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DUKE NURSING

a publication of Duke University School of Nursing

PhD Students Advancing Health Equity–Social Justice Science and Knowledge

Duke University
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DUKE NURSING
magazine

VOLUME 20 ISSUE NUMBER 1

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COVER PHOTO: PhD in Nursing Program Director Rosa Gonzalez-Guarda, PhD, MPH, RN, CPH, FAAN, joins a few of DUSON's PhD students who are focusing their research on health equity and social justice issues. Left to right, Sarah Janek, Osborn Owusu Ansah, Jolie Jemmott, Gonzalez-Guarda, Kimberlee Grier, Ashleigh Harlow, Shewit Jaynes. Photo by Andrew Buchanan.

Welcome to the Spring/Summer 2024 edition of *Duke Nursing Magazine,* brought to you by the Duke University School of Nursing (DUSON). In this issue, we delve into a theme that defines our School's mission – advancing health equity and social justice by preparing transformative nurse leaders of today and tomorrow.

When it comes to educating the next generation of nurse leaders, it is vital that we create meaningful partnerships to advance innovation and clinical practice. To that end, I am pleased to share that Duke University Health System (DUHS) and Duke University School of Nursing (DUSON) have come together for an exciting new partnership which will strengthen our efforts to advance nursing education, science, practice, and innovation. DUHS and DUSON have conferred two new appointments as part of this partnership. This past February, DUHS conferred to me the title of **DUHS Associate Chief Nurse Executive (ACNE) of Academic Partnerships and Innovation.** Additionally, DUSON has conferred the title of **Vice Dean for Clinical Affairs (VDCA)** to **Terry McDonnell, DNP, ACNP-BC, Senior Vice President,** and **Chief Nurse Executive, DUHS.**

These new appointments will foster collaboration, enhance student experiences, and promote research to address pressing healthcare challenges and advance health equity in practice as well as in our teaching. Here at DUSON, we are moving forward with a strong focus on that mission, as highlighted in the news and by articles you will find in these pages.

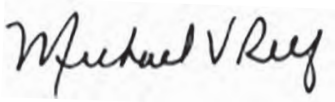
Our cover story, "Advancing Health Equity-Social Justice Science and Knowledge," showcases the transformative work of eight of our exemplary PhD students, each of them dedicated to innovative research in the advancement of health equity. These individuals reflect just a portion of the many future nurse leaders at DUSON whose groundbreaking work is shaping the evolving landscape of healthcare.

In "The Future of Nursing Reimagined," we explore how the nursing profession has changed over time in the areas of education, innovation, interdisciplinary collaboration, research, and global outreach. We also cover how DUSON is innovating our programs to stay at the forefront of positive change in healthcare.

This issue also features profiles of our latest Alumni Award winners, a celebration of the many achievements and contributions of our outstanding DUSON alumni. Their stories are a testament to the lasting impact our school has on the healthcare community, reaching far beyond the walls of our School.

As you navigate these pages, I encourage you to be inspired by the stories of resilience, innovation, and dedication that amplify our commitment to cultivating and nurturing the next generation of nurse leaders. Thank you for being a part of our journey. We hope the stories in this issue, and the work we are doing on the ground both here at Duke and with our partners across the region and globe, leave you as inspired as we are by the transformative power of nursing.

Sincerely,



Michael V. Relf, PhD, RN, ANEF, FAAN
Professor and Interim Dean, Duke University School of Nursing
Associate Chief Nurse Executive (ACNE) of Academic Partnerships and Innovation,
Duke University Health System

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Reimagining Nursing in 2024

DUSON Innovates with Technology, Equity in Access, and Global Reach to Improve Nursing Education

Professor Tonia Poteat brings 20+ years of working with the LGBTQ+ and transgendered community.

As director of the Center for Nursing Discovery, Assistant Professor Nicole Petsas Blodgett ensures that high-fidelity manikins safely simulate real-world healthcare scenarios for Duke Nursing students.

Sections

COVER PHOTO CREDIT:
Andrew Buchanan

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Duke Nursing Magazine invites you to meet the next generation of leaders in nursing: Jolie Jemmott, Ashleigh Harlow, Kimberlee Grier, Osborn Owusu, Sarah Janek, and Shewit Jaynes

IN MEMORIAM

Ruby Wilson, Dean from 1971-1984, made innovations in the curriculum, added a study abroad program, and championed the BSN degree at Duke.

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Duke University School of Nursing

We Are Reimagining

DUSON faculty commits to the future of equality in access to health for all.

Marissa Abram
ASSISTANT PROFESSOR

Donna Biederman
PROFESSOR

Michael Cary
ASSOCIATE PROFESSOR

Sean Convoy
ASSOCIATE PROFESSOR

Irene Feldsman
ASSISTANT PROFESSOR

Derrick Glymph
ASSOCIATE PROFESSOR

Rosa Gonzalez-Guarda
ASSOCIATE PROFESSOR

Bradi Granger
PROFESSOR

Ernest Grant
VICE DEAN, DIVERSITY, EQUITY, INCLUSION AND BELONGING

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Jamie Lord
ASSISTANT PROFESSOR

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ASSOCIATE PROFESSOR

Jacquelyn McMillian-Bohler
ASSISTANT PROFESSOR

Marta Mulawa
ASSISTANT PROFESSOR

Devon Noonan
ASSOCIATE PROFESSOR

Michael Relf
INTERIM DEAN, PROFESSOR

Karin Reuter-Rice
ASSOCIATE PROFESSOR

Ryan Shaw
ASSOCIATE PROFESSOR

Susan Silva
ASSOCIATE PROFESSOR

Sophia Smith
ASSOCIATE PROFESSOR

Allison Stafford
ASSISTANT PROFESSOR

Here at Duke, we are rapidly expanding our faculty with intense expertise in addressing

Health Equity

Nancy Crego
ASSISTANT PROFESSOR

Anne Derouin
VICE DEAN, ACADEMIC AFFAIRS AND PROFESSOR

Sharron Docherty
VICE DEAN, RESEARCH AND ASSOCIATE PROFESSOR

Ragan Johnson
ASSOCIATE PROFESSOR

Mariam Kayle
ASSOCIATE PROFESSOR

Brandon Knettel
ASSISTANT PROFESSOR

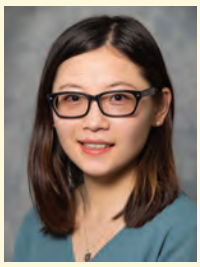
Iris Padilla
ASSOCIATE PROFESSOR

Tonia Poteat
PROFESSOR

Schenita Randolph
ASSOCIATE PROFESSOR

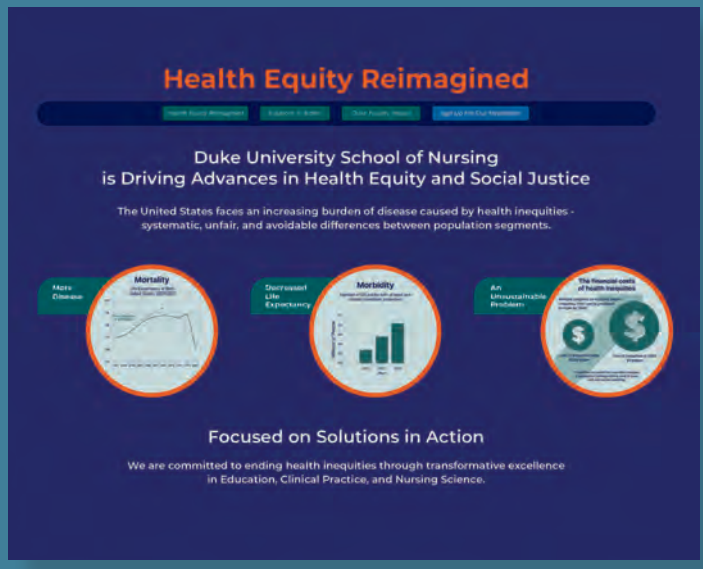
Paula Tanabe
PROFESSOR

AnnMarie Walton
ASSOCIATE PROFESSOR



Hanzang Xu
ASSISTANT PROFESSOR

Tracey Yap
PROFESSOR



For the latest developments and efforts in our initiatives, visit this dynamic website that informs on such topics as a multi-disciplinary course on sickle-cell disease and compassionate care for the LBGTQ community. Here at DUSON, you can see the research and action unfold to change policies and culture around inequality in health care access. Visit today: nursing.duke.edu/about-us/health-equity-reimagined

FIND OUT MORE!

nursing.duke.edu

the harmful social determinants of health, dedicated to reducing health inequities.

Duke Grant Initiates Mental Health Collaboration Among East African Universities

The Kilimanjaro Christian Medical Center (KCMC) in Tanzania, is one of four universities to participate in the grant.

Duke University School of Nursing (DUSON) Assistant Professor **Brandon Knettel, PhD,** was recently awarded a grant by the Duke Global Health Institute (DGHI), where Knettel holds a secondary appointment as assistant research professor, to fund travel for East African scholars partnering with each other and Duke to impact mental health care in the region. The year-long grant will allow scholars from the University of Global Health Equity (UGHE) in Rwanda, Kilimanjaro Christian Medical Center (KCMC) in Tanzania, Moi University in Kenya, and Makerere University in Uganda to attend workshops at each of those institutions to learn about focused areas of expertise. The two-day workshops will include a combination of didactic training; visits to research and clinical sites to learn about existing services; collaborative planning for capacity building and funding opportunities; and professional networking.

Rwanda lost a million people to genocide in 1994, including many of the nation's healthcare professionals. In Tanzania, as recently as 2018, there were no psychiatrists or psychologists at KCMC, one of the largest hospitals in the country. "Historically, mental health just hasn't been a part of the health system and hasn't been prioritized," said Knettel, who has worked in Tanzania since 2009. But that is changing. The East African community has seen improvement in quality of life and fewer preventable deaths from things like malaria and HIV, so now, mental health is the logical next step, Knettel said. But it needs support. The African and Duke scholars, who have begun collaborating with help from NIH grants, will work together not just to train new mental health care workers, but also to change how the care is delivered. The travel grant will facilitate that collaboration.

Knettel meeting with African colleagues during a two-day workshop that combined didactic training, research and clinical site visits, and collaboration opportunities.

Inspired by the work of the late **Paul Farmer, BA '82,** a Duke alumni and founder of UGHE in Rwanda, Knettel said these collaborative efforts among the four partner sites will build capacity in the region and address health inequities and social injustice. "With a brand-new mental health system, we have the opportunity to reinvent the way health access works," Knettel says. "It may be a lofty thing to say, but that's really where we are." Historically in other settings around the world, when introducing a new service, the people with the most resources get it first, Knettel said. "Here we're taking a different approach, where the people who need it most get it first."

"Here we're taking a different approach, where the people that need [a service] most get it first."

One such program, led by Knettel and funded by the National Institute of Mental Health, focused on suicide prevention in Tanzania using a nurse-led strategy where three questions are added to a nurse's patient inquiry. If patients' responses to these mental health screening questions indicate they need further assessment, they can be seen immediately by a mental health provider via telehealth. If the patient agrees, they can then be directly connected to a mental health provider for treatment. Building the care into the existing system is not only cost-effective, it provides access to patients who might never seek help for serious mental distress. But identifying more patients means more providers will be needed; supporting the local institutions in their training efforts is imperative to increasing capacity, a main goal of the partnership. "The need is so great that these providers, as soon as they come out of their training, are just overwhelmed by the need already," Knettel said. DN

Knettel shares methods for incorporating mental health screening questions into the patient inquiry process.

Derouin Appointed Vice Dean for Academic Affairs

Anne Derouin, DNP'10, MSN'00, RN, CPNP, FAANP was appointed DUSON's Vice Dean for Academic Affairs. The former Assistant Dean of the MSN Program, and the ongoing Director of the Pediatric Behavioral Mental Healthcare specialty program, Derouin brings unique experiences and broad perspectives on the school's educational programs and academic mission.

