

FALL 2015

EMORY | nursing

Nurses of vision

SHAPING HEALTH CARE
SHAPING THEIR PROFESSION



Marilyn Margolis, CEO of Emory
Johns Creek Hospital in Atlanta

FROM THE DEAN

Nurses of influence

Leadership is instilled in us in memorable ways. For Nancy Agee 80MN, the luminaries who shaped her include her widowed grandmother and a physician who taught her the value of good writing. Agee carries their wisdom with her in her role as president and CEO of Carilion Clinic health system in Western Virginia.

Marilyn Margolis 89MN credits the nurse who mentored her when she was a candy striper and nurse and physician leaders at Emory Healthcare with setting her on the path to becoming CEO of Emory Johns Creek Hospital in north metro Atlanta.

Ninfa Saunders 84MBA grew up in the Philippines, where her parents modeled respect, integrity, kindness, and hard work. Saunders practices those values daily as president and CEO of Navicent Health, an 830-bed system in central and south Georgia.

Roy Simpson became a leading expert in nursing informatics under the tutelage of Virginia Saba, Harriet Werley, and Norma Lang, all pioneers in nursing science. Simpson today serves as CNO worldwide for Cerner Corporation and teaches informatics in Emory's DNP program.

All of these nurses have risen through the ranks to become executive leaders in the boardroom. They embody one of the key tenets of the School of Nursing—developing leaders with the knowledge and confidence

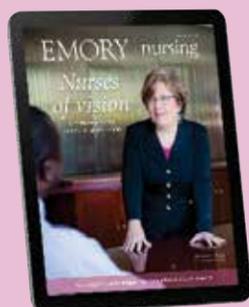


to advance nursing and health care on behalf of patients.

This issue of *Emory Nursing* also pays tribute to Verdelle Bellamy 63MN, a beloved alumna who died in April. One of the first African American students to enroll at Emory, she quietly led the way for nurses of color in Georgia and the VA health system.

Bellamy shares a special bond with the many nurses featured in this issue. All became influential leaders in health care using the skills and knowledge instilled in them here at the School of Nursing.

Linda A. McCauley 79MN PhD RN FAAN FAAOHN
Dean and Professor



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On the Cover: Marilyn Margolis 89MN went from CNO to CEO of Emory Johns Creek Hospital in January.
Photo by Bryan Meltz

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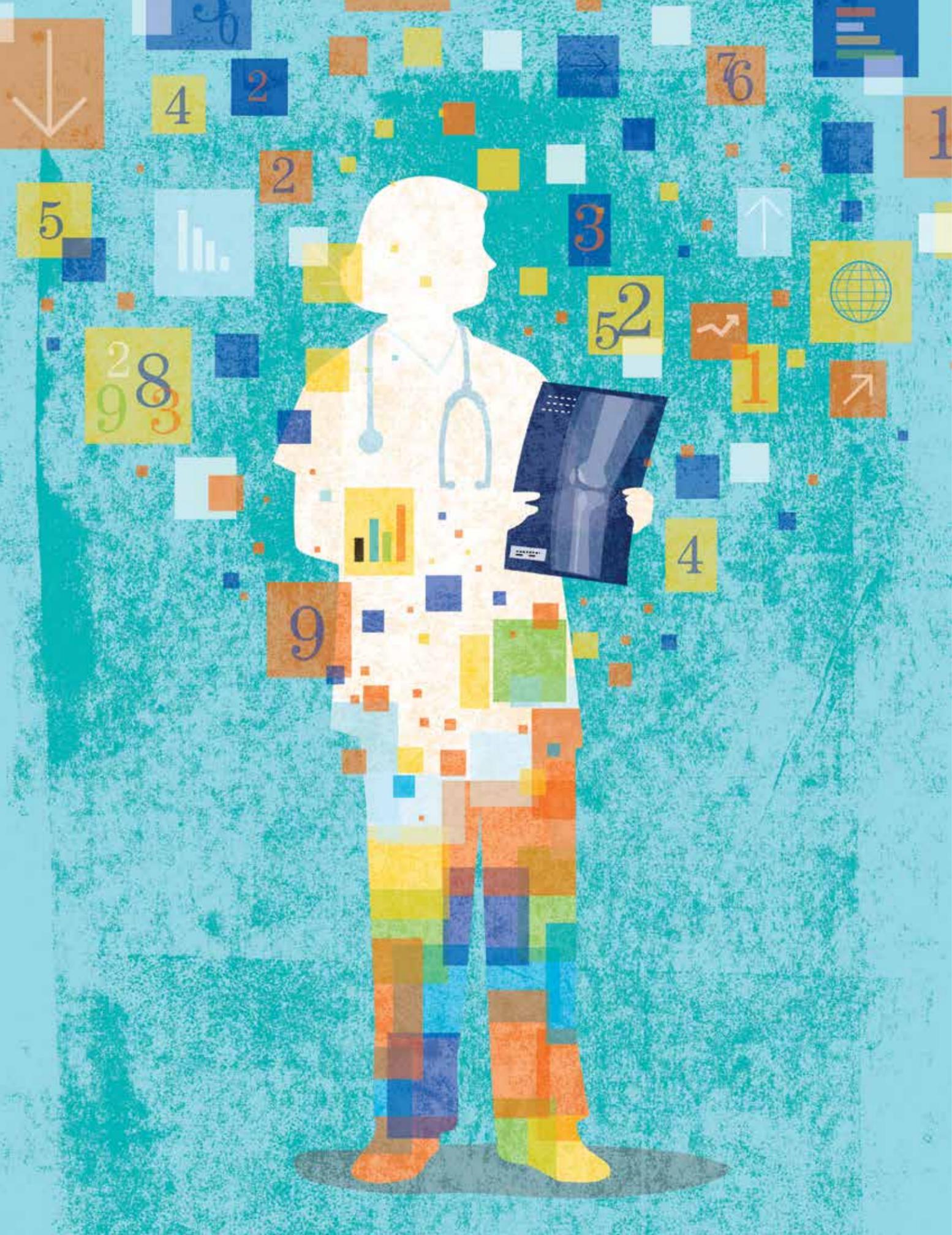
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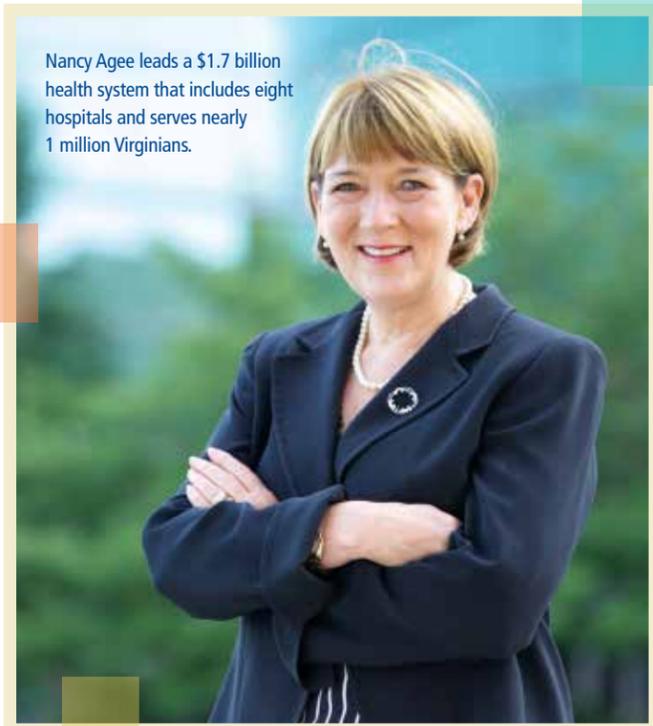
Nurses of Vision: Shaping Health Care

They work at the pinnacle of health care. They hold different degrees and have a variety of clinical expertise and their own management styles. All are nurses—and they don't leave that role behind when they enter the C-suite. They know that the compassion that brought them into the profession and the skills they used in practice, as well as the empathy, critical thinking, decision-making, teamwork, and flexibility they learned at the bedside, serve them well whether they head a health care system, a community hospital, or a global corporate division. Here are snapshots of four Emory nurses who have distinguished themselves as executive leaders in health care.

By Laura Raines • Illustration by Michael Austin

Nancy Agee leads a \$1.7 billion health system that includes eight hospitals and serves nearly 1 million Virginians.

Brett Lemon



NANCY H. AGEE
President and Chief Executive Officer
Carilion Clinic, Roanoke, Virginia

Nancy Agee 80MN RN received a puppy and a nursing kit simultaneously when she was 5. The puppy submitted to being examined and bandaged with good grace, which led to a lifelong love of dogs and nursing.

Her move away from the bedside came early when she was asked to teach a new computer system to other nurses. "I loved taking care of patients, but I liked the innovation and the teaching," says Agee. "I saw that I could affect more change for patients and nursing through this broader role."

She rose through the ranks at Carilion Health System/Carilion Clinic in Western Virginia. As chief operating officer (2001-2011), she was the key architect in moving the organization from a hospital network to a patient-focused specialty clinic system. She promoted the effort to attain Magnet status for the Roanoke campus. "Health care is a team sport today, and the Magnet journey puts nurses and organizations on the road to continual improvement," she says.

In 2011, Agee became president and CEO of Carilion Clinic, a \$1.7 billion organization that includes eight hospitals and serves nearly 1 million Virginians. Her nursing background allows her to speak the language and understand the challenges of their care.

“Health care is evolving and changing, but every decision I make is to create a better environment for patient care,” she says of her role. “My job is to make sure we have the right people in place and give them the resources that will help them do their jobs well.”

Agee’s days are filled with meetings with staff, physicians, and numerous boards, including the board of trustees for the American Hospital Association (AHA).

“This is my first year on the AHA board, and I’m grateful to be a nursing voice and add my administrative perspectives to the thoughtful discussions on health care issues,” she says. “The role of CEO today is inescapably a political one, so I’m often in Richmond or D.C. advocating and advising about health care. My focus is always on improved patient outcomes and a better work environment.”

Agee sees herself as a servant leader and never forgets that she’s a nurse first and foremost. “Servant leadership means putting others before self. It means leading collaboratively and ethically. It means asking yourself if your leadership is serving your organization so that it is better, wiser. It’s a lifelong journey.” •

Years in nursing: 42

Major influences: My grandmother, a widow who worked and raised four children alone. She was fearless, loved life, and had a great work ethic. Physician Charles Crockett was the PI on my NIH grants and gave me the credit. He was a stickler for good writing, and I’m a better writer as a result. He was smart and generous and had such joy in his heart for supporting others.

