



RUTGERS

RUTGERS SCHOOL OF NURSING

SPRING 2019



Excellence in Action

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Rutgers School of Nursing (SON) is recognizing five years since its formation as a new school – the result of the 2014 integration of Rutgers College of Nursing with the nursing school of the former University of Medicine and Dentistry of New Jersey (UMDNJ). With more than 1,700 enrolled students and nearly 13,000 alumni, SON is one of the nation's largest, most comprehensive nursing schools.

This five-year mark is a time to reflect on the goals and accomplishments of the past, while looking with anticipation toward what lies ahead. To help convey the essence of its mission, the school adopted a slogan under which all the school's efforts could be unified.

"We chose the tag line, 'Excellence in Action,' to capture the dynamic nature of nurses' responsibilities – evidence-based care

that is action-oriented, requiring the knowledge, skills, physical stamina, and compassion of a Rutgers nurse," said Dean and Distinguished Professor William L. Holzemer, PhD, RN, FAAN.

That commitment to pursuing excellence in nursing education, research, service, practice, and leadership ripples throughout the school:

- Over the last year, the school has hired 12 dynamic and qualified faculty, raising our full-time faculty roster to more than 100.
- Rutgers Community Health Center, a SON initiative, is moving to a brand new clinical site this spring, and is one of just a few nurse-managed, federally qualified health centers in the nation.
- Nursing faculty have been featured in news

stories locally and nationally, speaking to critical health care issues.

- The global health program at SON is expanding, welcoming visitors from Japan, Tanzania, and China.
- SON has launched a giving campaign for student scholarships, with the opportunity to raise an additional \$500,000 in matching funds via the RBHS Chancellor's Challenge.

From faculty, to research, to clinical practice, student programs, global initiatives, and giving, you will see examples of that excellence displayed over the next several pages of this issue.

Said Holzemer, "We are excited about the significant contributions that Rutgers School of Nursing is making to the people of New Jersey, the nation, and the world." ■

Office of the Dean
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Reflecting Excellence



This academic year has been an exciting milestone for Rutgers School of Nursing. It's been a time to reflect on and celebrate our accomplishments and strategically look ahead toward future goals.

“Excellence in Action”

Earlier this year, we adopted the slogan “Excellence in Action,” a phrase we believe reflects our collective commitment to excellence in nursing education, research, service, practice, and leadership. Faculty, staff, students, alumni, donors, and community supporters all play a key role in advancing this ideal. Thank you.

Signature Areas

As we move ahead toward the future, we are focusing our efforts and initiatives on five signature areas: (1) healthy communities, population health, and public engagement; (2)

healthy urban families and children; (3) better health and well-being; (4) quality of care; and (5) innovative educational models.

Community-Centered Primary Care

Rutgers Community Health Center (RCHC) is a federally qualified health center (FQHC) established and operated by the School of Nursing. This spring RCHC is getting a new home at New Community Corporation (NCC) in Newark, NJ. This move provides the opportunity to serve thousands of NCC residents and staff, as well as the surrounding community, with top-notch primary care for children and adults.

Scholarships for Nursing Students

The School of Nursing was selected as one of just two schools within Rutgers Biomedical and Health Sciences (RBHS) to participate in the Chancellor’s Challenge – a unique opportunity

to earn up to \$500,000 in matching funds from RBHS Chancellor Brian Strom toward scholarships for nursing students. You can read more about how to participate in the challenge on page 11. Your donation can help us meet this goal, providing access to a premiere education for tomorrow’s nurses.

Join us on this fantastic journey.

Sincerely,

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

\$12.5M Awarded to Combat Spread of STIs

Amidst dramatically rising rates of sexually transmitted infections (STIs) in the U.S., Rutgers School of Nursing is spearheading a new \$12.5 million, federally funded project to improve STI screening and treatment, especially among people living with or at risk for HIV.

“Common STIs are not only a major health concern on their own. They are also known to increase the risk of both transmitting and acquiring HIV,” said John Nelson, PhD, CNS, CPNP, the project’s principal investigator.

Funded by the Health Resources and Services Administration (HRSA), U.S. Department of Health and Human Services, the three-year project was awarded to Rutgers School of Nursing’s François-Xavier Bagnoud (FXB) Center. Nelson directs the AIDS Education and Training Center National Coordinating Resource Center, housed within the FXB Center.

“Despite national recommendations, routine STI testing and prevention are often lacking



John Nelson

in primary care for people living with HIV,” Nelson explained. “As a center of excellence for HIV research, education and training, prevention, and care, our school is well-positioned to tackle this issue.”

