



RUTGERS

RUTGERS SCHOOL OF NURSING

SPRING 2018

Caring for Populations: Transforming Undergraduate Education

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Rutgers, The State University of New Jersey
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A

n innovative, new curriculum focusing on population health is preparing students in the baccalaureate nursing program for today's rapidly evolving health care environment.

"This course of study reflects the

understanding that health care misses the mark when it is centered only on treating illness. Caring for patients is as complex as the patients themselves," says Susan W. Salmond, EdD, RN, ANEF, FAAN, executive vice dean and professor. The revamped curriculum offers tools for strengthening both the profession of nursing and health care. A particularly important emphasis is out-of-hospital nursing, as care is moved

increasingly into the home and community.

Rutgers undergraduates learn how to treat illness and promote health in the context of the varied aspects of people's actual experiences, such as lifestyle, culture, community, and health care access. Best practices are adopted to improve health outcomes across populations of patients. A focus on leadership skills highlights the nurse's role on the health care team, which includes all stakeholders from patient to insurer, explains Maria Torchia LoGrippe, PhD, RN, co-director of the RN to BS program. "Nurses must know how to lead—at the bedside, or wherever the patient is."

LoGrippe and several faculty colleagues are leading the way in transforming the curriculum. Among them are Wendy Budin, PhD, RN-BC, FACCE, FAAN, associate dean for entry to baccalaureate nursing practice, whose vision and support have been critical. Ann Marie P. Mauro, PhD, RN, CNL, CNE, FAAN, assistant dean and

director of the Center for Educational Research and Innovation, and Debora L. Tracey, DNP, RN, CNE, director, Center for Clinical Learning, obtained funding to develop realistic patient scenarios involving unfolding cases that represent common chronic conditions among targeted populations. Their \$200,000 grant from the Robert Wood Foundation's New Jersey Nursing Initiative, *Innovative Use of Simulation to Redesign the Baccalaureate Nursing Curriculum to Address Population Health*, was key to the successful curriculum redesign.

Impact of the curriculum redesign extends far beyond Rutgers as faculty disseminate project findings in the U.S. and internationally. ■

Message from the Dean

Rutgers School of Nursing Evolves



COVER PHOTO:

Tahmina Mojumder, student in the BS in Nursing program, takes a break from a population health simulation in pediatric care.

PHOTOS FAR RIGHT: ►

1. Dedicating the Rutgers Biomedical and Health Sciences (RBHS) South campus at Camden County College are (L-R) Dean William Holzemer, Rutgers School of Nursing; Chancellor Brian Strom, RBHS; President Donald A. Borden, Camden County College; and Dean Gwendolyn Mahon, Rutgers School of Health Professions.

2. New School of Nursing facilities at 120 Albany Street include two 110-seat, fully equipped classrooms.

3. Transforming the curriculum. Ganga Mahat, clinical professor; Maria Torchia LoGrippe, assistant professor and director, RN to BS program; Barbara Cannella; clinical associate professor and assistant dean for entry to baccalaureate practice; and Janice Aloï, assistant professor (not shown), are among faculty leading the shift toward a focus on population health.

It’s sometimes hard to believe—on September 1, 2017, I completed my eighth year as dean. Over the past year, Rutgers School of Nursing continued its upward trajectory, evolving as a prominent center of excellence in education, research, and service.

National Rankings-Nation’s Top 20 for Graduate Programs

Once again, we secured high ratings for our graduate programs. Our DNP program was ranked 19th and our MSN program was ranked 20th in the nation by *U.S. News & World Report, Best Graduate Schools, 2018*.



Successful Program Accreditation

Our BS, DNP, and MSN programs received 10-year reaccreditation from the *Commission on Collegiate Nursing Education (CCNE)*. We also successfully concluded a fall 2017 site visit for reaccreditation of our Nurse Anesthesia DNP program by the Council on Accreditation of Nurse Anesthesia Educational Programs.

Expanded and Enhanced Facilities

We are building new classrooms, simulation and health assessment labs, and office space, in our facilities across the state. In New Brunswick, we custom-fitted two floors of rented space—20,000 square feet—to accommodate our growing undergraduate program. In Blackwood, we officially celebrated Rutgers Biomedical and Health Sciences (RBHS) South—a dedicated building for programs offered by Rutgers’ schools of nursing and health professions at Camden Community College.

Curriculum Shift to Population Health

Our cover story focuses on the important transformation of our undergraduate curriculum to focus on population health and primary care. We applaud our faculty’s phenomenal leadership in identifying the need and implementing this approach through school-wide collaboration, research on best practices in education, and innovative use of simulation and other teaching and learning tools.

Alumni Excellence

Our school’s alumni association is a vibrant and committed organization working diligently to support the future of nursing education. Congratulations to the team for receiving the Outstanding Philanthropy Award from Rutgers’ university-wide alumni association.

Looking Forward

There are many more accomplishments I would highlight, if space permitted. It’s an honor and a pleasure for me to work with our school’s dedicated and talented faculty, staff, students, and alumni. Together we have achieved a great deal. Together, we will look to continue this work.

Sincerely,

William L. Holzemer, PhD, RN, FAAN
Dean and Distinguished Professor



Celebrating Nursing Alumni Excellence



ABOVE: ▲

Nursing Alumni Board 2017-2019 and Partners:
(L to R) Awards Event Committee Chair Cheryl Pantini, Student Engagement Committee Chair Eleni Pellazgu, President Mary Anne Marra, Secretary Amita Avadhani, Vice President Shanda Johnson, Immediate Past President Judy Caruso, RBHS Alumni Relations Director Lisa English, and Alumni Liaison Kofi G. Polley.

