

May 2015

LINDA H. AIKEN

PRESENT POSITIONS

The Claire M. Fagin Leadership Professor of Nursing,
Professor of Sociology,
Director, Center for Health Outcomes and Policy Research,
University of Pennsylvania
1988 to present

Other University of Pennsylvania affiliations:
Research Associate and Executive Committee, Population Studies Center, School of Arts and Sciences
Senior Fellow and Executive Committee, Leonard Davis Institute of Health Economics

Visiting Professor, 2011- present
Department of Public Health and Primary Care
Faculty of Medicine
KU Leuven
Katholieke Universiteit Leuven, Belgium

Courtesy Professor, 2009-
College of Nursing
University of Florida, Gainesville

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Philadelphia, PA 19146

EDUCATION:

University of Wisconsin at Madison, 1973-74, Postdoctoral Research Fellowship, Medical Sociology
University of Texas at Austin, 1973, Ph.D., Sociology (Specialization in Demography)
University of Florida, 1966, M.N., Nursing
University of Florida, 1964, B.S.N., Cum Laude, Nursing

FORMER PROFESSIONAL POSITIONS:

Vice President, The Robert Wood Johnson Foundation, Princeton, N.J., and a member of the founding professional staff of the Foundation 1974-1987. Developed the Foundation's research and program evaluation program and designed and implemented a number of large-scale multiple site health services demonstration programs.

Positions at the Robert Wood Johnson Foundation:
Vice President 1981-87
Assistant Vice President for Research 1979-1981
Director of Research 1976-79

Program Officer 1974-76

Other professional positions:

Visiting Lecturer, Program in Science and Human Affairs and Woodrow Wilson School of Public and International Affairs, Princeton University, 1975-88
Lecturer, School of Nursing, University of Wisconsin, Madison, 1973-74
Clinical Nurse Specialist in Cardiac Surgery, University of Missouri Medical Center, Columbia, 1967-70
Instructor, Medical-Surgical Nursing, School of Nursing, University of Missouri, Columbia, 1968-70
Instructor, Medical-Surgical Nursing, College of Nursing, University of Florida, Gainesville, 1966-67
Staff Nurse, General and Thoracic Surgery, Shands University Hospital, J. Hillis Miller Health Center, University of Florida, Gainesville, 1964-65

HONORS AND AWARDS:

Honorary Degrees:

Honorary Doctorate, Kings College London, October 2015
Doctor of Science *Honoris Causa*, University of Maryland, May 20, 2011
Honorary Doctor of Science, University of Florida, Gainesville, May 5, 2006
Honorary Doctor of Humane Letters, State University of New York (SUNY), May 25, 2006
Doctor of Science, *Honoris Causa*, Emory University, May 2000
Doctor of Science, *Honoris Causa*, Georgetown University, May 1999
Doctor of Science, *Honoris Causa*, University of Wisconsin, Madison, May 1993

Elected Honorary Societies

Member, Institute of Medicine, National Academy of Sciences, elected 1981
Fellow, American Academy of Arts and Sciences, elected 1998
American Academy of Political and Social Science, elected Theodore Roosevelt Fellow, 2003
American Academy of Social Insurance, elected 1991
American Academy of Nursing, Former President, elected fellow 1976
Honorary Fellow, Royal College of Nursing of United Kingdom, elected 1998
Sociological Research Association, elected 1990
Fellow, The College of Physicians of Philadelphia, elected 1992
Fellow, The New York Academy of Medicine, elected 1991

Major Research Prizes

Gustav O. Lienhard Award, Institute of Medicine, National Academy of Sciences recognizing outstanding achievement in improving personal health care services in the United States, October 20, 2014
Anvar and Pari Velji Global Health Project of the Year Award 2013, Consortium of Universities for Global Health, March 15, 2013
William B. Graham Prize for Health Services Research, Baxter International Foundation and Association of University Programs in Health Administration, 2006
AcademyHealth Distinguished Investigator Award, 2005
Individual Ernest A. Codman Award, Joint Commission on Accreditation of Healthcare Organizations, for leadership utilizing performance measures to demonstrate relationships between nursing care and patient outcomes, 2003
Raymond and Beverly Sackler Award for Sustained National Leadership in Health Research, Research!America, March 21, 2006
Article-of-the-Year Award for best health services research article, AcademyHealth, 2003 for "Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction," *JAMA* 288/16;1987-1993, 2002.
Episteme Laureate, Sigma Theta Tau International, 2001

Awards

2012 Health Leaders Twenty Award, in recognition of 20 people nationally who are making a difference in health care, Health Leaders Media, published in *HealthLeaders*, December 2012, Volume XV, Number 12:19.

Luminary. Robert Wood Johnson Foundation on occasion of its 40th anniversary, 2012.

Robert Wood Johnson Foundation's *Top 5 Most Influential Research Articles for 2011* for "Nurses' widespread job dissatisfaction, burnout and frustration with health benefits signal problems for patient care." *Health Affairs*, 30(2), 202-210.

Honourable Mention. 2011 Reizenstein Award for best paper published in *International Journal of Quality in Health Care*.

Modern Healthcare 100 Most Powerful People in Health Care, 2004-2007, 2010

Inaugural HRH Princess Muna Al-Hussein Award, American Nurses Credentialing Center for significant contributions to healthcare across borders, October 2010.

Inaugural International Nurse Researcher Hall of Fame, Sigma Theta Tau International, July 2010

Mentorship Award, Interdisciplinary Research Group on Nursing Issues (IRGNI), AcademyHealth, 2010

Global Ambassador, Research!America's Paul Rogers Society for Global Health Research, 2009

Landmark Nurse Researcher Designation, National Institute of Nursing Research, NIH, 2008.

Honorary Recognition Award for Outstanding Contributions to Health Services in Armenia, Diocese of the Armenian Church of America (Eastern) and the Fund for Armenian Relief, New York, May 26, 2005

Visionary Leader Award, American Association of Critical Care Nurses, May 9, 2005

John P. McGovern Award, American Association of Colleges of Nursing (AACN) Board of Directors, 2004

Nurse Researcher Award, American Organization of Nurse Executives, 2004

Media Award, American Academy of Nursing, for press coverage of "Hospital Staff Nurse Work Hours and Patient Safety" *Health Affairs*, 23(4):202-212, July, 2004.

The Dr. Klaus and Mary Hummeler Research Prize, Children's Hospital of Philadelphia, 2003 for "Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction," *JAMA*, 2002.

American Academy of Nursing Media Award 2003 for press coverage of "Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction"

Barbara Thoman Curtis Award, American Nurses Association, 2002

Distinguished Pathfinder Research Award, Friends of National Institute of Nursing Research, 2001

Recognition as one of 11 nurses nationally to be continuously funded by NINR on the occasion of the 15th anniversary in 2001 of the founding of the National Institute of Nursing Research,

Media Award, American Academy of Nursing, 2001, for press coverage of "Nurses' Reports on Hospital Quality in Five Countries"

Clinical Scholarship Award, Sigma Theta Tau International, 1999

Robert Wood Johnson Foundation Investigator in Health Policy Research Award, 1998-2001

American Academy of Nursing Media Award, 1998, for *Philadelphia Inquirer* article, "Magnet Hospitals Tout Nursing Quality", and editorial, "Vital Signs: Why Hasn't Any Area Hospital Asked the American Nurses Association to Evaluate Its Patient Care?"

Pennsylvania State Nurses Association, 2000 Nursing Research Award.

Health Services Research Annual Lecturer, London School of Hygiene and Tropical Medicine, 1998

University of Florida Outstanding Achievement Award on the occasion of the 50th Anniversary of Co-Education, September 18, 1997 and named one of the 50 most distinguished women graduates of the University of Florida

Nurse Scientist of the Year Award, Council of Nurse Researchers, American Nurses' Association, 1991

Best of *Image* Award for Professional Advances, Sigma Theta Tau International, 1991

Beverly Lecturer, Association for Gerontology in Higher Education, 1990

Outstanding Alumni Award, College of Nursing, University of Florida, 1989

Appointed 1st Trustee Professor, University of Pennsylvania, for the period 1988-1998

Joint Secretarial Commendation from the U.S. Department of Health and Human Services and the U.S. Department of Housing and Urban Development for personal leadership in developing a model private-public health services and housing program for the chronically mentally ill, December 9, 1987

Sociological Practice Award, Section on Sociological Practice, American Sociological Association, 1988

YWCA Academy of Women Achievers, elected 1988

Jessie M. Scott Award for Outstanding Contributions to Nursing Policy, Practice, and Education, American Nurses' Association, 1984

University of Florida Distinguished Alumna Award, 1981

Phi Kappa Phi

Xi Chapter, Sigma Theta Tau International
NIH Nurse Scientist Fellowship, Sociology, University of Texas, 1970-73

SELECTED PROFESSIONAL ACTIVITIES:

National Program Director, Hillman Scholars Program in Nursing Innovation, Rita and Alex Hillman Foundation, 2011-
Research Manager, Robert Wood Johnson Foundation Commission on Future of Nursing at the IOM, 2009-2015
Senior Advisor, China Medical Board, 2008-2013
Commissioner, *The Lancet* Commission on Nursing in the UK, 2014-
Co-Director, RN4CAST, European Union, www.rn4cast.eu
Board, Hospital and Health Systems Association of Pennsylvania (HAP), 2014-
Board of Visitors, University of Wisconsin, Madison, School of Nursing 2014-
Elected Member, Institute of Medicine, National Academy of Sciences, 1981-
2015 Richard & Hilda Rosenthal Symposium Planning Committee
Future of Nursing Study: Invited expert testimony 2009; Research Manager 2009-2011
Expert Testimony, Standing Committee on Credentialing Research, Jan 2013
Invited Speaker, 2012 Annual Meeting
Board on Health Care Services, 1999-2002
Committee on Roles of Academic Health Centers in the 21st Century, 2001-2003
Committee on Implementing a Graduate Medical Education Trust Fund, 1996-97
Governing Council, 1993-1995 and 1982-84
Program Committee, 1993-1995
Finance Committee, 1994
Executive Committee, 1983-84
Chair, Committee to Plan a National Study of the Organization and Finance of Long Term Care, 1984-87
Committee to Study the AIDS Research Program of the National Institutes of Health, 1989-90
Committee on a Study of the Effects of Medical Professional Liability on the Delivery of Maternal and Child
Health Care, 1987-89
Committee on Study of Nursing and Nursing Education, 1981-82
Program Committee, 1993- and 1982-83
Committee on Science, Engineering, and Public Policy (COSEPUP), National Academy of Sciences,
1983-84
Panel on the National Health Care Survey, Committee on National Statistics, National Research Council,
National Academy of Sciences, 1990-92
Council on Health Care Economics and Policy, 1999-
AcademyHealth (formerly Academy for Health Services Research and Health Policy)
Secretary and member of the Board of Directors, Association for Health Services Research and Foundation
for Health Services Research, 1987-94
Annual Meeting Planning Committee, 1999 and 2004
National Center for Health Statistics/Academy for Health Services Research Health Policy Fellowship Board
of Advisors, 2001-03
Alice S. Hersh New Investigator Award Selection Committee 2003-05
International Committee, 2004-2006
Chair, Distinguished Investigator Award Committee 2005-2008, Committee member 2013-14, Chair 2015
Co-director, International Nurse Migration Study, 2004-07
Governing Council, Institute for Credentialing International, American Nurses Credentialing Center, 2007-10
World Alliance for Patient Safety Expert Steering Committee, 2006
Co-chair, National Council on Physician and Nurse Supply, 2006-2011
International Society for Quality in Health Care
CareScience Clinical Advisory Board 2005-2007
Advisory Council on Research and Evaluation, National Center for Healthcare Leadership 2005-07
Robert Wood Johnson Foundation
Research Manager supporting Future of Nursing Campaign for Action, 2012-present
Research Manager supporting IOM Future of Nursing study, 2010-11

Expert Nurse Advisory Group
 National Advisory Committee, Interdisciplinary Nursing Quality Research Initiative
 Advisory Committee, Conference on Economics of Nursing: Paying for Quality Nursing Care, 2006-7
 Health Advisory Committee, Alberta Heritage Foundation for Medical Research, Edmonton, Alberta, Canada, 1999-2003
 Advisory Board, Johnson & Johnson Campaign for Nursing's Future, 2002-
 Joint Commission on Accreditation of Healthcare Organizations Nurse Staffing Roundtable, 2001-02; Nursing Advisory Council, 2003-2010
 Selection Committee for 2005 John M. Eisenberg Patient Safety and Quality Awards, National Quality Forum and JCAHO
 Sigma Theta Tau International, Episteme Award Selection Committee 2005
 Commissioner, Medicare Physician Payment Review Commission, 1991-96
 Cluster Consultant, President Clinton's Task Force on National Health Care Reform, 1993
 Member, National Advisory Council for Health Care Policy, Research, and Evaluation, Agency for Health Care Policy and Research, 1990-95
 Advisory Committee for Reforming American Health Care Financing: Policy and Administrative Choices, 1993-95
 Fellow, American Academy of Nursing
 President, 1979-80
 Member, The Secretary's Commission on Nursing, U.S. Department of Health and Human Services, 1988-89
 Member, Task Force on Long-Term Health Care Policies (Wyden Commission), U.S. Department of Health and Human Services, 1987
 Member, 1982-83 National Advisory Council on Social Security
 Advisory Panel, Quality of Medical Care for Consumers, Office of Technology Assessment, Congress of the United States, 1986-88
 American Sociological Association
 ASA Jessie Bernard Award Selection Committee, 2000-
 Chair, Committee on Sections, 1984-85
 Chair, Section Board, 1983-85
 Chair, Medical Sociology Section, 1983-84
 Councilor-At-Large, Medical Sociology Section, 1981-82
 Chair, Health Policy Committee, Medical Sociology Section, 1978-80
 Member, Population Association of America
 Planning Committee for Annual Meeting, 1996 and 2001
 Member, Pennsylvania State Nurses Association and American Nurses Association
 Magnet International, American Nurses Credentialing Center, Rochdale Healthcare NHS Trust Pilot Project Advisory Board, 2000-
 Technical Board of the Milbank Memorial Fund, New York, 1991-1994
 National Visiting Committee, Association of Academic Health Centers, 1991-93
 Council on Nursing, American Hospital Association, 1983-85
 Member, American Public Health Association
 Delaware Valley Healthcare Council Workforce Advisory Committee, Philadelphia's Life Sciences and Healthcare Personnel Needs, 2001
 Health Care Industry Subcommittee, Mayor-Elect John Street's Transition Team, Philadelphia, 2000
 Advisor to the Kansas Health Foundation and the Kansas Health Institute, 1996-98
 Shell Oil Distinguished Scholar, Texas Woman's University, 1999
 Endowed Visiting Scholar, Emory University, 1997-98
 Advisory Committee, Center for Health Care Workforce Research, Medical College of Wisconsin, Milwaukee, 1998-
 Chair, Governor's Advisory Council on Mental Health Services Planning, New Jersey, 1988-90
 National Visiting Council for the Health Sciences Faculties, Columbia University, 1987-1990
 Board of Directors, Middlesex General-University Hospital, Primary Teaching Hospital for the University of Medicine and Dentistry of New Jersey-Rutgers Medical School, 1982-1984

EDITORIAL POSITIONS:

Editorial Board, *Health Affairs*, 2007-
Editorial Board, *International Journal of Nursing Studies*, 2011-
International Advisory Committee, *International Journal of Africa Nursing Sciences*, 2013-
Editorial Board, *eJournal on Excellence in Healthcare Management* 2007-
Editorial Advisory Board, *Nursing Standard* (U.K.), 2001-
Editorial Advisory Board, *Journal of Health Services Research and Policy* (U.K.), 1998-2010
Editorial Board, *International Journal for Quality in Health Care*, 2004-2009
Editorial Board, AHRQ WebM&M, 2004-10
Editorial Board, *Medical Care Research and Review*, 1995-2000
Advisory Board, *Nursing Policy Forum*, 1994-96
Editorial Board, *Behavior, Health and Aging*, 1988-95
Editorial Advisory Board, *Journal of American Health Policy*, 1990-95
Associate Editor, *Transaction/Society*, 1985-1997
Editorial Board, *Medical Care*, 1983-87
Editorial Board, *American Journal of Nursing*, 1983-1999
Associate Editor, *Image: The Journal of Nursing Scholarship*, 1980-93
Editorial Board, *Health Policy Quarterly*, 1982-1987
Associate Editor, *Journal of Health and Social Behavior*, 1978-81
Editorial Board, *Health and Medical Care Services Review*, 1978-83
Editorial Board, *Evaluation Quarterly*, 1978-80

SELECTED UNIVERSITY OF PENNSYLVANIA ACTIVITIES:

Founder and Director, Center for Health Outcomes and Policy Research, School of Nursing, 1990-
Senior Fellow and Executive Committee, Leonard Davis Institute of Health Economics, 1988-
John Morgan Society, University of Pennsylvania, elected 2011-
Research Associate and Executive Committee, Population Studies Center, School of Arts and Sciences
Co-founder, Penn Consortium for Human Resources in Health, a joint initiative of the Leonard Davis Institute
of Health Economics and the Center for Health Outcomes and Policy Research, 2005-2012
Provost's Global Advisory Committee, 2011-14
Advisory Committee for Robert Wood Johnson Foundation Health and Society Scholars Program, 2003-2015
Advisory Board for Robert Wood Johnson Clinical Scholars Program, 2006-2015
Penn Fulbright Faculty Selection Committee
Search Committee, Dean, School of Nursing 2013
Search Committee, Chair, Department of Medical Ethics and Health Policy, School of Medicine, 2010-11
Advisory Committee, Master of Science in Health Policy Research, 2006-
Advisory Committee, Comparative Effectiveness Scholars Program, School of Medicine, 2010-13
Executive Committee and Director of Behavioral and Social Sciences Core, University of Pennsylvania Center
for AIDS Research, 2000-2004; Internal Advisory Board 2007-
Inaugural Dean's Award for Exemplary Citizenship, School of Nursing, 2012
The Claire M. Fagin Distinguished Researcher Award, University of Pennsylvania, April 11, 2007
Search Committee for Provost, 2009
Trustee Committee on Academic Policy, 2001- 2004
Search Committee for Dean, School of Nursing, 2000-2001
Search Committee, Vice Provost for Research, 2002-03
Faculty Honorary Degrees Committee, 2001- 2004, 2014-
President's Select Committee on Human Subjects Research, 2000
Provost's Committee on Research, 1999
Provost's Committee on Academic Planning and Budget, 1995-97
University of Pennsylvania Health System
Director, ACA Graduate Nurse Education Demonstration 2012-
Co-Chair Search Committee, Chief Nurse Officer, 1997-98
Steering Committee, Patient Care Redesign, 1996-97
Magnet project steering committee, 2004-07

Review of Dean of Annenberg School, 1995
Search Committee for Provost, 1993-94
Search Committee for Dean, School of Nursing, 1992
University Committee on the Faculty, 1990
University Research Committee, 1992-93
Founding Director of the Social and Behavioral Sciences Program and Core, Penn's Center for AIDS Research
Graduate Faculty in Nursing, Sociology, Demography, Social Work, 1989-
Research Associate, Population Studies Center, 1989-
Chair, Single Faculty Search Committee, School of Nursing 1998-01
Chair, Division of Adult Health and Illness, School of Nursing, 1990-91

CURRENTLY FUNDED RESEARCH:

Panel Study of Effects of Changes in Nursing on Patient Outcomes. (R01 NR014855) National Institute of Nursing Research, NIH, 9/15/14-9/15/19, Linda Aiken PI, \$2.9 million for 5 years. (Score 10, top 1 percentile-perfect NIH review score).

Outcomes of Nurse Workforce Policy and Practices in New Jersey, 2005-2014. Robert Wood Johnson Foundation. 3/1/14-3/1/17, Linda Aiken PI, \$425,000.

Policy-Relevant Evidence to Advance the Future of Nursing. LH Aiken, PI. Robert Wood Johnson Foundation (69987). \$300,000, 4/15/12-12/31/16.

Nursing Outcomes Research in Home Care. The Rita and Alex Hillman Foundation. \$200,000 for 2 years, 2/1/14-1/31/16, Linda Aiken PI.

Impact of Inpatient Nurse Practitioners on Inpatient Outcomes. National Council of State Boards of Nursing Center for Regulatory Excellence. \$300,000 for 2 years, 1/15-12/16. Jeannie Cimiotti, PI, Linda Aiken Co-PI.

Contributions of Foreign Educated Nurses to Quality of Care in the United States. National Council of State Boards of Nursing Center for Regulatory Excellence. Matthew McHugh, Co-PI, Linda Aiken, Co-PI. \$300,000 1/1/14-12/31/15.

Graduate Nurse Education Demonstration (Hospital of University of Pennsylvania). Linda Aiken, PI. Centers for Medicare and Medicaid Services. \$36 million for 4 years. August 2012-July 2016.

Hospital Care Environment, Neighborhood, and Racial Disparities in Elder Outcomes (R01AG041088) Matthew McHugh PI; Linda Aiken Co-I. 12/1/11-11/30/14.

Advanced Training in Nursing Outcomes Research (T32NR0714). National Institute of Nursing Research. Linda Aiken, Principal Investigator, \$1,586,641 for five years 1999-2004. **Competing continuation** 2004-09, \$2,603,930. **Competing continuation** \$2,132,563 for five years, 2009-2014. **Competing supplement STAR BSN to PhD pre-doctoral fellows**, 2012-14; **Competing continuation** \$2,500,000 for five years, 2014-19.

Nurse Staffing Public Reporting Laws: Effects on Staffing and Patient Safety. Robert Wood Johnson Foundation. Matthew McHugh PI, Linda Aiken Co-I. \$200,000. 11/1/13-10/31/15.

Facilitating Nursing Research. 1) Children's Hospital of Philadelphia; 2) Penn Pennsylvania Hospital; 3) Hospital University of Pennsylvania; 4) Penn Presbyterian Hospital.. Linda Aiken, PI. 2011- Annual contracts of \$60,000 each.

Nurse Workforce in Magnet and Kaiser Permanente Hospitals. Matthew McHugh PI, Linda Aiken Co-PI. \$25,000 2013-14.

Recent completed grants (see full list later in c.v.)

Outcomes of Hospital Nursing (R01NR04513), National Institute of Nursing Research, NIH, 9/97-9/09, Linda Aiken, Principal Investigator. Outcomes of Hospital Organization and Staffing. \$1,170,981, 9/97-9/01. Competing Supplement to fund extension of Pennsylvania study to Ontario, England, and Scotland, \$1,169,149, 1/98-9/01. Competing Continuation: **How Nursing Affects the Volumes-Outcomes Relationship: A Cross National Study**, co-funded by National Institute of Nursing Research, NIH, and Agency for Healthcare Research and Quality (AHRQ), \$1.7 million for 3 years, 8/01-7/04. Competing Continuation: **Outcomes of Nurse Practice Environments**, \$3.9 million for 5 years, 8/04-7/31/10. Competing Continuation: **Nursing Impact on Care Outcomes for Chronically Ill and Minority Patients**, \$1.5 million for 3 years, 7/01/10-6/29/14.

Nurse Forecasting in Europe, RN4CAST, European Commission . 7th Framework Healthcare Human Resource Planning in Nursing (grant 223468) Linda Aiken and Walter Sermeus (University of Leuven, Belgium) Co-directors of 15 country study, 2.99 million Euros, 2009-2013.

Center for Nursing Outcomes Research (P30NR05043). National Institute of Nursing Research, NIH. L. Aiken, Principal Investigator, \$1,556,255 for 5 years, 2/1/00-1/31/05. Competing Continuation funded 5/1/05-4/31/11, \$2.5 million. **Nursing Interventions to Reduce Disparities in Hospital Outcomes**, ARRA competing supplement funded 9/09-4/10, \$200,000; Research Server Upgrade, **ARRA equipment supplement** funded 6/10, \$96,000.

Implications of Supplemental Agency Nurse Use on Patient Satisfaction. American Staffing Association Foundation. \$25,000, 2/1/14-12/31/14, Linda Aiken, PI.

Risk Factors and Incidence of Sharps Injuries to Nurses (R01OH008996). NIOSH/CDC. Sean Clarke, (PI) Linda Aiken (Co-I) 4/1/07-3/31/2011.

Nursing Intervention for HIV Regimen Adherence Among Seriously Mentally Ill (R01NR08851) National Institute of Nursing Research, NIH. Michael Blank (PI); Linda Aiken (Co-PI). \$2.3 million direct costs for 5 years 8/03-7/09.

Nurse Staffing and Adverse Events on Inpatient Units (R01NR009068) National Institute of Nursing Research, NIH. Eileen Lake (PI); Linda Aiken (Co-I). \$803,555 2005-2009.

Hospital Quality and Nursing Care in United Arab Emirates. Linda Aiken, PI. Funded by Emirates Foundation and UAE Ministry of Health. 2009-2012.

Outcomes of Hospital Nursing in China. Linda Aiken and Liming You (Sun Yat-sen University, China) co-directors. 2008-2011. China Medical Board, \$425,000, and University of Pennsylvania School of Nursing Office of Global Health, \$20,000, University of Pennsylvania Hewlett Award for Innovation in International Offerings, \$18,500 2008-2012.

Outcomes of Hospital Nursing in Korea. Linda Aiken and Eunhee Cho (Yonsei University, Korea) co-directors. 2007-2012. University of Pennsylvania School of Nursing Office of Global Health (\$20,000) and Center for Nursing Outcomes Research Pilot grant, NINR \$10,000; Korea Science and Engineering Foundation US \$80,000.

Outcomes and Costs of Supplemental Nurse Staffing. Robert Wood Johnson Foundation Interdisciplinary Nursing Quality Research Initiative (INQRI). Ying Xue (PI), Linda Aiken (Co-I). \$300,000 for 2 years 8/15/07-8/14/09 and RWJF Faculty Fellowship to Ying Xue 9/09-8/12.

PUBLICATIONS:

Books, Monographs, Edited Volumes

Aiken LH, Van den Heede K (Special Issue Editors). 2013. Nursing Outcomes Research from RN4CAST and Beyond. *International Journal of Nursing Studies* 50(2) February 2012
http://www.journalofnursingstudies.com/content/collection_RN4Cast . **Anvar and Pari Velji Global Health Project of the Year Award 2013, Consortium of Universities for Global Health, March 15, 2013**

Linda H. Aiken, Patricia Pittman, James Buchan (eds.). International Nurse Migration. *Health Services Research* 42 (3), June 2007, Part II.