For the HRSA project, Nelson and FXB Center colleagues are working with nine health centers, three each in Washington, DC; Louisiana; and Florida. The three locales have some of the nation’s highest rates of STI cases and new HIV diagnoses. Howard University, Louisiana State University, and the University of Florida are collaborators on the project.

Through ongoing consultation, capacity-building activities, and technical assistance, Nelson and FXB Center colleagues will guide implementation and evaluation of targeted, evidence-based strategies to improve screening, diagnosis, and treatment at the nine clinical sites. They’ll conclude the project by publishing a best-practices toolkit for national use. ■



Jeffrey Kwong, professor and associate dean for advanced nursing practice

ON THE COVER:

A nationally recognized leader in HIV nursing, Jeffrey Kwong, DNP, MPH, ANP-BC, joined the SON leadership team in June 2018. His responsibilities include oversight of the MSN and DNP programs. Kwong has more than 20 years of experience as an advanced practice nurse and is a clinical expert in HIV and LGBT health. He is president of the Association for Nurses in AIDS Care.

This project (grant #U90HA32147) is supported by the Health Resources and Services Administration, U.S. Department of Health and Human Services. Award total: \$12,417,717 with 0 percent financed with non-governmental sources. The contents here do not necessarily represent the official views of, nor an endorsement by, the funding agencies or the U.S. Government.

Alumni Excellence: Honoring Alumni & Students

Celebrating another year of excellence and looking toward another year of opportunity, Rutgers School of Nursing Alumni Association (RSNAA), together with the Alpha Tau chapter of Sigma, hosted its annual Scholarship and Awards Gala at the Primavera Regency in Stirling, NJ.

Proceeds from the event directly fund future scholarships for our nursing students. The honored graduate and undergraduate students were awarded more than \$12,000 in scholarship funds to aid in their journeys toward their distinguished Rutgers nursing degrees.

This year marked a very special occasion as Alpha Tau, the SON chapter of the nursing honor society, Sigma, celebrated 50 years of excellence in service, scholarship, and leadership in nursing.

The evening was capped off by the presentation of the 2018-2019 President's Award in memory of Professor and Dean Emerita Dorothy DeMaio, EdD, RN, FAAN, who passed away on July 7, 2018. The award was received by her daughter, Michelle DeMaio.

Special Congratulations to Our Alumni Honorees

2018-2019 Outstanding Alumni Award: Aline Holmes, DNP, MSN, RN (DNP '14). Holmes has spearheaded large grant-funded initiatives across New Jersey. Her efforts have benefited veterans' mental health issues, workforce training, Ebola education, and diabetes and heart failure education for Hispanic and African-American patients, all while helping to implement rapid response teams in New Jersey hospitals.

2018-2019 Rising Star Alumni Award: Dumar Rivera-Herrera, DNAP, CRNA, APN (BSN '10, MSN '16). Rivera-Herrera is the first Educational Opportunity Fund Hispanic alumnus to graduate from the Rutgers School of Nursing anesthesia program. He is currently completing his PhD at Virginia Commonwealth University while working as a nurse anesthetist. In 2018, he became an adjunct professor in the Rutgers nurse anesthesia program.

Join the Alumni Leadership Team

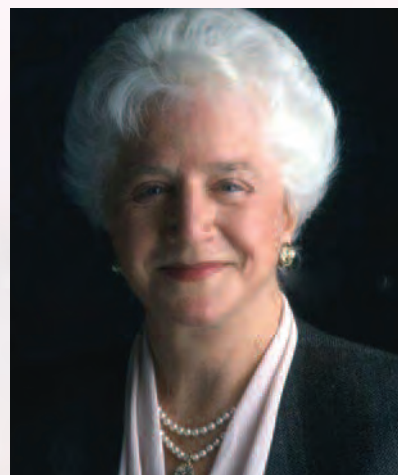
The RSONAA Executive Board is the elected body responsible for setting strategic direction for the association, managing its business and financial affairs, and providing leadership for all the association's activities and endeavors. Members can serve either one-year or two-year terms. Alumni interested in a position as officer on the executive board or as committee chair must email their interest to rsnaa@rutgers.edu by April 30, 2019.

To learn more about getting involved with RSONAA and other alumni opportunities, visit nursing.rutgers.edu/alumni. ■



ABOVE RIGHT: (L to R) Outstanding Alumni Award recipient Aline Holmes and Rising Star Alumni Award recipient Dumar Rivera-Herrera.

