

*4th Annual*  
**Leadership**  
*Conference*

**HGNI**  
 Hartford Geriatric  
 Nursing Initiative





Dear Colleagues,

Welcome to the Fourth Annual Leadership Conference. The John A. Hartford Foundation has generously funded a major program entitled “Building Academic Geriatric Nursing Capacity” (BAGNC). The focus of this investment is on developing scholars who will advance the quality of health care available nationally to older adults. Under the direction of Dr. Claire M. Fagin, the American Academy of Nursing (AAN) provides the overall coordination and administration for this important initiative.

One cornerstone of this program is the annual opportunity for shared leadership development. Originally designed for BAGNC scholars and their mentors, the Annual Leadership Conference expanded over time to include participants from all other geriatric nursing programs funded by the John A. Hartford Foundation: MBA scholars, the schools selected for the “Nursing School Geriatric Investment Program,” the John A. Hartford Institute, and the “Creating Careers in Geriatric Advanced Practice Nursing” Program under the coordination and administration of the American Association of Colleges of Nursing (AACN).

The Annual Leadership Conference invites these scholars, mentors, alumnae/i, faculty and guests to join the BAGNC’s Advisory Committee, which includes the directors of the five Hartford-funded Centers of Geriatric Nursing Excellence (CGNEs), in three days designed to promote both educational and networking opportunities. The overall goals of the Leadership Conference are to:

- Assist the various Hartford-funded scholars to orchestrate full careers
- Facilitate the skills training necessary to build excellence and leadership in gerontology
- Encourage the development of a national network of geriatric nurse leaders/researchers
- Link research to practice and policy changes

The leadership conference occurs just prior to the annual meeting of the Gerontological Society of America (GSA) in order to encourage the aforementioned networking. This year’s leadership conference was planned to take particular advantage of the expertise available in Washington, D.C., the center of research funding and policy making for our country.

Enjoy!  
Angela B. McBride  
Leadership Conference Director

# Agenda

**WEDNESDAY, NOVEMBER 17, 2004**

9:00-noon  
9:00-noon

**CGNE Directors Meeting**  
**CGNE Administrators Meeting**

**Farragut Square**  
**McPherson Square**

11 am

**Registration Opens**

**Almas Temple Rotunda**

12:00-1:30 pm

**Welcome Luncheon**  
**Mistress of Ceremonies:**  
BAGNC Program Director: Claire M. Fagin, PhD, RN, FAAN

**Sphinx Ballroom**

**Greetings from John A. Hartford Foundation**  
Executive Director: Corinne Rieder, EdD

**Greetings from American Academy of Nursing**  
President: Joan Shaver, PhD, RN, FAAN

**Greetings from the American Association of Colleges of Nursing**  
Executive Director: Polly Bednash, PhD, RN, FAAN

**Greetings from the John A. Hartford Institute for Geriatric Nursing**  
Director: Mathy Mezey, EdD, RN, FAAN

**Group Introduction of Scholars and Charge for the Leadership Conference**

1:30-2:45 pm

**Orchestrating a Research Career**  
(a session designed for 2004 BAGNC Scholars and Mentors but open to all)  
Leadership Conference Director:  
Angela Barron McBride, PhD, RN, FAAN, Distinguished  
Professor and University Dean Emerita, Indiana University

**Hamilton Ballroom**

2:45-3:15 pm

**A Brief Introduction to the Evaluation of the John A. Hartford Foundation's BAGNC Scholars Program**  
2004 Scholars and Mentors  
The Measurement Group: George Huba, PhD and Le Quach, MPH

**Hamilton Ballroom**

1:30-3:00 pm

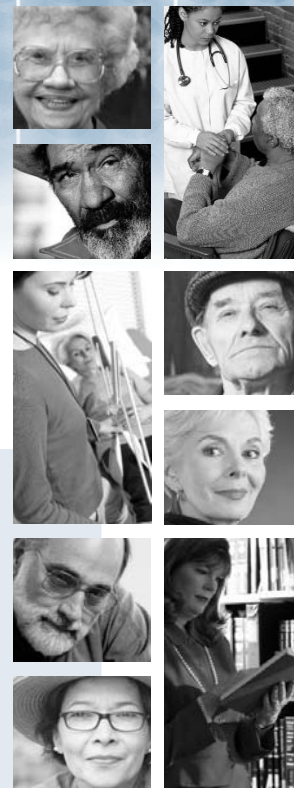
**Poster Set-Up and Communication Consultation**  
2003 BAGNC Scholars and Mentors  
John Beilenson, President, Strategic Communications & Planning

**Franklin AB**

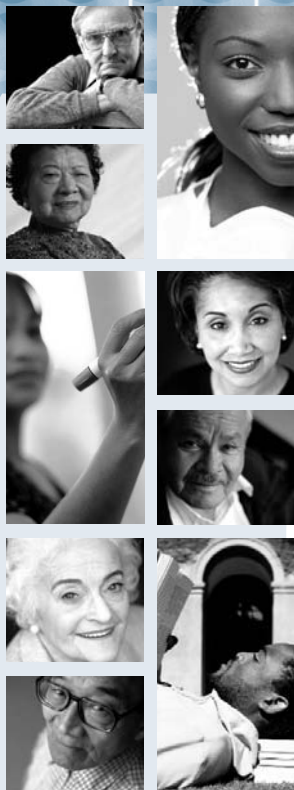
1:30-3:00 pm

**CGNE and NSGIP Joint Session with Foundation Representatives**

**McPherson Square**



**HGNI**  
Hartford Geriatric  
Nursing Initiative



1:30-3:00 pm

**How to get the most out of the Leadership Conference** **Oasis Room**

A session designed for AACN program participants  
Eileen Sullivan-Marx, PhD, RN, FAAN and Marquis Foreman, PhD, RN, FAAN

3:00-3:30 pm

**Break** **Sphinx Ballroom (rear)**

3:30-5:00 pm

**Panel I. Helpful Hints for the Rest of Your Life** **Hamilton Ballroom**

This panel will explore some of the skills that don't necessarily get taught in school, but are important to success—knowing what's "hot" in gerontology and how to keep up to date with new developments; appreciating the art of argument and how to build a case; learning how to give and take criticism so it's growth enhancing; getting away from linear thinking so you can handle multi-tasking, etc

Moderator: Patricia Grady, PhD, RN, FAAN, Director, National Institute of Nursing Research

Miriam Kilty, PhD, Associate Director, Extramural Affairs, National Institute on Aging

J. Taylor Harden, PhD, RNC, FAAN, Assistant to the Director for Special Populations, National Institute on Aging

Carole I. Hudgings, PhD, RN, FAAN, Senior Advisor, National Institute for Allergies and Infectious Diseases

5:00-7:00 pm

**Poster Presentations by Class of 2003 and Reception for all** **Hamilton Ballroom**

Mistress of Ceremonies: Claire M. Fagin, PhD, RN, FAAN  
Introduction of Alumni/ae Scholars and John Beilenson



**THURSDAY, NOVEMBER 18, 2004**

7:15-8:15 am

**Breakfast** **Sphinx Ballroom Mezzanine**

8:30-10:30 am

**Panel II. Policy-Making Leadership: IOM's Quality Initiative** **Sphinx Ballroom**

This panel will focus on the Institute of Medicine's Quality Initiative, and what it might mean for geriatric nursing. IOM leaders will describe how this IOM-wide initiative was designed to provide leadership, a strategic direction, and analytic tools that will contribute to a threshold improvement in quality over the next decade. Some nurses who have served on the committees responsible for reports will discuss their learning as a result of this experience, and how their participation in these analyses of what we know and don't know has affected their view of leadership.

Moderator: Angela Barron McBride, PhD, RN, FAAN

Susanne Stoiber, MPA, MSc, Executive Director, Institute of Medicine, The National Academies

Ada Sue Hinshaw, PhD, RN, FAAN, *Keeping Patients Safe. Transforming the Work Environment for Nurses* (2004)

Joan Shaver, PhD, RN, FAAN, *Health Professions Education. A Bridge to Quality* (2003)

Charlene A. Harrington, PhD, RN, FAAN, *Improving the Quality of Long-Term Care* (2001)

10:30-11:00 am

**Break**

**Sphinx Ballroom (rear)**

11:00 am-12:30 pm

**Panel III. Utilizing Informatics: A Core Competency Most Nurses Will Need But Don't Have** **Sphinx Ballroom**

The use of informatics is important to reducing errors, managing knowledge and information, making decisions, and communication. This panel will contemplate the brave new world of the future and how geriatric nursing is likely to utilize informatics, so the leaders of tomorrow can give some thought as to how they will prepare today for what is to come.

Moderator: Suzanne Bakken, DNS, RN, FAAN, Professor, Columbia University School of Nursing

Adam W. Darkins, MD, MPH, FRCS,ChB, MB, Chief Consultant, Office of Care Coordination, Department of Veterans Affairs

Carol A. Romano, PhD, RN, FAAN, Deputy Chief, Department of Clinical Research Informatics, NIH's Warren Grant Magnuson Clinical Center

Marion J. Ball, EdD, Adjunct Professor, Johns Hopkins School of Nursing and Vice President, Clinical Informatics Strategies, Healthlink, Inc.

