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This list includes all donors who made contributions to the College of Nursing between January 1, 2016, and June 30, 2017. Thank you for selecting the College of Nursing as the recipient of your generosity and organizing a Chorus of college-wide gratitude.

Thank you for including the college in your charitable grant plans and helping us move closer to our shared vision of becoming one of the top nursing colleges in the nation. Your gifts provide funding for student scholarships and fellowships, research projects, and special programs across the College.

ALUMNI BY YEAR

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Ms. Barbara Anderson
Dr. Robert W. Anderson
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Mr.和Mrs. A. K. Anderson
1936
Ms. Betty Anderson
1937
Ms. Margaret Anderson
1938
Mr. and Mrs. C. D. Anderson
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Many Thanks!
Thank you for your generous support!

Fundraiser for the Student Nurses Association philanthropy, Precious Prints, which works with area hospitals to provide a silver fingerprint charm to families who have lost a child in an area hospital.

A 5K fundraiser for UT College of Nursing Student Nurses’ Association philanthropy, Precious Prints. The project provides a silver fingerprint charm to families who have lost a child in an area hospital.

Learn more about the Precious Prints project on page 18, tiny.utk.edu/sprintfortheprints

https://runsignup.com/Race/TN/Knoxville/sprintfortheprints
At Blount Memorial, exceptional nurses receive the respect, financial rewards and increased levels of responsibility they expect and deserve. Whether you are a recent graduate or are a seasoned nursing professional, choose Blount Memorial to achieve your life and career goals.

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- a competitive salary and benefits package
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Learn more. To see the current nursing opportunities available at Blount Memorial and to apply online, go to blountmemorial.org.

For additional information, call 865-977-5659.
DEAR COLLEAGUES, ALUMNI, AND FRIENDS:

A very wise person once told me, “If you are not moving forward, you are falling behind.” In every aspect of the College of Nursing, we challenge ourselves to move forward, improving along the way. In 2011, we created a strategic plan that has served us well over the past five years. In the spirit of moving forward, earlier this year we came together to refresh that strategic plan. Little did we know that process would result in a new vision and mission, which not only aligns with who we are as a college of nursing today but also—even more importantly—chart our future direction!

Caring is fundamental to the nursing profession; for decades, nurses have led care in many different ways across a wide range of settings. In the late 1800s notable nurses laid the foundation for caring in our profession. In “Notes on Nursing: What It Is and What It Is Not,” Florence Nightingale wrote, “If a nurse declines to do those kinds of things for her patient, ‘because it is not her business,’ I should say that nursing was not her calling.” And after graduating from nursing training in 1891, Lillian Wald saw a need to provide care to her community, leading to the development of Visiting Nurse Service of New York in the early 1900s.

These nurse pioneers are exemplars of the leaders who created models of care transformation that continue, even today, to improve health. They recognized an unmet need and took bold action to provide care that promoted health and healing.

In this edition of the Volunteer Nurse, I invite you to learn about just a veral faculty members in the college are conducting cutting-edge research in caring for people with dementia and Alzheimer’s disease. As part of its work, it recognizes nursing schools that promote health and quality of life for older adults. The NHCGNE organization is dedicated to optimal health and quality of life for older adults.

Go VOLS!

Victoria Niederhauser, DrPH, RN, PPCN-BC, FAAN
DEAN AND PROFESSOR
TWITTER: @vgrandnlsn

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DEAN’S MESSAGE

If a nurse declines to do these kinds of things for her patient, ‘because it is not her business,’ I should say that nursing was not her calling.” —FLORENCE NIGHTINGALE, NOTES ON NURSING: WHAT IT IS AND WHAT IT IS NOT

UT’s Master of Science in Nursing program ranks 10th in the nation among public university programs, according to the 2018 U.S. News and World Report rankings released earlier this year. “We are honored to be recognized among the best nursing schools,” said Victoria Niederhauser, dean of the College of Nursing. “Our top-notch faculty includes nationally recognized nurse scientists and educators that attract the best and brightest students. Our diverse and comprehensive educational programs are highlighted by innovative simulation, interprofessional collaboration, research, and community outreach.”

College Recognized for Commitment to Gerontological Nursing

The College of Nursing has been named a National Hartford Center of Gerontological Nursing Excellence, a designation that recognizes commitment to gerontological nursing. The NHCGNE organization is dedicated to optimal health and quality of life for older adults. As part of its work, it recognizes nursing schools across the nation that have demonstrated a commitment to the field.

“With 10,000 baby boomers turning 65 years old daily, the demands for health care and caregiving for our aging population will continue to increase for many years to come,” said Dean Victoria Niederhauser. “Designation as an NHCGNE demonstrates our commitment to research, practice, and education in the area of aging, dementia, and caregiving.”

Several faculty members in the college are conducting cutting-edge research in caring for people with dementia and Alzheimer’s disease. These researchers are working closely with colleagues at the Pat Summit Alzheimer’s Clinic at UT Medical Center. Through this partnership, research that addresses the needs of Tennesseans and the rural populations in Appalachia will help optimize clinical care for the region and may provide models for care that extend nationally and internationally.

“The needs of Tennesseans mirror the needs of patients with dementia and their family members across our country,” said Karen Rose, McMahan-McKinley Professor of Gerontology. “Our goal is to produce real-world solutions to the challenges that many people face when dealing with aging, dementia, and Alzheimer’s disease.”

Membership in the NHCGNE provides the college with access to leaders in the aging and gerontological nursing field along with educational resources designed to strengthen its partners and programs.

Master’s Program Ranks 30th for Public Universities

UT’s Master of Science in Nursing program ranks 30th in the nation among public university programs, according to the 2018 U.S. News and World Report rankings released earlier this year.

Aging and Dementia in the 21st Century: Insights and Innovations in Care

In conjunction with the 2017 Annual Meeting of the International Dementia Scholars Collaborative

Join us for a one-day symposium focused on nonpharmacological approaches to care for persons with dementia and their family caregivers.

Keynote speaker:
Roberto Fernandez-Romero, M.D.
Pat Summit Clinic
November 10, 2017, 9am–4pm

The symposium is open to researchers, clinicians, community stakeholders, and patients and families. Contact Virginia Fowler at vfowler2@utk.edu for registration and additional information.

