

Spring 2019

THE FRANCES PAYNE BOLTON SCHOOL OF NURSING
AT CASE WESTERN RESERVE UNIVERSITY

*fore*FRONT

INSIDE:

[Lighting the Way:
Marian K. Shaughnessy
Nurse Leadership Academy](#)

[View from the Top](#)

[Lessons in Leadership](#)



CONTENTS



Lighting the Way



FEATURES

- 8 Lighting the Way:
Marian K. Shaughnessy
Nursing Leadership
Academy
- 16 View from the Top
- 20 Lessons in Leadership

DEPARTMENTS

- 1 Dean's Letter
- 2 Bricks & Benches
- 21 Alumni News
- 22 A Class Act
- 26 Class Notes
- 26 In Memoriam
- 31 Student Spotlight

About *Forefront*

This publication is produced twice a year for the alumni and friends of the Frances Payne Bolton School of Nursing at Case Western Reserve University. The *Forefront* mission is to inform readers about the school's excellence in nursing science, education and practice and how it impacts daily lives.

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dean's LETTER



Dear Alumni and Friends of the Frances Payne Bolton School of Nursing,

Nurse leadership has always been a hallmark of an FPB education. Our alumni have led almost every major professional nursing organization across the nation. They sit in the corporate offices of hospitals and companies as well as in the dean's office of many schools of nursing. However, most nurses nationwide are often absent from the rooms where health care management and policy are discussed.

As a school, FPB and its alumni have always sought to be change agents for nursing but we're in need of a bigger catalyst to ignite a movement. One year ago, FPB received that spark in the form of a transformational \$5 million gift from Marian and Michael Shaughnessy. This gift supports promoting nurse leaders across the spectrum of our profession.

This issue of *Forefront* explores how the Marian K. Shaughnessy Nurse Leadership Academy is working to transform nurses into health care influencers and drivers. Our cover story, "Lighting the Way" on page 8, features the work of its inaugural director, Joyce F. Fitzpatrick, PhD, MBA, RN, FAAN, and founder Marian K. Shaughnessy, DNP, MSN, RN. In "A View From the Top" on page 16, established nurse leaders offer their insights on challenging your inner nurse leader, while Ruby Wilson, PhD, RN, FAAN, looks back over her legendary career in "Lessons in Leadership" on page 20. You'll also meet members of the Class of 1959, who are discovering new ways to make a difference for future nurse leaders like James Sobieski, this issue's Student Spotlight.

FPB's renewed focus as the nation's nursing leadership destination is especially important during this dynamic period in the school's history. As I write this letter, the school is moving into its new home in the Sheila and Eric Samson Pavilion on the Health Education Campus.

This 477,000 square-foot-facility, which we share with the schools of medicine and dental medicine as well as the Cleveland Clinic Lerner College of Medicine, is dedicated to interprofessional education (IPE). Its design encourages interaction among nurses, physicians, dentists, physician's assistants and other health care professionals at the start of their careers as students. The concept builds better health care teams at the foundation through mutual respect and understanding. Ultimately, we hope to improve patient care and outcomes—the true role of any nurse leader.

Sincerely,

Carol M. Musil, PhD, RN, FAAN, FSGA (PhD '91; MSN '79)
Interim Dean & Marvyn E. and Ruth Durr Denekas Professor

BREAKING NEWS

Musil Named New FPB Dean. See page 32 for full story.



FPB RANKED AMONG NATION'S BEST PROGRAMS

In its 2020 edition, *U.S. News and World Report Best Grad Schools* named the Frances Payne Bolton School of Nursing among the nation's top nursing schools.

FPB's Doctor of Nursing Practice (DNP) program was named #13 out of 183 programs ranked and its Master of Science in Nursing (MSN) program was named #16 out of 253. Among the specialties, the Adult/Gerontology, Acute Care Nurse Practitioner and the Family Nurse Practitioner programs ranked #10 and #19, respectively.

The annual listing is based on a weighted average of 14 indicators including peer assessments, research activity, faculty credentials and achievements, among others.



Jaclene Zauszniewski, PhD, RN-BC, FAAN



Joachim Voss, PhD, RN, ACRN, FAAN

TWO FPB FACULTY NAMED TO STTI INTERNATIONAL NURSE RESEARCHER HALL OF FAME

While the Frances Payne Bolton School of Nursing has five faculty members in the Sigma Theta Tau International Researcher Hall of Fame, this is the first time since the inaugural induction that FPB has had two faculty named in the same year.

Jaclene Zauszniewski, PhD, RN-BC, FAAN, and **Joachim Voss, PhD, RN, ACRN, FAAN**, will be among the researchers honored at the 2019 Sigma International Hall of Fame induction ceremony in Calgary, Alberta, Canada. The Hall of Fame recognizes researchers whose work has had continued international impact and influence. The class of 2019 includes 23 researchers representing Australia, Canada, Sweden, and the United States.

Voss, the Sarah C. Hirsh Professor, serves as the director of the school's Sarah Cole Hirsh Institute for Evidence-Based Practice. His research utilizes both basic and applied methodologies to foster the understanding of underlying mechanisms in fatigue and sleep management of HIV and other chronically ill patients. Voss' educational interest focuses on the implementation of evidence-based practice and the understanding of big data.

Zauszniewski is the Kate Hanna Harvey Professor in Community Health Nursing and the PhD program director at the Frances Payne Bolton School of Nursing. She has developed and trademarked a cognitive-behavioral intervention as part of resourcefulness training for family caregivers. Her latest research focuses on family caregivers of people with serious mental illness and dementia, and promoting resourcefulness in maintaining health and functioning of older adults. Zauszniewski's teaching interests include psychiatric nursing and research design and methods.

"To have two researchers of this caliber inducted in the same year is a tremendous statement about the quality of their work, and the work being done at our school," said Carol M. Musil, PhD, RN, FAAN, FGSA, interim dean of FPB.

RANKINGS

#13
DNP

#16
MSN

#11

NIH FUNDING
FOR NURSING SCHOOLS

\$3.3-MILLION NIH GRANT PERSONALIZES EXERCISE, NUTRITION “PRESCRIPTIONS” FOR HIV PATIENTS

Health care professionals often advise patients to “exercise more and eat better,” but for people dealing with the physical, mental and emotional challenges of a chronic disease like HIV/AIDS, that advice can be especially challenging.

Nurse scientist **Allison Webel, PhD, RN, FAAN**, assistant professor at the Frances Payne Bolton School of Nursing at Case Western Reserve University, is exploring what hopes to be a better approach. She and partners at three other universities and health care clinics are examining what exercises, how much exercise and what specific diet will benefit individuals also coping with distressing symptoms, such as fatigue, pain and depression. Webel and her colleagues then prescribe a more personalized approach.

“The problem with what we do now is that we often use a blunt tool, when a fine tool is needed—something personalized,” said Webel, whose research focuses on improving the health and wellness of people living with HIV and other chronic diseases.

Webel will be developing those fine tools as part of a \$3.3-million, five-year grant from the National Institutes of Health’s National Institute of Nursing Research. The study’s planned 850 participants will provide physiological data collected by wearable sensors and self-reporting of their diets,

Researchers will also know the participants’ medications and their other chronic health conditions, thanks to a partnership with a nationwide network of HIV clinics.

“What sets this study apart is we’ll know a lot more about each individual patient than in any previous research,” Webel said. “It might be that one patient will benefit from certain exercises or diet that help with inflammation, while another, because of their medications, may not.”

The study of HIV patients may also help determine beneficial approaches to diet and exercise for people with other chronic diseases who also have distressing symptoms, Webel said. “We, as health-care professionals, really don’t yet know how to precisely prescribe exercise and diet. This could help change that.”

Webel is working closely with co-principal investigator Amanda L. Willig, PhD, a nutrition scientist with the University of Alabama at Birmingham (UAB) on the study named PROSPER-HIV. Other partners include Benigno Rodriguez, MD, associate professor at the Case Western Reserve School of Medicine; scientists at medical schools at UAB and the University of Washington; along with researchers at Fenway Health, an LGBT health care, research and advocacy organization in Boston.





FPB RESEARCHERS EXPLORE RESOURCEFULNESS INTERVENTION WITH \$2.2 MILLION FEDERAL GRANT

Nurse scientists at Case Western Reserve University have launched an extensive study to learn how parents can best deal with the overwhelming stress of caring for children who are dependent on feeding tubes, ventilators and other medical technological equipment.

This work, led by **Valerie Boebel Toly, PhD, RN, CPNP**, an assistant professor of nursing, received a four-year, \$2.2 million grant from the National Institute of Nursing Research, at the National Institutes of Health.

Toly believes it is among the first randomized controlled clinical trials to include objective measures of both sleep and stress patterns, plus track emergency room and hospital visits, for these parents. It will also test a suite of web-based tools that improve coping skills to manage stressful situations that arise while caring for their child.

Children who depend on medical technology—feeding tubes, oxygen, or mechanical ventilators and other devices—to stay alive represent about 20 percent of all children discharged from hospitals nationally. But they account for about 60 percent of all health care spending, Toly said.

Since parents provide most of the at-home care for tech-dependent children, Toly said, they often suffer most critically and chronically from adverse health effects of stress that accompany that care.

