



State of the School 2022

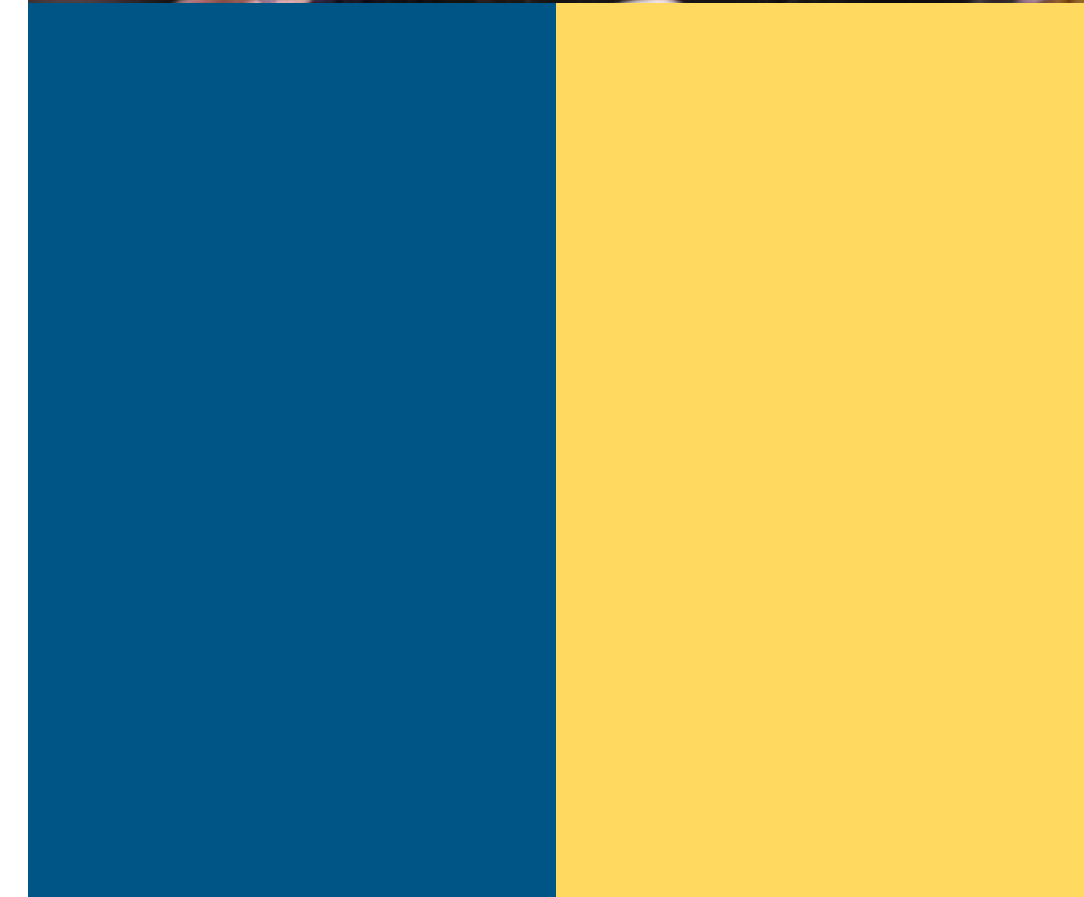
Vincent Guilamo-Ramos

PhD, MPH, LCSW, RN, ANP-BC, PMHNP-BC, FAAN

Dean and Bessie Baker Distinguished Professor

Duke University School of Nursing

Vice Chancellor, Nursing Affairs

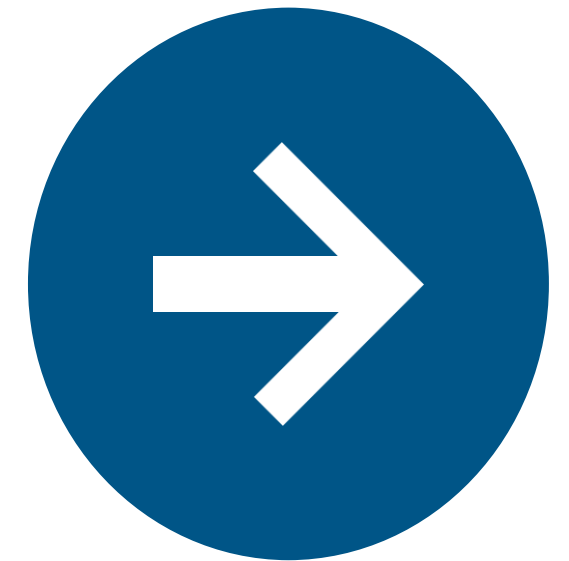


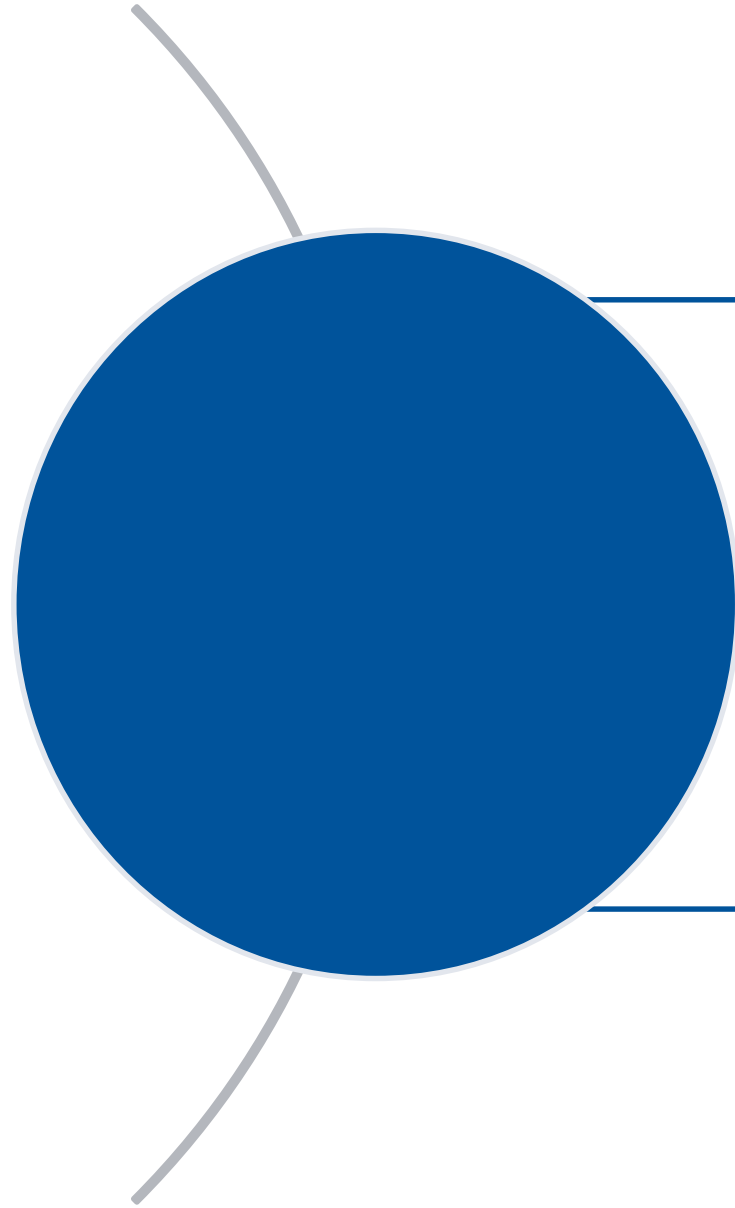
OVERVIEW

**1 DUSON Past Academic Year
Accomplishments 2021-2022**

**2 DUSON's Vision for the Future:
The New Strategic Plan**

3 Q & A and Reception





DUSON Past Academic Year Accomplishments 2021-2022

Building on Excellence

Areas of Accomplishments in 2021-22



Academic Programs



Nursing Science



**Partnerships &
Service**



**Diversity, Equity &
Inclusion**



**Faculty, Student &
Staff Advancement**



Administration



**Communications &
Marketing**



**Development &
Alumni Engagement**



Academic Distinctions

Duke University School of Nursing (DUSON) is consistently ranked in the top 5 nursing schools nationally



Up from #3 last year!

Academic Year 2021-2022

- Mean **retention (95%)** and **job placement (96%)** rates were high
- Certification and licensing pass rates **exceeded 92%** across all clinical programs



Academic Distinctions



NLN Center of Excellence in Nursing Education

Duke is to the **only nursing school/health care organization** in the United States to have **all 4** National League for Nursing (NLN) Centers of Excellence designations

1. Creating Environments that Promote the Pedagogical Expertise of Faculty
2. Creating Environments that Advance the Science of Nursing Education
3. Creating Environments that Enhance Student Learning and Professional Development
4. Creating Workplace Environments that Promote the Academic Progression of Nurses



Academic Distinctions



**Duke University School of Nursing (DUSON)
awarded for the 8th consecutive year**



CCNE Reaccreditation Process

In preparation for reaccreditation, faculty implemented a **self-study** of DUSON's:



Program outcomes



Available resources



Curricula



Evaluation data



Improvement initiatives

→ **Site visit in early 2023**



Excellence in Education

Center for Nursing Discovery (CND)



International Nursing Association for
Clinical Simulation and Learning

DUSON CND is **one of three programs in the world** with **both** Society for Simulation in Healthcare and **International Nursing Association for Clinical Simulation and Learning (INACSL)** Accreditation

1 out of 9 simulation programs **globally** with **INACSL** Healthcare Simulation Standards Endorsement



Building Community

Student Success Center (SSC) Established

This year, **over 200 students** engaged with SSC services, accessing academic supports, career preparedness, and skills-based workshops



MSN Alumni Mentoring Program

Connects students with alumni to establish meaningful relationships, supporting professional confidence, resilience, and persistence.



Exemplar Student Awards

Johnson & Johnson
Our Race to Health Equity Diversity
Nursing Scholars



Marcus Bolick



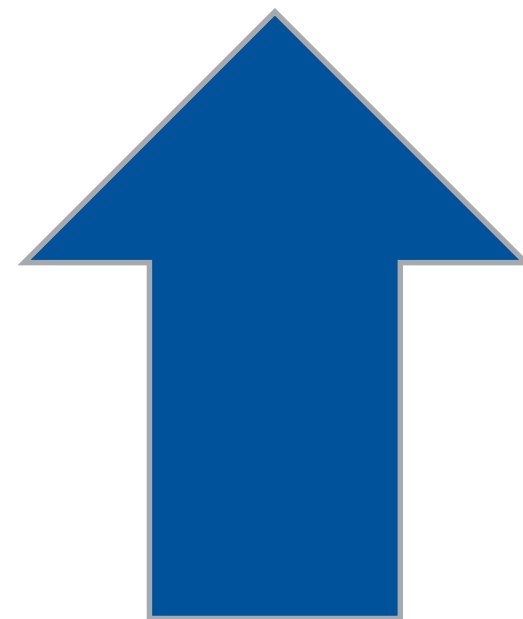
Milenna EcheGARAY Gomez



Excellence in Nursing Research



DUSON is ranked 5th in the nation among nursing schools in National Institutes of Health (NIH) funding