Roy Simpson, PhD, RN, FAAN, Vice President, Cerner Corporation

12:30-12:40 pm

**Sendoff Remarks to Networking Luncheon**

**Sphinx Ballroom**

Mathy Mezey, EdD, RN, FAAN

12:45-2:00 pm

**Networking Luncheon**

**Hamilton Ballroom**

2:15-4:15 pm

**Concurrent Sessions:**

**Maximizing Hartford Opportunities**

**Franklin AB**

A discussion designed specifically for 2004 BAGNC Scholars  
Patty Franklin, BAGNC Program Manager, Angela McBride, Leadership Conference Director and Rachael Watman, JAHF Program Officer

**Moving on to Next Career Steps**

**Farragut Square**

A discussion designed specifically for 2003 BAGNC Scholars and BAGNC alumnae/i, and facilitated by Dr. Claire Fagin

**Mentoring**

**McPherson Square**

A session designed for current and future faculty mentors  
Drs., Pat Archbold, Claudia Beverly, Jeanie Kayser-Jones, Meridean Maas and Neville Strumpf

**Getting the most out of your Master's Program:**

**Oasis Room**

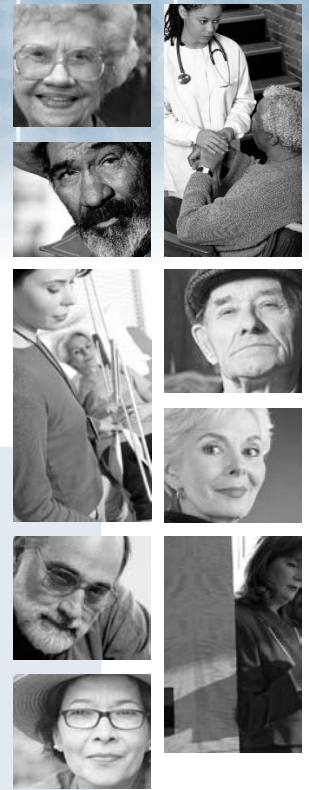
**The mentee / mentor relationship**

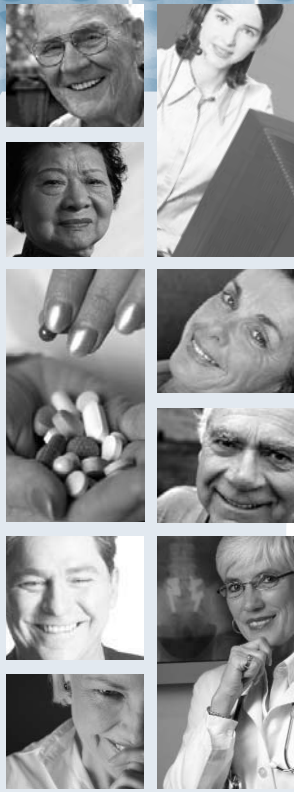
Program for AACN scholars  
Valerie T. Cotter, MSN, CRNP, FAANP

4:30-4:45 pm

Buses begin boarding for transportation to the Mary Starke Harper Distinguished Lectureship and Reception at AED

**Hamilton Crowne Plaza Foyer**





5:30-6:30 pm

**The Mary Starke Harper Distinguished Lectureship**

**Offsite: Academy of Educational Development**

Luther Christman, PhD, RN, FAAN

The Assembly of Men in Nursing's highest leadership award was created to honor Dr. Christman. Designated a "living legend" by the American Academy of Nursing, he is famous for his efforts to link education and practice in pursuit of quality care, particularly at Rush University. Dr. Christman, whose research was in the area of nurse-physician communication, will be interviewed by his colleague in psychiatric nursing, Dr. Claire Fagin.

6:30-8:00 pm

**Reception in honor of Mary Starke Harper Distinguished Lecturer**

7:45-8:30 pm

Buses begin boarding and leaving for the Hamilton Crowne Plaza Hotel

**FRIDAY, NOVEMBER 19, 2004**

7:30-8:30 am

**Breakfast**

**Sphinx Ballroom Mezzanine**

8:30-10:30 am

**Panel IV. Policy Shaping and Making: What Every Health Professional Needs to Know to Be a Leader**

**Sphinx Ballroom**

This panel will focus on what every health professional needs to know about policy shaping and making, with particular attention to those insights not typically taught in school about the importance of boundary spanning, coalition building, the art of the environmental scan, getting to the right tables, the change process, etc.

Moderator: Claudia J. Beverly, PhD, RN, FAAN, Director, University of Arkansas for Medical Sciences, Hartford Center of Geriatric Nursing Excellence

Jane L. Delgado, PhD, President & CEO, National Alliance for Hispanic Health

Marie E. Michnich, Dr.PH, RN, Director, IOM's Health Policy Programs and Fellowships

Sally Phillips, PhD, RN, Director, Bioterrorism Preparedness Research Program, AHRQ

10:30-11 am

**Endnote: Reflections on Leadership**

**Sphinx Ballroom**

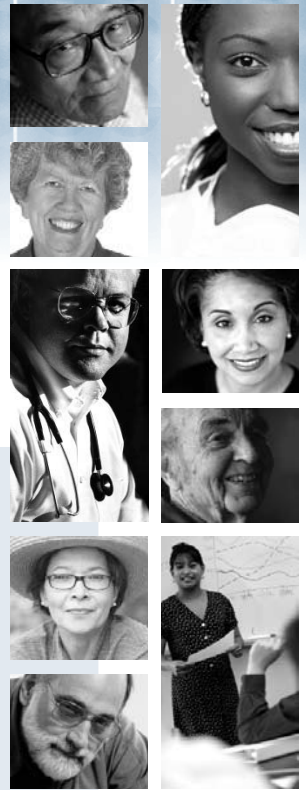
Vernice Ferguson, RN, MA, FRCN, FAAN

Senior Fellow Emeritus, University of Pennsylvania School of Nursing

11:30-noon

Buses begin boarding and departing for GSA Hotels (Shuttle buses to Omni Shoreham Hotel for GSA)





# Speakers



## **Patricia Archbold, RN, DNSc, FAAN**

Elnora E. Thomson Distinguished Professor, Oregon Health & Science University

Pat Archbold is the Elnora E. Thomson Distinguished Professor at the Oregon Health & Science University and an Adjunct Investigator at the Kaiser Permanente Northwest Region Center for Health Research. Her research focuses on family care for frail elders. She is PI for "PREP: Family-based care for frail older persons" (R01 AG17909), a study funded by the National Institute on Aging, the Agency for Health Care Research and Quality, and the National Institute of Nursing Research. She has directed the Institutional National Research Service Award (T32 NR 07048) training program for predoctoral and postdoctoral fellows in gerontological nursing for 12 years. Dr. Archbold is also the Director of the John A. Hartford Center of Geriatric Nursing Excellence. An emphasis of the center is a summer intensive postdoctoral program focused on preparing regional faculty to conduct gerontological nursing research.



## **Suzanne Bakken, RN, DNSc, FAAN**

Suzanne Bakken, Alumni Professor of Nursing and Professor of Biomedical Informatics at Columbia University, specializes in informatics and evidence-based practice. Dr. Bakken currently teaches several graduate level courses and is the Director of the Center for Evidence-Based Practice in the Underserved, a National Institute of Health-funded exploratory research center at Columbia that focuses on the use of informatics in underserved populations. Dr. Bakken has served as Principal Investigator and Co-Principal Investigator on several research studies funded by the National Institutes of Health in addition to participating in two Institute of Medicine reports, Patient Safety: Achieving a New Standard of Care and Key Capabilities for Electronic Health Records. Dr. Bakken is an elected Fellow of the American Academy of Nursing and American College of Medical Informatics. She has over 150 peer-reviewed articles to her name and currently serves on the editorial board of the Journal of Biomedical Informatics.



### **Marion J. Ball, Ed.D.**

Vice President Clinical Informatics Strategies

Dr. Marion Ball is an international innovator, educator, author, and leader with over twenty-five years of experience in the health care IT community. She is a founding board member of the Health on the Net (HON) and an elected member of the Institute of Medicine (IOM).

Dr. Ball has received numerous academic, national and international awards for her contribution to the medical and information technology industry. She is the recipient of such coveted awards as the Distinguished Service Award from the American Health Information Management Association (AHIMA), the Pioneer Award for Computer in Healthcare and is a two-time recipient of the President's Award from the American Medical Informatics Association (AMIA).

Dr. Ball has twice served on the board of the College of Health Information Management Executives (CHIME). She acts as a consultant to the Board of Regents of the National Library of Medicine, and was a member of the National Long Range Planning Committee for the Office of Informatics at the National Cancer Institute (NCI). She is an Adjunct Professor at Johns Hopkins University, School of Nursing and an affiliate faculty of Information Systems at the University of Maryland Baltimore County.



### **Geraldine Bednash, PhD, RN, FAAN**

In her roles as executive director of the American Association of Colleges of Nursing (AACN) since December 1989, Dr. Bednash oversees the educational, research, governmental affairs, publications, and other programs of the organization that is the national voice for baccalaureate and graduate-degree education programs in nursing – the nation's largest health care profession.

Prior to serving as executive director, Dr. Bednash headed the association's legislative and regulatory advocacy programs as director of government affairs. In that post, she directed AACN's efforts to secure strong federal support for nursing education and research, coordinated new initiatives with federal agencies and with major foundations, and co-authored AACN's landmark study of the financial costs to students and to clinical agencies of baccalaureate and graduate nursing education.

Dr. Bednash received her Bachelor of Science degree in nursing from Texas Woman's University, Master of Science in nursing from The Catholic University of America, and doctorate in higher education policy and law from the University of Maryland. She is a fellow of the American Academy of Nursing and member of nursing's national honor society, Sigma Theta Tau International.



### **John Beilenson**

President, Strategic Communications

John Beilenson is President of Strategic Communications and Planning, a private consulting firm that uses communications as a vehicle to transform non-profit and public institutions, drive changes in professional practice, and affect social policy.

For more than a decade, he has provided communications consulting, strategic planning, training, web development and writing services while developing a specialty in aging research, geriatrics, and aging issues. Current or recent clients include the American Federation for Aging Research, the John A. Hartford Foundation, the Hartford Geriatric Social Work Practicum Development Program at the New York Academy of Medicine, The Mather Institute on Aging, Grantmakers in Aging, the AdvantAge Initiative of the Visiting Nurse Service of New York, DOROT, and the Institute for Medicare Practice. He is also the Project Director of Infoaging.org, a Web site sponsored by the American Federation for Aging Research.