The new study, in partnership with physicians John Carl, MD,

at Cleveland Clinic and Kristie Ross, MD, MS, at University Hospitals Rainbow Babies & Children Hospital, will examine the impact of caregiving on parents' physical and mental health over nine months.

Specifically, researchers will test and measure the effect of the intervention on self-managed positive health practices, such as exercise, proper nutrition, relaxation, annual checkups, safety and sleep.

Collaborators also include **Jaclene Zauszniewski, PhD, RN-BC, FAAN**, the Kate Hanna Harvey Professor in Community Health Nursing, who developed and trademarked the cognitive-behavioral intervention being used in this four-year study of 200 parents, and **Carol Musil, PhD, RN, FAAN, FGSA**, interim dean of the School of Nursing and the Marvin E. & Ruth Durr Denekas Professor.

Toly said the work is personal for her after spending several years working with these often overlooked families when she was a home health care nurse. She said while some of the children have disorders like cystic fibrosis or muscular dystrophy, many do not, so they don't fit into well-known categories.

"But all of them have complex chronic conditions with medical technological equipment needs to stay alive—so they're everywhere, but nowhere," she said. "These are the families that don't get a break, and this research can help us develop the tools to give them that break."



FLIGHT NURSING CAMP TO SOAR IN JULY AT NEW SAMSON PAVILION

The 17th Annual Flight Nursing Camp takes off at the Samson Pavilion, the new home of the Frances Payne Bolton School of Nursing, from July 12 to 14, 2019, featuring the Callahan Family Critical Care Transport Center.

The three-day learning experience features didactic lectures and surgical skill stations encompassing human simulation, natural synthetic environments, and education in the fourth dimension, all specific to air-medical practice strategies for both experienced flight crews as well as those aspiring to join critical care transport teams.

FPB has also collaborated with FlightBridgeED to offer our first advanced certification review course. This course aims to prepare individuals to sit for the Certified Flight Registered Nurse (CFRN) or the Flight Paramedic-Certified exams. The course includes four online "pre" modules prior to attending Flight Camp, as well as a live two-day course with hands on skill stations. The third day of camp will encompass an advanced procedure lab, simulation scenarios completed in our dynamic helicopter and mobile ICU simulators, and a POCUS ultrasound lab.

Nursing and EMS Continuing Education will also be available. Register at case.edu/nursing/flight-camp until June 12, 2019.

PATTON NAMED INAUGURAL CHAIR OF THE NATION'S FIRST PROFESSORSHIP DEDICATED TO PERIOPERATIVE NURSING



Rebecca M. Patton, DNP, RN, CNOR, FAAN

Rebecca M. Patton, DNP, RN, CNOR, FAAN, was named the inaugural holder of the Lucy Jo Atkinson Professorship in Perioperative Nursing at Case Western Reserve University's Frances Payne Bolton School of Nursing.

A member of the nursing school faculty since 2011 and a past, two-term president of the American Nurses Association (ANA), Patton created the nation's first perioperative requirement for the BSN curriculum. She serves on the editorial board for the *Journal of the Association of Perioperative Registered Nurses (AORN)* and has served on various AORN practice and standards committees. She is one of the editors for *Nurses Making Policy: From Bedside to Boardroom* and has written several chapters on medical-surgical nursing.

The professorship, named for the late Lucy Jo Atkinson, MSN, RN, is the nation's first dedicated to perioperative nursing. A member of the BSN Class of 1954, Atkinson was the first on-site operating room consultant for Ethicon, Inc., a Johnson & Johnson company, and a co-editor for four editions of *Berry and Kohn's Operating Room Technique*.

"Ms. Atkinson was a pioneer in the field of perioperative nursing," said Carol M. Musil, PhD, RN, FGSA, FAAN, FGSA, interim dean for the School of Nursing. "I can think of no better steward of that legacy than Dr. Patton as the inaugural chair of the Lucy Jo Atkinson Professorship."



ICN AND FLORENCE NIGHTINGALE INTERNATIONAL RECOGNIZE FITZPATRICK WITH AWARD

Joyce J. Fitzpatrick, PhD, MBA, RN, FAAN, is the 2019 recipient of the International Achievement Award from the International Council of Nurses and the Florence Nightingale International Foundation.

Fitzpatrick, the Elizabeth Brooks Ford Professor at the Frances Payne Bolton School of Nursing and the inaugural director of the school's Marian K. Shaughnessy Nurse Leadership Academy, was chosen unanimously for her contributions in advancing nursing education through research, innovative conceptual models, and theory development, according to the ICN announcement.

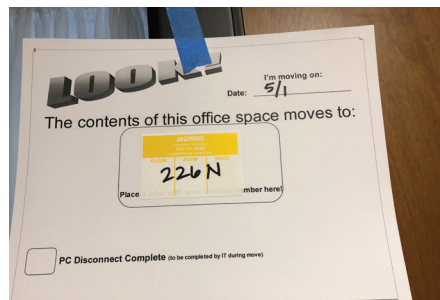
"I am indebted to my nurse colleagues throughout the world who have taught me about the human experience and the important work that nurses do to make the world better for those in our care," said Fitzpatrick, who is also a former dean of the school.

MOVING DAY FOR FPB

The Frances Payne Bolton School of Nursing has a new home! Starting May 1, the School of Nursing will be in Samson Pavilion on the Health Education Campus, just a mile from its old address. The official address for visitors is Frances Payne Bolton School of Nursing, Case Western Reserve University, 9501 Euclid Avenue, Cleveland, OH 44106.

Research faculty and projects remain on the Case Western Reserve main campus at the school's former site at 2120 Cornell Road. All phone numbers remain the same.

Check out the fall issue of Forefront for complete coverage.



Joyce J. Fitzpatrick, PhD, MBA, RN, FAAN; Celeste M. Alfes, DNP, MSN, RN, CNE, CHSE-A, FAAN; and Ronald L. Hickman, Jr., PhD, RN, ACNP-BC, FAAN, were awarded third place in the 2018 American Journal of Nursing Book of the Year Awards for *A Guide to Mastery in Clinical Nursing: A Comprehensive Guide*, which they served as editors.

Fitzpatrick also received a third place award in the gerontologic nursing division for *Self-Neglect in Older Adults: A Global, Evidence-Based Resource for Nurses and Other Health Care Providers* edited by Mary Rose Day, FPB Alumna Geraldine McCarthy and Fitzpatrick .

Jaclene A. Zauszniewski, PhD, RN-BC, FAAN, Kate Hanna Harvey Professor in Community Health Nursing; PhD Nursing Program Director and PhD student **Elizabeth Williams, BSN, RN**, received a \$108,272 NIH/NINR R01 Diversity Supplement for "Caregiving Burden and Heart Rate Variability: Differences by Race/Ethnicity and Gender."

Ronald L. Hickman, Jr., PhD, RN, ACNP-BC, FNAP, FAAN, associate dean for research and associate professor, received the Impact Research Grant for "Mitochondrial Bioenergetics and Fatigue in Critically Ill Adults Weaning from Mechanical Ventilation" from the American Association of Critical-Care Nurses.

Maryjo Prince-Paul, PhD, MSN, RN, associate professor, was elected to the Board of Directors of the Ohio End of Life Options.

Heather Hardin, PhD, RN, assistant professor, received the Pilot Award for "To Evaluate the Effects of a Trust-Building Depression Management Intervention on Moderate Depressive Symptoms in Low-Income Adolescents" from CWRU's Center for Reducing Health Disparities.

Carolyn Harmon Still, PhD, MSM, AGPCNP-BC, CCRP, assistant professor, received a U54 Pilot Award from CWRU's Center for Reducing Health Disparities for "A Community and Tech-Based Approach for Hypertension Self-Management (COACHMAN)."

Elizabeth Zimmermann, DNP, RN, CHSE, was promoted to assistant professor.

Nathaniel Schreiner, PhD, RN, post doctoral fellow, received a Sigma Small Grant from Sigma Theta Tau International Honor Society of Nursing for "Exploring Treatment Burden, Emotional Regulation, and Adherence in Patients Diagnosed with Chronic Conditions."

Christine Horvat Davey, RN, BSN, BSPS, PhD student, received a research grant for "Gene Expression Profiling of Fatigue in Individuals with End Stage Renal Disease" from the American Nephrology Nurses Association.

The following FPB faculty and recent graduates received awards at the 2019 Midwest Nursing Research Society's (MNRS) Annual Conference.

