invites select students to secure a job at Sinai while completing their senior practicum at the hospital. In return, the students are able to avail themselves of Sinai scholarships, worth either \$2,500 or \$5,000, and they make a work commitment to the organization."

To bridge the gap between academia and bedside nursing, Sinai and the School of Nursing now share an employee, **Terry Laidlow, MS '95, RN, CCRN**. Laidlow provides clinical leadership, coaching, and mentoring to new graduates and international nurses at Sinai Hospital, while simultaneously serving as a clinical instructor at the School of Nursing. Sinai covers the costs of the part-time faculty position.

"In this era of high turnover and nursing shortages, nurse retention is critical to our success. Terry promotes nurse retention through facilitation of the transition process for new or inexperienced nurses," says Johnson.

"Terry Laidlow is bringing a set of skills and competencies to Sinai that are difficult to find," adds Tilbury.



*Terry Laidlow (center) instructs international nurses Francisco Espiritu and Susie Amoguis in a School of Nursing learning lab*

Sinai Hospital, like many other health care institutions, contracts with international recruiting agencies to bring nurses here. While the nurses are licensed and experienced, many have not worked with the latest technological advances. Practicing nurses can sharpen technical skills by attending sessions at School of Nursing's simulation labs.

"The School's simulation labs provide a wonderful way to help nurses become familiar with the equipment," says Tilbury. "We can address any deficits in clinical experience in this area. We are fulfilling a clear obligation to nurses and providing adequate preparation for patient care because our labs lend themselves to that."

While these nurses are in the United States, they also are welcomed to pursue master's degrees in nursing, often a prized accomplishment in their native country.

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Many of these international nurses, as well as experienced nurses in Baltimore, can now take advantage of the new online Health Services Leadership and Management program. That approach underlies Sinai's role in the online master's program, she continues. The hospital provided \$200,000 in financial support for the online initiative.

"For years we had the RN to BSN program online. Thanks to the generosity of Sinai Hospital and the forward-thinking of **Patricia Gonce Morton, PhD '89, MS '79, RN, CRNP, FAAN**, associate dean for academic affairs and director of the Doctor of Nursing Practice program at the School of Nursing, we can now provide the entire range of AA to BSN to MS entirely online," says Tilbury.

"It's an exchange of resources, where the School of Nursing has the labs, the educators, and the organizational experts, while Sinai has the funding, and clinical experts," continues Tilbury. "It's a mutually beneficial exchange that recognizes the evolving needs of both organizations."

Research endeavors at the School are also exciting for Sinai. "We look for opportunities to continually improve patient care with evidence-based practice," says Johnson. "It is so helpful to have a relationship that helps to promote as well as support research. Additionally, it's easier to get funding if we partner with an academic program."

As an organizational development expert, Tilbury has been instrumental in helping Sinai achieve some of its strategic imperatives related to professional development. Adds Johnson of the partnership: "Our goal is to evolve naturally, based on mutually beneficial opportunities."

### **Nursing Students in the Community**

While books and online classes contribute much to learning, it's the hands-on experience that drives home the lessons. The capstone course in the nursing program is the advanced clinical specialty, where the students go to the site for that all-important experience. To support this experiential learning, the School of Nursing has many sites for student placements, encompassing locations in Maryland, Washington, D.C., Virginia, Pennsylvania, and West Virginia. The School has agreements with major health systems, community health agencies, and



*BSN student Stephan Davis examines a pediatrics patient*

outpatient practices such as Kaiser Permanente. "We create wonderful opportunities for students to experience all types of patient care in a variety of locations," says **Ann Mech, JD, RN**, coordinator of legal affairs at the School. "The School's many alumni create a strong network of partnership venues, especially if they become clinical preceptors for students and develop leadership positions within their institutions."

While students gain critical skills in the health care setting, they also gain a foothold in the door. "Jobs are often a result. If the student has a positive experience at a clinical site, the student may choose to work there after graduation," says Mech. "The program is a great transition into the real world."

In summary, the value of partnerships has never been clearer, especially now, as nursing and health care undergo an evolution in how and where care is provided. What matters, then, is how these related institutions plan for the future together, building upon strengths and shoring up areas needing improvement. The inevitable partnership ranges from the simplest — access to clinical sites for students, to the most complex — sharing experts and resources within a unique program. The future is wide open. The only certainty? Education and clinical practice must be interdependent as their relationship and the profession continues to evolve.

# School of Nursing Advances in National Rankings

*The School of Nursing rose three points – from 10th to seventh place – in the latest ranking of graduate schools by U.S. News & World Report. This marks the sixth consecutive time the School has been ranked among the nation's top 10 schools of nursing. In addition to the overall ranking, three of the School's master's specialty programs received top 10 status. The Family Nurse Practitioner program was ranked fifth, and both the Adult Nurse Practitioner program and the Nursing Service Administration program were ranked sixth.*

According to U.S. News, the rankings are based on two types of data: expert opinion about program quality and statistical indicators that measure the quality of a school's faculty, research, and students. The data comes from surveys of more than 1,200 programs and some 12,500 academics and professionals that were conducted in fall 2006.

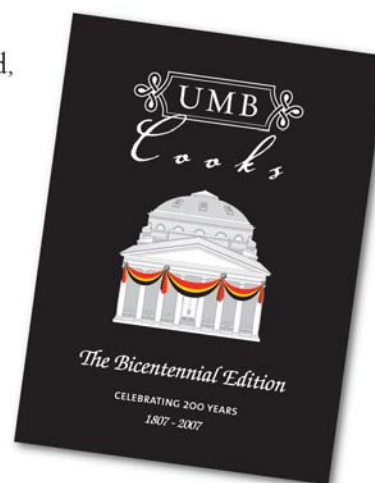
"We are elated by the progression of our ranking from 10th to seventh place among all nursing schools in the nation," said Dean Janet Allan. "This achievement is a testimonial to the outstanding commitment of our faculty, staff, and administrators, who consistently provide powerful leadership and innovative programming for nursing education."



*A large banner hung on the School's facade announces new ranking*

## UMB Cooks READY FOR PURCHASE!

In honor of our bicentennial, the University of Maryland, Baltimore has published a commemorative cookbook. *UMB Cooks*, a compilation of 500 recipes submitted by faculty, staff, students, alumni and friends—and a few surprise Marylanders—is available for purchase at the bicentennial price of \$18.07. Order yours today by calling the Office of University Events at 410-706-8035 or online at [www.oec.umaryland.edu/cookbook](http://www.oec.umaryland.edu/cookbook).





# Nurse Educators Conference

## Focuses on Best Practices

*A one-day conference focusing on best practices of nursing pedagogy, “Educating Nurses: From Innovation to Application,” was held at the School of Nursing last August. More than 400 nurse educators from across the nation explored state-of-the-science and best practices for teaching, the many gaps in the research of and practice of nursing strategies, and future directions that will take the education of nurses to the next level. Participants also selected activities they could incorporate into teaching strategies that would spur the learning of future generations of nursing students.*

**Marilyn Oermann, PhD, RN, FAAN**, a professor at Wayne State University College of Nursing, co-editor of the *Annual Review of Nursing Education*, and editor of the *Journal of Nursing Care Quality*, delivered the keynote address. In her presentation, which centered on translating research into practice, Oermann noted that newer students are not as keenly prepared for nursing education as they had been in the past.



*Dr. Carol O'Neil, Dr. Marilyn Oermann, and Dr. Louise S. Jenkins*

“The overwhelming response to this conference and the positive feedback we received indicates that there is a great need for this type of forum,” says **Louise S. Jenkins, PhD, RN**, associate professor, who co-directs the School’s Institute for Educators in Nursing and Health Professions, along with **Carol O’Neil, PhD, RN**, assistant professor and director of the RN-BSN/MS program.

## New Strategic Plan Launched



*Karen Kauffman, PhD, RN, chair of the Strategic Plan Steering Committee, and Dean Janet Allan introduce the new Strategic Plan*

*“We shape the profession of nursing and the health care environment by developing leaders in education, research, and practice.” This Mission Statement is the core of the School of Nursing’s 2007-2011 Strategic Plan, which was launched last fall. The Plan is designed to build on the foundation of the 2003-2006 Strategic Plan and hold the*

*School’s community accountable to its stated initiatives to “prepare nursing leaders to shape and influence the profession of nursing and the health care environment; advance research through integration and collaboration; establish a global health initiative in education, research, and practice; and promote an environment that embodies the School’s values of integrity, accountability, professionalism, teamwork, and respect.” While the former Plan laid the groundwork and provided a vision for how the School’s community would work together, the new Plan further advances the School by consistently analyzing its successes and challenges, and refining and defining its education, research, and practice missions.*

“The 2007-2011 Strategic Plan is highly ambitious and represents bold decisions and directions for the School,” says Dean Janet Allan. “By focusing on our mission, striving to achieve our vision, and using this new Plan to provide direction, we are certain to achieve our goals. In doing so, we will contribute to the history of nursing education and research, while elevating the profession of nursing and improving the health and wellness of countless individuals worldwide.”



# School of Nursing Named Center of Excellence in Simulation Education

*The School of Nursing has been named a Center of Excellence in Simulation Education by Laerdal Medical, an international manufacturer of medical devices such as stethoscopes and automatic defibrillators, and interactive computer and patient simulators for educating health care professionals. The School was chosen for this prestigious honor because of its pioneering efforts and leadership, education, and research initiatives in simulation learning. The award was presented by Tore Laerdal, global president of Laerdal Medical, at the National League of Nursing's (NLN) Technology and Simulation Conference, held at the School of Nursing last fall.*

"The University of Maryland School of Nursing was presented with this award because of its innovative leadership and its mission to offer educational programs that address urgent health care needs both on a national and international level," says Rosie Patterson, South Central Regional Director, Laerdal Medical. "The School has a unique simulation center where students can learn in a non-threatening environment and graduate better-prepared to practice in the real world."

