

Year of the Maryland Nurse 2020 Vision

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The University of Maryland School of Nursing's Nurse Leadership Institute is proud to announce its 2020 - 21 class of Fellows. Supported by state Nurse Support Program II funds, these Fellows began a yearlong leadership program in September.

**Find out who they are and how they are preparing to lead
health care innovation in Maryland at nursing.umaryland.edu/nli.**

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DISCLOSURES



Maryland Nurses Association – 117TH ANNUAL CONVENTION

Year of the Nurse: 2020 Vision

Excel, Lead, Innovate

I. Criteria for Successful Completion

The criteria for successful completion is listed in the convention booklet on page 33.

II. Conflicts of Interest

The planners and presenters of this CNE activity have disclosed no relevant financial relationships with any commercial companies pertaining to this activity.

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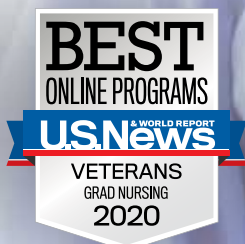
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Psychiatric-Mental Health Nurse
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MARYLAND NURSES ASSOCIATION



Year of the Nurse: 2020 Vision

Excel, Lead, Innovate

Welcome to the MNA 117th Annual Convention and the Inaugural Virtual Convention!

Your Convention Committee focused on this year's theme "Year of the Maryland Nurse: Vision 2020 Excel. Lead. Innovate" when planning our 2020 convention.

We were mindful of last year's evaluations and comments while planning for our face-to-face convention that was to be held at the Clarion Resort Fontainebleau Hotel-Oceanfront, a destination convention. However, COVID-19 changed the world and our convention. Being mindful of our attendees and others, the MNA Board of Directors moved our in-person destination convention to a new type of destination - the Internet.

We want to thank every nurse who is presenting. You are the people who make the convention what it is. This will be a convention like no other. Learn and enjoy the presentations.

The convention objectives are to:

1. Discuss current nursing education and professional development practice,
2. Describe leadership applications for various nursing practice areas, and
3. Compare innovative quality and research improvements across the nursing spectrum.

We look forward to learning with all of you during this Year of the Maryland Nurse.

Your Convention Committee:

Chairperson:

Barbara Biedrzycki, PhD, CRNP, AOCNP

Deputy Chairperson:

Carolyn Guinn, MSN, RN, NEA-BC

Lead Nurse Planner:

Mia Waldron, PhD, MSN-Ed, NPD-BC

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Charlotte Wood, PhD, MSN, MBA, RN

MNA Executive Director:

Jacqueline Patterson, MBA

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Eucharika Mbagwu, DNP(c), MSN, BSN, RN

Mary Jean Schumann, DNP, MBA, RN, CPNP-PC, FAAN

Jaime Striplin, MSN, RN

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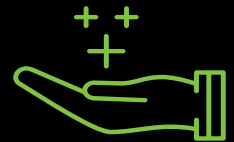
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GREETINGS FROM THE PRESIDENT



Greetings Colleagues and Friends:

Welcome to the 117th Annual Maryland Nurses Association (MNA) Convention. MNA has planned an exciting two-day inaugural virtual convention that will celebrate the year of the nurse. The theme for this year's convention is, "Year of the Maryland Nurse: 2020 Vision; Excel: Lead: Innovate."



During the course of this year, nurses have shown their exceptional ability to be resilient and excel in a time like no other, to lead when there has been a lack of leadership, and creatively innovate in a time when there has been a tremendous lack of resources. MNA districts and members have worked to provide many opportunities on educational issues related to, self-help and resilience, the management and care of the COVID-19 patient and adequate supplies of personal protective equipment. All to ensure a safer, healthier workplace for all nurses. The convention emphasizes a venue for learning, networking, camaraderie, and fun. With the help of many nurses throughout the state you will hear and see some amazing work presented from across the state of Maryland.

Please take time to review this convention yearbook and read about the many ways that MNA has touched lives of nurses and improved the outcomes of those we serve. As part of your two-day event, please take time to visit our vendors and exhibitors, as they bring helpful information and vital support to the convention.

You are welcome to attend the annual membership meeting that is scheduled for November 19, 2020. At this meeting, we will welcome the new officers and our new President-Elect.

I would like to take this opportunity to thank the members of MNA's Convention Committee and the Committee Chairs Barbara Biedrzycki and Carolyn Guinn who have worked tirelessly to make the convention a success. The MNA staff, including Executive Director Jacqueline Patterson, the Director of Continuing Education, JaNae Fowler, and our bookkeeper Marie Ciarpella, have all contributed their time and effort to ensure an awesome event. Finally, I wish to thank every member of MNA. It has been a privilege to represent Maryland nurses. Thank you for attending our inaugural virtual convention.

A handwritten signature in black ink that reads "Charlotte Wood".

Charlotte Wood, PhD, MSN, MBA, RN
President, Maryland Nurses Association

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District 9	Melani Bell, DNP, RN

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District 2	Nancy Goldstein, DNP, ANP-BC, RN
District 3	Donna Downing-Corddry, BSN, RN
District 5	Eucharika Mbagwu, MSN, RN
District 7	Barb Polack, BSN, RN, NCSN
District 8	Jennifer Cooper, DNP, RN, PHNA-BC, CNE
District 9	Adrienne Jones, RN

MNA Staff

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Director of Continuing	
Education Application Services	JaNae Fowler
Bookkeeper	Marie Ciarpella



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The Maryland Nurses Association, the voice of nurses,
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Approved by Board of Directors, January 2019



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MARYLAND NURSES ASSOCIATION



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Mary C. Packard	1906-1908	Margaret B. Keller	1975-1977
Sarah E. Parsons	1908-1909	Jane Dawson	1977-1979
Georgina C. Ross	1909-1911	Bonnie Rogers	1979-1981
Reba Thelin Foster	1911-1913	Rosetta Sands	1981-1982
Ethel Palmer Clarke	1913-1915	Barbara Santamaria	1982-1985
Elsie M. Lawler	1915-1927	Lynada Johnson	1985-1987
Jane E. Nash	1927-1936	Kathleen M. White	1987-1989
Maud M. Gardner	1936-1944	Addie Eckardt	1989-1991
Elizabeth Norwood	1944-1948	Nancy McCaslin	1991-1993
Margaret Ann Henshaw	1948-1949	Gregory Paul	1993-1995
Marsha Johnson	1949-1950	Kathryn V. Hall	1995-1997
Ethel Turner	1950-1952	Madeline Turkeltaub	1997-1999
Sr. M. Florence Garner	1952-1953	Mary L. Beachley	1999-2001
Anna E. Holmes	1953-1955	George Paul	2001-2003
M. Elizabeth Pickens	1955-1957	Denise A. Moore	2003-2005
Ann Klingelhofer	1957-1958	Sandra H. Bryan	2005-2007
Alice J. Akehurst	1958-1960	Rosemary E.S. Mortimer	2007-2009
Eleanor J. Smith	1960-1962	Patricia Travis	2009-2011
Alice J. Akehurst	1962-1963	Neysa Ernst	2011-2013
Alice M. Sundberg	1963-1967	Janice Hoffman	2013-2015
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MARYLAND NURSES ASSOCIATION



PAST AWARD WINNERS

1985

Membership Award
Outstanding Clinical Nurse Award
Outstanding Leadership Award
Legislator of the Year Award
Rosalie S. Abrams Legislative Award

Carol Bragg, RN
Karen Gammon, RN, MS
Marie McCarthy, RN, MS, CS
Delegate Larry Young
Lucy Fink, RN, MS

1986

Membership Recruitment Award
Honorary Nursing Practice Award
Outstanding Leadership Award
Legislator of the Year Award
Rosalie S. Abrams Legislative Award

Carol Bragg, RN
Betty Putman, RN
Helen Bissett, RN, MS
Senator Arthur Dorman
Nancy McCaslin, RN, MS

1987

Membership Recruitment Award
Outstanding Leadership Award
Outstanding Nursing Practice Award
Outstanding Adv. Clinical Nurse Award
Outstanding Health Information Award
Rosalie S. Abrams Legislative Award

Deborah Wilkes, RN, C
E. Elizabeth Derr, RN, MS
Diana Donegan, RN, BSN
JoAnn Lee, RN, BSN
Mr. J. Sidney King
Patricia M. Jones, RN, MS

1988

Membership Recruitment Award
Outstanding Leadership Award
Outstanding Nursing Practice Award
Outstanding Adv. Clinical Nurse Award
Outstanding Health Information Award
Legislator of the Year Award

Deborah Wilkes, RN, C
Nancy A. Pashby, RN, BSN
Lois Macomber, RN
Nancy K. Howard, RN, MS
Mary Etta Roberts, RN, MSN
Honorable Donna M. Felling

1989

Membership Recruitment Award
Outstanding Leadership Award
Outstanding Adv. Clinical Nurse Award
Outstanding Adv. Clinical Nurse Award
Outstanding Health Information Award
Rosalie S. Abrams Legislative Award
Legislator of the Year Award

Deborah Wilkes, RN, C
Genevieve M. Jordan, RN, MS
Debbie Gilbert Kramer, RN, MS, CRNP
Roberta Niklewski, RN, MS
Patricia Papa, RN, C, MSN, PNP
Lynn Klair, RN, MS, C
Delegate H.R. Hergenroeder, Jr.

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Outstanding Adv. Clinical Nurse Award
Outstanding Nurse Educator Award
Outstanding Nursing Practice Award
Outstanding Health Information Award
Rosalie S. Abrams Legislative Award
Rosalie S. Abrams Legislative Award
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Joan Creasia, RN, PhD
Frances A. William, RN, MS, CNS
Margaret M. DeStefanis, RN, MSN
Veronica Noah, RN, BSN, CRNI
Cumberland Broadcasting Company, WCBC-1270AM
Margo Chaney Cockey, RN, MSN, CRNP
Dorothy E. Culb, RN, BSN
Delegate Barbara Kreamer

1991

Outstanding Adv. Clinical Nurse Award
Outstanding Nurse Educator Award
Outstanding Nursing Practice Award
Outstanding Health Information Award
Rosalie S. Abrams Legislative Award

Sheila Todd Eliasberg, RN, MS, C, CS
Gail Mazzoco, RN, EdD
Judith A. Menges, RN, C
Maggie Neal, RN, PhD
Shirley Van Zandt, CRNP, MSN

1992

Outstanding Adv. Clinical Nurse Award
Outstanding Nurse Educator Award
Outstanding Nursing Practice Award
Outstanding Leadership Award
Rosalie S. Abrams Award

Kathleen Stilling, MSN, CRNP
Lisa A. Seldomridge, MSN, RN
Sarah Cromwell, BSN, RN
Jeanette Boyer, MS, RN
Carol Schatzman, RN

1993

Legislative Award
Legislative Award
Rosalie S. Abrams Award
Outstanding Leadership Award
Outstanding Nurse Practice Award
Outstanding Nurse Educator Award

Laurie Thomas
John Stierhoff
Brenda Adkins, RN, BS, CAN
Susan Appling, RN, MS, CRNP
Leola Washington, RN, BS, MPH
Laurie Pasieka, BS, RN

1994

Rosalie Silber Abrams Award
Legislative Recognition Awards

Health Policy Recognition Award
Certificate of Appreciation
Outstanding Health Information Award
Search for Excellence Award

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AJN/Maryland Nurses Association Writing Award

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Judith Westing, RN, MS
Patricia A. Abbott, RN, MS
Barbara A. Kellam, RN, PhD
Bonnie Lee Legge, BSN, MEd, MS
Mary H. Palmer, RN, C, PhD, FAAN

1995

Rosalie Silber Abrams Award
Rosalie Silber Abrams Award
Outstanding Health Information Award
Outstanding Leadership Award
Outstanding Nurse Educator Award
Outstanding Nursing Practice Award
ANJ/Maryland Nurses Association Writing Award

Mary L. Beachley, RN, MS, CEN
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Mary Ellen Lloyd
Deborah R. Cox, RNC, BS, MS
Barbara E. Richardson, RN, BS
Sylvia A. Ridenous, RN, BSN
Janet Cogliano, RN, DNSc

1996

Rosalie Silber Abrams Award
Outstanding Adv. Clinical Nurse Award
Outstanding Health Information Award
Outstanding Leadership Award
Outstanding Nursing Practice Award
Outstanding Pathfinder Award

Peggy Soderstrom, RN, PhD
Jeanette Boyer, RN, MS, BSN
Times-News Newspaper
Mary L. Beachley, RN, MS, CEN
Sandra Bryan, RN, BSN, CPAN
Shirley Morgan, RN, MS, BSN

1997

Legislator of the Year Award
Outstanding Adv. Clinical Nurse Award
Outstanding Health Information Award

Outstanding Nursing Practice Award
Outstanding Nurse Educator Award
Outstanding Pathfinder Award

Delegate Shirley A. Nathan-Pulliam, RN, BSN, MAS
Marquerite Wilson, RN, MSN, CS-P
The Herald Mail, Lifestyle Section
Lisa PreJean, Editor
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1998

Legislator of the Year Award
Rosalie Silber Abrams Award
Outstanding Adv. Clinical Nurse Award
Outstanding Health Information Award

Outstanding Leadership Award
Outstanding Nurse Educator Award

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Center for Rehabilitation and Healthcare
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manokin
Center for Rehabilitation and Healthcare
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PAST AWARD WINNERS

Outstanding Nursing Practice Award
Outstanding Mentoring Award
Outstanding Pathfinder Award

Diane Wright, RN, BS
Jacquelyn C. Campbell, PhD RN, FAAN
Lori Tindall, RN, MS, CS-P

1999

Legislator of the Year Award
Rosalie Silber Abrams Award
Outstanding Adv. Clinical Nurse Award
Outstanding Health Information Award

Delegate Ronald A. Guns
M. Julia Pannell, RN
Kathleen Yanks, MS, RN
Cumberland Times News
Mona Ridder
Frederick Memorial Hospital's Wellness Center
Karen Shaffer, MS, RN
Juanita G. Bland, RN
Phyllis Williams Sharps, PhD, RN
Judy Menges, RN
Nancy C. Fowler, RN

Outstanding Leadership Award
Outstanding Mentoring Award
Outstanding Nurse Educator Award
Outstanding Nursing Practice Award
Outstanding Pathfinder Award

2000

Rosalie Silber Abrams Award
Outstanding Adv. Clinical Nurse Award
Outstanding Leadership Award
Outstanding Nursing Practice Award

Helen Jane Wobbeking, RN
Jane Flowers, RN, MSN, RNFA, CNOR
Deborah R. Cox, RN, MSN, CRNP
M. Dawne Barnes, RN

2001

Legislator of the Year Award
Rosalie Silber Abrams Award
Outstanding Advanced Clinical Nurse Ward
Outstanding Health Information Award
Outstanding Leadership Award

Delegate Joan B. Pitkin
Denise A. Moore, MS, RN, CNS
Judith A. Hines, RN, MS
Studio 83 Productions, Inc.
Barbara Rogue, RN, JD

2002

Legislator of the Year Award
Rosalie Silber Abrams Award
Outstanding Leadership Award
Outstanding Mentoring Award
Outstanding Pathfinder Award

Delegate Adrienne A. Mandel
Mary Patricia Howard, RN, BSN, MSN
Marcia Zanger, RN, CRNI
Melissa E. Meyers, RN
Linda Santmyire, RN

2003

Centennial

M. Adelaide Nutting Award
Rosalie Silber Abrams Award
Outstanding Health Information Award

U.S. Senator Barbara A. Mikulski
Mary A. Linton, RN, MS, COHN-S
Life Bridge Health
Diane Johnson/Rudy Miller

PAST AWARD WINNERS

Outstanding Leadership Award
Outstanding Mentoring Award
Outstanding Nurse Educator Award

Barbara Sattler, DrPH, RN
Rosemary Mortimer, RN, MS, MSED
Carol J. Bickford, PhD, RN, BC
M. Kathleen Smith, MScED, RN, BC
Susan K. Newbold, MS, RN, BC, FAAN
Catherine Vestraci, RN, C

Outstanding Nursing Practice Award

2004

Legislator of the Year Award

Senator George W. Della, Jr.