Mary Terhaar, PhD, RN, ANEF, FAAN, the Arline H. and Curtis F. Garvin Professor of Nursing and associate dean for academic affairs, Advancement of Science Award, Nursing Education Research Interest Group

Chris Winkelman, PhD, ACNP-BC, FAANP, FCCM, CCRN, CNE, associate professor, Distinguished Investigator Award, Acute & Critical-Care Across the Lifespan Research Interest Group

Heather Hardin, PhD, RN, assistant professor, Early Career Investigator Award, Family Health Research Interest Group

Scott Emory Moore, PhD, APRN, AGPCNP-BC, assistant professor, New Investigator Award, Health of Diverse Populations Research Interest Group

Nicholas K. Schiltz, PhD, assistant professor, New Investigator Award, Decision-Making Research Interest Group

Valerie Boebel Toly, PhD, RN, CPNP, assistant professor, Mid-Career Investigator Award, Family Health Research Interest Group

Grant Pignatiello, PhD, RN, post-doctoral fellow, Dissertation Award, Decision-Making Research Interest Group; New Investigator Award, Acute & Critical-Care Across the Lifespan Research Interest Group

Nirmala Lekhak, PhD, RN, doctoral graduate, Dissertation Award, Gerontological Nursing Science Research Interest Group

Jessica L. Spruit, DNP, RN, CPNP-AC, doctoral graduate, DNP Project Award, Palliative and End of Life Care Research Interest Group

Marian K. Shaughnessy
Nurse Leadership Academy
will prepare nurses to lead

Lighting the Way

BY JESSICA ULLIAN LACOUNT



“Nurses are the quiet majority of four million health care workers. They run the hospital system 24 hours a day when everyone else goes home.”

— Marian K. Shaughnessy, DNP, MSN, RN



During her April 2012 “Leadership in Organizations and Systems” DNP course, Joyce Fitzpatrick PhD, MBA, RN, FAAN, gave her students an assignment she offers each year: write a letter to yourself as a leader, dated one year from today, stating your leadership goals and what you’ve accomplished in that time period. For one student — Marian K. Shaughnessy, DNP, MSN, RN — her goal was clear: she’d make a decades-old dream come true by investing in leadership education for nurses.

“Nurses must seize the opportunity to be not just facilitators of health care but rather leaders in their own right,” she wrote. “They will be the agents of change responsible for providing others with a lighted path toward positive changes in the nursing field.”





“I could have been more challenged academically than I was. I made a very careful assessment of how to change the world of nursing education, because I saw the need.”

— Joyce J. Fitzpatrick, PhD, MBA, RN, FAAN

There are a lot of people in health care systems, and they've all got pieces of the puzzle, but the nurse is the one with the whole picture."

— Marian K. Shaughnessy, DNP, MSN, RN

Today, the light on that path is brighter than ever with the launch of the Marian K. Shaughnessy Nurse Leadership Academy at the Frances Payne Bolton School of Nursing. With Fitzpatrick, a former dean at the school and the Elizabeth Brooks Ford Professor of Nursing, serving as its inaugural director, the academy's goal reflects the one outlined by Shaughnessy in that paper: ensure that the next generation of nurses is prepared to shape the system that provides care.

"Individuals go into nursing because they want to take care of people," Fitzpatrick said. "We will help them understand that you take care of more people and populations, if you are the director of health for a city or state, or the secretary of health and human services. We want to encourage nurses to think bigger."

Established with a \$5 million gift from Shaughnessy and her husband, Michael, the former president of Color Matrix, the academy will focus on addressing some of the long-established imbalances of the profession, such as a preponderance of nurses without advanced degrees, and a lack of representation at the policy level. Although nurses make up 30 percent of the health care workforce, their representation on hospital boards hovers near five percent.

"Nurses are the quiet majority of four million health care workers. They run the hospital system 24 hours a day even when everyone else has gone home," said Shaughnessy, who serves on the Board of Directors of University

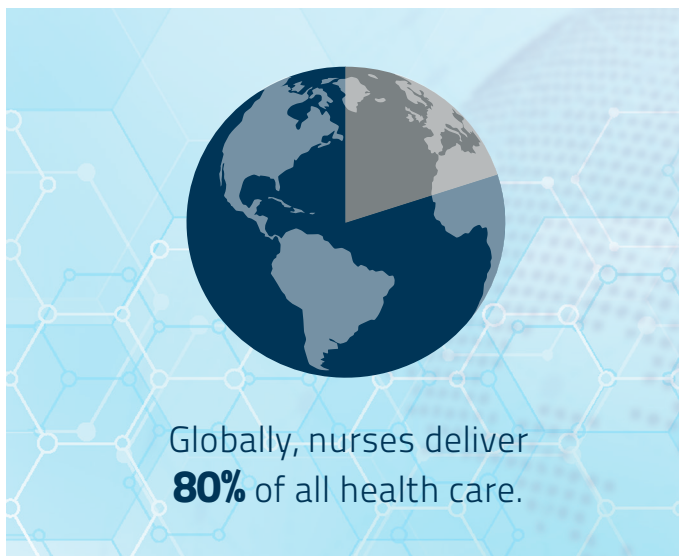
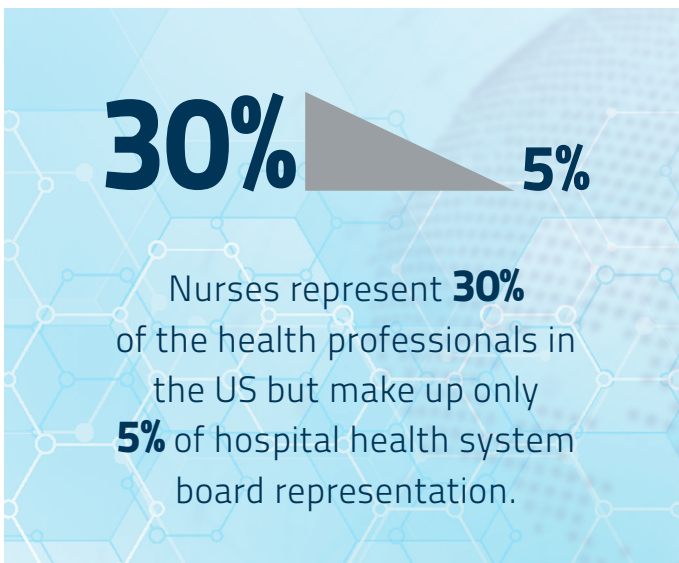
Hospitals Cleveland Medical Center and the Board of Trustees for the American Nurse Foundation. "There are a lot of people in health care systems, and they've all got pieces of the puzzle, but the nurse is the one with the whole picture."

NURSING'S PYRAMID PROBLEM

Nursing's lack of representation in policy-making positions isn't a new problem, but one that's been decades in the making. Fitzpatrick points to a number of factors, ranging from outdated educational requirements to last century's gender norms. Nurses can still enter the field with an associate's degree, while other health care education programs, such as physical therapy and pharmacy, now require doctoral degrees for licensure and practice. Fitzpatrick noted that the result is a "bottom-heavy pyramid" in the educational preparation of nurses, where less than one percent of nurses have doctoral degrees.

"There's something wrong with that picture, in terms of really developing our power," she said.

Fitzpatrick also points to her own educational experience as an example of how nurses were often discouraged from seeking higher education. When she started college, only two programs at her university were open to women: nursing and foreign languages. "I could have been more challenged academically than I was," she said. "I made



a very careful assessment of how to change the world of nursing education, because I saw the need.”

In 2010, the Robert Wood Johnson Foundation (RWJF) and Institute of Medicine (IOM) released their joint, two-year assessment to transform the profession in *The Future of Nursing: Leading Change, Advancing Health*. Among the recommendations was a push for 80 percent of registered nurses to have a baccalaureate degree by 2020. Last February, RWJF reported that the percentage of employed nurses with a bachelor’s degree in the United States had reached an all-time high of 56 percent in 2017.

Nonetheless, this proved to be its own call to action for Shaughnessy, and she decided to make it her life’s goal to transform the profession.

“We’re at a critical point,” she said. “Healthcare costs continue to rise; hospitals are increasingly pressured and measured on quality of care, and getting patients out of the hospital as rapidly as possible in a safe and efficient manner. It’s time to unleash the potential of nurses.”

A FIVE-POINT PLAN FOR THE FUTURE

As plans for the Marian K. Shaughnessy Nurse Leadership Academy develop, advisors are using a five-point “compass” for guidance. They are targeting leadership development for current FPB staff and faculty; administrative and leadership education for doctoral students; continuing education in executive leadership for nurses at all levels regionally, nationally and globally; research and scholarship on the science of nurse leadership; and recruitment of new leadership faculty, including the use of a visiting executive-in-residence model.

According to Fitzpatrick, mentorship is key and part of the academy’s mission is to formalize relationships in ways that demonstrate the breadth and range of opportunity in nursing to current students. “I often say to my students, ‘If you don’t know where you’re going, any road will take you there,’” she said. “Part of how we help is to assign a

self-assessment, and then get students connected to somebody who can help them grow into what they want to be five years from now.”

