



2008 Cohort Photo by: Larry Allen

Message from the NPO:

Please join us in congratulating the 2008 Cohort as they complete their three year fellowship experience. We look forward to celebrating with them at the upcoming leadership seminar in San Diego, CA. (Reminder: the Fellows Meeting is March 31 – April 3, 2011 and the Alumni Meeting is April 1 – 3, 2011).

This seminar marks the last meeting to be facilitated by the UCSF NPO and both NPO's are excited as we move into the final phase of this program transition. The dinner on Friday, April 1, 2011 will recognize the UCSF NPO and celebrate the success of the RWJF Executive Nurse Fellows Community. We are so pleased to see the number of people who plan to be at this event and we are looking forward to a fabulous evening!

This will also be the last newsletter produced by the UCSF NPO. The CCL NPO will take over the responsibility for publishing your news and accomplishments. The first newsletter from CCL will go out sometime in April and you will hear more from Andi Williams about that process in the near future. The news you share is vitally important to the program and the foundation so be sure to keep CCL apprised of your updates in the years going forward.

I know I speak for all my colleagues in the UCSF program office when I say this has been an amazing journey for all of us and we look forward to hearing about the continued success of this incredible program!

Mary for the NPO

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Have You Heard?

Judy Beal ('08), interim Dean of the School of Nursing and Health Sciences and Professor of Nursing, was re-elected to the Board of Directors of the American Association of Colleges of Nursing. She is the Massachusetts Association of Colleges of Nursing representative to the State-Wide Task Force of the Board of Registration in Nursing to revise the Nursing Education Regulations.

Cynthia (Cee) Barnes-Boyd ('06) Extending the work of her RWJF leadership project, Cee assumed an *additional* role as Director of the Chicago CTSA Consortium for Community Engagement or C3. C3 is a partnership within a network of Clinical Translational Science Award-funded universities in Chicago. The collaborative network of community-engaged academic institutions brings together faculty and leadership of Northwestern University, the University of Chicago and the University of Illinois at Chicago. Cee is also the Chair Elect for the Community-Campus Partnerships for Health (CCPH), an international nonprofit organization that promotes health (broadly defined) through partnerships between communities and higher educational institutions.

Kathy Davis ('00) was inducted into University of New Mexico, Anderson School of Management Hall of Fame by the Anderson Foundation. The Foundation recognizes alumni who exemplify excellence in professional business management. In the 21 years of the Anderson School tradition, only 64 graduates have received this honor. Kathy was also an honoree for the New Mexico Business Weekly Women of Influence Award which recognizes outstanding women in New Mexico who are known and admired.

Amy Dobson ('06) has become a Fellow of the American College of Healthcare Executives.

Diane Drexler ('07) is a finalist for the 2011 Arizona Health Care Leadership Award in the area of Nursing Advocate. Diane was chosen by a selection team from AZ Business Magazine, as well as health care industry professionals. She is being recognized for making a difference in the lives of Arizonans and for helping our community receive the best possible health care.

Susan Fetsch ('06) was appointed as co-chair on the Commission on Collegiate Nursing Education Accreditation Review Committee.

Warren Hebert ('06) was appointed to a three year term on the Board of Directors for the Community Health Accreditation Program (CHAP). CHAP is the oldest national, community-based accrediting body with more than 5,000 agencies currently accredited nationwide.

Peter Levin (Former NAC Member) was awarded District of Columbia 2011 AANP Nurse Practitioner Advocate State Award for Excellence that will be presented at AANP National meeting in Las Vegas in June.

Betty Nelson ('01) and **Kathy Wright ('08)** have joined American Sentinel University's Dean **Catherine Garner ('01)** as full time faculty in the College of Nursing.

Julia Norem ('01) has accepted the position as the new Director of Patient Care Operations at Crusader Community Health, a large FQHC that serves over 40,000 patients a year. In this role Julia will have responsibility for medical support operations across the Crusader Community Health system and work to develop and maintain coordinated and standardized care processes.

