



Intranet Pages Revised for Easier Access

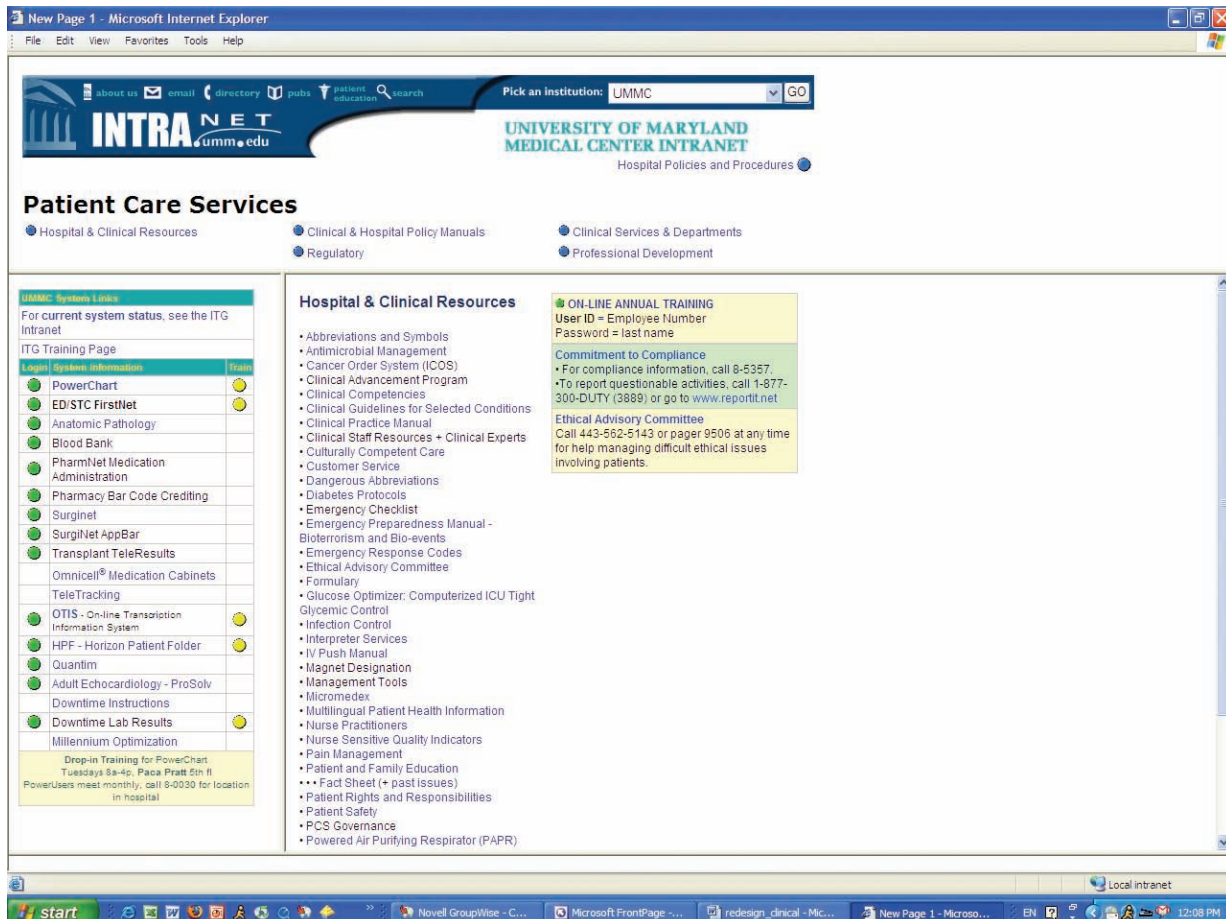
The *Clinical Resources* page on our Intranet is getting a new look. The page, which is the main entry point to clinical information on our Intranet, is being redesigned and reorganized for easier access, more comprehensive coverage, and additional content.

Frank Moorman, employee communications manager in Corporate Communications and Public Affairs, initiated this redesign. "As more and more clinical information has been

added to the intranet, it has been harder to find ways to keep the page organized so the users could find what they need without too much trouble," he says. "I began looking for ways to simplify the task."

After previewing the new look to the Staff Nurse and the Professional Development Councils, he began working with Professional Development Coordinator **Anne Naunton**, MS, RN, on reorganizing the links. "With so much

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Formulary for Success: New UMMC Web-Based Formulary Goes Live

On December 1, 2006, the Pharmacy launched the Medical Center's new Web-based Formulary. The new formulary allows prescribers, pharmacists and nurses to:

- Access the UMMC formulary plus the formularies of selected health plans;
- Access integrated drug information;
- Search by drug name;
- Search by therapeutic class (view formulary status of other drugs in this class);
- View formulary status information (i.e., formulary, preferred, restricted);
- View notes, guidelines and alerts;
- View relative or actual cost information;
- View black box warnings;
- View industry shortages;
- Links to prescribing/drug information;
- Links to package insert if available from the FDA;
- View therapeutic interchanges at this facility;
- Automatically receive precautions for when ordering drugs with sound and look-alike names;
- Print hard copies of formulary;
- See and access additional useful links.

Additionally, users can download the Medical Center's formulary, as well as the formularies for up to ten health plans directly to their handheld devices, either PDA or Pocket PC. The length of the download will depend on the Operating System (OS) and version on the handheld. These downloads enable users to use their handheld devices to:

- Access integrated drug information;
- Search by drug name;
- Search by therapeutic class (view formulary status of other drugs in this class);
- View formulary status information (formulary, preferred, restricted); ;
- View notes, guidelines and alerts; and
- View relative or actual cost information.

