

# Transition to Practice.

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## About Module Authors

NCSBN would like to thank all of the authors and reviewers who have contributed to the online modules for Transition to Practice. They are all recognized experts in their fields and have played a key role in making Transition to Practice come alive.

As noted elsewhere, we have taken an approach to the online modules that combines academic and clinical perspectives in order to provide our new nurses with a well-rounded picture of each of the topics.

### Communication and Teamwork Module

**Primary Author - Gerry Altmiller, EdD, MSN, RN**



Dr. Gerry Altmiller is an assistant professor at La Salle University and a Clinical Nurse Specialist Consultant at Albert Einstein Medical Center, both located in Philadelphia, Pennsylvania. She has been a recipient of the Quality and Safety Education for Nurses (QSEN) Grant since 2006 and has been a consultant for QSEN since 2009. As a consultant for QSEN, she has published teaching strategies for focusing nursing education on quality and safety concerns. In addition, she has published materials concerning quality and safety in graduate nursing education, and has spoken nationally at conferences to share strategies for incorporating QSEN competencies into nursing curriculum.

**Clinical Reviewer - Bethany Robertson, DNP, CNM, RN**



Dr. Bethany Robertson's research focuses on quality and safety in healthcare, specifically the science of teamwork and how it relates to performance, communication and excellence in the health care profession. Her clinical background as a Certified Nurse Midwife initially guided her application of teamwork training in the discipline of obstetrics. However, as co-investigator of the Quality and Safety Education for Nursing (QSEN) grant (Phase II) at Emory SON, and as national

faculty member in Phase III of QSEN funding, she turned her focus from teamwork training towards the academic arena. Dr. Robertson expertise in the use of simulation technology, which she employs as the primary teaching methodology in undergraduate nursing education. In her role as Director of Clinical Learning, she oversees all the on-boarding programs for new graduates. In this role, Dr. Robertson is intimately involved in building relationships with academic institutions to create innovative opportunities to enhance competence and confidence while decreasing orientation time of the new graduates.

## **Patient-Centered Care Module**

**Co-Primary Author - Gail Armstrong, DNP, ACNS-BC, CNE, RN**



Dr. Gail Armstrong is an Assistant Professor at the University of Colorado College of Nursing and has been on faculty for ten years. Dr. Armstrong has a BA and MA in literature, an MS in Nursing (with an Adult Clinical Nurse Specialist focus) and a Doctorate of Nursing Practice degree. Dr. Armstrong's area of practice has been Med/Surg nursing, and her teaching focuses on adult acute care nursing. She was part of the University of Colorado Quality Safety and Education in Nursing (QSEN) pilot school team to update pre-licensure clinical courses to reflect quality and safety trends in healthcare delivery. In the last two years, Dr. Armstrong has done extensive national consulting working with nursing faculties in their QSEN work.

**Co-Primary Author - Linda Kmetz, PhD, RN**



Dr. Linda Kmetz has held leadership positions at the University Of Pittsburgh Medical Center Shadyside School of Nursing since 1992, and was appointed to Director in 2004. Prior to her educational administrative positions at UPMC, Dr. Kmetz was an Assistant Professor of Nursing at the Pennsylvania State University for 12 years. Dr. Kmetz received her undergraduate and graduate nursing degrees from the University of Pittsburgh School of Nursing and holds a Doctorate in Higher Education Administration from the University of Pittsburgh School of Education. She is a member of the National League for Nursing, the Pennsylvania League for Nursing and Eta Chapter of Sigma Theta Tau.

**Clinical Author - Mary K. Walton, MSN, MBE, RN**



Ms. Walton is the Director of Patient- and Family-Centered Care and Nurse Ethicist at the Hospital of the University of Pennsylvania and an Associate Fellow of the Center for Bioethics at University of Pennsylvania. She has a progressive history of leadership in academic health care settings, and is currently responsible for organizational initiatives focused on clinical ethics and patient- and family-centered care. Ms. Walton holds a BS and MS Degree in Nursing and an MS in Bioethics from the University of Pennsylvania. She has published in the areas of collaboration, advocacy, healthy work environments and nursing history.