BELOW: RSONAA and SON Alpha Tau chapter board members: Top row (L to R) Donna Fountain, Gale Gage, Amita Avadhani, Sherry Stein, Patricia Hindin, Avril Keldo, Bola Fadipe, Tracy Vitale. Bottom row (L to R) Judy Caruso, Mary Anne Marra, Cheryl Pantini, Shanda Johnson.



Recognition Presented in Memoriam

Dorothy DeMaio 1927-2018

Advocate, policymaker, researcher, and practitioner, the late Dorothy DeMaio, EdD, RN, FAAN, made a lasting impact on the nursing profession. She leaves a legacy of extraordinary contributions to Rutgers, where she joined the faculty in 1970 and served nearly 33 years. She was named the College of Nursing's fifth dean in 1981, serving 14 years before returning to the faculty in 1995 and then retiring in 2002. Her many accomplishments included the establishment of the first PhD in Nursing program in New Jersey, launched at Rutgers in 1989.

RSNAA President's Award — Dorothy DeMaio, professor and dean emerita, honored posthumously.

Save the Date!

Alumni Association Scholarship & Awards Gala
November 7, 2019
nursing.rutgers.edu/alumni

Research Excellence: Linda Flynn Leads New Era of Nursing Science



Linda Flynn

While nursing practice has a rich history going back hundreds of years, nursing research is a newer, burgeoning field with enormous promise. “Nursing research generates the data that informs nursing practice,” said Professor Linda Flynn, PhD, MS, RN, FAAN, named senior associate dean for nursing science at Rutgers School of Nursing in November 2018.

As a long-time administrator and educator with an extensive background in nursing practice, and a researcher whose published findings have impacted health policy, Flynn is focused on strengthening the school’s research enterprise and expanding faculty and student research initiatives. These initiatives, she explained, “will provide evidence to support changes in nursing practice and policy that save lives and help shape more positive work environments for nurses.”

Flynn was professor and director of Rutgers’ PhD in Nursing program prior to being promoted to her current post. Her expanded responsibilities include leading the school’s division of nursing science, home of the PhD program, and she shares oversight of the Office of Research Services, Contracts and Grants.

She has already implemented innovative strategies to make the PhD program more attractive and accessible, such as hosting Lunch-and-Learn sessions on Tuesdays, the only day students are on-site for classes. The sessions, Flynn explained, introduce students to nurse-researchers and their projects on a schedule that “makes it possible for our students to integrate this nursing program into their lives.”

Flynn has all the right credentials to help take the school to its next level of success in research and scholarship. She earned her master’s and PhD degrees from Rutgers School of Nursing and has years of clinical practice experience. She has held nursing school leadership roles at the University of Maryland, University of Colorado, and Rutgers; is a senior fellow at the Center for Health Outcomes & Policy Research (CHOPR), University of Pennsylvania

School of Nursing; and is a fellow in the American Academy of Nursing.

Her National Institutes of Health (NIH)-funded, post-doctoral fellowship at CHOPR, under the mentorship of Linda Aiken, PhD, RN, FAAN, FRCN, proved pivotal in Flynn’s career. Since then, she’s consistently attracted external funding for her research on systemwide predictors of patient safety and care quality, with special emphasis on the effects of nurse staffing levels and work environments.

Among her top findings were that patient care suffers and adverse events rise when patient-to-nurse ratios increase in settings outside of acute care hospitals; and that a positive work environment for nurses includes respect from doctors, collaboration with fellow nurses, supportive nurse managers, and adequate resources. These findings led to important policy changes.

Flynn, together with a former student, is investigating what barriers exist for veterans trying to access health care. The team has engaged more than 300 veterans to participate in their study, “Veterans’ Action League (VAL): Building Capacity to Engage Veterans in PCOR and CER Activities,” funded by the Patient-Centered Outcomes Research Institute (award #3302-UCD).

At Rutgers School of Nursing, Flynn will draw on her expertise and vision of the faculty body to bolster nursing science resources across all divisions and campuses. Priorities include developing a formal mentorship program, building systems for internal and external review of grant proposals before submission, and creating an ethics office to assist with IRB protocols. PhD student recruitment is also at the top of the list.

“Our goal is to improve patient care in all health care settings,” she noted. “We want to fully support our students and faculty to conduct research, which ultimately informs all evidence-based nursing practice.” ■

Research Leadership Team Welcomes New Additions



Heidi Davis

Heidi Davis, PhD, joined the school's department of administration in September 2018 as executive director for research services, contracts, and grants. "Our goal is to build an office that provides integrated and comprehensive services in a manner that benefits researchers in a substantial way," said Davis. A former senior program officer at the National Academies, Davis recently directed sponsored projects at Loyola University New Orleans. Davis has experience as a federally funded researcher and in strategic grant funding and compliance, including 12 years as a university research administrator. She has a PhD in chemistry from the University of Chicago and a BS from Tulane University.



