

Penn Nursing

SPRING 2021

"I want my photography to speak to bigger problems that result from lack of access, lack of action."

P. 18

"We must advocate for the day that we all run on equal ground."

P. 44

"Injustice Anywhere Is a Threat to Justice Everywhere"

How Nurses are Speaking Up, Standing Up, and Working for a Healthier World

P. 24



UNIVERSITY OF PENNSYLVANIA SCHOOL OF NURSING MAGAZINE





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We want to hear your story about nursing and COVID-19. Please send submissions to magazine@nursing.upenn.edu or tag us on socials @PennNursing. Stay safe!

Cover illustration by Jimmy Turrell

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SPRING 2021

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“It’s virtually impossible,
I think, as a nurse, to not see
inequities in the world.”
—Terri Richmond PHD RN FAAN, p.29

Social justice, as defined in the 2015 ANA Code of Ethics, [is a] form of justice that engages in social criticism and social change. Its focus is the analysis, critique and change of social structures, policies, laws, customs, power, and privilege that disadvantage or harm vulnerable social groups through marginalization, exclusion, exploitation, and voicelessness.

Cover Quote: “Injustice anywhere is a threat to justice everywhere.”
—Excerpted from a letter written by Martin Luther King, Jr. in a Birmingham, AL jail in 1963.

STORY SLAM Nursing

A storytelling competition

The Nursing Story Slam brings together nurse storytellers from Penn Nursing and Penn Medicine to share their true, personal stories that explore the breadth, depth, and diversity of nursing.



With a theme of Stepping Up, the third annual Story Slam held virtually on February 17th was not one to miss!

While 2020, the original Year of the Nurse and Midwife, was like nothing we could have ever imagined—with the fight for racial justice and health equity, along with the coronavirus pandemic—nurses stepped up in more ways than one.

Whether at the bedside, in schools, out on the streets, or in research and innovation labs, this year's Story Slam put a spotlight on how nurses have answered—and continue to answer—the call to make this world a better, safer place for all.

If you missed the event, you can still tune in. Just visit www.nursing.upenn.edu/watch.

The inaugural event was held in February 2019. Now in its third year, the Nursing Story Slam is supported through the generosity of Sandy Samberg, Nu'94, GNu'95, and her husband, Joe Samberg. The event is a partnership between Penn Nursing, Penn Medicine, and First Person Arts.

Penn Nursing

UNIVERSITY OF
PENNSYLVANIA SCHOOL OF
NURSING MAGAZINE

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University of Pennsylvania School of Nursing Magazine

SPRING 2021
Penn Nursing is a biannual
publication of the University of
Pennsylvania School of Nursing,
Claire M. Fagin Hall, 418 Curie
Boulevard, Philadelphia, PA
19104-4217

nursing.upenn.edu/magazine
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Dean's Letter

A Year of Rising to the Challenge

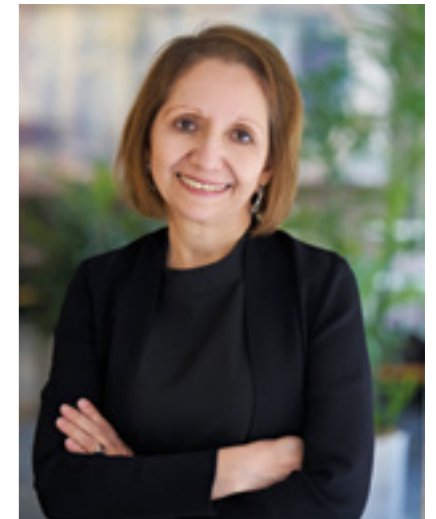
IT HAS NOW been over a year since the COVID-19 pandemic started. The Penn Nursing community is not immune from fear, uncertainty, setbacks, and profound loss. It has been a hard year, but we have demonstrated over and over again that we can do hard things—and we are stronger than ever. The poem written by Amanda Gorman, our first-ever National Youth Poet Laureate, for the inauguration of Joe Biden as the 46th president of the United States echoes these sentiments:

Let the globe, if nothing else, say
this is true:
That even as we grieved, we grew
That even as we hurt, we hoped
That even as we tired, we tried
That we'll forever be tied together,
victorious
Not because we will never again
know defeat
but because we will never again
sow division*

Nursing is key to healing division. It requires both courage and leadership to do what is right for the patient or necessary to improve the public's health. Nowhere have we seen that more obviously than the commitment we see among nurses and midwives to social justice. One simply cannot be an effective nurse without advocating for health care that promotes equity for all people: it is the very cornerstone of what we do.

In this issue of *Penn Nursing* we highlight the many ways in which social justice, a core value of our School's mission, is lived and carried out through faculty and student research, in student learning and projects, and in alumni careers and beyond. I know the stories contained here are just the tip of the proverbial iceberg.

The commitment and recommitment to our Penn Nursing principles and values during these challenging times guides our research, practice, teaching, and advocacy. Our collective



▲ Antonia M. Villarruel PhD RN FAAN
The Margaret Bond Simon
Dean of Nursing

community—at Penn Nursing, on campus, and beyond—supports our efforts to participate in meaningful change wherever we practice, live, work, and play.

I hope you are inspired by the people and stories in this issue of *Penn Nursing*, as well as by what we have seen in the media. Given the pandemic and the heroic efforts of nurses worldwide, I'm delighted to share with you that the Year of the Nurse and Midwife continues into 2021! You might remember that the World Health Organization declared 2020 the Year of the Nurse & Midwife to highlight the role of nurses in improving public health around the world. The pandemic only served to shine a brighter light on that role—so much so that we will celebrate, elevate, and advocate for nurses and midwives for an extra year. Please visit 2020nurseandmidwife.org for information and events.

Thank you for being a part of our community—and for maintaining your commitment to social justice with us and through us. Our collective shared values are a source of strength and pride to me, as I hope they are to you. ❄️

*For the full transcript of Gorman's 'The Hill We Climb', visit www.nursing.upenn.edu/gorman.

Chalkin' Your Walkin'— Pandemic Edition

ALMOST ANY Penn student, alum, staff, or faculty is familiar with the pedestrian-friendly South Street Bridge that connects West Philly to Center City. And if you're involved in health care—whether attending classes at Penn Nursing or working in CHOP or HUP, it has likely factored heavily in your day-to-day commute. In pre-pandemic times, it was a road well-travelled by cars, busses, bicycles, and thousands of walkers, hurrying to work or home. But by late March of 2020, when COVID lockdowns swung into full-effect, the bridge's traffic had dwindled dramatically apart from the odd person trying to get some exercise. The only commuters left were essential workers.

Enter Katie Woo Castelo MSN CRNP Nu'06 GNu'08. A pediatric NP in CHOP's emergency department, undergraduate nursing clinical instructor at Penn Nursing, and mom of two young children, Katie almost immediately felt the strain of the pandemic. "In the beginning," she says, "there was so much uncertainty and fear. As a health care worker, we were all anxious as we had no idea what was going to happen. I thought about my colleagues, walking to work with that pit in their stomach and I wanted to do

something that would make them smile and feel hopeful."

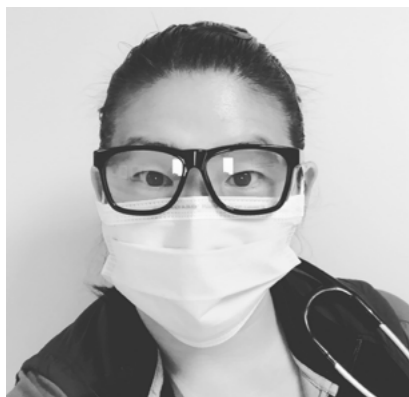
In her personal life, Katie found herself on the bridge almost daily as she instituted a one-mile bike or scooter ride for her daughter and son, now ages 6 and 4. She realized that she could use the bridge as a platform to share a little encouragement for her colleagues, with a proverbial perk-of-the-job being a bit of built-in fun for her kids. What started in the spring as a way to share simple messages promoting hope and joy quickly took off. Katie now 'chalks' every Monday, weather permitting, during her daughter's 45-minute lunch break from virtual first grade (her son attends preschool in-person). While her children used to be more involved in the process, her daughter now eats lunch from the sidelines—though will occasionally jump in to add a little bit of flair.

A planner at heart, Katie finds herself constantly thinking about what she'll write next, mining Pinterest and crowd-sourcing ideas through her popular Instagram account, @chalkinyourwalkin. From messages like "Do What You Love, Love What You Do," inspired by the day in late August that students learned they could do in-person clinicals again, to those that take on a more political-tone such as a salute to Ruth Bader Ginsburg, Katie looks forward to getting out on the bridge every week.

It's fair to say that Katie gets joy from spreading joy. And in the case of her chalk messages—as well as her work at CHOP and Penn Nursing—she does so in spades, all while building community as well. "I'll be chalking, and someone will walk by and say 'thank you so much' or 'I work in the ICU at HUP and you can't imagine how much I looked forward to this every week.' We've met neighbors and made new friends. It turns out we've really been connecting with people."

These days, while less fearful at work, Katie still takes the time to put a positive spin on things. For example, because nurses are in such demand, her graduating seniors are having early success in securing job placements. Perhaps it's not surprising that Katie is optimistic about a post-pandemic future. ❄️

To see more of Katie's chalk messages, you can follow her on Instagram @chalkinyourwalkin, and if you want to suggest a message, feel free to DM her there!



▲ Katie Woo Castelo MSN CRNP Nu'06 GNu'08

PHOTOS COURTESY OF KATIE WOO CASTELO

News



Intervening in the Opioid Crisis

Opioid use disorder and overdose have reached unprecedented levels around the world. In the U.S., remediation of pain is one of the most common reasons American adults seek health care, so it is vital that clinicians practicing in diverse roles and settings have a clinical understanding of pain and substance use disorders as well as knowledge about public health and opioid policy interventions.

Data show that future health care professionals have not been receiving the training needed to competently provide this care. To address this gap, Penn Nursing’s **Shoshana Aronowitz PHD CRNP**, **Heath Schmidt PHD**, and **Peggy Compton PHD RN**, designed and taught a 14-week transdisciplinary elective course titled *Opioids: From Receptors to Epidemic*. The course curriculum is presented in detail in an article published in the journal *Pain Management Nursing*.

“We believe [this] is a vital step in addressing the current opioid and overdose crises, and it is our hope that students leave this course with a basic understanding of pain and opioid use disorders and the complex ways in which both impact therapeutic approaches and society,” the authors say.

Improving Survival for All After In-Hospital Cardiac Arrest

In-hospital cardiac arrests (IHCA) represent catastrophic and often terminal events. Despite investments to improve the quality of resuscitation efforts, fewer than 25 percent of all patients that experience cardiac arrest in hospitals survive to discharge, and survival varies significantly across hospitals and by race. Until now, few have been able to specify reasons for the between-hospital differences. A new study from Penn Nursing’s Center for Health Outcomes & Policy Research is the first of its kind to describe the relationship between medical-surgical nurse staffing and its association with racial disparities in survival after IHCAs. It suggests that while the likelihood of survival to discharge after an IHCA is lower for Black patients than for white patients in both poorly staffed and well-staffed hospitals, the survival difference produced by better staffing is more pronounced for Black patients than for white patients.

“The effect of being cared for in hospitals with better medical-surgical staffing has a greater effect on Black patients than white patients, and differences in survival to discharge after an IHCA between Black and white patients are more pronounced in poorly staffed hospitals than in well-staffed hospitals,” says **J. Margo Brooks Carthon PHD RN FAAN**, Associate Professor of Nursing and lead author of the study. “The findings

➤ **J. Margo Brooks Carthon PHD RN FAAN**

are consistent with a growing number of studies that suggest that hospital-based disparities may be related to variation in nursing care quality in the settings where Black patients receive care.”

Gutmann Leadership Scholars Program

President Amy Gutmann and her husband, Michael Doyle, made a \$2 million gift to Penn Nursing’s *Innovating for Life and Living* Campaign, as part of the



University’s *Power of Penn* Campaign. The gift will create the *Gutmann Leadership Scholars Program at Penn Nursing*, and will fund 10 scholars annually across undergraduate and graduate degree-levels, creating new cohorts of leaders at Penn who are prepared to deliver exceptional care, locally and in communities around the world. The newly endowed program launched in January 2021 and will select new scholars every year, in perpetuity. Candidates will be selected by prioritizing diversity, first-generation status, high academic achievement, demonstrated leadership potential, and an expressed desire to make a lasting impact in underserved urban and rural communities.

“Philadelphia, our country, and the world desperately need more nurses and nursing leaders,” said Gutmann. “Nurses consistently rank among the most trusted professionals, and it is a trust eminently well-earned through their compassion, strength, and selfless dedication to improving and saving lives. Serving on the front lines of health care, they are heroes in the effort to contain and defeat the COVID-19 virus. They are also key to making high-quality health care both universal and affordable. Michael and I want to do our part to support the most talented and diverse nursing students who are eager to serve in urban and rural areas that need them most. We fervently hope that our gift will inspire others to join us in supporting Penn Nursing, the top-ranked nursing school in our country and the world.”

New Pathways Through Mobile Technology

A new study—recently published in *mHealth*—is the first of its kind to examine how mobile health applications and text-based elicitation of patient-reported outcomes can be used to better understand persistent challenges to recovery after a serious injury and hospitalization. It showed that mobile health monitoring was feasible and acceptable for select biometric indicators in a sample of Black men recovering from serious trauma in Philadelphia who described past and current barriers to their access to health and social care resources.

“This study adds evidence to support efforts to more systematically and

comprehensively conceptualize the aftermath of physical trauma as an often long-term and chronic health condition,” writes the article’s lead author **Sara F. Jacoby PHD MPH**, Assistant Professor of Nursing. “This pilot research is a first step in identifying the utility and implementation specifications of real-time monitoring for long-term physical, psychological, and social outcomes in trauma patients using mobile technology.”



▲ **Sara F. Jacoby PHD MPH**

New Partners for Replicating the TCM

The Missouri Foundation for Health is co-funding the replication and rigorous examination of the outcomes of the Transitional Care Model at the VA St. Louis Health Care System that is part of the national MIRROR-TCM study. In 2020, Arnold Ventures awarded a \$6 million grant in support of the study at four large health systems, including the Veterans Health Administration. The VA Health Services Research and Development Service is also a funding partner.

Designed by a team at Penn Nursing, the TCM has been proven to improve health outcomes, reduce rehospitalizations, and decrease total health care costs among chronically ill older adults. “If the TCM’s effects can be reproduced, participating health systems are committed to spread the model, accelerating their ongoing efforts to improve the care and outcomes of the growing population of older adults living with complex health and social needs. Evidence that the TCM is generalizable also will encourage voluntary adoption among other health systems,” explained the

Challenge Fellowships

Thanks to the generosity of a matching gift from Andie Laporte, Nu’69, Chair of the Penn Nursing Board of Advisors, donors established 14 new fellowships through the Laporte Challenge Fund, all for accelerated second degree and/or master’s students with financial need.

10

Established by Penn Nursing alumni

3

Established by BIPOC*

3

Established by former Board of Advisors members

2

Established by other Penn alumni

8

Are the first fellowships established by the donor at Penn Nursing

5

Established to expand diversity

5

Fellowships for MSN students only

*Black, Indigenous, and people of color



▲ Mary Naylor PHD RN FAAN

project's lead, **Mary Naylor PHD RN FAAN**, the Marian S. Ware Professor in Gerontology and the Director of the NewCourtland Center for Transitions and Health.

Dietary Adherence and the Fight Against Obesity

Understanding what features make a diet easier or more challenging to follow can help optimize and tailor dietary approaches for obesity treatment. A new paper in the *Journal of Clinical Investigation* analyzed different dietary approaches and clinical trials to better understand how to optimize adherence and subsequent weight reduction.

"There is not convincing evidence that one diet is universally easier to adhere to than another for extended periods, a feature necessary for long-term weight management," says **Ariana M. Chao PHD CRNP**, Assistant Professor of Nursing and lead investigator of the paper. "Progress in improving dietary adherence could result from greater efforts to examine mechanisms underlying interindividual variability in responses to dietary approaches. The

more we understand the characteristics of individuals who are trying to lose weight, the more able we may be to identify dietary interventions that facilitate their efforts."



▲ Ariana M. Chao PHD CRNP

Awards and Appointments Round Up

Congratulations to many in the Penn Nursing community for recognition of their incredible work.

José Bauermeister PHD MPH, most recently Presidential Professor of Nursing, was appointed the fifth Albert M. Greenfield Professor of Human Relations, effective January 1, 2021.

Bridgette M. Bawner PHD MDIV APRN, Associate Professor, and **Marcus Henderson MSN RN**, Lecturer, both from Penn Nursing's Department of Family and Community Health, have been appointed to the American Nurses Association (ANA)'s National Commission to Address Racism in Nursing.

Martha Curley PHD RN FAAN, the Ruth M. Colket Endowed Chair in Pediatric Nursing and Professor of Nursing, was awarded the 2021 Drs. Vidyasagar and Nagamani Dharmapuri Award for Excellence in Pediatric Critical

Care Medicine by the Society of Critical Care Medicine. She is the first woman and nurse to receive this award.

Holly Harner PHD has been appointed the Afaf I. Meleis Director of the Center for Global Women's Health (CGWH). She recently joined Penn Nursing as a Practice Professor of Women's Health in the Department of Family and Community Health.

Nancy A. Hodgson PHD RN FAAN, the Anthony Buividas Term Chair in Gerontology and Professor of Nursing, was appointed chair of Penn Nursing's Department of Biobehavioral Health Sciences, effective January 1, 2021.

Tanja Kral PHD has been named the Ellen and Robert Kapito Endowed Professor in Nursing Science.

Jianghong Liu PHD RN FAAN has been named the Marjorie O. Rendell Endowed Professor in Healthy Transitions.

Lisa Lewis PHD RN FAAN has been appointed the Associate Dean for Equity and Inclusion. Her commitment to social justice is deeply rooted in her lived experience, teaching, and program of research.

Maria LoGrippe PHD RN NE-BC ANEF, the Kehler Family Assistant Dean of Curricular Affairs and Innovation and Practice Associate Professor in Penn Nursing's Department of Family & Community Health, is one of fifteen distinguished nurse educators to be inducted into the NLN Academy of Nursing Education.

Matthew McHugh PHD JD MPH RN FAAN was appointed the Director of Penn Nursing's

Center for Health Outcomes and Policy Research, effective January 1, 2021, and was also elected to the National Academy of Medicine (NAM).

Salimah Meghani PHD MBE RN FAAN was awarded the Distinguished Nursing Researcher Award by the Hospice and Palliative Nurses Association (HPNA).

Krista Pinola Nu'86 was appointed by the Trustees of the University of Pennsylvania as Vice Chair of the Penn Nursing Board of Advisors.

Antonia M. Villarruel PHD RN FAAN was reappointed Dean of Penn Nursing. "Dean Villarruel has the vision, energy, skills, and broad support needed to thrive and succeed in a second term as dean," said President Amy Gutmann. She will serve through June 30, 2026.

Media Spotlight

The Tragedy of St. Joe's

In December, *NPR's* Dina Temple-Raston reported on the shocking mishandling of a COVID-19 evacuation at a local senior home and featured Penn Nursing's Ralston House Endowed Term Chair, Pam Cacchione PHD CRNP GNP BC FGSA FAAN. Here, an excerpted version of the investigation.

THE PEOPLE in the yellow hazmat suits arrived at St. Joseph's Senior Home in Woodbridge, N.J., on a crisp morning in late March, emerging from blue and white ambulance buses all suited up, like astronauts descending from a lunar rover.

For the 78 residents whom they had come to evacuate on March 25, however, this all felt more like an alien abduction. As the hazmats approached, some residents shouted and furiously clawed at the air; others begged not to be taken away, clutching the nuns' sleeves, dissolving into tears.

The sisters who ran St. Joseph's told the residents' families later they'd never seen anything like it. "People were loaded up like cattle," said one person who saw the events unfold. "It was horrible. ... When I close my eyes, even today, I still see it."

PHOTO COURTESY OF THE ASSOCIATED PRESS

«
"To think [St. Joe's] had to transition 78 older adults ... is hard to fathom. The literature shows that these acute evacuations are very dangerous for older adults."



▲ Residents being evacuated from St. Joe's.

...Dr. Pamela Cacchione, who studies older adult care at [Penn] Nursing, said she doesn't understand why the state didn't just designate St. Joe's a COVID-19 facility and leave all the residents there—isolating the sick—instead of transferring them somewhere else...

[CareOne's] recommendation was to move them all to CareOne. There was never an independent assessment before the evacuation. [Cacchione] said having CareOne do [the] assessment was "very concerning" because of the obvious conflict of interest. "It's like the fox guarding the henhouse," she said...

When [Penn's] Cacchione was doing her research on long-term care, she had worked with older adults during a natural disaster. A mini-tornado had knocked out the power to a long-term care facility that she was studying. Everyone had to be evacuated for five days. She said the move traumatized those who were evacuated.

"Over 50% of the participants in the

study became delirious or developed acute confusion, which is potentially fatal in itself," she said. "To think [St. Joe's] had to transition 78 older adults from one facility to another is hard to fathom. The literature shows that these acute evacuations are very dangerous for older adults."

Even if older evacuees weather the physical transfer, Cacchione said, under the best of circumstances they have to endure mix-ups at the receiving facility. Just think how complicated it is to check someone into the hospital, she said, now multiply that by 78 all arriving at once.

"Just the medication errors that would occur from a transition like that are tremendous," she said. "Getting the appropriate diet, preparing them for appropriate roommate situations, when they often had their own rooms prior to this. That's a real significant challenge to an older adult."... ❖

Excerpt from the original article published on NPR on December 24, 2020.

Around the Globe

18

Expected number of students graduating with a Global Health minor

CHOP Global Health Conference

Global

The October 2020 CHOP Global Health Conference got a dose of Penn Nursing, with presentations from **Eileen T. Lake PHD MA FAAN**, the Jessie M. Scott Endowed Term Chair in Nursing and Health Policy; **Catherine C. McDonald PHD RN FAAN**, Vice Chair of the School's Family and Community Health Department; **Julie Sochalski PHD RN FAAN**, Associate Dean for Academic Programs; and **Adriana Perez PHD ANP-BC FAAN**, Assistant Professor of Nursing. Also presenting were **Reverend Rudy Valenzuela PHD RN FNP-C**, a past president of the National Association of Hispanic Nurses who works on the US-Mexico border.