Debra Pendergast ('07) recently accepted a position with John Muir Health System in Walnut Creek, CA. She is the Senior Vice President of Patient Care Services and CNO at this Magnet certified facility. Prior to this, Debra was Vice President of Patient Care Services at the Phoenix Children's Hospital and the previous Chair of the Division of Nursing at Mayo Clinic in Arizona from (1997-2009)

Fran Roberts ('00) was named Healthcare Group Vice President for Strategic Alliances—DeVry Inc., a global provider of educational services, announced the appointment of Dr. Fran Roberts as healthcare group vice president for strategic alliances. Dr. Roberts will oversee business and clinical development by creating strategic healthcare alliances. In this newly created position, she will be responsible for securing clinical

rotations and enhancing employment opportunities for graduates.

Rose Sherman ('06) was appointed to the Board of Trustees of the Palm Healthcare Foundation in Palm Beach, Florida effective February 2011.

Lois Skillings ('08) has been appointed President and CEO of Mid Coast Health Services effective July 1, 2011. <http://www.timesrecord.com/articles/2011/03/11/news/doc4d7a84717d8e3216232386.txt>

Vivian Torres-Suarez ('08) accepted the VP, Children and Family Services position at the Visiting Nurse Service of New York (VNSNY) in New York, New York where she is responsible for planning, directing and evaluating Children's and Family Services service operations. She will also be developing and implementing strategic goals and objectives that are supportive of the programs and consistent with the agency's strategic plan, policies standards and procedures.

Publications, Media & Presentations

Janie Canty-Mitchell ('09) would like to announce that UNCW School of Nursing (SON) is the recipient of an \$18,258 grant from the University of North Carolina General Administration entitled, *GEAR-UP NC-Camp BONES Summer Enrichment Program*. GEAR-UP stands for "Gaining Early Awareness and Readiness for Undergraduate Programs." This national program began in 1998 with the mission to support early college preparation and awareness activities for low-income students.

Diane Drexler ('07) at Cancer Treatment Centers of America (CTCA) along with Susi Roos, RN, M.Div., Certified LifeLine Practitioner, Certified HeartMath Practitioner, Certified Circle of Life Coach, Staff Nurse at CTCA, will be co-presenting 'The Mind-Body Connection: Four Modalities to Improve Treatment Outcomes,' at the American College of Healthcare Executives 2011 Leadership Conference in March.

Warren Hebert ('06) presented *Changes in Health Policy: Moving From Acute Care & the Impact on Nursing Practice* at University of Louisiana Continuing Education Workshop and was invited to participate in the Strategic Planning Congress of the National Association for Home and Hospice Care.

Cohen, S., Bishop-Josef-S. and **Kahn, L.** (2011) Using research to advance healthy social policies for children. In Mason, D.J., Leavitt, J.K. & Chaffee, M.W. *Policy and Politics in Nursing and Health Care*, 6th

Lacey, S.R., Teasley, S.L, **Cox, K.S**, Olney, A., Kramer, M., Schmalenberg, C. (2011). Developing and testing of an organizational job satisfaction tool: Increasing precision for strategic improvements. *Journal of Nursing Administration*, 41(1), 15-22.

Lacey, S., **Cox, K.**, O'Donnell, R. (2010). Don't be fooled – Demographics ensure nursing shortage will return with better economy. *Modern Healthcare*, Dec. 13, 2010, 25. In addition, the articles relating to the Nursing Innovation Center's Clinical Scene Investigator (CSI) Academy, part of the Partner's Investing in Nursing's Future (PIN) grant from the Northwest Health Foundation and the Robert Wood Johnson Foundation (Funding years: 2008-2010), have been published in the following media outlets featuring Karen Cox and Susan Lacey: Greater Kansas City Chamber of Commerce (<http://www.kcchamber.com/News/MemberNews/Bi-State-Nursing-Workforce-Innovation-Center-Grant.aspx>) RWJF Sharing Nursing's Knowledge (http://www.rwjf.org/pr/product.jsp?id=71777&cid=XEM_1186413) Kansas City Business Journal (<http://www.bizjournals.com/kansascity/print-edition/2011/02/04/nurses-join-cut-costs-improve-care.html>) Kansas City Area Nursing News (<http://www.kccommunitynews.com/kc-nursing-news/26999135/detail.html>)

Mary J. Baisch. Sally P. Lundeen, PHD, RN, FAAN, **M. Kathleen Murphy** DNP, RN, FNP-BC *Evidence-Based Research on the Value of School Nurses in an Urban School System*, Journal of School Health, February 2011, Vol. 81, No. 2.