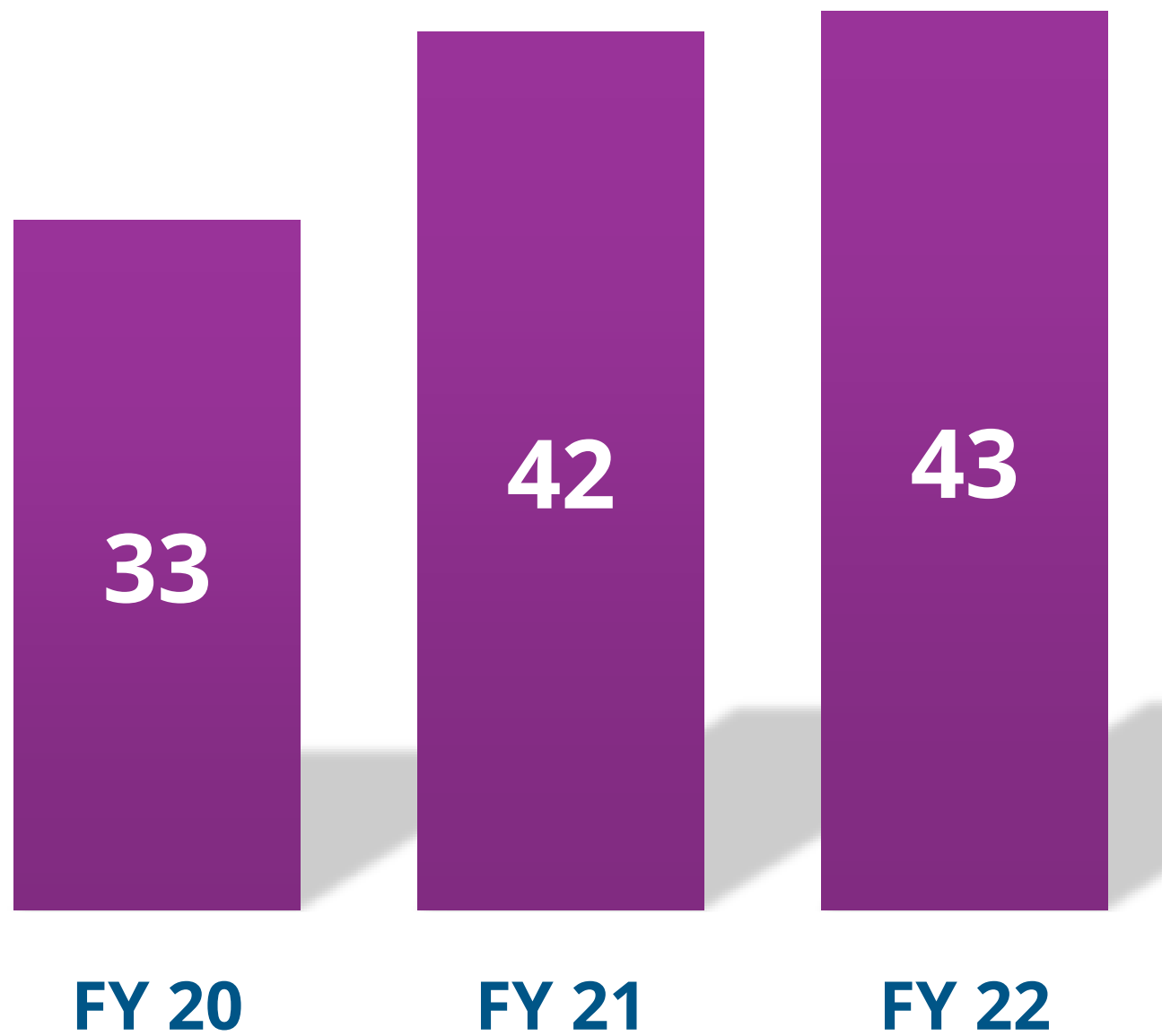


Up from 9th in 2021

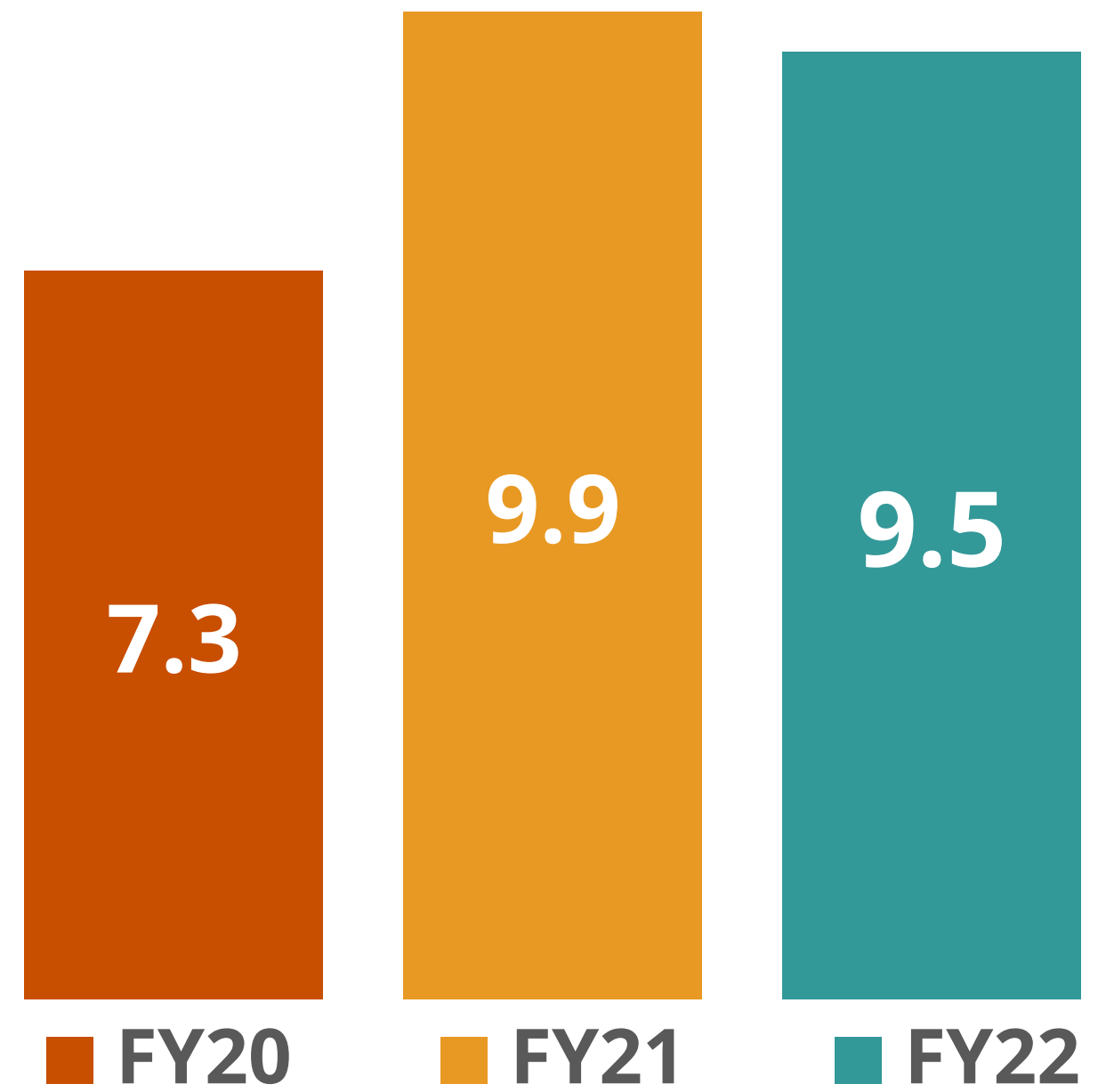


Research Enterprise 2021-2022

Number of Sponsored Projects Awarded



Total \$ Awarded for Research (in millions)





Research Excellence

Council for the Advancement of Nursing Science
(CANS) 2022 **Outstanding Nurse Scientist Award**



Awarded to Dr. Sharron Docherty



American Academy of Nursing (AAN) Edge Runners



Dr. Donna
Biederman

**Durham Homeless
Care Transitions**



Dr. Vincent
Guilamo-Ramos

**Families Talking
Together (FTT)**

The **Edge Runners** initiative recognizes evidence-based **nurse-designed models of care and interventions** that impact cost, improve healthcare quality, and enhance consumer satisfaction



The Center for Nursing Research Launched Podcast on Equity in Research

Breaking Research Barriers:

Leading researchers share actionable strategies to promote **racial justice and equity** in clinical research



Launched First Podcast



11 episodes released

Recent Topics Covered:

- Health Equity in Data Science
- Latinx, LGBTQIA+ Community Engagement in the Research Process
- Systemic Racism in Research
- Advancing Nursing Science to Reduce Health Inequities



DUSON National Leadership

2022 NINR Director's Lecture Series:
Social Determinants of Health

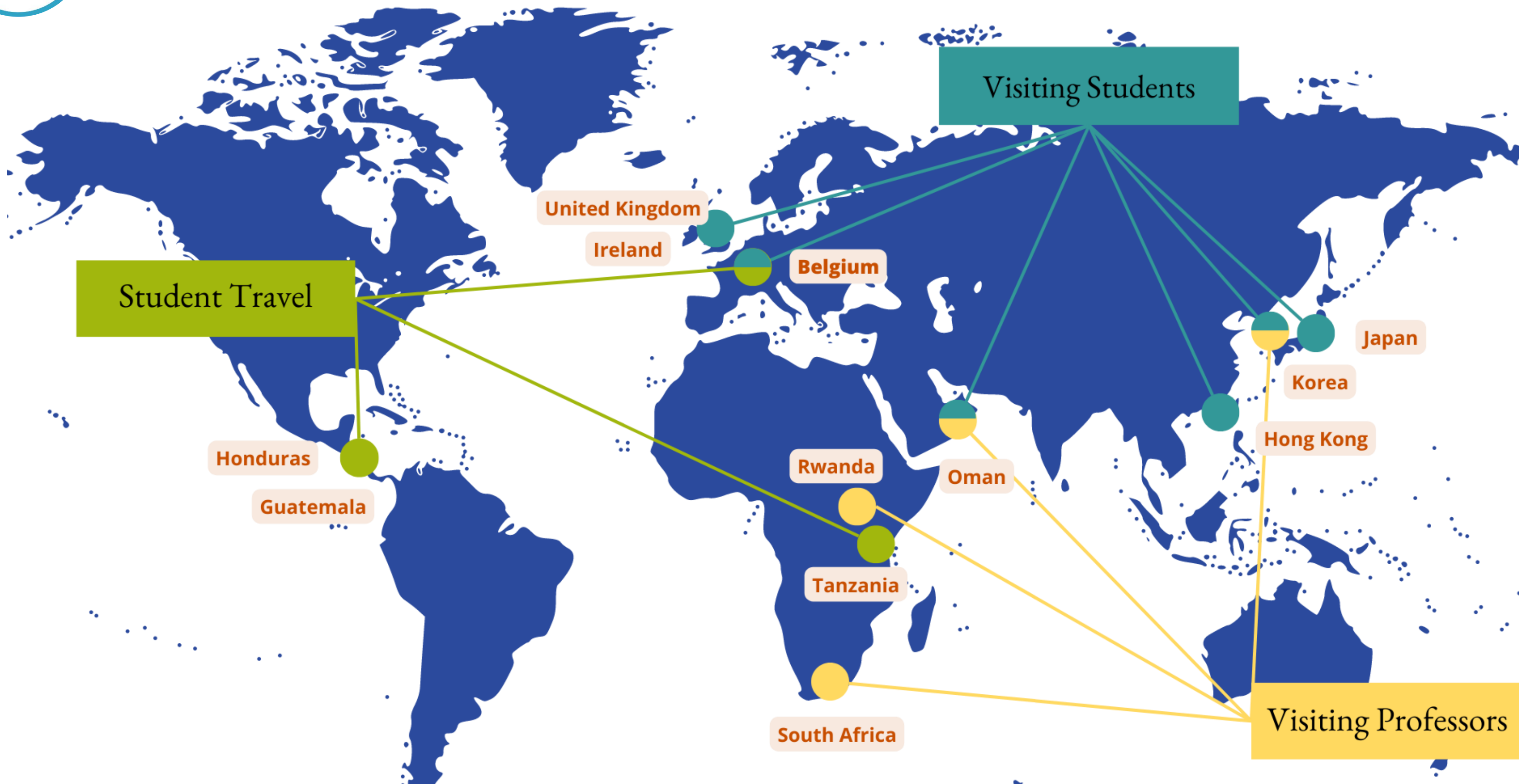
>1,600 people in attendance



Featuring:
Dean Vincent Guilamo-Ramos



Global Health Partnerships





Community Health Partnerships

M-PACT Mobile Clinic

- 4-year, \$3.78M Cooperative Agreement
- Emphasis on serving rural & underserved communities
- Social Determinants of Health integrated throughout student experiences



Increased Student Clinical Placement Opportunities



Public Health

Community Settings



Exemplary Faculty Service

American Association of Nurse Practitioners' State Award for Excellence for North Carolina



Dr. Ragan Johnson

President-Elect of the Hospice Palliative Nurses Association



Dr. Michelle Webb

Josiah Macy Jr. Foundation Awards for Excellence in Social Mission in Health Professions Education



Dr. Brigit Carter

APEX Award of Excellence for Editorial and Advocacy Writing



Dr. Marilyn Oermann

International Academy of Nurse Editors Mentorship Award



Dr. Desi Newberry



Diversity, Equity, & Inclusion

Nursing Careers

Leading to Equitable Access to Health Professions (LEAHP)