New Perspectives in Global Health

Paraguay and South Korea

Shi Eun Lee Nu'20, a student in Penn Nursing's Accelerated Bachelor's program, presented a Global Bites talk on "Global Health from a Non-American Perspective" in December 2020. Lee, born in South

Korea and raised in Paraguay, spoke of her multicultural background, experiences as an international student in the United States, and contrasts in health and health care delivery in all three countries. **Nancy Biller MPH MA**, Assistant Dean for Global Health Affairs, said, "Lee's presentation resulted in requests for additional sessions pertaining to providing health services to particular immigrant populations."



«
"Lee's presentation resulted in requests for additional sessions pertaining to providing health services to particular immigrant populations."

—Nancy Biller MPH MA, Assistant Dean for Global Health Affairs

Dissertation Defense With African Focus

Sierra Leone

With the successful defense of her dissertation in November 2020, Penn Nursing doctoral student and Hillman Scholar **Amy Elizabeth Barrera-Cancedda PHD MPH** earned her PhD. Barrera-Cancedda's dissertation was titled, "Engaging Nurses in Implementation Strategies and Evidence-based Practice Guidelines for Infection Prevention and Control to Support Ebola Preparedness in Sierra Leone." Dr. Barrera-Cancedda has first-hand experience working in Sierra Leone; prior to pursuing a PhD, she spent time there during the Ebola epidemic, collecting clinical data on patient outcomes.



Virtual Traditional Chinese Medicine

Taiwan

Penn Abroad featured a blog post by Wharton undergrad Catherine Parr about the benefits of the *Exploring Traditional Chinese Medicine* course she took being moved online during the pandemic. Taught by Penn Nursing's **Jianghong Liu PHD RN FAAN**, the coursework included a canceled Taiwan trip. Parr noted that in large group tours, it's hard to find a spot to see and hear clearly. She wrote, "[On] Zoom, everyone got a front-row seat with a close look at the practitioner and their supplies... It really enhanced my learning experience."

Renfield Award Presentation

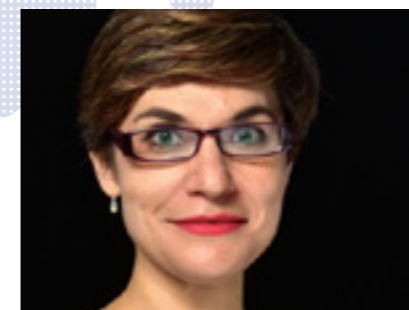
Peru

In October 2020, after a pandemic-related delay, **Daron G. Ferris MD** gave a virtual presentation on his health care work and accepted the 2020 Penn Nursing Renfield Foundation Award for Global Women's Health. Dr. Ferris is the founder of CerviCusco, a Cusco, Peru nonprofit that ensures all women, including those with limited economic resources, have access to high quality and affordable health education and care, including screening, diagnosis, and treatment of cervical cancer. Dr. Ferris hopes to form a collaborative partnership with Penn Nursing to give students opportunities for hands-on care in Peru.

Virtual PLAC

Latin America and the Caribbean

The fifth annual Penn in Latin America & the Caribbean (PLAC) symposium—and the first virtual version of the event—was held in fall 2020, providing three consecutive days of sessions on social, scientific, and cultural topics; potential mentoring for students; and collaboration for faculty. Each day was well-attended, with 58 to 95 people attending. Penn Nursing hosted the event in partnership with Penn Global, with the event welcome given by Margaret Bond Simon Dean of Nursing **Antonia M. Villarruel PHD RN FAAN** and University Provost **Wendell Pritchett**.



2

Number of alumni currently acting as Penn Global Nursing Fellows

Practice & Community



▲ Elizabeth Ach, Maria White, and Julia Scribano show off some COVID vaccine swag.

Students Vaccinate

Penn Nursing students from the *Nursing of the Young and Middle-Aged Adult* course have been helping to staff a COVID-19 vaccination clinic at the Hospital of the University of Pennsylvania (HUP) since January 2021. Course directors **Maria S. White MSN BA RN CCRN** and **Aleaha M. Peoples MSN RN** were approached by HUP to offer the junior nursing students in the course the option for clinical placement at the clinic. To ensure students have adequate support, White and Peoples—along with **Kimberly Miller MSN RN**, a clinical simulation instructor—work alongside them. Peoples says, “It’s a great opportunity for our students to get hands-on health care experience as

well as to be part of the pandemic solution in our community. It’s incredible to be able to give hope to high-risk patients who have remained isolated over the past year from family and friends. I know our students are so proud to play a critical role in the vaccination effort, and we thank Penn Medicine for affording us this opportunity.”

Community Education

A group of Penn Nursing students—all faced with restrictions on in-person community service—jumped into virtual action to provide Philadelphia School District students with health-related Zoom education. Graduate students supported fourth grade science classes at Benjamin B. Comegys School,

and undergraduates engaged with a Kindergarten class, while Penn Nursing’s Community Champions helped to facilitate afterschool activities. Topics included nutrition and COVID-19, among others. Graduate students also supported the Health Related Technology programs at William L. Sayre High School and Paul Robeson High School for Human Services by assisting educators with curriculum delivery on HIPAA regulations, patient care, and beyond; fielding participant questions; and—for Sayre—teaching classes about COVID-19 and its vaccines.

Continued YOTNM

Several graduate students are honoring the continued Year of the Nurse and Midwife (YOTNM) by hosting virtual panels to highlight nursing as a career. The panels, held at local schools, provide nursing students with a forum to share their experiences in nursing school and give younger students an opportunity to ask questions about nursing careers. Those who attended the career panels are continuing to work together to develop videos about the alternative pathways to becoming a nurse and collecting interviews of alumni to share the variety of careers one can have as a nurse. **Annie Gevertz**, an ABSN student, says, “This project has allowed me to connect with members of the Philadelphia community and hopefully create a resource that can be used for years to come.” YOTNM student activities are generously supported by Melanie Franco Nussdorf, Esq. CW’71.

Community Care Kits

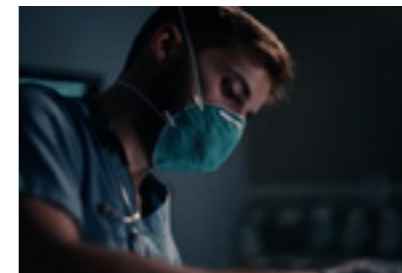
Alyssa Savarino Nu’20 led an effort that resulted in Penn Nursing being awarded a Penn CARES grant and a grant from the Children’s Hospital of Philadelphia to create 1,000 COVID Care and Survival Kits. These kits, which included pediatric facemasks, hand sanitizer, coloring books, soap, and information for parents about COVID-19, were delivered in December 2020 to the Karabots Pediatric Care Center and Puentes de Salud for distribution to children in Mill Creek and Southwest Philadelphia neighborhoods. Savarino says, “After working on several projects making COVID kits for adults

in Philadelphia, I felt like we had to do something for the pediatric population.”

COVID Vaccination Trial

Debora Dunbar MSN CRNP ANP-BC GNu’90 and **Eileen Donaghy MSN CRNP GNu’99** have been instrumental in COVID-19 vaccine trials at Penn Medicine. Dunbar and Donaghy were engaged primarily in HIV prevention research at Penn Prevention Research Division but rapidly pivoted to COVID-19 last spring; the division enrolled trial participants for Sanofi, Moderna, and Janssen/Johnson & Johnson vaccines. The Moderna phase III trial was the first, a trial that Dunbar spearheaded and ran, as she says, “soup to nuts.” She rapidly expanded research staff and put together a team to enroll 129 trial participants—the greatest number of patients ever enrolled in such a short period of time for a Penn vaccine study. Additionally, a home-visit nurse role was developed for participants who might be exposed to COVID-19—a necessity with the pandemic in play. The Sanofi phase I trial, with Donaghy as Project Manager, played on Dunbar’s advance work to enroll up to 40 participants in only a two-day window. Donaghy says, “Working on these trials is like nothing I ever imagined I might do.”

Despite the Moderna and Janssen/Johnson & Johnson vaccines FDA approvals, they and the Sanofi trials continue. Of the approved vaccines, Dunbar notes, “We know they work,



▲ DNP Nurse Anesthesia student, Josiah Borden

but we don’t know if they work or how well they work against every single COVID-19 variant. One big question to be answered is how durable is the effect of these vaccines.” In addition to the expanded staff, Dunbar and Donaghy brought in a team of Penn Nursing undergraduate students to help with the trials. For more on this, see page 21.

DNP Student Named Hero

Josiah Borden, a Penn Nursing DNP Nurse Anesthesia student, was named a “Mazda Hero.” The award—which celebrates the company’s 100th anniversary—recognizes selfless individuals who have done heroic things for their communities. Over the last year, he took jobs in two ICUs located two hours apart including Penn Medicine’s Lancaster General, often working back-to-back shifts, while simultaneously studying at Penn. During this time, he contracted COVID-19 twice himself. The award comes with a 100th Anniversary Special



▲ Assembling COVID Care and Survival Kits for children.

Edition vehicle. Borden says, “I’m just one person, doing a very small part in a global effort to improve our current situation. I’m surrounded by people who are heroes every day.”

After-School Learning

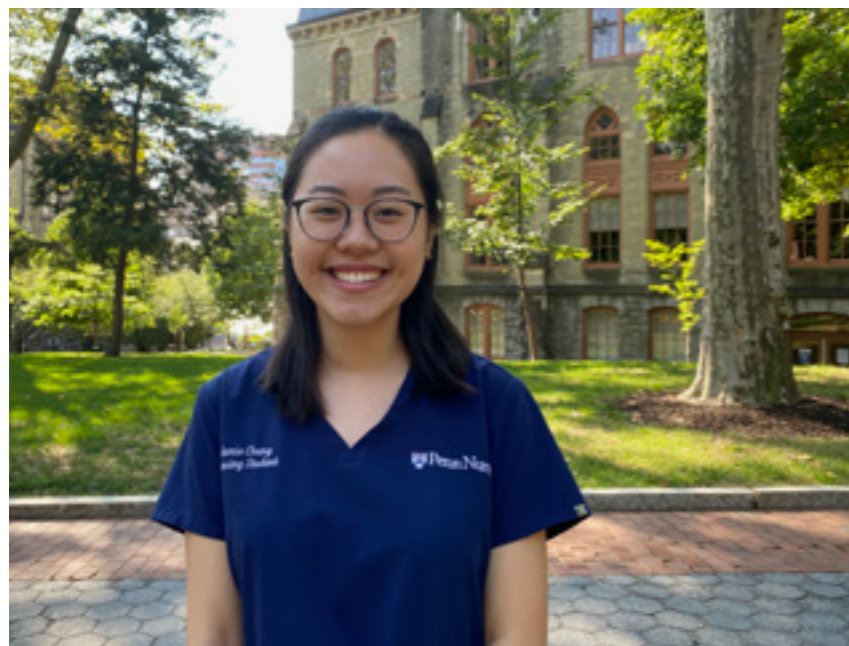
Community Champions has expanded Penn Nursing’s partnership with The Common Place by providing socially distanced, in-person afterschool learning to K-8 students. The program—which offers fun activities centered around personal hygiene, nutrition, and best practices during COVID-19—is aimed at families with parents who cannot engage in remote work. The Common Place offers holistic care to the children and families of Southwest Philadelphia.

Telehealth for Autism Care

Penn Nursing alums of the Pediatric Primary Care Nurse Practitioner Program—both of whom participated in the School’s Minor in Autism directed by **Margaret C. Souders PhD CRNP** and **Jennifer A. Pinto-Martin PhD MPH**—have been providing video telehealth diagnostic and comprehensive care to children with Autism Spectrum Disorder (ASD) during the pandemic. **Margaret (Meg) Mitchell MSN CRNP Nu’16 GNu’19** and **Brenna Hones MSN CRNP GNu’15** are Developmental Nurse Practitioners trained in the complex care of children with ASD, providing care in Developmental and Behavioral Pediatrics at CHOP, and offering comprehensive diagnostic and care services to families. Dr. Souders says, “These NPs have great passion and commitment to children with ASD and have provided an innovative approach to care and ongoing treatment during COVID-19 restrictions.” They have utilized telehealth platforms for play-based diagnostic observations for children suspected of having Autism during the pandemic, expanding access to specialized care services. Dr. Souders holds dual appointments at Penn Nursing and CHOP and Dr. Pinto-Martin is the Viola MacInnes Professor and the Director of the Center for Autism and Developmental Disability Research and Epidemiology, a CDC funded, multi-site research initiative to understand the causes of ASD.

Civic Engagement

Long a hallmark of a Penn Nursing education, Penn's Year of Civic Engagement took off with Nursing students. Spearheaded by Terri Lipman PHD CRNP FAAN, Assistant Dean for Community Engagement, there have been numerous opportunities—even in our virtual world—to effect positive change both locally and nationally.



▲ Jamie Chung Nu'21 helped Penn Nursing take the lead in Penn Leads the Vote.

Campus-Wide Win For Voting Efforts

Penn Nursing wholeheartedly embraced Penn's campus-wide 2020-2021 Year of Civic Engagement, including going all in on the University's competition—Penn Leads the Vote—to encourage undergraduates to register to vote in last year's U.S. election. Penn Nursing finished first in the competition thanks to **Jamie Chung Nu'21**, former president of the Asian Pacific American Nursing Student Association (APANSA). Jamie led Penn Nursing's effort to encourage registration through Motivote, a civic engagement platform that helps mobilize networks to increase impact. "As a young voter and a first-time voter

in a presidential election," Jamie says, "I know it's people like me who are the next wave to decide our future." Of note, Penn Nursing's student pledge-to-votes markedly exceeded pledges across all other campus schools and centers, including the Wharton School, School of Engineering and Applied Science, and the School of Arts and Sciences.

City Recognizes Nursing Students

Supporting the U.S. Census, vital for policymaking and resource allocation for the next decade, was an imperative for Nursing students last fall. The School led a campus-wide recruitment effort for the Philly Counts phone banking

initiative, which resulted in a total of 6,377 calls made to local families about completing the Census. Penn Nursing students were directly responsible for completing over half of those calls. The City of Philadelphia took notice, awarding Certificates of Achievement for their Census work to **Lauren Biedron GNU'20**, **Miranda Rouse GR'22**, **Aran Park C'13 Nu'14 GNU'20**, and **Breanne Mastromarino Nu'19 GNU'20**, along with three other Penn students. Breanne says of her phone banking experience, "The work taught me the significance of the Census and the value of communication regarding City resources. At the time I least expected it, when in-person socialization was extremely limited due to the pandemic, I was able to say that I felt more engaged than I ever have been in my community."

Replicated Civic Engagement Model

The online education environment in place during the pandemic means that Penn Nursing students are relying on Canvas (the course management system that supports online learning and teaching used at Penn and elsewhere) more than ever, including for civic engagement. In collaboration with Penn Nursing, Philly Counts/Penn Leads the Vote developed a link—placed in Canvas for every Penn Nursing course—that easily allowed students to register to vote, validate voter registration status, request a mail-in ballot, and complete the U.S. Census. The Penn Nursing community responded, with 12 percent of students registering through the portal and one student noting, "This is amazing—thank you for having this information so available and user-friendly. I truly hope this is available and mandatory for all students at the University." Penn Nursing's successful model was replicated by the Wharton School and the School of Arts and Sciences.

Students Convene For Community

Successfully addressing systemic racism in health care, particularly in our local communities, requires all hands on deck—and all professions. In fall 2020, students from Penn Nursing,

the Perelman School of Medicine, Penn Dental Medicine, and the Center for Public Health Initiatives convened three sessions to discuss the history of Penn in the community, race and racism, engaging with communities, and academic community partnerships. Led by **Ira Harkavy PHD**, Associate Vice President and Founding Director of Penn's Netter Center for Community Partnerships; **Howard Stevenson PHD**, Constance Clayton, Professor of Urban Education at the Graduate School of Education; and various community leaders, attendees had an opportunity to discuss the issues as well as dive deeper through interprofessional break-out sessions designed to bring together students from each School who are committed to community engagement and social justice.

Hotline Highlights Systemic Change Need

The global pandemic has increased community need, particularly for communities of color and underserved populations. Penn Nursing Nurse Practitioner students have stepped up to meet that need by helping to staff the COVID-19 Social Needs Response Team (SNRT), a hotline run collectively by Penn Medicine's Center for Health Equity Advancement, the Center for Public Health Initiatives, and the Hospital of the University of Pennsylvania Department of Social Work and Case Management. Patients who are COVID-19 positive and have unmet social needs—from food to toiletries and medications to transportation and shelter, and beyond—are referred to the hotline from around the health system and through community partners. **Lauren Hollender GNU'20** has been working with SNRT since May 2020. She says, "Understanding how to guide patients in need through obtaining Medicaid, Supplemental Nutrition Assistance, and other resources will impact and improve my practice as a Family Nurse Practitioner. It's hearing patients' stories, though, that has reinforced for me the importance of fighting for systemic change in order to address the horrific inequalities that exist in this country." In addition to Nurse Practitioner students, the hotline is staffed by Penn medical and social work master's students and supported by a licensed social worker.



▲ City of Philadelphia Councilmember Kendra Brooks

Philadelphia Councilperson Models Engagement

As part of Penn Nursing's deep commitment to community engagement, in November 2020 the School hosted a virtual conversation with City of Philadelphia Councilmember Kendra Brooks, the first Working Families Party member elected to City Council in history. Brooks—joined by **Dean Villarruel PHD RN FAAN**—led a discussion on civic

engagement along with a panel of students from Penn Nursing student organizations. Representing the Asian Pacific American Nursing Student Association was **Jamie Chung Nu'21**; representing Community Champions was **Emily Webster Nu'21**; and representing the Minorities in Nursing Organization were **Jada Edwards Nu'21** and **Melina Lopez Nu'22**. Lopez says, "It was an honor to listen to Councilwoman Brooks' lived experiences and how they fuel her passion for working class activism. Knowing that she is building a strong relationship with the School of Nursing gives me the hope and confidence that we can ignite real change not just as nursing students, but as a collective community fighting for social justice and equity." The event was co-sponsored by the Stavros Niarchos Foundation Paideia Program, an initiative designed to provide Penn undergraduates with the knowledge, skills, and ethical frameworks necessary to be informed, engaged, and effective community members, and to lead fulfilling and integrated personal, professional, and civic lives.



▲ Mayor Kenney recognizes Philly Counts phone bankers.

Policy

COVID-19: How RNs Can Help Overcome Public Vaccine Hesitancy

How nurses are key to making the public more trustful of COVID-19 vaccines.

By Connie M. Ulrich and Julie Fairman

VACCINES HAVE BEEN on the minds of many Americans. SARS-CoV-2 cases are increasing across the U.S. Its pathogenicity has touched the lives of the most secure and elite populations of our society. As we yearn for past conveniences and as we experience mask and social distance fatigue, as well as continued disruptions in work-life balance, all of us want to know: When will a safe coronavirus vaccine become available? Who will have access to the vaccine when one becomes available? How will its distribution be prioritized?

On October 2, a distinguished group of scientists and researchers from the National Academies of Science, Engineering and Medicine issued the *Framework for Equitable Allocation of COVID-19 Vaccine* to address a multitude of questions about distribution and priority groups. It describes fair and transparent decision-making about provision of the vaccine to front-line and essential workers, the young and the old, the compromised and the healthy. However, near the end of the document, in Chapter 7, “Achieving Acceptance of COVID-19 Vaccine,” the authors acknowledge that “distrust in the government, in the medical research community, and in pharmaceutical companies” is a key factor in “COVID-19 vaccine hesitancy.” They

note that “anti-vaccine sentiment is as old as vaccination itself” and that current anti-vaccine groups are well-organized and well-funded.

Underlying all of this exhaustive planning is the ethics of collective trust—trust in the information the public receives and the sources of that information and whether the public can trust messaging and information about the effectiveness and safety of any vaccine put forward. A national tracking poll has indicated that 62 percent of individuals are worried that political pressure will lead the FDA to rush its approval of a vaccine before adequate trials are completed. The poll also showed that the share of adults who trust the Centers for Disease Control (CDC) decreased by 16 percent from April to September, to 31 percent of polled individuals.

As we have learned from past disasters, epidemics, and pandemics, trust is easily disrupted and eroded at all levels: trust between individuals, trust within communities and health care systems, and trust in leaders and government officials. And social media has intensified these divisions.

Who can help the public understand complicated information and weigh the risks and benefits of a COVID-19 vaccine, when the mismanagement and politicization of messages has invaded every computer and television screen and every

living room across the country? Is it time to look to other groups to provide these messages, beyond those who are typically showcased in the popular media?

Polls show that Registered Nurses (RNs) are the most trusted health care professional group in the United States, and they have been ranked “the most honest profession” for 18 years in a row. They are knowledgeable about complex phenomena; skilled in communicating with other professionals and with patients and families; compassionate caregivers; educated at the undergraduate, graduate, and doctoral levels; and committed to a code of ethics that upholds the ethical value, worth, and dignity of every person.

Professional civic engagement by RNs is no longer a matter for debate. They cannot remain silent after what they have seen, heard, and experienced during the pandemic. As the largest professional group in the country, with more than 3 million RNs licensed to practice, they have placed their own lives in jeopardy and have personally experienced the internal and external damages of a virus that showed no mercy to themselves, their patients, their families, or their communities. They, too, have suffered loss. When a vaccine has been readied for distribution, RNs can serve as dependable allies. The public trusts nurses, and RNs will play critical roles



“Polls show that Registered Nurses are the most trusted health care professional group in the U.S., and they have been ranked ‘the most honest profession’ 18 years in a row.”

in public health communication efforts and in vaccine distribution.