Hosted by the University of Tennessee, Knoxville, College of Nursing

National Hartford Center of Gerontological Nursing Excellence

This program was supported in part through a grant from the National Institute on Aging through the Hartford HealthCare Geriatric Nursing Institute, a national network of nursing schools whose mission is to enhance the delivery of care for older adults through education by the Tennessee Nurses Association, an accredited provider of continuing nursing education by the Tennessee Nurses Association, an accredited provider by the American Nurses Credentialing Center’s Commission on Accreditation.
Two of May’s BSN graduates were among those earning university recognition as top student leaders at the Chancellor’s Honors Banquet held in April.

Savannah Clay received the Tickle Business Award, the university’s highest student honor. She was notified of her selection with a surprise classroom visit from Dean Vectria Niederhauser and other UT administrators. After failing to gain admission into the College of Nursing as a freshman, Clay channeled her disappointment into hard work and defied the odds to be admitted the following year. She grew to become an accomplished nursing student, committed to providing culturally competent care and eliminating racism in health care.

During her time at UT, Clay worked with underserved Knoxville through the Voluntary Ministry Center and the Lost Sheep Ministry. She reached out to Knoxville-area Arab Americans and developed an interactive simulation to teach her peers how to provide culturally congruent care for that community. Clay was inducted into the local chapter of the International Honor Society of Nursing and served on the College of Nursing Dean’s Advisory Board. She was also active in the Student Nurses Association, the Student Government Association, Student Alumni Associates, Minority Enhancement for the University of Tennessee (MIMEUT), the Multicultural Mentoring Program, the Black Cultural Programming Committee, and the Campus Entertainment Board. Clay now works at Erlanger Hospital in Chattanooga, Tennessee.

McKinsey Patterson received the Extraordinary Campus Leadership and Service Award. In addition to being a successful nursing student, McKinsey served as both a member and two-time executive board member of the university’s Leadership and Service Ambassadors program, helping to provide resources to the campus and community at large. She also served as a resident assistant and the student body vice president. Patterson now lives in Middle Tennessee and works at Vanderbilt University Medical Center.

A social justice advocate with a passion for stemming rural health disparities, she is serving as the Tennessee Association of Student Nurses’ legislative director until September and then plans to move to Ewing, Virginia.

The College of Nursing and East Tennessee Children’s Hospital launch Pediatric Nursing Internship

The College of Nursing and East Tennessee Children’s Hospital have launched a 12-week simulation program designed for students who want to pursue a career in pediatric nursing.

“This Experience learning opportunity better prepares nurses to enter the pediatric nursing workforce upon graduation,” said Deb Clyks, clinical assistant professor of nursing, who will oversee the program. “Participating in this internship will result in a better prepared graduate who desires to enter the very competitive field of pediatric nursing.”

There are currently 81 accredited simulation centers in the world, of which 76 are in the United States. The HITS Lab is only the second accredited center in Tennessee.

“The study group is a required component of our program that provides the students with the opportunity to learn about the multidisciplinary care of the patient,” said Runchel.

The lab, which provides simulated educational experiences for undergraduate and graduate nursing clinical courses, is an organized research unit representing a multidisciplinary partnership between UT’s College of Engineering and Tickle College of Engineering. Cooperation is the key to achieving the educational goals.

HITS Lab Receives Accreditation

The college’s Health Innovation Technology and Simulation Laboratory—commonly known as the HITS Lab—has received provisional accreditation from the Society for Simulation in Healthcare. The facility provides an interactive educational space for students in health professions and an innovative test site for the development of new health technology.

“I am so impressed by the administration and faculty of the College of Nursing for making the commitment to provide exemplary simulation education to our students,” said Susan Fancher, simulation director. “Being recognized as an accredited center by the Society for Simulation in Healthcare reflects an accomplishment which has been secured by very few.”

There is currently one accredited simulation center in the world, of which 76 are in the United States. The HITS Lab is only the second accredited center in Tennessee.

“This recognition exemplifies the exceptional learning environment that the College of Nursing has created to prepare our graduates for the challenges of the nursing profession,” said Dean Vectria Niederhauser. “Through the accreditation process we are able to demonstrate our goal is to provide the best education possible for our nursing students.”

“Partnering with UT’s College of Nursing to design a simulation lab for the purposes of education is an excellent example of how academic-practice partnerships can be a win-win for students and health facilities,” said Dean Vectria Niederhauser.

The college is working with the HITS Lab and Valencia College to create a similar simulation lab in Orlando, Florida.

The college has received funding from the National Science Foundation and the Patient Centered Outcomes Research Institute to create the HITS Lab.

Support the College of Nursing and Join the Journey today!

Contact: Debby Powell, Director of Development • College of Nursing • 1200 Volunteer Blvd • Knoxville, TN 37996 865-974-3597 • dpowell6@utk.edu
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VOLUNTEER Nursing Champion Award
Larry Rodgers

Distinguishe d
Alumni Award
Laura Beth Brown

T his year’s recipient of the Dr. Sylvia E. Hart Distinguished Alumni Award is Laura Beth Brown (BSN ’88), vice president of Vanderbilt Health Services (VHS) in Nashville and adjunct faculty member in the Vanderbilt University School of Nursing. In addition to her BSN from the University of Tennessee, Brown earned a master’s in health systems management at Vanderbilt University’s School of Nursing. She has been recognized as a top 100 graduate of VUSN and a top 40 graduate of UT.

In 2001, she became president of Vanderbilt Home Care Services (VHCS), where she led an effort to establish the agency as one of the dominant home care providers in Tennessee in addition to being responsible for day-to-day operations. She continued to hold down her role at VHCS, even after being appointed to her current position at VHS in 2012, until she stepped down earlier this year. Today, her responsibilities include operational oversight for VHCS and its 17 subsidiary entities, ensuring operational and fiduciary responsibilities for these investments.

She was one of 73 individuals selected from more than 900 applicants for the CMS Innovation Advisors Program, designed to engage health care leaders to refine, apply, and sustain the managerial and technical skills necessary to drive delivery system reform, in 2012. The following year, she was named a member of the inaugural class of Nashville Health Care Council Fellows, an initiative addressing industry challenges and opportunities from health care policy reform to advanced genomics and personalized medicine.

Brown serves on numerous boards, including the Medialogix Advisory Board, the Belmont University School of Nursing Advisory Board, the Blackburn Board of Directors, and the International Council of Nursing Expert Bank.

The Dr. Sylvia E. Hart Distinguished Alumni Award will be presented to Brown as part of the Nightingala festivities on Friday, October 27, at the Knoxville Convention Center.