The School has collaborated with Laerdal since the 1980's to develop learning strategies and health care simulation, and was one of eight schools chosen by the NLN in 2003 to conduct a research project for documenting the importance of simulation learning. Today, the School boasts 24 clinical simulation laboratories at its Baltimore location and four at its Shady Grove location — more than any other school of nursing in the nation — that utilize simulation as an integrated teaching strategy throughout the curriculum. In addition, the School is home to SimMan, Vital Sims Toddler and Baby, SimDog, computerized virtual I.V. simulation, micro-simulation, and other technologies manufactured by Laerdal, which allow nurses and other health care professionals to practice their skills on "simulated patients."



*Dean Janet Allan, Dr. Barbara Covington, Dr. Debra Spunt, and Ms. Rosie Patterson*

"The School of Nursing is honored to have this continuing partnership with Laerdal, a corporation that cares about health care education, research, and the community," said the late **Debra Spunt, DNP, MS '83, RN, FAAN**, who served as director of the School's simulation labs until her death in March 2007. "As a Laerdal Center of Excellence, we have the opportunity to share in the company's mission, while educating nurses and other health care workers."

As part of the partnership, Spunt, an expert in the design and educational applications of simulation laboratories, worked with Laerdal to help facilitate the "Create a Lab Program" that assists schools of nursing in integrating simulation into the curriculum. Beyond this partnership, Spunt consulted with nursing schools, both nationally and internationally, on the development of realistic learning environments that bring simulation alive and help provide active, hands-on learning for nursing students and health care providers.

"Our school of nursing emphasizes the principles of leadership, partnership, and innovation," says Dean Janet Allan. "This honor highlights our success in addressing each of these principles through our partnership with Laerdal, our ground-breaking efforts in integrating simulation learning into the nursing curriculum, and our research for developing the evidence base for simulation education."

# Master's Graduates

## Make State History



*Nurse Anesthesia inaugural class celebrates their accomplishments*

***The state of Maryland's first cohorts of nurse anesthetists and clinical nurse leaders celebrated the completion of their Master of Science programs during ceremonies held at the School of Nursing last December.***

Seventeen men and women completed the nurse anesthesia program, the only one of its kind in the state of Maryland, which was initiated in 2004 to address a statewide shortage of nurse anesthetists. According to a survey conducted by the Maryland Hospital Association in 2003, there was a 16.6 percent job vacancy rate for nurse anesthetists of the 42 job categories surveyed. That number is expected to grow as the need for comprehensive health care increases along with the state's over-65 population. Notably, 15 of the 17 new graduates accepted positions as Certified Registered Nurse Anesthetists (CRNAs) in the Baltimore area.

"We are extremely proud of our nurse anesthesia graduates, who completed this rigorous 28-month, full-time program that included an 18-month full-time clinical rotation," says Assistant Professor **Lou Heindel, DNP, CRNA**, director of the School's nurse anesthesia program. Heindel notes that the program was created through a collaborative effort between the University of Maryland Medical Center, The Johns Hopkins Hospital, MedStar Health, and Kernan Hospital.

Also completing their master's program were 57 Clinical Nurse Leader (CNL) students. The CNL program, launched in fall 2005, is also the only one of its kind in Maryland. The program allows people with a bachelor's degree in a non-nursing discipline to receive an MS degree. CNL coursework and clinical experiences provide students with the opportunity to gain knowledge required for both the Bachelor of Science in Nursing (BSN) competencies and the competencies required for the CNL credential at the master's level. CNL graduates are eligible to sit for the RN licensure examination, as well as the newly-created CNL certification examination currently being piloted by the American Association of Colleges of Nursing. Many of the CNL graduates have accepted positions at hospitals and other health care agencies in the Baltimore metropolitan area.

"We are thrilled with the success of our first CNL graduating class," says **Gail Schoen Lemaire, PhD, APRN, BC**, assistant professor, who co-directs the program with Assistant Professor **Joan Davenport, PhD '00, RN**. "This group of students was truly exceptional and enthusiastic."



*First Clinical Nurse Leader graduates enjoy their celebration*

# Three Granted Emeritus Status

*Emeritus status was conferred upon two former School of Nursing faculty members and one former dean during the School's December 2006 Faculty-Staff Assembly.*



*Dr. Frieda Holt, Dr. Ada Jacox, Dean Janet Allan, and Dr. Barbara R. Heller*

**Frieda Holt, EdD, RN**, was a member of the faculty from 1974 to 1992, holding positions of associate professor, associate dean for graduate studies, dean's deputy, professor, acting dean, and executive associate dean. During her tenure, the PhD program was developed and implemented, the number of master's specialties increased significantly, enrollment in graduate education rose considerably, and outreach sites were established.

A member of the faculty from 1980 to 1990, **Ada Jacox, PhD, RN, FAAN**, directed the Center of Nursing and Health Services Research and the Center for Health Policy Research. Dr. Jacox was responsible for creating a culture for research and helping faculty obtain external funding.

**Barbara R. Heller, EdD, RN, FAAN**, served on the faculty from 1981 until 2006. She served as Dean of the School from 1990 to 2002, and earlier, as professor and chair in the Department of Education, Administration, Informatics, and Health Policy. Dr. Heller's vision was significant in the development of the School's regional, national, and international reputation. During her tenure as Dean, the new School of Nursing was opened, many

collaborative educational programs were initiated, bench research was incorporated into the School, and accessible health care for the state's most vulnerable populations was enhanced.

"We are honored to count these outstanding scholars among our esteemed emeritus faculty," says Dean Janet Allan. "Each of these individuals has made a major impact on our School of Nursing and the nursing profession."

The new honorees join Professor Emeritus **Mary V. Neal, PhD, RN, FAAN**, who was awarded emeritus status in 1983; and Dean and Professor Emeritus **Nan B. Hechenberger, PhD, RN**; Professor Emeritus **Ann Ottney Cain, PhD, RN, CS-P, FAAN**, Professor Emeritus **Lisa Robinson, PhD, MS '65, APRN, FAAN**; and Professor Emeritus **Betty Shubkagel, PhD, RN, BSN '54**, who were granted emeritus status in 2005.



# Convocation 2007

*The School of Nursing graduated the largest class of nursing students in the state of Maryland at ceremonies held May 18 at the Baltimore Convention Center. Degrees were awarded to more than 500 nursing candidates, including eight PhD degrees, emphasizing the significant role that research plays in the profession of nursing. These graduates represent all candidates from the 2007 academic year and include nearly 400 new nurses, most of whom will be providing direct patient care in regional health systems.*

The event began with the singing of the National Anthem, led by Master of Science graduate Ronnie Ursin.

Dean Janet Allan welcomed everyone and extended remarks to the graduates.

*"Very few professions allow you to have such a significant impact on people's lives and those of their families," she stated. "I applaud your dedication, and encourage you to reach for your goals and to remain active in your profession."*

A true friend and supporter of nursing for many years, guest speaker, U.S. Senator Barbara A. Mikulski, roused the crowd with her comment, "If you want it done right, get a nurse to do it. If you want the best, get a University of Maryland nurse!"

The Convocation address was presented by Lisa Rowen, DNSc, MS '86, RN, senior vice president for patient care services and chief nursing officer at the University of Maryland Medical Center.

She told graduates that the most important guiding principle in her life was to "establish strong and positive connections, bonds, and relationships that seek to enlarge, rather than diminish other people."

*"You are all the same in that you have worked diligently, persevered, completed your programs, and will end your day with a diploma in hand," Rowen said. "But you are all different because each of you will walk away from here with something that no one else has, and that is your own individual ability to influence the world around you through your relationships. I would like to ask you to consider how you will influence this world. How will you care for and tend to your relationships with others? How will you positively enlarge and impact others? Because, in these questions, you will find answers to constantly evolve yourself as a nursing leader."*



Dr. Jane Kapustin and Dr. Carolyn Yocom

PhD grad Allison Del Bene Davis receives hugs from her sons

BSN grad Stephan Davis shares a proud moment with his mother





*Dr. Lisa Rowen, Sen. Barbara Mikulski,  
and Dean Janet Allan*

*Husband and wife master's grads Emile  
and Evelyn Ntiege*

*Assistant Professor Conrad Gordon  
congratulates a new grad*

*Happy doctoral graduates*

# School of Nursing Observes Black History Month



*Abu Koroma and James Lewis, representing the Minority Student Nurses Association, greet Dr. Sweet Jemmott*

*The School of Nursing celebrated Black History Month with a moving lecture, “Translating HIV Prevention Into Practice: Building Partnerships with the Urban Community,” presented by **Loretta Sweet Jemmott, PhD, RN, FAAN**, van Amerigen Professor in Psychiatric Mental Health Nursing at the University of Pennsylvania School of Nursing and Director of the Center for Health Disparities Research.*

Sweet Jemmott engaged the audience in an informative, thought-provoking talk that highlighted her many years of research on designing and testing theory-based, culturally sensitive, and developmentally appropriate strategies to reduce HIV risk-associated with sexual behaviors among African-Americans, Latinos, and South African youth. At the close of her talk, Sweet Jemmott reminded the audience that “our mission today is to keep Dr. Martin Luther King, Jr.’s dream alive....from civil rights to human rights.”