Cheri Rinehart ('04) is pleased to share the [recruitment video](#) developed under her leadership by the Pennsylvania Association of Community Health Centers. The video selected from over 2000 entries to receive a Gold Award at the Eight Annual Service Industry Awards. The video highlights for clinicians the rewards of working in a Community Health Center. The initiative to "brand" Community Health Centers

developed by Cheri has been adopted by the National Association of Community Health Centers for rollout nationally to the more than 8,000 Community Health Center sites across the nation. Despite their 45-year history of providing quality comprehensive primary health care, their long history of bipartisan support, and the fact that Community Health Centers comprise the largest primary care network in the nation, serving more than 20 million people, there has been no standard way to identify or refer to them. The initiative uses an “FQHC designator” to distinguish a health center as an FQHC, e.g. Family First Health, and offers standard signage to help patients and health system partners to identify health centers that meet the requirements of the Community Health Center program.

Nancy Shendell-Falik ('03) presented multiple topics at the Quality and Risk Management in Health Care Conference for a leading Saudi Arabia Medical Center. She presented on improving hands-off, preventing medication errors and sustaining quality performance to over 1000 members of the interdisciplinary team in Dhahran Saudi Arabia.

Lois Skillings ('08) recently presented at the “Optimizing Transitions of Care Symposium” on February 4, 2011. 150 health care leaders and clinicians from across the MaineHealth system attended. Her topic was “Avoidable Readmissions: Leadership Perspectives from Hospital Administration”.

Vivian Torres-Suarez ('08) was featured in an article showcasing her RWJF project on the Mentorship Academy for Hispanic Nurses. The article was published in the February 2011 National Association of Hispanic Nurses Newsletter <http://www.thehispanicnurses.org/newsletter/2011FebruaryNAHNataGlance.pdf>

Debra Toney ('06) spoke at Children’s Mercy Hospitals and Clinics on Feb. 18, 2011 for Black History Month. Her presentation was titled, “Embracing Nursing Diversity.”

Barbara Wadsworth ('09) presented at *Sustaining Practice Transformation with Technology Implementation by Using Polarity Management* at the HIMSS 11 Annual Conference and Exhibition, Orlando, Florida February 21-24, 2011.

Warren, C. L., White-Means, S.I., **Wicks, M. N.**, Chang, C. F., Gourley, D., & Rice, M. (2011). Cost burden of presenteeism health outcome: Diverse workforce of nurses and pharmacists. *Journal of Occupational and Environmental Medicine*, 53(1), 90-99.

Obesity Initiatives

Margaret Flinter ('02) is pleased to announce Community Health Center, Inc. wrapped up its national video contest , “Recess Rocks” for young children, in which we asked them to tell us what they thought about the problem, and how to solve it. Great example of getting intellectual capital from some experts! Individuals, groups, and schools from across the country submitted entries...see their website www.recessrocks.com and enjoy the winning entries!

Opportunities

Team Workshop

The team is the basic unit of work in most organizations. But, unfortunately, working as part of a team is often a source of great frustration for the team members. Why? Because most training and development is focused on individuals, not teams. And being a good team leader or team member requires a very different set of skills from being a good individual contributor. George Sweazey is offering a two-day workshop for intact teams to address this issue. The workshop would be custom designed for each team and the content would be chosen from a wide variety of topics such as Assessing Team Effectiveness, Managing Conflict, Clarifying Roles and Relationships, Giving Developmental Feedback, Creating a Learning Team, etc. No matter which modules are chosen, the focus will be on addressing the three tests of a well-functioning team: 1) The team produces a high quality product or service; 2) The team members have good working relationships; 3) The team is constantly learning and improving. The team members will leave the workshop with ideas for team development in each of those areas. If you would like more information contact George

at george@gespd.com.

