

UCSF School of Nursing

2021-2022 **ANNUAL REPORT**





UCSF SCHOOL OF NURSING **2021-2022 ANNUAL REPORT**

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Message From the Dean

I am pleased to share the 2021-2022 Annual Report of the School of Nursing, a report that I expect will impress you with the breadth and depth of what has been accomplished.

Although the past year was difficult for many, including the members of our own community, we have much to celebrate. Our 2022 Commencement, the first in-person celebration since 2019, was held in Davies Symphony Hall. We proudly presented 181 master's and doctoral graduates to the world, and another 16 nurses received post-master's certificates in areas of advanced study. UCSF Health President and Chief Executive Officer **Suresh Gunasekaran** spoke to our faculty, staff and the graduates and their guests about the fundamental importance of nursing in health care delivery and the critical importance of collaborations in addressing the needs of those we serve. We are proud of our new alumni and grateful to our Alumni Association Board, led by President **Adrian Espinosa (MS '15)** and past President **Jennie Chin Hansen (MS '71)**, for the ways in which they reached out to our students during the last year, folding them into board activities and developing programming to address their interests. Our April Alumni Reunion included recognition of **Schola Matovu (PhD '14)** as the winner of the 2022 Jane Norbeck Distinguished Service Award.

Our own faculty have continued to distinguish themselves through their scholarly activities and commitment to the elimination of health disparities. Professor **Van Ta Park** established the CARE Registry — the first of its kind — to reduce health disparities by increasing research participation among Asian American and Pacific Islanders (AAPIs). Professor **Ifeyinwa Asiodu (PhD '14)** has continued her award-winning community-based work with Black mothers to reduce the gap in delivering high-quality human milk to their infants. Led by professors **Oi Saeng Hong** and **Catherine Waters**, our faculty co-edited a supplement of the *American Journal of Public Health* on public health nursing. The special supplement, titled "Public Health Nursing After COVID-19: Strengthening, Rebuilding and Reimagining the System," celebrates our profession's rich history in protecting, strengthening and advocating for public health. The supplement was undertaken in partnership with the schools of nursing at Johns Hopkins, Wisconsin–Madison, Emory, Texas-Austin and Minnesota.

UCSF's leadership in educational program development saw the expansion of the UC Multi-Campus Psychiatric Mental Health Nurse Practitioner Post-Master's Certificate Program, a collaborative effort with the schools of nursing at UC Davis and UCLA, designed to accelerate the preparation of behavioral health experts in California. The need for experts in behavioral health is severe in California and throughout the nation, accelerated by the pandemic. Our Doctor of Nursing Practice (DNP) program, now led by professor **KT Waxman**, is undergoing significant expansion and the faculty are working on providing even greater access to the program. Meanwhile, our graduate



specialties remain among the top programs in the country as ranked by the U.S. News and World Report. And we are especially proud to have regained our top spot as the No. 1 recipient of federal research funding in the country, based on the Blue Ridge Institute's report.

Our strategic commitment to clinical integration with UCSF Health has resulted in an even closer working relationship. Under the aegis of the UCSF Health Center for Nursing Excellence and Innovation, directed by **Gina Shuler (PhD '13)**, we have launched the Leadership Institute. Co-directors **KT Waxman** and **Justin Pohl** have designed continuing education opportunities to meet the needs of nurse managers across their careers — from aspiring leaders to those working at the executive level. The initial focus on UCSF Health nurses will be broadening to a national audience over the next year. We have appointed members of our faculty to roles in the health system: professor **Christine Miaskowski**, professor **Laura Wagner** and assistant professor **Sandra Staveski (PhD '14)** are all engaged in scholarship facilitation with nurses at the bedside; professor **Marianne Biangone**, director of our Master's Entry Program in Nursing (MEPN), is collaborating on an approach to workforce development. Faculty clinicians, including professor **Matt Tierney (MS '00)** and assistant professor **Chelsea Landolin (MS '11)**, deliver behavioral health care in innovative practice models, in which we can demonstrate the effectiveness of interdisciplinary practice.

Great work takes place in great institutions and great institutions are made of great people. In 2021-2022, we added many more great people, but we lost some giants. After many years of service, we saw the retirements of **Pamela Bellefeuille**, **Mary Foley (PhD '10)**, **Sharon Lee**, **Judy Martin-Holland (PhD '05)**, **Wendy Max**, **Kevin McGirr**, **Maureen McGrath** and **David Rein**. And we mourned the passing of our colleagues **Janine Cataldo**, **Rebekah Kaplan** and **Sharon Kaufman (PhD '80, anthropology)**.

On behalf of the entire school community, I offer my thanks to all those who contribute to and care about our work. Ours is meaningful work, undertaken with heightened awareness of our public mission. We are committed to educating and improving health and health care for Californians and for many who live well beyond the borders of our great state.

Catherine L. Gilliss, PhD, RN, FAAN
DEAN AND STYLES PROFESSOR OF NURSING
ASSOCIATE VICE CHANCELLOR FOR NURSING AFFAIRS



OUR MISSION

To educate diverse health leaders, conduct research, advance nursing and interprofessional practice, and provide public service with a focus on promoting health quality and equity.

OUR VALUES

- P Professionalism:** To be competent, accountable, reliable and responsible, interacting positively and collaboratively with all colleagues, students, patients, visitors and business partners.
- R Respect:** To treat all others as you wish to be treated, being courteous, kind and acting with utmost consideration for others.
- I Integrity:** To be honest, trustworthy and ethical, always doing the right thing, without compromising the truth, and being fair and sincere.
- D Diversity:** To appreciate and celebrate differences in others, creating an environment of equity and inclusion with opportunities for everyone to reach their potential.
- E Excellence:** To be dedicated, motivated, innovative and confident, giving your best every day, encouraging and supporting others to excel in everything they do.