During the University of Maryland, Baltimore’s (UMB) commemoration of Dr. Martin Luther King, Jr.’s birthday and Black History Month, **Doris Scott, PhD, RN**, an assistant professor at the

School of Nursing, received the UMB Outstanding Faculty/Staff Award for her work in providing mental health services to hundreds of high-risk children at the William Pinderhughes Elementary School in Baltimore.



*Dean Janet Allan, Dr. Doris Scott, and UMB President Dr. David Ramsay*



# Conference Highlights Maternal and Child Health Leadership

*More than 150 public health nurses, maternal-child health nurses, agency administrators, public health planners, and nurse educators attended a conference, “Institute for Maternal and Child Health Leadership: Traction for Change,” held at the School of Nursing in March. The purpose of the conference, which was supported by a grant from the Health Resources and Services Administration of the U.S. Department of Health and Human Services, was to promote maternal-child health nursing leadership and education competencies in the public health arena and encourage inter/intra-agency networking and collaboration.*

**Ruth Lubic, EdD, RN, CNM**, founder and president emeritus, D.C. Developing Families Center, Washington, D.C., delivered the keynote address, “Demonstration Projects as Vehicles for Change. Dr. Lubic’s philosophy is that birth centers give women more power over their own bodies, ultimately giving them more power over their own lives.

“When you give birth, you feel that you have given life,” she says. “And if you give life, then you can do anything.”

**Joyce Katherine Edmonds, MPH, RN**, doctoral fellow, Center for Research on Maternal and Newborn Survival, Emory University School of Nursing, presented the endnote address, “Networks, Nurses, and Need.”

“Public health nurses apply accumulated public health knowledge to improve the health status of women and children and promote a stronger social fabric — a safety net to support one another across the lifespan in health and illness, and all places in between,” says Edmonds.

“The objective of this conference was to enhance leadership competencies in maternal-child health, advance health teaching skills that focus on working with mothers and children in community settings, foster collaboration for communication and multi-disciplinary service coordination, and share maternal and child health resources for use within the context of everyday practice realities,” says **Carol Snapp, DNSc, CNM, RN**, an assistant professor at the School of Nursing, who co-chaired the conference with **Marjorie Buchanan, MS, RN**, a clinical instructor at the School. “We hope this is the beginning of on-going dialog between the School of Nursing and state and local health departments on issues relating to maternal and child health.”



*Dr. Carol Snapp, Ms. Joyce Edmonds, Dr. Ruth Lubic, and Ms. Marjorie Buchanan*

# Cain Lecture Addresses Role

## of Mental Health in Caring for Traumatized Populations

*More and more civilian populations are direct targets of atrocities, ethnic cleansing, and outright genocide, and most “humanitarian crises” today are steeped not just in human tragedy, but also in human politics. As the concept of mental health has become increasingly important in these complex emergencies, it has also become increasingly controversial. Who are the appropriate people to conduct assessments and to provide interventions? What interventions are most effective with diverse and multi-cultural populations? How can their effectiveness be measured?*



Dean Janet Allan, Dr. Ann Cain, and Ms. Carol Etherington

**Carol Etherington, MS, RN, FAAN**, assistant professor, Vanderbilt University School of Nursing, and guest speaker for the 13th Annual Ann Ottney Cain Lecture in Psychiatric Nursing, addressed these issues in her presentation, “The Evolving Role of Mental Health in Caring for Traumatized Populations: Risks, Realities, and Responsibilities.” The lecture, held at the School of Nursing in March, included a commentary on the historical evolution of humanitarian aid, with emphasis on the current changing climate in which relief workers conduct their work and the impact on the mental health of the workers and the populations they serve.

Etherington said to “look to the solution, not the problem” when dealing with traumatized populations.

Etherington, who is past president of the Board of Directors for Doctors Without Borders/Médecins Sans Frontières (MSF) and a volunteer nurse for the organization, joined MSF in 1996. Her focus is psychosocial care in war-torn and natural disaster situations. Etherington has conducted assessment missions and devised training programs for MSF projects in Bosnia, Poland, Angola, Sierra Leone, Tajikistan, Kosovo, and Honduras. Her first international mission was in 1980 with the International Committee of the Red Cross, providing medical care to Cambodian refugees in camps on the Thai-Cambodia border. She has worked in acute care and disaster situations for more than 20 years in the United States and overseas. In 1975, Etherington initiated one of the first police-based counseling programs in the nation for victims of crimes.

The Cain Lecture was established by faculty, students, alumni, and friends to honor **Ann Ottney Cain, PhD, RN, FAAN**, professor emeritus, upon her retirement from the School of Nursing in 1994. Their contributions allowed the School of Nursing to create an endowment to support this lecture, which is held in the spring of each year.



# Evidence-Based Practice Conference

## Explores How to Develop and Advance Competencies

*Hundreds of nurses from across the nation attended the fourth annual conference on evidence-based practice, "Your Practice Based on Evidence: Impacting Patient Care and Outcomes," held at the School of Nursing in April. The conference explored how nurses can develop and advance competencies for evidence-based practice, and how nursing practice based on evidence can affect quality of care and resulting outcomes for patients.*



*Dr. Kathleen Stevens, Dr. Kathryn Montgomery, Dr. Carolyn Clancy, and Dean Janet Allan*

Pre-conferences focused on teaching evidence-based practice to nursing students and clinicians, creating a climate of evidence-based practice in an organization, and taking the mystery out of evidence-based practice. A pre-conference workshop offered tips for getting abstracts accepted in the peer review process and ideas for creating impressive presentations.

"Each year, this conference brings together the nation's experts in evidence-based nursing who present not only theoretical underpinnings and recent translational research, but usable recommendations and case studies," says **Kathryn Lothschuetz Montgomery, PhD '97, RN**, associate dean for organizational partnerships, outreach, and clinical enterprise and a co-chair of the conference. "The School of Nursing and the Veterans Affairs Maryland Health Care System are committed to offering programs that are scholarly, informative, and useful for practicing nurses, nurse researchers, and nurse educators."

The keynote address, "Evidence-Based Practice, Quality and Outcomes: Can We See Clearly Now?," was delivered by **Kathleen Stevens, EdD, RN, FAAN**, professor and director, Academic Center for Evidence-Based Practice, University of Texas Health Science Center at San Antonio. **Carolyn Clancy, MD**, director, Agency for Healthcare Research and Quality, presented the closing session, "Outcomes and Evidence: Improving Quality of Care Through Research and Implementation."

The conference is jointly sponsored by the School of Nursing and the Veterans Affairs Maryland Health Care System, with additional support from Sigma Theta Tau International, Pi Chapter. The keynote presentation was sponsored by The Commander Lura Jane Emery Seminar Series for Nursing Practice Endowment Fund.

# First Family and Friends Day

## Held at School of Nursing



*Learning about mock codes at Family and Friends Day.*

***What's it like being a nursing student? What does your day consist of? Who are your teachers and what are you learning? These questions, along with many more, were the subject of discussion at the first annual Family and Friends Day, held at the School of Nursing in April. The event was designed as a venue where current students could share their experiences with family and friends, build community between student cohorts, and build awareness of the School and its programs.***

Dean Janet Allan welcomed attendees and shared important facts about the School. **Joan Davenport, PhD '00, RN**, assistant professor and co-director of the Clinical Nurse Leader program, led a mock health assessment class (complete with a pop quiz), and students presented a panel discussion on the variety of academic programs offered at the School. Tours of the clinical simulation and standardized patient laboratories, bench research laboratories, nursing museum, and Wellmobile rounded out the day's agenda.

"We were very pleased with the tremendous success of this event," says Dean Janet Allan. "It was a joy to hear the students talk about their experiences and future goals, and parents and friends seemed excited to be here learning about our School and our programs."

The event was co-sponsored by the Nursing Student Government Association and the Graduate Student Association.

# Faculty Appointments/Transitions

## Morton Appointed Associate Dean for Academic Affairs



**Patricia Gonce Morton, PhD '89, MS '79, RN, CRNP, FAAN**, professor and director of the School of Nursing's Doctor of Nursing Practice program, has been appointed Associate Dean for Academic Affairs, after serving in the position on an interim basis for seven months. Morton is also co-coordinator for the School's Acute Care Nurse Practitioner and Clinical Nurse Specialist master's specialty in Trauma, Critical Care, and Emergency Nursing, and formerly served as Assistant Dean for Master's Studies for four years. In addition to her academic roles, Morton practices as an acute care nurse practitioner at the University of Maryland Medical Center.

"I believe that my past education and experience, including various leadership roles, have prepared me to assume this important position," says Morton. "In keeping with the School's Strategic Plan, we have committed to the learner-centered teaching philosophy as we continue to prepare nursing leaders to shape and influence the profession and the health care environment."

A member of the School's faculty for 27 years, Morton led the development of several new programs, including the Acute Care Nurse Practitioner program, the Nurse Anesthesia program, and the Doctor of Nursing Practice program. In addition, she led a project to develop a critical care patient simulation laboratory, and received more than \$3.2 million of funding and donated equipment for the laboratory. She has developed strategies for integrating simulation into both undergraduate and graduate nursing education.

Morton, who is well-known for her work in critical care nursing and nursing education, has authored two textbooks, numerous book chapters, and many journals articles. She has been an active member of the American Association of Critical Care Nurses at both the local and national level, and is currently serving a three-year term on their Board of Directors.

"Dr. Morton is nationally known and well-respected among her colleagues and peers, and we are honored to have her serve as Associate Dean for Academic Affairs," says Dean Janet Allan. "She brings a wealth of experience and a strong commitment to excellence to this position."

Morton holds a Bachelor of Science degree from Loyola College in Baltimore, a Bachelor of Science in Nursing from the Johns Hopkins School of Nursing, and a Master of Science and PhD from the University of Maryland School of Nursing.