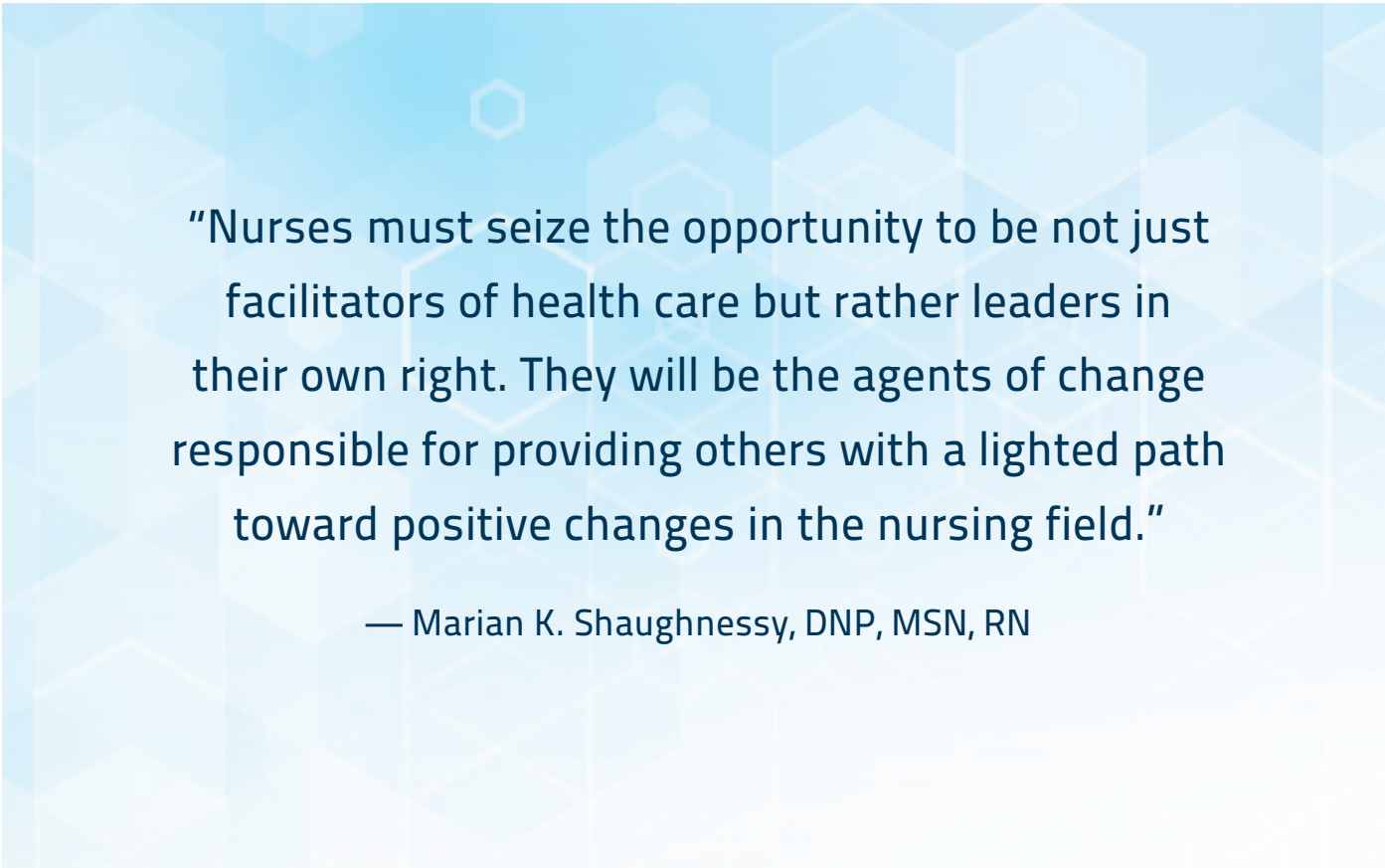
The Marian K. Shaughnessy Nurse Leadership Academy will draw on FPB’s pool of alumni in leadership roles and its connections to nurse leaders around the country, such as Linda Burnes Bolton, DrPH, RN, FAAN, former vice president of nursing and chief nursing officer at Cedars Sinai, the Los Angeles-based hospital system. Burnes Bolton, who serves as an advisor to the academy and a Case Western Reserve trustee, explained that nurses need to seek out leadership opportunities both within and outside of their workplaces to gain the most comfort and familiarity with the role.

“Leadership is a practiced art, and is improved with more practice,” Burnes Bolton said. “Demonstrating one’s ability

to lead is essential to obtaining support for nurses to lead in different roles.”

In response to the Future of Nursing report, RWJF voiced an additional goal: to place 10,000 nurses on boards by the year 2020. As of February, more than 5,700 nurses reported serving on boards.

The Marian K. Shaughnessy Nurse Leadership Academy’s initiatives will be available to all FPB students, with a particular emphasis on skill sets such as financial management and information technology, as well as what Fitzpatrick calls “leadership attitudes.” Too often, she said, nurses aren’t prepared to think of themselves as potential leaders with the knowledge and power to have an impact. “We have simulation programs for clinical skills, but we don’t have a simulation program for leadership skills,” she added. “The knowledge itself is not enough.”



“Nurses must seize the opportunity to be not just facilitators of health care but rather leaders in their own right. They will be the agents of change responsible for providing others with a lighted path toward positive changes in the nursing field.”

— Marian K. Shaughnessy, DNP, MSN, RN

A Life's Goal Achieved: Marian Shaughnessy's Vision for Nursing

What qualities make a good leader?

Marian K. Shaughnessy knows them when she sees them.

"We all know what it means when someone walks into the room and has executive presence," said Shaughnessy DNP '17, MSN '85. "It's how you act, how you speak, how you look, and whether you're a genuine, authentic person. Saying what you mean, and having some gravitas."

Over the course of her career, Shaughnessy, whose \$5 million gift established the Marian K. Shaughnessy Nurse Leadership Academy at Frances Payne Bolton School of Nursing, has had plenty of opportunities to observe great leadership and the lack of leadership. From her early days as an operating room nurse to her current role as co-chair of the Quality and Professional Affairs Committee at University Hospitals of Cleveland, her experience drove her mission to formalize leadership training for nurses, and bring them to the forefront of health care policymaking.

"Nurses have been writing about issues in health care for decades, without garnering attention for their point of view," she said. "But they hold the keys to lower costs while

maintaining good health care outcomes. If I don't do anything else in my life, there has to be a way to shed light on nursing's expertise to resolve these issues."

Shaughnessy cites vision and mutual trust as key components of good leadership; vision to demonstrate a results-oriented sense of purpose, and mutual trust to ensure that the team shares the goal. "You learn from positive and not-so-positive experiences," she said about her career. "There are people that guide you in the right direction. Then there are people who lack the 'right stuff' to develop others. They are leaders in name only because of their job titles or positions on organizational charts. They lack the knowledge base and ultimately followers to be true leaders."

Shaughnessy envisions a future of nursing leadership that doesn't only prepare more nurses to take on larger roles, but also explores the science of success and develops proven guidelines for best practices. "We are missing the research piece to successful nurse leadership," she said. "As we build out this important component, the Academy can facilitate integration of these best practices."



Marian K. Shaughnessy DNP '17, MSN '85

Shaughnessy is a double alumna of Case Western Reserve, and said the decision to create her leadership academy at her alma mater was clear. "It's no secret that the Frances Payne Bolton School of Nursing has historically turned out the best scholars and leaders in nursing," she said. "We want to build on that reputation, and be the leadership destination for nursing."

SPRINGING AHEAD

One of the first initiatives by the Marian K. Shaughnessy Nurse Leadership Academy began in spring 2019, with the launch of the DNP Post-Doctoral Leadership Lecture Series in New York. For the first lecture, Richard Boyzatis, the H.R. Horvitz Professor of Family Business and Professor of Organizational Behavior at Case Western Reserve, spoke on "Resonant Leadership: Inspiring Others Through Emotional Intelligence & Renewal." More than 30 DNP faculty and alumni have committed to membership in a Founder's Circle to guide the lecture series, with the next scheduled for August 2019 in the school's new home in the Sheila and Eric Samson Pavilion on the Health Education Campus.

"Our graduates, in particular, have been in key leadership roles, including CEO of the American Nurses Association and the American Organization of Nurse Leaders," Fitzpatrick said. "We are a helping profession, and we want to help each other grow, develop, and change the world of nursing."

Other plans include a deep dive into leadership science, studies of entrepreneurship and innovation in the field, and an emphasis on the sheer breadth of opportunity within the nursing industry and all the career possibilities that entails. Fitzpatrick is particularly encouraged by the presence of two nurses in the United States Congress, as of the 2018 elections — a great example of what can happen when nurses aim high.

"This is not just about Northeast Ohio — this is all over the country and beyond," Fitzpatrick said. "Since 2001, nursing has consistently been identified by the public as the most trusted professional field. Now we can teach nurses how to view themselves that way, and change the existing situation."

View from the Top

BY ELIZABETH LUNDBLAD



How do you get there from here? Nurse leaders share how to set new sights in your professional horizon.

Policymakers, entrepreneurs, academicians, and philanthropists joined fellow alumni on campus last fall to kick-off the Marian K. Shaughnessy Nurse Leadership Academy, as part of the 2018 Homecoming and Reunion Weekend, at the Frances Payne Bolton School of Nursing.

During the all-day Nurse Leadership Conference, graduates with a view from the corner office discussed how they parlayed their nursing education and skills into prominent leadership roles across a variety of disciplines.

At the same time, they looked to the future of nursing and how the Marian K. Shaughnessy Nurse Leadership Academy can help fill the leadership gap in nursing.

That gap is seen in the lack of nurses in the C-Suite, the board room, and legislature despite making up 30 percent of the health care workforce and delivering 80 percent of the health care worldwide.

Recognizing these challenges, Marian K. Shaughnessy, DNP, MSN, RN, along with her husband, Michael, made a \$5 million commitment in 2018 to establish an academy that bears her name to infuse transformational leadership education into the school's existing curricula.