The attached computer screen shots demonstrate the variety of ways users can search for drugs and access formularies for UMMC and other selected health plans.

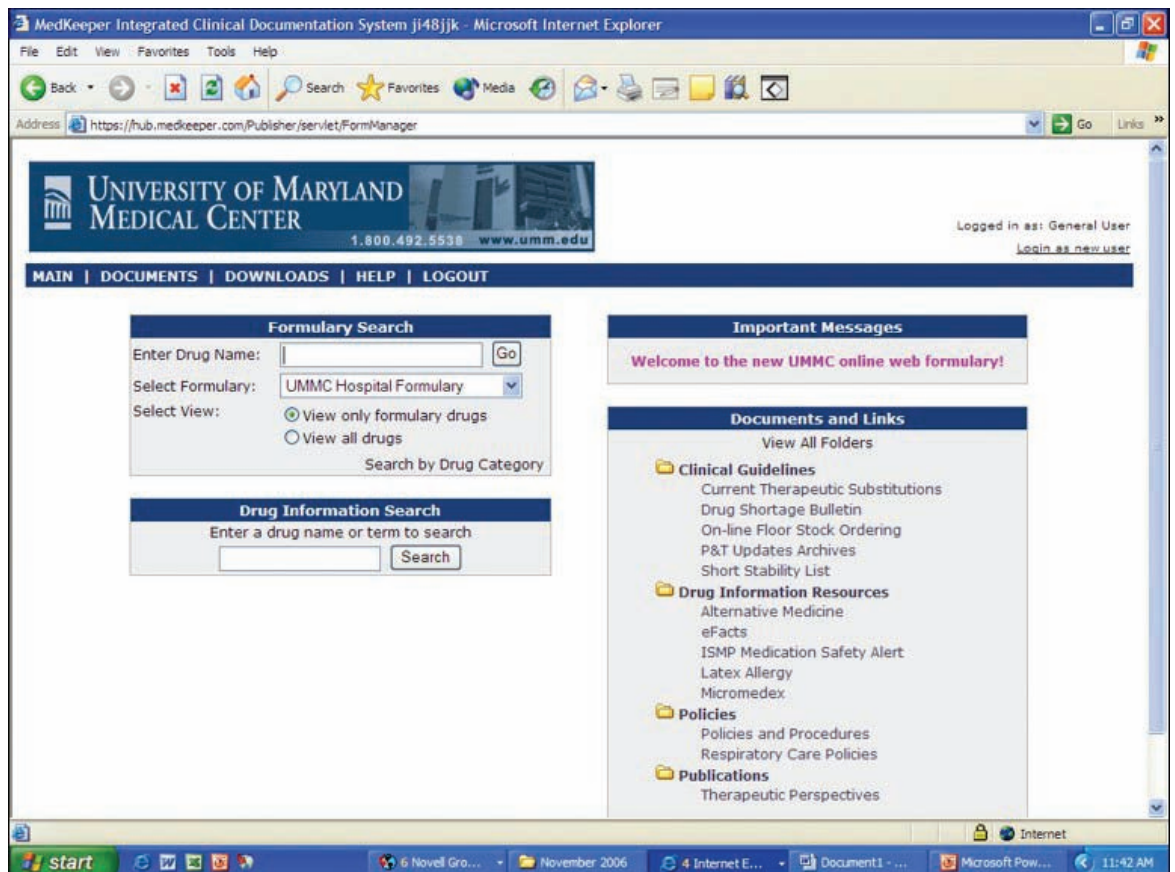
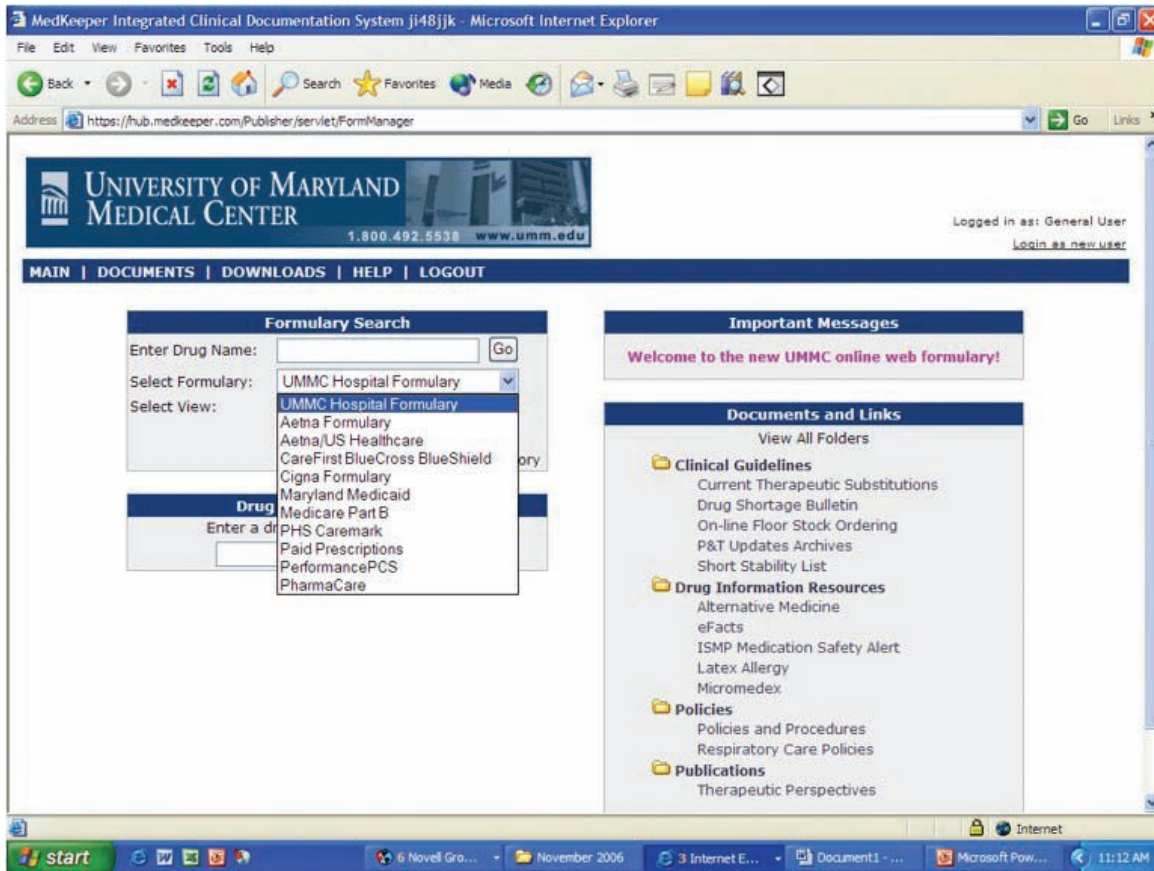


