

VANDERBILT



School of Nursing

A photograph of the Vanderbilt School of Nursing building. The building is a multi-story brick structure with a prominent stone archway. The words 'SCHOOL OF NURSING' are carved into the stone above the arch. The image is overlaid with a dark grey semi-transparent banner containing the main text.

**ADVANCING MEN IN NURSING:
APPLICATION FOR 2021 AAMN BEST SCHOOLS AWARD**

AAMN BEST SCHOOLS REPORT CRITERIA

VUSN Overview

- ▶ Program Completion Metrics
- ▶ CCNE Accreditation
- ▶ NCLEX Pass Rates
- ▶ Percent of Male Faculty / Staff

1. Recruitment Materials and Media Images
2. Career fairs and Public Relations
3. Course content related to men's health
4. Meet the Press! – News releases and articles
5. Climate Survey
6. Strategic Plan for Diversity
7. In-Service Programs and Other Programming
8. Networking and Mentorship
9. AAMN Chapter and VUSN Student Activities



VANDERBILT®
SCHOOL OF NURSING

2021 APPLICATION AAMN BEST SCHOOLS FOR MEN IN NURSING



VANDERBILT UNIVERSITY SCHOOL OF NURSING OVERVIEW

VUSN OVERVIEW

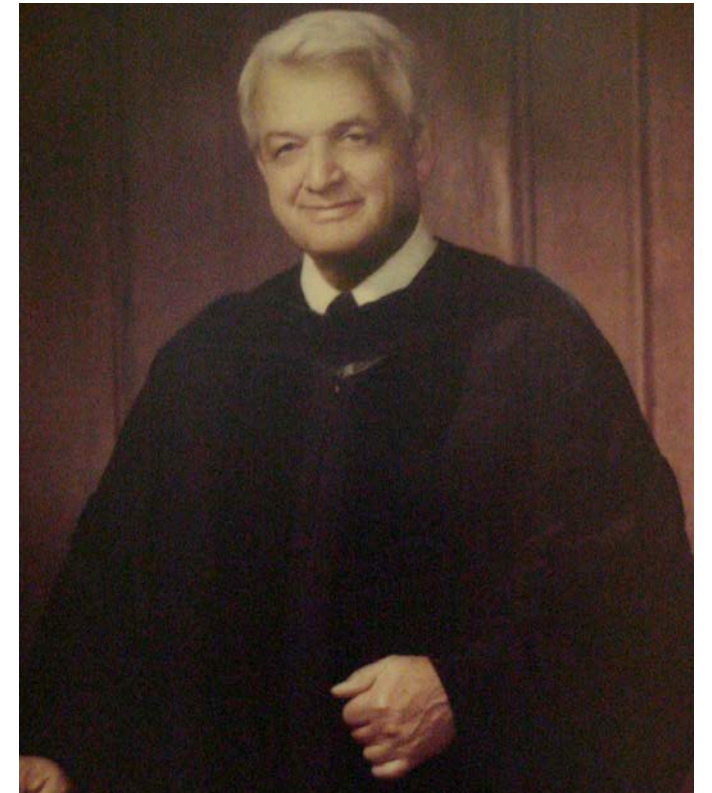


Nursing is one of the most valued professions and requires a unique combination of human, technical, and critical thinking skills.

For over five decades, Vanderbilt University School of Nursing has provided men with unrivaled opportunities to excel as nurse practitioners, researchers, administrators, and educators.

The first male dean of nursing in the U.S. was Luther Christman. We are honored to say he served his first deanship at VUSN.

This report will reflect VUSN's longstanding dedication to educating nurses who help shape the future of health care.



Dean Luther Christman's academic portrait is displayed in the School of Nursing.

VUSN OVERVIEW



MSN PROGRAM COMPLETION METRICS

Entry Year	Total Number of Students Enrolled	Number of Men Enrolled	Year Completed*	Number of Men Graduated	Male Completion Rate
2017	368	45	2020	42	93.33%
2016	365	44	2019	42	95.45%
2015	308	32	2018	30	93.75%



Photo: Susan Urmy/VU

VUSN OVERVIEW



DNP PROGRAM COMPLETION METRICS

Entry Year	Total Number of Students Enrolled	Number of Men Enrolled	Year Completed	Number of Men Graduated	Male Completion Rate
2017	62	6	2020	3	50.00%
2016	78	8	2019	3	37.50%
2015	76	3	2018	1	33.33%



Photo: Susan Urmy/VU



VUSN OVERVIEW

CCNE ACCREDITATION



June 9, 2021

Linda Norman, DSN, RN, FAAN
Dean
School of Nursing
Vanderbilt University
461 21st Avenue South, 111 Godchaux Hall
Nashville, TN 37240-0008

Dear Dr. Norman:

On behalf of the Commission on Collegiate Nursing Education (CCNE), I am pleased to advise you that the CCNE Board of Commissioners acted at its meeting on May 11-14, 2021 to grant accreditation to the **master's degree program in nursing** at Vanderbilt University for 10 years, extending to June 30, 2031. The accreditation action is effective as of November 4, 2020, which is the first day of the program's recent CCNE evaluation. You should plan for the next on-site evaluation to take place in the fall of 2030.

The program was considered by the Board using the *CCNE Standards for Accreditation of Baccalaureate and Graduate Nursing Programs* (2018).

At its meeting, the Board determined that the program met all four accreditation standards. The Board additionally determined that there are no compliance concerns with respect to the key elements.

As is required for all accredited programs, a continuous improvement progress report (CIPR) must be submitted at the midpoint of the accreditation term. Please note that the CIPR needs to demonstrate the program's compliance with the CCNE standards and key elements that are in effect at the time of its submission. As a courtesy, CCNE will send a reminder letter to the chief nurse administrator informing the program of the specific standards to be addressed and providing guidance for the preparation of the report. The deadline for submitting the CIPR to CCNE is June 1, 2026. The Report Review Committee, and then the Board of Commissioners, will review the CIPR. For more information about CIPRs and the report review process, please refer to the CCNE procedures.

As you know, the team report and the program's response to the team report are available to the institution in the CCNE Online Community. We hope that the results of the self-study process and the team report will be useful to the continued growth and development of the nursing program. Due to limited access to the CCNE office as a result of the COVID-19 pandemic, the certificate of accreditation will be mailed to you when operations permit staff to do so.

As previously conveyed by CCNE and in accordance with U.S. Department of Education requirements, CCNE is required to conduct an in-person verification visit, within a reasonable period of time, to all programs that have hosted a comprehensive virtual evaluation. CCNE will share additional information about this follow-up visit requirement later this year.