RIGHT: ►

Alumni Scholarship Recipients 2017: (L to R, from back row) Ariel Chun, Kelli Ward, Dominique Flores, Remma Garibian, Christina Thieu, Sol Muniz, and Patricia Meringer.

BELOW: ▼

Accepting Rutgers University's 2017 award for excellence in alumni association philanthropy are Mary Anne Marra, president, and Gale Gage, treasurer, of the nursing alumni association.



Crowning a year of exceptional service to students, alumni, and alma mater, the Rutgers University School of Nursing Alumni Association (RSONAA) hosted its annual Scholarships and Awards Gala for 2017 at the elegant Primavera Regency in Stirling, NJ. The event presented scholarships to students who will shape nursing's future and saluted these extraordinary individuals for their contributions to the nursing profession:

2017 RSONAA President's Award — Andrea Higham, senior director of corporate equity at Johnson & Johnson, oversees the Johnson & Johnson Campaign for Nursing's Future, a multi-year, \$50 million national initiative launched in 2002 to enhance the image of nursing, and help recruit and retain nurses and nurse faculty.

2017 Outstanding Alumnus Award — Felesia Bowen, PhD, RN, APN-BC (MS '96), assistant professor at Rutgers School of Nursing, is the François Xavier Bagnoud Endowed Chair in Community Pediatric Nursing and director of the Center for Urban Youth and Families. A nationally certified pediatric nurse practitioner, she is widely recognized for her research and advocacy for eliminating disparities in childhood asthma and pediatric oral health.

2017 Rising Star Alumnus Award — Larider Ruffin, DNP, APN, ANP-BC, GNP (BS '07, MS '11). An adult and gerontological nurse practitioner and certified tobacco treatment specialist with Clover Health in Atlantic County, NJ, he is an assistant professor at Stockton University School of Health Professions. His leadership activities include his current service as president of the Northern New Jersey Black Nurses Association.

Last year also marked an exciting milestone for the nursing alumni association itself, as it received the **2017 Rutgers Excellence in Alumni Leadership Award for Philanthropy**. The award, which recognized the RSONAA for outstanding fundraising success in the previous year, was presented by Rutgers' university-wide alumni association at an awards ceremony held October 20 in New Brunswick.

Key accomplishments in 2017 also included the launch of the RSONAA Alumni Mentoring Program, which pairs new graduate mentees with seasoned alumni to foster career success. The launch was supported by a \$1,500 grant from the Rutgers University Alumni Foundation.

The RSONAA Annual Meeting held June 10 at the Spring Brook Country Club in Morristown, featured a keynote speech by Susan Hassmiller, PhD, RN, FAAN, senior advisor for nursing, Robert Wood Johnson Foundation. The meeting also celebrated the contributions of the outgoing RSONAA board of directors and installed the board officers and committee chairs for 2017-2019.

To learn about joining the RSONAA Mentorship Program, and other opportunities to become involved, visit nursing.rutgers.edu/alumni, or email rsonaa@rutgers.edu ■

Save the Date!

Alumni Association Scholarship & Awards Gala

Thursday, November 8, 2018
Primavera Regency — Stirling, NJ

nursing.rutgers.edu/alumni



DISTINGUISHED PROFESSOR LUCILLE A. JOEL



PROFESSOR MARY KAMIENSKI

Profiles in Nursing D

THREE NOTABLE RUTGERS FACULTY LEADERS MAKING

MISSIONS ALIGNED

Lucille A. Joel, PhD, APN, EdD, FAAN

- Distinguished Professor, Rutgers University
- Specialty: Psychiatric Mental Health
- Doctoral Degree: Teacher's College Columbia University
- Honorary Doctorates: Villanova, Georgetown, Thomas Jefferson and the Medical College of Pennsylvania/Hahnemann universities
- Past-President, American Nurses Association
- Author of "Psychiatric Nursing: Theory and Practice," "Dimensions of Professional Nursing," and "Advanced Practice Nursing," an AJN Book of the Year winner
- Fellow, American Academy of Nursing
- Fellow, New York Academy of Medicine
- Who's Who in Health Science Education

“Nursing was there for me. It has provided a natural ladder to a rewarding and successful career.”

Almost 40 years after arriving at Rutgers, Distinguished Professor Lucille A. Joel, APN, EdD, FAAN, still remembers what it was like to join the faculty at Rutgers. “I soon realized that at no other institution would I have the freedom to act or teach as I wished.” Joel would come to have a “thirst” for the university’s distinctive academic environment.

The mission and vision of the School of Nursing and the life and times of Joel have mirrored each other in many ways. An educator, scholar, clinician, nurse leader, innovator, public servant at the local, state and international level, and unfailing advocate for nurses and patients around the world, Joel has consistently led the way to excellence for others as she fulfilled her own commitment to nursing.

An advanced practice nurse specializing in psychiatric mental health, Joel has been a champion for post-baccalaureate opportunities in nursing and a devoted leader of many nursing and

health care organizations. The broad arm of her contributions has reached around the world through her involvement with numerous international organizations, including the United Nations and UNICEF, where she endeavored to prevent the sex trafficking of girls.