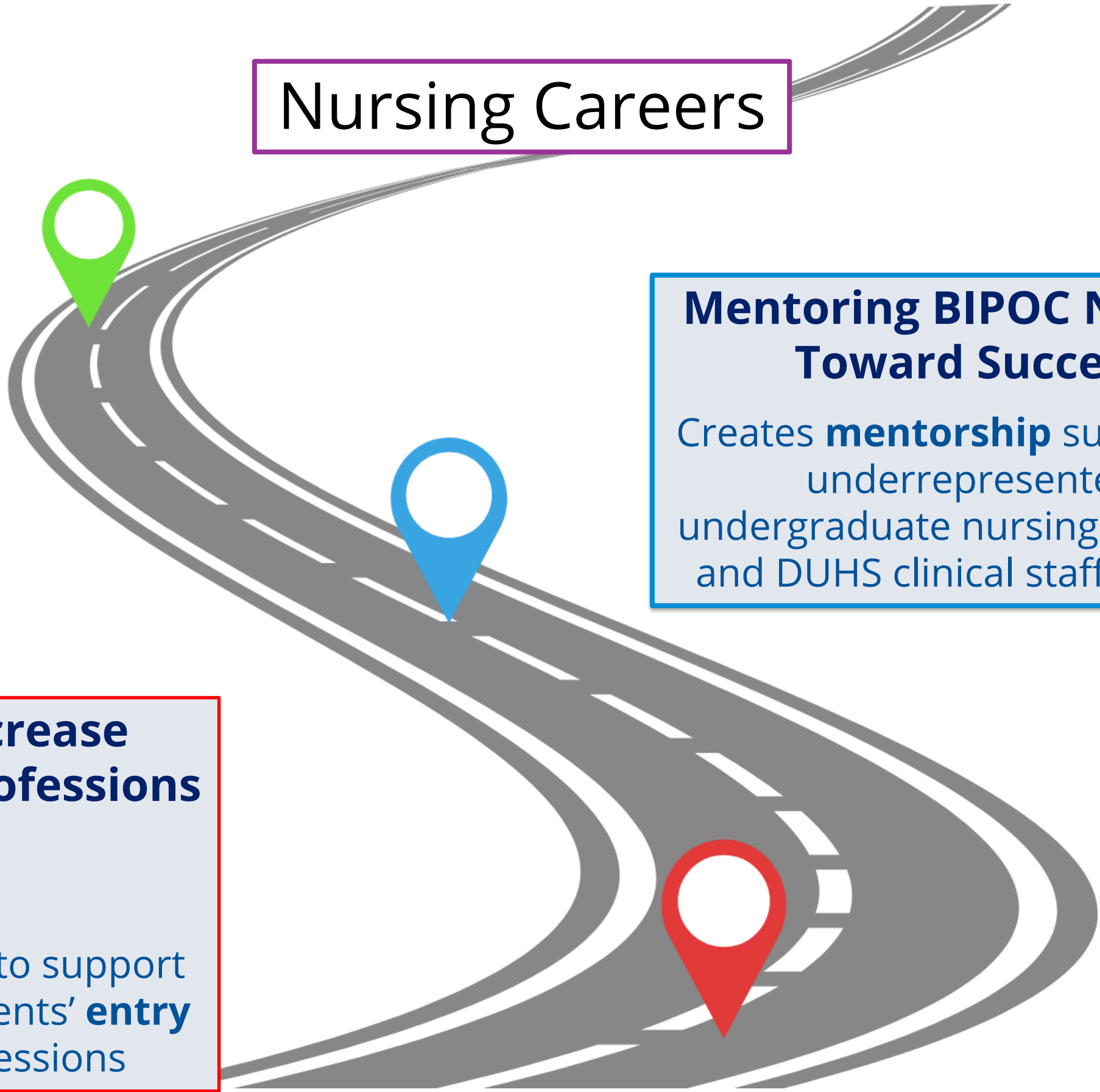
Mentorship to increase nursing students' readiness for successful entry into **advanced practice nursing programs**

Mentoring BIPOC Nursing Toward Success

Creates **mentorship** support for underrepresented undergraduate nursing students and DUHS clinical staff nurses

Mentoring to Increase Access to Health Professions (MAP)

Immersive experience to support underrepresented students' **entry** into healthcare professions





Diversity, Equity, & Inclusion

Created New DEI Awards for Faculty and Staff

The DEI Excellence Faculty/Staff Award

The Community Scholar Award

The Gayle B. Harris DEI Student Excellence Award



Published DUSON's Racial Justice Task Force process:

"Creating a racial justice plan in a school of nursing: A journey of discovery and learning" in the Journal of Professional Nursing



Drs. Carter & Webb received a Faculty Advancement Seed grant to further strengthen our departmental climate and build community through integration of **cultural intelligence** (CQ).



Dr. Benjamin Smallheer
Received the Diversity, Inclusivity, and Equity in Simulation Leadership Excellence Award from INACSL

Duke

Office for Faculty Advancement



Faculty Promotions



Michael Relf
Promotion to Full
Professor with Tenure



Margaret "Midge"
Bowers
Promotion to
Professor



Jill Brennan-Cook
Promotion to
Associate Professor



Tara Albrecht
Promotion to
Associate Professor



Ann Marie Walton
Promotion to
Associate Professor



Lisa Lewis
Promotion to
Associate Professor



Sean Convoy
Promotion to
Associate Professor



Mitchell Knisely
Promotion to
Associate Professor



Alison Edie
Promotion to
Associate Professor



Chris Simmons
Promotion to
Full Professor



Staff Promotions



Dr. Valerie Sabol
Interim Vice Dean
of Academic Affairs



Dr. Sharron Docherty
Interim Vice Dean of
Research



LaWanda McCreary
Interim Assistant Dean for
Strategic Communications



Angel Barnes
Research Program
Leader



Nora Harrington
Director of Admissions
and Recruiting



Bebe Mills
Associate Registrar



Glenn Setliff
Assistant Dean for
Information Technology



Jill Cordell
Director of Financial Aid
and Registrar



Faculty Fellowships

**Fellows of American
Association of Nursing
(FAAN)**



**Dr. Michael
Cary**

**Fellow of the American
Association of Nurse
Anesthesiology (FAANA)**



**Dr. Schenita
Randolph**

**Fellow of American
Association of Nurse
Practitioners (FAANP)**



**Dr. Chris
Simmons**



**Dr. Elaine
Kauschinger**



Awards Summary

33 DUSON Faculty received Leadership, Service, Scholarship, and Teaching Awards



11 DUSON Students received Leadership, Excellence and Service Awards



8 DUSON Staff received Service, Leadership and Excellence Awards





Faculty Recruitment

DUSON Cluster Hire Initiative:

Launched a **three-year cluster hire** for faculty specializing in **Social Determinants of Health**



Update:

Phase 1 (2022)



Next Steps:

Phase 2 (2023):

- Identification of candidates for January '23 cycle has begun



Joining DUSON Faculty in January 2023



Dr. Derrick Glymph

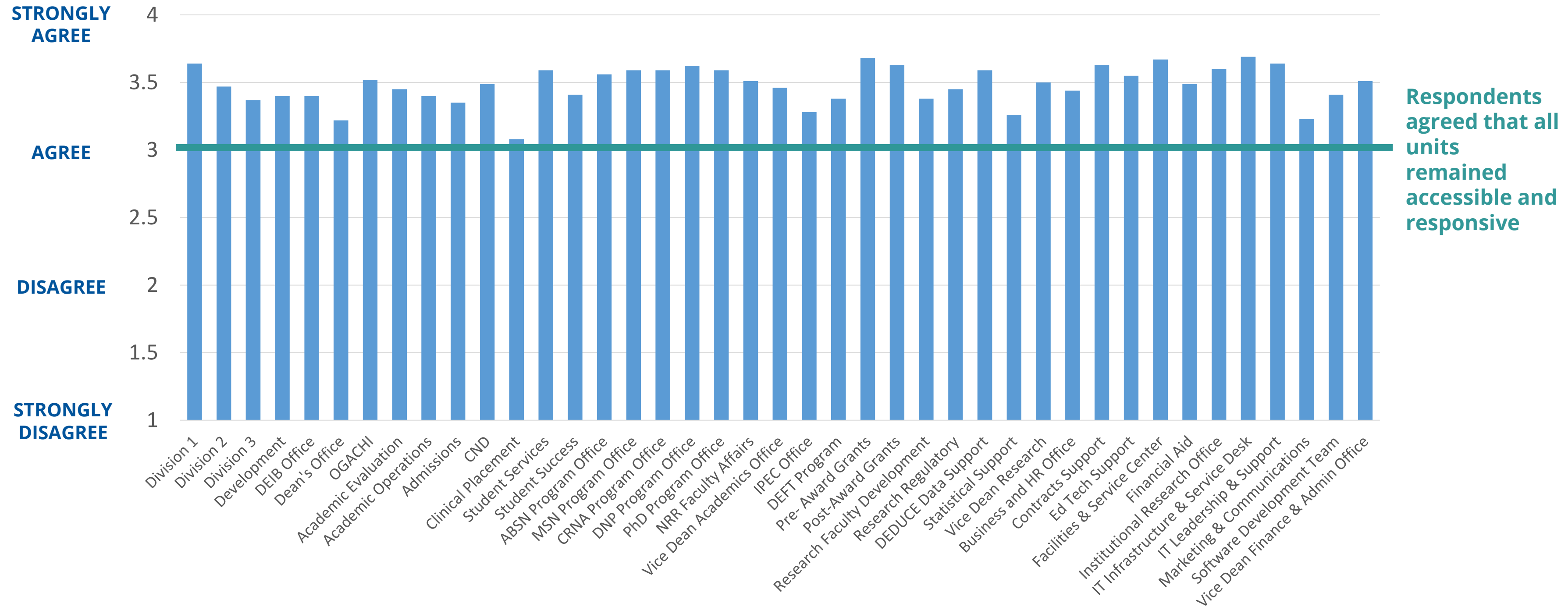
- **Dr. Glymph** is a Fellow of the American Academy of Nursing (**FAAN**) and American Association of Nurse Anesthesiology (**FAANA**)
- He is a **national expert on pain management and safe opioid prescribing strategies**
- Dr. Glymph has received awards for his **military service**
- At DUSON, he will serve as a faculty member and **Clinical Education Coordinator** for the **Nurse Anesthesia Team**



Administrative Highlights: Hybrid Transition Year

The Transition Year Team's comprehensive survey (N=153) confirmed **success of our hybrid work model.**

Survey Question: *Unit was Accessible and Responsive?*





Administrative Highlights

Financial Positives

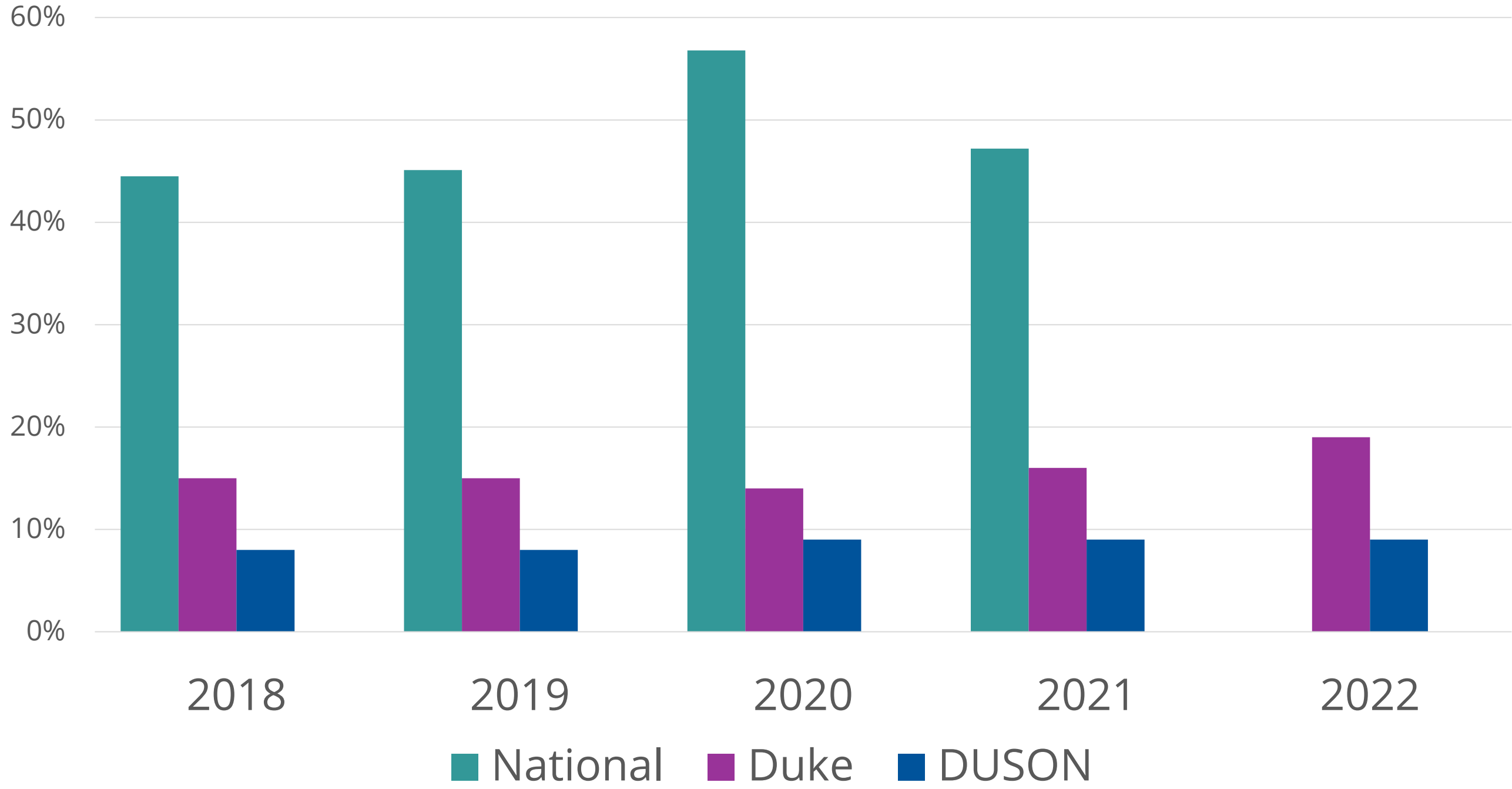
- ✓ Increased financial commitment to support students, faculty, and staff: **>\$1.2M allocated to Investing in Ourselves and Our Future**
- ✓ Increased financial commitment to fuel admissions applications: **Expanded advertising spend**
- ✓ Despite numerous new financial initiatives: **Ended FY22 with a surplus**