Library Offers Literature Search Classes

The Health Sciences and Human Services Library (HS/HSL) is offering a number of classes in literature searches during the spring semester. Classes are free, however registration is recommended. Classes include **Electronic Journals, Locating the Best Evidence, PubMed and Web of**

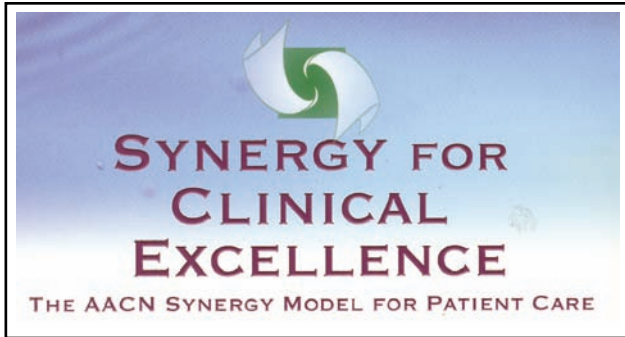
Science. To register, or for a complete list of classes including description, date and time, please go to the library's web site at <http://www.hshsl.umaryland.edu/main.html> and select the link under "What's New @ HS/HSL" or the *Education and Training* Quick Link.





Advancing the Practice of Nursing at UMMC

Part of the Nursing Strategic Plan is to re-design the Nursing Clinical Advancement Program. A design team of almost 70 nurses from across the organization were selected to work on designing a program that will take nursing into the future at UMMC. Nurses on the design team come from diverse experience and practice backgrounds, but Full Partners



comprise the largest majority (52%) of the group. Nurses also have varying years of experience; however the average nurse on the design team has approximately eight to ten years of experience. The design team's executive sponsor is **Mary Beth Esposito-Herr**, Interim Chief Nursing Officer. The team's co-chairs are **Angie Amig**, Patient Care Services Manager for Cardiac Services and **Janice Delgiorno**, Clinical Nurse Specialist for Shock Trauma. Ann Regier and Luiza Lima provide Professional Development support.

The current Clinical Partnership Model that is in place at UMMC is about approximately fifteen years ago and has withstood the test of time. However, nurses at the bedside, are now looking for more opportunities for professional growth and development without having to move into a traditional Senior Partner role. Most nurses have expressed a desire for greater flexibility and choices for advancement and recognition, while remaining at the bedside.

The design team has been given several articles to read on the history of clinical advancement programs and on Patricia Benner's seminal work "*Novice to Expert*." Copies of these articles are available in the Office of Professional Development. During the first design team retreat on November 30th the design team explored the role of the professional nurse, and reviewed different models of clinical advancement programs, such as the American Association of Critical Care Nurses **Synergy Model**. Nurses on the design team had lively and interactive discussions on what they would like the future Clinical "Advancement" Program to look like for nurses at UMMC. The one key point to know is this is NOT a clinical ladder program. Clinical ladders were a model used in the 1990's and denote hierarchy. This group is working to create the "model of the future". The design team's goal is to design a system to enhance professional growth at UMMC.

All staff are encouraged to provide input into this process. The development of this program has been brought to the Staff Nurse Council, Nursing Town Hall meetings, and to the Manager's meetings for education and feedback. If you are interested in learning more about the program, please contact your unit representative or your manager. At the end of each design team retreat, key **Talking Points** (see below) are published and will be available on each unit to let others know what they are discussing and keep all staff informed of the progress.

The targeted implementation date for the new Clinical "Advancement" is Spring 2007 for fiscal year 2008. Remember, this program is still in the design process and no decisions have been made yet. It is an exciting process for nursing at The University of Maryland where we are "advancing the practice of nursing everyday".

From Novice to Expert

*Excellence and Power
in Clinical Nursing Practice*

Commemorative Edition

Patricia Benner, R.N., Ph.D.