Anne Derouin

Since establishing the first pediatric mental health specialty program at Duke, she has served as a national consultant in providing mental healthcare training for APRNs, and has consulted with interprofessional colleagues locally, nationally and globally. She was recently awarded a HRSA-sponsored, multi-year $2.6 million grant to advance mental health care for youth training.

A clinical professor at DUSON, she holds additional academic appointments at the Duke Division of Family Medicine and Community Health, the Duke Global Health Institute, and is a Duke AHEAD Distinguished Fellow. A Fellow of AANP, she is a dual-certified ARPN who has served in community and school-based health care settings for more than 30 years. She is recognized as a national adolescent health care expert and has served on state and national taskforces aimed at addressing pediatric, adolescent, and mental health care issues.

Bowersox Promoted to Vice Provost Role

David Bowersox

Earlier this spring Interim Dean Michael Relf, PhD, RN, ANEF, FAAN, announced that longtime DUSON employee and current Vice Dean of Finance and Administration David Bowersox, MBA would be stepping down from his role at the end of March to take on a new role as Vice Provost for Finance and Administration for Duke University. "I would like to share my deep gratitude to Dave for over 20 years of service at DUSON," Interim Dean Relf said.

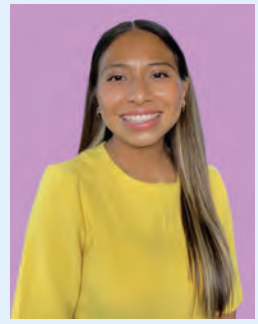
During his time at DUSON, Bowersox has helped the organization weather two global financial crises, the COVID-19 pandemic, and countless challenges and emergencies with a focus on the organization's people and mission.

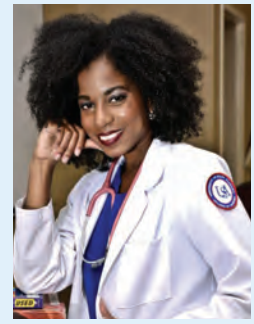
Noonan named Rural Health Fellow

Devon Noonan

Devon Noonan, PhD, MPH, FNP-BC, **Dorothy L. Powell Term Chair in Nursing was named a 2024 Rural Health Fellow by the National Rural Health Association. She is one of 17 fellows selected to participate in the year-long intensive program aimed at developing leaders who can articulate and advance issues affecting healthcare in rural America.**

PhD Students selected as ANA Fellows





PhD students Jolie Jemmott, Lisvel Matos, DNP student Iris Mayoral and MSN student Ashley Bryant were selected as fellows for the American Nurses Association's (ANA) Minority Fellowship Program.

DANCE Earns AACN Recognition

Assistant Professor Callie Tennyson, DNP, ACNP-BC'12, AACC and Clinical Associate Margarita De La Fuente, DNP'18 recently accepted the Exemplary Academic-Practice Partnership Award at the American Association of Colleges of Nursing Leadership conference on behalf of Duke Advancement of Nursing Center of Excellence (DANCE).

The award is given to Academic Practice Partnerships who demonstrate an innovative and sustained relationship beyond clinical placement, dedication to the AACN principles, and substantial, measurable outcomes that advance the nursing profession.

Relf Named Distinguished Professor

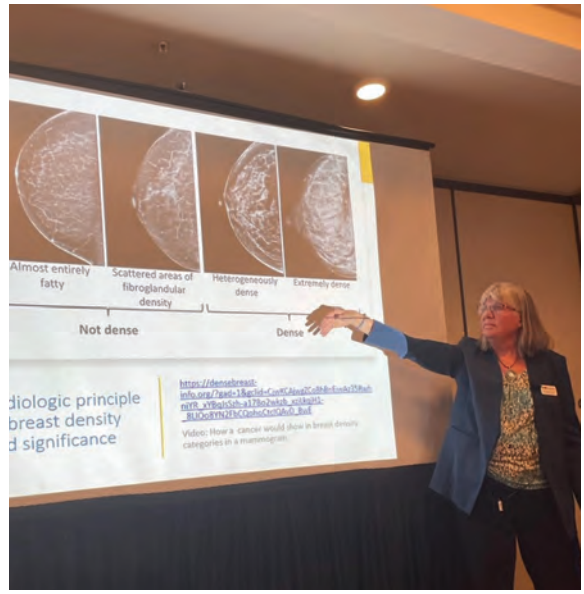
Interim Dean Michael V. Relf, PhD, RN, ANEF, FAAN was awarded the Mary T. Champagne Distinguished Professorship. Distinguished Professorships honor faculty who are well-established members of the Duke academic community and who have achieved distinction as creative scholars in their field or in their ability to transcend disciplines.

Joni Watson

Journal of Oncology Nursing Names Watson Editor

Joni Watson, DNP'19 consulting associate was recently named the incoming Editor of the peer-reviewed "Clinical Journal of Oncology Nursing (CJON)."

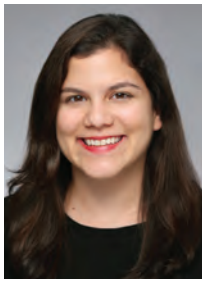
The CJON is an official publication of the Oncology Nursing Society, a professional association that represents 100,000 nurses and is the professional home to more than 35,000 members. The Society is committed to promoting excellence in oncology nursing and the transformation of cancer care.



Trotter Presents at NPWH Conference

Associate Professor Kathy Trotter, DNP'12, MSN'93, CNM, FNP-C, FAANP, FAAN, delivered an informative presentation titled "Overview of Breast Imaging and Biopsy Scenarios" at the National Association of Nurse Practitioners in Women's Health (NPWH) conference.

Aghajanian to Lead M&C Department



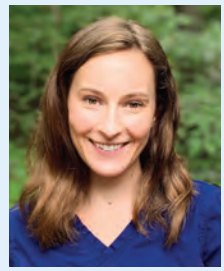
Sara Aghajanian

Sara Aghajanian, MPH joined DUSON as Associate Dean for Marketing and Communications. She will lead the development and execution of communications and marketing strategies that align with DUSON's mission, enhance the school's reputation, foster student and faculty recruitment, and attract support and engagement from donors, alumni, businesses and government leaders.

Most recently, Sara served as vice president of Public Health and Social Impact for a global healthcare public relations agency. She was instrumental in managing the development and execution of successful omnichannel public relations strategies for non-profit and private sector clients.

Sara earned her master's degree in public health with a focus on Health Behavior and Health Education from the University of Michigan and obtained her bachelor of arts in Journalism and Mass Communication from the University of North Carolina, Chapel Hill.

ABSN Student Selected as Margolis Scholar



Erin Van Gessell

ABSN student, Erin Van Gessel, was selected as a Margolis Scholar in the prestigious Duke-Margolis Scholars Program in Health Policy and Management. The program is for Duke students that demonstrate a strong interest in and commitment to a career in health policy and management, as well as leadership potential to improve health policy.

The "Flu Fighters" had another successful season of service to the Duke Community. DUSON students vaccinated more than 6,900 people across campus.

National League of Nursing Establishes New Award

The National League for Nursing (NLN) established a new award named in honor of Marilyn H. Oremann, PhD, RN, ANEF, FAAN, Thelma M. Ingles Professor of Nursing. The award recognizes an individual or team that has generated an evidentiary base for the science of nursing education. In addition to having a significant impact on students, faculty, systems, or the environment, this individual or team must have served as a mentor and leader in developing and influencing the next generation of nurse educator scientists.

Marilyn Oremann

Kreider Appointed by American Diabetes Association

Kathryn Kreider

Kathryn Kreider, DNP'13, APRN, FNP-BC professor, was recently appointed as a member of the Membership Advisory Council for the American Diabetes Association for the January 2024-December 2025 term.

Beta Epsilon Chapter Represented

Associate Professor Amie Koch, DNP, FNP-C'08,BSN'04,RN, ACHNP and DUSON Graduate Tara Matchulat, BSN'22 represented DUSON at the 47th Sigma Nursing Biennial Convention as delegates for the Beta Epsilon Chapter.

NCNA Inducts Vice Dean into Hall of Fame

DUSON Vice Dean for Diversity, Equity, Inclusion and Belonging Ernest Grant, Ph.D., RN, FAAN, was inducted into the North Carolina Nurses Association (NCNA) Hall of Fame during its the 116th annual convention. Grant was inducted based on his more than 40 years in nursing where he has made a significant impact. As a clinician, he is an internationally recognized burn-care and fire-safety expert. In 2002, President George W. Bush presented Grant with a Nurse of the Year Award for his work treating burn victims from the World Trade Center site.

MSN Students Provide Service in Alaska

PMHNP students **Elizabeth Francis** and **Fritzie Schimmel** in Alaska for a clinical rotation. They went with the Assertive Community Treatment (ACT) team in Anchorage to abandoned travel lodges and housing units to assess and treat patients that do not have the resources and/or capacity to get to their appointments. In addition to this, they also served in a provider's role under the guidance of a preceptor at a traditional outpatient behavioral health facility.

Smallheer Named FAANP

Benjamin Smallheer

Benjamin Smallheer, PhD., RN, ACNP-BC, FNP-BC, CCRN, CNE, assistant dean of the Master of Science in Nursing Program, was named a Fellow by the American Academy of Nurse Practitioners (AANP).

HISTORIC FINANCIAL COMMITMENT PROMISES TRANSFORMATIONAL IMPROVEMENTS

Duke University School of Nursing (DUSON) alumna Bettye Martin Musham has committed $8 million to the School to address the most pressing issues of wellness and prevention, to reduce health inequities, to develop community-based educational programs, and to transform health care delivery. Her gift is the second largest donation by an individual in the School's history and the largest ever for faculty, students, and programs.

Musham's planned gift, via her estate, allots $5 million to endow the William and Bettye Martin Musham Professorship and $3 million to endow the William and Bettye Martin Musham Fund. The bequest will be transformational to the School, cementing the creation of a DUSON learning and research center that places nurses at the core of transforming health care.

"Bettye's inspiring commitment to the School supports our shared vision for nursing's positive impact on the future of health and wellness," said Interim Dean Michael Relf, PhD, RN, ANEF, FAAN. "I am extremely grateful for this transformative investment, which brings visibility to the School and our leadership in nurse-led models of health care."

Disparities in health between different groups are often the result of systemic, avoidable, and unjust policies and practices. This lack of equal opportunity and access to health care and also education are detrimental to society as a whole, Musham said.

"People don't seem to understand that has an impact on the economy, on everything," she said. "If more people have better health, then they can accomplish more things." The evidence-based nurse-led model of care promises to shift the health care paradigm, narrowing the gaps in access and opportunities, improving health outcomes, and lowering costs.

After graduation in 1954, Musham, a Guilford, N.C., native, studied midwifery at Hammersmith Hospital in England. She returned to the U.S. and worked as an OB/GYN nurse in New York before changing careers, spending many years in the advertising industry, co-founding Gear Holdings Inc., a branding, design, marketing, and communications firm in New York. In the 1970s, she was the first woman executive at Louis Vuitton North America.

"If more people have better health, they can accomplish more things."

Musham resides in New York City and Bucks County, Pennsylvania. Her late husband, William "Bill" Musham, graduated from Purdue University, and attended Harvard Business School and business school in Chicago. DN

ABSN Student "Harper" Hornaday Named 2023 University Scholar

John "Harper" Hornaday remembers watching Discovery Health TV as a child and dreaming of working in healthcare someday. Now an ABSN student at the Duke University School of Nursing (DUSON), he is making his dream a reality and getting a big boost from a prestigious award.

Hornaday has been named a 2023 University Scholar, which comes with a full scholarship and allows him to collaborate with undergraduate, graduate and professional scholars from across Duke's disciplines.

"It truly is an honor to be a part of such a group," he said. "It's a recognition of the intellectual tone that I've tried to set throughout my education and work, and it's motivation to remain intellectually curious throughout nursing school and beyond into my career and life."

DUSON's 2023 University Scholar John "Harper" Hornaday

The Duke University Scholar Program (USP) is designed to stimulate an interdisciplinary, intergenerational community of scholars. Students from undergraduate, graduate and professional schools at Duke are selected for their ability to explore new academic horizons. They represent a range of personal and intellectual backgrounds and share an excitement for original research, collaborative, thinking and innovative scholarship.