The 2017 recipient of the Volunteer Nursing Champion award is Larry Rodgers, MD. Rodgers’s service to the College of Nursing’s Vine School Health Center, the nurse-managed school-based health center serving Knox County schoolchildren, has been instrumental in its success. He has served as the clinic’s volunteer physician collaborator since 2001, and his support and collaboration for the past 17 years have allowed the pediatric nurse practitioner faculty to serve children in an area of Knox County where access to primary care services is limited. Although designated by the Tennessee Board of Medicine and Board of Nursing as the medical supervisor for the clinic, he acknowledges only a collaborative role. He trusts the care provided by the nurse practitioners and asks questions to encourage the consideration of other diagnoses and intervention.

He was in private practice in Knoxville for over 40 years and willingly evaluated the center’s patients when they were referred to his office. Rodgers has been supportive of the nurse practitioner role, and his office was one of the first in Knoxville to hire an advanced practice nurse.

After his recent retirement from his practice, he now volunteers at the Vine Center every Thursday morning for consultation regarding patient care, administrative and billing issues, and other concerns. In addition, Rodgers sees patients and runs a clinic for special needs children at the Vine Center. With his increased availability, he has provided pediatric nurse practitioner students and medical students in their pediatric rotation with home health visit experiences through our grant program Collaborative Care of the Chronically Ill Child.

The Volunteer Nursing Champion award was created to recognize and thank those who, by their demonstrated commitment and example, inspire others to engage in volunteer service. Rodgers will receive the award at the NightinGala on October 27.

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In this issue of the Volunteer Nurse, the college’s new vision statement serves as a framework for stories showcasing the exciting and important work being done by our faculty, students, and graduates. The origin of the vision statement, along with the other new foundational statements that appear here, is a story in itself. When Dean Victoria Niederhauser first came to the College of Nursing in 2011, she led the development of a five-year strategic plan for 2012–2017. That plan served as well, and we made excellent progress in advancing nursing education, increasing research, and supporting practice. Our most recent round of strategic planning began in fall 2016 with a survey of faculty and staff. Using the findings to inform our process, the college came together in January for a two-day workshop to refresh our strategic plan and set our direction for the next five years. After brainstorming about the strengths of the college and future opportunities, we divided into four focus areas: education, practice, research, and technology. We dreamed big, envisioning what is needed to solve complex problems in health and health care in each of the focus areas. Finally, we came back together and shared our findings. The themes that emerged from those sessions form the foundation of these new statements expressing our vision, values, and mission.


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Technology That Empowers

As the number of Americans living with chronic illnesses continues to rise, nurses in every field face a number of challenges and unique opportunities. Nurse researchers, for example, are charged with improving outcomes using new and innovative tools and approaches. Nurse educators must ensure that new nurses enter the workforce with the knowledge, skills, and attitudes necessary to lead collaborative teams and to integrate technical tools into patient care.

“The millions of Americans whose daily life is impacted by chronic disease need and deserve tools to help them manage their care and to help to lessen the burden that caregivers for them imposing on our limited health care resources,” said Kim Powell (PhD ’17). “As patient-centered care continues to be a priority in health care, clinicians, researchers, and policy makers should focus on using technology like the electronic patient portal to engage patients and improve outcomes.”

The electronic patient portal is a web-based platform that gives patients access to their electronic health record 24/7 from any location with an internet connection. Using the portal, patients can interact with their health-care team in a number of ways, such as sending health record updates to their care providers. Second, she interviewed patients to how the technology works. Self-care is a vital aspect of improving the outcomes of patients with chronic illness.

In order to make a significant impact on patient outcomes and to improve delivery of health care services in our country, we must think differently about how we engage patients and empower them to be partners in their care,” said Powell. As a nurse researcher, Powell is passionate about leading change through improved partnerships between patients and providers as well as partnerships between researchers and health care organizations. During her doctoral studies, she was able to partner with the nation’s largest provider of post-acute care and another large primary care organization in mutually beneficial ways. They supported her in her research, and she helped them by giving them insight into their processes and potential areas for improvement.

Powell is the second PhD graduate in the history of the college to pursue the manuscript dissertation option, which allows students to complete their academic program with multiple potential publications to launch their career as a nurse scientist. The first manuscript from her dissertation has been accepted for publication in the journal CIN: Computers, Informatics, Nursing.

In her research, and she helped them by giving them insight into their processes and potential areas for improvement. "Kim looked at patients' and providers' knowledge about electronic patient portals and electronic health records, their use, and how patients and providers are oriented to features of the portals and records.”

"When Kim became interested in how technology could enable health care providers and patients in the delivery of health care services and self-care, she immersed herself in learning about available technology and the public and institutional policies that enabled or hindered technology uptake."

The ultimate goal of Powell's research is to use technological tools such as the electronic patient portal to improve outcomes. "In order to make a significant impact on patient outcomes and to improve delivery of health care services in our country, we must think differently about how we engage patients and empower them to be partners in their care,” said Powell.

"It’s How You Live Your Life”: Leadership at Every Step

Chisa Huffman was six years old when she fell in love with nursing after a traumatic domestic violence incident sent her mother to the hospital.

“The nurse was so good with my mom and comforted her,” said Huffman. “She knew what I wanted without me saying anything. She brought me crayons and paper and let me color. I fell in love with her and thought she was an angel.”

Huffman grew up in Fort Worth, Texas, in a family that struggled to put food on the table. She graduated from high school with honors in 1999.

“I was never taught about what comes after high school or how to make the transition to college,” said Huffman. “I got a job right after high school with a health insurance company. It was the closest thing I could get to being a nurse, but I knew I could work my way up in life and become one.”

Huffman continued to live with her mom, helped pay the bills, and took college classes one at a time when she could afford them. In 2008, she met Edward Huffman, a native of Maryville, Tennessee, and a UT Chattanooga graduate. The couple married in 2009 and live in Maryville.

“He kept asking me what I wanted to do with my life,” said Huffman. “I told him I wanted to be a nurse and he encouraged me to follow my dreams.”

In 2010, Huffman enrolled in classes at the local American Red Cross chapter and became licensed as a certified nursing assistant. She was voted most outstanding student by her peers. She then enrolled at Blount Memorial Hospital’s diploma program to become a licensed practical nurse.

As class president she was slated to deliver a commencement speech on September 22, 2011. Instead, she encountered another kind of delivery—the birth of her first child, a son, at 2:50 a.m.

“I couldn’t attend the ceremony so I gave my speech from a speakerphone while lying in my hospital bed,” said Huffman.