University of California
School of Nursing
Department of Physiological Nursing



Prentice Hall Health
Upper Saddle River, New Jersey 07458



Talking Points from Clinical Advancement Program

Design Team Retreats in November and December, 2006

Advancing the practice of nursing, everyday!

Why are we doing it now? It is part of the Nursing Strategic Plan, and it links our Relationship Based Care (RBC) delivery model. RBC was the foundation and developed the Professional Nurse of the Future. The Clinical Advancement design team will build on the work of the RBC group.

- ✦ The current partnership has been in place for over 15 years and staff have asked for more opportunity for advancement and recognition while staying at the bedside; the current system no longer meets our needs.
- ✦ The design team is made up of nurses from every unit across the hospital. The majority of members are full partners and there are also associate and senior partners, but in smaller numbers. The design team's make up is proportionately equal to that of the total nursing workforce. Members have a wide variety of backgrounds/different specialties, years of experience, and shifts worked.
- ✦ During retreat #1, the design team reviewed the history of clinical advancement programs and the theory behind them. Specifically, we looked at Benner's (1984) theory of **From Novice to Expert**, upon which most advancement programs have been developed. We also reviewed a new model called the Synergy Model developed by the American Association of Critical Care Nurses. There is literature available from Professional Development for those who wish to know more.
- ✦ The design group agreed that a clinical advancement program was:
 - i. A mechanism for professional growth and recognition for nurses who wanted to remain in direct care roles;
 - ii. We do not want to design a hierarchical ladder;
 - iii. We want to recognize nurses' contributions at the bedside; and
 - iv. "Advancement" means ⇔ recognition.
- ✦ Target date for roll out: July 2007 in FY08.
- ✦ During retreat #2, the team spent time reviewing the professional nurse job charter to better understand the role of the professional nurse, which they felt would assist them in discussing professional advancement.
- ✦ Also during retreat #2, the team spent a significant amount of time comparing and discussing current models to identify elements that might be useful in our program. They identified core elements they wanted to include:
 - ✓ Clinical practice and care delivery;
 - ✓ Staff participation (unit, organizational, community);
 - ✓ Self development: accountability for own growth and competencies;
 - ✓ Leadership and consultation and resource in the unit and organization
 - ✓ Innovation; and
 - ✓ Professional behaviors:
 - Communication,
 - Relationships, and
 - Mentoring.

Revised *Pain: The Fifth Vital Sign* workshop to start in Feb

The Medical Center's Pain Task Force has revised the former *Pain: The Fifth Vital Sign* program into a 1/2 day workshop, limited each talk to one hour and eliminated redundancy reported by past participants. The purpose of this workshop remains the same, namely, to provide more pain management content beyond what is currently presented in other entry-level courses. This re-designed content is shown here, and it will be presented on February 14, April 11, June 13, August 8, & October 10, 2007. Call extension 8-6257 to register.

8:00 – 9:00 am	Assessing Patients with Pain
9:00 – 10:00 am	Analgesic Pharmacology
10:00 – 10:15 am	Break
10:15 – 11:15 am	Using the Analgesic Pyramid to Manage Pain
11:15 – 12:15 pm	Treating Pain in Patients Who Abuse Drugs

Regina Hogan Honored as One of Three Women in Business

Regina Hogan, MS, RN, PCS Manager of the Cardiac Surgery ICU, was honored as one of three **Women in Business** award that coincided with Bosses' Week during the week of October 15, 2006 and sponsored by MIX 106.5 radio station. **Joanne Kozlowski**, BSN, RN, on Weinberg 6 - Cardiac Surgery Telemetry, nominated her for this award. Regina was chosen for this award along with two other women, and she received this award at a dinner at the Greystone Grill in Hunt Valley on October 26th.



(from left to right) **April Bahruth**, MS, RN, APN,C, CCRN, Clinical Education Coordinator; **Regina Hogan**, MS, RN, PCS Manager, who was honored as one of three **Women in Business** award sponsored by MIX1065 radio station, and **Anne Hall**, BSN, RN, Senior Partner, all of whom work in the Cardiac Surgery ICU.



New Intranet Pages

continued from page 1

information, it was essential to involve somebody with a clinical background and experience in organizing it from the perspective of the user at the bedside," he said.

"The reorganization and revisions to the *Clinical Resource* page, now called the **Patient Care Resources** page, came at a great time," according to Anne. "We have received feedback from direct care nurses and other members of our health care team that this page was cluttered and not useful," said Anne. Additional opinions were generated from groups like the Patient Care Services Board, the Clinical Practice Council, and the Magnet Champion Group. It is critical to have the clinical users involved in the redesign.

The links on the *Patient Care Resources* page are now organized into six categories:

- ❖ Hospital and Clinical Resources, the main page
- ❖ Clinical and Hospital Policy Manuals
- ❖ Clinical Services and Departments
- ❖ Regulatory
- ❖ Professional Development

The link to each category opens a new page, eliminating the clutter of trying to compress all links onto one page. Each page will include the log-ins to PowerChart and the other clinical information systems, so users will not have to switch from the information they need to log in to the systems. There will be a link to *Hospital Policies and Procedures* on every page. The new design will also allow for the posting of announcements that will be visible from all six category pages.

The new *Patient Care Resources* page premieres in January 2007. Users will have the opportunity to view the updated design, assess it for ease of use, read the content, and then provide their comments directly to Frank and Anne at fmoorman@umm.edu or anaunton@umm.edu. After this phase, final modifications to this page will be made based on user feedback. However, updating and revision to the *Patient Care Resources* page is a continuous process based on the future requirements of our clinical users.