Greatest career challenge: Seeing what lies ahead in health care in this incredibly challenging time and helping people change to get there in a timely way.

Advice to aspiring nurse leaders: Learn everything you can and seek out opportunities to lead, but stay true to your values.

Something surprising: My husband and I love traveling to exotic locations and learning about the people there. Morocco is a favorite.

Recent honor: Invited to serve on the American Hospital Association Board of Trustees.



MARILYN MARGOLIS
Chief Executive Officer
Emory Johns Creek Hospital, Atlanta, Georgia

Her father’s death when she was 10 years old was life shaping for Marilyn Margolis 89MN RN NEA-BC. She knew she was meant to help people and find the positive in that caring.

“I volunteered as a candy striper and then a ward clerk to learn how a hospital ran. I saw what nurses did and decided to become a nurse,” Margolis says.

She practiced first in the ICU, then in the CCU at Emory University Hospital before becoming director of the Emergency Department in 1999, where she developed initiatives to improve care and patient satisfaction.

Margolis moved on to become director of nursing operations at Emory University Hospital until asked, in 2011, to become interim CNO at Emory Johns Creek, a 110-bed acute care community hospital 45 minutes north of Atlanta. Reluctantly, she said yes—she had always worked in an academic setting—but was soon impressed with the warm and phenomenal patient care she saw.

“My office window overlooked the front door. Watching the staff interact with patients as they were discharged, seeing how much they really cared, I realized that this was a place where I wanted to work,” she says. “When nurses move into leadership, they broaden their ability to influence what happens at the bedside. Our job is to provide the best tools and environment that allows clinicians to do their best work.”

For Margolis that means leading at the “point of touch.” She never forgets what happens when a caregiver meets the needs of a patient and what a difference it can make. Her pic-

As CEO of Emory Johns Creek Hospital, Marilyn Margolis (center) oversees a 110-bed acute care facility and serves as the face of the hospital in the community.

ture and cell phone number are in every patient room, and she rounds with clinicians frequently to share organizational news and get feedback from patients and staff. When time allows, she walks outside to think and plan.

Assuming her CEO responsibilities in January has required expanding her focus even more.

“Now I serve as the face of the hospital in the community. As part of Leadership Johns Creek and other organizations, I work with community leaders to promote the health and wellness of our whole population,” she says. “Our hospital is growing and adding advanced levels of care to meet growing community needs. Our quality metrics and outcomes are excellent. Emory Johns Creek Hospital is the perfect place to receive care and caring for all your health needs.” •

Years in nursing: 36

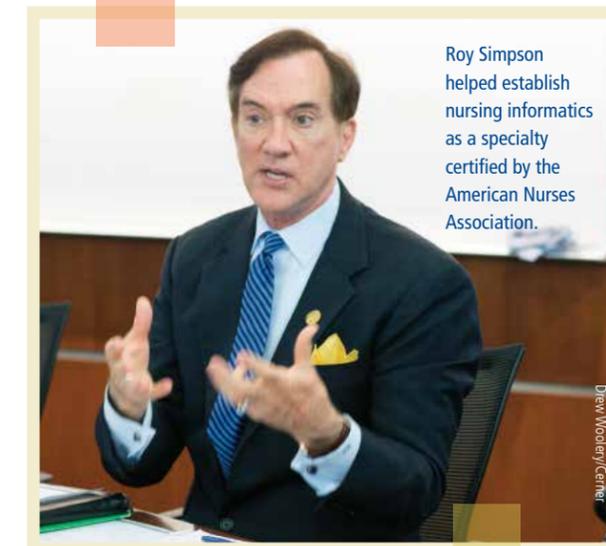
Major influences: Carolyn Sullivan, head nurse when I was a candy striper, taught me how to be a true professional. Susan Grant, chief nurse executive and chief patient services officer for Emory Healthcare, brought a remarkable patient/family-centered culture to Emory. Physician Douglas Lowery-North taught me everything I know about caring for patients in an ER.

Greatest challenge: Moving from a university hospital to lead a young (2007) community hospital as it transitioned into the Emory system.

Advice to aspiring nurse leaders: Find what you love to do and do it. It takes time and commitment to become a leader and you need to know where you’re heading. If you stay in heads-down mode working 24/7, you won’t have time for vision. Take time to strategically plan.

Something surprising: I love to kayak. Being out on the lake helps me stay centered.

Recent honor: Lifetime Heroic Achievement Award, Georgia Hospital Association.



Roy Simpson helped establish nursing informatics as a specialty certified by the American Nurses Association.

ROY L. SIMPSON
Clinical Professor, Nell Hodgson Woodruff School of Nursing, and Vice President of Nursing, Cerner Corporation, Kansas City, Missouri

Roy L. Simpson DNP RN DPNAP FAAN almost didn’t become a nurse.

“I was turned down by other schools before being accepted as a pioneering male into Grady Memorial Hospital’s training program in 1974,” he says. “Director Mary Woody made me promise that if she let me in, I’d stay in and stay active in nursing.”

Simpson kept that promise in spades. He practiced nursing at Piedmont Hospital and held leadership roles at Shallowford Hospital and Emory University Hospital. In 1979, he joined Hospital Corporation of America (HCA) as the corporate representative in nursing for industry and practice and went on to direct the clinical information processing systems for HCA’s 492 hospitals.

“That’s where I fell into information systems technology,” he says. “Fortunately, both my parents were math oriented.”

In automating hospital data, Simpson saw that companies only compared nursing hours as an indicator of care. Knowing that nurses make a far greater impact, he began analyzing patient data related to nursing care [such as cost per patient and quality and safety] and worked with Harriet Werley and Norma Lang to fund and develop what would become the Werley and Lang Nursing Minimum Data Set in 1982. Approved by the American Nurses Association (ANA), these 17 elements “established the unique contribution of nursing

practice as an independent vehicle and raised the level of the profession,” Simpson says. “They are a core component of every electronic health record today.”

In 1986, he co-wrote the scope of practice to establish nursing informatics as a specialty and continue the petition for ANA certification, awarded in 1992. He has published more than 500 books and articles in the field.

Today, as vice president of nursing for Cerner Corporation, Simpson travels extensively (5 million frequent-flyer miles) and consults with more than 3,200 hospital clients on ways to use data, technology, and social media to advance innovation and improve health care. He also teaches nursing informatics leadership in Emory’s DNP program, believing that this education specialty will help nurses transform health care. He’s often called a pioneer of nursing informatics.

“I don’t think of myself as a pioneer,” he says. “I was just doing my job. I see nursing informatics as a clinical discipline. At its core, nursing always revolves around better care for patients.” •

Years in nursing: 38

Major influences: Virginia Saba, Harriet Werley, and Norma Lang, who were among the first researchers to drive the science of nursing and got me into informatics. Colleen Conway Welch and Catherine Garner, who helped me understand that to change day-to-day practice, you need a bigger perspective.

Greatest accomplishment: Finishing my doctorate at 63.

Advice to aspiring nurse leaders: Keep the patient at the center of your desire to transform health care. When I sit on boards, I don’t talk about nursing care in the context of patient care. I argue for the safety and quality of patient care.

Something surprising: I raise Gouldian birds. I have had two Westminster grand champion canines (wire fox terriers), and I have an extensive collection of American art from the 1920s.

Recent honor: Virginia K. Saba Nursing Informatics Leadership Award, Sigma Theta Tau International, and teaching DNP students at Emory, thanks to Linda McCauley and Susan Grant.



NINF A M. SAUNDERS

President and Chief Executive Officer

Navicent Health, Macon, Georgia

Ninfa M. Saunders DHA 84MBA MSN FACHE holds degrees and certifications from five states and three countries. “I come from an over-achieving family,” says Saunders, who was one of the first nurses accepted into Emory’s MBA program and has Six Sigma Black Belt certification and a doctorate in health administration. “But knowledge isn’t degrees. It’s what you do with them and how you integrate what you learn. Application is everything.”

Growing up in the Philippines, Saunders was inspired by the sight of nurses in starched uniforms walking to the hospital. She knew they would serve others all day and then walk back. “It was a compelling image,” she recalls.

She earned her BSN from Concordia College in Manila and began her career in critical care in Meridian, Mississippi. Within a year, she became night supervisor and later worked her way into executive leadership roles at Emory University Hospital and DeKalb Medical Center in Atlanta before becoming president and COO of Virtua Health in New Jersey. In 2012, Saunders returned to Georgia to take the helm at Navicent Health, an 830-bed system with multiple facilities and 5,800-plus employees in Macon.

“When you’re a woman, you have to go where the opportunities are and diversify your strengths and prove yourself,” she says. “Since caring for patients is the core business of health care, nurses are uniquely qualified to lead.”

Leadership, she believes, involves balancing core competencies with strong values and work ethics. “It’s a confluence of feeling with your heart and thinking with your head.”

Both were integral to cofounding Stratus Healthcare, a nonequity partnership of urban and rural hospitals in central and south Georgia in 2013. The hospitals remain independent

For Ninfa Saunders (right), leadership involves balancing core competencies with strong values and work ethics. “It’s a confluence of feeling with your heart and thinking with your head,” she says.

while pooling resources and services to improve health care in the region.

At Navicent Health, she focuses on strategy, operations, and talent development. Managing, coaching, and mentoring a diverse group of employees is a top priority.

“I believe in inclusivity and lifelong learning,” she says. “Our Center for Innovation, which includes Six Sigma and MBA talent, encourages people to apply their knowledge to research and projects that will raise the bar of our organization.” •

Years in nursing: 43

Major influences: My parents were my role models for having respect, integrity, and kindness. They taught me to always leave a place better than I found it.

Greatest leadership challenge: Balancing with one foot in the present and one in the future. You have to keep your house in order while strategically thinking ahead. If you wait to develop the systems and talent you need, it will be too late.

Advice to aspiring nurse leaders: Continue to develop the skills in your toolbox, and integrate everything you learn into your practice. If you don’t use it, you’ll forget it.

Something surprising: I’m not very social. Professionally, I talk to many people, but solitude is what recharges me.