In accordance with CCNE policy, if a program or institution elects to make a public disclosure of a program's accreditation status with CCNE, the program or institution must disclose that status accurately. The program or institution disclosing the

Serving the Public Interest
Through Quality Accreditation



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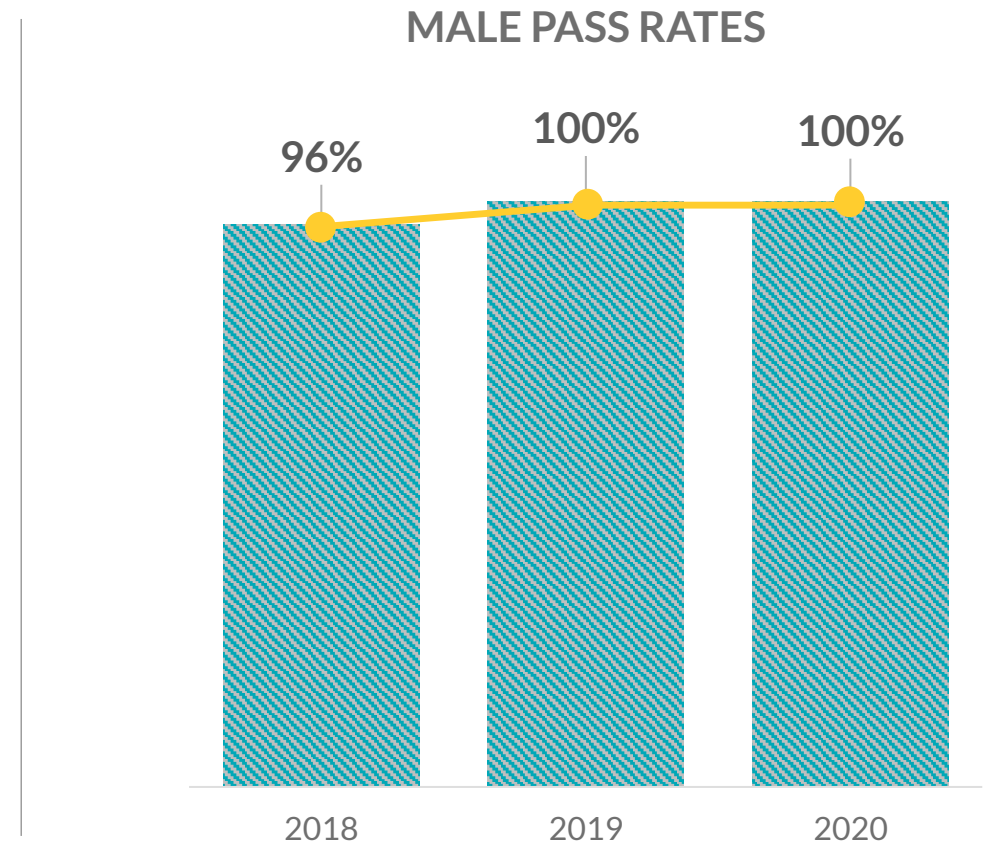
Serving the Public Interest
Through Quality Accreditation

VUSN OVERVIEW



NCLEX-RN RESULTS FOR MEN

Year	All Students Pass Rate First Time	Male Pass Rate
2020	96%	100%
2019	97%	100%
2018	93%	96%

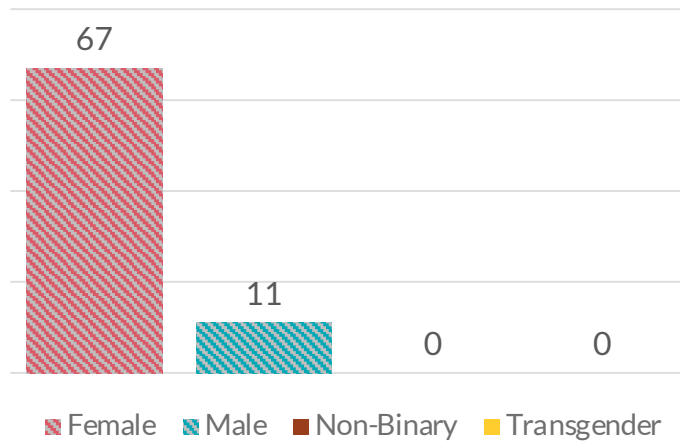


VUSN OVERVIEW

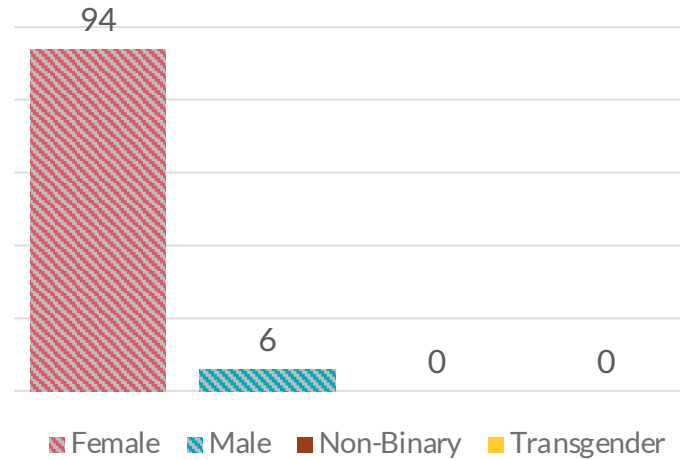


PERCENT OF FACULTY BY GENDER

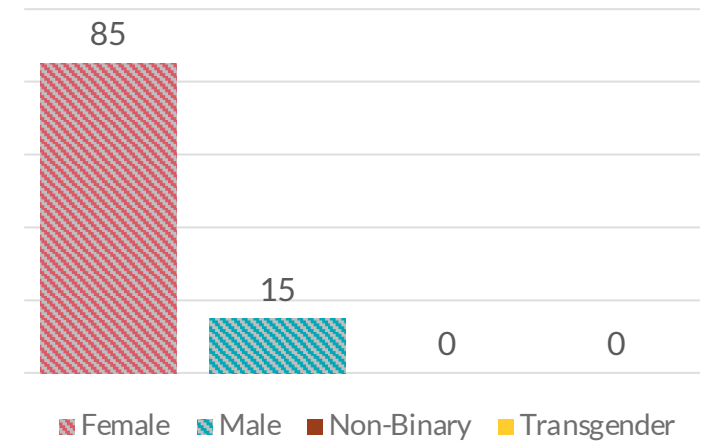
ADMINISTRATIVE LEADERSHIP



PROFESSORS AND ASSOCIATE PROFESSORS



ASSISTANT PROFESSORS AND INSTRUCTORS



Note: Currently VU only collects binary gender information of faculty and staff.

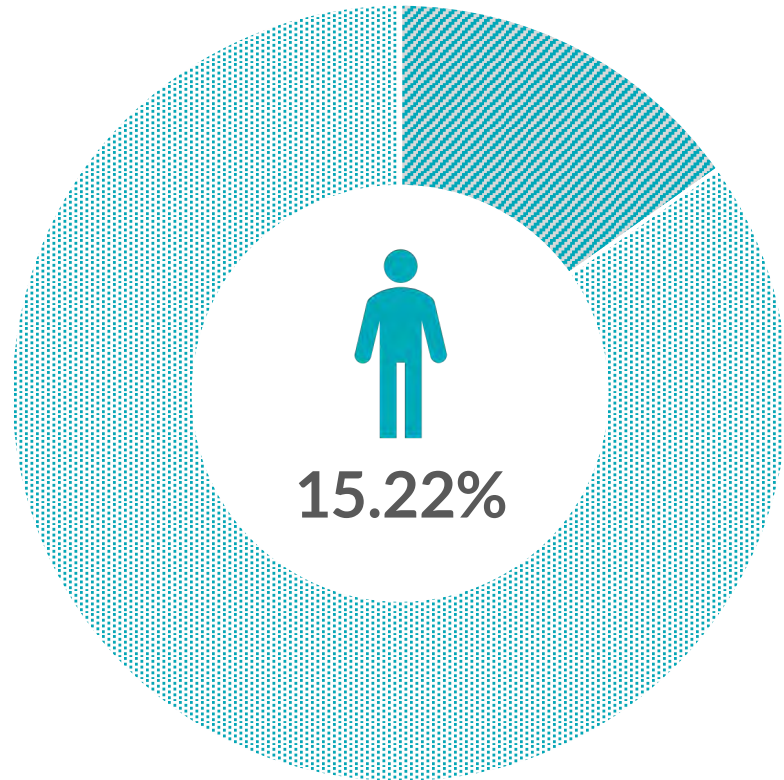
Note: During the current academic year, VUSN experienced the unexpected and untimely death of one of our colleagues and friends which has impacted the percentage of male administrative leadership.

