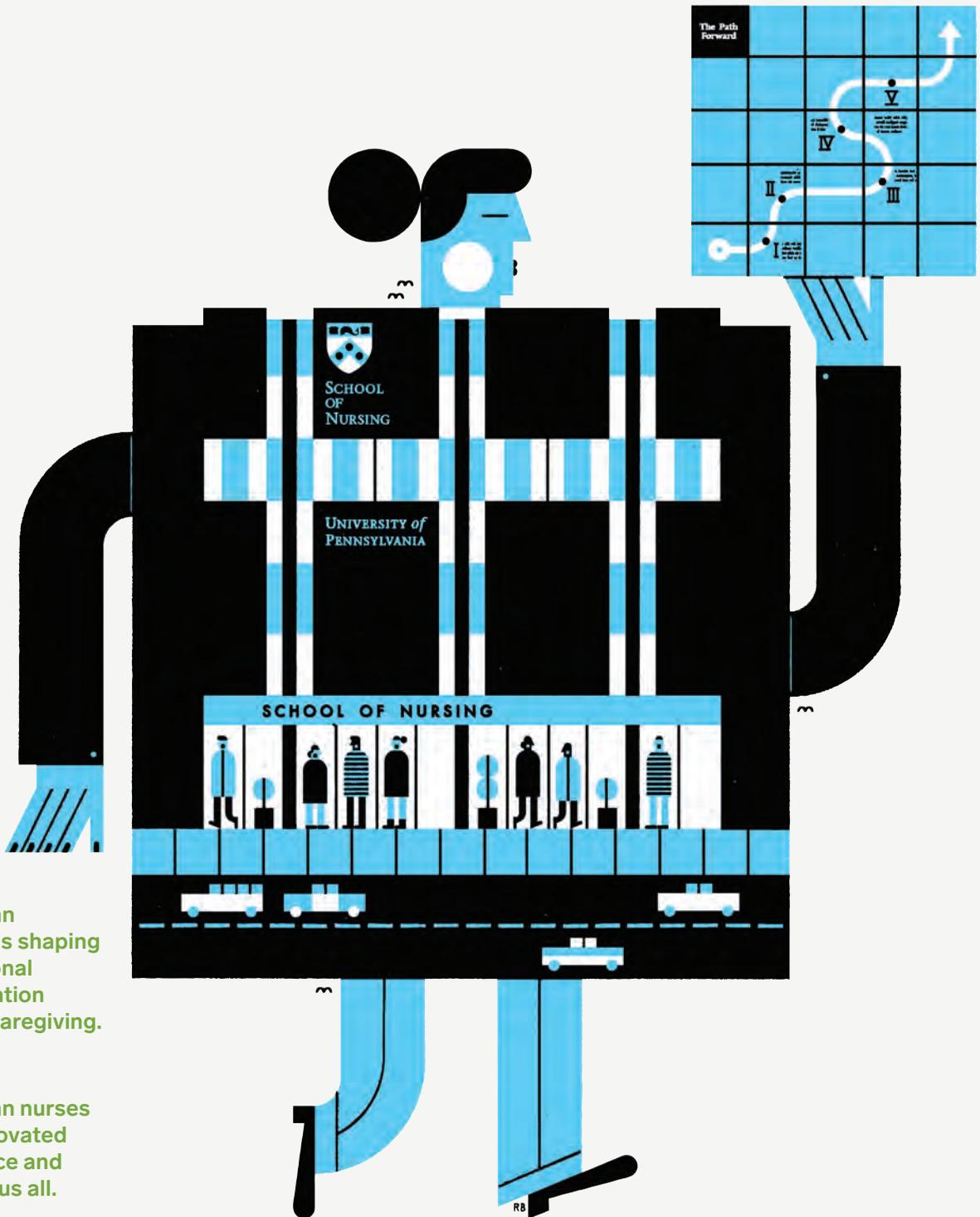


The Path Forward

As Dean Villarruel begins her second term, Penn Nursing charts its course toward achieving a Healthier, More Equitable Future.

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Penn Nursing



How Penn Nursing is shaping the national conversation around caregiving.

P. 16

How Penn nurses have innovated in practice and inspired us all.

P. 40





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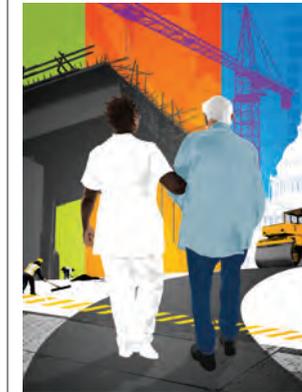
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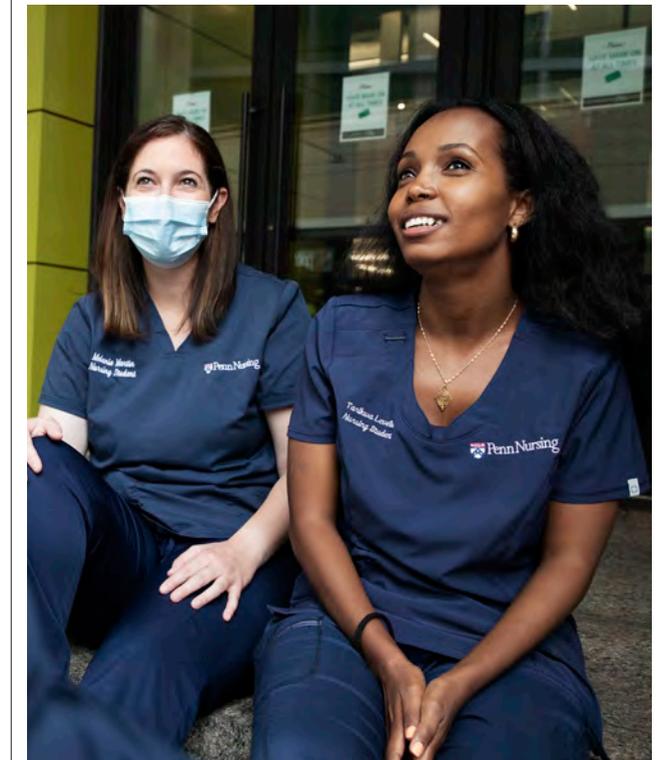
We want to hear from you about what it means to be a nurse and how nursing impacts everyone's life. Please submit your story by visiting www.nursing.upenn.edu/humans. Thank you!

Cover illustration by Raymond Biesinger

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“It’s a great opportunity that puts Penn Nursing in the center of influencing global health, right where we should be.”

—Nancy Biller MPH MA, p.22

135 Years of Connection + Impact

This fall, we celebrate 135 years at the forefront of leadership and innovation in nursing education, research, policy, practice, and equity. As Penn Nursing graduates, you demonstrate this impact every day through your work and engagement. Penn Nursing Alumni is proud to be your home for support along the way—now and for the future!



If you are looking for something not currently available, please reach out and we'll work with you to start something new!

For more ways to connect, see our website at www.nursing.upenn.edu/alumni or email us at NursingAlumni@nursing.upenn.edu.



Penn Nursing

UNIVERSITY OF PENNSYLVANIA SCHOOL OF NURSING MAGAZINE

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University of Pennsylvania School of Nursing Magazine

FALL 2021
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Dean's Letter

Integrated Innovation

PENN NURSING IS based on a rock-solid foundation of cutting-edge nursing education. From our beginnings as the Hospital of the University of Pennsylvania Training School for Nurses and through to today, our School has always committed to doing more, to developing the next generation of great nurses and great leaders, to being the solution to better health here in the States and around the world. Through the successful *Innovating for Life and Living* Campaign, which ended only months ago, we built on that foundation, expanding our work to integrate innovation into everything we do.

An unintended benefit of centering innovation is that it readied Penn Nursing to meet the challenges of COVID-19 head-on. Investments in education that were made possible through generous support of the Campaign meant that we were more prepared to provide students with the technology and tools needed to learn in a digital environment. Expansion of community engagement efforts right here in our own backyard—both because of the Campaign and through our *Year of the Nurse & Midwife* celebrations—helped us mobilize our faculty and students and allowed us to be more impactful at a time when underserved communities needed us most.

This issue of *Penn Nursing* magazine demonstrates the inspiring impact that has resulted from gifts to the Campaign and provides insight into what that innovation looks like in the world. While we're looking at nursing innovation in a new light these days, nurses have always



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

naturally been at the nexus of health care and ingenuity. You'll read about the many ways our alumni have brilliantly challenged existing practices during the pandemic, which ultimately saved lives and changed the very face of health care.

We're proud of our growth as a School, and now we're ready to build again through a new strategic plan. Again, we can *do more*. Wherever nurses work—whether in a clinical role, engaging in research, or sharing their health care knowledge in an executive role (and everywhere in between)—we are in a position to lead a revolution: A revolution for better health for all people.

It all starts with a bold strategic plan and the vision to develop experts and leaders in undergraduate and graduate nursing programs, buoyed by friends and supporters like you who understand what's at stake. Thank you for being a constant ally to our work and an advocate for nurses everywhere. ♡

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“We are in a position to lead a revolution: A revolution for better health for all people.”



She's a Brick House, 'Solid and Enduring'

A WOMAN'S BODY and an architectural form. A skirt and a hut. Her face projects a quiet strength, a calm, fixed determination. Her cornrows flow into braids that end at cowrie shells—a symbol of femininity and the African slave trade in which the shells were used as currency. Cast in bronze, standing sixteen feet tall with a nine-foot diameter at its base and weighing 5,900 pounds, the sculpture installed in November 2020 at the corner of 34th and Walnut Streets is “Brick House” by Simone Leigh. “Brick House” is part of Leigh’s series, Anatomy of Architecture which re-imagines the body, architecture, and gender.

Beyond these themes however, Leigh’s work often explores the intersection of public health and race. Her “Free People’s Medical Clinic,” was part of a 2014 exhibit, Funk, God, Jazz, and Medicine: Black Radical Brooklyn. Her contribution depicted unknown Black women nurses, midwives, and other medical professionals who have worked on the front lines in underserved neighborhoods decade after decade.

Notably, “Brick House” has no eyes. Leigh has said it’s because she didn’t want the figure to represent a particular person. Beholding the sculpture, one can sense the strength and determination of the countless Black nurses whose names may be forgotten, but whose work has sustained communities.

The first campus sculpture of and by a Black woman, “Brick House” refers not so much to the 1977 Commodores song, but to a Black woman with integrity. The form begs the viewer to consider femininity in a non-traditional way: not something weak and fragile, as Leigh told CBS Sunday Morning in 2019, but “solid and enduring.” ❖

PHOTO BY ERIC SVETKEY

News

Infants Experiencing Opioid Withdrawal More Often Treated in Poorer Quality Hospitals

Babies prenatal exposure to opioids often experience withdrawal symptoms once born. “These symptoms are physiologic, such as a higher heart rate, neurologic, such as difficulty feeding, and gastrointestinal, such as spitting up and diarrhea,” says Eileen T. Lake PHD MA FAAN, Professor of Nursing, Jessie M. Scott Endowed Term Chair in Nursing and Health Policy, Professor of Nursing and Sociology, and Associate Director of the Center for Health Outcomes and Policy Research (CHOPR). “There are behavioral symptoms: being hard to console, a piercing cry, jerky body movements.” When enough of the symptoms surface, a newborn may be diagnosed with neonatal abstinence syndrome (NAS).

Incidence of NAS has increased five-fold in the past decade, in line with an uptick in opioid use and addiction in the United States. In a new area of research, Lake, along with Penn Nursing fellows Rachel French and Rebecca Clark, Kathleen O’Rourke of the Hospital of the University of Pennsylvania, and Scott Lorch of the Children’s Hospital of Philadelphia, wanted to better understand where newborns with NAS most often receive care. The research team analyzed three datasets (accounting for 25 percent of U.S. births annually) that included more than 3,100 babies diagnosed with NAS at 266 different locations. They found that these newborns were more frequently cared for in poorer quality hospitals, which have been linked to worse patient outcomes. Their findings were published in *Hospital Pediatrics*, a journal of the American Academy of Pediatrics.

Violence and Its Effects on Health Care Service, Access, and Strategies

Until now, the mechanism of violence and its impact on both health and health care use has not been investigated. A new study from Penn Nursing is one of the first to examine the association between violence exposure and health care service utilization in Mexico. Results are published in the *International Journal of Health Equity*. The study explores how violence relates to service utilization changes as a possible mechanism that may impact

◀ Eileen Lake PHD MA FAAN

short- and long-term health. “Violence is a pervasive problem in developing nations such as Mexico and its consequences for service utilization are important to understand,” says Laura X. Vargas PHD MSW MPA, Vice-Provost post-doctoral fellow at the Penn Injury Science Center at Penn Nursing and lead author of the study. Given the prolonged period of escalating violence in Mexico, policymakers should consider whether broader investments in health prevention, primary care, and mental health might effectively buffer some of the long-term (perhaps costlier) impacts of violence on the health of society, the researchers suggest.

Inaugural Senior Director of Women’s Health Initiatives

Monique Howard EDD MPH, has been appointed the inaugural Senior Director of Women’s Health Initiatives. This new position will work to heighten visibility and strengthen both research and programming that originates out of the Center for Global Women’s Health (CGWH). “We are very excited that Dr. Howard is joining Penn Nursing in this capacity,” said Holly Harner PHD MBA MPH RN WHCNP-BC FAAN, the Afaf I. Meleis Director of the Center for Global Women’s Health. “She will work to advance and create viable local and global partnerships to address central issues affecting women including violence and victimization, maternal morbidity and mortality, and gender equity and inclusivity.” Dr. Howard has been a public health practitioner with a focus on women’s health for over 25 years. She has led a statewide female specific AIDS



▲ Monique Howard EDD MPH

service organization in New Jersey, a maternal and child health organization in Chester County, Pennsylvania, the New Jersey Department of Women’s Health, and most recently, WOAR, Philadelphia’s only rape crisis center (formerly known as Women Organized Against Rape). Howard excels in non-profit management, fund development, creating strategic alliances, and mobilizing communities around sensitive topics. She is a thought leader on issues that impact women and communities.

Penn Nursing-led Philly Team Awarded NIH Grant to Expand COVID-19 Outreach



José A. Bauermeister PHD and Antonia Villarruel PHD are leading one of 10 new research teams across the country that received National Institutes of Health (NIH) grants totaling \$14 million to extend the reach of the NIH’s Community Engagement Alliance (CEAL) Against

COVID-19 Disparities. The Philly CEAL team was awarded \$1.4 million from the NIH with additional support from Penn Nursing and The University of Pennsylvania, bringing the total for the alliance to \$1.53 million. The team includes Penn Medicine, the Annenberg School for Communication, the Philadelphia Public Health Department, and Philly Counts.

Over the next year, CEAL researchers will work with community leaders, trusted organizations, and experts familiar to diverse communities across Philadelphia to strengthen a local response to COVID-19. Philly Counts will help provide materials and support to the grantees to ensure the greatest impact on communities. As teams within the CEAL Alliance personalize these outreach strategies, they will also share their findings with each other and the broader community of those working to move the country past the pandemic. Using collected data from Philadelphia residents, city epidemiologic data and trends, and feedback from communities, the Philly CEAL team will propose programs that align with the needs of the community, synergize existing efforts across the city, and evaluate new COVID-19 initiatives as they are rolled out in Philadelphia.



▲ Alycia Bischof MSN APRN PNP-BC

Numbers of Note

\$60,000,000

Total goal for *Innovating for Life and Living Campaign*

\$63,090,637

Total raised in support of Campaign

13,426

Total number of gifts

4,306

Total number of donors

1,185

Number of first time donors to Penn Nursing

8

Number of gifts over \$1 million

13,119

Number of gifts below \$25,000

41

Number of new endowed/term scholarships created

\$2.1 Million

Total amount of new gifts to renewed or existing scholarships

CEAL is an NIH-wide effort co-led by the National Institute on Minority Health and Health Disparities (NIMHD) and the National Heart, Lung, and Blood Institute (NHLBI).

Advocating Reimbursement Parity for Nurse Practitioners

The current Medicare reimbursement policy for nurse practitioners (NPs) allows NPs to directly bill Medicare for services that they perform, but they are reimbursed at only 85% of the physician rate. A growing number of states are granting full practice authority to nurse practitioners. Even more states have loosened practice restrictions due to COVID-19. Both of these reasons illustrate why payment parity is essential. In an article in *The Online Journal of Issues in Nursing*, Alycia Bischof MSN APRN PNP-BC, Senior Lecturer at Penn Nursing, argues that given the increased role of NPs (particularly during the pandemic) and their proven ability to provide care comparable to physicians, Congress should allow Medicare to increase the NP reimbursement rate to 100% of the physician pay rate. “The COVID-19 pandemic serendipitously led to the removal of many restrictions on NP practice, a positive change that needs to become permanent. This is the time for NPs to seize the opportunity to work with MedPAC to achieve full reimbursement for care provided,” she says.



▲ Amy Sawyer PHD RN

1 in the World Six Years Running

Since 2016, Penn Nursing has been the #1 nursing school in the world. Penn Nursing again retains the top spot for 2021, according to a recent ranking by QS World University. The rankings highlight the world’s top universities in 51 different subject areas based on academic reputation, employer reputation, and research impact.

Treating Sleep Apnea with CPAP Therapy is Associated with Lower Risk of Heart Problems

Penn Nursing’s Amy Sawyer PHD RN, Associate Professor of Sleep & Health Behavior, is co-lead investigator for a study showing that patients with untreated, moderate to severe obstructive sleep apnea had a higher risk of experiencing a cardiovascular event, but the risk of incident heart problems was decreased in those who used CPAP therapy. The findings were published recently in an online supplement of the journal *Sleep* and were presented as a poster during Virtual SLEEP 2021.

“Our big data study results emphasize the importance of treating sleep apnea with CPAP to reduce cardiovascular risks with greater risk reduction in more severe sleep apnea,” says Sawyer.

The study is a multi-site collaboration between Kaiser Permanente Southern California and Penn Nursing. It was supported by funding from the American Academy of Sleep Medicine and the American Heart Association.

Design Thinking Results in Innovative Clinical Pathway

New research shows that design thinking, an approach typically used in engineering and business, has merit in helping nurses and

▶ J. Margo Brooks Carthon PHD RN FAAN

other health care providers develop clinical pathways to improve care transitions for socially at-risk patients.

In an article in *American Nurse Journal*, researchers explain how they used design thinking to develop THRIVE clinical systems to improve outcomes for patients who are socially at risk. THRIVE has enrolled over 400 patients and involved more than 100 hospital and community-based health care providers. Patients have experienced reduced readmissions and ED visits and increased primary care and specialty care follow-up. “Innovation and design thinking supports nurses and other providers who want to address problems they face at the bedside by using creative, patient-centered approaches,” says J. Margo Brooks Carthon PHD RN FAAN, Tyson Family Endowed Term Chair for Gerontological Research and Associate Professor of Nursing lead author of the article.



Appointments and Awards Round-Up

DOLORES ALBARRACÍN PHD was named the University of Pennsylvania’s twenty-eighth Penn Integrates Knowledge University Professor. Albarracín, a world-renowned social psychologist, is the Alexandra Heyman Nash University Professor, with joint appointments in the Annenberg School for Communication and the Department of Family and Community Health in the School of Nursing.

J. MARGO BROOKS-CARTHON PHD has been named the Tyson Family Endowed Term Chair for Gerontological Research.

DEBORAH WATKINS BRUNER PHD GR’99 received the 16th Claire M. Fagin Distinguished Researcher Award. She delivered the lecture “Inspiration, Innovation and Impact” virtually during the award presentation on April 15.

KAREN GLANZ PHD MPH, the George A. Weiss University Professor in the School of Nursing and the Perelman School of Medicine, has been appointed to the National Institutes of Health (NIH) Behavioral and Social Sciences Research (BSSR) Integration Working Group.

NANCY HODGSON PHD RN FAAN, the Anthony Buividas Term Chair in Gerontology, Professor of Nursing, and Chair of the Biobehavioral Health Sciences Department (BHS), has been appointed to the thirteenth cohort of the Penn Fellows Program for 2021.

SHARON Y. IRVING PHD CRNP FCCM FAAN, Associate Professor of Pediatric Nursing and Vice-Chair of Penn Nursing’s Department of Family and Community Health, has been named a 2021

Fellow of the American Society for Parenteral and Enteral Nutrition (ASPEN).

The University of Pennsylvania honored **SALIMAH MEGHANI, PHD MBE RN FAAN**, Professor of Nursing in the Biobehavioral Health Sciences (BHS) Department, Term Chair of Palliative Care, and Associate Director of the NewCourtland Center for Transitions and Health, with a 2021 Christian R. and Mary F. Lindback Award for Distinguished Teaching.



