

# UCSF/John A. Hartford Center of Geriatric Nursing Excellence

## Educating Nursing Leaders to Care for Our Elders

### Director's Reflections



Meg Wallhagen, PhD, RN, FAAN

Having grown up on the east coast, fall is always associated with leaves turning, providing an array of colorful patterns. Change is in the air as a life cycle ends to be renewed with new growth in the spring. I think of this during fall quarter when one of the most rewarding activities is welcoming new students to our programs. They are like the buds that trees make each fall to burst into new life when spring comes. Their life experiences, expertise, and interests contribute to our growing and diverse cohort and stimulate new ideas with valuable potential. These new students also come with the overall goal to improve the care available to older adults across all settings, whether through direct care, research, or teaching.

This issue of our newsletter highlights some of the areas of research and practice that students are developing and that are essential to the mission of our HCGNE. However, entering and continuing students face challenges that can slow their ability to move through our program. Costs related to graduate education continue to expand and resources to support our students are stretched. These challenges also influence who even contemplates applying. We are, therefore, also extremely pleased to highlight several students who have received scholarship awards that help them become immersed in their studies and move efficiently toward their career goals. We are ever grateful to the foundations, organizations, and individuals who provide such support. In addition, to enhance our ability to broaden our support of students, we are excited to announce the development of the **Jeanie Schmit Kayser-Jones Scholarship Fund** to recognize Jeanie, founding Director of the UCSF/HCGNE, for her significant contributions to gerontological nursing. Jeanie headed our HCGNE during its first five years and is now retiring after a long and distinguished career.

### CONGRATULATIONS



*Fourth Year doctoral student Yeonsu Song married Jonathan Paik on May 26th, 2007 in Dae Jeon city, Korea. Yeonsu is shown above in her lovely traditional Korean wedding dress.*



Kathy Dracup, Dean, School of Nursing, UCSF

News about the activities and accomplishments of the Hartford Center of Geriatric Nursing Excellence faculty and students is always welcome and exciting. As you peruse the latest Fall issue, however, you can't help but recognize the clear and pressing mission facing the Center and the School of Nursing.

The Center admitted a wonderful new 2007 class of talented and dedicated nurses who will become the future leaders in gerontology. This strong recruitment demonstrates increasing recognition of the importance of gerontology within the discipline. The Center's current optimum capacity of 36 doctoral and 40 Masters students was achieved through five years of inspirational leadership by Founding Director Jeanie Kayser-Jones. Jeanie is retiring at the end of this year, marking an important transition in the Center's young history. A second geriatric nursing faculty member, Carole Deitrich, is also retiring. Carole has shared her extraordinary clinical expertise as a nurse practitioner with many students over her years on the UCSF faculty. Dr. Meg Wallhagen is now chairing a search for two new faculty members in geriatric nursing.

Our experience with the retirements of both Jeanie and Carole reflects the impending tidal wave of academic nursing retirements facing the nation. As reported by

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the Associated Press in 2004, the average age of a nursing faculty member is 52 years, while the average retirement age of nursing faculty is 62 years. Hundreds of academic nurses will be retiring each year in the near future, which will severely worsen a faculty shortage that is currently at 8% nationally.

By funding Hartford Centers of Geriatric Nursing Excellence, the John A. Hartford Foundation is attempting to build the future academic nursing workforce. New graduates, however excellent, can not serve to replace retiring senior academic leaders. They must first build a program of research and develop experience. The shortage of experienced gerontological nursing faculty with established research programs and strong educational abilities means increased competition for academic recruitment.

These facts demand careful consideration of how the UCSF School of Nursing can strengthen its competitive advantage as we search for two tenure track positions in gerontological nursing for the Hartford Center. As the top-ranked School of Nursing for NIH funding, our reputation is unrivaled, but other factors such as geography, cost of living, and decreasing federal funding for research and education impact potential candidates' decisions. One effective strategy to both attract and retain academic faculty is to provide endowed chair faculty support. This strategy is widely pursued within the other four Hartford Centers of Gerontological Nursing and the Hartford Institute, with at least one named chair at each of the other four, while one has as many as four. The development of endowed gerontological nursing chairs is an important development goal for the UCSF School of Nursing.

