

**'To be an effective leader, one must be able to understand the group of people they are leading and be able to adapt to whatever best fits their needs.'**

**'a leader...calls attention to the success of their peers'**

# cura personalis

SAINT LOUIS UNIVERSITY Trudy Busch Valentine School of Nursing

Fall 2023

**'Team leadership requires interpersonal skills and compassion, an understanding of team dynamics, the ability to collaborate and consult as appropriate, and the capacity for self-awareness and self-evaluation.'**

**'Leadership means reaching out through collaborations across borders and oceans.'**

**'one who walks with, and works for, others in a true collaboration'**

**'The best leaders lead with humility and compassion'**

**'Leadership is a concept and process that is capable, through interactional phenomena, of influencing a group through goal achievement.'**

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## FROM THE DEAN

In this issue, we feature some of the outstanding leaders within our Valentine School of Nursing here at Saint Louis University. When we began discussing this issue, I was reminded of a statue near DuBourg Hall. Named "The Pilgrim," it is a life-size bronze of St. Ignatius, and yes, it is featured on the cover of this magazine. As you can see, the statue depicts St. Ignatius, Bible in one hand, shepherd's staff in the other. He is frozen mid-stride, a man on a mission.

What is somewhat elusive is his elevated back foot, which so elegantly, quietly and poignantly reflects his views and values. It references St. Ignatius' depiction of a Jesuit as someone who lives and leads with one foot raised. To me, it alludes to the servant leader, one who walks with and works for others in a true collaboration, with an abundance of faith and a strong sense of purpose and vision. I feel blessed to work among so many significant leaders who live these Catholic values and share our Jesuit mission.

Our main story relates news of a special partnership we are forming with SSM Cardinal Glennon Children's Hospital and the establishment of a steering committee for an academic and practice partnership. In August of 2022, we matched a few SLU students with Cardinal Glennon preceptors to provide real-world lessons of healing and meaningful opportunities for mentorship and growth.

We also feature Associate Professor Bobbi Shatto, Ph.D., RN, CNL, whose groundbreaking leadership is working to alleviate the nursing shortage by addressing the need for more nursing educators. Then there is the leadership of Professor Karen Moore, D.N.P., APRN, ANP-BC, FNP-C, FAANP, FAAN. We bring you the story of her service in the American Academy of Nursing and in Ireland as a Fulbright Specialist Award recipient, and in so many other leadership posts, a global reach and outreach in the field of nursing.

Along with faculty, Valentine School students are stepping up in each program and preparing to lead as nurses out in the world. As our scholars embark on their careers, Alumna Mary Kay Knight-Macheca, ANP ('84), was recognized for her leadership when SLU presented her with the Alumni Merit Award in 2022, a University-wide recognition of her many accomplishments, particularly as a board-certified nurse practitioner and certified diabetes educator.

All these dedicated nursing leaders exemplify our Jesuit values on so many different paths. Collectively and individually, we each exemplify that one-foot-raised concept that Ignatius established so long ago. It is the mission and the love we have for the greater good and community that continues to set the Valentine School apart and seals its long-standing reputation as a beacon of excellence, here and around the world. I am sure you will enjoy reading and learning about some of the people shining that light.



Sincerely,

Danny G. Willis, D.N.S., RN, PMHCNS-BC, CNE, FAAN  
Joan Hrubetz Endowed Dean and Professor  
Trudy Busch Valentine School of Nursing



ON THE COVER Leadership quotes from: **A** Sam Slaughter **B** Grace Taylor **C** Bobbie Shatto **D** Karen Moore **E** Danny Willis **F** Mary Ellen Grohar-Murray from *Leadership and Management in Nursing* **G** Shelley Schekall

# curapersonalis

SAINT LOUIS UNIVERSITY Valentine School of Nursing

Fall 2023



### Academic/Practice partnerships show promise

From concept to commitment: Leaders from the Valentine School and SSM Health Cardinal Glennon Children's Hospital take a vision of collaboration and make it a reality for nursing students and preceptors to impactful education and lasting connections. (PAGE 6)

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### New faculty, staff join the Valentine School of Nursing

Meet the interesting, dynamic people who have joined, or are taking on new responsibilities in, the School community.

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### Novel approach to nursing shortage: Train more teachers

Bobbi Shatto, Ph.D., RN, CNL

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### 'Hands Across the Waters'

Karen S. Moore, D.N.P., APRN, ANP-BC, FNP-C, FAANP, FAAN

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### Student Leaders: Shining Lights of Hope

Student leaders make significant strides and find inspiration in each degree program.



Two-time alumna **Mary Kay Knight-Macheca**, MSN(R), RN, APRN ANP-BC, CDCES, sets the bar at the bedside throughout her 40+ years in nursing.

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Alumni News ● 20

## St. Louis Magazine recognized five Valentine School educators

In April, at its Excellence in Nursing Awards, the magazine honored Saint Louis University Associate Professor **Karen Cuvar**, Ph.D., RN, CNE, CNL, as the award recipient in the educator category. “Mama Karen,” as she is known to her students, is the Valentine School’s level one coordinator for the Traditional BSN program, and she teaches fundamentals of nursing and health assessment courses.



Cuvar has shown herself to be a leader among educators, and she has long had the respect and adoration of her students. In 2020, her students nominated her to receive the DAISY Foundation’s DAISY Award for Extraordinary Nurses.

Cuvar is the 10th SLU faculty member to win the educator category in the last 12 years, reflecting the Valentine School’s impact on its students and its standing as a leader in nursing education in the region.

Of more than 200 nurse and educator nominees in 18 categories, 50 finalists were selected by five judges from outside the St. Louis metropolitan region. The award recipients were featured in the May issue of *St. Louis Magazine*.

Associate Professor **Bobbi Shatto**, Ph.D., RN, CNL, was named as a finalist in the educator category. She serves as the coordinator for the MSN-CNL program and, in 2022, led an effort that secured nearly \$3 million in grant funds to help enhance nursing education programs and develop solutions to alleviate staffing shortages nationwide. (She is featured on pp. 12-13 in this issue.)

The Valentine School was also well represented with award recipients in the categories of Community Care, Research and Orthopedics.

Assistant Professor **Heather Wade**, D.N.P., FNP-BC, RN, was honored as an award recipient for her work during the pandemic when she restructured her duties to help the St. Louis community. She established and ran the SLU COVID-19 vaccine clinic and testing center, and she taught nursing students to administer vaccines to thousands in open events, nursing homes and University-wide clinics.

Associate Professor **Karen Moore**, D.N.P., APRN, ANP-BC, FNP-C, FAANP, FAAN, was named an award recipient in the Research category. The recent recipient of a Fulbright Specialist Award, Moore studies global health and international exchange. In addition to serving as faculty coordinator for the Adult-Gerontology Primary Care NP Program, Moore helped design and coordinate a simulation center before joining the Valentine School. As a Fulbright Specialist, she spent six weeks in Ireland as part of an ongoing international nursing exchange at Dublin City University and work on establishing a simulation center and curriculum at the University there. (See her story on pp. 16-17 of this issue.)

In the Orthopedics category, Associate Professor **Christopher Hemmer**, D.N.P., ANP-BC, RN, FAANP, was honored as an award recipient. He prepares future nurse practitioners in the graduate program. His teaching focuses on primary care as well as specialized nursing. In addition to his teaching, Hemmer’s research focuses on adult populations dealing with fractures and osteoporosis.



Celebrating at the investiture from left are Provost Michael Lewis, inaugural Joan Hrubetz Endowed Dean, Professor Danny Willis, Alumna Trudy Busch Valentine and University President Fred Pestello, Ph.D.

## Willis becomes inaugural Joan Hrubetz Dean

Through a bequest from Gertrude Busch and fundraising efforts by the Valentine School, the Joan Hrubetz Endowed Deanship was created in part to honor the former dean. In a 2022 investiture, Professor and Dean **Danny G. Willis** became the inaugural honoree of the deanship.

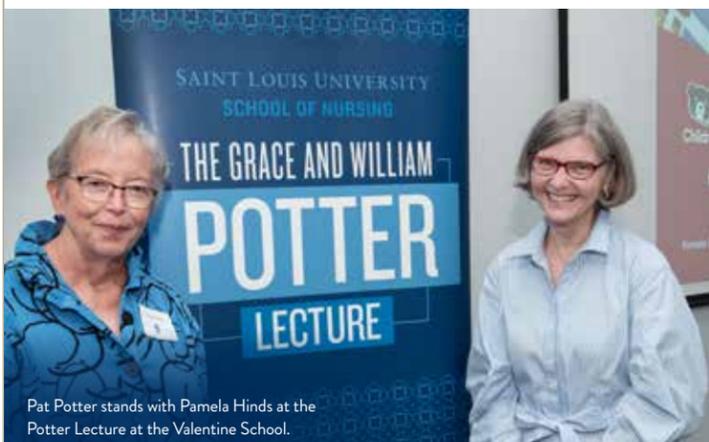
Busch, the mother of Trudy Busch Valentine, is a long-time benefactor of the University and the School of Nursing.

**Joan Hrubetz**, Ph.D., RN, was beloved by students and alumni, revered by the faculty

and well known for her legendary leadership of the School.

Long before she became dean, Hrubetz formed what would be a lifetime connection with the School of Nursing when she came to campus as a student. Over the course of her education, she earned her BSN, MSN and Ph.D. from SLU.

Before returning to the SON as a faculty member, Hrubetz worked at St. John’s Hospital, Barnes Hospital and Barnes School of Nursing. In 1975, she joined the faculty of what is now the Valentine School and became the first lay dean of the School in 1982 and served in that capacity for 22 years.