Hornaday will join other scholars for retreats, dinners and seminars. The informal seminars are held every two weeks and bring together scholars and faculty, as well as distinguished visiting scholars, scientists and artists. Students of all levels are encouraged to lead a seminar on their own work-in-progress or on a topic of particular interest to them.

Each year, the scholars showcase their research and scholarship in a symposium and invite the entire university community to attend.

"It's a place to discuss ideas and research, and to generally be a part of a smaller scholarly group within the larger Duke community," said Hornaday. "The program encourages us to be a part of the USP community even after graduation, which I plan to be, especially if I stay on campus for graduate school or work for Duke University Health System."

Enjoying DUSON's Vast Resources

Hornaday says he has taken a roundabout way to get into healthcare, but he is proud of his path. In high school, he worked as a student athletic trainer and earned his wilderness EMT certification. He decided to earn a bachelor's degree in comparative literature in college and teach high school English for several years.

He and his husband eventually opened a wine-importing company but closed it during the pandemic. Hornaday soon felt the pull back to healthcare and enrolled at DUSON.

"I recognized the fact that Duke is a place where I would get an amazing nursing education, and where I could participate in academic and scholarly work," he said. "The resources are vast, from simulations in the Center for Nursing Discovery, to independent research opportunities with the Health Innovation Lab. And those are just in the School of Nursing. The resources and opportunities campus wide are virtually unlimited."

One thing Hornaday likes most about nursing is the range of opportunities – from bedside care to forensic work, to research and teaching. He plans to focus his career on psychiatry and mental health nursing, with a focus on pediatrics, but he is unsure in exactly what capacity.

With graduation planned in December 2024, Hornaday is considering several options, including working with clients in outpatient centers, crisis intervention or working with global organizations such as the World Health Organization or United Nations.

As he determines his next steps, he advises other DUSON students to trust their instincts and stay true to themselves – skills that have served him well.

"Follow you! You never know where you'll end up until you're there," he said. "As it goes for your time at Duke, take advantage of all the resources, make friends and acquaintances with a lot of different people, and don't be afraid to befriend professors. So many amazing opportunities have come about because of the connections I've made."

The University Scholars Program was created in 1998 by the Office of the Vice-Provost of Interdisciplinary Studies with a gift from Duke University Trustee Emerita Melinda French Gates and Bill Gates, through the William H. Gates Foundation. DN

Technology, Equity in Access, and Global Reach Innovate Nursing Education

The Future of Nursing *Reimagined*

The role of nursing looks much different these days.

From state-of-the-art simulation labs to artificial intelligence, the Duke University School of Nursing is constantly innovating and creating new ways for nurses to lead health care coverage across the globe.

In this special article, you'll learn how DUSON is truly reimagining the future of nursing through education, global outreach, innovation, interdisciplinary collaboration, research, and social awareness.

We'll explore how drastically the profession has changed and share some of the innovative solutions DUSON is deploying in North Carolina and around the globe. You'll get insight into what school leaders envision for the future of the nursing profession and what is being done to care for students' mental health.

You'll also learn more about the multi-talented students and faculty at DUSON. They are nurses, but also researchers, educators, scientists, community health providers, public policy advocates and more. Their future is filled with promise.

A New Age of Nursing Education Emerges with High-Tech Tools

When **Nicole Petsas Blodgett, PhD, RN, CHSE,** was in nursing school, students learned to give intramuscular injections by inserting needles into oranges to mimic a patient's arm. Sometimes, they filled syringes with saline and practiced on each other's arms. Performing breast exams on each other wasn't unheard of either, and occasionally, more invasive exams.

"It was a different time, back then," Blodgett said. "Nursing education has changed. We know more about how students learn. We know simulation is an effective approach for learning and students learn best when they feel safe."

Blodgett is the Director of the Center for Nursing Discovery (CND) – the School's simulation learning environment – and an assistant professor at the Duke University School of Nursing. High-tech manikins and specialized equipment have replaced the outdated techniques Blodgett learned.

Director of DUSON's Center for Nursing Discovery, Assistant Professor Nicole Petsas Blodgett

"Student safety is our highest priority in the CND. We do not perform invasive procedures on each other," she said. "Instead, students practice invasive procedures on life-sized manikins. As you learn - mistakes happen - we learn from them and keep practicing until we get it right."

Nursing education is ever evolving, and DUSON has been at the forefront of innovative changes. **Anne Derouin, DNP'10, MSN'00, RN, CPNP, FAANP,** DUSON's Vice Dean of Academic Affairs, has seen the changes firsthand during her more than 20 years at Duke.

"When I was a student here, I attended classes each week in a classroom or auditorium and we took notes with pen and paper," she said. "Over time, we moved to slide decks, recordings, then distance-based learning and learning platforms that included high-fidelity, sophisticated technology."

The future of nursing education will include innovation, competency-based curriculum, artificial intelligence, and machine learning to ensure that graduates remain leaders in the profession, Derouin says.

At the same time, DUSON plans to continue promoting reflective practices, self-care and a healthy work-life balance so nurses entering the workforce are prepared to lead, can be resilient, and remain in practice throughout their careers.

"As a profession, we haven't been terrific at caring for ourselves and one another," Derouin said. "That is evolving so that the workforce of the future is not only well prepared to serve in their professional role but is also prepared to manage the emotional toll."

Blodgett uses that same compassion in her simulation classes, where students work with high-tech manikins to learn advanced clinical skills, such as delivering a baby or caring for a person having a heart attack or seizure.

Instead of only focusing on the medical treatments, Blodgett and her team asks the students open-ended questions about their life-saving approaches, including how the simulation made them feel. Students learn and practice communication techniques to provide compassionate care to simulated patients.

Virtual reality (VR) is another way the staff of the Center for Nursing Discovery are teaching students. She has received a grant from the federal government to buy a VR headset that will prepare students to better care for older adults with cognitive decline and interact with virtual family members. Holograms will be next, Blodgett says.

Another change in nursing education is the increased focus on a student body and nursing workforce that is representative of society, something DUSON has devoted time and resources to improving. A representative nursing staff is crucial to building trust with patients and understanding their needs. While DUSON has made strides in this area, it is committed to doing more.

"I believe we will continue to see diversity in teaching approaches and enhanced curriculum," Derouin said. "While the technology and

Vice Dean for Academic Affairs, Anne L. Derouin

"I believe we will continue to see diversity in teaching approaches and enhanced curriculum, connections and meaningful relationships that are cultivated during academic programs remain a cornerstone of our academic programs."

—ANNE DEROUIN
DNP'10, MSN'00, RN, CPNP, FAANP, VICE DEAN OF ACADEMIC AFFAIRS,

Assistant Professor Marissa Abram

pedagogical approaches evolve over time, the interpersonal connections and meaningful relationships that are cultivated during academic programs remain a cornerstone of our academic programs."

DUSON's Newest Researchers Examining Health Inequities

As the largest group of health care professionals in the U.S. and around the world, nurses have historically advocated for, and provided person-centered care through a social justice lens. With more than 4 million registered nurses in the U.S., their research on social determinants of health – where people are born, live, work and age that affect their health and quality of life – is crucial to improving health equity.

The School is leading the way with the recent hiring of a cluster of researchers examining the impacts of health inequities, structural racism, and discrimination on underserved communities of color and the LGBTQ community.

Professor **Tonia Poteat, PhD, MPH, PA-C, AAHIVS, DFAAPA,** and Assistant Professor **Marissa Abram, PhD, PMHNP-BC, CARN-AP, FIAAN**, are two faculty members who recently joined DUSON.

Poteat has spent more than two decades caring for LGBTQ+ individuals, with a special focus on the transgender community's health. Her research, teaching, and clinical practice focus on HIV and the stigma that drives LGBTQ+ disparities in health and well-being, especially for the transgender community.

"Research is my main focus, which means I spend most of my time implementing studies that examine the root causes and potential solutions to gendered and racialized health inequities," said Poteat, who also serves as co-director of the Duke Sexual and Gender Minority Health Program.

Poteat is part of a research team at DUSON that is launching a new study, "CARES: Creating Access to Resources and Economic Support," that will test whether economic intervention, with or without peer support, will improve mental health among transgender people experiencing material hardship.

"By addressing a known social driver of health – economic inequality – we hope to improve a known health inequity – poorer mental health among transgender people compared with cisgender people," she said.

DUSON is conducting the study in partnership with a national transgender-led organization, which will use the findings to guide its programming. Poteat hopes students will continue adding to this important work.

"I've already met with several students who are passionate about social justice and want to dedicate their careers to addressing health inequities. I'm excited to support their education and provide opportunities for them to grow as scholars," she said.

Abram is another new faculty member who has extensive clinical experience helping individuals with substance use and psychiatric disorders. Her research seeks to prevent and treat the use of illicit substances and related comorbidities, such as HIV, to reduce the impact it has on people, families, and communities.

Professor Tonia Poteat

The long-term goal is to create nurse-led models of care, especially those that are high quality with low barriers, that increase access to care and combat the shame surrounding addiction.

This research is essential, she says, because patients experiencing addiction often face stigma and are viewed more negatively than people with physical or other mental disorders. Currently, about 10% of people who meet criteria for addiction treatment actually receive it, and not everyone has access to life-saving medications.

"To have real change, save lives and decrease the disease burden from addiction, nursing must strategically address structural barriers that influence health outcomes for groups that are most at risk for negative health consequences," Abram said.

"I am committed to preparing the future workforce to care for persons with substance use and mental illness," Abram said. "Here at DUSON, we are preparing nurse leaders of the future. It is time to mobilize our profession and take action."

Associate Professor Ryan J. Shaw, director of DUSON's Health Innovation Lab

DUSON's Health Innovation Lab a Hub for Cutting-Edge Care

Walk into any hospital and you will see innovation at work. One example is the increased use of robots to help perform fine-tuned brain surgery and other sensitive procedures.

In a field full of cutting-edge technology, many tasks performed by nurses remain manual, laborious, and time consuming. The Duke Health Innovation Lab at DUSON is working to change that and find new, creative solutions. The integration of technology in health care isn't about replacing nurses but enhancing their ability to coordinate and provide person-centered care.

"Nurses are the largest healthcare workforce and they deliver the majority of care. So, to state the obvious, we need to invest in nursing," said DUSON Associate Professor **Ryan Shaw, PhD'12, RN, FAAN.** "One might even say we are behind the times compared to other industries. Look at the National Institutes of Health (NIH), for example. While nursing is the largest profession in health care, the National Institute for Nursing Research has one of the smallest budgets within NIH. The lack of investment is prevalent."

Shaw serves as Director of the Health Innovation Lab, known as the HIL, and works with teams to develop and evaluate medical devices, some of which have received FDA clearance and are available on the market. His research primarily focuses on data from wearables, sensors and devices that enhance patient care and interact with electronic health records — also known as digital health.

The HIL is unique among nursing schools. It is adjacent to Duke University Hospital, which allows clinicians and end users to come to the lab to test devices that are used in simulated care models.

Under Shaw's guidance, the HIL is a space for entrepreneurship, product development, testing and modeling care delivery processes. The program has recently refocused on a robotics collaboration with the engineering school, which was paused due to the pandemic.

Shaw also teaches classes in health informatics and research methods mentoring students to become the next generation of health scientists and clinicians. Mentoring students is his favorite part of the job.

"Our students are nothing short of amazing. Many of them came from other disciplines before they went into nursing, and others have a rich history of working in various clinical specialties around the world," he said. "I learn as much from my students as they likely do from me."

Students studying to earn their Accelerated Bachelor of Science in Nursing and Ph.D in Nursing degrees have been working with Shaw's team on an NIH-funded trial that is evaluating an innovative telehealth care model within the Duke Health System for patients with uncontrolled diabetes and hypertension.

Patients self-monitor with four devices that transmit data into the electronic health record. Students then work with an interdisciplinary team of investigators and clinicians in nursing, medicine, pharmacy, informatics, statistics and data science on data collection, technical troubleshooting and in the evaluation of the care model.