Her commitment to nursing speaks to the very nature of the profession. “Nursing is rooted in interpersonal relationships. That’s where nursing has been ahead of the pack.”

THE CARING IN EMERGENCY CARE

Mary Kamienski, PhD, APRN, FAEN, FAAN, CEN

- Professor and Founding Specialty Director, Family Nurse Practitioner–Emergency Care Focus
- Specialty: Emergency Care
- Doctoral Degree: Rutgers University
- Founding Member and Fellow, American Academy of Emergency Nursing
- The Dr. Mary Kamienski Scholarship, Emergency Nurses Association Foundation
- Fellow, American Academy of Nursing
- Family Nurse Practitioner, Rutgers Community Health Center
- Inspired to become a nurse by her experience as a volunteer EMT in her community

“Nothing has defined me more than being part of the dynamic evolution of emergency care in nursing practice and education.”

Mary Kamienski, PhD, APRN, FAEN, FAAN, CEN, was the mother of two young children when she started classes at her local community college to become a registered nurse. Earning her diploma in nursing in 1976 was the first step on a distinguished path of a lifetime of achievement in nursing.

It never gets old, said Kaminski. “I am as passionate about nursing as I was the first day that I



CLINICAL PROFESSOR EDNA CADMUS

istinction

KEY CONTRIBUTIONS TO NURSING

started.” The professor’s practice has included 27 years as an emergency nurse, experience in staff and management positions in various settings, outstanding service as a scholar and educator, and recognition by many professional organizations. This nurse’s nurse has witnessed much change in emergency nursing, and embraced it. “It’s not just about the immediacy of the situation. The current health care landscape demands we are far more specialized, and committed to patient-centered care, patient satisfaction, and the best quality care for each health care dollar.” Her desire to be part of emergency care is the foundation for her exemplary dedication to nursing.

Mentoring and teaching nurses who wish to advance themselves in the field of emergency nursing are activities near and dear to her heart. A pioneer in advanced practice nursing and emergency nursing, Kamienski is the founder and specialty director of the Family Nurse Practitioner in Emergency Care program, only one of many positions through which she has generously shared her expertise, successfully preparing others for the field that has been the centerpiece of her practice and career.

FROM RISING STAR TO INSPIRING LEADER

Edna Cadmus, PhD, RN, NEA-BC, FAAN

- Clinical Professor and Specialty Director, Nursing Leadership program
- Specialty: Nursing Workforce Development across the Health Care Continuum
- Doctoral Degree: Adelphi University
- Co-lead of the New Jersey Action Coalition, with initiatives including a long-term care nurse residency pilot funded by \$1.6 million for the Centers for Medicare and Medicaid.
- Principal Investigator, School Nurse Health Leadership program grant funded by New Jersey Health Initiatives
- Led Englewood Hospital and Medical Center to receive ANCC Magnet Recognition™ three times
- Chair, Commission on Pathway to Excellence®, American Nurses Credentialing Center
- Lifetime Achievement Award, Organization of Nurse Leaders, New Jersey

“I moved from acute care to academe for new challenges and new ways to contribute to patient care. More time for research, scholarly pursuits, and teaching and mentoring my fellow nurses is enriching my practice as a nurse.”

If nursing is a sacred calling, then Edna Cadmus, PhD, RN, NEA-BC, FAAN, has listened well. Drawn to the profession as a youngster, Cadmus initially decided on a specialty in nursing education, but her career took an unexpected turn. Within a short time after becoming a nurse, Cadmus was offered her first leadership position at a medical center in New York City. By the time she left hospital life in 2010 to establish the School of Nursing’s inaugural leadership track program, this trailblazer had risen to serve as vice president for patient care services and nursing at Englewood Hospital and Medical Center, Englewood, New Jersey.

As a statewide and national leader, Cadmus has been influential in myriad settings. She is widely recognized for her exceptional ability to inspire nurses—from the bedside to the boardroom—to use their capacity for leadership to transform health care. “I cannot emphasize enough, especially to my students, one of the most precious principles of nursing—every nurse is a leader.”

Cadmus is executive director of the New Jersey Collaborating Center for Nursing, the state’s leading authority on nursing workforce issues. As co-lead of the New Jersey Action Coalition, she is implementing the directives of the landmark *Future of Nursing* report by the Institute of Medicine, one of the most prominent reports of its kind. At the forefront of the effort to advance out-of-hospital nursing, Cadmus and Rutgers faculty colleagues recently authored “Developing a Residency in Post-Acute Care,” a far-reaching volume expected to become a go-to book for nurse leaders nationwide. Her leadership at the national level also includes her work with the American Nurses Credentialing Center’s Commission on Pathway to Excellence®, where she was elected as chair for a two-year term beginning January 2018. ■



◀ LEFT :

1. They've got each other's backs – literally. Baccalaureate students Aastha Mehta (front) and Rebecca Colinco compete a partner activity at the Rutgers School of Nursing Student Leadership Retreat held spring 2017 at the Cook Campus Student Center, Rutgers University-New Brunswick.

BELOW : ▼

2. From left, Rebecca John, Jessie Wang, Ariel Chun, Jessica Vizcarra, and Pak Chau were among the more than 80 undergraduate and advanced degree students participating in a Rutgers School of Nursing Student Leadership Retreat held fall 2017 at the Livingston Campus Center, Rutgers University-New Brunswick.