Pat Potter stands with Pamela Hinds at the Potter Lecture at the Valentine School.

In April, Pamela S. Hinds, Ph.D., RN, FAAN, presented her talk, “Children’s Voices Reporting Cancer Drug Toxicities,” to members of the Valentine School community at the annual Grace and William Potter Qualitative Research Lecture. Hinds is the director of Nursing Research in the Department of Nursing Science and Quality Research at Children’s National Hospital in Washington, D.C. Her lecture focused on powerful qualitative data from children with cancer and how that data impacts research program outcomes.

## Heroes in Action

In November 2022, the March of Dimes Heroes in Action honored six Valentine School faculty in five categories for their work and dedication to making a difference in the lives of moms and babies in the St. Louis region.

Valentine School Assistant Professor **Kelly Lovan-Gold**, MSN, RN, RNC-OB, was the recipient of the award in the specialty of Women’s Health.

In the area of Healthcare Technology, the organization honored Associate Professor **Cynthia Rubbelke**, MED, MSN(R), RN, CHSOS, CCE, e-Technology Coordinator, for her work. Rubbelke also was named as a finalist in the Education category.

In addition, Associate Professor **Karen Moore**, D.N.P., APRN, ANP-BC, FNP-C, FAANP, FAAN, Adult-Gerontology Primary Care NP Program faculty coordinator at the Valentine School, and Associate Professor **Gerilyn Ochs**, MSN, RN, AGACNP-BC, ANP-BC, and Adult-Gero Acute Care NP faculty coordinator, also were named as finalists in the Education category.

Moore, along with Associate Professor **Christopher Hemmer**, D.N.P., ANP-BC, RN, FAANP, was named a finalist in the Advanced Nursing Practice category. Professor **Denise Côté-Arsenault**, Ph.D., RN, CPLC, FNAP, FAAN, Hemak Endowed Professor of Maternal Child Nursing Research Institute Fellow was selected as a finalist in the Maternal Child Health category.

Each year, the March of Dimes, through its Heroes in Action awards, honors health care professionals who make a difference as educators, researchers or health care providers.

## Valentine Lecture focused on social determinants

The School of Nursing invited clinical partners and alumni to the 2023 Trudy and Christina Valentine Lecture in March. Vincent Guilamo-Ramos, Ph.D., MPH, LOSW, RN, ANP-BC, PMHNP-BC, FAAN, presented his lecture, “Emerging Issues Surrounding Social and Structural Determinants of Health and Implications to Nursing Science.”

Guilamo-Ramos is the Dean and Bessie Baker Distinguished Professor of the Duke University School of Nursing and Vice Chancellor for Nursing Affairs at Duke University. He is also the founding director of the Center for Latino Adolescent and Family Health (CLAFH) at Duke University.

A nurse practitioner dually licensed in primary care (ANP-BC) and psychiatric-mental health nursing (PMHNP-BC), Guilamo-Ramos is widely regarded as an expert, scholar and leader in adolescent and young adult sexual and reproductive health promotion and the social determinants of health (SDOH).

For more than two decades, the National Institutes of Health (NIH), the Centers for Disease Control and Prevention (CDC), the Health Resources and Services Administration (HRSA) and various other extramural agencies have funded Guilamo-Ramos’ research.



LEFT Watson speaks with Veronica Harlston, MS, PMHCNS, RN, assistant professor, during the opening reception.

BELOW (From left) Watson, second from left, stands with Associate Dean of Research Helen Lach, Associate Dean of Graduate Education Joanne Thanavaro and Associate Professor Gerilyn Ochs during the opening reception.

## Watson conducts caring workshop

In October, the Valentine School hosted world-renowned nurse scholar and theorist **Jean Watson**, Ph.D., RN, AHN-BC, FAAN, LL (AAN), founder of Watson Caring Science Institute in Colorado and Dean and Professor Emerita, University of Colorado Denver Anschutz Medical Center College of Nursing.

“Watson’s Caring Science is a trans-disciplinary approach that incorporates the art and science of nursing and includes concepts from the fields of philosophy, ethics, ecology and mind-body-spirit medicine,” according to the Watson Institute’s website.

Valentine School faculty welcomed Watson at an evening reception on Oct. 5, 2022. Over the following two days of Oct. 6 and 7, Watson conducted a workshop focused on fostering and cul-



tivating a caring and kind culture to promote human well-being.

“Dr. Watson brings her expertise and a unique perspective that examines and promotes the awareness of the significance of the holistic approach to delivery of care,” Willis said. “Her workshop delved into her ‘Human Caring Theory,’ which offers a guide to enriching the human-to-human aspects of nursing care and how those relations establish and build a caring-healing environment.”

The inaugural endowed Chair in Caring Science at the University of Colorado, Watson

held the post for 16 years. She is known primarily for her work focused on how the role of caring on the part of nurses improves health and wellness outcomes, preventing and restoring health.

A Fellow of the American Academy of Nursing and Living Legend, Watson founded the Center for Human Caring in Colorado. She is the past President of the National League for Nursing and founding member of the International Association in Human Caring and the International Caritas Consortium. She is the author or co-author of more than 30 books focusing on caring.

# New faculty, staff



## Join the Valentine School of Nursing

Over the past year, the Valentine School has continued to recruit and hire new faculty and staff to further the community and its research, learning and leadership.

"Everyone has a hand in helping our school truly be a Jesuit institution, serving as women and men for and with others," said Joan Hrubetz Dean and Professor Danny G. Willis, D.N.S., RN, PMHCNS-BC, CNE, FAAN. "Together, we make our campus and surrounding community more compassionate and care focused."

So, who are these new Billikens? Let's meet them . . .

### Seth Bland

Some people may recognize Instructor Seth Bland, MSN, RN, CNL. That could be for a couple of reasons. He may look familiar because he had spent the previous two years as an adjunct faculty member immediately before he took his permanent post in August of 2022.

Or possibly, it could be the fact that he is an alumnus. From 2016 to 2018, Bland earned his master's degree in nursing leadership and nursing administration here at the Valentine School.

Bland teaches master's level students working on their capstone projects as part of their training to become clinical nurse leaders (CNL). He also devotes his teaching to clinical hours in emergency and critical care nursing.

### Emily Francis

For Retention Specialist Emily Francis, the move to the Valentine School only required a change of campus location. She was already well acquainted with Saint Louis University, as her first job at SLU began a little more than two years ago when she became an academic adviser for the Parks College of Engineering, Aviation and Technology.

Francis said that she loved working as an advisor to undergraduates in the Parks College community, a job she held from June 2021 to February 2023. That is when she joined the Valentine School in her current post, a role she said she was excited to have. Her new post involves reaching out to students to support, counsel or refer them to appropriate

resources to ensure their success. Prior to working at SLU, Francis attended the University of Utah and worked one summer as an academic advising summer intern at Boston University.

### Inesha Johnson

Though she just joined the Valentine School this year, Student Services Associate Inesha Johnson established her career at SLU back in 2018. Her first post at the University was as a medical assistant, helping with 60 to 70 patients on a daily basis in various capacities, including medical exams, appointment management, follow-ups and so much more.

Then in 2022, Johnson took a post as an administrative assistant at SSM Health-SLUCARE. In that job, she provided administrative support to leaders, faculty and clinical staff, managing incoming correspondence, maintaining financial and personnel records and calendars, and facilitating meetings, programs, and special events, among other duties. Before coming to SLU, Johnson was the manager of a clothing store. In 2013, she earned her medical assistant certification at Sanford Brown College in St. Peters.

### Kristin Keller

Assistant Professor Kristin Keller, Ph.D., MS, AOCNS, ACRN, joined the faculty at the Valentine School in August of 2022. Dedicated to the study, leadership and teaching of oncology nursing, Keller graduated from SLU in 2021 and joined the faculty initially as an adjunct professor.

In her doctoral studies, Keller studied the practices of oncology nurses who addressed smoking cessation amongst patients with a cancer diagnosis. Before coming to SLU, she was a staff RN in an inpatient oncology unit and outpatient infusion clinic at the San Francisco Veterans Affairs Medical Center for seven years. She earned her bachelor's degree in nursing at the University of Virginia and then her master's degree as a part of the Global Health Scholars Program at the University of California-San Francisco. During those years of study, Keller volunteered extensively in international healthcare, traveling to Peru, Nicaragua, Honduras, Ukraine and South Africa, among others. In South Africa, she volunteered in Nursing Students Without Borders.

### Danielle Moore

An instructor at the Valentine School, Danielle Moore, MSN, APRN, focuses on adult gerontology and the School's partnership with Christian Friends of New Americans monthly health and wellness clinic, which began in 2021. Moore plays an integral role in the partnership, working with Billiken nursing students who provide clinical care to the newest members of the St. Louis community. She has been an adjunct faculty member of the Valentine School since 2020.

After earning her bachelor's degree in nursing at Southern Illinois University in Edwardsville, Moore earned her master's degree in nursing

at Maryville University. A board-certified adult gerontology primary care nurse practitioner, her interests include preventative health, management of acute conditions, chronic disease management, patient education and health promotion programs.

### Sarah Oerther

Since 2016, Assistant Professor Sarah Oerther, Ph.D., MEd, RN, ANEF, has been affiliated with the Valentine School, first as a research assistant, then from 2017 to 2019, she became an adjunct nursing instructor, and then in 2022, she got the post she holds now. Over the course of her career, Oerther has had numerous publications, commentaries, editorials, invited articles and a policy brief published in addition to the non-data-based articles and blogs she has written, and the scholarly presentations she has made.