The future of nursing is intertwined with technological advancement. That's why it is vital for nurses to not only embrace but also actively participate in the development and evaluation of new technologies.

"Health care is evolving and rapidly digitizing, along with the rest of the world," Shaw said. "It's critically important that nurses are at the table to develop, evaluate and guide the changing health care environment so that care is equitable, accessible and provides the greatest good to improve health outcomes for patients, families and communities."

DUSON Students Learn Importance of Interprofessional Education

When **Mitch Heflin, MD, MHS,** thinks back to his college years, he remembers being totally focused on becoming a physician. He spent time in classrooms with other students studying to be physicians and learned

Dr. Mitchell T. Heflin, Associate Dean, Interprofessional Education and Care, Associate Professor of Medicine

what he needed to become a doctor.

But after graduating and going into practice focused on geriatrics, he felt as if the blinders came off as he came to know the different types of health professionals around him and appreciated the important roles they played.

"When I came through medical school, I didn't learn anything about anyone else on the healthcare team," he said.

Now a professor at DUSON and associate dean and director for Interprofessional Education and Care (IPEC), Heflin is focused on giving students a different experience than he had and teaching them how to collaborate with each other.

In his role, he works with educators and clinicians from across Duke's health system on educational programs aimed at improving students' ability to work together to deliver safe, effective, person-centered care.

Students are placed in teams with those from different health professions programs, including the occupational therapy doctorate, doctor of physical therapy, physician assistant, accelerated bachelor of science of nursing, and doctor of medicine programs. They participate in workshops and learn about the other professions, how they're educated, what roles they play in clinical practice and how to best communicate with each other.

"We have a long way to go, but I think we've come a long way," said Heflin, who is also a professor with tenure in the Department of Medicine and a senior fellow in the Center for the Study of Aging and Human Development. "Because now, as opposed to in the past, or even four years ago, every student is having this experience."

In Heflin's nearly 30 years at Duke, he has seen interprofessional collaboration become more and more critical to care. For instance, in the field of geriatrics, in which Heflin specializes, individuals with dementia may be treated by a number of different health care professionals, including nurses, physicians, nurse practitioners, physician assistants, pharmacists, social workers, occupational therapists, physical therapists, speech language pathologists, chaplains, and more.

"It really is about understanding the role of the different professions and how best to prepare students to participate as team members in care," he said. "Because it's something that they will see when they get into practice."

Duke's most acute need now is to continue identifying clinical sites where students can observe and participate in collaborative practice and teamwork. Having a large medical center and community-based programs nearby has helped, but more options are needed.

"We currently have a strategic initiative around identifying those sites and helping them get them ready to host students, particularly teams of students, so that when they graduate, it's not just a hypothetical, a PowerPoint or a simulation, but it's actually a real patient care experience," Heflin said.

Another focus of the program is students' well-being as they study health care and how different medical professionals can check on each other's mental health. The U.S. Health Resources and Services Administration recently awarded Duke a grant to deliver a peer support training program called Stress First Aid.

"That really provides a means by which students can recognize and attend to stress in themselves and their classmates," Heflin said. "The thing that impresses me the most is not just students' interest and willingness to work together, but their passion and interest in going beyond what would normally be expected around working on clinical units."

Around the Globe, DUSON Students and Faculty Making Their Mark

At any given time, DUSON students and faculty are using their skills around the globe to immerse in a new culture and understand how healthcare is delivered. Barbados, Guatemala, the Philippines, Rwanda, and Tanzania are just some of the places where the School continues to make its mark as part of its global outreach.

"I see the real value that nursing students get when they are abroad," said DUSON Professor and Interim Vice Dean for Global and Community Health Affairs **Eleanor Stevenson, PhD, RN,**

FAAN. "Students always share with me how their global experiences have really changed their thinking about themselves, clinical care and health care in general."

Global awareness in nursing has changed a lot since Stevenson was in college in the 1990s. She wanted to study abroad in college but those opportunities were available only as a semester-long experience with the general population of students from her university. If she had wanted to go abroad, she would have had to delay graduation, since abroad programs were not embedded into the specific nursing curriculum at that time.

Interim Dean **Michael V. Relf, PhD, RN, ANEF, FAAN** was instrumental in developing DUSON's international presence and is a long-time advocate of the benefits of having students experience global health care. "Having worked in global health for more than 20 years, I understand the transformative experience a global clinical immersion experience can have in a student's life, both personally and professionally."

Now, with Stevenson leading the global effort, she wants to help DUSON students from all of its academic programs have the opportunity to participate in global clinical immersion and other scholarly activities. DUSON currently has about 60 to 70 pre-licensure students travelling abroad each year as part of its community health course, and more than a dozen who immerse in advance practice, nursing and healthcare leadership and nursing educational experiences at the masters level and nearly the same number of students from DUSON's Doctor of Nursing Practice program who work with global partners on local quality improvement projects.

DUSON Clinical Instructor **Monica Monari, BSN '14** is one of the people who has benefitted from the program. She has been involved in global medicine since graduating from Duke with her ABSN in 2014. She traveled to Honduras as a student and has since volunteered several times with Mercy Ships in West Africa and Cameroon. The organization uses hospital ships to travel and provide free surgery and medical training.

Kristin Schroeder, M.D., M.P.H., an associate professor of pediatrics and global health at Duke, has also worked abroad. Since 2014, she has spent six or more months per year in Mwanza, Tanzania, where she focuses on pediatric cancer care at the Bugando Medical Centre as part of the Duke Global Cancer Program. She has been a preceptor to several DNP nurse anesthesia students while they designed and implemented their capstone projects.

Last fall, three DUSON faculty – Nikki Blodgett, Jackie McMillan-Bohler and Callie Tennyson – led a faculty development workshop for staff at Kilimanjaro Medical Center University College of Nursing in Tanzania. They received a grant earlier this year through the Duke Global Health Institute to continue their work.

"They have big deliverables," Stevenson said. "So that's an example where we're working globally to do something that has some real impact."

Stevenson is working on her own international project. She is part of a research team with Duke's Nicholas School of the Environment focused on climate change. While the Nicholas School examines health impacts of burning forestry in Zambia, Stevenson and DUSON colleague Dr. Karin Reuter-Rice are looking at health impacts on women and children who are exposed to environmental smoke.

All trips abroad are especially meaningful now since the COVID-19 pandemic halted much of DUSON's global work for two years. Looking ahead, Stevenson wants to continue to re-establish and enhance relationships with global partners.

"By the end of this year we will be back to all of our former clinical sites, which is great," she said. "We're always trying to ensure that we have enough

Interim Vice Dean for Global and Community Affairs, Professor Eleanor L. Stevenson and Interim Dean, Professor Michael V. Relf

"DUSON is growing our clinical footprint in the community and increasing access to care for populations that have been historically marginalized."

—DONNA BIEDERMAN, PROFESSOR
DrPH, MN, RN, CPH, FAAN

Director of Community Health, Professor Donna J. Biederman

sites to meet the needs of our students." One of Stevenson's coming goals is to have a clinical placement opportunity in South America.

Stevenson also wants to secure additional scholarship funding for students traveling abroad, especially need-based scholarships for students who can not afford the trip.

"I believe traveling makes students better nurses," she said. "It makes them approach patient care here in the U.S. differently. I really think having that cultural awareness and broader perspective makes you a better nurse."

DUSON Leading the Way in Social Awareness Training for Nurses

When **Donna J. Biederman, DrPH, MN, RN, CPH, FAAN,** graduated from an associate's degree program in 1992, she had never heard of social drivers of health – the conditions where people are born, live, work and age that affect their health and quality of life. She also did not have access to community health courses. Instead, she spent several shifts following a nurse at a county jail.

Now, more than 30 years later, Biederman is part of a team at DUSON that is teaching students about social awareness in health care and empowering them to have a strong connection to their communities.

"It is very rewarding to see students interested in social drivers of health and community-based nursing," she said. "Students need this foundation to appropriately advocate and care for individuals in all settings."

Biederman is a clinical professor and director of two community health programs – DUSON Community Health Improvement Partnership Program (D-CHIPP) and the Mobile Prevention and Care Team (M-PACT) Clinic. The programs exemplify how far social awareness has come in nursing education and how DUSON is continuing to lead the way in this crucial area of health care.

"Through our combined efforts, we witness increased access to care and health enhancing resources because of the work we do at DUSON," Biederman said.

In 2022, DUSON received a $3.9 million award to establish the M-PACT Clinic. The program is funded through a Health Resources and Services Administration (HRSA) Cooperative Agreement UK1HP46054-01-00 for Nurse Education, Practice, Quality and Retention.

Launched in 2023, the program includes two new master's level courses focused on social drivers of health. M-PACT Scholars participate in local clinical excursions and weeklong immersion experiences in rural and underserved communities including Granville, Vance, and Pamlico (NC) counties where they work with veterans, persons experiencing homelessness, Latino immigrants, and others.

"DUSON is growing our clinical footprint in the community and increasing access to care for populations that have been historically marginalized," Biederman said. "It is incredibly rewarding to work with nursing and medical students who share a passion for community health improvement and know they can truly make a difference."

To date, two separate community-based organizations have contracted with DUSON to provide clinical staff. One has a DUSON-employed nurse practitioner and the other has a registered nurse.

"DUSON has the resources and capacity to advertise these types of positions and supervise the employees in them, whereas our community partners may lack the ability to supervise clinicians," Biederman said.

Duke is also launching nurse-led, community-based clinics this year. The first one began in January with "Families Moving Forward," a local family emergency shelter, and more are expected.

D-CHIPP is another program that showcases DUSON's commitment to community health. Established in 2017, the program serves as a bridge to connect DUSON's faculty, staff, and students to community partners for clinical services, education, and research. D-CHIPP helps to facilitate the community health clinical placement for about 50 DUSON pre-licensure students each spring and summer as well as hosting events, such as our annual community health lecture, open to the broader Duke and Durham communities.

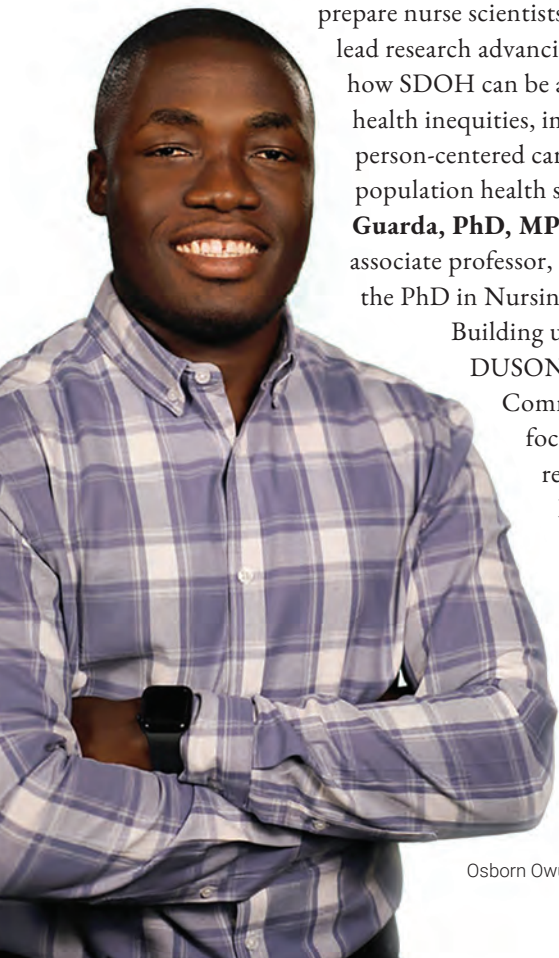
Looking ahead, DUSON plans to continue partnering with rural communities and increase access to health care with telemedicine equipment, including USB stethoscopes, otoscopes and general exam scopes. The goal is to start a telemedicine clinic in Pamlico County (NC) this year, and discussions are underway with Granville Vance Public Health (NC) about adding telemedicine in the local public schools.