Recent honor: CEO of the Year, Georgia Alliance of Community Hospitals

Nurses of Vision: Shaping Their Profession

Given the opportunities in health care today, nurses, it would seem, have little time to rest. There’s clinical practice, teaching, research, and administration, and nurses often juggle two or more roles at a time. They also carve out time to lead advisory boards and professional organizations. In doing so, nurses give voice to important changes that are needed to advance practice on behalf of their peers and patients. *(Continued on page 8)* →

By Martha McKenzie • Illustration by Michael Austin





Suzanne Staebler coordinates the neonatal nurse practitioner program at Emory and practices at Grady Memorial Hospital.

From national to local

Last October, shortly after moving to Georgia to join Emory as the neonatal nurse practitioner specialty coordinator, Suzanne Staebler DPN APRN NNP-BC FAANP stepped up to be director of advanced practice for the Georgia Nurses Association (GNA).

It was a fairly easy step. Although it is her first statewide position, she has held national posts for the past 20 years with the National Association of Neonatal Nurse Practitioners (NANNP) and the National Association of Neonatal Nurses (NANN).

“In my first job out of nurse practitioner school, I worked under a director who was a member of the board of NANN,” says Staebler. “She said I needed to get involved, and I’ve been involved ever since.”

Staebler has served on conference planning and practice committees, as treasurer during NAANP’s Chapter 11 reorganization, and most recently as the governing council chair for NANNP. She was asked to be the neonatal representative at all of the national Advanced Practice Registered Nurse (APRN) consensus meetings when the group was hammering out the specialty areas.

“When we first started, there were only going to be three populations—family, adult/gerontology, and pediatrics,” says Staebler. “So if you wanted to specialize in neonatal care, you’d have to subspecialize, going through another 10 months to two years of training. I said, ‘Absolutely not!’ ”

Neonatal thus was added to the list of populations, in

addition to women’s health and psych/mental health.

Now, in her Georgia post, Staebler is imposing some much-needed structure so that different groups of APRNs work together cohesively. In the past, nurse-midwives might lobby for one change while clinical nurse specialists might advocate for another. Staebler is bringing everyone to the same table.

“In May, I convened the GNA’s first APRN roundtable and held another session in July,” she says.

“I modeled it after the national organization, so we had nurse-midwives, nurse practitioners, nurse anesthetists, and the board of nursing all represented. We are going to have the same messaging and the same agenda. That’s the only way our organization is going to make a difference.” •

Years in nursing: 27

How your association service benefits the school: In many ways, but currently I serve on the task force revising the standards for nurse practitioner education, so it allows us to stay on the cutting edge with our graduate programs.

Advice to aspiring nurse leaders: Start small. There are tons of organizations so pick one that best serves your passion. Make sure you understand what the time commitment is, and then just jump in.

Something surprising: In 2007, I was part of the first neonatal nursing delegation to the People’s Republic of China. It was a life-changing trip. From the heartbreak of the practice in big cities of not resuscitating babies who are less than 26 weeks to the inspiration of what the rural nurses and doctors were able to do with so little, it was an amazing experience.

Presidential appointee

When Woodruff Professor Deborah Watkins Bruner PhD RN FAAN was selected by President Obama to join the National Cancer Advisory Board (NCAB), she forged new ground. Bruner is the only nurse to serve on the board that advises the director of the National Cancer Institute (NCI), the Secretary of Health and Human Services, and the President on strategic directions and funding priorities for cancer research.

Bruner wasted no time. At her first NCAB meeting, she learned of—in her words—“a paradigm-shifting trial.” The NCI Match Trial, instead of treating patients based on their type of cancer, will treat patients based on the molecular profile of their tumor. As game changing as the Match trial could prove to be, Bruner quickly realized that the patient was being lost in the shuffle.

“They call this trial patient-centered because they are profiling the tumor, but that is tumor-centric, not patient-centric,” she says. “As a nurse, my job is to say, ‘What are we doing for the human being wrapped around that tumor?’ This ground-breaking study had no plans to actually ask the patient how the drugs make them feel.”

Such an omission could be critical. If side effects are too unpleasant, patients might not be willing to adhere to treatment. As a result of Bruner’s input, the NCI is investigating the addition of patients’ assessment of side effects in the Match study.

“I am passionate about the patient voice,” says Bruner. “I feel that if we ask people to volunteer and take the risk of being in a clinical trial, it is our responsibility to do everything we can to hear from them about their experience, their symptoms, and their quality of life rather than focus exclusively on their tumor control. I bring that advocacy to include the patient voice to all clinical trials.” •



Years in nursing: 37

Why oncology? When I started out in nursing, I had a moving experience with a woman who was dying of lung cancer. This woman said she heard the death rattle in her chest, and she knew what that meant. All she wanted was for someone to sit with her, but no one would take the time. So I sat with her. After that, I gravitated toward cancer patients.

Why serve on Emory’s Commission on Liberal Arts: A foundation in liberal arts teaches you not what to think but how to think. That is fundamental to our profession. You can look up content anywhere, but a liberal arts foundation helps you understand where to look and how to critically appraise and synthesize information.



Leading by example

Carolyn Clevenger 02MN DNP GNP-BC FAANP takes to heart Emory’s mission of educating nursing leaders of the future. So much so that the associate professor and assistant dean for MSN education is determined to show her students how it’s done.

“If we say we are preparing nurse leaders, I think our students should expect to be taught by nurse leaders,” says Clevenger. “It’s not enough to talk about leadership, you have to actually model it.”

In September, Clevenger assumed the presidency of the Gerontological Advanced Practice Nurses Association (GAPNA), formerly the National Council for Geriatric Nurse Practitioners. The 2,500-member organization represents the interests of advanced practice nurses who work with older adults in a variety of practice settings. →

Clevenger had been involved in the Georgia chapter of GAPNA since its inception in 2006, serving as its president in 2010. (In fact, all of the Georgia chapter presidents have been Emory alumni.) She helped build the young chapter into one of the most active and successful in the entire organization.

“When you go to the national meetings, everyone knows about the Georgia chapter,” Clevenger says.

She got her feet wet at the national level by serving as GAPNA’s website editor for four years before she decided to take on the three-year presidential commitment—agreeing to serve on the board as president-elect, president, and immediate past-president. Why would she take on such a big job in addition to her teaching and clinical roles at Emory?

“I believe in the organization,” says Clevenger. “I think it does important work and is a good resource for its members. And I also feel that it is my professional responsibility. It’s just my turn.”

As president, Clevenger will be deciding how GAPNA responds to some significant changes in the industry. For example, the professional certification recently has changed from gerontological nurse practitioner to adult-gerontology nurse practitioner. In response, GAPNA is looking into creating a subspecialty certification for geriatric specialists for those who want to work with the frail elderly.

“We’ve spent the past two years doing competency development, and this coming year we’ll be working on establishing the certification,” she says. “It is our way of helping ensure that patients are getting the best care by the best-prepared provider.” •

Years in nursing: 15

Major influences: My mentor has been [Emory nursing professor] Ken Hepburn, who is not even a nurse—he’s a gerontologist. We have met regularly since I was a postdoc in 2009, and we still get together. He is really good about making me think about my goals professionally and holding me accountable.

Advice to aspiring nurse leaders: Never go into a leadership role just because it’s a leadership role. You need to think about the people you will be working with and what the organization does for its members. You need to really believe in an organization if you are going to lead it.



Removing barriers for patients

MaryJane Lewitt 13PhD CNM FACNM became hooked on volunteering with professional organizations early on. Beginning as a student representative at the American College of Nurse-Midwives (ACNM) annual meeting, she has gone on to chair several ACNM committees, including the student, membership, public relations, 50th anniversary, and, currently, the maternity system section of the National ACNM Healthy Birth Initiative. She’s been just as active locally, serving as the ACNM Georgia affiliate’s secretary, treasurer, vice president, and president.

“Since I began volunteering, I don’t think there has ever been a time when I haven’t chaired a committee or held an office,” says Lewitt, clinical assistant professor of nursing at Emory.

She is particularly proud of what she accomplished as president of the Georgia affiliate. She worked closely with the Prescriptive Authority Coalition, and at the conclusion of her term in 2006, the Georgia General Assembly passed legislation giving APRNs the authority to provide written prescriptions.

The organization has since expanded its focus, morphing into the Coalition of Advanced Practice Registered Nurses (CAPRN), which Lewitt has chaired since 2010. CAPRN unites 21 advanced practice nursing organizations across the state to advocate for patients who receive care from APRNs.

“Our work encompasses more than APRN practice,” says Lewitt. “We are trying to improve health care for all Georgians by collaborating with other groups and organizations to eliminate barriers that hinder a citizen’s access to timely, high-quality, safe health care.”

For example, due to a wording change in legislation several years ago, APRNs are no longer allowed to order radiological

tests except in life-threatening situations. The Georgia legislature interprets those tests to mean CAT scans and MRIs. Hospitals, however, often interpret “radiological tests” to mean all procedures done within the radiology department, which could include digital mammograms.

“This results in an additional barrier that prevents people from accessing appropriate, preventive health care, creates delays in obtaining that care, and increases the costs for the patient as well as the system,” says Lewitt. “We are working to change that.” •

Representing NPs at the table

Diane Padden 94MN PhD RN has done it all. She’s earned an associate nursing degree, a BSN, an MSN from Emory, and a PhD. She’s practiced in a variety of clinical settings, including hospitals, a middle school, and private practice. And she taught graduate and PhD nursing students at the Uniformed Services University of the Health Sciences in Maryland for 13 years.

She is now an administrator, serving as vice president for research, education, and professional practice with the American Association of Nurse Practitioners (AANP), the largest full-service national professional membership organization for NPs of all specialties.

“You never know how things will turn out,” says Padden. “My position at AANP is totally different from anything I’ve ever done, yet it provides an opportunity for me to use many of the skills I’ve acquired over the years.”

The scope of her current position is broad and includes overseeing research deemed important in moving the profession forward, including membership, practice, and compensation surveys. She also leads a GIS (geographic information system) mapping initiative using data from boards of nursing to show how NPs are caring for patients in underserved areas and mitigating the primary care workforce shortage.

Padden ensures that educational activities are robust. For the three annual conference opportunities sponsored by AANP, she works closely with various committees to organize continuing educational offerings and procure expert clinicians as speakers. She also helps develop educational materials for NPs to use in the field.