Beilenson served as an instructor in Communications Studies at the University of North Carolina-Chapel Hill, teaching "Public Speaking" and the "Rhetoric of Social Movements." He also developed and co-directed the North Carolina Media Institute, which trains grassroots activists in advocacy and communications skills.



### **Claudia Beverly, PhD, RN, FAAN**

Claudia Beverly received her PhD in nursing from the University of Tennessee, Memphis, Tennessee in Health Services Research in Community Based Care for Older Adults. Currently, she serves as Associate Professor, College of Nursing; the Associate Director, Donald W. Reynolds Center on Aging, Vice Chair for Programs, Department of Geriatrics; College of Medicine, and Director of the Arkansas Rural Aging Initiative, Donald W. Reynolds Center on Aging. Dr. Beverly is also the Director of the Hartford Center for Gerontological Nursing Excellence. A published author, national presenter, instructor for UAMS and registered nurse, she is a member of the American Geriatrics Society and Gerontological Society of America. She is the recipient of various award including selected in the first cohort, Robert Wood Johnson Nurse Executive Fellowship and the UAMS Faculty Service Award. Her most recent appointment is the National Advisory Council on Nurse Education and Practice of the Health Resources and Services Administration by Donna Shalala, Secretary of Health and Human Services.



### **Luther Christman, PhD, RN, FAAN**

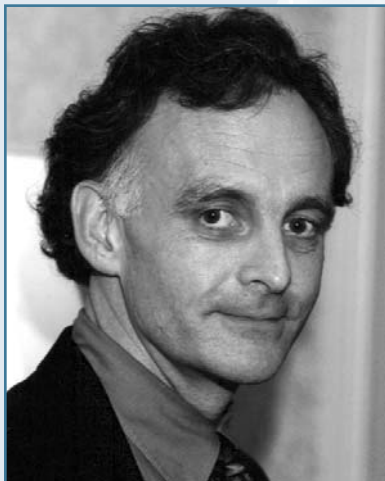
Luther Christman was determined to have a career in professional nursing. He outlasted prejudice against male nurses in student clinical rotations, in nursing degree programs, and in the armed forces during World War II. He sparked the debate about government policy against male nurses in the military that did not end until the Korean War. His innovative ideas and professional commitment effected positive change in clinical practice, collective bargaining, and collegiate nursing programs. He founded the American Assembly for Men in Nursing (1974) and was the first to propose the American Academy of Nursing.

The first male dean of a nursing school. when appointed to the position at Vanderbilt University, in the 1950s he increased the number of male nurses by recruiting medics being discharged from the military. When Dean of Nursing at Rush University in Chicago, his analysis of hospital nurse staffing, cost, and quality of care related professional nurse staffing patterns to improved professional initiative, accountability, and patient safety. He recognizes the impact of technology on the profession. He cites the lack of enforcement of affirmative action in nursing as a major reason for the nursing shortage of 2002 and sees men as the untapped resource and solution.



### **Valerie T. Cotter, MSN, CRNP, FAANP**

Valerie Cotter is the Director of the Adult Health & Gerontology Nurse Practitioner Programs at the University of Pennsylvania, School of Nursing and the Nurse Practitioner-Education Director of Penn's Alzheimer's Disease Center. Over the past twenty years, she has provided leadership and education as a nurse practitioner in gerontologic nursing and nurse practitioner education nationally and internationally. Her research and scholarship focus on care of the older adult with dementia and interdisciplinary education of baccalaureate and masters level nurses and resident physicians. In 1997, the University of Pennsylvania honored her with the Provost's Award for Distinguished Teaching. The American Academy of Nurse Practitioners selected her as a 2004 Fellow in the Academy for her leadership to health care through nurse practitioner clinical practice and education. Ms. Cotter is also widely recognized for her contributions to gerontological nursing authoring "Advanced Practice Nursing with Older Adults," the # 1 ranked advanced practice nursing 2003 book of the year by the American Journal of Nursing.



### **Adam W. Darkins, MD, MPH, FRCS**

Adam Darkins is the Chief Consultant for Care Coordination at the Department of Veterans Affairs (VA). The Office of Care Coordination is a new program office responsible for a major disease management program deployment that incorporates home telehealth. Adam Darkins previously led the VHA's national telemedicine/telehealth program that is now incorporated into the Office of Care Coordination.

Adam Darkins trained as a neurosurgeon in the UK and undertook research for his doctoral thesis at UCLA in Los Angeles. He established and directed an early telehealth program in the UK based at the King's Fund in London, UK that had links with Dartmouth Medical School and the Massachusetts General Hospital. As the Medical Director of Riverside Community Health Care he helped pioneer several major clinical developments.

His background as a clinician, health care executive and work in health policy development give him insights into the unique clinical, technical and managerial challenges that are involved in creating telehealth networks. Dr Darkins believes that establishing/maintaining a patient focus to care delivery and having an evidence basis are vital ingredients to dealing with the change management issues associated with introducing new technology cost-effectively into healthcare environments.



### **Jane L. Delgado, PhD**

Jane L. Delgado, Ph.D., is the President and Chief Executive Officer of the National Alliance for Hispanic Health (the Alliance), the nation's largest and oldest organization of health and human service providers to Hispanics.

Dr. Delgado serves as a trustee of the Kresge Foundation (Chair, Audit; Chair, Special Opportunities), Patient Safety Institute (Secretary and Treasurer), Lovelace Respiratory Research Institute (Executive Committee), and the Ocean Awareness Project. She is a member of the Advisory Panel on Medicare Education (2002- ongoing), National Advisory Council for Mrs. Rosalyn Carter's Task Force on Mental Health, EPA's Clean Air Act Advisory Council, and the honorary board of the Alaska Native Heritage Center in Anchorage. She is also an advisor to the American Academy of Family Physicians and to the March of Dimes.

Innovation and foresight have marked Dr. Delgado's career. In 1988, in addition to women's health, Dr. Delgado made environmental health a major program effort for the Alliance. In 1991 she initiated the first technology program for community-based organizations. In 2002 she made philanthropy in the Hispanic community a focus for the Alliance. Today the Alliance is at the forefront of covering the uninsured, redefining health to be comprehensive, and promoting cultural proficiency.

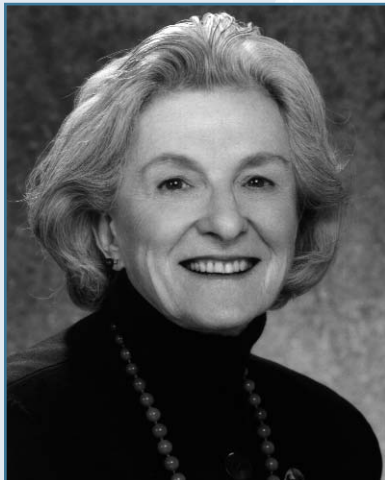


### **Patricia A. Grady, PhD, RN, FAAN**

Dr. Patricia A. Grady was appointed Director, NINR, on April 3, 1995. An internationally recognized stroke researcher, Dr. Grady's scientific focus has primarily been in stroke, with emphasis on arterial stenosis and cerebral ischemia. She was elected to the Institute of Medicine in 1999 and is a member of several scientific organizations, including the Society for Neuroscience, the American Academy of Nursing, and the American Neurological Association. She is also a fellow of the American Heart Association Stroke Council.

Dr. Grady joined the NIH as an extramural research program administrator in the National Institute of Neurological Disorders and Stroke (NINDS) in the areas of stroke and brain imaging. She served on the NIH Task Force for Medical Rehabilitation Research, which established the first long-range research agenda for the field of medical rehabilitation research. In 1992, she assumed the responsibilities of NINDS Assistant Director. From 1993 to 1995, she was Deputy Director and Acting Director of NINDS. Dr. Grady served as a charter member of the NIH Warren Grant Magnuson Clinical Center Board of Governors.

Dr. Grady is a past recipient of the NIH Merit Award and received the Public Health Service Superior Service Award for her exceptional leadership.



### **Dr. Claire M. Fagin, PhD, RN, FAAN**

Program Director, Building Academic Geriatric Nursing Capacity Program & the Nursing School Geriatric Investment Program

Dr. Claire M. Fagin's remarkable nursing career blends her commitment to professional health and nursing issues with her interest in consumer health. The nursing profession as well as consumers benefit from her research, publications and leadership. By the time Dr. Fagin completed her 15 year deanship at the University of Pennsylvania School of Nursing, the school was the highest ranking school of nursing in the country, federal research support was in the top three, and all standing faculty were Fellows in the American Academy of Nursing. She then served as the first woman Interim President of an Ivy League University from July 1, 1993 to June 30, 1994.

Beyond the halls of academia Dr. Fagin served and continues to serve on many corporate boards, as a consultant to foundations and also adds the role of Program Director for the John A. Hartford Foundation's Building Academic Geriatric Nursing Capacity Scholars Program.



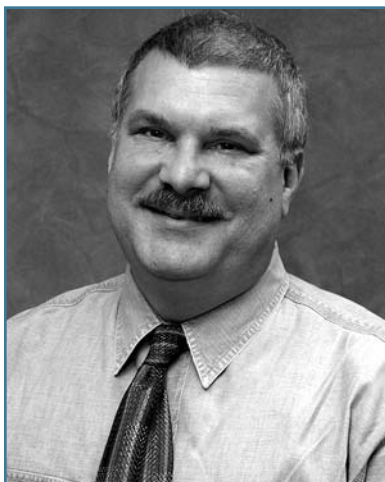
### **Vernice Ferguson, RN, MA, FAAN, FRCN**

Senior Fellow Emeritus, the University of Pennsylvania

Vernice Ferguson was a Senior Fellow in the School of Nursing at the university of Pennsylvania holding the Fagin Family chair in Cultural Diversity. She is immediate Past President of the International Society of Nurses in Cancer Care.

