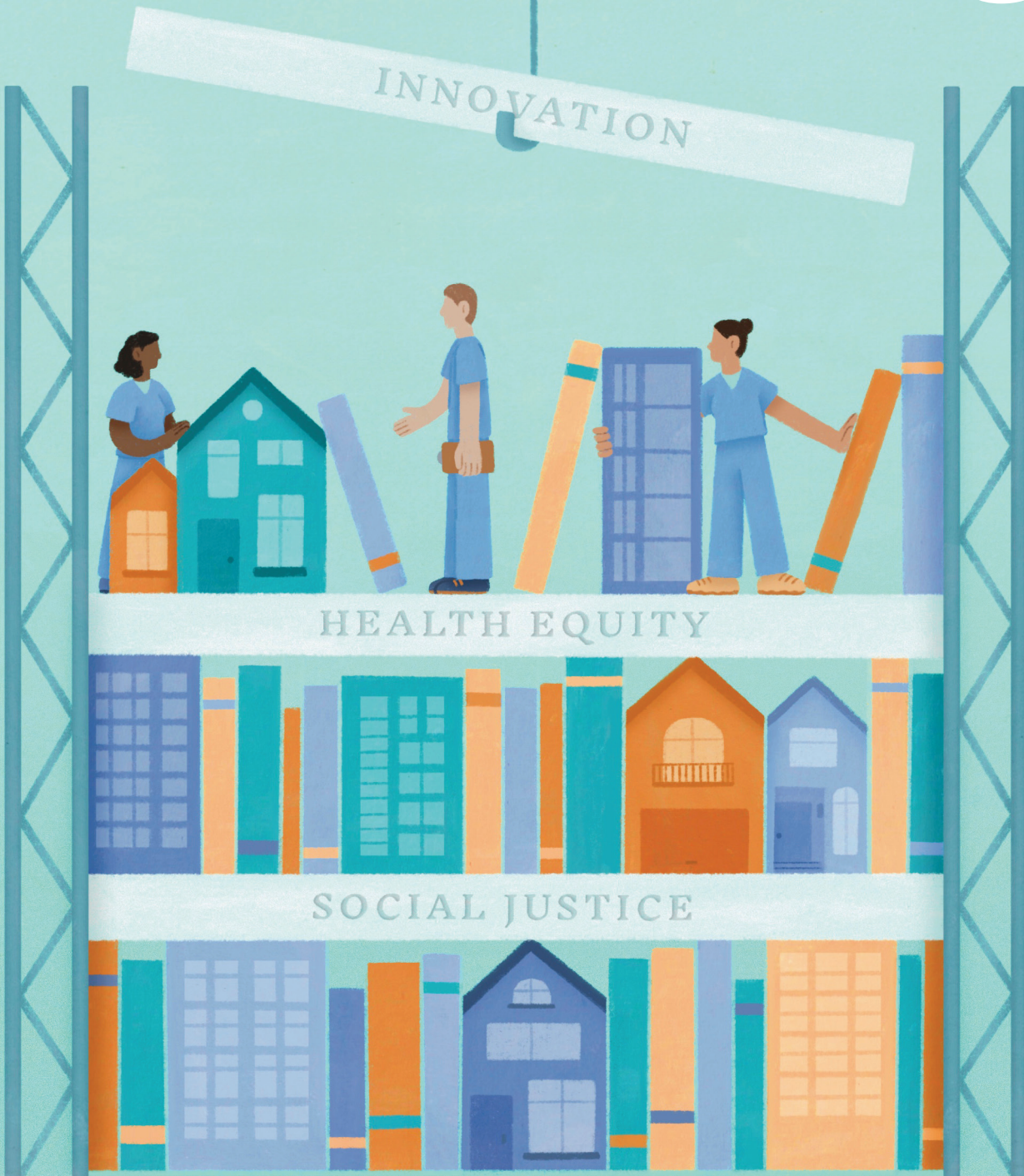


The Future
is Now
How Penn Nursing
is advancing NP
education to achieve
health equity.
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Penn Nursing

FALL 2022



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We want to hear your thoughts about Penn Nursing magazine. Please send your letters to the editor to magazine@nursing.upenn.edu or tag us on socials @PennNursing.

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“When you learn in such a dynamic environment with scholars from across the world sharing their expertise, you dream big about the possibilities of your nursing career.”
—Amy Felix MSN
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—June Treston DNP CRNP GNU'92 GRN'21,
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University of Pennsylvania School of Nursing Magazine

FALL 2022

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Dean's Letter

The Future is Here

Dear Friends and Colleagues,

WE LIVE IN challenging times. We are emerging from a pandemic, experiencing the effects of climate change, and enduring a volatile political environment, all while building a new “normal” in every aspect of our lives. Health and health care are not immune from these challenges—or opportunities.

The Future of Nursing 2020-2030, a consensus study from the National Academy of Medicine, outlines a path for nursing to create a culture of health and improve the health and well-being of the U.S. population in the 21st century. Addressing social determinants of health in research and practice, developing roles for nursing across the care continuum, and acting as change agents in universities, health care, and political systems to advance health equity are but some of the challenges to be addressed—and Penn Nursing is more than prepared for this challenge. Our strategic plan—aptly named *Leading to a Healthier, More Equitable Future*—demands that we rise to the occasion.

In this issue of *Penn Nursing* magazine, you can see this dynamic very clearly at work. The Penn Nursing experience includes civic engagement opportunities available to our students during their undergraduate and graduate work—such as those highlighted in this issue's feature story. You will also meet the first cohort of Leonard A. Lauder Community Care Nurse Practitioner Fellows. These incredibly talented Nurse Practitioner students are ambitious in the very best of ways—and determined to make a real difference, working with underserved communities and populations during their careers to improve health care access and equity. This exciting program will have a lasting impact on students, communities, and the nursing profession—and on the culture of health that we as nurses have been tasked with addressing.



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

Those are just a few of the impactful stories you'll read in this issue, but there are thousands of students, alumni, and faculty doing incredible work with communities everywhere that help make them healthier, safer, brighter places to live and work. Penn Nursing's deep commitment to social justice, health equity, and evidence-based practice weighs on the conscience of every nurse, nurse-scientist, and midwife associated with Penn Nursing.

You, as a friend and supporter of our School, are uniquely positioned to see Penn Nursing as the force that fuels the possibilities when it comes to addressing barriers to care. The resources you champion at Penn Nursing are key to giving students and alumni opportunities to do good in the world, and the experiences they have influence our alumni to do good in their own careers.

Thank you for recognizing the special work our students, alumni, and faculty are able to accomplish—and thank you for the inspiration you have provided to all of us. 🌟

Fagin Hall Goes Digital

PENN NURSING'S legacy of leadership and focus on innovation demands cutting edge technology in all of its spaces—including the Carol Elizabeth Ware Lobby in Claire M. Fagin Hall. Thanks to a generous gift from Maria Coutretsis Magliacano Nu'98 and Marc Magliacano W'96, the look and feel of the lobby—not to mention the School's technology assets—have been transformed by a strategically designed digital communications center.

The Magliacano Digital Communications Center (MDCC) is a state-of-the-art, nine-screen, high-definition installation that allows Penn Nursing to synchronize content in the lobby as well as across all the high-definition digital displays throughout Fagin Hall. This speaks directly to a key goal in *Leading to a Healthier, More Equitable Future*, Penn Nursing's strategic plan—specifically, upgrading current spaces to be state-of-the-art as part of Penn Nursing's commitment to a strong and inclusive infrastructure.

Strengthening the School's ability to share news, announcements, event coverage, donor recognition, giving priorities, and more through dynamic visual and creative content, the MDCC provides an additional—and highly engaging—means of communicating with multiple stakeholders, including students, donors, alumni, faculty, and friends.

The Magliacano's gift to Penn Nursing, which also launched several funds to support students and faculty, makes a very visual impact at Fagin Hall. Nadina Deigh, Vice Dean of Institutional Advancement, says, "Penn Nursing's fantastic alumni continue to give back to the school in such meaningful ways. The Magliacano Digital Communications Center provides our School a dynamic new communications tool—and we are incredibly grateful to have Maria and Marc's support." ❖



News

NINR Shift in Research Funding Priorities

As one of 27 institutes of the National Institutes of Health, the National Institute of Nursing Research (NINR) is responsible for supporting research that improves health and saves lives. Over the past year, it engaged the nursing community as it developed its new strategic plan. The outcome may result in a potential shift in research funding priorities while advancing priorities, methods, and approaches needed to solve current and pressing health issues.

In a commentary titled “Reflections on the Future of Nursing” (available online) published in the journal *Nursing Outlook* about the NINR strategic plan, **Dean Antonia Villarruel PhD RN FAAN** and **Therese S. Richmond PhD RN FAAN**, Andrea B. Laporte Professor of Nursing and Associate Dean for Research & Innovation, acknowledge that changes and shifts are never easy, but they are necessary. Their commentary delivers a message of confident optimism that, similar to priority-setting discussions throughout the history of NINR, nurse scientists will rise to the challenge. “We recognize the importance of continued discussions about how existing programs of research and inquiry can and should be positioned to address pressing societal issues and how nursing science should be positioned to be part of the solution,” says Dr. Richmond.

J. Margo Brooks PhD RN FAAN
Adriana Perez PhD ANP-BC FAAN



Social Determinants Special Issue

J. Margo Brooks Carthon PhD RN FAAN, Tyson Family Endowed Term Chair for Gerontological Research, and **Adriana Perez PhD ANP-BC FAAN**, Associate Professor of Nursing, were guest editors of the April 2022 special edition of the journal *Research in Nursing & Health*. The issue “Health Equity and Social Determinants of Health” is the first of its kind published by a nursing research journal. **Eileen T. Lake PhD RN FAAN**, Professor of Nursing at Penn Nursing and Associate Director of the Center for Health Outcomes and Policy Research, is the journal’s editor.

“As nurse scientists of color with expertise in minoritized ethnic and racial populations, we did not take lightly this opportunity to serve as co-guest editors on this issue devoted to health equity and the social determinants of health,” says Perez, Assistant Professor of Nursing. “This timely collection of studies provides exemplars for further reflection and implications for action.”

Environmental Neurotoxicant

Lead is an environmental neurotoxicant that causes neurocognitive deficits and cardiovascular and metabolic disorders. It also disproportionately affects socially disadvantaged communities. The association between lead exposure and children’s IQ has been well studied, but

few studies have examined the effects of blood lead on children’s physiological stress and behavior. Three Penn Nursing studies shed light on how lead can affect children and adolescents’ physiological stress and emotional/behavioral development.

One study adds new evidence suggesting that early childhood lead exposure is significantly associated with dysregulated heart rate variability during an induced stress task in early adolescence, indicative of a dysregulated stress response. “The biological mechanisms underpinning the relationship between lead and physiological stress functionality are relatively unknown,” said first-author **Olivia M. Halabicky PhD RN**, who completed this work as a doctoral student at Penn Nursing. “Understanding these relationships could help to develop interventions to target this biological mechanism and thereby reduce the harmful effects of lead exposure for children at greatest risk,” said senior-author and principal investigator **Jianghong Liu PhD RN FAAN**, the Marjorie O. Rendell Endowed Professor in Healthy Transitions and the Faculty Director of Global Health Minor. The article was published in the journal *Environmental Research*.

A similar study from Liu, published in the *International Journal of Hygiene and Health* in 2020, investigated the gaps in understanding about the effects of lead on resting heart rate.

In a third article, “Blood Lead Levels Mediate the Relationship Between Social Adversity and Child Externalizing Behavior,” published in the journal *Environmental Research*, Liu and collaborative researchers documented that blood lead levels in adolescents from Philadelphia aged 11 and 12 was positively correlated with both more social adversity and more externalizing behavior, and importantly, that blood lead levels mediated the social adversity-externalizing

behavior relationship. “These findings have potentially important implications for public health and environmental regulation as well as understanding biological mechanisms that link social inequality with health outcomes, especially in youth from low-income, urban areas,” says Liu.



▲ **Jianghong Liu PhD RN FAAN**

Online MS in Nutrition Science

Penn Nursing launched a new, online Master of Science in Nutrition Science degree—a 10-course full- or part-time interdisciplinary, asynchronous program. The National Institutes of Health (NIH) recently issued its first ever NIH-wide strategic plan for nutrition research that seeks cross-cutting, innovative opportunities to advance nutrition research across a wide range of areas to improve health and to prevent or combat diseases and conditions affected by nutrition. The MSNS will foster a formidable grounding in Nutrition Science to support innovation in nutritional management and research, and enhance research skills to advance this work. “The innovative aspect of this program is how it advances Nutrition Science to promote health through interdisciplinary collaboration that integrates knowledge across domains of understanding, and through that, deepens our capacity to expand effective nutritional management across communities, locally and globally,” says Dean Villarruel.

Nicotine-Taking Leads to Addiction Risk for Male Offspring

In a novel study, researchers from Penn Nursing have discovered that paternal nicotine taking is associated with addiction-like behaviors, cognitive deficits, and anxiety-like behaviors in male offspring. These heritable effects were associated with reduced expression of *Satb2*, a transcription factor, in the hippocampus of male offspring. Increasing *Satb2* expression in the hippocampus rescued the memory deficits associated with paternal nicotine taking in male offspring.

“Understanding how voluntary nicotine-taking changes germ cells and/or seminal fluid and how these modifications translate into neuroadaptations and behavioral phenotypes in subsequent generations is necessary for understanding the heritability of parental drug taking,” says **Heath D. Schmidt PhD**, Associate Professor and lead author of the article published in *Molecular Psychiatry*. “Findings from these studies highlight vulnerable populations at risk for developing nicotine dependence, cognitive impairments, and/or mental health disorders.”



▲ **Heath Schmidt PhD**

Sleep Education for NP Students

A first-of-its-kind study from Penn Nursing, published online by the *Journal*

of *Clinical Sleep Medicine*, investigated the use of a novel graduate-level sleep education curriculum for NPs. Asynchronous, case-based sleep education learning modules were combined with an online discussion board for peer-to-peer learning with faculty oversight. This engaged scholarship initiative brought together experts in graduate nursing and medical education, sleep medicine, curriculum design, and nurse practitioners to meet a need in primary care NP curricula. “The program provided an ideal option for introducing sleep medicine education without significant drain on faculty or curricular resources,” says **Amy M. Sawyer PhD RN**, Associate Professor of Sleep & Health Behavior at Penn Nursing and lead investigator of the study. “The modules were designed based on adult learning theory, applicable to graduate-level students who are self-directed, experienced, and motivated to learn.”

Post-Concussion Teen Depression Risk

Concussions are already a growing public health concern, and evidence suggests that concussed patients are at an increased risk of various psychiatric effects. However, most studies have looked at an adult population, and relatively few have examined how concussions affect the mental health of adolescents. Poor mental health can negatively impact recovery from a concussion, and since nearly one in four teens has suffered at least one concussion, properly identifying psychiatric concerns is critical in order to get adolescents back on track.

“Our study found that a meaningful number of kids report depressive symptoms when we screened for them within the first month of a concussion injury,” said senior study author **Catherine McDonald PhD RN FAAN**, Associate Professor in the Department of Family and Community Health at Penn Nursing and a Senior Fellow with CHOP’s Center for Injury Research and Prevention (CIRP). “It is important that frontline providers regularly screen for depression as a component of concussion care.” The findings, which were recently published online in the journal *Sports Health*, underscore the need for more comprehensive screening when caring for adolescents who suffer a concussion.

New Presidential Professor for Penn Nursing

Penn has appointed **Carmen Alvarez PhD CRNP CNM FAAN**, a faculty member in the department of Family and Community Health, a Presidential Professor to Penn Nursing, making her the School's second such appointment, and the first nurse to attain this rank at the University. "Dr. Alvarez brings with her an incredible range of expertise as a researcher, clinician, and teacher," says Dean Villarruel. "She is a nursing leader who has made a true impact in health care—and she has been a fierce champion for community-engaged practice and

scholarship. We are fortunate she has chosen to make Penn and Penn Nursing her new home. She makes an excellent addition to our incredible faculty."

Alvarez has made significant contributions to reducing health disparities among racial/ethnic minorities, and her policy and advocacy efforts focus on diversifying the nursing profession and increasing access to care. Her BSN and MSN are from Emory University and her PhD is from the University of Michigan. Presidential Professorships, originating in the Action Plan for Faculty Diversity and Excellence first issued in 2011, are awarded to exceptional scholars, at any rank, who contribute to faculty eminence through diversity across the University.

Penn Nursing Leads

Penn Nursing was again ranked the number one nursing school in the world for 2022 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. Since 2016, Penn Nursing has been ranked first.

In addition, for the second year in a row, Penn Nursing's Bachelor of Science in Nursing is the number one undergraduate nursing program in the nation according to the 2023 U.S. News & World Report Best Colleges rankings.

Awards, Appointments, and Transitions

AMANDA BETTENCOURT PHD APRN CCRN-K ACCNS-P is the new president of the American Association of Critical-Care Nurses (AACN) board of directors. She began her one-year term on July 1, 2022.

CHRISTINE K. WANICH BRADWAY, PHD RN CRNP FAAN AGSF, Professor of Gerontological Nursing and Clinician Educator in the Department of Biobehavioral Health Sciences at Penn Nursing, transitioned from her faculty role on June 30th, 2022.

REGINA CUNNINGHAM PHD RN NEA-BC FAAN, Chief Executive Officer of the Hospital of the University of Pennsylvania and Penn Nursing's Assistant Dean for Clinical Practice, received the 2022 Norma M. Lang Award for Scholarly Practice and Policy. She delivered her presentation "The 3 Is, Influence, Inspire, and Impact: The Road to Success" during the 7th Norma L. Lang Lecture on April 7, 2022.

MARTHA A. Q. CURLEY PHD RN FAAN, the Ruth M. Colket Endowed Chair in Pediatric Nursing and Professor of

Nursing at Penn Nursing received the 2022 Asmund S. Laerdal Memorial Lecture Award from the Society of Critical Care Medicine (SCCM) during its annual congress.

The University of Pennsylvania honored **BART C. DE JONGHE PHD**, Associate Professor of Nutrition in the Department of Biobehavioral Health Sciences (BHS), Associate Director of Undergraduate Nutrition Programs, and Vice-Chair of Penn's Institutional Animal Care and Use Committee, with the 2022 Lindback Award for Distinguished Teaching.

JULIE A. FAIRMAN PHD RN FAAN, Nightingale Professor in Honor of Nursing Veterans and professor of nursing, and an internationally recognized scholar and leader in nursing education and history, transitioned from her faculty role on June 30th, 2022.

NANCY A. HODGSON PHD RN FAAN, the Claire M. Fagin Leadership Professor in Nursing and Chair of the Department of Biobehavioral Health Sciences was honored by Sigma Theta Tau International (STTI)

for her contributions to the nursing profession during the organization's 33rd International Nursing Research Congress.

SHARON Y. IRVING PHD CRNP FCCM FAAN FASPEN, Associate Professor of Pediatric Nursing and Vice-Chair of Penn Nursing's Department of Family and Community Health, has been selected to serve on the American Society for Parenteral and Enteral Nutrition's (ASPEN) Board of Directors. Her term is one year and began on June 1, 2022.

TERRI LIPMAN PHD FAAN CRNP, the Miriam Stirl Endowed Term Professor of Nutrition and Assistant Dean for Community Engagement, transitioned from her faculty role on June 30, 2022, after 33 years of service to the University and School.

MARY NAYLOR PHD RN FAAN, the Marian S. Ware Professor in Gerontology and Director of the NewCourtland Center for Transitions and Health, received the National Academy of Medicine's 2022 Gustav O. Lienhard Award for Advancement of Health Care for improving the lives

of older adults with complex needs through her role as the architect of the Transitional Care Model and pioneer of the field of transitional care.

DIANE L. SPATZ PHD RN-BC FAAN, Professor of Perinatal Nursing and the Helen M. Shearer Term Professor of Nutrition in the department of Family and Community Health, was appointed to a National Academies of Sciences, Engineering, and Medicine work group titled *Inclusion of Pregnant and Lactating Persons in Clinical Trials* and was elected to the Board of Directors for the International Society for Research in Human Milk and Lactation.

KIMBERLY STRAUCH PHD MSN ANP-BC was appointed the inaugural Executive Director of the Leonard A. Lauder Community Care Nurse Practitioner Program (LLCCNPP) at Penn Nursing.

BETH QUIGLEY DNP RN CRNP, Integrated Anatomy, Physiology, and Physical Assessment Practice Assistant Professor was selected as a Fellow in the Academy of Nursing Education.

News

Media Spotlight

The way the United States pays for nurses is broken

Hospitals don't profit off having good nurses. That's a big problem. By Dylan Scott

Matthew D. McHugh PhD JD MPH RN CRNP FAAN, The Independence Chair for Nursing Education Professor of Nursing and Director of the Center for Health Outcomes and Policy Research (CHOPR), was quoted in a Jun 6, 2022 Vox story about how hospitals value nurses—and research from CHOPR was cited. What follows is an excerpt of that story.

