

Fall 2005

ASU Nursing

With a Pulse on
the Nation and Globe,
ASU College of Nursing
Launches Bold New
Strategic Plan and
Welcomes 22 New Faculty

Dream • Discover • Deliver

ASU College
of Nursing
ARIZONA STATE UNIVERSITY

Inside this Issue

ASU Nursing

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The College of Nursing was recently granted a 10-year accreditation through June 2014 by the Commission on Collegiate Nursing Education for its baccalaureate and master's degree programs and is approved by the Arizona State Board of Nursing.

Cover photo:

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Bernadette Melnyk

Melnyk's Message

It is a transformational era at the ASU College of Nursing. We have an exciting, new bold 5-year strategic plan and a highly talented, energized leadership team, faculty, and staff who will ensure its success. In addition, we have an outstanding President, Dr. Michael Crow, who is spearheading the effort to transform ASU into the New American University.

Our new brand reflects the philosophy and values of our culture here—to DREAM, DISCOVER, and DELIVER. It is how we will accomplish extraordinary initiatives in the next 5 years. Faculty and students who come to ASU are encouraged to dream big and believe in their vision as “Nothing happens unless first a dream” (Carl Sandburg).

Discovery is a way of life at ASU and at our College of Nursing. We encourage risk-taking and innovation. Several recently launched initiatives that will assist our faculty and students in discovery include our new Center for Research and Scholarship, the Center for Advancement of Evidence-Based Practice, and the Centers for Healthy Outcomes in Aging and Improving Health Outcomes in Children, Teens, and Families. Our strategic plan also includes building the healthiest University and community in the U.S. through an innovative healthcare delivery system and improving the quality of healthcare through the nation's first state-wide consortium for evidence-based practice. This consortium (i.e., the Arizona Consortium for the Advancement of Evidence-based Practice), recently launched in May, includes representation from more than 50 hospitals and healthcare agencies throughout the state.

Finally, we are committed to delivering the highest quality of education, research, and evidence-based practice in an interdisciplinary challenging environment that encourages everyone to reach their highest potential. We are determined to persist through the “character-building” times ahead on the way to accomplishing our bold strategic plan.

This publication focuses on our new:

- Strategic plan,
- Leadership team,
- Full-time faculty, and
- Directors of development and marketing & communication.

Each of these individuals brings a wealth of experience and high level of energy to the College that will further enhance our ability to reach our rigorous goals.

Les Brown, a renowned motivational speaker, says, “Reach for the moon, because even if you miss, you will land amongst the stars.” In our new era, the ASU College of Nursing will be reaching for the moon as we DREAM, DISCOVER, and DELIVER!

Bernadette Mazurek Melnyk

PhD, RN, CPNP/NPP, EAAN, FNAP

Dean and Distinguished Foundation Professor in Nursing

Dream • Discover • Deliver

ASU College of Nursing

A New Era and Strategic Plan for ASU College of Nursing

Bernadette Mazurek Melnyk, PhD, RN, CPNP/INPP, FAAN, FNAP

An Overview of the Planning Process

The ASU College of Nursing was founded in 1957. Since then, it has graduated more than 7000 individuals and is now the largest producer of nurses in the state of Arizona. The College has long had an excellent reputation for quality educational programs. In addition, it is known for its academic nursing health centers that provide holistic healthcare and health promotion to a large number of individuals, many of whom are underserved and lack health insurance.

This past year, the College launched a new innovative nurse educator program as well as long-distance neonatal and pediatric nurse practitioner programs, with a major purpose to reach students who live in rural areas. These programs have received funding from the Health Resources Services Administration (HRSA)/Bureau of Health Professions. In addition, a new DNS program was

recently approved by the Arizona Board of Regents and enrolled its first cohort of 4 students in August 2005. This new DNS program has also received recent funding by HRSA/Bureau of Health Professions.

In January 2005, a bold, rapid strategic planning process was determined to be necessary to develop a new 5-year innovative plan to elevate the College of Nursing to its next level of national and international prominence. At the same time, the College's new Center for Advancement of Evidence-based Practice was launched for the purpose of advancing evidence-based practice and improving healthcare throughout Phoenix, the state of Arizona, the nation, and the globe. An enhanced research infrastructure also was created to provide the necessary supports to the faculty to rapidly accelerate innovations in science and increase success in grant funding from external sources.

Strategic planning commenced with the faculty on January 13-14, 2005, and was led by two strategic planning and team building experts from the Johnson and Johnson Corporation.

ASU College of Nursing Purpose Statement

We are an inclusive world-class enterprise of discovery that prepares innovative, evidence-based healthcare providers, educators, leaders, and researchers to optimize health in a culturally diverse global community.

Outcomes from the 2-day strategic planning event yielded the following new core purpose for the College: *We are an inclusive world-class enterprise of discovery that prepares innovative, evidence-based healthcare providers, educators, leaders, and researchers to optimize health in a culturally diverse global community.*

Following the 2-day planning initiative, three strategic task forces were formed in order to prepare detailed visionary plans for each of the College's missions: education (chaired by Dr. Mary Killeen), research and evidence-based practice (EBP) (chaired by Dr. Karen Sousa and Dr. Ellen Fineout-Overholt respectively), and clinical practice (chaired by Dr. Denise Link). Members of the task forces included College faculty, interdisciplinary faculty from the University, and community leaders and partners. As a result of the work accomplished during the 2-day strategic planning launch, the chairs of the task forces were presented with their individual charges, and intensive work on the initiatives commenced.

The strategic planning task forces met several times over the course of the spring 2005 semester. The outcome recommendations and new initiatives of each task force are outlined in this publication. In order to ensure that the recommendations and initiatives are actualized over the next 5 years, 4 councils are currently being formed (i.e., education, research, EBP, and clinical practice). Each council will serve in an advisory capacity to the individuals spearheading initiatives and will facilitate, monitor, and evaluate the implementation phase of the strategic plan.



*Eleanor Roosevelt once stated,
“The future belongs to those who believe
in the beauty of their dreams.”
As you read about our new strategic
initiatives, you will see that
we have crafted big dreams.
We believe in our dreams and
have embarked on an exciting adventure
of discovery to deliver those dreams.*

New Educational Initiatives

Mary L. Killeen, PhD, RN

Associate Dean for Academic Affairs

Chair, Educational Strategic Planning Task Force

The increasing complexities in healthcare delivery combined with the unprecedented demand for registered nurses and advanced practice nurses across the state and nation demand new responses from the educational sector. Arizona has one of the lowest ratios of registered nurses to patients in the nation. The supply and demand projections in this state are even more alarming than the national projections, with the nursing shortage expected to reach 39 percent in Arizona by 2020, compared to 29 percent nationally.

In addition, examination of the diversity among registered nurses reveals that these nurses do not look like their patients. National statistics show that 69 percent of Americans are Caucasian. In contrast, 87 percent of registered nurses are Caucasian. The Hispanic population is 13 percent nationally, while it is 25 percent in the state of Arizona; however, Hispanic registered nurses account for only 4 percent of all registered nurses. This ethnic disparity is occurring in a context of continuing population growth, rising birth rates, and an expanding elder population.

ASU's College of Nursing is responding to this growing demand for diverse, sophisticated healthcare professionals with ambitious and bold new initiatives. Guided by the College's new purpose statement, the following educational initiatives are being launched and implemented:

■ **Program for Teaching Excellence.** Many new faculty members have little or no preparation in curricular design and teaching. Therefore, faculty development is essential to support quality educational experiences and to ensure that graduates acquire essential competencies. Benner's "novice to expert trajectory" is providing the framework for the ongoing Program for Teaching Excellence to focus on learner-centered education while simultaneously expanding teaching and learning strategies.

■ Clinical Simulation & Educational Technology

Center. Nursing programs are expanding to meet the demand for qualified healthcare providers but are outpacing the growth in hospitals, where much of the clinical learning occurs. The Clinical Simulation & Educational Technology Center provides students with model scenarios.

These hands-on exercises make maximal use of students' clinical time in a safe environment, allowing them to practice increasingly sophisticated skills and evidence-based decision-making.

■ 2nd Degree Accelerated Non-nurse BSN/MS

Program. With the demand for baccalaureate nurses rising, new student populations must be reached. In particular, the 2nd Degree Accelerated Non-nurse BSN/MS Program will attract mature and highly motivated individuals who seek a career change, and offer them a speedy route to licensure and advanced practice. Susan Mattson, PhD, RN, FAAN, has recently been appointed as Director of this new program. Dr. Mattson, a nationally known educator and specialist in maternal child nursing and also the current president of



Dr. Mary Killeen

ASU's Faculty Senate, will bring her years of educational and administrative experience to develop and implement this innovative program.

■ **A Gerontological Nurse Practitioner Nursing Specialty Track.** The older adult population is one of the fastest growing segments of the American population, and the need for advanced practice nurses in this area is evident already. Nursing professionals pursuing the Gerontological Nursing Specialty Track will enhance the quality of life and assist us to age well in place, by working to minimize the impact of chronic illnesses and promote practices that support healthy aging.

■ **BSN-DNS Program.** As a discipline, nursing is challenged by the lengthy trajectory for nurses who progress to doctoral preparation. The BSN-DNS Program will support highly motivated students to shorten their time to the doctoral degree, while also expanding the knowledge base of the discipline and addressing the nursing faculty shortage.

■ **Master's Program in Healthcare Innovation.** Combining efforts of ASU's College of Nursing with the University's W.P. Carey School of Business, the Master's Program in Healthcare Innovation will educate professionals and executives from across the healthcare industry to foresee, understand, and resolve new and emerging issues related to the delivery of healthcare. These offerings will facilitate professional growth for leaders in healthcare who already hold a baccalaureate degree.

■ **A Combined Pediatric Nurse Practitioner & Psychiatric Mental Health Nurse Practitioner Program and Post-Master's Child-Family Psychiatric Nurse Practitioner Online Program.** There is a rising incidence of mental health problems in children, coupled with the scarcity of nurse practitioners prepared to address their unique needs. These new programs will prepare providers for the increasingly complex bio-psycho-social needs of the pediatric and adolescent population.

HRSA/Bureau of Health Professions awards \$1.2 million to New DNS Program for Meeting Demands for 21st Century Leaders

The purpose of this grant, funded by HRSA, is to enhance Arizona State University College of Nursing's new Doctor of Nursing Science (DNS) program, which enrolled its first cohort of students in August of 2005. This program builds upon a long history of master's preparation of nurse practitioners, forming a strong foundation for doctoral-level study.

A major goal of the program is to increase the number of doctorally prepared nurses, clinical researchers, and nursing faculty to meet the health needs of Arizona, the Southwest, and a rapidly changing and ethnically diverse nation. The DNS is designed to prepare advanced education nurses to pursue careers as leaders in health policy, healthcare delivery, nursing education, and clinical research. The program responds to the Robert Wood Johnson and Institute of Medicine calls for re-envisioning the nursing profession by preparing nurse leaders who are responsive to societal needs, can institute best practices for teaching in a practice discipline, and are committed to conducting interdisciplinary research inspired by and relevant to the community to improve evidence-based, patient-centered care. The project director is Dr. Julie Fleury, Director of the new DNS Program. Co-Project Director is Dr. Pauline Kommenich.



Dr. Julie Fleury

■ **The Center for Evaluation and Educational Research (CEERN).** CEERN is designed to help promote a culture of intellectual curiosity and best teaching practices among faculty. CEERN will routinely and systematically use evaluation and assessment data and conduct research to enhance faculty members' teaching skills. A companion program will recognize faculty and staff achievements in the areas of clinical practice, assessment and evaluation, and educational research.

■ Academy for Continuing Education (ACE)[®].

A redesign of the previous continuing and extended education program, ACE will provide comprehensive continuing healthcare education for nursing, medicine, and behavioral professionals. ACE facilitates non-credit offerings, credit courses and graduate certificate programs of interest to a variety of healthcare professionals.

■ **Creation of the Office of Student Marketing, Recruitment and Outreach.** To attract high-quality students to ASU's College of Nursing, we must spread the word about the College's programs and put a human face on recruitment. The Office of Student Marketing, Recruitment and Outreach will serve as the cornerstone for program expansion, initiation of new programs, and enhanced visibility to increase our national ranking while linking us with students from diverse backgrounds and geographic areas.

■ **Office of International Affairs.** In an intensified effort to expand the College's global educational and healthcare initiative, the Office of International Affairs has been created. Dr. Rojann Alpers, a seasoned educator and clinician, will spearhead collaborative efforts and partnerships to promote innovative, educational experiences and quality healthcare across the globe.

These are innovative plans for strengthening how ASU's College of Nursing is addressing emerging trends in healthcare education. We believe in our College's new motto, "Dream, Discover and Deliver." With focus and determination, the ASU's College of Nursing will achieve these initiatives.

* Education Task Force Members: Linda Brady, Ruth Brooks, Evelyn Cesarotti, Ellen Fineout-Overholt, David Hrabe, Mary Killeen, Pauline Komnenich, Denise Link, Susan Mattson, Bernadette Melnyk, Rita Norlin, Peggy Reilly, Duane Roen, Karen Saewert, Judy Sayles, Leigh Small, Margaret Souders, Karen Sousa, Jean Stengel.