By the Numbers

U.S. News and World Report Rankings



Master of Science Program ranked in top 5 among public institutions and tied for 11th overall, out of 200 programs nationwide



Family Nurse Practitioner Specialty



Adult Gerontology, in both Acute and Primary Care



Psychiatric Mental Health Nurse Practitioner Specialty

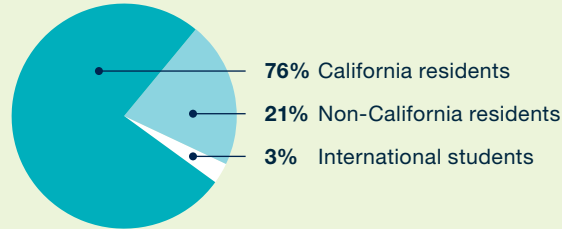


Doctor of Nursing Practice Program, out of 158 programs nationwide

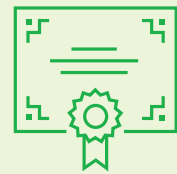
599

Students Enrolled in 2021

ENROLLMENT BY PROGRAM	NUMBER OF STUDENTS
Master's Entry Program in Nursing	77
Master of Science Program	319
Post-Master's Certificate Program	24
Master's in Healthcare Administration and Interprofessional Leadership Program	25
PhD Nursing	49
PhD Sociology	28
Doctor of Nursing Practice	43
UC Multi-Campus Psychiatric Mental Health Nurse Practitioner Post-Master's Certificate	34



43% Underrepresented ethnic minorities
37% First-generation



NCLEX Pass Rate

84% Passed on first attempt
96% Overall pass rate

National Certification Examination Results

92% Passed on first attempt
93% Overall pass rate

Our People

- 599 Students
- 162 Academic Faculty
- 13 Academic Non-Faculty
- 47 Faculty inducted as Fellows of the American Academy of Nursing
- 9 Faculty named Living Legends by the American Academy of Nursing
- 141 Staff



Preparing Nurse Leaders to Advance Health

The UCSF School of Nursing consistently ranks among the top schools in its field nationwide, a reflection of our academic excellence and commitment to preparing the next generation of nurse leaders.

Innovation Amid a Global Pandemic

The COVID-19 pandemic challenged the School of Nursing to adapt its educational experience while maintaining the rigor of its curriculum. But what did not change was our students' passion for nursing, and our faculty and staff's commitment to preparing nurse leaders to advance health and health equity.

The 2021-2022 academic year coincided with the second year of the global pandemic — and the School of Nursing community rose to the challenge. Faculty grew their expertise using new technology, including virtual patient simulation software and telehealth, to enhance students' academic learning.

The school's Education Technology Hub — led by Assistant Dean **Elizabeth Gatewood** and staff members **XinXin Huang**, **Kaori Keller** and **Peter Wright** — provided tools to help faculty design remote-learning content that fit students' needs. They hosted live webinars to share best practices on remote instruction and student engagement. The team also provided weekly drop-in hours to address questions and respond to faculty needs, as well as appointments for live assistance.

Courses were offered in a variety of formats including hybrid and hyflex, allowing students to attend in person or remotely.

Despite the challenges of the pandemic, 181 master's and doctoral students from the Class of 2022 completed their programs and earned their degrees at Commencement — a number that is on par with pre-pandemic years. An additional 16 post-master's students received certificates for completion of their training.



Meeting the Need for More Doctorally Prepared Nurses

As a national leader in the nursing field, the UCSF School of Nursing regularly reviews its degree programs to meet the complex health care needs of our communities and to ensure consistency with national requirements.

In the near future, the school plans to launch new academic pathways to meet the growing demand for doctorally prepared nurses who are equipped with advanced skills in leadership, innovation and the application of evidence to improve practice.

This year, faculty and staff worked to pave the way for the upcoming expansion of the clinically focused Doctor of Nursing Practice (DNP) program. This expansion aligns with guidance from the National Organization of Nurse Practitioner Faculties to shift entry-level nurse practitioner education to the DNP degree by 2025.

New Leadership Institute Offers Leadership Development

The School of Nursing, in partnership with the UCSF Health Center for Nursing Excellence and Innovation, opened the new Leadership Institute in 2021 to provide outcome-driven leadership development programming for nurses, care providers and other health care professionals across the career spectrum, from clinicians aspiring to lead to the preparation and support of executive-level leaders.

In 2021-2022, the Leadership Institute:

- **Launched four leadership training programs for UCSF Health:** Foundations for Excellence in Healthcare Leadership Program, Academy for Healthcare Leadership, Healthcare Executive Leadership Program and Leadership Academy for the Advanced Practice Provider
- **Launched three leadership training and professional development programs,** in partnership with Kaiser Permanente of Northern California, with plans for a fourth program launch in August 2022



378,000

NUMBER OF PATIENTS EXPECTED TO BE SERVED OVER THE NEXT FIVE YEARS BY NEW MENTAL HEALTH NURSE PRACTITIONER GRADUATES.



- **Launched the Population Health Management Certificate Program** as an open cohort program with participants across the country
- **Completed a needs assessment** and began developing programming to support frontline nurses and nursing leaders in Taiwan, as part of the COVID-19 era Minkun Yang Memorial Global Initiative

Responding to California's Shortage of Mental Health Professionals

The first of its kind in California, the UC Multi-Campus Psychiatric Mental Health Nurse Practitioner (PMHNP) Post-Master's Certificate Program graduated its first cohort of students in December 2021 to address the state's urgent shortfall in mental health providers.

Over 50% of people with mental illness in the state are not receiving psychiatric care — and many communities in the San Joaquin Valley and Inland Empire have only half as many psychiatrists as other parts of the state. A recent report from Healthforce Center at UCSF projected California will experience a 34% decline in the number of psychiatrists by 2028 — and will have 41% fewer psychiatrists than needed in the next 10 years.