THE PANDEMIC made a long-simmering problem in hospitals impossible to ignore: We desperately depend on nurses to deliver quality health care, but the American health system does not properly value the work that they do — in the most literal sense.

Most US hospitals run under a fee-for-service system: They make money by billing for individual services. Doctors, in this universe, are a revenue generator. They order tests to be run, imaging to be taken, medication to be administered. They conduct surgeries and exams. The hospital can charge for each of those individual services, and patients see them on their bills.

Nurses are essential to each of those services. But because hospitals don't bill insurers for the care that nurses provide to support a doctor's orders, they end up on the other side of the balance sheet as a labor cost. Patients end up charged for nurses' work in the same way they are for housekeeping or Jell-O, as part of the cost of a hospital room.

The work that they do—checking on patients, inserting an IV line, assessing patients for infections, teaching patients how to care for themselves—is not considered a billable service under the current fee-for-service payment model.



"All of that work is invisible, except for maybe the supplies that I used," **Matthew McHugh, professor of nursing at the University of Pennsylvania**, told me. "The invisibility of nursing work, the inability to put a value on it ... is not in line with how any other kind of professional service would operate."

This means hospital systems have an economic incentive to keep their nursing staff as small as possible. US hospitals, on average, employ fewer health care staff per capita compared to hospitals in other wealthy countries, most of which have universal health systems that do not rely upon fee-for-service reimbursement.

And when their finances become tight—such as when a global pandemic forces them to cancel moneymaking elective services—nursing and other labor costs are often targeted for cuts. That's why US hospitals were furloughing nursing staff shortly before they became flooded by Covid-19 patients.

But this failure to value nurses affected the quality of care that patients received before the pandemic, and will outlast it unless hospitals and policymakers decide to fix it. "Until nurses are not an expensive labor cost for hospitals but are seen as revenue generators and as vanguards of quality, which they are, we're going to keep having this problem," said Betty Rambur, professor of nursing

at the University of Rhode Island....

Studies have consistently found a relationship between the number of nurses on a hospital's staff and the quality of care that patients receive. **Linda Aiken at the University of Pennsylvania** and her colleagues have been studying this relationship for 20 years. Studies published in 2003 and 2014 indicated that higher staffing levels would lead to fewer deaths. A 2019 study that focused on patients in cardiac arrest demonstrated a similar effect.

A more recent paper from Aiken's team analyzing hospitals in four US states, published in 2021 in *Nursing Outlook*, backed up those prior studies. They set out to study whether the kind of education nurses received mattered for patient outcomes. They found that it didn't—but the sheer number of nurses who were employed at the hospital did.

And yet this association between more nurses and higher quality of care doesn't seem to drive how hospitals staff their facilities. In fact, Riley told me it was typical for hospitals to plan for nurses to pick up extra shifts rather than hire more nursing staff to make sure their units have adequate support.

The problem is, the way the U.S. health system pays for medical services generally doesn't encourage hospitals to consider the link between nursing and care quality in staffing decisions.... ❁

Practice & Community

Improving Community Health

North Philadelphia remains one of the most medically-underserved areas of the city, making it a natural location for Penn Nursing students to provide blood pressure screenings and healthy living education to the public during the 2022 spring semester as part of the Community Nursing course, taught by **Alicia Kachmar PHD RN**. Students joined a number of health care organizations at Sanctuary Farms, a nurse practitioner-led urban farm in North Philadelphia which aims to improve the health of the community and its residents, for a free health initiative held twice each week.

Penn Nursing student **Elisa Mosley** had high hopes of being placed at Sanctuary Farms for her community health clinical rotation and was thrilled

to land one of the available spots. “One joy among many,” she says, “was inviting my family to visit Sanctuary Farms on the last day of clinical—and my mom, who is of Korean descent, came with two big coolers filled with supplies to make seaweed wraps for the community. Once people tried them, they were impressed by how simple and delicious they are. I felt in some way we were promoting Korean culture while simultaneously fulfilling service and connection toward the Earth and humanity. In response to all the hatred and trauma in the world, the farm has truly made a mark as a place of sanctuary.”

Philly COVID Milestone

Philly CEAL (Community Alliance Against COVID-19), a city-wide collaborative effort with funding from the

National Institutes of Health, launched in May 2021 under Penn Nursing leadership from co-Principal Investigators **José A. Bauermeister PHD** and **Dean Villarruel**. While it continues its work to prevent the spread of the COVID-19 virus, in June 2022 Penn Nursing released data on Philly CEAL’s accomplishments and impact. The organization leveraged the power of nurses—including Penn Nursing students—to support testing and vaccination records, hosting community events in areas with lower vaccination. Philly Counts, a key partner in Philly CEAL, disbursed volunteers and paid canvassers throughout the City of Philadelphia to knock on more than 100,000 doors between October 2021 and May 2022, connecting communities with vital information about the COVID-19 vaccine. This has helped the city achieve a milestone: 78.2 percent among residents who are 18+ and 77.3 percent among residents who are 12+ are fully vaccinated. Philly CEAL also utilized social media campaigns aimed at parents and teen vaccination ambassadors to increase vaccine uptake.



Opioid-Induced Respiratory Depression

Penn Nursing DNP candidates **Caroline Benson RN CCRN NU’17**, **Margaret Strickland RN CCRN NU’17 GNU’18**, and **Martina Travis RN CCRN** completed a DNP project that has been cited in The Joint Commission (TJC) Pain Standards as of national relevance in monitoring hospitalized patients on opioids. The project, which developed a nurse education program to promote the uptake of the American Society for Pain Management Nursing’s evidence-based practice monitoring guidelines for opioid-induced respiratory depression (these guidelines co-authored by **Rosemary Polomano PHD RN FAAN**), showed that there was an increase in mean nurse knowledge score from the pre-survey to the post survey. Additionally, the majority of nurses reported making substantial to great progress in gaining more factual knowledge, in expanding their skills in

monitoring practices, and in being more proactive in surveillance of safe monitoring practices. Travis says, “During implementation of this project it was invigorating to see nurses interested and engaged in not only better patient care, but the investment in adherence to sustainable safety standards. As a team, we frequented units at least two times a week and sometimes in the middle of the night so we can engage the entire nursing care team. It was impressive to witness the level of engagement in nurses who participated in surveys, conversations, case studies, and gameshows.”

Service to Country

Penn Nursing has a long history of service in the armed forces, and that legacy continues. One of our recent graduates **Madeline McAvoy RN NU’22** came to Penn on a Naval Reserve Officers Training Corps scholarship. She—along with two other University of Pennsylvania graduates—completed her commissioning ceremony in May 2022, and reported in late summer to Navy Medicine Readiness and Training Command in Camp Pendleton, California for duty in the Navy Nurse Corps as an active-duty officer. Earlier this year McAvoy told *Penn Today* that she found her post-graduation obligation to the Navy freeing—she was able to “play around and explore [at Penn Nursing] without having to worry about the implications” for her career, she says.



▲ **Madeline McAvoy RN NU’22**

APNA Board Scholars

Penn Nursing undergrad **Erinn Ossentjuk** and MSN student **Isabel Buckingham** were named to the American Psychiatric Nurses Association (APNA) Board of Directors Scholars program in July 2022. The program provides graduate and undergraduate students interested in psychiatric-mental health nursing with a range of resources, including registration, travel, and lodging expenses to attend the APNA Annual Conference.

Student Nurse Awards

The Student Nurses at Penn (SNAP) were recognized with a number of awards at the National Student Nurses Association 70th Anniversary Convention, including two scholarships totaling \$12,500. Recipients of those scholarships are SNAP President and Penn Nursing undergraduate **John Palmer** (the Andrea E. Higham Memorial Scholarship recipient; he also received the NSNA Core Values Award) and Penn Nursing undergrad **Rachael Chansler** (recipient of the Helene Fuld Health Trust Scholarship for Baccalaureate Nursing Students). SNAP is Penn Nursing’s main and oldest undergraduate student organization that is committed to creating programming and opportunities for nursing students. ❄️

Preceptors of the Year

Congratulations to our amazing 2020-2021 preceptor award winners!

Adult Gerontology Acute Care Nurse Practitioner Program

Faith Mutale MSN CRNP, Head and Neck Oncology Provider at the Abramson Cancer Center, Penn Medicine, Philadelphia, PA

Pediatric Primary Care Nurse Practitioner

Mary Anne Gazdick MD FAAP, Pediatrician and Partner Pediatric Associates of Plymouth, Plymouth Meeting, PA

Pediatric Acute Nurse Practitioner Program

Amanda Lee MSN CRNP-AC PPCNP-BC, General Pediatrics unit at Bristol-Myers Squibb Children’s Hospital at Robert Wood Johnson University Hospital in New Brunswick, NJ

Family Nurse Practitioner Program

Lauren Eisenhauer DNP RN APN FNP-BC CNE, Family Nurse Practitioner at Princeton Sports & Family Medicine, Lawrenceville, NJ

Adult Gerontology Primary Care Nurse Practitioner Program

Kathleen Hill O’Neill DNP RN CRNP NHA, Gerontological Nurse Practitioner at Bucks County Geriatrics in Langhorne, PA

Psychiatric—Mental Health Nurse Practitioner Program

David Weiss MD, Psychiatrist and Assistant Professor of Clinical Psychiatry Penn Presbyterian Medical Center, Philadelphia, PA

Neonatal Nurse Practitioner Program

Melissa Schafer MSN CRNP NNP-BC, Lehigh Valley Reilly Children’s Hospital Neonatology Cedar Crest & LVCH Muhlenberg, Allentown & Bethlehem, PA

Women’s Health/Gender-Related Nurse Practitioner Program and Nurse-Midwifery Program

Jasmine Perez CNM WHNP-BC, Atlanticare Midwives, AtlantiCare Roger B. Hanson Center Childbirth, Pomona NJ



Around the Globe

Health Education

Mexico

A cultural immersion program in Oaxaca, Mexico—launched in the early 2000s by Dean Villarruel back when she was an Adjunct Professor at Penn Nursing—brought undergraduates **Lucy G. Jimenez**, **Daisy Arizmendi**, and **Natalie Schaumburger** as well as PhD student **Andre Rosario RN-BC NU'16** for homestays with local Oaxacan families, two weeks of Spanish grammar and medical Spanish immersion classes, and four weeks of providing health education.

“Witnessing how the core principles of practicing medicine can be displayed in various ways and outcomes stimulated my interest in delving further into other countries’ distinctive nursing and health care experiences.”

—**Siham Alsomali**

Penn Nursing MSN Student who participated in the Comparative Health Systems-Spain class

Parisian Exchange

France

Penn Nursing student **Madison Kelly** spent four weeks in Paris, France in spring 2022 through a program organized by the Mission Interuniversitaire de Coordination des Échanges Franco-Américains (MICEFA). The program offers students an opportunity to attend a three-week language intensive, followed by a one-week research project or observorship. Kelly chose the research project, concentrating on childhood nutrition and obesity in France—and was able to gain a greater understanding of the French health care system compared to the health care system in the U.S., noting that the differences between the two generally lie in France’s more community-focused mindset versus the U.S.’s more individualistic attitude.

Cultural Immersion

Spain

Thanks to the Comparative Health Systems-Spain course held on Penn’s campus and led by **Dan Naveiro MSN CRNP CCRN** and **Dominick Osipowicz MSN CRNP AGACNP-BC**, both adjunct faculty, 14 Penn Nursing students travelled to Spain to experience first-hand the influence of Spanish culture on the health care system such as individual and group-based classroom learning and lab simulation through the University of Navarra’s International Nursing Summer School Program.



Global Health Experience

Kenya

Julia McQueen, a Penn Nursing BSN student minoring in global health and nutrition, visited Limuru, Kenya for a self-designed independent study for her global health minor. She worked with laboring mothers and babies in under resourced hospitals, provided infant vaccinations at child-welfare clinics, and performed a variety of service activities; she also walked home-to-home to provide food, take health measurements, and offer health advice to low-income families with ill members—all organized through African Impact, an organization that pioneers responsible African travel through volunteer experiences that have long-lasting impact on communities and volunteers. McQueen’s faculty advisor for the experience was **Monique Howard EdD MPH**, Senior Director of Penn Nursing’s Center for Global Women’s Health. McQueen says, “All that I have seen and the hands-on nursing practice I have done in Limuru has impacted the direction of my nursing career immensely. Caring for the laboring women ignited my passion for ensuring women receive the love and care they deserve that is tailored to their needs and desires during the remarkable time of pregnancy and childbirth. It has solidified my passion for empowering women as mothers to confidently care for their newborns through teaching.”



Global Summer Internships

India, Ecuador, and Ireland

Six Penn Nursing undergrads traveled internationally through Penn’s Global Research & Internship Program (GRIP), which offers outstanding undergraduate and graduate students the opportunity to intern or conduct research with a variety of organizations and companies abroad for 8 to 12 weeks over the summer. **Nikita Patel** traveled to Gurgaon, India through the Campus Partner Program; **Ana Seo** and **Haley Tjon** visited Quito, Ecuador via Manna Project International; and **Angela Ding**, **McKenna Cromwell**, and **Josée Lyonsaba** engaged in the Nursing Research in Dublin program in Ireland. Lyonsaba worked on a research project exploring issues related to safeguarding adults at risk of abuse, focusing on financial abuse. She says, “In addition to improving my research skills, I learned how to network cross-culturally and acquired knowledge about what it takes to be successful while working in another country. It has also helped me understand what kind of career I want to pursue in the future.”



Global Nursing Fellowships

Africa, Haiti, and Peru

Penn Global Nursing Fellowship Program welcomes two new fellows: **Precious Daniels DNP RN PMHCNS-BC GNU'04** and **Lauren Welch RN NU'17 GNU'22**. Daniels and Welch, have been working with Partners in Health (PIH), an international non-profit public health organization, since May 2022 to improve health service delivery, access, and equity—strengthening health systems globally. Daniels and Welch, both Renfield Fellows, work with the PIH team as teaching assistants/educators and researchers for ten selected PIH global nurse executive fellows located in Africa, Haiti, and Peru. “I find working with the fellows on their capstone projects/quality improvement initiatives for their respective health systems very rewarding,” says Daniels. “Being able to contribute to meaningful global health practice is exciting—learning about health care and health systems through a global lens is truly eye opening.”



Penn Global Seminars

France and Australia

Penn Global Seminars combine intensive semester-long study with a short-term travel component that deepens understanding of classroom concepts. Penn Nursing students **Abigail Borland** and **Morgan T. McGroarty** traveled to France and Australia, respectively, through this program at the end of the spring 2022 semester. McGroarty’s class, *Seeing and Hearing Globally Indigenous Music and Healing*, ended with a class trip to Darwin and Sydney in Australia, which included a stop at Charles Darwin University to learn about Aboriginal traditions and land ownership difficulties as well as a trip through the Outback to camp with Aboriginal tribes.

Borland took the class *The Great War in Memoir and Memory*, learning about World War I and its aftermath—specifically the processing of trauma and the building of monuments related to the war. She and her classmates visited northern France for eight days, traveling the countryside to examine memorials and cemeteries, including a bench honoring Voluntary Aid Detachments, women who volunteered to serve soldiers at the front, mostly through nursing care. Borland says the trip was instrumental to her understanding of “the experience and processing of trauma—specifically from warfare—in the lives of ordinary people and soldiers, something I hope to use in my future nursing practice to better understand and empathize with my patients.”

Penn Global Seminars

Thailand

The instructors of Penn Nursing’s *Comparative Health Care* in Thailand course—**Wendy Grube PhD CRNP FAAN GNU'82 GR'10**, former Director of Penn Nursing’s Center for Global Health, and **Hanne S. Harbison MHSPh MSN WHNP-BC GNU'03**, Senior Lecturer—led a contingent of 20 students to Thailand in May 2022. In addition to visiting cultural and religious landmarks in and near Bangkok, students had opportunities to visit Hua-Hin Hospital, Siriraj Hospital, Chulabhorn Hospital, the Salaya campus of Mahidol University, and the Ministry of Public Health, as well as meet the President of the Thai Nursing Council. **Linda Chan NU'22** says, “My favorite part of the trip was the hospital visits. I had the opportunity to change into scrubs and observe surgeries going on in a district hospital and visited the trauma emergency room of Thailand’s oldest and largest hospital. As a nursing student who has shadowed nurses at Penn Presby’s emergency room and observed operations at HUP, it was fascinating to see the difference in roles of nurses in these settings as well as how these hospitals/specific departments operate.”



Policy

From Bedside to Bench— And Everywhere In Between

How a new nursing institute is educating, enabling, and embedding nurse innovation and achievement in the University of Pennsylvania Health System and much further afield. By Christina Hernandez Sherwood

IN THE EARLY DAYS of the COVID-19 pandemic—as clinicians were determining the best ways to care for sick patients in acute respiratory distress—nurses at Penn Medicine Princeton Health were increasingly moving their patients into the prone position to ease breathing and improve mortality. But while lying on the stomach can improve respiration, the position can also break down the skin by causing pressure injuries.

To mitigate these downsides, a certified wound and skin care nurse specialist led the multidisciplinary prone-positioning team at Princeton Health in developing a skin preservation strategy specific to COVID-19 patients. “We started seeing these great results. Our patients didn’t seem to have pressure injuries at the rate others were seeing,” says Kari Mastro PhD RN, Director of Professional Practice, Innovation and Research at Penn Medicine Princeton Health. “We then wrapped a scientific structure around that [to determine] if this happened because of the intervention.”

This bedside intervention-to-bench research scenario is exactly the type of effort that is growing at Penn Medicine Princeton Health with the establishment last June of the new Institute for Nursing Excellence. Comprising three centers—focused on research and innovation, clinical practice, and professional development—the institute unifies disparate efforts into a hub for nurses who want support

to advance their careers and education, research new ideas, and improve patient outcomes.

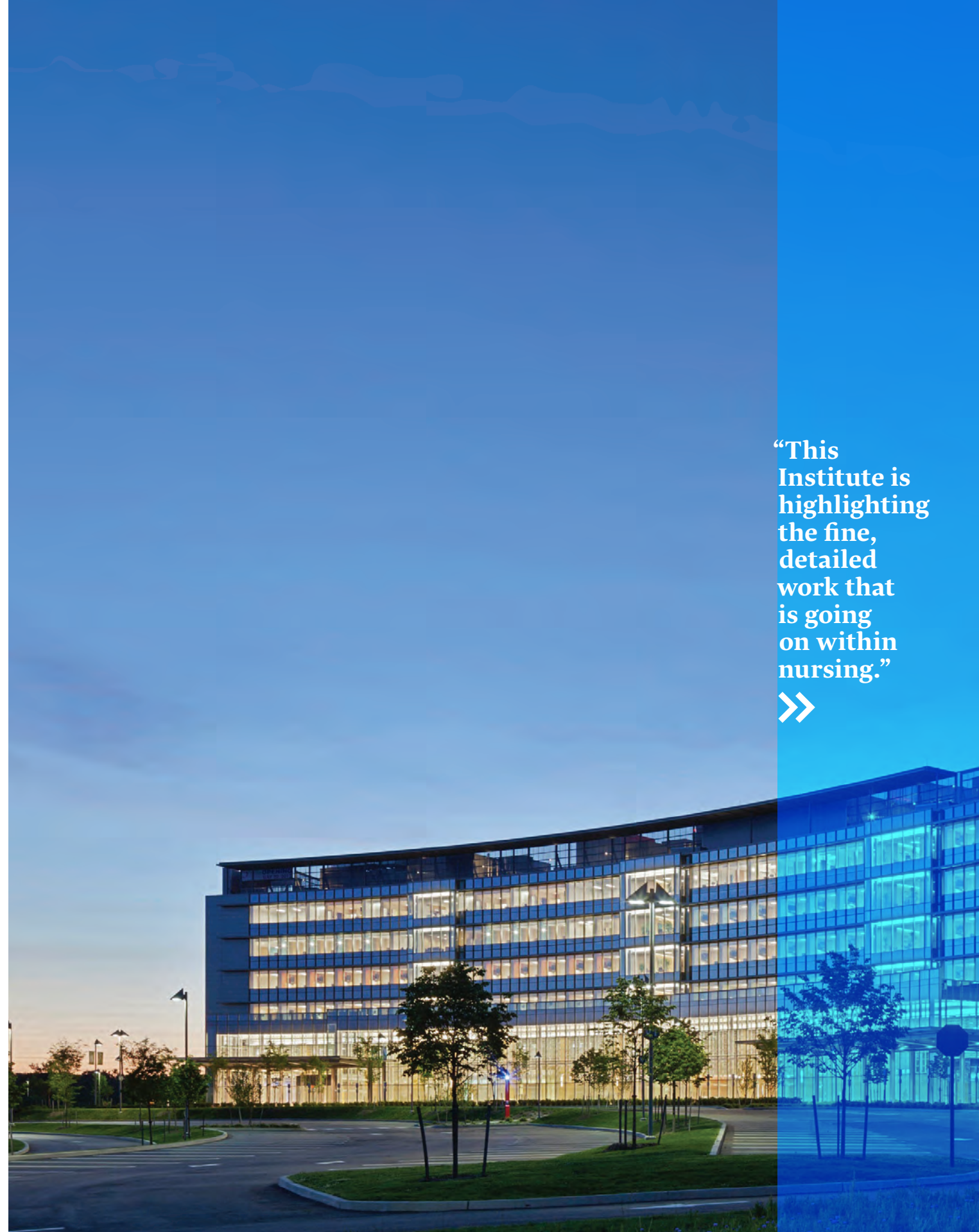
“Having an institute allows you to have a laser focus on these three elements [and] make sure each one gets equal attention,” says Vice President of Patient Care Services and Chief Nursing Officer Karyn Book RN MSN. “Each [center] has its own set of goals and objectives, and its own set of programs.”