For more than twenty years she served as a top nurse executive in federal service and was the Chief Nurse at two VA Medical Centers affiliated with academic health science centers in Madison, Wisconsin and Chicago Illinois. For twelve years she was the nurse leader for the Department of Veterans Affairs, the largest organized nursing service in the world with more than 60,000 nursing personnel. Prior to the V.A. assignment she served as the Chief, Nursing Department of the Clinical Center, the National Institutes of Health.

She served as president of international and national nursing organizations, continues to serve on numerous boards, received eight honorary doctorates and numerous honors. At the 25th anniversary of the American Academy of Nursing in 1998, Ms. Ferguson was honored as a "Living Legend". In 2004, the National Academies of Science, Engineering and Medicine selected her as an honoree for the Portrait Gallery of distinguished African Americans.



### **Marquis D. Foreman, PhD, RN, FAAN**

Marquis D. Foreman, PhD, RN, FAAN, is a professor in the Department of Medical-Surgical Nursing, and Clinical Scientist, University of Illinois at Chicago Medical Center. He is an internationally recognized expert on nursing care issues of the acutely and critically ill older adult, with an emphasis on the prevention and treatment of delirium. As such he consults internationally with various health care providers. He is active in the American Geriatrics Society, the Gerontological Society of America, the Midwest Nursing Research Society, and Sigma Theta Tau, International. He is a fellow of the American Academy of Nursing, and has received numerous awards for his work, including the Mary Opal Wolanin Award for Excellence in Gerontological Clinical Nursing Research, the Harriet H. Werley New Investigator Award, and the Mosby-Cameo Nursing Research Award for his work on delirium in the hospitalized elderly.



### **J. Taylor Harden, PhD, RN, FAAN**

Dr. J Taylor Harden is Assistant to the Director for Special Populations at the National Institute on Aging (NIA). Dr. Harden is known for her leadership of NIA's strategic planning to reduce and eliminate health disparities and the NIA's premier short-term training program, Summer Institute on Aging Research. Prior to joining the NIA, she was a scientific program administrator at the National Institute of Nursing Research where she managed a portfolio of grants including women's health, aging research, and behavioral and social research.

She has been a consultant to the Public Health Service Office of Minority Health, National Institute of Drug Abuse, and the Agency for Health Care Policy and Research. She served as a reviewer for the NIH Division of Research Grants, now Center for Scientific Review, Nursing Research Study Section. She is a member of long standing in many professional and scientific organizations, in which she has held positions of leadership. She is a Fellow in the American Academy of Nursing.

Dr. Harden serves on a number of trans-NIH committees including the Coordinating Committee on Research on Minority Health, Executive Committee on Women's Health Research and the NIH Hispanic Task Force.



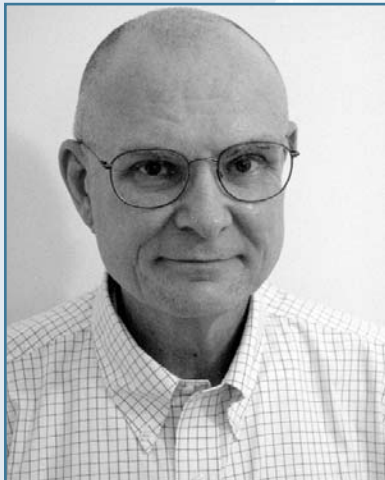
### **Charlene Harrington, PhD, RN, FAAN**

Charlene Harrington is Professor of Sociology and Nursing in the Department of Social and Behavioral Sciences, School of Nursing, University of California, San Francisco having joined the faculty in 1980. She served on the Institute of Medicine (IOM) Committee on Nursing Home Regulation whose 1986 report led to the passage of the Nursing Home Reform Act of 1987. Dr. Harrington developed a Nursing Home Consumer Information System (funded by the Agency for Health Care Policy and Research from 1995-2000), that was used to develop the Medicare Nursing Home Compare website. She led a team of researchers to design a state-of-the-art California consumer information system for nursing homes funded by the California Health Care Foundation and she is continuing to maintain the website. She is the director of a new national Center for Personal Assistance Services funded by the National Institute on Disability and Rehabilitation Research. She recently served on the Institute of Medicine Committee to study Quality in Long Term Care and the 2003 IOM committee on Keeping Patients Safe. She has testified before the US Senate Special Committee on Aging, is a Fellow in the American Academy of Nursing and was elected to the Institute of Medicine.



### **Ada Sue Hinshaw, PhD, RN, FAAN**

Ada Sue Hinshaw, PhD, RN is Professor and Dean of the School of Nursing at the University of Michigan. She was the first Director of the National Institute of Nursing Research at the National Institutes of Health. Her research interests are on; 1) professionals who function in bureaucracies; job satisfaction, job stress, anticipated turnover and patient outcomes, 2) quality of patient caregiving and 3) instrument developed and testing of such measures as for patient satisfaction, job satisfaction of nurses and anticipated turnover of nursing staff. She has studied the use of ratio measurement techniques in building and testing the nurse and patient measures. Dr. Hinshaw is involved in a number of health policy activities; IOM committees such as the Work Environment for Nurses and Patient Safety and the Nursing Research Panel of the Parent Committee of Monitoring the Changing Needs for Biomedical and Behavioral Research Personnel. She has served on a number of national review committees and policy commissions; e.g., the Advisory Council for the Agency for Healthcare Research and Quality. She is past-president of the American Academy of Nursing, a member of the Institute of Medicine and a member of the IOM Governing Council.



### **George J. Huba, PhD**

President of The Measurement Group LLC, is a California-licensed psychologist specializing in program evaluation, psychological measurement and testing, health services strategic planning, and management consulting. He has been the Director of: a) a six-year Evaluation Center for the John A. Hartford Foundation Geriatric Nursing Initiative b) a HRSA-funded outcomes study to document the long-term outcomes of 108 Special Projects of National Significance grantees c) a five-year Evaluation Center for the Nurse Competence in Aging project funded by The Atlantic Philanthropies and representing a strategic alliance between ANA, the American Nurses Credentialing Center (ANCC) and the John A. Hartford Foundation Institute for Geriatric Nursing d) a six-year HRSA-funded Evaluation and Dissemination Center for 27 Innovative Projects on HIV/AIDS Treatment; e) a six-year HRSA-funded Evaluation and Dissemination Center for 10 Innovative Projects on Adolescent HIV/AIDS; f) a two-year HRSA-funded Evaluation and Dissemination Center for 10 Innovative Projects on Perinatal HIV Transmission; and g) a three-year HRSA-funded study of service needs for HIV-infected substance abusers in eight major metropolitan areas.

### **Carole I. Hudgings, PhD, RN, FAAN**

Dr. Hudgings is a senior advisor to the Deputy Director, National Institute of Allergy and Infectious Diseases, NIH. She provides professional guidance and technical assistance on a variety of complex policy issues and programs related to the mission of NIAID.

Dr. Hudgings has held several positions at the National Institute of Nursing Research (NINR). As Assistant Director, Division of Extramural Activities she provided leadership and coordination for activities among the extramural program, grants management and review offices; provided liaison between NINR's scientific programs and the Office of Science Policy and Public Liaison; and managed many activities related to the National Advisory Council for Nursing Research. She also served as Chief, Office of Extramural Programs, with responsibilities for the design and implementation of the Institute's extramural programs, and as Program Director for the Health Promotion and Risk Behaviors scientific portfolio.

She is a fellow of the American Academy of Nursing, and a member of the Academy's Expert Panel on Quality Health Care.



### **Jeanie Kayser-Jones, RN, PhD, FAAN**

Jeanie Kayser-Jones, RN, Ph.D., FAAN, is a professor in the Department of Physiological Nursing, School of Nursing, and the Medical Anthropology Program, School of Medicine, at the University of California, San Francisco. Dr. Kayser-Jones holds a doctorate in Medical Anthropology from the University of California, Berkeley, a Master of Science degree in nursing from the University of California, San Francisco, and a Bachelor of Science degree, *cum laude*, from the University of Colorado.

Dr. Kayser-Jones is recognized nationally and internationally for her rigorous, systematic investigation of problems that influence the quality of care and the quality of life of nursing home residents. Her initial research, an ethnographic, cross-cultural comparative study of institutionalized elders in Scotland and the United States, was published by the University of California Press in a book entitled, *Old, Alone and Neglected: Care of the Aged in the United States and Scotland*.

Dr. Kayser-Jones is a Fellow of the Gerontological Society of America, the American Academy of Nursing, and the American Anthropological Society. She has received numerous awards for her research in nursing homes. She has published in nursing, gerontology, social science, medicine, and law journals, as well as featured in numerous lay publications, on the radio, and on websites.



### **Miriam Friedman Kelty, PhD**

Dr. Miriam Friedman Kelty is Associate Director of the National Institute on Aging (NIA) and is responsible for NIAs extramural activities. She oversees the Institute's grants and contracts management, peer review, extramural programs and policies, training and career development programs, and its advisory committees including the National Advisory Council on Aging.

Dr. Kelty's research has been on brain-behavior and other normal psychobiological interactions in lower animals and humans in such areas as sleep, eating behavior and menstrual cycles, and reproductive behavior. She has helped to conceptualize and stimulate a number of new research areas: population psychology, environment and behavior, behavioral medicine and health psychology.

Dr. Kelty has been a leader in ethics of research. She has administered grants in the field and served as staff to the National Commission for the Protection of Human Subjects of Biomedical and Behavioral Research. She is interested in issues of scientific responsibility, research support, and in futures research and methods. She is active in scientific and professional associations, and is a Fellow of the American Association for and Advancement of Science and of the American Psychological Association.