Administrative Highlights

Turnover Rate



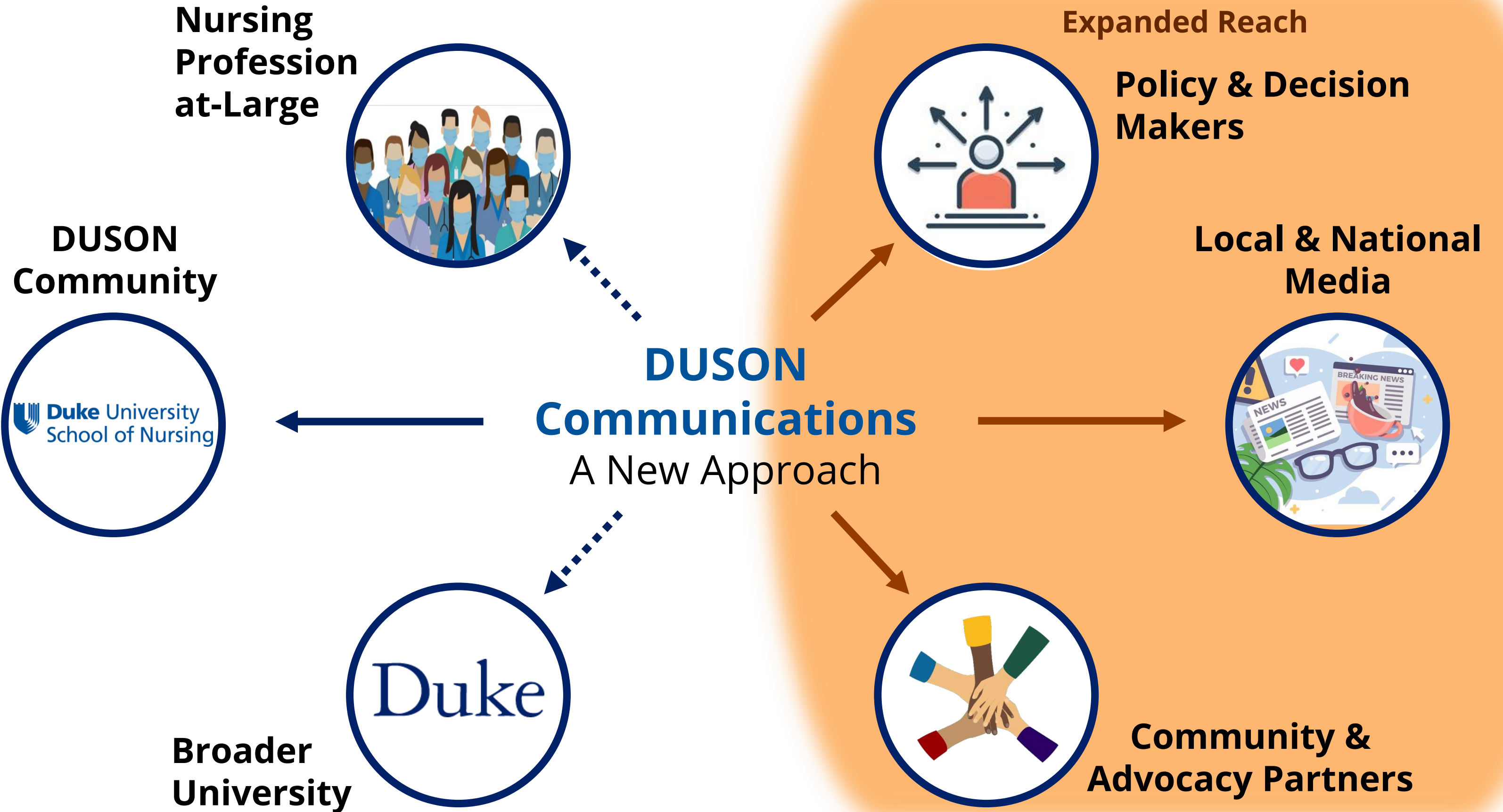
At a time of unprecedented labor market conditions (*"the great resignation"*), DUSON Faculty and Staff **turnover rate remains stable** – lower than the national average



*Note: National data from Bureau of Labor Statistics (National BLS annual total turnover data is not yet available for FY2022)



Communications and Marketing: Reaching Beyond DUSON





A Year of Impact at DUSON



 **Duke University**
School of Nursing

***Harold Phillips,**
Director, White
House Office of
National AIDS
Policy*

**The Role of Nurses in
Ending the HIV Epidemic:
A Call to Action**



 **Duke University**
School of Nursing

***Kody Kinsley,**
Secretary, NC
Department of
Health and
Human Services*

**Responding to and
Recovering from a Global
Pandemic**



 **Duke University**
School of Nursing

***Dr. Sylvia Trent-
Adams,**
Former U.S.
Surgeon General*

**The New Normal:
Preparedness for Better
Health – Where Do We Go
From Here?**



A Year of Impact at DUSON



Testimony on NP Full Practice Authority:
Joint Legislative Committee on Access to Healthcare and Medicaid Expansion in NC

Dean Vincent Guilamo-Ramos



DUSON Hosted Event:
The Value & Importance of the Nursing Health Care Workforce for U.S. Health and Wellbeing
Lauren Hilgers,
Journalist,
New York Times

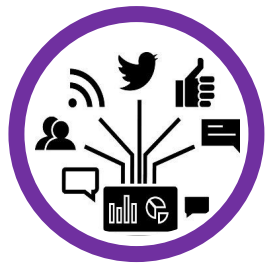
*Note: See hyperlink embedded above for recording



HEALTHCARE WORKERS

Should advanced practice nurses in NC have more independence from physicians?

The age-old debate comes up again as lawmakers debate whether North Carolina will finally expand Medicaid.



Communications: Events

More than **1,400 individuals** attended eight school-wide events, e.g.:

The Dean's Lecture Series:

Next Speaker, October 12, 2022



Exploring and Promoting How Nurses are Transforming Health Care

“From Policy to Practice: Addressing Latinx Mental Health Disparities at All Levels”



Margarita Alegria, Ph.D.

Chief of the Disparities Research Unit at the Massachusetts General Hospital and a Professor in the Departments of Medicine and Psychiatry at Harvard Medical School

**In-Person
RSVP**



**Virtual
RSVP**





Communications: Media Coverage



x2

News media coverage for DUSON & Faculty has **more than doubled** since 2020-21



NC POLICY WATCH

Forbes

HUFFPOST

MEDPAGE TODAY






Development and Alumni Affairs Highlights

Expanding Our Engagement Impact Nationwide

Virtual engagement events totaled nearly 1,000 alumni and donor participants!

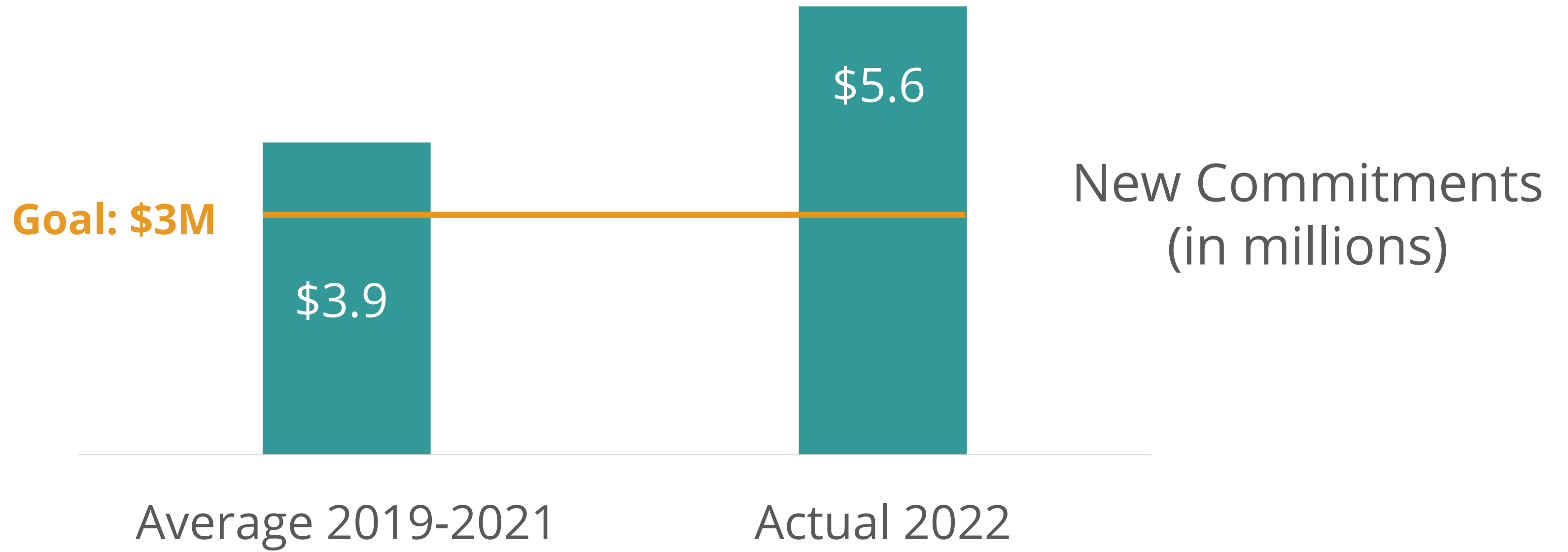


 Attendance for Virtual Events



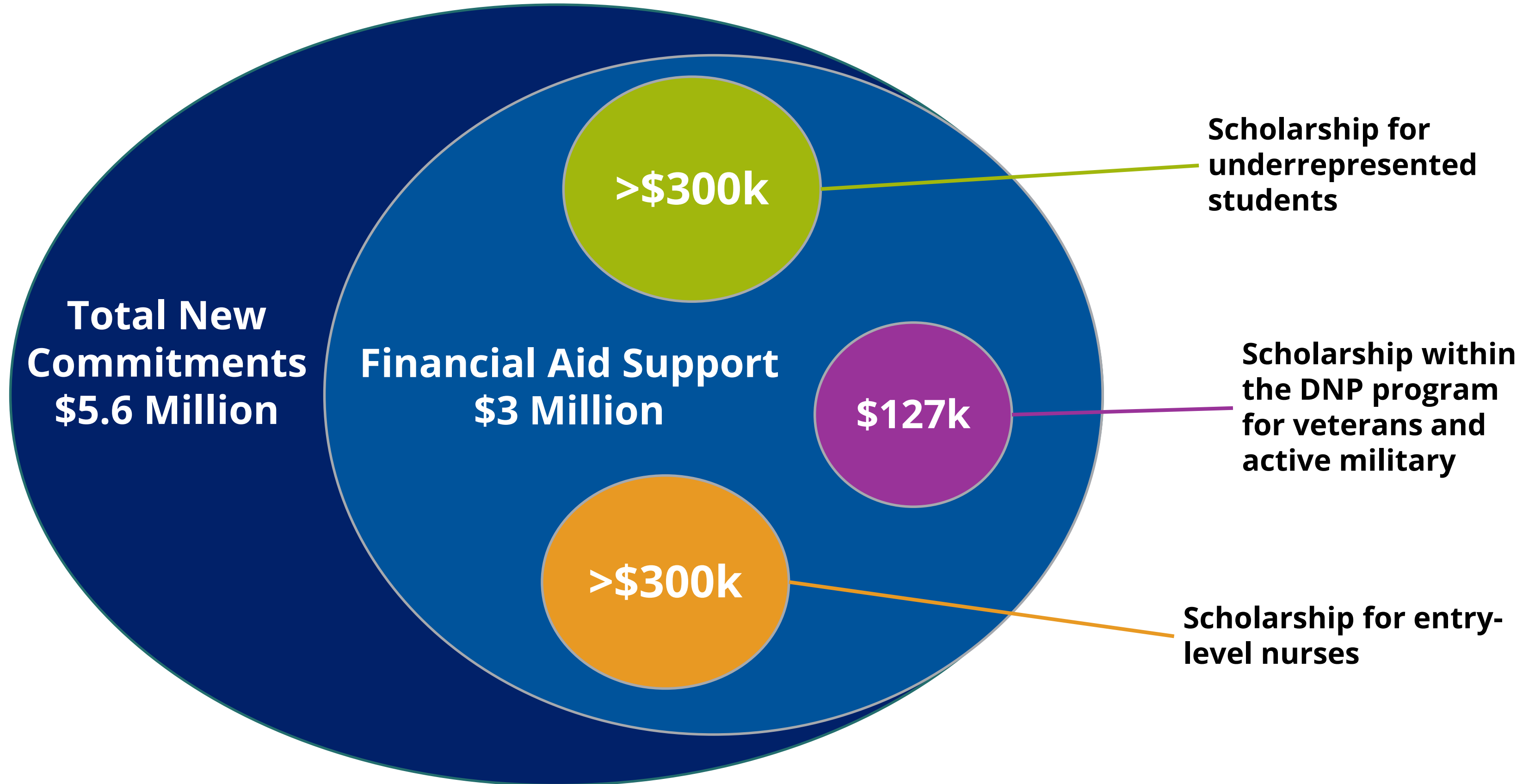
Development and Alumni Affairs Highlights