Just two weeks later, she got a job in the hospice unit at UT Medical Center. “I was asked to move my RNs at UT Medical Center and wanted to be just like her,” Huffman said. Huffman earned in graduate school in December 2016. “China is not only a terrific student but a terrific person,” said Hardesty. “China has an inner drive, hardiness, an accurate sense of self, and a thirst for learning that will help her be successful in future nursing leadership roles. Our profession not only faces a shortage of nurses, but we also face a shortage of qualified nurse leaders. We need nurses of her caliber to enter into nursing leadership roles. China represents the future of our profession, and it’s been an honor to work with her in our program.” Huffman was selected to become the first-ever nurse executive leadership resident with the Hospital Corporation of America (HCA), an organization that represents more than 250 hospitals as well as freestanding surgery centers in the United States and United Kingdom. Halfway through the two-year residency, she is working with the corporation’s senior nurse executives to build a residency program to help develop and train the next generation of HCA nurse leaders.

Huffman says it’s hard to put her experience into words. “One of my finest experiences is having the opportunity to take an idea, go to the research and find evidence-based practice, combine theory and real life, create materials supporting evidence-based practice, execute a pilot test in four states, gather data, make edits, and distribute this information enterprise-wide to over 500-plus hospital leaders,” she said. “The process required continuous engagement from numerous divisions of the company, including Nursing, Finance, Perfor mance Improvement, Patient Experience, Human Resources, Clinical Analytics, and Education, as well as division leadership and senior executives.”

“Leading care in today’s world requires someone who is not afraid to ask the right questions and obtain the hard-to-swallow answers,” Huffman said. “I believe leading care is not something you set out to do. It’s how you live your life.” Huffman is staying on at UT, beginning work toward a Doctor of Nursing Practice in executive leadership with a minor in health policy this fall. She hopes to complete her DNP in 2019. “Years ago, when I began my nursing career at the local Red Cross by becoming licensed as a certified nursing assistant, never in a million years did I ever think it would lead to this,” Huffman said. “I look forward to stepping into a permanent executive nursing leadership role within HCA. She has recently had the opportunity to work with the US Department of Health and Human Services as a grant reviewer. “This has opened up my world to a new level of determination,” she said. “I’ve never seen myself as a political figure, but I want to be a voice for people specifically in the health care realm.” Huffman finds time to serve as a mentor for televised, which helps students make the transition from high school to college, and Amachi, an organization that serves children whose parents are incarcerated.

“I try to get out there as much as I can because I want people to hear my story,” said Huffman. “I want to inspire others and let them know there’s hope and financial help if you want to go to college. Most importantly, I want people to know and attain their true potential.”

Building Leadership at the Legislative Summit

The Tennessee Nurses Association Legislative Summit, held April 5 in Nashville, was attended by more than a thousand nursing students, RNs, and nursing faculty from across the state. Among the group were 110 UT students and eight faculty members. The summit provides future and current nurses the unique opportunity to get involved in the legislative process, meet legislators who will be making important decisions pertaining to health care and nursing practice, and gain a better understanding of how a bill becomes a law.

“At this annual event, nursing students have the opportunity to come together and learn about legislation that is current to our state’s legislative agenda, but most importantly, relevant to our profession as future nurses,” said McKinsey Patterson (BSN ’17), legislative director of the Tennessee Nurses Association Student Nurses. Patterson explained the long-term importance of the event: “So why is it significant that hundreds of nursing students encounter the information about the bills presented at TNA’s legislative day? Well, one day, every one of us in that room is going to find ourselves passionate about a topic or patient population affected by the language in a piece of legislation, or see it as not only a piece of legislation can fail. These topics are undoubtedly interwoven into our lives and directly related to the professional goals we wish to make in advocating for our profession and our patients.”


Leading Care. Creating Partnerships. Improving Health

Broadening Professional Horizons

Two international partnerships created opportunities for BSN students to exchange clinical, academic, and cultural experiences this summer. In May, six UT students traveled to Pamplona, Spain, to attend Nursing Summer School at the University of Navarra, and in July and August, four UT students spent two weeks at Robert Gordon University’s School of Nursing and Midwifery in Aberdeen, Scotland.

A main objective of both partnerships is to expose students to health delivery systems in different countries.

In Spain, students spent a week participating in a variety of academic classes and clinical visits along with cultural activities—all designed to advance their knowledge of international health care.

Mornings were spent learning about health care delivery systems from a global perspective, with discussions of the challenges facing nurses worldwide and group activities with nursing students from other countries. The historical, sociopolitical, and cultural influences unique to each country formed the context of the week’s activities.

Studies included an introduction to the Spanish health care system, which is consistently ranked in the top 10 globally. Students also discussed nurse-patient relationships, human dignity, and promotion of health and healthy environments, among other topics. Daily cultural excursions included a tour of the city center—the location of the annual San Fermin Festival and Running of the Bulls—guided group trips to San Sebastian, and a visit to the Royal Palace of Olite. At the end of each day, UT students completed a reflection about their experiences.

In Scotland, the College of Nursing’s exchange partnership with Robert Gordon University’s School of Nursing and Midwifery, developed in 2012, continues to provide new academic and cultural experiences to students at both schools. This summer, four students each from UT and RGU spent four weeks together, with their time divided between the two countries.

The RGU students spent their time in Knoxville shadowing medical and nursing professionals in a variety of clinical settings. Firsthand experience within the health care delivery system was a key component of the program.

In the summer, UT nursing students Ashley Epperly, Jessica James-Schultz, Madeline Lopez, and Chelsea Smith rejoined their Scottish counterparts in Aberdeen. They enjoyed a program of nursing, academic, and social activities, all led by the students and staff at RGU’s School of Nursing and Midwifery. Students were involved in direct patient care and attended discussion groups led by health care experts.

The students said it was fascinating to see how nurses are trained in Scotland and to see the differences in nursing in the UK compared to the United States.

UT nursing students (from left) Anna Wilk, Christina Caradine, and Sara Kate Hoppestadt, Savannah Murphy in Pamplona, Spain.

A new program is preparing rural providers for health care leadership as it expands the pool of preceptors and clinical sites for the college’s advanced practice students.

Advanced Preceptor Partners Leadership—or APP-L, pronounced “apple”—partners UT’s advanced practice nurse practitioner program with county health departments and other rural health centers that lack resources for leadership development training.

Eligible providers and staff who are willing to serve as preceptors are accepted as advanced preceptor partners. They complete a word-of-mouth leadership and mentoring program developed in collaboration with UT’s Hudson College of Business. Topics include population health, strategic planning, LEAN techniques, leadership assessments and management skills, health care analytics, finance, and clinic workflow. The program also covers skills in such areas such as communication and presentation, conflict resolution, mentoring, and motivational interviewing.