The COVID-19 pandemic has revealed the weakness and fragility of our systems. It has shown us the critical need for carefully constructed messaging that will not only inform and educate individuals and communities about basic facts, scientific data, and the evidence-based decisions that follow, but will also promote trust in the messages’ contents and sources. We have also seen how race, ethnicity, and gender can influence both the message and its impact, and when a vaccine is available, we must craft inclusive messages that take into account historical reasons for mistrust of health care and other authorities.

Trust is the bedrock of democratic societies, the hallmark of professional relationships between patients and clinicians. Trust is an understated ethical value that extends across time and place.

Isn’t it time we listen to the voices of RNs? By listening to them, we can better understand what went wrong and find new ways to educate and inform the public. RNs can help repair the damage caused by the pandemic. Then perhaps we can move beyond distrust and vaccine hesitancy to the implementation of a safe, beneficial vaccine. ❖

This opinion piece was published on The Hill on October 8, 2020. It was co-authored by Penn Nursing’s Connie M. Ulrich PHD RN FAAN, the Lillian S. Brunner Endowed Chair in Medical and Surgical Nursing and Julie Fairman PHD RN FAAN, the Nightingale Professor in Honor of Nursing Veterans.

Associate Professor of Health Policy Alison Buttenheim PHD MBA served on an ad hoc committee of NASEM and NAM to provide a framework for the equitable allocation of vaccines for the novel coronavirus.



Illustration by Stefania Infante

Pennsylvania Safe Sleep Awareness for Every Well Newborn (S.A.F.E.)

The Challenge: Reduce sudden unexpected infant deaths (SUID) in Philadelphia and increase provider and population awareness of safe sleep practices. **The Audience:** Pregnant women, new parents, and infant caregivers in the community. **The Findings:** Evidence supports the use of a multi-faceted approach with a multi-media campaign.

\$2.1 mil. provided by PA Dept. of Health to support the program

97% of nurses reported being more proactive in surveillance of safe sleep environments

26 hospitals across PA have adopted the program

87% of mothers felt prepared to place their baby alone, on their back and in a crib

20% of birthing families in Pennsylvania reached in 2020

80% of mothers have been telling family and friends about safe sleep practices

7% increase in infants found in safe sleep positions in the hospital

20% Decrease of sleep related deaths (SRD) from 2019 to 2020 as shown from preliminary data

96% of nurses reported being more confident promoting safe sleep practices

S.A.F.E. is a federal- and state-funded five year (July 1, 2016-June 30, 2021) academic practice partnership between Penn Nursing and Penn Medicine led by Penn Nursing’s Marilyn Stringer PHD WNP-BC RDMS and Rosemary Polomano PHD RN FAAN in partnership with Penn Medicine’s Jessica Lazzeri MSN RN NEA-BC and Joanne Ruggiero MSN RN MA NE-BC CMSRN.

Discovery & Innovation

The Art of the Pandemic

A Penn Nursing alumnus uses fine art photography as stress-relief. But his work is also an eye-opening window into the realities of nursing and health care during the pandemic.

By Nicole Wolverton

TINKERING AROUND in the photography darkroom was Jay Roth’s refuge in high school—a quiet, dark place to regroup and relax. As an adult with a career as a Psychiatric Nurse Practitioner, fine art photography and darkroom work continue to be a unique form of self-care for him, particularly during the last year as COVID-19 infections spread.

Roth, a Certified Registered Nurse Practitioner and alum of Penn Nursing’s Bachelor’s and Master’s programs, was recognized in October 2020 as an Everyday Genius by Da Vinci Art Alliance, located in South Philadelphia. The virtual exhibit, Everyday Genius, was featured as part of the Da Vinci Fest Live event; it honors leaders and trailblazers that are advancing their fields and doing good work in the community. In Roth’s case, it was his photography as

well as his work a nurse practitioner that prompted Philadelphia CollageWorks to nominate him for the honor. Roth’s photography reflects not only his experience as a mental health care professional during a time of extreme anxiety and collective trauma, but also his deep desire to bring about change in the health care industry that leads to more equitable access to preventative care. More importantly, though, his photography helps him process his own emotions.

Roth, who regularly rotates between five to six nursing homes to provide care, has—like many nurses—weathered incredible stress over the course of the pandemic. Two major waves of coronavirus infection swept through the facilities at which he works. In one, up to 90 percent of patients tested positive for COVID-19, and he estimates that 20 to 30 percent of those infected died.

“At the beginning of the pandemic,” Roth says, “there was a lot of anxiety, and everyone was testing positive and getting sick. It happened very quickly. So many of the nursing staff were talking about how they’d never seen anything this contagious before, but they did a great job of powering through. Your skills take over at a certain point. But the severity of the situation takes a toll. You don’t know if you’re going to be able to prevent an infection from coming home to your family or to your daughters. It’s scary.”

He continues, “You do your best given the situation, given the resources that you have, given the PPE you have. It’s still hard—a lot of residents are still quarantined in their rooms even now, a lot of patients are really frustrated about not being able to see their families. A lot of what I’m doing is saying ‘I’m sorry, I wish things didn’t have to be this way.’ It’s important for patients to know that someone sees them, understands their

› Photos from *On Health Care and Abandonment* (top) and *Pandemic Blues*.

isolation—sees their grief and their feelings of abandonment. Without having that understanding, people can feel more much isolated. I’m managing patients with bipolar disorder, clinical depression, and anxiety disorders, too, but most of what I’ve been doing is helping people feel seen in their isolation. It’s often different for nurses, though—there’s not a lot of talk about the bigger emotional drain. And hearing people call you a hero without addressing what nurses need to deal with their mental health and exhaustion issues is challenging. I hope in some way that the photography work that I do articulates that on some level. It’s hard.” He laughs. “Emotionally draining.”

Roth’s most recent projects, *On Healthcare and Abandonment* and *Pandemic Blues*, also reflect his frustrations about inequities in the health care system—and the ways in which the health care system often abandons people who cannot afford the care they need to live their healthiest lives. “I don’t think I understood it when I was just starting out as a nurse,” Roth says. “A lot of times it’s easy for young nurses and other health care professionals to—when you work on certain floors and see a patient that’s very sick or very contagious—consider that person’s condition a result of self-neglect. But it often happens within a construct of poverty or a lack of access to hospitals or health care. The end stage issues we often see in patients could have been prevented by more access to preventative health care and mental health care. Non-compliance is a problem sometimes, of course, but the system could be better. My art helps me process the moral distress I feel from working within these systems.”



«
“I want my photography to speak to bigger problems that result from lack of access, lack of action.”

Getting ahead of those ethical challenges is critical—and for Roth, having a part in shining a light on the challenges is important, too. He says, “That moral distress is a lot of what I’m trying to address in my artwork—taking into account the federal response to COVID-19, too. I want my photography to speak to bigger problems that result from lack of access, lack of action—and I hope my work at its best reflects some of that.”

Being chosen as an Everyday Genius has given Roth a public platform that,

▼ Both photos from the *Pandemic Blues* series.



he hopes, will impact attitudes outside the health care community. He says, “Having my work seen gives me a sense that people connect with it. Maybe people will read my artist’s statement and see my art and then be motivated to wear masks more often. They’ll realize how contagious the virus is, how many people have been dying in long-term care facilities. I would hope people see the challenges of working in this environment and are inspired to be more active in promoting positive change in our health care systems—even using their vote to vote for legislators who support single payer insurance options.

Connecting people to the reality that nurses face every day is an important aspect of my work.”

Even beyond Roth’s more recent pandemic-focused work, his photography has been gaining a following in art circles. Early last year his photographs were included as part of the RAW 2020 juried exhibition at Noyes Museum of Art in Atlantic City, New Jersey, as well as the 215 | 610 CONTEMPORARY juried exhibition at Delaware County Community College. Previous exhibitions include showings at Da Vinci Art Alliance, Perkins Center for the Arts, Woodmere Art Museum, and elsewhere. His work has explored national identity, commercial consumption, and mental health and trauma—and he is drawn to images that reflect how the meaning of objects change over time.

Despite Roth’s accomplishments as an artist and a nurse, he had no intention of pursuing either. A career aptitude test in the fifth grade suggested that he should become either a doctor or a farmer. In high school he learned to develop film in a darkroom—but just for fun. It wasn’t until college that he decided to pursue nursing: he’d been considering humanitarian relief work after graduating from University of California at Berkeley with a BA in Development Studies, and realized nursing would be a good skill to have in the field.

“I did a bit of painting while I was living in Berkeley,” Roth says. “I’d been itching to get back into doing some kind of art, but I dropped the idea because I was doing so much with school—graduating, coming home to the Philadelphia area, starting my nursing career, then taking classes toward my Master’s. Once I got my Master’s from Penn Nursing and settled into a routine, that itch came back. I took a few darkroom classes at Fleisher Art Memorial in Philadelphia and really had a lot of fun. I started submitting it around here and there, and I got some good feedback. There’s something there with my photography work, and I want to see how far I can take it.”

As Roth’s work continues to evolve, so, too, does the attention paid to it in the arts community. He was recently chosen for the second year running to participate in the 215 | 610 CONTEMPORARY juried exhibition and was named as a contender for the Feature Shoot Emerging Photography Award.



“They are reliable, professional, inquisitive and bright, hard workers... There is no way we could have accomplished nearly as much as we have without their help. They are truly beloved by my staff... I cannot praise them highly enough.”

— Deb Dunbar MSN CRNP ANP-BC GNU’90



▲ **Pandemic-Ending Alumni Dream Team:** Recent Penn Nursing ABSN graduates have played a large role in vaccine testing. Under the supervision of Eileen Donaghy GNU’99 (second from right) and Deb Dunbar GNU’90 (far right), Elizabeth Finkel, M. Page Miller, and Christina Saudan (all Nu’20, pictured left to right) were integral to getting the Moderna and Sanofi trials off the ground, and fast. For more on the trials, see page 13.

CASE STUDY

And the Winner is...

A wearable device tracking postpartum hemorrhage was awarded \$10,000 in funding as the winner of the 2021 Innovation Accelerator.

Problem:

14 million women worldwide experience postpartum hemorrhage (PPH) annually. It is the leading cause of maternal death globally, capable of killing within hours when blood losses go undetected due to insufficient methods of detection—and women of color are disproportionately affected. PPH is more likely with a cesarean birth (C-section), and with the rate of C-sections increasing from around six percent in 1990 to over 30 percent today, PPH deaths are rising, too. How can detection methods be modernized to identify PPH earlier and more reliably?

Solution:

Working as an obstetrics nurse for over twenty years means that Stefanie T. Modri RN MSN C-MNN has seen her fair share of PPH. And as an entrepreneur—she has a Master’s in Nursing from Drexel University with a concentration in nursing entrepreneurship and innovation, as well as experience founding three businesses—she knew she could do something about it.

Modri’s inquiries about options to develop a wearable device specific to labor and delivery concerns led her to James Weimer PhD, an Assistant Professor at Penn’s School of Engineering and Applied Sciences with prior published work on wearables that detect slow hemorrhages after cardiac surgery. Building on Weimer’s research, they developed the idea for the non-invasive PPH detection device that could track blood volume changes.

Modri, also a Penn Nursing Adjunct Professor, connected with Kimberly Trout PhD CNM APRN, Penn Nursing’s Director of the Nurse-Midwifery Track, and Maggie E. Power MSN CNM WHNP, a Penn Medicine midwife and part-time Penn Nursing faculty member, to help

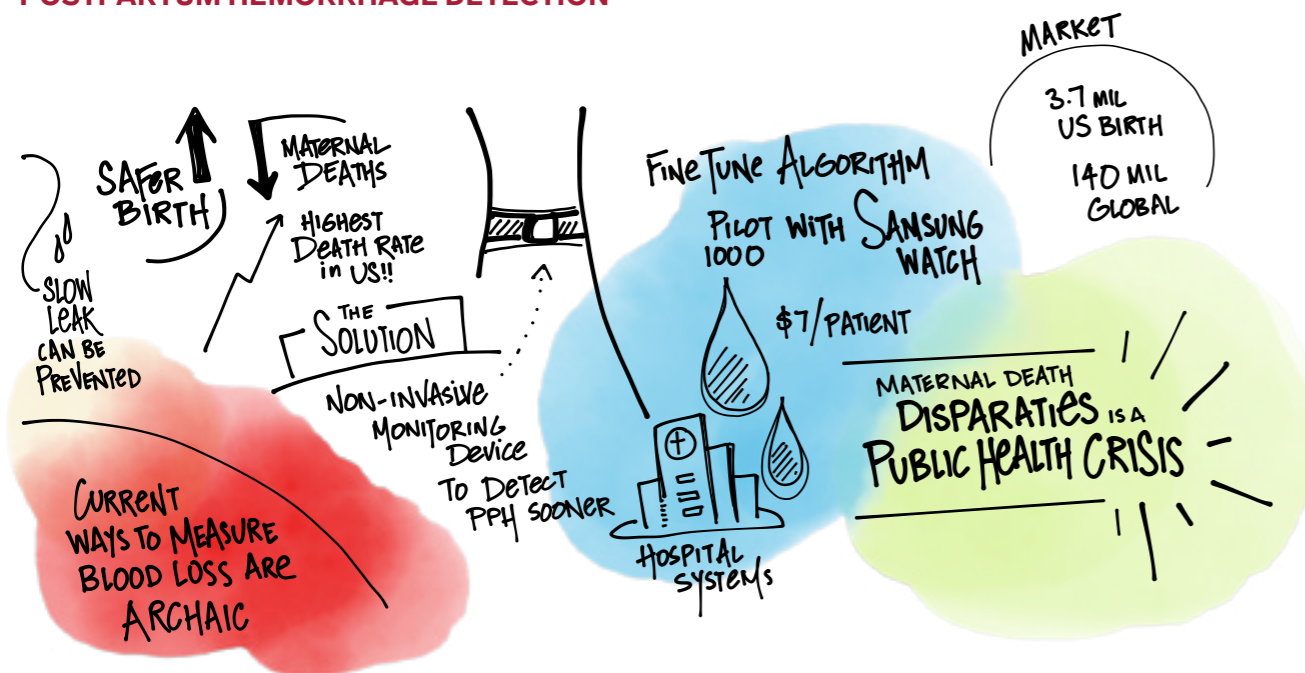
prepare for the process of seeking early funding to further develop the PPH-detecting wearable.

Innovation Accelerator funding allows Modri’s team to begin a proof of concept pilot study. The data collected will, Modri noted, “allow us to look for a tipping point—more postpartum blood loss than a woman can handle—and what that looks like in collected data.” The resulting detection software, they hope, will be compatible with various wearable devices, electronic medical record software, and a mobile app, making it globally accessible.

Modri said, “As someone with a background in entrepreneurship and health, receiving Innovation Accelerator support and having an opportunity to be an agent of change is incredible. We are all so grateful.”

Penn Nursing’s Innovation Accelerator program prioritizes innovation and entrepreneurship, offering students and faculty an opportunity to compete for much-needed early stage seed funding to move inventive and ambitious products forward. In addition to providing up to \$10,000 each year for projects, the winner(s) attend a 10-month accelerator program. ❄️

POSTPARTUM HEMORRHAGE DETECTION



Thanks to generous support from Penn Nursing donors Carolyn E. Bennett Nu'91; Seth M. Ginns C'00; and Andrea B. Laporte Nu'69, the Innovation Accelerator program is a critical source of entrepreneurial funding.



AMPLIFY NURSING

A PODCAST OF UNIVERSITY OF PENNSYLVANIA SCHOOL OF NURSING

Have you listened to Penn Nursing's podcast? Subscribe today and start listening!

Amplify Nursing highlights the breadth and depth of nursing influence on society by amplifying nurses who are pushing boundaries and breaking down barriers to build a new paradigm. Podcast guests defy stereotypes, define practice, and disrupt convention.

Available on iTunes, Spotify, GooglePlay, Stitcher, iHeart Radio, or visit <https://www.nursing.upenn.edu/podcast> to listen to any of our episodes.



Amplify Nursing is supported by the Pinola Fund for Innovation in Nursing, and is a member of the Health Podcast Network.

Nursing's Social Mission



WHY WOULD nurses spend their time working phone banks for a get-out-the-vote campaign? Or making sure Philadelphians are filling out the Census? Or including 13-year-olds in their grant writing process? Because Penn Nursing has made equity a core value,

and if you zoom out a bit, it's not hard to see how these things overlap with health.

As a leader in examining the intersection of health care and social issues like racism, inequity, and systemic barriers to wellness, the Penn Nursing ecosystem is still growing and prioritizing an evolved and holistic

approach to health. And that has made social justice important to every part of the School.

Here we unpack a few ways that our faculty, students, and alumni are speaking up, standing up, and working for a healthier world—all in the name of moving social justice forward.

The Faculty / p.26

The Students / p.32

The DEI Leaders / p.38



KIMBERLY KOVACH TROUT
 PHD CNM APRN
 Assistant Professor of Women's Health and Director, Nurse-Midwifery Track

VACCINE ACCEPTANCE IN POSTPARTUM WOMEN

The focus of Trout's work—examining the barriers and facilitators to vaccine acceptance in postpartum women—seems especially apt given the pandemic.

“The pandemic has magnified the health inequities in our current system. It behooves us to conduct research that translates into creating systems responsive to community needs.”

“My goal is to achieve equitable distribution of health across all races, all socioeconomic statuses, all genders, all educational levels. There's no reason for everyone not to be adequately and efficiently educated on their disease process.”

Christin Iroegbu MS RN GR'24
 Second-year doctoral student

Leading the Charge

Faculty—both in their teaching and their research—are an increasingly vital link between nursing and social justice. **By Ashley Primis**

FACULTY MEMBERS of Penn Nursing have long looked beyond assumptions and surface level information to unearth the deeper connection between a person's health and their environment. In doing so, they become something like health care anthropologists, hoping to discover the linchpin that will change a cohort's future. And the events of last summer—namely the killings of George Floyd and Walter Wallace, Jr., among other Black Americans—thrust their holistic and empathetic problem-solving approach into the mainstream, giving momentum and a newfound awareness to their research and teachings. “Our faculty have long been concerned with advancing social justice—through community engagement and focusing on social determinants of health,” says Dean Villarruel. “Our work in this space is really impactful.”

This push for a more evolved view of health care has also come from the student body. The Dean notes that when she first began teaching, students didn't embrace community work as much, but now “you have students saying they want more community exposure. So, it's been

a shift not only in the faculty, but also in the mindset of what students want and see.”

The faculty and leadership have also looked inward. They want to ensure there is diverse representation and equitable experiences in the student body and faculty, knowing that is key to imparting real change. “Social justice has always been a concern for us as nurses, but with everything that's been happening the last few years, we as an entire faculty have been cognizant of examining or reexamining our own processes,” says Assistant Professor of Nursing Dalmacio Dennis Flores PHD ACRN.

And while all acknowledge there is plenty of work to be done internally and externally, some point out how tangible advancement has been. “My research on racial disparities has been published since 2010,” says Terri Lipman PHD CRNP FAAN, Assistant Dean for Community Engagement. “For most of that time, editors would not agree to using the word ‘racism’ as a driver of health inequities. I had to change the language to ‘bias.’ Times have changed and the importance of naming ‘racism’ has been recognized. There is a great deal of work to be done but we are headed in the right direction and nursing is poised to lead.”

THEY'RE ENSURING
Research is Equitable

RESEARCH IS THE bedrock of so much in health care: It informs policies and programs and is used to educate the next generation. However some faculty members believe it's not just about what the data prove, but about how the research is being conducted in the first place. “We base much of our practice on research and clinical trials,” says Assistant Professor Adriana Perez PHD RN CRNP ANP-BC FAAN FGSA. “And yet, we exclude certain individuals without scientific justification.” Which means, says Perez, the outcomes are not truly “representative of our country.”

In Perez's work involving older populations, she noticed that only two percent of trials involving Alzheimer's disease include the Latinx population. One possible reason why many immigrant and cultural groups in America are often excluded? The language barrier. But thanks to a grant from the National Institute on Aging, Perez is embarking on a study that will specifically look at health disparities when it comes to Latinx and age-related disease. The study is guided by a community health advisory board with Spanish language intervention delivered by bilingual community health workers. “All of my work, both as a nurse practitioner and a scientist, has been focused on ensuring that our research is equitable and centers the voice of historically excluded communities. Focusing only on the science is not enough to advance health equity.”

Similarly, Terri Lipman recognized that her own work on childhood diabetes was misdirected: Despite large-scale programs at CHOP that were specifically designed to address disparities, not much was changing. “Our programs improved

diabetes care for well-resourced children, but we had not moved the needle for marginalized children. We failed,” says Lipman. To understand why, she and her team integrated community health workers into their research with the goal that “a team member who shares the lived environment of our most vulnerable patients will be able to identify and address social determinants of inequality.” (One key example: food insecurity, something not previously identified.) Early indicators show that changing that power structure—from health care professionals to community members—has had a positive impact and has strengthened Lipman's belief that “community health workers need to be embedded in the infrastructure of health systems.”

With her adult and teen advisory boards, Associate Professor of Nursing Bridgette Brawner PHD MDIV APRN also learned the value of having community members involved in her studies. (Her research has looked at everything from STIs to mental health in teens.) “My community partners are literally involved from the beginning, before fingers even go to the keyboard to write the grant applications,” says Brawner. “We ask them what the major issues are and how we can have the most immediate impact.” They've helped her identify structural barriers, interpret data in different ways, and counter existing narratives. “It helps me move from the individual, to the neighborhood or the community, as the unit of analysis.”

THEY'RE LOOKING DEEPER TO
Social Determinants of Health

SOCIAL DETERMINANTS of health. It's an academic-sounding phrase that describes the simplest of truths: Someone's physical and mental health—past,



present, and future—is directly affected by the environment they live in. And that’s exactly why many nurses at Penn have focused on tackling those larger issues. (Things like finances, emotional support, neighborhood conditions, transportation, technology, and food access; stuff that has nothing to do with clinical visits.) “As a nurse, I look at individuals within the context of their families and their neighborhoods. And once you do that, you have to think broadly about the many factors that worsen health or can make health better,” says Associate Dean for Research and Innovation Therese Richmond PhD RN FAAN. “It’s virtually impossible, I think, as a nurse, to not see the inequities in the world.”