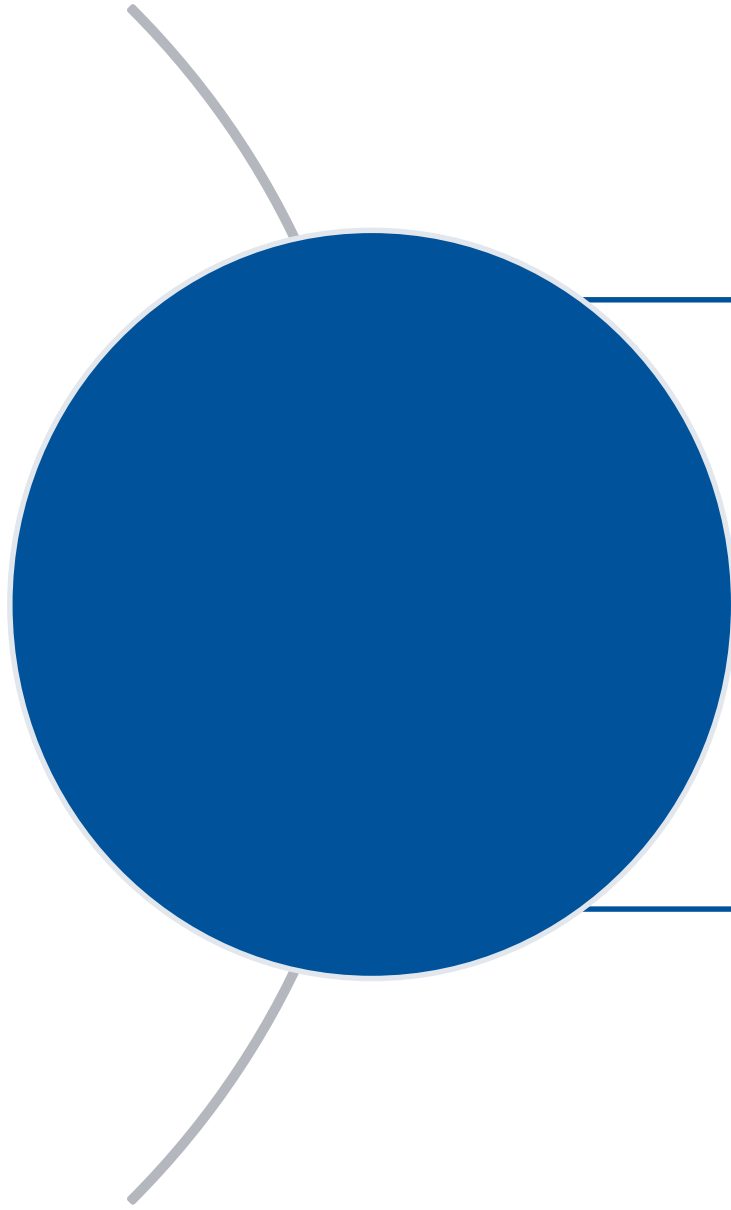
Fundraising Accomplishments





Development and Alumni Affairs Highlights





DUSON's Vision for the Future: The New Strategic Plan

slalom

DUSON engaged Slalom – a global consulting firm focused on strategy, technology, and transformation – as a partner to develop our strategic plan.

This data driven approach provides the **framework that will help us build on our legacy of excellence to equip and empower the nursing workforce of the future.**

Strategic Plan Development Phases

Phase 1: Kick Off

February 2022 through April 2022

- ✓ School Wide Kick-off Event
- ✓ Strategic Priorities Survey
- ✓ Art of the Possible Workshops
- ✓ Data Gathering

Phase 2: Discover & Analyze

February 2022 through April 2022

- ✓ Stakeholder Interviews
- ✓ Discovery Focus Groups
- ✓ Market/Industry Trends Analysis

Phase 3: Define the Future

April 2022 through May 2022

- ✓ Mission Statement Workshops
- ✓ Current State Gap Analysis
- ✓ Future State Recommendations

Phase 4: Prioritize & Plan

May 2022 through September 2022

- ✓ Validation Workshops
- ✓ Draft and Socialize Strategic Plan

Phase 5: Blast Off

October 2022 and Beyond

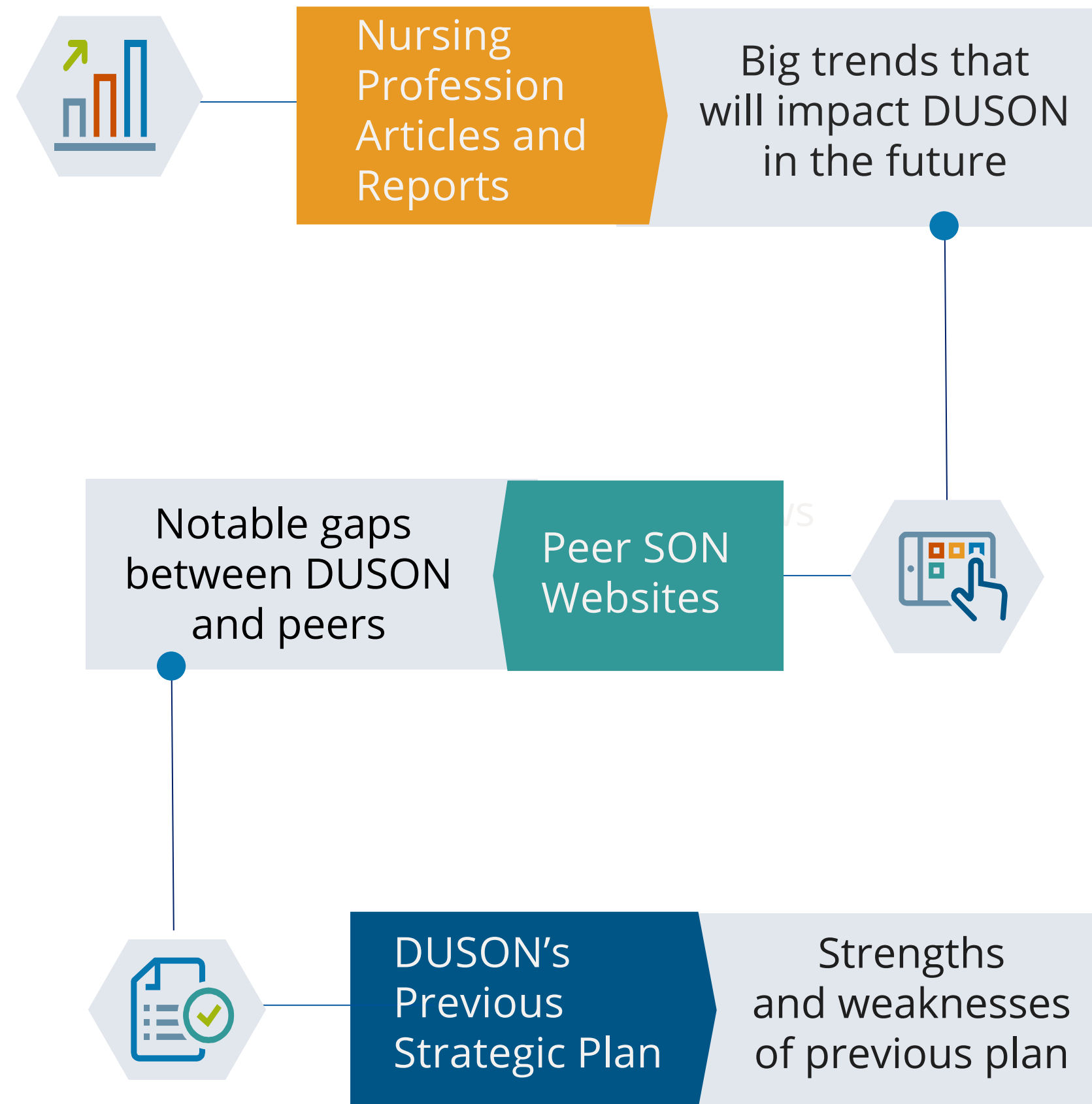
- Mobilize Program and Initiative Teams
- Develop Implementation Plans
- Launch Strategic Plan with Impact



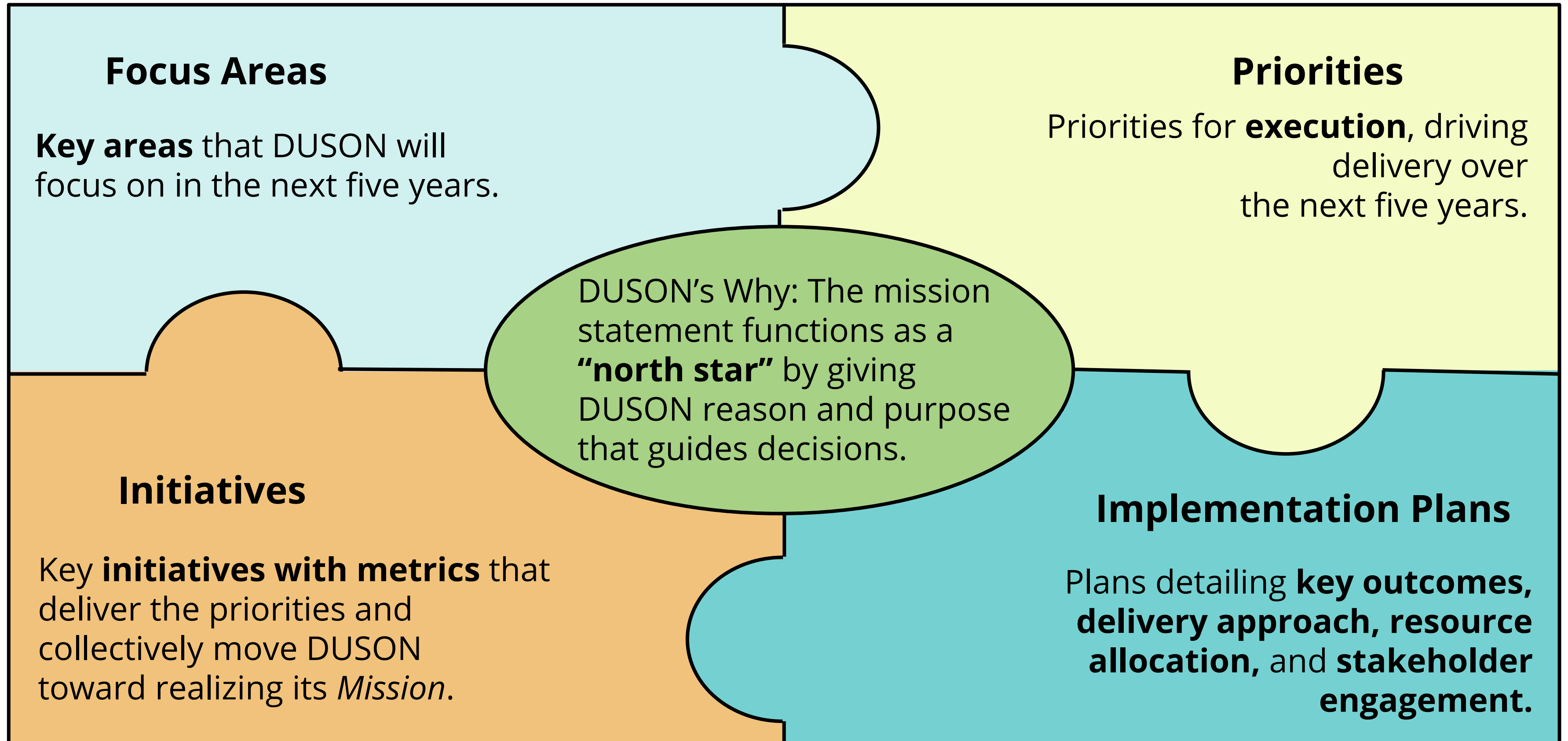
Stakeholder Engagement



Research



Strategic Plan Structure



Inequality

Unequal access to opportunities



Equality?