Future Nurses. Fut

Engaging Students for Nursing Leadership

With their demanding schedules of classroom, lab, and clinical experiences, and high academic achievement goals, it's a wonder that Rutgers School of Nursing students have time for anything else. Yet, many are active in student groups, serve as volunteers inside and outside the university, and play key roles in community service programs benefitting some of New Jersey's most vulnerable populations.

"Our students are phenomenal," says Mehtap Ferrazzano, MSW, assistant dean for student engagement. "Their commitment to supporting their peers, outstanding school spirit, and their dedication to preparing themselves for excellence in patient care bodes extremely well for the future of nursing. We are honored to work with these aspiring and accomplished nurse leaders."

The Office of Student Engagement offers a wide range of opportunities for students to boost their leadership skills, strengthen their connections with peers and faculty, and positively contribute to the life of the school. "We strive to provide our students and community with memorable and transformative co-curricular experiences, which will support them during and after their time at Rutgers," says Ferrazzano. "Of course, fun times are an important part of the equation."

Recently implemented student engagement initiatives include a "Talks with the Dean" informal conversation series and a Wellness Month program featuring a full calendar of events such as pet therapy sessions. In addition to a career fair and resume critique sessions, Career Development Week offered free portraits to students for their LinkedIn profiles.

Annual leadership retreats unite undergraduate and advanced degree students from the School of Nursing's campuses in Blackwood, Newark, and New Brunswick for a full-day of team-building activities and development-

focused sessions. Effective communication, conflict resolution, and how to work with advisors are among topics covered at the retreats. Games and physical exercises provide vivid demonstrations of the importance of consensus-building, collaboration, and clear communication.

Student-led governing bodies such as class councils, campus councils and the Rutgers School of Nursing Student Senate provide ongoing opportunities for students to hone important leadership-focused skills. "From planning professional development events, to advocating for students, to providing a variety of networking and community outreach opportunities, we do it all," says Pak Chau, student senate president at-large for 2016-2018.

"Giving back" is the focus of the student senate's Community Outreach Committee, whose initiatives include fundraisers to help fight childhood cancer, cheering stations at events like the AVON 39 Walk to End Breast Cancer, and volunteer crews for local Special Olympics games.

Another leadership development offering is the Rutgers School of Nursing Peer Mentor Program, which matches small groups of new undergraduate students with a more advanced peer leader to help ease the newcomers' transition into the school's academic and social life.

Students are also encouraged to become active members and to attend state and national conferences of organizations such as the Rutgers Student Nurses Association, New Jersey Nursing Students Association, New Jersey State Nurses Association, and American Association of Men in Nursing.

"Engagement in nursing school can positively affect students' socialization and learning in school and can subsequently enhance their success, longevity, and advancement in their nursing careers," says Ferrazzano. "It's an important avenue for developing nurse leaders." ■





From left: Alexandra Zebrowski, undergraduate nursing student, with the Out-of-Hospital Nurse Residency Program's Career Counseling Officer Ceceilia O'Callaghan and Program Director Nancy Bohnarczyk.

Career Counseling and Nurse Residency Program

Between now and 2026, an aging baby boomer population will drive a growing demand for more registered nurses who can provide preventive and out-of-hospital care, according to the U.S. Bureau of Labor Statistics. Contributing to efforts to address this need, an innovative new nurse residency and career counseling program is preparing Rutgers School of Nursing bachelor's degree graduates to work in settings other than in-hospital, acute-care units.

ure Nurse Leaders.



Representing Rutgers School of Nursing at the American Association of Men in Nursing Annual Convention 2017 in Las Vegas, NV, are (L-R) students Alvin Magbag and Kevin Bayhon; Kofi Polley, senior executive associate for administration and student services; William Holzemer, dean and distinguished professor; Kyle Warren, vice dean for administration and student services; and students Corey Wallace, Boris Boucicaut, and Pak Chau.

Launched with support from a \$4.7 million, four-year grant awarded in 2016 by the Helene Fuld Health Trust, the Out-of-Hospital Nurse Residency Program provides a comprehensive approach to increasing the pipeline of Rutgers nurses with advanced skills and training to succeed in fields such as primary care, same-day surgery, acute rehabilitation, subacute care, nursing home and assisted living, and home care.

"This residency offers great promise for increasing specialized expertise, job satisfaction, and retention rates for new registered nurses, while improving patient care in diverse practice environments," says Nancy Bohnarczyk, MA, RN, CNE, clinical assistant professor and director of the program.

Participating health care facilities commit to employing new Rutgers graduates who have chosen non-hospital nursing as a primary career goal. Employers also agree to match each resident with an experienced co-worker who will serve as nurse preceptor.

Over the 12-month residency, Rutgers faculty work closely with the nurse resident and the preceptor, individually and as a pair, to increase their knowledge and capacity to work together and provide excellent care for their specific patient population. The first cohort of residents were hired in 2017.

Career counseling and awareness-building efforts targeting students long before they graduate from Rutgers are major aspects of the program.

"There's a whole realm of nursing career opportunity outside of hospitals," says Career Counseling Officer Ceceilia O'Callaghan, MEd, who joined the nursing school in May 2017. "We're identifying these opportunities, sharing them with students, and helping students position themselves as highly-qualified candidates."

Working closely with the nursing school's Office of Student Engagement and other school and university partners, O'Callaghan is building an extensive career development program including regularly scheduled resume critique sessions and workshops on topics such as resume writing, applying to externships, interviewing skills, and networking and social media. Career Development Week in February 2018 featured a full-day Career Fair in Newark, career workshops and information sessions held at the school's four campus locations, and opportunities for students to receive free professional photos for their LinkedIn profiles.

