GREETINGS FROM THE DIRECTORBy Debra Webster, Ed.D, M.S., RN, PMH-BC, CNE

We're back!

It has been quite some time since we last formally updated alumni and friends of the Salisbury University School of Nursing (SON) with our *Nursing Notes* publication. So much has taken place since our last newsletter in early 2019, and with the pandemic easing somewhat, it is time to get back to our annual installment.

First, amidst over two years of change and upheaval due to COVID-19, one thing has not



changed – SU's NCLEX pass rates. Our baccalaureate nursing graduates have continued to earn the top spot for all University of Maryland institutions on the first-time NCLEX-RN pass rates at an impressive 94.79% in 2021. This impressive accomplishment is due to the hard work put forth by both our students and faculty.

There have been various administrative changes in the SON. First, after several years in the chair (2015-2018)/director (2018-2020) position, Dr. Jeffrey Willey has returned to a full-time teaching role. We thank him for his leadership during that time. I became the SON director on an interim basis from 2020-2021, stepping into the permanent role in July 2021. I was the associate chair from 2009-2018 and Undergraduate Program chair from 2018-2020. In July 2020, Dr. Kimberly Allen was appointed the Undergraduate Program chair and Dr. Annette Barnes was appointed the Graduate Program chair. Dr. Kayna Freda has continued in her role as clinical coordinator since 2018, while Dr. Jen Hart is the FNP coordinator. Dr. Amanda Willey is our newly appointed Second-Degree and RN to B.S.N. Program coordinator.

We also have three new administrative assistants. Dawn Ford works with the school director and is responsible for the budget, staffing, scheduling and many other tasks to help the SON run efficiently. Tishanna Toppin provides support to the traditional undergraduate program, while Laurie Bishop provides support to the second-degree and graduate programs. This fantastic team works hard each and every day to provide ongoing support for our programs, students and faculty.

During this time, we also bid a fond farewell to retiring faculty and welcomed many new faces. Retirements included Drs. Karen Badros, Cathy Walsh, Dorothea Winter, Michele Bracken, Voncelia Brown, Rita Nutt and Judith Jarosinski. We miss them all and wish them well!

While it is not easy to replace the dedicated faculty who retired after many years of service, we did hire many new full-time faculty in the past two years. New tenure-track faculty include **Dr. Stacy McGrath, Jacqueline Messner, Kristen Hammerer, Katie Cabrera** and **Rachel Weber.** We also welcomed **Dr. Molly Dale** and **Brooke Mills** in clinical faculty positions.

Dr. Stacy McGrath is a 2004 graduate of SU's second degree program and 2014 graduate from SU's masters in clinical nurse education program. She then earned her Ed.D. from Wilmington University. She previously taught at Wor-Wic Community College and works in postanesthesia care at TidalHealth. She has joined the adult health teaching team.

Jacqueline Messner is a FNP with expertise in endocrine care; she is a certified diabetes educator. She completed her M.S.N. at Georgetown University. Prior to joining SU, Messner worked at Monocacy Health Partners Endocrine and Thyroid Specialists. She is teaching future NPs in the graduate program, as well as health assessment and research in the undergraduate program.

Kristen Hammerer earned her M.S.N. from Wilmington University and worked in the NICU setting at Anne Arundel before joining SU. She joins our maternity teaching team.

Katelynn Cabrera is a 2013 graduate of the second-degree program at SU and since has earned her M.S.N. at Wilmington University. Prior to joining SU, she worked at TidalHealth Peninsula Regional in maternity. She is a member of the maternity teaching team here at SU.

Rachel Weber joins the full-time faculty at SU in January 2022 after working in a clinical faculty role and as Lucy Tull Skills Lab coordinator since 2019. She earned her M.S.N. at Wilmington University and is currently completing her D.N.P. at SU. She teaches adult health clinical and health assessment.

Dr. Molly Dale earned her B.S. in 2016 and D.N.P. in 2021 from Salisbury University. She works in the Emergency Department at TidalHealth Nanticoke in Seaford. Dale recently passed her FNP exam and has joined the SON as a clinical assistant professor, teaching health assessment lab, community health clinical and adult health clinical.