To help address this statewide need, the UCSF, UC Davis and UCLA nursing schools launched the UC Multi-Campus Psychiatric Mental Health Nurse Practitioner Post-Master's Certificate Program to prepare 300 new PMHNPs within a five-year period. Graduates are expected to serve as many as 378,000 patients over the next five years.

That includes health care providers like Tonia Jones, who has been a nurse since 1989. She saw the spike in demand for psychiatric services even before the pandemic and enrolled in the PMHNP program to help expand access to care for patients in the Los Angeles area where she works.

Despite only graduating in December 2021, Jones said, "The training I received has already helped me better support my community's needs."

New Course Prepares Nurses to Meet the Climate Change Challenge

Given climate change's impact on health, nurses and other medical professionals need to see the whole picture to properly treat patients. The new course "Climate Change, Health and Social Justice" focuses on climate change and how it impacts health, equity and social issues like environmental, economic and racial justice.

Launched in spring 2022 with support from a \$4,000 UCSF Innovations Grant, the course was created by professor Susan Chapman, assistant professor Orlando Harris and doctoral student Ashley Moore.

Over 10 weeks, students explore topics like climate change's impacts on health, economics, vulnerable communities, tribal communities, environmental racism, urban renewal and infrastructure.

Student Mariana Trujillo, who took the course in spring 2022, gained better insight on policies behind climate change. "The crisis is just getting worse, and this helped us learn the history of how we got here, and what we can possibly do about it," she said.

The course is open to students in the School of Nursing as well as the schools of dentistry, medicine and pharmacy at UCSF. In addition, Harris is working with the UC Irvine School of Nursing to make the course available remotely to their students.





Rising to the Challenge During the COVID-19 Pandemic

The School of Nursing has played a key role in supporting the COVID-19 response since the start of the pandemic. Faculty and students have used their expertise to perform symptom screening, contact tracing and patient testing, and to vaccinate thousands of San Francisco Bay Area residents including UCSF frontline workers, people experiencing homelessness and patients unable to leave their homes.

These efforts continued in 2021-2022.

Above: Student Aby Romero administers the COVID-19 vaccine to a child during a clinic at UCSF Benioff Children's Hospital Oakland.

“

Being part of the solution to get children back to in-person learning safely was immensely gratifying.”

CARLY HWANG
MASTER'S ENTRY
PROGRAM IN NURSING



Carrie McFarland, Lisa Mihaly, Caroline Devany, Yeun Scarlet Hur, Manying Sun, Amanda Washington and Penny Lorenzo were among the volunteers at a vaccine clinic at UCSF Benioff Children's Hospital Oakland in December 2021.

In partnership with UCSF Benioff Children's Hospital Oakland, faculty and student volunteers from the School of Nursing stepped up to administer the COVID-19 vaccine to 221 children, some as young as 5 years old, during a series of Saturday clinics in November and December 2021. At one clinic, they also administered the COVID booster to UCSF employees.

“It was fulfilling to support efforts to end the pandemic,” said assistant professor **Kate Holbrook**. “We are all affected by the pandemic in many ways and, collectively, we all must do our part to move forward.”

The clinics provided student volunteers the opportunity to gain clinical experience working with children.



“It was such a privilege to have my first opportunity working in a nursing capacity to be with the COVID vaccination effort,” said **Carly Hwang**, a student in the Master's Entry Program in Nursing. “And being part of the solution to get children back to in-person learning safely was immensely gratifying.”

Student Carly Hwang administers a COVID-19 vaccine to a patient at a clinic at UCSF Benioff Children's Hospital Oakland.

Illuminating the Impact of COVID-19

In addition to supporting patient care during the COVID-19 pandemic, nursing faculty provided their expertise to help deepen our understanding of the coronavirus’ impact.

Among them, assistant professor **Orlando Harris** serves on the national COVID-19 Prevention Network’s expert peer review panel, which was established by the National Institute of Allergy and Infectious Diseases. Harris reviews federally sponsored COVID-19 vaccine efficacy trial protocols and reports on the impact, ethics and recommendations for African American/ Black communities.

Professor emerita **Charlene Harrington**, whose research contributed to the passage of the Nursing Home Reform Act of 1987 that established federal standards for these facilities, was instrumental in shedding light on the adverse impacts of COVID-19 on some of the nation’s most vulnerable individuals. With colleagues **Susan Chapman**, **Elizabeth Halifax** and **Leslie Ross** from the School of Nursing, they found that California nursing homes with RN staff

levels below recommended levels were twice as likely to have COVID-19 resident infections. Their findings emphasize the need for establishing and enforcing minimum staffing standards at the federal and state levels to ensure resident safety and quality care.

Professor **Kristen Harknett** has deepened our understanding of the pandemic’s impact on the country’s 25 million service industry workers. Harknett and her colleagues at The Shift Project published multiple studies, testified before government agencies, and spoke with reporters to help lawmakers, employers and the public understand the importance of paid sick leave. Some of their recent findings were reported in an August 2021 article in *Health Affairs* titled “Olive Garden’s Expansion of Paid Sick Leave During COVID-19 Reduced the Share of Employees Working While Sick.”

Assistant professor Orlando Harris (right) serves on the national COVID-19 Prevention Network’s expert peer review panel.



Professor Kristen Harknett (left) has deepened our understanding of the pandemic’s impact on the country’s 25 million service industry workers.

