



Partners in Nursing

Working Together to Support Nurses on Maryland's Eastern Shore

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Summer 2007

PIN Director's Update

The past few months have generated much excitement as the PIN program completes the first quarter trial and the evaluation process begins.

Accomplishments thus far

As of this date, we have a total of:

3 Faculty

15 Mentors

8 Protégés

The PIN faculty have been assigned 6-7 mentors each to provide support through a review of the mentoring process on a monthly basis, guiding the professional development series for program participants and, overall, helping to "mentor the mentor".

Looking forward

PIN will continue to provide monthly seminars to program participants including topics such as:

- healthy work environments
- organizational communication
- gaining personal insight
- coaching
- team building

- confidence building
- enhancing leadership skills

In the fall of 2007 a Nursing Summit and Recognition Event will be announced to celebrate the accomplishments of the first and kick us off into the second (details TBA).

Saturday, November 10th, a program entitled "Passport to Nursing" will be held at SU as a cooperative effort with SU, Girls Scouts of the Chesapeake Bay Council and Sigma Theta Tau Nursing Honor Society. This will further enlighten, inspire and excite local girls as to the opportunities that exist in the nursing profession.

To honor our nursing community, a Nurse Appreciation Dinner/Honors Ceremony will be planned to be held May 2008 during Nurses Week, honoring their contributions to the local community.

If you would like more infor-

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mation about Partners in Nursing or have questions/comments about the events listed above, contact Stacy Cottingham at shorenursing@yahoo.com or by phone at 410.572.8709.



Sigma Theta Tau International
Honor Society of Nursing

DID YOU KNOW?

There are many factors affecting both the supply of nurses and the demand for health care services:

- Nursing education programs having limited capacity to expand enrollments;
- Fewer students are graduating from Maryland's colleges and universities with degrees in nursing;
- Nursing is viewed unfavorably by young people making decisions about a career;
- The Eastern Shore of Maryland's population is aging;
- Maryland's nurses are aging;
- There is under-representation of minorities and men among Maryland's registered nurses;
- Nurses are leaving the profession because of dissatisfaction with working conditions and
- Nurses' salary and benefits impact the ability of local healthcare institutions to effectively recruit and retain nurses.

Maryland Nursing Program Capacity Study (2006)



PIN Re-Cap

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 ad-

dress 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.

PIN Faculty Spotlight—Dr. Elaine Kennedy

The PIN program is pleased to announce the appointment of three talented and personable faculty members from SU and WWCC: Dr. Elaine Kennedy, Dr. Lisa Seldomridge, and Ms. Debra Webster. Each quarter, a faculty member will be highlighted.

The role of PIN faculty includes training, assisting in professional development, and coaching the new mentors. Our faculty will be guiding the mentors for the next year of the PIN project.

Dr. Elaine Kennedy of WorWic Community College has been teaching students and



the community for over 35 years. She brings a variety of professional experiences to the Mentors and has held an array of leadership positions including Instructor, Clinical Specialist and Assistant Director of Nursing.

Dr. Kennedy remains associated with several professional

organizations on both a local and national level. She has experienced the flavor of the Northeast, Midwest, and has called the Mid-Atlantic home for many years. Dr. Kennedy has expertise in a variety of areas that make her a perfect fit for the PIN program including curriculum development and instructional technology.

Each PIN faculty member will be in charge of 6-7 mentors from various partnering organizations. Monthly the faculty meets with each of the mentors either individually or in a group to identify needs or barriers in the mentoring process.

Protégé Focus By J. Taylor, RN

In May I graduated , took my Boards in June and had my RN license just two days after my fiftieth birthday. So far, I love my job - the interactions with patients and families.

Most nurses that I work with are wonderful at sharing information and assisting with situations that I have not yet encountered. There are still a few of the diehard "eat the young" out there but, thankfully, they seem to be few and far between. When I encounter those individuals, I am able to tune them out and provide quality patient care. If they have something constructive or productive to say, I will listen but otherwise - not. So far my interactions with the majority of the doctors have been positive—helpful and pleasant to work with - for that, I am eternally grateful!

I still feel terribly incompetent at

times but that too is easing up as I gain experience. I absolutely hate feeling helpless for not knowing what to do for a patient or how to handle a situation. I am comforted, though, to hear that experienced nurses still have moments like that.

My job is very rewarding and (usually) I go home feeling as though I have made a difference in someone's life, their health and well-being. I feel appreciated by my patients, my co-workers and my facility - that's worth a great deal to me.

There are days that are so incredibly frustrating that I have gone home drained, disgruntled, disheartened, exhausted both physically and mentally. Those days when everything I touch turns bad before my eyes, I just wonder, "Have I made a mistake?" I

have had days that I thought for sure that I have wasted the last couple of years of my life pursuing this profession; making the worst mistake of my life? Then a good night's sleep and a good mental shake clears my head and lets in the start of a new day with a fresh perspective. I love people. I especially love helping people. No other job on earth would afford me the opportunity to be what I need to be or provide me with rewards and fulfillment that I get from nursing.

It's going to be a long first year and the terror that I will make a fatal mistake dwells within me daily. I am thankful for that fear, it doesn't paralyze me but it makes me very cautious in all the things that I do even if it takes me a little longer. I've made mistakes, fortunately, minor ones. I'm sure there will be more and pray they are all minor as well.