Brooke (Hallett) Mills earned her B.S. in 2015 and M.S. in nursing education in 2020 from Salisbury University. She has worked in pediatrics at TidalHealth Nanticoke in Seaford since 2015. Mills joined the SON as a clinical assistant professor, teaching pediatric clinical and health assessment lab in the undergraduate program. She also is taking over duties as our Lucy Tull Skills Lab coordinator.

On to other program news ...

We are proud to announce that the SON is growing! To better meet the pressing need for nurses in the region, we secured a grant to allow us to















GREETINGS FROM THE DIRECTOR CONTINUED

expand capacity. We added eight seats to our undergraduate program in fall 2021 and will add another eight seats in fall 2022. The plan is to increase our admissions from 65 to 81 for traditional students and from 32 to 48 for our second-degree students by 2025. The Fast Track to B.S.N. grant from the Maryland Higher Education Commission is admitting the first eight students in fall 2022 and these students will graduate August 2023, completing the program in 12 months. Faculty in the SON have also been busy completing a new five-year strategic plan, as well as aligning our curriculum with the new AACN Essentials at both the undergraduate and graduate level.

COVID-19 may have changed how we did many things over the past two years, but it did not deter our hard-working faculty from various scholarly pursuits. While we cannot possibly mention all faculty

accomplishments over the past two years, check out the Faculty News section for some of the highlights. Also check out our usual articles on graduate program news, as well as updates from the simulation center and global experiences in the SON.

Lastly, as we slowly emerge from the pandemic, we recognize the vital role that nurses have played in addressing the constant challenges brought on by COVID-19. Not only did our own faculty have to quickly pivot to create ways of providing clinical to our students online, but we also have heard countless stories of our nursing graduates who have worked, and continue to work, tirelessly to care for patients during these challenging times. We salute all of you and thank you for making the SU SON proud!

GREETINGS FROM THE GRADUATE PROGRAM CHAIR



By Annette Barnes, D.N.P., CRNP, FNP-BC, CNE

As the Graduate Program chair since June 2020, I am excited to announce that the School of Nursing (SON) has reached the 10th academic year milestone for the Doctor of Nursing Practice (D.N.P.) Program for Family Nurse Practitioners (FNPs) and advanced nursing practice leaders. The SON also continues the tradition of Master

of Science in Nursing (M.S.N.) education to prepare nurse educators and nursing health care leaders.

Graduate students have provided leadership and actively participated in research, evidence-based practice and quality improvement initiatives addressing timely clinical issues. Even during the challenging past two years of COVID-19, D.N.P. projects and M.S.N. internships have been completed in a variety of acute, primary, specialty, outpatient and community settings. Additionally, thousands of practicum hours have been completed despite the various obstacles in accessing clinical sites during the height of the pandemic. The SON recognizes and appreciates

all the preceptors and contacts who provide oversight to help students develop and apply required competencies.

The M.S.N. and D.N.P. programs are approved for distance education with online courses provided for Registered Nurses (RN) who work in their communities while attending graduate school. We thank these nurses for their service as they manage multiple priorities and support one another to succeed, while being flexible and creative in their endeavors. Faculty who teach and advise students in the graduate program also have remained diligent, supportive and amenable to varied ways of teaching and learning.

RNs licensed in Maryland or a Nurse Licensure Compact (NLC) state (see https://www.ncsbn.org/nurse-licensure-compact.htm) are welcome to apply, with practicum required within 150 miles of the main campus in Salisbury, MD. Applications are reviewed each spring with a current deadline of May 15 for entry each fall. For more information regarding the graduate program, please visit Salisbury University's website at www.salisbury.edu/gradstudies or feel free to contact me at ahbarnes@ salisbury.edu

Lastly, we are proud to announce that 12 new D.N.P. graduates will be hooded at this May's ceremony. Congratulations and best of luck in their new roles!

CLASS NOTES

As it has been three years since the last issue, there is SO much to share. For those of you who are members of the **Salisbury University Nursing Alumni Facebook** group, there was a request by Dr. Jennifer Hart back in October 2021 for news. In response to that post, there were over 100 replies in the discussion ... too many wonderful accomplishments to summarize here.

Below are updates received in response to the most recent request for information. Next issue, we will get back to (and have space for) the usual alumni news.

☐ **Katie McGrath-Studniarz '07** is working as a RN in the student health center at Goucher College and has recently accepted the position of Associate Director there.