VUSN OVERVIEW

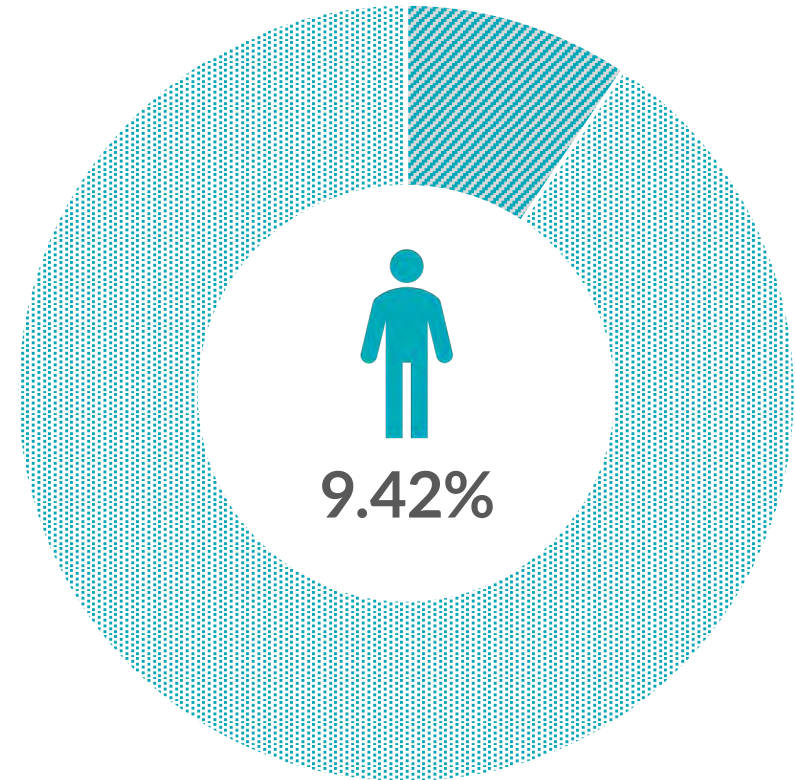


PERCENT OF MALE FACULTY & STAFF EMPLOYED

FACULTY



STAFF



VUSN OVERVIEW



2021 VUSN SPRING FACULTY/STAFF AWARDS

VUSN AWARD FOR
RECOGNITION
OF FACULTY ACHIEVEMENT
IN DIVERSITY AND
INCLUSION



Tom Christenbery
PhD, RN CNE

DEAN'S AWARD FOR
RECOGNITION
OF FACULTY
ACHIEVEMENT IN
RESEARCH ENDEAVORS



Jeremy Neal
PhD, RN, CNM, FAANM

DAISY AWARD FOR
RECOGNITION
OF SMALL GROUP
FACILITATOR
AT THE DNP LEVEL



Ty Williams
DNP, RN, ACNP-BC,
FNP-BC, CNE

SCHOOL LIFE STAFF
AWARD
FOR RECOGNITION IN
INFORMATICS



Antonio Allen
I.T. Support Technician





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2021 APPLICATION AAMN BEST SCHOOLS FOR MEN IN NURSING



RECRUITMENT MATERIALS AND MEDIA IMAGES

RECRUITMENT AND RETENTION



VANDERBILT UNIVERSITY



School of Nursing

Dear Brian,

Welcome to Vanderbilt University School of Nursing (VUSN). Members of the VUSN chapter of the American Assembly of Men in Nursing extend you an extra welcome and congratulations!

The number of men in nursing is steadily growing and we are pleased you made a commitment to join us at VUSN. We know you will find the academic challenges and goals of the VUSN program to be exciting. The rewards of interacting with people and helping others are also some of the most outstanding experiences you will have here with us. We believe you have made a wise career choice.

In addition, we invite you to join the VUSN chapter of the American Assembly of Men in Nursing (AAMN). Our group supports men in nursing, encourages men to become nurses, and advocates for the special health needs of men. The AAMN was founded by Luther Christman, PhD, RN, who was the first male dean of a nursing school in the United States. That school happened to be VUSN in 1967.

To join AAMN click [here](#). Once you have joined the national organization you are automatically a member of the [Vanderbilt chapter](#).

We look forward to meeting you during fall orientation at a special event for male students and faculty. In the meantime, if you have any questions about our AAMN chapter, school, or just want to say "hey" let us hear from you.

Thanks for joining us at VUSN. Again, we believe you have made a smart choice.

With much respect,

Chance Allen, MSW, MSN, APN, LMSW, PMHNP-BC (AAMN faculty advisor)

robert.c.allen@vanderbilt.edu

and

Tom Christenbery, PhD, RN, CNE

tom.christenbery@vanderbilt.edu

RECRUITMENT MATERIALS AND MEDIA IMAGES



RECRUITMENT & RETENTION OF MEN AT VUSN PRINT ADS



DIFFERENCES WELCOME

Vanderbilt University School of Nursing's commitment to equity, diversity and inclusion makes us who we are—a community that values differences and lets individuality thrive.

We actively seek and cultivate diverse populations and perspectives, and promote equity and inclusion for our students, faculty and staff.

We educate exceptional advanced practice registered nurses who fight health disparities and provide care for patients from all backgrounds.

If you want to be a Vanderbilt nurse, visit https://nursing.vanderbilt.edu/academic_programs/index.php.

If you're a faculty or staff member inspired by Vanderbilt's commitment to equity, diversity and inclusion, visit https://nursing.vanderbilt.edu/faculty_staff/employopp.php. Currently, opportunities are available for tenure track and tenure-eligible midcareer and senior scientists, plus non-tenure-track positions in our Nursing and Health Care Leadership and #1 ranked Nurse-Midwifery specialties, as well as in our popular prelicensure program.



Vanderbilt University is an equal opportunity affirmative action employer. Women, minorities, people with disabilities, and protected veterans are encouraged to apply.



HANDS ON. ONLINE. ON TARGET.