**Evidence-Based Practice Module**

**Primary Author - Deborah Stiffler, PhD, CNM, RN**



Deborah Stiffler joined the Indiana University School of Medicine's Department of Obstetrics and Gynecology in 2010 when she was selected as the Executive Director of the IU National Center of Excellence in Women's Health. Dr. Stiffler holds a joint appointment as an Associate Professor in the Schools of Medicine and Nursing, and received her PhD in Nursing from Indiana University. She holds an MS Degree with a specialty in Nurse Midwifery from the University of Kentucky, and received her BA in Nursing from Purdue University. Dr. Stiffler has been a practicing Certified Nurse Midwife involved in various aspects of women's health for many years. Married with two grown daughters, she enjoys singing, playing piano and curling up with a good book.

**Clinical Reviewer - Margo A. Halm, PhD, ACNS-BC, RN, FAHA**



Dr. Margo A. Halm is the Director of Nursing Research and Quality with Salem Health in Salem, Oregon. With a clinical background in critical care and advanced practice nursing, She received a PhD in Nursing from the University of Minnesota and an MS Degree in Nursing and BSN from the University of Iowa. In her current role, Dr. Halm collaborates with nurses and health care colleagues in conducting clinical research studies and implementing practice changes based on best available evidence. While Dr. Halm's main research focuses on integrative therapies for symptom management and family caregiving after coronary artery bypass surgery, her professional passion is igniting clinical inquiry among

nurses and helping them gain evidence-based practice skills to best inform their practice and impact patient outcomes. Originally from the Midwest, Dr. Halm recently relocated to the Pacific Northwest with her husband. She enjoys the outdoors, world travel, art and antiques, photography and spending time with friends and family.

## Quality Improvement Module

**Primary Author - Mary Dolansky, PhD, RN**



Dr. Mary Dolansky is an Assistant Professor at the Frances Payne Bolton School of Nursing at Case Western Reserve University and a Senior Fellow in the VA Quality Scholars program, which mentors pre- and post-doctoral students in quality and safety. Dr. Dolansky's quality activities include a consultant on the Quality and Safety Education for Nurses project; co-editor on a special issue on Quality Improvement Education in the *Journal of Quality Management in Health Care*; and chair of the quality and safety task force at the school of nursing. She is co-investigator on a Macy Foundation grant that is developing and implementing a longitudinal interdisciplinary curriculum on teamwork and collaboration to improve the quality and safety of healthcare.

**Clinical Reviewer - Tara Trimarchi, MSN, CRNP, RN**



Ms. Tara Trimarchi is currently serving as a Senior Solutions Consultant in Information Services at The Children's Hospital of Philadelphia in Philadelphia, Pennsylvania. With a rich and varied background in health care information technology and quality improvement processes, Ms. Trimarchi received a Master of Science in Nursing from the University of Pennsylvania and a Bachelor of Science in Nursing from the University of Connecticut. Ms. Trimarchi maintains a prolific publication output and serves as a guest lecturer at the University of Pennsylvania School of Nursing. In her current position at The Children's Hospital of Philadelphia, she is instrumental in the integration of information technology with clinical processes. A co-chair of the Hospital's Clinical Decision Support committee, she plays a pivotal role in the design of decision support tools and features in clinical information systems. With years of experience on unit floors, Ms. Trimarchi combines her deep academic knowledge with a practical understanding of daily clinical practice.