Highlights of COVID-19 Research Led by School Experts

PROJECT	SCHOOL OF NURSING RESEARCHER(S)
COVID-19 Resources and Guidelines for California’s Child Care Directors	Abbey Alkon
COVID-19 Vaccine Acceptance and Uptake Among Black Birthing People	Ifeyinwa Asiodu
Rapid response Nursing Triage Outcomes for COVID-19 (RN TO COVID)	Jyu-Lin Chen, Rosalind De Lisser, Thomas Hoffmann, Hannah Jang, Jerry John Nutor, Mijung Park
Facilitating COVID-19 At-Home Collection Testing Among Korean American Families Through Korean Schools in Northern California	Jiwon Choi
COVID-19 News and its Association With Mental Health of Sexual and Gender Minority Adults	Kristen Clark, Micah Lubensky, Annesa Flentje
Caring for Patients With COVID-19: Nurses’ Experience	Leslie Dubbin, Janine Cataldo, Janet Shim
“Our Lives Matter”: Exploring the Impact of COVID-19 on Black/African American and Latino Sexual Minority Men Access to HIV Prevention and Treatment Services, Resource Security, and Vaccination Acceptance and Uptake.	Orlando Harris
Black Birthworkers’ Responses to the COVID-19 Pandemic	Jennifer James
Impact of COVID-19 on Disinfectant Exposure and Associated Health Effects	Soo-Jeong Lee
Participatory Public Health and Community Engagement: Amplifying Perspectives on Healthcare, Policy, and Research from those Most Impacted by COVID-19	Monica McLemore
Health Care Providers’ Preparedness to Manage COVID-19 in Ghana	Jerry John Nutor
COVID-19 Effects on Mental and Physical Health of AAPI Survey Study	Van Park, Linda Park
Effects of the COVID-19 Pandemic on the Lived Experience of Diverse Older Adults Living Alone With Cognitive Impairment	Elena Portacolone, Orlando Harris
Economic, Mental Health, HIV Prevention and HIV Treatment Impacts of COVID-19 and the COVID-19 Response on a Global Sample of Cisgender Gay Men and Other Men Who Have Sex With Men	Glenn-Milo Santos
COVID-19 Screening Tool for Oncology Telephone Triage	Carol Viele, Karen Schumacher, Christine Miaskowski



Associate professor Kord Kober, whose research focuses on symptom science, works in his lab at the School of Nursing.

Research Innovation

The UCSF School of Nursing is a national leader in innovative research that advances science and drives health improvements for diverse communities.

72

FACULTY
RESEARCHERS

#1

NIH FUNDING
IN 2021

\$13.2m

NIH FUNDING
AWARDED IN 2021

\$40m

STATE AND OTHER
RESEARCH FUNDING
AWARDED

518

PEER-REVIEWED
PUBLICATIONS IN
2021-2022

The school ranks No. 1 nationwide in competitive National Institutes of Health (NIH) grants in the nursing field, securing \$13.2 million in 2021. In addition, the school captured \$40 million in grants and contracts with regional and state agencies and foundations.

Faculty and scholars leverage these funds to transform health and wellbeing across five research themes that define the school's research mission: health equity; community and population health; digital health, 'omics and data science; aging and life course; and symptom science.

Major projects include:

- A groundbreaking study published in 2022 found that the use of electronic cigarettes cost the United States \$15 billion annually in health care expenditures — more than \$2,000 per person a year. The study is the first to look at health care costs of adult e-cigarette use and was authored by **Yingning Wang, Hai-Yen Sung, Tingting Yao** and **Wendy Max**.
- **Ifeyinwa Asiodu**, associate professor, is leading research to reduce infant feeding disparities and increase access to high quality human milk feeding care, lactation support and equitable contraception services for Black communities.
- The School of Nursing and Ronald McDonald House Charities® (RMHC®) will launch what may be the first research center worldwide to advance family-centered care for children. Based at UCSF, the center's mission is to advance the awareness, knowledge, understanding and adoption of family-centered care principles and practices in the care and support of pediatric patients around the world. The RMHC Center at UCSF will lead research projects that contribute new evidence and facilitate implementation of pediatric family-centered care and family-centered services in all settings where children receive health care globally. The center will be led by School of Nursing professor **Linda Franck**, an international leader in family-centered health care and family and community-partnered research.



Tingting Yao, Hai-Yen Sung, Wendy Max, Yingning Wang

- **Kord Kober**, associate professor, is investigating chemotherapy-related fatigue in individuals with cancer by examining genetic and epigenetic differences between groups suffering high and low fatigue. Studying the genetic mechanisms involved may lead to a more effective therapeutic intervention.
- **Jennifer James**, assistant professor, is examining the impact of forced sterilizations for people who are incarcerated and studying how medical decisions are made within prison settings. In addition, she is developing a "know your rights" pamphlet that will help people who are incarcerated understand their legal rights when making healthcare decisions.
- **Van Park**, professor, established a registry — the first of its kind nationwide — to enable the meaningful inclusion of Asian American and Pacific Islanders (AAPIs) in clinical research studies. The CARE Registry is a database of more than 7,000 AAPI adults who are willing to participate in research in Alzheimer's disease and related dementias, aging, caregiving and other health topics across the lifespan. Park is also leading a national survey to assess the effects of COVID-19 on the AAPI community.

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Research Projects *continued from previous page*

Elena Flowers, center, discusses research with students.

- **Elena Portacolone**, associate professor, established a consortium among UCSF, the Alzheimer's Association and the National Association of Hispanic Nurses to launch a three-year study funded by the NIH to increase Latinx engagement in dementia research.

- **Christine Miaskowski**, professor, is leading two NIH-funded projects that aim to deepen understanding of biomarkers and the phenotypic risk factors for breast cancer, and of hearing loss in cancer survivors.
- **Elena Flowers**, associate professor, is studying biomarkers that characterize the intersection of heritable and behavioral contributors to risk for type 2 diabetes in racial/ethnic minority groups.
- **Abbey Alkon**, professor, is helping to reduce the risk of adverse health problems in children associated with pesticide exposure. She is examining 88 child care centers serving socio-economically and ethnically diverse preschool-age children in four California counties.

Read about more research projects at nursing.ucsf.edu/research.



Public Health Nursing

The UCSF School of Nursing, Emory University Nell Hodgson Woodruff School of Nursing and University of Minnesota School of Nursing co-led a special supplement of the *American Journal of Public Health* (AJPH) that shines a light on public health in nursing. The special edition published online in June and includes open access to all.