Her professional practice work includes advocating for state and national legislation to allow NPs to practice to the full scope of their authority. Additionally, she works closely with industry and health care organizations and agencies to tout the role of nurse practitioners as leaders in improving access and quality of care.

Years in nursing: 24

Something surprising: I’ve run more than 20 half marathons, and this past January, I did the runDisney Dopey Challenge: a 5K on Thursday, a 10K on Friday, a half marathon on Saturday, and a full marathon on Sunday. When running, I get to implement the exercise advice that I give my patients, all the while experiencing the world through a new point of view.



“Many organizations want to have an NP representative at the table when they discuss issues that relate to quality of care and patient-centered medical care,” says Padden. “The thing I enjoy most about my position is being able to represent AANP and advocate for NPs at these meetings.” •

Years in nursing: 37

Why nursing: When I was growing up, we rarely sought medical care unless we were very, very sick. When I was about 12 years old, I broke my leg. After a couple days, I begged my dad to take me to the doctor. The nurse who cared for me was empathetic and confident. It was the first time I was really around a nurse, and I remember thinking, ‘I’d like to do that.’ ”

Something surprising: I grew up in Munich, North Dakota, and experienced life in rural America on the family farm, which included milking cows. There were only 13 in my high school graduating class, and about half of us went to college.

Student programs aim to strengthen veteran health care

A DIFFERENT BATTLEFIELD

BY PAM AUCHMUTEY

*In the 2009 movie **The Hurt Locker**, Staff Sergeant William James leads a bomb disposal unit in Baghdad, where he faces the prospect of sudden injury and death in ways that are harrowing and cruel. It becomes a normal way of life for James, who can't adjust to the rhythms of family life when he returns home. Domestic life proves so mundane that he signs on for another tour of duty in Iraq.*

While James's situation is meant to be dramatic, it's a stark reminder of the difficulties that men and women face after serving in a war zone. It's estimated that 20 percent of veterans returning from Afghanistan and Iraq experience post-traumatic stress disorder (PTSD), one of many problems they often face.

"We owe veterans a lot," says Lisa Muirhead DNP RN APRN-BC ANP, clinical assistant professor in the School of Nursing. "They leave their families behind when they are deployed. They subject themselves to explosive devices and wearing heavy gear in the field. They come back home as changed individuals, and the adjustment can be huge. It's a different battlefield."

That notion is being infused more deeply into the nursing curriculum via two programs led by Emory nursing faculty and Atlanta VA Medical Center (VAMC) nurses. The programs provide specialty education in veteran care for BSN and MSN students, respectively, and create new faculty positions held by VAMC nurses who train academically at the School of Nursing. They are funded with separate awards totaling nearly \$10 million from the U.S. Department of Veterans Affairs



VA nurses from various community clinics practice health assessment in a refresher course taught by Emory nursing faculty at the Atlanta VAMC.

(VA). Both programs aim to strengthen health services for veterans and the pipeline of qualified nurses who care for them.

May 2015 marked a milestone in the life of each program. First, the VA selected Emory and five other U.S. nursing schools for the VA Nursing Academic Partnership for Graduate Education (VANAP-GE) to train advanced practice nurses to care for aging veterans. Through VANAP-GE, Emory will add five faculty positions, to be held by VAMC nurses, and grow its adult/gerontology nurse practitioner program by 32 students over five years. The first six students began the program this fall.

Also last May, the first students in the VANAP program for undergraduates received their BSN degrees after two years of courses at Emory and clinical rotations at the VAMC. All trained in various

behind us to continue our work.”

Training for VANAP scholars doesn't necessarily end when they graduate. Of the 21 BSN graduates, 16 plan to work at the Atlanta VAMC after completing one year of residency (working on different units) or one year of transition to practice (working on a specific unit). Students are not obligated to work for the VAMC. One new graduate was accepted into a PhD program, while others plan to work at other hospitals.

That's okay with Muirhead, the VANAP coordinator at Emory. “Seventy-five percent of veterans receive health care outside of the VA,” she says. “Whether graduates work within the VA or branch out into the community, they will understand the needs of veterans and their families.”



Lisa Muirhead is the Emory coordinator of the VANAP program for BSN students. Now in its third year, the program is increasing BSN enrollment by 100 students over five years.



Ursula Kelly received a major grant from the VA to further test yoga as an intervention for female veterans who have experienced military sexual trauma. Pilot results are promising.



Phyllis Wright is the Emory leader of a new VANAP program to meet demand for nurse practitioners specially trained in primary care for older veterans.



Corrine Abraham codirects a new center of excellence for cognitive disorders at the VAMC. The center will serve as a new model of team-based care and interprofessional education.

aspects of veteran care, including mental health, traumatic brain injury (TBI), home-based health, women's health, and homeless care. Now in its third year, VANAP is funding 10 new faculty positions and adding 100 BSN students over five years. It also includes a clinical innovation component to provide refresher courses and simulation training for VAMC nurses, all taught by Emory faculty.

The need for qualified nurses is top of mind for VA leaders. “We are one of the largest and fastest-growing medical centers in the nation,” said Atlanta VAMC director Leslie Wiggins during a recognition ceremony for VANAP students a few days before graduation. “We've gone from serving 96,000 to 100,000 veterans in the past 12 months.”

“This first cohort of students is very special, and it's going to put us on the map in a way we've wanted to be for a long time,” Wiggins continued. “You leave a legacy for those who come

Phyllis Wright DNP APRN-BC, Muirhead's counterpart in the VANAP-GE program, oversees the training of nurse practitioners to address the shortage of primary care nurses in the VA health system. The shortage is expected to intensify as more and more nurses retire and the number of aging veterans who need primary care grows.

Over the course of four semesters, VANAP-GE students will receive a stipend for clinical practice hours, which include advanced training in primary care, women's wellness, mental health, geriatrics, home-based primary care, palliative care, and HIV/AIDS care. When they graduate, students will be eligible to sit for the national certification exam in adult/gerontology primary care nursing. The grant also calls for developing a paid residency program open to all NPs in adult/gerontology primary care. The first cohort will begin in March 2016.

“We have great buy-in from [VAMC chief nursing officer] Sandy Leake,” says Wright. “She sees the advantage of training six more nurse practitioners and six more residents a year. When they get up to full speed, each NP can see an average of 15 patients per day. That adds up to a lot of patients per month and per year.”

VANAP-GE also provides startup funds for an Emory faculty practice at the VAMC. One option on the table is expanding the intake clinic for newly returned veterans. “That process is so backlogged that it often takes many days to be seen the first time,” says Wright. “An Emory faculty practice could stay open after hours or on Saturdays to increase access for veterans. Our goal is to develop a sustainable practice long after this grant expires.”

Those faculty members would augment the slightly more than 1,000 nurses who staff the Atlanta VAMC main campus and its 14 clinics in north Georgia.

A rich partnership

Emory's relationship with the Atlanta VAMC dates back some 70 years. The VAMC has provided clinical placements for BSN and MSN students for many of those years. This alliance gained traction when Emory nursing dean Linda McCauley and VAMC chief nursing officer Sandy Leake MSN RN deepened their partnership. A key step was recruiting Ursula Kelly PhD ANP-BC PMHNP-BC as a VAMC nurse scientist and assistant professor of nursing in 2009. The VAMC half of Kelly's position helps fill a need identified during the VAMC's successful Magnet designation process to develop a program of nursing research and incorporate evidence-based practice into nursing services.

Since arriving, Kelly has developed a significant body of research on PTSD and on military sexual trauma (MST) among female veterans. This year, she received \$1.1 million from the VA to further test an intervention for women who have experienced MST, which often leads to PTSD and other mental health issues. Her four-year study will compare the benefits of trauma-sensitive yoga and cognitive processing therapy. It also will examine the effects of yoga on chronic pain, insomnia, and inflammatory and acoustic startle responses related to PTSD. Approximately 210 female veterans are expected to enroll.

It's not unusual for these veterans to delay treatment for MST and/or PTSD for years. “There is no age restriction and no physical limitation for women veterans in this study,” Kelly says.

She also has a clinical component in her work at the VAMC, where she sees veterans in the outpatient PTSD clinic. Within the



Emory's Barbara Kaplan (center) teaches simulation training at the Atlanta VAMC.

★ The VAMC Connection ★★★★★★★★★★

The School of Nursing and the Atlanta VAMC partner on several initiatives in addition to the VANAP programs for BSN and MSN students.

- The National VA Quality Scholars Advanced Fellowships train nurses and physicians to develop innovative approaches to enhancing health care services for veterans.
- Dedicated education units, or DEUs, provide one-on-one clinical training for BSN students in psychiatry/mental health and geriatrics at the VAMC.
- This past summer, six juniors completed clinical internships at the the VAMC sponsored by the VALOR (VA Learning Opportunities Residency) Program. All of the students are in the VANAP program for BSN students.

clinic is a dedicated MST treatment team—a standout for the VA nationally, notes Kelly, a certified adult and psych/mental health nurse practitioner.

“The VA has always been a leader in PTSD treatment and research,” she says. “But in the past decade, the number of veterans, male and female, has grown substantially because of the conflicts in Iraq and Afghanistan. And because health care has improved so much in the field, soldiers are surviving more than they used to with more complicated and devastating physical problems such as TBI.”

As Kelly's work at the VAMC has expanded, so has demand for expertise in evidence-based practice. That need has been filled by clinical assistant professor Corrine Abraham DNP 85MN RN, who serves half time as coordinator of evidence-based practice and innovation at the VAMC. She wrote her own job description after completing a National VA Quality Scholars Advanced Fellowship there. As a result, she is working with VA nursing executives to



Isaac Newton 15N is among the first 21 BSN students to complete the VANAP program. He has begun a yearlong residency at the Atlanta VAMC, which will further enhance his skills as he embarks on a career in veteran nursing care.

strengthen capacity in leadership, education, evidence-based practice, and quality improvement.

Abraham also codirects the new VAMC Specialty Care Education Center of Excellence for Cognitive Disorders, supported by a \$1.5 million three-year VA grant. She and Emory physician Anne Tomolo MD MPH envision the center as a new model of care for veterans and a new way of teaching interprofessional students.

“The center will help bridge the gap for patients by integrating telehealth and shared appointments with team members specializing in psychiatry, gerontology, palliative care, and social work,” says Abraham. “Students will learn about specialty care for cognitive disorders with an emphasis on teamwork, collaboration, and quality improvement.”