"I knew if I wanted to do anything in leadership, I needed to be at FPB," said Shaughnessy who earned both her MSN and DNP at Case Western Reserve.



“FPB is the leadership destination,” added Joyce J. Fitzpatrick, PhD, MBA, RN, FAAN, the Elizabeth Brooks Ford Professor of Nursing. “We want to think big, and our students and alumni can help us think bigger.”

Fitzpatrick serves as the inaugural director for the academy, which has several primary objectives. Those objectives focus on inspiring leadership in faculty, staff, current students, and alumni through education, partnerships and policy.

RAISING A LEADERSHIP VOICE

In her lecture, “Finding Your Nursing Voice,” Margaret Fitzgerald, DNP, RN, made a simple appeal to the audience, “Acknowledge your part in the conversation, and get your voice out there.”

Fitzgerald (DNP’06) is the founder, president, and principal lecturer with Fitzgerald Health Education Associates, an international company that provides nurse practitioner certification preparation and continuing education for health care providers.

She noted that nursing consistently ranks as one of the most respected professions in annual Gallup Polls. “It’s time that nurses start regarding themselves as highly as the public does,” said Fitzgerald.

“We mentor others, and allow others to carry the nursing voice—our message,” Fitzgerald explained. “Our work is based on science and evidence-based practice, but we’re known for our caring. Nurses are more



The Honorable Carol Roe, JD, MSN, RN



Colleen Leners, DNP, APRN, FAANP



Margaret Fitzgerald, DNP, RN

than four million strong. We need to be in more boardrooms and be heard.”

Embracing ones’ skills and adding your voice were common takeaways from the conference speakers.

As Director of Policy at the American Association of Colleges of Nursing (AACN), Colleen Leners, DNP, APRN, FAANP, evaluates federal legislation and provides regulatory analysis for the association. In her lecture, “State of Play in the Beltway 2018,” Leners emphasized policy to affect change in one of the largest sectors of the national budget: health care.

With a quarter of the federal budget spent on Medicare and Medicaid, the government relies on lobbyists and policy wonks to craft health care policy. The legislators’ health care communities—especially nurses—are underutilized or underdeveloped. Yet, nurses are critical to shifting debate and focusing attention on workable solutions to health care crisis.

“Be the subject matter expert that you are. Be the clinical expert that you are,” Leners (DNP’12) advised. “Advocacy works. Your ability to be a voting advocate is huge.”

Legislators, especially those who wish to stay in office, are concerned with how the health care bloc of their community will vote. “News, time and money drive action when it comes to policy,” she added.

Leners noted some emerging issues that the American Association of Colleges of Nursing (AACN) is watching include the opioid epidemic, telehealth, rural health, the Medicare Access and

Chip Reauthorization Act (MACRA) implementation, and the increased role of nurse practitioners (NPs) in primary care delivery. Fitzgerald added that NPs are the primary source of health care available to the public.

In January 2019, the American Association of Nurse Practitioners released its 2019 National Nurse Practitioner Sample Survey, which estimated that more than 270,000 NPs are licensed to practice in the United States—almost 30,000 more than last year’s estimate. That number has more than doubled over the last 10 years, when there was an estimated 120,000 NPs in 2007.

GETTING IN THE GAME

The Leadership Conference’s final speaker, the Honorable Carol Roe, JD, MSN, RN, mayor of Cleveland Heights, Ohio, echoed the sentiments of both Leners and Fitzgerald. She noted that participation is the seed of leadership.

“Participation in the process is key. In your community, workplace, professional organizations and government,” said Roe, (MSN’79). “Policy is the choices we make with money, and politics is the process of influencing the allocation of scarce resources. Like many say, if you’re not at the table, you may be on the menu.”

Roe, a former lobbyist for the Ohio Nurses Association, was one of the architects of the legislative strategy to recognize Advanced Practice Registered Nurses as primary health care providers in Ohio. She was a key player in establishing minimum standards for dialysis technicians in the state.

Citing Florence Nightingale’s famous quote, “I attribute my success to this—I never gave or took an excuse,” Roe said that nurses should equip themselves with a 30-second elevator speech.

“It should be no more than three bullet points. Nurses bring great listening skills to the table,” she added. “It’s important to understand and listen to both sides of an issue, and be able to negotiate something in the middle.”

Communication is instrumental to progress.

“Tell your story,” Leners noted. “You are the expert. Invite them to your practice.”

Calling for More Representation

Nurse visibility in the boardroom sits at an anemic five percent. When it comes to health care reporting, nursing voices are even more alarmingly muted.

In 1997, the Woodhull Study on Nursing and the Media revealed health news stories quoted nurses as expert sources in only four percent of print publications.

Twenty years later, George Washington University and Berkeley Media Study Group conducted a replication study—Journalists’ Experiences with Using Nurses as Sources in Health News Stories. The researchers, including Kristi Westphal, PhD, RN, CPNP-PC, now a postdoctoral fellow with the Center for Child Health and Policy at Case Western Reserve, found that the results of Woodhull actually dropped.

Woodhull 2 found nurses were identified as sources in just two percent of quotations or other sourcing in health-related articles. Nurses and the nursing profession were rarely mentioned in stories about health care—only about 13 percent of the time.

“From this replication study, we found nurses remain invisible and unrepresented in health news media,” Westphal said.

Woodhull 2 added two phases to the original study, including a qualitative interview with health journalists and an analysis of Twitter usage by the top 50 nursing schools.

“We tend to operate within a nursing silo,” Westphal said. “In order for nursing to transform—to be able to work with teams from other professions such as medicine, journalism, leadership, and business—we need to be thinking about subcultures. Building understanding and building bridges.”

While presence on boards is a part of growing nursing’s voice, it is not a panacea to the profession’s lack of representation. Westphal said the challenge for nursing is to think beyond academic journals and conferences and make research more accessible.

“Leadership, media and power are all interrelated,” she said. “I’d like nursing to think more about the strategic piece to social media. Visibility happens in multiple spheres...The point of our research is to reach the everyday person and to improve their lives.”



Lessons in Leadership:

AAN Living Legend Ruby L. Wilson EdD, MSN, RN, FAAN, reflects on how effective leadership drives progress

Ruby Wilson's resumé reads like a 60-year history of nurse leadership and innovation. Before she earned her master's degree at Case Western Reserve University in 1959, she had already worked with colleagues in nursing and medicine to develop the first clinical master's program in the country. It became a national model for graduate nursing specialization. She later used that expertise to help develop the physician assistant program model.

In 1963, she was appointed the first clinical nurse specialist at Duke Medical Center, with faculty appointments in the nursing school, the medical school and a special appointment in Duke Hospital. She was the only nurse at Duke at the time to have this powerful triad of appointments. In 1971, she became dean of the Duke School of Nursing, with full professorships in nursing and medicine. She maintained that position until 1984 when she became assistant to Duke's chancellor for health affairs.

At the national level, Wilson testified before Congress and helped draft nursing legislation. The American Academy of Nursing and the Institute of Medicine elected her as fellow— positions she used to lobby for the creation of the NIH National Institute of Nursing Research. Always the innovator, she even advocated for a hospital smoke-free policy in 1974, believing that hospitals should model for healthy practices—a policy finally adopted by Duke Medical Center in 2007.

Forefront asked Wilson, now Dean Emerita of Duke Nursing and American Academy of Nursing Living Legend, to discuss the role of the nurse leader.



Ruby Wilson (seated) with Duke faculty who are all FPB alumni during Duke's Commencement in 2015

***Forefront:* Who was your greatest inspiration?**

Wilson: God and my mother. My mother took in convalescents from the nearby hospital, collected used clothing for the less fortunate to wear to church, and used naturopathy techniques passed down for generations.

***Forefront:* What makes a great leader?**

Wilson: A great leader is a visionary guide for an organization. You need to consider the objectives as well as emotional factors when planning for change and its implementation. You also need to recognize progressive steps that others can make while giving them new challenges.

***Forefront:* Are nurse leaders different from leaders in other fields?**

Wilson: The skills that nurse leaders possess are no different from other leaders, but the subjects on which they focus are different. Effective, strong leaders need to be knowledgeable, self-confident, assertive, but flexible. Leaders should be enthusiastic learners. Take it all in. You should encourage reticent peers to be expressive. At the same time, encourage those who are more activist in nature to be observant. Learn from both.

***Forefront:* What obstacles did you face in becoming a nurse leader and how did you overcome them?**

Wilson: Securing enough funding for research was one of the toughest aspects of my work. I developed a team of people who shared my goals, which helped immensely in this endeavor. Leaders must serve unselfishly, and recognize leadership roles are ones of privilege. You serve no one if a leadership position is misused for self-aggrandizement.



Alumni Award winner Carol Roe surrounded by family, friends and faculty during Homecoming 2019

22

A Class Act:
From Newsletter to
New Students

24

Meet Our 2018
Alumni Award Winners

26

Class Notes/In Memoriam

31

Student Spotlight

A CLASS ACT



Friendship, Fellowship & Philanthropy

BY MICHELLE KOSKI WITH HELEN JONES-TOMS

Sixty years ago, the BSN Class of 1959 graduated from the Frances Payne Bolton School of Nursing and headed out into the world with their newly minted nursing degrees. Over the decades, they have had careers, families and adventures while remaining close to each other thanks in part to the efforts of classmates Sally Shea Syme and Dorothy "Dot" Esenwein Vosloh.