Earlier this year, Oerther earned her family nurse practitioner post-master's degree certificate at the Valentine School. The certification follows the completion of her Ph.D. in nursing science in 2021. Prior to that, Oerther attended Xavier University in Cincinnati, Ohio, where she earned dual degrees in nursing and in education. Her academic career began at the University of Cincinnati, where she completed her bachelor's degree in nursing in 2004.

### Kristin Racoosin

In October 2022, Kristin Racoosin joined the Valentine School nursing advising team. This is her first post at Saint Louis University.

Prior to coming to SLU, Racoosin earned her bachelor's degree in biology, as well as a master's degree in education and teaching credentials at California Baptist University in Riverside, CA. She has teaching experience in seventh and eighth

grade Life and Physical science, K-8th grade children's choir and undergraduate courses. Racoosin said she draws on her knowledge of education to support students throughout their academic journey.

### Patrick Radler

Instructor Patrick Radler, CFNP, BLS CPR, CNL, RN, joined the Valentine School's faculty in August 2022. He teaches a range of subjects, including Practicum in Clinical Nurse Leadership, Clinical Studies, Nursing Strategies in Psychosocial Health Alterations, among others in both clinical and laboratory settings.

Prior to becoming a full-time faculty member, Radler served first as a graduate assistant from August 2016 to August 2018, and then as an adjunct instructor from August 2018 to March 2019, teaching simulation and clinical skills. He earned his post-master's certification as a family nurse practitioner in December 2018 and accelerated generalist master's degree in the science of nursing. Before coming to SLU, Radler graduated from Ferris State University in Big Rapids, Michigan, where he completed a bachelor's degree in Biology with a concentration in Optometric Science.

### Victoria Schratz

In March, Victoria Schratz joined the Valentine School as a recruitment specialist, a role with several specific responsibilities. In her post, she serves as a liaison to prospective students and their families, meeting with them and giving tours of the University and the Valentine School. She also assists in the disbursement of nursing scholarships and spearheads the recruitment efforts for the accelerated bachelor's program.

Before coming to SLU, Schratz was already an experienced talent acquisition professional with a health care background. She worked at St. Elizabeth Hospital in Erlanger, Kentucky, joining initially as a temporary talent acquisition partner on the nursing team, who was promoted after she exceeded hiring goals. She graduated from the University of Dayton with both a bachelor's and a master's degree in communications and certifications in health communications and public relations.

### Erica Stelling

A seasoned, results-oriented marketing and communications professional with more than 16 years of experience, Erica Stelling brings a range of skills and experiences to her role as a recruitment specialist who develops and implements strategic plans and programs to market all of the Valentine School graduate student programs. In addition to coordinating with the dean, faculty and staff members, handling student inquiries and processing applications, she serves as a liaison to the University, working on marketing materials and managing the School's website and social media channels.

Stelling worked as director of Admissions & Marketing at the Zion Lutheran School in Belleville, Illinois, from 2015 until she came to SLU in August of 2022. She joined the Zion

Lutheran School after serving as marketing/communications coordinator for Heartlands Conservatory and director of public relations and marketing for Susan G. Komen Missouri and director of communications for the Missouri Valley Conference. Stelling earned her bachelor's degree in political science and her master's degree in Kinesiology and Recreation—Sports Management from Illinois State University.

### Elizabeth Verslues

At the beginning of the year, Elizabeth Verslues became a student services associate with the Valentine School. She brings a unique set of skills and a range of experiences that will prove an advantage in her new role with the University.

With a bachelor of fine arts degree from Missouri State University, Verslues brings not only people skills but the ability to be imaginative and creative, as well. In college, she focused on theatre design, technology and management, which all speak to her current post, as well as previous jobs she has held. Verslues began her career as an assistant costume shop manager at the Springer Opera House in Columbus, Georgia. From there, she came to St. Louis and worked for Medica as a health plan specialist before taking the job of softgoods manager at Parties & Props Event Production Group.

"Again this year, I am delighted that we have new educators and staff members, who through their leadership and their work, dedicate themselves to our common Jesuit mission at the Valentine School of Nursing."

DANNY G. WILLIS, JOAN HRUBETZ DEAN AND PROFESSOR





TRUDY BUSCH VALENTINE  
SCHOOL OF NURSING

# Academic/ Practice partnerships

## show promise



by ELIZABETH KRASNOFF HOLZER

What you are about to read is, at its core, a work in progress. It is a story that has no conclusion, and that is by design. This is a story of twos: Two leaders, two institutions, a student nurse and her preceptor, a mother and her child.

But we will get back to the players in a moment. We are getting ahead of ourselves.

We must begin with the first act of this power-filled play. We must begin at the story's origin:

### MEET SAM SLAUGHTER

AGE: 23

OCCUPATION: Pediatric Nurse

PLACE OF WORK: SSM Health Cardinal Glennon Children's Hospital

HOMETOWN: Calwood, Missouri

HIGHER EDUCATION: Maryville University, BSN

FAVORITE STAR WARS CHARACTER: Obi-Wan Kenobi

LEADERSHIP ROLE MODEL: "My Dad. He gave me a lot of inspiration throughout my education and in sports. He is a manager with Ameren, and I always go to him for professional advice and financial advice!"

BEST PART OF THE PROGRAM: "Working with amazing students! I love seeing the progress of those I help teach and working with Gracie was awesome."

HARDEST PART OF THE PROGRAM: "Always trying to find new things to teach them and constantly evolving teaching processes. Keeping people engaged and involved is an important part of education."

### MEET GRACE TAYLOR

AGE: 24

OCCUPATION: Nursing Student

SCHOOL: Valentine School of Nursing

HOMETOWN: Edina, Minnesota

HIGHER EDUCATION: Miami of Ohio University, BS  
Saint Louis University nursing student (MSN '23)

FAVORITE STAR WARS CHARACTER: Chewbacca

LEADERSHIP ROLE MODEL: "My mom! She's a full-time mom and the head of a non-profit organization. Both my parents always showed me how to not bring work home with you and how to be your best self in both entities even when life is tough!"

BEST PART OF THE PROGRAM: "The faculty members were amazing! They truly made me feel like more than just a number and cared about my well-being during the program."

HARDEST PART OF THE PROGRAM: "Time management! The second year of the program is highly clinically based, so learning how to find time to study, work, have a life outside of the program and take time for self-care was difficult!"



# Act 1:

## Act One – The Idea.

It began some 500 miles from here.

The idea came to newly appointed Joan Hrubetz Endowed Dean Danny Willis, D.N.S., RN, PMHCNS-BC, CNE, FAAN, even before he arrived at the Valentine School of Nursing. It was born of experience and a vision of a partnership.

“When I had first started at SLU I knew the value of developing a practice/academic partnership into a formal program that enhances the practice and the education of nursing,” he said. “I had experienced its benefits at the University of Wisconsin Madison School of Nursing and UW Health, where I worked to enhance and foster the connections and pathways to strengthen an existing practice/academic partnership.”

When he took the helm of the Valentine School, Willis noticed that a partnership had not been developed here.

Enter Michelle Romano, (Valentine School alumna, BSN '02) MSN, RN, NEA-BC, and newly appointed chief operating officer and chief nursing officer at SSM Health Cardinal Glennon Children's Hospital.

The two leaders began to hold meetings to discuss a variety of issues relating to both of their institutions and the leadership roles they each had. It was at one of those meetings that Willis introduced the idea to Romano. That's when the idea moved from thought to discussion.

“Dr. Willis brought the partnership to my attention during one of our regularly scheduled meetings,” she said. “I was brand new, and he was new in his role as dean. He suggested that we figure out how we could partner together.”

Willis and Romano both saw benefits to establishing this sort of partnership and a steering committee.

For Willis, the development of the program could address a variety of issues and needs on various levels.

“This program really helps in the transition from student to nurse and the skills they need: the adoption of self-awareness, of the need for self-care, of the importance of team-building, skill development, accountability,” he said. “The other important thing it does is create a pipeline by nurses who are very much connected with the clinical institution.”

Romano said that Willis speaks not just from a position of leadership but from a deep understanding based on experience.

“In his previous role, Dr. Willis had been a part of an academic/practice partnership committee, and he had proposed it,” Romano said. “We thought the partnership would help further both sides: academic, as well as the clinical side. It has the potential to answer the question: How can we use the best resources from each area to improve the profession?”

The idea for the program was to bring a nursing student, in this case, Taylor, together with a preceptor, Slaughter, under specific guidelines and curriculum to guide the clinical mentoring program.



Taylor confers with Slaughter about a procedure.

### THE COMMITMENTS:

**14 shifts of collaboration**  
for student nurses and preceptors

**12 hours per shift**

**168 hours total on the floors**  
for student nurses and preceptors

**Additional coursework** for the degree program outside of the preceptor-student clinical

# Act 2:

## Act Two – The Steering Committee.

### MEMBERS OF THE STEERING COMMITTEE:

#### From Cardinal Glennon:

**Michelle Romano, MSN, RN, NEA-BC, Chief Operating Officer and Chief Nursing Officer**

**Heather Jolley, MBA, BSN, RN, NEA-BC, Administrative Director of Nursing Operations**

**Amanda Criebaum, MSN, RN, Research Nurse**

**Tifuh Amba, Ph.D., D.N.P., ACNP-BC, Nurse Scientist**

**Alicia Smith, BSN, RN, CPN, Nurse Manager**

#### From the Valentine School:

**Danny Willis, D.N.S., RN, PMHCNS-BC, CNE, FAAN, Joan Hrubetz Endowed Dean, Professor**

**Kristine L'Ecuyer, Ph.D., RN, CNL, Associate Dean for Undergraduate and Pre-Licensure Education, Associate Professor**

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**Margaret Bultas, Ph.D., RN, CNE, CNL, CPNP-PC, Professor**

**Bobbi Shatto, Ph.D., RN, CNL, Associate Professor; Coordinator, Clinical Nurse Leader Programs**



As with any large endeavor that involves collaborations of institutions and other large entities, a steering committee, known as the Academic Practice Partnership, was established.