2005

Legislator of the Year Award
Rosalie Silber Abrams Award
Outstanding Leadership Award
Outstanding Pathfinder Award

Senator Thomas M. Middleton
Nancy McCaslin, MS, C, RN
Denise A. Moore, MS, APRN, CS, BC
Marla Oros, BSN, MS, RN

2006

Legislator of the Year Award
Rosalie Silber Abrams Award
Special Recognition Award
Outstanding Nurse Educator Award
Outstanding Leadership Award
Outstanding Mentoring Award
Outstanding Pathfinder Award

Senator Sharon M. Grosfeld
H. Jane Wobbeking, RN
Senator Paula C. Hollinger
Vicky Kent, PhD, RN, CNE
Sandra H. Bryan, MHA, BSN, RN, BC
Joan Kub, PhD, RN, CS
Brenda M. Afzal, RN, MS

2007

Outstanding Advanced Practice Clinical Award
Outstanding Leadership Award
Outstanding Pathfinder Award
Legislator of the Year Award
Rosalie Silber Abrams Award
Special Recognition Award

Barbara Resnick, PhD, CRNP, FAAN
Elise Handelman, RN, EDd, FAAOHN
Robin Newhouse, PhD, RN
Delegate Anne Kaiser
Delegate Shirley Nathan-Pulliam
Delegate Marilyn R. Goldwater

2008

Rosalie Silber Abrams Award
Legislator of the Year Award

Keisha S. Walker, RN, MS
Delegate Adelaide C. Eckardt

2009

Rosalie Silber Abrams Award
Legislator of the Year Award
Outstanding Pathfinder Award
Outstanding Leadership Award

Karen Minor, MS, CRNP
Delegate James W. Hubbard
Stacy L. Cottingham, MS, RN
Kathleen M. White, PhD, RN, CNAA

PAST AWARD WINNERS

2010

Rosalie Silber Abrams Award
Legislator of the Year Award

Nayna Philipsen, JD, PhD, RN, CFE, FACCE
Delegate Sue Kullen

2011

Rosalie Silber Abrams Award
Legislator of the Year
Outstanding Pathfinder Award
Outstanding Leadership Award
Outstanding Mentor Award
Outstanding Dissemination of Health
Information Award
Outstanding Advanced Clinical Practice Award
Outstanding Nursing Practice Award
Outstanding Nurse Educator Award

Janice Hoffman, PhD, RN
Delegate Pete Hammen
Janet D. Allan, PhD, RN, FAAN
Rosemary Mortimer, MS, MSED, RN
Barbara Bilconish, MSN, RN-BC

Laura Taylor, PhD, RN
Elizabeth Soland, PhD, RN, PNP-BC
Linda Gerson, PhD, RN, PHMCNS-BC
Diane Aschenbrenner, MS, RN

2012

Rosalie Silber Abrams Award
Legislator of the Year
Outstanding Pathfinder Award
Outstanding Leadership Award
Outstanding Mentor Award
Outstanding Nursing Practice Award
Outstanding Nurse Educator Award

Patricia Travis, RN, PhD, CCRP
Delegate Geraldine Valentino-Smith, BSN, JD
Sharon Stagg, RN, BSN
Patricia Travis, RN, PhD, CCRP
Leisa Douglas, BSN, MBA
Marianne McKiernan, RN
Rose Essex, RN

2013

Legislator of the Year
Outstanding Pathfinder Award
Outstanding Leadership Award
Outstanding Mentor Award
Outstanding Nursing Practice Award
Outstanding Nurse Educator Award
Outstanding Advanced Practice Clinical Award
Outstanding Dissemination of Health
Information Award

Delegate Dan Morhaim, MD
Nancy Hodgson, PhD, RN
Christie Simon-Waterman, MSN, CRNP
Karen Evans, MSN, RN-BC
Mary Katherine Donnelly, ACNP-BC, ANP-BC, DNP
Sharon Kozachik, PhD, RN
Barbara Biedrzycki, PhD, CRNP, AOCNP

Mary Beth Zaber, MS, RN

2014

Special Recognition Award
Rosalie Silber Abrams Award

Outstanding Pathfinder Award
Outstanding Leadership Award
Outstanding Mentor Award

Delegate James W. Hubbard
Mary Kay DeMarco, PhD, RN, CNE and
Josie Ogaitis, MS, RN
Mary Fey, PhD, RN
Sherry Perkins, RN, PhD
Barbara Nubile, MSN, RN

PAST AWARD WINNERS

Outstanding Nurse Educator Award
Outstanding Advanced Practice Clinical Award
Stierle Exemplary Service Award

Barbara Dobish, MSN, RN
Brooke Bucci, BSN, RNC
Linda Stierle, MSN, RN

2015

Legislator of the Year
Rosalie Silber Abrams Award
Outstanding Pathfinder Award
Outstanding Leadership Award
Outstanding Mentor Award
Outstanding Nurse Educator Award
Outstanding Dissemination of Health
Information Award
Outstanding Advanced Practice Clinical Award
Stierle Exemplary Service Award

Delegate Bonnie Cullison
Shirley Devaris, RN
Mary Jean Schumann, MBA, MSN, RN
Janice Hoffman, RN, PhD, ANEF
Jonas Nguh, PhD, MSN, FACHE, FNAP, NEA-BC, RN
Shawna Mudd, DNP, CPNP-AC, PNP-BC

Beverly Lang, MScN, RN, ANP-BC, FAANP
Tammy Slater, DNP, RN, ACNP
Patricia Travis, RN, PhD, CCRP

2016

Legislator of the Year
Rosalie Silber Abrams Award
Outstanding Pathfinder Award
Outstanding Leadership Award
Outstanding Nurse Practice Award
Outstanding Mentor Award
Outstanding Nurse Educator Award
Outstanding Dissemination of Health
Information Award
Stierle Exemplary Service Award

Senator Jamie Raskin
Nancy Mattucci, MSN, RN
Janiece Walker, MSN, PhD, RN
David Parker, RN
Phanedra Harper, RN, MSN-BC
Michael Sanchez, DNP, CRNP, FNP-BC
Nancy Sullivan, DNP, RN

Audra Rankin
Janice Hoffman, RN, PhD, ANEF

2017

Legislator of the Year
Rosalie Silber Abrams Award
Outstanding Pathfinder Award
Outstanding Leadership Award
Outstanding Nurse Practice Award
Outstanding Mentor Award
Outstanding Nurse Educator Award
Stierle Exemplary Service Award

Senator Addie Eckardt
Patricia McLaine, DrPH, MPH, RN
Rebecca Wiseman, PhD, BSN, MSN
Kathy Ogle, PhD, RN, FNP-BC, CNE
Barbara Pollack, RN
Barbara Biedrzycki, PhD, RN, MSN, CRNP, AOCNP(R)
Martha Saroop
Karen Evans, MSN, RN-BC

PAST AWARD WINNERS

2018

The Outstanding Dissemination of
Health Information Award
The Outstanding Leadership Award

The Outstanding Pathfinder Award
The Legislator of the Year Award
The Rosalie Sibling Abrams Award

The Outstanding Nurse Educator Award
The Outstanding Advanced Practice
Clinical Nurse Award
The Outstanding Mentoring Award
Stierle Exemplary Service Award

Phanendra Harper, RN
Diane Bongiovanni, MA, BSN, NEA-BC, NHDP-BC,
CHEP
Kathleen Gross, MSN, BS, RN-BC, CRN
Clarence Lam, MD, MPH
Marianne Hiles, MSN, RN, APRN-CNS, ACNS-BC,
RNC-LRN
Madelyn Danner, MSN, RN

Beverly Lang, MScN, RN, ANP-BC, FAANP
Linda J. Stierle, MSN, RN
Mary Kay DeMarco, PhD, RN, CNE

2019

Outstanding Nurse Educator
Outstanding Mentor
Health Dissemination
Pathfinder
Advanced Practice
Outstanding Leadership
Stierle Exemplary Service
Outstanding Nursing Practice

Marianne Eichenberger, RN
Cynthia V. Frank, RN
Mona Shattell, PhD, RN, FAAN
Derrick Wyatt, RN
Shawna Mudd, RN & Brigit VanGraafeiland, RN
Shirley DeVaris, RN
Kathy Martin, DNP, RN, CNE
Sadie Parker, RN



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MARYLAND NURSES ASSOCIATION

117TH ANNUAL CONVENTION



OCTOBER 1-2, 2020

Year of the Maryland Nurse: 2020 Vision

Excel, Lead, Innovate

AGENDA

Thursday, October 1, 2020

8:30 – 9:00 AM Attendee Virtual Networking/Visit Exhibitors - Host Vann Joyner, BSN, RN

9:00 - 10:00 AM Opening Session



Welcome: Charlotte Wood, PhD, RN, MSN, MBA
President, Maryland Nurses Association (MNA)



Greetings: Dr. Ernest Grant, ANA President, PhD, RN, FAAN

The 36th president of the American Nurses Association (ANA), the nation's largest nurses organization representing the interests of the nation's four million registered nurses.



Keynote: Debbie Hatmaker, PhD, RN, FAAN
Chief Nursing Officer, ANA Enterprise

Dr. Debbie Hatmaker, a nationally known nursing leader, is the Chief Nursing Officer of the American Nurses Association (ANA) Enterprise, which consists of the ANA membership organization representing the nation's 4.2 million registered nurses; the American Nurses Credentialing Center (ANCC), which promotes excellence in nursing and health care globally through credentialing programs; and the American Nurses Foundation, ANA's charitable arm.

10:05 – 10:30 AM Exhibitor Break**10:30 – 11:30 AM Concurrent Session 1**

Session 1A	Session 1B	Session 1C
Nursing Through a Pandemic. Using a Complex Adaptive Systems Approach to Transform Practice: Joan L. Goss MS, RN, ACNS-BC; Mary-Michael Brown, DNP, RN- CENP	Project to Publication - A Writing Mentorship Program: Sarah Harne-Britner, DNP, RN, ACNS- BC, NEA-BC, Dr. Cynthia Leaver, PhD, APRN, FNP- BC, FAANP	Utilizing a Dual Admission Partnership Model to develop a cadre of BSN prepared nurses to serve Maryland Citizens: Linda Aveni Murray, DNP, CRNP-Ped, Dr. Nina M. Trocky, DNP, RN, CNE, NE-BC

11:30 - 11:40 AM Exhibitor Break**11:40 - 12:40 PM EXCEL Spotlight Session (During this 1-hour session, there will be three 20 minute presentations)**

- Caring for our Caregivers: Creating a Safe Space to Relax, Refresh & Renew the Nursing Spirit: Amy Bartholomew, MSN, RN, CCRN-K
- P-TECH Nursing Pathway: High School to Associates Degree to Bachelor of Science in Nursing Degree: Nina M. Trocky, DNP, RN, CNE, NE-BC
- Implementation of Changing Patient Sepsis Simulation in a Nurse Residency Program: Meghan Perrotta, MSN, RN, OCN

12:40 – 12:50 PM Exhibitor Break**12:50 – 1:50 PM Concurrent Session 2**

Session 2A	Session 2B	Session 2C
Improving the Evidence-Based Practice Project Curriculum within a CCNE-Accredited Nurse Residency Program: Brittany C. Beckmann, MSN, RN, NPD-BC, CNRN, Meghan Perrotta, MSN, RN, OCN	Long-Distance Leadership: Tips for Managing Remote Teams: Lisa Urban, PhD, MSN, RN	The Impact of COVID 19 on Nursing Student Clinical Practice: A Time for Clinical Innovation: Dr. Denyce Watties-Daniels, DNP, RN, OLC-C

1:50 – 2:00 PM Exhibitor Break**2:00 – 2:20 PM Nursing Foundation of Maryland (NFM) Scholarship Awards Presentation, Donna C. Downing-Corrdy, NFM President****2:20 – 3:20 PM INNOVATE Spotlight Session (during this 1-hour session, there will be three 20 minute presentations)**

- Innovation in Nursing: Dietitian Consults in the Inpatient Cancer Population: Susan L. Estes, MS, RN-BC
- Workplace Violence Strategies for Prevention and Recovery: Susan L. Estes, MS, RN-BC
- It's HAPI Time: Roxanne Rosendale, MSN, RN-BC, NE-BC; Jennifer Clark, BSN, RN

3:20 – 3:20 PM Closing

Friday, October 2, 2020

8:30 – 9:00 AM Attendee Virtual Networking/Visit Exhibitors - Host: Carolyn Guinn, MSN, RN, NEA-BC

9:00 - 10:00 AM Opening Session



Welcome Back: Charlotte Wood, PhD, RN, MSN, MBA
President, Maryland Nurses Association



Keynote: RADM Joan Hunter, RN

RADM Joan Hunter is a Senior Advisor to the U.S. Surgeon General (SG) for activities and policies related to Commissioned Corps activation, training, preparedness, deployment operations, and total force fitness for the Corps.

10:00 – 10:30 AM Exhibitor Break

10:30 – 11:30 AM Concurrent Session 3

Session 3A	Session 3B	Session 3C
Expanding nursing education on addictions: Focus area, electives, and graduate certificate: Victoria L. Selby, PhD, PMH-CRNP, PMHNP-BC, CARN-AP	Using a Simulation Toolkit to Educate Students as Mental Health Patient Advocates: From Admission to Discharge: Amanda J. Willey, MSN, RN, CCHP Judith Jarosinski PhD, RN Debra Webster EdD, MS, RNBC, CNE Lisa Seldomridge, PhD, RN, CNE	Using Serology on Saliva Samples to Assess Prior Exposure to Covid-19: Charmaine A. McKie, PhD, MP, RN, OCN Leslie K. Greenberg, MSN, MBA, RN, OCN® Douglas W. Roblin, PhD

11:30 - 11:40 AM Exhibitor Break

11:40 - 12:40 PM LEAD Spotlight Session (during this 1-hour session, there will be three 20 minute presentations)

- Collaboration Counts: Nursing Practice, Education, and Informatics Partnership: Gina Shelley MS, BSN, RN, NPD-BC; Leah Seiler, RN, and Beth Weed
- What the Neuroscience of Gratitude Can Teach Us About Diversity and Inclusion: Linda Roszak Burton, BS, ACC, BBC
- LeadNursingForward.org-Making it Easy: A One-Stop Web Resource to Address the Nursing Faculty Shortage: Judith Jarosinski, RN, PhD, Lisa A. Seldomridge, PhD, RN, CNE, Kaynabess R. Freda, EdD, MS, CMSRN, Rietschel, MS, Abigail Johnson, BA (nonpresenter)

12:40 – 12:55 PM Exhibitor Break

12:50 – 1:50 PM Concurrent Session 4

Session 4A	Session 4B	Session 4C
Enhancing Nursing and Respiratory Therapy Students Interprofessional Collaboration Competencies through Curricular Integration of Standardized Patient Experiences: Jennifer Hart DNP, CRNP, FNP-BC Kimberly Allen, DNP, RN	Perceptions of Nurses Staff During the COVID-19 Pandemic: Cathaleen Ley, Ph.D, RN, Barbara Jacobs, MSN, RN	Preparing Nurses to Communicate and Lead: Debra Webster, EdD, MS, RNBC, CNE Lisa Seldomridge PhD, RN, CNE

1:50 – 2:00 Exhibitor Break

2:00 – 3:00 PM COVID-19 Spotlight Sessions (during this 1-hour session, there will be three 20 minute presentations)

- A Positive Outcome of the COVID Pandemic: A New Approach to Teaching Basic EKG Interpretation: Catherine Case MSN, RN-BC, CPAN, CDE
- Empowering Peri-anesthesia nurses through education to re-deploy to the ICU during the COVID-19 Pandemic: Kimberly H. Groner MSN, RN, ANP-BC, CCRC, NE-BC, Margaret Young BSN, M.Div., RN, CPAN, CAPA, Therese Chesnutt BSN, RN, CPAN
- Prepare for the Worst: Equip your organization with strategic tools for rapid re-deployment and dissemination of education during a crisis: Amy Alsante DNP, RN, CHEP, NE-BC; Toni Murray, DNP, NPD-BC, CENP, CMSR

3:00 – 3:25 PM MNA Awards

3:25 – 3:35 PM Closing

Maryland Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

CONVENTION CONTACT HOURS



Maximum contact hours a participant may receive for attending keynote, concurrent and spotlight sessions during the event is 18.0. In order to receive contact hours attendees must:

1. Attend the educational sessions in its entirety
2. Utilize the convention app to complete evaluations

Attendees will receive a transcript of continuing nursing education awarded by e-mail. Contact hours will only be awarded for keynote, concurrent and spotlight sessions that have been evaluated in the app.

The Maryland Nurses Association is approved as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

TO OBTAIN ALL EIGHTEEN (18.0) CONTACT HOURS attendees must participate in all sessions after the live convention, as the convention will be enduring.