"Nursing is truly a team sport, and we have many great staff and faculty who share a passion for and commitment to increasing health equity through community-based work and work directly on social drivers of health," Biederman said. DN

PhD Students Advancing Health Equity — Social Justice Science and Knowledge

The COVID-19 pandemic and racial reckoning of the last few years have accelerated the already existing shift in U.S. healthcare toward the impacts of social determinants of health (SDOH) - the nonmedical environmental factors that affect health — as driving forces in health equity outcomes. Recent changes to Duke University School of Nursing (DUSON)'s PhD in Nursing Program aim to refocus the program toward educating future generations of nurse scientists prepared to address this shifting healthcare landscape.

A long-time leader in recognizing the importance of curriculum centered on improving health equity for all, DUSON has transitioned the program's thematic focus from chronic illness trajectories to addressing SDOH, both negative and positive, and health equity advancement. The expectation is to prepare nurse scientists who will be able to lead research advancing our knowledge of how SDOH can be addressed to reduce health inequities, improve person-centered care, and promote population health said **Rosa Gonzalez-Guarda, PhD, MPH, RN, FAAN**, associate professor, and assistant dean of the PhD in Nursing Program.



Osborn Owusu Ansah

Building upon the work of DUSON's PhD Program Committee Taskforce focused on curricular revisions and previous Racial Justice Task Force comprised of both students and faculty, Gonzalez-Guarda partnered with program faculty led by Associate Professor **Ryan Shaw, PhD' 15, RN, FAAN** to revise the program goals to prepare PhD graduates to lead and transform nursing practice, policy, and research to promote health equity and social justice. The curriculum was then changed to provide the framework for reaching those goals. Perspectives on health equity and SDOH — are woven into the courses, some of which also focus on the nurse-led model of care, which is central to the mission of reducing health inequities.

"You can't conduct health inequities work without ensuring the people who are affected by these issues, have their voices represented and that their perspectives are included in designing the research that you're doing," said Gonzalez-Guarda. "Nurses, and especially nurse scientists, are the best-positioned health care providers to take the lead on equity-based care because of the connections to the individuals and to the communities they serve. Communities that are the most historically oppressed, lack trust and nurses are a window into that trust — a bridge between those communities and the health care system."

To deepen the impact of this new focus, this year's PhD cohort was the first to participate in a four-hour *Groundwater Approach* training program through the Racial Equity Institute that demonstrates the role of systemic racism as a key driver of health inequities. The training gives students a common language and perspective that is built upon during their time at DUSON. This perspective highlights how racism is embedded across our systems and structures and serves to disadvantage racial and ethnic minoritized populations and benefit the White majority.

In addition, a recent DUSON faculty retreat also included training from Duke's Office of Institutional Equity that focused on trauma-informed supervision and leadership seen through a diversity, equity, and inclusion lens. "To help us become better

From left to right: PhD in Nursing students Jolie Jemmott, Ashleigh Harlow, Kimberlee Grier, Osborn Owusu, Sarah Janek, and Shewit Jaynes

mentors and leaders, we must understand that trauma is universal, and the experience of trauma is particularly salient with groups that have historically been oppressed," Gonzalez-Guarda said.

In addition to the curriculum changes and training, Gonzalez-Guarda and Shaw collaborated with several DUSON faculty on a T32 training grant through the National Institutes of Health. The proposal will help train and prepare the next generation of nurse scientists who will generate nurse-led models of care that address SDOH, Gonzalez-Guarda said, noting that it capitalizes on her background in leveraging community engagement and multi-sector partnership and Shaw's expertise in digital health and advanced analytics. The grant scored favorably through the initial scientific review and the advisory council review is pending.

"There's some skills that all scientists need regardless of what theme you focus on, and we're continuing to hone those skills like scientific and grant writing, and presentations," Gonzalez-Guarda said. "But the thematic focus, we were able to change which we believe will make a long-term difference on not only the future of nursing, but also the care our patients and their families receive."

Our Next Generation of Nurse Scientists and Healthcare Leaders

OSBORN OWUSU ANSAH, BSN, RN

Hometown: Kumasi, Ghana

Osborn Owusu Ansah, BSN, RN, has been interested in the field of cancer since his undergraduate days in Ghana. His focus shifted to palliative care during his work as a nurse in the United Kingdom. "I saw firsthand how palliative care was improving the lives of patients, especially at the end of their lives," he said. African Americans have the highest mortality and morbidity for most cancers in the U.S, but there is a disparity in palliative care delivery in that population. Ansah's research focuses on addressing those disparities.

"I aim to make sure that Black people gain equal access to palliative care," Ansah said, noting that he wants to be an advocate and change agent for symptom management and well-being of cancer patients in Ghana and Africa. "By bridging the gap

Ansah Janek Lee Grier Jemmott Harlow

in palliative care utilization, I can contribute significantly to enhancing the lives of Black individuals facing serious illnesses, fostering dignity, comfort and support through their health care journey."

The pandemic exposed numerous health inequities in the United States and around the world, Ansah said, so DUSON's shift toward health equity is important to improving health outcomes for marginalized and underserved populations. "Aligning education and research with a focus on health equity and social justice prepares the next generation of nurse scholars and practitioners to address the complex challenges in health care with a commitment to fairness and inclusivity."

KIMBERLEE GRIER, BSN, RN, CHPN, CHPPN

Hometown: Syracuse, NY

Children in foster care often come from backgrounds rooted in trauma and have higher rates of mental health challenges than the general population. Many come from marginalized communities, suffer social stigma and have other challenges that can impact their access to care and worsen outcomes. **Kimberlee Grier, BSN, RN, CHPN, CHPPN,** is researching the lived experiences of youth in the child welfare system, and how they use and access mental health care. She is also investigating psychotropic medication use among foster youth across North Carolina. "Mental health is a vital component to holistic care, overall well-being and is interconnected with physical health outcomes," Grier said.

Her work as a pediatric nurse motivated her to help pediatric patients and their families, and Grier ultimately became a foster parent herself in Durham. "I became cognizant of the significant policy and practice gaps that exist regarding mental health access and equity for youth in foster care," she said. "After experiencing these challenges with youth in my care and seeing the consequences of these gaps, I was driven to create meaningful change in this important area of research."

Addressing mental health care in foster care contributes to the broader efforts of health equity, Grier said, by recognizing that different groups have unique needs, and care should be informed by that. "Nurse scientists often work closely with marginalized populations and advocate for rights, and guide research that informs policy."

Kimberlee Grier

The work DUSON does is important to tackling health inequities because it fosters a culture of holistic, patient-centered care that respects diversity, Grier said, and nurses are uniquely positioned to lead the efforts to create inclusive environments that address health disparities.

ASHLEIGH HARLOW, BSN, RN

Hometown: Madison, AL

A child with a serious illness such as heart disease often requires hospitalization, and parenting through this health condition can be exceedingly challenging. Research shows that parents' participation in the child's hospital care is beneficial, but minoritized children are at higher risk for complications and death, and there is very little research examining the impact of social determinants of health (SDOH) on parents' participation. **Ashleigh Harlow, BSN, RN,** wants to change that. She is studying how social determinants of health, such as access to transportation and discrimination in the health care environment, affect parents' abilities to be with their child in the hospital, participate in their child's hospital care, and develop confidence in their care abilities.

Harlow's career experiences as a direct care nurse, nurse educator, and nurse manager highlighted the challenges parents face and the gaps in knowledge providers may have about those challenges.

"The vast majority of the time, it is my belief that a parent's access to their child is a fundamental and universal right," Harlow said. "However, there are major societal and structural forces at play which directly affect parents' ability to be with their children and participate in hospital care." Language barriers, COVID-19 hospital visitation policies, lack of transportation, and

Ashleigh Harlow

Janek Jaynes

absence of paid family leave, all create challenges for many parents who have a hospitalized child.

"The social justice aspect of nursing is not, in my opinion, totally radical," Harlow said. "But this aspect of our work, where we can act as advocates and change agents at the national level, is an area where nursing must focus our efforts as a profession if we want our voices heard."

SARAH JANEK, BSN, RN, ACRN

Hometown: Chicago, IL

There is a major gap in HIV rates between Black men and men of other racial and ethnic identities. To understand the experiences of this population and design appropriate interventions that confront these inequities, it's crucial to understand the intersectionality of racism and (internalized) homonegativity, said **Sarah Janek, BSN, RN, ACRN.** Her research focuses on understanding the variation in intersectional discrimination experiences of young Black gay, bisexual and other men who have sex with men (MSM), and how those experiences affect their sexual health and HIV prevention.

As an undergraduate at the University of Michigan, Ann Arbor, Janek became interested in HIV-related care and chose HIV as her research area in nursing school, where she was involved in community-engaged research focused on recruitment and retention of this marginalized group. "The inequities experienced by these populations, particularly in HIV incidence, pushed me to view my education, patient interactions, and the state of health care in the United States as a whole through a health equity lens," Janek said. At bedside, she learned how the impact of structural inequities, such as lack of health care and stable housing, affected sexual health.

"I believe research and health care needs to evolve beyond looking at what individuals are or are not doing for their health and instead shift to focus on the systemic and structural factors that are inhibiting health promotion and well-being," she said. "It's extremely important to incorporate this focus in PhD programs so we, as nurse scholars, become trained early on to integrate equitable practices and focuses into our research."

SHEWIT JAYNES, MS, BS

Hometown: Cary, NC

The research of **Shewit Jaynes, MS, BS,** focuses on reproductive health equity, examining factors that contribute to the disproportionate prevalence of high-risk pregnancies among Black women. The North Carolina native recalls reading the birthing story of Allyson Felix, a five-time Olympic runner. Felix experienced a severe case of preeclampsia, necessitating an emergency C-section at 32 weeks, despite being a healthy, well-educated patient with no medical risk factors. But Felix is Black, and Jaynes knew from her own experience as a postpartum nurse providing care for a diverse group of mothers, including high-risk patients, that Felix fell into that unfortunate statistic: excessively high maternal morbidity rate in Black women.

Sarah Janek

"I believe research and health care needs to evolve beyond looking at what individuals are or are not doing for their health and instead shift to focus on the systemic and structural factors that are inhibiting health promotion and well-being."

—SARAH JANEK

Shewit Jaynes

Jolie Jemmott

Ansah
Janek
Grier
Lee
Jemmott
Harlow
You
Jaynes

Donghwan Lee

"To improve perinatal health outcomes for all birthing individuals, health equity cannot be an afterthought," Jaynes said. "We must think about health equity in our study designs, recruitment, data collection, interpretation of results, etc." Jaynes' research draws from the reproductive justice movement's core values, specifically the right to parent children in a safe and healthy environment.

"Duke must educate its students to meet the pressing health needs of our country and the world," Jaynes said. "As emerging nurse scientists, we must understand how one's environment influences health outcomes and think innovatively to address the multifactorial contributors to health inequities."

JOLIE JEMMOTT, MSN, RN, PMHNP-BC

Hometown: Philadelphia, PA

Marginalized and vulnerable populations experiencing mental health challenges are often misdiagnosed, undiagnosed, or undertreated, said **Jolie Jemmott, MSN, RN, PMHNP-BC**. As a psychiatric mental health nurse practitioner, Jemmott witnessed an alarming increase in mental health challenges after the COVID-19 pandemic. Substance abuse has increased for historically marginalized populations, impacting individuals, families, and communities through deteriorating physical health, distortion of relationships with family and friends, and environmental destruction. One population especially at risk and underrepresented in research is substance-abusing Black men. Jemmott's PhD research focuses on the engagement of Black men in opioid treatment, including barriers and facilitators.

Marginalized communities often experience fear, shame, discrimination, and stigma around mental health challenges, Jemmott said, which amplifies the inequities they experience. Jemmott's research on health disparities and opioid-related overdoses and deaths is critical to improving the well-being of ethnic minority people and their communities. "It would help elucidate the determinants of substance abuse among Black men and identify the most effective approaches to

"I was struck by the silos that are present in the health care system, particularly the fragmented care between the acute health care settings and the community, and how these disparities adversely affect vulnerable and marginalized populations."

— HYUNBIN YOU

address those determinants to reduce health disparities."

