Dear Fellows,

We are quickly approaching the holiday season, and with it comes the joy that connects us to family and friends—reminding us of what we are grateful for in our lives. Yet, as nurses, we know that this holiday season will be different. Health care systems around the globe are being stressed by increasing cases of COVID-19. Our colleagues who are providing direct patient care are seeing, once again, how community behavior impacts the virus’ spread. You have likely seen the pleas on social media, from desperate nurses and health care providers, asking people to wear a mask and socially distance over the holidays rather than praise them for their courage. The toll for those working on the front lines of the pandemic will be great as we consider their moral, emotional, ethical, and physical distress.

Despite the continual requests to find new ways to connect safely this holiday season, there are some we may not reach. But that does not mean we will ease our efforts. Before the Thanksgiving holiday, I leveraged my role as President of the American Academy of Nursing through social media, to remind the public to consider our health care providers as they make their holiday plans. I want the public to see more than a name and a title, but a face within the profession. I will continue to make these posts over the next four weeks and into the New Year celebrations. I hope that you will consider retweeting or posting your own words to help the community understand that joy can be found in new ways while staying safe and responsible. Additionally, you will see that we are supporting a campaign with the American Hospital Association, United Against the Flu, to encourage the public to get their flu vaccine. Through this and the Wear a Mask campaign, the Academy will be sharing resources and visual guides. You can utilize the campaign’s digital toolkit and share the infographics and messaging with your network.

As I communicate these efforts, I also want you, as Fellows, to know that the Academy’s strategy is both forward facing and not as readily seen. Sometimes I feel like we are living in a world that espouses if something is not publicly announced on social media or cable news it is not actually happening. As Fellows, we know the contrary. It is our role as leaders for the profession to be just as effective “in front of the camera” as we are moving the needle “behind the scenes”—shall we call it the art of being politically savvy. Over the last month, as we learned the results of the 2020 Presidential election and President-Elect Biden and Vice President-Elect Harris’ plans, we received many questions about why a nurse was not on the original list of members of the COVID-19 Advisory Board. I will be the first to say that this was disappointing as there is unequivocal value to having our profession represented in these discussions. And yet, I also know that so many nurses and Fellows have been closely connected with the Biden-Harris campaign and just as critically their policy committees and the transition team. This may not be as public as the Advisory Board, which recently added Jane Hopkins, a nurse, but our Fellows’ advice is well integrated into the policy discussions that will guide the incoming Administration. Let me be clear, we must work to be publicly visible. It is something that the American Academy of Nursing, and in particular, the Institute for Nursing Leadership (INL) has considered as central to its work. However, to be at these highly visible, public tables, it may be time we consider our approach, framing, and elevate our savvy. In the meantime, we must not undervalue what we cannot readily see.

From a policy perspective, in the remaining weeks of the year, the Academy will be finalizing our letter of priorities to the transition team, the Board will approve the 2021-2022 policy priorities, and we will continue
our policy work with the skilled support of our Expert Panels. Additionally, we will be preparing a series of webinars for the new year to learn more about the incoming Administration and promote deeper understanding about how policy works behind the scenes.

From an organizational standpoint, we will host our second webinar, “The 2021 Fellowship Application Process: Key Changes and Insights,” on the upcoming Fellow Selection process on December 14 from 2:00 – 3:00 PM ET where information will be shared on the Board-approved changes to the 2021 process, namely, the sponsors will be blinded. This recommendation came from the Fellow Selection Review Steering Committee as they continue to consider all possible ways to remove unconscious bias. I will share more detail in a future communication.

Additionally, as reported at our business meeting, the Academy Finance Committee and Board of Directors moved to finalize the 2021 budget at their November meeting. I would like to thank Academy Treasurer Kathleen Chavanu Gorman, MSN, RN, FAAN, and members of the Finance Committee for their careful planning and conservative approach to the budget in a truly uncertain time. The proposed budget is balanced at $3,778,251 representing a 13% decrease from fiscal year 2020. As you will see, it assumes a virtual INL and Council for the Advancement of Nursing Science conference and an in-person policy conference. With that said, and as noted previously, the Finance Committee will reforecast at six months should these assumptions need to change. On behalf of our Academy Treasurer, I am also pleased to report that we continue to maintain a net positive margin for the month of October and anticipate a small gain at the end of 2020.