Nursing Research Study

As a follow-up to Rose Sherman's RWJ Executive Nurse Leader Project on Lessons Learned in Innovation: Role Transition Experiences of Clinical Nurse Leaders, Rose has initiated a new research study. She would like to invite nurse managers who have worked with a Clinical Nurse Leader on their unit for at least one year to participate in a qualitative research study titled *Clinical Nurse Leader Impact: Nurse Manager Perspectives*. The research commitment will involve a one-hour taped telephone interview to be scheduled at the convenience of the nurse manager. The goal of the study is to identify the impact of the Clinical Nurse Leader role from the perspective of the Nurse Managers who work with them. The participation of nurse managers in this research project would be deeply appreciated. Rose will be more than happy to answer questions in advance that your nurse managers may have about the study. She can be reached on email at rsherman@fau.edu and her contact number is (561) 297-0055. The study has been approved by the Investigational Review Board at Florida Atlantic University.

NEXT (Nursing Executive Tool)

Mary Kay VanDriel ('05) would like to present a career planning tool is available to you on www.valuehealthpartners.org website. The **NEXT** (**N**ursing **E**xecutive **T**ool) combines both the RWJ Nurse Executive and the AONE competencies to provide a framework for growth. The tool is in a wiki-format so you can add good resources for your peers to use in their own plan. Pass this information on to the leaders you are mentoring for their development. There is no charge for the tool.

AHRQ Program on Quality Improvement

The Agency for Healthcare Research and Quality (AHRQ) announces the Agency's interest in supporting grants to rigorously study the implementation of quality improvement strategies and provide generalizable scientific findings about the implementation of the quality improvement strategy, related organizational changes, and their impact. There is increasing evidence that success in achieving quality improvement goals is at least partially attributable to implementation processes and contexts and not just to the nature of the quality improvement strategy. The research funded through this announcement may be conducted by the team designing/implementing the quality improvement strategy or it may be conducted by a separate team. The quality improvement strategy must be one that is expected to result in major improvements in health care delivery that will enhance patient outcomes. Research design and execution will yield results providing AHRQ, providers, patients, payers, policymakers, and the public with contextual details and high level of confidence about what works and what doesn't in improving health care in the United States.-Mechanism of Support. This FOA will use the AHRQ Research Demonstration and Dissemination Projects (R18) grant mechanism. -Funds Available and Anticipated Number of Awards. Because the nature and scope of the proposed research will vary from application to application, it is anticipated that the size and duration of each award will also vary. The total amount and number of awards will depend upon the quality, duration, and costs of applications received as determined by the peer review process, available funds, Agency research objectives and program priorities. <http://www07.grants.gov/search/search.do?&mode=VIEW&oppld=44209>

“Making Your Case on Editorial Pages”

Have you ever wanted to share your opinion about a story in a local newspaper, or call attention to critical information that was missing? Do you have a valuable perspective on issues in the news? Did you ever wonder how to convince a newspaper to editorialize about an important issue that matters to its readers? If you answered yes to any of these questions – we have a webinar for you! Join the Robert Wood Johnson Foundation Human Capital Communications Collaborative to learn how your newspaper's editorial pages can convey important information or viewpoints. We will address how to write compelling letters-to-the-editor and op-eds (guest editorials), how to generate supportive editorials through memos and meetings, and how to choose the best vehicle to get your point across. “Making Your Case on Editorial Pages” will provide useful tips and tactics, as well as a brief primer on media materials and how best to submit them.

Speakers include:

Gretchen Wright, Matt Freeman and Lisa Lederer of PR Solutions, a firm that has helped leaders of countless national organizations make their views known in newspapers ranging from the New York Times to major local dailies to small community and ethnic newspapers.