▲ Salimah Meghani PHD MBE RN FAAN

KRISTA PINOLA NU’86 was appointed Chair of the School of Nursing Board of Advisors. Andie Laporte, past chair, and Dean Villarruel unanimously endorsed this appointment.

THERESE S. RICHMOND PHD RN FAAN, the Andrea B. Laporte Professor of Nursing and Associate Dean for Research & Innovation, has been appointed to the National Academies of Sciences, Engineering, and Medicine Board on Population Health and Public Health Practice.

▼ Sharon Y. Irving PHD CRNP FCCM FAAN



HEATH SCHMIDT PHD has been named the Killebrew-Censits Chair in Undergraduate Education.



▲ Heath Schmidt PHD

ANTONIA VILLARRUEL PHD RN FAAN, the Margaret Bond Simon Dean of Nursing, received the Ohtli Award, the highest honor bestowed by the Mexican Government to individuals and organizations that have stood out for empowering the Mexican diaspora and helped “open the path” for new Mexican American and Latino generations.

The Gerontological Society of America (GSA) honored three Penn Nursing professors for their outstanding research, distinguished leadership in teaching and service, and for fostering new ideas in gerontological science.

KATHRYN H. BOWLES PHD FAAN, FACMI, Professor of Nursing and the van Ameringen Chair in Nursing Excellence; and **NANCY A. HODGSON PHD RN FAAN FGSA**, the Claire M. Fagin Leadership Professor in Nursing, and Chair of the Department of Biobehavioral Health Sciences, received the Doris Schwartz Gerontological Nursing Research Award. **PAMELA Z. CACCHIONE PHD CRNP GNP BC FGSA FAAN**, the Ralston House Endowed Term Chair in Gerontological Nursing and Professor of Geropsychiatric Nursing, received the Joseph T. Freeman Award.

Recent Retirements

Many members of the Penn Nursing community have retired since January 2020. Please join us in thanking the following faculty and staff for their meaningful service to Penn Nursing and Penn. We wish them nothing but success and enjoyment in their future endeavors.

Faculty

Kathleen Burke, January ‘20 after 34 years.

Mary Ersek, December ‘20 after 13 years.

Wendy Grube, June ‘20 after 18 years.

Ann O’Sullivan, June ‘21 after 48 years.

Rebecca Phillips, July ‘20 after 24 years.

Barbara Riegel, June ‘21 after 19 years.

Anne Teitelman, June ‘20 after 16 years.

Victoria Weill, August ‘21 after 30 years.

Staff

Ann Franco, April ‘20 after 36 years.

Helene Lee, May ‘20 after 41 years.

Brian McDevitt, February ‘21 after 19 years.

Robert McDonald, September ‘20 after 26 years.

Adrienne Ricks, July ‘21 after 31 years

Media Spotlight

Nurses Deserve Better. So Do Their Patients.

Hospitals, nursing homes, and schools in America are understaffed with nurses. In an invited commentary for the *New York Times*, Linda Aiken PhD RN FAAN FRCN, Professor of Nursing and founding director of the Center for Health Outcomes and Policy Research, explains why, and how to fix the problem.

THE COVID-19 PANDEMIC exposed strengths in the United States's health care system — one of the greatest being our awesome nurses. But it also exposed many weaknesses, foremost among them being chronic nurse understaffing in hospitals, nursing homes, and schools.

More nurses died of job-related Covid-19 than any other type of health care worker. The more than 1,140 U.S. nurses who lost their lives in the first year of the pandemic knew the risks to themselves and their families. And yet they stayed in harm's way. They cared for their fallen co-workers. They went to New York from around the country to fight on the front lines in the first Covid surge. Nurses from Northwell Health in New York returned that support by deploying to the Henry Ford Health System in Detroit in December when Covid surged there.

We celebrate nurses now. We call them heroes. But if we value their sacrifices and want them to be there when we need them, we must prevent a return to the poor prepandemic working conditions that led to high nurse burnout and turnover rates even before Covid.



As a nurse with extensive clinical experience in hospitals, I found it nearly impossible to guarantee safe, effective and humane care to my patients. And so I established the world's leading research center on nursing outcomes to understand the causes of nurse understaffing in the United States and abroad and to find solutions to the problem.

The United States has a robust supply of nurses. And there is no evidence that recruits to nursing have been deterred by Covid. To the contrary, applications to nursing schools increased during the pandemic.

Nevertheless, we find ourselves too often with a shortage of nursing

care. Many decades of research reveal two major reasons: First, poor working conditions, including not enough permanent employer-funded positions for nurses in hospitals, nursing homes, and schools. And second, the failure of states to enact policies that establish and enforce safe nurse staffing; enable nurses to practice where they are needed, which is often across state borders; and modernize nurse licensing rules so that nurses can use their full education and expertise.

Training more nurses cannot solve these problems. But more responsible management practices in health care, along with better state policies, could.

PHOTO PATRICK T. FALLON/AFP VIA GETTY IMAGES

Not only are states not requiring safe nurse staffing, but individuals also do not have the information and tools they need to pick hospitals and nursing homes based on nurse staffing or to advocate better staffing at their hospitals and nursing homes.

Ninety percent of the public in a recent Harris Poll agreed that hospitals and nursing homes should be required to meet safe nurse staffing standards. But powerful industry stakeholders—such as hospital and nursing home organizations and, often, medical societies—are strongly opposed and usually defeat legislation.

The New York State Legislature is the first in the postpandemic era to fail

to approve proposed safe nurse staffing standards for hospitals. The legislature passed a bill that did not require safe nursing ratios, opting instead for internal committees at hospitals to oversee nursing and patient safety. This happened despite compelling evidence that the legislation would have resulted in more than 4,370 fewer deaths and saved over \$720 million over a two-year study period through shorter hospital stays.

What are the solutions? While there are some actions the federal government could take, the states have most of the power because of their licensing authority over occupations and facilities. The hospital and nursing home industries

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“We need influential champions taking on special interests.”

have long failed to police their members to remove the risk of nurse understaffing. So states should set meaningful safe nurse staffing standards, following the example of California, where hospital nurses cannot care for more than five adult patients at a time outside of intensive care. State policies are tremendously influential in health care delivery and deserve greater public attention and advocacy, as they are also ripe for exploitation by special interests.

In states with restrictive nurse licensing rules, many governors used their emergency powers during Covid surges to waive restrictions. If they were not needed during a national medical emergency, why are they needed at all?

Still, the federal government has a role to play: It should require hospitals to report patient-to-nurse staffing ratios on the Medicare Hospital Compare website, because transparency motivates improvement. The federal government could incentivize the states to pass model nurse practice acts.

We need influential champions taking on special interests so that states will make policy changes that are in the public's interest. AARP is using its clout to advocate nurse-friendly policies. But health insurers and companies such as CVS, Walgreens and Walmart that provide health care have been on the sidelines.

While we long to go back to pre-Covid life, going back to chronic nurse understaffing in hospitals, nursing homes and schools would be a big mistake. We owe nurses and ourselves better health care resources. The so-called nurse shortage has become an excuse for not doing more to make health care safe, effective and patient-centered. State legislators must do their job. Health care leaders must fund enough positions for nurses and create reasonable working conditions so that nurses will be there to care for us all. ❀

Excerpted from the opinion piece by Dr. Linda Aiken that originally appeared in the NYTimes, August 14, 2021.

Around the Globe



46

Number of international donors who supported the *Innovating for Life and Living Campaign*.

Virtual Capacity-Building Session

Nicaragua

A Penn Nursing Midwifery team of alumni, graduate students, and faculty, led by **Mamie Guidera MSN CNM FACNM**, prepared and delivered a virtual capacity-building session in June 2021. Attendees included more than 200 nurses and midwives working in locations throughout Nicaragua as part of Penn Nursing's WHO Collaborating Center commitment to promote maternal health and reduce maternal mortality through increasing the country's health care workforce capacity. The virtual session—the first of a series delivered in summer 2021—was designed to hone skills in identification and intervention of a variety of obstetric emergencies.

Fulbright Scholar in Israel

Israel

Joshua Porat-Dahlerbruch Nu'17 GNu'18 GR'21 was awarded a Fulbright Postdoctoral Fellowship—a rare honor for nurses—to pursue his research project, “Nurse Practitioner Integration into the Israeli Healthcare System,” at Ben-Gurion University's Department of Health Systems Management in Be'er Sheva, Israel. The project explores barriers and facilitators to implementing the nurse practitioner role introduced in Israel several years ago. “I believe nurses are the key to improving care quality and advancing health-system efficiency,” he says. “The Fulbright award will allow me to research ways to develop and foster a major nursing role so that nurses can best serve the public.”

17

Number of countries represented by alumni at Penn Nursing events and programs throughout the Campaign.

“Women's experiences of horrific sexual violence during war and conflict were difficult to hear, but it is absolutely critical for their stories to be raised up and recognized.”

—**Holly Harner PHD MBA MPH RN WHCNP-BC FAAN**,
The Afaf I. Meleis Director of the Center for Global Women's Health

Africa Research Symposium

Africa

Connie M. Ulrich PHD RN FAAN, Lillian S. Brunner Chair in Medical and Surgical Nursing; **Allison M. Buttenheim PHD MBA**, Patricia Bleznak Silverstein and Howard A. Silverstein Term Endowed Professorship in Global Women's Health; and **Onome Osokpo PHD MSc MSN RN**, a Provost Postdoctoral Fellow and a Postdoctoral Research Fellow at Penn Nursing's NewCourtland Center for Transitions and Health, presented research at the Penn Africa Research Symposium in May 2021. “[It] was a

wonderful opportunity to bring together an interdisciplinary group of scholars across the University to showcase the work that is being done in Africa to advance the health and well-being of African citizens,” Ulrich says. “We often work in silos and are unaware of other activities that are happening across the University, but following this symposium I have been able to connect with other researchers to begin to discuss collaborative efforts where bioethics may intersect with other areas of interest in Tanzania.”



War and Women Discussion

In April 2021—in recognition of International Women's Day and Sexual Assault Awareness Month—Penn Nursing's Center for Global Women's Health and the Office of Global Health Affairs hosted Christina Lamb OBE for the virtual Soad Hussein Hassan Global Scholar Lecture. Her presentation focused on her book, *Our Bodies, Their Battlefield: What War Does to Women*. Lamb, one of Britain's leading foreign correspondents, has written nine books, including the bestselling *The Africa House* and *I Am Malala*, co-written with Malala Yousafzai. Lamb is the chief foreign correspondent for The Sunday

Times. **Holly Harner PHD MBA MPH RN WHCNP-BC FAAN**, the Afaf I. Meleis Director of the Center for Global Women's Health, says, “Women's experiences of horrific sexual violence during war and conflict were difficult to hear, but it is absolutely critical for their stories to be raised up and recognized.” Over 130 people attended this event; one nursing student noted, “The presenter's bravery was particularly inspiring [...] While there is improvement in women's health that needs to be made everywhere, it is important that we focus our interests more globally as students and health care professionals.”



Partners in Health Collaboration

Africa and Haiti

A new collaboration with Partners in Health (PIH) led Penn Nursing to a dynamic cooperative with PIH's Global Nurse Executive Fellowship program. The program, which facilitates the development of culturally humble and confident nursing and midwifery leaders who transform health systems and improve population health, tapped **Hanne S. Harbison MHSPH MSN WHNP-BC**, the Director of the Women's Health/Gender-Related NP Track as Faculty Mentor to Renfield Foundation Global Nursing Fellows **Barbara Doyle RN MSN PMP** and **Luca Koritsanszky RN MPH**. The team worked with ten PIH Global Nurse Executive Fellows from six different countries (five countries in Africa, plus Haiti). The Penn Nursing team also lent support to a pressing need of their Zanmi Lasante team at the Hôpital Universitaire de Mirebalais in Haiti.



Enhanced Partnership with VinUni

Vietnam

Penn Nursing and Vietnam's VinUniversity signed a Letter of Intent on the exploration of a coordinated undergraduate-to-advanced-nursing-degree pathway, an enhancement of their educational partnership that launched in 2018. As currently proposed, students enrolled in the program would have a choice between two options—three years at VinUni followed by two years at Penn Nursing, or four years at VinUni followed by one year at Penn Nursing—with both five-year pathways leading to an advanced nursing degree.

Practice & Community



▲ Penn Nursing volunteers, including Dean Villarruel, have administered vaccines.

Telehealth Study

Hanane Chaibainou CRNP ACNP-BC GNu'10, a neurosurgery NP at Penn Medicine, and Fatma Haiderzad MS APRN CRNA, an anesthetist at Mount Sinai Health System—both current Penn Nursing Post-Masters DNP students—have been conducting telehealth studies in the Department of Neurosurgery at Pennsylvania Hospital during the pandemic. They examined the effectiveness of telehealth (compared to

in-person visits)—and found high levels of patient satisfaction and optimized provider productivity while noting racial disparities in telehealth usage and insufficiencies in certain neurological examination criteria. Chaibainou and Haiderzad point to physical distancing due to COVID-19 during the study as a challenge, but they note the knowledge acquisition, contribution, and confidence gained through the project was a triumph. “From concept ideation, design, statistical analysis, and writing—these are experiential tools of discovery

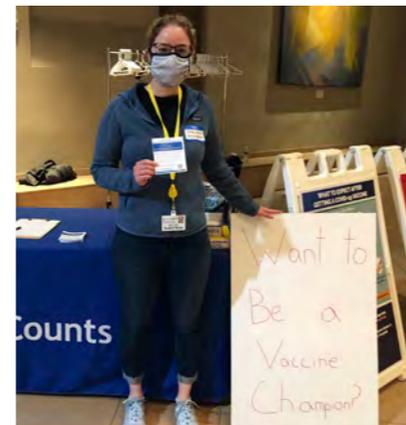
I would never have obtained without the doctoral program at Penn,” says Haiderzad. “Our project’s findings have significant implications for the health system, its patients, and stakeholders. We wish to acknowledge our faculty mentor Rosemary Polomano PHD RN FAAN who led us every step of the way.”

Vaccine Engagement

Penn Nursing’s commitment to COVID-19 community vaccine clinics and messaging in the city of Philadelphia includes over 80 students, alumni, and faculty (including Margaret Bond Simon Dean of Nursing Antonia M. Villarruel) engaging in the effort. Representatives from the School—in collaboration with Penn Medicine, Children’s Hospital of Philadelphia, the Black Doctors Consortium, the Philadelphia Chinatown Development Corporation, and others—have administered vaccines across the city. Undergraduate and graduate students have provided vaccine-related health information at vaccination drives and through Philly Counts phone banking and direct canvassing programs, while also working to address vaccine hesitancy through the Philly Counts Vaccine Champions program, which trains community members to advocate for vaccine uptake.

Supporting a Diverse Nursing Workforce

In collaboration with Puentes de Salud and the Netter Center, a group of students engaged with Community Champions to promote nursing as a career to students in Philadelphia schools with large populations of Black and Hispanic youth. They engaged the community sites and their target audiences with materials most relevant for those underrepresented in nursing. Participants included MSN student Christina Minissale; ABSN students Megan Landriau and Annie Gervertz; and BSN students Sarah Badlis, Graciela Bolanos, and Isabel Martinez. This work was supported with a gift from Melanie Franco Nussdorf CW’71 and Lawrence C. Nussdorf W’68 as part of the *Year of the Nurse and Midwife* initiative.



▲ Penn Nursing students, faculty, and alumni serve as Vaccine Champions

Centering Community Champions

Community Champions, Penn Nursing’s service-learning group for students, provides an important opportunity to interact with community members outside of Penn. And, according to the students who evaluated student perspectives on barriers and facilitators to joining the group, it also enhances their undergraduate experience and provides professional advancement. This evaluation was published in the *Journal of Nursing Education and Practice*, with one article reviewer noting that the “findings will benefit other medical specialties such as medicine and public health students.” Authors include former Community Champion leaders and Penn Nursing alumni Evangeline Chen Nu’20, Naun Kim Nu’20, and Emily Webster Nu’21.

Community Engagement Partnership

The community engagement partnership between Penn Nursing and the Hospital of the University of Pennsylvania’s Department of Nursing drew attention at the American Organization for Nursing Leadership (AONL) Virtual Conference in July 2021. An oral presentation at the conference highlighted collaboration priorities, including advancing advocacy in the community and mentorship of student nurses by licensed nurses. As a result of this partnership, HUP required the review of an educational module, developed by Penn

Nursing, to prepare licensed nurses for respectful engagement with communities; and a team of nurses and students supporting staff and patient U.S. Census and voting participation. Their work contributed to over 200 hospitalized patients voting in the 2020 election.

Social Support and More

A group of Penn Nursing students were a lifeline to patients with hypertension and diabetes during the pandemic, thanks to their support of Heart Health Bridge to Care clinic, a free health care clinic staffed by Penn medical and nursing students and supported by the schools associated with United Community Clinic. In March 2020, in-person operations ceased, however, and pivoted to providing telehealth services to patients who would have otherwise lost health care access, providing them with medications to manage diabetes and/or hypertension, as well as providing social support. ABSN student Haley Lucian, who joined the clinic staff in fall 2020, noted, “I found that our ongoing social support was just as important, if not more important, than the medical support my colleagues and I were providing. While we don’t know exactly what the future will hold for COVID and the clinic, we are hoping to be back in-person soon.”

Global Bite

In a September 2021 Global Bites event, Penn Nursing Postdoctoral Fellow Fanghong Dong and PhD Student Yeji Wang shared the results of their research from a summer 2020 project aimed at gaining a comprehensive understanding of the association between racial discrimination, social isolation, and mental health among Asian international graduate students during the pandemic. The research project was sponsored by the Office of the Provost Campaign for Community Grant. “It’s time for us to rethink the concepts of diversity, belonging, and justice,” say Dong and Wang. “We hope to build bridges between vulnerable populations and others that will create a future in which we can all stand together, especially in challenging times.”

◀◀
“It’s time for us to rethink the concepts of diversity, belonging, and justice.”



▲ Penn Nursing has joined in numerous efforts throughout Philadelphia to vaccinate the public against COVID-19.

Policy

Roads, Bridges, and ... Caregivers?

Why caregiving became a crisis in our country, what the federal government is going to do about it, and how Penn Nursing is shaping the conversation.

By Miles Howard

AT A GLANCE, the Savioke Relay robot brings to mind a 3 foot tall bluetooth speaker. With the help of wheels beneath its base, the cylinder-shaped robot roams the halls of hotels and hospitals, delivering supplies to staff. But soon, it could take on a weightier task—helping older adults with basic self-care challenges such as retrieving items, and thereby, providing some relief for their caregivers. Pamela Cacchione PHD CRNP GNP BC FGSA FAAN, Ralston House Endowed Term Chair in Gerontological Nursing and Professor of Geropsychiatric nursing, has been investigating ways to retrofit Relay. As part of a National Science Foundation Grant, one of the engineering students she collaborated with managed to modify the robot with an extending arm capable of retrieving objects from cabinets and off the floor. In a recent successful trial, older adults played a bean bag toss game and the Relay returned the bags to the participants. Cacchione has designed a range of nursing intervention technology including a sock that monitors the wearer for warning signs of heart failure.

But now, one of the most salient thoughts on Cacchione’s mind is how to get interventional devices like these into more homes and spaces where care is being rendered to older adults and people with disabilities. “We want to design low cost technologies that are within reach for people—which will also decrease costs in the long run,” Cacchione says. “We have to figure out how to deploy technologies that support more caregivers. We need to think about them from a social justice viewpoint.”

In the United States, stratified access to caregiving technologies is just one example of how caregiving, as an essential good, is compromised by structural inequalities: many of which have been exacerbated by the pandemic. Nearly 1 million elderly and disabled Americans from lower income communities are currently on a waitlist for receiving in-home caregiving services. Professional caregivers, most of whom are women of color, have been historically underpaid. North Dakota currently offers caregivers a yearly average income of \$34,020—the highest of any state—but this metric falls well below North Dakota’s \$52,450 median annual income for all occupations. Worse yet, a shortage in the U.S. caregiving workforce points to the dearth of benefits and support for those in the profession: most crucially, childcare. And then there’s the estimated 50 million Americans providing unpaid caregiving to their own

“We have to figure out how to deploy technologies that support more caregivers. We need to think about them from a social justice standpoint.”

family members, often to the detriment of their careers and their quality of life.