MSN • DNP • POST-MASTER'S • PhD

- ▶ Top-ranked nursing programs
- ▶ Multiple entry options for nurses and non-nurses
- ▶ Supportive, diverse and inclusive culture

NURSING.VANDERBILT.EDU

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ADVANCE TO THE NEXT LEVEL

MSN • DNP • POST-MASTER'S • PhD

- Top-ranked nursing programs
- Distance learning options
- Multiple entry options for nurses and non-nurses
- Supportive, diverse and inclusive culture
- Seamless BSN entry to MSN-DNP option



nursing.vanderbilt.edu

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RECRUITMENT MATERIALS AND MEDIA IMAGES



RECRUITMENT & RETENTION OF MEN AT VUSN PRINT ADS

**HANDS ON. ONLINE.
ON TARGET.**

MSN - DNP - POST-MASTER'S - PhD

- ▶ 14 specialties, 11 Post-Master's programs, 2 DNP tracks & personalized PhD program
- ▶ Top-ranked nursing programs
- ▶ Distance and hybrid learning
- ▶ Supportive, diverse and inclusive culture

NURSING.VANDERBILT.EDU
Vanderbilt is an equal opportunity affirmative action university.

**Advance with a Vanderbilt
Nursing Informatics MSN**

All incoming NI students receive first year 10% **scholarships**

#3 U.S. News & World Report ranked Nursing Informatics program (2020)

- 1 Two-year, 36-credit hour program of study
- 2 Curriculum developed for health care's rapidly changing environment
- 3 Part-time program designed for working RNs
- 4 Customized practicum experiences
- 5 Online learning with 4 (3 day) on-campus sessions
- 6 Nationally recognized faculty with real-world experience
- 7 Achieve higher salary potential
- 8 Seamless entry into DNP option

The need for Informatics Nurse Specialists has never been greater - advance your career and lead as a Vanderbilt master's prepared nurse.

For questions, contact Specialty Academic Director Dr. Patricia Sengstack at patricia.r.sengstack@vanderbilt.edu.

nursing.vanderbilt.edu/NI

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VANDERBILT
SCHOOL OF NURSING

**HANDS ON. ONLINE.
ON TARGET.**

MSN - DNP - POST-MASTER'S - PhD

Top-ranked nursing programs
14 specialties, 11 Post-Master's programs, 2 DNP tracks & personalized PhD program
Distance and hybrid learning
Supportive, diverse and inclusive culture

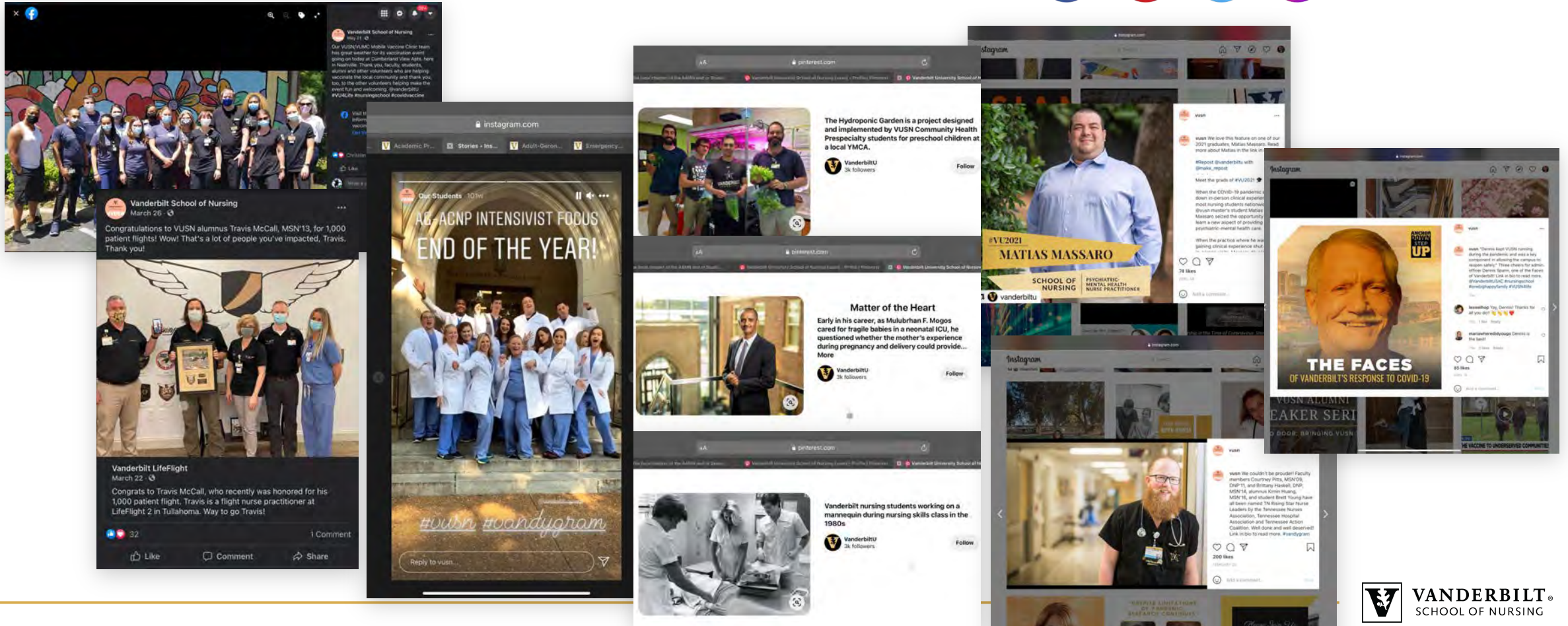
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RECRUITMENT MATERIALS AND MEDIA IMAGES