EXHIBITORS

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FAMI-MD (Faculty Academy and Mentorship Initiative of MD)/Salisbury University

Frostburg State University

Grand Canyon University

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MARYLAND NURSES ASSOCIATION



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Convention Program

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Nursing Foundation of Maryland

Nursing Foundation of Maryland owes its profound gratitude to the following organizations and families that provide financial scholarships for nursing education:

Thank you to Arthur L. Davis Publishing Agency for the Arthur L. Davis Publishing Agency Scholarship. This incredible company helps educate and communicate nurses throughout our nation.

Thank you to the Maryland General Hospital School of Nursing Alumnae Association for the scholarship awarded in their name.

Thank you to the years of financial support provided in dedication to the memory and outstanding work of nursing colleague and MNA member, The Ruth Hans Scholarship.

Thank you to the Mercy Hospital Nursing Alumnae for the scholarship awarded in their name.

Thank you to the Travis family for continuing to provide this very important scholarship in memory of the parents of long time MNA member and past president of MNA, past Secretary for ANA, Patricia Travis.

The Nursing Foundation of Maryland Scholarship is back! Thank you to all supporters of NFM's fundraising efforts during the last several MNA Annual Conventions.

Thank you to all donors that made possible the creation of the Shauna Parker Memorial Scholarship.

Thank you to Jonas Nguh, PhD, FACHE, NEA-BC, RN and family for establishing the Scholarship for Global Health.

Thank you to The Maryland Association of Associate Degree Nursing Directors (MAADND), the newest of our scholarships being awarded for the first time this fall, insuring the importance of the foundation of a associate degree education.

Many Thanks to all participants that make purchases through the Amazon Smile Charitable program by assigning The Nursing Foundation of Maryland as your chosen charity!

We are humbled by the outpouring of annual support to nurses in the state of Maryland.

With Sincere Appreciation,

The Nursing Foundation of Maryland Board of Trustees

MARYLAND NURSES ASSOCIATION



Annual Business Meeting Agenda

OPENING OF THE MEETING

- Call to Order
- Pledge of Allegiance
- Credentials Committee Report
- Standing Rules
- Approval of the Agenda

INTRODUCTION OF SPECIAL GUESTS

RECOGNITION OF DISTRICT PRESIDENTS

RECOGNITION OF AFFILIATE ORGANIZATIONS

SPECIAL RECOGNITION NIGHTINGALE TRIBUTE

INTRODUCTION OF COMMITTEE CHAIRS

PRESIDENTIAL ADDRESS/REPORT,

Charlotte Wood, PhD, RN, MSN, MBA

MINUTES

Barbara Biedrzycki, PhD, RN, MSN, CRNP, AOCNP (R)

TREASURER'S REPORT

Mary Jean Schumann, DNP, MBA, RN, CPNP-PC, FAAN

COMMITTEE REPORTS

NEW BUSINESS

TELLER'S REPORT

INSTALLATION OF NEW OFFICERS

ADJOURNMENT



Business Meeting Standing Rules

GENERAL PROCEDURE:

1. Members wishing to speak must raise hand in zoom using the reaction feature, host will unmute and recognize, member to give name and district.
3. These rules may be amended or suspended by a majority vote of the members present and voting.

DEBATE AND VOTING:

1. To be entitled to vote, a member must present his/her Credentials.
2. Unpublished motions and resolutions shall be referred, without debate, to the structural unit having jurisdiction over the subject matter for study and recommendation.
3. Any unpublished motion/resolution introduced by an individual member must be received by a majority at the convention for consideration. This is non-debatable.
4. Only the RESOLVES of a resolution shall be acted upon.
5. Announcements shall be written and signed by the person under whose authority they are issued and shall be sent to the Secretary.



MARYLAND NURSES ASSOCIATION

NOVEMBER 2018 BYLAWS

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ARTICLES OF AMENDMENT
OF
MARYLAND NURSES ASSOCIATION, INCORPORATED
Changing its name to
MARYLAND NURSES ASSOCIATION INCORPORATED

November 21, 1985

Maryland Nurses Association, Incorporated, a Maryland membership corporation having its principle office in the County of Baltimore, State of Maryland (herein called the "corporation") certifies to the State Department of Assessments and Taxation of Maryland that:

FIRST: the Charter of the Corporation is hereby amended by placing after the word "nurses" in the name of Maryland Nurses Association an apostrophe.

SECOND: the foregoing amendment was duly advised by the Board of Directors and approved by the members of the corporation.

We the undersigned Board Members who approved the resolution advising the foregoing amendment acknowledge in the name and on behalf of said Corporation, the foregoing amendments to the corporate act of said Corporation.

Lynada D. Johnson PRESIDENT Nov. 21, 1985 DATE

Jean O. Trotter SECRETARY Nov. 21, 1985 DATE

The undersigned, (President and Secretary) of the meeting of the members, certify to the best of their knowledge, information, and belief the matters in the fact set forth herein with respect to the approval thereof are in all material respect, under the penalties of perjury.

Robin R. Platts EXECUTIVE DIRECTOR Nov. 22, 1985 DATE

MARYLAND NURSES ASSOCIATION, INCORPORATED

Articles of Amendment and Restatement of Charter

Maryland Nurses Association, Incorporated, a Maryland membership corporation having its principal office in the City of Baltimore, State of Maryland (herein called "the corporation") certifies to the State Department of Assessments and Taxation of Maryland that:

FIRST: the charter of the Corporation, as heretofore amended, is hereby amended and completely restate by striking out Articles 2 (as amended June 18 1937), 3, 4 and 5 of the Articles of Incorporation, and by inserting the following Articles I, II, III, IV and V in lieu of the Articles as stricken out, so that the Articles of Incorporation as amended and completely restated, shall read as follows:

THIS IS TO CERTIFY, that the subscribers Mary C. Packard, Mary B. Dixon and Nannie J. Lackland, of the City of Baltimore and State of Maryland, all of whom are citizens of said State, and all of whom are of full legal age, do hereby certify that we do, under and by virtue of the General Laws of this State authorizing the formation of corporations, hereby form a corporation under the name of

Maryland Nurses Association, Incorporated

I. The object and purposes of the corporation are as follows:

To organize and operate a membership corporation of professional nurses in the State of Maryland to foster high standards of nursing practice, to promote the professional and educational advancement of nurses and to promote the welfare of nurses, to the end that all people may have better nursing care, and for the betterment of the conditions of those engaged in nursing and the development of a higher degree of efficiency in their occupations. These purposes shall be unrestricted by any consideration of national origin, race, creed, color or sex. The corporation shall not be organized for profit and no part of its net earnings shall inure to the benefit of any member, shareholder, or individual. Within said general purposes, and limited thereto, the corporation shall have the following powers:

- a) To promote through appropriate means, standards of nursing practice, nursing education and nursing services.
- b) To insure adherence by nurses to a code of professional ethics.
- c) To promote legislation beneficial to the nursing profession and its service to the public, and to speak for nurses in regard to legislative matters.
- d) To survey continually the nursing resources of the State.
- e) To promote and protect the economic and general welfare of nurses.
- f) On behalf of nurses who are employees, to deal with employers, public and private, concerning grievances, labor disputes, wages, rates of pay, hours and other terms or conditions of employment, and to negotiate and enter into collective bargaining agreements concerning said matters.
- g) To provide professional counseling and placement services for nurses.
- h) To provide for the continuing professional development of practitioners of nursing.
- i) To develop and promote a program of intergroup relations.
- j) To coordinate those programs which are of common concern to the Maryland Nurses Association and other organizations.

- k) To provide in its by-laws for representation in the American Nurses Association or other national or regional organizations.
- l) To promote relationships with student Nurses organizations.
- m) To recruit students for nursing.
- n) To establish standards for nurses professional registries and review and approve registries which meet state standards.
- o) To represent nurses and serve as their state spokesman with allied professional, community, and governmental groups and with the public.
- p) To provide in its Bylaws qualifications and classifications of members and associates and for the qualifications and territory of constituent district associations with the State of Maryland.
- q) To affiliate with the American Nurses Association, or other professional organizations of nurses and, in carrying out the foregoing powers, to adopt the applicable standards and procedures required or recommended by such organizations.
- r) To acquire by gift, devise, bequest, purchase, lease or in any other manner any real and personal property and to sell, convey, assign, rent, lease, mortgage, pledge, or otherwise encumber to deal with such property.
- s) To borrow money for any lawful purposes of the corporation and to make, accept, and endorse promissory notes or other obligations or evidences of indebtedness and contracts of any nature.
- t) To do any and all things necessary or convenient to carry out the purposes of the corporation or incidental thereto.

The foregoing enumeration of powers is in furtherance and not in limitation of the powers conferred upon the corporation by law and is not intended by the mention of any power in any manner to limit or restrict the generality of any other powers.

II. The Post Office address and principal office of the corporation is 2315 St. Paul Street, Baltimore, Maryland 21218. The resident agent of the corporation is M. Ruth Moubay, R. N. at said address. Said resident agent is a citizen of the State of Maryland and resides therein.

III. The corporation is not authorized to issue any capital stock.

IV. The Corporation shall be governed by a Board of Directors. The Bylaws shall determine the number (not less than three), qualifications and manner of electing directors; the number which shall constitute a quorum at meetings of the members and of the Board of Directors; qualifications and manner of electing officers; and any other matters pertaining to the organization and affairs of the corporation, not inconsistent with these Articles. The Bylaws may be amended from time to time at any regular or special meeting of the members.

V. The corporation shall have the right from time to time to make amendments to its charter as may be now or hereafter authorized by law.

IN WITNESS WHEREOF we have hereunto set our hands and seals this 16th day of January, in the year nineteen hundred and nine.

TEST:

Mary C. Packard (SEAL)

Mary B. Dixon (SEAL)

Nannie J. Lackland (SEAL)

STATE OF MARYLAND, BALTIMORE CITY, to wit:

I hereby certify that on this 16th day of January, in the year nineteen hundred and nine, before me the subscriber, a Notary Public of the State of Maryland, in and for the City of Baltimore, personally appeared Mary C. Packard, Mary B. Dixon and Nannie J. Lackland, and did severally acknowledge the foregoing certificate to be their act and deed.

WITNESS my hand and notarial seal.

Francis E. Pegram

Notary Public

I, Henry Stockbridge, one of the Judges of the Supreme Bench of Baltimore City, do hereby certify that the foregoing certificate has been submitted to me for examination; and I do further certify that the said certificate is executed in conformity with the law.

Henry Stockbridge

SECOND: The Board of Directors of the Corporation at a meeting duly convened and held on July 25 1967 adopted a resolution in which was set forth the foregoing Articles of Amendment and Restatement of the charter declaring that the same were advisable and directing that they be submitted for action thereon at the annual meeting of the members of the corporation to be held on October 26 1967.

THIRD: Notice setting forth said Articles of Amendment and Restatement of the Charter, and stating that a purpose of the meeting of the members would be to take action thereon, was given as required by law to all members entitled to vote thereon.

FOURTH: The Articles of Amendment and Restatement as hereinabove set forth were approved by the members of the Corporation at said meeting by the affirmative vote of two-thirds of the members of the Corporation entitled to vote thereon.

FIFTH: Said Articles of Amendment and Restatement have been duly advised by the Board of Directors and approved by the members of the Corporation.

IN WITNESS WHEREOF, Maryland Nurses Association, Incorporated has caused these presents to be signed in its name and on its behalf by its President and its Corporate Seal to be hereunto affixed and attested by its Secretary on November 7 1967.

MARYLAND NURSES ASSOCIATION, INCORPORATED

By Geneviene M. Jordan
President

ATTESTED:

Irene Riley
Secretary

STATE OF MARYLAND

SS:

CITY OF BALTIMORE

I HEREBY CERTIFY that on the 7th day of November, 1967, before me, the subscriber, a Notary Public of the State of Maryland, in and for the City of Baltimore aforesaid, personally appeared Geneviene M. Jordan President of Maryland Nurses Association, Incorporated, and on behalf of said Corporation, acknowledged the foregoing Articles of Amendment and Restatement to be the corporate act of said Corporation; and at the same time, personally appeared Irene Riley and made oath in due form of law that she was Secretary of the meeting of the members of said Corporation at which the Articles of Amendment and Restatement of the Charter of the Corporation therein set forth was approved and that the matters and facts set forth in said Articles of Amendment and Restatement are true, to the best of her knowledge, information and behalf.

WITNESS my hand and Notarial Seal the day and year last above written.

Deauva Zimmerman
Notary Public

**Original Articles of Incorporation for the Maryland Nurses Association: June 16, 1909.
Amended on: June 18, 1937; October 21, 1959; November 17, 1967; November 25, 1985.**

**MARYLAND NURSES ASSOCIATION
NOVEMBER 2018 BYLAWS
ARTICLE I**

NAME, MISSION, PURPOSES, AND FUNCTIONS

Section 1. Name

The name of this Association shall be the Maryland Nurses Association, Inc., hereinafter referred to as MNA.

Section 2. Mission

The Maryland Nurses Association, the voice for nursing, advocates for policies supporting the highest quality of healthcare, safe environments, and excellence in nursing.

Section 3. Purposes

The purposes of the MNA shall be:

- a. To foster and maintain high standards of nursing and patient care; promote the professional and educational advancement of nurses; and promote the general welfare of nurses.
- b. Unrestricted by consideration of age, color, creed, disability, health status, gender, lifestyle, nationality, race, religion, or sexual orientation.

Section 4. Functions

The functions of MNA shall be to:

- a. Promote through appropriate means the standards of nursing practice, nursing education and nursing profession as established by the American Nurses Association (ANA) and MNA.
- b. Adherence to the Code of Ethics for Nurses established by ANA.
- c. Initiate and influence legislation, regulations, government programs and health policy.
- d. Promote and provide for the continuing professional development of nurses.
- e. Represent nurses and serve as their spokesperson with professional and community groups and the general public.
- f. Provide for representation in the ANA Membership Assembly (MA).
- g. Promote and support relationships with the Maryland Association of Nursing Students (MANS).
- h. Provide opportunities for nurse specialty organizations and their members to collectively pursue common goals via MNA.
- i. Stimulate, promote and recognize nursing research as it contributes to the advancement of the profession.
- j. Provide services to members.
- k. Maintain communication with constituent members through official publications.
- l. Act as a consumer advocate to protect and promote the advancement of human rights related to health care and nursing.
- m. Ensure the collection and preservation of documents and other materials which have contributed and continue to contribute to the historical and cultural development of nurses.

ARTICLE II

RELATIONSHIPS, MEMBERSHIPS, CONSTITUENTS, AND AFFILIATIONS

Section 1. Relationship to American Nurses Association (ANA)

- a. ANA Membership
 - 1) MNA meets the ANA qualification criteria, and MNA is a Constituent State Nurses Association (C/SNA) of the ANA.
 - 2) MNA shall be bound by the obligation to pay dues to the ANA pursuant to ANA Bylaws and Membership Assembly policies until such time as two-thirds (2/3) of the of the entire joint MNA & ANA Membership votes to disaffiliate from ANA.
- b. ANA Representation
 - 1) Representatives to the ANA Membership Assembly
 - a) MNA is entitled to at least two (2) representatives to any meeting of the ANA Membership Assembly, the governing and official voting body of ANA. Additional representatives will be allocated by ANA annually based on the ANA apportionment policy
 - b) MNA's representatives and alternates shall be duly elected by secret ballot by only joint MNA & ANA members who shall serve for two-year terms or until their successors are elected.
 - c) MNA's representatives to the Membership Assembly must be joint members of ANA and MNA in good standing.
 - d) MNA's Chief Staff Officer (CSO)/Executive Director shall have a courtesy seat with voice but no vote.
 - 2) Voting at the ANA Membership Assembly

MNA is entitled to the number of votes assigned based on ANA's apportionment policy.
 - 3) Representatives to the ANA Leadership Council
 - a) MNA is entitled to two representatives who shall be the MNA president and chief staff officer or their designees.
 - b) MNA shall be allowed one vote to be cast by the president or the president's designee

Section 2. MNA Members (Joint MNA & ANA Members and MNA Only Members)

- a. Composition
 - 1) The MNA shall be composed of all registered nurses who meet the qualifications stated in these Bylaws.
 - 2) Membership shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion or sexual orientation.
- b. Qualifications

A person is qualified for membership in MNA if that person:

 - 1) Has been granted a license to practice as a registered nurse in at least one state, territory, or the District of Columbia and does not have a license under suspension or revocation in any state or territory, or is otherwise entitled by law to practice.
 - 2) Has membership that is not under suspension or revocation for violation of the ANA Code of Ethics for Nurses or the MNA Bylaws.

