



Susan W. Salmond, right, dean and professor at the UMDNJ-School of Nursing, with Annette Hubbard, founder and president emeritus of the Concerned Black Nurses of Newark and Vicinity.

## New Dean of Nursing at UMDNJ Ready To Tackle Tough Issues

Susan W. Salmond, the newly appointed dean of the UMDNJ-School of Nursing, says she is ready to roll up her sleeves and address pressing issues like the shortage of nursing faculty and “lack of diversity” within the nursing workforce.

“UMDNJ will be at the forefront of addressing those concerns,” Salmond promised.

She made the comments during a networking/welcome reception recently held on the Newark campus of the University of Medicine and Dentistry of New Jersey. The event was co-hosted by the Foundation of UMDNJ and

School of Nursing’s Alumni Association. Among those delivering remarks during the evening was Kimberley Ricketts, commissioner of the New Jersey Department of Children and Families.

Prior to her appointment, Salmond had served as Interim Dean of the UMDNJ-School of Nursing since January 2007. Started in 1992, the UMDNJ-School of Nursing provides a comprehensive program of education, research and clinical practice to more than 900 students.

Tackling the shortage of nursing faculty is one of Salmond’s top priorities. According to a 2008-2009 American Association of Colleges of Nursing report, U.S. nursing schools turned away nearly 50,000 qualified applicants from baccalaureate and graduate nursing programs last year due to lack of faculty, classroom space and other resources. The new dean described several UMDNJ-School of Nursing initiatives to strengthen the nursing faculty workforce within the state of New Jersey.

The Robert Wood Johnson Foundation (RWJF) Nursing Scholars Program at UMDNJ is providing scholarships, stipends and academic enrichment for nurses pursuing master’s degrees in a clinical specialty who also plan to become nurse faculty. The program, funded by a \$2.3 million grant from RWJF, pairs students with master educators at UMDNJ who will mentor the students throughout their time in school. To qualify for the scholarship, students must agree to teach in a New Jersey nursing school for at least three years after graduation. Six scholars are enrolled in the program and six more will be added in May.

UMDNJ-School of Nursing also established the new Institute for Nurse Educator Development, a partnership program with Rutgers College of Nursing. The Institute provides workshops, mentorships and other development activities for faculty members who have been teaching for less than five years.

“New faculty from almost all of the nursing programs in New Jersey are participating in this Institute and the outcome will surely be better prepared educators,” said Salmond, who is also a nursing professor.

Promoting greater diversity within the nursing workforce is also a priority for Salmond. According to the recent figures available from the U. S. Department of Health and Human Services, only 6 percent of the nation’s registered nurses are male and only about 10.7 percent of nurses identified themselves as coming from ethnic or racial minority groups. In the Newark area, there is a particular need to bring more men, African Americans and Hispanics in nursing. “Our healthcare system should more accurately reflect the communities we serve,” Salmond explained.

Since coming to UMDNJ-School of Nursing in 2005, Salmond has held posts as Associate Dean for Graduate Studies and Associate Dean for Administration and Planning. She served as Vice Dean for Academic Affairs at the nursing school before being appointed Dean.

Previously, Salmon directed the graduate nursing programs and chaired the nursing department at Kean University. She has also served on the faculty at Teacher’s College, Columbia University.

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