The first AJPH special supplement of its kind, the "[Public Health Nursing After COVID-19: Strengthening, Rebuilding and Reimagining the System](#)" publication celebrates nursing's rich history in protecting, strengthening and advocating for public health. The 120-page supplement features the school's "Difference is Power" mural on its cover, and includes editorials, essays and research articles that spotlight nursing's multifaceted role and crucial service across thought leadership, research, education and practice in the 21st century.

The supplement is a partnership among the UCSF School of Nursing, Johns Hopkins University, University of Wisconsin-Madison, Emory University, University of Texas, Austin and University of Minnesota.

Clinical Partnerships with UCSF Health



Connected by just a courtyard on campus, the UCSF School of Nursing and UCSF Health work collaboratively to strengthen patient care, advance clinical innovation and prepare the next generation of nursing leaders.

Improved Care

In 2021, the School of Nursing partnered with the UCSF Department of Psychiatry, Office of Population Health and Primary Care Services to launch a new behavioral health pilot program to deliver quality services and increased access to patients. The behavioral health framework proved successful and was used to develop a behavioral health program that focuses on women's health, which launched in early 2022 with a UCSF Network Affiliate practice.

Developing Nurse Leaders

To help nurses grow their leadership skills, the school and UCSF Health Center for Nursing Excellence and Innovation launched the new Leadership Institute in 2021. The institute provides outcome-driven leadership training to nurses and other health care professionals

UCSF Health

across the career spectrum through intensive months-long certificate programs and trainings.

For those seeking a more advanced degree, the school and UCSF Health Department of Nursing established a new program that provides joint scholarships to nurses at the medical center who are pursuing a Doctor of Nursing Practice (DNP) degree at the UCSF School of Nursing. In 2021, seven UCSF Health nurses enrolled in the DNP program through these scholarships.

In addition, the school successfully onboarded a cohort of nurse practitioner fellows and streamlined workflows with the UCSF Health Advanced Practice for NPs Fellowship Program in Critical Care and Cancer Services.

Enhanced Synergy

To foster increased collaboration, new positions were created in which nurse experts hold dual roles at the School of Nursing and within the UCSF Health Center for Nursing Excellence and Innovation.

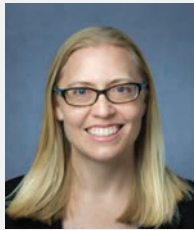
School faculty members **Christine Miaskowski**, **Sandra Staveski** and **Laura Wagner** joined the Research and Scholarship Team at UCSF Health and are working to build an infrastructure that optimizes consultation for nurse-led research, research utilization and scholarship activities. **Maria Yefimova** also joined UCSF Health as the new lead nurse scientist, collaborating closely with the School of Nursing to optimize the culture of clinical inquiry, enhance professional nursing practice and improve care delivery and practice.



Christine Miaskowski



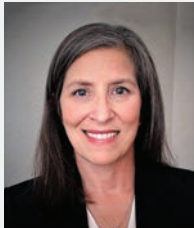
Sandra Staveski



Laura Wagner



KT Waxman



Marianne Biangone

KT Waxman, director of the school’s Doctor of Nursing Practice program, and **Marianne Biangone**, director of the Master’s Entry Program in Nursing, joined UCSF Health in key leadership roles in the Center for Nursing Excellence and Innovation, focusing on leadership and workforce development.

Supporting Clinical Scholarship

To support clinical scholarship, the School of Nursing created a new task force in 2022 that is charged with developing an integrated structure to provide training, resources and events that will empower nurses to turn their research into published work for broad dissemination.

A Network of Expert Volunteers

The school’s Volunteer Faculty Network grew by 10 percent this past year, bolstering the number of expert volunteers who are committed to supporting the school’s mission and its educational, research and strategic activities. A new quarterly newsletter for volunteer faculty was launched to promote a sense of community, and events were held to engage volunteers in the school.





Building a Diverse, Thriving and Equitable Community at the School of Nursing



We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.”

MAYA ANGELOU

School of Nursing Equity-Focused Taskforces

In January 2021, the School of Nursing held a retreat to focus on our vision for Diversity, Equity and Inclusion (DEI) initiatives. In response to feedback garnered at the retreat, three taskforces were convened to address three focus areas. This academic year, these taskforces collected their recommendations into action plans.

Focus Area: An Equitable Student Experience

Action plan includes recommendations for:

- Whole learner concept
- Relationship building for student engagement and success
- Schoolwide effort to promote student success and improve student satisfaction
- Advising: Growth Mindset Framework and lifelong learning

Focus Area: Equity Among BIPOC Faculty

Action plan includes recommendations for:

- Addressing the “minority tax”
 - Recruit diverse faculty
 - Offer competitive start-up packages
 - Create diverse search committees
 - Transparent promotion and tenure process
 - Identify measurable metrics for DEI-related efforts and contributions
 - Revisit policies that burden BIPOC faculty and staff
 - Retention strategies for tangible support for current BIPOC faculty
- Ensuring equity in salaries
- Providing structural racism reduction support for faculty
 - Develop all faculty to be confident in teaching and living anti-racism
 - Develop all faculty to be co-conspirators
 - Provide conflict mediation across programs and departments
 - Standardize policies between and among departments
 - Qualification for housing support for junior faculty
 - Invest in BIPOC faculty development in academic pursuits outside of DEI activities
 - Professional and career development

Focus Area: Staff Equity

Action plan includes recommendations for:

- Developing a permanent staff council
- Providing release time for leaders and advocates
- Requiring managers to take training with release time
- Developing standardized onboarding and orientation for new staff
- Ensuring opportunities for career and professional development
- Ensuring opportunities for advancement with clear guidelines and expectations
- Conducting fair performance evaluations with clearly articulated expectations on how to achieve above average scores
- Staff awards



Refreshed Diversity, Equity and Inclusion Goals

In alignment with the School of Nursing Strategic Plan’s Strategic Imperative “Deepen Our Commitment to Diversity,” school leadership collaborated this year to create new goals for diversity.