Focusing on underrepresented populations in research is important work for DUSON to continue for many reasons. "It allows nursing scientists to better understand the health disparities within various populations, emphasizes the importance of cultural competence allowing more tailored interventions to be designed."

DONGHWAN (HAN) LEE, BSN, RN

Hometown: Jeju, Republic of Korea

Digital health has the potential to become a vital tool in advancing health equity and social justice, said **Donghwan (Han) Lee, BSN, RN,** but it must overcome the challenge of digital health literacy, the ability of individuals to access, understand and use digital health information and services effectively. Lee's research focuses on digital health literacy among chronic disease patients. During his time as a registered nurse in South Korea, Lee engaged with new health technologies that promised to improve health care. "Yet, I noticed a significant disconnect: Their development often centered around the providers and developers, overlooking patient perspectives."

Lee was motivated to address this growing divide between technological advancements and their practical accessibility by many patients. Treating patients as consumers is a social bias, Lee said, and favors those who can easily access and afford services. Populations who cannot afford or access the services, due to infrastructure, policy, and demographics, are excluded. "My research focuses on improving digital health literacy, aiming to make the benefits of digital health innovations accessible and beneficial for all, ensuring an equitable distribution of these technological advancements."

Hyunbin You

Viewing the world from a different perspective, as suggested by the Korean phrase, "Look at the world map upside down," is a critical and necessary theme for PhD programs and nursing schools, Lee said. "This approach encourages students to step beyond conventional viewpoints and understand the diverse contexts in which people live." Such a mindset, he said, is essential in fostering future leaders who are not only skilled, but also deeply committed to social justice and health equity.

HYUNBIN (BINNIE) YOU, BSN, MSN

Hometown: Seoul, Republic of Korea

As a critical care nurse in intensive care, **HyunBin (Binnie) You, BSN, MSN,** witnessed the various challenges intensive care unit (ICU) patients may experience as they move back home after a hospital stay. You's collaborative research at Duke has revealed racial differences in how ICU clinicians approach shared decision-making with Black family members of critically ill patients, compared to white family members. Her dissertation focuses on the role of the ICU nurses in patient- and family-centered transitional care planning. "My ultimate goal is to develop ICU transitional care interventions that bridge the gap between research and clinical practice, addressing the challenges that ICU patients and their families encounter during and after their discharge."

You's commitment to health disparities research began when she was working as a research assistant at the Chronic Illness Research Lab at Seoul National University, South Korea. "I was struck by the silos that are present in the health care system, particularly the fragmented care between the acute health care settings and the community, and how these disparities adversely affect vulnerable and marginalized populations." You envisions designing interventions that are culturally sensitive and responsive to the diverse needs of various socioeconomic, racial, and ethnic groups, and building research capacity to engage marginalized groups.

Educational initiatives that embed health equity awareness into its program, like Duke's PhD in Nursing Program, help cultivate leaders who can shape policies, advocate for vulnerable populations and affect change in the health care system to ensure equitable outcomes for all, You said. DN

ALUMNI AWARDS 2023

The Duke University School of Nursing has a long history of excellence. Each year, we recognize individuals for continuing this legacy of excellence through their contributions to science, service to DUSON, and to the greater good. This year, we recognize six individuals who have demonstrated notable excellence. Each of these recipients exemplifies what it means to be a nurse leader in the clinical, educational, and research domains. Their deep commitment to improving patient care, transforming nurse-led science, and advancing health equity brings distinction to our profession and amplifies nurses' voices as agents of change.

Trailblazer Award

Awarded on occasion to an alumnus who demonstrates excellence in their clinical field within three years of completing their Duke education.

Nikolas James Silva

BSN'20

After graduating in 2020 from the Duke University School of Nursing's Accelerated Bachelor of Science in Nursing program, Nikolas Silva took a position in a cardiology step-down unit at Duke University Hospital, where he developed his skills and knowledge as a clinical practitioner. But Silva found that he wanted to challenge himself even more. In 2021, he took a big leap: he commissioned into the U.S. Air Force, where he now serves as an active-duty medical-surgical nurse at the David Grant U.S. Air Force Medical Center on Travis Air Force Base in Fairfield, California.

In October 2021, he started Officer Training School (OTS) at Maxwell Air Force Base in Montgomery, Alabama, as a commissioned second lieutenant. During this two-month training course, Silva was the first non-previously enlisted flight lead and served as charge of quarters. After graduating from OTS, Silva attended military nurse training through the Nurse Transition Program at Brooke Army Medical Center in San Antonio, Texas. Silva served as class flight lead for the entire course and was permitted to train Army Licensed Practical Nurse students.

As an Air Force officer, along with his role as a nurse clinician, Silva is the primary safety coach officer and the peer review officer of his unit. He conducts the required assignments of safety monitoring and peer review analysis under the Joint Commission, the national healthcare accreditation organization.

Before Duke, Silva earned his Bachelor of Science in health and exercise science from Wake Forest University, graduating magna cum laude. He is currently completing a Master of Public Health and plans on using the knowledge and skills gained to assess the validity and reliability of artificial intelligence-enhanced screening and diagnostic tools. The ultimate goal of this technology is to be able to encourage at-risk populations to seek earlier treatment for diseases in hopes of improving health outcomes with less invasive interventions.

While at Duke, Silva was president of Duke's chapter of the American Association of Men in Nursing and coauthored the study, "Impact of Depression and Nicotine Dependence on Executive Functioning in Rural Older Adult Smokers: A Brief Report," under Associate Professor Devon Noonan.

Clinical Practice

Awarded on occasion to an alumnus who has made a significant difference in nursing through their clinical practice.

Ashley Clair Batts

DNP, MSN'18, BSN

A Nurse Practitioner, Ashley Batts has focused her care on rural communities for the last several years, currently through the Pender County Health Department. In this coastal North Carolina community, Batts specializes in women's health, providing patient-focused health care to women that includes well visits, maternity care, family planning, and sexual health care. In addition to her dedication to women's health, Batts' experience includes a strong primary care foundation and as a provider in an area that lacks adequate health care workers and facilities, Batts is prepared to help patients with varied needs get the best possible care. Her service in rural North Carolina communities includes six years as the Hanover County maternal health coordinator, where she focused on perinatal women and substance use disorder.

Batts gives back to her community and profession by serving as a graduate school clinical preceptor in Burgaw. She also participates in Novant's weekly and monthly high-risk obstetrics/gynecology conferences that bring together OB/GYN residents and other fetal care specialists to discuss high-risk issues and the most current evidence-based practices. She has served on the steering committee for Pender County Community Health Assessment and has been part of a local focus group composed of health care professionals, hospital administrators, and social workers working together to examine social determinants of health of hospital patients and how those factors affect recurrent admissions and excessive use of ER services. Batts has also served as a volunteer childbirth class instructor at New Hanover County Health Department and was the coordinator for Kiwanis Club "Kids Kribs," which helped provide safe sleep areas for infants to reduce the risk of sudden infant death syndrome.

Batts began her career in health care in bereavement services in Wilmington, North Carolina. She spent time as a certified nurse assistant in New Hanover Regional Medical Center (now NOVANT) before earning her Bachelor of Science in Nursing from the University of North Carolina at Chapel Hill. In 2018, Batts earned her Master of Science in Nursing at Duke. Since her graduation from Duke, Batts has gone on to complete her Doctor of Nursing at the University of North Carolina at Wilmington. She is a member of the Sigma Theta Tau International Nursing Honor Society as well as numerous professional nursing organizations.

Humanitarian

Awarded on occasion to an alumnus or faculty member for exemplary service to society.

Sue Gower

MSPH, BSN'80

Since her graduation from Duke's Bachelor of Science in Nursing Program in 1980, Sue Gower has dedicated herself to improving the lives of others through her exceptional service and commitment. Gower knows firsthand the challenges of nursing, including workforce shortages, having served in many capacities over her four-decade career. She was a hospital nurse, school nurse and county health department nurse, covering the states of New York, Vermont, and North Carolina. Gower joined the School of Nursing in 2021 as a clinical nurse instructor, and in 2023 was awarded seed grant funding from the Duke Office for Faculty Advancement for her initiative to combat the nursing shortage by working on collaboration and mentorship between nursing faculty and clinical instructors. Gower is co-investigator on the project, "Mentoring Partnerships: Building Strength and Relationships Between Nursing Faculty and Clinical Instructors."

During her time in New York, Gower was co-president of the Independent School Nurses Association, served as a member of the Ethical Culture Fieldston School COVID-19 Response Team and Task Force, and mentored new school nurses during the pandemic. In 2010, Gower was a member of the Vermont Attorney General's Obesity Initiative Task Force and served on other community boards related to health, nursing, and family planning.

Gower has a Master of Science in Public Health from the University of North Carolina at Chapel Hill. She has been a board member of the Duke University New York Alumni Board since 2018 and was an executive committee member of Duke University New York Alumni Engage for seven years. During her time on the committee, she helped organize an annual health fair for community residents in the Harlem neighborhood of Dunlevy-Milbank.

Gower has been engaged in mentoring programs such as Girls on the Run and the Big Buddy Program, where she has positively impacted the lives of young people, helping to instill empowerment and resilience. She is a dedicated humanitarian, having traveled twice to Haiti on medical missions, offering her skills with community building and health care.

Gower and her husband have two children and two grandchildren. She enjoys hiking, swimming, running, and baking, and spent several years in New York as a volunteer after-school cooking and baking instructor. She is a proud 2013 recipient of the Forever Duke Award.

Honorary Alumnus

Awarded on occasion to an individual who is not an alumnus of the Duke University School of Nursing but who has become a notable and important part of the School of Nursing family through long, dedicated, and distinguished service.

Bimal R. Shah

MD'01, MBA'01

Bimal Shah has been a devoted and passionate member of the School of Nursing Board of Visitors from 2014 to 2022, chairing the board for three years and currently serving as an emeritus member. Shah engaged in the School's strategic plan development and helped shepherd the Accelerating Nursing Research Challenge campaign. He is also a Dean's Circle supporter to the School of Nursing.

Shah has been an assistant consulting professor in the Department of Medicine since 2014. He earned his undergraduate degrees in economics and chemistry, graduating with highest honors from the University of North Carolina at Chapel Hill. He received his MD and MBA concurrently from Duke in 2001. Shah completed his internal medicine residence at Stanford University followed by a general cardiology fellowship at Duke in 2009. He started the Duke Cardiology of Sanford clinic in 2009 and continued to see patients there until last year.

As a previous faculty member at Duke Health, Shah has collaborated extensively with the School of Nursing on numerous grants related to cardiovascular disease prevention and technology-enabled models of care that leveraged nurse practitioners and nurse-delivered care throughout the Durham community. His research focused on improving the quality of care for patients with heart disease, and he believes in a team-based approach to care. His collaborative model of care delivery continued after he left his faculty role at Duke for the private sector, where he has championed nursing roles in leadership and as health care providers.

Shah recently co-founded a hybrid primary care practice, called Homeward, for older adults living in rural communities. Prior to Homeward, Shah worked for several private companies, helping to build and deploy technology and services to hospitals so they may deliver high quality and more affordable care. He was chief medical officer of product and analytics at Teladoc Health. Prior to that position, he served as chief medical officer at Livongo Health until it merged with Teladoc.

Shah volunteers in many capacities, previously serving as chair of the Duke School, an independent school in Durham for preschool through eighth grade, and as a member of the Board of Visitors at UNC-Chapel Hill. He also volunteers with the American Heart Association and the Juvenile Diabetes Research Foundation. Shah enjoys cycling, traveling, and hiking and has recently been turned on to pickleball. He and his wife have two children.

Distinguished Alumna

Awarded on occasion to an individual for outstanding volunteer service and/or fundraising efforts on behalf of the Duke University School of Nursing.

Annette Baker Hines

PHD, MSN, BSN'84

Native North Carolinian Annette Baker Hines started her career as a bedside nurse in Robeson County, then followed her passion to become a nurse practitioner and ultimately an educator. A faculty member of Queens University of Charlotte since 2000, Hines graduated from Duke University School of Nursing in 1984. At Queens, Hines started as adjunct faculty and ultimately became tenured, most recently serving five years as chair for graduate studies and then five years as director of the Presbyterian School of Nursing before returning to her role as professor this year. During her time at Queens, not only has she been an exemplar mentor to students, but she has also encouraged academic leadership among her colleagues with two faculty recently accepting director positions at other schools.