The institute gives the 1,200-plus nurses at Penn Medicine Princeton Health the resources they need to turn a clinical innovation into a scientific study, and vice versa, as well as opportunities for professional advancement, says Mastro, who was tapped to serve as the Institute’s Executive Director. Penn Nursing is a partner in these goals, maintaining a close connection with the Institute through Rosemary Polomano PhD RN, Associate Dean for Practice, who serves as the liaison between the School and the Institute, as well as Penn Nursing faculty on the Institute’s governing board. The Princeton Institute for Nursing Excellence leaders will also engage with Penn Nursing faculty through the Penn Nursing and Penn Medicine academic partnership.

“The frontline clinical nurses [at Penn Medicine Princeton Health] have a level of expertise and professional practice that you don’t always see everywhere,” Mastro says. “Their interests, their excitement, their desire to grow and to innovate is so alive that developing this institute in this organization just made sense.”

PHOTO COURTESY ARCHPHOTO PAUL RIVIERA

“This Institute is highlighting the fine, detailed work that is going on within nursing.”



“With this Institute, we have the ability now to disseminate that work and make a difference, not just here, but truly across the world.”



PHOTO COURTESY ARCHPHOTO PAUL RIVIERA

The study of the COVID-19 skin preservation strategy found that patients who received the intervention during proning were 97 percent less likely to develop a pressure injury. The *American Journal of Critical Care* published the results as a continuing education article online ahead of its print release in January 2022. The work was covered in several nursing media outlets, presented at local, regional, and national nursing conferences, and honored by the *Journal of Wound Care* for its contribution to clinical research.

“In the past, without something like the Institute, that work and those outcomes would have stayed here [at Princeton Health],” says Mastro, a nurse leader and scientist by background. “Now we have the ability to disseminate that work and make a difference, not just here, but truly across the world.” The center’s research and innovation resources include mentorship, statistical support, librarian services, grant writing support, and dissemination strategies.

Another bedside-to-bench—and back again—project making its way through the Institute stemmed from a clinical nurse’s astute observation. The nurse noticed that fewer congestive heart failure patients than usual were being readmitted to the hospital during the COVID-19 pandemic than before. That led the telemetry department’s nursing team to conduct quantitative research to determine why these patients were staying away from the hospital. In an article published in the April 2022 issue of *Nursing Management*, the team explained that though the congestive heart failure patients used behavioral techniques to avoid hospitalization, they weren’t completely confident in their ability to care for themselves at home.

The results led to a new clinical intervention for congestive heart failure patients at Princeton Health—one that could eventually be replicated elsewhere in the Penn Medicine system. “We’ve created a heart failure program within the community to help elevate both the caregivers’ and the patients’ knowledge of how to care for themselves with heart failure,” Mastro says. “That’s our next study.”

Up next for the Institute’s research and innovation center: Building out a research protocol in preparation for one of the first randomized clinical trials to be conducted by a Princeton Health nursing team. Nurses will partner with Physical, Occupational, and Speech Therapists at Princeton’s Acute Rehabilitation Unit to study the use of a virtual reality program in various types of acute physical, speech, and cognitive therapy.

“That’s the kind of [initiative] that, unless you have something like this Institute, you wouldn’t necessarily be able to support,” Mastro says. “We’re seeing this tremendous amount of excitement from the frontline clinical nurses...This Institute is highlighting the fine, detailed work that is going on within nursing.”

While all three of the Institute’s centers will collaborate with Penn Nursing, perhaps none more so than the Center for Professional Development.

Through the Institute, Princeton Health nurses can tap into the resources of the Penn Nursing Innovation Center. In monthly grand rounds at Princeton Health, nurse managers will learn from leaders such as Marion Leary RN MSN MPH, Director of Innovation at Penn Nursing, about how to innovate in their day-to-day management. “We need managers to learn how to apply innovative design thinking,” Book says, “so when faced with any issue in their unit, they approach the problem differently.”

The professional development center will also host career coaching sessions to give nursing staff members the chance to talk with nurse leaders and educators about how to achieve their career goals, says Book, currently enrolled in Penn Nursing’s Executive Leadership DNP program. Princeton Health nurses who want to advance their careers while remaining at the institution can take advantage of pathways designed to accelerate their trajectories. When the telemetry department needed nursing staff, interested nurses from the medical-surgical unit were given a pathway to get to telemetry. The program was “wildly successful,” Book says, and has led to other new pathways.

“If you want to go to the operating room, or labor and delivery, or critical care, or the emergency department, we will actively help to move you to those places,” she says, “and provide you with the whatever it takes to get you to that unit.”

Dr. Mastro, a core faculty member in Penn Nursing’s Doctor of Nursing Practice in Executive Leadership program, says the Institute will also support evidence-based practice fellowships and, eventually, a research fellowship. The Student Nursing Assistant Fellowship, which started in 2021, brings incoming college seniors to Penn Medicine Princeton Health to work as nursing assistants. They get weekly education sessions, plus the opportunity to continue per diem nursing assistant work during the academic year.

The Fellowship complements an initiative with a longer history. Penn Nursing’s George H. and Estelle M. Sands Nursing Scholars Program, an initiative funded in 2002 by the George H. and Estelle M. Sands Foundation, provides undergraduate students with financial resources and dedicated clinical rotations in exchange for post-graduation nursing work at Penn Medicine Princeton Health.

As Sands Scholars become part of the pipeline for the next cohort of Princeton Health nursing residents, so do Student Nursing Assistant Fellows. Mastro says, “We end up with brand new nurses who already know the organization,” she says, “and have really started to learn a bit more than their colleagues about how to be a nurse.” ❖

Discovery & Innovation

The Psychedelic Revival

Psychedelics have taken new shape as groundbreaking medicine with the potential to disrupt and transform our mental health care system. Here, how Penn Nursing is taking on the paradigm shift. By Natalie Pompilio

In 1964, the *American Journal of Nursing* ran an article written by nurse Kay Parley called “Supporting the patient on LSD Day.” Parley described sitting with patients after the psychedelic drug was given as they looked inward and often made life-altering discoveries. She assured them that she would provide guidance when she saw they needed direction as they lost themselves in internal self-exploration while also serving as their tie to reality.

“You are off on a trip ... with no baggage, no destination, and no compass,” she’d tell them. “That’s why I’m here. I can’t go with you, but I can be your anchor. Wherever you go, you’ll always be able to see me.”

Andrew Penn, an associate clinical professor at UC San Francisco’s School of Nursing, described uncovering this article decades after it was in the second episode of Penn Nursing’s *Psychedelic Revival* series, a free, six-part virtual learning series that drew hundreds of participants when offered live and continues to rack up views online.

“That idea was so ahead of its time,” Penn says. And yet six months later, these substances—including LSD, MDMA (also called “ecstasy” or “Molly”) and psilocybin, which is found in “magic mushrooms”—would be dubbed drugs of abuse, their possession and use criminalized by federal law.

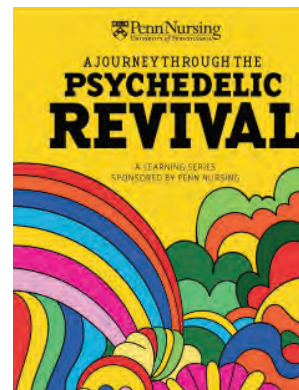
Those who sought to understand the healing properties of psychedelics were ignored or called deviants. Years of promising research on the healing properties of psychedelics for conditions including depression and alcoholism was dismissed.

Until recently. In June 2021, Penn collaborated on a follow-up to that 1964 article that appeared on the cover of the *American Journal of Nursing*.

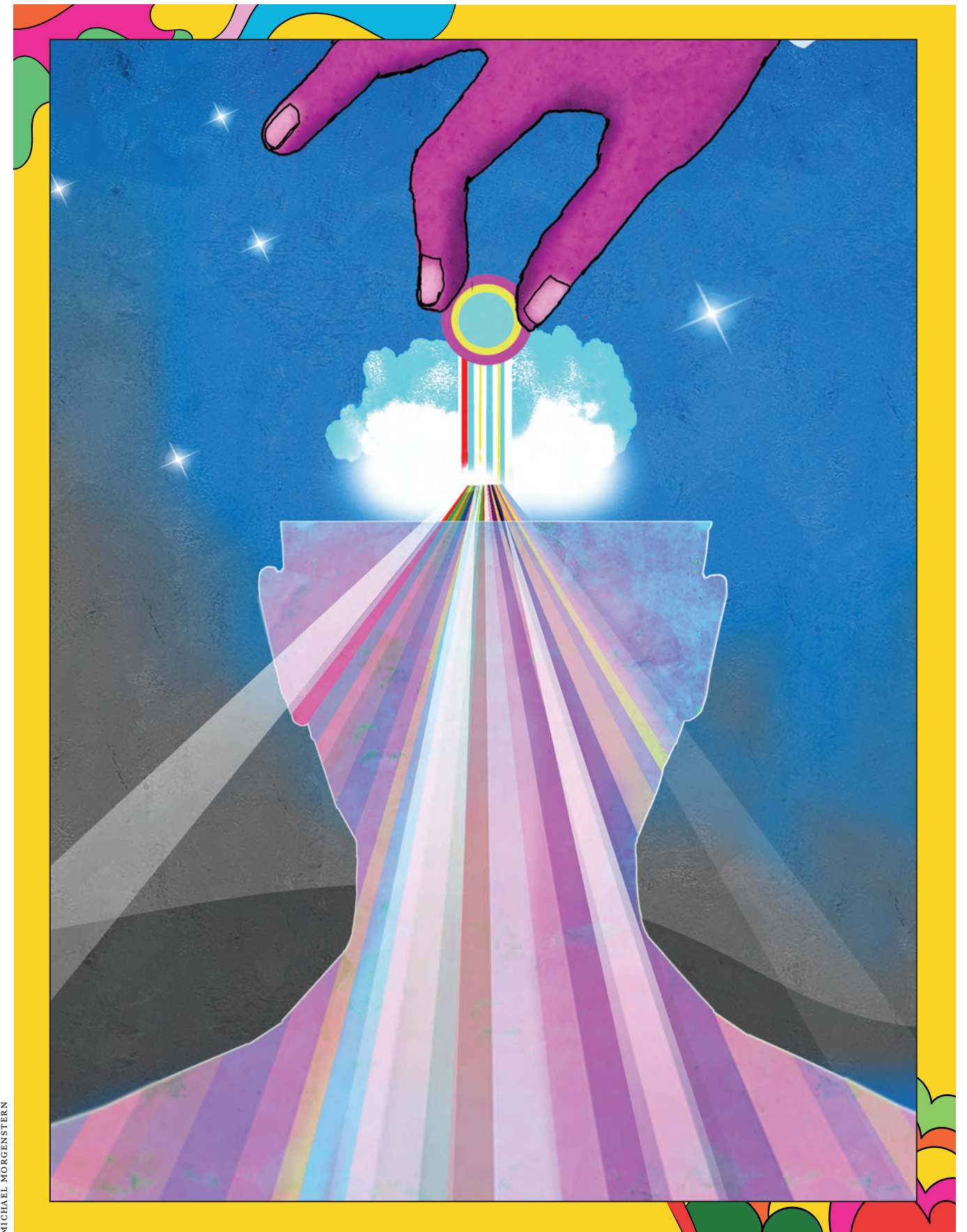
“When we told the editors they’d run that article in 1964, I almost think they didn’t believe us until they checked their own archives because it seemed so far away from nursing practice now,” says Penn RN NP CNS PMHNP-BC. “We really wanted to start changing the conversation.”

After decades of neglect, the field of psychedelic research is again quickly building steam. Some say the surge in interest in psychedelics stems from Michael Pollan’s 2018 *How to Change Your Mind: What the New Science of Psychedelics Teaches Us About Consciousness, Dying, Addiction, Depression, and Transcendence*, which includes the respected journalist’s own experience with consciousness-expanding substances.

But in truth, psychedelics reemerged years before that. Johns Hopkins University researchers have been exploring the medical potential of so-called hallucinogens since 2000, and in 2019 established the Johns Hopkins Center for Psychedelic and Consciousness Research. In 2020, UC Berkeley launched its Center for the Science of Psychedelics (BCSP). In late 2021, the National Institutes of Health funded Matthew Johnson, a Hopkins researcher, to study the use of psilocybin



The *Psychedelic Revival* series was made possible by the generous support of the Joe and Sandy Samberg Foundation.



MICHAEL MORGENSTERN

in aiding smoking cessation. The nearly \$4 million grant is the first federal funding of classic psychedelic research in more than 50 years.

Penn Nursing's contribution to the on-going conversation, the *Psychedelic Revival* series, bubbled up thanks to an idea from former Penn Nursing Board of Advisors member Sandy Samberg Nu'94 GNu'95. Sandy and her husband Joe made a gift that launched the series, which began on Jan. 19, 2022 with an introduction to psychedelic drugs and their uses in medical treatment. It wrapped on March 30 with a discussion around the inequities and barriers to care which included psychotherapist Hannah McLane, founder of the SoundMind Center, a psychedelic therapy center in West Philadelphia.

A post-series in-person event at Claire M. Fagin Hall on April 13 included testimonials from patients who say psychedelics have saved their lives.

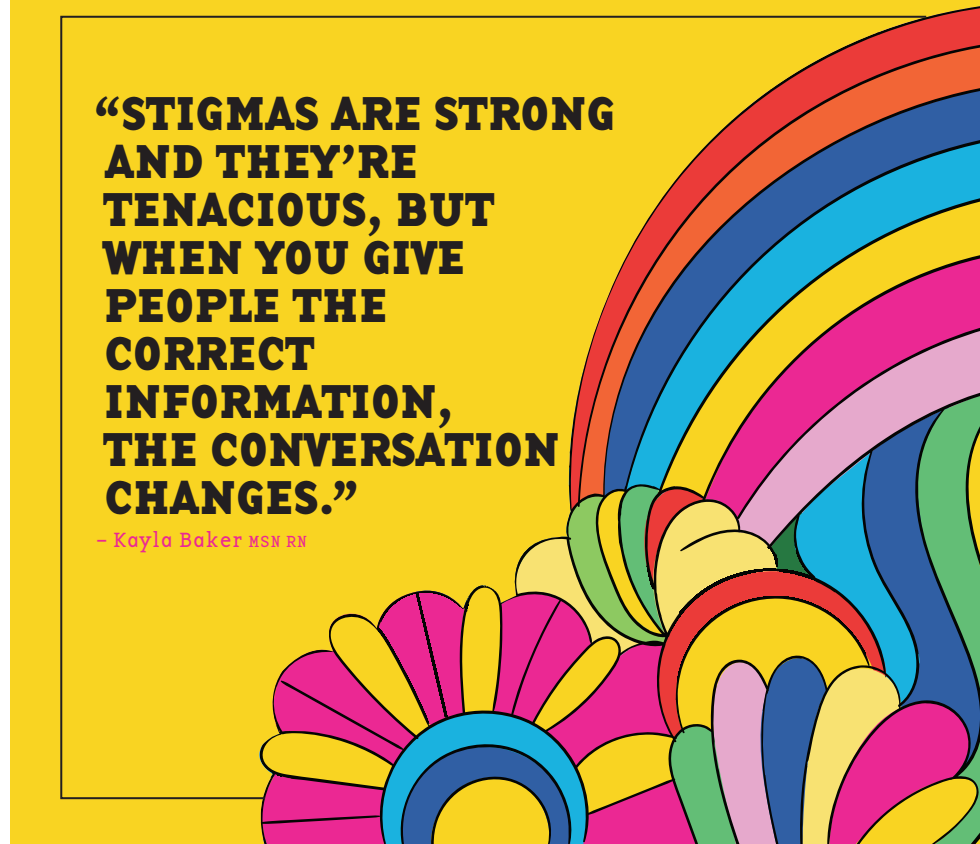
"There are common misunderstandings about psychedelics—they're associated with hippies and tripping, or that people use them to self-medicate and forget their problems—and yet they could be a paradigm shift in how we treat certain medical conditions," says Kayla Baker, a third-year nursing PhD student, registered nurse, and nurse practitioner who hosted the series' first episode.

"I've never been 'spiritually-minded' and this is never something I thought I'd be studying," Baker continues, "but part of my interest is the mystical experience and how people who have this higher level experience have better outcomes. It's fascinating."



Research has shown that psychedelic drugs, when partnered with talk therapy, can help people with historically-challenging conditions, including post-traumatic stress disorder (PTSD), substance use disorders and treatment-resistant depression.

Penn Nursing senior lecturer Anita Iyengar DNP RN PMHCNS-BC CNE became familiar with the potential of psychedelic drugs as she helped to organize the series with Associate Professor of Nursing Heath Schmidt PhD and



“STIGMAS ARE STRONG AND THEY’RE TENACIOUS, BUT WHEN YOU GIVE PEOPLE THE CORRECT INFORMATION, THE CONVERSATION CHANGES.”

— Kayla Baker MSN RN

others. The more she learned, the more interested she became in the therapeutic potential of psychedelic-assisted therapy, she says. Now she and other instructors are including psychedelics in their courses.

"It's important to continually explore new therapies that are going to alleviate personal and societal distress," says Iyengar. "The experts involved in preparing for the therapeutic use of psychedelics are passionate and see it as a development that will have healing implications for individuals and communities for centuries to come."

Psychedelic drugs are far from new, and the first episode of the *Psychedelic Revival* series touched on their long history. Psychedelics have been part of the "sacred medicine" traditions of indigenous peoples for thousands of years, helping users look inward and gain new perspectives. While still being explored by the country's mainstream scientific community, the therapeutic benefits of psychedelic medicines have long been recognized by many cultures across the world.

"In western medicine specifically, we think a lot about the mind and the body, but sometimes we neglect the injuries to the spirit and the heart," says Pak

Chau MSN CRNP PMHNP-BC GNu'22, a recent graduate who hosted the series' second episode. "Much of the psychiatry that we practice today does a great job of stabilizing acute conditions but not enough is focused on treating mental illness at its core. With psychedelics, it's all about what's happening on the inside and how we can alter our own consciousness and heal within."

Psychedelics, Chau says, are "ego-dissolving," allowing people to take a step back and see themselves and their lives more objectively. It also helps them tap into their creativity and curiosity to solve problems buried deep within the human consciousness. Additionally, psychedelics have also had creative outlets to the outside world as well. Two Nobel Laureates—Francis Crick, who discovered the double-helix structure of DNA, and Kary Mullis, developer of the polymerase chain reaction method—have publicly stated that LSD helped them with their scientific breakthroughs.

"I've met people who have gone on journeys with psychedelics. They have visions and life-altering experiences, says Chau. "It resets your default mode so your brain can experience things in a new way."



While most psychedelic drugs remain classified as Schedule 1 substances under federal law, individual states and cities are seeking to decriminalize their use. In 2020, Oregon voters approved the country's first state-licensed, psilocybin-assisted therapy system. Cities including Seattle, Denver, and Washington, DC have decriminalized possession of psychedelics. In June 2021, Texas legislators passed a law allowing for a clinical trial of treating PTSD in veterans with psilocybin.

In 2019, the FDA approved the use of esketamine as a way to address treatment-resistant depression. MDMA-based therapy could receive FDA approval as early as 2023.

But this doesn't mean a patient will simply receive a prescription for a hallucinogen and then be sent home. There are three parts to the psychedelic therapy model, with the actual drug-taking session sandwiched between psychotherapy sessions. Penn, the UC San Francisco associate clinical professor, says the patient and therapist/providers are "co-creating a house of healing."

The first part of the treatment, which can be called "tending to the patient," centers on building a trusting, supportive relationship.

The second phase of treatment involves the patient ingesting the psychedelic of choice under the supervision. This phase can last for between six to eight hours.

After the second phase is complete, the therapists send the patient home with support. Therapists and patient reconvene the next day to deconstruct what the patient had experienced the day before. While psychedelics aren't "quick fixes that take away memories or painful experiences, they can change your relationship with how much pain those memories and experiences cause, Penn said. Years ago, he says, a patient with PTSD asked if Penn could make him forget his painful memories.

"I said, 'Absolutely not. I wouldn't want to take that away from you even if I could, but I would like to change the relationship ... so there's more space between that painful experience you had as a child and that suffering you experienced and in

that widened orbital there's room for all the other parts of your life because really so often the suffering really resides in the story," says Penn.



During the first *Psychedelic Revival* post-seminar Q&A, Mariavittoria Mangini addressed the stigma once attached to psychedelics, recalling that when she began working on her dissertation in 1995, "I was told I would never get a job, no one was interested in this but me, this was a stigmatized subject, the stigma would stick with me and none of that turned out to be true. ... Don't let historic misperceptions deter you."