These goals focus on:

- Requiring DEI training for faculty and staff
- Increasing Historically Underrepresented (HUR) faculty
- Improving career development and mentorship scores for BIPOC faculty
- Improving the Gallup Belonging Index
- Identifying professional and career development goals for staff
- Tracking performance evaluation data by race and ethnicity
- Developing instruments to measure perceived racism for BIPOC faculty and staff
- Revising curriculum
- Reducing silos and creating connections
- Increasing staff belonging and retaining BIPOC staff
- Identifying best practices for DEI

Collaboration with Health Science Programs Across UC

This year, Associate Dean for Diversity, Inclusion and Outreach **Judy Martin-Holland** served as co-chair of the UC Health Sciences Systemwide DEI Collaborative. This collaborative contains representatives from each health science program in the University of California system. The focus of the collaborative this year was to address the recommendations in its 2020 report titled “Disrupting the Status Quo.” The collaborative was able to successfully identify six key DEI recommendations to determine metrics, including anti-racism, student pathways and faculty governance. The school looks forward to next steps as these metrics are further defined and integrated into DEI efforts at the School of Nursing in conjunction with other health science programs in the UC system.

Learning as a Community About Racism as a Social Determinant of Health

In the winter, the School of Nursing hosted the two-part presentation, “Racism: A Social Determinant of Health. Now What Do We Do?” with UCSF Presidential Chair **Camara Phyllis Jones**. These sessions included crucial conversations and important education for the school community. Jones outlined a framework for naming racism as a social determinant of health: acknowledging racism exists, that racism is a system, and racism saps the strength of the whole society. She dove deep into the system of racism and discussed how to take action to dismantle it.

UCSF Diversity Book Club

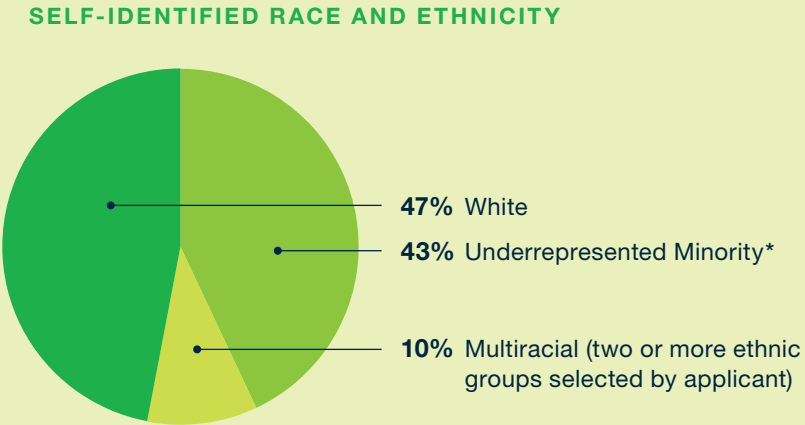
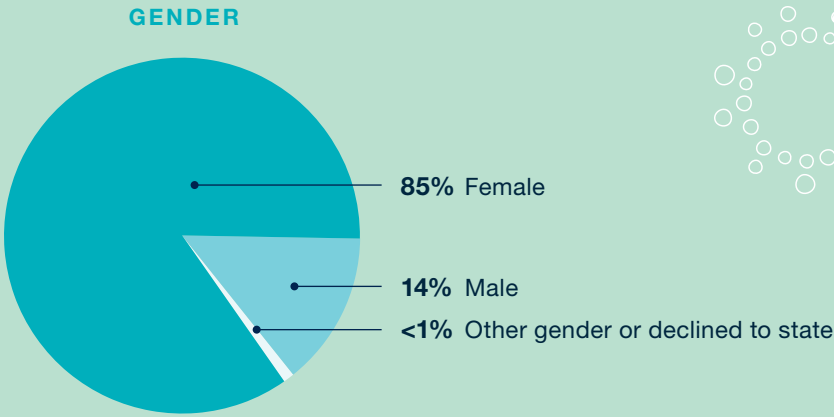
The School of Nursing partnered with the schools of dentistry and pharmacy to launch the first UCSF virtual book club devoted to diversity and inclusion. The club is open to the entire UCSF community across all schools, the health system and alumni, and promotes discussion and networking.

Commitment to a Diverse Student Body

The School of Nursing’s recruitment approach focuses on connecting with communities far and wide. This year, the school performed outreach at events held by organizations such as the National Association of Hispanic Nurses, the National Black Nurses Association and the Bay Area Black Nurses Association.



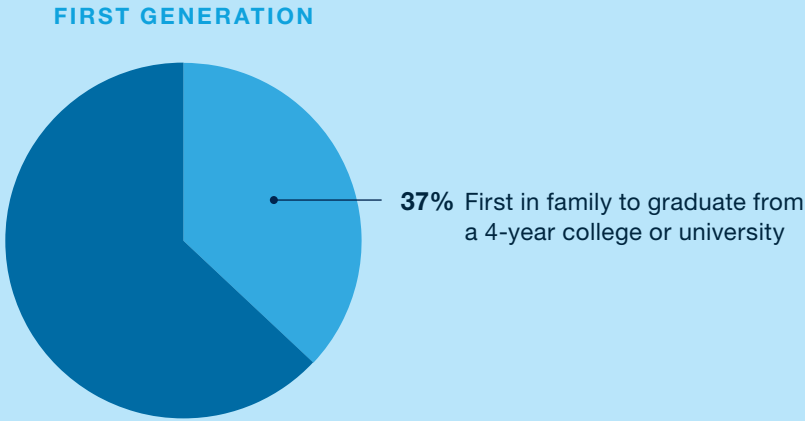
UCSF School of Nursing Demographics
(OCTOBER 2021)



*** Underrepresented minority for graduate nursing education includes:**

- 12% – Black/African American
- 20% – Latinx/Hispanic
- 1% – American Indian/Alaska Native
- 0% – Native Hawaiian/Other Pacific Islander
- 27% – Asian
 - East Indian/Pakistani/South Asian
 - Filipino • Vietnamese • Thai • Hmong
 - Other Southeast Asian ethnicity or nationality

Individuals are considered URM if they selected at least one of the above groups.