To establish and formalize an ongoing connection to UT and the College of Nursing, partners have the opportunity to apply for unsalaried adjunct clinical faculty positions. Preceptor simulations, interprofessional clinical teamwork, and site visits from faculty members help maintain the program’s benefits beyond the initial phase.

Early program outcomes have been positive in terms of development and application of leadership and mentoring skills and enhancement of the partnership between the college and clinical preceptors. They also show that the partners’ newly developed skills were being applied in their clinical settings.

Most significantly for students, these partnerships increased the number of clinical preceptors sites for the year from two to three to more than a dozen. It’s a true win-win outcome, and one that we plan to replicate.

To learn more about the program, contact Meredith York at mcodyj@utk.edu.

This project is supported by the Health Resources and Services Administration (HRSA) of the US Department of Health and Human Services (HHS) under grant number 1 D09HP28674. It is not subject to thelet by the students and staff at RGU’s School of Nursing and Midwifery. Students were involved in direct patient care and attended discussion groups led by health care experts. The students said it was fascinating to see how nurses are trained in Scotland and to see the differences in nursing in the UK compared to the United States.

UT nursing students, from left: Anna Wilk, Christina Caradine, Bailey Fox, Sophie Wilk, Christine Caradine, and Sara Kate Murphy in Pamplona, Spain.

Participants in the first Advanced Preceptor Partners Leadership (APP-L) program.

At the Intersection of Leadership and Partnership

Leading Care. Creating Partnerships. Improving Health
Service-learning is an integral part of the educational experience at the College of Nursing. Fueled by our commitment to communities, we partner with organizations locally and around the world to improve and promote health for all.

In addition to working at the locations shown here, nursing students volunteer in school clinics and offer health education teaching programs at Knox County Schools, promote healthy lifestyles and better decision making to the university community through the Vols 2 Vols peer education program, participate in community events with the UT Medical Center’s Healthy Living Kitchen to promote nutrition in the Knoxville area, conduct home visits and provide health education through the Parish Nurse Ministry, and give presentations on emergency preparedness to community groups through the Knox County Health Department.

1. UT nursing students conduct home visits related to health education with Knoxville-area refugees at Bridge Refugee Services.

2. The college has a long-standing partnership with Red Bird Mission in Clay County, Kentucky. In addition to improving the county’s wellness and readiness through the Appalachia Community Health and Disaster Readiness Project, the partnership gives students an opportunity to learn through service in a rural Appalachian community and see how nurses address various challenges with multiple community groups.

3. At the Lost Sheep Community Ministry, students assist volunteers in the medical tent with blood pressure screenings and blood sugar testing. They also administer first aid, provide health education, and support Knoxville’s homeless population.

4. Nursing Honors students conduct monthly live-streamed community health roundtables on high blood pressure, high blood sugar, and healthy exercise through the America’s Poverty and Poor Health Committee of the Alliance House Community of Knoxville.

5. Students participate in health fairs including UT’s HealthFest and campus health event, UT Medical Center’s Heartwise Health Fair, and events at a variety of community locations.
In five years, the Precious Prints project has brought comfort to more than 50 area families who have experienced the loss of a child. Now a new effort aims to take Precious Prints to a national level. They are working to create two models of delivery—one for nursing schools and one for health care facilities.

Both models will include best practices, suggestions, methods, and sample documents and forms, along with information on conducting staff education and training. The academic model will include resources for student nursing organizations to implement the project at a children’s hospital in their area.

As part of this work, Miller is collecting feedback from families and nurses who have participated in the project so far, organizing the new material, and working to package the methodology for national distribution. “We are currently looking to identify a school of nursing and a health care facility to pilot both models in the fall,” she said. “It would be a wonderful opportunity for this project to be available to people in need beyond our region.”

To learn more about the Precious Prints project, contact Lynne Miller at lmille44@utk.edu.

Speaking Up for the Speechless

New technology allows patients to express themselves without talking.

By Kathleen Christie • Photography by Shawn Poynter

“Where does it hurt?”

Such a simple question. Yet many of us struggle to precisely verbalize a description or the extent of our pain. Now imagine how difficult it would be if you had no voice to communicate.

This problem is encountered every day by nurses who work with patients living with cerebral palsy, spina bifida, and other diseases that affect the ability to speak. For most health care professionals, the story would simply end with enduring these daily frustrations. But for College of Nursing Assistant Professor Rebecca Koszalinski, a self-described “tech nerd,” this is where the story begins. Like many nurses, Koszalinski has an uncanny ability to read her patients. “If you work with someone long enough, you learn what they are trying to say without a word being spoken,” she said. “But we shouldn’t have to rely on that.”

It was six quiet words—“I want to speak for myself”—murmured by a patient in 2008 that inspired Koszalinski to find a solution. Ever since, she has been developing Speak for Myself, an easy-to-use comprehensive app that helps intubated and voiceless patients communicate with medical staff.

“Patients without a voice tend to feel ignored,” Koszalinski explained. “This is especially detrimental for those most vulnerable patients.” From mundane bathroom requests to complicated questions regarding diagnosis and prognosis, the ability to ask questions is critical to both emotional wellness and physical health.

Practical Proxy

When Koszalinski was pursuing her master’s degree and working as a rehab nurse, the only assisted speaking technology available to patients was a rudimentary communication board. Huge, cumbersome, and cost prohibitive, the boards had to be individually programmed, adding another level of expense. Koszalinski was convinced she could find a more feasible answer. Specifically, she believed an open-source app had the potential to be the most convenient, universal, and cost-effective alternative. It was a sound idea, but the challenge was proving it.

The Speak for Myself app’s proof of concept was the result of Koszalinski’s...
New Fronts in the Fight against Alzheimer’s

T he Alzheimer’s Association estimates that health care costs related to Alzheimer’s disease will be $329 billion in 2017. “That’s nearly $27 million every hour of every day,” says Associate Professor of Nursing Joel G. Anderson. “And that amount doesn’t take into account the costs of the 11 billion hours of unpaid care that family caregivers provide every year—nearly a thousand hours of care per caregiver each year.”

The magnitude of these costs, as well as the effects of caregiving on health, are part of what motivates Anderson in his research program. But it’s also personal.

“The experience of witnessing my great-grandfather living with dementia and the ways in which my family dealt with this process drove my research program,” he said. Anderson’s research focuses on nonpharmacological interventions for symptom management and caregiver support. He is currently involved in studies involving family quality of life in dementia and issues related to caregiver burden and support as part of an effort to develop personalized strategies to alleviate caregiver strain.