Baker says she thought that strong negative response was a "generational thing," although she admits she was initially hesitant to talk to her advisors about a dissertation on the use of psychedelics.

"Stigmas are strong and they're tenacious," she says, "but when you give people the correct information, the conversation changes."

Another way to move the conversation forward? Showcase those who credit psychedelics with changing their lives for the better.

The first six *Psychedelic Revival* seminars each included *Stories of Transformation*, short videos featuring people who say psychedelics have improved their lives. (The videos were created in partnership with reconsider.org, a non-profit organization that supports the medical uses of psychedelics.)

One such story came from Ethan Abend, a retired New York City police detective, who described years of undergoing different therapies and taking different medications in an effort to deal with his depression, anxiety, and PTSD. Nothing worked without serious side effects.

After years of the status quo, he jumped at the opportunity to be treated with psilocybin, which he says opened his mind and changed his life. "I felt it uncovered the real me. It let my emotions come out instead of covering or having to manage the emotions. It opened the door so I could feel more, even the painful things, but more importantly I feel the everyday good things, too."

A seventh in-person event held on April 13 featured testimonials from patients. Before the personal stories began, Penn Nursing Dean Antonia M. Villarruel told the crowd that the series had "far exceeded any expectations that we had."

"We've all been inspired by the stories. It's really worked to humanize and to put in context why this work and why these opportunities are so important," she says. "There's no doubt that psychedelic therapy has important use in mental health treatment and I'm happy that Penn Nursing can be part of this."

One of the final session's speakers was Jon Kostakopoulos, who in 2016 took part in a clinical trial that used psilocybin to address alcohol use disorder. He hasn't had an alcoholic beverage, nor has he taken any psychedelic drugs, since his first psilocybin treatment.

"It's hard to deny the reality that these medicines can help people and alleviate suffering when you hear about a person's own experience," Baker says. "Rigorous scientific investigation is needed to understand the risks and benefits of various psychedelic substances and therapeutic modalities, but the power of a personal story always resonates strongly. The path forward will surely involve good science and openness to people's personal experiences."

To view the complete *Psychedelic Revival* series, visit www.nursing.upenn.edu/psychedelicresources.

Penn Nursing will grow its work in psychedelics, expanding the Psychedelic Revival series into a collaborative care initiative with the Columbia School of Social Work (CSSW). This initiative will educate social workers and nurses about psychedelic-assisted therapy in anticipation of FDA approval of this type of treatment—and it will improve access to affordable, safe treatment facilitated by a large workforce of highly qualified practitioners.

Funded by grants from the Joe & Sandy Samberg Foundation and the Steven & Alexandra Cohen Foundation, this pilot will develop an educational training curriculum for Penn Nursing and CSSW, which will then be expanded to Penn's School of Social Policy & Practice and the Columbia School of Nursing—and beyond. ❖

The Narrative Arc in Health Care

Storytelling is changing the face of nursing and empowering providers and patients. And Penn Nursing has carved out a particularly strong position. Here we explore the various mediums, how the community is engaging, and why it's more important now than ever before.

By Natalie Pompilio

NURSES HAVE the best stories. Marion Leary, Penn's Nursing Director of Innovation, is making sure they're heard.

In the last four years, Leary MSN MPH RN has helped launch multiple programs that allow nurses to share their experiences from the bedside and on the front line, from hospital corridors and in the world's most remote corners. Telling a true tale benefits both speaker and listener, builds bonds, and can change minds.

Storytelling has become even more important in the last few years, as misinformation about COVID-19 and its vaccines, among other issues, has caused immeasurable damage. Nurses, through storytelling, can counter the false narratives.

"Storytelling is starting to be thought of as a skill nurses need," Leary says. "People don't know who to trust or what to believe. We are the most trusted profession for the 20th year in a row and as the most trusted profession, we should be out there amplifying as many issues in as many mediums as we can."

Neil Bardhan, Director of Applied Storytelling at First Person Arts, says story telling "is the most human thing imaginable."

"My understanding of being human is we're always seeking stories," Bardhan says. "We're trying to make sense of the world around us."

To people who claim they have no stories to share, Bardhan pushes back: "Trust me. You had a very bad day and you had a very good day in your life and there's a reason you're here in this life right now, not necessarily on a cosmic level, but you can tell me how you ended up in this room."

Bardhan and Leary work closely on projects including the Penn Nursing StorySLAM, a story telling competition now in its fourth year. Bardhan said he has been part of many story-telling projects but none have been as impactful as a health care consumer and a family member.

"Not every project that I get to do has a deep impact on how I live in the world but the Penn Nursing StorySLAM has been tremendously important to my understanding of nurses and the way nurses show up in our society," Bardhan says. "This series has benefitted me positively as a storyteller, as a listener, as an instructor, as well as a patient and family member. Not every project touches all those levels for me." ❖

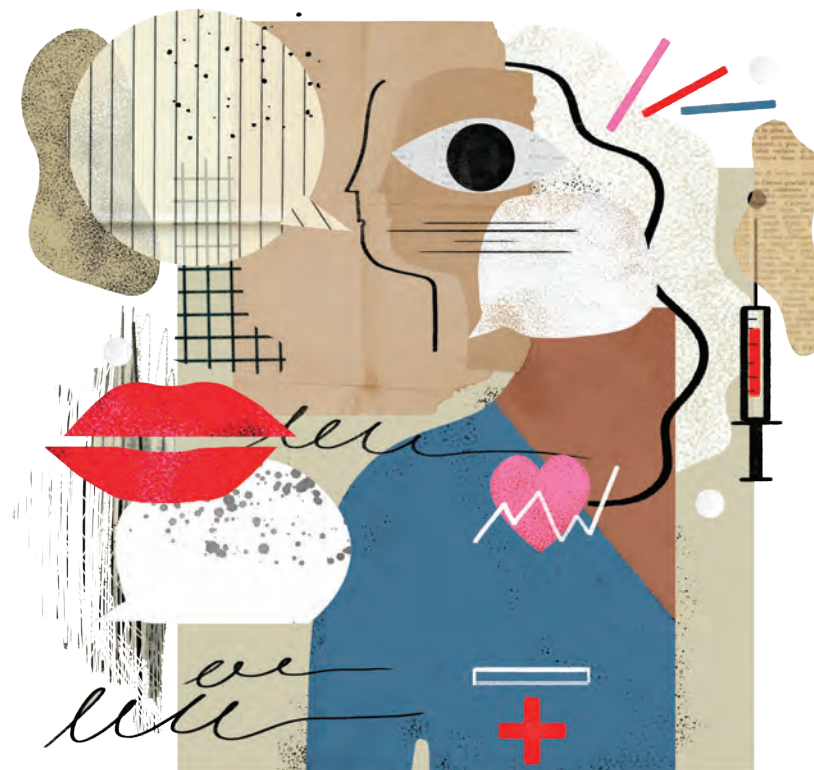
Penn Nursing StorySLAM

About five years ago, Leary took part in a StorySLAM, a live competition in which participants tell a true, short story without notes and are then judged based on content and performance. Leary says the experience confirmed that she prefers the spoken word to the written one—and that it has great value.

"I knew it was a powerful medium to use to get stories out to the general public," she says. "A free and open public event allows you to share your work and ideas to different audiences and maybe the people who will need it most."

Leary organized the inaugural Nursing StorySLAM in 2019, inviting nurses from Penn Nursing and Penn Medicine to share personal tales. Erin Corman, then an MSN Acute Care student at Penn Nursing and an Assistant Nurse Manager at Penn Medicine, told the first place story.

Corman described how, in 2010 as a U.S. Air Force officer stationed in Afghanistan, she jumped to respond to an incoming plane carrying injured soldiers. On board she saw her first casualty of war, a soldier named Tim from New Zealand. Was he married? Did he have children? Did his family know he'd been killed? "I willed time to stop for [his family] to have one more day with Tim before they were overtaken with this immeasurable void that would



forever change their life, their world, and they would live with every day," she told the audience in a choked voice.

Then "Suddenly, I'm Lt. Corman again." She described smiling at another injured soldier, rubbing his face, taking his hand, and saying, "Welcome to Bagram. You're safe. We're going to take great care of you." Later, she held the man as he sobbed.

She never expected to see the man again but, seven years later, she found herself sitting across from him in a New York outdoor café. He told her, "You were the only person I remember. You gave me the human touch and care I so desperately needed."

The Nursing StorySLAM was an immediate success, drawing a standing room only crowd the next year. The 2021 Slam moved online, but returned in February 2022 as a hybrid, and is slated for every-other-year going forward.

Hope Atkins-Durante talked about her first weekend working in the COVID-19

ward at Lancaster General Hospital. One patient was clearly taking his last breaths and Atkins-Durante spent time at his bedside, holding his hand, and encouraging him to walk towards the light. She later learned he was an elderly ward of the state. That meant there was no obituary to commemorate his life, no funeral with mourners who loved him.

"This person was so worthy of being remembered and he was dying of Covid and nobody knew," Atkins-Durante says. "I didn't know this man, but I'll remember him. Everyone I share this story with will remember him."

Leary says other nursing programs have begun hosting StorySLAMs.

"We hear constantly how the stories have affected people. They're being used in some classroom settings now," she says. "Others are feeling the impact of what we've done."

For more, visit nursing.upenn.edu/storyslam



Amplify Nursing: The Podcast

Angelarosa DiDonato DNP CRNA, Associate Program Director of Penn Nursing's Nurse Anesthesia program, often travels to Harrisburg to advocate for pro-nursing policies, and something frustrated her: A lot of people really didn't know what nurses did.

"Nursing has lived in the shadow of the patriarchy for its entire existence," says DiDonato, a nurse anesthetist with more than 25 years on the job. "People think we walk around and wait for doctors to tell us what to do. We have our own practice, our own protocols."

«
"I knew it was a powerful medium to use to get stories out to the general public."
»

How to educate the masses? How about a podcast? DiDonato took the idea to Leary, who recognized the idea's value but also realized how stretched she was. Would DiDonato co-host?

Amplify Nursing, hosted by DiDonato and Leary, launched about three years ago and recently wrapped its fifth season, which runs from September to December, and then again from late January/early February to May. New shows are released every other week.

"We highlight the reach and depth of nurses' impact on society," DiDonato says.

Each episode features one or more guests who are interviewed by the hosts. They've included State Sen. Maria Collett, whose nursing career included stints as a Level 1 trauma nurse and a nurse educator; former Health and Human Service Secretary Donna Shalala; as well as Penn Nursing's Patricia Bleznak Silverstein and Howard A. Silverstein Term Endowed Professor in Global Women's Health, Alison Buttenheim PhD MBA; and Professor Emerita of Nursing, Julie Fairman PhD RN FAAN, a nursing historian.

Topics vary, says DiDonato, ticking off a few favorites: "The conversation about people of color in nursing was eye-opening and incredibly humbling ... the importance of understanding the history of our profession and how we got here ... there's cool stuff tech people are doing, walking away from traditional nursing roles ... I never realized nurses did investigations into criminal acts."

While most episodes get about 500 listens, some have gone mini-viral, drawing thousands of listeners. Among its most popular episodes: A season one show centered on Ann Burgess, who spent decades profiling criminals with the FBI and who inspired a character in TV's *Mindhunter* and a Season four episode featuring Penn Nursing Dean Antonia Villarruel.

"I'm constantly amazed, honestly, by everyone I talk to and their stories, how they got into nursing and how they use nursing to do what they're doing now," DiDonato says. "It's so creative."

For more, visit nursing.upenn.edu/amplifynursing



»» **"This was a way to not only chronicle the moment but also to vent. ... It helps people have catharsis sharing their stories."**

Frontline Health Workers Digital Theater Project with Elevate Theatre Company

Nikki Brake-Silla's original one-act play *SILOS*, set two years into a global pandemic, shares the COVID-19 experience not just of nurses and doctors but also support staffers.

A nurse of Chinese descent talks about the difficulties of caring for patients who deny the virus or blame her and tell her to go back where she came from. ("I'm from Texas," she says.) A front office worker is frustrated as she calls multiple locations and fails to find protective gear for hospital staff, prompting her to wonder aloud, "Do you feel like you're allowed to be tired?" The patient transport employee marvels at the new work relationships she's developed with the other women because of the pandemic, describing

it this way: "Before we were all kept in our special areas of the sand box ... Like silos ... now it's all hands on-deck."

The play shows the powerful bonds that form between those living through a shared trauma and how those connections make the bad things more bearable. It is one of two new works based on two workshops facilitated by Elevate Theatre Company's Christina Eskridge. During those workshops, employees from throughout Penn's hospital system shared stories while two playwrights, Brake-Silla and Ang Bey, listened in.

"We needed to hear their stories and lift their voices," Eskridge says. "This was a way to not only chronicle the moment but also to vent. ... It helps people have catharsis sharing their stories."

The workshops were not straight interviews; at one point, participants were asked to describe their typical work day and to show, with gestures, their job in 2022 versus before the pandemic. One nurse held out a hand, palm up, arm extended—a standard "helping hand" move—to indicate her job before COVID-19. She made the same gesture to show the after, but she moved it up and down to show the franticness she felt.

Bey's play, titled *Soft Landing*, centers on a COVID-19 patient, his nurse, and his estranged son. But it begins with the nurse describing the premature birth of her daughter and how the experience erased her grim outlook and inspired her to become a nurse.

"The existential crisis that I'd had about the world and its people was absolutely debunked. In the NICU ... My partner and I were surrounded by strangers eager to save the life of a person they'd never even met ... I've never felt so much compassion from strangers, then and now it felt like a dream. I just hope that our daughter will grow up to experience that kind of love sooner rather than later. I hope every child does. I wish every child did."

Both plays had their virtual debuts on March 31. After the performances, Penn Nursing's Leary facilitated a talk-back which included the two playwrights. Bey shared that during the workshops, participants recounted sad stories, but they also told tales filled with hope. She took inspiration from the idea that hospitals are dichotomies of purpose.

"There are people being brought into the world, there are people exiting the world," she says. "All the nurses and doctors and medical staff have to be shepherds of all of those things."

For more, visit nursing.upenn.edu/digitaltheater



Humans of Penn Nursing

Humans of Penn Nursing—a take on photographer Brandon Standon's wildly-successful Humans of New York project—has shared the stories of more than 75 people affiliated with Penn Nursing since its launch in Fall 2019.

Initially, organizers hoped the project would build relationships and encourage community, said William Parker, Senior Director of Marketing and Communications. People were invited to submit 500-word personal stories on any subject. The response, to the request for submissions and to the project, was immediate.

"I knew that it was being well-received by the community because I had people in the building stopping me in the hallway, asking, 'When's the next one going to come out?'" Parker says.

The project became even more crucial to the community after the COVID-19 shut down eliminated those casual in-person interactions by addressing a shared hunger for connection during a time of isolation.

Melanie Martin RN Nu'21 recalled the hours she'd spent

with a dementia patient whose agitation was best addressed with music, not medication. Augustine Cassis Obeng Boateng MPH GR'20 described being in the Beijing International Airport in late 2019 and seeing health care workers in PPE carrying what appeared to be dead bodies. He didn't think much of it at the time.

"We don't have opportunities nowadays to have these one-on-one chats, so to have it packaged in a neat way that's consumable in 30 seconds or a minute is a good way to learn about someone's background," says Assistant Professor of Nursing Dalmacio Dennis Flores, who offered a story of his own. "It's nice to see some commonalities as well as the myriad of very surprising ways people come to the profession."

Flores' Humans of Penn Nursing described speaking at a United Methodist Church convention about HIV prevention and homophobia in 2012 as church leaders were debating its official stance that homosexuality was "incompatible with Christian teaching."

At one point, after one of Flores' comments, "the room erupted in a guttural groan of collective distaste that I thought only occurred in movies," he wrote.

But he shared the story because he wanted to reinforce to his students that standing up for what they believe is right is never wrong.

"We're surrounded by students who are keen to make change in the world," he says. "We're troublemakers. We're nurses. Society can count on us to call things out."

For more, visit nursing.upenn.edu/humansofpennnursing

>
75

Number of people whose stories have been shared in the Humans of Penn Nursing project since its launch in Fall 2019.



Self-Care Leads to Nurse Innovation

When alumna Amy Felix burned out at work, she stepped away and found space to ideate and innovate.

MANAGING A TEAM of nurse practitioners and physician assistants at a major Philadelphia hospital during the COVID-19 pandemic is a sure pathway to stress—but for Amy Felix MSN RN CPNP Nu’04 GNu’08, it also led to inspiration.

Felix and Raj S. Iyer MBBS MD MS, a Pediatric Anesthesiologist, co-founded TrackCE, a digital wallet for nurses and doctors, created to alleviate the stress and worry associated with license renewal and to simplify the process. This personalized mobile application allows health care providers to track their continuing education credits by state, role, and specialty. The interface supports real time progress tracking of credits, notification of upcoming deadlines, and the ability to generate reports.

“I have three Nurse Practitioner licenses and four certifications,” Felix says. “A few years ago when I was working on renewing one of my NP licenses, I realized how challenging it is to keep track of continuing education credits and the deadlines for licenses and certification.

My fellow nurse practitioners always seemed so tense around license renewal season. Similarly, Dr. Iyer experienced the same challenges with multiple state licenses and certifications.”

TrackCE was recently selected for funding as part of the 2022 American Nurses Association NursePitch™ Competition, an event that featured nurses with innovative health care solutions. Out of 85 applicants, Felix’s and Iyer’s app was part of the top eight to make it to the finals—and one of four projects to receive funding.

Felix continues, “Our goal is to revolutionize the process for license renewal so that nurses and doctors can worry less and focus on patient care *and* themselves. Less burden should support less burnout.”

While Felix’s work on TrackCE is aimed at addressing health care provider burnout, she took a critical step in her career to manage her own stress in a different way—and give herself more time to explore health care technologies: she opted to take a sabbatical. She resigned from her management position with the intention of taking a three-month break to rest and reinvigorate her passion for nursing—and she started a blog at



“Our goal is to revolutionize the process for license renewal so that nurses and doctors can worry less and focus on patient care and themselves.”

thenursesabbatical.com to inspire other nurses to consider a sabbatical, too.

She says, “Sabbaticals are common in academia; even physicians can take sabbaticals once affiliated with an academic institution. Sabbaticals can be used for research, rest, or learning something new. This is exactly what I wanted to do. Hence, the idea of *The Nurse Sabbatical* was born.”

Felix’s success in the nurse wellbeing space and with TrackCE inspired her to take an additional three months of sabbatical before returning to a more traditional nursing role—something she looks forward to, thanks to her time away from the bedside to recharge.

Burnout rates are high among nurses. A 2022 survey by staffing firm Incredible Health indicates that a full one-third of nurses may leave their roles by the end of the year; 44 percent say burnout and a high-stress environment are the reason. A nurse sabbatical program may be one option to combat this potential crisis, Felix says. “It would allow nurses to take a break, with the opportunity to self-reflect, and explore options for their nursing career. If a nurse sabbatical program was offered by hospitals, it would be a useful strategy for recognition and retention as nurses could be given clinical time off to work on projects or initiatives that would help the hospital.”

It could also lead to other nursing innovations, such as TrackCE. “My well-being work propelled my work in the *Nurse Sabbatical*,” Felix adds. “But wellbeing is not an individual responsibility. Organizations can change systems to promote more wellbeing at work through changes in EMR systems, creating psychological safety, and promoting wellbeing practices. This work showed me that we could decrease burnout if we re-examine our current practices.”

Felix credits her time at Penn Nursing with helping her to think creatively—not just about providing health care and innovating, but about her career and sabbatical. She says, “When you learn in such a dynamic environment with scholars from across the world sharing their expertise, you dream big about the possibilities of your nursing career. Penn Nursing taught me that I could do anything! Even now, on sabbatical, I remain excited for what my future holds as a nurse and an entrepreneur.”

The TrackCE app is currently available in the Apple Store for free. ❖

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Nurse Practitioners:

Key to Advancing Health Equity



At a moment the country faces a staggering shortage of primary and specialty care providers—especially in traditionally underserved communities—the role that nurse practitioners can play in our health care system is nothing short of life-saving. Penn Nursing has always supported and prepared these dedicated professionals—and now, more than ever, the School is committed to investing in the people whose work, commitment, care, and expertise has the power to change everything from individual outcomes to systemwide inequity and the overall health of a nation. What does that investment look like? Here, on the following pages, we present the stories behind the people, the projects, and the ground-breaking, news-making new Penn Nursing program that are all working to shape the future of health care through nurse practitioners.



Bright Ideas

By Janine White

A fascinating course for Nurse Practitioners emphasizes design-thinking and community engagement to help students see and solve real-life problems in underserved populations.

IN EVERY HEALTH HISTORY, there's a life story—and a nurse listening. At bedsides. In emergency rooms. During regular checkups. They hear about the apartment evictions, food insecurity, job loss, lack of transportation. All of them impact a patient's health.

But with that listening comes great potential to improve community health and effect lasting change. Through the Primary Care NP Civic Engagement Project (course N656, Professional Role Issues for Nurse Practitioners), course director June Treston aims to make sure Penn Nursing graduates have the tools they need to make a difference.