New Administrative Structure Launches to Improve Operational Support

The School of Nursing launched a new Administrative Structure in 2022 to streamline administrative services and improve operational support and consistency across the school's four departments and the Institute for Health & Aging.

The new structure also enables staff to be more focused in their roles, and creates new career advancement opportunities for staff.

Four new staff members joined the school under the new Administrative Structure:

- **Larissa Best**, administrative director, manages operations across three functional areas: human resources, administrative operations and academic programs support. The three new supervisors for these areas report to her.
- **Bertina Lee**, administrative operations supervisor, oversees administrative services such as IT, facilities and student services. She plays a key role in general department administration.
- **Lorina Gee**, human resources supervisor, manages, plans and administers HR support.
- **Rachel De Los Reyes**, academic programs supervisor, oversees the administration and operations of the academic programs including teaching and learning activities, program curriculum, learner scheduling, maintaining databases, tracking learner compliance and program accreditation.

School of Nursing Commencement 2022

The School of Nursing conferred degrees upon nearly 200 new graduates from the Class of 2022 who stand poised to advance health and health equity.

Hundreds of family and friends joined the celebration on June 2 at Davies Symphony Hall in San Francisco, filling the auditorium with enthusiastic applause as UCSF Executive Vice Chancellor and Provost **Dan Lowenstein** conferred degrees upon 181 master's and doctoral students. In addition, 16 post-master's students received certificates for completion of their training.

Catherine Gilliss, dean of the School of Nursing, opened the celebration by welcoming the graduating students, university leaders, faculty, staff and guests to the event.



Student speakers **Angel Coaston** (PhD program), **Mitchel Erickson** (Doctor of Nursing Practice program), **Katherine Schott** (Doctor of Nursing Practice program) and **Vicky Valentine** (Master of Science program) shared messages of gratitude and hope, and conveyed the graduates' collective passion for nursing.

Keynote speaker **Suresh Gunasekaran**, president and CEO of UCSF Health, emphasized the critical role that nurses play in patient care, including throughout the pandemic.



Honoring Excellence

Each year, the School of Nursing honors students, faculty, staff, alumni and preceptors for their achievements, public service and commitment to the school’s mission.

Congratulations to the 2022 award recipients:

STUDENT AWARDS

- **Distinguished DNP Project Award:** Douglas Wagemann
- **Distinguished Dissertation Award in Nursing:** Sukardi Suba
- **Distinguished Dissertation Award in Sociology:** Melanie Jeske
- **Outstanding Master of Science Award:** Whitney Bagby and Vivian Huang
- **Nursing Alumni Student Award for Meritorious Service:** Lior Bloom
- **Cait Walsh Award in Nursing:** Chris Bowerman and Lana Kipnis
- **Emma Deboncouer Trans Health Scholarship Award:** Mags Hines
- **Community Impact Award:** Melanie Jeske

FACULTY AWARDS (nominated by students)

- **DNP Mentor of the Year:** Jyu-Lin Chen
- **PhD Mentor of the Year:** Caroline Stephens
- **MS Teacher of the Year:** Andrew Penn

FACULTY AWARDS (peer-nominated)

- **Faculty Excellence in Clinical Mentoring:** Yoonmee Joo
- **Faculty Excellence in Creating a Supportive Learning Environment:** Helen Horvath
- **Faculty Excellence in Educational or Curricular Innovation:** Miranda Surjadi
- **Faculty Excellence in Research Mentoring:** Jenny Liu
- **Overall Teaching Excellence:** Andrea Kuster

STAFF AWARDS

- **STAR Achievement Awards:** Andrea Benavente, Christie Chu, Jill Lam, Sharon Lee, Megan Rilla, Katherine Tam
- **STAR Spot Awards:** Andrea Benavente, Phyllis Blackwell, Christie Chu, Crystal Hunt, Shey Jamtsho, Kaori Keller, Diana Koeplin, Frances Lee, Anne McGuire, Echo Rowe, Tammy Ryan, Michael Sano, Sara Wingate, Brandee Woleslagle Blank, Jeremy Wong, Michelle Wong-Ng

ALUMNI AWARDS

(given by the Nursing Alumni Association)

- **Alumni Achievement Award:** Kelly Kirby
- **Alumni Philanthropic Impact Award:** Roland Zepf
- **Jane Norbeck Distinguished Service Award:** Schola Matovu

HELEN NAHM RESEARCH LECTURE AWARD

- Carol Dawson-Rose (40th award)
- MarySue Heilemann (41st award)

HELEN MARTIN AWARD FOR CLINICAL PRECEPTING

- Amelia Baurmann

PRECEPTOR OF THE MONTH AWARD

(listed in the order of the month awarded)

- | | |
|--------------------|--------------------|
| ■ David Gordon | ■ Piera Wong |
| ■ Anna Kuo | ■ Sheri L. Foote |
| ■ Nana Efua Adabie | ■ Angelina Caserta |
| ■ Dena Cuyet | ■ Tania Yarema |
| ■ Monica Mafla | ■ Erika Young |
| ■ Janet Godfrey | ■ Aurora Ortiz |

Celebrating Community

A Warm Welcome to New Faculty and Staff

FACULTY

- **Amber Bell**, assistant professor
- **Marianne Biangone**, professor and director of the Master’s Entry Program in Nursing
- **Erin Levardo**, assistant professor
- **Maria “Mary” Massella**, assistant professor
- **Timothy McAfee**, professor
- **Erin McCauley**, assistant professor
- **Peterson Pierre**, assistant professor
- **Anna Strewler**, assistant professor
- **KT Waxman**, professor and director of the Doctor of Nursing Practice program