“The first step in developing this special partnership with SSM Cardinal Glennon Children's Hospital has been the establishment of a steering committee,” Willis said.

The committee began sorting out the details to transform Willis' idea into a plan: one of strategy and action.

Enter Bobbi Shatto, Ph.D., RN, CNL, SLU associate professor; Kristine L'Ecuyer, Ph.D., RN, CNL, SLU associate dean of Undergraduate and Pre-Licensure Education; Alicia Smith, BSN, RN, CPN, nurse manager at Cardinal Glennon; and Heather Jolley, MBA, BSN, RN, NEA-BC, administrative director of Nursing Operations of Cardinal Glennon; and others from both the Hospital and the School.

Discussions began around specific realistic needs: The School representatives spoke of their need for more preceptors to mentor and guide nursing students in real-life hospital settings, and the hospital representatives talked about their need for a steady flow of nurses into the hospital to fulfill vacancies.

The partnership seemed to be a solid solution for both institutions.

“Creating a formalized practice partnership meant determining how we would work together for the hospital, the nurses, the student nurses and the School of Nursing,” Shatto said. “It was a collaborative effort that we continue to work on.”

They established a faculty manager at the hospital and created four positions for student

nurses to work with one of two preceptors. It was L'Ecuyer who formalized the preceptor program, taught and prepared the preceptors and arranged for the faculty manager, Shatto said.

The program was designed specifically for students who planned to stay in St. Louis and potentially work at Cardinal Glennon.

In August of 2022, the first students were matched with Cardinal Glennon preceptors with the aim of providing authentic lessons in nursing care, as well as support and guidance to ensure each student's success, Willis said.

The plan was for students to become integrated into the hospital nursing community as they learned from October to May. By completing the program right as they are graduating, these nursing students would then transition to full-time nurses as a part of the unit, where they trained in the hospital.

“We started out with two students and added four more students,” Shatto said.

“I really think it makes a difference to get integrated into the environment,” Shatto said. “Nurses leave because they do not have a community. Going through a program like this allows them to become a part of the community with a more compact and solid orientation, which leads to a smooth transition.”

So what was it actually like for those in the program? Enter Preceptor Sam Slaughter, BSN, RN, and Grace Taylor, BSN, MSN-CNL ('23), then Valentine School nursing student, one of their young patients and her mother.

The halls are clean and quiet on 3South at Cardinal Glennon. It is midmorning on a clear March day.

# Act 3:

## Act Three: The Preceptor, The Student, The Child and Her Mother.

“This program really helps in the transition from student to nurse and the skills they need: the adoption of self-awareness, of the need for self-care, of the importance of team-building, skill development, accountability,” he said. “The other important thing it does is create a pipeline by nurses who are very much connected with the clinical institution.” DEAN DANNY WILLIS

Taylor pushes a heavy door and holds it open for Slaughter as the two enter a room just beyond the nurse’s station at the end of the hall.

Dressed in scrubs, Taylor’s face brightens when she sees nine-year-old Alexis Rodriguez of Lebanon, Illinois, sitting up in her hospital bed studying the position of red and black checkers on a small portable metal game board.

Taylor explains that not only have they come in to check on her, but they have brought a photographer and writer along to see what they do.

### FUTURE ENGAGEMENTS:

Beyond the preceptor-student program, the Valentine School and Cardinal Glennon are looking into opportunities for research and scholarly projects.

These endeavors would be collaborations involving faculty nurses, nurse scientists, as well as graduate and undergraduate students.

In these contexts, individuals from both sides of Grand Avenue will come together to explore opportunities for more research-based collaborations.

“The nurse scientist for Cardinal Glennon is working with Helen W. Lach, Ph.D., RN, CNL, FGSA, FAAN, the Valentine School’s associate dean for research, to support endeavors that could include joint evidence-based research projects or a sponsored research day,” said Dean Danny Willis. “We have gotten started, we are on the road, so I feel good about that.”

All of this is still in the works, but stay tuned ...

She asks Rodriguez if she is excited about being in a magazine article.

Rodriguez peeks around them to see her mother’s reaction to the company. When her mother nods, the child fidgets a bit at first but then settles as the routine of the check-in begins.

Slaughter is right at hand, but it is Taylor who takes the lead throughout our time in the room.

She chats easily with both patient and parent as she smoothly confers with Slaughter. She admits that having the photographer over her shoulder seems a bit unusual for her. Rodriguez nods in agreement. For a moment, the two, caregiver and patient, commiserate as Taylor leans over to take Rodriguez’s pulse and then repeats her movements for the camera.

Rodriguez giggles nervously but settles into the moment for her close-up.

Meanwhile, Slaughter comments on her obvious love of all things Baby Yoda, and the child becomes animated and happy to talk about her favorite character.

Taylor joins in and they both take a moment to appreciate Rodriguez’s Baby Yoda hoodie covering. Several minutes later Slaughter and Taylor are back in the hall, conferring at the nurse’s station and then checking the med cart. Today these moments are photo ops, but the easy banter and in-sync stride demonstrates the sort of collegial connection the two have.

Between the snappy comments and comebacks, Taylor and Slaughter reflect on their roles in this training play.

“Sam is always there to help and encourage me, but he also will tell me that it’s time for me to try to do something,” Taylor said. “He’ll say let’s go,

your turn. You’re going to do this. He pushes me to be better.”

“I have been working with Grace since the fall, and there is a point when it’s time to push her to do something,” Slaughter said. “I know I am pushing her out of her comfort zone but that is what a preceptor should require. If you don’t push and allow them to do things, then they are not going to get anything out of the experience. It can be something like turning a patient for the first time or something more involved. But in each of those situations, as I push, I also am letting her know I am there to answer questions and lend support.”

Taylor recognizes how far she has come. She recalls her first days as a mentee.

“So at the beginning you buddy up, and you are scared,” she said. “One of the first things we did is help wake someone up to take their vitals. As a baby nurse, I could see there definitely were times when preceptors model how to do it. Sam did it to show me how, and then he turned to me and said, ‘Okay, now it’s your turn.’”

Preceptors demonstrate and guide, monitor and mentor, all in the hopes that their student nurse will blossom into a confident professional nurse. For Taylor, that aspect of the program has really helped her come into her own as a nurse.

“If there were no clinicals like this, I would know a fraction of what I know now,” she said. “I would have all of this book knowledge, and I would sink. I know that the only way to truly make sense of it all is to be present in the room.”

Taylor points to protocols like doing a blood transfusion, saying the guidance and support are vital to her success.

“Without a preceptor and this experience, I don’t know if I would be able to do it, to make sense of it all,” she said. “Without preceptors, I would not be able to do it, personally. I needed to learn how before just doing it.”

Both Taylor and Slaughter acknowledge the apprehension and the reason for it. At the same time, they also see how well Taylor has done in the program and how far she has come.

For Slaughter, Taylor’s presence translated into personal understanding, something he had not anticipated.

“Having Grace allowed me to ask more questions,” he said. “If you are by yourself, you just go with the flow. Sometimes I realize there are things

that I really should figure out or provide a better answer. Her presence makes me a better nurse.”

Last May, Taylor graduated from the MSN-CNL program and in June, she and Slaughter became colleagues on 3South. One ongoing question with the program lingers: What’s next?

“The future of nursing education calls for more schools of nursing to join forces with institutions of care to nurture and protect the future of nursing and fulfill the vital role of nurses,” Willis said. “That is the goal: It is an intentional relationship that is based on mutual goals, respect and the sharing of knowledge. That’s truly exciting.”

Slaughter observes as Taylor inspects the IV of patient Alexis Rodriguez.



“We have long worked with the School of Nursing and offered clinical support. This partnership helps us elevate to the next level by focusing on particular skills, tasks and responsibilities that students will see when they are in the workforce.” MICHELLE ROMANO, CHIEF OPERATING OFFICER

AND CHIEF NURSING OFFICER, SSM HEALTH CARDINAL GLENNON CHILDREN’S HOSPITAL



# Novel approach to nursing shortage:

From Left: Rebekah Johns, Ciarra Jackson, Nasira Issaka, Mykenzie Moriarty and DeAnna Harper, all graduates from the Accelerated Master of Science in Nursing Program.

## Train more teachers

Associate Professor Bobbi Shatto, Ph.D., RN, CNL, is the sort of Valentine School leader who approaches a problem by finding its root cause and addressing it.

The coordinator of both the School's accelerated and traditional MSN-Clinical Nurse Leader programs, Shatto recognizes the signals of increasing nursing turnover and vacancies, an aging nursing faculty population, the backlash burnout from the Covid-19 pandemic and the issues these realities create.

"Right now, nursing turnover is high, which means we do not have enough nurses to fill the positions that are open," she said. "As a result, vacancies are being staffed with traveling nurses, which means you may have a few on a floor who know the hospital, the routine, etc. No matter which nurse you are in this scenario, it is difficult."

She's not surprised by what the National Council of State Boards of Nursing reported in April of this year:

"The data reveals that 100,000 nurses left the workforce during the pandemic and by 2027, almost 900,000, or almost one-fifth of 4.5 million total registered nurses, intend to leave the workforce, threatening the national health care system at large if solutions are not enacted."