"I keep 4 x 6 cards with marriage dates, children's names, and other tidbits of info and have made the class newsletters for years," Vosloh said. "They began as carbon paper copies and classmates donated money for postage."

Although an email newsletter has replaced the carbon paper version, the enduring connection to each other and the school remains. Syme attributes these strong ties to their great BSN experiences, which included spending time with the school's namesake: Ohio Congresswoman, philanthropist, and health care advocate Frances Payne Bolton.

"Mrs. Bolton was always down-to-earth, and far ahead of her time," Syme said. "She would often invite students to her home for tea. If she wasn't going to be in town that week, she would pin her Thursday Night Cleveland Orchestra tickets on the FPB bulletin board for us to use. I will never forget those concerts."

In many ways, the class annual luncheons hosted by Syme pay homage to Mrs. Bolton's sense of comradery.

At the 2001 luncheon, May L. Wykle, PhD, RN, FAAN, FGSA, then dean and now professor emerita, challenged the Class of 1959 to extend their good fellowship to the next generation of FPB graduates in the form of a class gift. The result was the creation of the Class of 1959 Endowment Fund with contributions over the years from 57 graduates and their friends. To date, more than 15 partial scholarships have been awarded.

A recent gift of \$150,000 by classmate Sheila Stenger

HOMECOMING 2018

Collins and her husband, Walt, increased the impact of scholarship support for FPB students and will more than double the value of the fund.

The Collins' gift was possible through the Richard J. Fasnmyer Foundation, established by the Collins' late friend, Richard J. Fasnmyer. Walt Collins served as a foundation trustee.

"Dick will always be remembered for his kindness, generosity and fun-loving spirit," Shelia Collins said. "He would have been honored to support students at the Frances Payne Bolton School of Nursing."

Collins, who was a newlywed when she studied at FPB, continues, "All of us cherish our memories and friendships we made there. Our years at FPB were challenging and rewarding. I am proud to be a graduate of one of the best nursing schools in the country."

Third-year BSN student Robin Barr, a Class of '59 scholarship recipient, already shares that pride too. In a recent thank-you note to the class, she wrote, "I have wanted to study nursing at FPB since I was a junior in high school....Nursing is my passion and I have never second guessed what major I chose or what university I chose to attend."

The Class of 1959 celebrates their gift of friendship and philanthropy this fall at their 60th Reunion at the school's new home on the Health Education Campus.



1. Left to right, Alumni Awards Winners Emerson Ea (DNP '07), Carol Roe (MSN '79), and Catherine Dell (BSN '09) with Interim Dean Carol M. Musil (PhD '91, MSN '79)
2. Associate Professor Diana Morris (PhD'91, MSN' 86), left, and FPB friend Tracy Freeman.
3. Michele Clark (MSN '00) left, and Cheryl Brown Bass (BSN'92)
4. Left to right, Nancy Gorenshek (MSN '69, BSN '65), Mary Ann Thurkettle (PhD'87, BSN'71) and Linda Fahr Howsare (MSN '75, BSN'71)
5. Faculty members Ronald Hickman (PhD' 08, MSN'06, MN'13, CWR'00) and Rebecca Patton (DNP'17, MSN'98)



Meet Our 2018 Alumni Award Winners



2019 ALUMNI AWARD FOR EXCELLENCE EMERSON E. EA, DNP'07

Recognizes alumni who demonstrate outstanding leadership and achievement in nursing, and have made a significant contribution in nursing or related areas of health care.

Emerson Ea, PhD, DNP, APRN, CNE, FAAN, is assistant dean and clinical associate professor at New York University Rory Meyers College of Nursing. In addition to these roles, he has also been the principal investigator of several research projects, including a community-based pilot study that explored the relationships among acculturation, job stress, psychological distress, and hypertension among Filipino registered nurses and domestic and home care



2018 DISTINGUISHED ALUMNI AWARD CAROL A. ROE, MSN'79

Recognizes alumni who have demonstrated continuous, outstanding, creative and exemplary contributions to the disciplines of nursing and health care or have made noteworthy contributions in related fields throughout their careers.

The Honorable Carol A. Roe, JD, MSN, RN, has served as mayor of Cleveland Heights since January 2018, and is the principle consultant in Layton Roe Consulting. Previously, she held positions as a nursing administrator, clinical nurse specialist, faculty member, lobbyist, nursing regulator, compliance officer and risk manager.



2018 YOUNG ALUMNI AWARD FOR EXCELLENCE CATHERINE DELL, BSN'09

Recognizes outstanding achievement and significant contributions in nursing or related areas of health care by alumni early in their careers after graduation from Frances Payne Bolton School of Nursing.

Catherine Dell, MSN, BSN, was a nurse practitioner with the Global Health Service Partnership (GHSP), a partnership between the US Peace Corps and Seed Global Health that places nursing and medical educators in Sub-Saharan Africa to build capacity of nursing and medical education in low resource settings. She served as one of the first nursing

Each year the Frances Payne Bolton School of Nursing Alumni Association honors the accomplishments of the school's best and brightest nurse leaders during its Alumni Awards Luncheon at Homecoming. Meet last fall's award winners which include a noted researcher, a global relief worker and a local mayor.

workers. He is also the author and founder of *Kaya Ko!* – a health education campaign that empowers Filipinos to adopt and maintain a heart healthy lifestyle.

A Jonas Policy Scholar for the American Academy of Nursing Cultural Competence and Health Equity Expert Panel, Ea is a fellow of the American Association of Colleges of Nursing Leadership in Academic Nursing Program and the New York Academy of Medicine. In November, he became a fellow of the American Academy of Nursing.

Among his many awards are the Nursing Research Award from the Philippine Nurses Association of New York, the NYU Rory Meyers College of Nursing Distinguished Faculty Award, and the Most Outstanding Nursing Alumnus Award in the Nursing Research Category from the University of St. La Salle, Philippines.

Ea received his BSN from University of St. La Salle, Philippines, his DNP from the Frances Payne Bolton School of Nursing, and his PhD from Duquesne University.

While working as the lobbyist for the Ohio Nurses Association, Roe was one of the architects of the legislative strategy to recognize Ohio's advanced practice registered nurses as primary health care providers in Ohio. She was instrumental in the establishment of minimum standards in Ohio for dialysis technicians. She is the recipient of the GCNA Lifetime Achievement Award, and has been recognized by the Ohio Nurses Association with awards for

political excellence and association leadership.

Mayor Roe obtained her diploma in nursing from Bethesda Hospital School of Nursing, her BSN from the College of Mt. St. Joseph on the Ohio, and her MSN from the Frances Payne Bolton School of Nursing. To bolster her strength as an advocate for nursing and patients in the public policy arena, she then went on to earn her law degree from Cleveland State University.

educators in the Kingdom of eSwatini, formerly Swaziland. There she used her clinical experience as a nurse practitioner to help design and coordinate the country's first Family Nurse Practitioner Graduate Program at the University of Swaziland. In this role, she worked with undergraduate nursing students, introducing interactive, practical lessons in the classroom and clinical setting that emphasized critical thinking, professionalism, and intercultural understanding.

Dell is currently a nurse practitioner with the US Department of Veterans Affairs, where she provides care

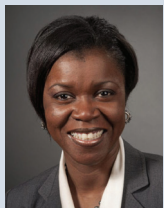
for veterans with lung cancer and seeks opportunities to alleviate healthcare disparities at home and abroad.

After receiving her BSN from Frances Payne Bolton School of Nursing, Bell continued her education at the University of Pennsylvania, where she earned her MSN as an Acute Care Nurse Practitioner. She went on to become the first nurse practitioner at Select Specialty Hospital in Pittsburgh, Pennsylvania, where she was instrumental in developing the role of the advanced practice provider in the long-term acute care setting.

classNOTES

Christine A. Hudak (BSN '74) received 2019 Most Influential Women in Health IT Award from Healthcare Information and Management Systems Society. Hudak is the health informatics program director and professor of health informatics at Kent State University.

Carol Thompson (PhD '89) was designated a Master of Critical Care Medicine (MCCM) by the Council of the Society of Critical Care Medicine (SCCM). Thompson, a professor at the University of Kentucky College of Nursing and assistant dean of its MSN and DNP program studies, is the second nurse with the MCCM designation.



Launette Woolforde (DNP '10) was named a 2019 American Nurses Credentialing Center (ANCC) National Certified Nurse of the Year in

the category of Nursing Professional Development. Woolforde is the vice president of nursing education and professional development for Northwell Health and assistant professor at the Zucker School of Medicine at Hofstra/Northwell.

Julie Mirkin (DNP'18) was appointed chief nursing officer, Stony Brook University Hospital. Previously she served as vice president for care coordination for NewYork-Presbyterian HealthCare System.