- ☐ **Brandon Shain '10** has been promoted to nursing manager for the University of Chicago's pediatric ER and sedation departments.
- ☐ Chelsea Clarke '14 earned her master's in management/ leadership and works at Johns Hopkins Hospital in the medical/ telemetry unit and also is teaching clinical at Johns Hopkins School of Nursing.
- ☐ **Leesha Platterer '16** earned her adult gerontology/acute care NP certification and works as a hospitalist at Rochester General in upstate NY.
- ☐ **Tressie Windsor '18** works in the ICU at TidalHealth Peninsula Regional and recently passed the CCRN critical care nursing certification exam.

FACULTY NEWS

PUBLICATIONS

- Daw, P., Mills, M., & Seldomridge, L. (2021). The Maryland Nurse Support Program II: A program evaluation of faculty workforce initiative. *Nursing Economic*\$, 39(2), 78-89.
- Daw, P., Seldomridge, L. A., Ford, K., & D'Aoust, R. (2022). Increasing faculty with CNE® certification: A statewide initiative. *Nursing Education Perspectives*, 43(1), 63-65.
- Allen, K., DiBartolo, M. C., Walsh, C. M., & Freda, K. (2021). Examining impact of nursing course redesign on student outcomes, faculty workload, and costs. *Nursing Education Perspectives (online)*.
- Jarosinski, J. M, Seldomridge, L. A., Reid, T. P., & Willey, J. (2021, December). Nurse faculty shortage: Voices of nursing program administrators, *Nurse Educator (online)*.
- □ Webster, D., Willey, A., & Seldomridge, L.A. (2021). Advocacy, collaboration, and conflict management: Teaching core skill sets in mental health nursing. Journal of Psychosocial Nursing and Mental Health Services, 59 (9), 26-29.

PODIUM PRESENTATIONS

- ☐ **Brooke Mills** and **William Campbell** presented "Development of a Pediatric Seizure Simulation" at the Sigma Theta Tau International Conference in Indianapolis, IN, on November 8, 2021.
- ☐ **Tina Reid,** along with other SU faculty, presented, "Diversifying Undergraduate Research Through Inclusive Faculty Allies: Development of a Culturally-Responsive Faculty Mentoring Model" at the 2021 Council for Undergraduate Research (CUR) Centering Diversity, Equity, and Inclusion Conference held virtually on June 24, 2021
- □ Lisa Seldomridge, Nicole Hall, Judy Jarosinski, Tina Reid, & Bradley Hauck presented at the NLN Education Summit on the topic "Outcomes of a Statewide Collaboration to Address the Faculty Shortage." The conference was held on September 21, 2021, in Washington, DC.

POSTER PRESENTATIONS

- □ Annette Barnes & Amanda Willey presented a virtual poster at the USMON Institute for Educators Conference held April 22, 2021, in Baltimore, MD. It was titled "Teaching Community Health to Senior Nursing Students During a Pandemic: Perfect Timing."
- ☐ Mary DiBartolo presented a virtual poster titled "A Massive Open Online Course to Educate Healthcare Professionals & Caregivers About Alzheimer's Disease" at the Gerontological Society of America's annual scientific meeting held November 10-13, 2021, in Phoenix, AZ.
- □ Nicole Hall, Lisa Seldomridge, Judy Jarosinski, Tina Reid & Kayna Freda presented a poster titled "Advanced Educator Academy: Addressing the Need for Clinical Educators, a Diverse Teaching Faculty During COVID" at the Maryland Action Coalition Virtual Summit on May 24, 2021, in Baltimore, MD.
- □ Judy Jarosinski, Lisa Seldomridge, Kayna Freda, Abigail Johnson, Lynn Marie Bullock & Matt Rietschel presented a poster titled "Harnessing Technology to Address the Nursing Faculty Shortage: Introducing the LeadNursingForward.org Website" at the Maryland Nurses Association Nursing Education Summit in May 2021.
- ☐ Lisa Seldomridge, Kayna Freda, Lynne Marie Bullock & Judy Jarosinski presented a poster on the topic "LeadNursingForward.org: Addressing the Faculty Shortage Together" at the 2021 NLN Education Summit held on September 21, 2021, in Washington, DC.