Career counseling spans the continuum of the residency program, enhancing participants' experiences as Rutgers students, new-graduate job-seekers, and as new employees.

"We help identify and develop relationships with potential employers and help match graduates with employers, O'Callaghan explains. "Then, we educate and nurture the nurse residents as they assimilate into the workforce. We are determined to help our graduates achieve their highest levels of career success." ■

Minority Nurse Leadership Institute Advances the Field



Nurses across the U.S. are increasingly being called upon to lead in a wide range of roles within and beyond the health care system. One national initiative, The Nurses on Boards Coalition, aims to have 10,000 nurses on boards, commissions, and panels—private and public—by the year 2020. As nurses step forward to lead, it's critical that a growing number of nurses from racial and ethnic minority backgrounds are among those taking a seat at the table.

In New Jersey, nurses of color have an important resource in the Minority Nurse Leadership Institute (MNLI) at Rutgers School of Nursing. This 10-month, mentored leadership development program provides an intensive enrichment experience for aspiring nurse leaders who have a bachelor's degree in nursing and at least two year's nursing experience.

"Nursing is gradually becoming more diverse, but we have a long way to go," notes David "Tony" Forrester, PhD, RN, FAAN, ANEF, professor and co-director of the MNLI. "Through this program, our MNLI fellows are gaining skills for leadership roles where they can influence areas such as policy, governance, research, nursing education, and health care delivery to address health disparities, while paving the way for increased diversity in nursing."

Mentorship is a key MNLI component, explains Valerie Smith Stephens, EdD, LCSW, assistant dean for academic support services, director of the Educational Opportunity Fund program, and co-director of the MNLI. "In addition to pairing each fellow with a seasoned nurse mentor for the duration of the program, we encourage MNLI graduates to 'pay it forward' by becoming mentors themselves."

Along with attending Saturday seminars held monthly with faculty and special guests, fellows complete independent assignments

and work with their mentors on a final project that applies evidence-based practice to address a specific minority health challenge. MNLI fellows are selected through a competitive application process and nursing contact hours are awarded.

"This was the best program I've ever attended. It was a stress-free learning environment—very transformative in nature," reports Rachel Koshy, DNP, ANP-C. Employed as supervisory advanced practice nurse at University Hospital in Newark, Koshy was one of nine fellows who completed the most recent MNLI session, held September 2016 to June 2017. Her final project was titled *Performance Improvement for Falls Reduction in the Hospital*.

"The guest panelists and networking opportunities were phenomenal," Koshy says. "We had to work very hard thinking outside the box with our projects and assignments. We were enthusiastic in learning, assimilating information, and supporting each other's goals and objectives. The environment was so conducive to learning."

To learn more about the MNLI, including application deadlines and schedules for upcoming cohorts, please visit nursing.rutgers.edu/mnli ■

PHOTOS:

1. Standing (L-R) are Valerie Smith Stephens, assistant dean for academic support services, director Educational Opportunity Fund program, and co-director of the MNLI; with the 2017 MNLI Fellows: Nicole Farquharson, Ashley Attah-Mensah, Vida Paintsil, Leslie Wright-Brown, Martine Louis-Jacques. Seated (L-R) are MNLI Fellows Miledys Gonzalez, Basilia Akwudike, and Rachel Koshy. (Not shown: Valeria Cone and Bindu Jacobs).

2. Martine Louis-Jacques, Minority Nurse Leadership Institute (MNLI) fellow.

3. Leslie Wright-Brown, MNLI fellow; Tony Forrester, professor and MNLI co-director; and Vida Paintsil, MNLI fellow.



MNLI guest speakers include (L-R) Donna Fountain, an associate professor of nursing; Madelyn Yu, a nurse manager and the 2016-2018 president of the Philippine Nurses Association of America; Ana Nogueira, a case management director and the 2018-2020 treasurer of the National Association of Hispanic Nurses-New Jersey Chapter; Norma Rodgers, a senior clinical research associate and the immediate past president of the New Jersey State Nurses Association; Dorothy Carolina, an assistant professor and former executive director of the New Jersey Board of Nursing; and Jackeline Shuler, a campus dean and practicing attorney.



Spotlight on Nursing Research

OLGA F. JARRÍN, PhD, RN

R

esearchers at Rutgers are connecting the dots between home care standards and patient outcomes. Assistant

professor and principal investigator Olga F. Jarrín, PhD, RN, leads the grant-funded project, titled *Comparative Effectiveness of Home Care Environments for Diverse Elders' Outcomes*. The Agency for Healthcare Research and Quality awarded the three-year grant for \$746,998 in 2016.*

In an early study conducted with the University of Pennsylvania and released in 2017, findings indicate that nurses in poor work environments are most likely to miss required care. Organizations with better-rated working conditions for nurses were associated with fewer hospitalizations and better patient and workforce outcomes, including less burnout and greater nurse retention.

"We are looking at comparing and understanding best outcomes in diverse populations that are among the most challenging, such as rural patients, those afflicted with Alzheimer's, and patients at the end of life," says Jarrín. "A crucial aspect of our work is the development of strategies for improvement."