Roll Call

Thank you for your dedication to your profession

Faculty

Elaine Kennedy (WWCC)

Lisa Seldomridge (SU)

Debra Webster (SU)

Mentors

Julie Buchanan (PRMC)

Marybeth D'Amico (PRMC)

Tracey Fields (PRMC)

Kim Hatton (Genesis)

Michele Herlihy (PRMC)

Amy Holloway (AGH)

Stephanie Joseph (PRMC)

Alana Lewis (AGH)

Allison Marsh (McCready)

Carol Moore (PRMC)

Tonia Prouse (PRMC)

Jill Rolleston (AGH)

Julie Seif-Sexton (PRMC)

Patti Serkes (PRMC)

Cassandra Todd (PRMC)

Protégés

Dana Cody (PRMC)

Bethany Dize (McCready)

Lori Kneisel (AGH)

Stacey Moyers (PRMC)

Marlo Outten (PRMC)

Melissa Scott (Genesis)

Jeannette Taylor (AGH)

Matt Taylor (AGH)

Nursing Certification—Professional Advancement Seminar

by Lisa Seldomridge, PhD, RN



Mentors, faculty and protégés gather at June's Seminar

Sandy Bryan, MHA, BSN, RN-BC, President of the Maryland Nurses Association and Clinical Research Specialist at Shore Health System in Easton, Maryland, spoke at the June professional development seminar for participants of the Partners in Nursing program.

Her topic, "Effecting Change in Nursing Practice through Professional Organizations" addressed the importance of involvement to improve the quality of healthcare and contribute to the growth of the nursing profession.

As a current leader of the Maryland Nurses Association and longtime member of several other professional organizations, Ms. Bryan

stressed how her participation has led to both personal and professional growth. Involvement yields numerous benefits through networking, sharing ideas, debating issues of local, regional, and national importance, influencing legislators and shaping health policies, and sharing knowledge through continuing education programs. "With strength in numbers, we can improve the quality of nursing practice in Maryland, the surrounding region, and ultimately the rest of the country".

In addition, she urged the audience to pursue specialty certification through a professional

organization. Certification in a specialty area recognizes a registered nurse as possessing a high level of knowledge and skill in that particular area. RNs seeking certification must have practiced in the specialty area for a minimum number of years and have achieved a passing score on a national examination. Certification is possible in a host of specialties including critical care, oncology, gerontology, and pediatrics. Certified nurses use designation such as RN,C or RN-BC. In addition to providing career opportunities and salary increases, research has shown that care by certified nurses contributes to better patient outcomes.

For further information about the Maryland Nurses Association visit:

<http://www.marylandrn.org/>

For information about specialty certification visit:

<http://www.nursecredentialing.org/cert/index.htm>

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

Managing Conflict Seminar

by Elaine Kennedy, EdD, RN



A leading educator, Spenser Kagan, stated that nearly 80% of people who are unsuccessful in their first job are unsuccessful because they lack the interpersonal skills to work effectively with their co-workers, not because they lack the knowledge or job skills to be successful.

The PIN mentor-protégé meeting in May focused on a review of conflict management skills. The review iden-

tified some of the common elements of conflict and some of the key sources of conflict. The PIN members present had an open discussion of the benefits and downsides of avoiding or embracing conflict. Perhaps the most compelling reason for acknowledging conflict is that recent research has documented that unresolved conflict is positively associated with increased adverse patient outcomes

and decreased patient satisfaction.

Several suggestions were offered for managing conflict. Some of the suggestions included the need to avoid “triangling” or using a third person to relay information, looking for ways to improve team spirit, and remembering to compliment rather than complain.



Goal Setting the SMART Way

by D. Webster, MS, RN

Goal setting is easy using the SMART method. Whether we are setting goals for the patients we care for, helping a protégé with career planning, or writing our own personal goals; detailed planning ensures the best outcome. Remember these five basic steps for goal setting the smart way.

Specific. The first step is to identify what we want to achieve. By asking what we want to do, why we want to do it, and how we can go about doing it, we are able

to focus on a well defined goal.

Measurable. The next step is to write a goal that can be measured. This allows for an evaluation of progress toward the end result. Putting goals in writing will give meaning and provide focus.

Attainable. The third step is to design a goal that will challenge us, yet at the same time is something we can accomplish. This gives us something to strive to achieve.

Realistic. The fourth step is to be realistic in our goal setting. Goals must be realistic, something that is within our reach or ability to achieve. Writing unrealistic goals will lead to frustration.

Timely. The final step to goal setting is to identify a time frame for goal achievement. This provides a target date for meeting the goal. Keep in mind goals are not set in stone and should be reviewed and revised as needed.

A Picture is Worth....Partner Highlights



Pictured is Laura Crum, RN, MSN, Education Specialist (left) at Peninsula Regional Medical Center and Marlo Outten, RN, new grad and PIN Protégé (right). In the photo, Laura, as part of RN orientation, is reviewing the patient assessment process as it relates to epidural analgesia. Marlo is a new RN graduate of Salisbury University. She has recently passed her “Boards” and began employment on the Medical Oncology Unit. Some of her goals: to be chemo certified, learn Spanish and sign language, and go back to school for the masters degree.

Below, PIN Faculty, Mentors, and Protégés attempt to tackle a few of the challenges faced by our aging community during a recent seminar by the Eastern Shore Area Health Education Consortium (AHEC). Pictured left to right: E. Kennedy, S. Joseph, and L. Seldomridge



(above) Nurses from AGH were celebrated at the annual Nurse Dinner in May held at the Ocean Pines Yacht Club.



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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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