2007 Education Calendar Finalized

The 2007 Clinical Practice & Professional Development Education Calendar is shown on the following two-pages. UMMC clinical staff can attend over 50 clinically-focused continuing education courses scheduled over 200 times throughout the coming year. Typically, over 5,000 clinical staff attend these courses and programs each year.

Highlights of the 2007 Calendar:

- ACLS Renewals now offered *monthly*;
- ACLS Provider course offered *every other month*;
- Two BLS Renewal sessions offered *monthly*;
- All nursing fellowship *core courses offered* a minimum of *6 times per year*;
- Increased frequency of *Cardiac Rhythm Interpretation* course to 10 times per year;
- *Expanded* course content in basic & specialty nursing practicums;
- **18 New Courses & Conferences including:**
 - Applied Nursing Practicum (formerly known as Acute Care and Basic ICU Nursing courses);
 - Applied Pediatric Practicum (a new 6-day course in general pediatric nursing);
 - Medication Administration Safety;
 - Pain - *The 5th Vital Sign* (revised into a 1/2 day course scheduled every other month);
 - Patient Safety for Managers & Supervisors;
 - Mentoring in the Workplace;
 - PCS Governance Orientation;
 - Relationship-Based Care Course;
 - Presentation Skills for Presenters
 - Regulatory Readiness - Train The Trainer Course (formerly Integrated JCAHO Training);
 - Steps to Publication;
 - Advanced Cardiac Surgery Certification Exam Review;
 - Fundamental Critical Care Support (2-day course on initial management of critically ill patients for providers not formally trained in critical care; designed for NPs, Physicians, and PAs);
 - Oncology Certification Exam Review;
 - Pediatric CCRN Exam Review; and
 - Perioperative Seminar.

Additionally, the 2007 calendar features the **PCS Governance structure**, with meeting information and contact names. While a few course dates have yet to be determined, registration is available for most courses at this time. Please contact the Office of Clinical Practice & Professional Development, at ext. **8-6257** or e-mail - professionaldevelopment@umm.edu, if you have any questions on course schedules, content or registration.



Update on News & Views Name Change

The Staff Nurse Council, which originally had been charged with picking the new name for **News & Views**, reviewed all of the name suggestions submitted to date. Some of the submitted names were not viable options because these names are already used for other publications or implied a discipline-specific focus as opposed to a name that was appropriate across all of the Patient Care Services disciplines. The SNC agreed that the remaining names did not include all of the disciplines in the entire PCS staff.

Council members agreed on continuing with the new name contest, but give staff some guidelines to follow in how they compose new names. These guidelines will be forthcoming after they are approved. The SNC agreed to refer this re-naming issue to the PCS Board whose membership provides a more cross disciplines representation of the newsletter's readership.



UMMC 2007 CLINICAL PRACTICE & PROFESSIONAL DEVELOPMENT EDUCATIONAL CALENDAR

TO REGISTER: PHONE: 410-328-6257

EMAIL: PROFESSIONALDEVELOPMENT@UMM.EDU

(All courses are 1 day/8 hours, unless noted)

(Yellow Highlight: Date Yet To Be Determined)

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CLINICAL PROGRAMS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Aggression Management		15			17		19			18		
Applied Nursing Practicum (6 days) NEW (formerly known as Acute Care / Basic ICU Nursing)	17-19, 22-24		28-30 Apr 2-4		30-31 Jun 1, 4-6		25-27, 30-31, Aug 1		26-28 Oct 1-3		28-30 Dec 3-5	
Applied Pediatrics Practicum (6 days) NEW			5-7, 12-14						10-12, 17-19			
Cardiac Rhythm Interpretation Course (2 days)	9, 11	7, 9	6, 8	10, 12		12, 14	17, 19	14, 16	11, 13	16, 18	13, 15	
Chemotherapy Course for Non-Cancer Units				11							8	
Chemotherapy–Biotherapy (ONS Course, 2 days)			7-8		9-10				19-20			
Complications of Cancer			22							25		
Critical Thinking in the Clinical Setting		1		25		12		12				13
Interpreting 12-Lead EKG			20							17		
Interpreting Lab Values		21		23		20		22		24		13
Leukemia & BMT			21							24		
Managing Diabetes for the Bedside Nurses		15		12		20		23		18		12
Mastering CRRT (CVVH/CVVHD)			15							25		
Medication Administration Safety NEW			21			7			6			19
Mock Code	(2 hour course is held on unit by request only – Contact Professional Development x. 8-6257 to schedule.)											
Moderate Sedation		20				7					14	
Pain: The 5 th Vital Sign (1/2 day) NEW		14		11		13		8		10		
Patient Care Technician Program (4 weeks)	Jan 29- Feb 28				May 14- Jun 14	Jun 11 – Jul 11			Sep 17 – Oct 17	Oct 22 – Nov 20		
Patient Care Technician Skills Day	9	13	13	10		12	10	14	11	9	13	
Patient Safety for Managers & Supervisors NEW	5		2		4		6		7		2	
Phlebotomy for Pediatric Patients			7			12			17			
Phlebotomy/IV Access in Adults		14		11		13		15		10		12
Trauma Theory (5 days)		5-9						6-10			12-16	

