



From the Dean - *Moving Forward*

It truly is an honor and a privilege to be named the third Dean of the UMDNJ-School of Nursing.

Maureen Sullivan, staff development director at East Orange General Hospital, catapulted my career towards nursing leadership when I was just a year out of nursing school and serving as a staff nurse. She encouraged me to take the position of nurse manager of a 50-bed medical-surgical unit. In doing so, she taught me the importance of stretch goals as an aid in becoming the best you can be and the importance of having a strong mentor to get you there.

I did not look back but kept looking forward at what could be. I kept learning more, increasing my capacity to do more. In turn, my stretch goals and dreams got bigger. Giving back and mentoring is a critical part of my leadership style, and I hope that I motivate others to dream more, learn more, and become more.

Mentoring is a key theme at the School of Nursing and a critical component of two initiatives funded by the Robert Wood Johnson Foundation: the RWJF New Careers in Nursing Program has provided \$570,000 for scholarships to black and Hispanic students in the accelerated BSN program and the \$2.3 million RWJF Scholars Program will support graduate students who commit to becoming nursing school faculty. These programs include formal mentoring to help students reach their highest potential.

Congratulations to the Class of 2009! I am so proud of our graduates--those who are just entering the nursing profession and those who sought advanced education to further their career and personal goals. Kudos also to the students, faculty, staff and friends of SN who received awards at the Honors Convocation ceremony. The School is committed to being one of the best places in the nation to study and work. I'm counting on all of you to help make it so. Best regards to each of you.



Bookends: At the School of Nursing Honors Convocation 2009, Mirza Bright and Carla Atkins received the Dean's Award for Staff Excellence in recognition of their extraordinary work as administrative assistants to the dean. "They are the bookends in my office," said Dean Salmond. They buttress and support me and their personalities decorate the dean's office. They are ever ready with a smile and a 'no problem' attitude."

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Fast Facts—Class of 2009

- Total # graduation candidates: **331**
- ASN degree: **1**
- BSN degrees (inc. UMDNJ/Rowan joint program): **182**
- MSN (including UMDNJ/ NJIT joint program): **110**
- Post-Master's Certificate: **2**
- DNP degree: **35**
- PhD in Urban Systems: **1**

Tech Corner

SN Technology Support Services (SN-TSS)

Here to support you!

Services for faculty and staff include:

- Presentation support
- Research poster support
- Rich media recordings
- Audio recordings
- Digital photography
- Hardware and software support
- AV Support

TECH TIME! Offers technology training sessions during Faculty Development Days. Watch for topics like “How to upload files to Angel.”

Services for students include:

- Computer Lab support
- Wireless assistance
- Help with presentations
- PDA support
- Student copier

Be sure to back-up your data often!

Vern Chhibber

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Grants support academic & community programs

Robert Wood Johnson Foundation Scholars Program, NJ Nursing Initiative:

\$2.3 million. Provides scholarships, stipends, and enrichment for advanced practice nurses; Dr. Mary Kamienski, project leader (*see article, page 3*).

Preparing Emergency Nurse Practitioners: \$809,207. Establishes an Emergency Nurse Practitioner MSN specialty track; Dr. Mary Kamienski, project leader.

New Careers in Nursing Scholarship Program: \$300,000 (2008-2009); \$270,000 (2009-2010). Scholarships, plus mentorship and enrichment activities for Black and Hispanic accelerated students; Professor Judith Dunn, project leader.

Ironbound Newark Latino Health Literacy Initiative: \$275,000. Funds Spanish-language classes, private coaching, and health outreach events to promote health literacy in Newark's Ironbound section; Dr. Frances Munet-Vilaró, project director.

SN well-represented at Humanism Awards

UMDNJ took the spotlight at the 12th annual Humanism in Healthcare Awards Ceremony hosted by the Healthcare Foundation of New Jersey (HCFNJ), with Dr. Gloria McNeal receiving special honors initiating the SN mobile healthcare project.

At the July 20 event held in Florham Park, NJ, Dr. McNeal received the *Lester Lieberman Leadership Award for Community Humanism in Healthcare*. Professor David Unkle, Michael Cogan, and Hanaa Hamdi—both graduate students—received *Humanism in Healthcare* Awards. UMDNJ's University Hospital and its affiliate, Broadway House, also were represented at the ceremony honoring 39 individuals from area nursing schools and healthcare facilities.

Newark Mayor Cory Booker presented a keynote speech at the event.



Celebrating Humanistic Care. Pictured (L-R): Foundation of UMDNJ Chief Executive Officer George Heinrich, Health Care Foundation of New Jersey Senior Program Officer Lisa Block, Hanaa Hamdi (PhD student), Professor Gloria McNeal, Michael Cogan (MSN student), Professor David Unkle, and Dean Susan Salmond.

LEADERSHIP/SCHOLARSHIP HIGHLIGHTS:

Dr. Mary Kamienski, appointed to national board of directors, Emergency Nurses Association.

Dr. Huey-Shys Chen (July 2009). *Psychometric Characteristics of the Parsimonious Chinese Version of Smoking Self-Efficacy Survey (CSSES-20)*. Presented at the Sigma Theta Tau International 20th International Nursing Research Congress Focusing on Evidence-Based Practice, Vancouver, Canada.

Chen, H. S. (July 2009). *Writing for publication: A 'down to earth' approach*. Invited by College of Nursing, Kaohsiung Medical University, Taiwan.