### **Meridean Maas, PhD, RN, FAAN**

Dr. Meridean L. Maas is the Sally Mathis Hartwig Professor in Gerontologic Nursing Research, College of Nursing, The University of Iowa. Dr. Maas received her BSN and MA in Nursing from the University of Iowa and her doctorate in Sociology of Organizations from Iowa State University.

Dr. Maas' areas of scholarship and teaching are Nursing Administration and Gerontologic Nursing. She is currently Director of the JAHF Center of Geriatric Nursing Excellence, PI of a study testing the effectiveness of nursing interventions of elders with congestive heart failure and pneumonia; Co-PI of the Iowa Geriatric Education Center, Co-Director of the Gerontological Nursing Interventions Research Center and Director of its Regional Research Training Core. She also mentors numerous students and fellows.

Dr. Maas' NIH funded research includes a study testing the effects of Family Involvement in Care intervention on outcomes for institutionalized persons with dementia, their family and staff caregivers plus studies to develop, classify, and validate patient outcomes that are sensitive to nursing interventions.

She serves on 2 editorial boards, authored or edited several books - including Nursing Diagnoses, Interventions, and Outcomes for Elders, has numerous peer reviewed journal articles and book chapters in print. Dr. Maas received the Regents Award for Faculty Excellence at the University of Iowa in 1996/1997.



### **Angela Barron McBride, PhD, RN, FAAN**

Angela Barron McBride received her bachelor's degree in nursing from Georgetown University, her master's degree in psychiatric-mental health nursing from Yale University, and her PhD in developmental psychology from Purdue University. She is Distinguished Professor and University Dean Emerita at Indiana University School of Nursing, a multi-campus nursing school with offerings on eight IU campuses (Indianapolis, Bloomington, Columbus, Gary, Kokomo, New Albany, Richmond and South Bend). In keeping with her multidisciplinary interests, she is an Adjunct Professor in the departments of Psychology, Psychiatry, Women's Studies, and in Philanthropic

Studies on Nursing's core campus of Indiana University-Purdue University at Indianapolis (IUPUI). During her tenure as dean, she also served as Senior Vice President for Academic Affairs-Nursing within Clarian Health Partners, one of the largest hospital networks in the United States. She is currently the AAN-ANF-IOM Scholar-in-Residence at the Institute of Medicine, The National Academies.



### **Mathy Mezey, EdD, RN, FAAN**

Dr. Mathy Mezey's distinguished career has focused on ensuring that people age in comfort and dignity. She is a leading expert on nursing care for older adults, with particular strengths in the areas of end-of-life care, the effects of the nursing shortage on older patients, and care for residents of nursing homes. Her publications, research programs and achievements resulted in numerous awards.

Since 1996, Dr. Mezey, has directed the John A. Hartford Foundation Institute for Geriatric Nursing, a national initiative based at New York University that is designed to improve geriatric nursing education, practice, and research, and policy. She is the Independence Foundation Professor of Nursing Education at the Division of Nursing in the Steinhardt School of Education of New York University. Dr. Mezey was co-director of the Certificate Program in Bioethics and the Medical Humanities sponsored by Montefiore Medical Center and Albert Einstein College of Medicine.

Through the Hartford Institute, Dr. Mezey works toward raising the competence of all nurses who care for older adults. Recognizing that the aging of the United States population is outpacing the supply of nurses who are skilled in caring for older individuals, the Hartford Institute strives to improve the geriatric skills of all nurses and promotes specific training in geriatrics.



### **Marie E. Michnich, DR.P.H.**

Marie E. Michnich is the Director of Health Policy Programs and Fellowships for the Institute of Medicine at the National Academy of Sciences. She is a national health policy strategist, senior executive consultant, energetic public speaker and educator who brings together health and medical care experience spanning clinical practice, health services research, federal legislative service, and public policy.

Dr. Michnich served for fourteen years as a Senior Executive for both the Health Policy and the Clinical Practice and Scientific Services Divisions of the American College of Cardiology. She led the areas of public and private sector health policy and quality of care, including: development of clinical practice guidelines, clinical privileges, consensus statements and clinical alerts; performance and outcomes measures; clinical and data standards; research services; and scientific committee coordination and collaboration. Her accomplishments included creating nationally recognized programs and initiatives in state and federal government relations, coding and reimbursement, private sector relations, health policy research and public policy.

### **Sally Phillips, RN, PhD**

Sally Phillips, RN, PhD, joined the Center for Primary Care Research (CPCR) at the Agency for Healthcare Research and Quality (AHRQ) in the fall of 2001. As the senior nurse scholar she managed a portfolio that ranged from her primary area of bioterrorism, to multidisciplinary education for safety and related health care workforce initiatives..

Dr. Phillips has had a distinguished career in academic roles with the University of Colorado Health Sciences Center both with the School of Nursing and the School of Medicine. She is an accomplished author in curriculum innovation and program evaluation grants and research. She has provided leadership and direction for the planning, implementation, evaluation and accreditation of an innovative clinical doctorate program for nursing, the Nursing Doctorate (ND) program. She has served as a member of the multidisciplinary faculty within the School of Medicine and served on the small faculty planning task force to establish and evaluate an interdisciplinary curriculum on professional conduct and ethics that has been published and serves as a model for other health science campuses.

Her areas of clinical practice are primarily in the care of women, infants and children's health with specialty practice in care of the high-risk neonate.



### **Le Quach, MPH**

Le Quach, M.P.H., is a Research Associate at The Measurement Group LLC. A 2002 graduate of the Yale School of Public Health, Ms. Quach specializes in issues of healthcare access and the development of systems of care, as well as qualitative evaluation methods. Ms. Quach currently coordinates various projects including: a) a six-year Evaluation Center for the John A. Hartford Foundation Geriatric Nursing Initiative which supports 8 major projects with more than 60 subprojects; b) a HRSA-funded outcomes study to document the long-term outcomes of 108 Special Projects of National Significance grantees that had projects starting between 1991 and 1997; and c) a five-year Evaluation Center for the Nurse Competence in Aging project funded by The Atlantic Philanthropies and representing a strategic alliance between ANA, the American Nurses Credentialing Center (ANCC) and the John A. Hartford Foundation Institute for Geriatric Nursing to enhance the geriatric competence of nurses who belong to specialty nursing associations.



### **Corinne H. Rieder, EdD**

Corinne H. Rieder is executive director of the John A. Hartford Foundation in New York City; established in 1929 by Mr. Hartford, a former president of the Great Atlantic & Pacific Tea Company. The Foundation's overall goal is to increase the nation's capacity to provide effective and affordable care to its rapidly aging population.

Dr. Rieder served as the corporate secretary of Columbia University, and as the University's director of federal relations. Before joining Columbia, she was executive vice president and dean of Bank Street College of Education, teaching strategic planning at both institutions.

Dr. Rieder was an associate director of the National Institute of Education, a study director at the Office of Management and Budget, and advisor in education at the former Department of Health, Education and Welfare. She also served as director of education planning for the New York City Planning Department and a Peace Corps Volunteer in the Dominican Republic.

Currently, she is vice chairman of the board of the New York Academy of Medicine, and a board member of the American Federation for Aging Research, Grantmakers in Health, and the Foundation for Aging Research of the American Geriatrics Society.



### **Carol A. Romano, PhD, RN, BC, CNAA, FAAN**

CAPT. Romano has worked at the National Institutes of Health for 33 years in a variety of positions including Associate Investigator, Clinical Research Nurse, Nurse Educator, Nursing Information Systems Specialist, Director of Marketing & Recruitment and Director of Clinical Informatics & Quality Assessment. Her educational background includes an undergraduate degree in Nursing, a graduate degree in Administration/Nursing, and a PhD with a focus on Operations Analysis/Informatics from University of Maryland. She is certified in Nursing Informatics and Nursing Administration, Advanced.

Currently, as Deputy Chief, Department of Clinical Research Informatics, Clinical Center, at the National Institutes of Health, she manages a complex program of administrative planning for clinical research information systems, quality improvement initiatives, and research support. She is also a Commissioned Officer (since 1986) with the senior rank of Captain in the Nurse Corps of the U.S. Public Health Service.

Her accomplishments at NIH have been recognized with the NIH Director's Award, the PHS Meritorious, Outstanding Service, Commendation, and Achievement Medals, and several citations. She has received the DHHS Secretary's Quality of Life Award (1997/1998), several academic achievement awards, and is a fellow in the American Academy of Nursing.



### **Joan L. F. Shaver, PhD, RN, FAAN**

Joan Shaver, PhD, RN, FAAN is currently Professor and Dean of the College of Nursing at the University of Illinois at Chicago (UIC) and serves as Research Core Co-director of the UIC National Center of Excellence in Women's Health. She currently is President of the American Academy of Nursing, an entity of the American Association of Nurses and an elected body of top nursing leaders. She is a member of the National Advisory Council for the NINR at the NIH. Dr. Shaver also is Board Director for Advocate HealthCare, the largest fully integrated *not-for-profit* health care delivery system in metropolitan Chicago as well as being on the Sleep Advisory Board for the Select Comfort Corporation. She holds both a Ph.D. in Physiology and Biophysics and a master's in nursing from the University of Washington, Seattle with a baccalaureate degree in nursing from the University of Alberta in Canada.

As a biobehaviorist, Dr. Shaver has had funded research in women's health for nearly two decades. She works with a team of researchers that was among the first to study sleep problems as part of menopause transition. Her interests are currently focused on stress and sleep-related issues within a set of mystery conditions that disproportionately affect women, including fibromyalgia and chronic fatigue syndrome. She has published her scientific work in sleep, medical and nursing journals, including *Sleep*, *Journal of Rheumatology*, *Psychosomatic Medicine* and *Research in Nursing & Health*.



### **Roy L. Simpson, RN, C, CMAC, FNAP, FAAN**

Roy L. Simpson, Vice President of Nursing Informatics, joined Cerner Corporation in February 2000. Mr. Simpson is responsible for strategic sales and planning for the patient care enterprise as well as industry relations related to Cerner's professional nurse practice.