"We need to make sure that our students know how to take care of patients. But it's equally important that they understand their role as primary care providers goes beyond the clinical setting," says Treston DNP CRNP GNu'92 GRN'21, Director of the Family Nurse Practitioner Program.

During the Civic Engagement Project, nurses pursuing their master's in family medicine, adult gerontology, pediatrics, or psychiatric mental health prototype and test solutions that reduce health disparities for underserved populations.

They work in groups, choosing an issue that impacts populations in and around Philadelphia. They brainstorm with guidance from Treston or seek ideas at the SNF Paideia Program, which fosters

civic leadership at Penn, or from the School's well-established partnerships with community organizations.

Most recently, in Fall 2021, they tackled diabetes education for people who are incarcerated, internet access for low-income families, job training for survivors of human trafficking, menstrual equity for young people facing homelessness, scam detection education for the elderly, and more.

"Our students are so incredible," Treston says. "They are passionate about providing great care and improving the health of their patients and communities, and they really are the source of so many great ideas."

Penn Nursing students have a long history of volunteering, but N656 goes bigger, to the level of what Treston calls a "service learning project." Students must research the history and current context of the issue they choose, and they learn to apply design thinking principles (see sidebar, The 5 Steps to Design Thinking) to develop a proposed solution. They have to create an action plan in collaboration with a liaison who provides the perspective of the community in focus.

"Communities have their own set of strengths," Treston says. "They've already identified problems and solutions. To have respect for what's going on is an important step of the process."

Start With Listening

“Empathy” is the first of five steps in the design thinking that the Civic Engagement Project students employ—and Jolie Jemmott GNu’22 saw firsthand how listening can send an effort to develop a solution in a new direction.

Jemmott, an RN and Amy Gutmann Leadership Scholar, and her fellow psychiatric mental health nurse practitioner students, picked homelessness as their issue. They headed out to talk with unhoused people in Philadelphia with snack bags, masks, and water bottles. The group also created informational handouts, with the idea to connect people to available emergency housing resources—but the pamphlets weren’t well received. As they met and talked to people living on the streets and in cars, abandoned buildings, and train and bus stations, they learned that many intentionally avoided shelters. Some people disliked the restrictive environment, with rules about coming and going impeding their autonomy.

“Some have experienced sexual assault in shelters, or people stealing their belongings,” Jemmott says. “We had to really just interact with them to understand where they were coming from. And we figured out that a lot of them don’t like going into shelters and a lot of them are being affected by violence.”

Jemmott and team learned the individuals they spoke with prioritized staying warm over getting information on the nearest shelter. They expressed a need for blankets and coats, along with a desire for tools they needed to fix and maintain the rolling carts that held their belongings. “As long as they were able to be stable where they were at that moment and able to move their stuff around efficiently, that’s what they were worried about,” Jemmott says.

With this realization, the group determined there is a great need to address the numerous environmental hazards that unhoused people face. They brainstormed ways to advocate for making shelters safer places. While they didn’t have as much time to develop a solution due to the pivot, Treston says the group’s N656 experience still had the intended effect.

“I feel like that was one of the most successful groups because they really got a better understanding of not only the process of design thinking, but the needs of those individuals that they didn’t have when they first came into the project,” says Treston. “They absolutely had a light bulb go off when they really spent time with homeless people.”

She knows from personal experience how crucial empathy is to developing successful solutions for community challenges.

Treston has been working with domestic violence victims since she was an RN. Early on, she signed up to volunteer at a shelter for women, with a plan to promote the importance of breast



According to June Treston, faculty leader of the Primary Care NP Civic Engagement Project, design thinking is essential to helping students in the course N656 address community health issues effectively. Every fall, she incorporates modules from the school’s Design Thinking course to guide them.

Essentially, design thinking takes practitioners through five steps to create innovative solutions: empathy, define, ideate, prototype, and test.

Along the way, community members impacted by the issues are centered. Empathy prompts students to gain a deeper understanding not only about how a problem affects a group, but also to learn about the group’s ideas for solutions. “Ideate doesn’t happen in a silo,” Treston says. “That’s with community leaders and the community.”

She emphasizes that the last step is to test the prototype—not implement a solution. The expectation is that early ideas will need to be improved upon. “That’s one of the things that we wanted the students to really understand,” says Treston.

“The hallmark of innovation is failure because without failure you can’t have success. You have to try different things and be prepared to fail in order to come up with a solution that’s going to work.”

Pat Osborne RN GNu’22 participated in the Civic Engagement Project in Fall 2021, and he offers an encouraging spin on the testing phase. “It’s only failure if you actually give up,” he says.

Jolie Jemmott GNu’22, an RN and an Amy Gutmann Leadership Scholar, agrees. “Obviously no one wants to fail, but failure here is a lesson learned. And what are you going to take from that lesson to better your prototype in the next steps?”

According to Treston, the steps of design thinking are very similar to the profession’s quality improvement approach. Osborne likens it to medical algorithms. “It definitely makes it easier to take a group of people and explore problems and solutions in a way that makes sense and really moves things forward,” he says.

When Amy Gutmann Leadership Scholar Bellinda Accimé RN GNu’22, first heard about design thinking in the Civic Engagement Project, she recalled a conference she attended a few years ago. (Along with Jemmott and Accimé, two other Amy Gutmann Leadership Scholars, Juliana Ivanof and Key Duy Nguyen, took N656 in Fall 2021. The endowed program aims to help develop “nurse leaders who deliver exceptional evidence-based care, design research, inform policy, spark innovation, and advocate for social justice, worldwide.”) An NGO worker gave a talk about a costly project to bring toilet infrastructure to a Ghanaian village. He recounted that the project was a failure—because the residents were satisfied with their existing sanitation system.

“They didn’t empathize. They never connected with the people of that village to find out what their human experience was, and what they really needed,” Accimé recalls of his story. “And I think that this project provided me personally an opportunity to empathize in a different way. I think all of us in the project would say we really had to consider a perspective that we never had before.”

Accimé thinks health care can benefit from more upfront empathy in addressing community health challenges. “We can definitely jump to the ideate process first, without stopping to consider what is the experience of the person who’s going to be using this,” she says. “I think sometimes we work backwards, as opposed to what is the population in front of us and what do they need?”

Treston believes that graduates with N656 under their belts will have a powerful tool they can use forever, in health care and as a human being: “Design thinking is just a great way in any kind of setting to really approach problems and to successfully come up with solutions and test them.”

self-exams and breast cancer screenings. Then she got there and started talking to them. She discovered preventive care was the last thing on their minds.

“They’re there with their kids. They lost their house. Their abuser is trying to kill them. They don’t really care if they have breast cancer,” Treston recalls of that eye-opening time. “So I found it was much better to do wellness sessions and focus on self-esteem.” She pivoted and created a space for self-care hair and makeup sessions and time to talk about what was going on in their lives.

“You might have the very best intentions of what you want to do with a community based on current medical problems or health needs,” Treston notes. “But when you get out into the community, you realize that’s not what they need.”

From Classroom to Community

With its semester-long academic structure, the Civic Engagement Project is among many learning opportunities at Penn Nursing that shepherd students from textbooks to hands-on experience.

Bellinda Accimé RN GNu’22, says her group appreciated the chance to apply what they were studying at Penn to make a true impact. “To use the education that you are receiving in real time, to help create something with an organization that maybe lasts beyond your time with that organization, that was a different type of opportunity,” says Accimé, also an Amy Gutmann Leadership Scholar.

Accimé’s group worked with the Survivors Alliance for Growth and Employment (SAGE), which provides job training to survivors of human trafficking. Many have gaps in work history that make putting a resume together difficult. Some have a criminal record that prevents them from passing background checks. They are also dealing with the trauma of being trafficked.

SAGE asked the students to create an objective rubric that survivors and their mentors could use to discuss career skills progress. The organization already had 13 “work behaviors” to review during these weekly sessions, in order to measure whether participants were successfully meeting expectations and to identify where they needed improvement. Both survivor and mentor grade each behavior, and there’s a tendency for the former to be overly self-critical.

“We needed something that would address the breakdown of confidence, the demoralization, that people who have been trafficked are often subject to. We wanted participants to have an accurate sense of where they were, not to discount themselves, and give themselves the credit where the credit was due,” Accimé explains.

In considering the perspective of the survivor, Accimé and the group identified the need for clear and concise, measurable definitions for the behaviors that left no room for ambiguity.

“The priority was the participants’ well-being. We wanted to provide as much clarity as we could because I’m sure that there is a lot of uncertainty in what to expect when you re-enter the workplace, for whatever reason,” she says.

Ingredients of Innovation

Ideally, Civic Engagement Project students choose an issue they are already passionate about, Treston says, because “I think that’s where we come up with the most innovative solutions.”

In that regard, Pat Osborne GNu'22 had a head start. The RN is working at Penn Medicine Lancaster General Health while studying to be a family nurse practitioner. For a hospital community health needs assessment, he had already interviewed a representative from a local refugee resettlement agency. And as a global health minor, he had done an independent study on COVID vaccine distribution among the refugee population in that central Pennsylvania region. In the Civic Engagement Project, he says, "I saw the opportunity to again work with that community. And not only find something that would be of benefit to them, but also something that might help enhance my own understanding of the challenges that they encounter."

Osborne knew from the assessment that mental health was among the many unmet needs for those who had resettled from Nepal, Syria, Democratic Republic of Congo, and beyond. He was aware the resettlement agency had an interest in a peer support model, but they didn't know what that would look like exactly. He pitched the Lancaster community issue to his N656 group, and they agreed. They eventually developed a prototype that aimed to bring together refugees to connect through their shared experience of leaving their countries and navigating a brand-new one.

They created a discussion guide that participants could use to lead their own discussions. It starts with easy, get-to-know-you questions such as "What do you miss from home?" and "What's your new favorite food that you discovered here?"

"We weren't trying to delve into the most serious issues that they've experienced as much as trying to form bonds between the participants, get them to see that as a group, they have strengths, that they have this resiliency that they can access," Osborne says.

By the end of the semester, the group piloted a peer support meeting that was scheduled for one hour—and lasted two because the participants were having such a good time.

Long-Lasting Change

From the second the semester starts, the clock is ticking on the Civic Engagement Project's potential for impact. Treston and the nurse practitioner students feel the urgency to shape solutions that can carry on without them.

Osborne says his team discussed sustainability early on. They collaborated with other students, from Penn and Millersville University, who were refugees themselves and who resettled in the US years ago and had an interest in mental health. Several of them, he says, are still working on the idea and hope to move it past the pilot stage. He has also reached out to some faculty about continuing the peer-to-peer mental health project with students from other classes.

"I thought this was such a good experience, I wondered if other students would like to be

"We really need nurses to step up. You're seeing issues in the community. You're working with community members. You need to take that next step and look at things from a legislative level, if you're going to truly make long-term changes."

involved," he says. "And maybe they can get an appreciation for the refugee community and all that they go through by working with them as well."

The effort also helped Osborne see all that nurses can accomplish outside the clinical setting.

"We were able to do this pilot with just some volunteer time and \$20; \$10 for the rental of the room and \$10 for coffee and snacks," he says. "There are problems that we might want to address within our own community that might be out of the scope of the organization we work for, or might not be as easily achievable within the organizational constraints. Nurses might find that if they go and try to do something outside of the organization, they have more flexibility."

According to Treston, beyond interventions, the key to long-lasting change is nurses advocating for policies that lead to community-wide health improvements. She herself has served on the New Jersey Advisory Council on Domestic Violence. For her doctoral research she considered the potential to change federal housing policy for better health outcomes for Medicaid recipients experiencing homelessness.

To that end, the students write an op-ed as part of the course, to hone the skill of voicing a position publicly. The topic can be connected to their project, or focus anywhere they want to see change. Osborne wrote about COVID vaccines. Jemmott penned an op-ed on disparities in health care in regard to COVID 19. Accimé called for incorporating critical race theory in medical and nursing education. Treston is proud that several students had their pieces published in major news outlets.

"We really need nurses to step up. You're seeing issues in the community. You're working with community members. You need to take that next step and look at things from a legislative level, if you're going to truly make long-term changes," Treston says.

She also hopes the lasting impact goes both ways, and that students walk away with a better understanding of what they can accomplish. "When our students graduate from Penn, I want them to have the skills to do this in the community, in their clinical setting, and not be scared to fail because failure is part of the innovation process," she says.

Accimé, for one, is ready. As she transitions from full-time student back to professional nursing, now as an NP, she is thinking about her career through the lens of her civic engagement experience.

"What does my practice look like with design thinking at hand?" she says. "COVID has changed so many different needs for people. We have people who maybe lost employment during the pandemic. They lost family members. They lost the ability to bury their family member in a way that aligned with their culture. What do they need from health care now?" ❖



Meet the Leonard A. Lauder Community Care NP Fellows

Erica Inez Iglesias

Aleksandr Kasyanchuk

Sandya Janardhan

Julie Nguyen

Lauren Odegaard

Rebecca Hosey

Carly Wasserbach

Gabbie Domingo

Azucena Villalobos



By Molly Petrilla

This fall, nine carefully chosen nurses from across the country will embark on their NP education at Penn—and thanks to a \$125 million gift from Leonard A. Lauder W’54, they will emerge from the experience debt-free and ready to care for those who need their expertise most.

Lauder’s record-setting gift established the Leonard A. Lauder Community Care Nurse Practitioner Program, which offers a free Penn education to budding NPs who are committed to working in underserved communities after graduation.

“This program is going to be transformative,” says Kim Strauch PhD ANP-BC GNU’11, who was named its Executive Director in July. “It’s going to be a game-changer for primary-care NP workforce development, and also have such a huge impact on the communities they go and work with.”

While she’s new to this role, Strauch is a familiar face at Penn Nursing. In fact, she was once an NP student here herself. After graduation, she worked in several clinical settings before landing at Project HOME—a Philadelphia nonprofit that provides medical care, housing, education, and other services to people experiencing poverty and homelessness.

“I found my niche working at Project HOME and discovered the things that really impact health and health outcomes [for vulnerable populations]—things that weren’t always taught in school,” Strauch says. “It’s been exciting to see Penn Nursing taking more of a holistic and inclusive view of what NP training and education should be.”

Leonard A. Lauder Fellows will follow the usual curricula for their respective programs,

but half of their rotations will be at designated clinical-practice sites which serve populations that align with the program’s mission. After graduation, they’re expected to continue working with under-resourced populations as newly minted NPs.

The program is designed to grow quickly over the next few years. In 2023, it will admit 20 Fellows, with 30 chosen the following year. By 2025, the program plans to welcome 40 new Fellows, which will remain its target enrollment in perpetuity. It will also develop an alumni network and begin hosting biennial conferences. The number of practice sites will grow, too, from two this year to ten by 2026.

The inaugural class of Fellows come from all over the country, including Philadelphia. For some, this work is highly personal and heavily influenced by their own childhood and family experiences. A few come from the same communities they hope to return to as future NPs. What they all share is a deep dedication to helping underserved populations.

“Generally, what we’re looking for are students who are mission-driven and have this intrinsic desire to work in under-resourced communities taking care of vulnerable populations,” Strauch says. “I don’t think that’s something you can necessarily teach. It’s a characteristic that some people just have.”

Here are nine of them.

Erica Inez Iglesias

BSN RN



WHERE SHE'S COMING FROM

Iglesias has been working as a nurse for nearly a decade and spent several years moving around the country as a psychiatric travel nurse. Before heading to Philly to start her NP fellowship, she had been working at a psychiatric emergency department in a Bay Area hospital.



NP TRACK AT PENN

Psychiatric Mental Health Nurse Practitioner

Drawn to Pysch

For the first few years of her nursing career, Iglesias worked in general roles, including medical/surgical, women's health, and skilled nursing. But eventually, she found her way to psychiatric nursing—a specialty she'd always hoped to pursue.

"I am incredibly grateful to work with and advocate for the mental health population. I recognize that barriers for patients include the stigma surrounding mental health and accessibility," Iglesias says. "I cannot wait to expand my role as a mental health provider to better serve the mental health and underserved community."

Different Places, Similar Problems

While working as a travel nurse, Iglesias cared for patients inside psychiatric emergency centers in the Bay Area, Northern Florida, and Baltimore. "I was surprised to find that the problems I saw were pretty similar and consistent in every place I went," she says. "It's like psychiatric patients are sometimes forgotten—especially if they're from an underserved community. There needs to be so much more done to help the mental health population."

Finding Out

Iglesias likens getting selected as a Leonard A. Lauder Fellow to winning the lottery. "It was probably the happiest day of my life," she says. As soon as she opened the acceptance e-mail, she called her mom to share the news—and found herself crying tears of joy for the first time ever. "Even to this day, I still can't believe that it's real," she says. "It's like my whole life leading up to this—every job I've had, every struggle I've been through—makes sense now. It was all worth it."



Aleksandr Kasyanchuk

BSN RN

EARLY REALIZATIONS

Kasyanchuk's parents immigrated to the USA from Belarus in 2000. "Growing up as a first-generation immigrant with limited access to health care, having to make tough mental health care decisions for my siblings, and helping my older parents navigate our needlessly complex health care system really opened my eyes from an early age to the disparities that millions of people in our country face daily," he says.

As he grew up, visited, and volunteered throughout various parts of the US and other countries, Kasyanchuk kept clocking the disparities among both marginalized Americans as well as people living in countries without functional public health care systems.



WHERE HE'S COMING FROM

Before heading to Philadelphia, Kasyanchuk was working at the Seattle Cancer Care Alliance's pain clinic where he cared for oncology patients who were suffering from complex cancer-related pain. "I absolutely loved the holistic approach to care and the diversity of patients from all walks of life that we served," he says. "Seeing firsthand the tremendous improvement in quality-of-life when we were able to meet our patients where they were and figure out the right combination of treatments and supports was very rewarding."



NP TRACK AT PENN

Psychiatric Mental Health Nurse Practitioner

"Having these disparities stare me right in the face and witnessing their effects on some of the most wonderful, generous, and loving people I have ever met has been—and continues to be—a huge motivator for me," he says. "Underserved communities are precisely the ones where health care is needed the most, and I truly believe that is where we can make the greatest and most meaningful impact in people's lives."

BUILDING RELATIONSHIPS

Reflecting on his past work in oncology and hospice care, Kasyanchuk says his proudest moments have all been rooted in making a difference for someone else—and building relationships with patients and families that span anywhere from days to years.

"The times patients have thanked me as they're being discharged having achieved remission, or families thanking me for taking care of and accompanying their loved one through the final days of their journey have consistently been the times I'm most proud to be a nurse," he says.



Sandya Janardhan

BSN RN



WHERE SHE'S COMING FROM

Originally from Northville, Michigan, Janardhan has been working in Ann Arbor and Detroit since 2019 as a critical care registered nurse in cardiovascular and medical-surgical ICUs.



NP TRACK AT PENN

Psychiatric Mental Health Nurse Practitioner

A PASSION FOR UNDERSERVED POPULATIONS

At the same time Janardhan was earning her BSN at Case Western Reserve University, she provided care for survivors of sexual assault and domestic violence. “While this experience was notably heart-breaking, it also fueled my inner passion for caring for this underserved population,” she says now.

In her more recent role as an RN in ICUs, Janardhan often cared for veterans—a population that she plans to continue supporting as a psychiatric NP.

For Janardhan, helping underserved groups feels both meaningful and personal. Her parents both grew up in a highly underserved community in India. “As Asian-Indian immigrants, they constantly instill messages about the significance of having fun and seeking to meet every personal goal.” At the same time, she says, they also passed down “the importance of being grateful in life.”

BUILDING HER CONFIDENCE

Janardhan says she wrestled with insecurity at the beginning of her nursing career, even to the point of “feeling incapable” when she was around “more proficient, wiser nurses.” She felt unqualified to become a leader and almost gave up on nursing entirely. But she pushed through the self-doubt. “As a result, in less than a year, I assumed leadership roles like charge nurse and rapid response nurse and even served as a preceptor for newly-hired nurses,” she says. “I believe overcoming this self-doubt is one of my most noteworthy accomplishments.”

STRIKING WORDS OF ADVICE

An RN ICU preceptor once told Janardhan that as nurses, “to advocate and care for others is our greatest strength but also a huge flaw.” She didn’t truly understand what that meant—until she spent the COVID-19 pandemic working in the ICU. “I often took on the emotional weight and burden of every patient,” she remembers.

Then came a period of “despair and overwhelming burnout.” Ultimately the words of that preceptor came back to her. “I consider her message as advice to all health care providers in recognizing our limits,” Janardhan says. “I will always strive to provide excellent nursing care, but now I keep my capabilities as a medical provider in mind.”

Gabbie Domingo

BSN RN Nu'21



WHERE SHE'S COMING FROM

Domingo has lived in Philly since starting her undergrad nursing career at Penn in 2017. For the past year, she’s been working at HUP on the neurology step-down floor.

“I’ve had a lot of patients who have recently gone through the worst moments of their lives,” she says. “Seeing how fast these patients can progress—from being unable to talk or move to eating, talking, and working with a PT—is very special, and I appreciate being a part of that.”