1940s



Annette Williams Brown (MN '43), 98, of McCandless Township, Pennsylvania, died Wednesday, April 20, 2016. She was

a US Army nurse in the Philippines during WWII. On the boat home, she met her future husband, Dr. Andrew J. Brown, Jr. She volunteered with her church to record audio books for the blind. She and her husband enjoyed golf, horseback riding, traveling, the symphony, and the theater.



Ruth Baldinger Clark (MN '45), 96, of Kelso, Washington, died January 1, 2019. She graduated from Oberlin College in 1943. In the

spring of 1944, she met Marion Clark at Case Western Reserve University, where she was in nurses' training and he was in medical school. They married a year later. She earned the second highest score in the state on the nursing proficiency exam.

H. Virginia "Ginny" Carlson Larson (MN '46), 94, of Portland, Oregon, died February 10, 2019. Born in Pittsburgh and grew up in Cleveland, she moved to Portland, Oregon with a fellow nurse after earning her MSN. She met her future husband, Kermit Larson, on a ski trip to Mt. Hood. They lived in Madison, Wisconsin, for 38 years for returning to Portland to be close to their five grandchildren. She enjoyed stained glass work and travel abroad.

inMEMORIAM

Barbara Leonard Sanborn (DN '48), 92, of Ashtabula, Ohio, died November 12, 2018.



Margaret Henry Berger (MN '47), 102, died November 25, 2018. She was a part of the US Nurse Cadet Corp at Case Western Reserve.

1950s

Marcia Gleisser Frank (BSN '50), 90, of Waban, Massachusetts, died on January 4, 2019. Born in Bronx, New York, she served as a nurse in Cleveland, Ohio and San Francisco, California. She was the mother of three children.



Harriette Werther Schach (DN '48; BSN '52), 91, of Chagrin Falls, Ohio, passed November 8, 2018.

After earning her nursing degree, she worked at the Talihina Indian Hospital in Talihina Oklahoma for two years before returning to Cleveland to marry her high school sweetheart, Harvey Schach. She worked as a public health nurse while being involved with the family business. She enjoyed life on the Great Lakes and was a founding member of the Fox Hollow Garden Club.

inMEMORIAM



Marianne Cavas Morgan (BSN '53), 89, of Hudson, Ohio, passed November 16, 2018. Born in Toledo, Ohio, the active wife and mother belonged to the Hudson chapter of the P.E.O. Sisterhood and the Women's Club of Hudson. She was a member of St. Timothy's Episcopal Church in Macedonia since its founding.



Ruth Larmay Winslow (MN '53), 90, of Strongsville, Ohio, died August 8, 2018. Born in Chicago, Illinois, she graduated

from Wheaton College with a degree in anthropology before pursuing her nursing studies. She was a nurse at many area hospitals before working in nursing education. A dedicated mother and grandmother, she was a member of Bay Presbyterian and Royal Redeemer Church, participating in bible studies and the choir.



Margery "Marge" Duffey (MSN '54), 92, of Chapel Hill, North Carolina, passed November 29, 2018. Duffey

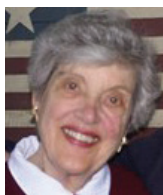
served as the associate dean for planning and development at the UNC School of Nursing from 1980 to 1985. An expert in both curriculum development and program evaluation, she was instrumental in establishing North Carolina's first PhD in nursing program at Chapel Hill. She established evaluation criteria for the school's RN-to-BSN program. After stepping down

from administration, Duffey continued to teach in the doctoral program until her retirement in 1994.



Laura Bond Carlson (BSN '54), 87, of Pittsburg, Kansas, died February 28, 2019. Among the many administrative

positions she held in Community Health, Obstetric, and Medical-Surgical nursing, her most fulfilling role was as director of nursing at the City Hospital in Springfield, MO from 1958 to 1962 where she started immunization and family planning clinics. A member of Sigma Theta Tau, she was the first faculty person hired in the new Pittsburg State University Department of Nursing in 1971 and later left teaching to manage the fledging family planning clinic for four successful years.



Janet Nelson Marshall (BSN '55), 86, of Chagrin Falls, Ohio, passed December 1, 2018. After graduating from the Frances Payne

Bolton School of Nursing, she married Wentworth J. Marshall Jr. The couple had three daughters. Active in her community, she was a member of Lord of Life Lutheran Church, The Christmas Cove Improvement Association, Woman's City Club, Junior League of Cleveland, The Mayfield Country Club, and Delta Gamma Fraternity. She also volunteered for the Cleveland Society for the Blind, Homecrafters, and the Orange Arts Council.



Thelma Abood Saade (MSN '57), 95, of Westlake, Ohio, passed on December 31, 2018. She and her late husband John had three children and eight grandchildren.

Rev. Norma Swingle Mengel (FSM '58; BSN '59), 82, of St. Paul-Minneapolis, Minnesota, died December 4, 2018. After receiving her BSN from FPB, she earned Master of Public Health from Johns Hopkins University, and a Master of Divinity from Lancaster Theological Seminary in Pennsylvania. She was a nurse, a professor, and a missionary in South Korea. She worked in community health departments focused on mental health in Baltimore, Maryland and Bangor, Maine. She also had been head of several visiting nurse associations as well as ordained minister in the United Church of Christ.

1960s



Margaret "Peggy" Dudney (MSN '63), 92, of Chattanooga, Tennessee, passed November 8, 2018.

She was the director of nursing at both Erlanger Hospital and TC Thompson Children's Hospital in Chattanooga. At Erlanger, she established the OR Scrub Tech program and opened the first coronary care unit. While she was the director of personnel and training at Nashville Memorial Hospital, she earned her JD at night in 1975 and received a gubernatorial appointment to serve as Tennessee's first executive director of the Medical Malpractice Review Board. She also was

inMEMORIAM

a consultant for the State Public Health Department in Medicare Certification and worked for Provident Life Insurance developing wellness programs for large national corporations.



Patricia Jenaway Estok (BSN '66; MSN '70), 86, of Aurora, Ohio, died January 27, 2019. A fellow of the American Academy

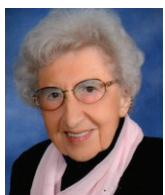
of Nursing, she earned her PhD from Kent State University where she retired as professor emeritus. She enjoyed spending time with her children, grandchildren and friends, playing golf, and speed walking on the beach.



Elizabeth Tims Warner (BSN '63, MSN '69), 92, of Greenville, Ohio, died January 21, 2019. Born in Acosta, Pennsylvania, she was

a psychiatric nursing professor at Kent State University.

1970s



Katherine "Kay" Yutzky (MSN '70), 91, of Goshen, Indiana, died December 23, 2018. She grew up on an Amish Mennonite dairy

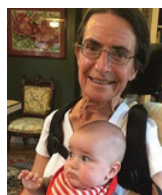
farm with 10 siblings. After receiving her RN, she served as a school and migratory laborer nurse in Colorado but eventually focused her career on nursing education. She worked with the Elkhart Mission Network and taught in Dhamtari, India before joining the faculty of Goshen College. She returned to Dhamtari frequently to help upgrade

the school of nursing and midwifery to college status. She traveled with nurse educator groups to China, South Africa, and Australia and was active in the American Nurses Association and the Mennonite Nurses Association. She retired from Goshen as professor emerita in 1993.



Retired Lt. Col. Christine E. "Chris" Rinta (MSN '79), 65, of Walkersville, Maryland, passed September 29, 2018. She was the wife

of the late James A. Lohman. Born in Geneva, Ohio, she earned her BSN from Kent State University School of Nursing and received her Masters in Nursing from Case Western Reserve. She was retired as a Lt. Colonel in the United States Air Force with over 20 years of service.



Kathryn Gerhardstein Sample (BSN '77), 63, of Cincinnati, Ohio died April 23, 2018. After earning her BSN, she worked as a home

health care nurse with Frontier Nursing Service in Kentucky among other groups. She also conducted research on agricultural accident. She also became a licensed massage therapist who specialized in patients with lymphoma.

1980s



Bonnie Crofford (MSN '80), 74, of Wayne, Pennsylvania, passed December 8, 2018. Her 45-year nursing career included 20 years at Bryn Mawr

Rehabilitation Hospital. She also bred and showed horses, several of which won at dressage.



Margaret Ellen Anne Black (MSN '83), 70, of Dundas, Ontario, Canada, died February 15, 2018. Margaret had a long and

distinguished career at the School of Nursing McMaster University. She was an internationally respected educator, researcher and specialist in geriatric nursing.

Rita Schneider Vargo (MSN '87), 72, of Cleveland, Ohio, died December 19, 2018. She had an extensive career as a clinician and educator, including work at the Cleveland Clinic's Heart Transplant and LVAD Program. She also served clinical and research roles in medical device and pharmaceutical industries, most recently as a director of clinical affairs at Genzyme in Cambridge, Massachusetts. She retired professionally in 2017 and lived in Oakland, California and Cleveland.

1990s



Kellie Jean Eichel-Shaffer (ND '90), 54, of New Philadelphia, Ohio, died December 12, 2018. During her career, she was a

neonatal nurse practitioner for both Nationwide Children's Hospital in Columbus and Summa Health Systems' Akron City Hospital in Akron. An avid runner, she competed in the Boston Marathon, the New York City Marathon, the Chicago Marathon and the Big Sur

inMEMORIAM

Marathon, along with many others. In total, she completed 52 marathons and numerous half-marathons, 10K and 5K races.