Abraham and Kelly fully expect to intersect more with students in both VANAP programs, before and after they earn their degrees. “Students who come to the VA, especially graduate students, traditionally have episodic experiences,” says Abraham. “The residency program for VANAP graduates not only furthers their education but also makes them more effective as new nurses since they are more familiar with veteran-centric care.”

Leake, the VAMC’s chief nursing officer, welcomes the infusion of VANAP students for that reason and more.

“The VA headquarters in D.C. is committed to ensuring there is a steady pipeline of nurses graduating from high-quality nursing schools who are prepared to care for veterans,” she says. “But recruiting qualified nurses into the VA system is not necessarily the ultimate goal. The VA feels a broader responsibility to prepare nurses who are sensitive to veterans’ unique needs, including nurses who work outside the VA system. The larger goal is to ensure that veterans everywhere receive the very best care.” **EN**



VA mission hooked nursing leaders early on

Working at the VA gets in your blood, note Sandy Leake MSN RN and Michelle Cox-Henley 84MN RN. Both began their VA careers in Gainesville, Florida, and now serve as top-level VA nursing leaders in Georgia.

“The mission of the VA hooked me early on,” says Leake, who has served as CNO of the Atlanta VA Medical Center (VAMC) for 20 years. “I was immediately struck by this incredible sense of satisfaction in working for and on behalf of veterans. The mission of the VA hooked me 25 years ago, and I find that happens a lot.”

Cox-Henley worked in the private sector and earned her MSN in critical care nursing at Emory before joining the Malcolm Randall VAMC in Gainesville, where she advanced to chief nurse of surgery and collaborated with other VA facilities. She also hired Leake, who had just completed her graduate degree on a VA scholarship at Vanderbilt University. Cox-Henley later was recruited to the Charlie Norwood VAMC in Augusta, Georgia, where she has served as CNO for four years.



Alumna Michelle Cox-Henley

After arriving in Augusta, Cox-Henley faced a large nurse vacancy rate and difficulty in recruiting nurses. She worked with the medical center director to increase salaries to attract competent nurses to work at the bedside and in nursing administration.

More recently, she implemented a shared decision-making model at the unit level for nursing staff in collaboration with physicians, laboratory services, physical therapy, and other disciplines. Nurses also have embraced a new 72/80 work schedule (72 hours of work, 80 hours of pay) under her leadership.

The nursing shortage remains a challenge and, like its Atlanta VAMC cousin, the Augusta facility offers a residency program to attract and retain new nurses skilled in veteran care. It also strives to serve a growing number of unique patients—currently 46,000—from Georgia and nearby South Carolina.

“Any change that we make takes a lot of momentum and more time than in the private sector,” says Cox-Henley. “It’s like moving a large ship. The challenge for the VA is to remain focused on the patient while the bureaucratic noise goes on around you.”

In challenging moments, she recalls the advice given her when first recruited to the VA. “It all comes back to, ‘What does the patient need?’ That takes away the personal agenda and leads people back to a cooperative spirit and the central service we provide, which is patient care.”—*Pam Auchmutey*



Sandy Leake (center) confers with staff at a new outpatient clinic for veterans in Atlanta. Ann Hamilton/Atlanta VAMC

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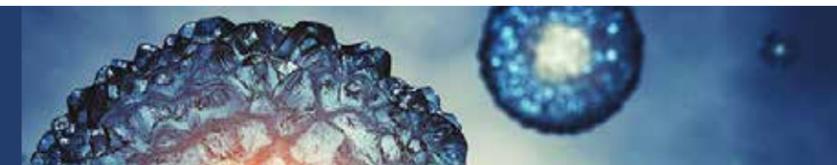
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Sharron Close (center) listens as a Georgia Tech student explains how the Cuddle Care monkey works to comfort sick children.

New ideas to comfort sick children

What is suffering? It's a question that inspired a team of Georgia Institute of Technology students to bring a long-held idea to life for Sharron Close PhD MS CPNP-PC, a research assistant professor and pediatric nurse practitioner in the School of Nursing.

Last spring, Close mentored four biomedical engineering (BME) students as they developed a mechanized stuffed animal to comfort sick children 12 months and younger. The students equipped a "Cuddle Care" prototype—a stuffed monkey with arms long enough to bolster or wrap around a child—that breathes, thumps with a heartbeat, and emits radiant heat.

Close has carried the Cuddle Care idea with her since nursing school, when she cared for a 3-year-old boy with AIDS on an oncology unit. Tumors covered his small body, and his only relief came when Close and others held him. The child's mother, who was HIV-positive and had several young children, rarely came to visit. Close agonized over the young boy's future when her clinical rotation on the unit ended.

"I thought there must be a way to comfort a child who was suffering this way," she says. "I reflected back on what was providing him comfort. As I held him in a rocking chair, I was taking pressure off of his tumors. We were also exchanging

heat. I could feel his heat up against my chest, and he was feeling the comfort of my heartbeat and being held and squeezed. He was made to feel safe in the arms of what should have been a parent but was not possible for this little boy."

She thought of developing a device mimicking those sensations that would wrap around a child to provide warmth and comfort. She applied for a provisional patent but put the device on hold for several years until she came to Emory, where the idea resurfaced. Close consulted the university's Office of Technology Transfer, which connected her with Georgia Tech. Students there embraced her idea and made it their capstone project.

"We wanted to provide comfort to those who need it most," says BME student Matt Kee, who sees great potential for the "Cuddle Care" device in the pediatric health care market. Now under way are a patent application and development of a prototype for testing in the clinical setting.

Managing sex chromosome disorders
Making life easier for children and parents led Close to undertake another project, this time to help families affected by sex chromosome aneuploidy (SCA).

SCA conditions occur in children born with an abnormal number of sex chromosomes, which puts them at risk of developmental

delays, psychiatric impairments, and heart disease. SCA is the most common chromosomal abnormality in humans, occurring in 1 out of 400 live births.

As Close points out, most SCA studies are descriptive in nature, and few offer interventions to help patients and families cope with a challenging behavioral and physical condition. Her project, funded by a Patient-Centered Outcomes

Research Institute grant, brings patients and families together with clinicians and researchers to devise ways to help children and parents manage SCA symptoms and cope with the issues they face in their lives. All are meeting in groups and at conferences this year and in 2016. The first conference, held in Baltimore in July, focused on families. Next year's scientific conference will be held in Atlanta and feature experts in SCA, fragile X, and autism from Emory.

Earlier this year, Close found inspiration for her project during a flight to Denver. An in-flight movie featured a proverb in the credits that read, "If you want to go fast, go alone. If you want to go far, go together."

"That spoke so much to me," Close says. "Hardly anyone knows a lot about SCA. But if we can do this together, we can make deep inroads into understanding SCA and providing help for these patients and families." —Pam Auchmutey

Virtual Connections



Visit bit.ly/interactson to connect with the Emory nursing community and learn the latest news through our social networking sites.

PhD nursing program is a first for Ethiopia

Emory and Addis Ababa University (AAU) signed a memorandum of understanding (MOU) to establish Ethiopia's first PhD nursing program to train health care workers, nurses, and midwives in research.

The first students began their studies this fall at AAU, where they will study primarily in its School of Public Health and receive AAU doctoral credits for four Emory School of Nursing courses taught via Skype. After their second semester of study, students will visit Emory for a three-week workshop to craft their research proposals, aided by Emory nursing faculty who serve on their dissertation committees.

A nursing research-focused PhD is indicative of a new direction in national health policy. "Ethiopian health policy used to focus on preventable diseases," says Getnet Yimir, who represented AAU at the MOU signing ceremony at the School of Nursing in June. "The new health policy addresses tertiary care in areas such as noncommunicable disease, trauma, emergency care, and the health effects of aging."

Part of this commitment, he adds, is to improve the quality of education within the country and prepare nurses to serve with the nation's health



Getnet Yimir (front row, second from left) represented Addis Ababa University during a signing ceremony at the School of Nursing to establish a PhD program in nursing research at AAU.

ministry, research institutions, and universities. The MOU also lays the groundwork for a five-year partnership between Emory and AAU that may grow further. School of Nursing faculty have collaborated with health and university leaders in Ethiopia for several years through the ongoing Maternal and Newborn Health in Ethiopia Partnership and the Ethiopia Public Health Training Initiative, a Carter Center program that has trained thousands of health workers to serve in remote rural areas.

Lady with pearl necklace

This portrait of Nell Hodgson Woodruff graces the lobby of Emory's nursing school, which bears her name. The Georgia Women of Achievement (GWA) recently honored the late benefactor for her contributions to nursing education and practice in the state.

Although Nell withdrew from nursing school in Athens, Georgia, to marry future Coca-Cola Company leader Robert Woodruff in 1912, she remained passionate about nursing. She was a Red Cross volunteer during World Wars I and II, volunteered in the maternity ward at Emory University Hospital (EUH), and served as a delegate to the World Health Organization. Nell also supported nursing education at Emory, which named its nursing school for her in 1967. She died in 1968 a few days after breaking ground for the first nursing school building, then located behind EUH.

Last spring, a proud contingent of School of Nursing faculty, staff, and alumni traveled to Macon, Georgia, for the GWA ceremony. Also present were members of the Woodruff family, including Nell's niece, Nell Watt or "Little Nell," and her great niece, Missie Woodruff Pierce, who nominated their beloved aunt "Nana" for the GWA honor. Learn more about Nell's life by watching the GWA video at bit.ly/NHW-video.





Virginia Proctor (left) with alumna Robin C. Davis of Global Health Action

Student services director Virginia Proctor witnessed Emory history

When the first two African American students walked through the doors of the School of Nursing in January 1963, Virginia Proctor 50G 50TH stood shoulder to shoulder with Emory nursing dean Ada Fort to welcome them. The director of student services at the time, Proctor was a witness to Emory history as Fort worked tirelessly to enroll Verdelle Bellamy and Allie Saxon, both 63MN, as graduate nursing students during the civil rights era.

“We watched them like hawks to make sure they came to no harm,” said Proctor in 2001. “We never dreamed it would go off as smoothly as it did. Inside the school, we never picked up on any ill feeling toward Verdelle and Allie at all. They were so charming and happy to be there. And they worked hard.”