Furthermore, Shatto recognizes the remedy to staving off these dire predictions has its own issues. Specifically, there are not enough nurse educators to teach people to become nurses. In fact, many nursing schools are denying entry to worthy nursing school candidates in large numbers citing the lack of nursing faculty availability, especially in the clinical setting.

"U.S. nursing schools turned away 91,938 qualified applications from baccalaureate and graduate nursing programs in 2021 due to an insufficient number of faculty, clinical sites, classroom space, clinical preceptors and budget constraints. Most nursing schools responding to the survey pointed to faculty shortages as a top reason for not accepting all qualified applicants into their programs," according to a report on 2021-2022 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing from the American Association of Colleges of Nursing.

Shatto said recruiting nurses to become nurse educators has always been challenging. First, she points out, there is the matter of funding to get the education to become qualified to teach, and then there is the matter of the responsibilities of teaching.

"There is no question, nursing is hard work—that is the bottom line," Shatto said. "Teaching is also hard work. In the state of Missouri, a clinical faculty can have eight to 10 students under their care and each one will be responsible for their own patient."

There are nurses interested in becoming teachers, even with the responsibility and workload, she said. In truth, everyone knows that nurses are up to the challenge of hard work.

While workload may not be keeping nurses from taking up teaching, another major issue facing potential nurse educators does, and it is something all educators face: salary disparities.

"There are nurses who would like to become nurse educators," she said, "but then factor in the reality that nurses working in the clinical arena make more than nurse educators."

Still, Shatto seized an opportunity to develop a partial solution to the lack of nursing faculty issue: Revamp an existing program to create an educator track. In September of 2022, Shatto and her team, Joanne Thanavaro, D.N.P., RN, AGPCNP-BC, DCC, FAANP; Kristine L'Ecuyer, Ph.D., RN, CNL; and Eric Armbrrecht, Ph.D., MS, secured a \$300,000

### THE GRANT PROJECT

**GOAL:** Two-year project to attract and retain new nursing graduate students to enroll in nursing education programs.

#### PROJECT PLAN:

Develop a faculty mentoring program as part of the CNL Educator Pathway.

Provide enhanced nurse educator apprenticeships as part of the CNL Educator Pathway.

\$50,000 for developing recruitment and marketing plans, including collaboration with clinical partners, to enroll new students in CNL Educator Pathway program.

\$200,000 to provide up to \$20,000 scholarships for students who enroll in the CNL Educator pathway.

Just over \$48,000 stipend for project director to establish and implement the program.

**PROJECT DIRECTOR:** Bobbi Shatto, Ph.D., RN, CNL

**CO-PROJECT DIRECTORS:** Joanne Thanavaro, D.N.P., RN, AGPCNP-BC, DCC, FAANP; Kristine L'Ecuyer, Ph.D., RN, CNL; Eric Armbrrecht, Ph.D., MS



grant from the state of Missouri to formalize an educator path through the Valentine School's Clinical Nurse Leader graduate program.

Missouri established the grant program to address the nursing shortage. A total of 11 institutions around the state received funding. In total, the state earmarked nearly \$3 million in grants to "help enhance nursing education programs and develop solutions to help alleviate staffing shortages felt nationwide," according to Missouri Gov. Mike Parson's website.

"My administration has prioritized workforce development, especially for our high-demand fields such as nursing," Parson said. "It is vitally important that we continue to invest in Missouri's health care workforce. These grant funds will assist with expanding clinical partnerships and nursing resources to better provide students with a valuable education, as well as increase enrollment capacity in the future."

Under the revised program, nurses who have their BSN can complete a 32-credit MSN-CNL program. To be eligible to receive the scholarship, they agree to teach in the state of Missouri for three years post-graduation.

The grant provides scholarship assistance, means to develop a mentoring program, and funding to create plans to market and recruit SLU's MSN-CNL program to potential nursing student candidates.

They began enrolling students for the revised program in January of 2023. So far, the Valentine School has recruited 15 students for the MS-CNL nurse educator track, nine of which are scholarship recipients.

**"My entire team is very excited to see such a positive response for our MSN-CNL program and the nurse educator track," she said. "It's exciting to see how many nurses are interested in becoming nurse educators."**

*At the time of publication, there is still one scholarship available for any interested students.*

### NURSING SHORTAGE NUMBERS

**4.5 million** registered nurses work in the U.S.

**100,000** nurses left the workforce during the pandemic

Nearly **900,000** intend to leave the profession by 2027

**91,938** qualified applications were turned away from baccalaureate and graduate nursing programs in 2021

**Nearly \$3 million** in grants was earmarked by the State of Missouri to address the nursing shortage

**\$300,000** was the amount Saint Louis University received to formalize an education pathway, recruit candidates, provide scholarships and mentoring (SLU was 1 of 11 institutions awarded grants)

1 Some students regale their regalia in lovely fashion. 2 Professor Karen Moore and Jamie Lynn Brez, D.N.P. in the Nurse Executive Leader concentration (right). 3 Dean Danny Willis (left) and Yomi Soyoye, ABSN graduate (right). 4 TBSN graduates Balqeas Abdelbaset (left) and Jenna Abraham (right). 5 Assistant Professor Elaine Young (left) and one of her TBSN graduates (right).

# 'Hands Across the Waters'

When the Covid-19 pandemic jumped from Asia to Europe, then spread "from sea to shining sea" and ultimately overtook every hospital around the corner, it alerted the rest of us to something long recognized by Professor Karen S. Moore, D.N.P., APRN, ANP-BC, FNP-C, FAANP, FAAN:

## HEALTHCARE IS A GLOBAL ENDEAVOR.

"I always have known it is not what you take but what you give, what you have to offer and what you can do to help," she said. "I have always felt this need to understand other cultures, to be engaged and meet people where they are. I was raised with the awareness that 'there by the grace of God go I.' We weren't rich. My dad was an electrician, and my mom was a nurse, but I was always aware that we still had more than a lot of people."

Moore's research interests range from occupational and environmental health topics, focusing on international travelers' health and infectious disease, to orthopedics and pain management, which involve evidence-based practice, and address the needs of low-resourced communities and work toward health promotion. All of this takes her far beyond the Valentine School's campus.

Her travels, virtual and actual, have taken her to Rome, where she presented at the HIV Nursing Conference, to Singapore, where she attended the International Council of Nurses Congress, and most recently to Ireland, not once but twice, presenting at the International Council of Nurses Nurse Practitioner Network Conference in Dublin, and then as a Fulbright Specialist Award recipient helping to develop the Doctor of Nursing Practice (D.N.P.) role within the country, as well as strengthen the international nursing exchange at Dublin City University.

"In the U.S., Advanced Practice Nursing has been around for a while now, but it still does not exist in a lot of other countries," she said. "I cannot go to Sri Lanka or Tanzania and implement this program, but I can help Sriyani or Joseph, who know their communities, to create something that works for their country."

When she steps into a community for the first time, Moore is keenly alert to her lack of local custom and culture. Health care programs, she points out, do not come in a one-size-fits-all system. She cannot copy and paste what works in the U.S. in another country's health system.

"I don't want to stomp in with big feet and trample over all they have done before I got there," she said. "Rather, I step softly, to ask and learn what I need to know. I choose a more subtle approach that leads with a question like: How can I help? I come from a place of cultural humility."

Moore's work in global public health issues over the years spurs honors and recognition, which in turn offered even more opportunities to be involved in international efforts to improve the quality of nursing care.

In 2019, Moore's leadership led to her induction as a fellow into the American Academy of Nursing, one of only a few thousand, compared to the now 4.2 million registered nurses in this country. At the ceremony, the program described Moore this way: "Woven throughout Dr. Moore's career is a continuous thread that emphasizes nursing leadership, diversity, cultural humility, health equity, service and social justice."

Dean Emerita and Professor Teri Murray poses with Moore at Moore's induction as a fellow in the American Academy of Nurses in 2019.



LEFT Moore in a selfie taken by Sriyani Padmalatha, of Sri Lanka, with WenTao Zhou, of Singapore, at the International Ambassadors Meeting. Zhou is an associate professor and program director for the Master of Nursing program at Alice Lee Centre for Nursing Studies at the National University of Singapore — the only accredited master's degree program for APNs in Singapore. A neuroscience APN, Zhou treats patients with neuro-disability conditions at Singapore National Neuroscience Institute.



Moore (on left, second from front) sits with international colleagues from Australia, New Zealand, Norway, Canada, Japan, Jamaica and Ireland, all members of the International Council of Nurses Nurse Practitioner/Advanced Practice Nursing Network Core Steering Group in Dublin at the 12th Conference in 2022. The Conference provides opportunities for delegates to meet and exchange ideas and experiences to establish a common language and better understanding among nurses around the globe.



Attending the ICN NPI/APN Network Conference, Moore is pictured with international colleagues (from left) Josette Roussel, of Canada; Daniela Lehwaldt, of Ireland; Heather McGrath, of Jamaica; Moore; and Lorna Schumann, of the United States.



In 2019, Moore stands with Lorna Schumann, her mentor and friend, in Singapore at the International Council of Nurses Congress, where more than 5,300 delegates met to explore universal access to health by providing health care and addressing the social determinants of health, including education, gender equality, poverty and more.



LEFT Moore discusses issues challenging effective health care and ways of nursing in countries around the world with international colleagues at the Core Steering Group Meeting in 2022 in Dublin.

BELOW Moore with Noriyo Colley, of Japan, and Andrea Renwanz-Boyle, of San Francisco in California, in Singapore after the Core Steering Group meeting.



Moore instructs international students from Germany and Ireland in a simulation laboratory in Dublin in 2023.