**Joan Davenport, PhD '00, RN**, assistant professor, Department of Organizational Systems and Adult Health, has been named co-director of the Clinical Nurse Leader (CNL) program. For the past few years, Davenport has directed

health assessment courses taken by undergraduate and CNL students, and has taught other courses taken only by CNL students. She will continue as an assistant professor while working in this new role.



**Allison Del Bene Davis, PhD '06, MS '03, BSN '02, APRN, BC**, has been appointed clinical instructor in the Department of Family and Community Health. Davis received her PhD, MS, and BSN from the University

of Maryland School of Nursing. She comes to the School from her previous position as director of nursing and project development at the Association for Retarded Citizens of Anne Arundel County.

*continued on next page*

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**Margaret Hammersla, MS '05, BSN '95, RN, CRNP**, has been appointed clinical instructor in the Department of Organizational Systems and Adult Health. Hammersla received her BSN and MS (ANP) from the University of Maryland School of Nursing. She comes to the School from her previous position as a nurse practitioner with EMA Health Services.



**Mary Beth Esposito-Herr, PhD, RN**, vice president of patient care services at the University of Maryland Medical Center, has joined the School of Nursing as a visiting professor. She will be helping to develop the Doctor of Nursing Practice leadership courses, and will be co-teaching the first leadership course during the summer.



**Paige Johnson, MSN, ANP, PNP**, clinical instructor, Department of Family and Community Health, has been appointed associate director of the School of Nursing's Pan-American Health Organization/World Health Organization Collaborating Centre for Mental Health Nursing. She will continue her faculty role in pediatrics while working in this new capacity.



**Lyn Murphy, PhD, MBA, RN**, assistant professor, Department of Organizational Systems and Adult Health, has been named Director of Professional Development in the Office of Professional Development and Continuing Education. In this role, Murphy will advance the

Office's capacity to build a portfolio of programming that supports the strategic vision of the School as a leader, innovator, and partner. She will continue in her role as a faculty member.



**Tim Porter-O'Grady, EdD, PhD, RN, FAAN**, has joined the School of Nursing as a visiting professor. Porter-O'Grady, who has been involved in health care for 34 years, is senior partner of Tim Porter-O'Grady and Associates, an international health consulting

practice specializing in health systems futures, governance leadership, and conflict issues. He is also an associate professor at Emory University in Atlanta. He holds degrees in nursing, clinical administration, learning behavior, and health systems; has done post-doctoral work in aging; and is a certified clinical specialist in gerontology.



**Carol O'Neil, PhD, RN, CNE**, assistant professor, Department of Family and Community Health, has been named director of the RN-BSN/RN-MS program. O'Neil brings her educational experience, as well as extensive background in web-based instruction to this

newly-created position. She will continue in her role as co-director of the Institute for Educators in Nursing and Health Professions.



**Shannon Reedy, MS '03, CRNP, CCRN**, has been appointed clinical instructor in the Department of Organizational Systems and Adult Health. She holds an MS from the University of Maryland School of Nursing and a BSN from York College of

Pennsylvania. Reedy was previously employed as a nurse practitioner with Osman Medical Associates.



**Patty Wilson, MS, '98, BSN, '94, RN**, has been appointed clinical instructor in the Department of Family and Community Health. Wilson received her MS and BSN from the University of Maryland School of Nursing. Her previous positions include Project Grace

Nurse with Baltimore Health Care Access, and community health clinical instructor with the Johns Hopkins University School of Nursing.



# Administrative/Staff Appointments

**Rashay Beard** has joined the Department of Family and Community Health as an administrative assistant. Beard was formerly employed as a legal assistant with Bozeman, Trott, and Savage in New York.

**Karen Boone, BS**, has joined the Department of Organizational Systems and Adult Health as research project coordinator for Dr. Catherine Kelleher's study team for her Agency for Healthcare Research and Quality grant, "Home Care Outcomes of Expanded Home Health Aide Roles." She holds a Bachelor of Science degree from Towson University.

**James Camper** has joined the Office of Admissions and Student Affairs as office clerk II for undergraduate admissions. He comes to the School of Nursing from the University of Maryland School of Medicine, where he worked as an office assistant for seven years.

**Brian MacFarland, BS**, has joined the Office of Development and Alumni Relations as an administrative assistant. MacFarland holds a Bachelor of Science degree from the State University of New York-New Paltz. He comes to the School of Nursing from San Francisco, Calif., where he worked for the Walter and Elise Haas Foundation.

**Olumbunmi Oguntolu, BA**, has joined the Office of Student Affairs as an academic program specialist. Oguntolu holds a Bachelor of Arts degree in communications from Boston College. Her past experience includes researcher/associate producer for New Wave Entertainment in Burbank, Calif., and office manager with Office Team.

**Tricia Raysor** has joined the Office of Administrative Services as an office assistant. Raysor, who is currently completing her bachelor's degree, comes to the School of Nursing from her previous position in Loyola College of Maryland's Graduate Admissions Office.

**Annie Rubens, MBA, BS**, has joined the Office of Communications as communications and special events coordinator. Rubens comes to the School of Nursing from Montana, where she worked in marketing and public relations for the State of Montana Missoula Workforce Center. She also owned and operated her own professional photography business for 11 years. Rubens holds an MBA from the University of Montana and BS in Education from the University of Wisconsin-Madison.

**Charlotte Weber** has joined the Department of Organizational Systems and Adult Health as an administrative assistant. She comes to the School of Nursing from the University of Maryland School of Pharmacy, and brings many years of administrative experience to her new position.

**Glendora Williams** has joined the Office of Research as an administrative assistant. Williams comes to the School of Nursing from University Physicians, and has more than five years of administrative experience.

**Tara Lee Zaremba, AA**, has joined the Department of Organizational Systems and Adult Health as research study coordinator for Dr. Catherine Kelleher's study team for her Agency for Healthcare Research and Quality grant, "Home Care Outcomes of Expanded Home Health Aide Roles." Zaremba, who holds an associate's degree from the Community College of Baltimore County, formerly worked as a recruiter.

# Letter from the Alumni President



Caleb A. Rogovin

*Partnership, in the most basic sense of the word, means collaboration, companionship, relationship, or joint venture. It represents people working together toward mutually beneficial goals and outcomes. As president of the University of Maryland School of Nursing's Alumni Association, I cannot think of a better example of a partnership than that of an alumnus with his or her alma mater. At the School of Nursing, we are proud that we have more than 16,000 alumni that we can call our partners!*

In this issue of *University of Maryland NURSING*, you will read about two alumnae who are partnering with the School to advance nursing education and the profession of nursing. Dr. Lisa Rowen, MS '86, who was recently named Senior Vice President of Patient Care Services at the University of Maryland Medical Center (UMMC), plans to collaborate with the School to educate students and integrate them into clinical practice, as well as share other talents and skills between the School and UMMC.

Robin Bailey Prothro, BSN '79, executive director of the Maryland Affiliate of Susan G. Komen for the Cure, was instrumental in forming a partnership between the School and the Maryland Affiliate that emphasizes the critically important roles nurses play

in the detection and treatment of breast cancer, as well as the recovery and healing process. This project is the first of its kind in the nation linking the Komen Foundation with a nursing school.

While organizational partnerships are significant and play a vital role within our School, the service of alumni as volunteers on the Alumni Fellowship Committee, the Alumni Council, or as docents in the Nursing Museum also signifies a form of partnership — a demonstration of personal commitment to the School. Our regional alumni regularly serve as preceptors for current students, return to the School for lectures and conferences, and also serve as guest lecturers in our classes.

There are many ways alumni can collaborate with the School to help advance nursing education, research, and practice. We encourage you to contact the Alumni Office to learn how you can become an alumni partner.

Best wishes,

**Caleb A. Rogovin, CRNA, MS '92, CCRN, CEN  
President, Alumni Association**

## New Alumni Director Announced



Allyson B. Yospe

*Allyson B. Yospe has been named the School of Nursing's Director of Alumni Relations and Annual Fund Development. In her five years as Director of Alumni Programs for the University of Maryland, College Park Alumni Association, Yospe successfully enhanced association membership acquisition and retention efforts, and was responsible for planning and executing volunteer recruitment, budgets, and direct mail campaigns, as well as scholarship fundraisers, student sendoffs, and networking receptions.*

*She also served on the board of directors of four regional alumni clubs and academic chapters, and on the Alumni Association Board of Governors.*

While serving as Acting Senior Alumni Relations Director for the University of Maryland Robert H. Smith School of

Business, Yospe provided leadership in promoting strategic plans for the Smith School's eAlumni Network; publicized key alumni profiles through direct mail, print, and electronic technology; and provided tactical direction for the executive board of the Alumni Chapter. She also collaborated with other departments on effective alumni programs, volunteer recruitment, donor identification, and cultivation initiatives.

Yospe comes to the School of Nursing from the Mercy Medical Center's Development Office, where her fundraising efforts yielded more than \$500,000 in sponsorships and in excess of \$300,000 in combined event and auction revenue.

Yospe holds a Bachelor of Science in Marketing and a Bachelor of Arts in Speech Communication from the University of Maryland, College Park.

# School of Nursing Marketplace

Show your school spirit or purchase a gift for your favorite School of Nursing alumnus at the School of Nursing's Marketplace! A variety of souvenirs and gift items, including spirit wear, jewelry, tote bags, note cards, and more, are available for purchase. Proceeds benefit the School's Nursing Museum and the Alumni Association.