The Academy for Continuing Education (ACE) Debuts

David P. Hrabe, PhD, RN
Director for ACE



Dr. David Hrabe

As Arizona State University's College of Nursing moves forward with a variety of exciting initiatives, the Continuing and Extended Education Program is evolving as well. It is now the Academy for Continuing Education (ACE) with an expanded mission and schedule for the upcoming academic year. "We're very

excited to move into this next phase for the department," states ACE Director David Hrabe. "In addition to better integration with other Centers of the College of Nursing, we are expanding our conferencing services to a broader audience."

ACE was recently successful in its bid to provide service to two national conferences for the American Academy of Nursing (ANN): The Council for the Advancement of Nursing Science in Washington, DC, October 9-10, 2005, and AAN's Annual Meeting in Scottsdale, November 10-12, 2005.

Cindy White, ACE Administrative Associate, notes that ACE offers a complete array of conferencing services. "Successful events don't just happen," comments White. "Events take a lot of planning and managing of details to really make them enjoyable and valuable for both speakers and participants."

For more information about upcoming offerings or assistance with planning your next event, please contact ACE by calling 480.965.7431, sending email to conceep@asu.edu, or visiting the website at <http://nursing.asu.edu/ce>.

CEERN The Center for Evaluation and Educational Research

Pauline Komnenich, PhD, RN

Professor and Director, Center for Evaluation and Educational Research



Dr. Pauline Komnenich

Pauline Komnenich, PhD, RN, was recently appointed as Director for the newly planned Center for Evaluation and Educational Research (CEERN). Dr. Komnenich is also Project Director for the Nurse Educator Project (NED) and Certificate Program. She is a 20-year member of ASU's College of Nursing faculty, and has assumed a variety of faculty and administrative roles in the

College during her tenure.

Komnenich has been particularly instrumental in gaining funding for multiple educational projects through the Health Resources Services Administration (HRSA). Her lengthy commitment to and many accomplishments in nursing education and research provide the appropriate combination of experience and credentials to assume leadership for the new Center for Evaluation and Educational Research.

As part of the College's new strategic planning initiatives, CEERN will be charged with developing and implementing a system for faculty rewards and recognition that promotes and recognizes faculty achievement in the areas of evidence-based educational program/course delivery, assessment, and evaluation; educational research; and the use of technology in teaching, research, assessment, and evaluation.

CEERN will take major responsibility for developing a culture within the College that routinely and systematically uses evaluation and assessment data to enhance teaching

and learning, as well as research on these subjects. The work of CEERN will reflect the College's commitments to recruitment and retention of students and faculty, diversity, community engagement, learner-centered education, leadership, and evidenced-based practice.

The goals of CEERN are to:

- Establish processes to improve the diversity and quality of nursing education using the best available evidence and state-of-the-art technology.
- Provide a repository for the collection, analysis, and dissemination of educational program/course assessment and evaluation data, as well as educational research data.
- Provide knowledgeable experts, collegial support, and consultation both within and outside ASU's College of Nursing regarding evidence-based educational models.
- Facilitate opportunities for interdisciplinary collaboration on educational research, as well as assessment and evaluation of education projects.

New Research Initiatives

Julie Fleury, PhD, RN, FAAN

Interim Associate Dean for Research and Director, Doctoral Program

Research and scholarship at the Arizona State University (ASU) College of Nursing has entered a new era as the strategic planning initiative for research moves into implementation. Strategic planning began in spring 2005 with members of the Research Task Force, including representatives from faculty and administration in addition to leaders from Arizona healthcare institutions and the community.

The Research Task Force undertook the planning phase of their work by identifying the strengths, challenges, and opportunities for research within the College of Nursing and at ASU. Goals for research at the College included infrastructure development, formalized mechanisms for faculty development and support, and the creation of an environment conducive to rapid progression of research.

Infrastructure development has been a primary focus of Task Force implementation activities. The newly planned Center for Research and Scholarship was developed as an independent entity within the College to centralize, coordinate, and facilitate faculty research and scholarship activities. The Center's mission is to promote the success of faculty researchers and scholars who are committed to the process of discovery. Services are designed to enhance the research capacity of the College by supporting all aspects of the development, conduct, and dissemination of research.

A cohesive and committed team is in place within the Center. Team member roles were formalized, and dedicated staff hired to facilitate research activities. The search for an Associate Dean for Research has been successfully completed with Dr. Melissa Faulkner to join the College in January 2006. A new grants specialist and two additional biostatisticians have been hired: Dr. Michael Belyea and Dr. Mary Mays. A Policy Board also is currently being developed.

As part of the Center for Research and Scholarship's infrastructure, plans are to operationalize the Center for Healthy Outcomes in Aging and the Center for Improving Health Outcomes in Children, Teens, and Families. These centers reflect faculty expertise and will serve as a resource for faculty development of research and scholarship.

The Center for Health Outcomes in Aging will assist faculty in creating and testing theory-based interventions to promote the highest level of health and quality of life in culturally diverse individuals who are aging. Dr. Colleen Keller will lead center activities.

The Center for Improving Health Outcomes in Children, Teens, and Families will focus on multidisciplinary research for the purpose of developing and testing theory-based interventions that lead to the highest level of health outcomes for high-risk, culturally diverse children, teens, and their families.

Mechanisms for faculty development and support have been developed and implemented. A manual providing well-documented, current procedures for grant submission, including a suggested timeline, has been distributed. This guidebook includes templates for budget, budget justification, subcontracts, investigator biosketches, data and safety monitoring, and data sharing. In addition, materials detailing the resources of the Center for Research and Scholarship,

as well as a template designed to guide tenure track/junior faculty in the research process, have also been completed.

Faculty members were polled regarding needed resources for research development through the Center for Research and Scholarship. As a result, a library is being created that includes relevant texts, a compilation of measurement tools, and funded grants. The Center now occupies a page on the College's website, offering resources to faculty on the College's intranet. Guidance in grant development and management, access to key forms, and list of funding sources are included.

Faculty development workshops and seminars designed to foster expertise in the research process as well as promote interdisciplinary collaborations across campus are presented through the Center. The first Research Intensive Workshop for faculty was held in summer 2005.

Follow-up workshops with faculty will occur regularly, at three-month intervals. In addition, monthly training sessions and workshops for faculty are planned, beginning fall 2005. A national Research Intensive Workshop on intervention studies will be offered in February 2006 (please see the back cover of this publication for details).

The Center for Research and Scholarship team has instituted a variety of mechanisms to foster an environment favorable for research. Funds are available to support the use of outside reviewers and consultants during grant development. Further, the Center will assist pilot research by faculty through the Dean's Research Award. A standardized mechanism for grant review was developed to promote an atmosphere of respect and support for investigators.

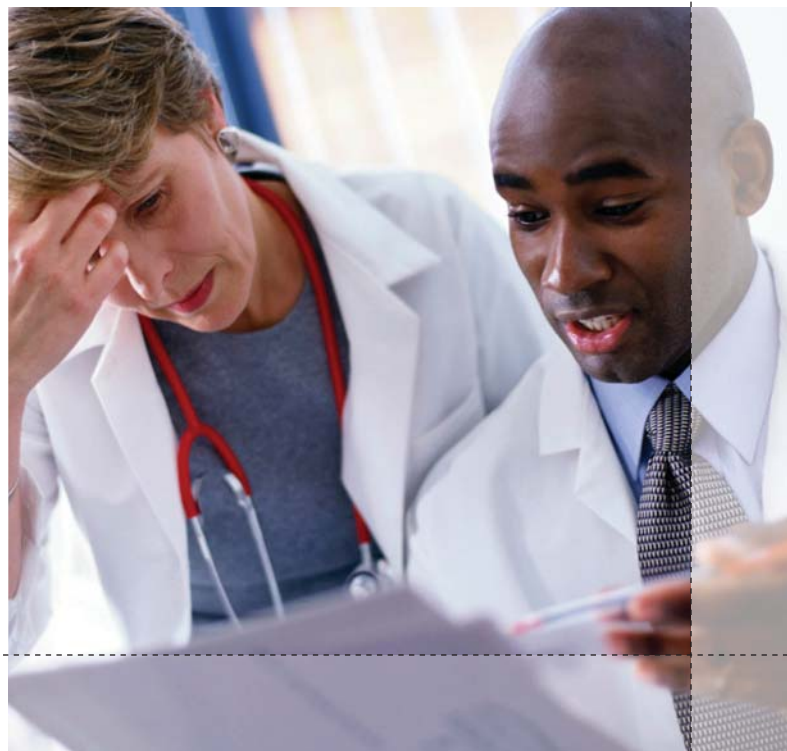
Prior to submission, grant reviews will be conducted by the investigative team and facilitated by the Center Policy Board, consistent with NIH review standards. Investigators will be provided oral and written feedback for grant revisions and improvement. The College's grants editor will work with faculty individually to identify relevant funding sources and to obtain individualized information on grant opportunities through the Community of Science web resource.

Finally, the Center has developed the TEAM (To Each a

Mentor) program to mentor junior faculty members. In collaboration with the Associate Dean for Research, junior faculty members are paired in a mentoring relationship with more senior researchers, both from the College and across the University, who share their area of expertise. "The TEAM approach is designed to form relevant research partnerships," states Julie Fleury, Interim Associate Dean for Research, "to foster the development of junior faculty members with research grants management, from submission through to publication."

The Center for Research and Scholarship is well prepared to build on existing resources, create new ones, and respond to the challenges set forth by faculty and administration. Fleury, Faulkner, Melnyk, and fellow faculty look forward to the development of the Center as an innovative, nationally recognized leader for excellence in research and scholarship.

*** Research Task Force Members:** Michael Belyea, Lori Weaver Campbell, Susan Dale, Shannon Dirksen, Dana Epstein, Ellen Fineout-Overholt, Julie Fleury, Ed Greenberg, Colleen Keller, Mary Mays, Bernadette Melnyk, Nancy Moore, Terri Pipe, Nelma Shearer, Anna Schwartz, Karen Sousa (Chair), and Kevin Wheeler.



Strategic Plan

Center for Improving Health Outcomes in Children, Teens, and Families

Bernadette Melnyk, PhD, RN, CPNP/INPP, FAAN, FNAP

The Center for Improving Health Outcomes in Children, Teens, and Families will integrate ASU and the community's many services and activities, which have a child and adolescent focus, in order to benefit the health of children, teens, and families in the state and across the nation and globe.

There is an urgent need to coordinate and intensify efforts in the area of child and adolescent health in the state of Arizona. In 2001, Arizona was projected to have 1.5 million children, constituting 30 percent of the state's population. From 2000 to 2015, the rate of growth in the state's child and adolescent population is more than four times that of the nation. Furthermore, health problems affecting Arizona's children are, in some cases, more severe than in other states. The Annie E. Casey Foundation (2004) reported in its most recent KIDS COUNT that Arizona ranks 45th on its ten "key indicators of child well-being."

There also is a pressing national priority to improve outcomes for high-risk children and adolescents as a healthy childhood is the foundation for optimal health across the life span. Currently, it is estimated that 20-25 percent of children suffer from a chronic illness (e.g., asthma), 20 percent are overweight/obese, and 25 percent are affected by mental health/psychosocial problems. Approximately 10 percent of adolescents are involved in high-risk behaviors, including early life violence, substance use, early life sexual activity, poor academic performance, and delinquency. Furthermore, accidents, homicide, and suicide contribute to the greatest proportion of deaths for teens and are frequently attributable to undiagnosed depression and anxiety disorders.

Sadly, healthcare providers are encountering a significant number of "new morbidities," a term used to summarize the very serious new health issues of children that often have a psychosocial dimension as all or part of the foundation for their health problems. Specifically, mental health/psychosocial problems and risk-taking behaviors, many of which are preventable, currently cause more morbidity and mortality in the pediatric and adolescent population than physical diseases and disorders.

The National Academy of Sciences recently stated that research on early child development has failed to influence the care of the nation's children. Although there has been an explosion of scientific knowledge in the area of child development from birth to age 5 years, our knowledge is



not being applied in practice. Pediatric professionals are struggling to deliver evidence-based care while managing patient loads and attempting to keep pace with the volume of journal articles related to their clinical practice. Therefore, intensified efforts are urgently needed to decrease the time lag between the discovery of research findings and implementation into practice in the form of evidence-based care. A website designed and managed by the Center will share the best and latest information for healthcare providers and the public in order to help raise healthy children and teens.

The vision of the College's new Center for Improving Health Outcomes in Children, Teens, and Families is to become internationally recognized for its community, education, and scientific contributions and serve as a national model for others states in improving the health of children, teens, and families. Developing and testing theory-based interventions as well as translating them into practice to improve health outcomes in infants, children, and teens will be a central mission of this interdisciplinary center.

*To accomplish great things,
we must not only act but also dream:
not only plan, but also believe.*

Anatole France

Nelma B. C. Shearer, PhD, MEd, MS, RN **Post-Doctoral Scholar in Gerontologic Nursing** **The Hartford Institute**

The John A. Hartford Foundation Institute for Geriatric Nursing, part of the New York University Division of Nursing, named Nelma B. C. Shearer, PhD, MEd, MS, RN, an assistant professor at Arizona State University College of Nursing, to be a Scholar in its 2005 Geriatric Nursing Research Scholars Program.



**Dr. Nelma B. Crawford
Shearer**

Shearer was selected for having conducted significant research in gerontologic nursing and for her strong leadership potential. Dr. Shearer's research focuses on health empowerment in older Americans, beginning with homebound older women.