Linda H. Aiken and Julie Sochalski (eds.). Hospital Restructuring in North America and Europe: Patient Outcomes and Workforce Implications. *Medical Care*, Vol. 35, No. 10, Supplement, October, 1997.

Linda H. Aiken and Claire M. Fagin (eds.). *Charting Nursing's Future: Agenda for the 1990s*. Philadelphia: Lippincott, 1992.

David Mechanic and Linda H. Aiken (eds.). *Paying for Services: Promises and Pitfalls of Capitation*. New Directions in Mental Health Services Monograph Series, Jossey-Bass, Inc., 1989.

Linda H. Aiken and David Mechanic (eds.). *Applications of Social Science to Clinical Medicine and Health Policy*. New Brunswick, NJ: Rutgers University Press, 1986.

Linda H. Aiken and Barbara H. Kehrer (eds.). *Evaluation Studies Review Annual*. Beverly Hills, CA: Sage Publications, 1985.

Linda H. Aiken (ed.). *Nursing in the 1980s: Crises, Opportunities, Challenges*. Philadelphia: J.B. Lippincott, 1982 (Winner of two *American Journal of Nursing* Book of the Year Awards).

Linda H. Aiken (ed.). *Health Policy and Nursing Practice*. New York: McGraw-Hill, 1981 (Winner of two *American Journal of Nursing* Book of the Year Awards).

Terrance Keenan, Linda H. Aiken, and Leighton E. Cluff (eds.). *Nurses and Doctors: Their Education and Practice*. Cambridge, Mass.: Oelgeschlager, Gunn and Hain, Inc., 1981.

Scientific Papers, Chapters, Other:

McHugh MD, Burns LR, Aiken, LH. Achieving Kaiser Permanente Quality. *Health Care Management Review*. Forthcoming 2015.

Bruyneel, L, Sloane, DM, Smith, HL, Lesaffre E, Sermeus W, Aiken, LH. 2015. Organization of hospital nursing, provision of nursing care, and patient assessments of care in Europe. *Medical Care Research and Review*. In Press.

Lake ET, Hallowell SG, Kutney-Lee A, Hatfield LA, Del Guidice M, Boxer B, Ellis LN, Verica L, Aiken LH. 2015. Higher quality of care and patient safety associated with better NICU work environments. *J Nursing Care Quality*. 2016;31(1); available on-line July 2015.

Stimpfel AW, Sloane DM, McHugh MD, Aiken LH. 2015. Hospitals known for nursing excellence associated with better hospital experiences for patients. *Health Services Research HSR*. In press.

- Kutney Lee A, Stimpfel A, Sloane DM, Cimiotti J, Quinn LW, Aiken LH. 2015. Changes in patient and nurse outcomes associated with Magnet hospital designation. *Medical Care*. 53(6):550-557.
- Poghosyan L, Aiken LH. 2015. Maximizing nurse practitioners' contributions to primary care through organizational interventions. *Journal of Ambulatory Care Management*. 38(2):109-117.
- Stimpfel AW, Vanak JM, Aiken, LH. 2015. Nonphysician health professionals. James Wright (ed.) *International Encyclopedia of the Social and Behavioral Sciences*, 2nd edition, Vol 16. Oxford: Elsevier, pp. 907-913.
- Ma C, McHugh MD, Aiken LH. 2015. Organization of hospital nursing and 30-day readmissions in Medicare patients undergoing surgery. *Medical Care*. 53:65-70.
- Lassater KB, Sloane DM, Aiken LH. 2015. Hospital employment of supplemental registered nurses and patients' satisfaction with care. *Journal of Nursing Administration (JONA)*. 45(37):145-151.
- Xue Y, Chappel A, Freund D, Noyes K, Aiken L. 2015. Cost outcomes of supplemental nurse staffing in a large medical center. *Journal of Nursing Care Quality*. April-June; 30(2):130-137.
- Aiken LH, Sloane DM, Bruyneel L, Van den Heede K, Griffiths P, Busse R, Diomidous M, Kinnunen J, Kozka M, Lesaffre E, McHugh MD, Moreno-Casbas MT, Rafferty AM, Schwendimann R, Tishelman C, van Achterberg T, Sermeus W. 2014. Association of nurse staffing and education with hospital mortality in 9 European countries. *The Lancet* 383:1824-30. (With editorial: Nursing in the UK: where next? *The Lancet* 2014;383:1789; and comment: Palese A, Watson R. Nurse staffing and education in Europe: if not now, when? *The Lancet* 2014;383:1789-1790; and response to letters *The Lancet* 2014;384:851-852.)
- Aiken LH. 2014. Baccalaureate nurses and hospital outcomes: More evidence. *Medical Care*. 52:861-863.
- Jarrin O, Sloane DM, Lake, ET, Flynn L, Aiken LH. 2014. Home health agency work environments and hospitalizations. *Medical Care*. 52:877-883.
- Cho E, Sloane DM, Kim W, Kim A, Miyong C, Yoo IY, Lee HS, Aiken LH. 2014. Effects of nurse staffing, work environments, and education on patient mortality: An observational study. *International Journal of Nursing Studies*. <http://dx.doi.org/10.1016/j.ijnurstu.2014.08.006>.
- Aiken LH, McHugh MD. 2014. Is nursing shortage in Israel inevitable? *Israel Journal of Health Policy Research*. 3:10. doi:10.1186/2045-4015-3-10 25 March 2014.
- Aiken LH, Rafferty AM, Sermeus W. 2014. Caring nurses hit by a quality storm. *Nursing Standard (UK)*. 28(35) April 30, 2014.
- Griffiths P, Dall'Ora C, Simon M, Ball J, Lindqvist R, Rafferty AM, Schoonhoven L, Tishelman C, Aiken LH. 2014. Nurses' shift length and overtime working in 12 European countries: The association with perceived quality of care and patient safety. *Medical Care*. 52(11):975-988.
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Linda H. Aiken. "Hospital Changes Urged to End Nurse Shortage." Invited editorial, *American Nurse*, 13(2):4, February, 1981.

Linda H. Aiken, Robert J. Blendon, David E. Rogers, Howard E. Freeman. "Evaluating a Private Foundation's Health Program," *Evaluation and Program Planning*, Vol. 3, 119-129, 1980.

Linda H. Aiken. "Physicians: How Many Do We Need?" *Annals of Internal Medicine* 93(1):135-136. July 1980.

David E. Rogers and Linda H. Aiken. "General Medical Care in America: A Generalist-Specialist Mix," *American Journal of Medicine*, 68(2): 160-162, February 1980.

David E. Rogers and Linda H. Aiken. Forward in LuAnn Aday, Ronald Andersen, and Gretchen Fleming. *Health Care in U.S.: Equitable for Whom?* Beverly Hills, California: Sage Publications, 1980.

Linda H. Aiken and Howard E. Freeman. "A Sociological Perspective on Science and Technology in Medicine." In Paul T. Durbin (ed.) *A Guide to the Culture of Science, Technology, and Medicine*. New York: Free Press, 1980, pp.527-580.

Linda H. Aiken and Howard E. Freeman. "An Essay and Selective Literature Review on Technology and Contemporary Medical Care," *Health and Medical Care Services Review*, Vol.2, No. 4, 1979.

Linda H. Aiken, Charles E. Lewis, John E. Craig, Robert C. Mendenhall, Robert Blendon, and David E. Rogers. "The Contribution of Specialists to the Delivery of Primary Care: A New Perspective," *New England Journal of Medicine*, 300 (24):1363-1370 (June 14) 1979.

Linda H. Aiken, Charles E. Lewis, John E. Craig, Robert C. Mendenhall, Robert Blendon, and David E. Rogers. "The Delivery of Primary Care by Specialists--A Response," *New England Journal of Medicine*, 300: 894-5, October 18, 1979.

David E. Rogers and Linda H. Aiken. "Yes, But What Do Internists Really Do?" *Annals of Internal Medicine*, 90(6):976-977, June 1979.

Videotape Interview of Dorothy M. Smith, Distinguished Leaders in Nursing Series. National Library of Medicine, 1979.

Linda H. Aiken. "The Implications of Finance Mechanisms on the Development and Viability of Alternative Models of Health Care Delivery." In *Nursing's Influence on Health Policy for the 80's*. Kansas City, Missouri: American Academy of Nursing, 1979.

Linda H. Aiken. "Primary Care: The Challenge for Nursing." In Norma Chaska (ed.), *Views Through the Mist: The Nursing Profession*. New York: McGraw-Hill, 1977.

Linda H. Aiken. "Primary Care," *American Journal of Nursing*, 77(11): 1828-1832, November 1977.

Frank D. Bean and Linda H. Aiken. "Intermarriage and Unwanted Fertility in the United States," *Journal of Marriage and Family*, 38(1):61-72, February 1976.