## Shirts

Golf Shirt (Pink, light blue, maize, navy blue and hunter green; Sizes M-XL)	\$30
Long Sleeve T-Shirt (Red, white; Sizes M, L, XL)	\$15
Short Sleeve T-Shirt (Red, white; Sizes M, L, XL)	\$10
Sweatshirt (Gray or red; Sizes M, L, XL)	\$20
Hooded sweatshirt (Red, light gray, or two-tone dark grey & black; Sizes M, L, XL)	\$35



## Hats:

Baseball Cap (Navy blue, maroon)	\$15
Visor (Maroon)	\$ 9

## Umbrellas:

Golf Umbrella (Red/white, black/gold)	\$25
Tote Umbrella (Red, black)	\$15



## Carrying Items:

Lunch Sack (Red)	\$ 7
Tote Bag (Red/Black)	\$10

## Mugs:

Travel Mug (red)	\$13
Ceramic Mug (Red, white)	\$ 7



## Clocks:

Flip Clock	\$15
Photo Frame Clock	\$15

## Disc Charms:

14K Gold	\$260	Gold Overlay	\$45
10K Gold	\$210	Sterling Silver	\$35



Alumni Key Ring (Gold and black metal)	\$ 8
License Plate Holder	\$15
Journal	\$10
Calculator	\$15
School of Nursing Poster (18"x24")	\$15
Nursing Nostalgia Note Cards (12 per pack)	\$10
School of Nursing Note Cards (10 per pack)	\$15

Item	Quantity	Price Per Item	Total
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_____	_____	_____	_____
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Mail order form with payment to: **Office of Development**

**University of Maryland School of Nursing, 655 West Lombard Street, Room 727, Baltimore, MD 21201-1579**

(Make checks payable to: University of Maryland School of Nursing) **Questions? Call 410-706-7640.**

# Remembering a Beloved Nurse Leader



*Debra L. Spunt*

***School of Nursing faculty, staff, students, and alumni, as well as the nursing and health care community, celebrated the life and accomplishments of Debra L. Spunt, DNP, MS '83, RN, FAAN, at a memorial service held April 18 at the School of Nursing. Spunt, a revered colleague, teacher, mentor, and friend, died of cancer last March at age 50.***

In her work as an educator, Spunt touched the lives of thousands of nursing students through her work as an assistant professor and director of the School's clinical simulation laboratories. Her true passion was in the area of clinical simulation — the use of computerized human patient simulators and clinical case scenarios to educate nurses and other health care professionals. Her expertise for integrating the use of clinical simulation into the educational curriculum was second to none. Spunt helped establish the School's 28 clinical simulation labs, which now serve as national and international models for student learning. She believed in experiential learning for students, allowing them to make mistakes during simulated learning, so they would be better prepared to take care of real patients. This is the type of critical learning that takes place in the labs, which have been named "The Debra L. Spunt, DNP, MS, RN, FAAN Clinical Simulation Laboratories," in her honor.

An admitted perfectionist, Spunt insisted on students dressing and acting appropriately while they worked in the labs. Students were required to wear white lab coats, examination gloves, and of

course, a stethoscope around their neck and at the ready for any clinical scenario that might be presented to them. Students always admired and respected Spunt for her depth of clinical knowledge.

"You could be with Ms. Spunt just in passing, and you would learn something from her," says Priya Saha, BSN '07. "She was always welcoming and approachable."

In addition to her work as an educator, Spunt impacted the lives of many patients at Northwest Hospital Center in Baltimore, where she worked on weekends as an administrative nurse coordinator.

"Debbie began her nursing career in 1964 as the first candy striper at Northwest Hospital Center, (formerly Baltimore General Hospital), and she never left," says Sue Jalbert, MS, RN, vice president of nursing at Northwest. "We always knew that if Debbie was there, the hospital was in good hands."

Once she had a goal in mind, Spunt persevered until she achieved that goal. From those early years as a candy striper, she worked very hard to earn her Bachelor of Science in Nursing, and then her Master of Science degree, both from the University of Maryland School of Nursing. Desiring to advance her nursing education even further, Spunt enrolled in the School's Doctor of Nursing Practice (DNP) program in fall 2006, and prior to her death, she was awarded a certification of completion for the DNP.

While Spunt received many honors and awards throughout her life, one of the greatest was her induction as a Fellow in the American Academy of Nursing. The mention of this achievement — one of the highest a nurse can obtain — always brought a smile to her face. She was so proud to be part of this elite group of nurses.

A tribute to Spunt cannot be written without acknowledging the love she had for her 15-year-old daughter Ellen. Spunt was a terrific mother, and she was so very proud of Ellen.

The search is underway for a new director for the School's clinical simulation labs. However, replacing Debbie Spunt will be difficult, if not impossible. She was the first, the pioneer, the leader, the expert, and the best in the world when it came to the design and operation of clinical simulation laboratories for nursing education.

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“Debbie Spunt has touched thousands of lives, and we were very fortunate to have someone of her caliber serve on our faculty and direct our simulation labs,” says Dean Janet Allan. “She will not only be missed for her extraordinary work in the area of clinical simulation, but also as an outstanding teacher, colleague, and dear friend to all who have come to know her.”

To honor Spunt’s contributions to the School of Nursing and the nursing profession, and to celebrate her passion for promoting the use of clinical simulation in nursing education, practice, and research, *The Debra L. Spunt Clinical Simulation Practice and Research Endowment* fund has been established. Contributions can be made to “UMBF/Spunt Endowment” and sent to: University of Maryland School of Nursing, Office of Development, 655 West Lombard St, Room 727, Baltimore, MD 21201.

### Making an Impact



*Dr. Louis A. Shpritz and Dr. Debbie Shpritz*

**Louis A. Shpritz, MD '70, and Debbie Shpritz, PhD, MS '82, BSN '78**, a former faculty member in the School of Nursing's Department of Organizational Systems and Adult Health, are a living testament to the

deep bonds of many of our nursing family with beloved colleagues and faculty members. Through their generosity, the Shpritz's have bequeathed to the School of Nursing a \$100,000 life insurance policy dedicated to providing future support for *The Debra L. Spunt Clinical Simulation Practice and Research Endowment*. We commend the Shpritz's for their vision and their willingness to model how a planned gift can be directed to fund a program that is important to them.

## In Memoriam

Milbrey C. Neikirk, DIN '29  
Mildred Lance, DIN '30  
Mrs. William Hobbs, DIN '31  
Mary E. Lundeen, DIN '32  
Vivian Lindsey, DIN '33  
Margaret Sherman, DIN '33  
Mary F. Long, DIN '36  
Francis E. Lamotte, DIN '37  
Frances V. Sappington, DIN '37  
Margaret Zell, DIN '39  
Frances S. Trembath, DIN '41  
M. Estelle Luther, DIN '43  
Lois C. Beegle, DIN '44  
Margaret A. Janovitch, DIN '46  
Barbara “Barney” Mossberg, DIN '46  
Ellen Millar, DIN '47  
Mary Strain, DIN '47  
Marjorie W. Redburn, DIN '48  
Alice C. Dwyer, DIN '49  
Patricia L. Anderson, BSN '54  
Mary W. Arris, BSN '57

Elizabeth H. Nowikowski, BSN '59  
Margery A. Ramirez, BSN '59  
Lucy W. Crittenden, BSN '61  
Alma D. Petty, MS '61  
Iona M. Pettingill, BSN '62  
Rosa J. Ramiriz, BSN '62  
Judith C. Cohen, BSN '63  
Valerie R. Zak, BSN '63  
Margaret B. Keller, MS '65  
Mae W. Muhr, MS '65  
Bertha O. Speight, MS '65  
Josephine R. Gretzula, MS '66  
Ann V. Nicholson, BSN '68  
Ruth L. Hans, BSN '68  
Janet C. Duncan, MS '70  
Bioneva C. Thaxton, MS '70  
Carla C. Joliat, BSN '71  
Shirley R. Veditz, MS '72  
Dorothy M. Kellmer, MS '73  
Carol A. Russell, BSN '73  
E. Iveline Hargett, BSN '74

Hugh A. McGeowan, MS '74  
Betty F. Quan, BSN '74  
Sally A. Ciuchta, MS '75  
Kathryn M. Wittenberg, BSN '75  
Lonnie E. Duncan, BSN '76  
Juretta H. Pruitt, BSN '76  
Pamela M. Fleming, BSN '77  
Peggy J. Voit, BSN '78  
Barbara L. Kreisberg, BSN '79  
Grace T. Seals, BSN '79  
Ernesto Monzon, MS '80  
Cecil S. Plumley, MS '80  
John J. McGloin, BSN '81  
Adelaide A. Haines, MS '83  
Debra L. Spunt, DNP, MS '83, BSN '79  
Nancy Everett, BSN '84  
Patricia E. Pforr, BSN '88  
Leslie H. Rushton, BSN '90  
Mary J. Devitt, MS '95  
Adekunbi F. Onipede, BSN '95

# School of Nursing Alumna

## Appointed Interim Army Surgeon General



*Major General Gale Susan Pollock*

***Major General Gale Susan Pollock, a distinguished alumna of the School of Nursing, was appointed Interim Army Surgeon General and Commanding General of Army Medical Command, last March, following the retirement of Lt. Gen. Kevin C. Kiley. The announcement was made by Acting Secretary of the Army Pete Geren. Maj. Gen. Pollock became the U.S. Army Deputy Surgeon General in October 2006.***

Maj. Gen. Pollock received her Bachelor of Science in Nursing degree in 1976 through the University of Maryland School of Nursing's Walter Reed Army Institute of Nursing program. She also holds a Master's in Business Administration from Boston University, a Master's in Healthcare Administration from Baylor University, a Master's in National Security and Strategy from the National Defense University, and an honorary Doctorate of Public Service from the University of Maryland. She is a certified registered nurse anesthetist and a Fellow in the American College of Healthcare Executives.