Jarrín's 13-person Rutgers research team uses national data from Medicare, Medicaid and private insurance

companies, as well as supplemental information such as a national survey of home health aides. Nursing organizations, including the Visiting Nurse Association Health Group, American Nurses Association, and American Nurses Credentialing Center, are supporting the effort by dispersing the findings in print and online.

A nationally recognized nurse scientist, Jarrín brings to the endeavor her experience in direct patient care. "I joined the volunteer ambulance squad in high school and worked as a nursing assistant, emergency care tech, medical assistant, and home health aide to put myself through school," she notes. "I loved working in home care after graduation. Ultimately, I decided that being a researcher was the way I could make the biggest impact on the lives of the families in my care." ■

* *Comparative Effectiveness of Home Care Environments for Diverse Elders' Outcomes* is funded under grant number HS22406 from the Agency for Healthcare Research and Quality (AHRQ), U.S. Department of Health and Human Services.

▼ BELOW :

Olga F. Jarrín, assistant professor, leads a team of student and staff researchers working on improving quality and safety outcomes for an aging population.



The World of Rutgers Nursing: Highlights from the Center for Global Health

“W

e’re bringing Rutgers Nursing to the world and the world to Rutgers School of Nursing through the Center for Global Health,” says Suzanne Willard, PhD, APN-c, FAAN. A professor and the associate dean for global health, Willard spearheaded the center’s establishment at the nursing school in 2014.

“Our vision is a globally connected school, with students and faculty engaged in global health work, using our nursing expertise to improve health outcomes around the world,” Willard explains. “We’re building synergies to enhance existing global efforts and develop exciting new initiatives. In 2017 we saw significant progress, despite a challenging geopolitical environment. We’re quite proud of the work of Rutgers faculty and students.”

Global Faculty Projects. Spending much of last summer at Imo State University in Nigeria, Assistant Professor Emilia Iwu, PhD, APN-c, FWACN, worked with Imo’s nursing science department to develop HIV care training materials and curricula for Nigerian preceptors and nursing students. Conducting research on developing a Spanish-language mobile app for use in treating depression, Assistant Professor Susan Caplan, PhD, APC-c, brought interprofessional student teams with her on two summer 2017 trips to the Dominican Republic.

Karen D’ Alonzo, PhD, APN-c, FAAN, associate professor and associate dean for nursing science, is conducting community-based participatory research in Oaxaca, Mexico and New Brunswick, NJ aimed at decreasing obesity rates. Rita Musanti, PhD, APN-c, AOCNP, endowed professor of oncology nursing, is conducting research on physical exercise among cancer survivors in collaboration with scholars in Colombia and Central America.

Nurse Scholars-in-Residence. The Global Health Center hosted three visiting scholars at Rutgers School of Nursing in 2017. Two were from China: Jing Huang, MD, RN, associate chief nurse in the urology department, Capital Medical University in Beijing; and Yang Liu, PhD, assistant professor in the nursing department at Xiamen University in Xiamen. The third scholar, Huei-Jhen Sia, RN, works at Taipei Veterans General Hospital in Taiwan.

Practicum in Tanzania. This annual spring program features 12-days of field-based learning in collaboration with nursing faculty and students at the University of Dodoma. The Global Health Center is developing additional programs for Argentina, China, Mexico and India.

Japanese Nurse Midwifery U.S. Study Program. Visiting from Nagasaki University, nine nurse midwifery students, faculty and practitioners completed a 10-day study program held at Rutgers School of Nursing in August 2017. Together with Rutgers faculty, students, and alumni, the visitors participated in presentations and lectures, networking events, labor and delivery simulations, a disaster training seminar, and clinical observations at University Hospital in Newark.