NP TRACK AT PENN

Adult Gerontology Primary Care Nurse Practitioner

Eye-Opening Research

Though she worked with underserved populations throughout high school and college, Domingo singles out one experience as having the biggest impact on her future goals. As a work-study student at Penn Nursing, she helped assistant professor of medicine Rebecca Brown MD MPH on a research project that focused on older adults who live in affordable housing communities around Philly.

Domingo called up individual participants weekly for three months straight, chatting about their health goals and encouraging them to tweak their diets, exercise routines, and other daily activities. “I really liked the ability to talk to these residents frequently and meet them where they are,” she says. “They were very much holding the reigns and could tell me what their community was like and what their goals were.”

Watching Dad's Dedication

Domingo says her dad sits atop her personal heroes list. He grew up in the Philippines as one of nine children, and lost his own father at an early age. Eventually he moved to Singapore, alone and knowing no one there, and managed to find a job. Later he arrived in America with Domingo’s mother (who was pregnant with her at the time) and older brother, again in much the same situation.

Even though her family of six shared a small house, Domingo says her dad continued to help other Filipino families who moved to the US with no place to live and very little money. “My dad would open our house and let these families stay with us for a few months until they could get on their feet,” she says. “He has never faltered in giving all he can to care for strangers and family.”

Lauren Odegaard

BSN RN



WHERE SHE'S COMING FROM

After serving as an officer in the Army Nurse Corps for the last five years, Odegaard recently returned to the US from South Korea, where she was stationed for a year as an Army public health nurse. She transitioned off of active-duty service at the end of July to begin her studies at Penn.



NP TRACK AT PENN

Family Nurse Practitioner

All in the Family

Odegaard says her grandmother greatly influenced her decision to pursue nursing. She graduated from a nursing program in 1945 and became a member of the Cadet Nurse Corps. “She was an incredibly strong and compassionate pediatric nurse,” Odegaard says.

Her own decision to join the Army also had family ties. Odegaard’s grandfathers, parents, and two siblings have all served or are currently serving in the military. “I was inspired by their service and wanted to simultaneously be a nurse and serve my country by caring for soldiers, veterans, and their family members,” she says.

First Assignment

In her first job, Odegaard worked on an inpatient medical-surgical ward that provided care to end-of-life and palliative care patients at Madigan Army Medical Center in Tacoma, Washington. She considers that role her proudest nursing accomplishment to date. “I gained skills that allowed me to promote dignity to patients during the dying process and provide comfort to them and their families,” she says.

Pivoting to Public Health

Odegaard decided to focus on public-health nursing in early 2021. By the summer of 2021, she was at Camp Humphreys in South Korea, helping with COVID-19 control—including contact-tracing for US military personnel stationed there. She went on to several other public health-facing roles, including working as a health consultant for child and youth services, providing education on STIs to local units, and coordinating education for pregnant and postpartum soldiers.

“As a public health nurse, my mindset changed from focus on the individual patient to the health and wellness of the community as a whole,” she says. “The Army has afforded me incredible opportunities to act beyond what I thought possible for myself, and I will always be grateful for my experiences and the leaders who supported and challenged me.”



Rebecca Hosey

MPH BSN
RN Nu’21

PROUDEST ACCOMPLISHMENT

One of Hosey’s proudest achievements was also one of her most recent. Working closely with her case management colleague at PPP, she helped support a patient in taking their anti-retroviral medication. “The labs were drawn, doctor visit completed—next step was just to take medication,” she recalls. “This person had difficulty with daily meds, but as a team, we were able to come up with a plan that led to adherence to the treatment regimen. Being a part of that team was an honor.”

LOVE IS THE ANSWER

By the time she moved to Philly, Hosey already knew she wanted to work in public health. She



WHERE SHE'S COMING FROM

Hosey spent the last three years working in various roles at Prevention Point Philadelphia—a harm-reduction center located in the city’s Kensington neighborhood. Among the various hats she wore, Hosey says her favorite was the six months she served as a public health nurse at PPP.

Like other harm reduction-based public health nonprofits, PPP provides comprehensive services including overdose education, naloxone distribution, case management, syringe exchange, and other social and medical assistance to communities affected by drug use and poverty. Over the last few years, they have served over 25,000 clients per year.

“I spent three years with this organization because I deeply believe in the work they do in the harm reduction world, and I really enjoyed working with all of my brilliant colleagues and loving patients and participants,” Hosey says.



NP TRACK AT PENN

Family Nurse Practitioner

began volunteering at Broad Street Ministry, Sunday Breakfast Rescue Mission, and the Eliza Shirley House with her older brother, who’s now a social worker in Philly. She says those experiences ultimately led her to PPP.

“I am passionate about harm reduction and radical nonjudgment and love in health care,” she says. “I believe that we can provide meaningful care as a teammate, not as patronizing clinicians or nurses.”

She traces that notion of showing patients love to William R. Short MD MPH FIDSA, an Associate Professor of Clinical Medicine at Penn. “He tells his students that we can share love with patients by making sure they know that we care about every part of their lives, not just their physical health,” Hosey says. “This is why family and community nursing are so appealing to me.”



Carly Wasserbach

BSN RN

JUMPING FOR JOY

When Wasserbach found out she'd been selected as a Fellow, "I started screaming and jumping up and down around my house," she remembers. "I was so excited and just felt extremely honored to have been chosen as part of the very first cohort."

"I can't wait to get started and help pave the way for future nurses who are also dedicated and committed to serving our country's most vulnerable and in need," she adds.

INSURANCE AND DELIVERY

Through her work in utilization management, Wasserbach has seen firsthand "just how much insurance manages and dictates the care within our health



WHERE SHE'S COMING FROM

In 2011, Wasserbach—who is originally from Baltimore—moved to northwestern Wyoming to work as a nurse in primary/urgent care and the operating room. A few years later, she became a utilization management RN at a small, rural hospital there. She stayed for the next eight years, witnessing the unique health care challenges facing rural America today—from glaring disparities in health outcomes, to lack of access, to a too-small pool of qualified providers.

"Wyoming has consistently reported the highest rates on suicide per capita in the US and compounding this is a severe shortage of mental health providers," she says. "By becoming a PMHNP, I hope to bridge this gap in my community."



NP TRACK AT PENN

Psychiatric Mental Health Nurse Practitioner

system," she says. "It's hard to see people not receive medically necessary care simply because their insurance won't cover it."

She also notes that the cost of health care in America is the highest in the world—a delivery model that's "not sustainable, and quite frankly does not promote a healthy population."

Wasserbach believes that both of these barriers to access present particular challenges in the mental health field, "where there are already deep-rooted stigmas and obstacles that prevent people from seeking and receiving the care that they need," she says.

FAVORITE QUOTE

As a nurse working in a region that presents acute challenges, Wasserbach says she's been particularly inspired by the adage that "The man who moves a mountain begins by carrying away small stones."

Julie Nguyen

BSN RN



WHERE SHE'S COMING FROM

Born and raised in Denver, Colorado, Nguyen also went to college there (Regis University) and has been working as a medical/surgical nurse in Denver- and Aurora-based hospitals since graduating in 2020.



NP TRACK AT PENN

Psychiatric Mental Health Nurse Practitioner

A School Project with Impact

As a BSN student, Nguyen collaborated with the Children's Hospital of Colorado to investigate the efficacy of medical marijuana in pediatric epilepsy. She presented her evidence-based project to a board of nursing and medical staff. Her main finding, she says, was that CBD was effective in the short term, but needed more research to determine its long-term efficacy.

"I found out our presentation is slowly being used to help the nursing and health care staff implement a safe medical marijuana policy for this population," Nguyen adds. "It's educating nurses on the pharmacology, medication administration, and adverse side effects of medical marijuana."

Focusing on People of Color

"I've noticed, while working as a nurse in downtown Denver and Aurora, that people of color and their medical problems are often disregarded or belittled in the hospital setting," Nguyen says. "This has a domino effect on not only their physical health, but their mental wellbeing, too."

That's why Nguyen plans to focus on populations of color as she becomes a PMHNP, including conducting research into culturally appropriate mental health resources. Eventually she hopes to open "a POC-dominant clinic" that helps provide mental health aid to underserved communities in urban Colorado cities.

Family Inspiration

Nguyen says her parents, who immigrated to the US from post-war Vietnam in the 1980s, are her longstanding role models. "They are the most hardworking individuals I have ever met, and put aside their mental health to provide a comfortable life for my family," she says. "I hope to return the favor to them after graduate school."

Azucena Villalobos

BSN RN Nu'19



WHERE SHE'S COMING FROM

Since completing the accelerated BSN program at Penn Nursing in December 2019, Villalobos has been working at the Hospital of the University of Pennsylvania for the last two years as an inpatient RN. She worked in a neuroscience medical/surgical floor before transitioning to the surgical ICU.



NP TRACK AT PENN

Family Nurse Practitioner

Disparities That Feel Personal

Villalobos grew up as the eldest daughter of two Mexican immigrants. "Despite the hardships life has thrown at them," she says of her parents, "their selflessness, perseverance, resilience, and kindness are just a few of the things I so greatly admire about them."

She knew her parents worked hard and made sacrifices on behalf of their family. But it wasn't until Villalobos became an undergrad at UCLA that she began to fully absorb the social, economic, and health care gaps that existed for people like her own parents living in underserved, low-income communities.

"I resonated with many of the issues these communities faced because they were similar to the experiences of my own family and myself," she says. "Recognizing the extent to which unmet social needs impact the health of individuals and families sparked my desire to become a nurse, with the goals of giving back to my community and providing comprehensive health care, particularly to those communities who lack access to care."

Villalobos also believes that being a bilingual and bicultural clinician will help her "better relate to my patients in unique ways and thus make a meaningful contribution to their care."

Focusing on Prevention

"Working in the ICU, I have seen the ultimate devastating effects of preventable chronic illnesses," Villalobos says. "I wholeheartedly believe in the role that health promotion and health maintenance play in the prevention of devastating illness, and that is why I know primary care is where I need to be."

A Voice for Hispanic Nurses

Villalobos says the National Association of Hispanic Nurses' Philadelphia Chapter has been key to her growth as both a nurse and a leader. A member since 2019, she currently serves as NAHN-Philly's president-elect. 🌟



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Leonard A. Lauder
Community Care
Nurse Practitioner Program



The Leonard A. Lauder Community Care Nurse Practitioner Program at Penn Nursing

The Leonard A. Lauder Community Care Nurse Practitioner Program at Penn Nursing was announced in February 2022 as a first-of-its-kind, tuition-free program dedicated to developing a nurse practitioner workforce committed to working in and with underserved communities, both rural and urban. The Leonard A. Lauder program was borne out of a \$125 million gift—the largest ever to an American nursing school—by Penn alumnus Leonard A. Lauder, chairman emeritus of the Estée Lauder Companies. Through this program, Penn Nursing's leadership in primary care will continue to grow, as will its partnerships with community-based health agencies.

We are now selecting Fellows from ALL primary care programs. To learn more about this tuition-free NP fellowship for full-time students, scan the QR code below or visit www.nursing.upenn.edu/lauder.

Primary Care Programs

- Adult Gerontology Primary Care Nurse Practitioner
- Family Nurse Practitioner
- Nurse-Midwifery
- Pediatric Nurse Practitioner
- Psychiatric Mental Health Nurse Practitioner
- Women's Health / Gender-Related Nurse Practitioner

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Leadership

Rising Stars: Ten Up-and-Coming Faculty Members

by Ashley Lefrak Grider Nu'11

THERE IS NO SET roadmap for the journey to a faculty position in Penn's School of Nursing. Some faculty members begin as practicing nurses in public health, or in oncology, or pediatrics, or neonatal units. Some work in community clinics; some come from research backgrounds. But whatever path they've taken in their nursing careers, one thing unites them all: a curiosity about how they might improve the health of individuals, families, and communities, and a determination to find new answers, interventions, practices, understandings, and impact.

Since 2020, Penn Nursing has welcomed ten new faculty members (not including those who joined this past summer), whose paths to this point are as diverse as their research. But all of them are dedicated to creating a healthier and more equitable future through their research and roles at Penn Nursing.

Here, we introduce ten of our up-and-coming faculty with a glance at where they come from, their teaching and research, and what they bring to Penn Nursing and the world. ❖



HYEJEONG HONG

Utilizing genetic research to minimize tuberculosis transmission and maximize treatment efficacy

Sometimes the most intriguing questions arise while looking for answers to other questions. This is what happened to Hyejeong Hong PhD FNP-BC while working on her doctoral dissertation about drug-resistant tuberculosis-infected individuals in South Africa. Curious about the impact of genetic variation on susceptibility to drug reactions, Hong decided to level up her knowledge of genetic research through the National Institute of Nursing Research Summer Genetics Institute training. With this core knowledge, she began working to identify several genes and variants associated with individuals who have been highly-exposed to active TB but have never been infected.

Given that TB is the second leading infectious

killer worldwide after COVID, Hong's work has the potential to provide tremendous, life-saving impact. Her hope: to refine and improve therapies aimed at making host immune responses more effective. Hong was partly drawn to Penn Nursing for its Laboratory of Innovative and Translational Nursing Research, or LITNR. She says, "There are only a few nursing schools hosting an expertly staffed state-of-the-art nursing research lab where I can conduct my immunological experiments." And she's thrilled to have the chance to teach Nursing 101: The Nature of Nursing Practice, an undergraduate seminar that provides an opportunity to share her commitment to problem solving, collaboration, and lifelong learning.



SHOSHANA ARONOWITZ

Reimagining better ways to deliver care to people who use drugs

Substance-use disorders and overdoses are rapidly increasing across the U.S., yet many clinicians have inadequate training to provide evidence-based and patient-centered substance-use-related care. This is a problem, says Shoshana Aronowitz PhD MSHP FNP-BC, whose clinical work, teaching, and research are all focused on improving the health and well-being of people who use drugs.

Aronowitz's experiences as a nurse practitioner across a variety of treatment settings over seven years made her intimately aware of their scope of substance-use disorders in this country, she says. It was this window into the problems her patients faced that motivated Aronowitz to pursue her postdoctoral fellowship in the National Clinician Scholars Program at Penn. While she stays busy conducting research on how telehealth can improve access to opioid-use disorder treatment, Aronowitz still continues to work as a clinician at two opioid-use disorder treatment programs, Prevention Point Philadelphia and Ophelia Health.

Because Aronowitz completed her PhD at Penn, she says she "knew how incredible Penn Nursing was before starting as faculty." These days, you'll find her teaching Scientific Inquiry for Evidence-Based Practice as well as Opioids: From Receptors to Epidemic, which she co-designed as a doctoral student with Peggy Compton PhD RN, and teaches students about the overdose crisis from a variety of angles. The curriculum represents an important step toward re-imagining ways to deliver care to people in pain or people who use drugs, she says, and is available in an article published in the journal *Pain Management Nursing*.



LAURA STARBIRD

Minimizing barriers to care for marginalized women

Originally a public health nurse, Laura Starbird PhD RN is well acquainted with the barriers that women who use drugs face in their attempt to access high-quality health care: trauma, gender-based violence, caregiving responsibilities, stigma, and complications related to the criminal justice system to name just a few. Finding ways to keep the door to comfortable and safe care open, even in the presence of these many difficulties, motivates her research.

Much of Starbird's work exists at the intersection of health economics, public health, and implementation science. She is currently the Principal Investigator of a study examining how best to implement PrEP, a medication designed to prevent HIV, in community clinics serving women who inject drugs. Because implementation changes typically involve an awareness of economic implications, she says, Starbird is well-versed in conducting cost analysis for interventions and is currently involved in two collaborative studies: one involves intervention cost analysis to reduce opioid overdose on a community level and another to increase HIV self-testing for women who use drugs and engage in sex work.

"Across campus," says Starbird, "there is robust interdisciplinary collaboration among thought leaders who are passionate about opioid use disorder, HIV, women's health, economics, and implementation science." Although she isn't teaching any classes this year, students have the opportunity to gain hands-on research experience with her by conducting qualitative in-depth interviews with women who inject drugs or through mixed-methods data analysis about funding and resources to inform opioid funding policy.



AMY JO LISANTI

Building the evidence for family-centered care in congenital heart disease

When Amy Jo Lisanti PhD RN CCNS CCRN-K was working as a clinical nurse specialist at Children's Hospital of Philadelphia, she wasn't just intimately involved in the care of infants, she was also attuned to the experience of parents. She became aware of the potential relationship between the stress of parents and the neurodevelopment of infants with congenital heart disease (CHD). Over the course of her clinical career, she grew increasingly interested in learning how nurses can make a positive impact to reduce overall stress and support parent mental health and wellbeing, as well as the development of infants.

In 2021, after completing her post-doctoral training at Penn Nursing, Lisanti joined the faculty. "I was so excited to focus my efforts on developing the science of nursing within the field of pediatric cardiovascular care," says Lisanti. She holds a unique joint position with CHOP's Research Institute where she is working on several studies, including one that looks at salivary cortisol as a biomarker for stress that she hopes will inform the efficacy of interventions to support parent mental health. Another explores the connection between parent mental health and the neurodevelopment of infants with CHD.

Her long-term research goal? To build the evidence for nurse-led interventions, such as skin-to-skin contact, that support family-centered, developmentally supportive care of infants and their parents. As a guest lecturer at Penn Nursing, she also aims to instill an appreciation for the value of research and how critical it is for nurses to be grounded in evidence and clinical inquiry.



ANTONIO DÁVILA

Creating a clearer understanding of how immune cells respond to trauma

A mitochondrial biologist who studies the intricate inner workings of cells, Antonio Dávila, Jr. PhD is also an award-winning teacher who expertly communicates these complex ideas. These complementary qualities are what make him an ideal match for the unique dual appointment he occupies as Director of the PARC laboratory at Penn's School of Medicine and faculty at the School of Nursing. The nursing students Dávila has gotten to know as a biologically-based chemistry instructor have impressed him, he says, with their drive toward service and holistic approach to care. "Coming from a 'hard science' laboratory background," says Dávila, "this has had a profound effect on the scope of my research."

In his lab, Dávila focuses on why immune cells "turn off" more frequently in certain populations of trauma patients. The significance of this can't be underestimated, he believes: Patients suffering from a compromised immune system while attempting to heal from trauma are at increased risk to contract a hospital-borne illness and sepsis. His hypothesis? Populations who suffer chronic environmental stress are more likely to suffer negative outcomes after trauma. If true, then supporting these communities will not only reduce the cost of trauma treatment, it will also save lives.

Dávila is also dedicated to mentoring, particularly enjoying "working with students who have backgrounds much like my own—immigrants, or children of immigrants who want to pursue an education, but don't have any role models who know what they are up against."



DOLORES ALBARRACÍN

Advancing knowledge about how best to elicit behavioral change

Anyone who has ever tried to quit doing something they know is unhealthy or to convince someone else to adopt a behavior they believe is beneficial is well-acquainted with the complex territory that social psychologist Dolores Albarracín PhD has been researching for years. Albarracín, the Alexandra Heyman Nash University Professor with joint appointments in the Annenberg School for Communication and Penn's School of Nursing, was drawn to Penn by what she calls the "critical mass" of outstanding scholars engaged in HIV intervention research. And where the critical mass relates to nursing, she says, "I was inspired by the vision of Dean Villarruel to lead the School of Nursing toward interdisciplinary solutions to health care problems and chair of the Department of Family and Community Health Chair José Bauermeister's vision to integrate HIV research and excellent care for diverse, sexual minority populations."

Albarracín, the author of six books, has published close to 200 journal articles and book chapters in leading scientific outlets, and has had an important impact on national health communication policy. Her research, far-ranging in scope with an unusual combination of basic and applied psychology, expresses a particular interest in the arenas of substance-abuse disorder and infectious diseases, for which health messaging is integral to containing and mitigating harm. Her undergraduate class, entitled *How We Change*, focuses on sources of social, cultural and psychological change as well as resistance to change.



AMANDA BETTENCOURT

Narrowing the gap between what research evidence says to do and what actually gets done in clinical practice

It's one thing to produce evidence-based research to support optimal outcomes. It's quite another to routinely and competently provide this care in clinical settings. But Amanda Bettencourt PhD seeks to narrow the gap between the two. This is an area in dire need of progress, she says, as some experts suggest it takes up to 15 years to turn research evidence into clinical practice. Bettencourt, who became interested in the field of Implementation Science when she was a doctoral student at Penn, currently focuses on developing nursing interventions and testing behavior change techniques to improve care.

Drawn to Penn for collaborations that serve as "impact accelerators" for her work, Bettencourt now has no shortage of projects or ideas. She is constantly engaged in developing a suite of strategies—practice-support automation in the electronic medical record, the use of "champions"—to make it easier for nurses to implement new guidelines. While the best strategies for a given practice use the theories, models, and frameworks of implementation science and are tailored to the work environment, one of the most important ideas behind Bettencourt's work is extremely direct and accessible: start now. This year, she is also the President of the American Association of Critical Care Nurses (AACN). Bettencourt has made "Starting Now" the year's theme for their work because, as she explains, "I hope to inspire nurses to imagine a future for themselves, our profession, and our patients that is brighter than today, and then take some steps to make it a reality."