RECRUITMENT & RETENTION OF MEN AT VUSN

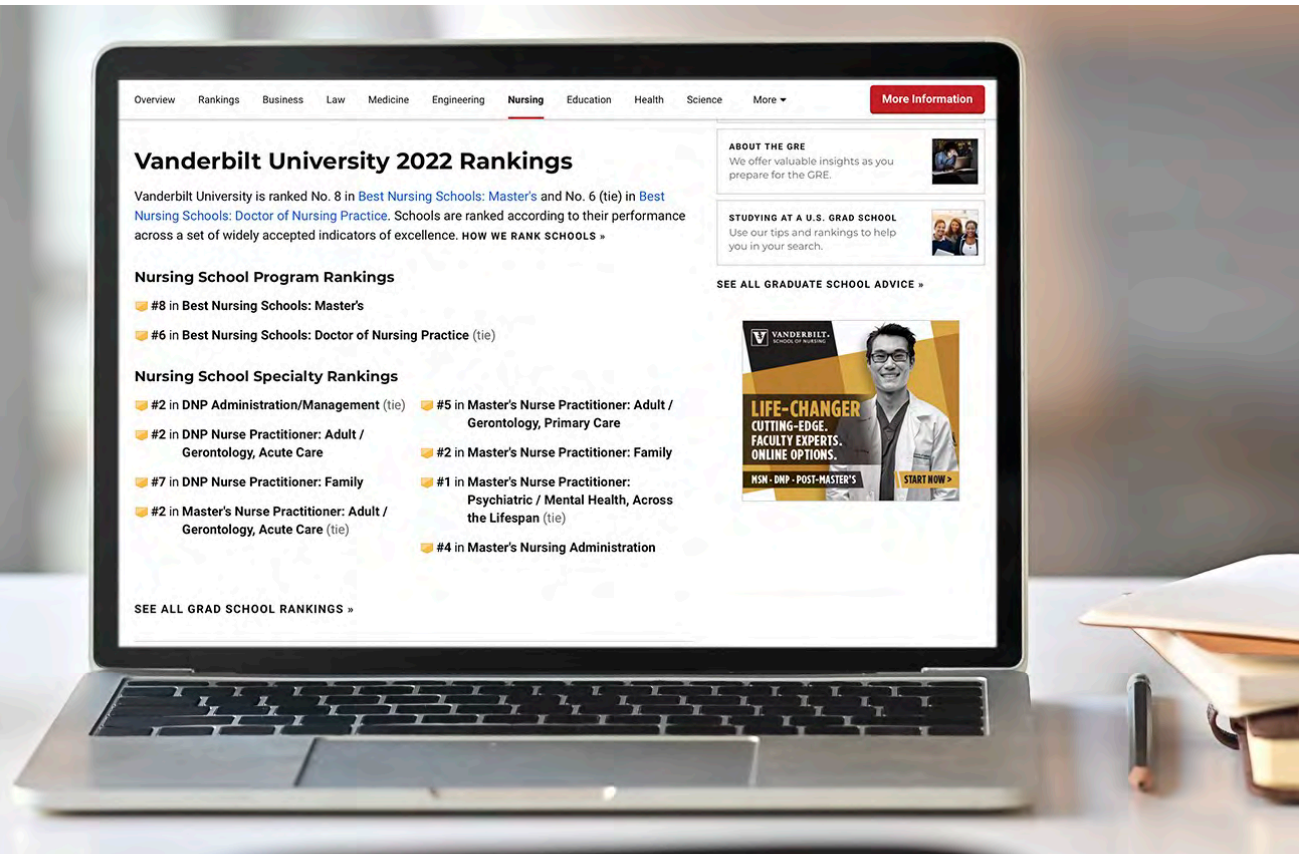
SOCIAL MEDIA



RECRUITMENT MATERIALS AND MEDIA IMAGES



U.S. NEWS & WORLD REPORT RANKINGS PAGE



- ▶ Beginning March 30, 2021, content and ads were inserted onto the *U.S. News & World Report* [rankings page](#) for VUSN. One of the ads features male student Jay Huang and is running across the *U.S. News* site.

RECRUITMENT MATERIALS AND MEDIA IMAGES



VUSN WEB PAGES FEATURING MEN IN NURSING

- ▶ [Diversity at Vanderbilt School of Nursing](#)
- ▶ [Academic Programs / Specialties](#)
- ▶ [Adult-Gerontology Acute Care Nurse Practitioner](#)
- ▶ [Emergency Nurse Practitioner](#)
- ▶ [Psychiatric-Mental Health Nurse Practitioner \(Lifespan\) – Educational Formats](#)
- ▶ [Psychiatric-Mental Health Nurse Practitioner \(Lifespan\) - Scope of Practice](#)
- ▶ [PhD in Nursing Science Program - 2017 - 2018 Cohort](#)
- ▶ [Signature Areas of Research](#)
- ▶ [Signature Areas of Research - Acute and Chronic Illness](#)
- ▶ [Signature Areas of Research - Pregnancy Outcomes, Mother and Infant Health, Family Health](#)
- ▶ [Signature Areas of Research - Data Science and Health Technologies](#)



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2021 APPLICATION AAMN BEST SCHOOLS FOR MEN IN NURSING



CAREER FAIRS AND PUBLIC RELATIONS

CAREER FAIRS AND PUBLIC RELATIONS



FT. CAMPBELL VIRTUAL PRESENTATION

- ▶ Items from a virtual presentation held for Blanchfield Army Community Hospital at Ft. Campbell. These included email communications with the education coordinator at BACH and a flyer that was distributed throughout the military hospital promoting the presentation.

Email:
 From: Ipock, Brian brian.ipock@Vanderbilt.Edu
 Subject: Vanderbilt Men In Nursing Presentation
 Date: October 9, 2020 at 1:07 AM
 To: oscar@is.m.evans.mil@mail.mil
 Cc: Allen, Robert Chancellor robert.c.allen@Vanderbilt.Edu

LTC Evans,
 Sir, I wanted to follow up by email with you in regards to our conversation around starting the process to create a plan to host an information session for current male medical Soldiers about the wide breath of opportunities for males within the civilian nursing profession. We like to specifically inform them about the various opportunities related to the Prespecialty Nursing program at Vanderbilt, and the steps required to successfully apply for admission into that program. <https://nursing.vanderbilt.edu/msn/prespecialty/index.php>

We recognize the technical and professional aptitude that our nation's military medical professionals possess, and how those skills and experiences can directly translate into a meaningful transition into career in advanced practice nursing. We certainly understand the constraints within the current COVID19 environment, and would like very much to discuss the best path forward as to how both contact and an information session for any interested Soldiers about our organization, the American Association of Men in Nursing(AAMN) Vanderbilt Chapter and the opportunities at Vanderbilt and the field of Nursing more broadly.

I sincerely appreciate your time and willingness to disseminate this information to the appropriate channels to help formalize this process.

Brian Ipock, MHA 1Lt USA(Ret.)
 Current Prespecialty Student

I have CC'd Professor Chance Allen the Faculty Advisor for the AAMN Vanderbilt Chapter.

Zoom Meeting Invitation:
 From: Ipock, Brian
 To: oscar@is.m.evans.mil
 Subject: We are scheduled to start in 8 minutes and login information below.
 Location: DCS Web-Conference at: <https://conference.apps.mil/webconf/PROFEVTRN>
 Dial in Number: (410) 874-6300
 Web Confirmation PIN: 998743289
 Note: Copy and paste the DCS link above into your Google Chrome browser
 --Click: Accept--
First Time Users: To join the conference you will have to register as a guest; you will have to fill in your name and organization then click "Next"
NOTE: Ensure you are under "My Reservation"
Existing Users: Select "Conference" to the left of the screen,
 locate your meeting and select "Join". The reservation will show a "Join Now", select and it will open a new Window Tab.
 o next screen will ask: "How do you want to join the audio?"
 will give you the option to select "Microphone" or "Listen Only"
 o Speakers will select "Microphone"
 o Test: follow the instructions for echo test
 o middle of the screen, you will now see the slides for today's lecture