"I come from a place of cultural humility." MOORE

## SAMPLE OF MOORE'S LEADERSHIP HISTORY:

### INTERNATIONAL COUNCIL OF NURSES NURSE PRACTITIONER/ADVANCED PRACTICE NURSING NETWORK

Secretary, Core Steering Group

Chair, Student Subgroup

### AMERICAN ACADEMY OF NURSING

Chair, Global Nursing and Health Expert Panel

### AMERICAN ACADEMY OF NURSE PRACTITIONERS CERTIFICATION BOARD

Vice Chair

Commissioner

Chair of Research Committee

Chair of Nominating Committee

### INTERNATIONAL COUNCIL OF NURSES GLOBAL NURSING LEADERSHIP INSTITUTE

Scholar

### LIGHTING THE PATH

Board of Directors Grant Specialist

### SIGMA THETA TAU INTERNATIONAL HONOR SOCIETY OF NURSING

Tau Iota Charter Member, Leadership Succession Committee

### AMERICAN ASSOCIATION OF COLLEGES OF NURSING

Diversity, Equity and Inclusion Leadership Network

### THE JOURNAL FOR NURSE PRACTITIONERS

Editorial Board Contributing Member

Co-Guest Editor (twice)

### NATIONAL ORGANIZATION OF NURSE PRACTITIONER FACULTY

Chair of Global Health/International Special Interest Group

### AMERICAN TRAVEL HEALTH NURSES ASSOCIATION

Board of Directors, Professional Resources Committee

### INSTITUTE OF FAMILY MEDICINE

Board of Directors

### HEALTH RESOURCE CENTER OF SAINT LOUIS UNIVERSITY (STUDENT-LED CLINIC)

Founding committee member and health care provider in a medically underserved nurse practitioner-led clinic

### OLD NORTH ST. LOUIS RESTORATION GROUP CITY FARMER'S MARKET HEALTH SCREENING (PAST PROJECT)

School of Nursing Project Initiator

### ST. LOUIS WORLD CHANGERS PROJECT

Organizer, Grant Specialist, Health Care Coordinator

# Student Leaders: Shining Lights of Hope



**Madison Maas**  
AMSN PROGRAM

**HOMETOWN:** “I was born in Sacramento, California.”

**PLANS AFTER GRADUATION MAY 2023:** “I plan to move back to Sacramento and will be applying to work in an ICU.”

**WHAT COURSE/EDUCATOR/EXPERIENCE AT THE VALENTINE SCHOOL HAD THE GREATEST IMPACT?**

“The best experiences I had were my preceptorships. My preceptors were two fantastic nurses who gave me the space to take the knowledge I had gained from classes and utilize it on the floor. This is where I gained the most confidence in myself and my abilities. Through their encouragement, it became easier to seek out learning opportunities and to participate in interprofessional communication.”

**WHAT IS YOUR PHILOSOPHY/APPROACH TO LEADERSHIP?**

“I believe the best leaders are the ones who make the effort to understand each group member as an individual. These leaders capitalize on individual strength and actively work to improve weaknesses. They are also flexible and know it is a team effort to meet the objective.”

**WHAT FACULTY SAY ABOUT MAAS:**

“Madison Maas spear-headed Stop the Bleed, a quality improvement project. She took the reins on it. She was always positive, always making sure everything is done correctly, always thinking ahead for problems — things like that. She has shown her leadership skills in every aspect of this project.” — Associate Professor Bobbi Shatto, Ph.D., RN, CNL, Coordinator of the Accelerated Master’s of Science in Nursing Program (AMSN) and the Master’s of Science in Nursing, Clinical Nurse Leader (MSN-CNL)



**April Dunlevy**  
D.N.P. PROGRAM

**HOMETOWN:** Currently, Fairbanks, Alaska. “I’ve moved around my entire life, so I’ve lived pretty much everywhere!”

**PLANS AFTER GRADUATION IN FALL 2023:** “I plan to continue my work in Interior Alaska working on improving hypertension control and helping people make heart-healthy lifestyle changes.”

**WHAT COURSE/EDUCATOR/EXPERIENCE AT THE VALENTINE SCHOOL HAD THE GREATEST IMPACT?**

“Dr. Thanavaro has been an outstanding source of information, encouragement and overall mentoring for me. I tend to get distracted and discouraged in my research, and she has always been supportive and has ideas and suggestions for getting me back on track.”

**WHAT IS YOUR PHILOSOPHY/APPROACH TO LEADERSHIP?**

“I am a huge believer in servant leadership. Both in my time in the military and now working in a civilian hospital, I firmly believe that my main objective is to make sure those I work with have the tools and knowledge they need to succeed. This applies to my co-workers, support staff and patients. When everyone is empowered to do their best, everyone succeeds.”

**WHAT FACULTY SAY ABOUT DUNLEVY:**

“April provides compassionate and evidence-based care to patients living in remote areas of Alaska who have limited access to health care. Her focus on uncontrolled

hypertension, a significant health care issue for this population, reflects her commitment to providing care that will have a major impact on the health and quality of life for her patients. April embodies the attributes we expect in our Doctor of Nursing Practice students, including being proactive in promoting healthy lifestyles and developing and implementing patient-centered strategies to decrease risk.” — Associate Dean and Professor Joanne Thanavaro, D.N.P., RN, AGPCNP-BC, AGACNP-BC, DCC, FAANP, director of Advanced Practice Nursing and D.N.P. programs; Coleman/Chaifetz Entrepreneurship Fellow



**Yomi Soyoye**  
ABSBN PROGRAM

**HOMETOWN:**

Abeokuta, Ogun State, Nigeria

**PLANS AFTER GRADUATION IN MAY 2023:**

“As a service member, I would be working at the Veterans Administration — John Cochran Hospital in Saint Louis “to better improve the service to those who have given their time and sacrifice to the United States.”

**WHAT COURSE/EDUCATOR/EXPERIENCE AT THE VALENTINE SCHOOL HAD THE GREATEST IMPACT ON YOU AND WHY?**

“Everyone in the department has been top notch, but if I’m to single anyone out, it has to be Nikki Rogers. She is the coordinator of the simulation lab. She didn’t directly teach any course, but she has gone out of her way to make entering the SON building a bit more comfortable. She is full of smiles, not just for me but for every student she comes across. My program is a very stressful one, and an occasional smiling and understanding face in the hallway goes more than a long way.”

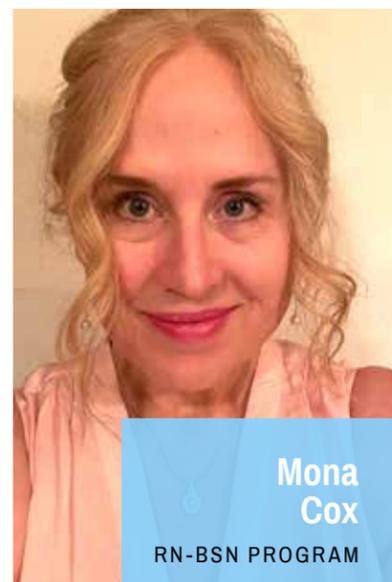
**WHAT IS YOUR PHILOSOPHY/APPROACH TO LEADERSHIP?**

“The key is coaching. I believe everyone can perform to their best ability, if well coached. I love to teach while I lead.”

**WHAT FACULTY SAY ABOUT SOYOYE:**

“Yomi stood out to me from the get-go! He is an advocate for himself, as well as others. My first encounter with Yomi was his concerns that the microwaves weren’t working well. The ABSN students rely on those microwaves, so that was a big deal. His advocacy paid off. The students got what they needed — new microwaves. Yomi is always engaged in learning and takes it quite seriously. He also has a great sense of humor and personality that is one-of-a-kind. He is going to be an amazing nurse. During his most challenging year, he and his wife were expecting, and he managed to care for her — while she was on bedrest — and their toddler, all while managing his school work, clinicals and simulations. I am so proud of Yomi’s hard work and determination.” — Assistant Professor Nikki Rogers, MSN, RN, Coordinator of the Clarke Simulation Learning Laboratory

“The key is coaching. I believe everyone can perform to their best ability, if well coached. I love to teach while I lead.” YOMI SOYOYE



**Mona Cox**  
RN-BSN PROGRAM

**HOMETOWN:**

Wildwood, Missouri

**PLANS AFTER GRADUATION IN MAY 2023:** I started a new job in MSICU fellowship at Mercy Hospital STL on May 15. I plan to continue on at SLU and pursue a master’s degree in nursing.

**WHAT COURSE/EDUCATOR/EXPERIENCE AT THE VALENTINE SCHOOL HAD THE GREATEST IMPACT ON YOU AND WHY?**

“My experience with Dr. Horton [Assistant Professor Deborah Horton, MSN, MPH, BSN] and the community project course was rewarding. I implemented a project at St. Anthony’s of Padua Food Pantry that I believe will positively impact that community. Having the skills to search for and evaluate evidence-based literature increased my confidence in choosing the type of project to implement.”

**WHAT IS YOUR PHILOSOPHY/APPROACH TO LEADERSHIP?**

“My approach to leadership is being confident in knowledge and nursing skills, while at the same time always seeking to learn more. I appreciate leaders who are approachable and always willing to engage in dialogue about a topic. I aspire to be that type of leader.”