Burke D. Grandjean, Linda H. Aiken, and Charles M. Bonjean. "Professional Autonomy and the Work Satisfaction of Nursing Educators," *Nursing Research*, 25(3):216-221, May-June 1976.

Linda H. Aiken. "Chronic Illness and Responsive Ambulatory Care." In David Mechanic *The Growth of Bureaucratic Medicine: An Inquiry into the Dynamics of Patient Behavior and the Organization of Medical Care*. New York: Wiley 1976.

Linda H. Aiken and James L. Aiken. "A Systematic Approach to the Evaluation of Interpersonal Relationships." *American Journal of Nursing*, 73:863-867, May 1973. Reprinted in *The Nursing Process in Practice*, New York: American Journal of Nursing Co., 1974.

Linda H. Aiken. "Systematic Relaxation to Reduce Preoperative Stress," *Canadian Nurse*, 68:38-42, June 1972.

Linda H. Aiken and Theodore F. Henrichs. "Systematic Relaxation as a Nursing Intervention Technique with Open-Heart Surgery Patients," *Nursing Research*, 20(3):212-217, May-June 1971.

Linda H. Aiken. "Patient Problems are Problems in Learning," *American Journal of Nursing*, 70(9):116-118, September 1970.

Linda H. Aiken. "Role of the Clinical Specialist," *Missouri Nurse*, 39:August 1970.

Interview Essays:

Interview with a Quality Leader: Linda Aiken on the Healthcare Industry and Workplace Issues. Interview by Susan V. White. *Journal of Healthcare Quality*, 25(3):21-23, May/June 2003.

The Power of Research. Interview by Kay Bensing. *Advance for Nurses*, 4(8):14-16, 40, March 31, 2003.

Evidence of Our Instincts. Interview by Alison P. Smith, *Nursing Economics*, 20:58-61, March 2002.

Book Reviews:

Buying the Best: Cost Escalation in Elite Higher Education by Charles T. Clotfelter. In *Contemporary Sociology* 26(4):501-502, 1997.

Intensifying Care: The Hospital Industry, Professionalization, and the Reorganization of the Nursing Labor Process by Robert L. Brannon. In *Contemporary Sociology* 24:408-409, 1995.

Giving Blood by J.A. Piliavin and P.L. Callero. In *Science* 256:117-118, 1992.

Public and Professional Attitudes toward AIDS Patients by David E. Rogers and Eli Ginzberg (eds); and *AIDS and the Allied Health Professions* by Joyce Hopp and Elizabeth Rogers. In *New England Journal of Medicine* 322(23):1677-78, 1990.

The Care of Strangers: The Rise of America's Hospital System by Charles E. Rosenberg. In *Transaction/Society* 26(2):87-88, 1989.

Am I my Parents' Keeper? by Norman Daniels. In *New England Journal of Medicine* 319:453, 1988.

The AIDS Bureaucracy by Sandra Panem. In *Science* 240:1055, 1988.

Physicians and Social Change by John Colombotos and Corinne Kirchner. In *New England Journal of Medicine* 315(13):838 (September 25) 1986.

The Social Context of Medical Research by Henry Wechsler, Ronald Lamont-Havers and George Cahill (eds.); *Social Contexts of Health, Illness, and Patient Care* by Elliot Mishler *et al.*; In *New England Journal of Medicine*, 307(6):381 (August 5) 1982.

Program Evaluation in the Health Fields, Vol. II by Herbert C. Schulberg and Frank Baker (eds.). In *Contemporary Sociology*, 10(1):125-126, 1981.

Essays in Medical Sociology: Journeys into the Field by Renee C. Fox. In *New England Journal of Medicine*, 303(8):468-469 (August 21) 1980.

A Healthy State: An International Perspective on the Crisis in United States Medical Care by Victor W. Sidel and Ruth Sidel. In *New England Journal of Medicine*, 300(7):378 (February 15) 1979.

Health and Illness: A Social Psychological Analysis; by C.Herzlick; and *Patients, Practitioners and Medical Care: Aspects of Medical Sociology* by D. Robinson. In *Contemporary Sociology* 5:July 1976.

COMPLETED GRANTS

Investigator Award in Health Policy Research. Hospital Restructuring: Implications for Patient Outcomes and Workforce Policy. Linda H. Aiken, Principal Investigator. Robert Wood Johnson Foundation, \$250,000. 9/1/99-12/31/04.

Validating National Quality Forum Nursing-Sensitive Performance Measures (58297) Robert Wood Johnson Foundation Interdisciplinary Nursing Quality Research Initiative (INQRI). Sean Clarke (PI), Linda Aiken (Co-I). \$308,151 for 2 years, 8/15/06-8/14/08.

Database Quality of Nursing Care. Belgian Ministry of Science Policy (195,000 Euros). Walter Sermeus, Center for Health services and Nursing Research, Catholic University Leuven, Belgium (PI), Linda Aiken (Co PI).

Nursing and Hospital Quality of Care in Japan. Pzifer Foundation of Japan. Masako Kanai-Pak, Tokyo Women's University PI, Linda Aiken, co-PI) 2005-08.

Rationing of Nursing Care in Swiss Hospitals and Its Effects on Patient Outcomes and Nurse Shortage. Switzerland Federal Office of Social Insurance, Bundesamt fur Sozialversicherung (Ministry of Social Affairs), Sabina DeGeest, Institute of Nursing Science, University of Basel and Linda Aiken, Co-Principal Investigators, 190,000 CHF (\$125,000 US), 2003-2006.

The Effect of Health Care Working Conditions on Quality of Care (HS01005). Agency for Healthcare Research and Quality, Ann Rogers, (PI), Linda Aiken, (Co-I), \$1,639,757, 9/01-8/04.

International Health Migration Policy. Commonwealth Fund of New York. L. Aiken, principal investigator, \$5,000, 2005.

International Nurse Migration. Commonwealth Fund of New York, L. Aiken, principal investigator, \$25,000, May 2003-May 2004. Bellagio Conference grant funded by Rockefeller Foundation in collaboration with AcademyHealth October 2004-October 2005. AHRQ contract to study location of international nurse graduates in the US, 10/04-10/05, \$15,000.

International Hospital Outcomes. Commonwealth Fund of New York, L. Aiken, principal investigator, \$25,000, June 2003-May 2004.

Nursing Education Policy Synthesis. Robert Wood Johnson Foundation, L. Aiken, principal investigator, \$47,000 1/04-12/04.

International Hospital Quality Improvement Initiative. (2001-2004)
Linda Aiken, Director, American International Health Alliance Initiative to Institute Quality Standards in Four Hospitals in Russia and Armenia, Annual Demonstration Budget \$160,000

Demonstration and Evaluation of Twinning to Improve Hospital Quality of Care in Developing Countries: L Aiken, principal investigator, University of Pennsylvania Research Foundation \$18,000; National Institute of Nursing Research Center for Nursing Outcomes Research, pilot funding, \$10,000; \$25,000 Mellon Foundation.

International Meeting at Bellagio, Italy to Plan a Multicountry Study of Hospital Restructuring. L.H. Aiken and C.M.Fagin, Co-Principal Investigators, Rockefeller Foundation, 1996.

Planning an International Study of Hospital Restructuring. University of Pennsylvania Hewlett International Programs Fund and Provost's Office, L.H.Aiken and C.M. Fagin, Co-Principal Investigators, \$25,000, 1996.

Hospital Reform in North America and Europe. Publication of Supplement to *Medical Care*. Agency for Health Care Policy and Research, Aiken Principal Investigator, \$15,000, 1996.

Outcomes of Hospital Restructuring in Alberta, Canada, Alberta Heritage Foundation for Medical Research, \$200,000, 9/97-9/01, Phyllis Giovannetti, University of Alberta, grant holder; competing continuation \$275,000 9/01-9/04, co-funded by Canadian Health Services Research Foundation and the Alberta Heritage Foundation for Medical Research.

Outcomes of Hospital Restructuring in British Columbia, Canada, British Columbia Health Research Foundation, \$41,205, 2/99-1/00, Arminee Kazanjian, University of British Columbia, grant holder.

Outcomes of Hospital Restructuring in England, Nuffield Hospital Trust, London, \$40,000, Anne Marie Rafferty, London School of Hygiene and Tropical Medicine, grant holder.

Outcomes of Hospital Staffing in Germany. German Federal Ministry of Education, Science, Research, and Technology, 259,000 DM, Reinhard Busse, Hannover Medical School, grant holder.
International Conference on Hospital Outcomes Research, Commonwealth Fund, \$25,000 and Agency for Health Care Policy and Research (AHCPR), \$15,000, Linda Aiken, principal investigator, June 1998.

International Investigators Meeting in London, Nuffield Trust, \$20,000, Anne Marie Rafferty, London School of Hygiene and Tropical Medicine, grant holder, June-July 1999.

The relationship between workplace effort and reward and various health outcomes, including stress, in a survey of Ontario acute care hospital nurses, HEALNet, \$28,000, Michael Kerr, University of Toronto, PI, Linda Aiken, co-investigator, July 1999-March 2000.