Keeping those inequalities part of every conversation is the foundation of Richmond’s varied work. Her NIH-funded research focuses on the recovery of urban Black men after suffering serious injuries and how where they come from and return to can be a hindrance to their healing. She has often engaged with community partners and collaborated with geographers, psychologists, and others, to see the whole picture, knowing that recuperating fully—in essence, getting back to work, life, family—is paramount. “How do we help this group that bears a disproportionate burden of both violence and poor outcomes do better?” she says. “You can’t really isolate injury from the life journey. We look at the details: What are the violence levels in their neighborhood, how much discrimination are they exposed to?” And as the only nurse appointed to the advisory committee of the federal government’s Healthy People 2030 initiative, she is committed to keeping macro social determinants central to the conversation. “It’s a good example of how nurses can inform the agenda and framing of a national program that often drives funding priorities,” says Richmond.

Assistant Professor of Nursing Sara Jacoby PhD MPH, who also studies trauma, sees the connection as very

practical: Long-term recovery hinges on social and family relationships, having a supportive physical environment, as well as financial security. “There’s plenty of evidence that psychological symptoms after injury are as important as physical symptoms to recovery,” says Jacoby. Through her research and interventions, she wants to make sure those who have contact with someone who is injured—be it police, first responders, or hospital staff—understand their role in positive outcomes. “When someone feels disenfranchised from a health system—whether that’s because of the perception of racism or because it’s hard to find transportation for clinical visits—the assumption too often is that if they don’t return for services then they are healed or don’t want further support.” In one study she did in Philadelphia, following up with people one to three years after their injuries, it was clear that was not the case. She brings this perspective to her teaching, as well as the committees she sits on. “It’s another way to encourage researchers to think about what they do and then figure out how to advocate for policies and programs.”

THEY’RE MAKING SURE

Marginalized Young Populations Are Seen (and Supported)

WHEN IT COMES to the intersection of social justice, health care, and children and their families, Terri Lipman sees a new perspective emerging: “A great deal of research on racial disparities has focused on placing the blame on patients for disparities in outcomes,” says Lipman. “More recently, health care providers have been flipping the lens, and engaging in self-reflection to determine

“In nursing classes, we’re always taught to be advocates. That includes yourself and your neighbors and your community—more than just your patients in the hospital.”

Shanaya Cross Nu’21
Member of Penn’s Minorities in Nursing Organization



ALISON M. BUTTENHEIM

PHD MBA
Patricia Bleznak Silverstein and Howard A. Silverstein Term Endowed Professorship in Global Women’s Health; Associate Professor of Nursing and Health Policy, Penn Nursing and Perelman School of Medicine

VACCINE ACCEPTANCE

How can the COVID-19 vaccine be rolled out in an equitable way? That’s what Buttenheim has been focused on. One key to ensuring distribution is fair, she believes, is to acknowledge that structural racism in health has eroded the trust between institutions and entire populations.

“Vaccination decisions are made individually but have population health implications. Diseases impact communities very differently depending on exposures, resources, cultures, and policies. Social justice is the necessary context for my work on behavior change.”



how we are complicit in the structural racism that drives inequities.”

That evolved thinking often leads researchers to look at micro-level data and interventions, things that had been overlooked. One example: In the past, perhaps all schools did to combat the spread of STIs was hand out condoms. But as the new thinking goes, it’s not just about access, but about changing behaviors. Bridgette Brawner saw a correlation between stress-management, depression, substance abuse, and sexual risk behavior. And in her programs, she’s been

able to work with youth to help them identify and come up with coping mechanisms for emotional triggers (think: seeing your partner kiss someone else) that could lead to larger life-altering behaviors (think: unprotected sex). “We have youth, saying in their own words, how feeling lonely, angry and depressed impacts behaviors they engage in,” says Brawner. “Research is a tool that can be used to advance social justice because it gives us the evidence to be able to see what is going on and the ability to strategically intervene.”

Department of Family & Community Health Chair and Albert M. Greenfield Professor of Human Relations José A. Bauermeister PHD MPH and Assistant Professor Dennis Flores conduct research that broadens the lens: They look at the challenges LBGTQ youth face and the impact these challenges have on long-term health outcomes. Flores, specifically, has turned to the family unit, helping to “figure out ways parents can facilitate the coming of age of these adolescents.” His premise is that teenagers

“Research is a tool that can be used to advance social justice because it gives us the evidence to be able to see what is going on and the ability to strategically intervene.”

who are supported emotionally will make better sexual health choices and be more proactive about their overall health. “The younger kids are when they come out, the longer the opportunity for parents to be active in making sure these kids are healthy and feel accepted,” says Flores. “Early behaviors learned at home have a big impact on their health once they leave the home.”

And, adds Bauermeister, the positive benefits of this kind of research, and conducting it in partnership with youth, are invaluable. “We’re always seeking input from younger people to make sure what we are doing is relevant to them,” he says. “They feel a pride and ownership in the work.”

THEY'RE EDUCATING
AND DIVERSIFYING

The Next Generation of Nurses

“THINGS WILL NOT change unless we have a workforce that represents the populations being served,” says Adriana Perez, of the need to have more people of color and different ethnic groups in nursing. It’s true: According to a 2017 survey in the American Association of Colleges of Nursing, 80 percent of RNs are Caucasian, while minorities are expected to be the majority in this country in the next 20 years. On top of her research, mentoring, and clinical work, Perez is immersed in multiple programs to ensure professional diversification.

She has been an integral member of the Future of Nursing: Campaign for Action, which is supported by AARP Foundation, AARP, and the Robert Wood Johnson Foundation. In that, she works with other area schools to create mentoring relationships and a pipeline of opportunities for Hispanic, Native American, and Black students who

might be interested in the field. “It’s not just about diversifying the workforce but ensuring that students have the resources they need for a successful transition into nursing.” (Worth noting: the School has recently decided to waive GRE requirements for PhD programs, in an effort to remove some barriers.)

Many faculty members also make sure to thread the tenets—or at least plant the seeds—of social justice as part of their teachings. Terri Lipman and Dennis Flores co-teach a class about social determinants of health, which takes a deep dive into specific issues that affect underserved and overlooked populations so, says Flores, “new nurses can be instrumental in advocating more effectively for patients.”

For Lipman, having students be active, engaged, and connected to the community is imperative to building well-rounded nurses. Last fall, she led two efforts involving the Census and the presidential election. Students worked with the City and Philly Counts to make thousands of calls to encourage Philadelphians to complete the Census. And Penn Nursing had the highest percentage of students in the University registered to vote. “Census completion and voter registration are social justice issues and are crucial in building the social programs that serve the most vulnerable populations,” says Lipman.

→ For details on a social justice class taught by Dr. Perez, see page 46.

THEY'RE LOOKING
BACK TO INFORM

The Future

FOR OVER 25 YEARS, the Barbara Bates Center for the Study of the History of Nursing has valued historical context in the field of nursing—an understanding of how and why we got here is essential

to addressing the racism in nursing and medicine that’s present today. And with the increasing awareness of the intersection between social justice and health care, it’s never been more relevant. “We’ve always been advocates for patients and social justice,” says Director Emeritus, Julie Fairman PHD RN FAAN. “But there are a lot of things that happened that we would like to forget.”

Through her published work, current Bates Center Director and Carol E. Ware Professor in Mental Health Nursing Patricia D’Antonio PHD RN FAAN has proven time and again the impact nurses have on racial, gendered, political, and social norms. And Fairman—who has written four books and continues to teach—is currently researching nursing during the Civil Rights era, which is helping her make connections to the racism and lack of diversity in nursing today. One example? Black nurses were not admitted to many state nurses associations—groups that foster, encourage, and advocate for their members—until the mid-1940s, when they were pressured by the ANA. Even then, states created barriers to Black nurses’ participation by doing things like holding meetings at segregated hotels or other venues. She’s committed to looking at incidents when nurses were complicit in racist practices, like when they helped identify children from immigrant and Native American families to be removed in order to “Americanize” them, removed Black patients from white hospitals, and believed in segregation. While aware of the many inequities and racism that exists within nursing today, she also connects her current research to the positive things she sees, like the many nurses who try to dismantle racist health and education systems and participate in social justice movements. She believes that “we haven’t always been successful at addressing racism in the past,” but that “historians can lay the foundation for the discipline to acknowledge the past to gain a more equitable future. We need to tell the stories.”



SALIMAH H. MEGHANI
PHD MBE RN FAAN

Professor & Term Chair of Palliative Care, Department of Biobehavioral Health Sciences, NewCourtland Center for Transitions and Health, Senior Fellow, Leonard Davis Institute of Health Economics

PAIN CARE TREATMENT AND ACCESS IN CANCER PATIENTS

Pain that goes untreated leads to a poor quality of life and Meghani’s work has exposed the sources of disparities surrounding pain management and treatment—something that’s become even more challenging with the opioid crisis.

“After immigrating to the U.S., I realized that pain related injustices do not just occur in resource-poor countries. Sadly, we’ve found that Blacks are at the highest risk for pain care disparities regardless of the type of pain or treatment setting. It is about creating a more level playing field for human flourishing.”

“It’s so important that we try to bring the health care resources that we say are available to everyone into communities that have historically not been included in those groups.”

Delia Levine Nu’21
Co-leader of Community Champions

Students Seeking Justice

All around Penn Nursing, students are volunteering, teaching, organizing, and conducting research with one shared goal: to make the world a fairer place. **By Molly Petrilla**

CHRISTIN IROGBU MS RN was working as a transplant coordinator at Johns Hopkins Hospital when she noticed an unsettling trend: many Black and Latinx patients coming in for kidney transplants didn't know why their kidney disease had advanced so quickly, or even how they'd developed it in the first place.

When she tried to explain, "I would always hear them say, 'If I had known this before, I would have made better decisions,'" Iroegbu remembers. "It all seemed to revolve around a lack of health care knowledge."

The inequity was so glaring, sitting right in front of her day after day. She wanted to understand why these minority patients hadn't received as much education about their disease process as white patients had. Even more so, she wanted to close up that gaping knowledge gap. But how?

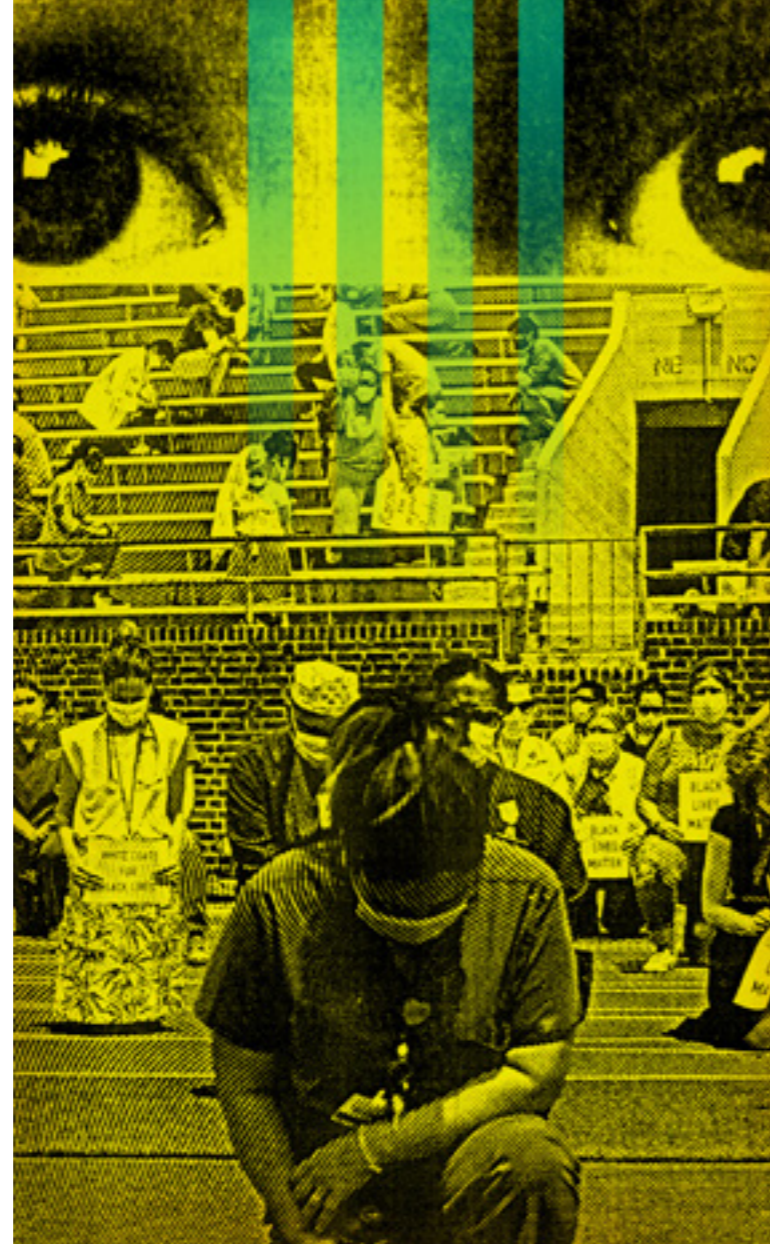
As months passed, Iroegbu began to wonder if research could help her

figure out the answers. Now she's a PhD student at Penn Nursing, studying how the social determinants of health affect people's awareness of chronic kidney disease—and hoping that her research directly improves health equity.

Iroegbu isn't the only one at Penn pouring herself into social justice work. All over the Nursing school, students are chipping away at projects large and small. And whether they're caring for underserved patients at community clinics, championing Census participation among minorities, or fighting to end inequity and racism in health care, these motivated students all share the same vision: a fairer world.

"Our students tell me all the time that they came to Penn Nursing because they are very much interested in social justice, and we're known for that," says Lisa Lewis PHD RN FAAN, Penn Nursing's Associate Dean for Equity and Inclusion. "This work is just in every breath and fiber of our Nursing students."





'NURSING IS SOCIAL JUSTICE'

Like Iroegbu, Rachel French BSN RN was already working as a nurse when she clocked the disparities that are now driving her dissertation research.

Fresh out of Boston College with her BSN, she'd been placed at a federally qualified health center in Idaho through AmeriCorps. French performed intakes for people struggling with opioid use disorder (OUD), many of them uninsured or on Medicaid. She took down their histories—and heard about the difficulties they'd had finding health care.

By the time she came to Penn as a PhD student in 2018, French knew she wanted to root her research in health equity. "It's part of the fabric of our world," she says of social justice. "You can either engage with it or not, but there are so many things that are the way they are because of systemic oppression."

Now French is focused on how the organization of nursing—nurses' staffing levels, educational backgrounds, and work environments—affects the outcomes for surgical patients who have opioid use disorder. Her hypothesis is that a better organization of nursing will lead to better results for all patients, but especially those with OUD, given their complex needs.

"I'm always thinking about how to incorporate the tenets of social justice into this work," she says.

Whatever first attracts people to social justice work, it's not unusual for them to land in nursing, just as French eventually did. (Before choosing it for her undergrad degree, she went through "basically every major in the books," she says, from political science to math to sociology.)

"From the beginning of time, nursing is social justice," Lewis says. "Nursing has always been known for providing care to the underserved. I think the profession draws individuals who, at the core of everything, want to serve and to help and to be

a voice for people who cannot speak for themselves."

Their clinical work gives nurses a constant, close-up view of inequity and injustice. "I think all nurses are trained to be holistic in thinking, and to consider every component of a patient: environmental, physical, and social," says Marguerite Daus BSN RN, a PhD student who is analyzing hospital readmissions among older Hispanic patients. And when you maintain that multi-pronged view, treating patients of all stripes day after day, it inevitably leads to a deeper awareness of social justice issues.

"It was about how rooted racism is in health care, why that is, how that still manifests—but also what we can do as the next generation of nurses."

TAKING ACTION, TOGETHER OR ALONE

For Shanaya Cross Nu'21, it all started with a poster inside a bathroom stall her freshman year. The paper announced a meeting of the Minorities in Nursing Organization—a student club founded at Penn in 2001. Intrigued, Cross showed up. She's been a member ever since.

In MNO, Cross found a group that's focused on supporting minority Nursing students while also tackling broader social justice work. Last fall, MNO wrote a letter to the Mayor of Philadelphia demanding permanent, ultra-low-income housing for people who are currently living in homeless encampments—and asking the City to keep those encampments intact in the meantime. "We serve to encourage our members and followers to take action and use their voices against injustices," says Jada Edwards Nu'21, the vice president of MNO.

In October, MNO and the Asian Pacific American Nursing Student Association organized a virtual event focused on racism in health care. "It was about how rooted racism is in health care, why that is, how that still manifests—but also what we can do as the next generation of nurses," recalls Casey Cheng Nu'22, the current president of APANSA.

Other student activists have landed in Community Champions, a service-learning organization for Nursing undergrads. That's where Delia Levine Nu'21 has been volunteering since her sophomore year; now she's one of the group's co-leaders. Though some initiatives are on a pandemic-induced pause, in past semesters the group has offered weekly blood pressure screenings to West Philly residents, assisted in diabetes self-management courses for South Philly's Latinx population, and answered health-related questions from the homeless community at a weekly meal service.

This semester, Levine and the Community Champions are trying to

make nursing education accessible for anyone in Philadelphia. They're developing resources for high school guidance counselors and the Latinx community, with info for anyone interested in becoming a nurse—including local school options and financial aid opportunities.

The group collaborated with APANSA last fall to champion the 2020 Census and voter registration among West Philadelphians. They also helped distribute masks, care packages and informational pamphlets on Covid-19 to local neighborhoods.

"We all have our own reasons for why we were drawn to this," Levine says of Community Champions. For her, it circles back to terms like "caring for the whole person." "In those little phrases we throw around, there are so many people that are not included right off the bat," she says. "I think it's not right to say those things when we know that the reality is very different for a lot of people."

"We have the time and we have the resources," she adds. "It's our responsibility to do something with that."

Other Nursing students take action through justice-oriented internships, research assistant gigs, and even University-funded projects. José Maciel Nu'19 and Antonio Renteria Nu'19 were both still undergrads when they launched a health and nutrition program for migrant mushroom farm workers, backed by the 2019 President's Engagement Prize. And Cheng spent last summer in a community health internship, helping a local adult education center develop materials on smoking cessation, oral health, and cardiovascular health.

As she continues her doctoral work, French also engages in justice-driven volunteering. As a community organizer with SOL Collective, she stuffs the opioid reversal drug naloxone into envelopes and ships it out to anyone in Philly who requests it.

Working with postdoctoral fellow



ANDRE A. ROSARIO

BSN RN-BC Nu '16
PhD student, Penn Nursing

NURSE MIGRATION AND WORKFORCE POLICY

Andre seeks to use a historical approach to understanding nurse migration, as well as the proliferation of recruitment companies that sometimes exploit immigrant nurses.

“Patient care can be demanding and exhausting. But when the job conditions exploit immigrant nurses and violate their rights, these nurses may not be in a position to advocate for themselves. Our profession needs to understand this issue and address it.”

“I became a nurse because I wanted to help others, especially those who are often forgotten about. Beyond direct patient care, I also advocate for interventions and reforms that will reduce unjust risk factors for diseases and ensure all people have equal access to healthcare.”

Alaina Hall BSN RN Nu'18
RN in pediatric ICU at Children's Hospital at Montefiore in NY



“I saw that with just an idea or intervention, through your research, you could affect not only the people you work with, but also people you may never even meet.”

Shoshana Aronowitz PHD CRNP GR’19, French has even managed to infuse research into community work. She and Aronowitz are combing through the demographic data that people requesting naloxone-by-mail provide, trying to determine how closely those receiving it match the program’s target demographics.

“I think it’s kind of rare that people who are doing [volunteer] work in certain communities are also the ones doing research on those communities,” French says. “It’s a cool opportunity to bridge that gap.”

She and Aronowitz have a paper about their findings under review already and a second in the works.

RESEARCHING FOR CHANGE

PhD student Caitlin Clason’s MSN WHNP-BC research is highly personal. As a U.S. Army veteran who served from 2006 to 2013—and deployed to Afghanistan in 2010 and 2012—Clason saw firsthand how women’s health was treated in the 80-percent-male military. When she got pregnant shortly after returning from her second tour of Afghanistan, she also realized how under-prepared most OBGYNs were for her questions.

She was worried about how the burn pits she’d been near could affect her pregnancy, whether the anthrax vaccine she’d been required to get carried any risks, and how exposure to noise

and stress and jet fuel while deployed could impact her health. “There’s a big difference between the average risks of pregnancy and if you have military service in your background,” she says.

“I finally came across an obstetrician who told me, ‘Listen, I have gone to [PubMed], and there wasn’t any research on female veterans regarding pregnancy and risks,’” Clason remembers. “I started to think, this research gap is something I can address.”

Now a nurse and the mother of two young children, Clason is focusing her career on female veterans’ health. “It was the whole reason I went into a PhD,” she says. “If I were told one day that I couldn’t study female veterans, I’d go back to a full-time clinical practice, because I’d be wasting my time [in academia] as far as I’m concerned.”

Eventually she’d like her work to result in a research-backed information sheet for all health care providers, outlining what to monitor for in female patients who served in the military.

“When the research gap is this large,” Clason says, “any scientific-backed information that comes out is an achievement, so that providers can make good, informed decisions about appropriately treating this population.”

Clason’s one of many Nursing PhD students who have landed on research as their preferred tool for social change.

When Iroegbu worked as a research nurse at Johns Hopkins School of Nursing, “I saw that with just an idea or an intervention, through your research, you could affect not only the people you work with, but also people you may never even meet,” she says.

She’s hopeful that her own work will lead to interventions and programs that mitigate—or even eliminate—barriers to health for people of “lower social position.” Her focus will stay on kidney disease, but “my hope is that my work can be replicated to other chronic illnesses: diabetes, high blood pressure, cardiac disease, asthma,” she says.

“All of the layers of nursing are important,” Lewis notes, “but I think research allows us to develop, create, and test theories and interventions that make a bigger impact on patient care.”

PhD student Helena Addison MSN RN is aiming for impact, too. She’s examining the mental health of formerly incarcerated Black men—and much like Clason’s female veterans, “Black men have been understudied and reduced to statistics,” Addison says.