We look to you for your ideas and ongoing help in continuing to sustain this important and valuable effort to match future nursing leaders to the needs of our growing aging population.

## DONORS 2003 - 2007

*The Hartford Center Directors, Gerontological Nursing students, and faculty extend their appreciation to our donors for their recent generosity and past support. Private support helps sustain our Center and fosters the professional development of its students.*

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Carole Deitrich  
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**With deep gratitude to:**  
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California HealthCare Foundation  
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The William Randolph Hearst  
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Your gift to the  
**Center Sustaining Fund**  
supports the ongoing work  
of the HCGNE

Your gift to the  
**Jeanie Schmit Kayser-Jones  
Scholarship Fund**  
supports student scholarships  
and leadership activities

# October Activities Develop Nursing Leaders for the Elderly

With grant support of the **William Randolph Hearst Foundation**, the Hartford Center developed and continues to offer an initiative to build and strengthen the executive and leadership skills of its exceptional cadre of future nursing leaders. The initiative includes annual career development workshops as well as quarterly events with distinguished national nursing leaders who serve both as role models and also as important potential career mentors.

## Hartford Center Hosts Distinguished Nurse Leader



Kathleen C. Buckwalter, PhD, RN, FAAN

The Fall Leadership Dinner-Seminar for doctoral students was presented on October 18, 2007 by **Kathleen C. Buckwalter, PhD, RN, FAAN**, Sally Mathis Hartwig Professor in Gerontological Nursing, Director of the John A. Hartford Center of Geriatric Nursing Excellence at the University of Iowa, Associate Director of the Gerontological Nursing Interventions Research Center, and Co-Director of the University's Center on Aging. Dr. Buckwalter also holds joint appointments in the University of

Iowa College of Medicine Departments of Psychiatry and Internal Medicine. A prolific researcher of issues affecting the elderly, Dr. Buckwalter's work has focused on improving mental health services and providing community-based care for chronically ill older persons. She has a vitae rich in publications and grants focused on geriatric mental health. Her visit provided an opportunity for doctoral students to interact directly with a wonderful model for successful accomplishment in gerontological nursing. It was especially helpful to see the varied transitions that can occur in a very productive career, and the range of options available for providing nursing leadership. Dr. Buckwalter has recently been chosen to lead development of a new national gero-psychiatry initiative with collaboration across all Hartford-funded Centers of Excellence in Geriatric Nursing, and she informed faculty and students about this important national collaboration. The visit also served as an opportunity to obtain consultation regarding our Center's initiative in gero-psychiatric nursing and to further our dialogue with faculty from the psychiatric nursing specialty program.

## Career Mapping and Leadership Development

On October 24, **Dr. Carroll Estes** provided a leadership development workshop to assist second year doctoral students by reviewing their career goals and progress. The session involved one-on-one as well as group discussion. This event has become a key annual component of the Center's leadership initiative since Carroll and her career epitomize the key leadership opportunities for our students in academia and in aging health policy.



Carroll L. Estes, PhD

# UCSF Nurse-Scholars Earn Prestigious Scholarships



Boyoung Hwang

Incoming doctoral students **Boyoung Hwang** and **Christina Purpura** have been awarded a three-year **Betty Irene Moore Predoctoral Fellowship**. Funded by the Gordon and Betty Moore Foundation, these fellowships are designed to prepare nursing faculty for positions in colleges and universities in the greater San Francisco Bay Area. Moore Fellows are expected to complete the doctoral program in three intensive years of full time study, and to teach in a Bay Area college or university after graduation. These awards were presented to Boyoung and Christina on the basis of scholarship and the promise of their outstanding future achievement in nursing education.