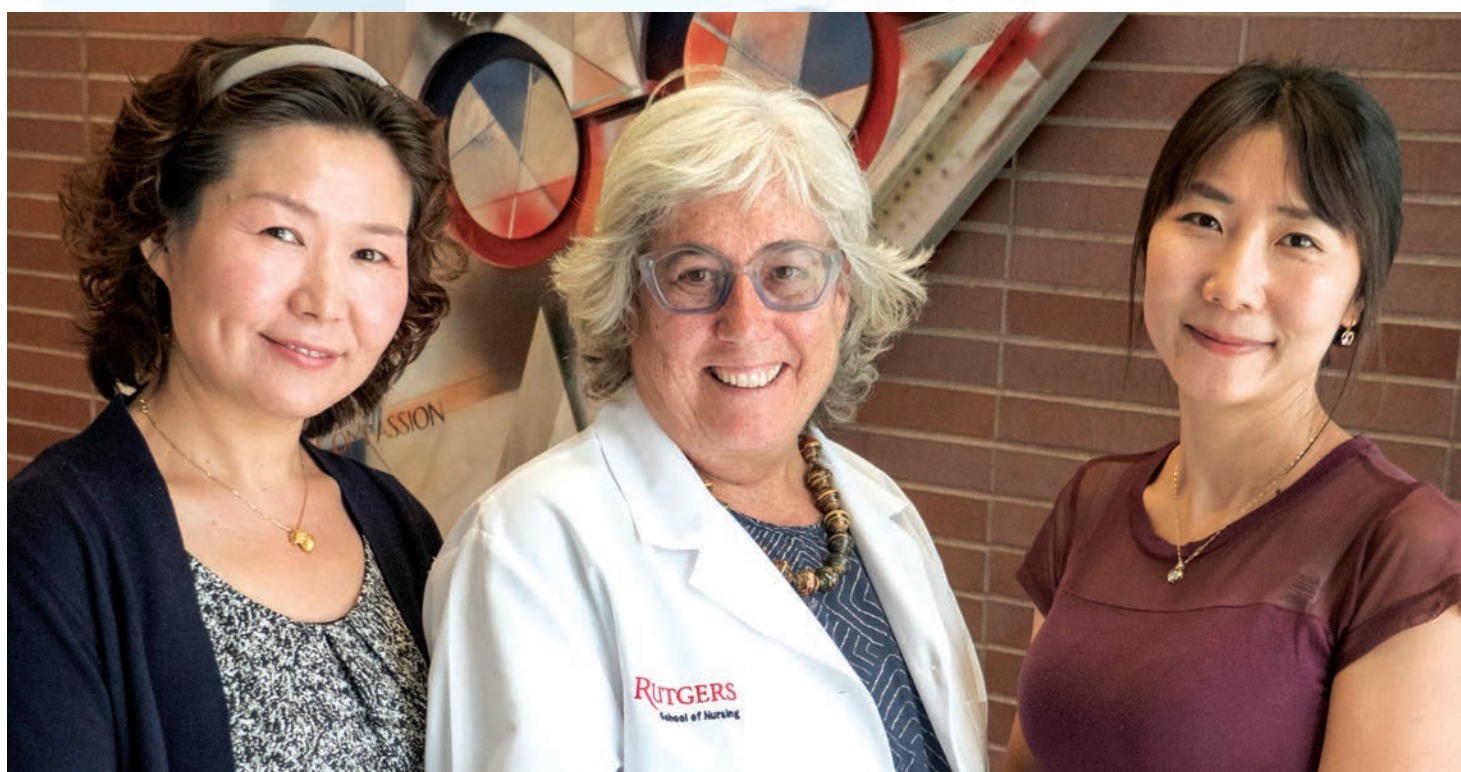
TOMODACHI J&J Disaster Nursing Training U.S. Study Tour. Eight nursing students from Tohoku Japan and two nursing students from Rutgers participated in this 16-day tour held August 2017 in New Jersey, New York, and Washington, DC. For the third year in a row, the Global Health Center was a program host, organizing lectures and simulations at Rutgers in New Brunswick and a trip to the Jersey shore where participants met with Superstorm Sandy survivors and observed continuing recovery efforts.

Global Trauma Nursing Workshop. Health care professionals and graduate students from across the world are invited to this annual 5-day symposium. This is a collaboration of Rutgers schools and institutes including the School of Nursing and the global surgery departments at the university’s two medical schools.

Global Nursing Symposium. This annual, 1-day program, co-sponsored by the surgery department at Rutgers New Jersey Medical School, features national and internationally renowned speakers focused on nursing practice, the nursing workforce, and global health policy. ■

RIGHT: ►

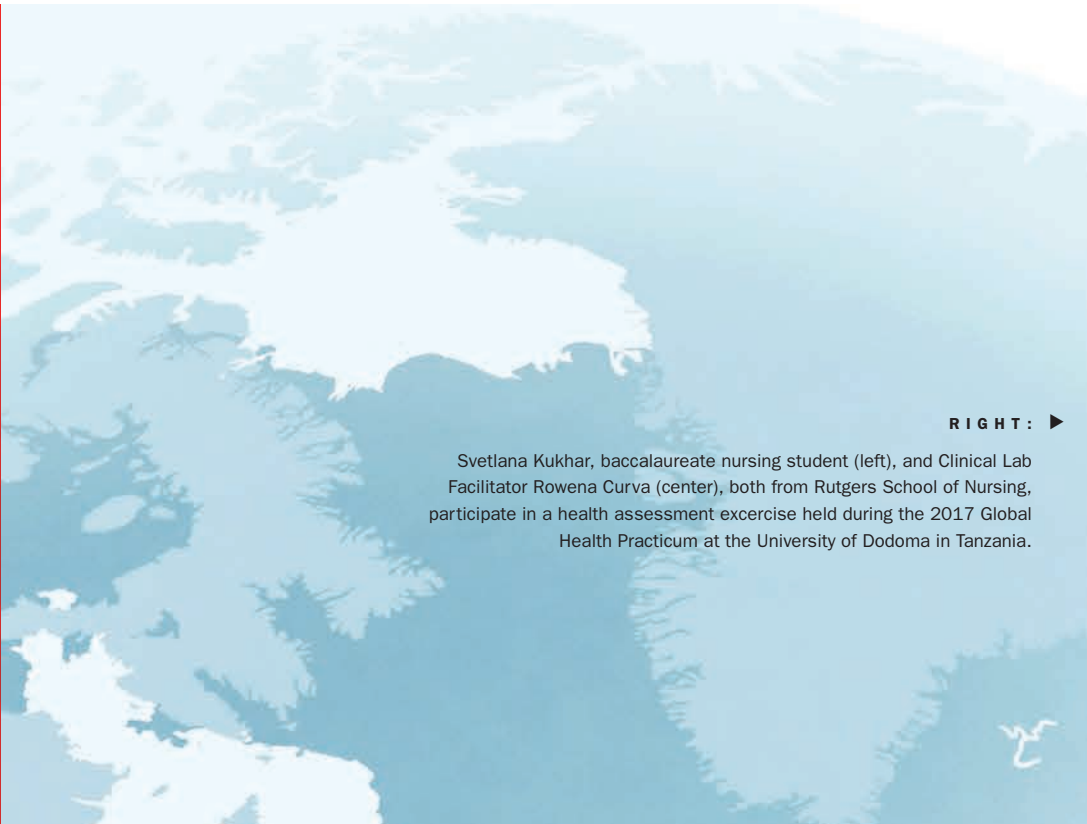
Professor Suzanne Willard (center), associate dean for global health and director of Rutgers School of Nursing’s Advanced Practice HIV Care Specialization program, with Jing Huang (left) and Yang Liu, scholars-in-residence visiting Rutgers from universities in China.