“I chose nursing because I was interested in research, working clinically, being involved in advocacy—and nursing provided all of that,” she says. “In thinking about the health of formerly incarcerated people, nurses can be involved at so many different levels.”

Like Clason and Iroegbu, Addison’s focus sprang from personal experience. When she worked at a psychiatric hospital in Philly, “I distinctly remember having patients who had ankle monitors,” she says, “and how clinicians responded: ‘Ooh, that person just got out of jail.’ There was a stigma attached to it, including among other patients.” Considering the effects of that stigma, and of incarceration itself, on Black men’s mental health led straight to her current research.

Addison is eager for her work to spark change and improve people’s lives. “I’m hoping it will lead to building stronger coalitions in the community,” she says, “in which people released from incarceration aren’t struggling to meet all their different needs by going to all these different places.”

Her how and why are different from Clason’s or Iroegbu’s, just as French’s are from Cheng’s or Levine’s. Though they’re all passionate about social justice, they also bring their own inspirations and lived experiences to their work. But Lewis is quick to point out the big commonality among them: “They are all nurses,” she says, “and being a nurse means that social justice should be at the forefront of everything you do.”



SUSAN RENZ

PHD DNP GNP-BC
Primary Care Program Director;
Practice Associate Professor

EDUCATION AND ADVOCACY IN GERIATRICS

Renz’s previous research—in geriatrics and palliative care— informs all she does today, which includes supporting her students and advocating for those who take care of the older population, which has been ravaged by the pandemic.

“

As a clinician, you can make such a difference in a person’s life. No one anticipated what impact COVID was going to have, but the response of supporting each other has been tremendous.”

“Nursing practice embodies caring for individuals and communities. I seek to reimagine larger institutions and systems that care, both in my home country and in the United States, in the way we are taught to do for our patients.”

Graciela Bolaños Nu’21

ABSN nursing student, board member of Penn’s Minorities in Nursing Organization, member of Community Champions, and intern for the Stuart Weitzman School of Design’s Housing Initiatives Project

Change From Within

How a handful of Penn Nursing alumni—and our own Associate Dean, Lisa Lewis—are shaping the way higher ed improves diversity, equity, and inclusion. **By Janine White**

AS PROTESTERS marched against police violence and racism in cities across the U.S. last summer, Lisa Lewis started hearing from Penn Nursing colleagues who asked, “What can I do in the anti-racist fight?” Her response: “We need you now, and we also need you two weeks from now, two months from now, two years from now.”

The reply highlighted a concern that such energy would wane as soon as media attention wandered. Nearly one year later though, says Lewis, newly appointed Associate Dean for Equity and Inclusion at Penn Nursing, “people are still on fire for making systemic changes around bias and racism, particularly at the structural and systemic levels.”

Her advice to Penn colleagues last year also underscores how diversity, equity, and inclusion (DEI) in higher education won’t be fully realized by one committee, one survey, or one appointee. Lewis says she appreciates that Dean Antonia Villarruel has made very public DEI commitments, outlined specific expectations, and identified various departments and people with responsibility for effecting positive change across the School.

What’s at stake is starkly pinpointed in Penn Nursing’s 2018 diversity action plan:

“The importance of diversity to nursing science is incalculable. In a society faced with ever-increasing national and global health disparities and lack of access to quality health care, it is crucial to have diverse faculty conducting research, educating future nurse leaders, and shaping practice to improve the health of the nation and the world.”

The School’s definition of diversity is broad and is reflected in the efforts of other academic organizations, too. Lewis is currently chairing Eastern Nursing Research Society’s advisory group which is tasked with recommending ways for making the climate inclusive and welcoming for all. “That’s different racial and ethnic backgrounds, sexual and gender diversity,” she notes.

Higher ed job boards may have seen an uptick in DEI postings over the last year, but many Penn Nursing alumni have been tackling barriers to entry for decades. Here, Lewis explains Penn Nursing’s new DEI-driven “Guiding Principles,” student expectations for a social justice-centered learning experience, and more. We also asked three alumni in higher ed leadership roles—Sheldon Fields, Diane Breckenridge, and Angela Amar—to share their perspectives on advancing equity from the classroom to the health care setting.



Lisa M. Lewis

PHD RN FAAN
ASSOCIATE DEAN FOR EQUITY
AND INCLUSION, ASSOCIATE PROFESSOR OF
NURSING, CALVIN BLAND FELLOW,
PENN NURSING

ASK LISA LEWIS to look at the new “Guiding Principles for Learning and Working Together at Penn Nursing” and identify just one that resonates most with her, and she laughs and gasps all at once, like a parent having to choose

their “favorite” child. Fair enough. The list, officially released in spring 2021, was a year in the making, and the result of a schoolwide survey along with energy, intention, and collaboration from many stakeholders, Lewis among them. Pressed, she relents.

“If someone said you have to just choose one, ‘dialogue to learn,’” Lewis answers. “That principle is about engaging in conversation, fostering the exchange of ideas to promote the growth of our School, and also speaking up when we do not understand or agree with others. I think if we had more hard dialogue to learn, we’d be much further along in addressing bias and racism and microaggressions.”

^ Lewis’ new role is shifting her attention from the individual to the entire system.

There are five principles total. Lewis says she thinks of them as an “ethical compass.” In addition to dialogue, the others address inclusion, treating others thoughtfully, being compassionate, and striving for excellence. Though active campus life has been reduced due to COVID, the plan is to eventually have the principles posted prominently.

“They’re a set of beliefs that we have endorsed at the School of Nursing to describe ideals about the ways in which we—that’s students, staff, and faculty—work together and engage with one

another and not only with one another, but with individuals who also enter our space,” says Lewis, adding that with the rise of online meetings in the last year, that means virtual spaces, too.

Preparing Tomorrow’s Nurse Leaders

Nursing schools across the country are looking critically at what they teach and how they teach it through a DEI lens. Lewis believes Penn Nursing has done well with infusing social justice into the learning experience, but the School is examining its curriculum, one of 12 steps in its fight against systemic racism and bias, as identified by Dean Villarruel in 2020.

Educators should fully expect students to hold them accountable, according to Lewis. “Our students have just been wonderful examples of individuals who are committed to social justice and advocacy,” Lewis says. “One of the reasons they come to Penn Nursing is because of our focus on social justice, and I don’t see that going away.”

Lewis has been at Penn Nursing since 2005 and she became Assistant Dean for Diversity and Inclusivity in 2015. Her new appointment has her shifting her focus from barriers for individuals to the entire system. She’s starting by developing a framework for, she says, “measuring and evaluating what we’re doing, so that we can see what the outcomes are and where we have successes and where we may need to do more work.”

When it comes to what does move DEI forward in nursing education, she says that unfortunately there’s not yet a substantive body of evidence: “I know that sounds really bad, but that’s the reality of it. There’s some evidence, but not a whole lot.” Lewis has a solid working theory about that dearth from her own experiences as well as what she’s observed. “Those of us who work in this space, we always say we don’t have enough resources. So we hustle and we do programs and we do what we think works. We’ve not really done a good job of measuring the outcomes of all the

good work that we’re doing. I think we have lots of anecdotal information—and that is important; we definitely need narratives from people that they feel like there’s a difference—but we also need hard data to really shed light on whether or not the programs and initiatives that we’ve implemented are really working.”

Once a framework for evaluating outcomes is in place, schools like Penn Nursing will be in a better position to sustain what is an ongoing process. “You diagnose, you treat, you implement, and then you evaluate, and then you start all over again based on the outcome. If we don’t get the effect that we were hoping for, well why didn’t we?” Lewis says. “You’re continually evaluating and re-assessing and course correcting.”

She emphasizes that no one can do this work in isolation and that she appreciates sharing in networks like a DEI group at Penn that meets monthly. “We’ve come to realize that there are many of us doing this work, whether it’s an official role or not,” Lewis says. “The goal is to share ideas, think about resources, and think about ways we can make these efforts not so siloed. And that has been a game-changer for those of us who work in this space on campus.” She’s also a member of the American Association of Colleges of Nursing’s diversity, equity, and inclusion group, where she keeps an eye on the nursing education landscape across the country.

“Advocacy for vulnerable populations, populations that are underrepresented for appropriate health care, and

“The goal is to share ideas, think about resources, and think about ways we can make these efforts not so siloed. That has been a game changer for those of us who work in this space...”



^ Sheldon Fields

even addressing health care disparities is firmly in nursing’s DNA,” Lewis says. “I think over time, we sort of disconnected from who we are in terms of social justice. And now we’re reclaiming it again.”

Sheldon Fields

PHD RN CRNP FNP-BC AACRN
FAANP FNAP FAAN
GR’00, ASSOCIATE DEAN
FOR EQUITY AND INCLUSION AND
RESEARCH PROFESSOR, THE
PENNSYLVANIA STATE UNIVERSITY
COLLEGE OF NURSING

SHELDON FIELDS recently filled the first-ever Associate Dean for Equity and Inclusion position at Penn State, and he brings 30-plus years to the role with experience in administration, entrepreneurship, HIV/AIDS prevention research, health policy, and more.

On inaugurating a DEI position

“I am a part of what I think of as a new generation of nursing administrators who are focusing on DEI given the current state of our country and its

reckoning with its racial past. I know of several open positions at major universities and colleges across the country. That’s a good thing. Nursing has finally realized that they really should bring in experts in this area, in how to move DEI initiatives.”

On silo hazards

“The work of DEI should not be only relegated to those of us in the profession who are ethnic minorities or from historically underrepresented populations. Our white nursing colleagues must do their part in this work. While we can guide and we can create the programs and help to create the infrastructure for successful DEI initiatives, these initiatives will fail if they do not have buy-in from the very top, with a very clear, strategic plan built into everything that happens with faculty, staff, and students.”

On nursing’s history

“The modern-day nursing narrative starts and ends with Florence Nightingale and it is a very Eurocentric, white perspective on a foundation of the nursing profession, and it is wholly incorrect. It leaves out quite a few people and pioneers, brown and Black and other people of color who had a profound impact on the nursing profession.” To remedy this problem, Fields says, “put nursing history back in undergraduate nursing curricula.”

On serving students

“As a Black Latino male nurse, I bring a personal perspective and a lived experience of what it is to be someone who has always been seen as an ‘other’ in the nursing profession, to give me a certain level of sensitivity and perspective that makes this work very much worthwhile. We owe it to those who are seeking to be nurses to really expand who we allow to be a nurse. Our classrooms need to be more diverse, in all ways, not just racial and ethnic, but gender and gender expression, and religion.”

On health policy

Fields was the first male registered nurse selected for the prestigious Robert Wood Johnson Foundation Health Policy Fellowship program, during which he worked on the Affordable Care Act as a health policy adviser for Maryland Senator Barbara A. Mikulski. “She was a huge advocate for older health care, Alzheimer’s, women’s health, HIV/AIDS, and all those issues that we were able to address. It dovetailed very well with my commitment to doing work in health care disparities and finding ways to increase health equity and health justice.”

Angela Amar

PHD RN FAAN
GR’03, DEAN AND PROFESSOR,
UNIVERSITY OF NEVADA,
LAS VEGAS SCHOOL OF NURSING

WITH STINTS AT Emory University, Georgetown University, and Boston College prior to landing at UNLV, Angela Amar has made a national impression on nursing education, and she has seen diversity programs make a positive



^ Angela Amar



LAURA E. STARBIRD

PHD RN
Assistant Professor, Department of Family and Community Health; Senior Fellow, Leonard Davis Institute of Health Economics; CHERISH Research Affiliate

IMPROVING CARE DELIVERY FOR SUBSTANCE USE, WOMEN’S HEALTH, AND HIV

Women and communities affected by substance use disorder face unique challenges to accessing health care. Dr. Starbird’s research seeks to improve access for these populations using an organization-level perspective.

“

As a health care system, we need to move beyond putting the burden on the individual patient to change and instead examine how the way we currently deliver care to marginalized communities is failing them. High quality health care should be the default, not the exception.”

“Feeling like I’m in a position to work with people who have different backgrounds and experiences—and the mutual learning from that—has always been stimulating and rewarding for me.”

Rachel French BSN RN GR’21
Doctoral research fellow in the Center for Health Outcomes and Policy Research



SPOTLIGHT

The James Brister Society

How an alumni organization honoring a Penn trailblazer is diversifying volunteerism and leadership across the University.

“YOU HAVE TO have somebody at the table,” says Brister Society Co-Chair Dr. Patricia Martín M’85. The alumni group started 27 years ago to promote the interests of students of color at Penn, but have since expanded their mission to include building a diverse pipeline of volunteer leaders. Dr. Martín cites her own personal history—“Nobody in my family has ever been a trustee or anything like that”—to illustrate why JBS provides mentorship to those who want to serve on the boards and committees that drive policy and spending priorities.

The Society also has a student engagement committee and a scholarship program. In 2020, they partnered with other Penn groups to present an “Anti-Racism and Social Justice” series. In 2021, they will launch a committee to support faculty of color.

Dr. Martín also serves on Penn Nursing’s Board of Advisors, making her part of a group of alumni who are working to advance DEI both within the School and at the University level. Her colleagues with a Penn Nursing-JBS connection include

Gilbert Casellas, Esq. L’77, Dr. Maya Clark-Cutaia Nu’03 GNU’06, and Carla Armbrister Edwards C’92 GED’93 (who all serve on the advisory board with Dr. Martín), and Dr. Jewelle R. Sutherland Nu’78.

The School’s advisory board and its deans, Dr. Martín says, have long prioritized DEI in nursing education and in their own careers. Other current or past members include Barbara Nichols, the first Black president of the American Nurses Association; Dr. Martín Sepúlveda, who recently served on a national committee that called attention to the research gaps in LGBTQI+ wellbeing; and Casellas, whose legacy includes chairing the Equal Employment Opportunity Commission under President Clinton.

With the far reach and impact of Penn alumni, these networks make a difference well beyond Philadelphia. “It can’t just be an internal message,” Dr. Martín says. “I think it’s important for us to be ambassadors in all our spheres to make sure that people understand why diversity and inclusion are important.”

difference. Through an Emory partnership with a community college, she saw over half of the participants go on to enter PhD programs. “That’s not the typical trajectory, to think of community college students, then going to Emory and getting a PhD as well,” she says. “They all represent diversity and add new perspectives to nursing. So we are changing the dynamic for the students but also for the institution. The institution benefits from having a deviation from what we typically see within our programs.”

On the path here

As a doctoral student at Penn, Dr. Amar was on the University’s diversity committee. “If I wasn’t interested in things that pertain to people who look like me, then why would I expect other people to do it?” However, as she’s increasingly taken on more leadership roles in nursing education, she has come to a realization. “I learned that I don’t always have to be the person who is in charge of those initiatives. I can use my voice in leadership meetings, in national meetings, and within my own school and at the university level to speak out for people who don’t have a voice, to make sure that perspective is heard and appreciated, and to also work to hold people accountable.”

On the value of diversity

“People think of diversity sometimes as something that really benefits ‘these poor students,’ and, ‘oh my God, look at the difference we’re making.’ We don’t always think about the fact that having

“We don’t always think about the fact that having that varied perspective, having the different lenses, having students from different countries, enriches us.”



^ Diane Breckenridge

that varied perspective, having the different lenses, having students who are from other countries, enriches everyone.”

On nursing’s role in social justice

“When we start talking about some of the things within diversity that lead to people being oppressed, like racism or classism, heterosexism as well as sexism, we need those voices and we need to be able to understand that, because these are the lives of our patients as well. Until we can really include that as part of the way we think about people and the way we think about situations, we aren’t fully meeting our social mission.”

Diane Breckenridge

PHD MSN RN ANEF
GNU’81, DEAN AND PROFESSOR,
MERVYN M. DYMALLY SCHOOL OF
NURSING, CHARLES R. DREW UNIVERSITY
OF MEDICINE AND SCIENCE

THE ROOTS OF DIANE BRECKENRIDGE’S commitment to leveling the playing field for all who want to study nursing are rooted

in her own student days in the 1970s when she says she saw 11 out of the 28 in her graduating class fail to pass the state board. She went on to create the program that’s nationally recognized today as Strategies for Success.

On developing Strategies for Success

Breckenridge started what became the Strategies for Success program in 1988, calling it the “New Access Student.” A risk assessment profile identifies challenges, like having to work two outside jobs while in school, unreliable childcare at home, and speaking English as a second language. When Breckenridge discovered through research that ESL students took 30 percent longer to process exams, she developed tutoring techniques to help them finish tests in the allotted time. She worked with counselors at Philadelphia high schools to ensure students interested in nursing were taking the right courses like chemistry. In 2010, thanks to a \$1 million-plus grant, she was able to take the work she’d been doing for decades and establish the Strategies for Success Center at La Salle University, which was later named for her.

On nursing’s role in equitable health care

Charles R. Drew University is a private historically Black graduate school with a social justice and health equity-driven mission in a majority-Latinx neighborhood of Los Angeles. With COVID-19 disproportionately affecting people of color in the U.S., Breckenridge made sure the nursing school’s students could volunteer at a local testing center as part of their education thanks to an affiliation agreement with the health department. “76 percent of our neighbors are Hispanic, and it’s so important we are there for them. We started our own testing center in April, with Martin Luther King Jr. Community Hospital across the street, based on the neighborhood health center principles.”

“It’s time for us to take our knowledge past the walls of a classroom or hospital and into our communities. Every person deserves to be educated about their health, and we need to make progress towards achieving this.”

Julia Badolato Nu’24
Obesity and Society Student-
ABCS Course

“We have seen incredible breakthroughs in Cystic Fibrosis discoveries that have improved patients’ quality and quantity of life. However, there’s still more work to do to fully meet their complex health needs, especially when it comes to supportive and palliative care for patients with an incurable disease and facilitating their desires to achieve developmental milestones that were previously not possible, such as parenthood.”

Sigrid Ladores PHD RN PNP CNE
FAAN Nu’97 GNU’02
Associate Professor and
Co-Director of PhD Program,
The University of Alabama at
Birmingham School of Nursing

Leadership

I’m an All-American Runner and Ivy League Grad. I Still Can’t Escape Racism.

Nia Akins, Nu’20, a former Penn middle-distance star, thinks the lessons runners learn about embracing discomfort can provide valuable insights when it comes to confronting racism.

AS RUNNERS, WE often find ourselves straddling a fine line between comfortable and uncomfortable. We call this line our threshold. Though we are biased in favor of what’s comfortable, from both a physiological and psychological standpoint, we know this state offers us no gains. 2020 may be one of the most uncomfortable years yet.

At the beginning of the coronavirus quarantine, runners everywhere embraced the uncertainty and change with positivity, despite being constantly confronted with news about death tolls and cancellations. While it was uncomfortable, we understood this period was an opportunity for growth. We still trained. I still trained, though my track season was cut short, and I wouldn’t be able to defend my NCAA runner-up title in the 800 meters.

Eventually the discomfort I felt faded as I adapted to a new sense of normalcy.

Days became weeks, weeks turned into months, and months became seasons. Spring came and went, and suddenly it was the end of my senior year of college.

On the morning of Monday, May 18, 2020, I graduated from the University of Pennsylvania’s School of Nursing. The ceremony reminded me of all the times my peers and I pushed against the boundaries of what was considered possible, rewrote history, and chased our dreams. I felt inspired and ready to conquer the world, even as a new nurse in the middle of a global pandemic.

That evening, I ventured to Penn Park, a park on campus, for a run and a set of drills. After running, I relaxed a bit under the line of trees before starting my drills. I was in the middle of my routine when the sound of a man yelling broke through the silence of the park. I turned toward the sound and found he was yelling at me from about half a field’s length away.

The moment I focused on the words, I wished I hadn’t. They were racial slurs. I instinctively grabbed my earphones, popped them in, and played music to dull the sound of the prejudice peanut gallery. This is something Black athletes have done for centuries, from Wilma Rudolph to Jackie Robinson, Muhammad Ali to Serena Williams. But then the man started to walk in my direction. As he got closer, I could feel my

blood racing through every limb of my body. His words were as clear as the day and more audible than ever.

I needed to get out of the situation, fast, and my instinct was to pick up my things and run. *Walk away, Nia, I thought. Don’t look threatened and, more importantly, don’t look threatening.*

The University Police station is right in the middle of the park, so I nonchalantly yet deliberately started to walk in the direction of an officer. I didn’t quite know what I was going to say or do when I got there. I feared that the officer would laugh and dismiss me, or worse.

The man continued to follow me on my walk towards the campus police, but once I neared an officer he disappeared. “Excuse me,” I said to the officer, “There’s a man following me and yelling racial slurs.” The officer shook his head. *This was a bad idea, I thought.*

“Where is he?” the officer said, and I eased up, as he seemed to be genuinely concerned. I explained the situation in more detail and University police officers were able to catch the man immediately. I identified him, and the police brought him in for an earlier transgression of trespassing on University property.

I was exceptionally fortunate, and this “happy ending” is the way it always should be.

The officers were kind enough to stand near if I wanted to finish my workout. However, even after all the help they had provided, I could not help but find their presence uncomfortable. I was raised to be mindful and wary around the police, because of the countless murders of Black Americans including Trayvon Martin, Eric Garner, Michael Brown, Tamir Rice, Breonna Taylor, and George Floyd.

Floyd’s murder came at a unique time in our history—in the middle of a global



ERIC SUGAR, UNIVERSITY OF PENNSYLVANIA

«
“Excuse me,’ I said. ‘There’s a man following me and yelling racial slurs.’ The officer shook his head. *This was a bad idea, I thought.*”



▲ As a pro runner with Brooks Beasts Track Club, Nia is currently training at altitude for this summer's Olympic Games.

Social Justice Invitational

As Penn Nursing continues to further nursing's larger social mission of health equity, it is integral to do so with social justice embedded in the curriculum. In the fall 2020 semester, the School launched a social justice seminar series for its ABSN cohort, though students quickly and successfully advocated for the sessions to be opened

across all degree levels. Led and organized by Assistant Professor of Nursing Adriana Perez PhD ANP-BC FAAN, the course aimed to foster dialogue and activate actions that address structural racism and advance health equity and social justice. Online modules included presentations by Penn Nursing faculty, leading interdisciplinary scholars, and community partners in research, practice, and policy; as well as group dialogue, resources, and approaches to

“ignite” sustainable change.