Hines' research focuses on health promotion in families with children with chronic disease, asthma as a health disparity, and teaching strategies in classroom and clinical settings. She co-authored an award-winning textbook, "Pathophysiology, Physical Assessment, and Pharmacology: Advanced Integrative Clinical Concepts," a 2022 American Journal of Nursing Book of the Year. She has multiple publications in peer- reviewed journals from projects she completed with bedside nurses and faculty colleagues.

Hines volunteers for the Red Cross, Second Harvest Food Bank, and Crisis Assistance Ministries. She has led many professional and volunteer initiatives as a member of the North Carolina Nurses Association and the chapter president of Sigma Theta Tau, the international honor society of nurses. She received North Carolina's "Great 100 Nurses" award in 2017 after nomination by her fellow faculty members.

The daughter of a doctor and nurse who met on a hospital ship in the Pacific during World War II, Hines earned her Master of Science in Nursing from East Carolina University, a post-master's certificate as a family nurse practitioner from the University of North Carolina at Chapel Hill, and a PhD in nursing from the University of North Carolina at Greensboro.

In January, Hines took on a new professional challenge out of state as the executive director of the Susan Morrison School of Nursing at the University of St. Thomas in St. Paul, Minnesota. Outside of her profession, Hines enjoys audio books, traveling, yoga, walking, and knitting. She and her husband have two sons, two granddaughters, and two rescue cats.

Lifetime Achievement

Awarded on occasion to an alumnus or faculty member for extraordinary leadership and accomplishments in the field of nursing.

Elaine Marie Gallagher

PHD, MSN'76, BSN

Professor emeritus at the University of Victoria School of Nursing and adjunct professor in the gerontology program at Simon Fraser University in British Columbia, Elaine Gallagher is an international professional leader in understanding the relationship of people and their environments as they age, with a primary focus on fall prevention in the elderly. Her research in this area spans 20 years and has contributed significantly to policy and practice changes across Canada.

Gallagher held a leadership role and was a founding member of the World Health Organization's Age- Friendly Cities initiative and served on the steering committee that developed the original protocol for this work. She led the research in Saanich, British Columbia, one of the first cities in the world to trial this community development project. Gallagher served as an advisor to a special task force in Washington, D.C. to develop a Medicare-funded fall assessment for physicians.

Gallagher began her nursing education in Saskatchewan at Gray Nuns' School of Nursing. She earned her Bachelor of Science in nursing from the University of Windsor and her Master of Science in nursing from Duke in 1976. Gallagher went on to complete her PhD in gerontology at Simon Fraser University (SFU), conducting a dissertation on the "Emotional, Social and Physical Well-Being of Inmates as They Age in Federal Prison."

She has received numerous awards and commendations for her scholarship and research including a Women of Distinction Award in 1996 from the Victoria YWCA for her work on elder abuse in gerontological nursing. In 2002, she was named top nurse researcher in Canada by the Canadian Association of Nurse Researchers. In 2007, she was named Outstanding Alumni of the Year by SFU. She retired in 2010.

As a cancer survivor, Gallagher serves on the board of the Canadian Colorectal Cancer Society and is vice president of the Saanich and Gulf Islands NDP Constituency Association. She served as Rotary president for three years.

In her retirement, Gallagher is working with First Nations across British Columbia on a project to reduce falls and fires among elders living on reserves. She has also written a historical novel called "Sisterships" that is based on the life of her grandmother, who claimed to have had a ticket on the Titanic but missed it and came to America on a sister ship. She has also written a play, titled "Alter Egos." Gallagher has two children, four grandchildren, and a great granddaughter. DN

PROMOTIONS AND TRANSITIONS

Derrick C. Glymph

APPOINTED ASSOCIATE PROFESSOR

Kathryn E. Kreider

PROMOTED TO PROFESSOR

Sharron Rushton

PROMOTED TO ASSOCIATE PROFESSOR

Michael P. Cary

TENURE — ASSOCIATE PROFESSOR

Marissa D. Abram

APPOINTED ASSISTANT PROFESSOR

DUSON Increases Need-Based Scholarships to $3.5M, Including Some Full-Tuition

As part of our dedication to creating an inclusive and equitable environment as well as a sense of belonging for all its members, the Duke University School of Nursing (DUSON) has committed to providing more need-based scholarships for students seeking the Accelerated Bachelor of Science in Nursing (ABSN) degree. Beginning in fall 2024, DUSON will increase scholarship funding by $2 million — for a total of $3.5 million – and will provide full-tuition scholarships for the first time.

This increased funding for financial aid is possible because of the significant growth in alumni giving to the School of Nursing Annual Fund, generous contributions from donors for new and existing scholarship endowments, and dedicated support from the school's reserve funds which have appreciated over time through solid investment of our resources.

"We want a Duke University School of Nursing education to be accessible, regardless of your socio-economic background," said **Michael V. Relf, PhD, RN, ANEF, FAAN,** DUSON's interim dean. "We have a responsibility, given our place in the spectrum of nursing schools, to produce not only excellent nurses, but make available our programs to all, not just to those who have resources. This aligns with our mission of advancing social justice."

DUSON previously awarded about 40 need-based scholarships per year to ABSN students but will boost that to around 70 ABSN scholarships beginning in 2024, some of which will cover students' full tuition.

"We are really trying to make sure that we're doing this in an equitable manner," said **Jill Cordell, BA '99,** DUSON's senior

director of financial aid and institutional research. "We want to be accessible to all applicants, regardless of their financial ability. We want to make sure students with limited resources don't discount the Duke University School of Nursing just because it is a private school. There is funding to help make their education possible."

Students interested in applying for need-based scholarships at DUSON must fill out a FAFSA (Free Application for Federal Student Aid) and The College Board's CSS Profile, which is an online application used by colleges and scholarship programs to award institutional aid.

DUSON's Financial Aid office reviews the FAFSA and Profile, in addition to students' and families' federal tax documents, to determine need-based scholarship funding.

Some members of DUSON's Financial Aid Team from left to right: Tammy Dozier, financial aid counselor, Cecil Outlaw, assistant director, Financial Aid, and Jill Cordell, senior director, Financial Aid and Institutional Research.

Scholarships Part of Focus on Health Equity, Social Justice

DUSON's push to provide more scholarships for students is part of a larger effort at the school to focus on the core values of health equity, social justice, and diversity, inclusion, and belonging.

One major goal of the School is to recruit students, especially those from backgrounds who might have thought a Duke education wasn't possible for them financially.

"For students wanting to come to Duke, they are seeking the robust opportunities available to them to become leaders in nursing," said Relf. "They want to change the landscape of healthcare. They want to develop new procedures and protocols to make care improvements. They potentially want to advance to leadership positions in health systems, become an advanced practice nurse, a nurse educator or scientist."

A nursing staff representative of society is crucial to building trust with patients and understanding their unique needs. The School has made strides in these areas and is committed to doing more.

For the past nine years, DUSON has been recognized as a Best Nursing School for Men in Nursing by the American Assembly for Men in Nursing. In 2021, DUSON earned its second Health Professions Higher Education Excellence in Diversity Award presented by "INSIGHT Into Diversity" magazine. The award is considered a national honor and is awarded to colleges and universities that exhibit an outstanding dedication to diversity and inclusion.

Duke encourages diversity in many forms, including diversity of lifestyles and beliefs, thoughts and ideas, educational innovation, personal and cultural backgrounds, life and professional experiences and global perspective.

For 2024, DUSON's Accelerated Bachelor of Science in Nursing program is ranked No. 1 in the country by U.S. News and World Report. Students who study at DUSON also have opportunities to work and learn at Duke Hospitals and the Duke Health System, one of the top health systems in the world.

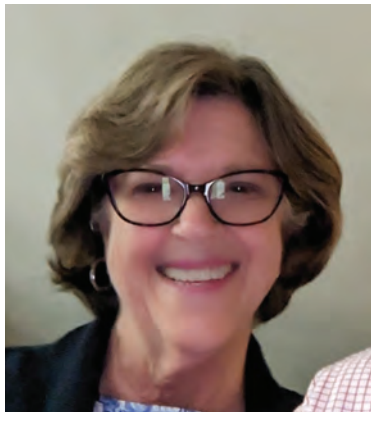
"We hear repeatedly from employers that being a Duke graduate gives you an advantage in terms of being hired, because the Duke brand and the quality that goes behind it in our nursing school is real," Relf said. "They know they're going to get a nurse who can critically think, make sound clinical decisions based on best evidence, and collaborate with and lead interprofessional teams." DN

1950s

JO ANN (BAUGHAN) DALTON, BSN'57, is retired and lives in the Peachtree Hills Retirement Community, in Atlanta, GA. She is the proud parent of 3 daughters, 10 grandchildren, and 3 great-grandchildren.

Bonnie Birkel

Jane Alexander



Suzanne Anderson

1960s

GLADYS SHORROCK LEWIS, MSN '62, BSN '60, is a co-author of two articles published in the *PLOS ONE* journal. The AGMK1-9T7 cell model of neoplasia: Evolution of DNA copy-number aberrations and miRNA expression during transition from normal to metastatic cancer cells.

LOUISE (DISE) BORDEN, BSN'63, has retired and is now happily living at Oakwood Village Retirement Apartments in Madison, WI.

DIANE BILLINGS, BSN'64, has revised two textbooks: *Teaching in Nursing* (7th edition) and Lippincott's *Review for the NCLEX RN* (14th edition); and written a new book, *Getting Started in Nursing and the Health Professions*.

BETTY TURNER SHEPHERD, BSN'67, is the recipient of the State Council of Higher Education's Outstanding Faculty Award, International Directory of Nurse Researchers, and International Who's Who of Professional and Businesswomen award.

BONNIE (STANLEY) BIRKEL, BSN '69, is enjoying retirement and spending time with her mother and children.

JANE (WOODS) ALEXANDER, MSN'72, BSN'69, married Col (retired) James Seibt Crowell, Jr on December 26, 2023. They currently reside in Atlanta, GA.

1970s

SUZANNE (WILHOIT) ANDERSON, BSN'70, married Eric Anderson on September 3, 2023. They currently reside in Pensacola, FL.

Paula Koppel

1980s

PAULA (CHERRY) KOPPEL, BSN '82, graduated (again) from Duke with her PhD in May 2023. "My experience of DUSON 40 years later was just as rewarding and life-changing. I'm so proud to be an alumnus of this incredible school of nursing."

1990s

MARGIE NOWAKOWSKI MUIR, MSN'92, is celebrating 41 years at Duke Health as a Patient Experience Officer at Duke Regional. She received her DNP from UNC Greensboro and still loves mentoring/teaching new staff at Duke Regional.

Margie Nowakowski Muir

Beth Cusatis Phillips

Kathryn Krieder

Carmen Shaw

BETH CUSATIS PHILLIPS, MSN '93, PH.D., RN, CNE, CHSE, associate professor Emerita in the Duke University School of Nursing, began her new appointment as Strategic Nursing Advisor at Ascend Learning. In this role, she develops products and services for nursing schools across the country.

2000s

MICHELLE (COFFEY) ANDERSON, MSN'01, DNP, APRN, FNP-BC, FAANP, Director ISU Meridian Health Care, was promoted to Clinical Associate Professor in the School of Nursing at Idaho State University.

2010s

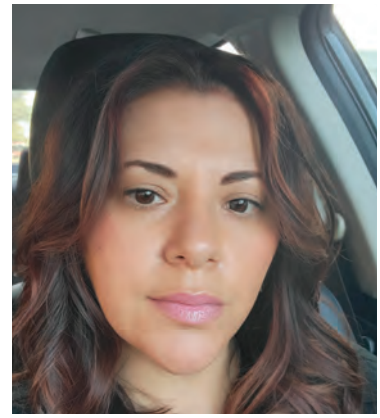
MELANIE MABREY, DNP'12, ACNP-BC, BC-ADM, FAANP, retired as the APRN consultant with the NC Board of Nursing on April 30, 2023. She currently resides in Satellite Beach, FL., and currently serves as an Consulting Associate at DUSON providing oversight of and feedback to Nurse Practitioner students, contribute insight from practice to curricula development, and guest-lecture in graduate-level courses.