The state of caregiving in the U.S. is dire, and the Biden administration is looking to respond to the crisis in an unprecedented way—by folding caregiving into infrastructure spending. On the heels of the American Rescue Plan, which increased Medicaid funding for caregiving services, President Biden and the Democratic Party’s proposed “two track” infrastructure package would address the shortcomings and inequities of America’s caregiving system at their roots. The first track of the plan—a \$1.2 trillion infrastructure package with funding for America’s roads and transit services—cleared the Senate in early August. But the larger \$3.5 trillion package within the plan (to be passed via budget reconciliation with a simple majority vote) includes \$400 billion for growing the caregiving workforce, expanding caregiving access to underserved communities, and boosting caregivers’ wages and benefits: including the right to unionize. The Biden administration is pursuing a structural rebuild but also, a paradigm shift. The infrastructure bill could be a step toward making caregiving as endemic to American life as highways and bridges.

Biden’s proposal is well-timed. The stressors and economic turmoil of the pandemic have been especially difficult for caregivers, both paid and unpaid. “[During the pandemic] we lost a large number of caregivers who would otherwise have been able to go into people’s homes and care for aging people or people with disabilities,” says Mary Naylor PHD RN FAAN, Marian S. Ware Professor in Gerontology and the Director of the NewCourtland Center for Transitions and Health. Naylor points to the fear of contracting COVID-19 and limited access to

childcare as key factors that forced many professional caregivers out of the workforce. Unpaid caregivers—usually family members—have struggled to keep up with the heightened demands of mid-pandemic life while bearing the weight of rendering care. In a recent national study on unpaid caregivers by the Massachusetts-based caregiving services platform ARCHANGELS, 70% of the study subjects reported dealing with adverse mental health symptoms during the pandemic, and 53% of those caring for both older adults and children had experienced suicidal thoughts.

Naylor and her colleagues at the NewCourtland Center have witnessed these residual effects of unpaid caregiving up close, through their research with older adults’ transitional experiences as they navigate a maze of hospitals, skilled nursing facilities, and in-home caregiving. “Early in our work, it became very apparent to us that we needed to support the health of individuals caring for their family members as much as the older adults experiencing health problems,” Naylor says. “Much of what we’ve learned about caregivers’ needs has been through stories: trying to understand the journey for people as they support others making these vulnerable transitions. [Caregivers’] goals often depend on the relationship they had with the individual to whom they’re rendering care, how much help a family member needs, or how long they’ve been doing it. Many want someone to tell them what to do. What medications does my dad need tomorrow? Others want to understand the sources of support they can get from the community. Most also need emotional support.”

The staggering scale of unpaid caregiving in the U.S. begs the question of why professional caregivers have been historically underpaid and overworked, to the point where many are now leaving the workforce. Part of the problem stems back to the New Deal. Roosevelt’s legacy legislation neglected to extend federal protections to home care workers. It was a compromise with Southern Democrats who were skittish about boosting wages and benefits for a largely Black profession. This exclusion stunted the growth of the caregiving industry. It wasn’t until 2013 when the minimum wage and overtime protections of the Fair Labor Standards Act (a part of the New Deal) were extended to



paid caregivers by the Obama administration. For President Biden, a more sweeping update of wages and working protections for professional caregivers would be something of legislative sequel: bigger and better.

The end result, ideally, would be historic growth in the caregiving industry and thereby, the ability to meet America’s growing demand for caregiving services. (By 2030, the Baby Boomer generation will be 65 or older.) But that’s not all that \$400 billion of public investment in caregiving would yield. Some of that federal funding could also be leveraged by states to expand their offerings of community-based support services that often precede or prevent the need for in-home caregiving. Nancy Hodgson

PHD RN FAAN, Claire M. Fagin Leadership Professor in Nursing, knows how effective reimbursable long-term services can be for older adults who are experiencing cognitive impairment, as well as their families. Assistance with meals, transportation, and day programs can be a first tier of caregiving support. The next tier is more interventional home and community services. These could include technology such as the robot and heart monitoring socks developed by Cacchione, or they may involve bringing new services to venues that offer Programs of All-Inclusive Care for the Elderly (PACE). Hodgson and her team are currently receiving funding from the National Institute of Aging to implement an evidence-based dementia

program in PACE settings nationally. “PACE is a Medicare and Medicaid reimbursed program that provides care for older adults in the community, instead of a nursing home or long term care facility,” Hodgson says. “It is an exemplar of an expanded definition of caregiving infrastructure.”

Of course, for many Americans and their families, better access to caregiving facilities such as hospitals and nursing homes will be crucial in the years ahead. Insufficient proximity to such facilities can be a significant impediment to caregiving in rural and lower income communities. It would take more than a single infrastructure package to bridge those gaps. But Sharon Y. Irving PHD CRNP FCCM FAAN FASPEN, an Associate Professor of Pediatric Nursing and Vice-Chair for the Department of Family and Community Health, sees America’s nursing workforce as a near-term piece of the solution.

“One of the policies that continually gets blocked is the use of nurse practitioners in other areas and extension to their scope of practice,” Irving says. She notes that the nurse practitioner position, established in 1965 by Drs. Loretta Ford and Henry Silver, was created to address a growing need for pediatric care. “Now, you have nurse practitioners that doing things in all types of specialties. I, myself, am in pediatric intensive care,” Irving says. Given the roles that nurse practitioners have historically played in supporting caregivers, Irving believes that the infrastructure bill’s caregiving provisions could create an opportunity for nurses—particularly nurse practitioners—to serve marginalized communities by traveling there and offering more direct management of caregiving: through local health centers or, in some cases, by starting their own



practice. “You’re going to have people who say, ‘It should not be a nurse practitioner, it should be a physician,’” Irving says. “But even a physician in some remote areas cannot manage everything by themselves. It takes a village.”

Irving’s idea, if realized, would be more of a supplement to the caregiving growth recipe within the infrastructure package. It would require additional legislation, possibly at a state level, to empower nurses to provide more support to caregivers or adopt a managerial role. But thinking about caregiving as a form of infrastructure gets to an important reality about the challenge of fixing America’s caregiving system—it cannot be done in isolation, or with one ambitious bill.

Ultimately, infrastructure is intersectional. Deteriorating roads or public transportation can add time (and stress) to a person’s commute. It can make them late for their job. If this person is also caring for a family member, unreliable transit infrastructure can jeopardize their ability to render care. Adriana Perez PHD ANP-BC FAAN, an Assistant

Professor of Nursing whose research involves older Latinos with mild cognitive impairments, sees a similar crossover between caregiving and access to housing that’s affordable and conducive to their needs. “Because most people relate infrastructure to the physical aspect of life, that could include renovation and retrofitting of houses, apartment buildings, and nursing homes where people are receiving care,” Perez says. “The home can be an anchor for individuals and families, overall. In the Latino community, a common goal is to keep grandparents and elders at home. So many could benefit from having renovation support in their homes, because of stairs that could cause a fall, or things like that.”

Hence the importance of the paradigm shift that Biden’s infrastructure package seems designed to initiate. By treating caregiving as infrastructure, a new precedent is set—that the government must ensure broad access to the physical and human resources that make caregiving possible. Improving the working conditions for paid caregivers and extending support services for unpaid caregivers will have a tangible effect. But it also poses the exciting question of what else constitutes infrastructure? What other goods, services, and policies would improve caregiving experiences and outcomes? As Cacchione sees it, most of us will ask that question, at some point or another. “There are many, many caregivers out there who do not even recognize that they’re caregivers,” Cacchione says. “I often spend weekends caring for my parents. It starts with providing a little something and then, as their needs increase, it’s doing the shopping, laundry, appointments, and medication management. It sneaks up on you.”



PALLIATIVE PRINCIPLES
Equity in Action

From people experiencing long-COVID symptoms to the nation’s aging Boomer population and beyond, palliative care—helping those with serious illness address their physical, emotional, and spiritual health—is a growing health care need as well as a need that can be difficult to access for underserved populations. Through the Campaign came a new Term Chair of Palliative Care, to which Salimah Meghani PHD MBE RN FAAN has been appointed. Dr. Meghani prepares future nursing leaders and researchers in palliative care, incorporating discourse in disparities into her courses to ensure students understand social justice and racial bias in health and access.



“It’s important to give back to organizations that have been influential in one’s life, and Penn Nursing is one of those organizations for me. Not just because I’m an alumna, but also because of the School’s role in the education of nurses worldwide and the advancement of the profession. It has had, and continues to have, an impact on millions of lives around the world. That’s why I’ve given to the Annual Fund for 50 years—Penn Nursing is changing lives.”

—Eunice Searles King, PhD, Nu’71

Join donors like Eunice and support Penn Nursing’s area of greatest need with a gift to the Annual Fund.

Penn Nursing relies on alumni and friends like you to support our Annual Fund, which sustains every priority area within the school and helps our students gain the knowledge and tools they need to save lives.

Please consider making a gift today. Visit www.nursing.upenn.edu/annualfund or call 1-215-573-8975.



INSPIRING IMPACT

HOW ONE CAMPAIGN CHANGED EVERYTHING

THE NUMBERS ARE IMPRESSIVE. More than 4,300 generous donors. Over 13,400 gifts made. And in the end, Penn Nursing's *Innovating for Life and Living* Campaign—part of Penn's larger *Power of Penn* Campaign—raised \$3 million more than its \$60 million goal thanks to its Board of Advisors, lead volunteers, and many donors and friends. The Campaign closed on June 30, 2021, but at the public launch in 2018, Alaina Hall—then a senior graduating with her BSN and a President's Engagement Prize—said, "Innovation isn't always about technology, but it is always about solutions. And nurses are expert problem solvers." Her words spoke to the heart of what Penn Nursing's leadership imagined might be possible with the right plan and enough funding—and today we see the true impact of all that the *Innovating for Life and Living* Campaign accomplished.

"While innovation has always been a natural part of the nursing world, focusing on innovation in a very intentional way as a school was never on our radar," says Professor and Margaret Bond Simon Dean of Nursing Antonia M. Villarruel PHD RN FAAN. "Our volunteer leaders helped us to understand that doing so would give our students an incredible edge—and potentially change the world of nursing." The idea of infusing the concept of innovation into every aspect of Penn Nursing turned out to be a milestone moment. From technology to community engagement opportunities to curriculum to scholarships and beyond, the Campaign opened the door to doing things differently. And those risks have paid off.

BY NICOLE WOLVERTON
PHOTOGRAPHS BY DAVID AARON TROY

GLOBAL CHANGEMAKERS

PENN NURSING'S role in health care, both globally and right here at home, has been greatly intensified as the result of the *Innovating for Life and Living* Campaign—but it's the global space where taking more risks has been, as Villarruel notes, "a game-changer."

The Dean points to the launch of the Penn Global Nursing Fellows (PGNF) program as a transformative moment during the Campaign, an initiative that developed because a recipient of Penn Nursing's well-known global women's health award requested urgent help with a project of critical public health importance in India. Through the innovative thinking that the Campaign encouraged, Penn Nursing did more than just address a single project—it vowed to create a force of talented alumni and faculty prepared to take on pressing problems around the world, creating solutions in ways that only nurses can. In existence for just a few short years, PGNF has matched alumni and faculty to projects in Haiti, India, and five countries in Africa.

Nancy Biller MPH MA, Assistant Dean for Global Health Affairs, says, "PGNF provides for extended global engagement of three months to a year—which means our faculty and alumni teams can have a real impact partnering with great on-the-ground organizations that are committed to serving vulnerable populations. It's a great opportunity that puts Penn Nursing in the center of influencing global health, right where we should be."

Current PGNF Fellow Barbara Doyle RN MSN PMP Nu'86 GNu'94 GNC'96 WEV'09 notes that due to the COVID-19 pandemic, the project she undertook with a second Fellow and a Penn Nursing faculty advisor in 2021 became virtual—but it has been no less impactful. She and her colleagues are working on a critical care curriculum that will be introduced for nurses across Haiti, among other curricula and evaluation work.

Doyle says, "Even though international travel was at a complete standstill, the inventive aspects of this fellowship allowed me to collaborate with nurses around the world and support them in their efforts to improve health care on a global level."

Penn Nursing's extended global out-

reach through the Campaign also generated dynamic new opportunities for Penn Nursing students and raised the profile of existing global programs—further solidifying Penn Nursing's reputation as a world-health powerhouse. The Global Impact Fund was initiated through the Campaign, allowing then-student Tiffany Hsu Nu'19 RES'19 to complete an internship in bioethics at UNESCO headquarters in Paris, France. "This experience galvanized me to forge an intersectional career of my passions, broadening my scope and my definition of what it means to be a nurse," says Hsu. "I spent my summer immersed in an incredible diversity of people and ideologies, while learning about the intricacies of international organizations and peacebuilding across nations."

And when Penn Nursing MSN student Christine Oliva was in the BSN program, she utilized new travel funding generated through the Campaign to visit Thailand for a firsthand look at Thai medical practices, something that—as a first generation, low-income student—she never thought possible. "My trip to Thailand changed my viewpoint in so many ways, and influenced me to return to Penn to pursue my MSN," Oliva says. "It completely altered the career trajectory I saw for myself."

While the *Power of Penn* Campaign gave critical mass to support for first generation college students, *Innovating for Life and Living* leveraged that support into strategic and unique experiences to prepare future health care leaders.

ACROSS SCHOOLS, ACROSS DISCIPLINES

GLOBAL PARTNERSHIPS and experiences are only one side of the equation when it comes to risk-taking and innovation.

Thanks to a focus on thinking creatively about how best to provide students with the highest quality education and how to influence public health in high-impact ways, Penn Nursing embarked on several exciting interdisciplinary collaborations.

For Rosemary C. Polomano PHD RN FAAN, Associate Dean for Practice, innovation in leadership that has resulted from the Campaign has been pivotal. "The encouragement to inspire not just



DR. SUSAN DROSSMAN SOKOLOFF C'84 Campaign Co-chair

"No one could have predicted that our Campaign would coincide with a global pandemic. It brought into focus the critical role that Penn nurses play in health care and the many ways in which they innovate to deliver equitable, quality care. It also increased the visibility of Penn Nursing students on campus, as they administered Covid tests and assumed leadership roles in clinical management and public safety. I've never been more proud to be part of Penn Nursing, the #1 nursing school in the world."

students and alumni but ourselves—particularly during the pandemic—is a necessary competency. It's a strategic imperative to work together with our clinical practice partners, and thanks to that innovation in leadership, we're doing so in unique ways."

She holds up the SOAR (Supporting Older Adults at Risk) program as a sterling example of one of many ways practice partnerships are providing

Penn Nursing students with ingenious ways of gaining clinical experience—especially in the fast-growing field of gerontology. The program—under the leadership of Penn Medicine Director of Nursing Research and Science Rebecca Trotta PHD RN Nu'98 GNu'01 GR'10—works to help elderly patients go home from the hospital earlier through the assessment of needs and home-based support. Through Penn Nursing's prac-

tice partnership, nursing students help staff the program and shape the future of health care delivery as the nation's largest generation ages.

The *Innovating for Life and Living* Campaign opened up potent new collaborations in other areas as well, including a partnership with Penn Medicine that aims to improve access to mental health services in Chester County, Pennsylvania, through the



Penn Integrated Care Program. This initiative will embed a psychiatric nurse practitioner into an existing primary care practice as well as create opportunities for the psych NP to precept Penn Nursing students—a fantastic benefit for students intending to pursue careers in mental health nursing.

Cross-school partnerships have brought Penn Nursing incredible opportunities, as well, including a new Penn Nursing-Penn Dental partnership that embeds a nurse practitioner within the Care Center for Persons with Disabilities. This is a life-changing innovation for patients with physical or intellectual disabilities and medically complex conditions—the very populations that typically struggle to receive care. The dental center, with its embedded NP to manage primary care connections for patients, is already impacting access to dental care in the West Philadelphia community—and will serve

as a model of integrated nurse-managed care in a dental setting across the country. And, as this collaboration moves forward, it will provide Penn Nursing students with unparalleled access to unique integrative clinical environments, creating new interdisciplinary clinical options for nursing students, and broadening their experience.

The Campaign has prioritized these ventures and other opportunities to improve access to cutting-edge education so that Penn Nursing students can continue to fearlessly lead in health care spaces that are rapidly changing.

CENTERING INNOVATION

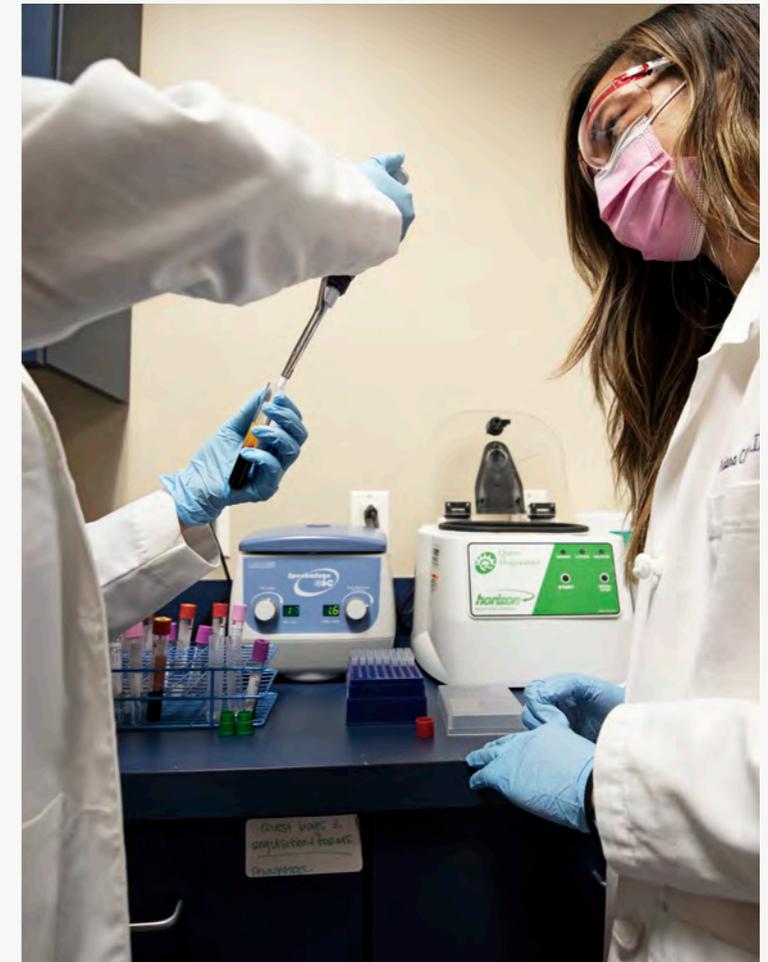
COMMITMENT TO innovative learning and new forms of knowledge are nothing without the drive to change the

world—and it is through integrating innovation into everything Penn Nursing does and encouraging students to embrace their natural entrepreneurial vision that the new innovation ecosystem at the School has blossomed under the leadership of Therese S. Richmond PHD RN FAAN, the Andrea B. Laporte Professor of Nursing and Associate Dean for Research and Innovation.

Campaign support was instrumental in the launch of the Innovation Accelerator, a program that provides funding for research and development of proposed solutions to pressing health care challenges, such as the Smart Socks developed by Pamela Z. Cacchione PHD CRNP GNP BC FGSA FAAN, Ralston House Endowed Term Chair in Gerontological Nursing—a solution to the poor symptom recognition that patients in heart failure typically have, providing an option for early intervention when symptoms worsen. The socks have the capacity to transmit data to a care provider, the patient’s smart phone, or a trusted other, allowing for the monitoring of treatment—a potentially revolutionary device for patients who live alone or in rural areas, or who do not have regular visits with a care provider.

Richmond is quick to point out that the Innovation Accelerator is only one small part of the growing innovation ecosystem. “Thanks to the vision of the Campaign, we’ve been able to support Faculty Innovation Fellows and help students obtain innovation experiences. We told nurses’ stories in innovative ways through the now-annual Penn Nursing StorySlam and our *Amplify Nursing* podcast. We partnered with other schools and industries. In fact, this year, for the first time, a Penn Nursing student was selected as the Penn President’s Innovation Prize winner.”

To expand impact and support student entrepreneurship, the innovation ecosystem encouraged the creation of a Design Thinking for Health course and open-source platform in partnership with a national foundation. Marion Leary RN MSN MPH FAHA, Director of Innovation, teaches the course. “Innovation is not just technology or widgets,” she says, “but the methodologies we use to solve problems, the systems and processes we create, and the way we communicate with students, our patients, their families, and the community at large. That is why educating



nursing students around innovation and entrepreneurship is so important. It provides students a different way of not just assessing health and health care problems but creating much needed solutions from a nursing perspective.”

TEACHING FOR THE FUTURE

TO FURTHER augment the innovation ecosystem, new technology was a must—and determining the right technological enhancements, according to Julie Sochalski PHD RN FAAN, Associate Dean for Academic Programs, made leadership look critically at the curriculum and program offerings. However, it was the COVID-19 pandemic that shifted Penn Nursing’s education mission priorities forward faster than anything else.