Webinar / Slide Deck Archive: An archive of the webinar and the slide deck can be found on the Scholars

and Fellows website in the resources section here: <http://www.rwjfleaders.org/resources>. *This Webinar is part of a series of sponsored by the RWJF Human Capital Communications Collaborative for grantees of the Human Capital Portfolio.*

Executive Coaching

The Center for the Health Professions at UCSF now provides a way to connect Robert Wood Johnson Executive Nurse Alumni as well as health care leaders across the country with leadership coaches. Engaging in coaching as alumni provides the opportunity to continue enhancing your skills and impact as a health care leader. As a reentry into coaching, you may also decide to conduct another 360 review to help you and your coach identify the strengths and development areas you want to focus on. To read more about the Center's coaching services, please go to: <http://futurehealth.ucsf.edu/Public/Consulting-Services/Coaching-Services.aspx> The page includes a link to a list of health care leadership coaches recommended by the Center. Please ask your coach about her/his fees. All of the coaches on our list charge fees that are in line with standard coaching rates. For questions about the Center's coaching services or to connect with a coach, please contact Brett Penfil at bpenfil@thecenter.ucsf.edu.

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Health Impact Project: Advancing Smarter Policies for Healthier Communities

Application Deadline: June 1, 2011 5:00 PM EDT

The *Health Impact Project* is a collaboration of the Robert Wood Johnson Foundation and The Pew Charitable Trusts advancing the use of health impact assessment (HIA), which provides sound, objective data that can help decision-makers identify the health ramifications of proposals in a range of sectors that do not traditionally focus on health outcomes, and make recommendations that enhance health benefits and minimize adverse effects and associated costs.

A new call for proposals has been issued to help demonstrate the effectiveness of HIAs and promote their incorporation into local, state, tribal and federal decision-making. This call for proposals will support organizations that wish to undertake an HIA of a proposed policy, project or program currently or soon to be under active consideration by a decision-making body.

- [More details and how to apply.](#)

Leaders Link

Leaders' Link is a bimonthly e-newsletter from RWJF's Building Human Capital program area featuring the latest news about RWJF scholars, fellows and alumni, as well as updates about their programs. It is managed by IQ Solutions. To view the most recent issue, click here: [January/February Issue](#). To sign up for the *Leaders' Link* e-mail by visiting http://www.rwjfleaders.org/leaders_link.

Alumni Network

Note to Alumni: More than 1,200 people have already joined the RWJF Alumni Network. Go to the following link www.RWJFAlumniNetwork.org today to create your profile. The foundation accesses this information frequently so sign up today in order not to miss out on the opportunities and events from RWJF.

Mentoring RWJF New Careers in Nursing Scholars

The Robert Wood Johnson Foundation New Careers in Nursing Scholarship program (NCIN) is looking for Executive Nurse Fellows to mentor accelerated nursing students during the 2010 – 2011 academic year. This year, NCIN will support 511 accelerated master level and baccalaureate degree students at 63 colleges and universities across the nation. Through grants to schools of nursing, NCIN provides scholarships to college graduates with degrees in other fields who now wish to transition into nursing. Scholarships are awarded to students from diverse backgrounds that are traditionally underrepresented in nursing. NCIN scholars are passionate, motivated and eager to begin their journey into nursing and advanced studies. Guidance from fellows and alumni can help to prepare these scholars into nurse leaders. To learn more about this unique opportunity, contact Vernell DeWitty, NCIN Deputy Program Director, at Vdewitty@aacn.nche.edu or call 202-463-6930. For more information about the New Careers in Nursing Program, click [here](#). If you have already mentored an NCIN scholar, please let us know by emailing HumanCapital@iqsolutions.com. The Foundation is interested in writing a story about ENF's mentoring NCIN scholars for the RWJF Web site or the RWJF Sharing Nursing's Knowledge e-newsletter.