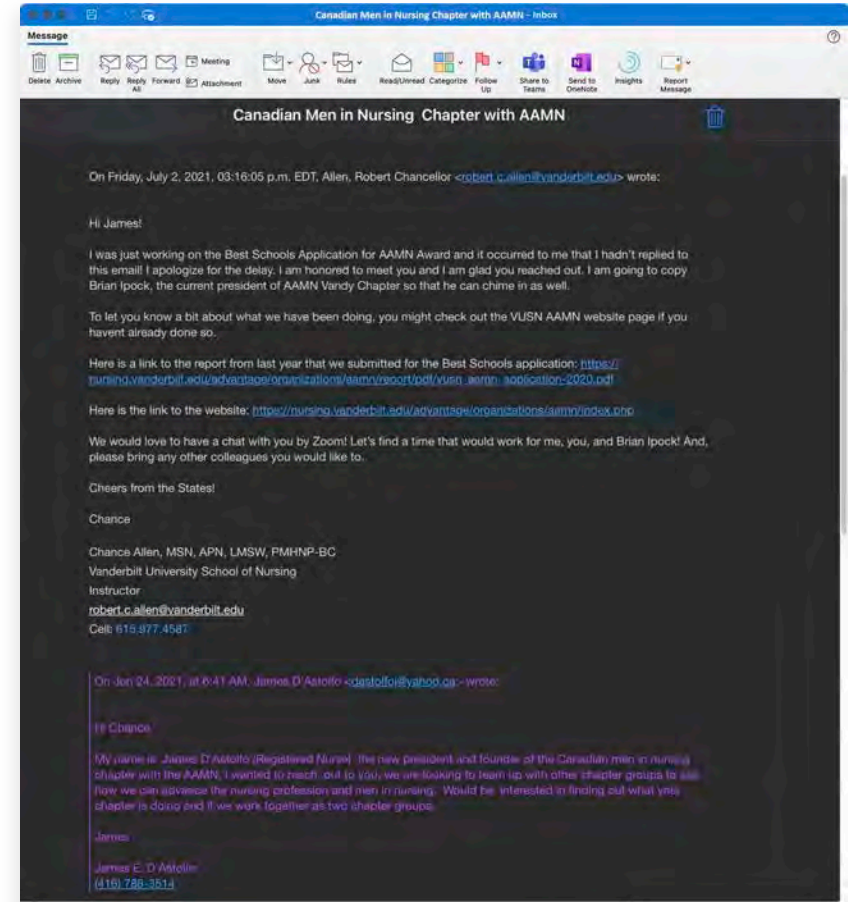
Flyer:
 VANDERBILT SCHOOL OF NURSING
 NURSING AS A CAREER AFTER MILITARY SERVICE
 Friday, Feb 19, 2021 | Noon - 1:00 pm CT
 Sponsored by:
 Vanderbilt Chapter of the American Assembly of Men in Nursing In Association with Vanderbilt School of Nursing
 Topics discussed will cover the pathways into a nursing career after military service and why nursing is a great 2nd career fit for service members of all MOS's after leaving the service.
 Microsoft Teams Meeting Link
shorturl.at/rsLT4
 Vanderbilt School Of Nursing
 in association with
 American Association of Men in Nursing, Vanderbilt University Chapter
 January 2021
 Nursing as a Career After Military Service

CAREER FAIRS AND PUBLIC RELATIONS



MEN IN NURSING OUTREACH

- ▶ Email correspondence with the Canadian Men in Nursing Chapter President and Founder providing insight about the VUSN AAMN Chapter



CAREER FAIRS AND PUBLIC RELATIONS



AAMN CHAPTER VIRTUAL PRESENTATION

- ▶ Though COVID-19 decreased our attendance at conferences, VUSN Admissions virtually attended the National Student Nurses Association event. We virtually attended the AAMN conference to both accept the award and present on Starting and Sustaining an AAMN Chapter at a University.

The screenshot shows a live stream interface on BoxCast. The main video area displays a slide with the following text: "BEST PRACTICES: STARTING AND SUSTAINING AN AAMN CHAPTER AT A UNIVERSITY". Below the slide, the names of the presenters are listed: "CHANCE ALLEN MSN, MSSW, APN, PMHNP-BC" and "ANDREW DUDLEY MSN, APN, PMHNP-BC". A small video inset in the top right corner shows two people. To the right of the main video, there is a "RELATED VIDEOS" section featuring a video titled "AAMN LIVE CHAPTER PRESENTATIONS" with a "Watched" indicator. Below the video player, there is a "CHAPTER PRESENTATIONS" section with a "LIVE" indicator and a "Donate" button. The footer of the page includes the BoxCast logo and a disclaimer: "Powered By BOXCAST. BoxCast does not endorse any content provided through the platform, and BoxCast expressly disclaims any and all liability in connection with content. Terms Privacy Copyright © 2020 BoxCast."



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2021 APPLICATION AAMN BEST SCHOOLS FOR MEN IN NURSING



COURSE CONTENT RELATED TO MEN'S HEALTH



COURSE CONTENT RELATED TO MEN'S HEALTH



EXAMPLES OF SPECIFIC MALE HEALTH CURRICULA CONTENT

Course #	Course Title	Lecture	Professor
NURS 5205	Enhancement of Community and Population Health	Men's Health and Transgender Health	Judson Smith
NURS 6010	Advanced Pathophysiology	Male Cancer Biology	Travis Dunlap
NURS 6010	Advanced Pathophysiology	Male Reproductive System	Travis Dunlap
NURS 6010	Advanced Pathophysiology	Genes and Gene-Environment Interaction	Travis Dunlap
NURS 6101	Health Assessment	Assessment of Renal and Male Genitourinary Systems, LGBTI Health	Brian Widmar
NURS 6114	Pathophysiology and Collaborative Management in Acute Care I	Renal/GU – Prostate Cancer	Brian Widmar
NURS 6103	ACNP Adv Pharm	Men's Health: ED, BPH and HRT Management	Michael Gooch

COURSE CONTENT RELATED TO MEN'S HEALTH



STUDENTS PARTICIPATING IN CLASSES





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2021 APPLICATION AAMN BEST SCHOOLS FOR MEN IN NURSING



**MEET THE PRESS!
NEWS RELEASES
AND ARTICLES**

MEET THE PRESS! NEWS RELEASES AND ARTICLES



NEWS BRIEFS

Maternal health expert wins NIH grant to study disparity in cesarean births among Black and white women:

- ▶ <https://news.vanderbilt.edu/2021/06/07/maternal-health-expert-wins-nih-grant-to-study-disparity-in-cesarean-births-among-black-and-white-women/>



Research News @Vanderbilt

Maternal health expert wins NIH grant to study disparity in cesarean births among Black and white women

by Marissa Shapiro Jun. 7, 2021, 9:00 AM

Assistant Professor of Nursing [Jeremy Neal](#) has been awarded an R21 [exploratory/development grant](#) of more than \$250,000 from the National Institute of Minority Health and Health Disparities to assess the differences in labor progress and care among Black and white women with low-risk pregnancies. The study, which will focus on the frequency of cesarean births among the two groups, will be the first to describe obstetric care in this way at a high-volume, academic medical center, and its findings will inform how health care providers can improve standards of care to ultimately decrease the disparity in cesarean births.

According to the Centers for Disease Control and Prevention, [31.7 percent](#) of all deliveries in the U.S. are by cesarean birth. For low-risk pregnancies, one in four women will undergo the procedure in lieu of a vaginal birth, although vaginal birth is widely known to be the healthiest option for mother and child. Further, the disparity in primary cesarean birth rates between Black and white women with low-risk pregnancies in the United States is greater than ever before. In 2019, [30 percent](#) of low-risk Black women experienced a cesarean birth compared to 24.7 percent of white women.



Jeremy Neal (Vanderbilt)

MEET THE PRESS! NEWS RELEASES AND ARTICLES



NEWS BRIEFS

School of Nursing mourns loss of Tom Christenbery, beloved professor and champion of compassion in nursing:

- ▶ <https://nursing.vanderbilt.edu/news/school-of-nursing-mourns-loss-of-tom-christenbery-beloved-professor-and-champion-of-compassion-in-nursing/>

School of Nursing mourns loss of Tom Christenbery, beloved professor and champion of compassion in nursing

By VUSN Communications

FEBRUARY 17, 2021

Share



Update: [View Vanderbilt School of Nursing's memorial service for Dr. Christenbery.](#)

Thomas L. Christenbery, MSN'87, PhD'04, CNE, professor of nursing and director of program evaluation at Vanderbilt University School of Nursing, died unexpectedly in his sleep Tuesday, Feb. 16. He was 66. The popular Christenbery was legendary for his friendliness, kindness and encouraging nature. In his two decades at Vanderbilt, he taught and mentored hundreds of students and colleagues, encouraging them to reach for new possibilities.