- 3) Must work or reside in Maryland and desires to join at the State Only level of MNA membership as long as State Only membership is sanctioned by a written agreement between MNA and ANA.
 - 4) Has retired and/or no longer chooses to practice, but whose license was in good standing with her/his licensing board at the time the nurse made the decision not to maintain an active license.
 - 5) Is a nurse in recovery who has surrendered his/her license to practice.
- c. Attaining Membership
- A person qualified for membership in MNA may join by:
- 1) Completing and filing membership application forms, and
 - 2) Submitting appropriate dues payment as provided in these Bylaws and MNA policy.
- d. Transfer
- 1) A member in good standing who moves out of this state may apply for transfer of membership to another Constituent/State Nurses Association (C/SNA), hereinafter referred to as C/SNA.
 - 2) An individual member of another C/SNA who has paid full membership dues may transfer to MNA without further payment or refund of dues for the remainder of the membership year.
 - 3) MNA is not required to refund to the member or the receiving C/SNA dues already paid.
 - 4) MNA may participate in any special membership categories as defined by the ANA.
- e. Rights of Joint MNA & ANA Membership
- Each joint MNA & ANA member shall be entitled to:
- 1) A membership card.
 - 2) Receive the official publications of the MNA and ANA.
 - 3) Attend meetings of MNA and ANA, to include the ANA Membership Assembly, and to participate and vote in other unrestricted activities of MNA and ANA.
 - 4) Submit proposals for consideration by MNA and ANA.
 - 5) Submit names of nominees for both elective and appointive positions in MNA and ANA in accordance with the provisions of these Bylaws.
 - 6) Participate/vote in MNA elections including the election of MNA representatives and alternates to the ANA Membership Assembly in accordance with ANA Bylaws.
 - 7) Be a candidate for MNA and ANA elective and appointive positions.
 - 8) Participate/vote in all state elections of MNA and the elections of the District Nurses Association (DNA) to which they belong.
 - 9) Shall continue to have all rights of membership in ANA as provided by the ANA Bylaws until such time as two-thirds (2/3) of the entire joint MNA & ANA membership vote to disaffiliate from the ANA. The vote may occur by mail or electronic ballot with appropriate notice and procedures to protect the integrity and validity of the vote.
 - 10) A right to due process and a fair hearing before any disciplinary action is taken by MNA and the right to appeal as provided for in the MNA Bylaws and policies.
 - 11) Other rights as provided under parliamentary authority and statutory law.
 - 12) Attend the Quadrennial Congress of the International Council of Nurses (ICN) and other unrestricted meetings of the ICN.

f. Rights of MNA Only Members

Each MNA Only member shall be entitled to:

- 1) A membership card.
- 2) Receive the official publications of the MNA.
- 3) Attend meetings of MNA and to participate and vote in other unrestricted activities of MNA.
- 4) Submit proposals for consideration by MNA.
- 5) Submit names of nominees for elective positions in the DNA to which they belong, except for the DNA Committee on Nominations (CON) in accordance with the provisions of these Bylaws.
- 6) Submit names of nominees for appointive positions in MNA, except for the MNA Committee on Bylaws and Policies (COB&P) and the MNA Committee of Tellers (COT) in accordance with the provisions of these Bylaws.
- 7) Be a candidate for MNA appointive positions except for the MNA COB&P, the MNA COT, and the DNA position which represents the DNA as a Director on the MNA BOD.
- 8) Participate/vote in all state elections of MNA except the election of the MNA representatives and alternates to the ANA Membership Assembly.
- 9) A right to due process and a fair hearing before any disciplinary action is taken by MNA and the right to appeal per these Bylaws.
- 10) Other rights as provided under parliamentary authority and statutory law.
- 11) MNA Only members are not eligible for ANA benefits of national membership such as representation at the ANA Membership Assembly, ANA publications, and ANA elected and appointed positions.
- 12) MNA Only members are not eligible to be a candidate for MNA elected positions.

2018 PROVISIO: MNA Only membership is no longer offered as a category of MNA Membership with the adoption of the October 2016 MNA Bylaws by the MNA Membership. Effective immediately as of October 13, 2016, the only category of membership offered is the joint MNA & ANA membership. Current MNA Only members will retain the rights addressed in these MNA Bylaws for that membership category until such time as they cease to be MNA Only members, transition to a joint MNA & ANA member, or ANA no longer allows the category of C/SNA Only membership. The MNA Bylaws language that addresses the rights of MNA Only members will be retained until such time as there are no longer any MNA Only members or ANA no longer allows this category of membership.

g. Obligations of Membership

Members shall be obligated to:

- 1) Abide by the Bylaws of MNA; abide by ANA Bylaws if a joint MNA and ANA member.
- 2) Abide by the ANA Code of Ethics for Nurses.
- 3) The timely payment of dues as prescribed in these Bylaws and MNA policy.
- 4) Fulfillment of an office or committee position if elected or appointed.

h. Disciplinary Action

- 1) MNA members shall be subject to reprimand, censure, suspension or expulsion by the MNA for violation of:
 - a) The ANA Code of Ethics for Nurses.
 - b) MNA Bylaws.
 - c) Constituent Association Bylaws (District Nurses Association).
- 2) Disciplinary action shall be conducted in accordance with MNA policies and procedures and pursuant to common parliamentary and statutory law to include the right to due process.
- 3) Complaints concerning alleged violations of the purpose and rules as stated in these Bylaws shall be heard by a panel of at least three members appointed by the MNA BOD to hear the charge. The procedure for handling alleged violations shall be as outlined in the "Procedures of the Maryland Nurses Association for the Handling of Alleged Member Violations of the Bylaws, Purpose and Rules of the Maryland Nurses Association." The COB&P and/or the Parliamentarian may be consulted in regards to interpretation of the Bylaws.
- 4) No such action shall be taken against a member until the member shall have been served with specific written charges, given a reasonable time to prepare defense, and a full and fair hearing.
- 5) The procedure for handling alleged violations of the ANA Code of Ethics for Nurses and MNA Bylaws shall include provision for right of appeal and reinstatement.
- 6) Any disciplinary action taken by another C/SNA against one of its members shall be given full recognition and enforcement, provided such action was taken in accordance with the C/ SNAs Bylaws and disciplinary procedure.

Section 3. Constituent Association - (District Nurses Association)

a. Name

Constituent Associations of MNA shall be termed District Nurses Association hereinafter referred to as DNA.

b. Constituent Membership

A DNA which hereafter is organized may become a constituent of MNA upon approval of its Bylaws and other such criteria as determined by the MNA BOD.

c. DNA Boundaries

Boundaries of constituent associations shall be defined and recorded by the MNA BOD. Boundaries of DNA's may be changed by the MNA BOD provided such change has been approved by the DNA concerned.

d. DNA Responsibilities

Each DNA shall:

- 1) Adopt and maintain Bylaws which:
 - a) Conform to the purposes as specified in MNA Bylaws, Article I.
 - b) Conform to membership provisions as in these Bylaws.
 - c) Elect one joint MNA & ANA member to the MNA Committee on Nominations by secret ballot.
 - d) Elect or appoint one joint MNA & ANA member to represent the DNA on the MNA BOD as a Director.
 - e) Allow for mail ballots.

- 2) Adopt and maintain such Bylaws that do not conflict with the Bylaws of MNA or with the published policies and procedures of the MNA BOD.
 - 3) Provide reports to MNA annually for the MNA Convention Booklet, for each MNA BOD meeting, and as required.
- e. Standing
A DNA shall be in good standing upon compliance with DNA responsibilities (Section 3.d of this Article).
- f. Constituent Association Disqualification
- 1) A DNA that fails to comply with requirements stated in these Bylaws or for other cause deemed sufficient may be disqualified as a constituent association of MNA upon a two-thirds vote of the MNA BOD, provided due notice has been given.
 - a) The DNA and its members must be notified at least three months before the vote is taken.
 - b) The DNA shall have the opportunity for a hearing with the MNA BOD after said three-month period.
 - 2) A DNA that has been disqualified may be reinstated by a two-third (2/3) vote of the MNA BOD.

Section 4. Organizational Affiliates (OAs)

- a. Definition
An OA of MNA is an organization:
- 1) Whose governing body and membership are composed of a majority of registered nurses.
 - 2) That meets other criteria for Affiliate status as may be established by the MNA BOD.
 - 3) That has entered into an OA Agreement with MNA and has paid its membership dues.
 - 4) That maintains a mission, purpose, and functions which are consistent/harmonious with the mission, purpose, and functions of MNA; and
 - 5) That has been granted OA status by the MNA BOD.
- b. Rights and Responsibilities
OAs shall:
- 1) Supply MNA with a copy of their current Bylaws and list of officers.
 - 2) Be eligible to co-sponsor MNA events.
 - 3) Be afforded the opportunity to introduce items on the MNA BOD agenda through presentations made by the Affiliate President or designee to the MNA President.
 - 4) Be eligible to enter into contractual agreements with MNA for the provision of service, based upon a negotiated fee structure and contingent upon the availability of MNA staff and other resources to deliver such services. All such agreements shall be signed by the OA President and the CSO or President of MNA.
- c. Limitations on Rights for Members of OAs:
Individual members of OAs who are not members of MNA Only or joint MNA & ANA members shall not be eligible for MNA and/or ANA benefits.

ARTICLE III

MEMBERSHIP MEETING

Section 1. Definition

The Membership Meeting is the governing and voting body of the Maryland Nurses Association.

Section 2. Meetings

- a. An annual membership meeting shall be held at such time and place as determined by the Board of Directors. The call to the meeting shall be sent to each member at least thirty (30) days prior to the opening day of the annual membership meeting.
- b. Special meetings shall be called by the President upon the written request of a majority of the District Nurses Association (DNA). The call to a special meeting shall be sent to each member at least thirty (30) days prior for an in-person meeting and fifteen (15) days prior to an electronic meeting.

Section 3. Voting Body

The voting body at meetings of MNA shall consist of persons in attendance who have been members for at least thirty (30) days prior to the meeting.

Section 4. Quorum

- a. A majority of the Officers of the MNA BOD, one of whom shall be the President or Vice-President, and members from a majority of the active DNAs shall constitute a quorum at any membership or special meeting of this Association.
- b. A record of the number of MNA members in attendance and what percentage of the membership that number reflects will be documented in the minutes of MNA membership meetings(s).

ARTICLE IV

BOARD OF DIRECTORS

Section 1. Authority

- a. The MNA BOD, a corporate body composed of elected members, serves as the agent for the membership.
- b. Members of the MNA BOD are elected by the MNA members and are accountable and report to the membership.

Section 2. Composition

The MNA BOD shall consist of elected officers and directors each of whom shall be a joint MNA & ANA member.

- a. Officers
There shall be up to six (6) officers: president, president-elect or immediate past president, vice-president, secretary, treasurer, and treasurer-elect.
- b. Directors
There shall be one director elected or appointed from and by each active DNA in accordance with the DNA Bylaws. The director must be a joint MNA & ANA member.

Section 3. Responsibilities

- a. Exercise the corporate responsibility and fiduciary duties of the Association consistent with applicable provision of law.
- b. Provide for implementation of action and directives of the membership within prescribed statutory responsibilities.
- c. Establish policies and provide for the transaction of business and coordination of Association activities in the interim between annual membership meetings.
- d. Provide for the adoption of financial policies, analysis of the MNA financial policies at least biennially, for the adoption of the budget for the Association annually, and for an annual financial examination of MNA books and financial affairs. Audits shall be performed at whatever interval federal law, state law, or bank covenants may require. In the absence of such requirements, the MNA BOD shall determine which financial procedures to use annually to obtain an independent assessment of the financial well-being of the Association, based on the fiscal results of the Association or any changes in MNA staffing and/or volunteer arrangements as they relate to the fiscal management of the MNA. A statement of the current and complete financial status of the MNA will be provided to the membership annually.
- e. Provide for the operation and maintenance of the state headquarters.
- f. Hire, define duties, fix compensation, and give performance evaluations at least annually for the Chief Staff Officer. Approve personnel policies and compensation for a headquarters staff to be administered by the Chief Staff Officer.
- g. Establish such fees as may be required for specified activities in excess of those provided for in these Bylaws.
- h. Establish committees as necessary to implement its functions.
- i. Make appointments and fill vacancies as necessary and as provided for in these Bylaws.
- j. Provide nominees for membership on governmental agencies as provided in federal and state laws.
- k. Grant exception to the provisions of these Bylaws for membership projects designated to test new or different structural arrangements as deemed appropriate by ANA BOD.
- l. Formulate the legislative platform and goals for this Association.
- m. Assume such duties as may be prescribed elsewhere in these Bylaws and by the membership.
- n. Approve all contractual agreements, employment and otherwise, engaged in the name of the Association.
- o. Approve all grants submitted in the name of the Association or grants with inclusions that impact the Association.

Section 4. Duties of Officers and Directors

Officers shall perform duties as specified in these Bylaws, designated by the Board of Directors, and as prescribed in the parliamentary authority.

- a. The president shall:
 - 1) Serve as chairperson of the MNA BOD and the Executive Committee.
 - 2) Be the principle representative of the association and serve as its spokesperson on policy and position established by the MNA BOD.
 - 3) Preside at all meetings of the Association.
 - 4) Serve as ex-officio member of all committees except the Committee on Nominations.

- 5) Delegate appropriate duties to the Chief Staff Officer.
- 6) Annually appoint committee chairpersons with the approval of the MNA BOD.
- 7) Represent MNA at the ANA Leadership Council.
- b. The president-elect and/or immediate past president shall serve as a member of the Legislative Committee.
- c. The vice-president shall:
 - 1) Assume all duties of the president in the absence of the president.
 - 2) Serve as liaison of the MNA BOD to designated committees.
- d. The secretary shall:
 - 1) Record the proceedings of all MNA BOD, Executive Committee, annual membership, and special meetings to include the number of MNA members present at membership meetings and what percentage of the membership that number currently reflects.
 - 2) Provide each member of the MNA BOD and Executive Committee with a copy of the minutes.
- e. The treasurer shall:
 - 1) Be accountable for the fiscal affairs of the Association.
 - 2) Provide reports and interpretation of the Association's fiscal condition as required.
 - 3) Serve as chairperson of the Committee on Finance.
- f. The treasurer-elect shall:
 - 1) Be responsible for all the duties and responsibilities of the Treasurer in the event of the treasurer's absence or incapacity.
 - 2) Serve and perform other duties as directed by the Treasurer.
- g. Each Director shall:
 - 1) In conjunction with their DNA President provide written DNA Reports for the MNA BOD meetings.
 - 2) Provide feedback to the DNA BOD and members from MNA BOD and other meetings.

Section 5. Conflict of Interest

No MNA officer or director shall vote, act, or participate in any fashion in any decision or other MNA business if the officer or director has an actual or potential conflict of interest by virtue of the officer's or director's employment or other professional or financial interest which would impair that officer's or director's ability to meet the fiduciary obligations to the MNA membership or DNA membership. In each instance of actual or potential conflict of interest, the MNA officer or director shall immediately notify the President or highest elected officer, not having a conflict or potential conflict of same, and thereafter totally remove him/herself from all further participation and contact with the particular subject matter causing the actual or potential conflict of interest.

Section 6. Terms of Office

- a. The president-elect shall serve for a term of one year; followed by a term of two years as president. He/she shall not be eligible for re-election until one full year after serving as president.
- b. The immediate past president shall serve for one year following his/her term as president.
- c. The treasurer-elect shall serve for a term of one year, followed by a term of two years as treasurer.
- d. All other officers shall serve for a term of two years, or until their successor is elected and shall not be eligible to serve more than two consecutive terms in the same office. An officer who has served more than half a term shall be considered to have served a full term.

- e. The president-elect and secretary shall be elected in even-numbered years. The vice-president and treasurer-elect shall be elected in odd-numbered years.
- f. Directors shall be elected or appointed biennially to serve for two years or until their successors are elected or appointed.
- g. No director shall be eligible to serve more than two consecutive terms.
- h. No member may serve more than eight (8) consecutive years on the MNA BOD with the exception of a President serving the ninth year as that of the Immediate Past President.
- i. Newly elected officers shall assume their duties at the next MNA BOD meeting following the close of the annual membership meeting at which their election is announced.