Please be sure to watch for our Call for Applications messages related to the Academy Jonas Policy Scholars program and National Academy of Medicine Distinguished Nurse Scholar-in-Residence. We hope to attract a diverse pool of applicants for these dynamic positions. I do hope you will also consider joining me for the upcoming President Circle virtual gathering! I look forward to thanking our donors for their generosity and provide more insights on our work ahead. Thank you to our tremendous supporters who made a gift on Giving Tuesday, we exceeded our goal and raised $24,077. These contributions remind me of how passionate and committed so many are to the direction the Academy is taking.

There is much work to be done in 2020 and as we prepare for 2021. Change will not happen overnight, but we continue to build a strong, sophisticated, and savvy team. I hope that we will all find new ways to share joy and uplift spirits while remaining safe and physically distanced this holiday season!

Sincerely,

Eileen Sullivan-Marx, PhD, RN, FAAN
President
@EileenSullivanM

Rheba de Tornyay Development Fund

Especially as we face the coronavirus pandemic, we are proud to acknowledge the generosity of our supporters and their commitment to the Academy. The list below represents supporters who have made either unrestricted or restricted gifts to the Rheba de Tornyay Development Fund at the President’s Circle level of $1,000 and above in the month of November. All gifts to the Academy support the organization’s policy work and help make sure we have a seat at the table to influence policymakers on actions that directly impact nurses on the front lines.

Judy A. Beal  Patricia B. Howard  Larry Slater
Suzanne Feetham  Bernardine Lacey  Eileen Sullivan-Marx*
Susan Groenwald  Susan R. Morrison  Margaret "Jean" Watson
Ada Sue Hinshaw**  Anne H. Outwater  Kenneth R. White

*Leadership Circle Member
**Vision Society Member

Your gift, at a level that is meaningful to you, is truly appreciated and is a critical investment in the future of health policy. The Academy is an independent 501(c)(3) non-profit organization and your financial gift is tax deductible to the fullest extent allowable by law.

Join the President’s Circle
Save the Date: Join the President’s Circle by 12/10 to Attend a Virtual Gathering on December 11, 2020

Our #GivingTuesday Success

Our Donors (listed below) helped us raise $24,077, exceeding our fundraising goal!

Sarah Ailey  
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Julee Waldrop*  
Carol Watson  
Kenneth R. White*  
Margarete Zalon

*Indicates $1,000 or more

Academy News

INSPIRING HOPE THROUGH NURSING ART Holiday Sale

Artwork submitted by Academy Fellows from the Call for Artists are now available for purchase as:

11”x14” posters ($35)  
12-count notecard variety pack ($30)

Proceeds from all sales will go to

Rhoda de Lameray DEVELOPMENT FUND

You Got This  
Ellyn E. Matthews, PhD, RN, AOCNS, CBSM, FAAN

Nursing Legacy in Bloom  
Sandra M. Walsh, PhD, RN, FAAN

Portrait of Fathimath  
Joanne T. Clavelle, DNP, RN, NEA-BC, FACHE, FAAN

Nurses Are A Universe of Infinite Potential  
Janet S. Carpenter, PhD, RN, FAAN
During Nurses Month, the Academy launched a “Call for Artists” and invited Fellows to submit original, full-color designs to showcase the courage, care, and compassion the nursing profession exemplifies as part of our celebration to recognize 2020’s designation as the Year of the Nurse & the Midwife by the World Health Organization. You can view an online gallery of all submissions and learn more [here](#). We requested that artwork submitted be inspired by the Academy’s 2020 Transforming Health, Driving Policy Conference theme, “In Crisis and Calm: Leading with Purpose.”