KATHRYN (EVANS) KREIDER, DNP '13, APRN, FNP-BC, FAANP, was promoted to Professor, Track II, at Duke University School of Nursing, effective October 1, 2023.

NADIA LUNA, DNP'16, opened a mental health private practice, Generaciones Mental Health Services, in January 2024, where she is a psychiatric mental health nurse practitioner. Located in Nevada, Luna specializes in treating depression, anxiety disorders, bipolar disorders, PTSD, Schizophrenia, and Cognitive Disorders.

Nadia Luna

CARMEN SHAW, DNP'16, RN-BC, NEA-BC, CPC, is the Vice President, of Enterprise Nursing Excellence and Practice, at Advocate Health. Shaw is celebrating her new appointment as the Nurse Administrator-Hospital/Hospital System, on the North Carolina Board of Nursing. The Board is comprised of 14 members charged with the implementation of policy and overseeing the activities of the Board of Nursing. Shaw's appointment runs from January 2024 to December 2027.



Marisol Santamarina

MARISOL SANTAMARINA, MSN '16, began a new position with Matrix Providers as a Nurse Practitioner.

JENNIFER KEY FOREMAN, DNP '23, MSN'18, was featured in a *New England Journal of Medicine* Documentary on Opioid Use Disorder treatment in primary care. The documentary details

Jennifer Foreman

medications for opioid use disorder treatment in outpatient settings. It also recounts her son's journey through addiction and now recovery and discusses the need for support for those in addiction and their families.

BLAIR REDDICK, ABSN'19, and her husband Dillon, welcomed their first child, Elyse, on March 16, 2023. Born at 8 lbs 3 oz 21.5 inches, Elyse has mastered all milestones except for sleeping at night. The Reddicks reside in Wake Forest, NC.

Blair Reddick

JONI L. WATSON, DNP'19, MBA, RN, was named editor of the *Clinical Journal of Oncology Nursing* (CJON), effective January 1, 2024. Watson began serving as editor-elect in September to facilitate the transition. Watson is the chief vision officer of the Creating Collective, LLC, with a consulting associate faculty appointment at DUSON.

Joni Watson

ERIN FECSKE, DNP'19, APRN, CNRN, CPNP-PC, FAES, begins her term as President-Elect of the American Association of Neuroscience Nurses. She previously served as Director-at-Large and as the co-chair and chair of the AANN Annual Meeting Planning Committee. Erin is a Fellow of the American Epilepsy Society and is a pediatric nurse practitioner in the Comprehensive Epilepsy Center at Children's Mercy Hospital in Kansas City.

2020s

Bintou Marong

BINTOU MARONG, MSN'22, received the Rookie of the Year award from the NYU Langone Medical Center. Her nominator writes, "Since Bintou started in our department in December 2022, she demonstrated outstanding critical thinking and grasped her new NP role fairly quickly."

JAHNITA MELVIN, ABSN'22, Clinical Nurse II, was recently hired as a Women's health float pool RN at Duke University Hospital.

Jahnita Melvin

JASON RADULOVICH, ABSN'22, received a promotion to Registered Nurse at Duke University Hospital.

Jason Radulovich

SYDNEY WILLIAMS, ABSN'22, was recently hired as a Registered Nurse in the Michael E. DeBakey Department of Veteran Affairs in Houston, TX.

ANYINKE ATABONG, DNP'22, PMHNP-BC, FNP-C, began a new position as Governors Commissioner of African Affairs at the Governor's Office of Community Initiatives in Crownsville, MD. A first-generation Cameroonian-American, she has over 15 years of hands-on patient care primary and mental health care and is currently an active member of the American Academy of Nurse Practitioners, the Nurse Practitioners Association of Maryland, and the American Psychiatric Nurses Association.

Anyinke Atabong

CHRISTINE (RODRIGUEZ) JASSIR, MSN'23, lives in Hollywood, FL, where she is the owner and operator of her practice, South Florida Ent Associates. She has four children and enjoys having the peace of mind and stable life to be able to juggle her personal life and professional career.

Gretchen White

GRETCHEN ELIZABETH WHITE, DNP'23, Director of Inpatient Nursing, Ambulatory Care, & Cardiac Care, at Baptist Health in La Grange, Kentucky, is celebrating the adoption of her son Maximilian James White, on December 4, 2023.

William Joseph Noonan IV

ASHLEY CALDWELL, MSN'23, a Cardiothoracic Surgery Nurse Practitioner at the University of Florida Jacksonville Physicians, Inc, is celebrating the birth of her son William Joseph Noonan IV, born December 11, 2023.

TOM GUGEL, MSN'23, APRN, FNP-BC, a Clinical Research Nurse II, received a new job as an APP Hospitalist at the Yale New Haven Hospital in New Haven, CT.

INGRID (GUNTHER) BELL, DNP'20, MSN'14, AGACNP-BC, FNP-C, began her new role as a Clinical Associate Professor and Director of the Adult-Gerontology Acute Care Nurse Practitioner Program at Quinnipiac University in Hamden, CT.

Ingrid Bell

CONGRATULATIONS
TO THE CLASS OF 2024

and welcome to our newest DUSON alumni!

SAVE THE DATE FOR GRADUATION!
Sunday, May 12, 2024

Ruby L. Wilson EdD'69, RN, FAAN

1931-2023
DEAN 1971-1984

30 years of DUSON leadership with Deans Marion E. Broome, Catherine L. Gilliss and Ruby L. Wilson

RUBY L. WILSON, EdD'69, began her career as a staff nurse, head nurse, and night clinical supervisor at Allegheny General Hospital in Pittsburgh, PA, where she received a bachelor's diploma in nursing. She went on to obtain a BSN in nursing education from the University of Pittsburgh, an MSN from Case Western Reserve University, and a Doctor of Education degree from Duke University.

In 1955, she was appointed to Duke University School of Nursing as an instructor in advanced medical-surgical nursing in the new BSN program. She was appointed the first clinical nurse specialist at Duke University Hospital in 1963, providing care for dialysis and kidney-transplant patients. She helped develop an advanced medical-surgical nursing course and the first- ever master's program in clinical nursing, which became a national model for graduate nursing specialization.

in 1969, she left Duke to become a visiting professor and consultant in nursing with the Rockefeller Foundation at Ramathibodi Mahidol University in Bangkok, Thailand. While there, she assisted the nursing and medical departments in developing educational and patient care programs at the new research medical center. In 1971, she returned to Duke and was appointed dean of the school of nursing, a position she maintained until 1984.

At the start of Wilson's term as dean, the School of Nursing ushered in a major innovative curriculum revision for the BSN program that focused on clinical knowledge and performance to prepare students as clinical nurses. The new curriculum allowed students to select from three options of focus: to concentrate in a specialty area such as oncology or cardiology; to declare a second major in a non-laboratory area of the arts and sciences; or to create a variety of electives in both nursing and the arts and sciences. As part of the revamped BSN program, Dr. Wilson created a public health component of the curriculum that gave students the option to work at a veterans hospital in Asheville or a rural hospital in Smithfield, North Carolina.

To further expand students' experiences, Wilson created a study-abroad program. Each semester eight senior students along with one faculty member would travel to England to study a non-American health system in a community nursing setting. She also helped coordinate a student nurse exchange program between degree students at the School of Nursing and diploma students at Durham County General Hospital (later renamed Durham Regional Hospital) for rotations in clinical obstetrics.

In the early 1970s, Duke University had closed the Master's nursing program, citing budgetary reasons. Wilson, who helped create the first Master of Science in Nursing (MSN) degree program for the School in the early 1960s, was committed to reopening the program for the preparation of advanced practice nurses. In 1973,

the MSN program was reinstituted with a curriculum to prepare professional nurses as generalists or clinical specialists and offered a post-master's certificate in either teaching or administration.

In August 1979, Chancellor Kenneth Pye released a list of University departments slated for elimination due to an impending financial crisis caused by high inflation and a recession. The list included among others, the School of Nursing.

School students, faculty, and administrators reacted to the news with disbelief, shock, and anger. Many viewed the plan as shortsighted, especially considering the national shortage of nurses at the time. It was during this time supporters — including deans from other schools of nursing, members of professional nursing associations, and medical practitioners who worked with nurses from the School—sent hundreds of letters of support for the School to Chancellor Pye and University trustees.

Behind the scenes, Wilson was working to preserve the school and spoke passionately before the trustees to keep Duke's nationally recognized nursing school.

Despite the best efforts of the School of Nursing, however, the trustees voted in December 1980 to eliminate the BSN program. With the support of Dr. William Anlyan, the chancellor of Health Affairs, Wilson was able to preserve the small master's program and the school's basic structure within the Duke organization.

In 1980, the last class of students—60 women in total—were admitted to the bachelor's program in nursing. During the next four years, Wilson's main focus was retaining the school's faculty to maintain academic excellence and successfully graduating the remaining classes of students.

The final class of BSN students at Duke University School of Nursing graduated in 1984. Every single member of this class would go on to pass their state board exams on their first attempt.

Wilson stepped down from the Deanship in 1984 welcoming Rachel Booth, PhD, RN as DUSON's next Dean.

In 2006, Wilson was honored with the Duke University medal for distinguished meritorious service, the first woman from the medical center to receive the award. The School of Nursing named the "The Ruby L. Wilson patient assessment lab" and established the "Ruby L. Wilson Professorship" in her honor. She was also awarded the inaugural Duke University School of Nursing Lifetime Achievement Award and was named a Living Legend by the American Academy of Nursing. The school also established the Ruby L. Wilson award for Clinical excellence that is given to an ABSN graduate from each cohort.

Dr. Wilson's impact and legacy will be felt for generations at Duke and in the lives of those who knew her. DN

Dean Ruby L. Wilson (far right) with students during the 1973 commencement. From left to right: Betty June Jeffcoat Isaf, Katharyn Antle May, and Janet Lemen Chesson

IN MEMORIAM

1940

Emily Smith Blunt-Taylor, BSN'47

Edward J. Orlando, BSN'47

1950

Mary Campbell Adams, BSN'56

Rachel Kerr James, BSN'58

1960

Sherry Billard Engel, BSN'60

Jill K. Reid, BSN'63

Carol Laura Gaffney, BSN'64

W. Ray Long, BSN'65

Sharon Lea Alden, BSN'68

Mary Ellen Morse Pendergrast, BSN'69

1970

Jeanne R. Patterson, BSN'71

Mary B. Huntoon, BSN'72

Connie Bossons Bishop, BSN'75, DNP'12

2010

Kasey Sibreena Vaughans-Ward, ABSN'14

Emily Christine Steinhoff, ABSN'15

Laurel Chadwick

ADVOCATE FOR ELDERLY, SUPPORTER OF DUSON

Laurel Chadwick

LAUREL J. CHADWICK, BSN-ED '53 had an indomitable spirit, fierce drive, and the determination to realize her goals; and in so doing, make this world a better place.

A longtime advocate for the rights of patients who reside in nursing homes, she opened her first nursing home in 1961. Two years later Laurel implemented a rehabilitation unit and restorative therapy program within that nursing home, which was among the first of its kind in the State of Florida. She also designed an educational program for nursing assistants and created both the role and the curriculum for a rehabilitation aide.

In 1965, the State of Florida asked Laurel to join a task force to represent the Florida Heath Care Association. In 1971, the State of Florida again turned to Laurel to both design and teach a mandatory course for all nursing home operators in Florida in preparation for the first-ever Board of Nursing Home Administrators' licensure examination.

A long-time supporter of DUSON and of Duke University, among her many gifts to the School is the Laurel J. Chadwick Professorship and in 2003, she received the Distinguished Alumni Award.

Laurel's enthusiasm for life, for nursing and for Duke will be felt for years to come. She will be dearly missed.

Duke University
School of Nursing

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