"Tom made everyone—faculty, staff and students—feel like they had an unlimited horizon of possibilities. He fueled our passion to contribute and be the best," said Pam Jones, BSN'81, MSN'92, DNP'13, FAAN, VUSN senior associate dean for clinical and community partnerships. "He made each and every one of us feel like we were special and could make a difference in the future of nursing."

Dean Linda D. Norman, DSN, FAAN, brought Christenbery to Vanderbilt in 2000. "Tom left a mark on everyone he encountered with his friendly smile, quick wit, compassion for all, deep thinking and love for nursing," she said. "He forged warm bonds with colleagues and students alike. We will deeply miss him and grieve his loss."

MEET THE PRESS! NEWS RELEASES AND ARTICLES



NEWS BRIEFS

Muchira studys links in mother-child cardiovascular health, coronavirus anxiety:

- ▶ <https://nursing.vanderbilt.edu/news/muchira-studys-links-in-mother-child-cardiovascular-health-coronavirus-anxiety/>

Before the COVID-19 pandemic began, School of Nursing [postdoctoral fellow James Muchira](#) designed a study to examine the relationship between maternal cardiovascular health and early childhood obesity and arterial stiffness in 1- to 5-year-old children. To prioritize the safety of the participants and research personnel, Muchira altered recruitment and data collection protocols upon returning to the lab through Vanderbilt's Research Ramp-up process.

"Even before the pandemic, recruitment posed the greatest challenge," Muchira said. "Initially, we planned to recruit participants from one location in East Nashville but have since expanded recruitment throughout the whole city. Participants now complete questionnaires online through REDCap instead of in person, with researchers visiting participants' homes."

Likewise, Muchira's team meets study participants at the School of Nursing's research offices instead of at their homes or in the community, which are the preferred environments since they enhance repeatability to other settings and validate personalized interventions in real-life conditions. Researchers collect data on maternal

cardiovascular health as defined by the American Heart Association's metrics (blood pressure, blood glucose, blood cholesterol, physical activity, smoking, body mass index and diet). They also measure the mother's 24-hour ambulatory blood pressure and arterial stiffness and the child's pulse wave velocity (arterial stiffness). The blood pressure device provides readings over 24 hours for a full diagnostic assessment of blood pressure and arterial stiffness indices at natural home settings, which is important since the device captures blood pressure changes when someone is awake or sleeping, allowing it to detect white coat or masked hypertension.



MEET THE PRESS! NEWS RELEASES AND ARTICLES



NEWS BRIEFS

New IPE Co-Director brings experience and passion to the team:

- ▶ <https://www.meharry-vanderbilt.org/all-news-all-news-ipe-news/new-ipe-co-director-brings-experience-and-passion-team>

New IPE Co-Director brings experience and passion to the team

👤 Matt Schorr 📅 September 25, 2020

NASHVILLE, Tenn. Christian Ketel, DNP, RN – the new [Interprofessional Education \(IPE\) and Inter-Institutional Collaborative Learning](#) co-director – brings more than 20 years of experience to the [Meharry-Vanderbilt Alliance \(MVA\)](#) program.

"I've been in the healthcare field and in nursing at about every level you can be in," he said.

That work started as a Nursing Assistant in a Skilled Nursing Facility as a young person where he fell in love with Nursing. He then moved through his career as an inpatient Registered Nurse, then as both an inpatient and outpatient Nurse Practitioner in General Surgery, and now as an Assistant Professor of Nursing and Clinical Director for clinics serving the underserved.

Continuing the mission

As IPE Co-Director, Dr. Ketel will work alongside fellow Co-Director Regina Offodile, MD and MVA Program Manager Jessica Jones, MS to further the MVA's effort to create new and innovative methods for collaborative learning.

"Over the last five years, there's been a huge amount of growth in the program," he said. "The vision hasn't been directed by one program. It's been a collaborative effort by faculty participants who donated hundreds of hours over the years."

The IPE program leverages the strengths of the MVA and its IPE faculty to find ways students at [Meharry Medical College \(MMC\)](#), [Vanderbilt University Medical Center \(VUMC\)](#) and others can apply their knowledge and leave a positive impact on the community.



Christian Ketel, DNP, RN

MEET THE PRESS! NEWS RELEASES AND ARTICLES



NEWS BRIEFS

Six Vanderbilt School of Nursing alumni named fellows by American Academy of Nursing:

- ▶ <https://nursing.vanderbilt.edu/news/six-vanderbilt-school-of-nursing-alumni-named-fellows-by-american-academy-of-nursing/>

Men at Work:

- ▶ <https://nursing.vanderbilt.edu/news/men-at-work/>

Men at Work

By VUSN Communications
SEPTEMBER 3, 2020

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When Jay Huang enrolled at Vanderbilt University School of Nursing in 2019, he was well aware of the statistics: Just 9 percent of nurses in the United States are male. Role models may be scarce, but Huang is undeterred. The Californian, who holds an undergraduate degree in biochemistry, found a passion for health care after he did volunteer outreach with older adults for the San Francisco Department of Public Health.

"At the end of the day, I simply want to help people who are in need," said Huang, who is in the school's accelerated PreSpecialty program, a rigorous 12-month curriculum designed for students with bachelor's degrees in areas other than nursing.

The School of Nursing is a national leader in sending men into the profession, becoming in 2018 one of only eight nursing schools in the United States to win the "Best School" honor from the American Assembly of Men in Nursing (AAMN). Following the announcement, the School of Nursing's male enrollment jumped by 30 percent. In fall 2019, the 65 incoming male students, Huang among them, accounted for 13 percent of all admitted students.

"It's important for nursing—indeed any profession—to be inclusive. Just as our patients are diverse, nursing needs to be diverse. Research by the Robert Wood Johnson Foundation shows that patients communicate better with providers whom they perceive to be like them," said Linda D. Norman, DSN,

MEET THE PRESS! NEWS RELEASES AND ARTICLES



NEWS BRIEFS

Class of 2021: Nursing grad provides mental health care during pandemic:

- ▶ <https://news.vanderbilt.edu/2021/04/26/class-of-2021-nursing-grad-provides-mental-health-care-during-pandemic/>

Student groups program VUSN's 2021 Diversity Month Activities:

- ▶ <https://nursing.vanderbilt.edu/news/student-groups-program-vusns-2021-diversity-month-activities/>

myVU

#VU2021
MATIAS MASSARO

SCHOOL OF NURSING
PSYCHIATRIC-MENTAL HEALTH NURSE PRACTITIONER

Share This Story

Class of 2021: Nursing grad provides mental health care during pandemic

by Nancy Wise Apr. 26, 2021, 8:00 AM

When the COVID-19 pandemic shut down in-person clinical experiences for most nursing students nationwide, Vanderbilt School of Nursing master's student Matias Massaro seized the opportunity to learn a new aspect of providing psychiatric-mental health care.