◄ LEFT:

Rowena Curva (left), clinical lab facilitator at Rutgers School of Nursing, and Tara Heagele (seated), a recent graduate of the PhD in Nursing program, lead a simulation exercise at the school’s New Brunswick campus for participants in the TOMODACHI J&J Disaster Nurse Training study tour from Japan.





RIGHT: ►

Svetlana Kukhar, baccalaureate nursing student (left), and Clinical Lab Facilitator Rowena Curva (center), both from Rutgers School of Nursing, participate in a health assessment exercise held during the 2017 Global Health Practicum at the University of Dodoma in Tanzania.



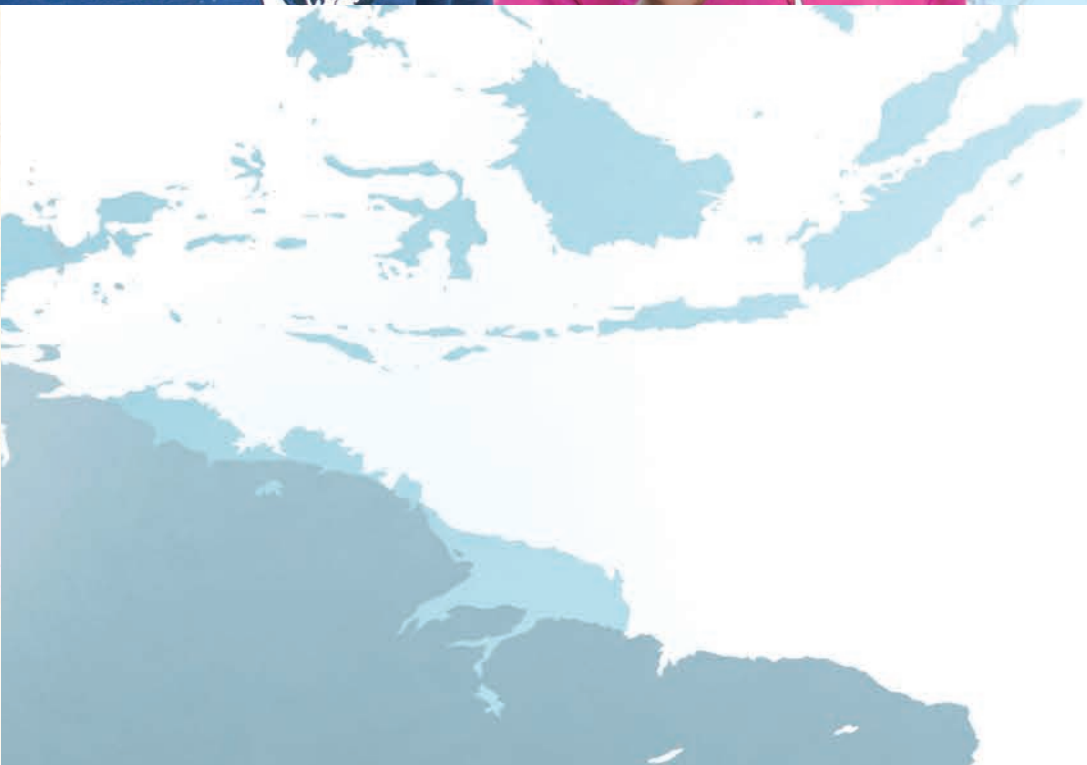
LEFT: ◀

Marissa Hornacek, a Rutgers baccalaureate nursing student, visits the Village of Hope orphanage for children with special health care needs during the 2017 Global Health Practicum in Tanzania.



BELOW: ▼

Yoko Inada (center), visiting Rutgers School of Nursing with a nurse midwifery study group from Nagasaki University in Japan, participates in a labor and delivery simulation with assistance from Inna Druker (right), an alumna of Rutgers' nurse midwifery program.



LEFT: ◀

Nurse midwifery students, faculty, and practitioners from Nagasaki University, Japan, participated in a two-week study program held August 2017 at Rutgers School of Nursing in Newark and New Brunswick, NJ.



Susan VonNessen-Scanlin

Caring for Communities

Rutgers Community Health Center

"At Rutgers Community Health Center, we keep the 'care' in health care," says Susan VonNessen-Scanlin, MBA, MSN, CRNP, assistant professor and associate dean for clinical affairs at Rutgers School of Nursing. A pediatric nurse practitioner with extensive experience in clinical, operational, and research leadership at major academic health centers,

VonNessen-Scanlin oversees the school's clinical programs including Rutgers Community Health Center (RCHC). One of the nation's few nurse-managed federally qualified health centers, RCHC unites a dedicated team of nurses and other health professionals in providing high-quality, affordable primary care in Newark, NJ. "RCHC is an extraordinary

enterprise working to improve health and well-being in underserved communities," she says. "Nursing is helping lead the way to better living." ■



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