Proctor, known for her strong sense of mission, deep faith, and concern for the well-being of people around the world, died peacefully on January 29 at age 96 in her native South Carolina. Trained as a teacher and Christian youth leader, Proctor served with the School of Nursing from 1961 until she retired in 1981. Nine years earlier, Fort and Proctor cofounded the nonprofit known today as Global Health Action (GHA), which continues to train nurses and other community health leaders and implement long-term health and development programs in underserved areas of the world. Proctor was particularly fond of GHA’s Goat Project in Haiti, which evolved into a successful rural development program to improve family livelihoods.

“Virginia loved people, and she saw and brought out the very best in everyone she met, whether friend or stranger,” says Robin C. Davis 76MN RN, GHA senior adviser and president emerita. “She inspired and encouraged thousands of health and community leaders to improve health and the quality of life for others in more than 95 countries.”

Proctor received many honors and awards during her lifetime, including the Points of Light Award from President George W. Bush and the Community Health Charities of Georgia and the Georgia Commission on Women awards. She is survived by family and friends in Laurens and Clinton, South Carolina, and in Decatur, Georgia.—Pam Auchmutey



Flynn externship offers rich experience for aspiring oncology nurses

This past summer, BSN students Tahsin Rajabali (above left) and Claudia Garcia immersed themselves in learning about cancer care as the first Emory recipients of the Susan D. Flynn Memorial Oncology Nursing Externship. Both students spent eight weeks at Emory Healthcare and Children’s Healthcare of Atlanta, where experienced oncology nurses mentored them in various inpatient, outpatient, and research settings.

Frederick C. Flynn Jr. established the externships in memory of his wife, a Connecticut banker and mother of two who died of ovarian cancer in 2013. The program was inspired by the excellent nursing care that Susan Flynn received at the end of her life. In turn, the program fosters the career development of future oncology nurses. Flynn plans to expand the program to include nine leading cancer care hospitals and nine of the nation’s top undergraduate nursing schools by the end of 2015.

“Real-life, on-the-ground training is crucial to the understanding of patient care,” says Susan Shapiro PhD RN, associate dean for clinical and community partnerships at the School of Nursing. “It is through opportunities such as this, coupled with firsthand mentorship from veteran oncology nurses, that equip students for successful careers in nursing.”



Touching students, touching patients

Joyce King, Kathryn Matthews, and Barbara Reeves recently retired from the School of Nursing, but their exceptional contributions will long be remembered.

Joyce King 95PhD CNM FACNM wove the two strands of women’s health and teaching deftly into a 42-year nursing career. She honed her family nurse practitioner (FNP) skills working in public health in rural Tennessee, then chose to obtain a post-master’s certificate to practice nurse-midwifery at Emory. Because of a lifelong interest in physiology, she pursued a PhD in the subject and has taught physiology/pathophysiology to every BSN and MSN student since 1993. She also has led Emory’s nurse-midwifery and women’s health NP programs. She currently practices at a homeless shelter and remains an advocate for women who, like herself, have experienced breast cancer.

“Although I’ve been teaching at Emory since 1979, I consider myself a clinician first,” says King. “I love women’s health, and my practice gives credibility to my teaching.” It also provides her with stories that students remember and use, notes Maureen Kelley PhD CNM FACNM, clinical professor at the School of Nursing.

“Joyce is an outstanding educator,” says Kelley. “She cares very deeply that students understand the subject matter and works hard to ensure that occurs.”

Among King’s many honors are the Emory Williams Distinguished Teaching Award

and the Excellence in Teaching Award from the American College of Nurse-Midwives.

“The highlight of my career has been my relationships with students. I love the positive contact,” she says.

A nurse since 1968, Kathryn Matthews DNP FNP APRN-BC loves “the connectedness” and purpose she’s found in her work. Soldiers returning from Vietnam, some of the first AIDS patients, coal miners, and seniors with chronic diseases are among those whom Matthews has served in her roles as a nurse and FNP in hospitals, the Navy, rural public health districts, and city clinics.

She has taught at Emory since 1994 and represented Emory Healthcare on a national medical center collaborative to study chronic disease care. She’s strengthened the FNP program curriculum and practices at the Emory Clinic in general internal medicine.

“Nursing is a career of lifelong learning and one where you always have the opportunity to help people,” she says. In academic or clinical challenges, her attitude has been, “Give me a chance and I’ll do it.”

“Matthews is a strong clinician and as a Navy nurse she’s seen

Barbara Reeves (left), Joyce King, and Kathryn Matthews collectively have more than 85 years of teaching experience at the School of Nursing. Faculty, staff, students, and alumni honored them for their many contributions in August.

everything,” says Clint Shedd DNP FNP-BC, assistant professor. “Students who rotate through her clinic always gain tremendous experience.”

Her niche is helping patients with chronic disease come to terms with pain, loss, and change. Despite battling a rare form of cancer, she plans to continue her clinical practice after retiring from teaching.

“Nurses know how to pull resources. They can help patients understand and respond better to their diseases,” she says. “I love hearing someone say, ‘You really helped me.’”

Not wanting to be a schoolteacher or secretary (common career choices for women in the early 1960s), Barbara Reeves MSN RN chose to attend the Johns Hopkins Hospital nursing diploma program.

She had no idea then that she would become a family nurse practitioner, serve OB/GYN patients in rural north Georgia, or teach nursing for almost 30 years at Emory.

“I tell students to come into nursing with an open mind,” she says. “The FNP role is so broad. It covers chronic and acute disease, pediatrics, women’s health, family planning, and prevention. As a result, I’ve taught almost everything at Emory.”

When Matthews and then Shedd assumed Reeves’ FNP specialty coordinator role, both were amazed by her organizational skills and program knowledge.

“Barbara carries so much important information in her head, steered me away from potential problems, and was so generous in helping me,” Shedd says. “She cares deeply about everything she does.”—Laura Raines

Tribute gifts honoring King, Matthews, and Reeves may be made to the Emeritus Scholarship Fund. To learn more, contact Margot Early, associate director of development, at 404-727-5291 or margot.early@emory.edu.

Faculty Appointments



Jennifer Adamski
DNP APRN
ACNP-BC,
clinical
assistant
professor,
comes to
Emory from
Northeast
Georgia

Medical Center, where she served as director of advanced practice and lead advanced practice provider for critical care medicine. She has held a variety of nurse practitioner positions at Sacred Heart Hospital (Pensacola, Florida), Johns Hopkins Hospital and the R. Adams Cowlet Shock Trauma Center (Baltimore), and Memorial Regional Hospital (Hollywood, Florida). She earned a DNP from the University of South Alabama, a master's degree in nursing from the University of Pittsburgh, a master's degree in anesthesia from LaRoche College, and a bachelor's degree in nursing from Carlow University.



Clinical
Assistant
Professor
Molly Bachtel
DNP FNP-C
specializes in
primary care
and urgent
care services.
Bachtel has
held several

clinical positions at Emory, including serving as a nurse practitioner in the Division of Pediatric Emergency Medicine. She also was director of student health at Oxford College and an NP at the Emory Clinic. Bachtel earned a DNP from Vanderbilt University, a master's degree

in nursing from Emory, and a bachelor's degree in nursing from the Medical College of Georgia.

Rasheeta Chandler ARNP FNP-BC joins Emory as an assistant professor after serving on the nursing faculty at the University of South Florida. Her research interests include HIV prevention in adolescents and behavioral health, supported by funding from the National Institute of Nursing Research. Chandler received a PhD and master's degree in nursing from the University of South Florida and a bachelor's degree in nursing from Florida A&M University.



Yvonne Commodore-Mensah
PhD RN is a
research assist-
ant professor
whose inter-
ests include
studying the
cardiovascular
disease risk of

West African immigrants and the impact of acculturation on CVD risk. Her career goal is to reduce cardiovascular health disparities in underserved populations through community-engaged research. She comes to Emory from Johns Hopkins University School of Nursing, where she was a research associate. Commodore-Mensah earned a PhD in nursing from Johns Hopkins and graduated with honors from Fairleigh Dickinson University School of Nursing.

Professor **Vicki Hertzberg PhD BS** is an internationally recognized expert on "big data" and its impact on health care, including measuring social contacts in emergency departments and infectious



disease transmission on airliners. Her research has been funded by the National Institute of Neurological Disorders and Stroke, the National

Institute of Environmental Health, and the National Institute of Allergy and Infectious Disease. Prior to joining the nursing faculty, Hertzberg served as associate professor of biostatistics and bioinformatics in the Rollins School of Public Health for 20 years. She chaired the department from 1995 to 2001.



Nadine Matthie PhD
RN, research
assistant
professor, most
recently was a
postdoctoral
trainee at the
University of
North Carolina
at Chapel

Hill, where she developed a program of research in self care and management. Her work is aimed at improving self-care behaviors and decreasing the frequency of pain crises and resulting hospitalizations in young adults with sickle cell disease. Matthie received a PhD and master's degree in nursing from the University of South Florida and a bachelor's degree in nursing from Florida State University.

Trisha Sheridan DNP WHNP-BC SANE-A CFN, clinical assistant professor, is a forensic nurse and a nationally known expert on sexual assault. She comes

to Emory from Texas A&M Health Science Center College of Nursing, where she held a joint appointment as the forensic nurse coordinator at Baylor Scott & White Hospital. She is a board-certified sexual assault nurse examiner, forensic nurse, and women's health nurse practitioner.



Janice Withycombe
PhD RN CCRP,
assistant professor,
specializes in child-
hood cancer thera-
pies. Since 2002, she
has led clinical trials
as a research nurse
at Palmetto Health
Children's Hospital
in Columbia,

South Carolina, with funding support from the National Institutes of Health, the American Cancer Society, and private foundations. She received a PhD in nursing from the University of Arizona, a master's degree in nursing from the University of South Carolina, and a bachelor's degree in nursing from Clemson University.



Kathryn Wood
PhD RN FAHA,
associate professor,
previously served
as associate
professor at Duke
University's School
of Nursing. She has
clinical experience
in the operating
room, emergency,

critical care, electrophysiology lab, and cardiovascular ICU settings. Her research interests include symptoms and quality of life in arrhythmia patients, gender differences in symptoms, access to care for patients with supraventricular arrhythmias, and outcomes of ablation in patients with atrial fibrillation.