He recently completed an analysis of data collected by the National Alliance for Caregiving and the American Association of Retired Persons looking at characteristics of LGBT caregivers of older adults. “We know from the National Health, Aging, and Sexualities/Gender Study that LGBT older adults face many more health challenges than their heterosexual counterparts, including increased rates of chronic disease and disability and decreased access to health care,” he said.

“We also know that nearly a third of LGBT older adults identify as a caregiver. Our analysis of the caregiving data for population indicated that these LGBT caregivers are more racially and ethnically diverse, provide more care in terms of medical and nursing tasks like helping with medications and dealing with incontinence, and experience higher levels of caregiver strain. But that’s really all that we know. When it comes to the specific needs of LGBT caregivers of persons with dementia, a lot remains unknown.”

Anderson has used these findings to support a grant application to the National Institute on Aging aimed at characterizing the impact of the caregiving experience among LGBT adults caring for someone with dementia. The project will use a questionnaire for assessing family quality of life in dementia, a tool he created in collaboration with urban researchers. Anderson is also involved in a study focusing on the use of technology by caregivers. His study of caregiver bloggers examines the psychosocial impact of caring for someone with dementia. “Caregivers use these blogs in a variety of ways that are important to them,” said Anderson.

The project was awarded an internal grant to continue work across a variety of platforms. Other improvements on the horizon include natural-sounding male and female voices, support for multiple languages, and an advanced care planning component. Koszalinski is partnering with Sadie Hutson, associate professor of nursing, and Xuqing Li, associate professor of industrial and systems engineering. The team will also be incorporating contributions from graduate students in audiology and speech pathology. Further testing in hospitals throughout Knoxville and East Tennessee is being planned.

“The ultimate goal is to make Speak for Myself available to anyone who needs it, no matter how they are limited. We’re building in features to help,” Koszalinski said.

Fortunately for future generations of voiceless patients, there is a nurse willing to make an extra effort to ease their pain and anxiety.

The story originally appeared in a slightly different form in Quest Magazine.

Explaining Asthma to Its Youngest Patients

A days Troyer (BSN ’17) was only two when she was diagnosed with asthma. Now, as a young nurse researcher, she’s trying to help young children with asthma understand and care for their disease.

Troyer, of Knoxville, said she didn’t begin to understand her own asthma until, as an elementary school student, she was given an educational video game that taught her what triggered an attack and how to react to flare-ups.

In conducting her research, Troyer discovered that educational materials about asthma for very young children—are virtually nonexistent. The research, Troyer presented her research at various campus events, the National Council on Undergraduate Research conference in Memphis, Legislative Day in Nashville, the Southern Nursing Research Society conference in Dallas, and the Sigma Theta Tau international conference in Ireland.

Troyer graduated among the top scholars of her undergraduate class and has already published a literature review in the Journal of Child and Adolescent Health. “Audience, Content, Media: A Literature Review about Factors to Consider When Designing Technology-Based Asthma Education Programs for Children,” she said.

She is a member of the Tennessee Fellowship for Graduate Excellence program and is now pursuing a nurse practitioner license and PhD. Once she receives asthma teaching tools for kids, she plans to broaden the scope of her work.

“I believe that educating children early will help them understand and manage their illnesses by the time they are in school, which will decrease hospitalizations as well as social stigmas placed on children by peers in their schools.”

Even if the children are not able to understand the pathophysiology of asthma, they are able to begin reproducing their behaviors and can be active participants in maintaining their health. Troyer’s goal is to make an educational curriculum that is effective and easy to disseminate to families of children with asthma.

“,” Troyer presented her research on helping young children with asthma.

“A study of adults identified 25% of people with asthma who live with a child younger than 12 were told this information was difficult to read or write—‘are virtually nonexistent. The need is great because kids younger than five are at the most risk of exacerbation and hospitalization.”

Troyer’s aim is to fill this void in a way that allows children to learn how to begin self-managing their behavior so they can have improved health as they grow.

“ ‘To create an iPad app that will teach behavioral management of asthma,’ she said.

“ ‘What’s important to me is to find ways of supporting patients and their families, to help them improve their health and quality of life with dignity and compassion.’”
Support as Close as the Phone

F or those with schizophrenia spectrum disorders (SSDs), maintaining the correct levels of antipsychotic drugs is crucial—but sticking to a medication schedule can pose a significant challenge. College of Nursing Professor Lora Beebe is helping with an innovative telephone-based program developed and refined over the past 18 years.

Working with an interdisciplinary research team, Beebe developed TIPS—Telephone Intervention—Problem-solving for Schizophrenia spectrum disorders. A schedule of regular phone calls from a trained provider can pose a significant challenge. College of Health and Human Services Agency for Healthcare Research and Quality. The team’s work includes a protocol manual and educational materials for training bachelor’s- and master’s-level nurses to provide the program.

TIPS has benefited hundreds of people. In the largest study so far, it significantly increased the number of persons with serum antipsychotic levels in the therapeutic range (compared to usual care) for six months while reducing psychiatric symptoms over the same time period (again, compared to usual care). In randomized controlled trials, TIPS has been associated with a variety of improvements in overall adherence for all psychiatric medications for three months, symptom reductions for six months, and a significant increase in the number of persons maintaining medication levels within range for six months.

Beebe has published about TIPS nationally and internationally, and her work has been recognized with two National Excellence in Research awards from the American Psychiatric Nurses Association. She recently consulted with a national health care company on the design of a telephone disease management protocol incorporating TIPS strategies for persons with SSDs in two pilot projects in Tennessee.

Beebe’s next collaboration, with an online education expert, will test web-based TIPS training. The availability of online TIPS training will extend the reach of the work nationally and internationally by helping more providers learn about TIPS while providing a platform for Beebe and her team to mentor providers and to increase provider knowledge and patient access.

Spring Break Service-Learning: Promoting Health in Belize

A group of 16 undergraduate and graduate nursing students spent their spring break volunteering in San Ignacio, Belize, during the college’s annual international health care trip. The college has been going on yearly medical missions since 2001 and has worked in partnership with International Service Learning programs for the past six years to provide nursing students with a unique out-of-classroom experience.

Three clinical assistant professors—Lynn Blackburn, Carrie Bailey, and Karen Lasater—traveled with the students to San Ignacio. The town is located in a remote and underserved area of Belize where homes often lack basic provisions such as electricity and water. The team worked in two nearby villages that have very limited access to health care.