“The Campaign, in combination with

the pandemic, led to a seismic shift in our education focus. It was a game-changer. Teaching is not our focus—learning is our focus. Learning comes from engagement, and that puts students in the driver’s seat,” says Sochalski. “It became so apparent during the pandemic, when we pivoted to the virtual environment, that we had to very quickly employ new ways of executing our education mission, and that’s what tipped the balance.”

Penn Nursing senior Delaney Wilkinson noticed that seismic shift. “The transition to online learning was difficult,” she says. “But as time went on, online learning provided benefits that let many students tailor their education to meet their own specific needs. Recordings allowed us to watch lectures at our own pace (and sometimes multiple times if needed) while anonymous discussion boards let us ask questions that we may have been too intimidated to ask in-person.”



KRISTA PINOLA Nu'86
Campaign Co-chair

"It's been a great privilege to help lead the *Innovating for Life and Living* Campaign alongside my fellow Co-chairs Susan Drossman and Patty Silverstein. I am especially grateful to the many generous donors whose gifts allow Penn Nursing to instill and accelerate innovation throughout the School, with numerous examples of outreach to the greater University. As an alumna of Penn Nursing, I commend the Alumni Board and am proud that this Campaign engaged the greatest number of alumni in our history to broaden and strengthen alumni commitment to our School."

Centering the education mission in inspired ways took many forms beyond changing pedagogies. An upgrade to the Helene Fuld Pavilion for Innovation Learning and Simulation included outfitting the space with HoloLens devices. With this technology in place, Penn Nursing was able to pilot virtual reality (VR) simulation in the School's Anatomy and Physiology (AP) course.

John D. Palmer, a junior at Penn Nursing who participated in the Spring 2020 HoloLens pilot, was wowed by learning via VR. He says, "Being able to turn body systems on and off and being able to view descriptions of structures that I selected was incredible. It was easier to see how tissues and muscles were layered in the body compared to the traditional models we used in Lab."

It's inventive additions like HoloLens that prepares Penn Nursing students to be powerful leaders—and to have a more robust understanding of the human body and patient needs.

HoloLens may also have applications in Penn Nursing's state-of-the-art simulation labs, where students bolster their knowledge-based competencies and critical thinking skills (as well as their confidence) through exposure to clinical scenarios involving mannikins that are diverse in age, gender, and race, each with the capacity for behavioral, live action responses.

Penn Nursing was the first nursing school in the nation to incorporate these mannikins into the simulation lab, so it is no surprise that the School is also the first to integrate the Epic electronic health record into the sim lab as well.

Annie Hoyt Brennan MSN RN, Director of the Helene Fuld Pavilion for Innovative Learning and Simulation, says, "At least seventy percent of health care systems in the U.S. are using it, so it gives our students a real advantage in the workplace. It wasn't a small lift to do something like that. The Campaign really pushed us forward. Now we get schools across the country wondering how on earth we pulled it off."

The Campaign also impacted the education mission through the introduction of new faculty positions: a new endowed professorship, a PIK (Penn Integrates Knowledge) professorship, a named Assistant Dean of Curricular Affairs position, and several term chair positions. Instilling a sense of innovation into the student body—while also

helping students embrace risk-taking—starts with faculty expertise. These new positions reinforce the already stellar Penn Nursing faculty, strengthening and expanding the learning opportunities for students, and amplifying the quality of research coming out of the School.

ADVANCING SOCIAL JUSTICE

PENN NURSING'S education mission may have leapt forward because of the Campaign's focus on innovation and pushed further ahead because of the pandemic, but changes also took place because of social justice concerns. Social justice and equity have long been part of the School's mission, but Lisa M. Lewis PhD RN FAAN, Associate Dean for Equity and Inclusion, points to the murder of George Floyd and other high-profile cases in the summer of 2020 and the subsequent Black Lives Matter marches that took place across the country as the catalyst for work to make the curricula across the board more inclusive and antiracist. Penn Nursing seeks to integrate social justice concerns into every aspect of its work, just as innovation has been integrated into all the School does.

"We're at a pivotal moment in the School's history and the country's history," Lewis says, "where we have a broad range of support to undertake this effort, from leadership to students. There are areas where we can be doing better, for instance integrating social justice into the curricula—from making students feel represented in the curriculum to discussions about structural issues that cause health problems in certain populations."

Lewis has been vocal about advancing opportunities for Penn Nursing students to engage in a broad range of social

justice and diversity initiatives, both inside and outside the classroom—particularly work with populations who have been historically marginalized and underserved.

The Campaign has supported expanded and strategic student community engagement. During the pandemic, funder support allowed students to create “COVID-19 kits” (containing a face mask and hand sanitizer) that were distributed at a location adjacent to Penn’s campus as part of a project called MASCUP (the Mask Adherence Surveillance at Colleges and Universities Project), a nationwide university surveillance of mask usage spearheaded by the CDC and organized at Penn Nursing.

New funding also allowed Penn Nursing undergraduate and graduate students to work with students who attend Philadelphia-area elementary, middle, and high schools in underre-

sourced areas as part of the *Year of the Nurse & Midwife*, a World Health Organization-declared year-long event in 2020 that continued through early 2021. Projects undertaken, carried out in collaboration with Penn’s Netter Center for Community Partnerships and through Penn Nursing’s service-focused Community Champions program, helped young students realize that nursing is a dynamic career option with many paths into the field.

ABS student Annie Gevertz has been active with Community Champions and worked with a group of her fellow students to highlight the incredible work that nurses do every day, inspiring local high school students to consider nursing careers. “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,” she says.

EXPANDING ENGAGEMENT AND ACCESS

INCREASED FUNDING for student engagement impacted Penn Nursing’s Community Champions program—now in its seventh year—in broader ways, too. Students were able to partner with local organizations, such as health and wellness initiatives for formerly incarcerated women, and develop prenatal information for underresourced Latinx women. They were also able to develop healthy baby initiatives for new parents at the Hospital of the University of Pennsylvania.

“Addressing social determinants of health, and building respectful partnerships are key components of social justice and fundamental to nursing practice,” says Terri Lipman PHD CRNP FAAN, the Miriam Stirl Endowed Term Professor of Nutrition and Assistant Dean for Community Engagement. “Over 60 students were engaged in the Community Champions program during the last academic year; during the pandemic our commitment to the community was stronger than ever.”

Even before the pandemic began, the *Innovating for Life and Living Campaign* and its focus on thinking about things differently spawned an additional engagement program: the Community Partnership Program. The program partners with health clinics in the community to provide Penn Nursing students with unique clinical nursing experiences that impact the health and well-being of at-risk populations in Philadelphia. Students have been placed at the health clinic at Puentes de Salud, a Philadelphia organization that works with the City’s growing Latinx immigrant community to address immediate education, health, and social service needs. More community partnerships through this program are in the works.

It seems as if the *Innovating for Life and Living Campaign* has truly touched every aspect of Penn Nursing, and the School’s students are benefitting through opportunities in education and engagement. But one crucial area where the Campaign has had an outstanding impact goes further, getting to the very core of why Penn Nursing has been the top-ranked school of nursing in the world for many years running: the stellar quality of Penn Nursing students.

A nursing school like Penn Nursing

attracts exceptional candidates who are smart, resilient, and dynamic—but many need additional financial aid to make the dream of a Penn Nursing education a reality. The Campaign unleashed the power of scholarships. Over the life of the *Innovating for Life and Living Campaign*, forty new scholarships and fellowships were established, many aimed at student populations traditionally cut out of financial aid, such as ABSN students and graduate students—including fourteen fellowships made possible by a generous 2:1 matching gift. Additional scholarships focus on students of color or first-generation college students.

This has dramatically changed the culture of the School, helping excellent students who wouldn’t have thought Penn Nursing could be an affordable option a reason to give the School a second look, as well as encouraging great nurses to further their education. That, in

turn, impacts the future of the nursing workforce and the future of health care.

ABS student George Ajoku is the recipient of one of the new fellowships. “Financial aid isn’t easy to come by as an ABSN student, so I very much appreciate the fellowship,” he says. “My end goal in attending nursing school is to prepare to take on some of the world’s most complex and daunting health care challenges in remote parts of third-world countries and emerging economies—and this fellowship is making that goal possible.”

A variety of new resources joined those scholarships, such as the Amy Gutmann Leadership Scholars program developed with a new \$2 million gift from Penn’s senior leader. The program, which selects ten scholars annually across undergraduate and graduate degree-levels, not only supplies vital financial aid but also provides special-



ized mentorship to prepare a cohort of nursing leaders able to deliver exceptional care, locally and in communities around the world. Additional funding bolstered existing initiatives and launched new programs that provide financial resources to students, including students of color, who agree to work in certain locations or with specific populations after graduation.

Making a Penn Nursing education feasible, particularly for low-income students and students in graduate programs, goes beyond tuition aid, though. The *Innovating for Life and Living* Campaign raised funds to support students through non-tuition means as well, including a fund that, since its launch, has supported three students who would not have been able to graduate without supplemental money for rent, food, and textbooks.

And, when the COVID-19 pandemic hit and the economic fall-out was widespread, Penn Nursing students and their families were not immune. An emergency call for support brought in approximately 50 gifts totaling close to \$200,000, which supported students who needed help outside of tuition costs as well. Alumni were particularly moved to give to the special COVID-19 fund and the School of Nursing's Annual Fund.

As Nadina Deigh, Vice Dean for Institutional Advancement, says, "Our alumni understand the importance of increasing access and supporting retention for talented students. Penn Nursing produces nurse leaders, who in turn affirm its stellar reputation. The Campaign activated a positive sea change all across the School via philanthropy, impacting and inspiring the entire Nursing community—from faculty to students to alumni."

Alumni were a pivotal part of the *Innovating for Life and Living* Campaign—and not just as supporters. Particularly during the pandemic, Penn Nursing staff

increased alumni support to help them build a connected community in innovative ways—connecting them to each other as well as to students. This resulted in significantly increased alumni-student mentoring matches; the launch of new alumni social media tools, a Nursing Parent Council, and newsletter; and new innovative programming that embraced virtual technology, such as a social justice-themed online book club.

For Kristin Tuozzo Nu'03, Vice President of the Alumni board, it was an opportunity to innovate and take chances. "The pandemic made us look at alumni communication, outreach, and relationship building differently," she says. "Suddenly a handshake felt like an act of aggression and many of our alumni, as well as students, felt stranded in isolation. It was essential that we supported them during this psychologically trying time. Student-alumni panels and virtual alumni events broke down the walls of isolation to address this need."

THE NEXT STEP

AS IT TURNS OUT, Alaina Hall was right about innovation. The *Innovating for Life and Living* Campaign did embrace technology, but it also encouraged leadership, faculty, staff, and students to be problem solvers across a range of areas. Creative thinking launched a revolution at the School of Nursing, and Campaign funders made it possible.

On the shoulders of the Campaign, Penn Nursing is now ready to further revolutionize nursing and nursing education through its new strategic plan, *Leading to a Healthier, More Equitable Future*. "Behind every bold vision for the future, there lies a foundation built on hard work and dedication—and it is through the generosity of donors and the *Innovating for Life and Living* Campaign that we continue our forward momentum," says Dean Villarruel. "We will continue our unstoppable drive and pave the way for brilliant and committed nurses, midwives, and nurse-scientists who will tackle and lead discoveries and practice to advance health and wellness for individuals, families, and communities, here and across the globe. There is no stopping us now." ❄️



PATRICIA BLEZNAK SILVERSTEIN C'81
Campaign Co-chair

"While we had tremendous momentum, nurses' vital role on the front-line of the pandemic elevated the need to support Penn Nursing. Everyone went into the highest gear possible to meet the challenges of educating students during these unprecedented times and developed creative opportunities for them to thrive and grow. We have found incredible support in all ways from all constituents—through donations large and small, we surpassed our ambitious goals."

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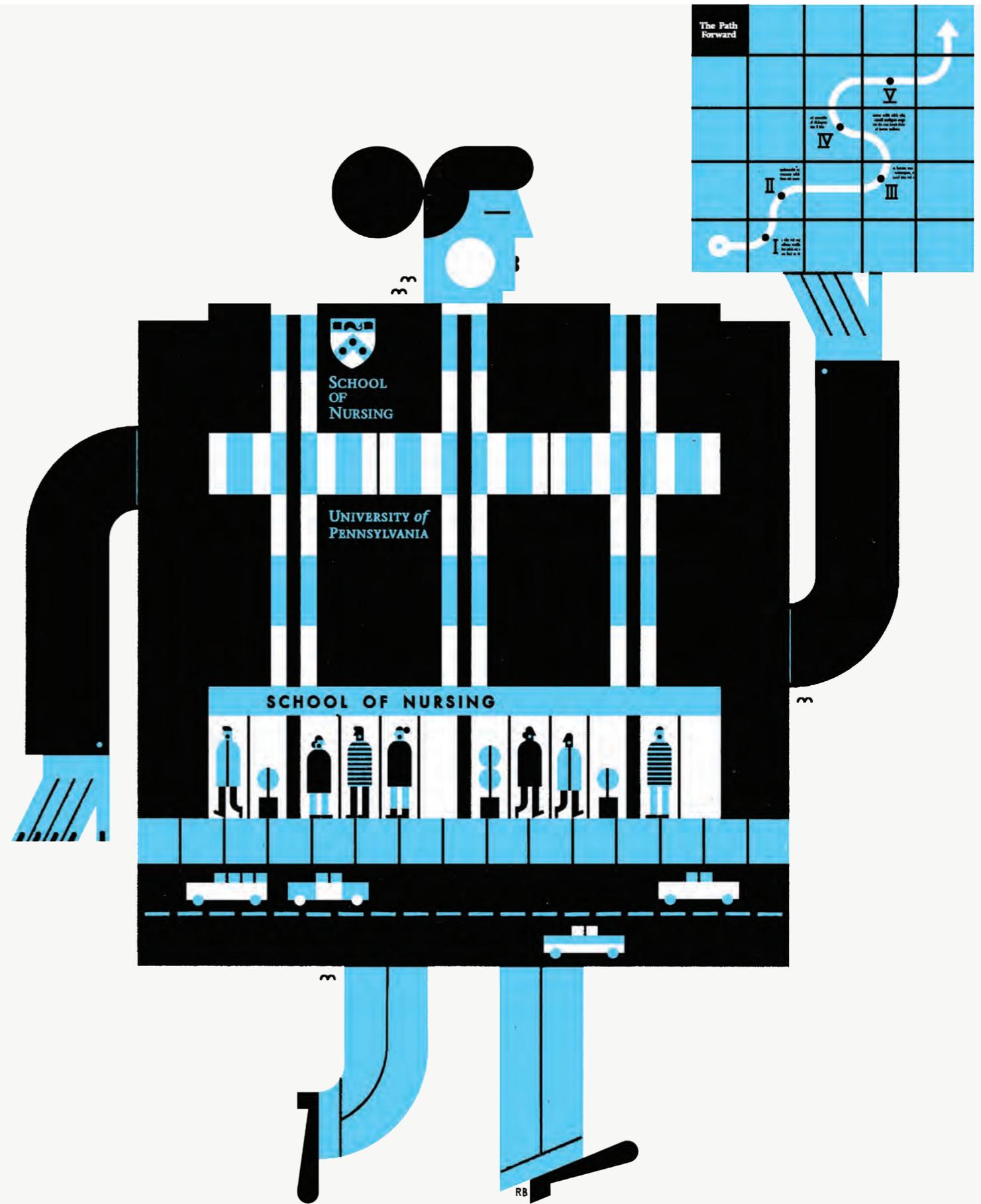
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FORWARD

Penn Nursing is forging a new path to a Healthier, More Equitable Future. Here's how they plan on getting there.

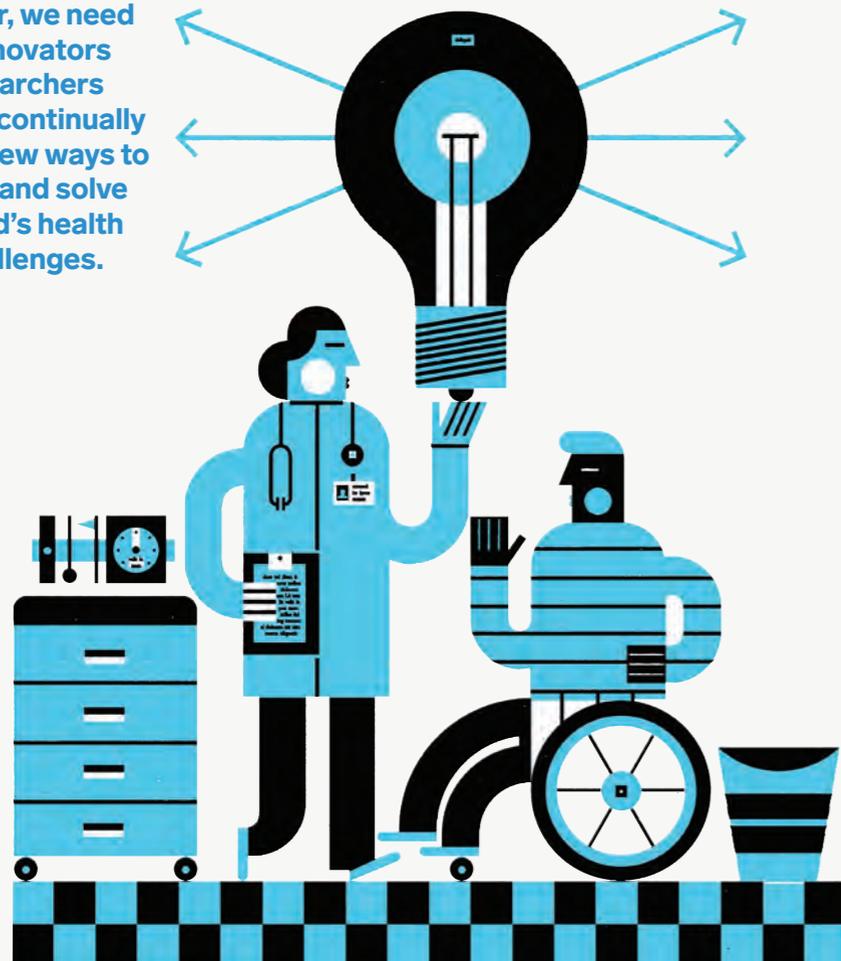
ILLUSTRATIONS BY RAYMOND BIESINGER



1.

Innovation and Research

Innovation is solving pressing problems using rigorous methodological approaches that are infused with creativity and risk-taking, and solutions for improving human health have a rich history in nursing. Nurses design novel approaches for sharing information and delivering care, and conduct critical research that helps students, patients, families, and communities learn, heal, and improve their lives. Now more than ever, we need nurse innovators and researchers who are continually finding new ways to address and solve the world's health care challenges.



The Strategic Priorities

- A commitment to being at the vanguard of research in Precision, Data, and Implementation Science, with an explicit purpose of achieving health equity.
- The creation of an innovation ecosystem to develop solutions for challenging problems, cultivate and grow innovation partners, test innovations to improve health and health care outcomes, and prepare nurse innovators.

The Path Forward

The Penn Nursing Innovation Hub will be dedicated to integrating innovation across research, education, and clinical practice, and disseminating innovative methodologies and teaching to diverse audiences from faculty to students to community partners. What follows are examples of how each of its equally impactful areas may be funded.

- 1) **TALENT:** To expand its reach, functionality, and impact, innovation at Nursing requires investments for infrastructure, such as endowing/naming the Innovation Director position and support for key projects.
- 2) **IMMERSION FOR STUDENTS:** Immersing students in learning how to innovate in practice, via interactive course instruction, simulation, and clinical sessions, requires dedicated resources.
- 3) **ELEVATE INNOVATION:** We will continue to host events such as the annual Story Slam, the Innovation Accelerator Event, and others that evolve in support of innovation.
- 4) **FACULTY DEVELOPMENT AND RESEARCH:** Faculty are among our most valuable stakeholders, supporting the School's innovation mission by preparing students. Fellowships, accelerators, and pilot grant programs will best support them.
- 5) **SOCIAL JUSTICE COLLABORATORY:** Led by faculty from Nursing and Engineering, this interdisciplinary project works with the community to develop interventions and solutions to critical social justice issues. Sample Giving Opportunity: a Social Justice Accelerator Fund to support the design and implementation of person-centered technologies.

2.

Developing Experts and Leaders

Penn Nursing's education program uses hands-on mentored instruction to transform what happens in the classroom into the realities of the clinical setting and beyond. The vision for the future is to invigorate an already competitive and high caliber program, evaluate programs at all levels, and implement changes in core competencies and essentials recommended by the AACN. And it all starts with developing experts and leaders in our undergraduate and graduate nursing programs in order to meet patient needs, improve health and health outcomes, and transform health care.



