



Partners in Nursing

Working Together to Support Nurses on Maryland's Eastern Shore

Volume 1, Issue 1

Winter 2007

PIN Director's Update

The project is in full swing as the PIN Steering Committee begins its pursuit of leadership development among the best and brightest nurses in the Tri-County region. The first trial group is scheduled for formal Mentor training in March under the supervision of the Director of PIN and Faculty of Salisbury University and Wor-Wic Community College.

Portland, Oregon was the kick start to the program as PIN Director Stacy Cottingham and CFES Program Officer Erica Joseph par-

ticipated in the first meeting of the national PIN program partners.

As all ten grant awardees discussed the nurse issues facing their communities and the proposals that each had developed to address challenges, we found our greatest strength to be the partnership of the members in our healthcare community. We would like to thank you for your commitment to nurses and to the future of this innovative project.



Nurses in training at Wor-Wic Community College



SU nursing student practicing assessment techniques



Start Spreading the News.....

As weeks pass, the word is spreading that something exciting is going on! Meetings with area politicians, healthcare leaders, and those in the business community have expressed support

for the PIN program that will focus not only on retaining the valuable new/returning nurses in the local workforce, but will groom experienced nurses with leadership qualities into the nurse

leaders that we will depend on in the near future (30.5 vacant faculty positions in 2005).

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Did You Know:

- Over next 4 years, 10,000 Maryland nurses eligible to retire
- Qualified nursing students on waiting lists as long as 2 years
- 1,800 nursing program applicants were rejected in 2003-2004 due to lack of nursing faculty
- Nursing instructors in the state make significantly less than practicing nurses with advanced degrees

What is Partners in Nursing (PIN)?

Partners in Nursing is a two-year program sponsored by the Community Foundation of the Eastern Shore in partnership with local healthcare and education partners. PIN is further supported by a generous grant to the Community Foundation of the Eastern Shore from a partnership of the Northwest Health Foundation and the Robert

Wood Johnson Foundation. *The goals of the project are:*

- address the critical retention issue
- provide increased support in the development of nurse leaders
- increase the number of potential new nursing faculty

This creative professional development program will address all three concerns

by teaming new nurses (known as Protégés) with mentors during the first year of work and building a support network linking the mentors with nurse education program faculty and the larger nurse community. The opportunity to mentor new nurses will provide a fresh perspective to nurse mentors, a stipend, and an enriched job experience.



Meet the Steering Committee



The PIN Steering Committee gathered to welcome the new Program Director, Stacy Cottingham (l). Pictured from left are: Cottingham, Patti Serkes, Director of Education at Peninsula Regional Medical Center; Karin Johnson, Director of Graduate and Second Degree Nursing Programs at Salisbury University; Colleen Wareing, Vice President of Patient Care Services at Atlantic General Hospital; and Denise Marshall, Wor-Wic Nursing Department Head. Not pictured are Steering Committee members Jane Ruark, Salisbury Rehab and Nursing Center, Myrna Bozman, McCready Memorial Hospital; and Tim Sherman, Dean of Occupational Education at Wor-Wic Community College.

Making the Match

A critical component of the PIN Program will be making the best matches between mentor and protégé. A number of factors will be considered when matching mentors with student protégés. Some fundamental components of a good match are:

- Common area of interest, and field of concentration
- Common outside hobbies or interests
- Similar life experiences (marital status, family responsibilities, children, etc.)

Certainly a dash of intuition is helpful. As in any relationship, there is a little risk. If a match is not meeting the expectations of the mentor or protégé, the Program Director can assist in reassigning both so that they are getting the most out of the program.



WANTED! Nursing Instructors!

By 2012, it is anticipated that there will be shortage of at least 17,000 RNs in Maryland. Add that to the 27% shortage already facing the State. Next, consider the 2004 vacancy rate of 9.2%, meaning that an additional 1500 RNs are needed to fully staff Maryland hospitals. If it could get any worse, over the next 4 years 10,000 Maryland nurses will be eligible to retire. To offset the vacancies, expensive agency and foreign nurses are used to fill those positions. The age of our nursing staff reflects similar national aging demographics. In the year 2011 the first baby boomers turn 65.

The number of qualified nursing instructors has not kept pace with nurse education programs nationally.

The result of the slow down has created a bottleneck in supply of nurses. Nationally, there is a significant problem with qualified applicants on long waiting lists. This keeps current students from completing courses quickly and creates long waiting lists.

Across the nation, instructors with required advanced degrees often make less than newly graduated nurses working at the bedside. Maryland is no exception to the rule. Approximately 1,800 applicants for nursing schools were rejected in 2003-2004 due, in part, to lack of faculty. Qualified nursing students are being placed on waiting lists for as long as two years.

In the Tri-County area, the nursing programs at Salisbury University and Wor-Wic

Community College can not expand their programs without additional instructors.

The next challenge is to find the skilled instructors. The experienced nurses with advanced degrees tend not to enter the education field, in large part due to income.

Possible action items were identified by the Tri-County Healthcare Committee. First, and foremost, we need to actively raise awareness and create discussion. We need to look at realistic alternatives, such as part-time faculty, and partnerships such as **PIN** to grow our local pool of qualified instructors.

Source: Tri-County Healthcare Committee

PIN PROGRAM SPONSORS

The Partners in Nursing Program is generously supported by the following local and national partners:

The Robert Wood Johnson Foundation

The Northwest Health Foundation

The Community Foundation of the Eastern Shore

Peninsula Regional Medical Center

Atlantic General Hospital

McCready Memorial Hospital

Baseline Supply



Source: Center for Health Workforce Development
University of Maryland Baltimore, 2003

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Working Together to Support Nurses
on Maryland's Eastern Shore



The Community Foundation of the Eastern Shore is a proud recipient of financial support through Partners Investing in Nursing's Future, a collaborative initiative of the Robert Wood Johnson Foundation and the Northwest Health Foundation, to address local nursing workforce issues.

The mission of the Community Foundation of the Eastern Shore is to strengthen the community by building charitable funds, maximizing benefits to donors, making effective grants and providing leadership to address community needs.

For more information about the Community Foundation, please call Erica Joseph, Program Officer, at 410-742-9911 or visit our website www.cfes.org.

For more information about the Partners in Nursing Initiative, please call Stacy Cottingham, PIN Director, at 410-572-8709 or email shorenursing@yahoo.com

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