Effects of nurse staffing, workload, organization factors and individual nurse characteristics and work related disability. Workplace Safety and Insurance Board, Judith Shamian, Mt. Sinai Hospital, Toronto and Linda Lee O'Brien Pallas, Outcomes and Utilization Research Unit, University of Toronto, Linda Aiken, co-investigator, \$279,000,1999-2001.

International Conference on Hospital Outcomes Research, Commonwealth Fund, \$25,000, Linda Aiken, principal investigator, January 2001-December 2001.

Center for AIDS Research (CFAR). National Institutes of Health (P30AI/CA45008). James Hoxie, Principal Investigator; Linda Aiken, Co-Investigator and Director (and Founder) of the Behavioral and Social Sciences Core and Program (Core funding \$466,979 for 3 years,7/99-6/02).

Evidence Based Nurse Executive Practice Conference. Robert Wood Johnson Foundation, L. Aiken, Principal Investigator, \$50,000, 12/00-12/03.

Health Workforce Policy Research. Robert Wood Johnson Foundation Investigator in Health Policy Research, L. Aiken, principal investigator, \$320,000, 10/1/98-12/01/01.

Outcomes of Inpatient AIDS Care. National Institute of Nursing Research, NIH, RO1-NR02280, Linda Aiken, Principal Investigator. AIDS Care: Nurse Recruitment and Patient Satisfaction, \$1.3 million for 4 years, 3/90-3/94. Competing Supplement, Occupational Exposure of Hospital Nurses to HIV Competing Continuation, \$1.2 million for 4 years, 9/96-9/00, co-funded by NINR and CDC; Competing Continuation, \$1.2 million for 4 years, 1996-2000 to study AIDS outcomes in magnet hospitals.

Outcomes of Hospital Dedicated AIDS Units. Agency for Health Care Policy and Research RO1-HS08603, \$372,540, L. Aiken, Principal Investigator, 9/95-12/99, to extend the NINR study to 30-day AIDS mortality and develop improved AIDS risk-adjustment measures.

AIDS Prevention in Chile. National Center for Nursing Research, NIH, RO1 NR02754 \$454,397, L. Aiken, Principal Investigator, 10/1/90-8/31/94

Role of Functional Status in Predicting Inpatient Mortality with AIDS. L. Aiken, Principal Investigator, University of Pennsylvania Research Foundation, \$7,000, 1/95-12/95.

Functional Assessment in AIDS Care Research. National Institute of Nursing Research, P30 Pilot Study, Linda Aiken, Principal Investigator, Advancing Care in Serious Illness Center (Ruth McCorkle, PI), \$19,620, 9/30/94-9/29/95.

Comparison of HIV Care Outcomes for Nurse Practitioner and Physician Managed Patients. University of Pennsylvania Research Foundation and BSRG Funds, \$17,500, L. Aiken, Principal Investigator, 3/90-6/91.

Hospital Restructuring's Impact on Outcome. National Institute of Nursing Research, NIH, R01-NR04285, Margaret Sovie, PI, Linda Aiken, co-investigator, \$1.7 million, 10/96/9-99.

Advancing Care in Serious Illness (P30NR04000). Linda Aiken, Principal Investigator (1999-2000), Ruth McCorkle, original Principal Investigator. NINR \$350,962 1999-2000.

Patient Outcomes of Hospital Restructuring Initiatives. Linda Aiken, Principal Investigator, Baxter Foundation, \$177,800, 9/95-12/98.

Barriers to Advanced Practice Nursing. Linda Aiken, Principal Investigator, The Pew Charitable Trusts, \$390,000, 2/95-2/98.

Policy Evaluation of Fellowship Programs. Commonwealth Fund. Linda Aiken, Principal Investigator, \$25,000 1996-97.

Solutions for the National Hospital Nursing Shortage. SmithKline Beecham Foundation, \$250,000, Linda Aiken, Principal Investigator, 11/1/88 to 1/1/92.

Medicare Hospital Payment Policies: Impact on the Nursing Shortage. Health Care Financing Administration, \$99,225, Linda Aiken, Principal Investigator, 8/89-10/90.

Goals and Strategies in Financing Long-Term Care. Health Care Financing Administration, \$95,409, Linda Aiken, Co-investigator, Mark Pauly, Principal Investigator, 8/89-4/90.

Impact of Organizational Factors and Labor Mix on Hospital Mortality. Baxter Foundation, \$79,834, Linda Aiken, Principal Investigator, 2/90-2-94.

Home Care for the Elderly: Answering the Questions of Cost, Quality and Patient Outcomes. The Boettner Institute for Financial Gerontology, \$10,000, L. Aiken, Principal Investigator, 4/93-3/94.

Medicare Funding of Nurse and Allied Health Education. Contract, \$24,900, Office of the Assistant Secretary for Health, L. Aiken, Principal Investigator, 9/93-3/94.

Graduate Nursing Education Fund: Options for Implementation. Contract, \$24,900, Office of the Assistant Secretary for Health, L. Aiken, Principal Investigator, 2/94-7/94.

Evaluation of a Geriatric Day Hospital. University of Pennsylvania Research Foundation and the Boettner Institute for Financial Gerontology, L. Aiken, Principal Investigator, \$13,500.

DOCTORAL AND POST-DOCTORAL FELLOWS (Selected)

PhD graduates

Christopher Friese
Eileen Lake
Lusine Poghosyan
Deena Kelly Costa
Ellen Marie Whelan
Robert Lucero
Patricia Patrician
Kelly Wiltse Nicely
Karen B Lasater

Amy Witkoski Stimpfel
Heather Tubbs Cooley
Chenjuan Ma
Danielle Olds
Ann Kutney Lee
Joan Gleason Scott
Hayley Germack
Danielle Altares Sarik

Post-doctoral fellows

Sean Clarke	Donna Havens
Linda Flynn	Nancy Hanrahan
Matthew McHugh	Lesly Kelly
Margo Brooks Carthon	Allison Squires
Jeannie Cimiotti	Olga Jarrin
Robin Cheung	Deborah Kendall-Gallagher
Ying Xue	Mary Powell
Jingjing Shang	Doris Vahey
Eunhee Cho	Sunny Hallowell
Monica Rochman	

SELECTED INTERNATIONAL ACTIVITIES:

International PhD and Post-Doctoral Students

Mentor, Harkness Fellows

Anne Marie Rafferty, Professor, Kings College, London
James Buchan, Professor, Queen Margaret University, Edinburgh, Scotland
Frances Hughes, Former Chief Nurse for New Zealand, Professor, University of Auckland, New Zealand
Claudia Maier, Germany

Mentor and Dissertation Committee, PhD graduates

Maria Schubert, University of Basel, Switzerland
Luis Diya, Catholic University of Leuven, Belgium
Koen Van den Heede, Catholic University of Leuven, Belgium
Apiradee Nantsupawit, Chiang Mai University, Thailand
Teresa Faura Vendrell, University of Barcelona, Spain

International Projects (selected)

Scientific consultant, Nursing and Patient Outcomes in Israeli Hospitals, 2013-14.

Co-Director, RN4CAST, European Union, 7th Framework, Healthcare Human Resource Planning in Nursing in collaboration with University of Leuven, Belgium. Study of nursing and hospital quality in UK, Germany, Switzerland, Finland, Sweden, Netherlands, Poland, Spain, Greece, Belgium, Ireland, Norway, China, South Africa.

Senior Nursing Advisor, China Medical Board, 2008- 2013. Helped to create the Nursing Network of the China Medical Board, involving 8 leading university schools of nursing in China in a comprehensive program involving doctoral education, faculty development, policy research, and demonstrations to expand the role of nurses in community care in China.

Commissioner, *The Lancet* Commission on Nursing in the U.K., 2014-

National Study of Hospital Nurse Workforce and Patient Satisfaction in China. Principal Advisor.

Governing Council, Institute for Credentialing International, American Nurses Credentialing Center, 2005-2009.

Director, AcademyHealth sponsored project on international nurse migration including a conference at the Rockefeller Foundation's Bellagio, Italy conference center in July 2005.

International project director, Quali-Nurse (Database Quality of Nursing Care in Belgian Hospitals) linking hospital discharge data and nursing minimum data to explore relationship between nurse staffing and quality in Belgian hospitals funded by Belgian Council of Science, Walter Sermeus, PI 2005-07.

Principal Investigator, Five Country Study of the Impact of Hospital Organization and Staffing on Patient Outcomes and Workforce Stability: United States, Canada, England, Scotland, Germany. Funded by National Institute of Nursing Research, NIH; Agency for Healthcare Research and Quality (AHRQ); Commonwealth Fund; Alberta Heritage Foundation for Medical Research; Nuffield Provincial Hospitals Trust, London; British Columbia Health Research Foundation, the Rockefeller Foundation; the Federal Ministry of Education and Research, Germany; the Baxter Foundation, 1996-2004.