She was one of 11 nurses selected for this program from a national pool of outstanding applicants. The program, now in its 8th year and cosponsored by the *American Journal of Nursing*, fosters new gerontological nursing researchers. Its long-term goal is to augment the contributions of nurse researchers toward enhancing evidence-based practice and to improve the quality of health care for older adults.

"Our program aims to bring together outstanding new scholars who are conducting significant research in gerontologic nursing and to give them an opportunity to interact with leading experts in the field," explains Elizabeth Capezuti, PhD, RN, APRN-BC, FAAN, co-director of the Hartford Institute for Geriatric Nursing. "This unique opportunity to hone research skills helps these individuals to gain the competitive edge they need to attract research funding and publish the results."

The Hartford Scholars attended a weeklong seminar led by Dr. Capezuti and held at New York University's Division of Nursing, July 11-15, 2005. During the seminar, the scholars joined with teaching faculty—all nationally recognized nursing researchers—for an intensive and interactive experience in which they gained critical analysis and research skills.

Strategic Plan

Center for Healthy Outcomes in Aging

*Colleen Keller, PhD, FNP, and Fellow of the American Heart Association
Director, Center for Healthy Outcomes in Aging*

The major health needs of Arizona's aging population include the reduction of health disparities and prevention of premature morbidity and mortality due to unhealthy lifestyle factors, such as sedentary behavior and inappropriate dietary intake. The physical and mental health safety of Arizona's aging population is an additional priority.

The aging population of Arizona will be well served by a repository for the research, education, and evidence-based practice coordination that targets health outcomes for aging. In response to these clearly documented health needs, and capitalizing on resources and expertise already located at ASU in the College of Nursing, the Center for Healthy Outcomes in Aging is being created.

Over the next 20 years, a 72 percent rise in the population 65 years and older in Arizona is projected. Increasingly, many of these individuals are among the very elderly: persons over 75 years of age with significant health needs. In the coming years, there will be a heightened demand for chronic disease care, support services, and healthcare personnel, as well as other health services that the very old generally require more than other age groups.

The Arizona Department of Health Services identifies the leading causes of death among adults in Arizona, aged 65 and older, to include heart disease, cancer, cerebrovascular diseases, and Alzheimer's disease. The risk factors for chronic illness due to lifestyle among adults in this age range in Arizona include higher-than-national percentages for being overweight or obese. More than half (57 percent) of older Arizonans do not consume the recommended daily servings of five fruit and vegetables; 64.1 percent stated they are physically inactive or perform less than the recommended activity, compared with 62.7 percent of older adults nationwide. In 2002, Arizona ranked third highest for suicide in the United States among those aged 75–79, according to the Governor's Advisory Council, 2004.

To address these health concerns, the ASU's new Center for Healthy Outcomes in Aging will be organized into three components: Community Outreach, Education, and Research.

The goals of the Community Outreach Component are to ascertain how older persons in the community want access to resources to promote and protect their health and to determine how the component can enable the elderly to engage in enhanced primary prevention and to address their needs for secondary and tertiary prevention.

The aim of the Educational Component is to increase the baseline knowledge of undergraduate and graduate students, the metropolitan community, and faculty at ASU regarding healthy aging.

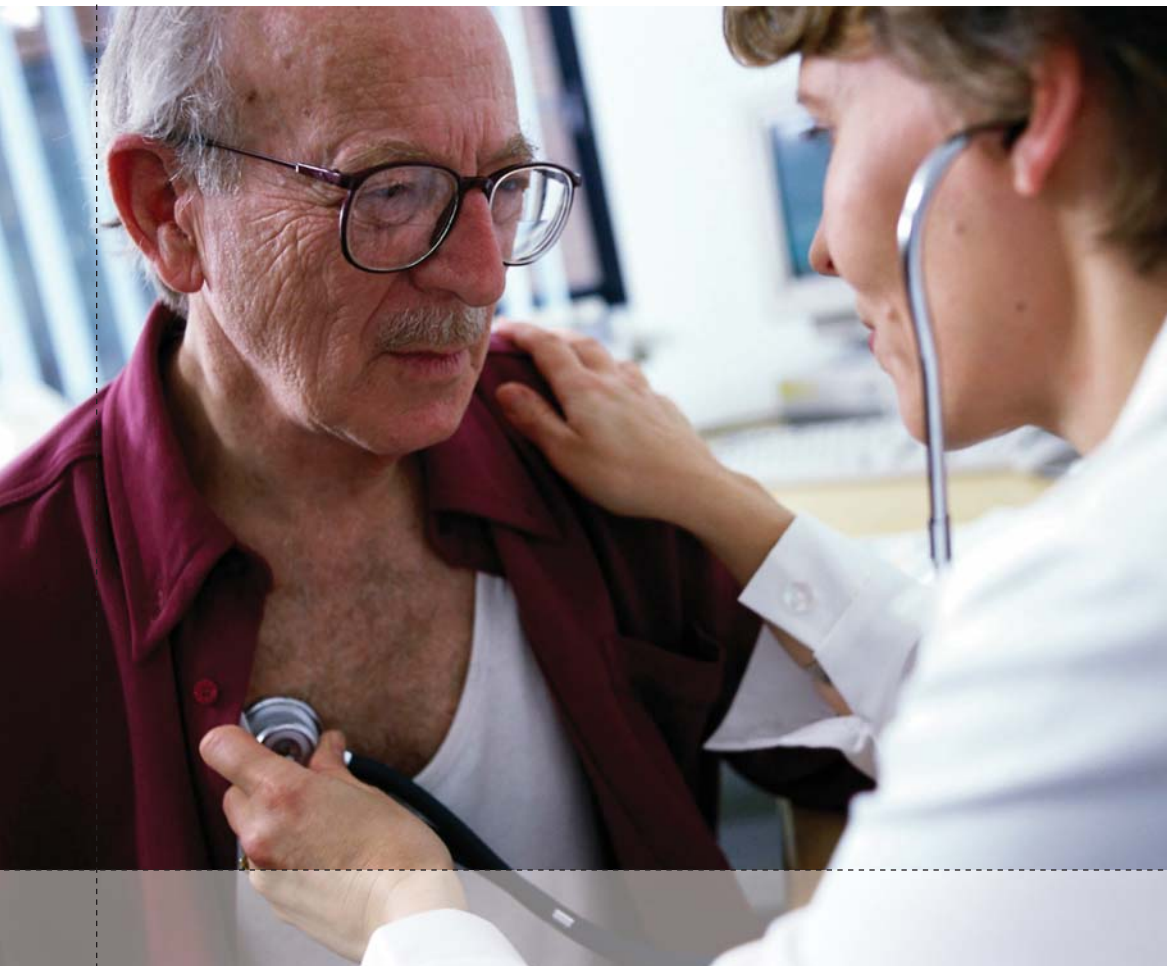
The objective of the Research Component is to integrate and promote current research into healthy aging nursing practice and to develop new resources to aid in the procurement of future funding for research targeting healthy aging.

The Center for Healthy Outcomes in Aging and partner institutions will work to enhance scientific and cultural knowledge, clinical practice, leadership, education, and community services to produce more healthy outcomes among the aging in the greater Phoenix metropolitan area. As a result, the Center will help to eliminate disparities in older persons' health, improve access to their healthcare services, and promote multidisciplinary collaborations among biomedical and social scientists and clinicians. In particular, the Center for Healthy Outcomes in Aging will provide critical services.

Community Outreach Component: Serve as a local repository for resources, linking clinical practice and leadership in gerontology health promotion and disease prevention.

Education Component: Offer the nation's leading evidence-based curricula on healthy outcomes in aging vis-à-vis graduate and undergraduate course electives dedicated to and encompassing the subject, including substantive foci in doctoral courses, in addition to continuing and community education classes.

Research Component: Obtain sponsored funding to perform clinical and translational research locally, with benefits to the state and nation.



The Center for Healthy Outcomes in Aging and partner institutions will work to enhance scientific and cultural knowledge, clinical practice, leadership, education, and community services to produce more healthy outcomes among the aging in the greater Phoenix metropolitan area.

Innovations in Evidence-Based Practice

Ellen Fineout-Overholt, PhD, RN

Director, Center for the Advancement of Evidence-based Practice

Innovative Enterprise

The Center for the Advancement of Evidence-based Practice (CAEP) is an innovative enterprise that fosters evidence-based practice (EBP) for the purpose of improving healthcare through a culture of best practice. The CAEP was launched in January 2005 through Arizona State University's College of Nursing.

The CAEP vision is to assist healthcare providers in Arizona and across the nation to build a culture of best practice through EBP implementation. Such a culture requires a shift in paradigm from “we’ve always done it that way” to “how can we do this better.” The CAEP is prepared to assist clinicians in:

- Gaining EBP knowledge & skills,
- Advancing EBP initiatives,
- Mentoring others in EBP,
- Changing organizational cultures,
- Synthesizing and disseminating evidence through scholarly practice, and
- Shaping health policy through application of sound evidence.

Arizona Consortium for the Advancement of Evidence-based Practice

Largely due to the efforts of the CAEP leadership, the first state-wide consortium for the advancement of EBP was established in May 2005. During the first 8 months of 2005, more than 50 agencies from across Arizona sent their experts in healthcare to work together through the Arizona Consortium for the Advancement of EBP (AZCAEP) to improve healthcare delivery, settings, and outcomes for Arizonans.

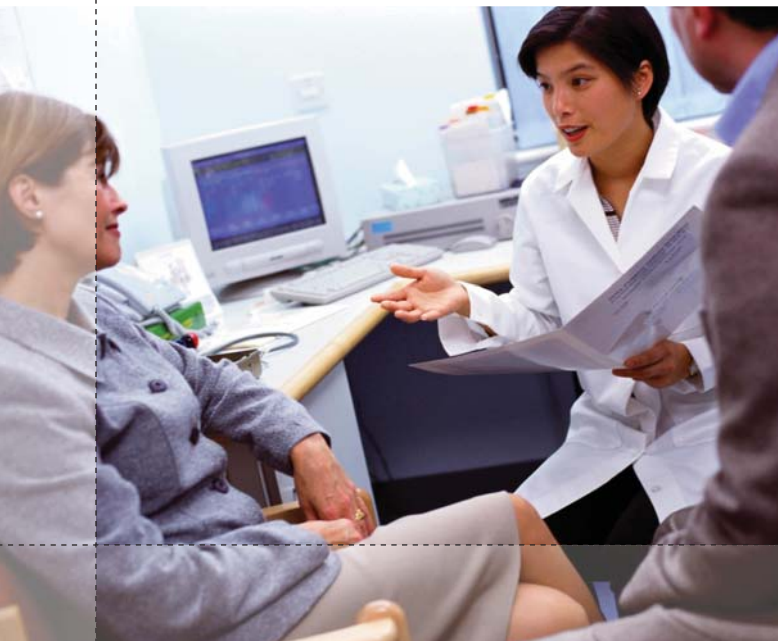


Dr. Ellen Fineout-Overholt

Building on current EBP efforts in Arizona, small rural agencies are joining with large tertiary care centers to advance EBP through data-driven EBP initiatives with demonstrated outcomes. The three initiatives that address the top AZCAEP priorities are:

- Assessment of the status of EBP in Arizona,
- EBP mentorship, and
- Organizational structure and sustainability of AZCAEP.

AZCAEP invites all healthcare agencies within Arizona to participate and work together to further advance EBP in our state. “*To the Health of Arizonans!*” is AZCAEP’s motto.



EBP Mentorship Program

The CAEP will offer the nation's first EBP mentorship program for staff nurses and advanced practice nurses this fall: December 5-9, 2005. This 5-day immersion program will be held on the ASU campus and will prepare nurses to serve as leaders and mentors in changing organizational cultures through the promotion, implementation, and sustainability of EBP.

Prerequisites include a creative mind and a spirit of inquiry. Staff nurses will work in teams of 2 or more to become Clinical Scholar Mentors. They are required to have a BSN or to be currently enrolled in a BSN Program. Advanced Practice Nurses will become Advancing Research and Clinical Practice through Close Collaboration (ARCC) Mentors and must have a Master's degree.

Faculty & Student EBP Scholars

Summer 2005 marked the initiation of two development programs in EBP at ASU:

EBP Emerging Clinical Faculty Scholar: A summer program to which interested junior clinical faculty can apply to foster inquiry, engage in ongoing EBP research initiatives, and gain EBP and research skills. The first Emerging Junior Clinical Faculty Scholar was Connie Beil.

EBP Student Scholar(s): A summer volunteer program to which currently enrolled MS students can apply to foster inquiry, engage in current EBP research initiatives, and gain EBP and research skills. The first two EBP Student Scholars were Gayle Crosley and Jeannette Hernandez.

Other planned innovations are in various stages of development, including an EBP online graduate certificate program that prepares nurse clinicians and other healthcare professionals as experts in EBP and system-wide change agents for the advancement and sustainability of Evidence-Based Practice; and continuing education offerings such as Evidence-Based Practice: The Basics; Advanced Concepts in EBP; and Outcomes Management.

Leadership Team

The CAEP leadership is comprised of nationally and internationally known experts in EBP. CAEP began with two faculty: Dr. Ellen Fineout-Overholt, CAEP Director, and Dr. Bernadette Melnyk, Dean of ASU's College of Nursing. During the spring of 2005, the College of Nursing has been privileged to add two nationally known experts in EBP and Outcomes Management to the CAEP team: Dr. Alyce A. Schultz, Associate Director of the CAEP, and Dr. Ann Wojner-Alexandrov, Assistant Director for Outcomes Management.