He serves on the Board of Trustees for Excelsior College formerly Regents College at the State University of New York. Along with his colleagues at Excelsior College. Mr. Simpson initiated a world-class faculty for an online nursing administration master's program concentrating on administration and nursing informatics. He serves as adjunct faculty at Vanderbilt University and the University of Kansas Medical Center.

Mr. Simpson holds elected fellow status within the American Academy of Nursing, New York Academy of Medicine, and the National Academies of Practice. Mr. Simpson also sits on the Board of Governors and the Executive Committee for the National League for Nursing (NLN).



### **Susanne A. Stoiber, MPA, MSc**

Since 1975, Mrs. Susanne A. Stoiber has served in a series of senior positions in the National Academies and the U.S. Department of Health and Human Services. She was named Executive Director (Chief Operating Officer) of the Institute of Medicine in 1998. Her responsibilities include management of the IOM program operations, and support of the Institute's governance and membership functions. In this period, the Institute has doubled its' program size, and become a major national presence in areas such as the quality of health care in America, the affordability and safety of vaccines, health disparities and food safety.

In the Department of Health and Human Services, Mrs. Stoiber held a number of senior positions in the Office of the Secretary and at the National Institutes of Health. She was three times appointed as a Deputy Assistant Secretary for Health - Planning and Evaluation (1979 and 1995); Health Promotion and Disease Prevention (1996); and as a Deputy Assistant Secretary for Planning and Evaluation, Program Systems (1997). While at the National Institutes of Health in the 1980s, she served as hospital administrator of the Warren Grant Magnuson Clinical Research Center and as Senior Advisor to the Deputy Director for Science of the NIH.



### **Neville Strumpf, PhD, RN, FAAN**

Dr. Strumpf is the Edith Clemmer Steinbright Professor in Gerontology at the University of Pennsylvania School of Nursing. Known for her teaching expertise at all levels, Dr. Strumpf was the Director of the Gerontology Nurse Practitioner Program, which was named first nationally among gerontology programs in U.S. News & World Report rankings in 1998 and 2001. Currently, Dr. Strumpf is the Director of the Hartford Center of Geriatric Nursing Excellence and the Center for Gerontologic Nursing Science.

Dr. Strumpf is a widely acclaimed researcher, best known for work with colleague, Dr. Lois Evans. Their breakthrough research led to nation - wide reduction in the use of restraints for frail older people. Dr. Strumpf just completed a Robert Wood Johnson Foundation funded project to implement a model of palliative care in nursing homes, and is PI of an NIA funded study of falls prevention among inner city elderly.

Dr. Strumpf has received numerous honors for her contributions to the field of gerontology, including the American Nurses Association Gerontological Nurse of the Year, the Pennsylvania Nurses' Association Nursing Education Award, the Distinguished Alumni Award from New York University, and most recently the Doris A. Schwartz Gerontological Nursing Research Award from the Gerontological Society of America. She is the author or co-author of more than 100 articles, book chapters and books.



### **Eileen M. Sullivan-Marx, PhD, RN, FAAN**

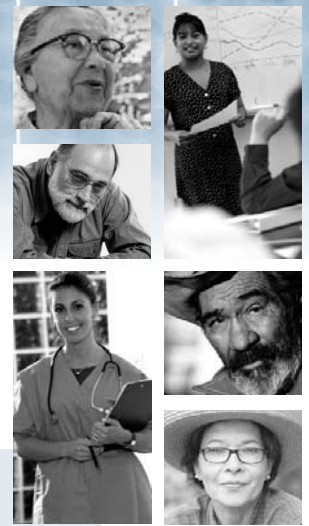
Dr. Sullivan-Marx is an associate professor at the University of Pennsylvania School of Nursing. She received her BSN from the University of Pennsylvania, a master of science degree from the University of Rochester, and holds a doctorate degree from the University of Pennsylvania. With over 20 years experience in the nursing field and as a primary care nurse practitioner with a special interest in geriatrics, Dr. Sullivan-Marx has been on the forefront of new trends in nursing practice since 1980.

Winner of several practice and research awards, Dr. Sullivan-Marx established innovative, model practices for nursing in hospital, outpatient, home care, and nursing home settings, and is a founder, advisor and consultant with the Gerontological Nursing Consultation Service at Penn School of Nursing. Her trend-setting experience has led to numerous appointments on national policy committees.

Dr. Sullivan-Marx's research focuses on outcomes of care for vulnerable older adults and includes demonstration of the effectiveness of nurse-managed programs, restraint reduction in nursing homes, and policy issues on access and payment for health care services. With over 30 publications and numerous national presentations, Dr. Sullivan-Marx has disseminated research findings to improve practice and inform policy that improves care for older adults.

**The Coordinating Center  
thanks the panel of  
2004 Leadership  
Conference Speakers  
who make this  
program so exciting!**

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## Guests

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Kristin Swafford  
Elizabeth Walkowiak  
Heather Williams  
Sandra Zaccheo

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Duke University  
Seattle Pacific University  
George Mason University  
Wilkes University  
University of Pennsylvania  
University of Illinois at Chicago  
Seattle Pacific University/Viginia Mason  
Medical Center  
University of Rhode Island

Duke University  
CASE  
Duke University  
University Maryland  
University of Maryland  
OHSU  
University of Rhode Island  
University of Rhode Island  
CASE  
University of Pennsylvania  
UCSF  
Boston College  
University of Virginia Hospital & PVCC  
Emory University  
University of Illinois at Chicago  
Duke University  
University of Washington  
University of Rhode Island  
University of Minnesota  
University of Pennsylvania  
Duke University  
Swedish Medical Center  
Emory University  
Seattle Pacific University  
George Mason University  
Radford University  
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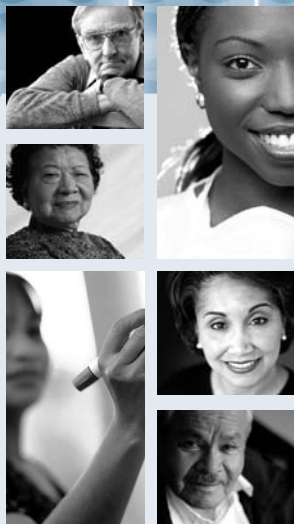
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# Building Academic Geriatric Nursing Capacity

The *Building Academic Geriatric Nursing Capacity* Program is one cornerstone in a nation-wide movement to build strength and capacity within geriatric nursing education and practice.

Made possible by the vision and support of the John A. Hartford Foundation, this five-year funded program officially began in July 2000. Under the direction of Dr. Claire M. Fagin, former Dean of the University of Pennsylvania School of Nursing and an American Academy of Nursing Living Legend, this program aims to build geriatric nursing leaders through its Centers of Geriatric Nursing Excellence, its Scholars program, and other leadership building initiatives. It is also expected to increase the body of geriatric nursing research.

The five Centers of Geriatric Nursing Excellence demonstrate the highest level of commitment to the field, have both current experience and future potential to build the next generation of gerontological nurses, have outstanding capacity in research, practice and education, manifest leadership that transcends their own institution, and meet generally accepted criteria of excellence.

- Oregon Health & Science University  
Director: Patricia G. Archbold, DNSc, RN, FAAN
- University of Arkansas for Medical Sciences  
Director: Claudia Beverly, Ph.D., RN, FAAN
- University of California San Francisco  
Jeanie Kayser-Jones, Ph.D., RN, FAAN
- University of Iowa  
Meridean Maas, Ph.D., RN, FAAN
- University of Pennsylvania  
Neville Strumpf, Ph.D., RN, FAAN



The American Academy of Nursing serves as the Coordinating Center for this initiative. Ada Sue Hinshaw, President of the Academy in 2000, championed this partnership because “a scholarly organization that values gerontology, knowledge generation, development of scholars, and the need to inform health policy as well as nursing practice was required to facilitate this endeavor.”

Building Academic Geriatric Nursing Capacity Scholars Program operates within a larger network of John A. Hartford Foundation Geriatric Nursing Initiatives including: The Institute for Geriatric Nursing at New York University, plus the Enhancing Geriatric Nursing at the Baccalaureate and Advanced Practice Levels at the American Association of Colleges of Nursing (AACN). These and future programs provide the basis upon which will rise a gold - standard - model of geriatric nursing education and practice. Building Academic Geriatric Nursing Capacity Scholars Program will select the fifth cohort of scholars in 2005. Applications for these scholarships are available in PDF format on the program’s website; [www.geriatricnursing.org](http://www.geriatricnursing.org). Predoctoral and Postdoctoral applications are due January 15, 2005 while the MBA scholarship applications are due May 1, 2005.

# Geriatric Nursing Education Project

## *Enhancing Gerontological/Geriatric Nursing Education for Undergraduate Baccalaureate and Advanced Practice Nursing Programs*

In June 2001, the American Association of Colleges of Nursing (AACN) received a \$3.99 million grant from The John A. Hartford Foundation of New York. Grant monies were awarded to support gerontology curriculum development and new clinical experiences in 20 baccalaureate and 10 graduate schools of nursing. Funds were disseminated to institutions that provided an innovative plan of action that reflects incorporation of nationally recognized benchmarks.