The Strategic Priorities

- Advance BSN and master's entry programs that prepare nurses to meet changing public needs.
- Ensure our graduate portfolio prepares students to excel in nursing practice, now and in the future.
- Develop and execute an action plan that promotes innovation in nursing education, both in-residence and online.
- Foster diversity and inclusivity in our student population and throughout our curricula/ programs.

The Path Forward

The Penn Nursing Learning Lab will be a dynamic, nimble space in which all facets of nursing education are continually evaluated for ongoing enhancement/ modification. How can we change the way we think about what and how we teach to "democratize" education, increase accessibility, and impact health and health care everywhere?

What follows are ways that investing in the Penn Nursing Learning Lab will help Penn Nursing remain a leader in nursing education.

- 1) **FACULTY LEARNING OPPORTUNITIES:** Teaching residencies and innovation teaching grants will provide faculty, who serve as 'academic entrepreneurs', with resources and time to transform existing course content and to develop new content.
- 2) **NEW SIMULATION TECHNOLOGIES:** Including virtual reality and augmented reality tools in our courses help give our students the professional edge they need, directly supporting student learning and complementing clinical experiences.
- 3) **STUDENT FINANCIAL AID/SCHOLARSHIPS:** The average debt load of a nursing graduate student is

- over \$90,000—this heavy burden (particularly on a typical nurse's salary) can be substantially eased through financial aid/scholarships.
- 4) **FACULTY CHAIRS (TERM AND ENDOWED):** Dean appointed professorships are used to recruit, recognize, and retain star faculty, supporting their research and other scholarly activities.
- 5) **ASPIRE:** Aspire is a new suite of specialized academic products and services designed by Penn Nursing for individuals and institutions to advancing innovation in health care. Resources are needed for scholarships and to support program development and growth.

3.

Transforming Policy + Practice

Clinical practice is central to nursing. Thanks to longstanding partnerships, we place students in clinical settings to gain confidence and practical, hands-on experience that leads to better outcomes for patients and providers. And, through practice, our faculty advance research and strengthen our ability to develop current, cutting-edge curricula that will transform the profession.

The Strategic Priorities

- Modify the Penn Nursing practice model to create financially viable models that support collaborative clinical education, practice, and translational research.
- Advance practice-based research, quality improvement, evidence-based and best practices, and scholarship within Penn Nursing and across all academic partners.
- Increase engagement with academic partners in the design of innovations to improve patient care, workflow processes, and environments.
- Strategically collaborate with Academic Practice Partners to promote a more diverse nursing workforce reflective of inclusivity, equality, and social justice.

The Path Forward

The Consortium for Practice Excellence will serve as an umbrella initiative to capture activities and offer opportunities that will introduce students to evidence-based practice and strengthen their understanding and application of clinical practice in nursing. As nursing education and the profession continue to evolve, practice will remain the bedrock of knowledge and skills.

What follows are examples of giving opportunities linked to the Practice Excellence priority.

- 1) **PARTNERSHIPS WITH NURSING SCHOOLS AND VETERAN'S ADMINISTRATIONS:** This might include launching a Veterans' Care Excellence program, collaboration on research to enhance care of veterans, or establishing a fellowship for student nurses who will do clinical rotations in VA hospitals, with the intention of pursuing a career there.
- 2) **SCHOLARSHIPS FOR PRECEPTORS:** Preceptors offer nursing students necessary supervision in clinical settings. Creating scholarships would incentivize greater participation among community organizations while strengthening and supporting their professional development and care in the community.
- 3) **COMMUNITY PRACTICE SCHOLARS:** Nursing students would be afforded the opportunity to work within underserved communities for their clinical rotations, thereby strengthening the communities while gaining valuable experience on how to effectively serve people from all backgrounds, cultures, and ethnicities.



The Strategic Priorities

- Implement a core set of principles and values that signal our commitment to a diverse, inclusive, and respectful environment, translating to our community work.
- Develop and enhance student and faculty competency and capacity to contribute to global health equity.
- Create innovative models for community and civic engagement that advance education, practice, and research while improving social equity and human welfare.

The Path Forward

The Nursing Social Justice Project will implement strategies across nursing education, research, and practice to address social and other inequities in health and health care, while serving our communities. Our ultimate goal is transform the landscape of diversity, equity, and inclusion for nursing, and by extension, the entire health care profession via targeted initiatives and ongoing community engagement.

What follows are sample giving opportunities that comprise the Nursing Social Justice Project.

- 1) **SOCIAL JUSTICE EDUCATION:** Anti-racism curriculum immersion/infusion, social justice fellowships, anti-bias training for students, faculty, and staff, and funding to critically examine and address structural barriers to health will transform how we prepare nurses, improving care delivery.
- 3) **SCHOLARSHIPS:** Financial aid for first-generation and underrepresented students is an evergreen priority.
- 4) **RESEARCH:** To improve the lives of under-represented individuals and communities and improve health and wellness for all people, we need to build the most diverse faculty and support research that addresses structural racism.
- 5) **FACULTY SUPPORT:** Endowed and term chairs as well as visiting professorships with a social justice bent are critical to the Nursing Social Justice project.

4.

Engaging Diverse Communities in Promoting Health

Social justice is a core value of Penn Nursing and community engagement is a fundamental aspect of Penn Nursing's social justice mission. We are committed to incorporating social justice into our teaching practice and community engagement to improve health and promote positive social change in Philadelphia and around the world, and aim to serve as a model for other nursing educators and the nursing community at-large—adopting actions that are sustainable and measurable across education, policy, and practice.



5.

Strong and Inclusive Infrastructure

While many faculty advance research, education, practice, and community priorities, other faculty and staff enable the systems by which initiatives progress and reach or exceed their stated goals. Galvanizing forces such as Operational Efficiencies, IT, Institutional Advancement, and Financial and Intellectual Resources all play a part in the synergy and acceleration of progress in meeting our plan's strategic priorities. They are committed to service, innovation, collaboration, and high impact to facilitate the success of Penn Nursing.

The Strategic Priorities

- Upgrade current spaces to be state-of-the-art and maximize student experiences through redesigning classrooms to accommodate cutting-edge pedagogy and renovating student spaces to help facilitate better teaching and learning.
- Elevate the IT user experience to provide innovative and efficient technology services, resulting in improved digital intelligence and rapid data growth.
- Invest in people through enterprise-level development so that employees will feel competent, knowledgeable, and acclimated to their work environment and be enabled for success.

The Path Forward

The Fund for Enhanced Learning Spaces will allow us to remain competitive with our peer Nursing Schools across the country by continually upgrading our building (especially student learning and wellness spaces) to offer the most functional and attractive environment possible. Ideally, we will have the flexibility to address priority spatial needs as they arise in real-time to best serve our students. Each space upgrade offers the opportunity for a donor/s to have named recognition for their support in helping us to make this a reality.

- 1) **STUDENT WELLNESS SPACE/LOUNGE:** Mental health and wellness is important for all Penn students—especially those at Nursing. Due to their rigorous studies, as well as mandatory clinical rotations, nursing students often experience an added layer of stress. Our goal is to help them attain and maintain a healthy state of being by providing a rich reservoir of resources that educate and empower, as well as a comfortable space in which to do so.
- 2) **UPDATED CLASSROOMS DESIGNED** to accommodate new modalities of learning.
- 3) **NEW FURNITURE** to create a welcoming learning environment by enhancing functionality and improving aesthetics.



Free for a Limited Time Advancing High Quality Care: The Transitional Care Model

Designed for nurses and other health care professionals seeking to improve care systems through application of the Transitional Care Model, this introductory learning opportunity, offered free of charge through December 31, 2021, connects clinicians and clinical leaders with the evidence to advance meaningful and measurable change in their organizations and communities. Two CEUs are provided to the learner upon successful course completion.



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NURSES INNOVATING IN PRACTICE

➔ AS THE COVID PANDEMIC CHALLENGED HEALTH CARE SYSTEMS AROUND THE WORLD, PENN MEDICINE NURSES AT THE SCHOOL OF NURSING'S ACADEMIC PRACTICE PARTNER FACILITIES DREW ON THEIR CREATIVITY AND LIMITLESS CAPACITY FOR EVIDENCE-DRIVEN RISK TO QUICKLY TEST AND IMPLEMENT NEW SOLUTIONS. CONSTRAINED RESOURCES, AN UNKNOWN VIRUS, EVOLVING STANDARDS—THAT DIDN'T STOP THESE PROFESSIONALS (MANY OF THEM PENN ALUMNI). HERE, FIVE STORIES OF HOW THEY INNOVATED IN PATIENT CARE AND IN THEIR PRACTICE, AND INSPIRED US ALL. By JANINE WHITE Portraits by GENE SMIRNOV

"The ability for a nurse to innovate is not determined by age, length of service, or area of practice—it is defined by a desire to improve the status quo." —AMERICAN NURSES ASSOCIATION



Catherine Francis

RN CCRN Gnu'20

“NURSES INNOVATE every day, in all settings. Innovation doesn't just mean technology, a new discovery, or a defined advancement. The space is wide

open to interpretation,” says School of Nursing Associate Dean for Practice Rosemary Polomano PHD RN FAAN.

Sometimes innovation is about compassion and empathy, she says, pointing to Penn Presbyterian Medical Center (PPMC), where nurses organized to mail condolence cards to families of COVID patients who died. They ordered preprinted cards in bulk and with each, they enclosed a rhythm strip taken when there was a healthy heartbeat. A small note card explained the print-out: “May my heart always be a gentle reminder of the love I have for you.” (Identifiers on the strip were removed to preserve privacy.)

Catherine Francis RN CCRN Gnu'20, Clinical Nurse Educator for the Heart & Vascular Intensive Care Unit, and her colleagues behind the condolence card effort were navigating the unfamiliar landscape of caring for patients when families couldn't visit. They wanted to make sure “families knew this wasn't just another patient, and we cared about them personally and were grieving with them,” says Francis.

The heartfelt innovation demonstrates how nurses figure out ways to “break down barriers,” says James Ballinghoff DNP MBA RN NEA-BC GRN'17, Chief Nursing Officer and

Associate Executive Director at PPMC, “so that patients and the community get the best possible care or we improve their health in the best possible way.”

Francis says she and her fellow nurses were continuously searching for opportunities to build trust with families and connect patients to their families and friends, all remotely. In one case that meant changing the socks every day of a patient who was a fan of fun footwear, after the family dropped off several pairs. For others, it meant playing a patient's favorite song or repeating a distant loved one's message in their ear.

“Yes, you are a nurse and you have a job to do, but the reason people become nurses is because of their compassion. It became second nature for the nurses to do everything they could so the patient wasn't alone,” Francis says.

Once family members could visit PPMC again, the need to send the condolence cards fell away but, Francis says, she can see that a strong inclination to add extra-personal touches in patient care is here to stay.

PPMC was recently awarded their third Magnet Recognition from the American Nurses Credentialing Center. “Our surveyors commented that hearing what we did throughout the pandemic demonstrated to them that we not only survived but we thrived,” Ballinghoff says.

The hospital's affiliation with the Penn Nursing, he says, is “instrumental in our success and how Penn Medicine led in this pandemic. The academic practice partnership creates a synergy where we can produce phenomenal work.” ❄️



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“[We wanted to make sure] families knew this wasn't just another patient, and we cared about them personally and were grieving with them,”

FRANCIS SAYS.

Partner Perspectives

“The partnership has been instrumental in our success. A lot of that really boils down to the collaboration between the academic and the practice setting, the sharing of resources, the intellectual capital, to be able to tap into resources like the nurse scientists at the School of Nursing to get guidance.” — **JAMES BALLINGHOFF**, CNO and Associate Executive Director, Penn Presbyterian Medical Center



“Out of COVID, there were so many heartbreaks, but there was some really good stuff. The innovation and the resilience of this team—I couldn’t be prouder to work with them,”

SYLVESTER SAYS.

Karen Sylvester

MSN RN CEN GRN’23

SHEILA KEMPF holds a picture in her mind: a Critical Care Unit nurse in full PPE inside a COVID patient’s room holding a piece of paper to the door glass with a handwritten message beginning, “I am so sorry to be so disorganized, but can you get me ...”

Kempf PHD NEA-BC, CNO and VP of Patient Care Services at Penn Medicine Princeton Health, witnessed the scene as the pandemic was hitting New Jersey hard and nurses were encouraged to save PPE and limit going in and out of negative pressure rooms when caring for a rapidly growing number of patients. “I said to Karen, ‘Are we doing something about that?’” Kempf recalls. “And she said, ‘I already got that covered.’”

Indeed, as soon as Karen Sylvester MSN RN CEN GRN’23, Director of Patient Care Services for Emergency and Critical Care, saw the nurses’ communication challenge in the Critical Care Unit, she grabbed a couple Motorola headsets from the emergency department for an impromptu pilot. Sylvester told a couple nurses, “Here, try this. Put it on. This is how it works. Let’s do it. Let’s see how it goes.”

The headsets can be worn inside PPE and have an earpiece, mic, and a

circular button that’s easy to push when a nurse needs to talk with someone outside. CCU nurses were paired up, with one in full protective gear entering the patient’s room and the other remaining outside to pass in equipment as necessary, verify dosages, and take notes.

With the staff quickly embracing the improvement, Sylvester placed a full order of headsets. The technology offered side benefits, such as minimizing equipment contamination, but she says the real driver of the innovation was improving nursing communication and safety.

“Not only did the headsets give nurses a partner who could be their runner and grab other items that they needed, but it also limited their exposure,” Sylvester says. “Out of COVID, there were so many heartbreaks, but there was some really good stuff. The innovation and the resilience of this team—I couldn’t be prouder to work with them.”

Going forward, Kempf believes that the way the pandemic accelerated innovation will have a lasting impact on the profession. “The difference with COVID was the speed at which we had to get creative. We didn’t have time for a 10-month pilot. You could not be perfect,” she says. “Nurses developed new models of care immediately, with experimentation, controlled risk-taking, and continuous refinement. You don’t have to have a project plan that takes months and months.” ❄️

Partner Perspective

“We have a very good relationship with the school in a number of arenas. Rosemary [Polomano] is an excellent resource for innovation, practice, and research. These past two years, we have really enhanced our research program at Princeton, with a number of IRB-approved and exempt research projects completed or underway. We have partial access to a nurse scientist from Penn who helps with statistics and consults with our staff nurse Research Council. There is a good collaboration back and forth, and my goal is to expand the relationship going forward. In addition, three of my directors have enrolled in the DNP in Executive Leadership program at Penn.” — SHEILA KEMPF, CNO and VP of Patient Care Services, Penn Medicine Princeton Health



“When COVID started, there were a lot of questions about the proper ways to don and doff PPE. It was one of the major concerns of the bedside staff,”

IOZZO SAYS.

Lisa Iozzo and Sandra Seiler

BSN RN MEDSURG-BC

MSN CRNP-BC

“GOOGLE IS A VERB. Why can’t ‘dofficer’ be added to the dictionary?” jokes Sandra Seiler MSN CRNP-BC.

To add a layer of protection for staff as they donned and doffed PPE when caring for COVID patients at Chester County Hospital, Seiler and Lisa Iozzo BSN RN MEDSURG-BC, implemented training for a new role: “Dofficer” is a blend of “officer” and “don/doff.”

Science shows that doffing PPE is a high-risk moment for virus exposure. Staff who trained as dofficers at CCH—eventually there were 62—served as a second set of eyes as colleagues put on and took off protective gear and made sure all safety protocols were followed.

“When COVID started, there were a lot of questions about the proper ways to don and doff PPE. It was one of the major concerns of the bedside staff,” Iozzo says. “The dofficers were available to go to floors as needed, to make sure it was being done properly to prevent any type of contamination. The staff were very grateful for the additional resource available to them.”

Seiler and Iozzo, both Nursing Professional Development Specialists at CCH, developed classes to train dofficers and quickly put together a video shot on smartphone—all while following social distancing guidelines. “We actually got the infectious disease doctor and the nurse that works there to be part of the videos so that people

would understand how important it was in removing this protective equipment,” Seiler says.

COVID forced staff to adopt new ways of working, so innovative training didn’t stop with dofficers.

“We trained people to do a million different jobs. If you were in physical therapy, you learned how to do a foley,” Seiler says. “We taught doctors how to put IV lines in. We did weeks and weeks of cross-training.”

The dofficer program was inspired by a similar effort at another Penn Medicine hospital, according to Angela Coladonato DNP RN NEA-BC, CCH’s SVP Nursing and CNO, highlighting one of the many ways that the Penn Nursing academic practice partnerships are beneficial. “We have that tight relationship with the school, and anything that’s innovative and new gets filtered through the CNO Council or the academic partnership and all hospitals are privy to it and can implement it,” she says. “That’s one of the true benefits of the system, instead of reinventing the wheel, utilizing what works at one place in another.”

Iozzo also sees the difference the partnership with the School of Nursing makes when it comes to developing the workforce of the future.

“As educators and nurse residency coordinators, we see the struggles and challenges of new-to-practice nurses,” Iozzo says. “We are constantly in touch with clinical instructors, so we can better gear our program and orientation needs to the new graduate nurses.” ❄️

Partner Perspective

“Many of the CNOs are assistant deans for clinical practice at the University. Many of us have done guest lecturing at the School of Nursing. I did my doctoral project on how emotional intelligence is a key leadership skill. I was asked to speak to undergraduates and graduate students, and I did a video. All of us bring what we are experts at and share with the school. And Rosemary Polomano sits on our CNO Council ... and through that we bring back information that we can implement at our organizations. The School of Nursing is very involved in planning our annual research conference. It’s a great thing for nursing, to promote nursing research.” — ANGELA COLADONATO, SVP Nursing and CNO, Chester County Hospital

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“The first thing I learned in ethics was that good facts are the basis of good ethics. I think in a time of great fear and great uncertainty, to try to keep going back to the facts and what we know is really important,”

NARVA SAYS.



Aliza Narva

RN L'05 Nu'10 GNu'14

AS SHE WATCHED frontline staff step up to take on new responsibilities to ensure the best treatment possible for COVID patients at the Hospital of the University of Pennsylvania (HUP), Director of Ethics Aliza Narva RN L'05 Nu'10 GNu'14 turned to science.

“The first thing I learned in ethics was that good facts are the basis of good ethics. I think in a time of great fear and great uncertainty, to try to keep going back to the facts and what we know is really important,” Narva says.

With an ethical rounding mindset, she led an effort to address questions about caring for COVID patients and supporting the entire HUP staff as they faced stress-amplifying unknowns about the disease. She put together educational tools, wrote blog posts, held regularly scheduled meetings to talk through concerns with teams, recorded sessions for on-demand viewing, and made herself available for one-on-one conversations.

Her goal, Narva says, was to make sure everyone had an “understanding of obligations to ourselves with PPE, and potential exposure to this scary new virus, to figure out how do we provide the standard of care to our patients,

and how do we interact in a civil and respectful way with our colleagues when everything feels tumultuous.”

The ethics rounding proved useful amid the national unrest of summer 2020, too. Narva incorporated themes of social justice and equity in health care into the ongoing conversations.

“Aliza’s structure for discussing ethics pertaining to treating COVID patients was useful after the killing of George Floyd as frontline staff grappled with national calls for social justice and the role of race and racism in their practice areas,” says HUP Chief Nurse Executive Colleen Mattioni DNP MBA RN CNOR.

When Penn Medicine established the Action for Cultural Transformation to create an institutional roadmap to an anti-racist culture, Narva and a colleague had to interview staff about their experiences with race and racism in the workplace. But they didn’t stop once they reported their findings.

“We’ve actually kept those conversations going, not necessarily to gather data for the institution, but because we recognize that, like the ethics rounds, just having the conversation and helping people frame things with an ethical framework is really helpful,” Narva says. “Being able to be curious about our colleagues and our patients and the impact of our care is really helpful.” ❄️

Partner Perspective

“The academic-practice partnership has proven to be an invaluable bidirectional relationship, particularly with regard to research and innovation. As an example, Dr. Rebecca Trotta (Nu'98, GNu'01, GR'10) established a research team including a HUP nurse, Ms. Rachel Senker, and Dr. Barbara Riegel to embark on a study to improve self-care and symptom perception among advanced heart failure patients with left ventricular assist devices. This work is unfolding under the auspices of our Abramson Family Center for Nursing Excellence, which was unveiled in May 2021 under Dr. Trotta’s leadership. Dr. Trotta also works closely with Dr. Terry Richmond to ensure we capitalize on new opportunities for research and innovation that would not otherwise be possible if it were not for this amazing partnership.” — COLLEEN MATTIONI, *Chief Nurse Executive, Hospital of the University of Pennsylvania*

Brynn Moore

BSN RN COCN CPUP

SPARSELY STOCKED grocery store shelves were a common sight in 2020, but a critical shortage that predated the pandemic inspired urology nurses at Clinical Practices of the University of Pennsylvania to innovate. Their efforts meant that when COVID did directly affect ambulatory care, they were able to focus on guiding patients through mask mandates and going through appointments alone.