ROLE DEVELOPMENT PROGRAMS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Delegation-Transition	30			19				30		30		11
In-Charge Workshop	31		1		3		17		6		8	
Mentoring In The Workplace NEW (Recommend taking Preceptor Course as pre-req.)		28						22				19
PCS Governance Orientation NEW												
Preceptor Course – Basic Fundamentals	10		7		16		18		5		7	
Presentation Skills for the Presenter NEW	18			17						17		
Regulatory Readiness-Train The Trainer NEW									13, 27	11, 24	7, 28	11
Relationship Based Care NEW												
Steps to Publication NEW				20					13			

CONFERENCES & CERTIFICATION PROGRAMS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Advanced Cardiac Surgery Cert Review NEW				16								
CCRN Prep Review (3 days)		15, 22	8						6, 20	4		
Fundamental Critical Care Support (2 days) NEW						1, 2						
Nurse Practitioner Conference (1.5 days)						7, 8						
Oncology Certification Review (2 days) NEW				19, 26								
On-line Literature Review Course	Courses are held at Health Sciences Library – FREE to UMMC staff. Check their website: http://www.hshsl.umaryland.edu/services/training.html											
Peds CCRN Prep Review (2 days) NEW				16-17								
Perioperative Seminar NEW										9		
Special Topics in Trauma												
Team Management of Diabetes by Joslin Center			20									
Trends in Acute & Critical Care Nursing Practice					1							

ORIENTATION PROGRAMS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Medical Center and Patient Care Delivery Orientation (Call x. 8-1303 to register)	8-9 22-23	12-13 26-27	12-13 26-27	9-10 23-24	14-15 29-30	11-12 25-26	9-10 23-24	13-14 27-28	10-11 24-25	8-9 22-23	12-13 26-27	10-11

CARDIAC EDUCATION PROGRAMS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
ACLS Provider (BLS required, 2 days)	27-28		24-25		18-19		21-22		15-16		10-11	
ACLS Renewal (BLS required)	26	23	23	27	4, 5		20	25	17	26	9	7
ACLS Instructor (Approval required)			3							13		
BLS (CPR) Renewal	3, 19	5, 16	5, 14	2, 20	7, 25	4, 22	2, 14	6, 17	10, 14	1, 19	5, 14	3, 18
BLS (CPR) Instructor			10							20		
PALS Provider (x.8-7532 to register)	10-11		8-9			20-21	11-12		19-20		15-16	
PALS Renewal (x.8-7532 to register)		8		19	16			8		11		6
PALS Instructor (x.8-7532 to register)			22									

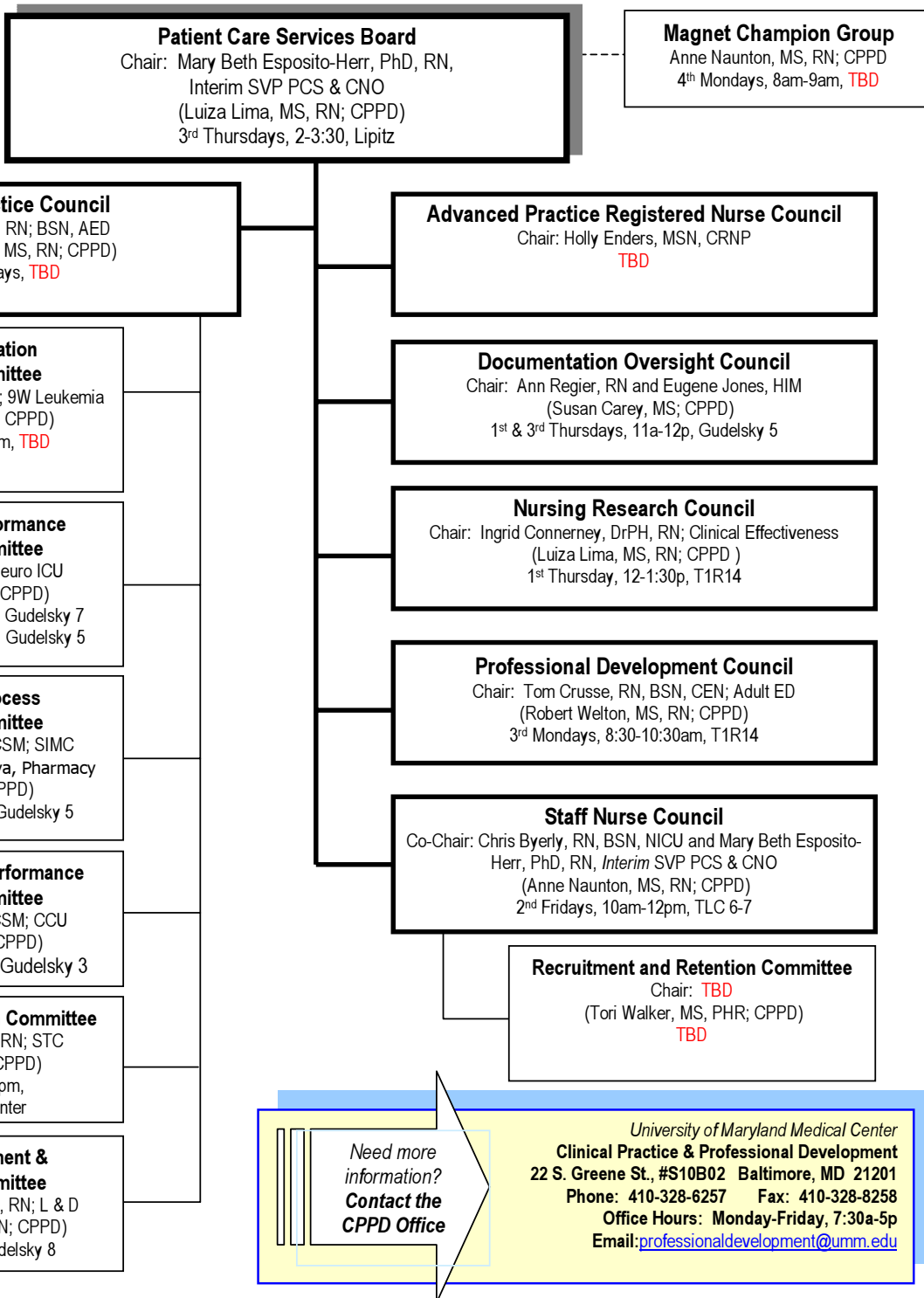
All courses require pre-registration unless specified otherwise. All registration fees must be paid prior to course participation or space may be forfeited. Call 8-6257 for further details or to register. Additional information, including course content, is available on the UMMC Intranet. For PALS registration call 410-328-7532. For ATLS registration call 410-328-239