MASSIVE OPEN ONLINE COURSE (MOOC) DEVELOPMENT

- □ Mary DiBartolo was the first among SU faculty to develop a MOOC for USM's edX platform. It was titled *Overview and Management of Parkinson's Disease*; it launched in October 2019 and ran through December 2021. In April 2020, she launched a second MOOC titled *Alzheimer's Disease & Dementia Care*, which closed in January 2022.
- □ **Nicole Hall** developed and launched a MOOC in 2021 titled *Speaking Up: Advocating for Self and Others in Healthcare.* It remains available on edX.

OTHER NEWS

Maryland Higher Education Commission (MHEC) Awards

- ☐ Nurse Educator Doctoral Grant: Staci Keenan & Amanda Willey
- ☐ New Nurse Faculty Fellowship Award: Katelyn Cabrera, Kristen Hammerer & Jacqueline Messner
- ☐ Nurse Faculty Annual Recognition Award: Lisa Seldomridge (2020) & Mary DiBartolo (2022)
- ☐ ANEC CNE Award: **Kim Allen**

Certifications

- □ Molly Dale recently passed the American Academy of Nurse Practitioners FNP certification boards.
- ☐ **Kim Allen** recently passed her National League for Nursing (NLN) certification as Certified Nurse Educator (CNE).

Appointments & Honors

- ☐ Mary DiBartolo was virtually inducted as a Fellow in the American Academy of Nursing in October of 2020.
- Jen Hart was named as the Eastern Shore district co-director for Nurse Practitioner Association of Maryland (NPAM).
- ☐ Jen Hart, Sedonna Brown & Jacqueline Messner were appointed R3 Champions for the Maryland Resilient Nurses Initiative.
- ☐ **Tina Reid** was selected as a Fulbright Specialist and was also the recipient of the President's Diversity Champion Award.
- □ Lisa Seldomridge was appointed to the National League for Nursing Audit and Compliance Committee for a two-year term.
- MNA District 4 was reactivated and new officers from the SON were elected as follows: **Sedonna Brown**, Secretary; **Lisa Seldomridge**, Director. Newly elected officers include several SU alumni: Kim Poole ('13) President, Christie Chmar ('10) Treasurer, and Aaron Sebach ('08, '11, '15) Nominating Committee.
- ☐ In October 2021, **Mary DiBartolo** celebrated the 300th episode of *Focus on Health* series where she has hosted/produced health care education programs since 2013 at PAC14. The programs are available on the PAC14 website as well as YouTube.

DID YOU KNOW?

You can make a gift directly to the School of Nursing. Gifts of any size are welcome and have a direct impact on our students. Donations are used to purchase skills equipment to enhance student learning in the lab and classrooms.

Donate Online:

giving.salisbury.edu/campaigns/school-of-nursing-2028#

Donate By Mail:

Make checks payable to SU Foundation, Inc. with School of Nursing in the memo line SU Foundation, Inc. \mid PO Box 2655 \mid Salisbury, MD 21802-2655

LUCY TULL DISTINGUISHED FACULTY AWARD WINNERS

Each spring, the SON recognizes the winners of the annual Lucy Tull Distinguished Faculty Award who are selected by faculty peers and announced at the nursing convocation ceremony held each May.

In May 2020, Dr. Dorothea Winter was the recipient of this prestigious award. In May 2021, there were two awardees: Dr. Kayna Freda and Dr. Amanda Willey.

We congratulate these faculty members for their commitment to excellence in nursing education and enhancing health care in the region.





PANDEMIC OR NOT: LEARNING CONTINUED AT THE SIM CENTER

By Lisa Seldomridge, Ph.D., RN, CNE Simulation Center Director

These past two years showed us what a group of creative thinkers with access to amazing technology can do. When SU closed its campus in March 2020, the Henson Medical Simulation Center remained open for another month to help faculty pivot to remote instruction, compile free educational resources and train patient actors in the use of technology to ensure learning experiences could continue via Zoom. The expert Sim Center staff helped faculty adapt their in-person scenarios to telehealth appointments – everything from mental health counseling to discussing end-of-life plans with family members of chronically ill patients. When we returned to de-densified in-person learning in spring 2021, we found that having students in smaller groups maximized learning because everyone had to take a more active part in their simulations.

Thanks to support from the Provost and College of Health and Human Services Dean's offices, the Sim Center was then able to acquire important new technology, including two new high-fidelity manikins and mixed reality hardware and software.