Christina Purpura



Christine Tarn

The Hartford Center is pleased to announce that the HCGNE Scholarship Award Committee selected **Christine Tarn**, a first year Master's student, to be the **2007-2008 Evercare Scholar**. Now in its second year, this scholarship award of \$12,000 is made possible by a generous grant from Evercare, a division of United Health Group, to support graduate nursing students at the John A. Hartford Centers of Geriatric Nursing Excellence. The Evercare Scholarship is designed to support the educational development of future leaders in the field of long-term nursing. Christine has a background in oncology nursing and has worked both in a clinic designed to provide holistic, bilingual, and bicultural care to an under-served population of immigrants in North Philadelphia and also in a clinic that provided service to the Chinese population in San Francisco. She is very interested in becoming an expert in the provision of palliative care. The Committee felt Christine was an excellent fit with Evercare's goals of providing culturally sensitive palliative care to older adults in nursing homes.

## IN HER OWN WORDS



My name is **Cindy Wong** and I am currently a first year PhD student at the University of California San Francisco, School of Nursing. The wealth of scholarship opportunities for students at UCSF is remarkable. I was recently awarded a Nurse Faculty Scholarship through the California Endowment and American Association of Colleges of Nursing (AACN). This scholarship program provides financial assistance for two years to underrepresented minority nursing students who plan to teach upon graduation. This scholarship program also assists in leadership and mentorship development to assure successful completion of studies and preparation for a future faculty role in the state of California.

Although the AACN Nurse Faculty scholarship enables me to decrease my work hours and focus more time on my studies and research, this scholarship means more to me than simply financial assistance. When awarded this scholarship, I was reminded that there are individuals out there who truly care about students' well-being, education, and future. I am very appreciative of the supportive people who are determined to help me reach my goals and believe in my potential to make a positive contribution to the nursing profession as a future educator and researcher.

## NIH/NRSA AWARD

**Bonita Huiskes, RN, MSN, FNP**, received a two-year \$61,748 NIH National Research Service Award for her research on *Advanced Diastolic Heart Failure: A Mixed-Methods Study of Older Women*.



## SAMHSA Minority Fellowship Award

**Robert Pope, MSN, RN**, was awarded a one year \$25,000 fellowship by the National Advisory/Selection Committee of the SAMHSA Minority Fellowship Program of the American Nurses Association, funded by the Substance Abuse and Mental Health Services Administration (SAMHSA), Division of Health and Human Services. Robert is researching explanatory models in substance abuse in older African Americans, and this award is viewed as highly significant for a career in the area of substance abuse. Robert says, *"Scholarship support from funding sources like the Hartford Foundation make the impossible, possible. Late in my career I became interested in elders with substance use disorders and decided to pursue this interest by attaining a focused degree. Without the support of the Hartford Foundation, doctoral*

continued

education would have been unlikely for me. Discipline specific sources like the Hartford and SAMHSA provide not only financial support, but valuable exposure to current thought in the area of focus through networking with experts in the field and through leadership training. Although as a nurse I have a long history of service in gerontology, I am excited about the opportunity for (needed) grounding in the field of substance abuse that the SAMHSA fellowship will provide."

## How to Try This

A new Hartford-funded initiative was launched in October 2007. Called **How to Try This**, it is a collaborative project of the Hartford Institute for Geriatric Nursing at the New York University College of Nursing and the American Journal of Nursing (AJN). Mathy Mezy and Diana Mason are Co-PI's. From October 2007 through December 2008, two topics of the Hartford Institute's **Try This** series to build knowledge and assessment skills in caring for older adults will be detailed and shown in cost-free web-based resources including demonstration videos and companion articles in the AJN. The videos are 30 minutes total, or less, and can be viewed in their entirety or in chaptered formats when time is an issue and a quick refresher on assessments or best practices is needed. Articles include detail on the clinical issue addressed by the **Try This** tool, case studies, psychometric properties of the tool, as well as when and how to use the assessment. Information is organized for ready access by novice to expert clinicians. CEs are available for both the articles and the videos. Nancy Stotts and Sherry Greenberg co-edit the print series. Katherine Kany is the project director. This is a great new resource: [www.NursingCenter.com/AJNolderadults](http://www.NursingCenter.com/AJNolderadults)

## Hartford Centers Form Nursing Home Collaborative

by Charlene Harrington, RN, PhD, FAAN

The UCSF/Hartford Center for Geriatric Nursing Excellence (UCSF/HCGNE), in conjunction with the American Academy of Nursing (AAN), has joined a multi-state effort, known as the Nursing Home Collaborative (NHC), to improve the quality of care delivered to residents in the nation's nursing homes. The Center is collaborating with four other HCGNE Centers located at the Universities of Arkansas, Iowa, Pennsylvania, and the Oregon Health Sciences University.