Students had the opportunity to engage with two American Academy of Nursing Living Legends. Each shared their life-history and experiences with racism in nursing and its impact on their career trajectory. Dr. Bernardine Lacey, a graduate of Howard University and founding Dean of the School of Nursing at Western Michigan University talked about eliminating racism as individual nurses in practice

and collectively in our organizations and institutions; and Dr. Barbara Nichols, the first Black nurse elected President of the American Nurses Association reflected on the ANA's Code of Ethics clearly emphasizing nursing's ethical mandate for social responsibility that advances social justice.

This seminar series was supported by the Office of Dean Villarruel and Penn Nursing's department chairs.

PHOTO COURTESY OF BROOKS RUNNING

pandemic. COVID-19 has threatened lives and made everyone around the world grapple with fears of uncertainty and death. Quality of life has been challenged. Opportunities that people “would have had” or “should have had” were forgotten.

As a nurse, I am proud of our world's ability to swiftly initiate reform during the emergence of the pandemic. COVID-19 has proved that change can come quickly when lives are at stake. Yet, racially charged police brutalities, mass incarceration, and hate crimes have killed our Black brothers, sisters, grandparents, mothers, and children persistently over generations. While Black lives are continually threatened, our governments, institutions, and friends do not even know what actions to take. As a young Black woman, I am tired of waiting for change from the systems that continually and fatally oppress us.

COVID-19 knows no color, though it has disproportionately affected the Black community. Meanwhile, systemic racism and oppression have killed more people than COVID-19 has. We cannot hide from racism. A simple mask will not protect us from the color of our skin.

We can agree as a community that for at-risk populations, it is our civil duty and ethical responsibility to decrease the spread of COVID-19. So, shouldn't the same be true for racism, systemic oppression, and police brutality? In light of the numerous recent murders, over a backdrop of a long history of systemic racial oppression, we must acknowledge as a nation that we can do better.

I know there is an opportunity to create a system that protects all of its citizens, because not everyone has access to protection like I did. Nonetheless, creating that system will take conversations and actions that will make everyone uncomfortable. As runners, we know comfort does not contribute to growth. We are no strangers to discomfort. We embrace it in every run and every race. We should confront the issue of systemic racial oppression with the same attitude. We must educate ourselves. We must use our platforms as catalysts for change. We must pay attention to who we are voting for. We must advocate for the day that we all run on equal ground. 🌟

This story was originally published on runnersworld.com on June 11, 2020.

A Pandemic Plan B

For 20 years, the **Minorities in Nursing Organization** has been promoting cultural awareness within Penn Nursing and the larger Penn community, providing social and academic support for members and seeking to create a forum for discussion about culture and its importance to nursing. While in years past, traditional programming might have included face-to-face talks, potlucks, and community service, this year things look a little different because of COVID. We checked in with current MNO leadership to see how they're still able to fulfill the MNO mission.



“We use our social media and newsletter platforms to educate and encourage our members and followers to donate, vote, and use their voices against injustices. We believe in informing ourselves and our members first so that we are informed in the conversations we have and the actions we take with communities next. MNO is genuinely committed to supporting, advocating for, and educating others and we do this all year round, staying relevant in all seasons.”

Jada Edwards Nu'21
Vice President

“MNO ran a Black History Month social media campaign where we highlighted our Black student nurses on campus and hosted a fun celebration of Black history by screening a movie with Black leads for our general body to attend. We also put together a self-care series to provide a safe and relaxing space in the midst of a stressful year—both academic- and pandemic-wise.”

Melina Lopez Nu'22
President



“This year, we collaborated with the Asian Pacific American Nursing Student Association (APANSA) on two events: One where we discussed the history and implications of racism in health care, and one called ‘Oh, So You Live On-Campus Now?’, which was for the newly arrived first-years and included a presentation on academic study tips, what to do in Philly, and an overview of dorm living and dining.”



Chin Chin Choi Nu'23 W'23
Treasurer

To learn more about MNO, visit www.nursing.upenn.edu/mno.

HUMANS OF PENN NURSING

INGRED PRINCE

RN BSN

Ingred Prince, Nu'16, is a Registered Nurse and emerging screenwriter based in Baltimore, Maryland. A Baltimore Youth Film Arts Fellow, Ingred is a recipient of the 2019 Saul Zaentz Innovation Fund Award.



I FELL IN LOVE WITH STORYTELLING AT PENN. WITH THE AFRICAN AMERICAN ARTS ALLIANCE, I ACTED IN PLAYS, DIRECTED MUSICALS, BUILT SETS, AND BALANCED BUDGETS. WE TOLD STORIES THAT WERE BLACK. UNAPOLOGETICALLY BLACK AND HUMAN AND VISUALLY CREATIVE AND ARRESTING.



WITH LITTLE THOUGHT, I RAN FROM HOSPITAL TO THEATRE HOUSE, CLASS TO REHEARSALS, LAB TO AUDITIONS. I DID SO WITH SO MUCH ENERGY. I DID SO WITH SO MUCH CONVICTION.



I WAS BLACK, QUEER, IMMIGRANT, AND LOW INCOME AT A WHITE, ELITE IVY LEAGUE INSTITUTION WHILE STUDYING A PROFESSION WHERE EVERYTHING TRULY IS 'LIFE OR DEATH'. THEATRE WAS MY COPING MECHANISM.



FAST FORWARD TO MY FIRST YEAR AS A BIG GIRL NURSE AND I WAS STRESSED, DEPRESSED, AND BURNT OUT. BEING A NURSE IS HARD. EVERY DECISION YOU MAKE DIRECTLY AFFECTS SOMEONE ELSE'S LIFE. SOMETIMES THE STANDARDIZED TREATMENTS AND BIASES CONFLICT WITH YOUR OWN MORAL AND POLITICAL CONVICTIONS.



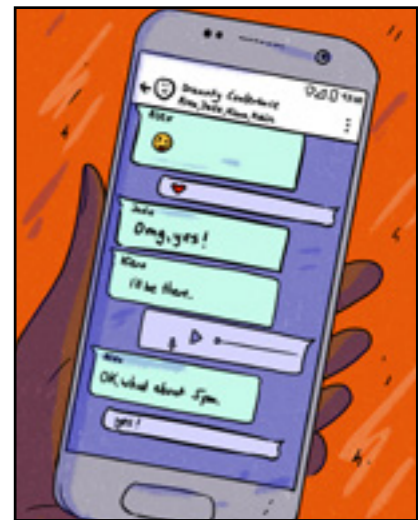
SO, OFTEN AFTER A SHIFT, I WOULD PULL A MOESHA AND WRITE ABOUT THE MIS-ADVENTURES OF A YOUNG QUIRKY NURSE IN A JOURNAL. I COULDN'T DEVOTE HOURS TO A THEATRE HOUSE, BUT I COULD ESCAPE BEHIND THE CURTAINS OF MY WORDS.



THOSE JOURNAL ENTRIES SOON BECAME SCRIPTS. SCRIPTS ABOUT A YOUNG NURSE NAMED INDIGO AND HER WORK WIVES, REESE AND VERONICA, AS THEY AWKWARDLY NAVIGATE WORKPLACE POLITICS, RELATIONSHIPS, AND BALTIMORE CITY.

MY SCREENWRITING PROFESSOR ENCOURAGED ME TO FILM ONE OF MY SCRIPTS. EVEN GAVE ME A TIP ON A POTENTIAL FUNDING SOURCE.

I WAS AFRAID. I WAS DOUBTFUL. IMPOSTER SYNDROME WAS CREEPING INTO MY SPIRIT. SO I DID WHAT ANY SCARED, ENTERPRISING MILLENNIAL WOULD DO—DM'ED A FRIEND.



I TOLD A THEATRE BUD FROM COLLEGE WHO THEN TOLD ANOTHER COLLEGE FRIEND AND THEN ANOTHER. BEFORE WE KNEW IT, WE HAD A COLLECTIVE OF 5 BOSS FEMMES WILLING TO DO THE WORK. ALL PENN ALUMS. WE HELD VIRTUAL MEETINGS EVERY MONDAY WITH A GLASS OF WINE AS OUR SPECIAL GUEST.

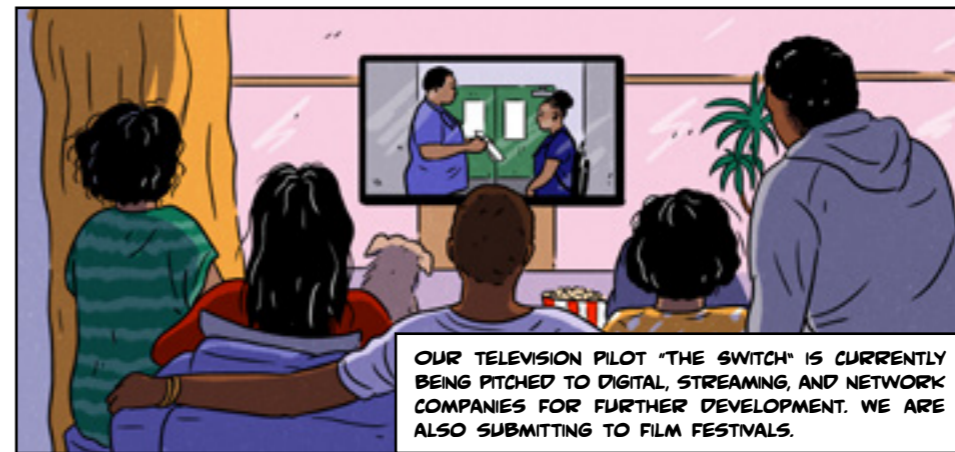
AT THIS TIME, I WAS INCREASINGLY UNHAPPY WITH THE SCHEDULING PROTOCOL AND COMPENSATION AT MY FIRST NURSING JOB OUT OF UNDERGRAD. SO I LEFT, AND BECAME A TRAVEL NURSE. I WANTED FLEXIBILITY AND BETTER COMPENSATION TO INVEST MORE TIME INTO MY INTERESTS, AND I WASN'T ABLE TO COMPROMISE ANYMORE. I HAD TO SET MY OWN PROFESSIONAL BOUNDARIES.



NOW I ONLY WORK 36 HOURS A WEEK—DAY SHIFTS—AND I'VE DOUBLED MY SALARY. I WORK IN CITIES LIKE LA OR ATLANTA WHERE I CAN TAKE MEETINGS, CLASSES, OR NETWORK WITH OTHER FILMMAKERS.



THE PANDEMIC WAS TOUGH ON US. POST-PRODUCTION WAS ALMOST EXCLUSIVELY VIRTUAL. WE CANCELED OUR CAST PARTY AND SHOWED THE TEAM OUR WORK ON ZOOM.



OUR TELEVISION PILOT "THE SWITCH" IS CURRENTLY BEING PITCHED TO DIGITAL, STREAMING, AND NETWORK COMPANIES FOR FURTHER DEVELOPMENT. WE ARE ALSO SUBMITTING TO FILM FESTIVALS.

"GALES." MORE THAN ANYTHING TAUGHT ME WHAT IT LOOKS LIKE TO BET ON YOURSELF. BEING A NURSE ISN'T NECESSARILY A PIPELINE OF UNDERGRAD, BEDSIDE NURSING, GRAD SCHOOL, AND RETIREMENT. NURSING IS FLEXIBLE. YOU CAN MERGE YOUR INTERESTS AND CREATE THE LIFESTYLE YOU WANT. YOU JUST HAVE TO BE WILLING TO DO THE WORK.

SIX MONTHS AFTER MY DEPARTURE FROM MY STAFF JOB, WE RECEIVED THE FUNDING WE NEEDED. THEN WE HIRED AN EVEN BIGGER TEAM—A PRODUCTION COMPANY, ACTORS, ART DEPARTMENT.



AFTER A YEAR OF MONDAY NIGHT MEETINGS, WE SHOT AND EDITED THE PILOT EPISODE OF "GALES."

WE DIDN'T KNOW WHAT WE WERE DOING. IT WAS MY FIRST TIME EVER MAKING A FILM. BUT WE WERE HUNGRY. INSTINCT, POSITIVITY, PRAYER, MENTORSHIP, AND GOOGLE FED US. WE CARRIED THE PROJECT WITH EVERY MILESTONE—NEW JOBS, NEW CITIES, NEW RELATIONSHIPS, NEW LIVING SITUATIONS. WE TOOK OUR TIME AND WORKED IT AROUND OUR LIVES.

NOTHING ABOUT THIS PROCESS HAS BEEN EASY NOR PERFECT. BUT IT CERTAINLY HAS BEEN REWARDING. EVERY DAY, I GO TOE-TO-TOE WITH MY OWN FEARS AND I REDISCOVER MYSELF. I GET TO EXPLORE THE MULTITUDES OF MY OWN POTENTIAL AS A WOMAN, NURSE, AND A FILMMAKER. I WOULDN'T HAVE IT ANY OTHER WAY.

YOU CAN FOLLOW THE DEVELOPMENT OF THE SERIES ON INSTAGRAM AT @GALES.THE.SERIES OR @INGREDIBLE__



LOOK OUT FOR OUR TELEVISION PILOT OF "GALES." IN UPCOMING FILM FESTIVALS IN 2021.

To submit your own story, visit www.nursing.upenn.edu/humans.

A DAY IN THE LIFE

Samantha joined Penn Nursing's BSN program remotely this past fall from her hometown of Union City, New Jersey. Before coming to campus in January, she lived with her parents, younger brother and sister, Abuela, and three huge Labrador Retrievers. While she may not have been on campus, she found plenty of ways to stay busy and engaged!

Samantha Cueto

Penn Nursing Freshman



7:30 A.M.

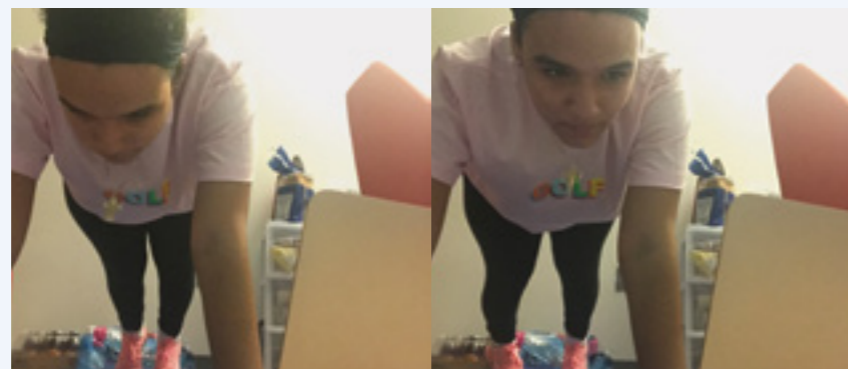
Ignore my blaring alarms for the fifth time before I finally decide to stop pressing snooze and hoist myself out of bed! I'm very much attached to my bed, but I also know I have a full schedule of activities today.

8:00 A.M.

Make myself a quick breakfast by scrambling some eggs with goat cheese, tomatoes, and chives. My mom always jokes that I'm the one who eats all of the eggs in this house.

8:30 A.M.

Call my workout buddy, and we both set ourselves up for the home workout routine we've established together. Our favorite YouTuber, Emi Wong, always posts month-long regimented challenges, which has given us such fast results with our bodies.



^ Healthy body, healthy mind.

9:30 A.M.

Quickly shower, replacing my workout clothes with a casual outfit suitable for class. My curly hair isn't too unruly, so I clip some of it back.

10:00 A.M.

Attend a virtual Zoom lecture by Dr. Johnson for my nursing course, *NURSO61-Integrated Cell Biology & Microbiology*. I use my iPad to take down important highlights through a notes app called Notability. Luckily, this app also allows me to download a PDF of the case study we're doing today and highlight as Dr. Sernekos goes through the slides.

11:00 A.M.

Once my lecture ends, I quickly log into my recitation for *RELS079-Religion of Anime*. It's an extremely interesting course with a low amount of work each week, which allows me more time to tackle my other courses. It not only fills out a sector requirement for my BSN, but also can be triple counted for the Global Health and Japanese minor which I'm planning to pursue!

12:00 P.M.

As recitation usually ends 10 minutes early, I have enough time to log into Zoom for the monthly Penn Nursing Wellness Advisory Board meetings. Ms. Xu greets me with an enthusiastic smile, and I can't help but feel a surge of comfort just from logging into the meeting. I genuinely enjoy these monthly meetings where I get to discuss how we might improve the wellbeing of the Penn Nursing community. Today, we talked about different ways we

can engage with students remotely by creating an anonymous Google form titled "Dear Florence." Named after Florence Nightingale, students respond to the form with general worries for the semester, advice on how to resolve feelings of isolation, and other miscellaneous topics. I volunteered along with other members of the board to be respondents of the form, depending on what type of help students need.

1:00 P.M.

Take a break from being on my laptop (for the past three consecutive hours!) and eat some lunch. I get excited when I remember that my mom ordered me a poke bowl today, topped with mango and salmon. I scarf it down way too quickly!

1:30 P.M.

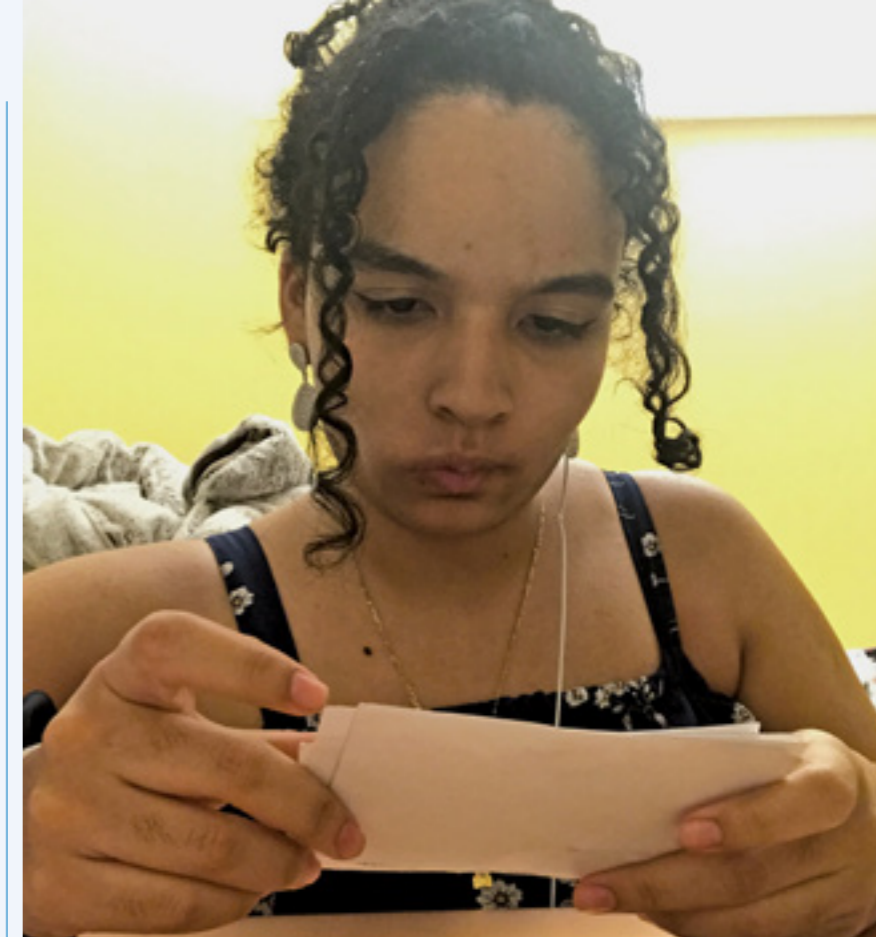
Start my Japanese homework, which gives additional asynchronous work every Friday. It's a bit tough, but I complete the worksheet within an hour and a half. Since I'm a beginner in Japanese, it was initially difficult to wrap my head around a character-based language. Now, I have the hang of it and can write full sentences in Japanese characters!

3:00 P.M.

Turn my laptop back on and log into Slack to click on the Zoom link for my work-study job. I'm a GEAR UP coach, a program affiliated with the Netter Center, and tutor Philly high schoolers in biology and chemistry. I'm grateful that my two required nursing courses for the semester were Microbiology and Biologically-Based Chemistry, since they both serve as refreshers for the topics these students are currently learning. The other coaches are quite conversational and a friendly group to speak with! If I finish helping them before the after-school direct service ends, we return from the breakout room and give them general tips for college.

6:00 P.M.

Log back out and take another break from my laptop. I check what's in the fridge and grab dinner in the form of a burrito bowl that my mom bought yesterday. This time, I try not to inhale my meal and take my



^ Flashcards for the win!

time, while also listening to some music my friends sent me.

7:00 P.M.

Change into pajamas and call nursing friends from my cohort. I'm glad to have found a virtual study group for the fall, through Penn's Pre-Freshman Program during the summer. We review the Microbiology material for the week, especially since there's an influx of information to keep up with that's released every Wednesday. We also joke around with each other and take breaks talking. These calls make me feel, in some part, more capable of handling the intense workload!

9:00 P.M.

Review the most difficult Biochemistry lectures for the upcoming exam next week. For me, creating flash cards works well to facilitate the memorizing process. I don't spend too much time studying, since the material is not as dense as Microbiology's.

9:30 P.M.

Look over the letter I had written yesterday for my assigned buddy in Alzheimer's Buddies, a Penn club where I am able to converse with elderly patients in a nursing home who have Alzheimer's Disease. During the pandemic, we have been engaging with them virtually over Zoom, but this is a special assignment where I must write my buddy a casual Christmas letter. Once I've checked the grammar, I email my letter to the club leaders.

10:00 P.M.

Head to my bedroom and check to see if my little sister is awake. Thankfully, she's up for a round of Mario Kart on the Nintendo Switch. We very easily get carried away and play several more rounds than originally intended.

12:00 A.M.

Finally turn off the game and quickly perform my nightly routine before going to sleep. I'm planning to wake up at 9 a.m. tomorrow to get more assignments in!

Alumni Notes

» We want to hear from you! Send us a personal or professional update at NursingAlumni@nursing.upenn.edu or call us at 215.746.8812. Photos are encouraged. Notes may be edited for space and style.