“Our students worked alongside local physicians and nurses and went on house visits to assess community health and living conditions, and invited those who needed it to the primary care clinics,” said Lasater. “The students offered health education of diet, exercise, and lifestyle modification for the prevention of hypertension and diabetes—both of which are prevalent in those communities.”

Blackburn added, “By engaging in these activities that address human and community needs, our students are able to develop a cultural competency and a global perspective not possible in the classroom setting.”
Tacy McBroom Tramel became a student at UT at just 16 years old and graduated at 20 with a degree in broadcasting in 1997. Nearly 20 years later, she graduated again—this time as a nurse practitioner.

“You can never go wrong with more education,” said Tramel, a native of Seymour, Tennessee. “I knew I’d be starting over, but I thought if I’m going to be working for the next 25 years it might as well be doing something I love.”

Tramel had always been interested in health care but initially studied architecture before switching her major to broadcasting.

“I was always interested in communications and making sure people understood things,” she said. “After I graduated from UT the first time in 1997, I decided to get my master’s in public relations with a focus on health care communications.”

Her first job out of school was at the Knoxville Chamber of Commerce. She went on to the Ingram Group before becoming an account executive for the Knoxville Chamber of Commerce. She went on to the Ingram Group before becoming an account executive for the Chamber and then the marketing director for the Knoxville Chamber of Commerce. She then went on to the Ingram Group before becoming an account executive for the Chamber and then the marketing director for the Knoxville Chamber.

She graduated from UT the first time in 1997, and the second time in 2007.

After two years at the hospital, she entered Carson Newman University’s undergraduate communications program. She then worked as a family nurse practitioner in Knoxville.

“A lot of the things I gained in public relations translate over to nursing and have really benefited me,” said Tramel. “In PR you figure out what a client needs, what they’re interested in, and how you can help. The same is true for nursing.”

When asked what advice she would give others who are considering a career change, Tramel says to just do it.

“You’re not always married to what you started with,” she said. “There’s always a chance to do something different. I think people would be surprised at how many of their skills and how much of their background can transfer into a seemingly different career path.”

“During those years I was in nursing school full-time, working full-time, and taking care of my husband, who was being treated at Duke,” said Tramel. “The nurse practitioners who treated my husband were amazing. They took the time to see all of him, not just the disease.”

In the beginning of Tramel’s nursing journey, she thought about going the physician assistant route.

“The nurses who cared for my husband are a large part of the reason I decided to become a nurse practitioner,” she said.

Tramel graduated from Carson Newman University in May 2011. Her husband passed away just two weeks later, and the following month, she got a job at UT Medical Center and put away her career in PR for good.

“At the hospital she was at the Knoxville Chamber of Commerce. She went on to the Ingram Group before becoming an independent public relations contractor with Susan Richardson Williams and Associates for 10 years.”

In 2007, Tramel slowly began the process of switching careers from PR to nursing by taking prerequisite courses while continuing to work full-time.

In April 2009 she became engaged to Tim Tramel, but a few days after the engagement her fiancé was diagnosed with a terminal brain cancer, glioblastoma. They married in September and the following fall she entered Carson Newman University’s undergraduate nursing program.

In 2009, she became engaged to Tim Tramel, but a few days after the engagement her fiancé was diagnosed with a terminal brain cancer, glioblastoma. They married in September and the following fall she entered Carson Newman University’s undergraduate nursing program.

Maria Hurt joined the college in August as a clinical assistant professor. She has a DNP and a family nurse practitioner post-master’s certificate from Vanderbilt University, and a master’s in nursing education from East Tennessee State University. Her special interest is community outreach to homeless populations utilizing mobile health clinics. Her teaching experience includes pediatrics, adult medical-surgical, professional development for new nurses, and emergency preparedness. She is a member of Sigma Theta Tau International.

Tammy Bullard joined the college in August as a clinical assistant instructor. She is a part-time live review new educator and NCLEX specialist, and in the fall she will serve as co-coordinator for didactic instruction in Foundations of Nursing with the undergraduate nursing program. Bullard received her ASN at Northeast Mississippi Community College, and her BSN and MSN in nursing education at the University of North Alabama. She has practiced as an RN for 24 years, with focuses of care in oncology, home health agencies, and long-term care.

Bullard has been a nurse educator for the past 10 years, primarily in nursing foundations and mental health.

Kim Powell joined the college in August as an assistant professor. She received her PhD from the University of Maryland, Baltimore. She earned both her MSN (with an administration emphasis) and BSN from the American University of Beirut in her home country of Lebanon. Sagherian’s research is in the area of occupational health and safety. She focuses on worker fatigue and sleep quantity and quality, examining the impact of those factors on organizational, performance, and health outcomes. Sagherian also employs her expertise in measurement, psychometrics, and multilevel modeling statistical methods in her research program, which includes collaboration with researchers from Children’s National Medical Center in Washington, DC, on the effects of fatigue on nurse outcomes.

Erin Morgan joined the college in August as an assistant professor. She received her PhD from the University of Maryland, Baltimore. She earned both her MSN (with an administration emphasis) and BSN from the American University of Beirut in her home country of Lebanon. Sagherian’s research is in the area of occupational health and safety. She focuses on worker fatigue and sleep quantity and quality, examining the impact of those factors on organizational, performance, and health outcomes. Sagherian also employs her expertise in measurement, psychometrics, and multilevel modeling statistical methods in her research program, which includes collaboration with researchers from Children’s National Medical Center in Washington, DC, on the effects of fatigue on nurse outcomes.

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Tammy Bullard
Wyatt Named Associate Dean for Research

Tami H. Wyatt, Torchbearer Professor of Nursing and co-director of the Health Innovation Technology and Simulation Lab, has been named associate dean for research. Wyatt is a fellow of the American Academy of Nursing, the Academy of Nurse Educators, and the Robert Wood Johnson Foundation. She is a scholar of the Harvard Macy Institute and of the Mobile Health Training Institutes of the National Institutes of Health. She serves as a grant reviewer for the Patient-Centered Outcomes Research Institute and the National League for Nursing as well as Sigma Theta Tau, the American Nurses Association, and several other professional organizations. Wyatt has been an active member of several professional organizations and an active participant in community health, school health, and simulation. She holds degrees from Radford University. She is an active participant in community health, school health, and simulation. She holds degrees from the University of Virginia; she has an MSN and an MS in education from the University of Virginia, and a PhD from Pikeville Medical Center in Kentucky.