Preparing Nurse Faculty of the Future



RWJF Nurse Scholars 2009: Maryann Magloire-Wilson (above), Primerose Germain, Patricia Saveriano, Jenee Skinner-Hamler, Dorothy Withers and Lia Valentin.

The Robert Wood Johnson Foundation (RWJF) recently awarded a \$2.3 million grant to UMDNJ-School of Nursing to help avert a severe nurse shortage in the state. Through the program, scholars will study to become faculty and commit to teach in New Jersey for three years.

“Last year, nursing schools across the nation turned away nearly 50,000 qualified applicants because

they lacked the faculty and other resources to expand their programs,” said Dean Susan Salmond.

“Our RWJF Scholars Program will help increase the number of nurse faculty available to teach the next generation of nurses.”

The grant is part of RWJF’s \$22 million, five-year New Jersey Nursing Initiative, explained Dr. Mary Kamienski, assistant

dean for graduate studies. Six students are enrolled in the Scholars Program, pursuing MSN degrees in nurse practitioner specialties while also learning instructional methods, curriculum development and other essentials of teaching.

“The students have each been matched with a faculty mentor who will provide support and encouragement for the nurse educator of the future,” said Dr. Kamienski.

SNAPSHOTS: ACCELERATED BSN PROGRAM, STRATFORD CAMPUS



Photos 1-3: Students participate in a June 22 mass casualty drill and debriefing. Organized by Professor Michelle Kaulback, the program included a guest lecture by her trauma surgeon husband, Dr. Kris Kaulback.

Photo 4: Second-year osteopathic medicine students turn to nursing students like Stacey MacPaintsil (L) to help them learn Foley catheterization and other skills.

Satisfaction Surveys: They're Not Just for Students Anymore

Faculty & staff feedback encouraged

The School of Nursing conducts satisfaction surveys, called exit assessments, of students as they graduate. Now, for the first time faculty, staff and administrators will be asked to participate in a school-wide workplace satisfaction survey.

This isn't just *any* workplace climate survey. SN has partnered with ModernThink, which conducts the annual "Great Colleges to Work For" survey for the *Chronicle of Higher Education* (<http://chroniclegreatcolleges.com/index.php>).

ModernThink offers proven expertise in implementing workplace climate surveys at higher education institutions across the country.

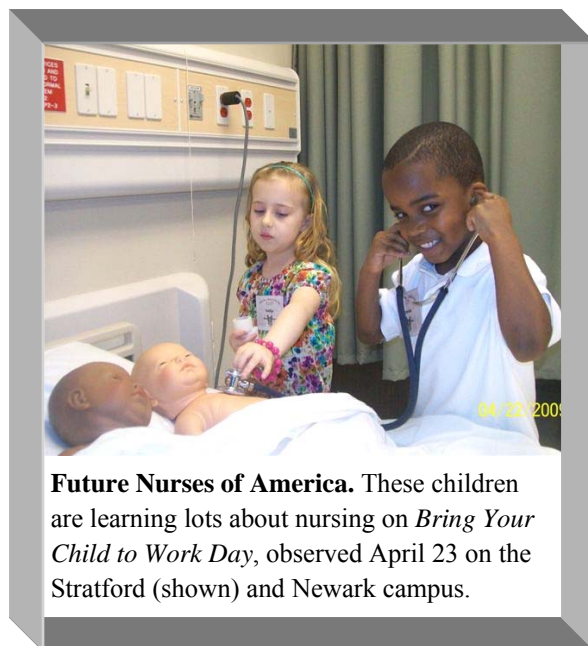
The School of Nursing's survey implementation team is hard at work preparing for a September roll-out.

Faculty, staff and administrators will receive an email containing a unique link to the survey online. Survey responses are anonymous.

Just as the results of the student exit assessments are used to guide program improvement, the school will use feedback from the workplace climate survey to make changes aimed at improving the experience of employees at all levels.

The School is so committed to this process that it has contracted for a follow-up survey to measure its progress 18 months after the initial survey. If you have any questions about evaluation at the SN please contact me at 973-972-0645 or ritchwe@umdnj.edu.

—Wendy Ritch, Program Manager
Institutional Evaluation



Future Nurses of America. These children are learning lots about nursing on *Bring Your Child to Work Day*, observed April 23 on the Stratford (shown) and Newark campus.

News Wanted:

Send your news items, photos, & suggestions to Lynn McFarlane, Director Marketing & Communications
mcfarlld@umdnj.edu; 973-972-8539.
Thank you!

Please welcome these new employees to the Newark Campus:

Ragini Darshan, Budget Analyst, Office of the Dean ■ **Nadya Morris**, Clinical Lab Facilitator



Title: Principal Management Assistant

Location: Assistant Dean's Office, UEC Suite 2025, Stratford Campus

Behind the Scenes @SN: *Davida Wedington*

First day of work/First job at SN: 3/28/94, Office Supervisor; came to UMDNJ in 1986.

Best thing about her job: Interaction with the students. I love to mother them, encourage them, and do all I can to help them.

What she does for fun outside of work: Shopping, bowling, cooking for family get-togethers. My

daughter and I are in charge of our "Singles Ministry" at my church.

My mom retired from UMDNJ-Stratford as Senior Housekeeper. We are taking her for a 5-day trip to Jamaica in honor of her 84th birthday.

I have two older brothers and two younger sisters; we're all one year apart. My Mom and Dad didn't

waste any time! I have one child: my daughter, Amoke, who recently graduated from the Registered Dietician program, UMDNJ-School of Health Related Professions.

I am a preacher's kid. My family and extended family consists of pastors, ministers, deacons. We are all either sing or play instruments in the church.