Director, International Hospital Outcomes Study involving interdisciplinary research teams in US, Canada (Ontario, Alberta, British Columbia), England, Scotland, Germany, New Zealand, Switzerland, Australia, Japan, Russian Federation, Armenia., Thailand, Japan, South Korea, China.

National Study of Quality of Hospital Care, United Arab Emirates, Principal Investigator, 2009-present

National Study of Quality of Hospital Care, Israel, Principal Advisor, 2013-present

MagnetInternational, American Nurses Credentialing Center (ANA), Rochdale Healthcare NHS (England) Trust Pilot Project Advisory Board, 2000-2002.

Director, Nursing Quality Improvement Initiative, American International Health Alliance, a four-site demonstration of the applicability of international standards of nursing excellence in hospitals in Armenia and the Russian Federation, 2001- 2004.

Continuing Evaluation Panel to the United States Agency for International Development for the Evaluation of the American International Health Alliance (AIHA) Partnerships in the Newly Independent States (NIS) of the former Soviet Union and Central and Eastern Europe (CEE), 1999-2001.

Organizer, International Meeting on Hospital Reform in North America and Western Europe, Rockefeller Foundation Study Center, Villa Serbelloni, Bellagio, Italy, November 1996, and editor of the Conference Proceedings in a Supplement to *Medical Care*, 1997.

Principal Investigator, AIDS Prevention Research in Chile funded by USAID and NIH, in collaboration with the Ministry of Health of Chile and the Catholic University of Chile, 1990-1994.

International Keynotes

Keynote, Improving Health Care Outcomes Through Nursing Research. 30th Anniversary Scientific Symposium of University of Oslo School of Nursing co-sponsored by Norwegian Nurses Organization, Oslo, Norway, June 8, 2015.

Keynote, RN4CAST-Portugal: Impact of Nursing on Patient Outcomes and Costs. IV Congress of Ordem dos Enfermeiros, Lisbon, Portugal, May 11, 2015.

Keynote, Impact of Nursing on Patient Satisfaction in United Arab Emirates Hospitals. Dubai Health Authority 3rd Conference, Dubai, May 4, 2015.

Keynote, Nurses' Contributions to Quality and Safety of Health Care. National Conference on Health Care Quality and Safety. Brisbane, Australia, December 3, 2014.

Keynote, Leading from Research: Evidence to Guide Practice, Policy, Education. Annual Conference, Irish Association of Directors of Nursing and Midwifery, Cork, Ireland, October 3, 2014.

2014 Annual Winifred Raphael Memorial Public Lecture, Royal College of Nursing Research Society and University of South Wales, October 1, 2014, Cardiff, Wales

Keynote, Safe Nurse Staffing Debate, National Assembly for Wales, the Senedd, Cardiff, Wales, September 30, 2014.

Keynote Speaker. Nursing and Patient Safety. X International Nursing Symposium. University of the Andes, Santiago, Chile, June 20, 2014.

Keynote Speaker. Nursing and Quality of Hospital Care. Karolinska Institute and Keynote Speaker, The Congress, the General Assembly of Vardforbundet, Stockholm, Sweden, May 5-6, 2014.

Keynote Speaker. Achieving Quality in Health Care. International Symposium. Kings College London. May 9, 2014.

Keynote Speaker. Improving Work Environments in European Hospitals. Preconference Workshop, 38th World Hospital Congress, International Federation of Hospitals, Oslo, Norway, June 17, 2013.

Keynote Speaker. The Impact of Nursing on Quality and Safety of Hospital Care. Norwegian Nurses Organisation's Centenary Jubilee. Oslo, Norway. September 25, 2012.

Keynote Speaker. Findings from RN4CAST: Implications for Practice and Policy. International Conference on Nursing Workforce and Quality of Care in European Hospitals. University of Basel, Switzerland. September 14, 2012.

Keynote Speaker. Impact of Nursing on Patient Outcomes in European Hospitals. 3rd Technical Conference on Health Care Research: Strategies and Priorities for Health Services in Spain. Madrid. September 12, 2012.

Keynote Speaker. Strategic Investments for Nursing in China. 100th Anniversary of Xiangya School of Nursing, Central South University, Changsha, China October 14, 2011.

Plenary Speaker. Organizational Behaviors and Patient Safety. International Society for Quality in Health Care (ISQua). Hong Kong, September 15, 2011.

Plenary Speaker, Impact of Nurse Work Environment on Patient Outcomes in 13 Countries, and Organizer of RN4CAST: First Results. International Council of Nurses. Malta. May 5-6, 2011.

Plenary speaker. Electronic Health Records, Improved Quality, and the Hospital Clinical Practice Environment, ACENDIO, Maderia, Portugal, March 26, 2011.

Plenary speaker. Impact of Healthcare Workforce Trends in Developed Countries on Developing Countries. Second Global Forum on Human Resources for Health/Prince Mahidol Award Conference, January 28, 2011, Bangkok, Thailand

Invited Visiting Professor and Lecturer. Developing a Program of Nursing Policy Research. Chiang Mai University Faculty of Nursing, January 31, 2011, Chiang Mai, Thailand

Plenary Speaker. Nursing Outcomes Research. ACENDIO Annual Conference, Funchal Maderia, March 26, 2011.

Invited Plenary Speaker. Preliminary Findings from RN4CAST. International Council of Nurses, Malta, May 5, 2011.

International Consultant, Prime Minister's Commission on the Future of Nursing and Midwifery in England, 2009-2010.

Keynote speaker. 5th International Conference of the Royal Medical Services, Dead Sea, Jordan, May 3, 2010.

Organizer and keynote speaker, China Medical Board Research Workshop on Nursing Outcomes Research, Fudan University, Shanghai, China, March 2010

Organizer of two scientific symposia for International Council of Nurses, Durban, South Africa, July 2009: Global evidence in support of improving hospital work environments and Magnet as a strategic platform for improving nurse practice environments in the Middle East.

Visiting Professor, Sun Yat-sen University, Guangzhou, China, September 2008-August 2011. Invited keynote address, Pursuit of Healthcare Quality, September 24, 2008.

Invited Keynote: Nursing: The Building Block for Excellence in Hospital Care. Nursing Development Conference, Dubai, UAE, May 16, 2008.

Invited Keynote: Magnet Recognition as a Strategic Platform for Improving Quality of Care: Is It Applicable in Germany? Capital Congress on Medicine and Health, Berlin, Germany, June 6, 2008.

Invited Keynote, Strategic Opportunities for Nursing in Thailand. New Frontiers in Primary Health Care: Role of Nursing and Other Professions, Chiang Mai University, Thailand, February 6, 2008

Invited Keynote, Nursing as a Strategic Platform for Quality, Launch of Dubai University Hospital, Dubai, UAE, November 20, 2007

Maple Chun San Cho Endowed Lecture, Saving Lives Through Investments in Nursing, Yonsei University, Seoul, South Korea, October 17, 2007

Invited Keynote, Strategic Opportunities for Nursing in China, International Nursing Conference on Challenge, Opportunity, Development, Xi'an Jiaotong University, Xi'an, China, October 24, 2007.

Governing Council of Institute for Credentialing International, American Nurses Credentialing Center, 2006-Nurse Advisory Board, Dubai University Hospital, Harvard International, 2007-

Keynote Speaker, Patient Safety and Nursing. IV Simposio Internacional de Enfermagem, Sao Paulo, Brazil, September 25-26, 2007

Keynote Speaker, Sigma Theta Tau International, Singapore, July 2007

Plenary Speaker. Hong Kong Hospital Authority Convention, May 7-9, 2007.

Symposium organizer and speaker. International Nursing Outcomes Research. International Council of Nurses, Yokahama, Japan, May 30, 2007.

Planning committee: A Call to Action: Ensuring Global Human Resources for Health. Organized by HRET. Geneva, March 2007.

Invited author of U.S. Case Study on International Nurse Migration, OECD, Paris, 2007.

Invited speaker, China Medical Board meeting on Nursing in China and Southeast Asia, February 3, 2007

Keynote speaker, National Conference on Nursing Outcomes. Ministry of Health, Spain, in Madrid, March 2, 2007.

Invited plenary speaker, National Symposium on Nurse Staffing and Outcomes in Belgium Hospitals, Katholieke Universiteit Leuven, Belgium, March 7, 2007.

Organizer and Presenter, Human Resources for Health: National Needs and Global Concerns, A Research and Policy Retreat, Penn Consortium for Human Resources in Health, Philadelphia, April 11-12, 2006

Keynote speaker, Forum for Professional Nurse Leaders, South Africa, Johannesburg, May 9-11, 2006.

Plenary presentation, International Nurse Migration, Health in Foreign Policy Forum, AcademyHealth, Washington, February 8, 2006

WHO World Alliance for Patient Safety Expert Advisory Group 2006-

Invited plenary speaker, WHO World Alliance for Patient Safety, Moscow, December 10, 2005

Nightingale Lecture, Kings College, London, November 2005.

Keynote, Danish Nurses Association, Odense, Denmark, November 2005.