Through the [Academy Shoppes](#), you can purchase 11 x 14” prints for $35 each and a variety pack of 12 blank notecards (4.25 x 5.5”) featuring four different designs for $30. All sale proceeds will go towards the Academy’s Rheba de Tornyay development fund. You must place your order by December 9 if you would like to have your print or notecard set shipped prior to December 24, 2020. Please note that orders received after December 9, will be shipped after January 1, 2021.

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**2021 Dues Renewal**

**The 2021 dues renewal will open the week of December 14, 2020. Details to follow.**

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**Building a Community to Support Mid-Career Nurse Scientists**

December 3, 2:00 - 3:00 PM ET

*Hosted by the CANS Mid-Career Special Interest Group*

*Featured Speaker:*

Patricia Hershberger, PhD, APRN, FNP-BC, FAAN (Chair, Mid-Career SIG)

Associate Professor

University of Illinois at Chicago, College of Nursing

**Overcoming Early Career Challenges and Maintaining Mental Health During a Pandemic**

December 8, 2:00 - 3:00 PM ET

*Hosted by the CANS Early Career Special Interest Group*

*Featured Speaker:*

Ansley Stanfill, PhD, RN, FAAN

Associate Dean of Research & Associate Professor

The University of Tennessee Health Science Center, College of Nursing

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**COVID-19 Courage Award Recipient Profiles Now Available**

- [Ukamaka Oruche](#)
  - Innovation
- [Marissa Pietrolongo](#)
  - Leadership
- [Doris Grispun](#)
  - Policy
- [Jason Farley](#)
  - Science

**Read the Profiles**

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**The 2021 Fellowship Application Process: Key Changes and Insights**

December 14, 2:00 - 3:00 PM ET

*Presenters:*

Jane W. Swanson, PhD, RN, NEA-BC, FAAN

Kenneth R. White, PhD, AGACNP-BC, FACHE, FAAN

Linda D. Scott, PhD, RN, NEA-BC, FNP, FAAN

David M. Keepnews, PhD, JD, RN, NEA-BC, FAAN

**REGISTER NOW**
Fellow Achievements

**Nancy Downing**, PHD, RN, SANE-A, SANE-P, FAAN, Associate Professor, Department of Forensic Nursing, Texas A&M University has been reappointed to the Texas Forensic Science Commission by Texas Governor Greg Abbott.

Dr. Downing was inducted into the Academy in 2019.

**Nancy A. Hodgson**, PhD, RN, FAAN, Anthony Buvidas Term Chair in Gerontology, Professor, University of Pennsylvania School of Nursing, will be the next Chair of Department of Biobehavioral Health Sciences, effective January 1, 2021.

Dr. Hodgson was inducted into the Academy in 2014.

**Oi Saeng Hong**, PhD, RN, FAAN, Professor at the University of California San Francisco School of Nursing, was elected to the Board of Directors for the Asian American Pacific Islander Nurses Association (AAPINA).

Dr. Hong was inducted into the Academy in 2011.

**Huda Abu-Saad Huijer**, RN, PhD, FEANS, FAAN, Professor, Hariri School of Nursing, American University of Beirut, is named a top scholar in her field in Updated science-wide author databases of standardized citation indicators.

Dr. Huijer was inducted into the Academy in 2010 and currently serves on the Global Nursing and Health Expert Panel.

**Mary M. Gullatte**, PhD, RN, ANP-BC, AOCN, FAAN, Corporate Director of Nursing Innovation and Research, Emory Healthcare, has been named the Distinguished Nurse of the Year by March of Dimes.

Dr. Gullatte was inducted into the Academy in 2016 and currently serves on the Board of Directors.

**Karen Martin**, RN, MSN, FHIMSS, FAAN, Health Care Consultant, Martin Associates, received the Public Health Nurse Creative Achievement Award from the American Public Health Association, Public Health Nursing Section, on October 23rd.

Martin was inducted into the Academy in 1988 and serves on the Informatics and Technology Expert Panel.
Monica McLemore, PhD, RN, FAAN, Associate Professor at the University of California San Francisco School of Nursing, has joined the National Institute of Nursing Research's Strategic Plan Working Group.

Dr. McLemore was inducted in the Academy in 2019.