Wyatt graduated with a PhD from the University of Kentucky. She has an MSN and an MS in education from the University of Virginia and a BSN from Radford University. She is an active member of several professional simulation and health care informatics organizations as well as Sigma Theta Tau, the American Nurses Association, and the National League for Nursing. Wyatt's research background specializes in mobile health, innovation, instructional technology and design, asthma interventions, school health, and simulation. She has received numerous federal and corporate grants for her work related to technology and improving consumer and professional health education, and she is co-owner and president of Academic Technology Innovations. Wyatt has been named interim associate dean of graduate programs. Associate Professor Sadie P. Hutson was appointed interim associate dean of graduate programs on April 1. Hutson teaches research methods across the undergraduate and graduate programs and served as coordinator for the undergraduate Nursing Honors program from 2012 until this year. Her research expertise is in the area of chronic illness among rural and underserved populations. Hutson studies the advanced care planning needs of persons living with HIV/AIDS as well as the human consequences of living at high genetic risk of cancer.

She has been funded by the National Institutes of Health, American Cancer Society, Centers for Disease Control and Prevention, and other sponsors. Hutson has a BSN from the University of Wisconsin–Madison, and both an MSN and a PhD in nursing from the University of Pennsylvania. She is a board-certified women's health nurse practitioner and currently serves as director for the hereditary cancer risk assessment program at Pikeville Medical Center in Pikeville, Kentucky. She has published her work in several high-impact peer-reviewed journals and serves as an adjunct scientist in the Clinical Genetics Branch of the National Cancer Institute, where she completed pre- and postdoctoral fellowships. Hutson serves on the editorial board of the American Journal of Hospice and Palliative Medicine. She was recognized in 2015 with the UT Faculty Award and in 2016 with the university’s Outstanding Faculty Mentor award for undergraduate research.

Taylor Receives DAISY Faculty Award

The DAISY Faculty Award was presented to Clinical Assistant Professor Sheila Taylor during the college’s spring commencement ceremony. After being nominated by students and fellow faculty members, Taylor was selected for the award through a blind review process by a selection committee. Taylor’s nominator said, “Dr. Taylor cares deeply for the well-being of her students. This was illustrated when I asked her for a reference letter. She takes references very seriously and asked that I come talk to her about my long and short-term goals. I did, and we ended up talking not only about the reference, but about my future plans and what steps I could take to achieve them. I felt very cared for and supported. It was more than faculty talking to a student—Dr. Taylor took the time to share her life and mentor me.”

A collaborative program of the DAISY Foundation and the American Association of Colleges of Nursing, the DAISY Faculty Award is a national recognition program that honors teachers for their commitment and inspirational influence on future generations of nurses.

Dean Selected for AACN Nominating Committee

Dean Victoria Niederhauser was recently elected to a two-year term on the Nominating Committee of the American Association of Colleges of Nursing (AACN). “On behalf of AACN’s member deans, faculty, and students, I am pleased to welcome these new and returning members to the board and Nominating Committee who are committed to helping shape the future of academic nursing,” said AACN Board Chair Juliann Sebastian. “As the national voice for baccalaureate and graduate nursing education, AACN serves as the catalyst for excellence and innovation in nursing education, research, and practice. I applied all those elected to advance AACN’s agenda at the highest level since this work requires strong leadership and a collaborative approach to improving health and health care.”

Niederhauser, who has served as dean since 2011, is a board-certified pediatric nurse practitioner, a Robert Wood Johnson Executive Nurse Fellow, and a Fellow in the American Academy of Nursing. Active in AACN, she has served on the Hot Issues program committee, as a like-school discussion moderator, and as leader of the U.S. News and World Report rankings advisory group.

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FACULTY ACCOLADES

Samereh Abdoli was accepted for participation in the Early Career Reviewer program at the Center for Scientific Review, National Institutes of Health.

Laurie Acrod-Natelson was the recipient of the Tennessee Organization of Nurse Executives (TONE) Excellence in Nursing Leadership Award during the 2016 Tennessee Hospital Association Annual meeting in Nashville.

Joel G. Anderson received a visiting international academic fellowship from the University of Exeter in the United Kingdom to support his ongoing collaboration with researchers in the Centre for Research in Ageing and Cognitive Health.

Joel G. Anderson, Xueping Li, and Karen Rose received funding from the Kavli Foundation to support the Prevention program.

For Mental Health Awareness and Suicide Prevention, Joel G. Anderson accepted the role of faculty advisor for the Ambassadors for Mental Health Awareness and Suicide Prevention.

Tennessee Nurses Association, District 2.

Nalle Leadership Award on behalf of the Tennessee Nurses Association District 2.

Lora Beebe has been named to the American Academy of Nursing’s 2017 Class of New Fellows.

FACULTY NEWS

Tara Worley, RN
Parkwest Medical Center

Why Do More Nurses Work for Covenant Health?

At Covenant Health, we put patients first and strive for excellence in everything we do. We are the region’s largest employer, offering nursing careers across the spectrum of clinical and administrative disciplines. And with more hospitals and facilities throughout our region, a rewarding career where nurses are the very heart of patient care is within reach.

Join the only health system in East Tennessee to be named by Forbes as one of America’s Best Employers, TWO YEARS IN A ROW.

Benefits include:

- Competitive compensation
- Comprehensive benefits plan
- 401k with employer contribution
- Continuing education reimbursement
- National certification bonuses
- Referral bonus for nursing colleagues
- Nurse Residency Program for newly graduated RNs

Samantha Keller, BSN, RN
Director of Nursing
Parkwest Medical Center

The American Association of Colleges of Nursing (AACN) and the National League for Nursing (NLN) both recognize Covenant Health among America’s Best Employers, naming us two years in a row. This recognition is a result of our commitment to providing world-class care for patients and outstanding support for our nursing staff.

Our nurse-employer relationship is the heart of who we are as a health system. We recognize the unique value nurses bring to our organization and the community, and we strive to provide nurses with the resources they need to excel in their practice.

Covenant Health offers competitive salary and benefits packages, a unique nurse residency program, and ongoing professional development opportunities. We are dedicated to the growth and development of our nurses and encourage a culture of continuous learning.

Why do more nurses choose Covenant Health? Because we provide nursing careers that are rewarding, challenging, and rewarding.

At Covenant Health, we believe that nurses are the heart of patient care. That’s why we invest in our nurses and provide them with the tools and resources they need to excel. We are committed to providing our nurses with a rewarding career where they can make a real difference.

For more information, visit www.CovenantCareers.com.