The CAEP vision is to build a leadership team of interdisciplinary experts in EBP who facilitate the integration of research and practice across multiple settings to improve health care, patient outcomes, and systems.

Guiding Principles

The CAEP is guided by two conceptual models: The ARCC Model and the Clinical Scholar Model. Drs. Melnyk and Fineout-Overholt are authors of the ARCC model: an EBP mentorship model that is systems-focused and fosters organizational change toward a culture of best practice through the use of EBP process, providing autonomy and pride of ownership of nursing practice and improving patient care delivery; patient and nursing outcomes; and systems.

Dr. Schultz is the author of the Clinical Scholar Model. Clinical scholars are direct-care clinicians who own their practice through active inquiry, observation, analysis and synthesis of internal data and published evidence, application of synthesized evidence, and evaluation of the subsequent outcomes.

These synergistic models work in tandem to promote, implement, and sustain a culture of best practice. This culture is grounded in the use of evidence, recognition of clinicians' expertise and judgment, and involvement of patients' values in clinical decision-making. Within a culture of best practice, healthcare providers autonomously care for their patients, responsibly improve their practices, and accountably monitor associated outcomes—the ingredients for successful change.

Strategic Plan

Initiatives

Initiatives offered through the CAEP focus on preparing practitioners for EBP by building knowledge and skills, synthesizing & disseminating current valid research, implementing EBP, and promoting culture changes in organizations to cultivate EBP.

Building knowledge and skills

Through Melnyk and Fineout-Overholt's ARCC (Advancing Research through Close Clinical Collaboration) & Schultz's Clinical Scholar Models, the CAEP team:

- Conducts an annual national/international EBP conference, which was offered collaboratively this summer with Sigma Theta Tau International (STTI) in Hawaii in 2005. Next year's conference will again be collaboratively sponsored with STTI in Montreal during July 2006.
- Provides ongoing workshops and teaching/mentor institutes on EBP (e.g., Phoenix Children's Hospital, Carl T. Hayden VA Medical Center, Banner Desert Medical Center, Mayo Clinic Hospital, and other Arizona hospitals);
- Is creating a web-based interactive tutorial in the EBP process in collaboration with ASU Librarians Sheila Hofstetter & Leslee Shell.

Synthesizing & disseminating current valid research, the CAEP team:

- Assists clinicians and faculty to synthesize and disseminate evidence through various mechanisms (e.g., a collaborative effort with faculty on ASU's West campus and ASU librarians to conduct a systematic review, and produce other publications, syntheses, and presentations)
- Assists nurse educators with integration of EBP principles into educational programs.

Implementing EBP & promoting culture changes, the CAEP team:

- Provides an EBP Mentorship Program (fall 2005).
- Facilitates initiatives that advance evidence-based care and best practices (AZCAEP).
- Provides consultation and support for generation of internal evidence through the development of outcome projects in areas where more evidence is needed to guide practice.
- Conducts patient outcomes evaluation and systems assessments.
- Promotes interdisciplinary collaboration on EBP projects.

In collaboration with the College of Nursing's Center for Research & Scholarship, the CAEP team:

- Provides consultation and support for the development of research projects and grants in areas which more evidence is needed to guide practice.
- Promotes interdisciplinary collaboration on research studies investigating best practices.
- Conducts research to evaluate the effectiveness of new strategies to advance EBP.

*Man's mind,
stretched to a new idea,
never goes back
to its original dimension.
Oliver Wendell Holmes*

Sigma Theta Tau International's


16th International Nursing Research Congress and Third International Evidence-Based Nursing Preconference

ASU's College of Nursing was well represented at Sigma Theta Tau International's (STTI) 16th International Nursing Research Congress and Third International Evidence-Based Nursing Preconference, not only as presenters but also with ASU's new Center for the Advancement of Evidence-based Practice as a collaborative sponsor. The vision of STTI is "to create a global community of nurses who lead in using scholarship, knowledge and technology to improve the health of the world's people."

The objectives of the congress were to enact this vision by creating an international forum, where an international body of clinicians, educators, policy-makers, administrators, and researchers can exchange new knowledge and solutions and discuss opportunities for global collaboration through "Renewal of Nursing through Scholarship." Drs. Ellen Fineout-Overholt, Bernadette Melnyk, and Alyce Schultz served on the STTI Planning Committee for the Congress and EBP Nursing Preconference. The Congress was attended by 833 participants, the largest number to date.


The international congress began with EBP workshops prior to the start of the EBP Preconference. Drs. Bernadette Melnyk and Ellen Fineout-Overholt presented an all-day EBP workshop. Participants learned the Whats, Whys, and Hows of EBP, generating an excitement that spread throughout the congress.

Despite the beautiful weather and alluring scenic beauty at the Hilton Waikoloa Village, international participants heard Dr. Bridie C. Kent from the University of Auckland, New Zealand, open the Third EBP Nursing Preconference. ASU faculty remained busy throughout the day, presenting three symposia, three podium presentations within concurrent sessions, and one focused discussion.



Hawaii's Big Island
16th International Nursing
Research Congress
Renew Nursing Through Scholarship
14-16 July 2005

Third International Evidence-Based
Nursing Preconference
*Promoting Evidence-Based Nursing:
Innovation for Nursing Practice*
13 July 2005
IN COLLABORATION WITH THE CENTER FOR ADVANCEMENT OF EVIDENCE-BASED
PRACTICE AT ARIZONA STATE UNIVERSITY AND THE JOANNA BRIGGS INSTITUTE

 Sigma Theta Tau International
Honor Society of Nursing

Strategic Plan

Presentations by ASU Faculty during the Pre-Conference Symposia:

Integration of EBP into Acute Care Settings

Ellen Fineout-Overholt, PhD, RN
Bernadette Melnyk, PhD, RN, CPNP/NPP, FNAP
Roma Levin, PhD, RN
Priscilla Worrall, PhD, RN

Intervention to Increase Spiritual Competencies

Evelyn L. Cesarotti, PhD, RN, FNP
Barbara Brillhart, PhD, RN, FNP
Dana R. Rosdahl, PhD, RN, FNP
Melanie Brewer, PhD, RN, FNP

Clinical Scholars for EBP: Direct-Care Providers Challenge the Status Quo

Alyce A. Schultz, PhD, RN, FAAN, with her former direct-care colleagues from Maine Medical Center, Portland, ME

Individual Podium Presentations at the EBP Pre-Conference Concurrent Sessions:

How does prematurity affect the development of speech and language?

Jacqueline McGrath, PhD, RN, NNP

Facing the challenge: An EBP prevention program for preschool children and their families who are at risk for being overweight/having obesity

Leigh Small, PhD, RN, CPNP
Bernadette Melnyk, PhD, RN, CPNP/NPP, FAAN, FNAP
Anne Strasser, RN, MS, PNP

Calling all educators: It's time for a paradigm shift in education: The integration of EBP into curricula

Ellen Fineout-Overholt, PhD, RN

Focused Discussion:

The clinical scholar model: One approach for promoting interdisciplinary EBP in acute care

Alyce A. Schultz, PhD, RN, FAAN, with her former direct care colleagues from Maine Medical Center, Portland, ME



ASU faculty and alumni enjoy a special welcome reception for them in Hawaii.

A fulfilling day concluded with an inspiring endnote by Dr. Bernadette Melnyk, Dean and Distinguished Foundation Professor, as she presented “Igniting EBP in Clinical and Educational Settings.” As her objectives stated, Melnyk gave us strategies for creating a vision for and overcoming barriers in advancing EBP educational and practice settings.

On Thursday, the 16th International Nursing Research Congress began on another gorgeous morning, teasing faculty to stay outdoors. Dr. Susan McCabe, Associate Professor at the University of Wyoming, commenced the congress by sharing her new conceptual model applying the art and science of nursing. Dr. Julie Fleury discussed her theory-based intervention for enhancing maintenance of physical activity following cardiac rehabilitation. Dr. Bronwynne Evans presented the role that measuring food satisfaction plays in nutrition care of aging Mexican-American nursing home residents.

On Friday, Dr. Angela Chia-Chen Chen presented “Adolescent Sexual Behavior: Testing a Theory-Driven Model by Gender Difference.” Dr. Denise Link and Lisa O’Neal, presented a poster entitled “Cuidando Su Salud: Improving Follow-up of Abnormal Pap Smears in Latina Women.” Dr. Bernadette Melnyk shared her expertise in strategies for publishing with her co-editors of *Worldviews on Evidence-Based Nursing*, the new STTI EBP journal, during a concurrent session. Dr. Jacqueline McGrath continued her scholarly presentations on the final day of the congress: “Factors Related to Feeding Readiness in Early Born Preterm Infants,” with important findings for the decision-making and caregiving in this high-risk population. This presentation is an example of how ASU’s College of Nursing faculty are actively seeking new ways of providing care to diverse populations and using new models to apply those findings in practice.

Five very busy days of networking and learning concluded with a presentation by Professor Margaret McMillan, Deputy Executive Dean, Faculty of Health, University of Newcastle, Australia, as she explored the attributes of knowledge-ABILITY in nursing practice and opportunities to maximize EBP.



Lisa O’Neal, BSN, RN, and Denise Link, DNSc,WHCNP, present their poster during the conference.



Diane Haas, BSN, graduate student, presents her poster.

Faculty worked hard during the congress and also managed to squeeze in a little sightseeing to verify the evidence we had heard about the Big Island’s beauty. A special College of Nursing reception reconnected ASU Nursing alumni with current faculty.

New Clinical Practice Initiatives

Denise Link, DNSc, RN, WHNPC

Clinical Associate Professor and Chair, Clinical Practice Strategic Planning Task Force

Clinical nursing practice at ASU is taking a giant leap forward as the strategic planning for the College moves into the action phase. Members of the Clinical Practice Task Force included representatives from the faculty, administration, healthcare agencies, and the community.

Through the work of several subcommittees, the task force identified strengths, challenges, and opportunities for nursing practice at ASU. To achieve the identified goals, the participants proposed a framework for harnessing the knowledge, skills, and expertise of our nursing faculty and to put them to use for the betterment of the College, ASU, and the greater Phoenix metroarea.

An exciting initiative resulting from one workgroup of the Task Force is a plan for the Institute for Community Health and Wellness (ICHW). This Institute has evolved from an idea first proposed in 2002 to establish an entity within the College that would centralize, coordinate, and facilitate the community health mission and activities of the College, to sustain its existing Academic Nursing Centers (ANCs) and to build capacity within these centers.

Strategic marketing objectives for the ANCs were discussed, and factors that would contribute to success were reviewed. These topics included unique attributes of nurse-managed health care and the opportunities offered by the current sociopolitical environment, such as decreasing support for immigrant healthcare, and collective healthcare or universal coverage for the uninsured and underinsured who are the target populations, which the existing ANCs serve.

To these ends, the committee outlined a framework to direct activities leading to increased financial stability for the ANCs and establishing the College's faculty as experts in the community for health information and primary care. "Innovative Healthcare Management" is the term coined by

the committee to best typify the "new face" of the ANCs and future endeavors under the umbrella of the ICHW.

Innovative Healthcare Management is defined as identifying, implementing, and leveraging relationships with all ASU academic units and partners to increase ANC access to new technology, healthcare, and business management practices, staff and resources and to disseminate evidence-based nursing practice techniques.

A second workgroup examined the current status and future directions of the College's ANCs. Three ANCs provide healthcare services in the form of health promotion, disease prevention and detection, assessment, treatment, and coordination of care with other safety net healthcare providers in the community. The ANCs also provide educational experiences for undergraduate and graduate nursing students. Complementing the ANCs are other sites affiliated with the College at which faculty, under a variety of contractual arrangements with local entities, both provide care to the underserved and educate students. An initiative was drafted that will enable the ANCs to achieve sustainability by 2008 through diversification of revenue/funding streams as appropriate to the population each serves. Marketing strategies and a business plan for the ANCs will be developed that are conducive to fiscal



Denise Link

responsibility and mutually beneficial to the operation of each enterprise. Because the ICHW is proposed as the administrative and operational vehicle for the ANCs, these two workgroups will collaborate moving forward.

Finally, the College will solidify its healthcare leadership role within the university and the community through the Healthiest University in America initiative, another outcome of the task force. The plan provides a roadmap to develop and administer an integrated system of nurse-managed campus health centers that will provide health care to employees, students, and members of the community. The healthcare model at these centers will be interdisciplinary. The sites will offer clinical practice, education, and research for any and all disciplines (e.g., clinical, administrative, business, media, etc.) involved in healthcare delivery.

The workgroup reviewed documents and data on what is already being offered at ASU and what is known about the health status of students and employees. A university-wide

survey of all employees (more than 4,000) is complete. The data are being analyzed to prioritize what healthcare services will be offered. The initial phase of the project involves creation of the first health center in the College of Nursing's new location (fall 2006) at ASU's new Downtown Phoenix campus.

While there is much more work ahead to realize these great goals of the College's clinical practice agenda, the faculty and resources are ready and able. The Clinical Practice Task Force's ambitious and progressive strategic plan will help to redefine nursing and increase the College's recognition for doing so.

* Clinical Practice Task Force Members: Sue Adams, Linda Brady, Vicki Buchda, Jacqueline Chadwick, Ellen Fineout-Overholt, Mary Killeen, Denise Link, Chris Lyons, Marianne McCarthy, Bernadette Melnyk, Kim Post, Karen Sousa.