Award recipients are generating a broad array of products and models that will be disseminated to the full body of baccalaureate and graduate nursing. The expectation is that the work of the awardees will be replicated and improved upon many times over to create a continuously evolving education model to promote quality care for older Americans. Awardees are communicating their innovations to the nursing community via monographs, presentations at AACN and other conferences, and posting of innovations on AACN's Curricular Dissemination web site: <http://www.aacn.nche.edu/Education/Hartford/ShowcasingInnovation.htm>

## *Creating Careers in Geriatric Advanced Practice Nursing*

In September 2001, the AACN received a \$2 million grant from The John A. Hartford Foundation of New York to promote career opportunities in geriatric advanced practice nursing and improve the quality of care for older adults. Through this initiative, AACN has provided scholarship monies to schools of nursing with geriatric advanced practice nursing programs to expand their student base. Competitive scholarship funds are awarded to schools with geriatric advanced practice nursing programs. The annual number of scholarship students varies in each school. Schools must demonstrate that funds will be used to increase enrollment in geriatric nursing programs, rather than provide support for students already in the pipeline. Schools must provide matching funds for all awarded monies over the 3-year period. Awards were granted to schools meeting criteria that addressed their ability to recruit nationally with geographic, cultural, and ethnic diversity, and prepare graduates with skills to sustain careers in geriatric nursing.

In April 2004, AACN received a \$1.8 million grant to continue this successful program. Along with increasing the supply of geriatric nurses, this initiative also helps to define the leadership role of the geriatric APN and spark the development of a broader range of career opportunities in geriatric nursing.

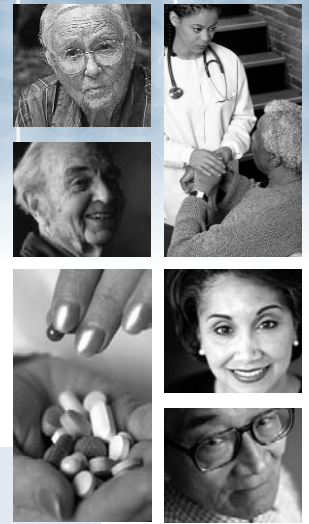
In an effort to reach the larger nursing community, AACN has created a list serve and a Web site to facilitate online communication, disseminate information, and foster networking among clinical leaders, scholarship recipients, and noted experts in geriatrics. AACN will also work to ensure national visibility for this project while boosting awareness of its goals and outcomes.

### **For more information, contact:**

**Deirdre Thornlow, Director of Gerontology Projects:**

**Email: [dthornlo@aacn.nche.edu](mailto:dthornlo@aacn.nche.edu) Phone: 202 463 6930, ext. 259**

**Or visit AACN's Web site: [www.aacn.nche.edu/Education/Hartford/index.htm](http://www.aacn.nche.edu/Education/Hartford/index.htm)**





# John A. Hartford Foundation Institute for Geriatric Nursing

## The John A. Hartford Foundation Institute for Geriatric Nursing

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### **Mathy Mezey, EdD, RN, FAAN**

Director, Hartford Institute &  
Independence Foundation  
Professor of Nursing Education

### **Terry Fulmer, PhD, RN, FAAN**

Co-Director, Hartford Institute &  
The Erline Perkins McGriff  
Professor and Division Head

### **Elizabeth Capezuti, PhD, RN, FAAN**

Co-Director, Hartford Institute &  
Associate Professor

## THE MISSION

The John A. Hartford Foundation Institute for Geriatric Nursing is the only nurse-led organization in the country seeking to shape the quality of the nation's health care for older Americans by promoting geriatric nursing excellence to the nursing profession and to the larger health care community. The Hartford Institute seeks to positively influence both the skills of individual nurses and the quality of the systems in which they learn and work.

## IMPROVING CARE FOR OLDER ADULTS THROUGH NURSING

The Hartford Institute accomplishes its mission through work in four areas: *Nursing Education, Nursing Practice, Nursing Research, and Nursing Policy*. Within these areas, partnerships and individual leaders are nurtured to augment, enrich, and disseminate the work of the Hartford Institute.

The Institute's work comprises a wide network of projects and products that help nurses and other professionals increase their knowledge and skills, integrate evidence-based care models, and understand the benefits of strong geriatric nursing practice.

The projects consist of resources in multiple formats including the nationally acclaimed curriculum guide *Best Nursing Practice in Care for Older Adults: Incorporating Essential Gerontologic Content into Baccalaureate Nursing and Staff Development* available on CD-ROM.

### **Enhancing Geriatrics in Nursing Education:**

- Nationally acclaimed curriculum resources
- Curricular guidelines and core competencies
- National education awards
- Models for dissemination
- Faculty development

### **Making Geriatric Best Practice Common Practice:**

- Care models for hospital-wide system change
- Staff development and training resources
- Assessment instrument and tools
- Gerontological certification free online review course
- Specialty nursing geriatric resources
- Geriatric competencies for hospital nurses

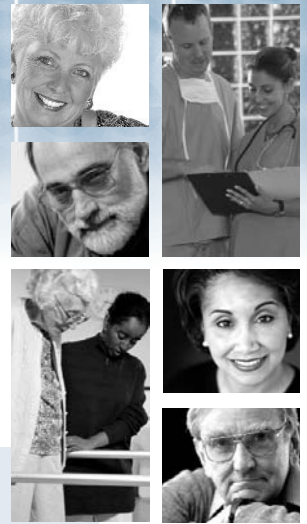
### **Fostering Geriatric Nursing Research:**

- Geriatric Nursing Research Scholars Program
- National and regional research awards

### **Addressing Geriatrics in the National Agenda:**

- Newsletter on policy
- Expert panels formulating policy recommendations
- Consumer education on geriatric nursing care
- Coalition building

# Mary Starke Harper Distinguished Lectureship



On November 20, 2002 Mary Starke Harper addressed over 130 scholars and guests at the Second Annual Building Academic Geriatric Nursing Capacity Leadership Conference in Boston. An American Academy of Nursing living legend, Dr. Harper's life and career trajectory is still going strong. The 2002 Leadership Conference audience was spellbound as Dr. Harper spoke of her commitment to geriatric and psychiatric health care, her professional and personal accomplishments within a social fabric fret with bias and bigotry and her work yet to be completed.

The reception that followed gave the audience personal access to this gracious and commanding nurse leader. Not surprisingly, the evaluation of this program received the highest marks possible by every attendee. As a result of the overwhelming response, the Building Academic Geriatric Nursing Capacity Program proposed the idea of the Mary Starke Harper Distinguished Lectureship for future Leadership Conferences.

This John A. Hartford Foundation supported program has grown and gained nation - wide recognition in the short four years since it began. This year, over 200 guests will attend the Leadership Conference in Washington, D.C. Developing unique and meaningful opportunities for leaders to foster and inspire future leaders is core to the mission of this program. Providing a forum which allows nurses to listen and learn from such leaders is not only educational but inspirational.

This lectureship highlights the career of a nurse leader who has made significant contributions to the field of gerontology. The indelible wisdom and grace of these proven legends is an invaluable gift to our future leaders. Building on the strength of past leaders supports the promise within the next generation of nurses.



*Mary Starke Harper*

*T*he Hartford Geriatric Nursing Initiative  
is pleased to award



*Luther P. Christman, PhD, RN, FAAN*


the 2004 Mary Starke Harper Distinguished Lectureship  
Award, Thursday November 18, 2004.



# Nursing School Geriatric Investment Program

The Nursing School Geriatric Investment Program, formally established in October 2001 through the generous support of the John A. Hartford Foundation (JAHF), joins a complement of JAHF geriatric nursing programs. This particular endeavor focuses on a variety of approaches to advance the quality of health care to older adults. The first phase of the program involved identifying a group of academic nursing programs poised for further, rapid geriatric advances. Dr. Claire Fagin, program director, sent out a call for proposal to Schools of Nursing who met these criteria and were asked to demonstrate how such a grant would:

- Enhance their offerings;
- Step up their plans in geriatrics;
- Make observable improvement in geriatric education and training.



Seven schools were selected through a review process conducted by senior John A. Hartford Foundation staff and American Academy of Nursing project leaders. Each school of nursing selected receives a grant of \$75,000 per year for three years - matched by their university with \$25,000 per year - totaling \$300,000 of support over the life of the grant.

The funding for the seven schools is provided, via subcontract with the American Academy of Nursing, which serves as the coordinating center for the Foundation's Building Academic Geriatric Nursing Capacity Program. In the last year of their grant program, these school represent significant achievements. The following summaries highlight their individual accomplishments. **Visit the NSGIP Website at [www.geriatricnursing.org/nsgip](http://www.geriatricnursing.org/nsgip)** for additional information.



## Case Western Reserve University, Beverly Roberts, PhD, RN

The Frances Payne Bolton School of Nursing Hartford Investment program builds on an established reputation in geriatric nursing with a focus on improving geriatric nursing practice. Two courses were added to the curricula; Aging in Health and Illness, for the BSN and ND students and Concepts and Management in Geriatric Nursing, a clinical preceptorship course for BSN students. Core geriatric principles were incorporated into the Clinical Nurse Specialist and Nurse Practitioner courses. Modifications made to the current Geriatric NP program to increase geriatric mental health content and include consultative and management roles of the Clinical Nurse Specialist. Innovative scholarship and leadership in geriatric nursing included tuition scholarship support for three ND or PhD students, funding for two fast track BSN-PhD students and establishment of two Scholars Programs focused on the application of geriatric scholarship and leadership: the Best Practices Scholars Program and the Quality Scholars Program.



## University of Michigan, Donna Algase, PhD, RN, FAAN, FGSA

NSGIP funding was used to integrate policy work with education and research and help them affect care in the larger community. One major goal was to advance standards of care and health care policies affecting geriatric nursing through participation in a political network that actively advances a relevant policy issue at the state level. In addition the School of Nursing agreed to coordinate local efforts toward the Senior Friendly Hospital Initiative with national efforts planned by the Hartford Institute for Geriatric Nursing at NYU. The University of Michigan, School of Nursing's role includes developing and validating the criteria which the designation of "Senior Friendly" would be based.

Finally, the School of Nursing set a goal to escalate cadre of Geriatric Nurses geriatric nurses by attracting students through incentives and retaining students through involvement, sponsorship, and mentoring.