Charlotte Thomas-Hawkins

Charlotte Thomas-Hawkins, PhD, RN, was appointed assistant dean of the division of nursing science effective June 1. "Shaping PhD students into future scholars and nurse scientists is one of my passions," said Thomas-Hawkins, director of the Center for Healthcare Quality at Rutgers School of Nursing, where she joined the faculty in 1999. Her funded research focuses on nephrology nursing systems in dialysis settings. Her groundbreaking work has led to changes in federal policy and staffing policies, and helped shape a national nephrology nursing agenda. She earned her BSN from Thomas Jefferson University and her MSN and PhD from the University of Pennsylvania.

Research Highlights

School of Nursing faculty and students contribute to scholarship and the advancement of nursing science through active membership in academies and institutes, advocacy, collaborative research, and myriad publications and presentations. A few, selected accomplishments are listed below.

News Coverage

- Irina Benenson, DNP, FNP-C, CEN**, assistant professor
- Quoted in numerous news outlets including the front page of the *Philadelphia Inquirer*, *U.S. News & World Report*, and KWKY News Radio.
- Source: Waldon, F. A., Benenson, I., Jones-Dillon, S. A., et al. (2019). Prevalence and risk factors for hypertensive crisis in a predominantly African American inner-city community. *Blood Pressure*.
- Cheryl Holly, EdD, RN, ANEF**, professor and co-director of the Northeast Institute for Evidence Synthesis and Translation
- Quoted in multiple news outlets including the *New York Daily News*, *Homeland Security Newswire*, and front-page articles in the *Star-Ledger* and *Trenton-Times*. She authored invited OpEd articles for NBC News and NJ.com.
- Source: Holly, C., Porter, S., Kamienski, M., & Lim, A. (2018). School-based and community-based gun safety educational strategies for injury prevention. *Health Promotion Practice* (20)1 38-47



Books

- Lucille A. Joel, RN, APN, EdD, FAAN**, distinguished professor
- Joel, L.A. (Ed.). (2018). *Advanced practice nursing: Essentials for role development, 4th edition*. Philadelphia, PA: FA Davis.
- Jeffrey Kwong, DNP, MPH, AGPCNP-BC, FAANP**, professor and associate dean for advanced nursing practice
- Harding, M., Kwong, J., Hagler, D., Roberts, D., Reinisch, C. (Eds). 2019, in press. *Lewis' medical-surgical nursing: Assessment and management, 11th Edition*. St. Louis, MO: Elsevier.

Editors of Peer-Reviewed Journals

- Journal of Perinatal Education** — Editor-in-Chief: **Wendy Budln, PhD, RN-BC, FAAN**, professor and associate dean for entry to baccalaureate practice
- Japan Journal of Nursing Science** — Editor: **William L. Holzemer, PhD, RN, FAAN**, dean and distinguished professor
- Orthopaedic Nursing** — Research Editor: **Susan W. Salmond, EdD, RN, ANEF, FAAN**, executive vice dean and professor

Featured Grants

- Expanding the Rheumatology Workforce via Training in Telemedicine**
- Ann Bagchi, PhD, DNP, APN**, assistant professor, and **Jeffrey Kwong, DNP, MPH, ANP-BC**, professor and associate dean for advanced nursing practice, are co-principal investigators of this \$342,903 grant from Pfizer. Project partners are Rutgers Robert Wood Johnson Medical School and Rutgers Business School.
- Panel Study of Effects of Changes in Nursing on Patient Outcomes**
- Olga F. Jarrín Montaner, PhD, RN**, assistant professor and director of the Community Health and Aging Outcomes Laboratory, Rutgers' Institute for Health, Health Care Policy, and Aging Research, is co-investigator and sub-award principal investigator of a NINR/NIA administrative supplement (R01NR014855-S1) to add focus on Alzheimer's Disease and Related Dementias to the NIH-NINR-funded *Panel Study* (Linda Aiken, PI). The \$406,403 supplement includes a \$293,139 sub-award to Rutgers.
- Building Mobile HIV Prevention and Mental Health Support in Low-Resource Settings**
- Corina Lelutiu-Weinberger, PhD**, assistant professor and François-Xavier Bagnoud Center Endowed Chair of Nursing, is principal investigator of this \$3,780,940 National Institute of Mental Health grant (R01 MH116829, Lelutiu-Weinberger & Pachankis).
- Improving Sexually Transmitted Infection Screening and Treatment Among People Living with or at Risk for HIV**
- John Nelson, PhD, CNS, CPNP**, assistant professor and director of the Community Health and Aging Outcomes Laboratory, Rutgers' Institute for Health, Health Care Policy, and Aging Research, is co-investigator and sub-award principal investigator of a NINR/NIA administrative supplement (R01NR014855-S1) to add focus on Alzheimer's Disease and Related Dementias to the NIH-NINR-funded Panel Study (Linda Aiken, PI). The \$406,403 supplement includes a \$293,139 sub-award to Rutgers.