*The intuitive mind
is a sacred gift
and the rational
mind is a faithful
servant.
Albert Einstein*



Development Plans

The College of Nursing's new, full-time Director of Development is dedicated to securing endowments for the College. Stable sources of income will help nurture the College of Nursing's evolution as one of the leading programs in the country for nursing and healthcare innovation. Establishing endowments will provide important funding in perpetuity for 7 major priorities, thereby giving the College critical flexibility in its resource allocation and funds for cutting-edge initiatives.

With endowment funds, the College of Nursing will be able to launch new research, EBP, community, and education initiatives for high-quality healthcare delivery; recruit senior researchers to join the faculty; support faculty travel for national and international research conference presentations; and develop strategic marketing pieces about and for the College's faculty, students, alumni, community partners, and donors. Benefactors at the endowment level will be significantly recognized by incorporating their name(s) with that of the respective endowment.

Endowment Priorities

The College of Nursing

Institute for Community Health and Wellness

Center for Improving Health Outcomes in Children, Teens, and Families

Center for Healthy Outcomes in Aging

Center for the Advancement of Evidence-based Practice

Dean's Research Chair in Pediatrics

Dean's Research Chair in Aging

Additional development goals for this year include completing the second Fulton challenge grant and raising funds for new programs with outreach to the community in addition to scholarships and living stipends for students.



R. Terry Olbrysh, MA Director of Marketing and Communications

R. Terry Olbrysh has extensive management and functional experience in communications with leading technology and manufacturing companies. He served most recently as Senior Manager of Communications for the Longaberger Company, a privately owned home products company located in Newark, Ohio.

Olbrysh has placed many ideas as major feature stories with leading business, trade, and professional media and has written and edited annual reports and marketing materials. In addition, he has planned and implemented integrated communications programs for acquisitions, company brand/name changes, major reorganizations, product launches and recalls, and strategic alliances.

An accredited member of the Public Relations Society of America, Olbrysh also has served the national organization in leadership positions, including as president of the Cleveland Chapter and a member of the Board of Directors of the Boston Chapter.

A native of Toronto, Ohio, Olbrysh earned his BA and MA degrees from The Ohio State University from which he was graduated with honors. He also has served as an Adjunct Instructor of Public Relations at Ohio Dominican University in the Columbus, Ohio, area and as a guest lecturer at many other universities.

Laurel Van Dromme, MA Director of Development

Laurel Van Dromme is delighted



to have recently joined the College of Nursing as the Director of Development. "I am excited to be on staff, helping to achieve Dean Melnyk's grand

vision for ASU's College of Nursing," she declared. "The Dean's desire to develop the College into one of the top ten schools in the country will take great investment in several areas. I am ready to do my part to increase private funding for the College."

Van Dromme is working closely with the Dean and the ASU Foundation. She will identify, cultivate, and solicit donors for a range of College needs, from endowments and research seed funds to scholarships.

Van Dromme believes that her experience in healthcare fundraising and her passion for higher education will prove beneficial to advance ASU's College of Nursing. In her previous two positions, she solicited major and planned gifts for capital campaigns at Children's Hospital Los Angeles and Saint John's Health Center (a premier community hospital located in Santa Monica, CA).

Van Dromme understands the pressing need to educate excellent nurses and support high-quality research to address growing healthcare needs, in Arizona and across the country. In addition, she loves the intellectual curiosity found on the campus of a major research institution like ASU and which Dean Melnyk is fostering in the College.

Van Dromme earned her baccalaureate degree with honors from The Ohio State University (OSU). She was the first student appointed to the Board of Trustees for OSU. Van Dromme enjoyed a Fulbright Scholarship to Germany prior to her graduate work at UCLA, where she earned her Master's Degree in History. Grantwriting in graduate school drew her into fundraising initially.

Dean Bernadette Melnyk stated that Van Dromme was her clear first choice for the position. "A few of Laurel's many strengths include that she has a big vision, great interpersonal skills, fundraising savvy, and a passion for what she does. We are fortunate to have a director of development of this caliber."

To contact Laurel Van Dromme about making a gift to the College of Nursing, you may reach her by several ways: (tel) 480.965.2564, (email) laurel.vandromme@asu.edu, and (post) at ASU College of Nursing, PO Box 872602, Tempe, AZ 85287-2602.

The Fulton Challenge

Fulton Challenges ASU Colleges to Build Culture of Giving



“Ira Fulton has been extremely generous to Arizona State University,” says ASU President Michael Crow. “He has played a critical role in getting ASU on the path to our ultimate goal of becoming the New American University. What is especially pleasing to me about the Ira A. Fulton Challenge is that it encourages involvement and entrepreneurship. It encourages the entire university family to help seize control of our destiny and move ASU forward.”

Mr. Ira Fulton and Dean Bernadette Melnyk

Seven ASU deans were called to a hastily arranged meeting at 7 a.m., February 23, 2005. When they arrived to the sixth floor conference room of the new ASU Foundation Building, none of them had an inkling of the meeting’s purpose.

They received a clue when Ira A. Fulton, the most generous donor in ASU’s history, walked into the room. Before the gathering of deans and Foundation staff, Fulton announced the establishment of challenge grants totaling \$300,000 for the seven ASU schools, to be used at the deans’ discretion.

“Today we are kicking off a program,” Fulton said. “The dollar amounts of the matching grants aren’t high. I wanted to give you targets you could meet. Meet them, and I’ll give you more.” His goal is to get more people – ASU faculty, students, emeriti, and alumni – involved in supporting the University.

“I have been blessed financially,” he told the seven deans, “and now I know why. It is to help you and your university and your students move forward. I don’t look at this as a donation, but rather as an investment in our future.”

Dream • Discover • Deliver

College of Nursing Challenged with \$25,000 Matching Grant

If the College of Nursing could raise \$25,000 in new gifts, it would receive an additional \$25,000. Therefore, new gifts would be doubled. “We are grateful for the money that you pledged,” said Ira Jackson, president of the ASU Foundation, to Fulton that early morning in February. “But, more important, your challenge will help create a culture of giving, which we badly need. Over time, this program may create a culture of giving that would be the envy of any venture capitalist in the world.”

Fulton, who attended ASU on a football scholarship, once had a newspaper route that included the campus. He donated \$50 million to the School of Engineering that now carries his name, \$5 million to the College of Education in honor of his wife, Mary Lou, and \$3 million to the Decision Theater, which is scheduled to be opened in May. “I used to live at Eighth Street and Mill Avenue,” Fulton said, “and today when I look to Sixth Street and Mill Avenue and see my name on that building (the Fulton School facility at the Brickyard), it gives me goose bumps.”

Sigma Theta Tau’s Beta Upsilon Helps College Achieve First Goal of \$25,000

On May 10 at Sigma Theta Tau International’s Beta Upsilon’s spring Induction ceremony, Karen Saewert, Chapter President and Director of the College’s RN-BSN-MS Program, surprised Dean Bernadette Melnyk with a gift of \$2,782, the exact amount needed to close the Ira A. Fulton challenge grant! The College of Nursing was the first ASU college to complete its challenge.

This first Fulton grant was fulfilled largely by charitable contributions from ASU Nursing faculty, staff, and students. The College achieved an incredible 75 percent participation rate from among its faculty and staff. “This level of involvement is an awesome testimony to the faculty, staff, students, and friends of the College of Nursing. Their generosity demonstrates their belief in nursing

education, research, and practice in addition to our vision for the College’s future,” Melnyk declared. Ira A. Fulton personally presented Dean Melnyk with his matching check for \$25,000, on May 13, when he graciously spoke at the College of Nursing’s annual Convocation.

Fulton Challenge Grant Number Two: Asking Alumni for Support

As a result of the College’s first success, Fulton made good on his second promise from that February morning. He personally announced an additional challenge grant of \$25,000 for the College of Nursing. Progress is underway to meet this additional matching grant by its deadline, December 31, 2005. Alumni of the College are asked to help meet this goal. When we finish, \$100,000 will be raised from the community closest to the College of Nursing. This internal validation of the College will inspire other major donors in the community to support the College in the future.

Make a Donation Now and Double Your Dollars!

If you wish to support the Dean’s Investment Fund now and have your gift doubled (up to \$5,000) this year by Mr. Fulton, please complete the form on page 41 and mail as directed before December 31. For more information on giving to your alma mater, please contact Laurel Van Dromme, director of development, College of Nursing: (tel) 480.965.2564, (email) laurel.vandromme@asu.edu or (mail) ASU College of Nursing, PO Box 872602, Tempe, AZ 85287-2602.

*Thank you for supporting
ASU’s College of Nursing.*

Together, we dream, discover, and deliver!

Leadership

ASU College of Nursing is Proud to Announce New Leadership Team

Dean and Distinguished Foundation Professor

Bernadette Melnyk, PhD, RN, CPNP/NPP,
FAAN, FNAP

Associate Dean for Academic Affairs

Mary Killeen, PhD, RN

Associate Dean for Research and Director, Center for Research and Scholarship

Melissa Faulkner, DSN, RN

Director, Center for the Advancement of Evidence-based Practice

Ellen Fineout-Overholt, PhD, RN

Associate Director, Center for Advancement of Evidence-based Practice

Alyce Schultz, PhD, RN, FAAN

Assistant Director for Outcomes Management, Center for the Advancement of Evidence-based Practice

Anne Wojner-Alexandrov, PhD, RN, CCRN,
FAAN

Director, Center for Healthy Outcomes in Aging

Colleen Keller, PhD, FNP, FAHA

Director, Center for Evaluation and Educational Research

Pauline Komnenich, PhD, RN

Director, Academy for Continuing Education

David P. Hrabe, PhD, RN

Director, University Health Center, ASU at the Downtown Phoenix campus

Denise Link, DNSc, RN, WHCNP

Director, DNS Program

Julie Fleury, PhD, RN, FAAN

Director, Master's Programs

Renee McLeod, DNS, RN

Director, Baccalaureate Programs

Brenda Morris, EdD, RN

Director, RN-BSN-MSN Program

Karen Saewert, PhD, RN, CPHQ

Director, 2nd Degree, Accelerated Non-nurse BSN/MS Programs

Susan Mattson, PhD, RN, FAAN

Director, Office of International Affairs

Rojann Alpers, PhD, RN

Director of Development

Laurel Van Dromme, MA

Director of Marketing and Communications

R. Terry Olbrish, MA

Director of Student Services

Cheryl Herrera, MPA

Dream • Discover • Deliver

Melissa Spezia Faulkner, DSN, RN

Associate Dean for Research and Director, Center for Research and Scholarship

Dr. Melissa Spezia Faulkner



will join the College of Nursing as the Associate Dean for Research and Director of the Center for Research and Scholarship in January 2006.

“Melissa has the type of outstanding qualities that are necessary to lead our research enterprise to national prominence,” says Dean Bernadette Melnyk. “She is a rigorous researcher, team builder, excellent teacher/mentor, and a seasoned clinician, who understands the importance of producing research that positively impacts patient care and outcomes.”

Faulkner received her BSN from Southern Illinois University at Edwardsville, her MSN from the University of Evansville in Indiana, and her DSN from the University of Alabama at Birmingham.

Faulkner is currently an Associate Professor at the University of Illinois College of Nursing in Chicago. Previously, Faulkner was an Associate Professor at the University of Tennessee Health Science Center, Memphis, TN, where she held a joint appointment as Chief of Nursing with the Boling Center for Developmental Disabilities that was funded by the Maternal Child Health

Bureau, Department of Health and Human Services. She has 21 years of experience teaching undergraduate, graduate, and doctoral nursing students in both didactic and clinical settings.

“Faulkner brings to the university her own exemplary research program in adolescent diabetes, which will contribute greatly to our university programs in this area as well as linking to our clinical partners in this demographically relevant disease focus,” remarked Kathleen S. Matt, PhD, Assistant VP for Research, and Director, Office of Clinical Partnerships, ASU. “She will serve as an excellent mentor and leader in enhancing the research mission of the university in translational research. She will be a strong member of the team in the College of Nursing that will lead their College and the University to ‘Dream, Discover, and Deliver.’”

Faulkner’s research focuses on both psychosocial and physiological factors that affect health outcomes for youth with either type 1 or type 2 diabetes. Her work has shown early cardiac autonomic neurological changes, decreased life satisfaction, and lower health perceptions in youth with type 1 diabetes as compared to controls.

Faulkner’s current R01 funding from the National Institutes of Health/National Institute of Nursing

Research is addressing cardiovascular risks in adolescents with diabetes. Major findings indicate that regardless of the type of diabetes, being female and having a higher body mass index, poorer glucose control, and lower amounts of physical activity are predictors for decreased cardiovascular fitness. Determining variations in cardiovascular risks and predisposing factors for youth with diabetes is essential prior to designing interventions that promote positive health outcomes, ultimately control escalating costs for diabetes care, and minimize adverse effects on health status and well-being.

Faulkner is a member of the American Nurses Association, Sigma Theta Tau International, the Professional Section of the American Diabetes Association, and the Midwest Nursing Research Society. She is a frequent presenter at regional and national meetings associated with these organizations. She serves as a manuscript reviewer for *MCN: The American Journal of Maternal Child Nursing*, *Archives of Pediatric and Adolescent Medicine*, and *Nursing Research*. She also has served on grant study sections for the National Institute of Digestive, Diabetes, and Kidney Diseases at the National Institutes of Health.