Keynote speaker, International Conference on Quality of Health Care. Sao Paulo, Brazil, September, 2005

Keynote speaker, National Conference on Nursing Research, Austral University, Buenos Aires, Argentina, September 2005.

International Outcomes Study: An Overview. Institute of Nursing Science of the University of Basel, Conference on Rationing of Nursing, Basel, Switzerland, September 2005.

Cross National Study of Hospital Outcomes. 5th World Congress: Investing in Health. International Health Economics Association, Barcelona, Spain, July 10-13, 2005.

Honored by Diocese of the Armenian Church of America (Eastern) and the Fund for Armenian Relief in appreciation of outstanding contributions in promoting international standards of healthcare excellence in Armenia at a reception in New York, May 26, 2005.

Planning committee for Expert Consultation to Commonwealth Secretariat on Human Resources in Health and the Africa Brain Drain, London, April 2005.

Expert Consultant. International Council of Nurses on the Global Shortage of Registered Nurses, Geneva, March 2005.

Keynote Speaker. Improving Quality of Health Care. American Embassy in Brussels, May 18-20, 2004.

Keynote Speaker. Australian Council for Safety and Quality in Health Care. Adelaide, Australia, March 25, 2004.

Keynote Speaker. Eighth Nursing Practice Conference. Adelaide, Australia, March 26-26, 2004.

Plenary Speaker. International Nurse Migration. The Commonwealth Fund 2003 International Symposium on Health Care Policy, Washington, DC, October 23, 2003.

Closing Plenary Speaker. International Society for Quality in Health Care (ISQua), 20th International Conference, November 5, 2003, Dallas, Texas.

Speaker, 5th International Conference on the Scientific Basis of Health Services. September 20-23, 2003, Washington, DC.

Plenary Speaker, Nurse Staffing and Outcomes. 7th International Medical Workforce Conference, Oxford, England, September 13, 2003.

Keynote Speaker, "Building Excellence Through Evidence." International Council of Nurses, Geneva, June 27, 2003.

Invited Expert, Medical Education Cooperation with Cuba (MEDICC), Scientific exchange involving delivery of scientific papers and research consultation, National School of Public Health, Havana, Cuba, February 23-28, 2003.

Keynote Speaker, Second Meeting of Invited Experts for the Human Resources for Health Care Project, Organization for Economic Cooperation and Development (OECD), Paris, December 16-18, 2002.

Keynote Speaker, "Hospital Nurse Staffing, Work Environment and Quality of Care: Cross-national Findings." Patient Safety Conference, Wellington, New Zealand, November 26, 2002 and consultant to New Zealand Ministry of Health.

Keynote Speaker, "Managerial Practices that Create Effective Outcomes." International Conference on Competencies for Health Services Managers, Yerevan, Armenia, April 9-12, 2002.

Visiting Lecturer, Institute of Nursing Science, University of Basel, Switzerland, and Katholieke Universiteit Leuven, Belgium, May 2002.

Keynote Speaker, Global Nursing Partnerships: Strategies for a Sustainable Nursing Workforce. First invitational international forum for government chief nurse officers, national nursing association leaders, and human resource directors. Carter Presidential Center and Lillian Carter Center for International Nursing, Emory University, October 18, 2001.

Invited speaker, Regulation for Quality, 4th Bi-National Meeting, UK/US Health Services: Learning from Each Other, Academy for Health Services Research and Health Policy, Atlanta, June 10, 2001.

Organizer and presenter, Session: Findings from the International Hospital Outcomes Study in Five Countries, Academy for Health Services Research and Health Policy, Atlanta, June 11, 2001.

Invited Plenary, Clinical Excellence: Putting Policy into Practice, Harrogate, England, April 24, 2001.

Invited Plenary, The Impact of International Hospital Restructuring on Quality of Care, International Society for Quality in Health Care, 17th International Conference, Dublin, Ireland, September 13-16, 2000.

Invited paper, Hospital Restructuring: Impact on Variation in Patient Outcomes, Human Development Network Annual Meeting, The World Bank, February 28, 2000.

Invited paper, Hospital Outcomes Research: Evidence into Practice, Third International Conference on the Scientific Basis of Health Services, Toronto, Canada, October 2, 1999.

Invited paper, Organizational Culture and Outcomes, Symposium on The Appropriate Role of the Hospital, European Observatory on Health Care Systems, London, July 5, 1999.

Organizer, Symposium on Cross-national Study of the Impact of Hospital Reform on Patient Outcomes in the United States, Canada, the United Kingdom, and Germany, International Council of Nurses Centennial Conference, London, June 30, 1999 (Winner of Sigma Theta Tau International's Clinical Scholarship Award).

Visiting Professor, Hong Kong Polytechnic University, November 1998.

Member of the U.S. delegation to the 3rd Trilateral (U.S., Canada, U.K.), The Globalization of Health, sponsored by the U.S. Association of Academic Health Centers and the U.K. Nuffield Trust, Washington, October 18-20, 1998.

Conferment of Honorary Fellowship, Royal College of Nursing of the United Kingdom, London, October 21, 1998.

An International Study of the Effects of the Organization and Staffing of Hospitals on Patient Outcomes. Paper presented at the International Conference of WHO Collaborating Centers for Nursing/Midwifery, Korea, April 1998.

Invited participant, Shaping the Infrastructure of Health Professions: A Dialogue Between the Countries of Central and Eastern Europe and the United States, Budapest, Hungary, March 1998 sponsored by American International Health Alliance (AIHA).

Impact of Hospital Organization on Patient Outcomes, 12th Annual Health Services Research Lecture, London School of Hygiene and Tropical Medicine, March 10, 1998.

Invited participant, Trilateral (U.S., U.K., Canada) Conference on Health Workforce, Vancouver, British Columbia, December 1997.

Invited participant, Conference on Healthcare Workforce Policy in the New Independent States (NIS) of the former Soviet Union, Tashkent, Uzbekistan, April 20-24, 1997, sponsored by American International Health Alliance (AIHA).

Member U.S. Delegation, Gore-Chernomyrdin US-Russia Joint Commission on Economic and Technological Cooperation -- Health Committee, co-chaired by U.S. Secretary of HHS Donna Shalala and Minister of Health and Medical Industry of the Russian Federation, A.D. Tsaregorodtsev, Moscow, July 11-14, 1996.

Advisory Board, Centre for Policy in Nursing Research, London School of Hygiene and Tropical Medicine, 1995-present.

Invited Paper, Research on Outcomes of Hospital Care, 4th European Congress on Clinical Nursing, Barcelona, Spain, April 1, 1995.

Visiting Lecturer, University of Barcelona, Spain, November 1994 and March 1998.

HIV Surveillance and Transmission Patterns in Santiago, Chile (with E. Lake, H. Smith). Poster at the IX International Conference on AIDS, Berlin, Germany, June 1993.

Functional Survival Staging for Hospitalized AIDS Patients (with A. Justice, E. Lake, S. Williams). Poster at the IX International Conference on AIDS, Berlin, Germany, June 1993.

The Effects of Hospital Organization on Patient Satisfaction: The Case of AIDS (with E. Lake, H. Smith). Paper presented at the Sigma Theta Tau International Research Congress, Madrid, Spain, June 1993.

Charting the Future of Nursing. Invited lectures inaugurating The Kimura Nursing Education Foundation, Tokyo and Osaka, Japan, September 1991.

Consultant to The King's Fund and the Milbank Memorial Fund on a U.S. and U.K. collaborative effort on the future of hospitals: Hospitals and Health Care: Towards a New Century, 1990-94.

Research poster, Comparison of Outcomes of Nurse Practitioner and Physician Managed Care for Persons with HIV Infection, at the VII International Conference on AIDS, Florence, Italy, June 1991.

Invited Participant, International Conference on Nursing Development for the 21st Century, Rockefeller Foundation Conference Center, Bellagio, Italy, November, 1989.

Visiting Lecturer, University of Tel Aviv, and consultant to the Ministry of Health and Kupat Holim Sick Fund, Israel, March 1989.

Alternative Models of Mental Health Services Delivery. Paper presented at Fourth Indo-U.S. Symposium on Community Mental Health, Bangalore, India, October 1987.

Keynote Address. First International Institute: Executive Nurse Leadership in the United Kingdom and the U.S. The Florence Nightingale Museum Trust, London, October 1987.

A U.S. Initiative in Urban Mental Health Services. Paper presented at World Psychiatric Association, Section on Epidemiology and Community Psychiatry Symposium, Reykjavik, Iceland, September 1987.

Mental Health Care Evaluation Consortium Workshop. Maudsley Hospital, London, July 1987.

Visiting Lecturer, South Australian College of Advanced Education, Adelaide, Australia, August, 1984.

Education Leader, Sino-American Symposium on Hospitals, Health Care and Social Policy, People's Republic of China, April-May, 1983.

Inaugural Address, Kobe Municipal College, Kobe, Japan, November, 1981.

Visiting Lecturer, Academy of Social Medicine, Hanover, Germany, March, 1980.