Excellence in Research

Focused on nursing excellence and proactively addressing the needs of the profession, Rutgers established New Jersey’s first Doctor of Philosophy (PhD) in Nursing program nearly 30 years ago. Since 1989, the program has been preparing nurse scientists to advance the knowledge base for patient care in the nursing profession.

Today, Rutgers School of Nursing continues to adopt innovative strategies to expand the pool of highly qualified, PhD-educated nurses.

The school offers two avenues for pursuing the PhD in Nursing degree: a 66-credit post-master’s program and the recently established post-bachelor’s program, which provides an accelerated, seamless progression from entry-level to doctoral education, with students earning an MSN along the way.

Students in Rutgers’ PhD in Nursing program hail from a wide range of backgrounds and career paths. Yet, they share a common drive to generate and communicate new, evidence-based knowledge to improve health outcomes. Jessica Badillo, Maya Joseph, and Melissa Miller, recent additions to the post-master’s program, exemplify this dedication to nursing science.

Jessica Badillo, MSN, RN

Dissertation working title: *Nursing teams’ perceptions of unpredictable environments and their effects on patient adverse events*

Academic advisor and dissertation chair: Linda Flynn, PhD, RN, FAAN, professor and senior associate dean for nursing science

Clinical nurse specialist Jessica Badillo is a Robert Wood Johnson Foundation Future of Nursing Scholar (2017-2020), Minority and Biomedical Research Scholar (2017-2019), and a graduate research assistant at the school.

Badillo said she aims to pursue an early career in research with a focus on emergency/trauma settings and frontline staff in these unpredictable environments. “I’m

also interested in gender and human rights issues in health care and policy, and public health practice related to trauma,” she added.

“A PhD in nursing will provide me the education and training to influence policy and lead a culture of health and safety across the spectrum of emergency and trauma care,” Badillo said. “I chose Rutgers because it’s a research-intensive university in a diverse community with active community engagement.”

Badillo is a native of Puerto Rico, where she earned her ADN and BS in Nursing from the Universidad Metropolitana in Aguadilla and two MSN degrees from EDP University in San Sebastian. Since starting her career in 2010, she’s worked as an emergency nurse at hospitals in Puerto Rico; Miami, FL; and Newark, NJ. In August 2017,

she was part of a team of volunteer nurses who traveled to Texas to provide Hurricane Harvey emergency relief.

Active in the global trauma nursing community, Badillo presented at the World Trauma Congress 2018 in San Diego, CA. Since 2016, she has presented annually at the International Trauma Symposium in Cuba. This year she was accepted into the Eastern Association for the Surgery of Trauma.



PHD STUDENTS (L to R)

Maya Joseph, Jessica Badillo, and Melissa Miller

Training: PhD Profiles

Maya Joseph, MSN, RN, CCRN-K

Dissertation working title: *The impact of social determinants of health on the prevalence of diabetes among Asian Indian immigrants in the United States*

Academic advisor: Karen D’Alonzo, PhD, RN, APN-c, FAAN, associate professor

Maya Joseph, a 2018-2020 Jonas Scholar and a teaching fellow at Rutgers School of Nursing, is employed as an education specialist in critical care at University Hospital in Newark.

Joseph’s experience in the critical care area led to her understanding about the profound impact of diabetes and its complications in life-threatening intensive care situations. “Diabetes is a global epidemic especially impacting Asian Indian immigrants in the very early ages of life,” she said.

“Asian Indians carry the same disproportionate risk even after migrating to the United States where they have healthier living conditions and better medical care,” Joseph continued. “I want to partner with researchers in the field and make significant contributions to inform prevention programs tailored to the needs of this population.”

Joseph holds a BS in Nursing from Mahatma Gandhi University in Kerala, India; a post-graduate diploma in health care administration from the All India Institute of Management Studies in Madras, India; and an MSN from Grand Canyon University in Arizona.

Since entering nursing in 2001, Joseph has worked as a registered nurse in hospitals in India and New Jersey. Her volunteer work includes leadership roles with the American Association of Indian Nurses-New Jersey Chapter 2, where she is 2018-2020 educational committee chair.