New Full-time Faculty

Colleen Keller, PhD, RN, FNP, and Fellow of the American Heart Association Professor and Director, Center for Healthy Outcomes in Aging

Dr. Colleen Keller joins the faculty from the University of Texas Health Science Center at San Antonio, where she served as Department Chair for 4 years, and Co-Director of the National



Center of Excellence in Women's Health through the Department of Obstetrics-Gynecology, School of Medicine. She also held appointments in the Department of Family Practice and the Department of Surgery.

Keller has more than 20 years experience teaching both graduate and undergraduate nursing courses. She has taught at the University of New Mexico, Northern Arizona University, and ASU.

A 1975 BSN alumna of ASU's College of Nursing, Colleen received her graduate degrees from The Ohio State University, University of New Mexico, and University of Texas at Arlington.

Keller is certified as a Family Nurse Practitioner from American Nurses Credentialing Center. She has maintained her clinical practice, most recently with Planned Parenthood of San Antonio and South Texas, and University Physicians group Gerontology practice.

Keller's research focuses on physical activity, with social support, as a strategy for weight management in women. Keller has received research and program funding from NIH/NINR, National Office of Women's Health, HRSA, the Hogg Foundation, the American Nurses Foundation, and the Hartford Foundation.

"We are so excited about Colleen's decision to join our leadership team," states Dean Bernadette Melnyk. "As an experienced researcher, educator, and practitioner, there is no doubt that she will build a nationally renowned Center for Aging that will improve health outcomes for individuals in the state of Arizona and across the globe."

*Without change there is no innovation, creativity, or incentive
for improvement. Those who initiate change will have a better
opportunity to manage the change that is inevitable.*

William Pollard

Renee McLeod, DNS, RN

Professor and Director, Master's Programs



Dr. Renee McLeod has more than 29 years of experience as a pediatric nurse practitioner in a variety of practice and academic settings. Married to a retired Navy Dental Officer, she has practiced in 6 states and overseas.

McLeod received her BS in Nursing from the University of Tennessee, Memphis; her MS in Nursing from the University of California, San Francisco; and her DNS from Widener University in Pennsylvania. Her research area is in the use of handheld

technology to facilitate evidence-based practice and patient compliance. McLeod also has studied medication compliance issues in children of Mexican-Americans who have tuberculosis and atopic dermatitis. She is an internationally invited speaker in the area of pediatric dermatology and handheld technology and serves as a consultant on a variety of local, regional, and national boards.

McLeod is a past president of the National Association of Pediatric Nurse Practitioners (NAPNAP). She has most recently been a Professor and Director of the PNP programs at Vanderbilt University in Nashville. Dr. McLeod also is a member of the Clinical Teaching Faculty at Scripps Mercy Hospital

and Clinic in San Diego, where she maintains her clinical practice and research initiatives. She will lead the college, beginning in January 2006, in launching new innovative Master's Programs, strengthening existing curriculum, as well as planning and implementing a Doctorate in Nurse Practice program.

"Renee is a highly regarded leader and educator at the national level," states Mary Killen, Associate Dean for Academic Affairs. "She is frequently sought out as a consultant for her innovative integration of handheld technology into educational programs. We are confident that she will spearhead cutting-edge Master's Programs here at the College."

*Do not go where the path may lead,
go instead where there is no path and leave a trail.*

Ralph Waldo Emerson

New Full-time Faculty

Alyce Schultz, PhD, RN, FAAN

Clinical Professor and Associate Director, Center for the Advancement of Evidence-based Practice



Dr. Alyce Schultz recently joined the College of Nursing as the Associate Director of the new Center for the Advancement of Evidence-based Practice and Clinical Professor of Nursing. For almost 12 years prior to this move, she was the Director of the Center for Nursing Research and Quality Outcomes at Maine Medical Center, in Portland, ME, with an adjunct appointment at University of Southern Maine, School of Nursing. She received her diploma in nursing from Madison General School of Nursing in Madison, WI; her Baccalaureate and Master's degrees in Nursing from the University of New Mexico; and her PhD in Nursing from Oregon Health and Sciences University in Portland, OR.

As the Nurse Researcher in a tertiary care setting, Schultz's primary role was as a mentor and educator of staff nurses in promoting evidence-based practice and the conduct of research. In collaboration with staff nurses, faculty, physicians, social workers, and dietitians, she was funded by six external grants and three internal grants, and she has written over 25 peer-reviewed publications. Schultz

and her colleagues at Maine Medical Center have been honored nationally and internationally with Research Writing Awards from the Association of Operating Room Nurses and the Academy of Med-Surg Nursing and with Research Awards from the Emergency Nurses Association, Eastern Nursing Research Society, National Association of School Nursing, National Association of Neonatal Nurses, and the American Nephrology Nurses Association. In 2003, she and a team of staff nurses received an Innovation in Clinical Excellence Award sponsored by Sigma Theta Tau International and Nursing Spectrum.

Schultz, who brings diverse experience in teaching and practice that has been cultivated in more than three decades of nursing, has focused primarily in community health and teaching raduate research. Her dissertation research explored the healthcare needs of rural and urban elders after discharge from acute care. Shortly after the break-up of the Soviet Union, she visited several hospitals in Estonia, delivering a suitcase of nursing textbooks to a school in Tallin where faculty were excited about the opportunity to teach the nursing process. In 2001, she taught an undergraduate research course for the University of New England in Israel and worked with a team of cardiology

nurses on a research proposal studying differences in cardiac life style changes among the ethnic groups in Jerusalem.

Schultz has disseminated her research at national and international conferences, and her work has extended to global applications. For example, a toddler pain scale, developed by Schultz and a team of staff nurses, has been translated into Dutch and Spanish and is currently in use by the Centers for Disease Control for a vaccine study in the Dominican Republic. As a consultant to a medical resident, she facilitated the exploration of the trauma experiences of Somali refugees. At the international level, she continues to serve as a collateral reviewer of research abstracts, grants, and dissertations and helped develop International Collaborative Research guidelines for Sigma Theta Tau International.

Schultz has been an appraiser for the American Nurse Association's Magnet Recognition Program since its inception in 1994. She is currently a member of the Board of Directors for Sigma Theta Tau International. She was inducted as a Fellow into the American Academy of Nursing for her work in developing the Clinical Scholar mentorship model that promotes the use of evidence by nurses at the bedside.

Anna L. Schwartz, PhD, FNP, FAAN

Professor and Scottsdale Healthcare Chair of Nursing Research

With more than 18 years of experience as a clinical researcher and practitioner, **Dr. Anna L. Schwartz** has been selected as the



first Scottsdale Healthcare Chair of Nursing Research in the College. “We will have on site some very experienced nurse researchers in

the field of oncology who will conduct studies that will improve care of oncology patients,” said Susan Brown, Scottsdale Healthcare’s director of oncology services.

Schwartz is internationally known for her program of research, which focuses on exercise interventions to reduce the acute and chronic physical and emotional effects of cancer and its treatment. She has received research funding from the National Institute of Nursing Research,

the National Cancer Institute, the Oncology Nursing Foundation, the Department of Defense Breast Cancer Research Initiative, and the fitness industry.

Schwartz’s book, *Cancer Fitness: Exercise Programs for Patients & Survivors*, published by Simon & Schuster, brings the science of cancer and exercise to patients, survivors, and their families. Indeed, Schwartz embodies her work, holding two world records in bicycling. She coaches athletes young and old and was a member of the 2003 Tour of Hope team that cycled from Los Angeles to Washington, DC, to raise awareness for cancer research. Schwartz has been recognized for her work with numerous awards from such organizations as the American Cancer Society the Oncology Nursing Society and the International Research Promotion Council. She is a Fellow in the American Academy of Nursing. Schwartz is president of Coleman Health and Coleman

Cancer Wellness, a nonprofit organization offering equine-assisted growth and learning programs for at-risk youth and cancer survivors.

Schwartz received two Bachelors of Science degrees, in Exercise Science and in Nursing, from the University of Florida; a Masters of Science in Health Education from Florida State University; a Community Health Nursing and Family Nurse Practitioner degree from ASU; and a PhD in Nursing from the University of Utah.

“We are thrilled with our Scottsdale healthcare partnership and our ability to attract such a high-caliber oncology researcher to the esteemed chair position,” declared Dean Bernadette Melnyk. “Anna not only conducts rigorous research to improve the lives of cancer patients, but also she clearly understands the importance of rapidly translating her findings into clinical practice.”

New Full-time Faculty

Anne W. Wojner-Alexandrov, PhD, RN, CCRN, FAAN Clinical Professor, Assistant Director for Outcomes Management, Center for the Advancement of Evidence-based Practice

Dr. Anne Wojner-Alexandrov



is a nationally and internationally recognized clinical expert in the areas of emergency and critical care, with concentrations in neuroscience and

vascular dynamics. She has previously held positions as a nurse manager for an emergency department and neuroscience unit, a director of nursing for cardiac care services, an educator for critical care and emergency services, chief flight nurse for a helicopter transport program, and clinical nurse specialist/outcomes manager for neuroscience and emergency services.

Wojner-Alexandrov was an Assistant Professor of Neurology and Neuroscience Critical Care at the University of Texas, Houston prior to becoming a faculty member with ASU's College of Nursing. She was President of the Health Outcomes Institute and Director of Outcomes Research for Clarian Health. Wojner-Alexandrov received her Masters of Science in Nursing from the University of Texas, Houston in 1993, with

a concentration in critical care. She received her PhD from Texas Woman's University in 2002. It focused on integrated systemic and intracranial hemodynamics.

Wojner-Alexandrov currently serves on the Board of the Commission on Collegiate Nursing Education for the American Association of Colleges of Nurses. She was the National President of the American Association of Critical-Care Nurses (AACN), a 65,000 member organization, in FY 2000. In addition, she was the first nurse member of the U.S. Food and Drug Administration's Neurologic Device Approval Panel (1997-2000) and was a member of the National Quality Forum Steering Committee on Safe U.S. Health Care Practices (1999-2003).

Wojner-Alexandrov developed the reviewer role for the Joint Commission's Stroke Center Certification Program and conducted the first 20 reviews of hospitals competing for this recognition. She is a member of the National Stroke Association's Acute Advisory Board, a member of the Executive Leadership Board of the American Stroke Association, a member of the American Heart Association Texas Affiliate Board of Directors, and a

member of the Board of the Council on Cardiovascular Nursing's Stroke Council for the American Heart Association.

Outcomes Management: Applications to Clinical Practice (Mosby, 2001), written by Wojner-Alexandrov, has been rated by readers as the definitive source for starting and enhancing an outcomes measurement and management initiative and was awarded the 2001 AJN Book of the Year Award. Wojner-Alexandrov's many honors include induction as a Fellow in the American Academy of Nursing in 2004, the American Stroke Association's (ASA) Distinguished Service Award in 2003, the American Heart Association's Stroke Manuscript of the Year Award in 2003, the American Stroke Association Texas Affiliate's Excellence in Volunteer Leadership Award in 2002, and the John P. McGovern Teaching Excellence Award from University of Texas, Houston in 1999.

Michael Belyea, PhD Research Professor

Dr. Michael Belyea earned his PhD in Sociology from North Carolina State University and a biostatistics postdoc from the University of North Carolina, where he specialized in medical sociology and statistics. After receiving his doctorate and postdoc, Belyea conducted health services research at Duke University. Before coming to ASU's College of Nursing, he taught the doctoral statistical courses and consulted in the Research Support Center at the School of Nursing, University of North Carolina at Chapel Hill.

Belyea has been a statistician and co-investigator on numerous federally funded research projects, participating in the formation of the project, preparation of the proposal, management of the science, analysis of the data, and the writing of articles and presentations. He also has taught courses on regression, the analysis of experimental designs, longitudinal methods and analysis, and structural equation modeling.

Maryann Bozzette, PhD, RN Associate Professor

Dr. Maryann Bozzette received her PhD from the University of Washington. She has taught in the graduate programs at Duke University and the University of Illinois at Chicago. Bozzette has an extensive background in neonatal nursing, and is teaching in the Neonatal Nursing Specialty Track for the College of Nursing.

Bozzette's research interests include developmental aspects of prematurity, particularly social adjustment of the infant, and sensory and perceptual abilities. Bozzette was awarded a Mentored Research Award from the National Institute of Nursing Research to conduct the study "Development of Communication in Preterm Infants." This study examined early communication behaviors such as gestures and facial expression and vocalizations over the first 4 months of life.

Infants were videotaped with their mothers during natural interactions at 36 weeks gestation, term age, and 4 months corrected age. Results of the study show that premature infants significantly increase behaviors and vocalizations over the first 4 months of life. However, when gestational age was controlled for, there were no significant changes, suggesting that the infants born earlier in gestation are not progressing as well.

There were no significant changes in maternal behavior over time, which may indicate that mothers are not reinforcing the communication



efforts of these infants. A sequential analysis of the most frequent infant vocalizations shows that mothers respond to infant utterances only about 15% of the time. Analysis is currently underway to compare the responses of these infants to those of a group of full-term infants. Bozzette is currently conducting pilot research, also funded by NIH/NINR, examining premature infants for physiologic responses to their mothers' voices.