Section 7. Vacancies

- a. In the event of a vacancy occurring in the office of president or president-elect, the vice-president shall succeed to the vacant office for the remainder of the term.
- b. All other vacancies shall be filled by MNA BOD appointment in accordance with the MNA BOD policy.
- c. Absence from three (3) consecutive meetings shall constitute a vacancy on the MNA BOD.
- d. MNA BOD members will be notified in writing by the MNA President of their removal from the MNA BOD due to consecutive vacancies.

Section 8. Executive Committee

- a. The officers of the MNA, president, vice-president, secretary, treasurer and/or treasurer elect, immediate past president or president-elect, shall constitute the Executive Committee.
- b. The MNA BOD may authorize the Executive Committee to perform such duties as the MNA BOD deems expedient between meetings of the MNA BOD.
- c. The Executive Committee shall meet at the call of the President or upon the written request of three of its members. It shall make a complete report at each meeting of the MNA BOD.
- d. The Executive Committee shall prepare an annual job performance evaluation for the CSO/ Executive Director with input from the MNA BOD and other key MNA members, like Committee Chairs.

Section 9. Meetings and Quorum

- a. Quarterly meetings at a minimum shall be held at such times and places as determined by BOD.
- b. Special meetings may be called by the president with twenty-four (24) hours notice to each member by mail or other media, or shall be called by the president in like manner upon written request of five or more members of the BOD. Special meetings shall be held at such time and place as specified in the call of the meeting.
- c. Business that requires immediate action by the Board may be conducted by telecommunication.
- d. Members of the MNA BOD or Committees may participate in meetings through the means of a conference call according to MNA Policy.
- e. A majority of the MNA BOD, one of whom shall be the president or a vice-president, shall constitute a quorum at any meeting of the MNA BOD.
- f. In the absence of a quorum, emergency action may be taken and is subject to ratification at the next scheduled meeting of the MNA BOD.

ARTICLE V

COMMITTEES

Section 1. Definition

- a. The standing committees of MNA shall be the Committee on Bylaws and Policies, the Center for Ethics and Human Rights, the Continuing Education Approver Committee, the Continuing Education Provider Unit, the Finance Committee, the Legislative Committee, the Committee on Nominations, the Convention Committee, the Committee on Environmental Health, and the Committee on Tellers.
- b. Standing committees assume the duties specified in these Bylaws and report their findings and recommendations to the BOD.
- c. The MNA Board of Directors has the authority to eliminate any standing committee except the Committee on Bylaws and Policies, the Committee on Finance, the Legislative Committee, the Committee on Nominations, the Committee on Tellers, the Continuing Education Approver Committee, and the Continuing Education Provider Unit.

Section 2. Composition

- a. A committee shall consist of no fewer than three members and a majority of any committee shall constitute a quorum.
- b. Committee chairpersons, except for the Committee on Nominations, shall be appointed by the President with MNA BOD approval annually no later than forty-five (45) days after the close of the annual membership meeting.
- c. Committees shall consist of those members willing to serve.
- d. Absence from three consecutive meetings of a committee shall constitute a vacancy. Committee members will be notified in writing of their removal from office. The vacancy will be filled as provided for in these Bylaws.
- e. Committee members shall serve a term of at least two years.

Section 3. The Committee on Bylaws and Policies (COB&P)

The Committee on Bylaws and Policies shall:

- a. Review the Bylaws of all DNAs, which apply for recognition as constituent associations of MNA and report the findings to the MNA BOD whose decision shall be final, as well as anytime a DNA amends their Bylaws
- b. Solicit and study suggestions for proposed amendments to the MNA and ANA Bylaws. The committee shall prepare amendments which shall then be submitted to the membership after being reviewed by ANA's Committee on Bylaws to ensure MNA Bylaws and proposed amendments are harmonious with ANA Bylaws prior to being voted on by the MNA membership. Make non-substantive edits to the MNA Bylaws when authorized to do so by the MNA BOD. MNA Bylaws shall be amended within two years of any year that the ANA Membership Assembly amends the ANA Bylaws.
- c. Serve to interpret the Bylaws when adherence to the Bylaws is questioned as a result of development and implementation of policies or procedure.
- d. Review existing MNA policies at least every three years.
- e. Develop and revise policies as directed by the MNA BOD.

- f. Review and submit to the ANA COB the MNA Bylaws every three years in accordance with the ANA COB Triennial C/SNA Review Schedule.
- g. Review the Bylaws of the MNA OA at the time of becoming an MNA OA and anytime their Bylaws change to assure compatibility with the purposes, mission, and functions of MNA.
- h. Review proposed amendments to the ANA Bylaws and submit comments to the MNA BOD for consideration prior to submitting MNA comments to ANA.
- i. Abide by the MNA COB&P Standing Rules.

Section 4. Continuing Education Provider Unit (CEPU)

Appointments to this committee will be named as stipulated by American Nurses Credentialing Center (ANCC) Committee on Accreditation (COA) requirements. The CEPU shall:

- a. Establish a communication mechanism that facilitates collaboration with the MNA Practice and Education Committee to assess, plan, implement, and evaluate continuing education programs.
- b. Collaborate with DNA Nurse Planners to support continuing educational programs that are compliant with the criteria established by ANCC COA.
- c. Abide by the MNA CEPU Standing Rules.

Section 5. The Committee on Finance (COF)

The COF shall:

- a. Oversee the finances of the Association.
- b. Review and approve the annual budget as prepared by the CSO/Executive Director and recommend the budget for approval by the MNA BOD.
- c. Evaluate fiscal impact of the proposed programs and projects.
- d. Recommend and monitor financial policies.
- e. Include the MNA Treasurer, as Chair, the treasurers of each DNA, the Treasurer-elect of MNA, and two members-at-large who will serve an alternating term of two years.
- f. Abide by the MNA COF Standing Rules.

Section 6. Legislative Committee

The Legislative Committee shall:

- a. Recommend health care legislation for the state of Maryland.
- b. Monitor health care legislation in the state.
- c. Prepare and submit legislative platform for MNA BOD approval. Serve as advocates for the MNA legislative platform.
- d. Prepare and submit an evaluation of MNA lobbyist to the MNA BOD.
- e. Abide by the MNA Legislative Committee Standing Rules.

Section 7. Committee on Nominations (CON)

The CON shall:

- a. Seek qualified candidates for MNA offices and the MNA representatives to the ANA Membership Assembly.
- b. Submit two separate ballots to the MNA BOD. One ballot for the MNA Officers and a separate ballot for the MNA Representatives to the ANA Membership Assembly.

- c. Implement policies and procedures for nominations and elections as established by the MNA BOD or as provided for in these Bylaws.
- d. Abide by the Standing Rules for the CON.

Section 8. Committee of Tellers (COT)

The COT shall:

- a. Receive the ballots returned from the MNA voting membership.
- b. Establish validity of the ballots based on eligibility to vote and postmark on the envelopes.
- c. Count the ballots and determine who has been elected to MNA offices and the MNA Representatives to the ANA Membership Assembly.
- d. Establish the alternate ranking for the MNA Representatives to the ANA Membership Assembly.
- e. Abide by the MNA COT Standing Rules.

Section 9. The Center for Ethics and Human Rights

The Center for Ethics and Human Rights shall:

- a. Foster high standards of nursing practice.
- b. Work for the improvement of health for all people.
- c. Serve as a resource for all registered nurses in ethical decision-making in advocating for health care.
- d. Abide by the Center for Ethics and Human Rights Standing Rules.

Section 10. Continuing Education Approver Committee (CEAC)

The Continuing Education Approver committee shall:

- a. Review continuing education provider applications to ensure that applicants meet Credentialing Center ANCC COA requirements.
- b. Appointments of this committee will be named as stipulated by ANCC COA requirements.
- c. Abide by the MNA CEAC Standing Rules.

Section 11. Convention Committee

The Convention Committee shall:

- a. Identify the theme for the annual MNA Convention and submit the theme to the MNA BOD for approval.
- b. Evaluate and make recommendations to the MNA BOD for the convention site and registration fees.
- c. Plan the educational and membership events of the annual convention.
- d. Evaluate each convention within ninety (90) days and submit an evaluation report to the MNA BOD.
- e. Abide by the MNA Convention Committee Standing Rules.

Section 12. Committee on Environmental Health

The Committee on Environmental Health shall:

- a. Serve as a resource to the Legislative Committee on matters related to environmental health.
- b. Review matters of interest on state and national levels regarding the environment as it relates to health.

- c. Advocate for health initiatives related to the environment that have been approved by the MNA BOD.
- d. Abide by the MNA Committee on Environmental Health Standing Rules.

Section 13. Special Committees

- a. Special Committees shall be appointed by the MNA BOD as the membership or the MNA BOD deems necessary.
- b. Abide by the MNA Special Committees Standing Rules.

ARTICLE VI

NOMINATIONS, ELECTIONS, AND REMOVAL OF ELECTED OFFICIALS

Section 1. Committee on Nominations (CON)

- a. A CON shall be elected for a term of two (2) years. The members from odd numbered districts shall be elected in odd numbered years and the members from the even numbered districts to be elected in the even numbered years.
- b. Each DNA will elect its own member to the CON. Only joint MNA & ANA members are eligible to be elected to the MNA CON. The chairperson of the CON shall be elected by the Committee at the first meeting of the CON after the conclusion of the annual membership meeting.
- c. The CON shall request names of candidates for elective officers of MNA from each active DNA. Candidates for MNA Officers and Directors must be joint MNA & ANA members.
- d. The CON shall request names of candidates from each DNA for the MNA Member-At-Large Representative to the ANA Membership Assembly in the odd numbered years. Candidates for the MNA Member-At-Large Representative must be Joint MNA & ANA Members.
- e. The CON shall ask each of the MNA Officers if they wish to be a candidate for the MNA Officer Representative to the ANA Membership Assembly in the even numbered years.
- f. Members shall be eligible to serve as only one elected officer in MNA at any one time.
- g. Officers of MNA shall not concurrently serve as an officer of a DNA.
- h. The CON shall submit ballots to the MNA BOD at least ninety (90) days prior to the annual membership meeting.
- i. MNA and DNA officers may concurrently serve as MNA representatives and alternates to the Membership Assembly if duly elected to that position in accordance with MNA Bylaws and policies.
- j. Abide by the MNA CON Standing Rules.

Section 2. Elections

- a. The vote for elections shall be by mailed and/or electronic ballot; at the discretion of the state, the election may be secret.
- b. The ballot for elections of the MNA Officers will be sent to joint MNA & ANA members and MNA Only members.
- c. The ballot for elections of MNAs representatives and alternates to the Membership Assembly will be sent only to joint MNA & ANA members, and the vote must be secret, whether mailed or electronic, until such time as the requirement for secret elections is amended in the ANA Bylaws.

- d. A DNA may submit ballots to be sent with the MNA ballot. The DNA ballot shall be submitted at least ninety (90) days prior to the annual membership meeting of the MNA.
- e. MNA shall send the MNA ballot to all members at least sixty (60) days prior to the annual membership meeting of MNA.
- f. The ballot shall provide provision for write-in votes for each office or position for the MNA BOD and for the MNA Representatives to the ANA Membership Assembly.
- g. When the ballot is mailed, a two envelope system shall be utilized for return of mailed ballots when secrecy of the vote is desired for MNA only members voting only for MNA Officers.
- h. When the ballot is mailed, a three envelope system shall be utilized for return of mailed ballots to insure legality and secrecy of the vote for joint MNA & ANA members voting for both the MNA Officers and the MNA Representatives and Alternates to the ANA Membership Assembly.
- i. Ballots shall be valid only if postmarked and/or received at least thirty (30) days prior to the annual membership meeting and have the member's name in the upper left-hand corner of the larger, white, pre-addressed envelope being mailed back to the MNA state office.
- j. All mailed ballots shall be returned to the MNA state office and delivered unopened to the Chairperson of the COT.
- k. The COT and its Chairperson shall be appointed by the President; they must be joint MNA & ANA members.
- l. The COT shall be solely responsible for counting the votes and deciding questions, which may arise regarding the election.
- m. A plurality vote shall constitute an election. In case of a tie the choice shall be determined by lot at the annual membership meeting.
- n. The results of the election shall be reported at the annual membership meeting.
- o. All nominees shall receive a letter informing them of the election results prior to the annual membership meeting.
- p. Abide by the MNA CON and COT Standing Rules.

Section 3. Removal from Office

Absence from three consecutive regularly scheduled meetings shall constitute a resignation. The member will be notified in writing of their removal from office. The vacancy shall be filled as provided for in these Bylaws.

ARTICLE VII

DUES

Section 1. Amount of Dues

- a. The membership shall establish the MNA dues for both joint MNA & ANA members and MNA Only members.
- b. In the event that the rate of dues payable to ANA is changed, any such change shall be automatically included in the dues owed by a joint MNA & ANA member.
- c. MNA shall remit a portion of the MNA state only dues to ANA which shall be equal to the amount ANA remits to MNA for ANA direct members in accordance with the ANA dues policy established by the ANA Membership Assembly and per written agreement between MNA and ANA.

Section 2. Notification of Change

Members will be notified at least thirty (30) days prior to a general or special in person meeting or fifteen (15) days prior to an electronic special meeting of MNA.

Section 3. Vote

Dues shall be established by a majority vote of the membership present and voting at a general or special meeting.

Section 4. Payment

- a. Dues for MNA shall be for a membership of twelve (12) consecutive months and shall be paid in accordance with MNA and ANA policies.
- b. No monies shall be refunded or additional monies collected when a change of dues category is made within a membership year.

ARTICLE VIII

STATE OFFICE AND CHIEF STAFF OFFICER

Section 1. State Office

MNA shall maintain either a state headquarters office that shall constitute a permanent repository for MNA records or a virtual state headquarters organization with a storage facility to serve as a permanent repository for MNA records. The state office, whether actual or virtual, shall carry out the procedures and policies of the MNA.

Section 2. Chief Staff Officer (CSO)

- a. The MNA BOD shall delegate to the CSO the authority to manage the association according to policies established by the membership and the MNA BOD.
- b. The CSO shall be accountable to the MNA BOD.
- c. The CSO will employ, direct, define duties, evaluate at least annually, promote, and terminate staff of the Association. The MNA BOD will be kept informed by the CSO of the employment, performance, and termination of staff.
- d. The CSO may represent the Association and serve as the spokesperson on matters of established policy and positions.
- e. The CSO shall provide a general orientation for all elected and appointed officials in accordance with MNA policies.
- f. The CSO shall have a courtesy seat with voice but no vote at the ANA Membership Assembly.
- g. The CSO shall be one (1) of the two (2) representatives from MNA to the ANA Leadership Council.

ARTICLE IX

MNA NEWS PERIODICAL

The Maryland Nurse News and Journal shall be the official publication of this Association and shall be provided to each member by the Maryland Nurses Association in print or electronic format.

ARTICLE X AMENDMENTS

Section 1. Amendments with Notice

- a. The Bylaws may be amended at any business meeting by a two-thirds vote of the membership present, eligible to vote, and voting. The membership of this Association shall be notified of intent to amend Bylaws and provided with proposed amendments at least sixty (60) days prior to the membership or special meeting at which the amendments are to be proposed.
- b. The Bylaws may be amended at any time by a two-thirds (2/3) majority vote of the membership voting by mail ballot. The MNA BOD has the discretion to provide for mail balloting under rules and procedures it shall adopt.

Section 2. Amendments without Notice

The Bylaws may be amended without previous notice at any annual membership meeting by ninety-nine percent (99%) of the membership present, eligible to vote, and voting.

ARTICLE XI PARLIAMENTARY AUTHORITY

The rules contained in the current edition of “Robert’s Rules of Order Newly Revised” shall govern meetings of this Association in all cases to which they are applicable and in which they are not inconsistent with these Bylaws.

Previously amended on or revised on:

November 4, 1994

October 27, 1995

October 25, 1996

October 17, 1997

November 21, 1998

October 12, 1999

October 21, 2004

October 19, 2007

October 7, 2010

October 10, 2013 (Revision)

October 13, 2016

Adopted by the MNA Membership on November 01, 2108

2018 Proviso: MNA Only membership is no longer offered as a category of MNA Membership with the adoption of the October 2016 MNA Bylaws by the MNA membership. Effective immediately as of October 13, 2016, the only category of membership offered is the joint MNA & ANA membership. Current MNA Only members will retain the rights addressed in these MNA Bylaws for that membership category until such time as they cease to be a MNA Only member, transition to a joint MNA & ANA member, or ANA no longer allows the category of C/SNA Only membership. The MNA Bylaws language that addresses the rights of MNA Only members will be retained until such time as there are no longer any MNA Only members or ANA no longer allows this category of membership.