### **University of Minnesota, Jean Wyman, PhD, RN, FAAN**

Dr. Jean F. Wyman oversees several NSGIP initiatives. Four Geriatric Clinical Scholars Partnership Teams (faculty, advanced practice nurse, doctoral student and undergraduate student) were supported. This unique program builds on the Clinical Scholars program of the Katharine A. Densford International Center for Nursing Leadership. These Hartford-Densford Clinical Scholars Teams used research to craft a strategy for addressing a clinical or organizational problem related to gerontological nursing care. One of the first teams assessed pain in cognitively impaired elders and evaluated continuity of care. Current teams are addressing skin health and care in hospitalized patients at risk for perineal dermatitis and studying upper extremity aerobic training for critical limb ischemia. The international nursing research summit Shaping Future Directions for Incontinence Research brought together nurse scholars, clinicians, graduate students and federal project officers from 5 countries. A summary and topic papers are being published as a supplement to the November/December 2004 issue of Nursing Research.



### **The University of North Carolina, Chapel Hill, Joyce Rasin, PhD, RN**

The Investment Project has been used to enhance the knowledge of nursing students and practicing nurses about care of the older adult. Courses were developed and taught for both undergraduate and doctoral students. By the end of this Investment Project, two other types of education resources will be completed. A videotaped interview of three women, all in their eighties, two white and one black. It will be a teaching tool to illustrate and stimulate discussion of some of the age-related biopsychosocial changes. The second resource will be online modules about selected topics for care of older adults.

Practicing nurses have been impacted through collaborations with several School of Nursing continuing education initiatives. Project staff were involved in the development and presentation of where thirty-six participants from 15 counties including one from South Carolina attended.



### **University of Rochester, Nancy Watson, PhD, RN**

Geriatric nursing content was enhanced in all academic programs including the accelerated baccalaureate program for non-nurses and the advanced practice master's programs (FNP, ANP, ACNP). The School's highly ranked geriatric nurse practitioner (GNP) program was reopened and a post-master's GNP program and a GNP track in MS/PhD program were added. Two PhD courses on practice and policy related to nursing homes and dementia care were also created. The JAHF Community Initiative to Improve Nursing Home and Dementia Care reached staff in over sixty nursing homes and assisted living facilities providing care to persons with dementia in a wide region of upstate New York through conferences, posters of care ideas from facilities, workshops, resource guides of best practices, email groups and a resource website ([www.dementianursing.org](http://www.dementianursing.org)). Support has been sought to test this project as a model for Schools of Nursing to transform nursing home and dementia care at a national level.



### **The University of Texas Health Science Center at Houston, Vaunette Fay, PhD, APRN-BC**

The University of Texas Health Science Center at Houston, School of Nursing and Center on Aging. Vaunette Fay, PhD, APRN-BC Project Director

The focus of our NSGIP is Virtual Education Addition to Geriatric Education and the major objective is to develop and offer web enhanced courses and modules for the purpose of increasing access to education and providing continuing education for health profession. We developed 5 web enhanced gerontology courses for the BSN and MSN program. our masters students met 4 times during the semester and the remainder of the content was presented in modular format on the web.

We developed a new web based postmaster's Gerontological Nurse Practitioner program for Adult and Family NPs who want more in depth knowledge in geriatrics and to be qualified to sit for the ANCC Gerontological Nurse Practitioner exam.

NSGIP funding provided continuing education for nurses and long term care administrators, produced Educational materials and resources for paraprofessional and lay caregivers and an eleven-minute video of Stage 1 pressure ulcer risk, assessment, and management.

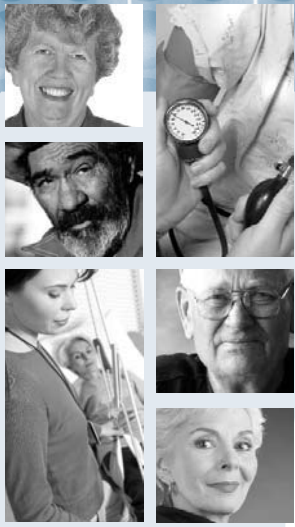


### **University of Washington, Ruth Craven, EdD, RN, BC, FAAN (from web)**

This project seeks to develop additional capacity for student, faculty and clinician training in geriatrics. This will be accomplished through the following strategies:

- Enrich undergraduate opportunities to study healthy aging and geriatric care through enhancing course offerings with particular attention to the Baccalaureate Competencies for Geriatric Nursing Care and creating the possibility of an undergraduate concentration in geriatric nursing.
- Enrich graduate (master's level) exposure to healthy aging and geriatric nursing through expansion of support for coursework and accessible learning resources (including on-line, distance learning opportunities).
- Enrich doctoral students' experiences related to healthy aging and geriatric care through developing enhanced course work and research opportunities.
- Increasing the number of School of Nursing staff with expertise in geriatric care and healthy aging.

Develop accessible (i.e. distance learning, web-based) courses for nursing home administrators and others in long-term care settings and developing a certificate program in geriatric nursing for practicing nurses in the community.



[www.TheMeasurementGroup.com](http://www.TheMeasurementGroup.com)

# The Measurement Group

The Measurement Group LLC. (TMG) has evaluated programs funded by the John A. Hartford Foundation, the Atlantic Philanthropies, the Health Resources and Services Administration (HRSA); the Center for Substance Abuse Treatment (CSAT); the Center for Substance Abuse Prevention (CSAP); the Center for Mental Health Services (CMHS); the Centers for Disease Control and Prevention (CDC); The National Institute on Drug Abuse (NIDA); the office of Treatment Improvement (OTI); the State of California, the Counties of Los Angeles, San Diego, Ventura, Lassen, and Plumas (California).

TMG's numerous private-sector clients are in the areas of healthcare, substance abuse treatment, psychological test publishing, and data systems. TMG has done work throughout the United States and in Canada. TMG works with clients to develop methods to measure program success and to mine existing data for the purposes of evaluation, quality assurance, management information, and marketing. TMG's work covers the areas of healthcare, mental health treatment, substance abuse services, HIV/AIDS, social services, psychological testing and assessment, data systems, data analysis, and statistical modeling.

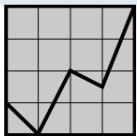
As the independent external evaluator for the overall Hartford Geriatric Nursing Initiative, TMG works with the John A. Hartford Foundation, the Coordinating Center housed at the American Academy of Nursing (AAN), the Coordinating Center housed at the American Association of Colleges of Nursing (AACN), and the John A. Hartford Institute for Geriatric Nursing at New York University to provide meaningful information to further enhance the overall Initiative. Through a consensus process, TMG has developed and implemented evaluation methodologies to collect and analyze a wealth of quantitative and qualitative data. TMG has collected information from 126 grantees and sub-grantees to document the activities, outcomes, and lessons learned from their John A. Hartford Foundation project. TMG has also generated reports that detail the Initiative-building process, highlight overall Initiative as well as individual project successes, and inform programmatic/administrative processes and decisions.

## George J. Huba, PhD

President of The Measurement Group LLC, George J. Huba, Ph.D., is a California-licensed psychologist specializing in program evaluation, psychological measurement and testing, health services strategic planning, and management consulting. Dr. Huba is a 1977 graduate of the Ph.D. Program in Psychology at Yale University and is a Fellow of Divisions 5 (Evaluation, Measurement, and Statistics) and 50 (Addiction and Behavior) of the American Psychological Association as well as the American Psychological Society.

Dr. Huba formerly served as the Associate Director of the UCLA Center for the Study of Adolescent Drug Abuse Etiologies. Huba has held faculty appointments the University of Minnesota, and UCLA. Prior to founding The Measurement Group, Dr. Huba was Vice President of Research and Development for Western Psychological Services, a major publisher of psychological and educational tests where he was one of the pioneers in online test administration, scoring, and interpretation. Dr. Huba has nearly 200 publications on methodology, program evaluation, and psychological testing, especially on content related to health care, substance abuse etiologies and treatment, mental health services, and HIV/AIDS treatment. Dr. Huba has been on the editorial boards of more than a dozen journals including the *Journal of Gerontology* and *Educational and Psychological Measurement*.

Dr. Huba has been the Director of: a) a HRSA-funded outcomes study to document the long-term outcomes of 108 Special Projects of National Significance grantees who had projects starting between 1991 and 1997; b) a three-year Evaluation Center for the John A. Hartford Foundation Gerontological Nursing Initiative which supports 8 major projects with more than 60 subprojects; c) a five-year Evaluation Center for the Nurse Competence in Aging project funded by The Atlantic Philanthropies and representing a strategic alliance between ANA, the American Nurses Credentialing Center (ANCC) and the John A. Hartford Foundation Institute for Geriatric Nursing to enhance the geriatric competence of nurses who belong to specialty nursing associations; d) a six-year HRSA-funded Evaluation and Dissemination Center for 27 Innovative Projects on HIV/AIDS Treatment; e) a six-year HRSA-funded Evaluation and Dissemination Center for 10 Innovative Projects on Adolescent HIV/AIDS; f) a two-year HRSA-funded Evaluation and Dissemination Center for 10 Innovative Projects on Perinatal HIV Transmission; and g) a three-year HRSA-funded study of service needs for HIV-infected substance abusers in eight major metropolitan areas.





The American Academy of Nursing and the BAGNC Coordinating Center are pleased to announce three exciting new partnerships developed in 2004 to support the Scholar Awards Program through funding and collaborative initiatives.

# *new partnerships*

The Atlantic Philanthropies  
The Mayday Fund  
The National Institute on Aging

# Shaping the future of nursing leadership...



*The John A. Hartford Foundation  
&  
The American Academy of Nursing  
Coordinating Center for the  
Building Academic Geriatric Nursing Capacity Program  
Nursing School Geriatric Investment Program  
HGNI Leadership Conference  
[www.geriatricnursing.org](http://www.geriatricnursing.org)*



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