Janice James Colvin (MSN '91), 72, of Akron, Ohio, died December 12, 2018. She served as program manager for the Department of

Housing and Urban Development and focused her work on assisting homeless veterans. A member of MENSA, National and Akron Black Nurses Associations, Sigma Theta Tau, International Honor Society, she served as a local board member for Habitat for Humanity of Akron, Homeless Female Veteran Task Force, Community Advisory Board for Akron Council on Aging, Northeast Ohio Coalition for the Homeless.

Cheryl Anne McCulloch (PhD '97), 71, died December 25, 2018. She held a number of positions in nursing at St. Michael's Hospital, Scarborough Grace, Scarborough General Hospital, Providence Centre, Faculty of Nursing at University of Toronto and Ryerson.

2000s

Holly Ann Batchelor-Levy (MSN '02), 46, of Chandler, Arizona, died October 19, 2018. A DNP graduate from Arizona State University, she was a psychiatric nurse practitioner for several clinics, most recently at St. Luke's Behavioral Health in Phoenix.



Jean Marie Ronyak (MSN '03), 69, of Youngstown, Ohio, died October 21, 2018. A nurse practitioner for CVS, Walgreens

and Matrix Health, she enjoyed people, helping others and loved going to the theater. Most of all, Jean loved spending time with her grandson.

2010s



Matthew Buesinger (MSN '18), 37, of Las Vegas, Nevada, passed on February 2, 2019. A nurse anesthetist, he is survived by his wife, Abby.

In Memoriam features alumni and friends of the Frances Payne Bolton School of Nursing whom death notices were received between September 1, 2018 and February 28, 2019

FACULTY SPOTLIGHT

Remembering Ellen Rudy (PhD'80)

Ellen Beam Rudy, 82, of Columbus, Ohio, died December 22, 2018. A long-time faculty member and former associate dean of research at the Frances Payne Bolton School of Nursing, she served as dean of nursing at the University of Pittsburgh from 1991 to 2001. She came out of retirement in 2007 to serve as interim dean of nursing at Marquette University. She was also active in numerous nursing organizations and was a member of the board of directors for the American Association of Colleges of Nursing.



The principal investigator on five NIH-funded projects, she is widely published and co-authored several textbooks. She received numerous awards; most notably, she was named a "Living Legend" by the American Academy of Nursing. Rudy earned her BSN from The Ohio State University, an MPA from the University of Dayton and her MSN from the University of Maryland in addition to her PhD from Case Western Reserve.

Contributions can be made in her memory to the FPB Annual Fund, Case Western Reserve University, Office of Development and Alumni Affairs, 10900 Euclid Ave, Cleveland, OH 44106-7035.



UPCOMING Events



FLIGHT CAMP | JULY 12-14, 2019

case.edu/nursing/flight-camp

2019 marks our 17th Annual Conference dedicated to the specialty of Critical Care Transport. This experience is focused on providing a collection of topics for both experienced flight crews as well as those aspiring to join a critical care transport team in the future.



CLINICAL DATA BOOT CAMP | AUGUST 5-8, 2019

case.edu/nursing/clinical-data-boot-camp

This four-day intensive Clinical Data Boot Camp helps researchers identify variables in large EHR data files for use in publishable research. Our instructors from the world-renown Frances Payne Bolton School of Nursing at Case Western Reserve University will teach data importing, cleaning, management, assessment, analysis, and more.



DNP POSTDOCTORAL LECTURESHIP SERIES | AUGUST 22, 2019

case.edu/nursing/nurse-leadership-academy

The DNP Postdoctoral Leadership Lecture Series, designed as a professional development opportunity for DNP graduates and students, will feature Peter J. Pronovost, MD, PhD, Chief Clinical Transformation Officer at University Hospitals Health System. He will address the issues of leadership, quality and safety and nurses' role in leadership.



HIV CONFERENCE | SEPTEMBER 12-13, 2019

case.edu/nursing/sarah-cole-hirsh/HIV-conference

This topic for this year's interprofessional HIV conference focuses on recommended prescription practices for effective antiretroviral therapy for HIV in treatment-experienced individuals, and novel biologic interventions to cure HIV infection. Speakers include Paul Sax, MD; Carol Dawson-Rose, PhD, RN, FAAN and Jasjit Gill, PharmD, RPh.



CELLAR CONFERENCE | SEPTEMBER 27, 2019

case.edu/nursing/ucah/florence-cellar-conference

The 23rd Florence Cellar Conference theme is "Aging and Public Policies: Advocacy and Practice Implications." This year's speakers include Boston University Social Welfare Policy Professor Robert B. Hudson, PhD, FGSA; AARP National Volunteer President Alicia Georges, EdD, RN, FAAN; Director of the Ohio Department of Aging Ursel J. McElroy, MPA; and US Senator Sherrod Brown.



As a trainer for the Stop the Bleed program at Case Western Reserve University, second-year nursing student James Sobieski has taught life-saving skills to hundreds of students with Case Western Reserve University Emergency Medical Service (CWRU EMS).

Stop the Bleed is a federal program geared at preventing deaths due to blood loss. The course teaches the public how to provide aid until EMS arrives. Sobieski, who was the training director for CWRU EMS and is now the Emergency Management Program Intern in the Office of Emergency Management, is working to expand the program at the university.

“When you participate in a training course like this — regardless of base skill level — you are more prepared to respond to an emergency; you make everyone safer every minute of every day just by being in the room,” he said. “It’s a pretty cool feeling.”

When Sobieski first taught the Stop the Bleed program, he used makeshift materials purchased from a hardware store to demonstrate how to apply a tourniquet, bandages and gauze. He constructed fake limbs from pool noodles, and wired them with IV tubing to represent arteries.

CWRU Emergency Manager Megan Koeth attended the

class and saw room for improvement. Seeing the need for more realistic materials, she arranged for the purchase of professional fake limbs and tourniquets. Koeth also made it possible for the university to place more than 100 Stop the Bleed kits containing emergency equipment across the campus.

Before starting his nursing education at the Frances Payne Bolton School of Nursing, Sobieski studied computer science in San Francisco. He found the hyper-individualistic mentality of computer science was incompatible with his career goals and started looking for new options where he could make a difference and feel like a part of a positive community.

Sobieski shadowed personnel in a family friend’s medical practice during spring break. Inspired by the way the staff cared for their patients, health care proved a better fit than Silicon Valley.

“Health care is really a team game from start to finish,” Sobieski said. “Everyone wins or everyone loses together. That is the kind of place that I wanted to be.”

Sobieski, who expects to graduate in the fall of 2020 with his BSN and hopes to work in the emergency room, is already logging his own wins.

BREAKING NEWS

Carol M. Musil named Next Frances Payne Bolton School of Nursing Dean.



As *Forefront* was going to press, President Barbara R. Snyder announced that a double alumna of the Frances Payne Bolton School of Nursing will become its next dean.

Carol M. Musil, PhD, RN, FAAN, FGSA, interim dean at the nursing school since August and the Marvin E. and Ruth Durr Denekas Professor of Nursing, succeeds Mary E. Kerr, who stepped down last June. Musil's appointment is pending Board of Trustees approval.

"As we begin a new chapter of health education at Case Western Reserve," President Barbara R. Snyder said, "Carol combines a wealth of institutional knowledge and relationships with a deep commitment to preparing nurses to thrive in a rapidly evolving patient care environment."

In May 2019, the school's faculty and staff began moving their educational programs to the Health Education Campus (HEC), a collaboration between the university and Cleveland Clinic. The campus's 477,000-square-foot Sheila and Eric Samson Pavilion includes students from the university's nursing, dental and medical schools, including Cleveland Clinic Lerner College of Medicine.

Musil brings four decades of experience at the school as a student, researcher and faculty member—including the more than four years that the HEC has been in development. As interim dean during this academic year, she helped shepherd the school's physical transition to the new space, as well as joint efforts among all of the school leaders to advance interprofessional education.

"Carol demonstrated great insight and agility in stepping into a change process already well underway," Provost Ben Vinson III said. "She has contributed significantly to our discussions about how to realize the enormous potential that this new campus offers, even as she helped her own school navigate the inevitable challenges that come with change of this magnitude."

Musil's first experiences at the nursing school came when she pursued a master's degree in the 1970s. She maintained her ties to the school as a clinical instructor and then doctoral student even as she spent time working at several area hospitals. She joined the faculty in 1994, and has focused much of her research on the elderly—in particular the effects of caring for grandchildren on their physical and psychological health. She has served as a reviewer for a large number of federal research grant programs, worked internationally and became a fellow of the American Academy of Nursing in 2005.

"I am honored and thrilled to have this opportunity to serve as your permanent dean," Musil told FPB faculty and staff after the president and provost announced her appointment. "I think we are poised to build an exceptional future together, advancing both the School of Nursing and interprofessional research, education and practice."

In addition to her service to the nursing school, Musil has long been active on university-wide groups. She first joined the Faculty Senate for a three-year term in 1996, and chaired its research committee from 2004 to 2008. She chaired the group during the 2009-10 academic year.

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