Helene Moriarty, PhD, RN, FAAN, Diane and Robert Moritz Jr. Endowed Chair in Nursing Research in the Villanova University M. Louise Fitzpatrick College of Nursing, is a principal investigator on a $3.3 million R01 grant from the National Institute of Nursing Research for traumatic brain injury rehabilitation research.

Dr. Moriarty was inducted into the Academy in 2015 and is a member of the Psychiatric, Mental Health, Substance Use and Military and Veterans Health Expert Panels.

Sylvain "Syl" Trepanier, DNP, RN, SENP, FAAN, will become the Chief Nursing Officer of Providence, one of the largest health systems in the country, effective January 1, 2021.

Dr. Trepanier was inducted into the Academy in 2017.

In Memoriam

Dorothy Brundage, PhD, RN, FAAN, Associate Professor of Nursing Emerita, Duke University School of Nursing, passed away on November 15, 2020.

Dr. Brundage worked as a nurse for over 45 years. In 1968, she started work at Duke University School of Nursing, rising from instructor to assistant, to associate professor, and then served as interim Dean from 1987 to 1991. After her role as interim dean, she remained as a faculty member until her retirement. An expert clinician, her special areas of...
Gloria Francis, PhD, RN, FAAN, Professor Emerita of Psychiatric Nursing at Virginia Commonwealth University (VCU), passed away on November 5, 2020. Dr. Francis was an innovator in psychiatric nursing and pioneer in nursing research, with particular interests in loneliness and in conducting research that enabled hospitals and other institutions to make evidence-based decisions about the value of using therapeutic animals with patients. She also helped to establish the Legacy Professorship in Psychiatric-Mental Health Nursing at VCU. Dr. Francis was inducted into the Academy in 1975.

Linda Antoinette Hatfield, PhD, NNP-BC, FAAN, Associate Professor of Evidence-Based Practice, University of Pennsylvania School of Nursing, passed away November 20, 2020. Dr. Hatfield was a licensed neonatal nurse practitioner. She served as the Director of Research and Evidenced Based Practice at Pennsylvania Hospital and was Associate Professor of Nursing at the University of Pennsylvania. Her doctoral dissertation won the International Research Dissertation Award from The Honor Society of Nursing, Sigma Theta Tau International. Her dissertation research is credited with changing medical practice in the mitigation of pain in pediatric inoculations. Dr. Hafield was inducted into the Academy in 2017.

Meridean Leone Maas, PhD, RN, FAAN, Professor Emerita, College of Nursing, the University of Iowa, passed away on November 13, 2020. In addition to her tenure at the University of Iowa, Dr. Maas was Co-Director of the John A. Hartford Center for Geriatric Nursing Excellence, Co-Principal Investigator of the Iowa Geriatric Education Center grant funded by HRSA, Co-Director of the Gerontological Nursing Interventions Research Center (GNIRC) and Director of its Regional Research Training Core. She served on four editorial boards and was a reviewer for five journals and published author. She was an empathic advocate, passionate educator and beloved mentor. Dr. Maas was inducted into the Academy in 1990 and became a Living Legend in 2011.

Employment Opportunities

Tenure-Track Faculty Positions
University of Wisconsin-Madison School of Nursing seeks to fill two tenure-track faculty positions to conduct research, teach in areas of expertise, and teach in the BSN program.

Associate Dean for Academic Affairs
The Associate Dean for Academy Affairs will guide a motivated faculty and staff to advance the quality and integrity of the SoN's academic programs, providing leadership and support to faculty, staff, and students across the School of Nursing.
provide school and professional service, and contribute to goals for diversity and inclusive excellence. A PhD or equivalent research degree and eligibility for licensure as an RN in Wisconsin (or eligibility) is required. Apply online at www.jobs.wisc.edu PVL #226661 by January 15, 2021 to ensure consideration.

strategic vision for current curricula and future curriculum development; implementing processes and procedures to support accreditation processes; and overseeing the implementation, assessment, and promotion of all academic programs. The ideal candidate is an outstanding nursing leader committed to best practices for academic excellence, and faculty and student success. Applications will be reviewed as they are received and should include a cover letter and CV.