In early 2019, to compensate for production shortfalls and an increased demand for BCG, an intravesical immunotherapy agent, the American Urologic Association advised treating bladder cancer patients in split doses. At CPUP, they started scheduling their outpatients throughout the week, in pairs or groups of three. But if one patient was late or had a complication, others were left waiting or had treatments canceled.

“Every procedure morning was really emotionally taxing,” says Brynn Moore BSN RN COCN CPUP, Ambulatory Nurse III. Patients, nurses, schedulers, and the pharmacy were all frustrated. (The BCG dose has to be administered within two hours of mixing.) “That caused us to rethink. We can’t increase our supply, there’s nothing we can do about that. How can we make it so that these groups have a little bit more flexibility when something unforeseen

comes up? We wanted to avoid the medication going to waste, too.”

Moore says the urology nurses came up with the idea to try an all-hands-on-deck model, with all patients scheduled for treatment on a single day. That way, if one patient ran into issues, the staff could more easily change up the duo/trio treatment groups.

With the new approach, cancellations went down. Patient wait times decreased. There were fewer wasted doses. In fact, even though the BCG shortage persists, the practice eventually stocked up on enough for high-risk patients to receive full doses.

“Our patients are consumers, and we are in a city where there are other options. COVID increased anxiety but we made things smoother and reliable, and in the face of COVID, that gave us an edge to satisfy our patients,” says Moore, adding that she values their leadership being open to the innovation from the start.

One of those leaders, Associate Executive Director of Clinical Operations and CNO Barbara Prior, NE-BC GNu’03 brings a Penn Nursing background to creating a workplace where she says nurses are encouraged to continually evaluate processes and care delivery. “I feel like my education and my continued partnership with the School of Nursing has really taught me how to be an innovative leader,” Prior says. ❖

Partner Perspective

“Our partnership with Penn has been instrumental in taking their senior students to do rotations, and then most of them we’re able to recruit and hire. In addition to that, I work with Rosemary Polomano a lot on research. If there are any research projects going on, we try to connect them to someone at the school, to help the nurses lead research. We partner a lot with HUP. We [promote] educational forums. It provides that continuing education for our nurses who have an interest in research.” — **BARBARA PRIOR**, Associate Executive Director of Clinical Operations and CNO, Clinical Practices of the University of Pennsylvania



“COVID increased anxiety, but we made things smoother and reliable, and in the face of COVID, that gave us an edge to satisfy our patients,”

MOORE SAYS.

“I wanted to know more about the characters, the background stories. I wanted to know what he didn’t put in the book.”—Heidi Elgart RN MSN CRNP Nu’91 GNu’98, p. 56

Leadership

Health Care and Social Justice: Perfect Together

Connecting social issues and mental illness, and improving outcomes through advocacy and health care. By Louis Greenstein

GROWING UP in under-resourced neighborhoods in the San Francisco Bay area, Jason Jemera MSN PMHNP-BC RN GNu’21, age 26, saw substance abuse and violence all around him. The child of Filipino immigrants also saw opportunities to connect with people. “I was part of a Catholic youth group that got me engaged in being able to talk to people so easily and wanting to help the less fortunate,” he says. Jason attended Dozier-Libbey Medical High School, a public school in his hometown of Antioch, California, that is based on a medical curriculum. “So health care has always been ingrained in me.”

While enrolled at the University of San Francisco as a nursing major, “I was constantly juggling between the collegiate organizations, ethnic studies, and community advocacy work vs. my nursing academics,” he says. In fact, it was an extracurricular activity that inspired Jason to work for social justice: slam poetry. Competing on a national team, he learned about the struggles and traumas that many people grew up with. “Slam poetry is what took the lead in my wanting to advocate. I got to tell my story. If you can share your story and one person in



the room can be influenced by it, you did a good job.”

While many of his slam-poetry peers became writers, Jason forged a different path. “I knew I wanted to help people,” he recalls. “Nursing was an avenue for me to do that.”

On the day Jason began his nursing

career at UCLA, one of his best friends lost his life to gun violence. “He was the only other person I grew up with in my hometown who shared this vision of community-change work and health care,” says Jason. “Sometimes I push myself to carry two legacies on my back without realizing it.”

Jason worked as an RN for three years, gaining experience in adult med-surg, pediatric ICU, and cardiothoracic ICU. “But I didn’t fall in love with any of it,” he says. He felt unhappy “trying to find fulfillment in jobs that just weren’t meant for me at the base of my soul.” But as he was working in the PICU at UCLA, he observed that many of his colleagues were going back to school for their NP or their CRNA. This reminded Jason that during his senior year at USF he thought

he wanted to become a psychiatric nurse practitioner. “To me, psychiatric mental health is the bridge between clinical science and social justice,” he says. “Practitioners understand from evidence-based practice that underlying social issues—housing stability, access to food and health care, traumatic adverse childhood experiences, and racial and gender disparities—are directly related to higher incidence of mental illness.” But as an undergraduate, he had

second thoughts about psychiatric nursing. “There’s a stigma,” he says. “People still use words like ‘crazy.’ So I listened to everyone who said I should go into med-surg first.” But it didn’t last.

Once he was settled in Philadelphia for Penn Nursing’s psychiatric mental health NP program, Jason picked up a psychiatric nursing job at a hospital in an economically-challenged neighborhood. He says his psychiatric experience came mostly from what he had learned in med-surg. “I know how to talk with people who come from low-income neighborhoods,” he explains. “I know how to navigate when I’m there. My upbringing and skin color help me do that.”

While he was still in California, Jason got involved with the Social Justice League, a Los Angeles nonprofit founded to combat racial injustice and uplift under-resourced communities following the murder of George Floyd—a relationship he carried with him to Philadelphia. Through Penn’s Community Champions, he was connected with No More Secrets, a Philly organization that fights period poverty by providing feminine-care kits, clean water, counseling, and education. Ultimately, the Social Justice League donated more than 4,000 feminine-care products through No More Secrets. Why period poverty? “It was Women’s Health Month,” says Jason. “It was an issue that people don’t know about. How many times did this happen to my mom so she could put food on the table?” he asks. “There are so many women quietly struggling with this.”

While Jason misses the Bay Area, he feels at home in Philadelphia, too. Now that he is a psychiatric mental health nurse practitioner, he’ll make a decision about where he wants to live and work. In the meantime, you can find Jason in West Philadelphia, promoting social justice and lending a hand at Skate University and Power of Paint, nonprofits that use roller skating and art, respectively, in a safe space to help keep kids exposed to gun violence off the streets.

Jason’s podcast, *Your Mind, Your Narrative*, on Amazon, Google, Spotify, and Apple, is about how mental health intersects with our professional and social identities. Topics have included self-doubt and imposter syndrome; how BIPOC communities can benefit from therapy; burn out in health care jobs; and so much more. ♡



“Slam poetry is what took the lead in my wanting to advocate ... If you can share your story and one person in the room can be influenced by it, you did your job.”

Nursing Solutions: Strong Neighborhood Investment

Penn Nursing’s commitment to underserved neighborhoods received a Campaign boost through new student aid resources: a program for students in the dual degree Nursing Health Care Management program requires a post-grad work commitment in populations with health inequities, while a broader scholars program selects participants based on their intent to do the same.

Photo Kriston Jae Bethel

The Vaccinators

Nurses and needles on the pandemic front lines.

DURING THE 1918 influenza pandemic, Penn nurses served on the front lines in neighborhoods across hard-hit Philadelphia and elsewhere, risking their lives to provide comfort to the sick and educate families about prevention. A century later, Penn nurses are again on the front lines, administering COVID-19 vaccines at hospitals, mobile clinics, community centers, schools, assisted living facilities, in people’s homes, and more.

An informal survey found Penn Nursing faculty, alumni, and students organizing vaccination sites, administering shots, observing patients for adverse reactions, educating people who are hesitant about getting a vaccine, helping patients with limited English proficiency, scheduling second doses, and even coaching medical-student volunteers. From simply sticking around for a day or two to help out to volunteering on a weekly basis to playing lead

The Vaccinators are pictured L to R, in order from 1-6. >

roles as charge nurses at injection sites nationwide, Penn nurses can be found doing what they have been doing since 1886: treating patients, expanding the boundaries of medical knowledge, and engaging in communities to promote good health.

“The best part,” says Amanda Hyslop RN Nu’06, “has been witnessing health care workers, social workers, firemen, paramedics, doctors, and nurses come together to move our country forward.” ❄️



1.

Julie Sochalski
PHD RN FAAN
Penn Nursing Faculty

Role Associate Professor of Nursing
Associate Dean for Academic Programs

Sochalski stepped in at the Penn Community Vaccine Collaborative and the Philadelphia Episcopal Cathedral, where she prepared vaccines for administration, answered questions, observed vaccinated populations after receiving vaccine, and led/managed an intake pod. The stories and experiences from the community residents coming to the clinics, she says, provide keen insight into what it will take to expand efforts to grow the vaccinated population.

“I’ve been out of direct clinical practice for some time, and in the clinic, I feel like a nurse again. It reaffirms why, now decades ago, I chose the best of all professions.”

2.

Therese S. Richmond
PHD RN FAAN GRN’95
Penn Nursing Faculty and Alumna

Role Andrea B. Laporte Professor
Associate Dean for Research & Innovation

Richmond served as a vaccinator for Penn Medicine vaccination clinics in southwest Philadelphia. Over the years, she has partnered with several groups and residents in a research quest to address community violence and improve health and well-being. These partners welcomed Richmond’s team and shared tremendous expertise about their community and its strengths.

“Serving as a vaccinator seems like a small, tangible way to give back. It has been a delightful experience—especially having the chance to vaccinate teenagers!”

3.

Amanda Hyslop RN BSN
APRN Nu’06
Penn Nursing Alumna

Role Marin Medical Reserve Corps

Hyslop initially served in a mobile clinic, vaccinating workers at skilled nursing homes. In January, she began volunteering on Fridays at the Marin Civic Center, vaccinating essential health care workers, then teachers and seniors, and eventually the wider community ... including her own 12-year-old daughter.

“Vaccinating against COVID-19 has been an elevated experience. From cheers to tears, I have witnessed such a magnificent feat. Marin County tops the nation’s rollout rankings with currently 82.3% of its residents 12 and over completing the vaccine series. I am proud to have contributed to these excellent results.”

4.

Faye White-Willinger RN
HNB-BC Nu’88
Penn Nursing Alumna

Role Staff Nurse in Allergy and Immunology Department at NYU Student Health Center

White-Willinger sat on the committee that organized and set up the vaccination process (arrival to injection). Serving as a charge nurse, supervising around twelve nurses on a team that administered approximately 3,400 vaccines over seven weeks at NYU, White-Willinger says that one challenge they faced was making sure that none of the Pfizer vaccines—which come in vials of six doses—went to waste.

“At the end of the day my anxiety level would go up trying to make sure we had patients in multiples of six. If someone was late for their appointment and we had only four people at the end of the day, we had to waste two doses. We didn’t waste many. I was very happy; [almost] everybody showed up!”

5.

Irene Lee
Penn Nursing Student

Role Accelerated BSN Program

As a Penn nursing student, Lee helped administer vaccinations to Penn Medicine patients at the Perelman Center for Advanced Medicine. She also vaccinated and monitored older adults in West Philadelphia at Mercy LIFE West Philadelphia, and, during summer break, volunteered at the Crane Chinatown Community Center vaccination clinic, where she helped set up the clinic, registered patients, and assisted patients with limited English proficiency.

“Closely supervised by our instructors, we students ‘set up shop’ in our vaccination pods and administered vaccine after vaccine to our patients, refining our injection skills, having awesome conversations, and building immunity in the Penn Medicine patient population.”

6.

Sarah H. Kagan PHD RN
Penn Nursing Faculty and Clinician
Educator

Role Lucy Walker Honorary Term
Professor of Gerontological Nursing

Kagan worked with Penn Nursing alumna and adjunct faculty Ashley Ritter PhD CRNP Nu’07 GNu’10 GR’18 along with two other alumni—Molly Langford MSN CRNP Nu’95 GNu’96 and Donna Graham CRNP GNu’02. They were joined by three Temple University medical students at Ritter’s employer, NewCourtland, an independent living facility. Kagan had received her first vaccination at NewCourtland. When she arrived for her second, she learned that additional vaccinators were needed, so she volunteered.

“True to my nurse educator self, I spent the day coaching two terrific medical students to provide vaccinations with a person-centered approach, using perfect technique, while I completed each person’s vaccination card.”

As the Page Turns

Recognizing the different schedules Penn Nursing alumni keep, a virtual, asynchronous book club answers the call for many looking to connect with former classmates and explore industry-relevant issues.

By Christina Hernandez Sherwood

AS THE 2020 ELECTION drew near, Annie Perng MSN CRNP CWO CN Nu'13 GNu'17 wore a lanyard around her neck to shifts at the Harron Lung Center that read "Ready to vote?" When patients asked about it, Perng spoke with passion about the importance of not only voting, but of looking beyond the presidential race to the down-ballot contests that could impact the local justice system.

Perng was well-versed in judicial system injustice issues, in part because she was a member of her division's social justice committee. But she had also recently read *Just Mercy*, the 2014 bestselling memoir chronicling lawyer Bryan Stevenson's efforts to get a wrongfully convicted man off death row—and discussed it with dozens of her fellow Penn Nursing alumni.

"Reading it, you definitely feel a lot of pain and sorrow over the historic injustices and the people who are still living it," Perng says. "It's hard to just move on with your life as if your patients and your community aren't affected. We know these issues are pervasive."

Just Mercy was the first pick of the Penn Nursing Alumni Book Club, which kicked off in June 2020 as a new way for the school to support its alumni, virtually—it is entirely online and asynchronous. Club members discuss each selection in a private online forum over the course of several weeks, and can post questions or comments on the forum from anywhere, at any time.

"Nursing alums work all kinds of different schedules," says Monica Salvia, associate director of alumni engagement. "This is a way to connect at whatever time makes the most sense for them."

The book club also hosts regular live virtual events. When the club read A

Good Provider Is One Who Leaves, a multigenerational saga of global migration with a Filipino nurse as a central character, an accompanying live event featured three panelists discussing their personal experiences, along with research on and advocacy for Filipino nurses in the U.S. In a separate session, author Jason DeParle joined the group for a live talk.

Heidi Elgart RN MSN CRNP Nu'91 GNu'98, course director of the Adult Gerontology Acute Care Nurse Practitioner Program at Penn Nursing, says she loved the opportunity to hear more about the book—straight from the

author. "I wanted to know more about the characters, the background stories," she says. "I wanted to know what he didn't put in the book."

Along with helping her reconnect with former classmates, Elgart says the book club has inspired her to read books she would have never reached for on her own. "I've gained so much from reading them, whether it's a clearer understanding of nurses who immigrated to the U.S. or thinking about how our actions with patients in the ER—or on my trauma service—can be interpreted," she says.

The club reads one book every couple

of months, and a schedule is posted to keep members on track. Most selections are voted on by members from among a handful of options. After *Just Mercy*, all the books have featured a health care angle woven into the story line. Other selections have included *Maybe You Should Talk to Someone* by Lori Gottlieb, a therapist who recounts her own time in therapy; *The Great Believers*, a novel by Rebecca Makkai set in 1980s Chicago amid the AIDS epidemic; and *The Beauty in Breaking*, a memoir by emergency department doctor Michele Harper.

Though Perng always wanted to

participate in a book club, it was the Penn Nursing connection that finally inspired her to make the commitment. "I don't know of any other health care colleagues who can say that they still connect with alumni friends in this way where we talk about matters that involve social justice, health care access, mental health needs," she says. "It's been so interesting and a great way to expand my world."

Going strong with over 400 members, all alumni, students, faculty, staff, donors, and friends are invited to join at www.pbc.guru/nursingupenn. ❖



Illustration Josh Cochran

Connect and Conquer: A Community Comes Together

Penn Nursing's strong community binds alumni together—and provides support options for continued learning and networking. The *Innovating For Life and Living* Campaign included goals for increased alumni engagement to further enhance opportunities for alumni to come together in inspired ways. In addition to the Alumni Book Club, Penn Nursing's Alumni Engagement team developed a private Alumni Facebook group, a Nursing Parent Council and newsletter, and expanded alumni eNews.

One important outcome of this growth was a formal mentorship program launched during the Campaign; prior to this, mentorships were requested on an ad hoc basis. For the newly launched program, Penn Nursing alumni are matched to current Penn Nursing students to provide encouragement, career advice, and more. The Alumni Engagement team set an ambitious goal of acquiring 100 mentors. An outpouring of interest during the Campaign resulted in 204 mentors signing up for the program, an accomplishment that will have far-reaching effects for students and alumni.

To learn more about various Penn Nursing Alumni opportunities, visit www.nursing.upenn.edu/alumni.

STORY SLAM

Nursing

A storytelling event

Nurses have the best stories. We want to hear yours!

We are now accepting submissions for the second annual Nursing Story Slam. The event will take place on February 16, 2022 from 7–8:30pm, and will be held in the Harold Prince Theater at the Annenberg Center for the Performing Arts. (COVID permitting)

Submissions must be in the context of the event theme. The theme for this year's event is Creativity.

To apply, please visit: www.nursing.upenn.edu/storyslam

Support for the Nursing Story Slam has been provided by Sandy Samberg, Nu'94, GNu'95, and Joe Samberg.

Nurses are, of course, at the bedside, but we are also in many other places, including boardrooms, startups, congress, the military and more.

Therefore, stories can span the full range of nursing experiences, and can be about a time when something went right, wrong, or sideways in the lab, at the bedside (HIPPA compliant, please!), on a research project, or anywhere and everywhere that nurses are as they save lives and change the world locally and globally.

For questions, please email us at: innovation@nursing.upenn.edu.

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.

1970s



▲ **Ann L. O'Sullivan, Nu'70, GNu'72, GR'84**, the Dr. Hildegard Reynolds Endowed Term Professor of Primary Care Nursing and Professor of Primary Care Nursing, transitioned out of her full time role on June 30, 2021 after an incredible 48 years of service to the University and School. She will continue to mentor and support our DNP students.

Kathleen Bratby, GNu'75, is now a Clinical Associate Professor at SUNY Downstate Health Sciences University College of Nursing.

Gerri George, Nu'75, GNu'77, is a Former Contributor and Literary Editor at Wild River Review.

Sara Abbott, Nu'76, GNC'95, is working as a registered nurse at Philadelphia VA Medical Center.

Alexis Perri, Nu'79, GNu'83, is a Director of Cardiac Nursing at Nemours Health System.

1980s

Roxanne Guinness, GNu'81, is a Physician Liaison at AMSURG.

JoAnn Mulready-Shick, GNu'81, retired from University of Massachusetts-Boston as a Clinical Professor and former Undergraduate Program Director, continues her work as a nurse scientist with the Boston VA Healthcare System and fellow in the Academy of Nursing Education.

Lynette Guyer, GNu'82, is a Certified School Nurse at Spring Cove School District.



▲ **Mary Snyder Knapp, GNu'82**, is celebrating her 15-year anniversary as the Director of Health Services at Foulkeways at Gwynedd, the oldest CCRC in PA. During her tenure, in 2018, Foulkeways at Gwynedd was selected by the Pioneer Network for the Community Commitment national award for the "Senior Scholars" initiate at Foulkeways. Foulkeways has also been selected by US News and World Report as one of the best Nursing Homes in the United States.

Melissa Fitzpatrick, GNu'84, is the President at Kirby Bates Associates.

Regina McCabe Grazel, GNu'84, is working as the Senior Program Director for the New Jersey Chapter, American Academy of Pediatrics.

Dianne Charsha, GNu'86, is the Chief Nursing Officer and Chief Operating Officer at Buffalo General Medical Center.

Jennifer Easter, Nu'87, is the Regional Director of Case Management at WellSpan Health.

Lisa Hompe, Nu'87, LPS'19, is now a Consultant and Coach working at an Executive Coaching and Organizational Consulting firm.

Danielle Mullen, Nu'87, is a Certified Registered Nurse Anesthetist at Nemours Foundation at A.I. Dupont Hospital for Children.

Nancy A. Hodgson, GNu'88, GR'99, the Anthony Buividas Term Chair in Gerontology, Professor of

Nursing, and Chair of the Department of Biobehavioral Health Sciences at Penn Nursing, was awarded the Doris Schwartz Gerontological Nursing Research Award by the Gerontological Society of America.