**WHAT FACULTY SAY ABOUT COX:**

“Mona Cox is an outstanding student in the RN-BSN Program. Mona’s persistence is admirable, as she has returned to school while raising a large family (e.g., seven kids and four grandchildren), and she has recently returned to bedside nursing at Mercy Hospital. Mona’s performance in her classes is praised by faculty, as she is a team player who consistently submits top-quality class assignments and shows leadership skills with group and class assignments. Mona’s passion for nursing is demonstrated in and out of the classroom.” — Associate Professor Devita T. Stallings, Ph.D., RN, program coordinator of the RN to BSN Program

**Libby Van Den Brink**  
TBSN PROGRAM



**HOMETOWN:** Cincinnati, Ohio

**PLANS AFTER GRADUATION IN MAY 2023:** Pediatric ICU Nurse at Colorado Children’s Hospital

**WHAT COURSE/EDUCATOR/EXPERIENCE AT THE VALENTINE SCHOOL HAD THE GREATEST IMPACT ON YOU AND WHY?**

“I would not be here without the TBSN faculty. There are too many of them to thank for all they have done for me. They have helped me learn more about myself and where I want to go. They have guided me through school and life challenges. I am beyond thankful for all of them.”

**WHAT IS YOUR PHILOSOPHY/APPROACH TO LEADERSHIP?**

“Lead by example. If you are not willing to do exactly what you are asking others to do, that is not good leadership. You do not have to be the most vocal or outgoing person in the room. Doing is more impactful than just speaking.”

**WHAT FACULTY SAY ABOUT VAN DEN BRINK:**

“Libby is a natural leader who approaches life from a servant’s heart. She is steady, compassionate and thoughtful, and leads by example and encouragement of others.” — Associate Professor Renée L. Davis, D.N.P., APRN, CPNP-PC, program coordinator Level Two of the Traditional BSN program

“Lead by example. If you are not willing to do exactly what you are asking others to do, that is not good leadership. You do not have to be the most vocal or outgoing person in the room. Doing is more impactful than just speaking.” LIBBY VAN DEN BRINK



**Katie LaVigne**  
MSN-CNL PROGRAM

**HOMETOWN:** St. Louis, Missouri (Kirkwood area), but currently resides in Chicago, Illinois.

**PLANS AFTER GRADUATION IN MAY 2023:** “Work in Pediatric Allergy and Immunology as a clinic RN, but also supporting our Nursing Professional Development Practitioner with education-related tasks for ambulatory staff. I am hoping to be a travel nurse for a little bit to explore the country! My goal is to come back to St. Louis to do some type of teaching or education. I would love to come back to SLU and teach someday.”

**WHAT COURSE/EDUCATOR/ EXPERIENCE AT THE VALENTINE SCHOOL HAD THE GREATEST IMPACT ON YOU AND WHY?**

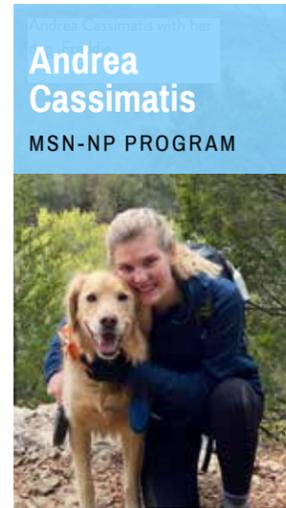
“Practicum in Clinical Leadership and Advanced Clinical Studies were our last two clinical courses led by Bobbie Weber. The immersion into the leadership roles in the hospital for our clinical hours was valuable for my learning and growth as a nurse leader. Bobbie was an excellent mentor who was always available to support us along the way.”

**WHAT IS YOUR PHILOSOPHY/APPROACH TO LEADERSHIP?**

“A leader who is not only approachable and involves the team in decision making but also confident and organized are successful. That is the leader I will strive to be! Learning from and respecting your team and peers is crucial for a healthy work environment.”

**WHAT FACULTY SAY ABOUT LAVIGNE:**

“Throughout the Capstone project, which occurred over two semesters, Katie was proactive with assignments, questions and communication. It was inspiring to work with Katie, as she stretched herself out of her comfort zone and tackled many hurdles that threatened her project. Her perseverance, flexibility and dedication are innate leadership traits that she strengthened during this time!” — Adjunct Professor Bobbie (Andrea) Weber, D.N.P., RN, CNE



**Andrea Cassimatis**  
MSN-NP PROGRAM

**HOMETOWN:** Born and raised in St. Louis, Missouri! Currently living in Columbus, Ohio, “but I am eager to someday move back to my hometown.”

**PLANS AFTER GRADUATION IN DECEMBER 2023:**

“To pass Boards! Beyond that, my future is uncertain. My husband will match for his residency next Spring, and we will start our life in a new city. I will look for a job in Pediatrics, Primary Care wherever we end up! Through my clinicals and my current job as an RN, I found that I really enjoy working with families that come from varying cultural and socioeconomic backgrounds. I particularly love working with immigrant and refugee families, so a clinic that includes those patient populations would be my goal.”

**WHAT COURSE/EDUCATOR/ EXPERIENCE AT THE VALENTINE SCHOOL HAD THE GREATEST IMPACT ON YOU AND WHY?**

“This past Spring semester I thoroughly enjoyed because I felt like all of the information we have been taught finally started to click in a clinical setting. We spent a year and a half learning how to obtain a history, how to educate, common diseases, and it was satisfying to be able to take that knowledge and feel comfortable applying it in real-life settings. Dr. Papachrisanthou has been an incredible mentor and resource throughout this academic journey. I had some hesitation with an

online program, but she creates a true learning environment where she is pushing us to think critically, even via online discussion boards. She is quick to respond to questions, and her passion for education and the nursing profession was very obvious when we had our in-person residency this past April!”

**WHAT IS YOUR PHILOSOPHY/APPROACH TO LEADERSHIP?**

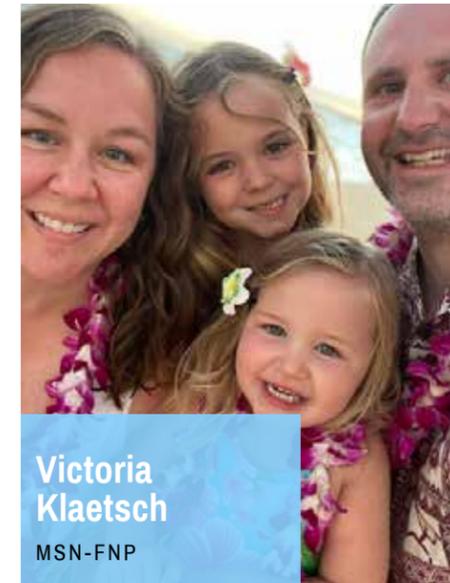
“I try to exemplify the age-old saying ‘lead by example.’ I gravitate towards leaders who are calm and confident, and that is the type of leader I strive to be, as well. My goal is always to create an environment where people feel comfortable asking questions, making mistakes or being honest that they don’t know the answer — because those are essential parts of a learning process. If I contribute to the team, maintain a positive attitude and provide support to my coworkers, it creates an environment where others are encouraged to do the same.”

**WHAT FACULTY SAY ABOUT CASSIMATIS:**

“Andrea is a stellar student who continually demonstrates conscientious care and excellent effort with her daily work and graduate studies. She is responsible, alert, observant, vigilant, organized, detail oriented, compassionate and culturally sensitive. Andrea is a dedicated superior nurse who ensures each child receives high-quality care. She is also an Epic super-user for clinic education, a hospital RN preceptor and an ambulatory clinic safety coach. Her last clinical preceptor stated, ‘I received great feedback throughout the semester from patients she saw who stated they felt well cared for. Andrea will make a wonderful NP!’” — Associate Professor Michelle Papachrisanthou, D.N.P., APRN, CPNP-PC, coordinator of Pediatric Primary Care NP; course coordinator for Advanced Health Promotion

“I am a huge believer in servant leadership. Both in my time in the military and now working in a civilian hospital, I firmly believe that my main objective is to make sure those I work with have the tools and knowledge they need to succeed. This applies to my co-workers, support staff and patients. When everyone is empowered to do their best, everyone succeeds.”

APRIL DUNLEVY



**Victoria Klaetsch**  
MSN-FNP

**WHAT IS YOUR PHILOSOPHY/APPROACH TO LEADERSHIP?**

“Leadership is about identifying and believing in one’s priorities, then continuously reevaluating and adapting to maintain those priorities. For me, that has meant two leaves of absence while in the FNP program, as I adapted to life with an overseas military move, a second baby, a chronic medical

**HOMETOWN:** North Little Rock, Arkansas  
**PLANS AFTER GRADUATION IN DECEMBER 2023:** “Reconnect with family and friends. My education has been a major focus over the past few years, so I am looking forward to having more time to spend with my loved ones. Professionally, I am interested in working for a family or specialty clinic and hope to become part of an energized and uplifting team.”

**WHAT COURSE/EDUCATOR/ EXPERIENCE AT THE VALENTINE SCHOOL HAD THE GREATEST IMPACT ON YOU AND WHY?**

“FNP Residency at SLU was a great experience! I enjoyed getting to know the other FNP students and meeting with the instructors in a traditional graduate school environment. It also took place at a point in the program when a lot of work had already been completed, but a lot of work was still left to be done. It gave me the motivation I needed to make it through the final stages of the program.”

diagnosis for one of my children and the pandemic. My three-year graduate school journey has turned into seven years, but the goal of graduation has remained a priority and will hopefully turn into an accomplishment by the end of the year.”