REBECCA CLARK

Investigating variation across hospitals in birth outcomes and racial disparities in those outcomes

In a nation with the worst maternal outcomes of any highly-industrialized country, nurse midwife Rebecca Clark PhD RN CNM WHNP-BC has her work cut out for her. Her research addresses a series of pressing questions about hospital maternity care, the majority of which are related to health equity in birth outcomes.

In one study, Clark is measuring hospital nursing resources, such as staffing, to understand why hospitals that serve greater proportions of Black women have poorer outcomes. Another innovative quantitative study is aimed at describing high-performing hospitals—hospitals in which the cesarean rate for low-risk Black women is equivalent to the rate of white women and meets the Healthy People 2030 goal of 23.6 percent or less. The goal? If Clark can quantify what these hospitals are doing right, other hospitals can design interventions that will produce similar results.

Because poor communication is the top preventable root cause in maternal morbidity, Clark also examines communication issues from a qualitative perspective. A current research project that pools input from the health-care team and patients is focused on understanding communication problems, and how these vary by race. "You can't create an intervention," Clark says, "until you know the specifics of the problem." Her focus on equity also drives her work as the Nurse Scientist at Pennsylvania Hospital where, in 2021, she delivered a talk that addressed the ongoing problem of conflating genetics and race.



HALLEY RUPPEL

Ensuring that technology enhances rather than interferes with patient outcomes

When Halley Ruppel PhD RN was working as a pediatric critical care nurse, she grew increasingly curious about what made certain practices the norm. This curiosity drove her to pursue a doctorate followed by a post-doctoral fellowship in informatics. At Penn, she occupies a unique joint position with CHOP's Research Institute where she collaborates with interprofessional teams and builds her own program of research.

Ruppel's work looks at how to optimally integrate technology into the clinical setting to improve pediatric patient safety and outcomes. A primary focus being alarm fatigue, occurring when clinicians are overwhelmed by alarms from physiologic monitors—many of which do not provide information relevant to care—and become "desensitized" to all alarms and may miss a valid, important notification. Ruppel is also at work on a pilot study to investigate whether pulse oximetry technology may be less accurate in pediatric patients with darker skin tone. This association, which is suggested by several adult studies, has not yet been confirmed in pediatric populations. If skin pigmentation affects the accuracy of oximetry, she says, this could contribute to disparities in care.

Ruppel is eager to engage with students: "My goal is to convey excitement for the research process and a questioning attitude for clinicians," she says. "Why do we do things this way? What is the evidence and how was that evidence developed? Is there an opportunity for research to improve nursing care and patient outcomes?"



STEVEN MEANLEY

Making evidence-based HIV interventions more accessible to more people

When the U.S. Department of Health and Human Services initiated the nationwide, "Ending the HIV Epidemic" in 2019, Philadelphia was a prioritized jurisdiction in the quest to lower the number of new domestic cases. Today, Steven Meanley PhD MPH is working in a variety of ways to help the city's efforts in reducing new U.S. HIV infections 90 percent by 2030.

While approaches to treatment and prevention of HIV have evolved since the early '80s, he says, many communities—especially those minoritized—still do not have access to necessary HIV interventions. In trying to understand how biomedical and technological advances can best serve these populations, Meanley is engaged in a variety of studies. In one, he's leveraging social media platforms to raise awareness about PrEP for teenagers. In another, he's gathering qualitative data from participants in a clinical trial for long-acting PrEP.

Meanley, who was a postdoctoral fellow at Penn, adds that he's grateful to be at Penn Nursing, where so many fellow faculty are passionate about public health and addressing health disparities. His appreciation doesn't end there, adding, "The students are also brilliant, bold thinkers that embrace public health as intertwined with nursing practice." In addition to teaching epidemiology and community health assessment this year, he is giving a talk on implementation science as it relates to HIV health equity at the pre-conference for the Second National Meeting for Research and Community Collaboration towards Ending the HIV Epidemic.

The Flynn Fellowship: A Path Toward Excellence in Oncology Nursing

How one man's loving tribute to his wife has grown into a "win-win-win" for aspiring oncology nurses, the hospitals who invest in them, and the patients who receive their expert care. By Christine Lejeune

Not so long ago, it would have been impossible for Fred Flynn to contemplate what a contribution he would make to the world of nursing—how he'd impact hundreds of nurses and countless more patients. After all, his background was in finance, not medicine. But when, in 2013, his beloved wife, Susan, died of ovarian cancer after a three-year-long battle with the disease, Flynn found himself driven by a new purpose: He wanted to find a way to honor the memory of his wife—it had to be something "meaningful, personal, and respectful." On top of that? He wanted to show his gratitude and support for the medical professionals who'd given such expert, compassionate care to Susan, particularly in the final months of her life.

And so he set to work. At first, he focused specifically on the small, committed palliative care team from Connecticut's Greenwich Hospital who had touched both his life and Susan's so deeply, developing and leading a fundraising program that would buoy and grow the palliative care department. It was a success. (In just 87 days, he raised more than \$140,000.) But that wasn't the end of Flynn's efforts. His mission expanded rather suddenly one night at home, when he happened to read about a program at Massachusetts General Hospital. The program—the Carol Ghiloni Oncology Nursing Fellowship—aimed to educate and nurture student nurses going into the world of oncology care.

"It was like a lightning bolt from the sky," he says. "I thought, *My God, this is exactly what I'd like to do.*"



Celebrating and Growing the Flynn Fellowship: Stats, Facts & Impact

28

Number of Penn Nursing students who have been Flynn Fellows since 2014 — a record!

202

Nursing students nationally who have completed the fellowship program. (Nearly 3,000 have applied.)

in 2013, when Fred Flynn's beloved wife, Susan, died of ovarian cancer after a three-year-long battle with the disease, Flynn found himself driven by a new purpose: He wanted to find a way to honor the memory of his wife.

"My goal is to attract the best and brightest nurses to pursue oncology, then offer great mentoring and show them their career potential by surrounding them with the best practitioners."
—Fred Flynn

15

Flynn Fellows currently working in oncology at Children's Hospital of Philadelphia or Hospital of the University of Pennsylvania, both leading cancer hospitals.

23

Penn Nursing Flynn Fellows (out of 26 in the workforce) currently working as oncology nurses.

41

Current number of Fellows accepted each year to work at HUP

1.9 million

Number of new cancer cases in 2022, estimated by the American Cancer Society

154%

Growth rate of the Flynn Fellowship program, which began in 2014 with 13 internships and currently has 33 positions, including customized programs in both Adult and Pediatric Oncology Nursing.

5

Current number of Fellows accepted to work each year at CHOP

How to support to the Flynn Fellowship:

The stipend cost of one Summer Intern (“Flynn Fellow”) ranges between \$4,000-\$6,000 (depending primarily on program length), and currently averages approximately \$5,000. If you’d like to donate, sponsor or consider memorial gifts, please visit sdfondp.com/donate.

He moved fast. After securing Ghiloni’s enthusiastic blessing to use her program as model, Flynn launched his Susan D. Flynn Oncology Nursing Development Program in 2014, sponsoring 13 nursing students in five hospitals. From there it took off. Today, the Flynn Fellowship, as it’s popularly known, is offered through 19 nursing schools—including Penn Nursing, which boasts 28 Flynn Fellows since 2015, 26 of whom are currently in the workforce, and 23 of them are working as oncology nurses.

“The Flynn Fellowships offers Penn Nursing students an exceptional learning experience in evidence-based practice and the foundational science for oncology nursing practice that helps launch their careers as oncology nurses,” says Associate Dean for Practice, Rosemary C. Polomano PhD RN FAAN.

The fellowship, an eight-to-ten week summer program, offers rising seniors firsthand experience in the leading oncology units, with Penn Nursing students landing at either the Children’s Hospital of Philadelphia or the Hospital of the University of Pennsylvania. Fellows not only spend time in “home units,” working one-on-one with nurse preceptors in inpatient oncology, but also get meaningful exposure to other aspects of cancer care, from the palliative care training that was to important Flynn from the start to radiation therapy to clinical research, and much more. Throughout the summer, each Fellow also works on an evidence-based research project, which they present at the close of the fellowship.

Since 2015, HUP has been an especially enthusiastic partner, Flynn says. In his initial meeting with then-Chief Nurse Executive **Regina Cunningham PhD RN NEA-BC FAAN GR’03**, he found an ally even before he’d finished his pitch: Cunningham (today the hospital’s CEO) “has always been a huge advocate of this program,” Flynn says.

“And it’s astounding what’s happened at HUP since we started. We’ve seen an 88 percent yield of oncology nurses through the fellowship there.”

It’s not just the impressive numbers that set the program apart, says **Jordan Mellinger MSN RN BMTCN**—it’s the scope and focus of the fellowship experience itself. Mellinger, a Nurse Manager of Oncology at HUP, is the facilitator for the program and a key figure in supporting the fellowship, alongside Chief Nurse Executive **Colleen Mattioni DNP RN CNOR** and Clinical Director of Oncology Nursing **Kristen Maloney PhD RN AOCNS**. “For Fellows, there’s just not any other program like this, offering insight across the care continuum though oncology,” she says. “It’s literally an experience I’ve never even had, in my 12 years as a nurse leader.”

The Fellows themselves would echo the sentiment. “The shadow days in all the different specialties really helped me

as an oncology nurse, thinking about the big picture of oncology care,” says **Paige Gugerty RN**, a Flynn Fellow in 2018 who went on to work in HUP’s oncology department after her fellowship. In fact, Gugerty’s experience points to another boon of the program—the pipeline of talent streaming into the partner hospitals via the Fellows. Not only does the program support the promising nurses who are selected for the fellowship (and make no mistake— it’s a highly competitive, rigorous application process), but the hospitals themselves benefit, too, considering their access to some of the “best and brightest” new nurses, as Flynn puts it, as well as the leadership opportunities for mid-career nurses who can gain preceptor experience working with the Fellows. “It’s like a win-win-win,” Flynn says.

It’s true, says **Lauren Ferguson RN BSN CPHON**, the Flynn Fellowship liaison at CHOP, which currently employs seven former Fellows. (“And then,” Ferguson adds, “the five from last year are all hired and starting this summer, which makes 12!”) Both Ferguson and her colleague **Kimberly A. DiGerolamo DNP RN PCNS-BC CPHON CPN EBP-C FCN**, who oversees the fellows’ EBP projects, also point to some of the less obvious perks of working with the Flynn Fellows each summer—the extra TLC the student nurses can offer patients, for one thing. There’s also the EBP presentations, DiGerolamo says: “They’re asking some great questions.” More than once, similar questions have come up in practice, she says, and she’s been able to point practitioners toward some of the background information Flynn Fellows have pulled.

Nobody appreciates all of this impact more than Fred Flynn, who is still expanding his vision to support oncology nurses and nursing. (He recently partnered with Jonas Philanthropies to offer scholarships for DNP candidates,

for example, and he’s also piloting a plan for a palliative care version of the fellowship.) Through all of the growth and graduation ceremonies he’s celebrated for his Fellows, he’s never lost sight of his original motivation. On the contrary, Flynn has been deeply pleased to see new donors and fellowship sponsors, people who have been moved—just as he was—by the extraordinary care and compassion they’ve received from their oncology nurses, people choosing to invest in the care and care-givers who will make a difference for other patients and families through the Susan D. Flynn Oncology Nursing Fellowship Program.

The program—this project he undertook nine years ago, almost as “a sort of therapy”—has become so much more to him and to many others over the years. The progress has been energizing and beautiful to see, Flynn says. “My memorial tribute to my wife is now my calling. And I just love it.” ❄️

A 360 View:

Flynn Fellows experience all sides of oncology care at their hospitals. At HUP, for example, this includes:

- Oncology Nursing
- Medical & Surgical Oncology
- Clinical Research
- Oncology Office/Functional Organization
- Palliative Care
- Infusion Services
- Cellular Therapy
- Radiation Therapy
- Hospice Services
- Patient Support Programs
- Nurse Navigation
- The Leukemia & Lymphoma Society/Survivorship
- Oncology-Related Forums

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

Marie O'Toole, HUP'71, Nu'74, GNu'77, 4, the Senior Associate Dean of Academic and Faculty Affairs at the Rutgers University-Camden School of Nursing was recently selected to serve as Interim Dean for that School. The appointment became effective June 1, 2022. Marie will lead the nursing school while Donna Nickitas, the current dean, serves as Rutgers-Camden's interim provost and executive vice chancellor.

Deborah Lindell, GNu'72 served as a Fulbright U.S. Faculty Scholar in 2020-21, where she worked to implement a nursing education project in a remote area. Deborah also remains an active faculty member in the Frances Payne Bolton School of Nursing, Case Western Reserve University in Cleveland, Ohio, where she serves as the Marvin E. and Ruth Durr Denekas Professor.



▲ **Gloria McNeal, GNu'75, GR'98** received the 2022 Pioneering Spirit Award from the American Association of Critical-Care Nurses (AACN). This award recognizes Gloria's

efforts to bring health care directly to those most in need and introduce telehealth and remote monitoring to critical care

Patricia Flatley Brennan, GNu'79, also received a 2022 AACN Pioneering Spirit Award, one of AACN's Visionary Leadership awards. "Dr. Brennan is a pioneer in the development of information systems for patients, and she continues to reinforce the value of data-driven decision-making in healthcare," said AACN President Beth Wathen. "Her work has significantly contributed to improving access to health information while integrating scientific and technological advances to inform policy and support healthy lives for all people."

1980s

Debra Miller-Browne, GNu'80, recently celebrated her five-year anniversary as a PNP in the Division of Gastroenterology. She is specializing in the care of children with neurogastric/motility problems. Debra says, "The graduate PNP students from UCLA who I precept keep me challenged and on my toes. Still having too much fun to retire!"

Kathleen Brewer-Smyth, GNu'85, GR'01, who serves as an Associate Professor at the University of Delaware, authored a book titled *Adverse Childhood Experiences: The Neuroscience of Trauma, Resilience and Healing throughout the Life Course*, published by Springer Nature

2022. This book is necessary for everyone interested in optimizing brain function, especially survivors of adverse childhood experiences (ACEs) and other trauma who are at greater risk throughout the life course. The major focus of the book is on how to prevent long-term negative consequences of trauma and how to restore the brain, body, behavior, and emotions.

Ann Marie McCarthy, GNu'85 retired in January 2021 after 23 years with the U.S. Public Health Service/Indian Health Service. Since then Ann Marie has worked with the New Mexico Medical Reserve Corps helping with COVID-19 vaccine clinics and Asylum Seeker Shelters. She also works as a volunteer NP in a street medicine clinic for people experiencing homelessness.



▲ **Alycia Bischof, Nu'90, GNu'95, GRN'21**, served as the host for an Alumni Happy Hour following the NAPNAP Conference in Dallas, Texas in March 2022. Also in attendance for the happy hour: **Kerri Meenagh, GNu'99; Erin O'Conner Prange, GNu'03; Daphna Shaw, Nu'13, GNu'16; Kerry Shields, GNu'03; Hilary Skarbinski, GNu'18; David Yusavitz, Nu'13, GNu'14; and Natasha Hoyt Dubois, Nu'13, GNu'14.**

Suzanne McNally, GNu'86, is a Director of Nursing for Women and Children at Thomas Jefferson University.

Joan Roop, GNu'86 earned her Doctorate in Education from Saint Elizabeth University in 2022.

Cheryl McGrath-D'Auria, GNu'87, works as a School Nurse in the North Brunswick School District.

Diane Swengros, Nu'87, GNu'90 is a Lead Education Coordinator at Inova Health System.

1990s

Sherry Greenberg, Nu'90, GNu'92, GR'14 started a new position as tenured Professor and Hess Endowed Chair in Nursing Education at the Marjorie K. Unterberg School of Nursing & Health Studies at

Monmouth University in West Long Branch, New Jersey.

Susan Szanyi, Nu'91 is a Nurse Case Manager at Health Net Federal Services.

Hope De La Cruz, GNu'94 is a Nurse at St. Luke's University Health Network.

Elizabeth Craig, GNu'95, was named Senior Vice President and Chief Nursing Officer of Main Line Health.

Deborah Pontoriero, GNu'96 is a Nurse Practitioner at Connolly Dermatology. Deborah also serves as a Nurse Practitioner Preceptor for Monmouth University.



▲ **Sigrid Ladores, Nu'97, GNu'02**, was recently awarded tenure as an Associate Professor and currently serves as the PhD Program Director at the University of Alabama at Birmingham School of Nursing.

2000s

Joan Gleason-Scott, GR'00 is the Vice President of Quality and Safety at Richmond Medical Center.

Jennifer Hall, NU01 GNu'04 is a Senior Nurse Clinician at Cornell Medical Center.



▲ **Amy Felix, Nu'04, GNu'08**, was recognized by the American Organization of Nurse Leaders as part of the Young Professional Voices Class of 2022. Amy recently founded *TrackCE*, a one-stop solution for physicians and nurses to track, manage, and report their continuing education credits. For more on Amy and her app, please see the article on page 26 of this issue.

Daniel Kaumpungan, Nu'04, is the Interim Director of Staff Education at Kaiser Permanente.

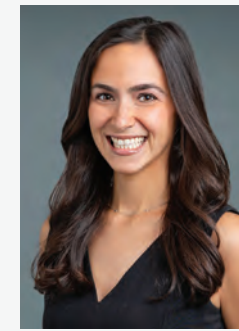
Theresa Noone, Nu'04, GNu'08 is a Nurse Midwife at Children's Hospital of Philadelphia.



▲ **Melicia Escobar, GNu'06** shared lots of news with Penn Nursing. In May 2022 Melicia graduated with a Doctor of Nursing Practice from Georgetown University, where she evaluated an innovated health equity curriculum that she co-created. In June she was promoted to Assistant Professor, and in July Melicia became the new Program Director of the Women's Health Nurse-Practitioner (WHNP) & Nurse-Midwifery/WHNP Program at Georgetown University's newly launched School of Nursing. Melicia continues to reside in Philadelphia, where she practices clinically as a midwife at Einstein Medical Center Montgomery.

Jamie Weller, Nu'06, is a Deputy Director at the New Jersey Department of Health.

Kathleen Hinkle, GNu'07 is a Nurse Practitioner at AbbVie Inc.



FROM THE PENN NURSING ALUMNI BOARD PRESIDENT

Dear Penn Nursing Alumni,

As we commence upon another academic year, we're given the opportunity to reflect upon the semesters prior. We review the previous year's achievements and obstacles, as well as cast new goals for the year ahead. While you develop your vision for the academic year ahead, consider how Penn Nursing might add depth to your aspirations.



Thank you to the Penn Nursing Alumni Board for welcoming me into the role of President. I'm grateful for the opportunity to give back to the school that has given me so much! I started serving on the Alumni Board years ago, most recently as the co-chair of the Student-Alumni Connections Committee. Our

committee spearheaded a webinar series for students and alumni to connect during the pandemic, with topics ranging from innovation, entrepreneurship, early career advice and "pivoting in the pandemic". Currently I'm the Nurse Practitioner Manager at NYU Langone Health in the adult congenital heart disease program. Many thanks to Maya Clark-Cutaia for her leadership and for remaining on the board as the past President, as well as her continued enthusiasm for multiple initiatives currently underway.

In our complicated world, there is one thing that I know holds steady – the strength, resilience and compassion of nurses everywhere. We invite you to remain engaged with the Penn Nursing community! Please visit our website for the latest schedule of Penn Nursing alumni webinars and events. And don't forget to join us for Homecoming, Alumni Weekend, graduate reunions, or a Happy Hour at your next professional conference. Reach out to find a mentor or search for inspiration on your career trajectory on MyPenn. Know an unsung hero? Consider nominating them for an alumni award and elevate their work. Have an interest in volunteering your time and talents? We would love to have you!

We're working hard to meet you where you are! If you have any questions or if there's a topic where you'd like to hear or do more, please reach out. We welcome your calls and invite you to join us in creating more opportunities for Penn Nurses to be refreshed, engaged, supported, and celebrated. Go Quakers!

Jodi Feinberg, Nu'15
President, Penn Nursing Alumni Board

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

Kristin Hittle, GNu'07 earned her PhD from Vanderbilt in 2017 and completed postdoctoral training at the University of Pittsburgh. Then she started a tenure track position at the University of Texas at Arlington in the Graduate Nursing Department, where she researches the pediatric nurse practitioner workforce and policies that influence pediatric health outcomes. Kristin also maintains a clinical practice in the pediatric intensive care unit at Children's Health Dallas. Recently, Kristin was selected to serve on the National Academy of Medicine (NAM) Committee on The Pediatric Subspecialty Workforce and Its Impact on Child Health and Well-Being. In this work, the committee will examine clinical and research workforce trends related to the health care needs of infants, children, and adolescents, and the impact of those trends on child and adolescent health and well-being.

Megan Dillon, Nu'08 is a Critical Care Registered Nurse at University of California, Los Angeles.

Elizabeth Berry, GNu'09 is a Nurse Practitioner at Scotland Health Care System.