In addition to collaborating with co-investigators from the four other Centers, the UCSF/HCGNE team is working with colleagues at Vanderbilt University and the University of California, Irvine. The Center has also enlisted representatives to serve on an advisory committee from major statewide organizations who share our commitment to improving quality, including: Aging Services of California, the California Association of Health Facilities, the California Culture Change Coalition, the California HealthCare Foundation, and Lumetra, a quality improvement organization that is affiliated with quality improvement initiatives being undertaken by the Centers for Medicare and Medicaid Services (CMS).

During a one-year planning project, with \$500,000 in funding from the Atlantic Philanthropies, the five Centers involved in the NHC will develop and refine an evidence-based professional practice model to transform care in the nation's nursing homes. Activities during

the planning year will establish the groundwork for a subsequent five-year demonstration project to test interventions designed to improve the caliber of care provided to nursing home residents.

The UCSF project team, under the joint leadership of Professor Charlene Harrington, PhD, RN, FAAN, Associate Director of the UCSF/HCGNE and Professor Margaret Wallhagen, PhD, APRN, FAAN, UCSF/HCGNE Director, along with Eric Collier, PhilC, RN, Project Coordinator, will focus on the development of core principles and interventions that will be incorporated into the professional practice model. These include:

- Expanded roles for geriatric nurse practitioners and clinical nurse specialists;
- Improved staffing levels; and
- Development of expanded leadership and clinical skills among nursing home staff.

It is anticipated that the findings from this effort can then be translated to cultivate practice changes on a national scale in all U.S. nursing facilities.



Charlene Harrington, RN, PhD, FAAN

## HCGNE FACULTY CAROLE DEITRICH, MS, APRN, GNP RETIRED OCTOBER 2007

An interview with **Carole Deitrich**, MS, APRN, GNP, Clinical Professor, UCSF Gerontological Advanced Practice Nursing Program

The UCSF HCGNE Faculty and entire school bid a fond farewell to **Carole Deitrich**, MS, APRN, Gerontological Nurse Practitioner (GNP) as she retired from UCSF School of Nursing on October 31, 2007. A celebration of Carole's career at UCSF took place on October 30 at the UCSF Faculty Alumni House.

Carole's career at UCSF has spanned over three decades. She joined the faculty in 1982 as an assistant clinical professor to work with Barbara Resnick on the WK Kellogg funded program to prepare GNPs to work in nursing homes (NH) and improve the care of NH residents. Her excellence in teaching and contributions to both the program and school was recognized in 1995 when she was promoted to Clinical Professor. In the 25 years that Carole has worked at UCSF, she has worn numerous academic and clinical "hats," including service as the Director of the Gerontological Nurse Practitioner Program (1982-2001) and as key faculty for the nationally recognized and widely-cited On-Lok/Hartford Geriatric Interdisciplinary Team Training (GITT) Program from 1996-2000. She also worked as a GNP at Laguna Honda Hospital, a large rehabilitation and long-term care facility in San Francisco, from 1996-2004. More recently, she has served as the sole advanced practice nurse for the UCSF Medical Center Bridges Program, which provides in home consultations to older adults who have recently been discharged from the medical center. She also consults with the Institute on Aging regarding the role of the GNP. She has worked with and remains in touch with countless students.

Recently, Carole reflected on her 25 year career at UCSF. When asked what her most rewarding teaching activity was, Ms. Deitrich quickly noted that the advanced health assessment skills lab has consistently

been one of her favorite courses to teach. Carole explained that the observable growth and confidence the students demonstrate over the course of the quarter provided a great deal of gratification. Carole also named the capstone case studies course (N295C: Case Studies in Geriatrics) as a very satisfying course to teach. In this course, the students must sort through numerous chronic illnesses, medications and challenging psychosocial conditions to devise a sophisticated and integrated care plan.