**WHAT FACULTY SAY ABOUT KLAETSCH:**

“Victoria is a very strong student. She is married to a military man and has had to take leave of absences from

the FNP program on and off during deployments. She never gave up and always returned to school to complete her goal. She is passionate about patient care and is a great example of professionalism and drive.” — Assistant Professor Shellie Hill, D.N.P., RN, FNP-BC, faculty coordinator of the Family Nurse Practitioner program



**Shelley Schekall**  
FPMHNP PROGRAM

**HOMETOWN:** Wichita, Kansas  
**PLANS AFTER GRADUATION IN DECEMBER 2023:**

“I’m hoping that I will be able to use my graduate degree to work with most age groups, but more specifically, children and families. I’m considering moving forward with my doctoral plan at Saint Louis University.”

**WHAT COURSE/EDUCATOR/ EXPERIENCE AT THE VALENTINE SCHOOL HAD THE GREATEST IMPACT ON YOU AND WHY?**

“Dr. Rita Tadych encouraged me to continue moving toward my goals and dreams of providing care for this population. Whenever we reached out to Dr. Tadych, she would always make sure she got back to us. She was always there for us. She’s a very good soul.”

**WHAT IS YOUR PHILOSOPHY/APPROACH TO LEADERSHIP?**

“Leadership is essential in our profession, whether at the bedside, in politics, education or administration. Robert K. Greenleaf introduced servant leadership in the 1970s. The philosophy of leadership is to serve others. Leadership should provide stability and guidance to empower team members to reach their full potential. The best leaders can lead with humility and compassion over personal gain. My reflections are to be transparent and show respect and integrity toward others.”

**WHAT FACULTY SAY ABOUT SCHEKALL:**

“Shelley is a dedicated, diligent, fully committed and resilient personal and professional life designer, life planner, and life implementer, who has reasonably and realistically dealt with various unexpected, and/or anticipated, life challenges along the way to ultimately regain and preserve her high academic standards and personal wellbeing and thereby will complete this FPMHNP program successfully in December 2023 and become a SLU TBV SON FPMHNP ALL STAR in my book.” — Adjunct Assistant Professor Rita Tadych, Ph.D., RN, APRN-BC, Family Psychiatric Mental Health Nursing Graduate Specialty

# Mentor inspires alum to excellence



by ELIZABETH KRASNOFF HOLZER

When Alumna Mary Kay Knight-Macheca, MSN(R), RN, APRN ANP-BC, CDCES (Nurs '82, '86) decided to seek a master's degree in medical-surgical nursing as a clinical nurse specialist, she knew her education would be a challenge, particularly because she was working full time as a surgical nurse at Barnes-Jewish Hospital.

Still nothing could have prepared her for the response she got on her first paper in a course taught by the legendary bedside educator-researcher, Norma Metheny, Ph.D., RN FAAN, who was the inaugural recipient of the Dorothy A. Votsmier Endowed Chair in Nursing and the former associate dean of research.

"I will never forget the first paper I ever turned in to her,"

Knight-Macheca said. "When I got it back, it had red marks all over it, and at the top she had written, 'Do you really think this is graduate-level work?' That woman pushed me to a level of practice with an evidence-based approach that forced me to bring my best."

Metheny accepted nothing less, and Knight-Macheca wanted nothing more.

"I owe her the best things I have done in nursing," Knight-Macheca said of Metheny. "She was my mentor and my friend—I dedicated my thesis to her."

When she completed her master's degree in 1986, Metheny hooded Knight-Macheca in the ceremony, and Knight-Macheca presented Metheny with a special gift.

"I gave her a box of red pencils," she said. "I told her that I knew she must have used

example as a clinical nurse specialist in the care of patients with diabetes. It has been her passion and her focus for her career, so much so that she added to her credentials an Adult Nurse Practitioner Post-Masters Certification in 1996, with the goal of becoming even more instrumental in delivering care to patients with diabetes.

"I have always wanted the clinical track," she said. "I have always wanted to be at the bedside—it is where I do my best work and where I find my greatest satisfaction."

Now more than 40 years later, Knight-Macheca is an award-winning nurse practitioner and a certified diabetes



ABOVE Norma Metheny and Knight-Macheca at the alumni event.

an entire box correcting my papers."

Don't let the red pencils fool you. When she graduated, Knight-Macheca was at the top of her class. In fact, she was one of the first two nursing students to graduate as Phi Beta Kappa. That distinction led to offers of advancement.

"The thing was if you were an excellent staff nurse in those days," she said, "they would start considering you for an assistant head nurse position."

Instead of seeking that administrative post, Knight-Macheca chose to lead by

educator who helps her patients deal with the chronic illness as a team member of the BJC Medical Group in St. Peters.

Knight-Macheca keeps an autographed copy of *Leadership and Management in Nursing* by former SLU professor Mary Ellen Grohar-Murray, Ph.D., RN, in her office.

"Leadership is a concept and a process that is capable, through interactional phenomena, of influencing a group toward goal achievement," Knight-Macheca said. "This definition has guided the whole of my nursing career and the clinical work. It's a framework to achieve optimum clinical outcomes at the bedside, in the classroom or in a larger community-based platform."

Earlier this year, she received a Five Star PRC Excellence Award for scoring in the top 10 percent nationally for Excellent Patient Responses on Overall Quality of Care.

Her patients are not the only ones who think highly of Knight-Macheca. Metheny

speaks of Knight-Macheca in glowing terms.

"Mary Kay exemplifies the very best in nursing," she said. "Her warm and caring manner, coupled with her expertise in diabetes management, allow her to provide top-notch care to her patients."

Although Knight-Macheca has spent the majority of her career working in the BJC and Washington University Health Care systems, she has also practiced at SSM St. Mary's Hospital, as well as other clinics. She said the key to her success as a nurse comes from being present, compassionate and hypervigilant to patients' verbal and nonverbal cues.

Knight-Macheca believes it is important to ask questions and listen closely to her patients' answers.

The questioning is a trademark approach of Metheny, who has high praise for her former student.

"I have followed her career over several decades and continue to be impressed with



ABOVE LEFT From left, Knight-Macheca's mother, Dorothy Knight, Knight-Macheca, fellow student and best friend in the program, Maryellen Bowman and Bowman's father at their master's degree hooding ceremony in 1986.



LEFT From left, Knight-Macheca (far right) with Bowman, Metheny and Mary Ellen Grohar-Murray, former School of Nursing professor, who served on Knight-Macheca's thesis committee and wrote the textbook, *Leadership and Management in Nursing* with Professor Joanne Langan and others in various editions.

**MARCH 4, 2024:**  
Trudy and Christina Valentine Lecture

**APRIL 19, 2024:**  
Grace and William Potter Lecture

her many accomplishments and contributions to nursing practice," Metheny said. "She is a perfect role model for all nurses."

The University administrators agree. Over the past nine years, Knight-Macheca has served on the Executive Advisory Board to the Dean, which she now chairs. In 2020, the University chose her to receive the Alumni Merit Award for the School of Nursing.

"The WHO declared 2020 as the year of the nurse, so I was particularly honored to be selected to receive the recognition from the University," Knight-Macheca said. "It was such a tough time. We were in the throes of the COVID-19 pandemic, and it was an especially challenging time for everyone working in health care."

The celebration of the award was put on hold until May of 2022 when the University held a dinner and also honored Knight-Macheca, along with alumni from other schools and colleges, at commencement.

"I was very humbled," she said. "It was the greatest honor of my career."

## inMEMORIAM

### PASSED IN 2022

Sr. Dorothy Calhoun, '68  
Cynthia Clisham, '76  
Mary Curran (Cassell), '57  
Barbara de la Torre (Nebel), '65  
Sr. Jeanne Futrell, '47  
Francesca Hartnett (Campbell), '47  
Patricia Hickey (Lipsmire), '52  
Norma Hoaglund (Mitchell), '64  
Lee Hoff, '58  
Marie Johnson (Bingham), '75  
Joan Jordan (Chesnick), '75  
Gordon Kempe, '79  
Marlene Kramer, '53  
Phyllis Lee, '62  
Lorraine McCready (Nicholls), '86  
Judy Mena (Quate), '75  
Lindsay Moore, '89  
Jo Ann Morici, '49  
Lea Nakauchi (Uchiyama), '47  
Nancy Nally, '66  
Shirley Parker (Zuech), '59  
Alfreda Passaglia (Dold), '55  
Ruth Rand (Michel), '50  
Barbara Regier (Parrish), '59  
Patricia Ringwald, '77  
Kathleen Rogers (Haniff), '80  
Sr. Mary Of Im Ryan, '54  
Karen Santucci (Clouse), '75  
Sarah Schroer (Klasing), '86  
Doris Sipe, (Guebert), '76  
Dolores Smith (Bell), '67  
Joy Tector (Kelly), '63  
Mary Thouvenot, '87  
Judith Westmoreland, '80  
Sr. Inez Wilmering, PHJC, '59  
Sr. Mary Zaleski, '78

### PASSED IN 2023

Evelyn Armstrong (Patenaude), '77  
Doris Bryant, '83  
Liz Cardwell (Arney), '65  
Elizabeth Cummings, '54  
Mary Ferrick (White), '62  
Janet Fitts (Jones), '89  
Caroline Fitzpatrick (Bisel), '60  
Nancy Hanlon (Mumbrauer), '57  
Mary Hart, '89  
Amy Johnson (Niedringhaus), '01  
Monica Koch, '48  
Jeanne Lopano (Firth), '46  
Lorraine Mahoney (Ugaglia), '58  
Cynthia Merkel (Nachtman), '72  
Ann Rehm, '80  
Helen Scanlan (McGilly), '56  
LaVerne Simmons (Bartley), '63  
Sr. Mary Szydłowski, '58  
Jean Weitzel (Devine), '53

**"Mary Kay exemplifies the very best in nursing. Her warm and caring manner, coupled with her expertise in diabetes management, allow her to provide top-notch care to her patients"** – NORMA METHENY



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