New Full-time Faculty

**Maureen Campesino, PhD,
RN, PsyNP**
Assistant Professor

Dr. Maureen Campesino



completed her PhD in Nursing Research in December 2003 at the University of Arizona. Throughout her doctoral studies, Campesino was a Clinical

Fellow in the Ethnic Minority Fellowship Program, American Nurses Association, funded through the Substance Abuse and Mental Health Administration, Department of Health Care and Human Services. In June 2005, she completed a Postdoctoral Fellowship with the Center for Frontier Medicine in Biofield Science, funded by the National Center for Complementary and Alternative Medicine, National Institutes of Health. Campesino is excited to return to ASU's College of Nursing, where she previously served as Academic Advisor for Minority Recruitment and Retention from 1992 to 1998.

Campesino has been the recipient of numerous awards for scholarship. In 2003, she received the Outstanding Dissertation Award for Excellence in Research with Vulnerable Populations from the College of Nursing, University of Arizona. In 2000, Campesino was the recipient of the

competitive Centennial Achievement Award from the University of Arizona. She also has received fellowships and grant awards from the national Society for the Scientific Study of Religion, the Nurse Practitioner Council of the Arizona Nurses Association, and numerous scholarships through the University of Arizona Graduate College and the College of Nursing.

Campesino's research interests include cultural aspects of bereavement and spirituality among Latino populations; the role of race and culture in health disparities; critical cultural competency in nursing; and instrumentation, narrative methodology, and mixed-method designs. Campesino is a member of the National Association of Hispanic Nurses, the American Nurses Association, the American Anthropological Association, the Society for the Scientific Study of Religion, and the National Latino Psychology Association. As an Associate Investigator with the Arizona Cancer Center, she serves as cultural competency consultant for the Arizona Hospital and Healthcare Association, and is a reviewer for the journals *Applied Nursing Research* and *Death Studies*.

**Sandra Davidson, RN, MSN,
PhD(c)**
Clinical Associate Professor

Sandra Davidson is currently completing her PhD in Leadership Studies from Gonzaga University in Spokane, Washington. She has been a practicing RN in Canada for the last 11 years and has held various positions, such as charge nurse, surgical educator, clinical nurse specialist, and clinical education coordinator. Davidson's clinical specialties are gerontology and chronic disease management/prevention.

Davidson has held faculty teaching positions at both the Baccalaureate and Associate Degree levels. Her research interests are interdisciplinary education, chronic disease management, and innovation in nursing education. Davidson is also the president and co-founder of Nursethink Incorporated, a nursing education/leadership consulting company.

**Kathleen A. LuPone, MS, RN,
FNP-C**
Clinical Assistant Professor

Kathleen A. LuPone is a new Clinical Assistant Professor in the College's undergraduate program. She is a Barbara Browne Connors Nursing Scholar and completed her Master's degree in the Family Nurse Practitioner Program at ASU's College of Nursing in 2004.

LuPone has been a registered nurse for 31 years, beginning as a staff nurse in Buffalo, New York. She spent 23 years practicing in nursing as a neuroscience ICU nurse at Barrows Neurological Institute and St Joseph's Hospital in Phoenix. She is also presently working in a private neurology office practice in Mesa, which serves primarily an adult and geriatric population. A member of the College of Nursing Alumni Association, LuPone is the organization's current Secretary.

Mary Z. Mays, PhD
Associate Professor

Dr. Mary Z. Mays earned her doctorate in experimental psychology from the University of Oklahoma, with a specialization in learning/memory and quantitative methods. She has broad experience in basic and applied behavioral, nursing, and biomedical research both as an investigator and as a biostatistician. She has conducted research in areas ranging from animal learning to healthcare provider satisfaction.

Mays has served as a consultant to the National Academy of Sciences' Institute of Medicine's - Food and Nutrition Board, as a reviewer for source selection panels for medical research and development grants and contracts in the Department of Defense, and as a member of study sections for research on behavioral medicine interventions for the National Institutes of Health. Mays is a member of the American Statistical Association and the American Public Health Association.

Linda C. Mitchell, MSN, RNC
Clinical Assistant Professor

Linda C. Mitchell was first a nurse's aide, then a licensed practical nurse, and finally a registered nurse in 1993. She graduated from Abington Memorial Hospital School of Nursing, in Willow Grove, PA, in 1993, with a Diploma in nursing. Over time she realized that she enjoyed the educational aspect of nursing, so she returned to school and earned a Bachelor of Science in Nursing at Immaculata College, in Pennsylvania, in 2001. She decided to continue in nursing education and obtained a Master of Science in Nursing from University of Phoenix in 2003.

Mitchell has worked in the acute setting for most of her career with emphasis in medical-surgical nursing. She also has worked many years caring for patients with cardiac and respiratory illnesses. Believing that community involvement is vital to her career, she joined with the Burlington County Cancer Control Coalition, Burlington, NJ, after it was determined that residents of this county were at high risk for being diagnosed with lung, prostate, colon, and breast cancers.

New Full-time Faculty

**Kimberly Murray, MSN,
WHNPC**
Clinical Assistant Professor

Kimberly Murray completed her undergraduate nursing degree at Boston University in 1984. Over 16 years, she developed an expertise in Labor and Delivery and



high-risk obstetrics and experience in management as an Assistant Director. She returned to ASU for her Master's degree in Nursing, which she received in 1998. Most recently, Murray worked as a women's health nurse practitioner and clinical nurse specialist.

As a nurse educator, Murray encourages students to synthesize, analyze, and evaluate theory and practice from both an empirical and an aesthetic perspective. She assists them in becoming competent in psychomotor skills and problem solving behaviors through the facilitation of multiple clinical experiences. She encourages a spirit of ongoing inquiry through the use of evidence from research.

Barbara Niesel, MN, RNC
Clinical Assistant Professor

Barbara Niesel has been board certified by the American Nurses Association Credentialing Center in Psychiatric and Mental Health Nursing for more than



20 years. The last 10 years of her nursing career have been focused on geriatrics, especially Alzheimer's disease and dementia care.

In 2000, Niesel received the Best Practice Award by the American Psychiatric Nurse's Association in Washington, DC, for her abstract "Managing Behavioral Problems in Dementia Care." In 1998, her training manual for dementia care was approved by the Arizona Department of Healthcare Services.

Niesel was an appointed member on the Long Term Care Advisory Council for JCAHO for 4 years. She is currently on the Board for the Arizona Geriatrics Society and the Certification Testing Advisory Council for the American Psychiatric Nurses Association. Barbara received her BSN from Loyola University in Chicago and her MN from the University of Phoenix.

**Christopher J. Peluso, MSN,
BSN, RNC**
Clinical Assistant Professor

Chris Peluso graduated from Jameson Hospital School of Nursing in New Castle, PA, in 1991. He received his BSN from Penn State University in 1994, and MSN from the University of Phoenix in 2004. He is certified as a Psychiatric/Mental Health Nurse by the ANCC and has worked in all aspects of psychiatric nursing for the past 14 years. Peluso is a member of the American Psychiatric Nurses Association and Sigma Theta Tau International.

Peluso considers psychiatric nursing to be his passion and maintains a strong vision for the future of nursing education, believing that the connection between research and practice as well as that between theory and "the front line" must begin on the first day of undergraduate education.

Kathryn Records, PhD, RN Associate Professor

Dr. Kathryn Records is



passionate about her practice and research focus in maternity nursing. From her initial practice in a Level 3 NICU to her most recent experiences

as a staff nurse in a Labor Delivery Recovery Postpartum setting, she has found working with families during childbearing to be extremely rewarding.

Records began her research career by studying the caregiving provided by adolescent mothers. She is the Principal Investigator on a longitudinal NIH/National Institute of Nursing Research-funded study of the childbearing health of abused and nonabused women. The study is currently in the dissemination phase. Simultaneously, Records is co-investigator on a comparative study of newborns of abused and nonabused mothers. This study uses physiologic indices to measure the responses of newborns to a stressor.

Records has taught undergraduate maternity and research courses as well as graduate theory and research.

Rochaun Smith, MSN/MPH, BSN Clinical Assistant Professor

Rochaun Smith comes to ASU with a strong background in community health. Smith graduated from California State University, Los Angeles, in 1990 with her BSN degree. In 2001, she earned her MSN/MPH from Cal State Long Beach. Smith worked as a Public Health Nurse for the County of Los Angeles Department of Health Services for 10 years, and most recently as a school nurse for the Los Angeles Unified School District.

Kim Sutter, PhD(c), MSN, BSN, RN Clinical Assistant Professor

Kim Sutter received her BS in Nursing at Texas Women's University in Denton, TX, in 1979. After graduation, she began her career in pediatric nursing. In 1981, she moved to Phoenix to attend ASU and earn her MSN, with an emphasis in Nursing of Children. Her thesis focused on siblings of children with chronic physical disorders. She completed her degree in 1986.

During and following this time, Sutter continued to work in the area of pediatric nursing, in particular the pediatric intensive care unit. In 1998, when her family moved to Wichita, KS, she was asked to teach at Wichita State University, where she found a new direction and satisfaction in teaching. She continued to work at Wichita State University until 2001, when she decided to pursue her PhD at the University of Arizona. Her dissertation is focused on the siblings of children in the pediatric intensive care unit.

In 2004, Sutter realized that she greatly missed educating students. She began teaching at ASU part-time as a Faculty Associate. Now, as a full-time clinical assistant professor, Sutter teaches pediatric clinicals.

The College of Nursing also welcomes the additional new full-time faculty:

Jonna Anderson, MSN, RN Clinical Assistant Professor

Diann Muzyka, MSN, BSN, RN Clinical Associate Professor

Margaret (Pegi) Yancy, MS, RN, OGNP, ANP Clinical Associate Professor

ASU Homecoming FestDevil

College of Nursing Alumni Association and College of Nursing: A Winning Team

October 28 – 29, 2005

Arizona State University's College of Nursing and the College of Nursing Alumni Association (CONAA) are teaming up for a great Homecoming weekend. We welcome alumni and faculty to join us at two wonderful events dedicated to Nursing: a cocktail reception on Friday evening and brunch on Saturday morning.

CONNA awards will be presented at Saturday's brunch. Please submit suggestions for candidates for Outstanding Alumnus or Distinguished Faculty awards to Nancy Tucker, MA, BSN, CONAA newsletter editor, 2909 W Glendale Avenue, Phoenix, AZ 85051, tel 602.242.3982, or email nrtucker@msn.com.

Friday Evening Reception

6:30 p.m. – 8 p.m., The Tempe Mission Palms Hotel

You are invited as a guest of the College of Nursing to reconnect with your fellow alumni and meet your favorite and new faculty, including Dean Bernadette Melnyk, on Friday evening at an elegant reception at the beautiful Mission Palms in downtown Tempe. Enjoy a delightful fall evening poolside with hors d'oeuvres and cocktails (no-host bar). A silent auction will be held to benefit CONAA's scholarship fund.

To donate auction items, please contact Nerissa Siani, CONAA past president, at sundvl16@aol.com.

The Tempe Mission Palms Hotel is located at 60 East Fifth Street, Tempe, Arizona 85281, tel 480.894.1400. For room reservations, please call 800.547.8705.

Saturday Morning Brunch

9 a.m. – 11 a.m., University Club

Reignite your passion for nursing with your fellow alumni on Saturday morning at brunch with special guest speaker, Thomas A. Mackey, PhD, NP-C, FAAN, FAANP, Director of the University of Texas-Health Services Clinic and Professor of Clinical Nursing. Mackey will speak on entrepreneurship and nursing.

In addition, CONNA will announce its annual awards for Outstanding Alumnus and Distinguished Faculty. Dean Melnyk also will present highlights of the College's exciting new 5-year strategic plan.

The cost is \$25 per person prior to October 22, and \$30 at the door.

*RSVP for events to Nancy Tucker
2909 W Glendale Avenue, Phoenix, AZ 85051
tel 602.242.3982 or email nrtucker@msn.com*

Thomas A. Mackey, PhD, NP-C, FAAN, FAANP

Under Tom Mackey's direction, the University of Texas-Health Services clinic has provided over 300,000 patient visits, brought over \$11 million dollars to the School of Nursing, taught hundreds of Nurse Practitioner (NP) students, and published multiple scholarly articles. Mackey has raised the visibility and respect for advanced practice nurses who manage care in a cost-effective and efficient manner. His unique experience makes him a role model and nationally renowned educator for other NPs, healthcare policy makers, and educators. Mackey continues to work to ensure the viability and acceptability of advanced practice nursing in an interdisciplinary environment.



Included here are traditional university-wide activities for you to enjoy also. For more details, please visit the ASU Alumni Association and ASU Homecoming FestDevil websites:

<http://www.asu.edu/alumni/events/reunions/schedule05.html>

<http://www.asu.edu/homecoming/events/>

Friday, October 28

ASU Classes Without Quizzes

9 a.m. – 12 Noon & 1 p.m. – 2 p.m., Classrooms in and around Old Main

Have you ever wished classes existed without quizzes? Well, join ASU's top professors as they present short lectures on their current studies at ASU. Whether you want to meet one of these top scholars, or could not get an override into their classes, this event will allow the ASU community and Alumni to experience their teaching.

A Look at What's Changed

2:30 p.m. – 4 p.m., Tours will leave from the Memorial Union

Alumni will be able to take a 1-2 hour tour of the newest facilities at ASU, as well as visit old favorites, such as the MU, Gammage, and Social Sciences. Presented by Devil's Advocates.

