

## **Jeanne DeCosmo**

Jeanne DeCosmo earned her Bachelor's Degree in Nursing from the University of Maryland and her Master's Degree in Business Administration from Hood College. Her 29 years of nursing experience encompass a wide range of settings including medical-surgical, intensive care, surgery, operating room, trauma, education and community outreach. Ms. DeCosmo has comprehensive experience in management, organizational development, process improvement including work-redesign, and interpretation and implementation of regulatory and practice standards. Her most recent work involved recruitment, on-boarding and retention of new hires. She designed and implemented a successful Nurse Mentoring Program. Prior to her arrival at the Maryland Hospital Association, she served as Director of the Learning Center at Carroll Hospital Center. She is a member of the Maryland Organization of Nurse Executives and the Society for Human Resource Management.