Evenly distributed tools & resources



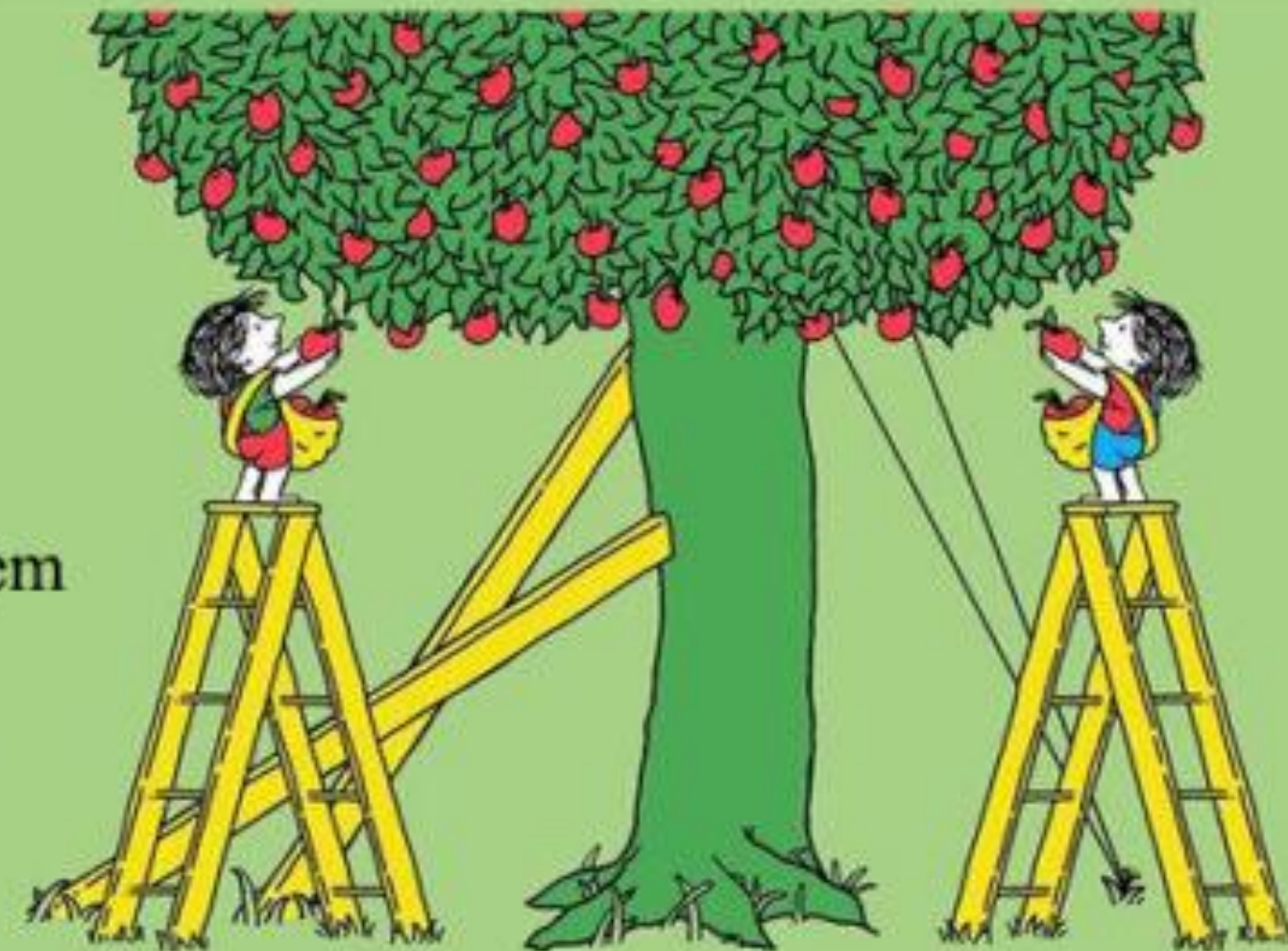
Equity

Custom tools that identify & address inequality



Justice

Fixing the system to offer equal access to both tools & opportunities

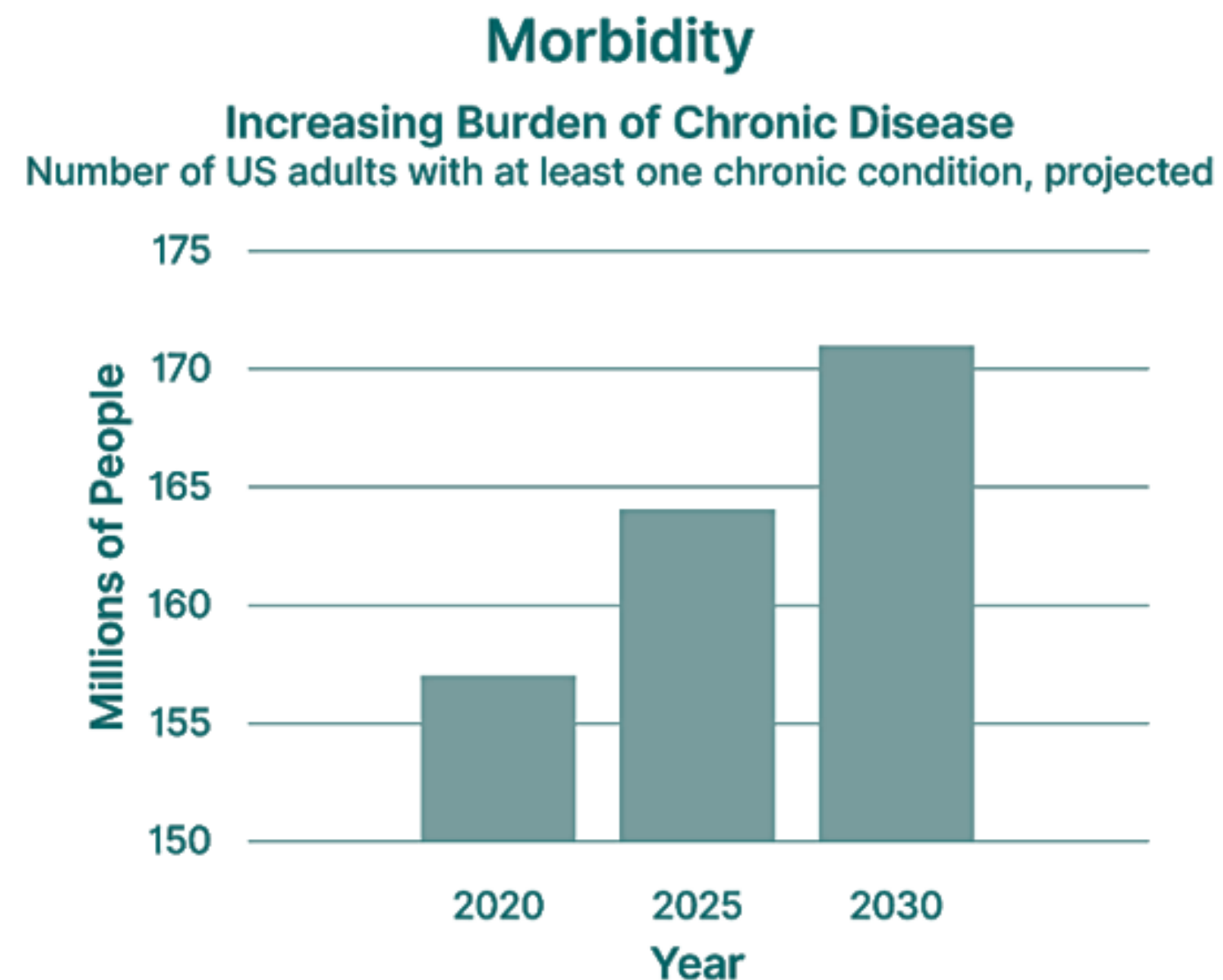
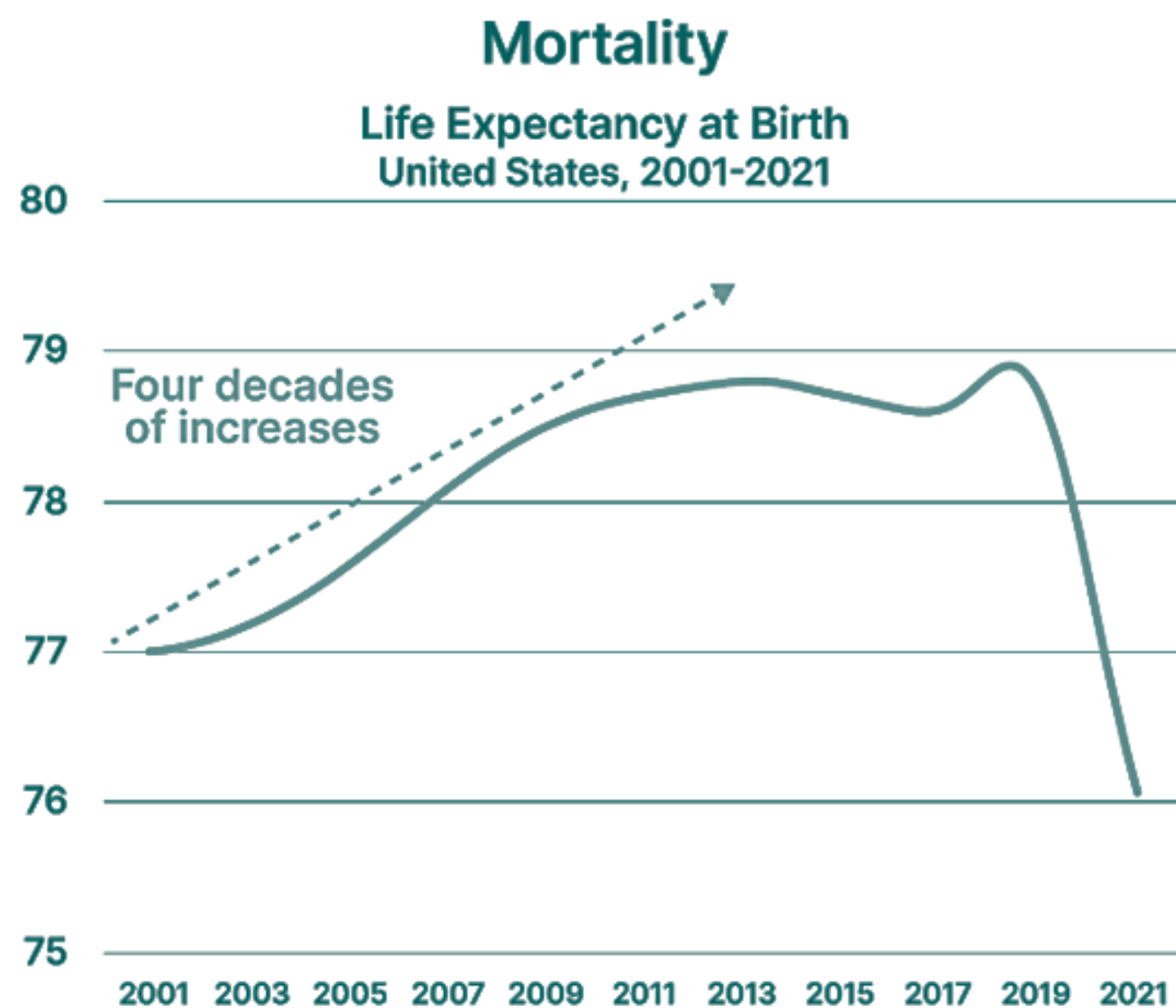


Duke University School of Nursing

Updated Mission Statement

We, at the Duke University School of Nursing, advance **health equity and social justice** by preparing nurse leaders and innovators with a commitment to improving health outcomes through transformative excellence in education, clinical practice, and nursing science