CPT Melissa J. Miller, MSN, RN

Dissertation working title: *U.S. Army Primary Care: Nursing practice environment, team performance, and outcomes*

Academic adviser and dissertation chair: Mary L. Johansen, PhD, RN, NE-BC, clinical associate professor

U.S. Army Captain Melissa Miller received a full scholarship for her PhD study from the Army Medical Department Long-Term Health Education and Training Scholarship

program. In return she’ll fulfill an additional service obligation in the Army Nurse Corps, researching topics relevant to military nursing to ensure the provision of safe, quality care for Military Health System beneficiaries.

“My goal is to help inform and produce new knowledge concerning nurse attrition problems in military nursing,” Miller explained.

Examining primary care clinics in army military treatment facilities, Miller will focus on associations between the nursing practice environment, team performance, staff nurse intent to leave, and staff nurse job satisfaction. “This is important because nurse attrition is directly associated with patient care quality and organizational outcomes,” she said.

Miller earned her MSN and BSN degrees from Liberty University in Lynchburg, VA. Since joining the U.S. Army as an active duty nurse in 2010, she has served at Walter Reed National Military Medical Center in Bethesda, MD, and Bassett Army Community Hospital in Fort Wainwright, AK. Her military honors include the Joint Service Commendation Medal, Army Commendation Medal, Army Achievement Medal, Army Superior Unit Award, National Defense Service Medal, Global War on Terrorism Service Medal, and the Army Service Ribbon. ■

Nursing Excellence Beyond the Hospital

The demand for more community-based care is on the rise, signaling a need for qualified nurses across non-hospital settings.

The Out-of-Hospital Nurse Residency Program at Rutgers School of Nursing is an innovative response to this health care challenge. Funded by the Helene Fuld Health Trust through a \$4.7-million, six-year grant, this unique residency program supports recent nursing graduates with career goals in non-hospital settings. It also supports the health care organizations that work with these graduates in their student-to-professional transitions.

This past year, the program added a new undergraduate component.

"In order to reach students earlier during their course of study at Rutgers, we instituted several programs that invite undergraduates to explore out-of-hospital opportunities before they graduate," said Nancy Bohncarczyk, EdD, MA, RN, CNE, program director and clinical assistant professor.

New additions include a winter program, spring elective, and summer externship.

Reflecting on her externship at an adult day care center, Julia Jordan, a senior, said, "We fight to still see that former fire in a client return, when a certain song gets them out of a dark mood and on their feet dancing, or when that eternal sense of motherly love is reflected in how tenderly they care for a baby doll. The experience from my out-of-hospital externship has made me a better caretaker."

Program faculty Katherine Black, MSN, RN-BC, visited neighboring nursing schools including Seton Hall University and Villanova University. Meeting with faculty and students, she invited graduates to participate in the program in hopes of increasing its scope beyond Rutgers.

Through intensive education, peer support groups, and preceptor guidance, Black believes "the program helps nurses grow into confident, engaged members of their health care organizations, strengthening the out-of-hospital nursing workforce." ■



Photo 1: Program alumnus Jeffrey Dynof, BS '17, at his poster presentation during the 2018 residency graduation

Photo 2: Dean Holzemer (center) and the first cohort of summer externs

Photo 3: (L to R) Program alumna Suffiyah Hussain, BS '17, and Professor Katherine Black at the 2018 residency graduation



Excellence in Global Health



PHOTO 1:
Nursing students from the TOMODACHI Initiative begin the hands-on component of their disaster nursing training at Rutgers nursing. With help from Robert Wood Johnson (RWJ) University Hospital staff, the students navigate the fast-paced environment of an emergency room at a global trauma simulation.

PHOTO 2:
TOMODACHI participant Yukiyo Toyokawa (front left) and program mentor Megumi Komatsu (front center) assess a trauma mannequin with guidance from RWJ University Hospital staff (front right).

Tanzania

In July 2018, Rutgers School of Nursing joined the School of Public Health and Global Health Institute to co-host a seminar titled “Experience of Tanzania in Addressing HIV/AIDS.” Speaker Stephen Kibusi, PhD, MA, RNM, dean of the School of Nursing and Public Health at the University of Dodoma (UDOM), presented a trend analysis of key HIV/AIDS indicators using national data. He concluded that sub-populations such as young women and youth remain at high risk.

Kibusi’s visit is part of an ongoing partnership between Rutgers nursing and UDOM. Associate Dean of Global Health and Clinical Professor Suzanne Willard, PhD, RN, APN-c, FAAN, has led cohorts of students to Dodoma, Tanzania, to learn about health care delivery in a global setting.