Notes of Distinction



Maureen Kelley

NEW FELLOWS

Maureen Kelley PhD CNM FACNM and **Ashley Darcy Mahoney PhD RN NNP-BC** will be inducted as 2015 fellows of the American Academy of Nursing in October. Kelley, clinical professor of nursing, has enjoyed a distinguished career in maternal and newborn health. She is a coinvestigator with the Maternal and Newborn Health in Ethiopia Project and directs the African Health Profession Regulatory Collaborative for Nurses and Midwives. She also collaborates on a project to improve reproductive health in Russia and leads the annual service-learning program for students in Jamaica.



Ashley Darcy Mahoney

Darcy Mahoney is an assistant professor, neonatal nurse practitioner, and researcher who seeks to improve early childhood outcomes for preterm infants, most recently through language interventions. She plays a lead role in Talk With Me Baby, a collaborative campaign in Georgia that coaches parents to talk more with their infants and trains nurses about the importance of social interaction with babies in and outside of the womb. She is also a newly named Robert Wood Johnson Nurse Faculty Scholar.

Dian Dowling Evans PhD FNP-BC and **Terri Marin PhD NNP-BC** were inducted as 2015 fellows of the American Association of Nurse Practitioners. Evans is a second-career nurse who serves as the specialty coordinator for



Dian Dowling Evans

the nursing school's Emergency Nurse Practitioner program. She was one of the first nurse practitioners to obtain board certification as an ENP and currently serves as chair-elect of the American Academy of Emergency Nurse Practitioners. She holds a joint appointment in emergency medicine at Emory University Hospital, where she continues to practice.

Marin joined the nursing school in 2012 and helped establish the Neonatal Nurse Practitioner program, the only program of its kind in Georgia, in 2013. Her research examines tissue oxygenation changes in premature infants receiving packed red blood cell transfusions. Her research led to the discovery that blood transfusions may increase the risk of necrotizing enterocolitis, a leading cause of death in premature infants.



Terri Marin

Another faculty member was inducted as a 2015 fellow of the American College of Nurse-Midwives (ACNM). **MaryJane Lewitt PhD CNM** serves as clinical assistant professor and cocoordinator of the nurse-midwifery specialty at Emory. Lewitt's research interests include the practice of nurse-midwifery, advanced practice nursing, and interdisciplinary collaboration with a focus on quality and safety. Previous honors include the ACNM's 2000 Kitty Ernst Award for outstanding contributions to the nurse-midwifery profession.



MaryJane Lewitt

AWARDS

The American Association of Critical-Care Nurses honored **Ann Rogers PhD RN FAAN** with its Pioneering Spirit Award for her research on staff nurse fatigue and transformative impact on patient safety. Rogers was the first to document the adverse effects of nurse work hours on patients, nurses, and public safety, and her studies serve as a model for research in nursing practice and policy. She holds the Edith Honeycutt Chair in Nursing and serves as director of graduate studies at the School of Nursing. She is also a fellow of the American Academy of Sleep Medicine.



Ann Rogers

Angela Amar PhD RN FAAN received the Excellence in Practice and Policy Award from the Nursing Network on Violence Against Women

International for her role in developing interventions and health policies to support women and children who experience violence. Amar is a psychiatric nurse practitioner known for her work on campus sexual assault. Her studies focus on traumatic experiences associated with violence and sexual assault, mental health responses to trauma, and forensic nursing. She also serves as assistant dean for undergraduate education at the School of Nursing.



Angela Amar



Dean Linda McCauley

HONORS

Dean Linda McCauley 79MN PhD RN FAAN FAAPHN took part in the recent White House Public Health & Climate Change Summit to provide communities with the tools and information they need to mitigate the impact of climate change on health. McCauley is part of a coalition of deans from 30 medical, nursing, and public health schools around the country working to ensure that future health professionals are trained to recognize, prevent, and treat health problems resulting from climate change.



Robin C. Davis 76MN



Rebecca Crosby Yates 81MN



Jeffery McNeil 89N 98MN



Sonia Smith 91MN

1970S

Mary Jacob 74MN published the book, *Christian Concepts for Care: Understanding and Helping People with Mental Health Issues*.

Margot Ashley 76N is president of SafetySmart Lilburn Inc. in Lilburn, Ga. She was involved in its creation and development, including gaining tax-exempt status, beginning in 2010. SafetySmart collaborates with the Lilburn Police Department and nonprofits to plan events, sponsor rabies clinics for pets, and aid in neighborhood watches throughout the Lilburn area of Gwinnett County.

Robin C. Davis 76MN retired as president and CEO of Global Health Action (GHA), after serving as CEO for 30 years. In her new role as senior adviser and president emerita, she is focusing on resource development and strategic partnerships for GHA, based in Atlanta.

1980S

Mary Lambert 81MN will be inducted as a 2015 fellow of the American Academy of Nursing in October. She holds a number of honors, including the Retired Public Health Service Officer Recognition Award for her exemplary leadership as a captain with the U.S. Public Health Service. In the course of her career,

Lambert has worked at the Centers for Disease Control and Prevention, the U.S. Department of Veterans Affairs, the Food and Drug Administration, the Health Resources and Services Administration, and the U.S. Army. She just completed a term as a member of the Emory Alumni Board and chair of its Initiatives Committee.

Rebecca Crosby Yates 81MN has joined two other nurse-midwives to open a new birth center, Baby+Co, in Charlotte, N.C. The practice brings Yates back to her hometown after 55 years. She is certified as a lactation consultant and menopause practitioner in addition to being a nurse-midwife. Yates is active with the North Carolina chapter of the American College of Nurse-Midwives and has been involved in political efforts to modernize laws governing CNMs and other APRNs in the state.

Jeffery McNeil 89N 98MN is a manager and clinician at Duke University Employee Occupational Health & Wellness clinic in Durham, N.C. He recently completed a one-year fellowship with the Duke-Johnson & Johnson Nurse Leadership Program.

1990S

Sonia Smith 91MN opened

Emerald Coast Pediatric Sleep Consultants LLC, a nurse practitioner-owned practice specializing in pediatric sleep disorders and treatment. Its mission is to promote sleep awareness and improve screening for sleep disorders in children.

2000S

Susan Irick 04N was named a 2015 Sepsis Hero by the Sepsis Alliance, a patient advocacy group dedicated to raising awareness about sepsis as a medical emergency. Irick is well acquainted with the condition as a nurse and as a survivor. She is the disease manager for sepsis and pneumonia at Northeast Georgia Medical Center in Gainesville and has taught staff members, paramedics, nursing students, and community members about the importance of early recognition and treatment. But when she became ill, she didn't recognize sepsis and spent 11 days in the hospital. She was discharged and continued her recovery.

In March 2015, Irick received a pacemaker. In April, she was admitted to the hospital with a diagnosis of sepsis related to her pacemaker. This time, she recognized the symptoms and went to the emergency room. She is now recovered and attributes her knowledge and survival to the Sepsis Alliance.

Laura Layne 05N 06MN 06MPH



Susan Irick 04N



Laura Layne 05N 06MN 06MPH



Donte Flanagan 04OX 06N



Chau Bao Bui 07C 15N



Employees with Flying Food Group's airline catering kitchen in Chicago have easier access to health care thanks to **Angela (Porter) Moss 06MN**, director of the Office of Faculty Practice (OFP) at Rush University College of Nursing. Moss established the Flying Food Healthy Living Program at the

company's O'Hare International Airport kitchen after the company approached the college about offering free, on-site health care for its 450 employees at O'Hare. Moss is one of three nurse practitioners who staff the Rush clinic, where they provide basic primary care and health coaching and education. The nurses also help connect non-English speaking employees with local clinicians and health services. Nursing students assist, gaining valuable clinical experience working with a diverse patient population. The clinic "helps promote our vision of social justice—community outreach and helping to decrease health disparities," says Moss of the partnership between OFP and Flying Food. The company is looking to establish similar clinics at other U.S. locations.

is deputy chief nurse at the Georgia Department of Public Health in Atlanta.

Donte Flanagan 04OX 06N began his DNP studies this fall at Columbia University in New York City. He lives in Brooklyn, N.Y.

Kathleen Wilmer 08N is a family nurse practitioner with Cobb & Douglas Public Health in Marietta, Ga.

Julia Smookler 09MN and her husband Eugene were selected as participants in CNN Fit Nation, which promotes healthier living worldwide by following six people in their efforts to achieve a lifelong health goal. The group is coached by CNN chief medical correspondent Sanjay Gupta. All will participate in the Nautica Malibu Triathlon in September. Smookler is a CNM at Atlanta Gynecology & Obstetrics. Follow her efforts on CNN at bit.ly/smookler.



Alison Gilland 12OX 14N and Joshua Danforth

2010S

Christie Halter 11N 13MN was featured on Atlanta & Company, produced by the TV station 11 Alive, to talk about "A Day in the Life of a Midwife." In the segment, Halter discusses the benefits of using a nurse-midwife and gives a shout-out to the nursing school's midwifery program. To watch the segment, visit bit.ly/halter-midwife.

MARRIED: **Kenan Preston 12N** and Ben Morrissey on April 26, 2014. She now goes by Kenan Morrissey.

Joanne Butler 13N was appointed director for staff nurses by the Georgia Nurses Association Board of Directors. She is a behavioral health nurse with the Fulton County Health Department in Atlanta and lives in Fairburn, Ga.

MARRIED: **Alison Gilland 12OX**

and Joshua Danforth on May 3, 2015. She now goes by Alison Gilland Danforth.

Chau Bao Bui 07C 15N is a health advocate with the Feminist Women's Health Center in Atlanta.

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Opening Doors for Others

Verdelle Bellamy quietly broke the color barrier at Emory and in Georgia

Many a nurse turned out to honor Verdelle Bellamy 63MN following her death on April 22 at age 88. The nurses represented a mix of institutions, including Grady Memorial Hospital, the Atlanta VA Medical Center (VAMC), the Georgia Nurses Association, the Georgia Board of Nursing, and Tuskegee and Emory universities. All were united in their



2005 Emory Medalists Charles Haynes and Verdelle Bellamy

respect and admiration for Bellamy as a pioneer in nursing education and practice.

"Verdelle was one of the most influential nurses to graduate from Emory," said Angela Amar PhD RN FAAN, assistant dean for BSN education at the School of Nursing, during a service for Bellamy. "She paved the way for thousands of African American nurses in Georgia and beyond. She broke down barriers at every organization she touched."