Population Health in the United States



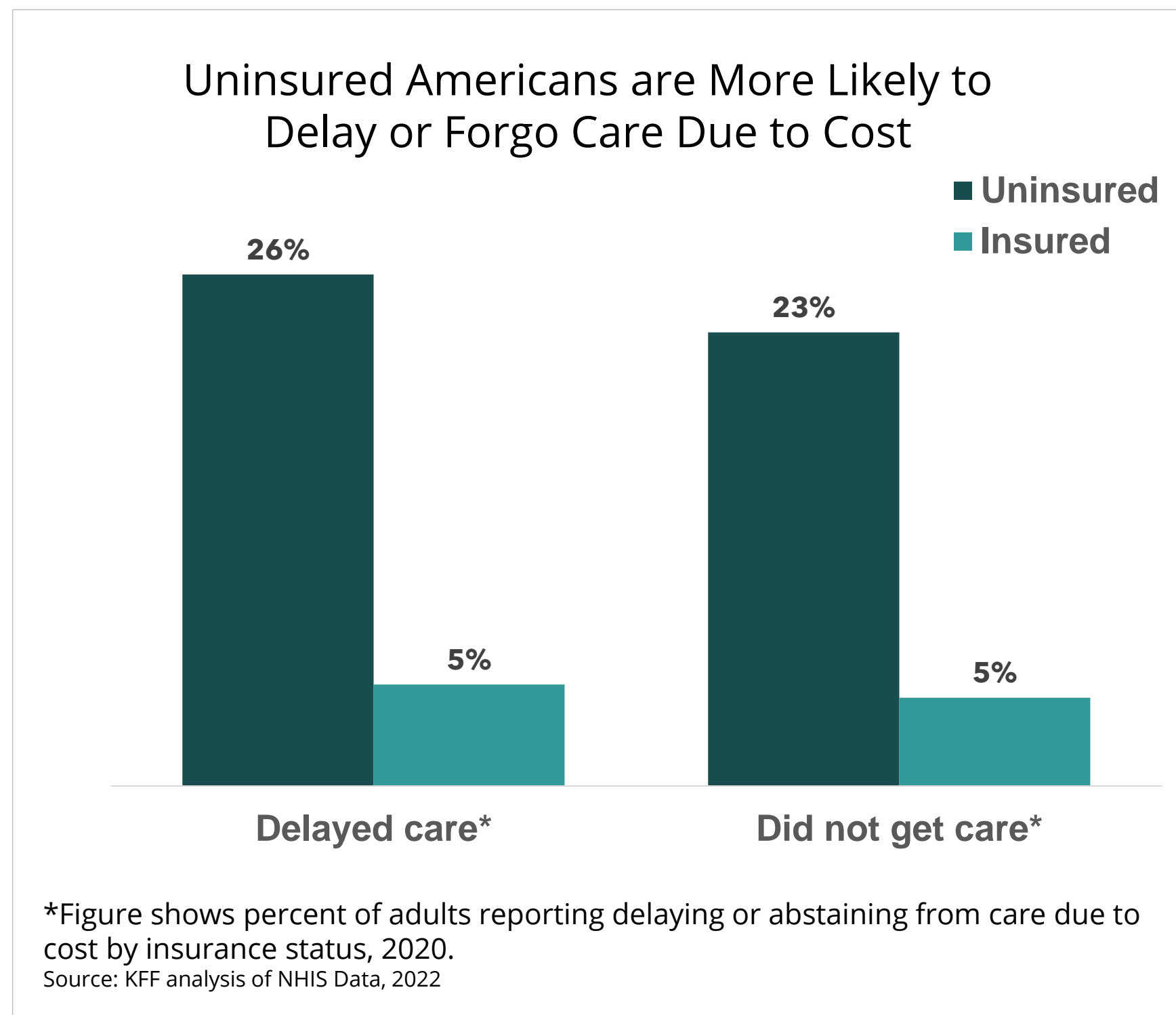
Sources: AHA. Focus on wellness. Health for Life. 2007.; Boersma P, et al., Prevalence of multiple chronic conditions among US adults, 2018. CDC. 2020; CDC. Chronic diseases in America. NCCDPHP. 2022.; CDC/NCHS. United States life tables, 2001-2021. National Vital Statistics Reports.; US Census Bureau. Historical and projected life expectancy for the total U.S. population at birth: 1960-2060. National Center for Health Statistics Life Tables, 1960-2014. ; Rabin RC. U.S. life expectancy falls again in 'historic' setback. nytimes.com. Published August 31, 2022.

Distributions of Resources

→ ~1 in 10 Americans are uninsured
(31.6 million)

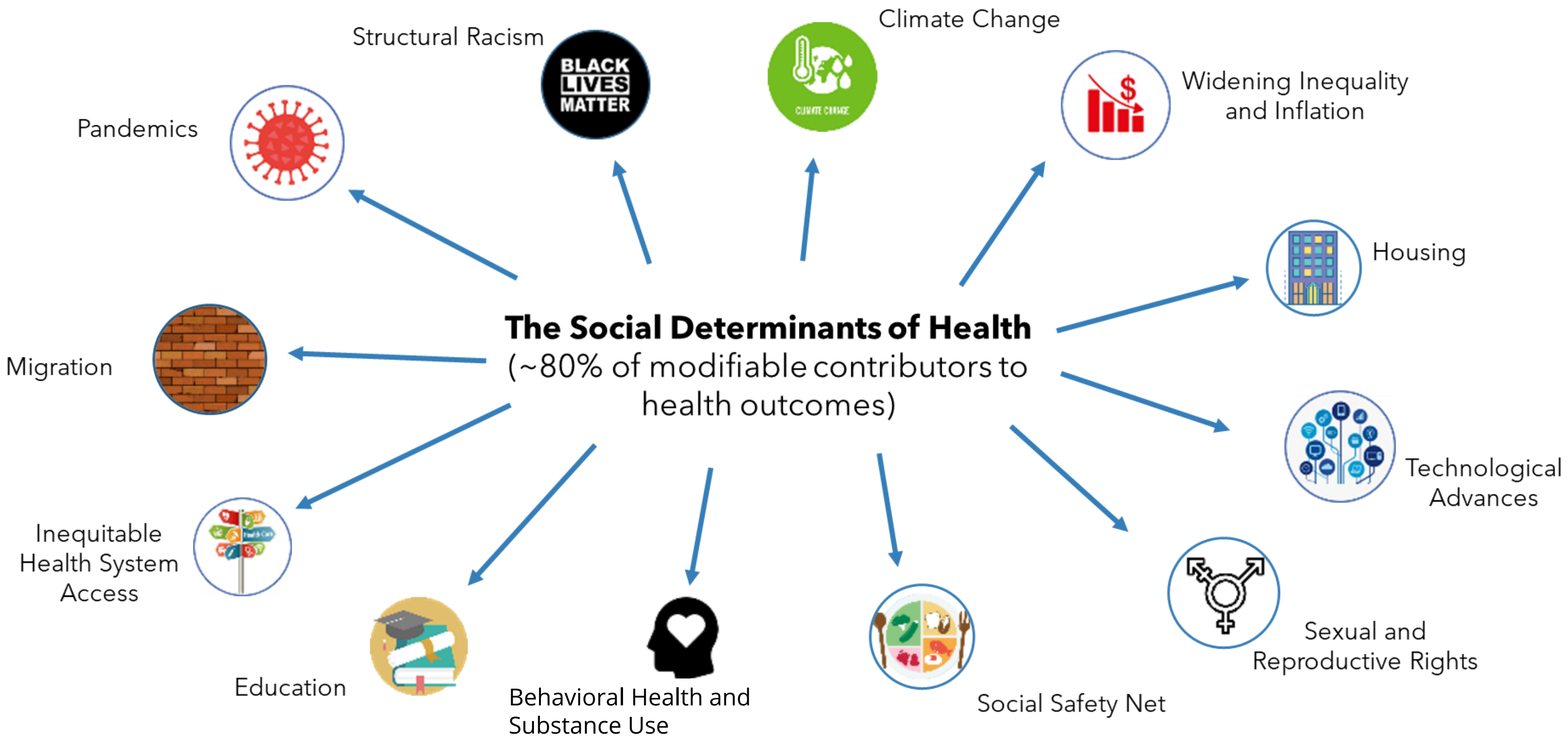
→ 1 in 5 Americans are underinsured*

→ 2 in 5 American children are covered by a public option such as Medicaid



*insured adults whose out-of-pocket costs equaled or exceeded 10% of household income or whose deductible exceeded 5% of household income; or for individuals under 200% FPL, out-of-pocket costs equaled or exceeded 5% of household income

Social Conditions and Large-Scale Events



Magnan S, Social determinants of health 101 for health care: Five plus five. *NAM Perspectives*. 2017.

The Costs of Health Inequities

The Human Cost of Health Inequities

Health Inequities



Excess morbidity, premature mortality



Unfulfilled human potential



Eroded social cohesion



Excess bereavement



Increased unpaid caregiver reliance

The Financial Costs of Health Inequities

Without progress on reducing health inequities, their cost is projected to triple by 2040.

Modeling the future cost of health inequities*



Cost of inequities today
\$320 billion



Cost of inequities in 2040
\$1 trillion

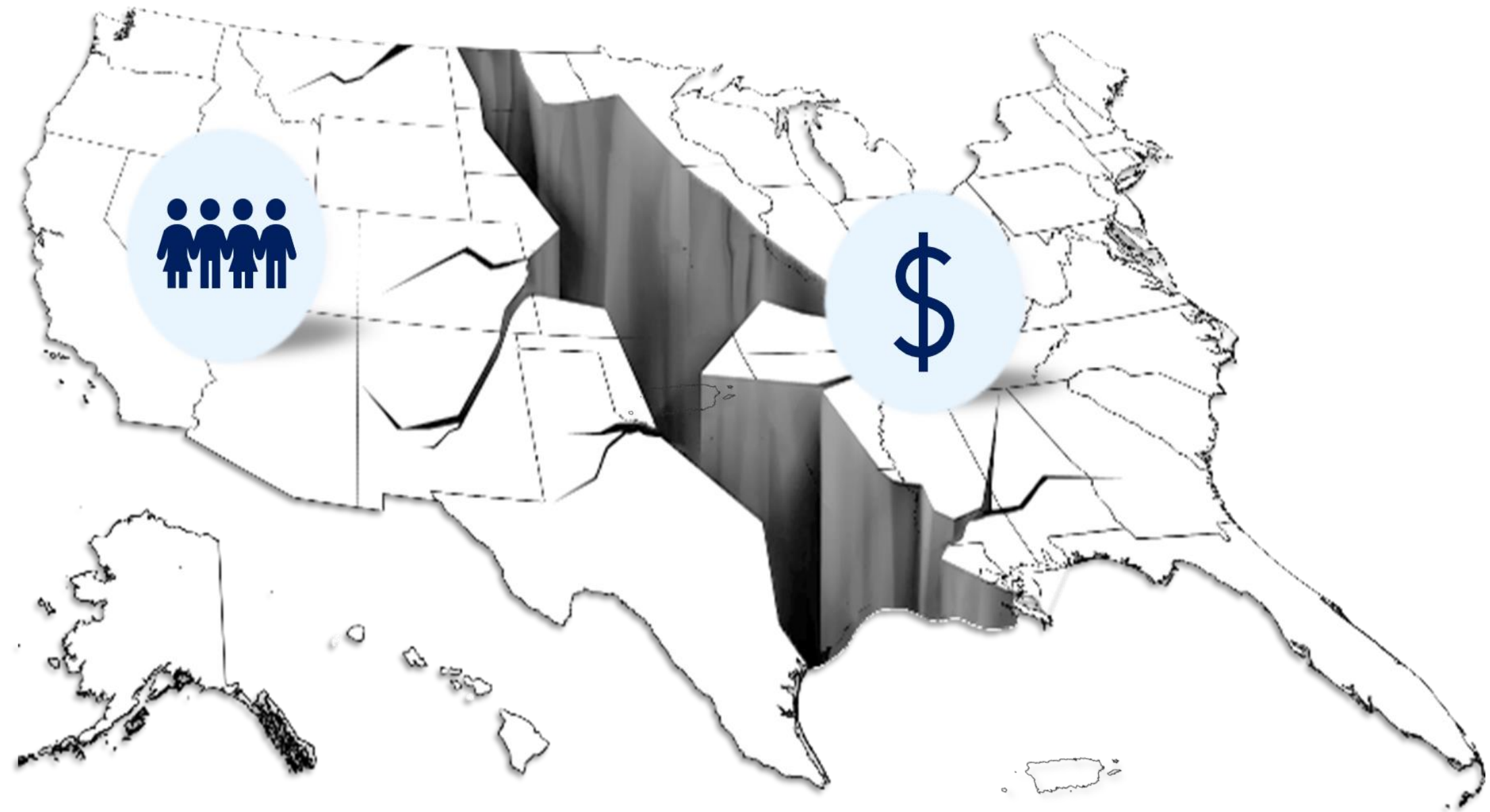


Expect changes in population demographics, cost of care, and per capita spending.