GLOSSARY OF ACRONYMS

ANA	American Nurses Association
AOM	Associate Organizational Member – A nursing organization with a formal relationship with ANA, e.g., CAN, UAN.
BOD	Board of Directors, also referred to as The Board – The corporate body of officers and directors with corporate and fiduciary responsibilities.
C/SNA	Constituent and State Nurses Association of ANA - The new designation for state nurses associations. MNA is a C/SNA of ANA.
DNA	District Nurses Association – MNA designation for constituent organizations.
MA	Membership Assembly – composed of representatives from the Constituent/State Nurses Associations and Individual Member Division. The ANA governing and voting body on policy and positions that support ANA programs.
MANS	Maryland Association of Nursing Students
OA	Organizational Affiliate – A nursing organization that meets the criteria for affiliate status with MNA or ANA

MARYLAND NURSES ASSOCIATION



2020-2021 Working Budget

MNA 2020-21 Proposed Budget	Budget 2019-20	Approved Budget 2020-21
Income		
Business Services		
4011 - Gallagher Affinity		0.00
4010 - FNBO Affinity Credit Card	500.00	0.00
4015 - ANA Royalty Program	3,000.00	2,500.00
4016 - Job Board Revenue	3,000.00	2,000.00
4017 - One Main - Affinity Loan	500.00	0.00
Business Services - Other	0.00	0.00
Total Business Services	7,000.00	4,500.00
4020 - Affiliate Income	2,500.00	2,000.00
4026 - Conference Room Rental	100.00	0.00
4030 - Continuing Education	48,000.00	35,000.00
Convention 2019 Income	60,000.00	0.00
Convention 2020 Income	0	33,525.00
4045 - Dues Income	280,000.00	273,980.00
4055 - Handling Fees	85.00	75.00
4060 - Interest/Dividend Income	175.00	75.00
4075 - Nurses Night	7,500.00	3,500.00
4080 - Management Fees	0.00	55.00
4085 - Md Nurse Subscriptions	160.00	140.00
4087 - MNA Only Dues	1,100.00	71.20
4090 - Nurse Tag Income	5,000.00	4,500.00
4095 Royalty/Copyright MD Nurse		
Total Income	411,620.00	357,421.20
Expense		
4099 - Ballot Expenses	1,200.00	1,000.00
5000 - ANCC Accreditation	2,100.00	2,200.00
Committees		
5002 - Bylaws	100.00	100.00
5003 - CE Approval/Provider	650.00	400.00
5010 - Continuing Education	150.00	100.00
5012 - Finance Committee	100.00	50.00
5015 - Legislative Committee	100.00	200.00
5014 - Nominations Committee	50.00	25.00
5013 - Convention Committee	300.00	200.00

5019 · Teller Committee	50.00	25.00
Total Committees	1,500.00	1,100.00
Consultants		
5020 · Accountant	5,000.00	6,500.00
5026 · Lobbyist expenses	1,000.00	1,250.00
IT	2,415.00	4,000.00
Total Consultants	8,415.00	11,750.00
B.O.D.		
5029 · ANA Leadership Summit	2,000.00	0.00
5031 · Membership Assembly	6,250.00	6,250.00
5030 · MANS Advisor	250.00	250.00
5035 · Travel & Meetings	3,500.00	1,500.00
Total B.O.D.	12,000.00	8,000.00
5036 · Strategic Planning Meeting		
7005 · Bank Charges	2,000.00	3,200.00
Convention 2019 Expense	32,500.00	
Convention 2020 Expense	5,000.00	15,000.00
Convention 2021 Expense		2,000.00
7034 · Educational Program Expense		350.00
7035 · Donations	300.00	200.00
Executive Director		
7036 · Travel & Meetings	1,500.00	500.00
7038 · Exec Dir Expenses other	500.00	200.00
Total Executive Director	2,000.00	700.00
7037 · Health Insurance	13,500.00	13,500.00
7047 · Leg Reception Lobby Day (Nurses Day)	3,000.00	3,000.00
7050 · Liability Insurance	1,400.00	1,400.00
7055 · Lobby Fees	65,000.00	66,950.00
7060 · Maintenance	5,000.00	5,000.00
7061 · Marketing/Membership	2,000.00	500.00
7067 · Sponsorship Opportunities	3,400.00	0.00
7070 · Nurse Tag Expense	1,500.00	1,200.00
7074 · Office Expenses/Utilities	7,000.00	5,500.00
7075 · Office Insurance	3,500.00	3,500.00
7080 · Office Rent	25,500.00	25,500.00
7082 · On line Business Services	3,912.50	3,000.00
7083 · Paychex	2,500.00	2,500.00
Payroll Taxes		
7085 · FICA Taxes	17,139.17	17,139.17
Unemployment Comp Tax	108.33	108.33
Total Payroll Taxes	17,247.50	17,247.50
7090 · Postage	2,000.00	1,000.00
President Expenses	750.00	500.00
Retirement-IRA	7,330.18	8,233.79

7091 · Salaries*	199,354.82	205,844.82
7092 · Staff Bonus Pool		5,000.00
7093 · Supplies	4,500.00	3,000.00
7094 · Tax - Personal Property	400.00	400.00
Telephone/Internet Expense		
7095 · Telephone/Internet	3,500.00	3,000.00
7096 · Conference Calls	200.00	50.00
Total Telephone/Internet Expense	3,700.00	3,050.00
6999 · Uncategorized Expenses		
Total Expense	439,510.00	421,326.11
Net Income	-27,890.00	-63,904.91

* Keep in budget; AA hire contingent on approval from board



Organizational Affiliates

Chesapeake Bay Chapter National Association of Clinical Nurse Specialists
Maryland Academy of Advance Practice Clinicians
Maryland Association of Chemical Dependency Nurses
Maryland Association of Nurse Anesthetists
Maryland Association of School Health Nurses
Nurse Practitioner Association of Maryland, Inc.
Philippine Nurses Association Maryland Chapter

Organizational Affiliate Overview and Procedure

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

Our core values: Courage, Respect, Integrity, Accountability, Inclusiveness

MNA is the preeminent nursing organization in Maryland that engages and supports registered nurses and the profession to transform healthcare.

Criteria for Affiliation

For consideration as an organizational affiliate, the applicant organization must have:

- Approved bylaws with a mission, purpose and functions that are harmonious with that of MNA
- A governing body and a membership that is composed of a majority of Registered Nurses

Benefits of Affiliation

Each organizational affiliate in good standing is entitled to:

- One voting seat on each of the following MNA Committees: Legislative, Environmental Health, Practice & Education, Workplace Advocacy and Center for Ethics & Human Rights
- Reach 90,000+ Maryland Registered Nurses via a dedicated column in *The Maryland Nurse*
- Promote Organizational Affiliate's special events via MNA member email blast
- MNA membership rates for MNA sponsored continuing education including Annual Convention
- Invitations to special events & opportunities to co-sponsor events with MNA
- One copy of regular and special publications of MNA
- Opportunity to request time on the agenda of the MNA Board of Directors
- Link to Organizational Affiliate's web site on MNA web site
- Access to teleconferencing services with a pre-assigned code; billed for payment monthly at cost

MARYLAND NURSES ASSOCIATION



The Convention Committee's Annual Report

Chairperson:

Barbara Biedrzycki, PhD, CRNP, AOCNP

Deputy Chairperson:

Carolyn Guinn, MSN, RN, NEA-BC

Lead Nurse Planner:

Mia Waldron, PhD, MSN-Ed, NPD-BC

MNA President:

Charlotte Wood, PhD, MSN, MBA, RN

MNA Executive Director:

Jacqueline Patterson, MBA

Members:

Mary Kay DeMarco, PhD, RN, CNE

Sandra Griffin, MS, RN, NEA-BC, PMP, PHR, SSGB

Kathryn Handy, DNP, RN, CNE

Michelle Harvey, DNP, RN-BC

Linda J. Hickman, PhD, MBA, RN, FACHE

Vann Joyner, BSN, RN

Eucharika Mbagwu, DNP(c), MSN, BSN, RN.

Mary Jean Schumann, DNP, MBA, RN, CPNP-PC, FAAN

Jaime Striplin, MSN, RN

The mission of the Convention Committee is to provide relevant and high-value conferences that will enhance and develop members' professional growth and development.

With the MNA Board of Directors' approval, the Convention Committee:

- Revised and approved MNA Policy 5-13-0001, Standing Rules for the MNA Convention Committee;
- Changed the original site for the MNA's 117th Annual Convention from the Clarion Resort Fontainebleau Hotel-Oceanfront, Ocean City on the dates of October 1 and 2, 2020, to the inaugural virtual format on the same dates.
- Selected the theme "Year of the Maryland Nurse: Vision 2020 Excel::Lead::Innovate".
- Set the registration fees.
- Established role of Deputy Chairperson.

The Convention Committee:

- Developed the convention's theme, objectives and agenda;
- Chose the keynote speakers;
- Reviewed the blinded abstracts for the concurrent and spotlight sessions;
- Met monthly by phone or Zoom throughout the year, and communicated by e-mail between meetings; and,
- Works in various roles to ensure that the convention experience is optimal.

MARYLAND NURSES ASSOCIATION



Committee on Bylaws and Policy (COB&P)

COMMITTEE ON BYLAWS and POLICY (COB&P) MEMBERS:

Linda J. Stierle, MSN, RN, Chair ... District 2
Donna Downing–Corddry, BSN, RN, CAPA ... District 3
Nancy S. Goldstein, DNP, ANP-BC, RNC ... District 2
Marcella Leath, BSN, RN ... District 2



Linda J. Stierle

MEETING SCHEDULE:

Accomplished primarily by email with conference calls as needed.

HIGHLIGHTS from July 01, 2019 to June 30, 2020:

- Provided consultation with written recommendations over the past year to the MNA and District Nurses Associations (DNA) leadership on numerous questions regarding MNA and DNA Bylaws and MNA Policies.
- MNA Board of Directors (BOD) approved the 2020 Generic District Bylaws Template and requested that Districts amend their current bylaws in 2020 utilizing the MNA BOD approved 2020 Generic District Bylaws Template.
 - The 2020 Generic District Bylaws Template will provide Districts with greater flexibility regarding leadership structure and District operations which was requested by District leaders in 2019 during the election process.
 - Removal of language addressing MNA State Only Members as all MNA members are now Joint Members as of August 2019.
 - Clarify that all MNA members must abide by both MNA and ANA Bylaws.
 - Identified minimum required District Board of Director structure for leadership.
 - Added language that would permit members to serve more than two consecutive terms in the same position, IF no other members consents to serve as a candidate for that position.
 - Identified three District leadership appointments that must occur to have required District representation on the MNA BOD, the MNA Committee on Legislation, and the MNA Continuing Education Provider Unit.
 - Addressed the percentage of dues monies allocated to Districts will be automatically impacted by changes to ANA dues owed by MNA members.
 - Deleted language addressing adopting amended bylaws by mail or electronic ballot.
 - Prepared a package of Bylaws Materials for each District to utilize in the amending of their current District Bylaws. The Bylaws materials consisted of the following:
 - Marked up version of current District Bylaws using track changes showing MNA BOD approved amendments to District Bylaws.
 - Draft copy of 2020 Proposed District Bylaws if all proposed amendments are adopted by the District membership at an annual membership meeting.

- Step-by-step checklist for the MNA District Bylaws Amendment Process.
- Draft sample letter from District President to District Members regarding the intent to amend the District Bylaws in 2020.
- Copy of MNA Policy 5 – 7 – 0001 with 3 attachments: Standing Rules for the MNA Committee on Nominations.
- District 7 membership adopted the 2020 Proposed DNA 7 Bylaws in May 2020.
- District 1 and District 9 are scheduled to adopt their 2020 Proposed District Bylaws in September; District 3 anticipates a November virtual membership meeting to adopt the 2020 Proposed District Bylaws.
- Reviewed, updated and/or revised nine (9) existing MNA Policies and Standing Rules and created four (4) new MNA policies.
 - Four financial policies addressing IRS filing, MNA Management of DNA Treasury, MNA Invest Management, and a new policy on MNA Document Disposition.
 - Standing Rules for the MNA Convention Committee (CC) and Continuing Education Provider Unit (CEPU).
 - Standing Rules for the MNA Committee on Nominations (CON) and the Committee on Tellers (COT) were updated twice: SEP 2019 and JUN 2020.
 - Added language regarding electronic elections and the procedures to be followed
 - Added language referring to the new policies on Election process timeline, Secret Voting MOU, and MNA Candidate Campaign Statements
 - New MNA Policies addressing the MNA Annual Election Process Timeline, Secret Voting Memorandum of Understanding (MOU) for Electronic Elections, and Distribution of MNA Candidate Campaign Statement to MNA Membership.

PLANS for the MNA COB&P between July 01, 2020 and June 30, 2021:

- Monitor the 2020/21 amendment of current District Bylaws & provide updates to MNA Board of Directors.
- Interact with ANA Constituent/State Nurses Associations (C/SNA) & Individual Membership Division (IMD) to be ready to respond in late 2020 to ANA's Call for proposed amendments in 2021 to the 2019 ANA Bylaws and engage in the 2021 ANA Bylaws Amendment Process.
- Continue to review and update current MNA policies and create new policies as needed.

MARYLAND NURSES ASSOCIATION



Continuing Education Approver Committee

Committee Members

Chair: Janice Agazio, PhD, CRNP, RN, FAANP, FAAN

Ann Wilson, MSN, RN

Barbara Lubejko, MS, RN

Cordelia Obizoba, PhD RN

Doris Clark, PhD RN

Hephzibah Sophie Edwin, MSN, RN-BC

Karen Batcheller, RN, MSN, CCRN

Mia Waldron, PhD, MSN-Ed, RN-BC

Michele Dickson, DNP, RN

Nancy McCaslin, MS, C, RN

Sandra Obrien, PhD, RN

Sherry Reisler, MSN, RN



Janice Agazio

Highlights

- Submitted self study for reaccreditation through American Nurses Credentialing Center and participated in virtual visit in October 2019
- Welcomed Pat Gwinn back to help us after Susan Prentice left the CE coordinator role in October.
- Presented at MNA convention in Baltimore to update applicants on individual and provider criteria
- Submitted Annual report in NARS to ANCC in May
- Welcomed JaNae Fowler as new full time CE coordinator in May
- Submitted response to ANCC regarding findings from virtual visit; still need to send provider application examples
- JaNae working on updating processes and organizing the files for better tracking; has already posted new acceptance of applications through web-based submission that will speed our processes
- Updated the quality review document to be completed electronically through SurveyMonkey
- Have been entering post activity data as it comes in to facilitate annual ANCC reporting
- Instituted a review system so that NPRL has final approval on all activities going forward
- The committee reviewed 106 Provider Paced Activities; 23 Learner Paced Activities and 11 Approved Provider applications in the past year.

I'd like to offer my continuing thanks to the committee members for their hard work reviewing applications and committing to keeping up with all the MNA/ANCC updates! I am also excited to be working with JaNae and Jacqueline!

MARYLAND NURSES ASSOCIATION



Continuing Education Provider Committee

Provider Committee Chair/Lead Nurse Planner

Mia K. Waldron, PhD, MSN-Ed, NPD-BC

Committee Members/Designated Nurse Planners:

- D1: Jeannie Seifarth, PhD, RN
- D2: Vann Joyner, BSN, RN
Darlene Hinds-Jackson, DNP, RN
Nayna Philipson, JD, PhD, RN, CFE, FACCE
- D3: Saisa B. Neel, MSN, RN-BC
- D4: Sharon Stagg, BSN, RN
- D5: Harolda Hedd, MSN, RN-BC
- D7: Vacant
- D8: Mary Beachley, MSN, RN
- D9: Donna Noccolino, MSN, BSN, CCM, ACM, RN

Purpose:

The Maryland Nurses Association (MNA) Continuing Education Provider Unit consists of a Lead Nurse Planner appointed by the Board of Directors (BOD) and District Nurse Planners representing each of the Association's eight (8) districts. The Provider Unit functions to:

1. Establish a communication mechanism that facilitates the assessment, planning, implementation, and evaluation of continuing education activities for the nurses (and other healthcare providers) in Maryland and its surrounding area.
2. Collaborate with District Nurse Planners to support continuing education programs that are compliant with the criteria established by the American Nurses Credentialing Center's Commission on Accreditation (ANCC COA).