2010S

Catherine Domanska, Nu'10, GNu'12 is a Nurse Practitioner at Lancaster Maternal Fertility Medicine.

Koren Jones, Nu'11, GNu'13 is a Quality Improvement Specialist/ICU Nurse at Hassenfeld Children's Hospital.

Kathryn Severson, Nu'11, GNu'14 is a Women's Health Nurse Practitioner at La Comunidad Hispana.

Adrianna Nava, GNu'12 is a Research Scientist in the Quality Measurement & Research Group at the National Committee for Quality Assurance (NCQA).

Tracy Walker, GNu'12, GRN'20 is an advanced practice provider manager for critical care at Children's Hospital of Philadelphia. In 2022 she was selected as an AL DÍA Top Nurse in the Advanced Practice Nurse category.

Zamia Diaz, Nu'13, GNu'18 is a Nurse Practitioner at Hospital of the University of Pennsylvania.

Jennifer Osborne, Nu'13, GNu'17 is a Manager of Clinical Operations, Cardiac Center at Children's Hospital of Philadelphia.

FROM THE HUP PRESIDENT



I hope you are all surviving the long hot summer and looking forward to the cooler autumn temperatures. At the time I am writing to you, the Alumni Association Board is busy putting the final details for the 135th anniversary reunion together. This publication will probably reach you after the reunion has taken place. For those of you who were able to attend, we hope you had a good time meeting with your classmates and found the programs to be educational and inspirational.

This past April, the annual election for Board of Directors membership was held. Sandra Fortney '73 informed us that she would not be running for another term. Sandra has been an active member of the Board for many years. Thanks to Sandra for her dedicated service to the HUP Alumni Association

We had three open positions for the office of Director and one opening for Vice-President. We had one volunteer for a director position and no volunteer nominees for Vice-President. Kathy Rash Hill '76 was elected to serve a two-year term and two current Board members, Bev Barton Emonds '68 and Mary Wilby '78 were reelected to serve an additional term.

Our next election will be held in April 2023. I again would like to encourage you to consider running for a Board position. We meet once a month from September thru May. Meetings are held by videoconference, so you do not have to live in the Philadelphia metropolitan area, and you can participate via computer or phone. The monthly time commitment for most Board members is about 3 hours per month, including the time spent participating in the monthly meetings.

As you are aware, the Alumni Association has three grant funds; the Women and Children Fund, the Older Population Fund, and the Nursing Scholarship Fund, that are administered by the Philadelphia Foundation. Each Spring, members of the Philanthropy Committee of the BOD are responsible for reviewing scholarship applications and choosing which applicants will receive funding. Prior to this year we typically received 8 to 12 applications and were able to provide some degree of funding for all qualified applicants.

This year we received 65 applications to review. Of those, approximately 30 applications were high-quality, and all could have been funded. Unfortunately, we were only able to partially fund 10 scholarships. Each of the successful applicants received \$1,000.00 to be used for tuition.

In closing, I want to announce we are considering resumption of our Spring and Fall Luncheons. We will not be scheduling a Fall 2022 luncheon because the 135th Anniversary reunion will be held September 16-18, 2022. The Spring Luncheon will be held sometime in early 2023. Look for information about a possible Spring luncheon in the Spring 2023 newsletter.

Linda S. Knox, RN, Ph.D., HUP'74, Nu'81, GNu'86, GRN '95

David Yusavitz, Nu'13, GNu'14 is a Pediatric Nurse Practitioner- Primary Care at Einstein Medical Center Philadelphia.

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

Sheavone Boyd, Nu'15, GNu'18 is a registered nurse in the emergency department at Christiana Care. In 2022 she was selected as an AL DÍA Top Nurse in the Academic Practice category.

Paule Joseph, GR'15 received the Janie Menchaca Wilson Leadership Award. It honors a member of the National Association of Hispanic Nurses who have distinguished themselves as nursing leaders in the Hispanic community.

Adrienne Ortega, GNu'15 is a Nurse Practitioner at Virtua Health.

Gina Blahut, GNu'16 is an Acute Care Nurse Practitioner at Jefferson Health System.

Bryn Czerniecki, Nu'16, GNu'19 is a Women's Health Nurse Practitioner at H. Lee Moffitt Cancer Center & Research Institute.

Claire Dow, GNu'16 is a Nurse Practitioner at Peter Sinai Hospital.

Lucia Huang, Nu'16, W'16 is a Senior Product Marketing Manager at Notable.

Grant Jenkins, GNu'16 is a Medicare Auditor at Optim Healthcare.

Emily Martin, GNu'16 is a Nurse Practitioner at St Jude Childrens Research Hosp.

Andre Rosario, Nu'16 was selected as the 2022 Graduate Student Leader in the AL DÍA Top Nurses Awards. Andre is a current PhD student at Penn Nursing. For more on Andre, please see the Global News section on page 12 of this issue.

Isabelle Oka, Nu'17 is a Clinical Nurse at University of California, Los Angeles.

Lauren Solomont, GNu'17 is a Certified Registered Nurse Anesthetist at Presbyterian Medical Center.

Andrew Rotjan, GNu'18 is a Director of NPA Clinical Education at Northwell Health.

Breanne Mastromarino, Nu'19, shared, "While I continue my current role as a Registered Nurse at The Valley Hospital, I am an active member of The Valley Health System. Over the last year I have joined the ATLAS Team, earned ACLS certification, became a Safety and Reliability Coach, assisted in the revitalization of bedside shift report, and—most recently—joined Research Council. I look forward to growing as a nurse while remaining connected to Penn."

Nicholas Mengucci, GNu'19, is a Clinical Strategy Associate at Oscar Health.

Vivian Uzonwune, GNu'19 is a Nurse Practitioner at Iris Telehealth.Casas Adobes Family Practice.

2020S

Lydia Carson, GNu'20 is a Pediatric Clinical Nurse Specialist at NYU Langone Medical Center.

Me-Linh Gunther, GNu'20 is a Registered Nurse at Penn Presbyterian Medical Center.

Mercy Kuye, Nu'21 is a Registered Nurse at HUP.

Emma Straub, Nu'21 is a Registered Nurse at Inova Health System.

Anne Woolley, GNu'22 is a Registered Nurse at Children's Hospital of Philadelphia.

Penn Nursing Babies



^ **Mansara Hassan, Nu'14, GNu'18** and her family recently welcomed her first daughter, Naomi, on March 24, 2022. Mansara currently works as a Palliative Care Nurse Practitioner in Dallas, Texas.



^ **Erin Marturano, GNu'19** and her husband Eric welcomed their second child, Leo, on June 10, 2022. He joins big brother Marco.

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.



^ **Taryn (Seifert) Puranmalka, Nu'15** recently completed her MBA at the Northwestern Kellogg School of Management and will be joining McKinsey Chicago in the fall as a consultant focusing in the health care space.

Stay Connected with Penn Nursing Alumni

Sign up for MyPenn

The updated online alumni community of MyPenn will serve as a one-stop portal for Penn students and alumni, offering the same benefits of the old systems along with new opportunities to connect with alumni, customize your experience, and access university resources.

Interested in Serving on the Penn Nursing Alumni Board?!

The Penn Nursing Alumni Board represents YOU in developing alumni events, projects and outreach. If you love Penn Nursing and have dedicated time available, we welcome the opportunity to talk with you!

Join Our Alumni LinkedIn & Facebook Groups

Looking for a place to ask questions and learn more through discussions? You'll find this and more on the Penn Nursing Alumni pages on LinkedIn and Facebook. Students, alumni and faculty will find a home for professional growth, career questions, support and job postings.

For more information, visit: www.nursing.upenn.edu/alumni



2022 American Academy of Nursing Fellows

2022 AAN Living Legend:



Jane H. Barnsteiner, PhD, RN, FAAN, Nu'70, GNu'73
Professor Emerita and alumna of Penn Nursing

2022 Penn Nursing Faculty and Alumni AAN Fellows:



Sara Jacoby, PhD, MPH, MSN, Nu'05, GNu'08, GR'15
Assistant Professor, Department of Family and Community Health



Margaret Souders, PhD, CRNP, Nu'81, GNu'96, GR'08
Associate Professor, Department of Biobehavioral Health Sciences

2022 Penn Nursing Alumni AAN Fellows:

- Christine Pintz, PhD, WHNP-BC, FNP-BC, GNu'88
Marianne Shaughnessy, PhD, AGPCNP-BC, GS-C, Nu'84, GNu'89, GRN'96
Lichuan Ye, PhD, RN, GR'08
Marlene McHugh, DNP, DCC, FNP/AGACNP-BC, ACHPN, FPCN, GNu'18
Maxim Topaz, PhD, RN, MA, GR'14
Joseph Napolitano, PhD, MPH, RN, CRNP, Nu'92, GNu'95
Bridgette (Brawner) Rice, PhD, MDiv, APRN, GNu'05, GR'09
Sadie Hutson, PhD, RN, WHNP-BC, FAANP, GNu'00, GR'04

2022 Alumni Award Winners

We are thrilled to congratulate the 2022 Penn Nursing Alumni Award winners, who were honored on May 13th, 2022 during Alumni Weekend.

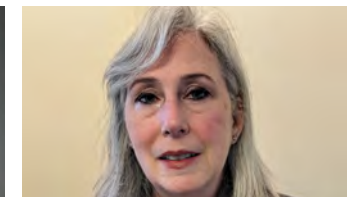
Interested in nominating a graduate for an award? Nominations open each fall. Details can be found on the alumni website.



Sherry Greenberg, Nu'90, GNu'92, GR'14
Outstanding Alumni Award



Mary Varghese Presti, Nu'95
Lillian Sholtis Brunner Award for Innovation Practice



Melanie Freas, GNu'95
Alumni Award for Clinical Excellence



Abby Kra Friedman, Nu'01
Alumni Spirit Award



Erin Hartman, Nu'18
Early Career Alumni Award for Excellence



Luz Elena Pérez Méndez, Nu'22
Alumni Spirit Award for Graduating Students

In Memoriam

1940s

Ruth Lewis, HUP'47, on February 22, 2022.

Mary Flynn, HUP'48, on March 27, 2022.

1950s

Marie Goulburn, HUP'50, on May 10, 2022.

Marianne Ortals, HUP'50, on March 2, 2022.

Anne E. Hommer Eaton, HUP'51, on February 24, 2022. Anne graduated from the University of Pennsylvania with a Registered Nurse nursing certificate in 1951. She started at Hollywood Memorial Medical Center in the early 1960s and stayed there until retirement at age 65.



▲ **Doris Boardman Schick, HUP'52**, on May 16, 2022.

In 1953 after obtaining her RN degree from Penn Nursing, she joined the Army and was commissioned as a 2nd Lieutenant in the US Army Nurse Corps. After completing basic training, she was stationed at Fitzsimmons Army Hospital in Denver, Colorado and then at 320 General Hospital in Landstuhl, Germany. She was honorably discharged from active service (as a 1st Lieutenant) in 1955, though she remained in the

inactive reserve unit of the US Army Nurse Corps until 1964, during which time she rose to the rank of Captain. She attended the Bolton School of Nursing at Western Reserve University in Cleveland, earning a BS degree in nursing on the GI Bill in 1958. After graduating, she took a job as a Nursing Arts Instructor at Fairview Park Hospital School of Medicine in Cleveland, Ohio. She was beloved by her students as a teacher, role model, and friend.

Ruth Maiden, HUP'53, Nu'61, on April 18, 2022.

Grace Slotterback, HUP'53, Nu'59, GNu'64, on April 17, 2022.

Joan Coyne, HUP'54, on January 15, 2022.

Patricia Reeder, HUP'54, Nu'54, on January 1, 2022.



▲ **Elizabeth Ann Tomassetti, HUP'54**, on August 6, 2020. As a registered nurse, Elizabeth served others using her intellect, drive, and compassion in private duty care, advancing to positions of leadership, including supervising the Cardiac Care Unit at Polyclinic Hospital in Harrisburg, Pennsylvania. She worked in nearly every critical care unit of the various hospitals she served throughout her nursing career. In her later working years, Elizabeth added another dimension to a distinct

professional career, working with the Commonwealth of Pennsylvania's certification of nursing homes.

Nancy Crumling, HUP'56, Nu'63, GNu'77, on March 26, 2022.

Florence Wills, Nu'57, GNu'67, on February 17, 2022.

Lorraine Kulpinski, HUP'58, on July 1, 2021.

Frances Ellis, Nu'59, on June 24, 2022. Returning to New Jersey after graduation, Frances was employed by the Visiting Nurse Association of Plainfield for 40 years. Her love of public health showed in all her interactions with her patients and their families. She then became a school nurse for the Holy Family Academy in Bound Brook.



▲ **Mary Gemmill, HUP'59**, on May 8, 2022. Mary was a 1956 graduate of Roxborough High School in Philadelphia and graduated from the Hospital of the University of Pennsylvania School of Nursing. During her career she spent time as a hospital staff nurse and head nurse and worked in a chemotherapy unit conducting research on drugs for cancer patients as well. Mary also served as president of both the Philadelphia and Pennsylvania chapters of Occupational Health Nurses.

1960s

Angela Rossi, HUP'60, on April 1, 2022.

Arline Sulewski, Nu'60, on September 23, 2021.

Evelyn Embessi, Nu'61, GNu'63, on January 26, 2022.

Marie Conaughton, GED'62, on January 5, 2022.

Nancy Snyder, GNu'65, on April 9, 2022.

1970s

Joanne Brodrick, Nu'70, on February 19, 2022.

Bonita Moore, Nu'74, on March 4, 2022.

1980s

Catherine Donati, GNu'81, on February 24, 2022.

Beth A. Wall, Nu'82, on March 26, 2022. Beth was a graduate of the University of Pennsylvania School of Nursing and the Harvard University School of Public Health. She was a nurse who transitioned into a highly respected career in health economics for various medical device manufacturers, including Dupont Sepracor and, most recently, Olympus.

Maybelle Gier, GNu'84, on October 29, 2022.

Susan Rosle, GNu'84, on April 11, 2022.

1990s

Jane Goldsworth, GNu'90, on February 3, 2022.

Nominate a Penn Nursing graduate for a 2023 Alumni Award



Each year, the Alumni Board Awards Committee strives to recognize outstanding alumni who demonstrate the power of Penn Nursing through their varied contributions to the profession and to the health care of citizens of our nation and around the world.

Timing

- Nominations for 2023 will open in mid-fall.
- **DEADLINE:** Nominations will be accepted until December 31st, 2022.
- Award winners will be notified in March.
- Awards are presented each May during Alumni Weekend

How to Nominate

- Anyone (coworker, spouse, parent, colleague, or friend) can submit a nomination.
- Before submitting a nomination review our nomination guidelines on our webpage at <https://www.nursing.upenn.edu/alumni/events-programs/penn-nursing-alumni-awards/>
- To submit a nomination, please complete our online nomination form.



Scan here to learn more and submit a nomination



Path



Born in Tewksbury, MA as one of seven children and wanted to be a nurse since she was seven. Penn gave her the best financial aid of any school. Her roommate Krista Pinola (current Chair of Penn Nursing Board of Advisors) is still her best friend.

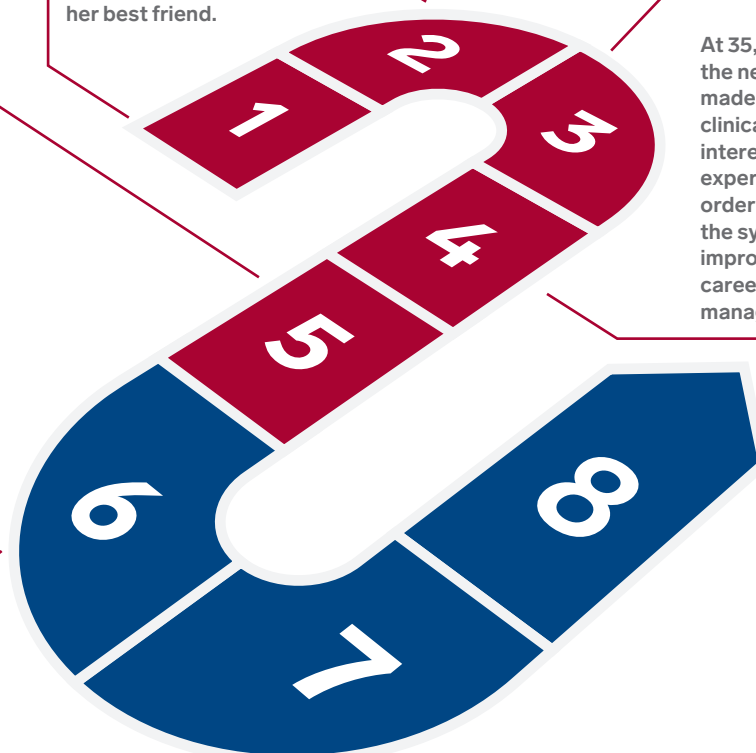
Took a position as Assistant Nurse Manager. Rapid unit expansion of the Oncology Unit without staff expansion led to long hours. A two-year career break in the Peace Corp offered a focus in direct care and education.

Returned to the Cancer Center as a Clinical Nurse Specialist. Not wanting to miss out on education, enrolled in the oncology MSN when Penn began to offer it. An opportunity in the bone marrow transplant program led to an inpatient Nurse Practitioner role in Oncology.

At 35, didn't know how to develop the next phase of her career and made the hard decision to leave clinical practice. A continued interest in computers and experience with early physician order entry software told her the systems needed major improvements. Spent the next career phase in software account management.

Developed numerous health care software solutions and found success in clinical data analysis and storytelling that inspired quality improvements. Requiring more marketing experience to hold her product management position, returned to Penn for a Marketing certificate from Wharton.

Transitioned to Health Informatics, and then moved into Health IT consulting. Joined Booze Allen supporting the Center for Medicare and Medicaid Innovation and Oncology Care. Loved working directly with practices and in hospitals to provide higher quality care at a lower cost. The Model ended in 2022, and now works as a consultant at a start-up company based in Charlotte.



Credits flexibility and willingness to reapply her skills to new industries to continued growth in career. Clinical knowledge, management skills, and the empathy skills developed in nursing have applied to all positions. A recent reactivation of RN license and appointment as a Penn Nursing Renfield Fellow have brought her full circle back to clinical roots and nursing. "I feel very proud to be an RN again, like I was missing part of my identity." Currently excited about exploring new opportunities in nursing and direct care.

Penn taught her not to be intimidated by peers, or colleagues, or people with advanced degrees. "On the first day of school they told us that once you've attained your professional status, you're on par with all of the other professionals and you have an equal voice at that table and your voice can be heard." Learning to step forward and be a part of a team helped in all career transitions and professional risk taking. Penn taught "You can do anything. You just have to do it."

Caring for the Future

We are justifiably proud of Penn Nursing's distinguished past. Our faculty, students, and alumni continue to drive innovation and improve the lives of people as they have for generations.

With care and planning you can support Penn Nursing's future with a gift that will cost you nothing today. Consider making a gift through your will or by way of a beneficiary designation of a retirement account — there are easy and tax advantaged planned gifts that will cost you nothing during your lifetime. Your gift, large or small, will impact our ability to promote the best in patient care today and tomorrow.

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Barbara Doyle
 RN MSN Nu'86 GNu'94 GNC'96 WEV'09
 Executive Advisor at SEI

When you include PENN'S SCHOOL OF NURSING AS THE BENEFICIARY of your will or retirement plan, you add your name to the list of Penn Nursing Legacy Circle and Harrison Society members who have made a lasting impact on the University's future.





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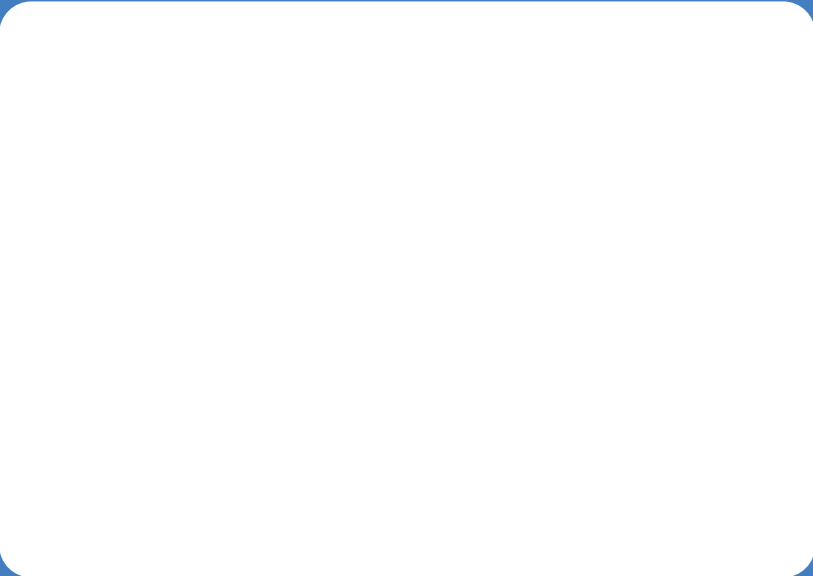
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Please visit our online calendar at
www.nursing.upenn.edu/calendar for
current information on virtual and in-person
events. We hope to see you soon!