"We must move quickly to fill this position — this leader will have a key role in moving the way forward in meeting the needs of our wounded warriors," Geren said in an Army Public Affairs press release. "I am confident Maj. Gen. Pollock will ably lead the Army Medical Department during this transition period."

Maj. Gen. Pollock's military education includes Senior Service College at the Industrial College of the Armed Forces, the U.S. Air Force Air War College, the Interagency Institute for Federal Healthcare Executives, the Military Health System CAPSTONE program, the Principles of Advanced Nurse Administrators, and the NATO Staff Officer Course. Her past military assignments include Special Assistant to the Surgeon General for Information Management and Health Policy; commander, Martin Army Community Hospital, Fort Benning, Ga.; commander, U.S. Army Medical Department Activity, Fort Drum, N.Y.; staff officer, Strategic Initiatives Command Group for the Army Surgeon General; Department of Defense (DOD) health care advisor to the Congressional Commission on Service members and Veterans Transition Assistance; health fitness advisor at the National Defense University; senior policy analyst in Health Affairs, DOD; and chief, Anesthesia Nursing Service at Walter Reed Army Medical Center, Washington, D.C.

Maj. Gen. Pollock's awards and decorations include the Distinguished Service Medal, Legion of Merit (with two oak leaf clusters), the Defense Meritorious Service Medal, the Meritorious Service Medal (with four oak leaf clusters), the Joint Service Commendation Medal, the Army Commendation Medal and the Army Achievement Medal. She earned the coveted Expert Field Medic Badge, and she is proud to wear the Parachutist Badge. She received the Army Staff Identification Badge for her work at the Pentagon and also earned the German Armed Forces Military Efficiency Badge "Leistungsabzeichen" in gold.

# Alumni Association Council

## President

Caleb Rogovin, MS '92

## Immediate Past President

Barbara Resnick, PhD '96

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Janet Rexrode Southby, MS '71

Sandra Sundeen, MS '68

Sue Thomas, BSN '69, MS '73

# Class Notes

## 1930's

**Virginia Layfield, DIN '37**, was featured in an article, "The Lady of the Tower," that appeared in the Sept. 18 edition of the *Daily Times*, Salisbury, Md. The \$100 million expansion project at Peninsula Regional Medical Center, where Layfield served for 43 years as a nurse and ultimately as the first female president of the hospital, will be named for her.

## 1950's

**Helen Winks Valentine, DIN '51**, recently retired as an APN in a practice with six internists, where she assessed and treated patients with mental health problems. In 1954, Valentine received a BSN from the University of Miami, where she was the first pediatric nursing faculty member. She received an MSN from the Medical College of Georgia in 1974 and became board certified by the ANCC as a Clinical Specialist in Adult Psychiatric and Mental Health Nursing. Her career covered teaching, clinical, and administrative positions.

## 1960's

**Katharine K. Spiegel, BSN '62**, earned an MS from Virginia Commonwealth University in 1978 and was formerly on staff at the Massey Cancer Center for the Medical College of Virginia in Richmond. In 2000, she and her husband, Dr. Jonas Spiegel, relocated to Lynchburg, Va., to be closer to their daughters (one of whom is an RN) and their grandchildren. Kathy is currently the practice manager, supervising a staff of 35, at the Lynchburg Hematology Oncology Clinic.

**Georgia L. Narsavage, BSN '69, PhD, APRN, FAAN**, has been named dean of the University of West Virginia School of Nursing. Dr. Narsavage previously served as associate dean for academic affairs and professor at the Medical College of Georgia School of Nursing.

**Teri Friedman Reid, BSN '69, MSN, RN, CRNP**, was interviewed by National Public Radio on, "The Story," by Dick Gordon. Teri discussed ways of helping young children through their parents' military deployments, which can last a year or more. The interview is archived at [www.thestory.com](http://www.thestory.com). Teri is currently a pediatric nurse based at Ft. Bragg, N.C.

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## 1970's



*Jean Jones conducts Advanced Nursing Practice class*

**Jean M. Jones BSN '72, JD**, returned to the School of Nursing in March to conduct an Advanced Nursing Practice class. Her presentation focused on how nurses could limit their own professional liability and that of their employers. Jones is an associate with the law firm Janet, Jenner and Suggs, and specializes in medical malpractice with a concentration on injured children.

**Sally Brown, BSN '74, RN, MGA, OCN, CCRP**, is currently serving as president of the Greater Baltimore Chapter of the Oncology Nursing Society.

**Margaret Widner Kolberg, BSN '75**, Pediatric Advanced Life Support (PALS) nurse coordinator at Sinai Hospital in Baltimore, and **Mary Pat Cardoni, BSN '75**, are currently participating in a humanitarian trip to Belarus, where they are teaching PALS.

**Kerry VanSloten Harwood, MSN, BSN '78, RN**, director, Cancer Patient Education Program and team leader, Department of Advanced Clinical Practice at Duke University Hospital, and a clinical instructor at Duke University School of Nursing, was named one of North Carolina's "Great 100 Nurses," recognizing outstanding professional ability and contributions to improving health care in the community. In 2005, Harwood received the Duke Friends of Nursing Wilma Minnear Award for Excellence in Nursing Mentorship.

**Carla Sacha Gifford, BSN '79**, was among the inaugural group of 17 recipients of the Barbara Donaho Distinguished Leadership in Learning Award from Kent State University. The award recognizes nurses from the Kent State affiliating clinical agencies who provide effective leadership, demonstrate compassionate role modeling, and offer sound professional mentoring for Kent State students in the clinical setting.

## 1980's

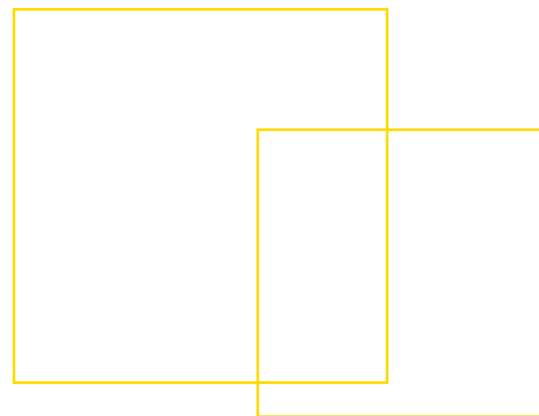
**Marye Dorsey Kellerman, MS '81, RN, CRNP**, has served as President of Educational Entities, a business she runs with her husband, for the past 12 years. She is a nurse entrepreneur and developer of NECESSARY workshops, including NECESSARY EKG, NECESSARY NP, and NECESSARY assessment programs. Kellerman uses accelerated learning theory to teach, motivate, stimulate, and entertain her student and faculty learners. Her schematic is utilized around the world.

**Mary Beth Flynn Makic, PhD, MS '82, RN**, has completed her PhD in Nursing at the University of Colorado. She is a graduate of the School of Nursing's trauma, critical care, and emergency nursing master's program.

**Carolyn R. Schubert, MS '83, BSN '74**, was recently awarded the Outstanding Educator Award for 2006-2007 from the Sigma Theta Tau Epsilon Chapter, The Ohio State University, where she serves as a clinical instructor. Schubert is the daughter of Joan Hessey, DIN '50.

**Adele Wilzack, MS '85, RN**, was recently elected chair of the Delmarva Foundation. Wilzack is the former Secretary of the Maryland Department of Health and Mental Hygiene.

**Cecelia Gatson Grindel, PhD '88, RN, CMSRN, FAAN**, president of the American Academy of Medical-Surgical Nurses, was quoted in a story, "Celebrating 15 Years: At 6,000 Strong, the American Academy of Medical-Surgical Nurses is Still Growing," which was printed in the Sept. 25, 2006 issue of *Advance for Nurses* magazine.



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**Melanie Heltsley Osley, BSN '88, MBA, RN, CPHRM, DFASHRM**, has been awarded the designation of Distinguished Fellow of the American Society for Healthcare Risk Management (DFASHRM). Osley, who is the only RN in the New England states to achieve this recognition, served as president of the Connecticut chapter of ASHRM in 2005. She was the first person in the state of Connecticut to obtain the Certified Professional in Healthcare Risk Management (CPHRM) designation (in 2000). She currently serves as director of risk management and patient safety at the Charlotte Hungerford Hospital in Torrington, Conn., and also works as a nursing supervisor at St. Francis Hospital and Medical Center in Hartford. She is the owner of RNs/Risk Networking Solutions, LLC, a risk, quality, and patient safety education and consulting company.

**Patricia Sengstack, MS '88, RN**, has been named Deputy CIO for Nursing Informatics in the Department of Clinical Research Informatics at the National Institutes of Health. She has been involved in various nursing informatics roles including academia, management of clinical implementations, application design, business process redesign, security SME, clinical operations team lead, and executive clinical liaison.

### 1990's

**Stephanie Devaney, BSN '92**, completed her anesthesiology residency at the University of Michigan and joined a private practice group in Minneapolis. Devaney graduated from the University of Michigan School of Medicine in 2003, and prior to that, she practiced as a Surgical ICU and ECMO nurse at the University of Michigan Hospital.

**RADM Carol Romano, PhD '93, MS '85, BSN '77**, assistant surgeon general and chief nurse officer in the U.S. Public Health Service, delivered the commencement address at Walden University's last graduation ceremony. She spoke about the public health challenges for the 21st century, the Surgeon General's priorities for the health of the nation, and the role of the U.S. Public Health Service, as well as the value of nurses as partners with consumers, other medical professionals, and health and human service workers to effect social change.