OECD, Health at a glance 2017, OECD Indicators, Chapter 2. 2017. ; Rothstein B, Uslaner EM. All for all: Equality, corruption, and social trust. World Politics. 58(1). 2005. Johns Hopkins University Press.; Schoch D, 1 in 5 Americans now provide unpaid family care. AARP. 2020.; Umberson D, et al. Death of family members as an overlooked source of racial disadvantage in the United States. Proc Natl Acad Sci. 2017; 114(5); USDHHS & ODPHP, Social Cohesion. Healthy People 2030. N.d. ; Bhatt J, et al. Deloitte Insights: US health care can't afford health inequities. <https://www2.deloitte.com/us/en/insights/industry/health-care/economic-cost-of-health-disparities.html>

Reassessing the Current Approach to Healthcare

Without action
—*a paradigm shift*—
the future health and
financial wellbeing of
the United States is
at stake



Strategic Plan: Focus Areas



Nursing Practice



Nursing Science



Nursing Education



Expand Resources
and Reach



Community Diversity, Equity,
Inclusion, and Belonging



Nursing Practice

Shifting the Paradigm in Nursing Practice

Challenge:
Improving **outcomes**,
access, and reducing
cost in US healthcare



Key opportunities:

- Outcomes** Nurse leadership in developing and implementing effective **nurse-led care models** for **prevention, health promotion, and treatment**
- Access** Leveraging nurse-led models of care to **extend quality care** to communities with **unequal access** to health resources
- Cost** Reducing the financial cost of health inequities by amplifying the **mitigation of harmful SDOH**



Nursing Practice

Priorities



Establish DUSON as the national leader for nurse-led models of care and excellence in practice



Expand nursing practice and **nurse-led models of care** across the spectrum of health care settings



Develop nurse-led solutions that advance health equity, social justice, and strengthen **interprofessional collaborations**



Nursing Practice

Initiatives



Implement, evaluate, and disseminate **innovative nurse-led models of care** with an emphasis on health equity and social justice



Enhance **clinical practice partnerships** that facilitate faculty practice and student learning



Establish and implement a **scalable community demonstration partnership** to evaluate outcomes of a nurse-led models of care



Nurse-Led Community Healthcare

Initiative

Implement, evaluate, and disseminate **innovative nurse-led models of care** with an emphasis on **health equity and social determinants of health**



M-PACT Mobile Clinic

- 4-year, \$3.78M Cooperative Agreement
- Emphasis on serving rural & underserved communities
- Social Determinants of Health integrated throughout student experiences



Nursing Science

The NINR Strategic Plan: 2022 – 2026

Opportunity: Lead nursing research to **solve pressing health challenges** and inform practice and policy – **optimizing health** and **advancing health equity** into the future

RESEARCH LENSES

Health Equity



Reduce and ultimately eliminate the systemic and structural inequities that place some at an unfair, unjust, and avoidable disadvantage in attaining their full health potential.

Social Determinants of Health



Identify effective approaches to improve health and quality of life by addressing the conditions in which people are born, live, learn, work, play, and age.

Population and Community Health



Address critical health challenges at a macro level that persistently affect groups of people with shared characteristics.

Prevention and Health Promotion



Prevent disease and promote health through the continuum of prevention—from primordial to tertiary.

Systems and Models of Care



Address clinical, organizational, and policy challenges through new systems and models of care.



Nursing Science

Priorities



Develop a school-wide, **cohesive vision for research** at DUSON



Expand the **breadth and depth of DUSON research portfolio** in health equity, social determinants of health, and nurse-led models of care



Nursing Science

Initiatives



Advance DUSON innovation in **theoretical** and **methodological expertise** in health equity, social determinants of health, and multi-level nurse led models of care



Expand the breadth and depth of DUSON funding portfolio to include **center and collaborative grants** in the areas of health equity, social determinants of health, and nurse led models of care



Create pathways for DUSON research **translation into health policy**; health care systems; and equitable improvements in health for individuals, families, and communities



Nurse Scientist Faculty Recruitment

Initiative

Advance DUSON innovation in **theoretical** and **methodological expertise** in health equity, social determinants of health, and multi-level nurse-led models of care



Cluster Hire

Continue three year cluster hire for faculty specializing in **Social Determinants of Health**



DUSON Nationally Advancing Nurse-Led Models of Care



COUNCIL FOR THE
ADVANCEMENT OF
NURSING SCIENCE

Keynote Presentation: Emerging Issues
Surrounding Social and Structural Determinants of
Health and Implications to Nursing Science
CANS September 15, 2022

Dean Vincent Guilamo-Ramos





Nursing Education

Developing the Future Nursing Workforce

HealthAffairs

A Worrisome Drop In The Number Of Young Nurses

[David I. Auerbach](#), [Peter I. Buerhaus](#), [Karen Donelan](#), [Douglas O. Staiger](#)

APRIL 13, 2022

10.1377/forefront.20220412.311784

*“the number of applicants to four-year Bachelor of Nursing programs, which had been growing in recent years and is an early indicator of long-run nursing supply, **grew just 1.3 percent in 2020.**”*





Nursing Education

Priorities

Innovate nursing education



Enhance **pathways** to enter and advance in the nursing profession



Redesign and implement an integrated **competency-based** curricular framework



Expand reach and access to academic resources using **innovative technology**



Develop **nurse leaders** to advance health equity and social justice



Nursing Education

Initiatives



Establish a pre-licensure **Masters Entry Program in Nursing (MEPN)**



Expand innovative simulation modalities and digital learning tools to facilitate competency-based learning and evaluation



Create unique academic programs, certificates, and continuing education that advance nurses as leaders in transforming healthcare, improving outcomes and patient satisfaction, and reducing costs



Formulate course objectives that foreground health equity and social justice concepts that support **nursing roles of the future** across the curriculum



Expanding Nursing Education

Initiative

Establish a pre-licensure **Masters Entry Program in Nursing**

Masters Entry Program in Nursing (MEPN)

- Creates **pathways to enter nursing profession** for those who received undergraduate degrees in other fields
- **No MEPN currently offered in NC**





Expand Resources and Reach

Representation of Nurses in Health Media

PERCENT OF HEALTH NEWS WITH NURSE SOURCES



When cited, nurses were quoted on topics related to the **profession of nursing** itself, as opposed to their perspectives on their expertise in:



Health care delivery



Public health



Health policy



Expand Resources and Reach

Priorities



Grow and **expand resources** to support the school's mission



Expand a culture and **system of innovation** to realize forward thinking solutions to nursing challenges of today and tomorrow



Expand Resources and Reach

Initiatives



Expand and enhance the **marketing strategy** to illuminate the school's mission, reputation and reach



Conceptualize and execute a business plan to build a **global DUSON brand** in strategic parts of the world



Leverage available capacity in our simulation, health innovation labs and studio technology to foster **access and product innovation**



Identify and establish a **signature technology partnership** to advance DUSON's mission



Strengthen **DUSON's health policy efforts** to expand reach and demonstrate impact



Increase meaningful **engagement with all constituencies**, expand our circle of supporters and grow philanthropy



DUSON Trailblazer

Initiative

Expand and enhance the **marketing strategy** to illuminate the school's mission, reputation and reach

Duke University
School of Nursing

Contact us   

DUSON is mitigating harmful SDOH through excellence in education, clinical practice, and transformative nursing science.

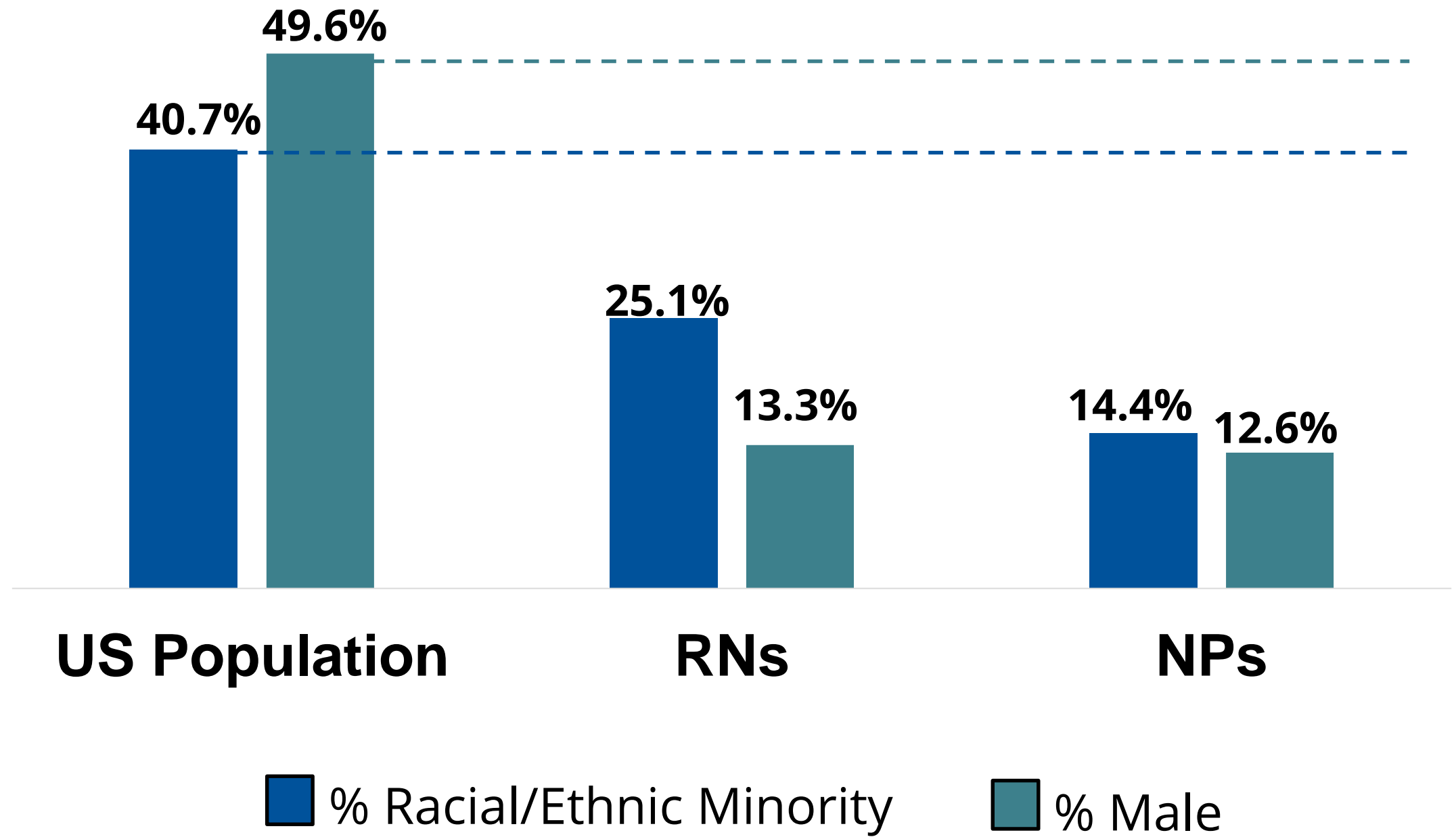
Join the fight to put an end to health inequities and harmful social determinants of health (SDOH).

[The enormous impact of SDOH](#)
[8 Defining principles of SDOH](#)
[New framework for mitigating harmful SDOH](#)
[Test your SDOH IQ](#)



Community Diversity, Equity, Inclusion, and Belonging

Composition of Nursing Workforce





Community Diversity, Equity, Inclusion, and Belonging

Priorities



Recruit, retain, and advance a diverse, **world-class faculty, staff, and students** through an inclusive and equitable work and learning environment



Actualize DEIB principles in for all DUSON members and all aspects of community life in support of the school's mission



Community Diversity, Equity, Inclusion, and Belonging

Initiatives



Secure gifts which allow DUSON to substantially **increase scholarship funds** for students in adverse socio-economic circumstances



Enhance **professional development opportunities** that distribute resources and access in support of all DUSON community members



Increase the number of DUSON community members who belong to **underrepresented groups** in terms of identifiers such as gender, sexual orientation, race, ethnicity, socio-economic status, ability, etc.



Increase **inclusivity** and sense of **belonging** of DUSON community members.



New DUSON Scholarships

Initiative

Secure gifts which allow DUSON to substantially increase **scholarship funds** for students in adverse socio-economic circumstances

New \$15M Bequest to Support Student Scholarships in 3 Duke University Schools

The School of Nursing will receive \$5 million to endow scholarships from Duke Alumni couple who made an anonymous bequest





Duke University
School of Nursing

We are proud to officially launch the new DUSON Strategic Plan

**Join us in transforming nursing education, clinical practice,
and science**

Congrats to an amazing year!

Thank You and Acknowledgements To:

DUSON Students, Faculty, Staff, Alumni, and Friends

Chancellor A. Eugene Washington & President Vincent E. Price

University and Duke Health Leadership

Everyone in Attendance Today

Share your Thoughts

Questions and Answers

If online:

Write your questions or comments in the Q and A section of Zoom

If in person:

Use a microphone