Carole notes that the biggest change that has occurred during her advanced practice nursing career resulted from the implementation of the Diagnosis-Related Group (DRG) reimbursement system in the mid 1980s. The acuity of patients on discharge increased, and very quickly patients in nursing homes and home care were significantly sicker. Consequently, the role of the GNP began to expand in the nursing homes (NH) setting. For example, both Kaiser and the VA began placing NPs in the NH for the purpose of providing primary care for the residents. The gerontological advanced practice nursing faculty responded to the change in acuity by increasing the depth of the content and clinical experiences provided.

**Jeanie Kayser-Jones**, founder of the UCSF HCGNE said this about Carole: "Not only has Carole been an outstanding geriatric nurse practitioner, professor, and author, she has always been a wonderful colleague and friend. I cannot even begin to remember how often I have called upon Carole for her expertise when I, or someone in my family, had a health care problem. No matter how busy she was, she was always willing to take time to listen, talk with me, and advise me on what to do, and her advice was always excellent. I wish Carole many happy, healthy years of retirement, but even though she is retiring, I sure hope I can still call upon her for advice."

### Options for Advanced Nursing Education

With 12,000 Americans turning 50 every day, there is no better time than now to think about a role in helping to improve care for the elderly. The Hartford Center welcomes nurses interested in returning for graduate education, and there are many upcoming opportunities to meet with faculty and students to explore your interests and answer your questions: **415-514-2935**. In addition, the School of Nursing offers **Monthly Evening Information Sessions** that provide an introduction to all of its nursing education programs. These complimentary sessions require advance registration, and you can either email: [Charlotte.gardner@nursing.ucsf.edu](mailto:Charlotte.gardner@nursing.ucsf.edu) or call **415 476-1435**.

We also invite you to attend our regular monthly **Trailblazing Topics in Gerontology**. These lunch-time sessions are presented by doctoral students to their peers in order to gain feedback about their research and to develop their presentation skills. Bring your own lunch and join us for these informative and fascinating discussions.

**November 28, 2007**

#### **GSA Discussion**

Moderated review session to discuss the educational and professional development experiences of doctoral students at the annual meeting of the GSA, and any special roles due to the San Francisco venue.

**January 30, 2008**

Family Perspectives on the Possibility of a Good Death for Elderly Parents by **Mary Kay McKown, RN, MS, FNP**

**March 11, 2008**

The Medium- and Long-Term Effects of a Palliative Care Team on Mortality, Cost, Disposition, and Utilization in a Large Non-Profit Teaching Hospital by **Ab Brody, RN, MS, GNP**

**May 22, 2008**

The Care of Elders with Dementia in Assisted Living Communities by **Tara Sharp, RN, BSN**

# Honors Awards

**Meg Wallhagen**, APRN, PhD, FAAN, HCGNE Director, was named a Fellow of the American Academy of Nursing, and inducted during the Academy's 34th Annual Meeting on Saturday, November 10, 2007 in Washington, DC. Induction into the Academy is a prestigious honor and reflects outstanding contribution to nursing.

**Charlene Harrington**, RN, PhD, FAAN, HCGNE Associate Director, was one of the lead witnesses to testify before the U.S. Committee on Aging in Washington, D.C., on the quality problems in nursing homes, May 2, 2007. The Senate hearing featured the new GAO report entitled *Nursing Home Reform: Continued Attention is Needed to Improve Quality in a Small but Significant Share of Nursing Homes*. Charlene presented recommendations for improving state nursing home enforcement, establishing minimum staffing standards for nursing homes, and making nursing homes more financially accountable for the use of government funds.

Charlene will also be testifying in Washington, DC, on November 15, 2007.

**Jeanie Kayser-Jones**, RN, PhD, FAAN, HCGNE Founding Director, was honored with the first **Nurse Leader in Aging Award** of the American Academy of Nursing (AAN), in acknowledgement of her "leadership, significant achievements, contributions, productivity, competence and mentorship in the field of aging". The award was established, in partnership with the John A. Hartford Foundation, to recognize leaders in gerontological nursing for their outstanding dedi-

cation to promoting quality health and nursing care in the elderly, and it was presented November 10th during the Academy's 34th Annual Meeting in Washington, DC. Dr. Kayser-Jones also received the 2007 **Cernoria Johnson Memorial Advocacy Award** from The National Citizen's Coalition for Nursing Home Reform (NCCNHR) in honor of her "groundbreaking work in bringing national attention to malnutrition and dehydration in nursing homes".