Job Postings

Vice President, Regional Patient Care Services, Kaiser Southern California Region

With a proud history of more than six decades, Kaiser Permanente is the country's largest not-for-profit health maintenance organization with approximately \$40 billion in annual revenue. Founded in 1945, the company has grown from a 12-bed hospital into a leading integrated health delivery system that serves nearly 8.7 million members in nine states and the District of Columbia. Today, Kaiser Permanente is nationally and internationally recognized for providing innovative, high-quality, evidence-based healthcare through the advantages of its integrated insurance and care delivery infrastructure. More than 160,000 healthcare professionals, nurses and physicians serve the healthcare needs of members and communities in eight Kaiser Permanente Regions covering Northern California, Southern California, Colorado, Georgia, Hawaii, Ohio, Northwest (Oregon and Washington), and Mid-Atlantic States (Maryland, Virginia, and the District of Columbia). The Vice President, Regional Patient Care Services provides strategic leadership to drive "Best Hospital" initiatives across Southern California Region's 13 Medical Centers. Working collaboratively with the medical center Chief Nursing Executives (CNE), the Vice President, Regional Patient Care Services ensures consistency of operational systems and processes across medical centers in order to maximize the quality and safety of patient care, and meet clinical, quality, and financial goals of KFHP/Hospital. Leads and participates in the growth and professional development of the medical center CNE, and fosters the ongoing succession planning for the CNE role, as well as, the nursing leadership roles at the medical centers. Works collaboratively with SCPMG and Regional Labor Relations to provide strategic leadership in managing labor relations. For consideration, interested applicants should submit their resume online by visiting our KP Careers website and submit resume at <http://jobs.kp.org> – job #062868 Allison Frost, Executive Recruiter – allison.frost@kp.org.

Vice President of Program, Policy and Evaluation

The REACH Healthcare Foundation currently has a position opening for Vice President of Program, Policy and Evaluation. I'm including a link to the job description in the event that you may know of someone qualified and interested, who is willing to relocate to the Kansas City area. The job description identifies our "wish list"; it is certainly not our expectation that we will find someone with expertise in each of these areas. We are a relatively small foundation with approximately \$125 million in assets and a \$5 million grantmaking budgets. We recently completed a new strategic plan and will be focusing our efforts on integrated models of primary, mental and oral health care service delivery to low income and uninsured people in our six-county service area, which straddles the state lines of Kansas and Missouri.

<http://www.reachhealth.org/About/Index.asp?Reference=VPPrograms&~=>

Department Chair(s), Johns Hopkins University School of Nursing

Johns Hopkins University School of Nursing, a top-ranked research and practice-intensive institution located on the Johns Hopkins medical, nursing, and public health campus in Baltimore, MD, seeks two innovative and accomplished nursing leaders to join the faculty and serve as department chairs. The successful candidates will facilitate faculty career development and scholarship and will work closely with School and University leadership in supporting the development of new knowledge and leadership to advance nursing practice and improve health outcomes across diverse settings in local and global populations. The Department of Community-Public Health faculty collaboratively address health disparities and promote the health of populations, families, individuals, and communities. Their evidence-based practice and scholarship exemplifies excellence in education, practice, service learning, and research, and focuses on the continuum of care and community and public health services in Baltimore and throughout the world. Faculty in the Department of Health Systems and Outcomes address quality improvement and innovations at the patient, provider and system levels. Their research and practice incorporates innovative technology, measurement and evaluation, and assessment of patient care delivery systems and processes through discovery, teaching, practice, service and the advancement of behavioral, operational, and organizational science. For more information and to apply, visit www.nursing.jhu.edu/joinfaculty

Robert Wood Johnson Foundation

The Robert Wood Johnson Foundation focuses on the pressing health and health care issues facing our country. As the nation's largest philanthropy devoted exclusively to improving the health and health care of all Americans, the Foundation works with a diverse group of organizations and individuals to identify solutions and achieve comprehensive, meaningful and timely change. For more than 35 years the Foundation has brought experience, commitment, and a rigorous, balanced approach to the problems that affect the health and health care of those it serves. When it comes to helping Americans lead healthier lives and get the care they need, the Foundation expects to make a difference in your lifetime. For more information, visit www.rwjf.org.



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