Thank you!

The Year of the Nurse and Midwife was not what we expected. Over the last year, each of you has taken on new challenges—from the hospital and testing site, to the classroom, research lab, conference room, and beyond. Change has been the only constant in our workplaces, homes, and communities.

In the midst of all of this change, who you are and what you do has become more visible and your value better understood. The world is seeing anew that Nursing is critical to ensuring healthy life and living. Penn Nursing pledges to honor your work by continuing to lead and provide advocacy, support, and learning for our graduates and the profession.

Thank you for keeping us safe, informed, healthy, and connected. Our hearts are filled with gratitude for you. If we can support you in any way, please reach out to us at NursingAlumni@nursing.upenn.edu. Thank You.



^ Patricia Bradley, GNu'86, GR'98 is the inaugural Associate Dean for Inclusive Excellence at the Fitzpatrick College of Nursing at Villanova University.



^ Eleanor Furlong, Nu'67, proudly displays her new cookbook.

1960s

Eleanor Furlong, Nu'67, has created a cookbook, "A Taste for All Seasons" filled with family recipes, that will be released later this year.

Advanced Practice Nursing. Contributors include the following Penn faculty: Connie Scanga, Ross Johnson, Loretta Sernekos, Hanne Harbison, Diane Spatz, Peggy Compton, and Kim Trout. Other Penn alumni and former faculty contributed to case studies and as authors and reviewers: Kara Pavone, Stephanie Carper, Lisa Rathman, Desiree Fleck, Joseph Boullata, Mary Ann Lafferty-DellaValle.

1970s

Nancy Tkacs, Nu'75, GNu'77, GNC'05, GNu'14, published her first textbook: *Advanced Physiology and Pathophysiology: Essentials for Clinical Practice*, by Springer Publishing in Spring 2020. Associate Editors on the book were both Penn Nursing alumni: Linda L. Herrmann and Randall L. Johnson. This was a labor of love, and many Penn Nursing faculty and alumni are contributors. The book was honored with First Place in this year's AJN Book of the Year award in the category of

Eileen Giardino, Nu'76, GRD'89, is an Associate Professor at Rush University.

1980s

Kay Huber, GNu'82, is a CRNP at Beacon Clinic for Health and Hope.

Donna Neumark, C'82, GNu'93, is an End of Life Doula at Self-employed.

Dorothy Angelini, GNu'83, is a Senior

Accreditation Officer at Relias. **Lynn Dickinson, GNu'83**, is a Nurse Practitioner at Penn Medicine.

Catherine Knox-Fischer, GNu'83, is a Nurse Navigator at Accolade.

Sharon Greenstein, Nu'84, is a Director of Partnerships and Alliances at AllWays Health Partners.

Judith Jones, GNU'84, GNC'95, is a Nurse Practitioner at Holy Redeemer Hospice.

Patricia Bradley, GNu'86, GR'98, was appointed the inaugural Associate Dean

for Inclusive Excellence at the Fitzpatrick College of Nursing at Villanova University in September 2020. Dr. Bradley brings decades of experience as an educator, scientist, advocate and communicator to this new position, and will serve as the College's lead diversity, equity, and inclusion officer, reporting directly to the dean. She has served on the faculty since 1997 as an expert in psychiatric-mental health nursing and healthcare issues of the underserved, and developed several courses on culture,



Alumni 2021
YEAR OF THE NURSE & MIDWIFE



^ Sigrid Ladores, Nu'97, GNu'02, is a newly named Fellow in the American Academy of Nursing. This March, she participated in a Penn Nursing Book Club Live event on *A Good Provider is One Who Leaves*.

health and illness. This role aligns well with her experience and national recognition in this area.

Esther Desimini, GNu'86, is a President at Riverside Walter Reed Hospital.

Barbara Mullin, Nu'86, is a Partner at Patterson Belknap Webb & Tyler LLP.

Linda Woodin, GNu'86, is a CRNP at Linda M. Woodin, CRNP.

Mary McGory, GNu'88, is a Psychiatric Nursing at VA.

Shelley Burcat, GNu'89, is a Staff Nurse at Fox Chase Cancer Center on Clinical Research Unit.

Jeanne Larson, Nu'89, is a Family Nurse Practitioner at CVS Minute Clinic.

1990s



^ Sherry Greenberg, Nu'90, GNu'92, GR'14, was elected President of the Gerontological Advanced Practice Nurses Association (GAPNA). As

president, Greenberg will serve a one-year term and work with the GAPNA Board of Directors and staff to guide all operations and strategic planning for the 2,700-member organization. She will also be the Board's liaison to GAPNA's Education Committee and House Calls Special Interest Group and collaborate with members and leaders of other organizations to improve care for older adults, their families and caregivers.

Michele Horvath, GNu'91, is a Stroke Navigator at 1965.

Kathryn Roberts, Nu'91, GNu'98, is a Director of Education at Joe DiMaggio Children's Hospital.

Sherri Duarte, Nu'92, is a Senior Clinical Informaticist at Grady Health.

Tamara Jakubowski, GNu'92, is an Associate Professor at The College of New Jersey.

Regina Kelly-Hartshorne, GNu'92, is a Nurse Practitioner at Jefferson University Student Health Services.

Kirsten Anke, Nu'93, is a Public Health Nurse at US Army Public Health Center.

Mary Anne Farrell, Nu'93, is a NICU Staff Nurse at

Greenwich Hospital.

Candace Strauss, GNu'93, is a Pediatric Nurse Practitioner.

Joyce Brill, GNu'94, is a Nurse Practitioner at Children's Hospital of Philadelphia.

Kathleen Davis, Nu'94, is a Patient Experience at Tower Health Chestnut Hill Hospital.

Holly Rishel, Nu'94, is a Certified School Nurse at Central York SD.

Gabriele Snyder, GNu'94, GNC'96, is an Oncology Nurse Practitioner at Genentech.

Patricia Sheehy, Nu'95, GNu'98, is a Nurse Practitioner at Dana-Farber Cancer Institute.

Maria Cecchine, GNu'96, is a Nurse Practitioner at Jack M. Barrack Hebrew Academy.

Christopher Friese, Nu'97, GNu'01, GR'05, was elected to the National Academy of Medicine in Fall 2020.

Bridget Graven, Nu'97, is a Nurse at Penn Medicine.

Sigrid Ladores, Nu'97, GNu'02, was selected as a Fellow in the American Academy of Nursing.

Maria LoGrippto, GNu'97, is now serving as Practice Associate Professor and The Kehler Family Assistant Dean of Curricular Affairs and Innovation to the University of Pennsylvania School of

Nursing. Dr. LoGrippto joins the faculty in the Department of Family and Community Health and the academic leadership team in the Office of Academic Affairs. Most recently, she comes to us from Rutgers University School of Nursing where she guided the redesign of an undergraduate curriculum to focus on acquiring skills in population health management and social determinants of health, and integrating behavioral health, leadership, and interprofessional collaboration. Thus, her arrival at Penn Nursing is propitious as we embark on our new strategic plan for educational innovation that embraces similar initiatives. In recognition of her



^ Michelle Damas, Nu'97, has been appointed to the ACOEM Future of Occupational and Environmental Medicine Presidential Task Force.

Penn Nursing Babies



Keri Zug, Nu'12, GNu'16, and her family welcomed daughter Vera on January 21, 2021.

Do you have a new baby? We want to celebrate with you! Send a birth announcement and a picture to NursingAlumni@nursing.upenn.edu or call us at 215.746.8812. We'll send you a PennNursing onesie (6 month size). Photos are encouraged.

^ **Tori Clark, Nu'15, GNu'19**, and her husband **Eric Clark, CAS'15**, welcomed their second child, Charis Lynette, on September 5, 2020. She joins big brother Joey (2).

accomplishments, Dr. LoGrippto received the Breakthrough Leader in Nursing in 2014, one of ten recipients acknowledged by the Future of Nursing: Campaign for Action. This year, she was invited to be a member of the National League for Nursing Academy of Nursing Education for her demonstrated distinction in advancing excellence in nursing education.

Michele Damas Smith, Nu'97, has been appointed to the American College of Occupational and Environmental Medicine (ACOEM) Future of Occupational and Environmental Medicine Presidential Task Force with the mission to improve training of our future workforce. As the first African American to earn a PhD from Villanova University, Michele has devoted her nursing career to the health and safety of employees in healthcare and Fortune 500 and 1000 companies across a myriad of industries across the United States.

Samantha Betti, Nu'98, is a School Nurse in the Boston Public School system.

Hillary Horte, Nu'98, is a Nurse Practitioner at Boston Children's Hospital.

Amy Luebehusen, Nu'98, GNu'99, is a Nurse Practitioner at Minute Clinic.

Meredith (Lahl) Foxx, Nu'99, GNu'02, was named the Executive Chief Nursing Officer (ECNO) at the Cleveland Clinic. As ECNO, she will be responsible for nursing clinical practice, operations and outcomes throughout the health system. She will administer and direct nursing integration and operations, as well as financial, regulatory and business activities throughout the Stanley Shalom Zielony Institute for Nursing.

2000s

Kathleen Burke, GR'01, is an

Adjunct Assistant Professor at Penn Nursing and the Editor In Chief at Journal for Nurses in Professional Development (JNPD).

Brooke Goodspeed, Nu'03, GNu'05, GR'22, founded GETIncluded, the nonprofit behind Narberth's GET Cafe, which employs over 30 people and offers competitive integrated employment. For many on staff at GET Cafe, it's their first paid job.

Nina Vaid, C'03, GNu'08, is a Doctoral Student at Yale University.

Geebin Mak, Nu'04, GNu'08, is a CRNA at Straub Medical Center.

Meghan Meehan, Nu'04, is an App Manager at Massachusetts General Hospital.

Reema Seagle, GNu'04, is a Clinical Account Manager at Sobi.

Bridgette Brawner, GNu'05, GR'09, was appointed to the American Nurses Association's National Commission to Address Racism in Nursing. The Commission will examine the issue of racism within nursing nationwide and work to address its impact on nurses, patients, communities, and health care systems to motivate all nurses to confront systemic racism.

Christine Dolgin, GNu'05, is a Pediatric Nurse Practitioner at Pediatric Associates.

Karen Kaskie, GNu'05, GNu'09, is a Nurse Practitioner at Primary Health Network.

Leah Lammer, Nu'05, GNu'08, GNu'15, is a Nurse Practitioner at Beth Israel.

Ashley Sohns, Nu'05, GNu'08, is a Staff Registered Nurse at Moses Taylor Hospital.

Danielle Faul, Nu'06, GNu'09, is a Certified Nurse Midwife at HUP Medicine.

Debra Korn, GNu'06, is a Nurse Practitioner at MinuteClinic.

Lindsay Kraus



PRESIDENT'S CORNER

It is hard to believe that we are at the one-year anniversary of the COVID pandemic and a renewed demand for social justice, but I feel it. I feel it in my core. I am emotionally and physically exhausted. Lines of work-life balance have been blurred, and the emotional and mental capital of *THIS* Black History Month for Black and Brown alumni is particularly harrowing.

This new found commitment to inequities reckoning has translated into requests to participate in or on conferences, ceremonies, and programs focused on health disparities and inequities. We have been asked to become directors or deans of Diversity, Equity, and Inclusion (DEI) divisions. The work that we have always done, is finally being recognized and elevated on a much larger platform. Our passion for the groups of people we identify with is palpable to others and we want this continue, and so we are all saying "yes." We are saying "yes" to it all and finding that we are all tasked saturated. We are tasked saturated and we are not refilling the cup.

I want the Penn Nursing Alumni community to know that I recognize this and would like to ensure that we are supporting you in the best ways possible. I also would like to ensure that we are encouraging our allies to participate in these opportunities as well. That we are encouraging them to collaborate with us, to learn with us, and to advocate for the work being done in these spaces each and every day.

Once again, I am asking you to send your needs, updates, questions, comments, and concerns to NursingAlumni@nursing.upenn.edu. Are there programs you would like to see? How can we get you the support that you might need to sustain your current productivity? You have a community in Penn Nursing, and we are here to support you all.



Maya N. Clark-Cutaia
PHD, ACNP-BC, RN, Nu'03, GNu'06
President, Penn Nursing Alumni Board

Linnemann, Nu'06, GNu'08, is a Certified Nurse Midwife/Advanced Practice Midwife at Boro Park Obstetrics & Gynecology PC.

Julie Rifkin, Nu'06, GNu'13, GRN'22, is a CRNA at United Anesthesia Services.

Sheena Costantini, Nu'07, GNu'10, is a Pediatric Nurse Practitioner at Haddon

Pediatrics.

Katelin Hoskins, Nu'07, GNu'08, GR'08, GR'20, is a Post-doc Fellow; Per-Diem Nurse Practitioner at Penn Center of Mental Health (School of Medicine).

Kerry-Ann Dacosta, GNu'09, is a Certified Nurse Midwife at New York Presbyterian.



PRESIDENT'S CORNER

It is hard to believe that one year has passed since we first heard of the Coronavirus. Little did we know how contagious and deadly the virus would be and how much it would change our lives. Looking back, it has been a year of contrasts: highs and lows, hope and despair, and joy and sorrow. The hardest thing for most of us is the separation from our families and

our friends. For some the separation is permanent. To those who have lost a loved one, the Board of Directors sends its sincerest condolences.

One hallmark of the past year was the development of vaccines that are effective against COVID-19. It gave us hope that we would soon be able to return to "normal". However, it has become clear that we will not return to our pre-COVID19 lives. In fact, there is no

consensus among experts as to what our new normal will look like and when it will return.

The pandemic continues to limit our ability to meet. The Spring 2021 luncheon has been cancelled. We are hoping to be able to hold the Fall 2021 luncheon in October or November. Our next reunion is scheduled for September 16-18, 2022. Save the reunion date and look to future newsletters for more details.

Finally, we are always looking for volunteers to run for election to the Board of Directors. You do not need to live in the Philadelphia area to serve. We have audio and video teleconferencing capabilities. We meet on the first Monday of the month from September to May. Please consider submitting your name to be considered.

Linda S. Knox, HUP'74, Nu'81, GNU'86, GRN'95, PHD, RN
President, HUP Nurses Alumni Association

Taleen Moughamian, Nu'09, GNU'11, is a Nurse Practitioner at San Francisco State University.

2010S

Vanessa Kellison, Nu'10, is a Staff Nurse at Hospital for Special Surgery.

Tiffany Lyons Haddad, GNU'10, is the Owner at MilkBodySoul, which provides the skills and expertise of an International Board Certified Lactation Consultant with a Nurse Practitioner to offer clients a holistic approach during the breastfeeding and lactation journey. Tiffany provides in-home holistic lactation services as well as lactation classes for parents, caregivers and health care professionals.

Lauren Sanders, Nu'10, GNU'11, is a Nurse Practitioner at Community Healthcare Network.

David Shih, Nu'10, W'10, is a Director at DaVita.

Kristen Bryant, Nu'11, GNU'16, is a Pediatrics at Robert Wood Johnson.

Ellen Dreibelbis, Nu'11, GNU'20, is a Nurse Practitioner

at Penn Medicine.

Laura Kemp, Nu'11, GNU'15, is a CRNA at Washington Hospital Center.

Britney Singer, GNU'11, is a Personal Trainer at Brittney Elizabeth Fitness.

Tova Berns, Nu'12, GNU'17, is a Nurse Practitioner at Northwell Health.

Lena Gayraud, Nu'12, GNU'16, is a PICU Nurse Practitioner at Seattle Children's Hospital.

Nika Pcsolyar, Nu'12, GNU'13, is a Family Nurse Practitioner at University of Nevada Las Vegas.

Anne Austin, Nu'13, is a Nurse Practitioner at Vanderbilt University Medical Center.

Ashley Barbour, GNU'13, is a Neonatal Nurse Practitioner at Wentworth Douglass Hospital.

Patrice Lin, Nu'13, W'13, GNU'16, is a Principal and Clinical Program Manager, Provider Par at Blue Shield of California.

Aran Park, C'13, Nu'14, GNU'20, is a Registered Nurse, COVID Response Unit at University of Notre Dame.

Menglin Shen, Nu'13, GNU'18, is a Registered Nurse at Saint Peter's University



^ **Bridgette Brawner, GNU'05, GR'09**, has been appointed to the American Nurses Association's National Commission to Address Racism in Nursing.

Hospital.

Florence Vanek, GNU'13, is a Director of Nursing at Magnet Program.

Katherine Caneba, Nu'14, GNU'18, is a School Nurse at Los Angeles Unified School District.

Claudia Carpio, GNU'14, is a Psychiatric Nurse Practitioner at Houston Pulmonary Medicine.

Leah Geoghegan, Nu'14, GNU'18, is a Founder - Adult Primary Care and Functional Medici at Integrative Medical NY.

Chinyere Ihunnah, Nu'14, GNU'20, is a Nurse at Jefferson.

Nicholas Metheny, Nu'14, is an Assistant Professor at University of Miami.

Elizabeth Park, Nu'14, GNU'19, is a Psychiatric Nurse Practitioner at COMHAR.

Elise Doll, Nu'15, GNU'19, is a Midwife at Advocate OBGYN Specialists Voorhees.

Jane Kovacs, GNU'15, Nu'15, is a Registered Nurse at NewYork Presbyterian Weill Cornell.

Natalie Kuhn, GNU'15, is a Pediatric Nurse Practitioner at Robert Wood Johnson University Hospital.

Kelsey Rosen, GNU'15, is a Nurse Practitioner.

Ciarra Thompson, GR'15, Nu'16, GNU'21, is a Clinical Nurse II- Labor & Delivery at Penn Medicine- Pennsylvania Hospital.

Maren Abromowitz, Nu'16, GNU'19, is a Family Nurse Practitioner at Department of Veteran Affairs.

Jiye Bahng, Nu'16, GNU'19, is a Quality Improvement Nurse Educator at University of Miami.

Kimberly Claussen, Nu'16, GNU'20, is a Registered Nurse at Memorial Sloan-Kettering Cancer Center.

Katherine Cook, C'16, Nu'16, is an IT Services / Cyber Security Services at Entara.

Elisabeth Jones, Nu'16, GNU'19, is a Women's Health

NP/Midwifery Student; Doctoral Cand at Georgetown University.

Christene Nyaboke, GNU'16, is a CRNP at Suburbangeriatrics.

Erin Andrew, Nu'17, GNU'19, is a Midwifery Fellow at George Washington University Hospital.

Stefanie Barish, GNU'17, is a Nurse Practitioner at MedStar Health.

Marcus Henderson, Nu'17, GNU'20, was appointed to the American Nurses Association's National Commission to Address Racism in Nursing. The Commission will examine the issue of racism within nursing nationwide and work to address its impact on nurses, patients, communities, and health care systems to motivate all nurses to confront systemic racism.

Lindsay Kirker, GNU'17, ML'17, GRN'23, is an Assistant Nurse Manager - ICN at Penn Medicine.

Christian Perucho, Nu'17, GNU'18, is a student in the Nurse Anesthetist program at Thomas Jefferson University.

Rebecca Stevenson, GNU'17, is a Registered Nurse working in the University of Pennsylvania Health System.

Courtney Weintraub, Nu'17, GNU'20, is a Nurse at Penn Medicine.

Grace Eckels, Nu'18, GNU'22, is a Registered Nurse at Massachusetts General Hospital.

Gabriella Jackson, GNU'18, GR'18, is a Clinical Supervisor at 365 Health Services.

Anne Lyle, GNU'18, is a Developmental Behavioral Pediatrics APN Fellow at Children's Specialist Hospital.

Nicolas Rojas, GNU'18, is a Psychiatric Mental Health Nurse Practitioner at West Virginia University Medicine SHARP Hospital.

Kristin Welch, GNU'18, GNU'19, is a Nurse Practitioner at University of Pennsylvania Hospital.



ALUMNI SPOTLIGHT

Deborah Watkins Bruner GR'99, PHD

Receives the 16th Claire M. Fagin Distinguished Researcher Award

The biennial Claire M. Fagin Distinguished Researcher Award honors the best scholarly qualities that Dr. Fagin exemplified. It is given to a Penn Nursing faculty member, or a graduate from the School's doctoral program, who has made a distinguished contribution to nursing scholarship.

The 2021 Fagin Award recipient is Penn Nursing alumna **Deborah Watkins Bruner GR'99, PHD, RN, FAAN**, Senior Vice President for Research at Emory University in Atlanta, Georgia. Dr. Bruner is also Professor and Robert W. Woodruff Chair in Nursing, Professor of Radiation Oncology, and a member of the Winship Cancer Institute. She is an internationally renowned researcher and clinical trialist with a focus on patient reported outcomes, symptom management, and comparative effectiveness of radiotherapy modalities.

Dr. Bruner's most current research is focused on the role of the human microbiome in carcinogenesis and cancer treatment outcomes. She earned her PhD in Nursing at the University of Pennsylvania School of Nursing and has been continuously funded since 1998, culminating in her ranking among the top five percent of all National Institutes of Health funded investigators in the world since 2012. She is a member of the American Academy of Nursing and National Academy of Science and serves in numerous voluntary leadership roles in the National Cancer Institute including as a Presidential appointee to the National Cancer Advisory Board. In 2019, Dr. Bruner received the Penn Nursing Outstanding Alumni Award.

As this year's recipient, Dr. Bruner will deliver a lecture, 'Inspiration, Innovation and Impact,' virtually on April 15, 2021. For more information on the event or to view a recording of the lecture, see the Penn Nursing website.



^ **Marcus Henderson, Nu'17, GNu'20**, has been appointed to the American Nurses Association's National Commission to Address Racism in Nursing.

Joleene Young, GNu'18, is a Nurse Practitioner at VA Pittsburgh Healthcare.

Andre Angelia, Nu'19, GRN'21, is a Content Creator at Penn Medicine Princeton Medical Center.

Elizabeth Belk, GNu'19, is an Advanced Practice Provider at Dermatology.

Adelaide Bertram,

GNu'19, is a Nurse Practitioner at Johns Hopkins Pediatric Urology.

Grace Cho, Nu'19, is a Clinical Research Assistant at Children's Hospital of Philadelphia.