MNA is an accredited provider of continuing nursing professional development.

The MNA has provided three (3) continuing nursing professional development activities 2019-2020.

Meeting Schedule:

The Provider Unit members meet virtually on a biannual basis to discuss ANCC updates and case studies aimed at professional development and mentoring of nurse planners. Nurses interested in learning more about the role of Nurse Planner are encouraged to contact Susan Prentice, Director of CNE Applications Services: sprentice@marylandrn.org



The Maryland Nurse Editorial Board

Sabita Persaud, PhD, RN, PHNA-BC Editor-in-Chief

Nayna Philipsen, JD, PhD, RN, CFR, FACCE Associate Editor

Cheryl Harrow, PhD, RN, FNP-BC, CCNS

Naomi (Bea) Lamm, EdD, RN

Beverly Lang, MScN, RN, ANP-BC, FAANP

Ann Polling, MSN, RN

Linda Stierle, MSN, RN

The Maryland Nurse (TMN) is the official publication of the Maryland Nurses Association. TMN is published quarterly and is circulated to all registered and licensed practical nurses in the State of Maryland.

In each issue, we aim to cover topics related to education, legislation, regulation, practice, and current trends in nursing. Submissions in any of these areas are welcomed and will be reviewed for publication by the Editorial Board.

MARYLAND NURSES ASSOCIATION



MNA Committee on Finance

Treasurer's Report to the Board of Directors

September 1, 2019 to August 30, 2020

Committee Membership:

Chair and MNA Treasurer: Mary Jean Schumann, DNP, MBA, RN, CPNP-PC, FAAN

Treasurer-Elect: Janice Agazio, PhD, CRNP, RN, FAANP, FAAN

Members at Large: Barbara Biedrzycki, PhD, CRNP
Linda Hickman, PhD, MBA, RN, FACHE
Sandra Logorda, BS, BA

District Treasurers: District 1 – Renate Brown, BSN, RN
District 2 – Tammy Slater, DNP, RN, ACNP-BC
District 3 – Deanna Leone, BSN, RN-BC
District 4 – Vacant
District 5 – Vacant
District 7 – Bijoy Mahanti, RN;
District 8 – Vacant
District 9 – Kathy Miller, BSN, RNC



Mary Jean Schumann

Purpose: To assure that the financial management of the Association is consistent with current accounting and management standards; supports the long term sustainability of the organization through fiscal integrity, sound fiscal planning and investment strategies, regular assessment of the fiscal status of the organization; and assures the financial management of Districts through leadership, education, and stewardship.

MNA's Performance Fiscal Year ending June 30, 2020: The Committee on Finance is pleased to report that the performance of MNA's Year End Operating Budget and actuals, as of July 30th, 2020 show that MNA spent \$387,499 (88%) of its budgeted expenses, earned revenues of \$469,178 (114% of projected revenues), which resulted in a positive net revenue against expenses of \$81,679.

Comparisons to Budget Fiscal Year July 1, 2019-June 30, 2020

<u>YTD Income and Expense thru 12 Months</u>		<u>Budgeted Year End</u>	
Total Income	\$469,178	Total Income	\$411,620
Total Expenses	\$387,499	Total Expenses	\$439,710
Net Income	\$81,779	Net Income	\$-28,090
		Net Variance from Budget	\$109,769

COF Activities during the past twelve months: The Committee on Finance has engaged monthly by conference call or through electronic meetings to review financial statements, including comparisons against budget; review and recommend changes to investments to in keeping with the MNA investment policy; provide input and recommendations to the Board of Directors regarding an operating budget for 2020-21; and consider modifications to the budget in light of the pandemic, its impact on face to face activities of the association and its impact on MNA's investment portfolio.

The Committee on Finance has engaged in the following activities on behalf of the Association:

- 1) Completion and timely filing of the MNA 990 tax report for Fiscal year 2018-2019
- 2) Monitoring of the timely completion of MNA District IRS filings.
- 3) MNA Management of districts' Treasuries - Currently the Treasuries of Districts 4, 5, and 8 are being managed by MNA.
- 3) Reviewed and offered recommendations to the CSO and the MNA Board of Directors regarding the impact of COVID-19 pandemic on the operations, revenues and expenses of the 2020 Convention, Nurses' Night in Washington, Continuing Education reviews of approver and provider activities, membership figures, and the fluctuations in the MNA investment portfolio.
- 4) Polled four other state associations regarding their proposed budgets for the new fiscal year in light of the pandemic and concerns about face to face or virtual activities
- 5) Reviewed and provided recommendations for multiple drafts regarding the construction of the 2020-21 MNA Annual Operating Budget.
- 6) Periodically reviewed the latest investment statements from Merrill Lynch and recommended changes to the portfolio based upon those reviews and discussions with Merrill Lynch, recommendations provided to the Board of Directors for their approval. The Merrill Lynch net investment portfolio value stood at \$657,474 as of July 30, 2020.
- 7) Initiated review of previous outdated MNA financial policies to determine inclusion for updating.

Respectfully submitted,
Mary Jean Schumann
MNA Treasurer

MARYLAND NURSES ASSOCIATION



MNA Legislative Committee Annual Report

2020 Chairs: Mary Kay DeMarco
Melani Bell

The Legislative Committee is MNA's largest committee. The group meets electronically each month during off session months and every other week during the regular session of the Maryland General Assembly.

Legislative Committee:

Legislative Committee Leadership

Mary Kay DeMarco, Co-Chair

Melani Bell, Co-Chair

Charlotte Wood, MNA President

Robyn Elliott, MNA Lobbyist

Sarah Volkner, Public Policy Partners

Barbara Biedrzycki, Secretary

Rachael Faulkner, Public Policy Partners

Jacqueline Patterson, MNA Chief Staff Officer



Mary Kay DeMarco,
PhD, RN, CNE



Melani Bell,
DNP, RN

Committee Members:

Virginia Alinsao

Linda Cook

Cathleen Campbell

Hershall Davis

Josephine (Jo) Fava-Hochili

Phanedra Harper

Veronica Hunt

Rosemary Mortimer

Josie Ogaitis

Zach Shuler

Samantha Young

Michelle Allen

Mary Beachley

Elaine Crain

Ally Falby

Carolyn Guinn

Kathleen Herberger

Sorah Levy

Kimi Novak

Jeannie Seifarth

Patricia Travis

Donna Zankowski

Legislative Platform

Maryland Nurses Association (MNA) supports an integrative legislative approach that focuses on registered nurses, advanced practice nurses, healthcare consumers, and the healthcare system. MNA endorses appropriate legislation to the Maryland General Assembly.

MNA supports initiatives that:

- Promote quality nursing care through education and licensure;
- Address nursing recruitment, retention, and diversity;
- Address the long-term workforce shortage including the faculty shortage;
- Ensure and protect the rights of nurses to provide quality care within their full scope of nursing practice;
- Promote healthcare consumer safety, access to care, education, and self-determination;

- Promote safety in the workplace; and
- Advocate expanding nursing roles in health care reform legislation and initiatives.

Work of the Legislative Committee

1. Snapshot of focus issues

- **Workplace Violence (WPV):** The COVID-19 crisis took precedence over many important issues, but MNA successfully lobbied for the passage of legislation clarifying that health care staff are not required to display full names on ID badges.
The WPV subcommittee continues important work to advocate for a safe workplace.
- **Medical Cannabis in Schools:** MNA worked with school nurses to amend legislation. The law allows students to take medical cannabis in schools (HB 617). MNA continues work with The Maryland State Department of Education workgroup to implement HB 617 legislation.
- **Telehealth Legislation:**
- **Surgical Smoke:** MNA met with representative from the Association of periOperative Registered Nurses (AORN) to express support for the requirement that all healthcare facilities have a policy on surgical smoke evacuation.
- **CNS Prescriptive Authority:** MNA met with leadership from Clinical Nurse Specialists in Maryland to support their 2021 campaign for full practice authority and prescription privileges.

2. 2020 Abbreviated Legislative Session

MNA took positions on over 55 bills and monitored another 30 bills

Highlights (completed by Robyn Elliott/ Public Policy Partners/MNA Lobbyist)

A complete listing of MNA legislative positions is available from upon request.

Supported Bills

HB 364 - *Hospital and Nursing Facility Workers and Health Care Practitioners - Identification Tags and Badges - Name Requirement* - Del. Sid Saab et al.

- This bill clarifies that health care staff are not required to display their full name on identification badges.

HB 1564 - *Public Health - Emergency Evaluations - Duties of Peace Officers and Emergency Facilities* - Del. Harry Bhandari et al.

- recognizes the important role of physician assistants, nurse practitioners, and other advanced practice professionals in emergency departments.

HB 837 - *Public Health - Maternal Mortality and Morbidity - Implicit Bias Training and Study* - Del. Joseline Pena-Melnyk et al.

- mandates hospitals and birthing centers to ensure personnel have implicit bias training for perinatal care.

HB 448/SB 402 - *Health Care Practitioners - Telehealth and Shortage* - Del. Samuel Rosenberg et al./Sen. Cheryl Kagan et al.

- Authorizes all licensed health care practitioners to provide telehealth services. Additional provisions include: Allowing for the use of synchronous and asynchronous technologies for new and ongoing patients according to the standard of care.

HB 732 - Taxation - Tobacco Tax, Sales and Use Tax, and Digital Advertising Gross Revenues Tax - Del. Eric Luedtke et al.

- establishes a tax on e-cigarettes beginning July 2020, and increases the cigarette and other tobacco product tax, and increases the annual budget appropriation for activities related to reducing tobacco use in Maryland.

HB 409 - *Maryland Medical Assistance Program - Participation of School-Based Health Centers - Regulations* - Del. Bonnie Cullison et al.

- Requires the Maryland Medicaid program to expand the list of permitted school-based health center sponsors (SBHCs) by January 1, 2021

HB 617/SB 604 - *Public and Nonpublic Schools - Medical Cannabis - Policy for Administration During School Hours and Events (Connor and Raina's Law)* - Del. Steve Johnson et al./Sen. Brian Feldman et al.

- This bill allows for the administration of medical cannabis by a student's caregiver or a designated school personnel.

Did not pass but supported

HB 126/SB 846 - *Peace Orders - Workplace Violence*, Del. Vanessa Atterbeary et al./Sen. Charles Sydnor

- Allows employers to file peace orders on behalf of employees to protect them and the workplace from workplace violence. Employers are not required to file, but rather would now have the option to file. However, they must notify the employee if they do file a peace order on his/her behalf.

3. Events

2020 Nurses Night in Annapolis

Members, undergraduate students, and graduate students attended Nurses Night in Annapolis. This year, nurses advocated for **HB 364** - *Hospital and Nursing Facility Workers and Health Care Practitioners - Identification Tags and Badges - Name Requirement (successfully passed)*, and **HB 126/SB 846** - *Peace Orders - Workplace Violence*, allows employers to file peace orders on behalf of employees (unsuccessful this year).

A well-attended networking event was held at Harry Browne's restaurant following the event.

COVID-19 Activities

- Many committee members took time to send food and show support for nurses in Health Care facilities.
- MNA President Charlotte Wood and Leg. Committee Co-Chair Melani Bell met with legislators about nursing and the pandemic.

Acknowledgements

Lobbyist Robyn Elliott and the team from Public Policy Partners remains instrumental to the committee's ability to advocate for nursing in Maryland

MARYLAND NURSES ASSOCIATION



MNA District 1

Allegany and Garrett County

Board Members

Michelle Harvey DNP, RN-BC Committee on Nominations, Convention Committee
Jaime Striplin, MSN, RN President, Convention Committee
Jeannie Seifarth, PhD, RN, PMHCNS-BC, Past President
Heather Gable DNP, RN, LNHA, CNE, NEA-BC, Secretary
Renate Brown BSN, RN Treasurer, Finance Committee
Audra Houser RN, MSN, CRNP, CUNP, FNP-BC, Director
Rachel Reeves BSN, RN, Director
Lori Johnson, BSN, RN, CDCES, Director, MNA Board of Directors Representative

Amendments to the MNA District 1 Bylaws were unanimously adopted by the District 1 Board of Directors (BOD) board on April 23 and July 29, 2020. Due to extenuating circumstances the Annual Business meeting previously scheduled business meeting has been rescheduled for September 16, 2020 at 6pm via ZOOM, at which time we will ask our members to review and adopt the proposed changes. (See information below for link to the scheduled meeting.)

Michelle Harvey, DNP, RN-BC, Committee on Nominations, has established and electronically distributed the District Newsletter to keep members up to date on local activities. Please update and verify your membership information so that you do not miss any important communication, encourage your friends and colleagues to become members, there is room for everyone!

Blessing Bags:

With the support from MNA D1, our Past President, Jeannie Seifarth, made Blessing Bags for the COVID-19 Unit, Intensive Care, Medical/Surgical units and Surgical Services, at University of Pittsburgh Medical Center Western Maryland. Each bag was filled with snacks/goodies and a thank you card to all healthcare workers, including nurses, nursing assistants, secretaries, and housekeepers. Thanks to a donation from District #1 and several community donors, including former patients and nurses. A total of 400 Blessing Bags have been donated! The appreciation from staff was overwhelming. It is amazing what a small recognition means to our nurses. Thank you to all Frontline workers,

MARYLAND NURSES ASSOCIATION



MNA District 2

District 2 Board of Directors:

President:

Nancy S. Goldstein, DNP, ANP – BC, CRNP, RNC, CNE; Chair, Planning Committee for MNA Nursing Education Summit. Summit currently postponed to April 17, 2021 due to the COVID – 19 pandemic.

1st Vice President:

LaShuan Bethea, BSN, M.Ed., JD, RN

2nd Vice President:

Darlene Hinds-Jackson, DNP, RN, FNP

Secretary:

Lori Ann Harvin, MSN, DNP, RN, CNE

Treasurer and Finance Committee:

Tammy Slater, DNP, RN, ACNP-BC, Chair, District 2 financial committee and Treasurer; District 2 Representative on the MNA Finance Committee.

Web Master:

Jylla Artis, MSN, RN, FNP

Archivist:

Starlene McKelvin, MSN, RN

Special Assistant:

Nayna Philipsen, JD, MA, MSN, PhD, RN, CFE, FACCE, Co-Vice Chair Planning Committee for MNA Nursing Education Summit.

MNA Nominating Committee:

Darlene Hinds-Jackson, DNP, RN, FNP, Chair
Ballot for 2020-2021 has been submitted for election in Fall, 2020.

Director:

Sheri Holder, MSN, RN

Director:

Vann Joyner, BSN, RN, Co-Vice Chair Planning Committee for MNA Nursing Education Summit.

Director:

Sharon Kozachik, PhD, RN

Director:

Marian C. Laniyan, MSN, RN, FNP

District 2 Bylaws: Amended August 24, 2017 and voted on at the annual District 2 Membership meeting in September, 2017. It is currently being reviewed, revised and will be presented at the next District 2 Membership meeting.

Activities: Boards of Director Dinner held in July 9, 2019 at Timbuktu in Hanover, MD.

District 2 Membership Annual Meeting at Martin's West was held on September 19, 2019. Benjamin Roberts, MSN, RN, Nurse Coordinator for Palliative Care at Johns Hopkins Bayview Medical Center. CE was provided for the informative and excellent presentation: "But I'm Not Dying: Clarifying Confusion about Palliative Care and End-of-Life Care."

MNA Election and District 2 Board member results announced through District 2 at November meeting.

District 2 First-Generation Scholarship Awardee: Kelly Berkemeir, a 2020 BSN graduate from Towson University's articulated program with CCBC-Essex was awarded the \$1000 scholarship. She currently is working at Franklin Square Hospital as an RN. She will be continuing her nursing education at University of Maryland for her MSN.

Spring meeting – March 3, 2020: Tara Ross, JD, Esq., BSN, RN presented on “Social media and HIPAA: How not to lose your license!” CE was provided for her humorous, timely, and informative presentation. She is a nurse advocate and advisor for the Sisters of Notre Dame de Namur and in her law practice represents Veterans and Military personnel for Disability proceedings and Medical Board Reviews.

2020 MNA Nursing Education Summit was to be held on April 18, 2020. However, due to the COVID-19 pandemic and for the safety of our members, the Summit has been tentatively postponed to April 17, 2021.

Annual Board of Directors meeting held virtually on July 7, 2020.