Bellamy was working as a nursing instructor at Grady in 1962 when Emory nursing dean Ada Fort tapped her and Allie Saxon 63MN to enroll as the first black students at the university—a step that required Emory to argue its case for desegregation before the Georgia Supreme Court.

Both students quietly began their studies, with little fanfare and strong support from nursing school leaders and

students, in January 1963. The atmosphere was quite different that year in Bellamy's native Birmingham, Alabama, where Martin

Luther King Jr. was jailed and a bomb at a black church killed four young girls. When the press tried to interview Bellamy about enrolling at Emory, she refused. "I didn't want to be any different from any other student," Bellamy recalled years later upon receiving the Emory Medal, the highest university honor for alumni, in 2005.

By then, Bellamy had retired from the Atlanta VAMC, where she rose through the ranks to become a nationally recognized nursing leader in veteran care. She served as associate chief of nursing services for geriatrics—the first administrative position held there by an African American—and then chief of long-term care nursing. Her leadership led to improvements in patient care, including the design and creation of a state-of-the-art VA nursing home.

Bellamy forged paths in other ways. In 1974, she became the first African American appointed to the Georgia Board of Nursing by then-governor Jimmy Carter. The U.S. House of Representatives honored her in 1980, and the NAACP presented her with its Freedom Hall Award in 1986. She was inducted as a fellow of the American Academy of Nursing in 1993. Emory honored her again in 2011 by naming her one of its makers of history during its 175th anniversary.

Emma Jean Powell, a retired Atlanta VAMC nurse, first met Bellamy years ago at Grady Hospital. "She was always behind me lighting a fire, saying 'you can do more,'" said Powell. "She opened many doors of possibilities and not just for nurses. She persevered to make sure those doors did not close behind us." —Pam Auchmutey

Memorial gifts honoring Verdelle Bellamy may be made to the Nell Hodgson Woodruff School of Nursing, 1520 Clifton Road N.E., Suite 442, Atlanta, Georgia 30322.



1940s

Grace Clifford 40N of Peachtree City, Ga., on July 13, 2013. She was 96.

Juanita C. Schmierer 41N of Pitts, Ga., on May 28, 2015, at age 95. She married Col. Elmer Schmierer in 1943 before serving in the Emory University Field Hospital unit during WW II. She spent the next 26 years traveling around the world as the spouse of a career army officer. After he retired in 1972, the couple lived in Indian Hills in Marietta, Ga., until his death in 1996. In 2002, Schmierer moved to Florida, where she lived for 13 years. She was an active church member, crossword puzzle enthusiast, pianist, and golfer. She especially loved her dogs Jerry, Sandy, Sweetie, and Ellie. Survivors include children Dan and Kathy, seven grandchildren, and 10 great-grandchildren.

Mary Barfield 43N of Augusta, Ga., on May 7, 2014, at age 92. She served as a nurse with the Army Medical Corps during WW II. Survivors include her husband, five children, 17 grandchildren, and 26 great-grandchildren.

Patricia Butler King 43N of Lafayette, Tenn., on May 18, 2011. She was 89.

Phoebe B. Neel 46N of Thomasville, Ga., on Feb. 21, 2014.

Mary Frances Nall 47N of Thomaston, Ga., on July 16, 2014, at age 90. She worked as an RN for many years at Upson Regional Medical Center and was director of nursing at Providence Nursing Home. She also taught at Upson High School, was a nursing instructor at Gordon College, a public health nurse for Upson County, and a nurse with the county Mental Health Association chapter. She was a member of Thomaston First United Methodist Church, where she was active in the Service Sunday School and UMC Women. Survivors include three children, 10 grandchildren, and seven great-grandchildren.

Rosemary D. Harvey 48N of Orlando, Fla., on Aug. 16, 2014, at age 84. She taught special education for more than 30 years at Windermere Elementary. She was a lifelong resident of Orange County and a member of First Presbyterian Church of Orlando. Survivors include two children, five grandchildren, and eight great-grandchildren.

Betty J. Wilkins 48N of Destin, Fla., on May 4, 2015, at age 87. After graduation, she moved to Tallahassee to serve at a hospital and at Florida State University for many years. When her husband, Lt. Col. Robert Wilkins, retired, they chose Destin as their home. Survivors include son Michael, sister Sue Rose, sister-in-law Jan, and many cousins.

Barbara B. Roney 49N of St. Clair Shores, Mich., on Oct. 20, 2014, at age 87. She was preceded in death by her husband Richard and son Kevin. Survivors include son Brian, daughter-in-law Jeannie, and grandsons Michael and David.

1950s

Jennie Fletcher Wright 51N in Orlando, Fla., on Feb. 18, 2015, at age 90. She enlisted in the Women's Army Corps during WW II. She attained the rank of corporal and worked as a postal clerk in Bad Tolz, Germany, at Third U.S. Army headquarters under the command of General George Patton. After the war, she moved to Orlando where she met her husband, Murray Wright. They married in Atlanta in 1950 while she was in nursing school. After graduation, they moved back to Orlando, where she worked as an RN at Orange Memorial Hospital on the labor and delivery ward and at the Orange County Health Department. Wright retired in 1980 as a supervisor with Children's Medical Services. Survivors include her husband, two daughters, and many nieces and nephews.

Dorothy Jean Allen 54N of Cambridge, Md., on May 16, 2014.

Norma Jean Willis Stuckman 56N of Atlanta on Jan. 11, 2015, at age 81. After graduation, she worked at Emory as a private duty nurse and in psychiatric care. She was preceded in death by her son, Stuart. Survivors include her husband John, daughter Elizabeth, a daughter-in-law and her second husband, and two grandsons.

1960s

Jean Johnson Givens 62MN of Atlanta on June 1, 2015, at age 101. She was raised in the old family home place in Druid Hills near Emory on Oakdale Road, a major property that had been in the Johnson family since the Civil War. Givens and her mother were both graduates of Wesley Memorial Hospital and Training School for Nurses, the predecessor of Emory's School of Nursing. She worked as a nursery school teacher and school nurse and, after completing her master's in nursing at Emory, taught nursing students at Georgia State University and nursing and medical services at Piedmont Hospital School of Nursing. After taking the first nurse practitioner course offered by Emory, she worked for Emory Community Nursing Services.

Givens was passionate about gardening and in 1979 became one of the first graduates of Georgia's Master Gardener program. She wrote several articles and books, including *Back to Basics: A Guide to Horticulture in the South* and *Through the Gates with Jean*. In 2014, when she was 100, the Lullwater Garden Club placed a bench in her honor in the Lullwater Garden in Druid Hills. DeKalb County and the State of Georgia also commended her for her horticultural expertise. Survivors include three children, six grandchildren, a cousin, and many nieces and nephews.



Jean Johnson Givens 62MN

Lou Ann Bennett 64MN of Memphis, Tenn., on Feb. 16, 2014, at age 76. She taught nursing for 25 years and enjoyed crocheting hats for the homeless. Survivors include her husband Donald, daughters Elisa and Jennifer, and granddaughter Nataly.

Nancy Gilliland 65MN of Anderson, S.C., on Oct. 6, 2014, at age 88. She retired from the nursing faculty at the University of North Carolina at Chapel Hill, where she was a member of University Presbyterian Church. Survivors include siblings Shelly and Jack and seven nieces and nephews.

Doris Davis 69MN of Chattanooga, Tenn., on Aug. 4, 2011, at age 92. She was a retired nurse and educator and a member of the Collegedale Seventh-day Adventist Church. Survivors include two daughters, a sister, five grandchildren, and six great-grandchildren.

1970s

Patricia Wyatt Pedelty 74N of Atlanta on June 26, 2015. She is survived by her husband Steve.

1980s

Deborah (Debra) DeBack-Wright 80MN of Tallahassee, Fla., on July 16, 2015. After graduating from Emory with a master's in psychiatric nursing, she worked at the Tallahassee Pain and Stress Management Institute as a psychologist/ARNP. In 1984, she met the "love of her life," Stephen Wright. They married in 1986 and established a psychotherapy practice in 1990. Diagnosed with ALS in 2012, she wrote her own obituary, saying that she was humbled and grateful for the love of friends and family and their declarations of how she had made a difference in their lives. Survivors include her husband, three sisters, many nieces and nephews, and her fur babies Rhona and Chicka.

Karen K. Bernard 81MN of Monterey, Calif., on Nov. 20, 2011. She was 72.

Ruth C. Chatfield 83N of Ft. Lauderdale, Fla., on Nov. 22, 2014, at age 58. She worked at Moffitt Cancer Center in Tampa, Fla., specializing in pain management and IV nutrition. She published several medical articles on both subjects and enjoyed a successful career in medical device sales. Later, Chatfield co-founded, launched, and worked as the VP of marketing for a thriving international business in Ft. Lauderdale. Survivors include three nieces, two aunts, two uncles, many cousins and friends, and her dog Chardonnay.

Dawn Disher Perivier 83N of Atlanta on April 20, 2015. She was 54.

Kathryn (Kathy) Gamble 88MN of Gainesville, Fla., on March 8, 2015, at age 55, from complications following a stroke. She was a nurse at University of Florida Health Shands for most of her 30-year career, specializing in pediatric oncology nursing. She later assumed a variety of administrative roles in the UF Department of Nursing, culminating in serving as administrative director for nursing quality and regulatory programs. She remained an avid UF Gator fan. Survivors include two sons, three sisters, her parents, and several nieces, nephews, and cousins.

Gail C. Sehr 89MN of Tucker, Ga., on Feb. 19, 2011. She was 67.

1990s

Frances Sadler Roberts 92N of Eatonton, Ga., on April 19, 2015, at age 62. She began her nursing career in Eatonton at Putnam General Hospital as a clinical nurse. She later moved to Atlanta after accepting a nursing position at Crawford Long Hospital. She advanced to the position of operating room nurse manager, serving until her illness and subsequent retirement in 2013. Roberts went on a Christian mission trip with SmileTrain, which provided free cleft lip and palate repair surgery for children in Quito, Ecuador. She volunteered for Hosea Feed the Hungry and Homeless in Atlanta and entered marathons and running events to support various charities. Survivors include her husband Marvin, a stepson, six siblings, two grandchildren, six nephews, and six nieces.



Frances Sadler Roberts 92N

2000s

Amelia Basat Miller 00N of Kernersville, N.C., on Dec. 7, 2009. She was 37.

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