“Many of the challenges here in New Jersey are shared throughout the globe,” Willard said. “Students need to be citizens of the world, not just New Jersey. It helps them become more understanding of humankind.”

The school is launching a new global health practicum in Xiamen, China, in May 2019.

Tomodachi Disaster Nursing Training

For the fourth year in a row in August 2018, Rutgers School of Nursing welcomed Japanese nursing students from the TOMODACHI Initiative for disaster nursing training. The Johnson & Johnson-sponsored team participated in a trauma simulation at the school’s New Brunswick campus.

Rutgers nursing and health administration students were transformed into emergency room patients, appearing as train wreck victims and wounded first responders through special effects make-up called moulage.

Led by Clinical Associate Professor Margaret Quinn, DNP, RN, APN-C, CPNP, the team also spent a day at the Jersey Shore. Seaside Heights Mayor Anthony Vaz and support agency representatives led discussions about ongoing rebuilding efforts following 2012’s Superstorm Sandy, which devastated much of New Jersey’s coast.

International Continuing Care Residency Program

Rutgers School of Nursing launched its first international continuing care residency program in August 2018. The school hosted 17 nurse managers recruited to become leadership in a new continuing care retirement community in Southeast China.

Willard led the program with instrumental support from Rutgers School of Nursing and Rutgers Robert Wood Johnson Medical School faculty. The nurses trained in two phases, visiting more than 20 facilities in New Jersey and New York. Learning shoulder to shoulder, they received certification in four specialty areas, including dementia care and end-of-life care. They also received certificates from Rutgers School of Nursing upon program completion. ■



Excellence in Access: Educational Opportunity Fund Program

“Despite overwhelming challenges, she never gave up. She was determined she would become a distinguished Rutgers nurse,” said Valerie Smith Stephens, EdD, LCSW, as she told the story of “Janice,” a graduate of the Educational Opportunity Fund (EOF) program at Rutgers School of Nursing. Smith Stephens is assistant dean for academic support services and director of the program, the only EOF in the state devoted to nursing. “Our founder, Dr. Bobbie Jean Perdue, recognized that the rigorous demands of nursing education warranted a dedicated EOF program,” said Smith Stephens. The Rutgers nursing EOF program celebrated its 20th anniversary last year. Established by the state legislature in 1968, the New Jersey EOF provides financial assistance and support services (such as counseling, tutoring, and developmental course work) to state residents from educationally and economically disadvantaged backgrounds. Aimed at improving access to higher education, the program supports academically promising, first-generation college students

from all ethnic backgrounds. Rutgers’ program is one of 66 such programs based at 42 private and public New Jersey colleges and universities. At the School of Nursing, about 15 EOF students are admitted each fall to the traditional Bachelor of Science in Nursing program, and they stay with EOF until they earn their degrees. Program components include a six-week Summer Scholars Institute for incoming students and a pre-junior clinical enrichment program. Leadership development opportunities are numerous. For example, EOF students spearheaded establishment of the school’s chapter of the American Association for Men in Nursing four years ago, and its current president is an EOF student. During her 11 years at Rutgers, Smith Stephens has witnessed many success stories in the face of difficult odds, but she always comes back to Janice (not her real name) — a young woman who demonstrated tremendous perseverance. From her first day on campus, it was clear that Janice had a struggle

ahead. She had little in the way of clothing and accessories enjoyed by typical undergraduates. Janice was raising her own child. And, because of her mother’s difficulties, Janice was the main caregiver for her four younger siblings. Her academic journey was rocky, but Janice never quit. She completed the bachelor’s degree program in four years, achieving the dean’s list in her last semester and winning the school’s prestigious Mary McCleod Bethune award for graduating EOF students. Now, serving as a staff nurse for more than five years, Janice comes back to visit Smith Stephens at least once a year. “Our EOF program helps bring nursing students’ potential to full bloom,” said Smith Stephens. “You’ll find EOF graduates in a wide range of nursing environments from the bedside to the boardroom, and you’ll see them truly making a difference.” ■

ABOVE: Practicing their health assessment skills are EOF students Sedra Abdel-Azize, Ashley Lopez, Zakiyah Rawlins, and Boris Boucicaut.