Additional Events & Programs Continued On Next Page

OTHER EVENTS & PROGRAMS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Clinical Practice Summit (RNR)	18				9				18			
Journal Club - Night (RNR) (1 hour)	25		29		25		19		27		30	
Journal Club - Day (RNR) (1 hour)	30		27		29		31		25		27	
Nursing Grand Rounds		7			8			22			6	
Nurses' Week Celebration					6-12							
Nursing Strategic Planning /Town Hall NEW		Date TBD			Date TBD			Date TBD			Date TBD	
RN Fellowship Social (1-2 hours) NEW		21		19		20		30		30		13

RNR (Registration Not Required) – These programs do not require pre-registration; interested parties can just drop-in and attend.

PCS Governance Structure & Meeting Schedule for FY07



What Are MicroMedex Hot Lists?

Earlier this year, the Medical Center revised the centralized orientation experiences to allow more time to communicate important information to newly hired staff. Revisions included:

“The more accessible our patient family education material is, the easier it will be to use it and the more we will teach!” That’s the premise for a recent **Hot Lists** project implemented to improve access to population-specific patient and family education handouts.

MicroMedex (MMX) **Hot Lists** are population and/or clinical area-specific patient and family education handouts that are now located under a new drop down menu. This allows staff to easily and quickly access handouts that are most relevant to their clinical practice and patients’ needs. For example, the Cancer Center has its own locations with specific handouts that are frequently used for their patient population.

The Patient Family Education Committee (a sub group of the Clinical Practice Council), spear-headed this effort to:

- ◆ give areas an opportunity to review all of handouts that are currently available for use with their patient population, and
- ◆ select a sub-set of commonly used handouts to improve their accessibility by putting them into an easily accessible link on the Intranet.

The clinical areas reviewed a list of over 5,000 handouts and selected only those they use now or would use frequently. These handouts were then placed in a population specific drop down menu under the “**Hot Lists**” tab in MMX CareNotes™, which is the patient family education section of MMX.

How To Get To Hot Lists for Your Area

There are several ways to access the patient and family education handouts in Hot Lists. One of the easiest ways is to:

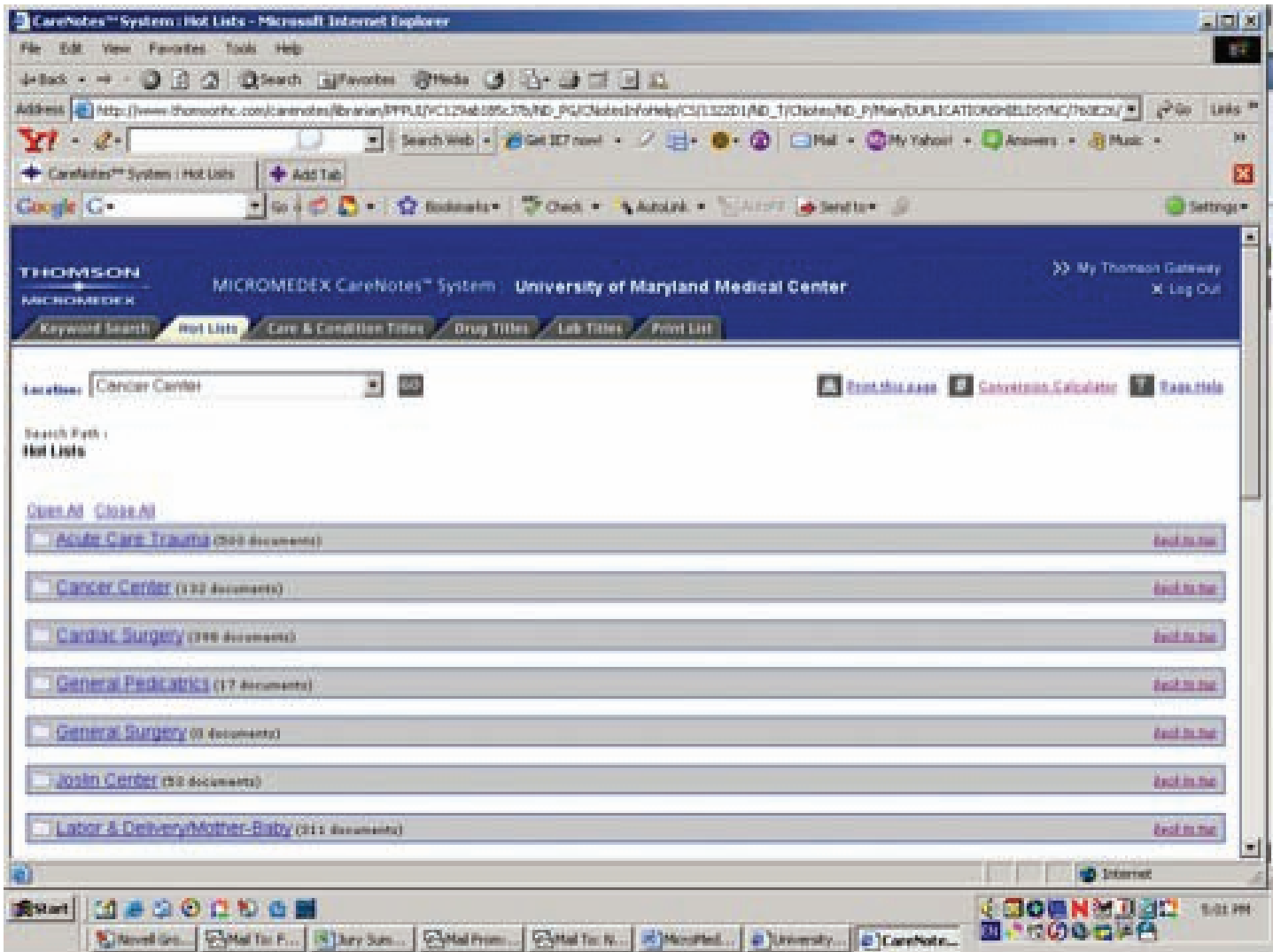
- ◆ click on **Clinical Resources**;
- ◆ click on **MicroMedex**;
- ◆ click on **Care Notes™ System**, and
- ◆ click on **Hot Lists**.