Lantern Walk

8 p.m. – 9 p.m., Entrance to "A" Mountain Walking Trail

As the oldest tradition at Arizona State, Lantern Walk is Homecoming's signature event, allowing students to retrace the steps of previous students up "A" Mountain in a ceremony celebrating ASU Pride. In the past, the ceremony has had surprises ranging from fireworks to marriage engagements!

Alumni Night in Tempe

9 p.m. – 2 a.m., Mill Avenue

Alumni will receive food and drink discounts at a number of establishments on Mill Avenue with a valid registration ticket. (Details to be forthcoming on ASU's website.)

Saturday, October 29

Homecoming Parade

11:30 a.m. – 12:30 p.m., University Drive from McAllister to Mill Avenues

Walk outside the University Club following the College of Nursing's Brunch for the annual parade for the ASU community to show their accomplishments to the community. This family event is great for parents and kids alike. Join Sparky, the ASU Cheerleaders, and the Marching Band as they get fans pumped up for the Game and Block Party.

Homecoming Block Party

12:30 p.m. – 3:30 p.m., Old Main Lawn

The biggest party of the year for the ASU community! Join students, alumni, and community members as everyone interacts and reacquaints themselves with their alma mater. In one shared tent, the College of Nursing is joining with other Colleges and Schools moving to the Downtown Phoenix campus. The more the merrier, we say! Our theme is "Countdown to Downtown."

Annual Homecoming Football Game

3:30 p.m., Sun Devil Stadium

The Arizona State University Sun Devils Football team takes on the Washington Huskies.



Join the College of Nursing Alumni Chapter

You're invited to become a member of an exclusive group: an association dedicated to the support of the ASU College of Nursing and enjoyment of its alumni. As a member, you will have the opportunity to meet and share ideas with other nursing professionals and to enhance nursing education.

Application to the College of Nursing Alumni Association is handled through the ASU Alumni Association. By becoming a member of the ASU Alumni Association, you are then a member of the College of Nursing Chapter.



ASU College of Nursing Alumni Chapter Board of Directors

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Contact the ASU Alumni Association:
1-800-ALUMNUS
(480) 965-2586
E-mail: alumni@asu.edu
www.asu.edu/alumni

Where are you? We want to hear from you!

Please complete the following form or fill out an online form at <http://nursing.asu.edu/alumni/whereareyou.htm>.

Mail or fax the completed form to:

Laurel Van Dromme, Director of Development, PO Box 872602, Tempe, AZ 85287-2602, Fax: (480) 965-6488

Name: _____ Degree _____

Name while at ASU (if different) _____ Address _____

Year of Graduation _____ City _____

State _____ Zip _____ Phone _____

Email Address _____

Please include additional information, including unique experiences and personal and professional accomplishments. Attach a photograph if desired. _____

Yes, I want to join the ASU Alumni Association:

Annual Membership

Individual \$45 Couple \$60 Recent Graduate (within 2 years) \$25

Life Membership

Individual \$500 Couple \$650 Recent Graduate (within 2 years) \$300

Installment Life (5 annual payments)

Individual \$110/year Couple \$140/year Recent Graduate (3 annual payments) \$120

Checks should be made payable to the **ASU Alumni Association**, a separate nonprofit organization that exists to support ASU.

Ira A. Fulton Challenge: ASU College of Nursing

Through December 31, 2005, Mr. Fulton will match your donation, up to \$5,000 per gift, to the College of Nursing Dean's Investment Fund.

Yes, I am pleased to support the Fulton Challenge in the College of Nursing with a gift of:

\$5,000 \$1,000 \$500 \$250 \$100 Other \$ _____

Please match my gift with the Fulton Challenge (Deadline December 31, 2005).

My (or my spouse's employer) is a matching gift company. Name of the employer: _____

Gift checks should be made payable to the **ASU Foundation**. Gifts to ASU may be considered a charitable contribution and are tax deductible to the extent permitted by applicable law. Please indicate gifts for Fulton Challenge College of Nursing in memo line.

Payment Method:

I wish to pay by:

Check enclosed MasterCard Visa Discover AmEx

Name as it appears on credit card:

Card number _____ Expiration date _____

Signature (required) _____

All funds will be deposited with the ASU Foundation, a separate nonprofit organization that exists to support ASU.

NDNGP6CG – Ira A. Fulton Challenge

The New American University

ASU seeks to advance social and economic development in Arizona. As it evolves, ASU will serve as the prototype for this New American University, redefining the existing conception of research universities. ASU will build a comprehensive metropolitan research university that is an unparalleled combination of academic excellence and commitment to our social, economic, cultural, and environmental setting.

Design Imperatives of the New American University emerging at ASU reflect adaptability, individualism, entrepreneurialism, and optimism. Whether providing the best possible education to the students of Arizona, generating economic growth, or improving the quality of life for all Arizonans, ASU is committed to building a great university in the American Southwest.

DESIGN IMPERATIVE 01 Leveraging Place

ASU embraces its cultural, socioeconomic, and physical setting

DESIGN IMPERATIVE 02 Societal Transformation

ASU is a force, not only a place

DESIGN IMPERATIVE 03 Knowledge Entrepreneur

ASU has a culture of academic enterprise

DESIGN IMPERATIVE 04 Use-Inspired Research

ASU research has purpose and application

DESIGN IMPERATIVE 05 A Focus on the Individual

ASU is committed to intellectual and cultural diversity

DESIGN IMPERATIVE 06 Intellectual Fusion

ASU creates knowledge by transcending academic disciplines

DESIGN IMPERATIVE 07 Social Embeddedness

ASU diffuses the boundaries between the university and the community it serves

DESIGN IMPERATIVE 08 Global Engagement

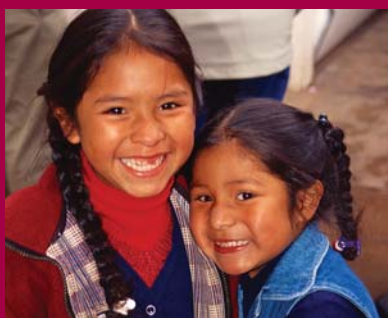
ASU will establish a global presence





“A hundred years from now it will not matter...what sort of house I lived in, or the kind of car I drove...but the world may be different because I was important in the life of a child.”

(anonymous)



Promoting the Mental Health of Children and Teens:

NAPNAP's KySS Program and ASU College of Nursing

Approximately 1 out of 4 children and teens (i.e., 13 million) are affected by a mental health problem, such as anxiety, depression, or substance use. Less than 30 percent of these children receive treatment. As a result

of these problems now causing more morbidity and mortality in children and teens than physical health problems, Dean Bernadette Melnyk launched a national mental health promotion campaign called KySS (Keep your children/yourself Safe and Secure)

for children and teens through the National Association of Pediatric Nurse Practitioners' (NAPNAP) in 2001.



In the past 4 years, KySS has received funding from HRSA/Maternal and Child Health Bureau and Lowe's Home Safety Council to implement major initiatives across the US, including:

- Promoting the mental health of children and teens,
- Raising the visibility and decreasing the stigma of their problems, and
- Teaching primary care and school health providers how to screen for, identify, and intervene earlier with these youth.

One of the project's efforts, *The KySS Guide to Child and Adolescent Mental Health Screening, Early Intervention, and Health Promotion* (edited by Bernadette Melnyk), will be published by NAPNAP and available for distribution by December 2005. This urgently needed handbook will assist providers in assessing and treating mental health problems in children and teens and educating their families. More information about KySS can be accessed at www.napnap.org.

The first annual KySS Across America walk-a-thon was held in multiple host cities across the United States on the same weekend in October 2004. The purpose of KySS Across America is twofold: to raise visibility and public awareness of children and teens' mental health issues as well as to raise funds in support of future KySS initiatives.

On the morning of October 15, Arizona will host the KySS Across America Walkathon at ASU on the Tempe campus. This year's walkathon is a collaborative effort among Arizona's NAPNAP Chapter, the ASU College of Nursing, and the College's Sigma Theta Tau International Chapter, Beta Upsilon. Please join Dean Bernadette Melnyk, her colleagues, community partners, and students as they work to raise awareness on and educate the community about these growing problems for children and teens. Information and registration about the walkathon is available on the College's web site at <http://nursing.asu.edu>. Specific questions can be emailed to KySS@asu.edu.

Donations to the KySS Walkathon can be mailed to:

KySS Walkathon 2005
ASU College of Nursing
PO Box 873008
Tempe, AZ 85287-3008

Gifts less than \$250 should be made payable to: Arizona NAPNAP Chapter KySS Walkathon.

Donations greater than \$250 should be made payable to: NAPNAP Foundation: KySS Program.

Exciting new Faculty Opportunity

Associate Dean for Clinical Practice

Join a team of researchers, educators, and evidence-based practitioners committed to optimizing health across a variety of clinical settings and building the healthiest university in America. As part of the new strategic plan, the ASU College of Nursing announces a national search for an **Associate Dean for Clinical Practice & Community Partnerships and Director of its new Institute for Community Health and Wellness.**

Under the guidance of our President, Dr. Michael Crow, ASU is building the New American University. Arizona State University is one of the premier metropolitan research universities in the nation and enrolls more than 57,000 students on three campuses in vibrant metropolitan Phoenix. With more than 325 days of annual sunshine, Arizona's near-perfect weather goes hand-in-hand with exciting cultural activities which are enjoyed year-round.

The Associate Dean for Clinical Practice will implement and expand the infrastructure needed for the new Institute of Community Health & Wellness. The Institute oversees the college's Academic Nursing Health Centers and creates mechanisms to support faculty who maintain a clinical practice in addition to their teaching and scholarship activities. The Associate Dean will assist center directors in obtaining resources, sustained productivity and financial solvency as well as expand contract services and maintain close working partnerships with the community. Additional responsibilities include enhancing faculty practice activities within the college, providing leadership in designing innovative approaches to delivering quality health care to individuals and families, and administering the ASU College of Nursing faculty practice plan.

Applicants must have strong leadership and management skills, demonstrated leadership in clinical practice, healthcare management and reimbursement; demonstrated expertise in successful entrepreneurial initiatives and partnership development; and demonstrated experience in successful funding of large grant applications and awards. An earned doctorate in nursing or related field, a master's degree in nursing as a nurse practitioner, and eligibility for Arizona licensure required. Early applications are encouraged. **The deadline for submission of application materials is November 1, 2005; if not filled then the 1st of the month thereafter until search closed.** Apply with a letter of interest, curriculum vitae, and the names, addresses and phone numbers of three references to:

Bernadette Melnyk,
PhD, RN, CPNP/NPP, FAAN, FNAP
Dean and Distinguished Foundation Professor
College of Nursing
Arizona State University
PO Box 872602
Tempe, AZ 85287-2602

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Arizona State University is an affirmative action/equal opportunity employer.

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Center for the Advancement of Evidence-based Practice

Presents an
EBP Mentorship Program
December 5–9, 2005



A 5-day immersion program held on the ASU Tempe campus to prepare staff nurse teams and advanced practice nurses as leaders and mentors in changing organizational cultures through the promotion, implementation, and sustainability of evidence-based practice.

Prerequisites:

**A SPIRIT OF INQUIRY and
A CREATIVE MIND**

Clinical Scholar Mentor:

Staff Nurse Teams of 2 or more with a BSN, or currently enrolled in a BSN program.

ARCC Mentors:

APNs with a Master's degree.

Faculty:

The following nationally known experts in EBP and outcomes management will conduct the program.

Ellen Fineout-Overholt, PhD, RN

Bernadette Mazurek Melnyk, PhD, RN, CPNP/NPP, FAAN, FNAP

Alyce Schultz, PhD, RN, FAAN

Anne Wojner-Alexandrov, PhD, RN, FAAN

Center for the Advancement of Evidence-based Practice
ASU College of Nursing
PO Box 872602
Tempe, AZ 85287-2602

Phone: 480.965.1196

Web: nursing.asu.edu/caep

Designing, Conducting, Analyzing, and Funding Intervention Studies:

A R E S E A R C H I N T E N S I V E W O R K S H O P

PRESENTED BY:

**Arizona State University's College of Nursing
Center for Research and Scholarship and ACE - Academy
for Continuing Education**

February 9-11, 2006

ASU, Tempe Campus

FOR MORE INFORMATION OR TO REGISTER:

Call 480-965-7431 or <http://nursing.asu.edu/>

Registration: \$1,000 by 12.15.05 or \$1,050 after 12.15.05

Although there is a wealth of descriptive research in nursing to lay the foundation for intervention studies, it is estimated that only 25% of nursing research is focused on experimental studies. To advance the science and improve quality of care and patient outcomes, there needs to be an acceleration of intervention research. This 3-day workshop will focus on the essential elements of designing, conducting, analyzing, and evaluating intervention studies. Designed for doctorally prepared nurses, other health professionals, doctoral students & advanced practice nurses, the workshop will be taught by seasoned NIH-funded intervention researchers, methodologists, and statisticians with expertise in experimental work.

Program Faculty:

Michael Belyea, PhD

Julie Fleury, PhD, RN, FAAN

Edward Greenberg, PhD

Colleen Keller, PhD, RN, FAHA

Mary Mays, PhD

Bernadette Mazurek Melnyk,
PhD, RN, CPNP/NPP, FAAN

Dianne Morrison-Beedy, PhD,
RN, WHNP, FNAP

Anna Schwartz, PhD, FNP, FAAN



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