## HCGNE Celebrates Jeanie Schmit Kayser-Jones



With the active support of its friends and stakeholders, the UCSF/John A. Hartford Center of Geriatric Nursing Excellence is celebrating the contributions to geriatrics of Founding Director Jeanie Kayser-Jones, PhD, RN, FAAN, on Sunday, November 18, in conjunction with the Annual Meeting of the Gerontological Society of America in San Francisco. The reception at the Westin St. Francis will provide an opportunity to recognize Dr. Kayser-Jones for her scholarly research and national and worldwide leadership and collaboration to address the unmet everyday needs of persons living in nursing homes, including nutrition, bathing, lack of restraint use, and the fundamental need for warm and sustained relationships with members of staff and with other residents. Her publications, such as the recent article on empathy in *Applied Nursing Research*, widens the dissemination of her important research findings.

(Schell, Ellen S. & Kayser-Jones, Jeanie. 2007. "Getting into the skin." *Empathy and role taking in certified nursing assistants' care of dying residents. Applied Nursing Research*, 20, 146-151.)

## SAVE THE DATES

### Supportive Care Coalition 2008 Annual Conference

Recovering Our Traditions III:  
A Journey of Transformation:  
Expanding the Horizons of  
Compassionate Care  
February 10-12, 2008  
San Antonio, Texas

### National Coalition of Ethnic Minority Nurse Associations (NCEMNA)

4th Annual Conference:  
Creating Research Careers  
March 6-9, 2008  
Mission Valley Marriott, San Diego, CA

### Interdisciplinary Geriatric Visiting Professorship

Professor Graham P. Mulley  
National Health Service, Leeds, UK  
April 2, 2008  
UCSF

### Western Institute of Nursing (WIN)

41st Annual Communicating  
Nursing Research Conference  
April 17-29, 2008  
Hyatt Regency, Garden Grove, CA



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Dr. Margaret Wallhagen, *Director*  
Dr. Glenna Dowling, *Associate Director*  
Dr. Charlene Harrington, *Associate Director*  
Dr. Nancy Stotts, *Associate Director*

**What is the UCSF Hartford CGNE?**

*The mission of the Hartford Center of Geriatric Nursing Excellence is to prepare an exceptional cadre of nurse scientists who will provide the critically necessary academic leadership in teaching, research, and practice in geriatric nursing.*

**UCSF Gerontological Advanced Practice Nursing Masters Program Update**

By Liz Macera, PhD, RN, ANP-C

Twelve new students entered the masters program in gerontological nursing this fall, bringing the total number of students to 31. The students are preparing themselves as advanced practice nurses, and some will have sub-specialties in oncology, genomics, geropsychiatry, cardiovascular nursing, education, and policy. Most of our 2007 graduates are employed in various positions with the Veteran’s Administration, Kaiser, On-Lok, private practice and other locations. Our advanced practice gerontological nurses are in demand in a variety of settings, often working with interdisciplinary teams.

Second year Clinical Nurse Specialist student Dana Genser is the nursing representative for the on-campus multidisciplinary Geriatric Interest Group (GIG). This group was started by medical students three years ago under the supervision of **Dr. Louise Aronson** in Geriatric Medicine. In addition to medicine and nursing, the group has representatives from the dental and pharmacy programs. The students plan monthly lunch time meetings on topics pertinent to geriatrics, such as palliative care and the assessment of dementia. Last month **Jennie Chin**



*Shown are new and continuing masters and doctoral students of the UCSF Gerontological Nursing Master’s Program. The “New/Returning Student Welcome Party” is an annual event held each fall.*

**Hansen**, RN, FAAN, President-elect of AARP, met with the group and answered questions about the future of geriatric care policy.

Obtaining experience in many facets of geriatric care and learning to work with other professionals are features of the program at UCSF that prepare our graduates to assume leadership roles in health care for the aged. We are fortunate to have the rich resources available at UCSF that develop expert geriatric advanced practice nurses.