Pictured: Jylla Artis; Nayna Philipsen, Darlene Hinds-Jackson, Vann Joyner, Starlene McKelvin, Nancy Goldstein and Tammy Slater. **Missing:** LaShuan Bethea, Lori Ann Harvin, Sheri Holder, Sharon Kozachik, and Marian C. Laniyan.

MARYLAND NURSES ASSOCIATION



MNA District 3

Board of Directors:

Donna C. Downing-Corddry, BSN, RN	President DNA 3 Rep. on the MNA Committee on Bylaws and Policy DNA 3 Rep. on the MNA Ethics & Human Rights Committee
Kimi Novak, DNP, RN	Vice-President DNA 3 Rep. to the MNA Legislative Committee
Deanna Leone, BSN, RN	Secretary/Treasurer DNA 3 Rep. to the MNA Committee on Finance
Sandra Griffin, MS, RN, NEA-BC	DNA 3 Representative to the MNA Board of Directors
Ellen Asbury, MSN, RN, CNE	DNA 3 Rep to the MNA Committee on Nominations
C. Staley Collins, PHD, RN	District 3 Directors
Saisa Neel, MSN, RN	
Christopher Rhodes, MSN, RN	
Saisa Neel, MSN, RN	DNA 3 Education Program Comm., Chair, DNA 3 Lead Planner DNA 3 Rep. on the MNA Continuing Education Provider Unit
Christopher Rhodes, MSN, RN	DNA 3 Comm. on Nominations, Chair

MNA District 3 represents registered nurses living and working in the region of Anne Arundel County. District 3's mission aligns with the Maryland Nurses Association, "The voice for nurses, advocates for excellence in nursing and the highest quality for healthcare for all." Promoting the core values of Courage, Respect, Integrity, Accountability, Inclusiveness (2019, January). District 3 comprise of approximately 300 members who work and live in and around the Baltimore/ Washington region.

District 3 held their annual membership meeting November 21, 2019 at the **Wiley H Bates Legacy Center**, 101 Smithville Street, Annapolis, Maryland 21401. Induction of new officers, District 3 Fiscal Budget for 2020 presented, and 2020 District 3 Meeting Schedule. An educational program providing 1.0 contact hour was presented following D3's annual membership meeting. The program was organized by D3 Education Program Committee, through the efforts of Saisa Neel and D3's immediate past presidents, C. Staley Collins and Deborah Campbell:

- "Testing a Model of Interprofessional Collaborative Practice"
Carole Staley Collins, PhD, MSN, PHCNS
- "Interprofessional Transitional Care in the Outpatient Setting"
Deborah Campbell, FNP-BC, RN-NP

We followed our November meeting with a in person social gathering in December to introduce the newly elected officers and board members to one another.

2020 rolled in with high hopes and aspirations of connecting with District 3 members, because the biggest challenge today is engaging members! The January meeting identified a goal of personally contacting each D3 member with a phone call.

In the first quarter of 2020, prior to the world 's dramatic change, D3 members attended Nurse's Night in Annapolis, 18 February, meeting and engaging with Maryland legislators for AAC, asking the support for HB 126/SB 846 Peace Order – Workplace Violence; HB 364 – Name Tag Identification Requirement for hospital and nursing facility workers, healthcare practitioners asking support that would **NOT** require full names be visible to the general public as a result of today's age of social media. D3 members met with State Delegates Shaneka Henson and Alice Cain, and State Senator Sarah Elfreth.

By March D3 was caught in the storm of the global pandemic of Covid-19, and the social unrest following the killing of George Floyd, District 3's BODs efforts have focused their efforts on advocating and supporting their members through their representation at the state level, to ensure that the nurses in D3 have their voices heard as we confront the devastating effects of a global pandemic and social injustice. D3 BODs encourage and urge all nurses to reach out, contact, engage with your district.

Respectfully submitted by Donna Downing-Corddry, DNA 3 President, donnacdowningcorddry@gmail.com ; 410-279-3665 (m)

MARYLAND NURSES ASSOCIATION



MNA District 5

Prince Georges County and Montgomery County

President: Eucharia Mbagwu, DNP(c), MSN, RN
Secretary: Shahde Graham Coker, RN
Treasury: Vacant
Board of Directors: Nwamaka Oparaoji, DNP(c), MSN, RN
Lou Bartolo, DNP(c), MSN, RN

Committees:

District Rep to MNA Board: Nwamaka Oparaoji, DNP(c), MSN, RN
Chair of Nominating & Teller Committee: Carol Holness, DNP, MSN, RN
Nominating Committee: Doris Clark, PhD, MSN, RN
Rep to MNA Legislative Committee: Alysia Falby, MSN, RN
Legislative Committee: Michelle Nesbitt-Johnson, DNP, MGA, RN, NEA-BC
Program Committee: Vacant
Scholarship Committee: Vacant
Webmaster: Valerie Swan, PhD, MSN, RN, CNE

District 5 vision aligns with that of MNA. Board members meet monthly and engages its members through biannual dinner meetings, email notifications, as well as through the *Maryland Nurse*. We focus on recruitment and member participation through visibility at workplace, nursing schools and the community. We have participated and/or achieved the following in 2019-2020:

- A successful 2019 fall dinner meeting
- \$5,000 given in scholarships in 2019
- Participation in “Nurses Night at Annapolis”
- Participation in MNA 2019 convention
- Active recruitment campaign for new members
- Reforming and reshaping the district

Thanks to all board members for all your hard work and all members for your contribution. For more information, visit our website www.md5nurse.com.

Submitted by Eucharia Mbagwu, DNP(c), MSN, RN, President District 5

MARYLAND NURSES ASSOCIATION



MNA District 7

Thank You...

- Madelyn Danner – Past President D7
- Sonia Galvan – Secretary

District 7 thanks you for your service and leadership.

Membership

Current membership is 271.

Board Members:

Barb Polack, BSN, RN, NCSN	President
Bijoy Mahanti, MS, MSN, RN, CNE	Treasurer/CON/COF Rep
Amanda Mullins, BSN, RN	Secretary
Sadie Parker, MA, BSN, RN	Director/MNA Rep
Dee Jones, PhD, MSN, RN	Director
Barb Biedrzycki, PhD, CRNP, AOCNP	Legislative Rep

Financial Statement

MNA District 7 Treasurer's Report for June 2020

May 2020 Balance

Checking Acct	\$8,288.74
Savings Acct	\$12,283.35
TOTAL ENDING BALANCE	\$20,572.09

Income

Membership Dues 4 months	\$793.71
Interest 4 months	\$3.52
Total	\$797.23

Expenses

HCC Leadership Award	\$100.00
Total	\$100.00

Respectfully Submitted

Bijoy Mahanti

Board Business

May 26, 2020, at the annual membership meeting (held virtually), the D7 bylaws amendments were approved. Thank-you to the bylaws committee, Sonia Galvan and Barb Biedrzycki, and to Linda Stierle, MNA COB&P for their work and guidance on this process.

Community Service

Members volunteered for the Walk to End Alzheimer's held in Harford County at Leidos Field at Ripken Stadium. The walk took place October 5th, 2019.



Members pictured (left to right):
Lauren Graff, Pat Grimes, Bijoy Mahanti,
Barb Polack



D7 donation of a quilt made by member,
Lauren Graff, sent to Annual Convention. The
proceeds benefited the Nurses Foundation.

Community Engagement

Student leadership awards presented to
Harford County Community College Nursing Students:

December 2019: Sophia Schertzer

June 2020: Kayla Waring



Learning

President Madelyn Danner presented "Medical Marijuana: What the nurse needs to know" at our November 19th, 2019 meeting. The presentation was very informative and well received.

Pat Grimes arranged for a speaker from the Alzheimer's Association who shared information about resources available and volunteer opportunities.

COVID 19 impact

Annual Dinner Meeting scheduled for 4/2 cancelled.

Library Displays for May 2020 cancelled.

First ZOOM meeting held for Annual Membership meeting 5/26/20.

Looking ahead...

D7 is actively soliciting candidates for Presidentelect, Treasurer, Director, and CON member.

Virtual Meeting of the Board will be scheduled for September.

MARYLAND NURSES ASSOCIATION



MNA District 8

Frederick & Washington Counties

District 8 Board Members:

President: Debra Disbrow DNP, RN, PCCN, ONC

Vice-President: Jennifer Cooper, DNP, RN, PHNA-BC, CNE

Secretary: Kristi Whitehair, BSN, RN

Board Members: Carol Adams, RN, MS, MBA, Mary Beachley, MS, RN, Karen Bream, BSN, RN, C-EFM, Sharan Koza, RN, Maureen Lal, DNP, MSN, RN

Mary Beachley also serves as Representative to MNA Committee on Nominations.

District 8 Highlights:

Board members began to meet in Fall 2019 and held a holiday dinner for District 8 members in December.

In 2020, District 8 continued to meet monthly and began to plan how to promote nursing as a career for children/teens in the community; with the current pandemic, we are now considering creating virtual resources. We are also looking to highlight the work of nurses at Frederick Health Hospital and Meritus Health during COVID-19.

Debra & Maureen are working on revisions to the District 8 by-laws.

In partnership with Community Foundation of Frederick County, District 8 awarded our annual nursing scholarship to Theresa Johnson, BSN, RN. Theresa is working on her Master's in Nursing Education at Stevenson University.

Mary Beachley wrote a letter to the editor in May in recognition of Nurses month, that was published in the *Frederick News Post*.

We have revitalized MNA District 8 Social Media Presence on Facebook and Twitter account was added February 2020: @MNADistrict8

MARYLAND NURSES ASSOCIATION



MNA District 9

Highlights of 2019-2020

District 9 Board Members:

President: Adrienne Jones, RN *Vice President:* Cathy Gibson, BSN, RNC-Ob, C-EFM, CLC
Secretary: Alvina Bass, MS, RN *Treasurer:* Kathy Miller, BSN, RNC
Director/MNA Board of Directors Representative: Melani Bell, DNP, RN

Standing Committee Chairs:

Legislation: S. Michele Allen, MSN, RN *Bylaws and Policy:* Melani Bell, DNP, RN
Finance: Kathy Miller, BSN, RN *Programs:* Paula Luskus, BSN, RN
Nominations: Paula Luskus, BSN, RN (Chair), Cathy Gibson, BSN, RNC-Ob, C-EFM, CLC,
 Kathy Miller, BSN, RNC

Remembering The most significant and saddest event for our district this past year was the loss of our dear Paula Luskus in May. Paula was a leader and mentor of DNA9 for almost 50 years. Her loss has impacted us greatly and left us very big shoes to fill.

Membership DNA9 membership has grown from 166 to 198 members this year.

Upcoming DNA9 will hold its Annual Business Meeting on October 13th via Zoom.

Revision of the Bylaws All DNA9 members have been mailed the revised Bylaws and the membership will vote at the Annual Awards Meeting in October.

May Program Unfortunately, we were unable to hold our Annual Nursing Awards Dinner due to the pandemic. This is always a popular event for the nurses and legislators of Southern Maryland.

September 2019 Annual Business Meeting

The DNA9 Annual Business Meeting was held on September 10th, 2019 at Charlotte Hall Veterans Home.

Donna Noccolino, BSN, RN, CCM, ACM presented "Challenges and Health Disparities in the LGBTQIA+ Community). The meeting attracted new and exciting new members who have been involved planning and supporting DNA 9 programs and MNA. Panera was provided for dinner and attendees enjoyed sharing information about MNA DNA9 and networking.



Convention 2019 DNA9 supported the event by providing door prizes and participating in the Convention.

Honoring all branches of Nursing DNA9 displayed a handmade quilt at the Convention that depicts nursing in all its categories at the MNA Convention. Designed for the 100th Anniversary of MNA, squares were created by nurses throughout Maryland and assembled by a DNA9 member Anne Marie Barnett.

MARYLAND NURSES ASSOCIATION



Nursing Foundation of Maryland

Board of Trustee Members:

Donna C. Downing-Corddry, President
 Dr. Barbara Biedrzycki
 Dr. Jo Fava Hochuli
 Beverly Lang
 Christie Simon-Waterman
 Dr. Richard Talley
 Jacqueline Patterson, MNA CSO (ex-officio member)

The Nursing Foundation of Maryland (NFM), a public charitable 501(c)(3) organization dedicated to promote and foster the education and practice of Registered Nurses in the state of Maryland. As a public foundation, we derive charitable contributions from YOU, the public.

NFM's expressed pleasure in providing scholarships to the following individuals:

Name	Scholarship	University
Hadassah Hollander	Nursing Foundation Maryland Scholarship	Univ of Maryland SON
Mary Kathryn Peck	Ruth Hans Scholarship	Notre Dame of Maryland University
Chelsea Schafer	MD General Hospital SON Alumnae Association Scholarship	Univ of Maryland SON
Heather Mason	Arthur L. Davis Publishing Co. Scholarship	University of Maryland, University College
Julie Sostman	Travis Nursing Scholarship	Towson University SON
Jennifer Riley	Global Health Scholarship	Notre Dame of Maryland University
LaShanta Dixon	Shauna Parker Memorial Scholarship	Coppin State University
Ashley McCrea	Mercy Hospital SON Alumnae Association Scholarship	Coppin State University

These charitable activities for 2019 would not be possible without the generosity of the scholarship donors:

Nursing Foundation of Maryland fundraising efforts

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Jonas Nguh, PhD, FACHE, NEA-BC, RN and Family

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BIG THANK YOU out to all participating in the fundraising activities during the 2019 MNA Annual Convention which generated a \$1,550. A special SHOUT OUT from a personal donor for \$900 who wishes to remain anonymous!

NFM would like to acknowledge the generosity of Gift Basket donors or 2019 We are so VERY grateful to: Barbara Biedrzcki (3) baskets, Judith Boyle, Juliana Chang, Beverly Lang (2) gifts, Mary Jean Schumann, District 1, District 3, District 7, and District 9 members.

AND to all who participated in the 50/50 Raffle!

We continue to gain small donations through purchases made under the charitable arm of Amazon Smile .

NFM received the resignation of Ed Suddath, who is sorely missed!

And as always, my continued appreciation for all who have served as Trustees to this worthy foundation, past and present!!

Respectfully Submitted by Donna Downing-Corddry, President



Provisions of the Code of Ethics for Nurses with Interpretive Statements

Provision 1

The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.

Provision 2

The nurse's primary commitment is to the patient, whether an individual, family, group, community, or population.

Provision 3

The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.

Provision 4

The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.

Provision 5

The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.

Provision 6

The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care.

Provision 7

The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy.

Provision 8

The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.

Provision 9

The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

Source: *Code of Ethics for Nurses with Interpretive Statements* (2015) Silver Spring, MD: American Nurses Association; pg. v. Cite as (ANA, 2015; p. v)

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The American Nurses Association's Bill of Rights For Registered Nurses

Registered nurses promote and restore health, prevent illness and protect the people entrusted to their care. They work to alleviate the suffering experienced by individuals, families, groups and communities. In so doing, nurses provide services that maintain respect for human dignity and embrace the uniqueness of each patient and the nature of his or her health problems, without restriction with regard to social or economic status.

To maximize the contributions nurses make to society, it is necessary to protect the dignity and autonomy of nurses in the workplace. To that end, the following rights must be afforded.

- I. Nurses have the right to practice in a manner that fulfills their obligations to society and to those who receive nursing care.
- II. Nurses have the right to practice in environments that allow them to act in accordance with professional standards and legally authorized scopes of practice.
- III. Nurses have the right to a work environment that supports and facilitates ethical practice, in accordance with the Code of Ethics for Nurses and its interpretive statements.
- IV. Nurses have the right to freely and openly advocate for themselves and their patients, without fear of retribution.
- V. Nurses have the right to fair compensation for their work, consistent with their knowledge, experience and Professional responsibilities.
- VII. Nurses have the right to a work environment that is safe for themselves and their patients.
- VIII. Nurses have the right to negotiate the conditions of their employment, either as individuals or collectively, in all practice settings.

Disclaimer: The American Nurses Association (ANA) is a national professional association. ANA policies reflect the thinking of the nursing profession on various issues and should be reviewed in conjunction with state board of nursing policies and practices. State law, rules and regulation govern the practice of nursing. The ANA's "Bill of Rights for Registered Nurses" contains policy statements and does not necessarily reflect rights embodied in state and federal law. ANA policies may be used by the state to interpret or provide guidance on the profession's position on nursing.

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- Staff RN for OBGYN - must have experience with Women's general health, along with pre and post pregnancy care
- RN Adult Medicine - must have experience with substance abuse and addictions

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