**Myrna Mamaril, MS '93**, co-authored an article, "Prevention and Management of Postoperative Nausea and Vomiting: A Look at Complementary Techniques," which appeared in the December 2006 issue of the *Journal of PeriAnesthesia Nursing*.

**Margaret Faith Hart, PhD, MS '96**, completed her doctoral degree at Barry University in Miami. The title of her research was, "Culturally Diverse Newly Graduated Registered Nurses' Lived Experience of Being Mentored."

**Dee Jones, BSN '98**, who will complete her MSN in Nursing Leadership at Wilmington College in fall 2007, recently accepted a position with the Veteran's Administration as care coordinator for Perry Point and Ft. Howard in the Care Coordination Home Telehealth program. In addition, Jones was inducted into the Omicron Gamma Chapter of Sigma Theta Tau this past spring.

**Susan L. Manny, BSN '98, RN**, is currently working as a pediatric nurse and, for the past eight years, has been part of the nursing team at Frederick Memorial Healthcare System in Frederick, Md.

**Mary Emma Middleton, MS '98, BSN '94**, presented a poster, "Frequency of Clinical Visits for Erythropoietic Therapy in Older Patients with Cancer: Possibilities for Improving Convenience of Treatment," at the International Society of Nurses in Cancer Care Conference, held last fall in Toronto. The poster was also accepted for inclusion at the Maryland Nurses Association's Annual State Convention, also held last fall. Middleton is currently working as an oncology nurse practitioner at Calvert Memorial Hospital in Prince Frederick, Md.

**Renee John Repique, MS '99, APRN, BC**, has been promoted to Director of Nursing in Behavioral Health at Payne Whitney Manhattan, Weill Cornell Medical Center of New York Presbyterian Hospital in New York City. In addition, he is currently pursuing a post-master's certificate in nursing informatics at the University of Maryland School of Nursing.

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## 2000's

**Maher M. El-Masri, PhD '03, MS '98**, authored an article, "Nurses' Roles with Families: Perceptions of ICU Nurses," which appeared in the January 2007 issue of the *Journal of Intensive and Critical Care Nursing*.

**Marty Non, MS '04, RN, CNS, LTC, ANC Retired**, has been working at Walter Reed Army Medical Center (WRAMC) in the Occupational Health Clinic as a contractor nurse with Lockheed Martin, Inc. She specifically works as program manager for DTRA (Defense Threat Reduction Agency) based out of Fort Belvoir, Va., home of DTRA and Defense Logistics Agency. This surveillance program provides medical clearance for individuals, both military and civilian employees of DTRA, who serve in varied capacities (mostly escorts) to CONUS weapon sites that are being demilitarized as part of the Weapons Treaty Agreement. In this position, Marty practices within the scope of an advance practice provider. While working at WRAMC, the Occupational Health Clinic provided surveillance screening for biosurety programs at Walter Reed Army Institute of Research, Armed Forces Institute of Pathology, and to all WRAMC civilian and military

employees, including fire fighters, security, police, and first responders at the White House and other area military facilities.

**Susan K. Newbold, PhD '06, MS '83, RNBC, FAAN, FHIMSS**, received an "Excellence in Teaching 2007" Award from the Vanderbilt University School of Nursing, where she is an associate professor.

**Robin Purdy Newhouse, PhD '00, MS '99, RN, CAN, CNOR**, currently holds the positions of assistant professor at the Johns Hopkins University School of Nursing and nurse researcher at the Johns Hopkins Hospital. She received a BSN from the University of Maryland, Baltimore County in 1987, and holds an MGA in Health Care Management from the University of Maryland, University College.

**Army Nurse Corps Major Louis Stout, MS '02**, chief of professional programs, Defense Medical Readiness Training Institute, has been promoted to Lieutenant Colonel.

# Alumni – Share Your News!

Please send us information about what's happening in your life – appointments, presentations, honors, awards, advanced education/degrees – so we can include your news in the "Alumni Pulse" section of the NURSING magazine. Photos are welcomed! Your news items will be used as space permits.

NAME (INCLUDE MAIDEN NAME): \_\_\_\_\_

DEGREE(S) & YEAR OF GRADUATION: \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_

IS THIS A NEW ADDRESS? YES NO

DAYTIME TELEPHONE: \_\_\_\_\_ EVENING TELEPHONE: \_\_\_\_\_

E-MAIL ADDRESS: \_\_\_\_\_ CURRENT POSITION(S): \_\_\_\_\_

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# Martha Duggan

## Joins Board of Visitors



*Steven S. Cohen, chair of the School of Nursing's Board of Visitors, has named Martha A. Duggan as the Board's newest member. In her role as vice president of the Mid-Atlantic Region for Constellation NewEnergy, Inc., Duggan is responsible for sales, marketing, operations, pricing, finance, regulatory, and legal functions supporting the geographic region of Maryland, Delaware, Pennsylvania, and Washington, D.C. Prior to this position,*

*she served as vice president of business development for the Mid-Atlantic Region, overseeing a sales team of 13 managers, and was responsible for the strategy underlying revenue growth, product development, and business expansion.*

Before joining Constellation NewEnergy, Duggan held a variety of positions including regional manager of regulatory affairs for Reliant Resources, Inc.; director of regulatory affairs for Statoil Energy; director of customer accounts, manager for rate accounting, public affairs area manager, and regulatory affairs manager for Washington Gas Light; and senior associate for Whitfield Russell Associates.

Duggan holds a Bachelor of Science degree from Georgetown University and a Master of Business Administration degree from The George Washington University.

## Board of Visitors

*The School of Nursing's Board of Visitors consists of dynamic and active individuals whose contributions of time, knowledge, and funds serve as a cornerstone for sustaining excellence in undergraduate and graduate nursing education. At the invitation of the Dean, Board members serve in an advisory role, communicate the School's messages to the greater Baltimore business and professional community, and partner with the School in strategic fundraising initiatives.*

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of Visitors  
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Integrated Operations,  
MedStar Health

### Eric R. Baugh

Consultant  
Faculty, Malcolm  
Grow Hospital  
Andrews Air  
Force Base

### Debra B. Doyle

Senior Vice President  
Health and Operations  
Management  
Erickson Retirement  
Communities

### Martha A. Duggan

Vice President,  
Mid-Atlantic Region  
Constellation  
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### Antonella Favit-Van Pelt

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### Jack Gilden

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Gilden Integrated

### Sonya Gershowitz Goodman, '73

Frances Lessans,  
'80, '85

President  
Passport Health

### Victoria C. McAndrews

Co-Founder, Senior  
Vice President,  
and CFO  
CMD Outsourcing  
Solutions

### Katherine McCullough '79

### David S. Oros

Chairman of the Board  
NexGen Brands, Inc.  
and  
Managing Director  
Global Domain  
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Commerce Bank

### Deborah Tillett

President  
BreakAway, Ltd.

### William A. Zellmer

Deputy Executive  
Vice President  
American Society of  
Health System  
Pharmacists

# Harman Named Major Gifts Officer



Christina Harman

*Christina Harman has joined the School of Nursing as Major Gifts Officer in the Office of Development. Harman has been a fund raising professional in the academic arena for many years, spending 25 years at Widener University (Penna.), where she started as the director of alumni relations. After moving up to develop and direct a highly successful annual fund at Widener, she became senior*

*development officer during the University's first comprehensive campaign. In 2001, Harman took a leave from her professional career to care for her aging parents.*

"It was during the five years I cared for my parents that I learned how critical nurses are to everyone, and how many lives they touch all day, every day," Harman says. "I am proud to be a fundraiser for a school of nursing, and particularly for this prestigious School."

Harman says her passion has been in securing significant support for higher education. "Now, I have the privilege of assisting with this School's superior dedication to the nursing profession and the entire health care arena," she says.

Born in Baltimore, Harman received her Bachelor of Arts degree from the University of Delaware. She has served as a board member for the American Society of Inventors, and presently volunteers for Partners in Care in Severna Park, Md.

## School of Nursing and Komen

### Join Forces

*The School of Nursing and the Maryland Affiliate of Susan G. Komen for the Cure (Komen Maryland) have joined forces to heighten the awareness, knowledge, and skills of faculty, students, practicing nurses, and community members about the current state of science concerning the prevention, detection, and treatment of people with breast cancer. "The Komen Maryland Affiliate Nursing Partnership: Advancing Education and Practice," is supported by a three-year grant awarded to the School by Komen Maryland, and is the first of its kind in the nation linking the Komen Foundation with a nursing school.*

**Sandra McLeskey, PhD, RN**, professor and assistant dean for research at the School of Nursing is the project leader. McLeskey has spent most of her academic career researching breast cancer and teaching nursing students about cancer development, pathophysiology, and treatment. Co-leaders of the project include **Deborah McGuire, PhD, RN, FAAN**, professor, who is a cancer nurse and cancer researcher; **Barbara Covington, PhD, RN**, associate dean for information and learning technologies, and **Nina Trocky, MSN, RN**, clinical instructor.

During the first year of the partnership, a series of interrelated initiatives have been introduced, which will continue during future years of the funding.



*Dr. Anglea Brodie (second from right) holds discussion with School of Nursing students following her lecture*

These projects directly support the mission of Susan G. Komen for the Cure, which is to eradicate breast cancer as a life-threatening disease by advancing research, education, screening, and treatment. This funding also provides a unique and innovative model to emphasize critically important roles that nurses play in the fight against breast cancer.