Pediatric HAL® replicates a five-year-old child who can simulate natural emotions through dynamic facial expressions, movement and speech. HAL® can cry and produce actual tears. Learners can auscultate upper and lower lung sounds on the anterior and posterior chest bilaterally and mimic a low SpO2 by turning its cheeks blue. HAL® has various palpable pulses and heart sounds, including murmurs. Learners can even obtain accurate glucose testing via a finger stick and he has multiple injection sites. HAL®'s eyes not only respond to light, but they also have tracking capabilities.

Victoria, an adult female human patient simulator, was designed to help improve safety in women's health whether pregnant or nonpregnant. Her capabilities include lifelike heart sounds, breath sounds, palpable pulses and the ability to secrete fluids. She is able to speak in real-time, made possible by an operator using a wireless headset. She also has natural eye movements, can track objects, and illustrate signs of stress, stroke, head trauma, drug use, nerve impairment and many other conditions. She can be intubated and placed on a mechanical ventilator. Victoria replicates uncomplicated labor and childbirth, as well as common complications that occur before, during and after birth. She can even be placed in a variety of positions for delivery and childbirth maneuvers. A full-term fetus of realistic size and weight can be positioned in Victoria's abdominal cavity, where it descends and rotates through the birth canal. The baby has a natural feeling umbilical cord and placenta and is equipped with active robotics that provide visible head movement and the ability to breathe and cry. After delivery, learners can obtain accurate one- and five-minute APGAR scores for this

Also new to the Center is the use of obstetric mixed reality, where a digital object, such as a hologram, can be placed in the physical world, as if it were actually present. Learners wear a HoloLens2TM headset with synchronized holograms to see inside Victoria and observe the dynamic physiology that occurs with difficult deliveries. For example, learners can see the source of bleeding in a postpartum hemorrhage and correlate blood loss with other physiologic changes.

In addition, we secured an equipment grant through the Maryland Clinical Simulation Resource Consortium for a BD Pyxis automated medication dispensing device, which was installed in February 2021 and was used for the first time in fall 2021 in psych/mental health nursing.

Also new is our AnatomageTM Table, a three-dimensional visualization system to learn anatomy and physiology through virtual dissection. The Table contains a library of high-definition digital images to learn human and animal anatomy from gross anatomy to the microscopic level. Images of anatomical structures are presented on an interactive, life-sized touch screen that is manipulated by learners.

Check out our short tour: https://www.youtube.com/watch?v=f4ZxtIylUwg

GLOBAL STUDENT EXPERIENCE UPDATE

By Tina Reid, Ed.D., RN

The long-awaited return of the global travel-abroad course ...

As the world and its economies become gradually globalized, including extensive international travel and commerce, it is essential to think about health in a global context. In the aftermath of COVID-19, educational opportunities that prepare nursing students for a potential career in global health are even more pressing.

After a three-year hiatus, we are pleased to announce the return of study abroad this January 2023 – a four-credit Global Seminar course to Ghana. Through overseas research and immersion, the course provides a study of an international culture from an interdisciplinary perspective. It integrates classroom and field instruction to introduce students to key concepts of global health, including the fundamental principles of



Ghana's health care systems. This global health experience includes participation in a two-week comprehensive education program in Ghana under the auspices of Komfo Anokye Teaching Hospital (KATH) where students participate in hands-on experiences with an array of hospital and community-based programs designed to promote health and prevent disease, particularly in vulnerable populations.

Enrollment requires my permission with support from the Center for International Education. For more information, check out this link: http://studyabroad.salisbury.edu/?go=ghanahealthcare

Other global health education news ...



Dr. Christian M. Boso from the Department of Adult Health, School of Nursing and Midwifery, College of Health and Allied Sciences at the University of Cape Coast in Ghana is joining SU School of Nursing as a Fulbright Scholar-in-Residence for the academic year 2022-23. Boso received a Ph.D. (nursing science) in 2019 from the Stellenbosch University in Cape Town, South Africa. Boso's areas of specialization include nursing education, accident and emergency

care, and adult health nursing. He is an action-oriented, analytical and confident professional with over 19 years experience in education and clinical practice.