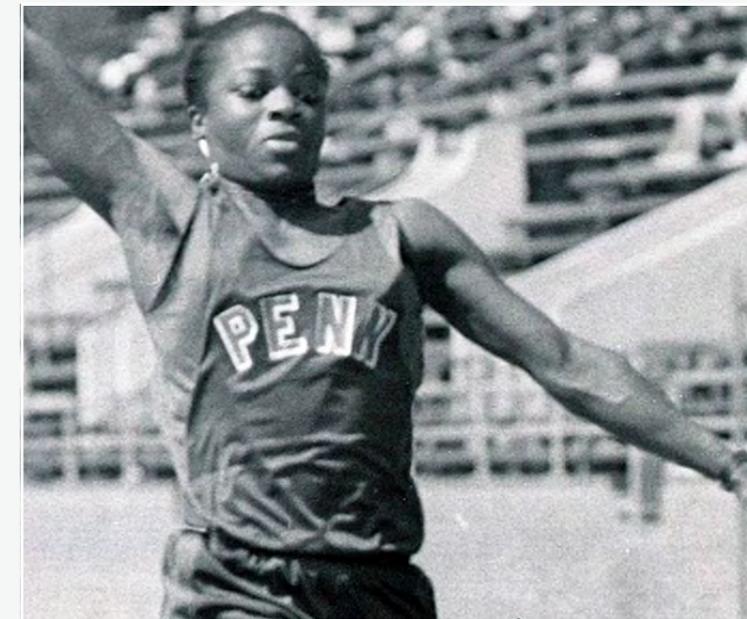
Ellen Kitchen, GNu'88, is working as a registered nurse at AC Wellness.

Marilena Di Silvio, Nu'89, is a Partner at Elk and Elk.

Yolanda Dolak, GNu'89, is a Lawyer at the Law Office of James Casey.

Michelle Garcia, Nu'89, is now a Nurse at Stanford Children's Hospital.

Victoria Langer, GNu'89, is a Nurse Practitioner at Middlesex Hospital.



▲ **Ruthlyn Greenfield-Webster, Nu'92**, a registered nurse at New York University Langone Hospital, was recently featured in the *Penn Gazette* for being the first Penn Track and Field school record holder to graduate from the School of Nursing.

Erica Wolf, Nu'81, is a Medical Director at Independence Blue Cross.

1990s



▲ **Alycia Bischof, Nu'90, GNu'95, GRN'21**, and **Sherry A. Greenberg, Nu'90, GNu'92, GR'14**, co-authored an article on Advocating Reimbursement Parity for Nurse Practitioners that was posted to The Online Journal of Issues in Nursing and featured in the HealthLeaders magazine

Katherine Ramiza, Nu'90, GNC'93, GNu'93, is a Nurse Practitioner at Guthrie Clinic.

Ellen Wise, GNu'90, is the Director of Clinical Services at ChildrenFirst Healthcare System.

Yvonne Ruddy-Stein, Nu'91, GNu'94, is an Advanced Practice Registered Nurse at Trinity Health of New England.

Deanna McCarthy, GNu'92, is an ICU Bedside Nurse at Mercy Fitzgerald Hospital.

Margaret Chamberlain Wilmoth, GR'93, who serves as the Executive Vice Dean and Associate Dean for Academic Affairs at UNC's School of Nursing, was inducted into the Army Women's Foundation Hall of Fame on March 11, 2020 and was given the Penn Nursing Outstanding Alumni Award in May 2021. Peggy was also featured in a recent Alumni Profile on the Penn Nursing website.

Bari Nemeth, GNu'93, is a Program Manager of Health at Southwest Human Development.

Susan Blumenfeld, GNu'94, is a Pediatric Nurse Practitioner at Nemours Pediatrics.

Elizabeth Campbell, GED'94, Nu'96, is a Nurse Practitioner at Heritage Medical Associates.

Christine Collins, GNu'94, is working as a self-employed Nurse Practitioner Contractor.

Mark Heimann, GNu'95, is an Acute Care Nurse Practitioner at Mainline Health.

Cynthia Lynch, Nu'95, GNu'97, is a Midwife at New York University.

Michelle Taylor, GNu'95, is an APP Director and Pulmonary Nurse Practitioner at Cleveland Clinic Martin Health.

Kirsten Yohe, GNu'95, is a CRNP at WellSpan Philhaven CADD.



▲ **Kathryn Bowles, GR'96**, a Professor of Nursing and the van Ameringen Chair in Nursing Excellence at Penn Nursing, was awarded the Doris Schwartz Gerontological Nursing Research Award by the Gerontological Society of America.

Alma Chavez, Nu'96, is a Project Leader at Duke University.

Anne DeLeo, GNu'96, is a Nurse Practitioner at Children's Hospital of Philadelphia.

Jennie Solis, Nu'96, is a Clinical Documentation Specialist at UCSF.

Katherine Watson, C'96 Nu'96, is a Clinical Nurse Case Management Trainer at Blue Cross Blue Shield of Mass.

Minh Winters, Nu'96, C'98, is the Senior Legal Nurse



FROM THE PENN NURSING ALUMNI BOARD PRESIDENT

As my tenure as President of Penn Nursing Alumni nears its end, I want to take this opportunity to reflect upon the accomplishments of the Board in its effort to support each of you over the past few years, as well as what we have overcome together. The Alumni Board members have volunteered their time, talents,

and treasures during the greatest period of adversity of our generation. They never wavered, they never faltered, and always showed up. And for that, I am eternally grateful and humbled. Our accomplishments and achievements would not have been possible without them, or the massive team in Institutional Advancement that have given so much of themselves to ensure that we present to you the best of Penn Nursing.

Over the past few years, we have supported financial campaigns, such as the successful *Innovating for Life and Living* Campaign, as well as a giving-to-you campaign: the Season of Giving supported alums during the pandemic in a number of ways. We have pivoted our events and outreach to a larger virtual platform and, therefore, a broader reach. We launched a book club and supported networking programs for young alumni, innovators, and entrepreneurs—we celebrated the work that our alumni do and tried to ensure that we highlight the core of our profession, clinical practice. I am especially proud of the work that we have done in the name of social justice. We have launched a social justice initiative in partnership with Penn Nursing's mission and have expanded our alumni awards program to recognize social justice activists and advocates, as well as emerging leaders.

I hope that as we turn this page in history and return to our new normal, many of you find solace in the traditions of the Penn Nursing community. It is my wish that we continue the conversations surrounding diversity, inclusivity, and social justice. The change we have witnessed has been encouraging, and our voices and our presence can keep this movement alive.

I could not have been prouder to serve as the Board President. These last 18 months, though trying, were a reminder of why we do what we do and just how great we are at what we do. Winston Churchill said that we "make a living by what we get, but we make a life by what we give." I want to acknowledge just how much each of you has given this year and every day and say that I am honored to be among Penn Nursing Alumni.

For one final time, I ask that you send your needs, updates, questions, comments, and concerns to NursingAlumni@nursing.upenn.edu. I encourage you to get involved or re-engage with our community.

All my very best,

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

From all of us at Penn Nursing, thank you for your service, Maya!

Consultant at Troutman Pepper.
Heike Kuehn, GNu'97, is a Nurse Practitioner at Chrisitanacare Concord GYN.

Michele Smith, GNu'97, is an Adjunct Professor, Director of Pivot at Simmons University.

Lisa Amaradio, GNu'98, is now a Clinical Documentation Specialist at Trinity Health.



▲ **Katherine Gregory, GNu'98**, is the new Dean at Connell School of Nursing at Boston College. During her 25-year nursing career, Gregory has risen from a staff nurse in a newborn ICU to the ACNO at Brigham and Women's Hospital, with a scope of responsibility that includes leadership of a division with approximately 700 nurses and clinical staff, and clinical operations for the largest birth hospital in Massachusetts.

Maria Magliacano, Nu'98, is a Pediatric Nurse Practitioner at Maria Magliacano, CPNP.

Sandhra Thekkumthala, GNu'98, GNu'16, is an Acute Care Nurse Practitioner at Hospital of University of Pennsylvania.

Melina Hinton, Nu'99, is the Director of Nursing at Right At Home.

2000s

Autumn Eichelberger, GNu'00, is an Assistant Clinical Director at University of Scranton.

Sheldon Fields, GR'00, took part in the 2020 INL Critical Conversation on Health Equity and Racism and shared

the following insight: "Nurses must recognize their wide impact on the health of our nation. Teaching nurses how to be Anti-biased and Anti-racist is a necessary move to action that will benefit all of the clients we serve in our diverse society. We owe it to society as the largest segment of the health care workforce and the most TRUSTED profession."

Salimah H. Meghani, GNu'00, GM'05, GR'05, was awarded the 2021 Christian R. and Mary F. Lindback Award for Distinguished Teaching.

Susan Rees, GNu'00, is a Nurse Practitioner at Clinical and Support Options.

Krisana Gesuwan, Nu'02, is a Nurse Practitioner at National Institutes of Health.



▲ **Hanne Harbison, Nu'02, GNu'03**, was promoted to Senior Lecturer in Women's Health and Midwifery at Penn Nursing where she serves as Director of the Women's Health Gender Related Nurse Practitioner Track.

Allison Kemner, Nu'02, GNu'06, is the Executive Director at Incyte Biotech.

H Luong, Nu'02, GNu'04, is a School Nurse at the School District of Philadelphia.

Lauren Hodges, GNu'03, is a Director of Magnet and Nursing Outcomes at Virtua Health.

Rhonda Kesterson, GNu'03, is a Clinical Educator at the Gulf Coast Medical Center.

Michael Weissman, Nu'03, is a Senior Director, Ambulatory Surgery at the Hospital for Special Surgery.

Gayley Blaine, Nu'04,

GNu'07, GNu'08, is a Nurse Practitioner at Penn Medicine.
Sara Hollstein, Nu'04, GNu'06, is a Nurse Practitioner at Mainline Health.

Jennifer Palladino, GNu'04, Nu'04, is a School Nurse at Medford Public Schools.

Christopher Roe, GNu'04, is the Adult Specialties Director in the Office of Advanced Practice at University of Texas Southwestern Medical School.

Helen Teng, Nu'04, GNu'07, GR'19, is a Clinical Assistant Professor at Drexel University College of Nursing and Health Professionals.

Bridgette M. Brawner, GNu'05, GR'09, was awarded the Diversity and Equity Award, International Society of Psychiatric-Mental Health Nurses. Dr. Brawner joined the Fitzpatrick College of Nursing at Villanova University as a tenured Professor in August 2021. In January 2022, she will succeed Dr. Suzanne Smeltzer as the Richard and Marianne Kreider Endowed Professor in Nursing for Vulnerable Populations.

Amanda Fairbanks, GNu'05, is a School Nurse at Westwood Public School.

Anna Fry, Nu'05, is a Registered Nurse at the Nurse Family Partnership of Philadelphia.

Jennifer Galczynski, Nu'05, GNu'06, GNu'16, is an Adult Geriatric Acute Care Nurse Practitioner at Lankenau Heart Group.



▲ **Sunny Hollowell, GNu'05, GR'13**, who is currently a pediatric nurse practitioner

Penn Nursing Babies

Annemarie Marrou, Nu'11, GNu'13 and **Jeffrey Yenor, Nu'11, GNu'15**, are thrilled to announce the birth of their daughter, Isabel, in January 2021. Isabel joins older brother Gabriel, who is "absolutely smitten. We look forward to hopefully taking them up to Philly (and Penn!) in the not-too-distant future so they can see where our story began."



▲ **Erin Teeter Marturano, GNu'19**, and her husband Eric welcomed their son Marco on November 7, 2020.

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.

and assistant professor at the Villanova University M. Louise Fitzpatrick College of Nursing (FCN), has been selected as a Macy Faculty Scholar, following a highly rigorous and selective national process. She joins a forward-thinking group of five researchers in the 2021 class of nurses and physicians, honored for their creativity and impact. Dr. Hollowell will receive salary support for two years as part of the program. [photo above]

Kathleen Blong, GNu'06, is a Manager at Penn Medicine.



Regina Cunningham Ashley Darcy-Mahoney Marcus D. Henderson
 ▲ Ashley Darcy-Mahoney, GNu'09, GR'10, Marcus D. Henderson, Nu'17, GNu'20 and Regina Cunningham, GR'03, were panelists for a summer 2021 discussion of the National Academy of Medicine's consensus study, *The Future of Nursing 2020-2030: Charting a Path to Health Equity*

Anndrea Carey, Nu'06, GNu'10, is a Nurse Practitioner at Senior Health Associates.

Esther Park, Nu'06, GNu'14, is a Veteran Recruiter at MilSpec Talent.

Eric Bowles, Nu'07, is a Certified Registered Nurse Anesthetist at West Ridge Anesthesia, PC.

Kelly Sessler, Nu'07, GNu'11, is a Director, Nursing Quality at New York Presbyterian Hospital.

J. Margo Brook-Carthon, GNu'08, was named the Tyson Endowed Term Chair for Gerontological Research at Penn Nursing.

Frennie Jamshidian, Nu'08, GNu'11, is a Nurse Practitioner at Hospital of the University of Pennsylvania.

Jaleisha Jackson, Nu'09, started a new position as a Director of Program Management at Anthem, Inc.

Meghan Leary, Nu'09, GNu'12, is working as a Clinical Application Specialist.

Meredith Palusci, C'09, Nu'10, GNu'14, is a Nurse Practitioner at Emerson Hospital.

Julia Steele, Nu'09, GNu'14, is an Adult- Geriatric Primary Care Nurse Practitioner at Thomas Jefferson University Hospital.

2010S

Angela Garmon, GNu'10, is a Pediatric ICU NP at Children's Hospital of Philadelphia.

Rebecca Hanna, GNu'11, is a Certified Registered Nurse Anesthetist at Presbyterian Medical Center.



▲ **Susan K. Keim, GNu'11, GR'18,** was promoted to Practice Associate Professor at Penn Nursing. She also serves as the director of Penn Nursing's Doctor of Nursing Practice in Executive Leadership (DNPEL) track, and Nursing & Healthcare Administration and Leadership master's programs. In addition to her work at Penn Nursing, Susan works as a Nurse Scientist at Penn Medicine.

Amy Olson, Nu'11, GNu'13, is a Nurse Practitioner at Alaska Native Tribal Health Consortium.

Lori Plummer, Nu'11, GNu'13, started a new position as an Oncology Navigator at WellStar Kennestone Hospital.

Kenneth Powell, Nu'11, is a Nurse at Einstein Medical Center.

Sarah Webster, GNu'11, is a Nurse Midwife at the Birth Center.

Tamara Yang, Nu'11, is an Aesthetic Nurse at Beverly Hills Plaza Medi Spa.



▲ **Adrianna Nava, GNu'12,** was recognized by the National Association of Hispanic Nurses with the 2021 President's Award. She is currently working in the VA Boston Healthcare System as an Accreditation Specialist.

Andrew Paulson, GNu'12, is a Nurse Practitioner at Connecticut Centers for Neuropathy.

Saumya Ayyagari, Nu'13, GNu'18, GR'18, is a Registered Nurse at Philadelphia Nurse Family Partnership.



▲ **Brigid Gannon, GNu'13,** had an article titled, "Four Ways To Help Employees Navigate After Trauma" published by Forbes.com. Brigid is co-founder of Lavender, an online psychiatry & therapy service, and an award-winning nurse entrepreneur known for building innovative healthcare businesses.

Gabriella Kim, Nu'13, is a Public Health Nurse at Nurse Family Partnership.

Jamie Lederer, GNu'13, is a Nurse Practitioner in the University of Pennsylvania Health System.

Linda Maldonado, GR'13, who is currently working as an Assistant Professor at Villanova's Fitzpatrick College of Nursing, was honored as an Al Dia Top Nurse in the Academic Practice category for her science and service in the community of Kensington. Al Dia is a news media organization focused on the Latino experience in the U.S.

Sheila Robbins, GNu'13, is a Nurse Practitioner at Children's Hospital of Philadelphia.

Roxanne Sebeny, Nu'13, GNu'14, is a Nurse Practitioner at Penn Medicine.

Pamela Cook, GNu'14, is a registered nurse at Dayton Children's Pediatric.

Sarah Danford, Nu'14, GNu'15, is a Family Nurse Practitioner at Good News Community Health Center.

Vanessa Di Maria, Nu'14, GNu'19, is a Nurse Practitioner at Mount Sinai.

Anne Gibson, GNu'14, is an Anesthesia Consultant at Society Health.

Lai Julin, Nu'14, GNu'17, is a Registered Nurse II at UCSF Medical Center.

Hannah Lan, Nu'14, GNu'18, is a Certified Registered Nurse Practitioner at HUP.

Amanda Mastrippolito, GNu'14, is a Pediatric Nurse Practitioner at Will Cornell Medical Center.

Lauren Packard, GNu'14, is a Clinical Director at St. Barnabas Medical Center.

Christine Reustle, GNu'14, is a Nurse Practitioner in the PICU at Robert Wood Johnson.



▲ **Jill Vanak, GR'14,** joined Janssen Oncology in 2018 and is a member of the Early Development Clinical team in Oncology, working in the role of Clinical Research Practitioner for first-in-human studies using immune-oncology approaches including CAR-T cells and T-cell redirecting bispecific antibodies. Prior to this role, she was a senior medical science liaison within U.S. Medical Affairs at Janssen. She is a board-certified acute care nurse practitioner,

advanced oncology nurse practitioner, and bone marrow transplant certified nurse who worked in direct patient care in academic medical centers until 2018. Her clinical expertise is in the care of patients with hematologic malignancies, specifically leukemias, lymphomas, and myeloma.

Wendy Zhang, Nu'14, W'14, GNu'18, completed her doctoral project on "Screening for Social Determinant of Health in Primary Care" at the University of Maryland. Her project received the Best Poster Award in the graduating class and was presented at six national conferences.

Elisabeth Bellissimo, Nu'15, GNu'19, is a Pediatric Nurse Practitioner at Columbia University Medical Center.

Melissa Davey, GNu'15, is a registered nurse at UVA Medical Center.



▲ **Allison Reichhold, GNu'17** is now working as the VAD Coordinator at Ann & Robert H. Lurie Children's Hospital of Chicago. She was also awarded the ANCC Magnet Nurse of the Year for Transformational Leadership. A message from Allie: "Just wanted to say again how thankful I am for the leadership and nursing foundations I learned from you all during my time at Penn!"

Alumni Connections



Penn Nursing honors New Academy Fellows

We are thrilled to honor the newest Penn Nursing fellows of the Academy of Nursing. Visit our website at www.nursing.upenn.edu/news for the current list of new Academy fellows.

Homecoming – Back on Campus!

Homecoming 2021 will include a mix of virtual and in person events this year*. For those able to return to campus, we can't wait to see you again! Programs will take place online and in person the week of November 7, 2021. Join us for the game v. Cornell at 1pm, along with plenty of opportunities to network + reconnect. See www.nursing.upenn.edu/alumni for details.

*Current as of print deadlines. Please see the website for the latest updates.



Christina Demars, GNu'15, is working at the Ann & Robert H. Lurie Children's Hospital of Chicago as a Nurse Practitioner.

Rebecca Nock, GNu'15, GR'16, is an Analyst at Health Verity.

Samantha Parad, Nu'15, GNu'20, is a Dental Resident at Massachusetts General Hospital.

Cassie Seto, Nu'15, GRN'20, is a Nurse Anesthetist at Cooper University Hospital.

Laura Boerste, GNu'16, is a Neonatal Clinical Specialist in the U.S. Navy.

Anne-Marie Boucher, GNu'16, is a Neonatal Nurse Practitioner at Children's Hospital of Philadelphia.

Alexis Collins, Nu'16, GNu'20, is a registered nurse at Cooper Hospital.

Claire Levinson, GNu'16, is now the Vice President at DispatchHealth, a company that offers on-demand healthcare for people of all ages in the comfort of their home

Allison Lutfi, Nu'16, GNu'19, is a Nurse Practitioner at St. Jude Heritage Healthcare.

Patricia Meyer, GNu'16, is a Nurse Practitioner at UPMC.

Sarah Pinto, Nu'16, GNu'18, is a Nurse Practitioner at Spectrum Health Services.

Zhanna Polyachenko, GNu'16, is a Certified Registered Nurse Anesthetist at Envision Physician Services.

Leah Salp, GNu'16, is working at Abington Memorial Hospital as a Hospice and Home Care Intake Manager.

Katherine Strobel, GNu'16, is a Critical Care Nurse Practitioner at UVA Health Systems.

Yaneli Arizmendi Estrada, Nu'17, GNu'20, is a Labor and Delivery Nurse at Jefferson Hospital.

Maisha Harvey, GNu'17, is a Nurse Practitioner at Emory Healthcare.

Celina Hickson, GNu'17, is a Nurse Midwife at Capitol Health.