## **Informatics Module**

**Primary Author - Karin J. Sherrill, NEd, MSN, CNE, RN**



Dr. Karin J. Sherrill is an experienced nurse educator with over 18 years of teaching experience with Maricopa Community Colleges. For the last three years, she has served as Simulation Coordinator, specializing in simulation and technology integration into nursing curriculum. During her teaching tenure, she has been involved with many projects, including the first online Registered Nurse Associate Degree program in the nation. Dr. Sherrill works for the National League for Nursing facilitating NLN Live Review Courses for new graduates across the nation and has consulted for multiple publishing companies. She is a member of the Arizona Nurses Association, the National Organization for Associate Degree Nursing, the National League for Nursing, the Arizona Simulation Network, the International Nursing Association for Clinical Simulation and Learning and the Society for Simulation in Healthcare.

**Clinical Reviewer - Paula Jarzemsky, MS, RN**



Ms. Paula Jarzemsky earned a BA in Nursing from Rush University and an MS from the University of California San Francisco. She currently teaches nursing students at the University of Wisconsin - Madison. As a clinical instructor for nearly 20 years, she firmly believes that QSEN competencies capture what students must learn before entering professional nursing practice. Ms. Jarzemsky's work with QSEN has provided many rewarding opportunities, particularly related to Informatics. She has published several journal articles on topics pertaining to QSEN and posted numerous teaching strategies on the QSEN website.

## **Preceptor Training Module**

**Primary Author - Sara Levin, MSN, RN-BC**



Ms. Sara Levin is the Manager of Nursing Professional Development at NorthShore University HealthSystem in Evanston, Illinois. She received a BS in Nursing from Alverno College, as well as a MS in Nursing from the Medical College of

Wisconsin. Ms. Levin has over 34 years of nursing experience, including management, practice and professional development, and is an INA Provider Unit Nurse Planner and the author of multiple Web-based course modules.

**Clinical Author - Maureen Barrett, MSN, APN, RN**



Ms. Maureen Barrett has over 30 years of experience in nursing, having worked in Medical-Surgical and Critical Care areas as a staff nurse. Currently, she holds a position as Nursing Education Specialist at NorthShore University HealthCare Systems in Skokie, Illinois. In addition to her nursing experience, Ms. Barrett has taught undergraduate nursing students in the areas of nursing education and professional development, and has also developed and taught multiple preceptor programs prior to her work with Transition to Practice.

**LPN New Nurse and Preceptor Modules**

**Primary Author - Linda Caputi, MSN, EdD, ANEF, CNE**



Dr. Caputi is a Certified Nurse Educator and President of Linda Caputi, Inc., a nursing education consulting company and has worked with dozens of schools over the last 20 years on numerous nursing education topics. Dr. Caputi is Professor Emeritus, College of DuPage, and is currently teaching in the Master's in Nursing Education program at Nova Southeastern University. She has won six awards for teaching excellence from Sigma Theta Tau, received the Educator of the Year Award in 2004 from the National Organization for Associate Degree Nursing, and has recently completed a 3-year term on the National League of Nursing's Board of Governors. The 2nd edition of her book *Teaching Nursing: The Art and Science* was selected as the winner of the 2010 Top Teaching Tools Award in the print category from the *Journal of Nursing Education*. She is the editor of the Innovation Column in the NLN's journal *Nursing Education Perspectives*.

**Clinical Author - G. Constance Butherus, MA, RN**



Ms. Constance Butherus has been involved in the clinical, educational and administrative aspects of nursing during her career. She has spoken at conferences and seminars throughout the United States regarding Practical/Vocational nursing education, the Nursing Process, Physical Assessment and Nursing Supervision and Management. She has been a contributing editor for two books in the area of Practical/Vocational nursing and written articles for the Journal of Practical Nursing. She holds an undergraduate degree from Andrews University (MI) and a graduate degree from Seton Hall University (NJ). Ms. Butherus is a former Associate Director of Education at the National Association for Practical Nurse Education (NAPNES) and is currently chair of the Council of Practical Nursing Educators and consultant to the Board of Directors. She has served as Director of Nursing Services and the Director of Professional and Residential Services for the Hunterdon Developmental Center as well as the chair of the Human Rights and Ethics Committee.