Charles Falconer, Nu'16, GNu'19, is a Psych Nurse Practitioner.

Liat Greenwood, Nu'19,

GNu'22, is a Registered Nurse at Massachusetts General Hospital.

Carlota Izaguirre, GRN'19, is a Staff CRNA at New York Presbyterian Columbia University.

Nicole Katz, Nu19, GNu'20, is a Registered Nurse at Pennsylvania Hospital.

Marya Lieb, Nu'19, GNu'20, is at the University of Pennsylvania Health System.

Jose Maciel, Nu'19, is an Emergency Dept CN1 at Penn Presbyterian Medical Center.

Breanne Mastromarino, Nu'19, GNu'20, recently completed a nursing role within a grant-funded Tele-Health ED Sepsis Project with Thomas Jefferson University and aided in the detection and treatment of Sepsis patients. In January 2021, she began working as a Registered Nurse at The Valley Hospital in Ridgewood, New Jersey on a Gastrointestinal & Bariatric Surgical Unit. Outside of work, Breanne actively volunteers in many Penn Alumni programs, including Penn Fund Executive Board, of which she is proud to be the only Penn Nursing alum on the Board and youngest member.

Kathleen Walsh, GNu'19, is a Registered Nurse at Children's Hospital of Philadelphia.

Alana Windmueller, Nu'19, is a Nurse at Children's Hospital of Philadelphia.

2020s

Elyse Berman, Nu'20, GNu'22, is a Research Assistant to Dr. Diane L. Spatz at University of Pennsylvania.

Caroline Bourneuf, Nu'20, is a Registered Nurse at Johns Hopkins Hospital.

Heidi Chiu, Nu'20, is a Registered Nurse at Bread for the City.

Lindsay Foster, Nu'20, GNu'21, is a Registered Nurse at Duke University.

Rebecca Huang, Nu'20, is an Associate Consultant at Putnam Associates.

Lindsey Ingram, Nu'20, is a MedSurge RN at Curl Foundation Hospital.

Mikayla Joseph, Nu'20, is a Registered Nurse at Children's Hospital of the King's Daughters.

Nicole Matteucci, GNu'20, Nu'20, is a Project Coordinator at Massachusetts General Hospital.

Jiaxuan Nie, Nu'20, W'20, is an Analyst at Compass Lexecon.

Meredith Pinheiro, Nu'20, is a Registered Nurse at Johns Hopkins.

In Memoriam

1940s



^ **Martha Beard, HUP'40**, on September 10, 2020. She retired as the school nurse from the Palmyra School District and was also the Lebanon County School Nurse who traveled to all the Lebanon County Schools.

She was very proud of being a school nurse. Martha was a 1937 graduate of Palmyra High School and a 1940 graduate of the University of Pennsylvania School of Nursing.

Wilma Fischer, HUP'46, on October 9, 2020.

Mary Jane Ottinger Leonard, HUP'47, on September 17, 2020. She was born in Philadelphia, Pennsylvania, and grew up in Bridgeton, New Jersey. She attended Mary Washington College in Virginia and was a proud graduate of the University of Pennsylvania

School of Nursing (HUP '47). She was also a member of the First United Methodist Church of Elon. She is survived by her son, James J. Leonard, Jr. and his wife, Melinda D. Leonard and her granddaughter, Sutton R. Leonard.



^ **Caroline Shopp, HUP'49,**

on August 9, 2020. Carole was a 1949 graduate of the University of Pennsylvania School of Nursing. In addition to being the proud mother of five children, she was the office manager and chair-side assistant in her late-husband's dental practice in Camp Hill, PA.

1950s

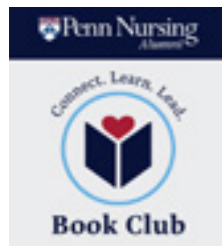
Catherine Clauss, HUP'50, on September 4, 2020.

Ruth Y. (Steely) Spacht, HUP'51, on January 15, 2021.



^ **Ruth Y. (Steely) Spacht, HUP'51**, was a first generation college student who loved being a nurse.

Alumni Connections



Read with the Penn Nursing Alumni Book Club

Our virtual community connects fellow Penn Nursing alumni, faculty, staff and friends as we read and discuss various book genres together, with a focus on health care, leadership and social justice for lifelong learning, personal growth, impact, and community. There is no cost to participate – you just have to get a copy of the book to enjoy.

Previous books have included *Just Mercy*, *Maybe You Should Talk to Someone*, *A Good Provider is One Who Leaves*, and *The Great Believers*. Live, complementary online book club events are also planned.

New books with reading schedules and guided conversation take place every 2-3 months. Sign up anytime at www.pbc.guru/nursingupenn and join the conversation!

Working Together for Diversity and Inclusivity

Penn Nursing Alumni is committed to diversity and equity in our programming and outreach in alignment with the School's social justice mission. Volunteers are needed from mentoring to event speakers to advisory roles, and more. If you are interested in joining our efforts – as an ally or a diverse alum – please complete our brief interest survey at www.nursing.upenn.edu/alumni

In Memoriam

She was the first person in her family to attend college and she loved being a nurse.

I believe in more recent years she sent, for your archives, her handwritten classroom notes. She had so many stories of her student years at HUP. She worked as a charge nurse at the Lancaster General Hospital in Lancaster PA, before being married and raising a family. During that time, she was a community nurse in Lititz, PA as well as a substitute school nurse and served as a court nurse several times.

Constance Haswell, HUP'52, on September 10, 2020.



^ **Priscilla Walker, HUP'52**, on September 21, 2020. Priscilla was a graduate of the University of Pennsylvania School of Nursing 1952; Saint Mary-of-the-Woods College (B.S.) 1981; and St. Thomas University (M.S., Health Management) 1987. After a lengthy nursing career, Priscilla, with her husband Ralph (1926-2007), retired and explored the United States by RV, often volunteering at national parks. Priscilla spent much of her time volunteering at organizations including Esperanza En Escalante, the Tucson Women's Commission where she was volunteer of the year in 1991, University Medical Center, and Grace St. Paul's Church where, for 13 years, she and her husband served as co-leaders of Joseph's Pantry, providing food to those in need.

Dorothy Crawford, HUP'53, on August 15, 2020.



^ **Margaret Hamilton Crothers, HUP'53**, on January 17, 2021. Margaret graduated from the University of Pennsylvania School of Nursing and earned her bachelors and master's degrees from Millersville University. She was a registered nurse for her entire career and was employed by Lancaster General Hospital, Easter Seals, and most recently as school nurse for the School District of Lancaster. She worked for over 10 years as an EMT/Crew Chief at West End Ambulance and was a member of the AIDS HIV Committee in the Episcopal Diocese of Central Pennsylvania.

Mary Hitchner, HUP'53, on December 4, 2020.

Marilyn Bloss, HUP'54, on September 7, 2020. Known by family and friends as Joan, she was a 1951 graduate of William Penn High School, and a 1954 graduate of The Hospital of the University of Pennsylvania School of Nursing. She worked for many years as an RN in York County, New York and in Florida.

Rose Cochran, Nu'58, on March 2, 2020.

Barbara Zegarski, HUP'58, Nu'58, on November 4, 2020. She graduated from William Penn High School, where she was part of the chorus and orchestra. While growing up, she worked occasionally at her father's business, Minnich's Pharmacy on West Market Street. She graduated from the School of

Nursing at the University of Pennsylvania in Philadelphia, and taught nursing for a short time before marrying the love of her life.



^ **Janet Opean, HUP'59**, on July 10, 2020. Janet studied nursing at the University of Pennsylvania where she earned a registered nursing (RN) license. She played Varsity Basketball in High School, and later was the Women's "AAA" Tennis Champion of Conejo Valley, California. Janet will be remembered for her faith, faithfulness, and practical love for her family and friends.



^ **Ann Brislin, GED'62**, worked as a nurse in Pennsylvania for 34 years.

Elizabeth Rismiller, HUP'59, on September 3, 2020.

1960s

Jennie Marie Demartinis, Nu'60, GNu'65, on October 4, 2020.

Ann Brislin, GED'62, on January 14, 2021. Born on Feb. 12, 1927, she graduated from St. Mary's High School in 1945 and Mercy Hospital School of Nursing in 1948. Ann Marie obtained her Bachelor of Science degree in nursing from College Misericordia in 1958 and earned her Master of Science degree in education and public health administration from the University of Pennsylvania in 1962. Ann Marie's nursing career spanned 34 years starting in 1948 at Mercy Hospital in Wilkes-Barre. In 1953, she began employment at the Department of Veterans Affairs Medical Center in Plains Twp.

In Memoriam

and subsequently transferred in 1961 to the Department of Veterans Affairs Medical Center in Philadelphia where she progressed from nursing supervisor to head nurse. In 1977, she returned to the Department of Veterans Affairs Medical Center in Plains Twp., where she retired as head nurse in 1982.

Kathryn Klaus, HUP'65, on November 28, 2020.

Kathy Mackey Young, HUP'69, on January 29, 2021. Kathleen graduated from The Hospital of the University of Pennsylvania in 1969, and later obtained her BSN from Emmanuel College, Boston, MA in 2001 with Presidential Honors. Over the years she worked in a wide variety of medical disciplines including a military hospital, nursing homes, private care and home hospice agencies.

1970s

Maureen Platt, GNu'70, on August 24, 2020. Maureen attended St. Francis School of Nursing in Trenton, NJ, where she received her RN in nursing. She also attended the College of NJ, where she earned a Bachelor of Science degree. In addition, she attended the University of Pennsylvania, where she earned a master's



^ **Leslie Skillman-Hull, GNu'80**, worked for a number of years as an instructor and assistant professor in Women's Health.

degree in Clinical Nursing and Nursing Administration. Maureen also taught at Emory University, before retiring with her husband, John, to their home in Sky Valley Georgia. Here she continued to work to meet not just the health needs of the community but was also active in all parts of the community. She served on the town council, as a member of the police auxiliary, as a member of the Sky Valley Chapel Administrative board.

Jean Stephenson, Nu'70, on December 13, 2020. Jean was a graduate of St. Pius X High School, class of 1964. She graduated from St. Joseph School of Nursing in Reading, then received her Bachelor of Science in Nursing from the University of Pennsylvania. She was a faithful member of Sacred Heart Catholic Church in Phoenixville. She loved spending time with family, playing competitive games of scrabble, or just relaxing in Rehoboth Beach, DE.

Jeanne Boyle Lutz, Nu'71, on December 11, 2020.

1980s

Leslie Skillman-Hull, GNu'80, on February 29, 2020. After high school, Leslie attended Syracuse University, graduating in 1975 with a BSN. In 1979 she earned an MSN from the University of Pennsylvania with a major in Health Care of Women and the Childbearing Family. Leslie worked as an instructor and assistant professor in Women's Health Care at the School of Nursing of the University of Rochester between 1984 and 1987, and as an assistant professor in Women's Health at the School of Nursing of the University of Colorado Health Sciences Campus in 1995 and 1996.

Rebecca Lundgren, GNu'82, on December 22, 2020. Born on the family farm in Narvon, Pennsylvania, she graduated from Phoenixville High School before attending Reading Hospital School of Nursing. After working briefly at Reading Hospital, she was a clinical nurse specialist at Wernersville State Hospital for 38 years while continuing her nursing education. She received her Bachelor of Nursing at Lebanon Valley College in 1980 and master's degree in Nursing at the University of Pennsylvania 1982. After retiring, she continued to volunteer, giving flu shots and providing hospice care.

1990s

Cheryl Lang, GNu'96, on February 8, 2021.

2020s



^ **Andrea Weidman, GNu'20**, on August 30, 2020. She was a graduate of the Pennsylvania State University and recently, The University of Pennsylvania. She served our country in the Air Force for 6 years. She was a registered nurse, patient advocate, and volunteer caregiver. Andrea's soul cast a bright light across everyone she touched - with her amazing sense of humor, infectious laugh, and generous creativity.

Friends of Penn



^ **Dr. Linda Antoinette Hatfield**, Associate Professor of Evidence-Based Practice and Director of Nursing Research and Science at Pennsylvania Hospital, who was a member of our Faculty since 2009, passed away on November 23, 2020. A neonatal nurse practitioner, Linda cared deeply for infants and that was evident in her teaching, research, and service. Linda held a bachelor's, master's, and doctorate in nursing science from Penn State University. She did her post-doctoral research on Molecular Human Genetics at the National Institute of Health and Georgetown University. One of her greatest areas of impact was her research and advocacy to advance pain management in infants. Beginning with her doctoral dissertation, Linda's work was foundational in changing practice at the institutional, state and national level. She conducted one of the early clinical trials testing the efficacy of oral sucrose for infant pain with immunization, which was published in Pediatrics. Her findings supported the use of oral sucrose for infants in ambulatory care.

Joshua C. Fagin on November 24, 2020. Joshua was an alumnus of the High School of Music and Art, Class of 1976. He was a talented composer, bass guitarist, and songwriter. Joshua's family deeply mourns his sudden passing. He is survived by his mother Dr. Claire M. Fagin, brother Charles Fagin and sister-in-law France Myung Fagin. Joshua was predeceased by his father, Samuel L. Fagin 11 months ago.

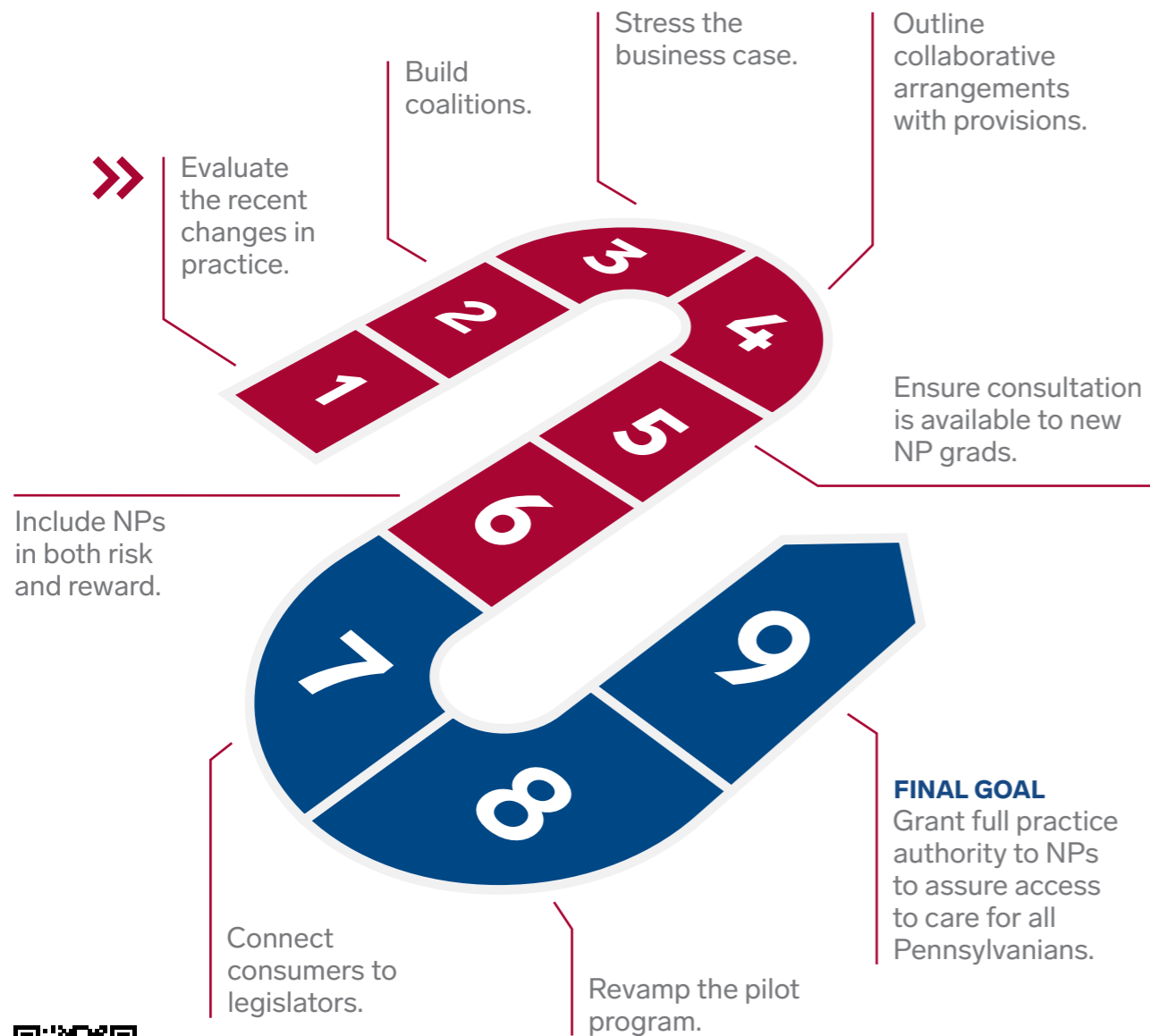
NP Scope of Practice Reform

Rewriting the Playbook in Pennsylvania: Putting Patients at the Center

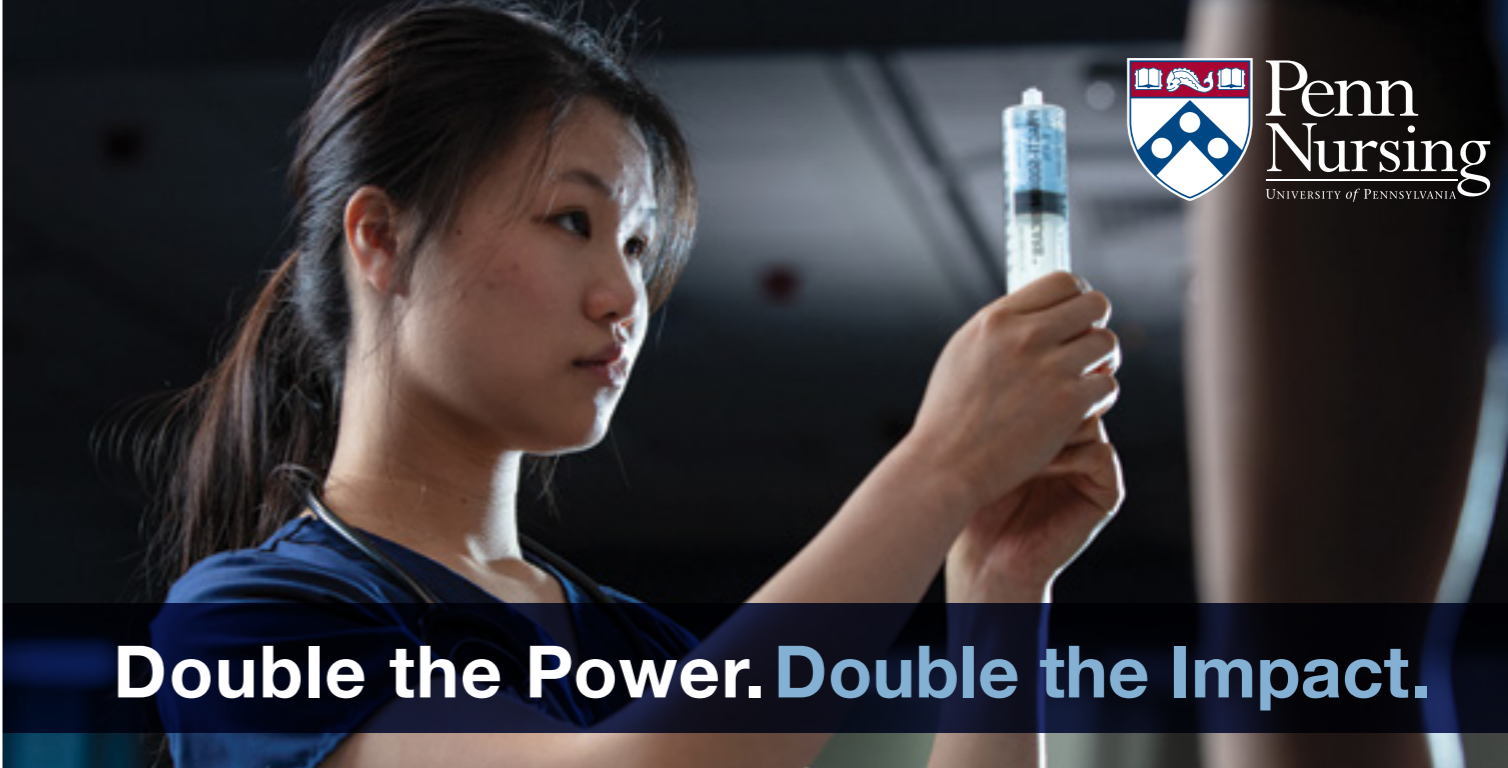
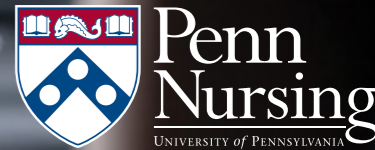
Pennsylvania is one of 28 states that has not expanded the scope of practice in its licensure laws for NPs—but since legislation was introduced in 2019, the landscape for reform has shifted, as the pandemic rapidly transformed health care and revealed striking health disparities. In response, many states relaxed or suspended their requirements for physician oversight of NPs, allowing them to expand their practice capabilities. Recognizing an opportunity, Penn Nursing and

Penn LDI held a virtual workshop on November 20, 2020, bringing together researchers, health professionals, and consumers to chart a new path forward. What follows are their recommendations to update SOP regulation to better meet the primary care needs of Pennsylvanians.

For a full overview of recommendations and outcomes from the virtual workshop, scan the QR code or visit www.nursing.upenn.edu/fullscope.



This is adapted from a policy brief authored by Penn Nursing's **Janet Weiner PhD MPH** and reflects rich discussions at the November 20, 2020 virtual workshop sponsored by Penn LDI and Penn Nursing with support from Penn Dental and Penn Law. The recommendations do not imply endorsement by each participant nor a consensus statement among them.



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Due to the COVID-19 pandemic and in accordance with CDC guidelines, Penn Nursing has cancelled and/or rescheduled many events. We ask that you visit our online events calendar at www.nursing.upenn.edu/calendar for current information.