STAFF

- **Larissa Best**, administrative director
- **Alexis Ceja**, clinical research coordinator assistant
- **Esther Chavez-Iglesias**, staff research associate
- **Brianna Colado**, project policy analyst
- **Kay Davis**, clinical research coordinator
- **Rachel De Los Reyes**, academic programs supervisor
- **Daisy Feddoes**, administrative officer
- **Lorina Gee**, HR supervisor
- **Enoch Hwang**, research services analyst
- **Isabella Johnson**, clinical research coordinator

- **Kaleas Johnson**, project policy analyst
- **Dorian Kariuki**, research data analyst
- **Lisa Klope**, communications and social media specialist
- **Shanil Kumar**, administrative officer
- **Bertina Lee**, administrative operations supervisor
- **Emily Leung**, clinical affairs coordinator
- **Angel Li**, clinical nurse
- **Jennifer Lipman**, clinical nurse educator
- **Kirsten Liu**, project policy analyst
- **Suki Luo**, education coordinator
- **Scarlet Mendez**, project policy analyst
- **Liwam Nerayo**, project policy analyst
- **Linh Nguyen**, clinical research coordinator
- **Gillian Peraza**, project policy analyst
- **Sujey Marilu Perea**, administrative assistant
- **Nicole Phan**, institutional research analyst
- **Jill Poe**, student services advisor
- **Steve Tran**, financial analyst
- **Josue Velasquez Higueros**, project policy analyst
- **Amelia Williams**, project policy analyst
- **Hanna Yoon**, clinical research coordinator assistant
- **Erika Zuniga Sanoval**, project policy analyst
- **Josian Zuniga**, clinical research coordinator

Gratitude for Service and Dedication

The School of Nursing extends its gratitude to the faculty and staff who retired in June 2022 for their commitment to the school, its mission and its students.

- **Pamela Bellefeuille**, professor in Physiological Nursing, 16 years of service
- **Mary Foley**, professor and former interim director of MEPN, 20 years of service
- **Sharon Lee**, administrative analyst in the Office of Research, 43 years of service
- **Judy Martin-Holland**, associate dean of Diversity, Equity, Inclusion and Outreach, 29 years of service
- **Wendy Max**, director of the Institute for Health and Aging, 35 years of service
- **Kevin McGirr**, professor in Community Health Systems, 14 years of service
- **Maureen McGrath**, professor in Family Health Care Nursing, 11 years of service
- **David Rein**, associate dean of Administration and Finance, 20 years of service

In Memoriam



JANINE CATALDO
Chair of Physiological Nursing

Throughout her career, Janine Cataldo sought to improve the health of others by advancing our understanding of behaviors and cognitive and affective factors associated with tobacco use among older adults and to shed light on the impact of tobacco product marketing on tobacco use behaviors. She developed a tool to measure perceived stigma in lung cancer patients and explored the impact of stigma on symptom severity and quality of life among these patients. She served on numerous scientific committees at the national and international levels and was inducted as a fellow into the American Academy of Nursing in 2013. In addition to her research, Cataldo was a dedicated administrator and educator for more than two decades, and mentored many students and postdoctoral fellows.



REBEKAH KAPLAN
Clinical Professor in Family Health Care Nursing

Rebekah Kaplan was a highly respected certified nurse-midwife, educator and faculty member with UCSF for nearly 30 years. Her clinical practice was at Zuckerberg San Francisco General Hospital's Birth Center and Obstetrics, Midwifery and Gynecology Clinic, where she served thousands of patients over three decades. At the School of Nursing, she was associate director of the Nurse-Midwifery specialty, leading efforts in curriculum development, student admissions and evaluation, and faculty and preceptor support. Kaplan received the Excellence in Teaching Award from the American College of Nurse Midwives Foundation Inc. in 2000, 2002, 2006 and 2017. In addition, she was honored with the school's peer-nominated Excellence in Clinical Mentoring Award in 2017.



SHARON KAUFMAN
Professor Emerita in the Institute for Health & Aging

Sharon Kaufman was one of medical anthropology's most esteemed public intellectuals. Her research on how Americans age and how medicine and the pharmaceutical industry respond was pathbreaking in its impact, both clinically for geriatric medicine and theoretically for the social sciences. Kaufman was a member of the Institute for Health & Aging and Social and Behavioral Sciences communities since 1974. Her work earned her the School of Nursing's Helen Nahm Research Lecture Award in 2016, and the UCSF 150th Anniversary Alumni Excellence Award, among many other honors and awards.

Philanthropic Support

During the 2021-2022 year, students, faculty and staff continued to innovate and adapt to the complex health care needs of our communities while navigating the challenges imposed by the COVID-19 pandemic. Gifts from generous donors enabled the school to continue supporting students on their academic journey, provided faculty with tools to deliver a world-class education, fueled research that advances health care and more.

Each of our donors is a valued member of the UCSF School of Nursing community, and their support enables us to continue delivering academic excellence, research innovation and public service.

If you are interested in making a gift in support of the UCSF School of Nursing, please visit giving.ucsf.edu and designate the school as the recipient.



GIFTS AND PLEDGES BY TYPE	
Current-Use	\$9,072,857
Endowed	\$837,264
Total FY22 Gifts and Pledges	\$9,910,121

GIFTS BY PURPOSE	
Department Support	\$867,756
Instruction	\$399,150
Other	\$458,205
Research	\$4,699,875
Student Support	\$3,292,227
Unrestricted	\$192,907
Total	\$9,910,121

GIFTS BY ACCOUNT TYPE		
Alumni	683 donors	\$1,347,364
Charitable Foundations	13 donors	\$704,876
Corporations, Associations and Professional Foundations	29 donors	\$6,959,595
Faculty/Former Faculty	35 donors	\$424,972
Other Individuals	346 donors	\$473,314
Totals	1,106 donors	\$9,910,121