Veronica A. Clarke-Tasker

Trailblazing: From EOF to PhD

Veronica A. Clarke-Tasker, PhD, RN, MS, MBA, MPH, MDiv, (BS '78, MS '82) is the first graduate of the nursing EOF program at Rutgers to receive a PhD, which she earned in 1996. She is professor emerita (2019) at Howard University College of Nursing and Allied Health Sciences, and an ordained reverend. Embracing service, teaching, and research for more than 40 years, she has collaborated with minority populations to promote healthy lifestyles and reduce health disparities in their communities and conducted research related to cancer and HIV/AIDS. Rev. Dr. Clarke-Tasker credits her success to the EOF program, where her nursing journey began. “The education and experiences laid the foundation for my achievements in clinical practice, education, research, and leadership,” she said. “I compassionately accepted and embraced the journey set before me. I firmly believe that all educators must go the extra miles to ensure that those under their charge receive a five-star education. Rutgers’ EOF program taught me that.” ■

Excellence in Alumni Giving

Over the years, alumnus Ray Scarpa, DNP, APN, (DNP '08) has spent a lot of time working with nursing students during clinical training. "You really get tremendous insight into the students when working with them at that level," said Scarpa, an advanced practice nurse specializing in otolaryngology head and neck surgery.

His own experience as a nurse and his commitment to the profession led him to begin the Scarpa Memorial Scholarship nine years ago in honor of his father, Ray Scarpa, Sr.

"The nursing profession has given me so much insight into people's lives and how they deal with tragedy and joy, to the point where I felt it was necessary to try to encourage and help our student population become professional nurses," he said.

Alumni like Scarpa play a major role in supporting the school's advancement. At SON, scholarships, gifts, and grants from individuals, and private and public organizations, support the school's critical mission areas of education, research, clinical practice, and service. But one of the greatest impacts of giving to SON is providing scholarships that make a nursing education possible.

That's one of the primary reasons that alumna Bola Fadipe, DNP, APN, FNP-C, (BS '10, MS '13, DNP '17) gives.

Fadipe, a graduate of the Educational Opportunity Fund program who earned three degrees at Rutgers School of Nursing, said that back when she was admitted for her master's, she "had no idea" how she was going to pay for school. Then, just a few weeks before starting her program, she was accepted into a fellowship that covered her tuition for two years.

"SON gave me the dynamic support that I needed to succeed. I made it my goal to give back some day," said Fadipe, who founded the Aspire to Inspire Scholarship in 2018 to benefit other nursing students.



(L to R)
Bola Fadipe, Judy Caruso,
and Ray Scarpa

For Judy Caruso, DNP, MBA, RN, NEA-BC, FACHE, a four-time Rutgers nursing graduate (AS '65, BS '67, MSN '78, DNP '11), giving to SON is a response to the professional growth and opportunities she says a Rutgers education afforded her — an experience she wants other students to have.

"I am a big believer in giving back," said Caruso, who, together with her family, started the Caruso Family Scholarship three years ago. "If it wasn't for my excellent Rutgers nursing experience, I wouldn't have been able to achieve the success in my own career, and the satisfaction of being a nurse." ■

2019 Chancellor's Challenge: Matching Gifts for Student Scholarships

The School of Nursing was one of just two schools chosen to participate in the Rutgers Biomedical and Health Sciences (RBHS) Chancellor's Challenge for 2019 — an opportunity that will provide up to \$500,000 in matching funds for student scholarships and fellowships.

During this year, your gift to SON can stretch even further. Gifts to the Chancellor's Challenge are matched two-to-one for new Rutgers donors and alumni faculty. Funds from returning donors, faculty, staff, and students receive one-to-one matches.

To learn more about how to give to scholarships, contact RSONGiving@ruf.rutgers.edu or visit support.rutgers.edu/nursing. ■



Excellence by the Numbers

#21

MASTER'S PROGRAM
U.S. NEWS & WORLD REPORT, BEST NURSING SCHOOLS, 2020



Top 20

DOCTOR OF NURSING PRACTICE PROGRAM
U.S. NEWS & WORLD REPORT, BEST NURSING SCHOOLS, 2020

60%

MINORITY STUDENT POPULATION

- 15.1% HISPANIC
- 13.4% AFRICAN-AMERICAN
- 24.2% ASIAN/PACIFIC ISLANDER
- 0.1% NATIVE AMERICAN
- 7.5% MULTI-RACIAL

100+ FULL-TIME FACULTY

12,800 ALUMNI

1,700+ STUDENTS

17.6% AVERAGE MALE STUDENT POPULATION ACROSS ALL PROGRAMS

\$55.4 M

IN GRANT FUNDS



RUTGERS
School of Nursing

EXCELLENCE IN ACTION

LOCATIONS IN NEWARK, NEW BRUNSWICK, AND BLACKWOOD, NJ

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