### Komen Distinguished Lecture

More than 200 nursing students, nursing faculty, and community members attended the first Komen Distinguished Lecture, held at the School of Nursing in March. The lecture was presented by **Angela Brodie, PhD**, a world-renowned breast cancer researcher, who developed the class of drugs known

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as aromatase inhibitors used for breast cancer. Brodie outlined her 30-year effort to develop aromatase inhibitors, including the challenges of bringing the treatment strategy to the attention of the National Cancer Institute and drug manufacturers. These drugs have now replaced tamoxifen as first-line treatment for estrogen receptor positive breast cancer in post-menopausal women.

### Komen Visiting Scholar



*Dr. Jane Armer*

During March and April, **Jane Armer, PhD, RN**, from the University of Missouri at Columbia, spent two weeks visiting the School of Nursing in her role as The Komen Visiting Scholar. Armer is a well-known breast cancer researcher who has conducted ground-breaking work in

characterizing the incidence and time course of post-breast cancer lymphedema. Through visits to nursing classes and during seminars at the School, Armer interacted with undergraduate, master's, and doctoral students, explaining her research and speaking about research design and development. In addition, she collaborated with project leaders in the development of webcasts for educational outreach. Armer also spoke to many groups of professionals, including nurses, physicians, and physical therapists, at cancer centers throughout the Baltimore-Washington, D.C. region, and she visited several meetings of breast cancer survivors in the Baltimore area, where she discussed lymphedema.

### Komen Conferees

McLeskey and four Komen Conferees attended the San Antonio Breast Cancer Symposium in December 2006. The conferees included master's oncology nursing students who had completed their coursework on cancer genetics and pathophysiology to prepare them for the conference. McGuire and two master's nursing students attended the National Cancer Nursing Research Conference sponsored by the Oncology Nursing Society, which was held in California in February 2007. While attending the conference, they were able to meet with fellow students from the University of Missouri School of Nursing and Dr. Jane Armer, the Komen Visiting Scholar. One master's student attended the Oncology Nursing

Society's 32nd Annual Congress, held in Nevada in April. Each of the Komen Conferees were awarded a stipend to support attendance at these conferences and, upon return, presented highlights of the meetings to fellow nursing students, professional colleagues, and School of Nursing faculty.



*Dr. Sandra McLeskey*

### Scholar-in-Residence

As the 2007 Komen Scholar-in-Residence, McLeskey is developing breast cancer-specific web-based educational modules. These modules will be incorporated into the School's undergraduate curriculum.

### More Komen News

The School of Nursing supported the Race for the Cure in October 2006 by recruiting race participants. Because the School had one of the largest teams in the race, Ethan Allen donated a memorial chair to the School, which was signed by breast cancer survivors who participated in the race. This chair will sit in a place of honor in the School of Nursing.

Based on the impressive annual report for the first year of the grant, Komen Maryland has awarded the School of Nursing more than \$180,000 to continue the partnership next year.



*Myrna Petersen, director of development; Dean Janet Allan; Robin Prothro, Komen Maryland; Dr. Deborah McGuire, Dr. Sandra McLeskey; and Dr. Kevin Cullen, UMMS, gather for presentation of first check for the Komen grant*

"We are excited about this unique partnership with Komen Maryland, and we are very proud that our School is developing a national model for teaching breast cancer awareness in schools of nursing," says Dean Janet Allan.

## Leading the Charge for Komen Maryland



*Robin Bailey Prothro*

As executive director of the Maryland Affiliate of Susan G. Komen for the Cure, **Robin Bailey Prothro, BSN '79, MPH, RN**, is charged with being responsive to community needs regarding breast health and breast cancer, as well as developing a reputation of integrity and excellence for all Komen Maryland programs. In this role, Prothro was instrumental in working with the School of Nursing to develop "The Komen Maryland Affiliate Nursing Partnership: Advancing Education and Practice" – the first collaboration of its kind in the nation linking Susan G. Komen for the Cure with a school of nursing.

Prothro takes great pride in her contributions in cultivating this partnership with her alma mater. She says it has been a rewarding and successful team approach to creating an innovative program in the community through a nursing school, and she hopes to work with other Komen affiliates and nursing schools to develop similar programs. "It was serendipitous that my first outreach regarding this program was to the University of Maryland School of Nursing," says Prothro. "However, my familiarity with this institution certainly gave me faith that could develop a winning program."

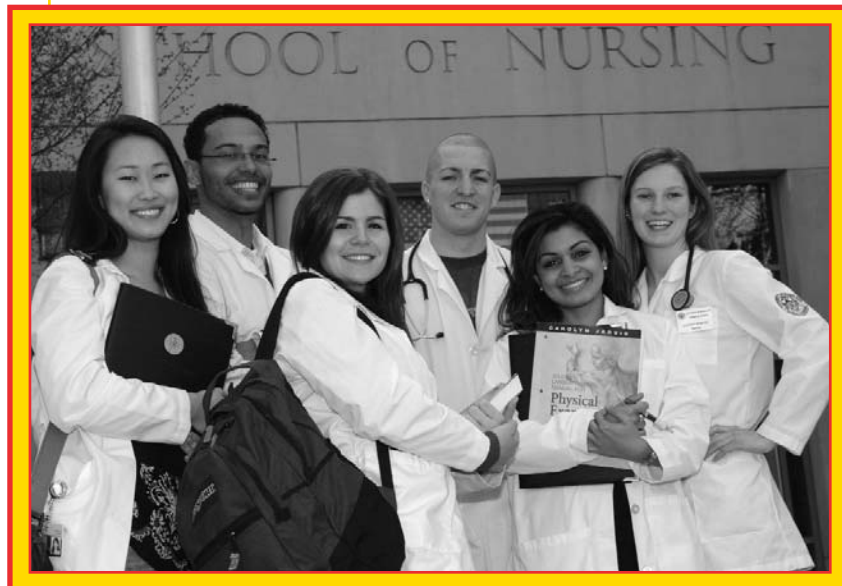
A 1979 graduate of the School of Nursing, Prothro says being an RN has played a pivotal role in every position she has held, including her current role as executive director at Komen Maryland. When the Komen Maryland Board recruited for an executive director, they wanted someone with a health background, so being an RN fit the bill. Her general understanding of health, her experience within the health care delivery system, and her exposure to health practitioners has been very advantageous in this position, as well. "Good nurses are naturally good managers with good people skills and the ability to constantly evaluate and assess situations to make the changes our dynamic world demands," she says.

Komen Maryland has experienced significant growth under Prothro's leadership. They were recently named the Komen Affiliate of the Year (there are 125 affiliates nationwide) in recognition of their innovative programming and demonstrated leadership. During Prothro's tenure as executive director, grant funding has increased from \$500,000 in FY2000 to \$2.3 million in FY2008. This funds over \$1 million in the local community and over \$1 million in the national research program, of which \$500,000 is based in Baltimore academic and medical institutions. In addition, Maryland's Race for the Cure has grown significantly, with a goal of 30,000 registrants for the 2007 race to be held Sunday, Oct. 14, in Hunt Valley, Md.

Looking to the future, Prothro hopes to see a reduction in the incidence of breast cancer in the state due to the efforts of the Komen Maryland. She plans to initiate satellite offices within the next three years so Komen Maryland can increase their outreach efforts to all communities, races, cultures, and geographic locations in Maryland.

# Make an Impact

## SUPPORT THE UNIVERSITY OF MARYLAND SCHOOL OF NURSING WITH A GIFT OF ANY SIZE



*Your contribution to the School of Nursing has a direct impact on the lives of our students. You may choose to support the Annual Fund, designate your gift to a program of your choice, or remember us in your estate planning. Please make your check payable to "UMBF/SoN,"\* note your fund of choice on the memo line of your check, and return it in the self-addressed, postage-paid envelope found in the center fold this magazine.*

**For more information, please contact:**

Myrna Petersen, Director of Development  
Phone: 410-706-4008 ~ Fax: 410-706-0399  
E-mail: [Petersen@son.umaryland.edu](mailto:Petersen@son.umaryland.edu)

\*Funds for the School of Nursing are administered by the University of Maryland Baltimore Foundation, Inc.



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# Mark Your Calendar

## Summer Institute in Nursing Informatics

Wednesday, July 18 – Saturday, July 21, 2007  
For information, call 410-706-3767 or visit:  
[www.nursing.umaryland.edu/informatics](http://www.nursing.umaryland.edu/informatics)

## Edmunds Lecture

Fall 2007  
Date and speaker to be announced.  
For information, call 410-706-3767 or visit:  
[www.nursing.umaryland.edu/events](http://www.nursing.umaryland.edu/events)

## Dean's Distinguished Virginia Lee Franklin Lecture

Fall 2007  
Date and speaker to be announced.  
For information, call 410-706-3767 or visit:  
[www.nursing.umaryland.edu/events](http://www.nursing.umaryland.edu/events)

## Black History Month Lecture

Thursday, February 25, 2008  
4 to 5:30 p.m.; reception following lecture  
Featuring Linda Boles-Bolton, DrPH, RN, FAAN,  
Vice-president and Chief Nursing Officer at Cedars-Sinai Medical Center, Los Angeles; president of the American Academy of Nursing; and recently-appointed to the National Advisory Council on Nurse Education and Practice  
For information, call 410-706-3767 or visit:  
[www.nursing.umaryland.edu/events](http://www.nursing.umaryland.edu/events)

## Evidence-Based Practice Conference

Spring 2008  
Dates and topics to be announced.  
For information, call 410-706-3767 or visit:  
[www.nursing.umaryland.edu/events](http://www.nursing.umaryland.edu/events)

## Alumni Heritage Celebration

Spring 2008  
Date and activities to be announced.  
For information, call 410-706-0674 or visit:  
[www.nursing.umaryland.edu/development](http://www.nursing.umaryland.edu/development)



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