A listing of clinical areas and patient populations will appear (see screen shots shown here), and clicking on the area of your choice takes you to a Hot List of the handouts for that area or patient population.

The second phase of this initiative will be to add handouts that have been developed by our staff to the MMX hot lists. This addition will allow staff to go to one place to obtain most of their patient/family education handouts. When staff are comfortable with where to find their handouts they will be less likely to store multiple copies on the unit and try to mass produce them. Similarly, this improved access will help end the less desirable practice of copying from multiple copies and someone using the last copy.

Your suggestions are welcome. If your area does not have a hot list yet and if you wish to have one, please contact Gena Stanek (gstanek@umm.edu) or Luiza Lima (llima@umm.edu). See Oct.-Dec. 2006 issue of the Patient/Family Education Fact Sheet for more details.





This screen shot shows the alphabetical listing of the MicroMedex **Hot Lists**, which are a collection of patient and family education handouts organized by clinical areas and patient populations, such as **Acute Care Trauma** and **Cancer Center**. Clicking on any of these listings takes you to a Hot List of the handouts for that area or patient population.

Travel to London with the SON Alumni Association

The School of Nursing Alumni Association is sponsoring a trip to London and the Florence Nightingale Museum (with a stopover in Iceland), April 21-28, 2007. Some highlights of the 8-day/7-night escorted tour include:

- ✓ a five-night stay in a first class London hotel with breakfast daily;
- ✓ escorted tour of major London sights;
- ✓ an escorted tour to Windsor Castle and a Thames River Cruise;
- ✓ a full-day's visit to the Nightingale Museum; an afternoon high tea; and
- ✓ a one-night stopover in Iceland, including tours of the Blue Lagoon and countryside.

The cost of \$2,395 per person, based on double occupancy, includes round-trip air fare from Baltimore.* To reserve a space, a **\$500 deposit is due by January 30, 2007**.

Nursing contact hours available. To sign up for the trip or for more information, contact Samantha Davis, director of alumni relations and annual support, **410-706-0674**, or e-mail **ssdavis@son.umaryland.edu**.

(*The listed cost of the trip includes a \$50 tax-deductible contribution to the Alumni Association.)



Exam Gloves Change

Due to the changing latex glove markets, hospitals nation-wide have been faced with changing their choice of exam gloves. Within 2 to 3 weeks you will begin to see two new exam gloves. In place of the purple nitrile gloves, we will be using the Sensicare Nitrile glove, and in place of the Yellow Satin Plus Latex Glove we will be using the Universal 3 G Stretch Synthetic Gloves. These products have been reviewed by a select group of clinical staff members, Risk Management, and Employee Health, all of whom felt these gloves will be an improvement in comfort and safety for both staff and patient.

On **January 3, 2007**, the current *Kimberly Clark Gloves* will be replaced by the following Latex-Free *Medline Gloves*:

Universal 3 G Gloves

(Replaces the Yellow Satin Plus)



Features:

- * 100% Latex-Free & Powder Free
- ** Outstanding sensitivity
- * Narrow cuff for a better fit
- * Great feel for IV starts
- * Textured Fingertips
- * Feel similar to latex gloves
- * Recommended for every day latex-free barrier protection

Sensicare Nitrile Gloves

(Replaces the Purple Nitrile)



Features:

- * 100% Latex-Free & Powder Free
- Approved for Chemotherapy
- * Excellent sensitivity
- * Textured Fingertips
- * High elasticity
- * Recommended for areas that have higher levels of stress on exam gloves & deal with harsh chemicals or liquid immersion.



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