For additional information visit the following websites:

Google Scholar: https://scholar.google.com/citations?user=Itlsgw4AAAAJ&hl=en

Research Gate: https://www.researchgate.net/profile/Christian_Boso

CELEBRATING 40 YEARS OF EXCELLENCE IN NURSING EDUCATION

Since the last newsletter, we enjoyed another successful celebration of nursing at SU with our 40th anniversary event held on April 27, 2019. A wonderful mix of alumni, from our first class in 1979 to more recent graduates, attended to commemorate 40 years of nursing excellence and catch up with former classmates and faculty.

There were many special guests on hand with special recognition of the founding faculty and faculty emeriti. The evening also included a stroll down memory lane with various faculty speakers across the decades, a picture slide show, as well as another memorable performance by The Nightingales who donned their 1960s garb to sing their version of The Beatles classic "We Get By With A Little Help From Our Friends."

A great time was had by all and we look forward to the 50th anniversary milestone of the School of Nursing in 2029.





Nursing Faculty: (from left) Barbara Kellam, Edna Quinn, Libby Barfield, Mary Kane, Karen Badros, Susan Battistoni, Cathy Walsh and Betsy Drewer



1979 Graduates: (back, from left) Penny Gibson, Deborah Lilly Bacote, Donna Morgan Parks, (front, from left) Daisy Unverzagt Werkheiser, Deborah Truitt Bradford and Joyce Abbott Twilley



School of Nursing Salisbury University 1101 Camden Avenue Salisbury, MD 21801

ADDRESS SERVICE REQUESTED

SON LEADS GRANT AWARDS FOR 10TH YEAR STRAIGHT

The School of Nursing continues its track record of success with multiple grant awards to support expanded undergraduate and graduate student enrollment, curriculum redesign to create a 12-month second degree B.S.N. option (in addition to the current 16-month option), development of learning materials for undergraduate students and practicing nurses across the state, and expansion of the Faculty Academy and Mentorship Initiative from the Eastern Shore across the state.

A new five-year Maryland Higher Education Commission (MHEC), Nurse Support Program-II (NSP) grant, Fast Track to a B.S.N. Plus! (\$986,343), provides support to expand B.S.N. enrollments by 35% over the next five years through development of a 12-month second B.S.N. curriculum and expanded use of simulations, both manikin-based and using standardized patient actors. Co-Principal Investigators Dr. Debra and Dr. Lisa Seldomridge are excited about opportunities to offer seats to qualified first and second degree B.S.N. applicants.

The MHEC NSP-II Nursing Leadership Toolkit Grant (2017-2021) was funded for \$1,978,041 to expand simulations in three nursing courses (NURS 351 Adult Health Nursing Clinical 2, NURS 441 Internship, NURS 443 Leadership/Management Clinical). Additionally, the toolkits have been restructured for use with Nurse Residency Programs in Maryland and for continuing education offerings. Co-PIs are Dr. Debra Webster and Dr. Lisa Seldomridge.

SU SON was invited to write a five-year continuation grant to MHEC NSP-II for \$2,490,851 to expand the Faculty Academy and Mentorship Initiative of Maryland (2021-2026) to a completely online program,

offering introductory and advanced curricula. The FAMI program has multiple simulations using standardized patient actors and purchases Sim Center services to manage these virtual experiences and prepares clinical experts for positions as clinical educators for schools of nursing and health care organizations.

A statewide needs assessment conducted in 2016-2017 revealed a need for a Maryland-centric one-stop web resource with information about how to become a registered nurse, clinical nurse educator and faculty member. Thanks to a five-year \$1,793,292 grant from MHEC NSP-II www.leadnursingforward.org was created. This project is a collaboration of the SU and University of Maryland Schools of Nursing, SU's Eastern Shore Regional GIS Cooperative, Pinnacle Communications and Hartlove-Goodyear. PI is Dr. Lisa Seldomridge. This website received international recognition at the Sigma Theta Tau International Research Congress in Calgary, Alberta, Canada, in 2019 as one of three finalists for the Excellence in Nursing Education Research Award.

SEND US YOUR NEWS!

We would love to hear about from our SON alumni!

Send an email to Molly Dale (medale@salisbury.edu) or Brooke Mills (bmmills@salisbury.edu) to share any news on new degrees, certifications, positions, etc.

If you are on Facebook, look for our alumni group and request an invite to join us. We are 725 members strong!