Dreamy James, GNu'17,

is a Manager and Nurse Practitioner at Meridian Health.

Ian Jeong, Nu'17, is a registered nurse at Northwestern Memorial Hospital.

Tamia Matthews, GNu'17, is a Nurse Practitioner at Christiana Care.

Molly McHugh, Nu'17, GNu'19, GR'25, is a registered nurse at MedStar Georgetown University Hospital.

Haruka Nakamura, Nu'17, GNu'20, is a registered nurse at Mount Sinai Hospital.

Colleen O'Brien-Podulka, GNu'17, is a Cardiac Surgery Nurse Practitioner at Einstein.

Darina Petrovsky, GR'17, started a new position as an Assistant Professor at Rutgers University.

Jessica Richardson, GNu'17, is a Nurse Practitioner at MaineGeneral Health.

Abbey Roepke, GNu'17, GR'17, is a Nurse Educator at Seed Global Health.

Elizabeth Sieber, Nu'17, GNu'22, is a Travel Nurse at Aya Healthcare.

Lauren Solomont, GNu'17, is a nurse at NYU.

Shaykhia Washington, Nu'17, GNu'20, is a Nurse Care Manager, Reproductive Child Health at Steven Klein Wellness Center.

Courtney Weintraub, Nu'17, GNu'20, is a nurse at Penn Medicine.

Alyssa Young, Nu'17, is a Research Nurse Coordinator at Christiana Care.

Darcy Alimenti, GNu'18, is a Nurse Practitioner at the Hospital of the University of Pennsylvania.

Nicole Heap, GNu'18, is a Lead Advanced Practice Clinician at Christiana Care.

Aupala Huq, Nu'18, GNu'21, is a Clinical Nurse at Nemours Children's Hospital.

Yewon Lee, GNu'18, is a Nurse Practitioner at Ohio Health.

Lisa Long, GNu'18, is a Nurse Practitioner at University of Pennsylvania Health System.

Stephanie Yazdanyar, GNu'18, GNu'20, is now working at St. Luke's University Health Network.

Alexine Froissard, GNu'19, is a Nurse Practitioner at Penn Medicine.

Betty Glauberzon, GNu'19, is an Internal Medicine Nurse at Casas Adobes Family Practice.

Nina Juntereal, Nu'19, is a PhD student at University of Pennsylvania.

Matthew Liccketto, GNu'19, is a Nurse / Instructor at Pennsylvania Hospital.

Rachael Mealey, GNu'19, is a Nurse in the Emergency Department at the Hospital of the University of Pennsylvania.

Briana Renois, GNu'19, GR'20, is working as an Adult Gerontology Primary Care Nurse Practitioner.

2020s

Rachel Amiano, GNu'20, is a Nurse Practitioner working in Sleep Medicine at Penn Medicine.

Emily Beiting, Nu'20, GNu'22, is a Pediatric Hematology/ Oncology Nurse at Cincinnati Children's Hospital Medical Center.

Jackelyn Boyden, GR'20, is a Post Doctoral Research Fellow at Children's Hospital of Philadelphia.

Nicole Cantu, GNu'20, is a Clinical Nurse Specialist - Psychiatric Liaison at UWHealth.

Terry Chien, GNu'20, Nu'20, is a registered nurse at Johns Hopkins University.

Theresa Dierkes, Nu'20, is a Staff Nurse at University of Pittsburgh Medical Center (UPMC).

Anne Fogam-Tita, GNu'20, is now working at White Oak Medical Center.

Jennifer Gil, GNu'20, who is working as a Clinical Nurse at Thomas Jefferson University Hospital in the emergency department, was honored as

a 2021 AL DÍA Top Nurses working in Health Systems Practice.

Dana Hackett, GNu'20, Nu'20, is a registered nurse at MedStar Washington Hospital Center.

Madeleine Hardie, Nu'20 GNu'22, is a registered nurse at The Medical Center of Aurora.

Jessica Hirst, GNu'20, is a Neuro-Oncology Nurse Practitioner at Children's Hospital of Philadelphia.

Ruth Lee, Nu'20, is a registered nurse at NYU Langone Health.

Megan McDowall, GNu'20, is a Nurse Practitioner at HUP.

Jennifer Morone, GR'20, is a Post-doctoral Fellow at Yale University.

Jean Pahima, GNu'20, is a registered nurse at Memorial Hospital.

Diana Rivero, GNu'20, is a registered nurse at AdventHealth.

Billy Rosa, GR'20, was named to Crain's New York's Notable in Healthcare 2021, honoring New York City's healthcare professionals—calling out “the heroes of the Covid-19 pandemic.”

Devon Verity, GNu'20, is a Nurse Practitioner at Capitol Health Infectious Disease Specialist.

Colette Williams, GNu'20, Nu'20, is a COVID Vaccinator at NYS Department of Health.

Russell Worthen, GNu'20, is a Critical Care Nurse Practitioner at Wake Forest Baptist Health.

Inez Zuska, GNu'20, is a Nurse Practitioner at University of Pennsylvania Hospital.

Elizabeth Zvara, GNu'20, is a Family Nurse Practitioner at Union Community Care.

Jialin Hu, Nu'21, W'21, is an Analyst at J.P. Morgan Investment Co.

Danielle Lena, GNu'21, is an Advance Practice Nurse at Hackensack University Medical Center.



ALUMNI SPOTLIGHT

Ashley Z. Ritter NU'07 GNU'10 PHD CRNP The 2020 recipient of the Young Alumni Award of Merit

Ashley Z. Ritter was honored with the Young Alumni Award of Merit, recognizing outstanding leadership and service to Penn, prior to the awardee's sixteenth Reunion year. Ritter is a geriatric nurse practitioner and Postdoctoral Fellow with Penn's National Clinician Scholar Program; an Associate Fellow, Leonard Davis Institute of Health Economics; and a member of the NewCourtland Center for Transitions in Health, as well as Chief Clinical Officer of Dear Pandemic. Her research and practice focus on improving post-hospital care for older adults with complex medical and social needs.

She has been a standout alumni leader for Penn Nursing, serving on the Alumni Board, where she provided leadership as

both the Vice President and President over the years, among other service to Penn Nursing and the wider university. Ritter is a first generation college graduate—and she and her husband have three children.

We asked Ritter a few questions about her connection to Penn Nursing and her career in health care:

What's driven your volunteerism at Penn Nursing, and what's satisfying about it?

Penn has always been my academic home. I have worked in community settings, not always nested in a culture of research. Maintaining strong ties with Penn Nursing early in my career facilitated work in building evidence-based programs in community settings—mentors, scientific rigor, continued education, networking. I volunteer with Penn Nursing to help others realize the value of this relationship. Our collective knowledge, strengths, and experience are stronger together. Through this work, I have met amazing students and alumni...Penn Nursing continues to keep me engaged and informed.

What are your biggest challenges as a geriatric NP and as a Postdoc Fellow?

Systemic problems in health care make individual patient care challenging at times. I struggle when I can't get my patients what they need. I pursued doctoral education to improve the systems of health care. As it turns out, focusing solely on health care ignores societal drivers of poor health,

like housing instability, trauma, disparities in economic opportunity, and social isolation. Aligning stakeholders with diverse goals—policymakers, patients, payers, providers—is equally difficult. I pursued diverse training in clinical practice, research, health policy, and economics to assist in dismantling silos of care to help as many individuals as possible, but particularly those with complex needs.

And what has been the most rewarding?

I give it my best every day. Most days are relatively thankless, but you must keep going. Once in a while, your effort makes a difference: a patient gets his electric scooter after months of paperwork, a family expresses gratitude after the painful but peaceful loss of a loved one, a manuscript you worked on for years is published ... a policymaker calls for your expert opinion. You soak in those visible moments of impact to fuel the persistence and dedication required to make lasting impact. I am honored to wake up every day to work on problems I really care about.

If you won the lottery, would do something different?

Other than wearing a brand new pair of socks every day, no—I am very fulfilled.

Due to pandemic-related campus-wide live event restrictions in 2020, this award will be presented at the Alumni Award of Merit Gala on November 5, 2021.

2021 Alumni Award Winners:

We are thrilled to congratulate the 2021 Penn Nursing Alumni Award winners, who were honored in May 2021 as part of a virtual Alumni Weekend program hosted by Dean Villarruel and Penn Nursing Alumni Awards Committee Chair Ashley Darcy-Mahoney GNu'09, GR10. Nominations for 2022 open soon!



Margaret Wilmoth, GR'93
Outstanding Alumni Award



Judi Stellar, Nu'79
The Alumni Award for Clinical Excellence



Sheldon Fields, GR'00
Lillian Sholtis Brunner Award for Innovation



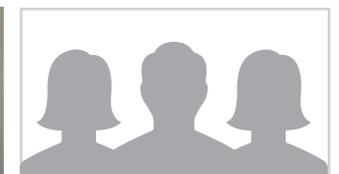
Alycia Bischof, Nu'90, GNu'95, GRN'21
The Alumni Spirit Award



Jamie Chung, Nu'21
The Alumni Spirit Award for Graduating Students



Angela Wang, Nu'12, GNu'17
Early Career Alumni Award for Excellence



Betsy Sands, WG'86; Jeffrey Sands; Deborah Sands Gartenberg
Honorary Alumni Award

In Memoriam

1940s

Jean Lewis, HUP'46, on November 15, 2015.

Laverne Shuck, HUP'46, on December 13, 2014.

LaVerne received her nursing degree from the University of Pennsylvania Hospital as a member of the U.S. Cadet Nurse Corp during World War II. The family would like to thank the staff of Emeritus of Brandon for its dedicated care and support.

Shirley Boandl, HUP'47, on July 13, 2004.



Betty Gotchel, HUP'48, on July 24, 2020. She was born in Princeton, Indiana and graduated from Williamsport High School in Pennsylvania. Betty graduated from the Nursing School at the Hospital of the University of Pennsylvania in September 1948. Betty married Richard P. Gotchel in December of 1952. She was a loving and faithful wife, mother and friend, and her gentle, kind, and gracious spirit blessed all who knew her.

Esther Nelson, ED'49, on August 12, 2016. She volunteered for the Red Cross Nursing Service and the Army Nurse Corps. She was on active duty from May 1941 to February 1946 and served more than three years. Her civilian employment included work as a school nurse for the James Buchanan School District, and

staff and a supervisory position with the Pennsylvania Dept. of Health.

Evelyn Stretton, ED'49, on May 5, 2015.

1950s



Mary Rieser, ED'50, GED'56, on November 23, 2020. After receiving her Bachelor's and Master's degrees from the University of Pennsylvania, she continued on with Doctorate studies, and published many articles and research grants. Mary was a World War II veteran, having served in the U.S. Army Cadet Corp of Nursing from 1943 to 1946. Mary served the University of Pennsylvania from 1950 until the late 1980's, as an instructor, and later became the Director of Staff Development in Nursing and Assistant Director in Nursing for Graduate Staff Development. After retiring, she continued her work with local nursing agencies in Berks County, finishing her career at age 88.

Evelyn Stretton, ED'49, on May 5, 2015.

Kathleen Yale, HUP'51, on August 3, 2019.

Linda Brown, HUP'53, on November 5, 2016.

Norma Stewart, HUP'53, on August 14, 2015.

Marilyn Hoffman, Nu'54, on January 1, 2021.



Patricia Davis, HUP'55, on February 10, 2021. Born on Sept. 1, 1934, in St. Mary's, PA, about 120 miles northeast of Pittsburgh, Patricia set out for Philadelphia after high school to study nursing at the University of Pennsylvania. One of four sisters, she was independent, focused on education, and determined that nursing and health care were her calling. She graduated from Penn's School of Nursing in 1955 and started working as a nurse at the university hospital. She became head nurse when Penn opened its first surgical ICU in 1959, one of the first in the country, and spent the rest of her life working and volunteering with hospital staff and patients.

Margaret Shegina, Nu'55, GED'59, on February 23, 2012.

Beverly Brogan, HUP'59, on February 8, 2021. Beverly was a very intelligent talent, and she set her goal on nursing school. She graduated with honors from the University of Pennsylvania and quickly became a well sought-after operating room nurse. Bev served on the team with the first open heart by-pass surgery, along with two cardiac surgeons, on the cutting edge of this procedure. She met the love of her life while attending Penn through a mutual friend.

Jo Anne Hopper, Nu'59, on May 9, 2021.

Elinore Lynch, Nu'59, on March 17, 2021. Elinore furthered her education at the University of Pennsylvania, where she obtained a Master

of Education degree. Elinore retired from Cedar Crest High School, where she was a school nurse.

1960s

Velma Hart, Nu'61, on March 2, 2012.



Thressa Giampietro, Nu'64, GNu'65, on June 6, 2019.

Thressa spent her early career on Ward 2 of Newcomb Hospital and was promoted to Maternity Department Supervisor. She was an advocate for the modernization of the maternity and delivery facilities. In 1962 Thressa decided to pursue further studies in nursing education to earn her BSN and MSN from Penn Nursing. Returning to Vineland, Thressa designed and implemented the first LPN program at Vineland High School, writing the course work and teaching all the classes. She then accepted a position at the newly-formed Cumberland County College as its chairwoman and founder of the first two-year associate degree program for nurses. Thressa achieved State Accreditation for the program due to her curriculum development and teaching methods. In the 1970's Thressa joined the faculty of Temple University as an associate professor in the BSN program of the College of Public Health. Throughout the years she influenced many

to pursue and achieve success in the nursing field and had a loyal following of friends and former students. For her lifelong achievements, she received one of the first Cumberland County Women's Hall of Fame Awards in 2009.

Betsy Rothblatt, GNu'67, on December 12, 2015.

Olive Holt, GNu'68, on June 19, 2020.

Phyllis Born, Nu'69, GNu'71, on November 15, 2020. She graduated from Frankford High School in 1953 and received an R.N. degree from the Pennsylvania Hospital School of Nursing in 1956, graduating at the top of her class.

Maureen Maguire, Nu'69, GNu'71, on January 27, 2021.

Jo Ann Morton, Nu'69, on April 7, 2020.

1970s

Susan Leidy, GNu'72, on December 10, 2020.



Lawrence Reimann, Nu'72, on December 3, 2020.

Larry enlisted in the U.S. Navy directly out of high school. He trained and served as an Electronics Technician, much of the time in the Far East on the USS Pittsburgh. Shortly after discharge he continued his education at E.J. Meyer Memorial School of Nursing in Buffalo, NY and Penn Nursing to become a CRNA. It was in nursing school that Larry met his wife Carol; they married

shortly before graduation. A year later, Larry began his 26-year Air Force career, serving his country with assignments throughout the country and a year in Vietnam. After retiring from the Air Force he worked as an anesthetist at Lovelace Hospital in Albuquerque for several years.

Mary Watson, Nu'76, on January 6, 2021.

1980s



Eleanor Derr, GNu'80, on June 5, 2021. She worked for Susquehanna Health for

38 years and was director of the school of nursing at Lycoming College.

Mary Kittredge, Nu'81, on October 6, 2014.

Eugenia Pearson, GNu'81, on April 9, 2021.

Dagmar Keenan, GNu'87, on March 23, 2021.

1990s

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



Virginia Legler, GNu'82, on May 20, 2021. Barbara Resnick, Virginia's classmate at Penn, shared the following message: "We recently lost one of our group to end stage kidney disease, and our 1982 graduation class would like to give a gift in her memory." If you attended Penn Nursing with Ginny or would like to join her classmates in supporting future Penn Nursing students, please consider donating to Penn Nursing's Annual Fund in Ginny's memory. For more information on giving to Penn Nursing, visit www.nursing.upenn.edu/giving/how-to-give/.

HUP ALUMNI PRESIDENT'S CORNER

Greetings to HUP School of Nursing alumni. I hope you are all healthy and, if so desired, are fully vaccinated.

Unfortunately, at the time of this writing, the highly infectious COVID-19 delta variant has become widespread and COVID-19 experts have projected this surge to continue through the fall. For those reasons we find it most prudent to cancel the fall luncheon. Hopefully things will quiet down, and we will be able to meet for the spring luncheon in 2022. As always, HUP alumni are invited to participate in Penn's many virtual events, shared by email and on their website.

We are still actively planning for the 135th reunion, September 16-18, 2022, at a hotel on Penn's campus. Overnight rooms are available for \$189/night. There will be transport from the hotel to Penn Nursing's Fagin Hall, along with a HUP tour, including the new state-of-the-art patient tower. More details about the reunion will appear in the newsletter.

During this past pandemic year, the HUP Board of Directors was able to hold our meetings using video conferencing provided by Penn Nursing. This option makes it possible for HUP alumni from all corners of the country to participate as a Board of Directors member.

I am grateful to current Board members who serve year after year to support our organization. We would love to have new volunteers for Board positions! The Board meets monthly on Monday evenings September-May. The commitment is minimal, but incredibly meaningful. Please consider volunteering to help keep our HUP legacy active by submitting your name for the Spring 2022 ballot. Reach out with any questions.

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

Path



Born in Baltimore, the youngest of three. Father was a military officer; family moved several times. Grew up mostly in Pennsylvania's Pocono Mountains. Older sister attended Penn Nursing. Visiting her sister on campus was a transformative experience. "I saw what nursing included. You can do so many things as a Penn nurse!"

Considered a career in chemistry or physical therapy, but recalled the visit to Penn Nursing—the diversity of the professors and the realization that nursing offers a wealth of opportunities.

PENN NURSING

Enrolled in Penn Nursing and Army ROTC. After graduation, went on to active duty as an army nurse, with leadership opportunities early in her career. Contemplated applying to medical school, but also liked taking care of patients.

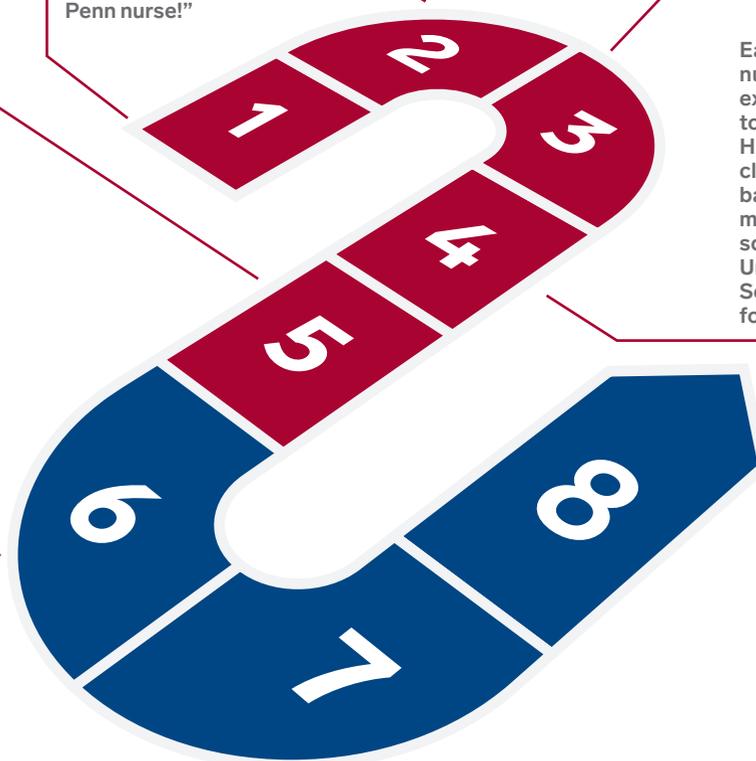
Earned a master's degree in nursing and studied for an extra year at Johns Hopkins to be a nurse practitioner. Helped start an HIV clinic. Began taking post-baccalaureate classes and matriculated into medical school at Rosalind Franklin University of Medicine and Science, and was selected for AOA membership.

Believes that Penn Nursing opened doors for her that she would not have thought to knock on, much less walk through. "On that visit to my sister," she recalls, "I was taken by a diversity of activities that I couldn't have imagined. I just thought, 'The sky's the limit.'"

While at the White House, was called on to assist with FEMA and HHS response to COVID-19. Helped resolve supply chain and health care resilience issues. Currently building on lessons learned from the pandemic response, working on the bioeconomy, antimicrobial resistance, and pandemic preparedness.

Served as chief resident, internal medicine at Walter Reed followed by a fellowship in infectious diseases there. Loved coming up with differential diagnoses and plans of care and providing primary specialty clinical care. Training included tropical medicine course completion and certification. Worked at a major research center in Maryland studying multi-drug resistant bacteria and got hooked into antimicrobial resistance.

Offered an opportunity to fill a position at the White House working on biodefense. Around six months into her tenure, she also began working on the bioeconomy—the convergence of life sciences enabled by engineering and computer science, artificial intelligence, and machine learning.



AMPLIFY NURSING

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