Media Inquiries (615) 322-NEWS

Explore Story Topics

myVU myVU News Class of 2021 Commencement Class of 2021 Profiles Covid-19 Supporting the Community Matias Massaro mental health nursing School of Nursing social stories University Counseling Center Vanderbilt University School of Nursing

MEET THE PRESS! NEWS RELEASES AND ARTICLES



NEWS BRIEFS

Matter of the Heart:

- ▶ <https://nursing.vanderbilt.edu/news/new-researcher-probes-the-connection-between-the-heart-and-maternal-mortality/>

VUSN named Best School for Men in Nursing third time:

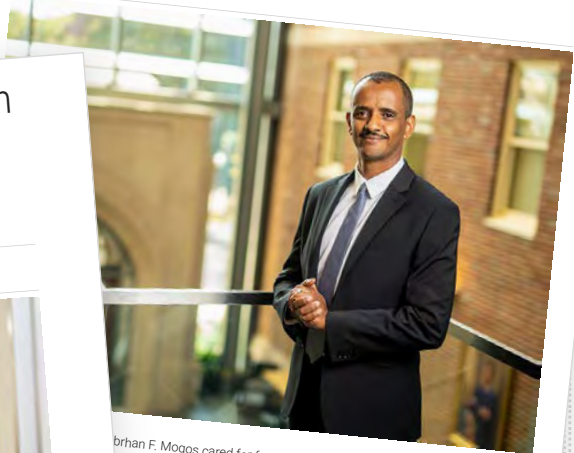
- ▶ <https://nursing.vanderbilt.edu/news/vusn-named-best-school-for-men-in-nursing-third-time/>



Matter of the Heart

By VUSN Communications
SEPTEMBER 3, 2020

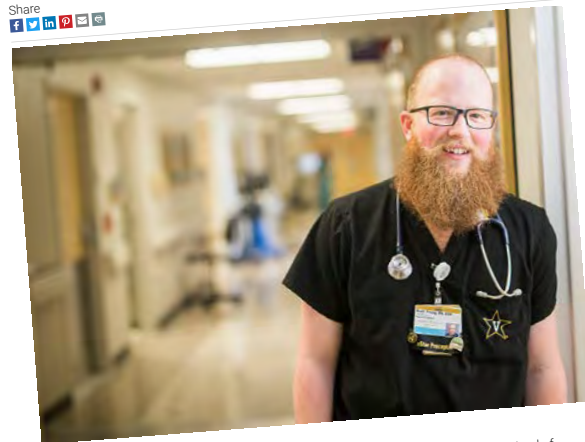
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VUSN named Best School for Men in Nursing third time

By VUSN Communications
OCTOBER 27, 2020

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The American Association of Men in Nursing has again named Vanderbilt University School of Nursing an AAMN Best School of Nursing. This is the third consecutive year that the school was recognized by the association. The honor recognizes a nursing school for significant efforts in recruiting and retaining men in the nursing profession.

In order to be considered for the honor, nursing schools demonstrate their efforts to support men in nursing. Information can include how the school meets male student and faculty needs, recruitment efforts, school climate, data on student pass rates, demographics and statistics on male students, faculty and staff. Their submissions are then reviewed by the AAMN.

"Vanderbilt School of Nursing has worked hard to recruit, retain and support male students and it's gratifying to be recognized for those efforts," said Dean Linda D. Norman, DSN, FAAN, or gratifying to see more men applying

brhan F. Mogos cared for fragile babies in a neonatal ICU, he questioned experience during pregnancy and delivery could provide clues to what went to study the long-term impact of cardiovascular disease on mothers and
rbit University School of Nursing last fall, is a rising star in the study of ns during pregnancy and associated adverse maternal-fetal health eived local and national funding including an R01 investigating the predicting preterm birth, as a co-investigator. In 2017 he earned a y the National Institutes of Health and the National Heart, Lung, and

MEET THE PRESS! NEWS RELEASES AND ARTICLES



MAGAZINE ARTICLES

- ▶ *Vanderbilt Nurse* Summer 2021 issue is at the printer but will have an article on three male nurse researchers, the announcement of AAMN award from 2020, and various photos of male students. *Vanderbilt Nurse* is mailed to 12,000 alumni, faculty, donors, deans of the top 100 U.S. News ranked nursing schools, VU administration, and friends of the school. You can look through the attached PDF to see the various articles that include men.





VANDERBILT®
SCHOOL OF NURSING

2021 APPLICATION AAMN BEST SCHOOLS FOR MEN IN NURSING



CLIMATE SURVEY

5

CLIMATE SURVEY



VUSN ANNUAL LEARNING ENVIRONMENT SURVEY

The VUSN Annual Learning Environment Survey was implemented in 2016 to provide a comprehensive climate survey view of the learning environment, conceptualized as the elements of social interaction, organizational culture and structure, and physical and virtual spaces that shape student experiences, perceptions, and learning outcomes.

Analysis of longitudinal data helps to identify critical issues and trends, and drive the initiatives in support of student well-being in the learning environment.



CLIMATE SURVEY



VALES - 2020

Item	Strongly Agree	Agree	Neither Agree/Disagree	Disagree	Strongly Disagree
Learners from diverse backgrounds are valued	50%	38%	13%	0%	0%
I do not experience bias related to my personal characteristics	50%	50%	0%	0%	0%
The nursing school administration promotes inclusiveness	50%	38%	13%	0%	0%
The learning environment is inclusive of all learners	50%	50%	0%	0%	0%
Caring for diverse patients is effectively role modeled	50%	50%	0%	0%	0%
Faculty treat me with respect	75%	25%	0%	0%	0%

N = 8 male respondents



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2021 APPLICATION AAMN BEST SCHOOLS FOR MEN IN NURSING



STRATEGIC PLAN FOR DIVERSITY

STRATEGIC PLAN FOR DIVERSITY



OVERARCHING GOAL

To transform diversity and inclusion within VUSN by enhancing the cultural climate across Academics, Faculty Practice, Research, and Informatics among faculty, staff, and students.



DIVERSITY AND INCLUSIVITY



GOALS OF THE DIVERSITY STRATEGIC PLAN



Monitor and enhance the cultural climate of VUSN for all faculty, staff, and students (Cultural Climate).

Objective: To improve and maintain VUSN's cultural climate.

- ▶ Measure the culture climate within VUSN every 2 years.
- ▶ Implement and coordinate targeted educational offerings for faculty, staff, and students.
- ▶ Develop targeted inclusivity resources within VUSN.

DIVERSITY AND INCLUSIVITY



GOALS OF THE DIVERSITY STRATEGIC PLAN

Increase the diversity and inclusivity of faculty, staff, and students (Recruitment, Retention, and Promotion).

Objective 1: To increase and retain the number of Underrepresented Populations (UP) and male students annually by 2%.

- ▶ Develop and implement targeted strategies to recruit and retain underrepresented populations and male students.
- ▶ Admit a diverse class of students (representative of the diversity statement) annually.

Objective 2: To increase and retain the number of UP and male faculty and staff annually by 2% according to available full-time positions.

- ▶ Develop and implement targeted strategies to recruit and retain faculty and staff from underrepresented populations.



DIVERSITY AND INCLUSIVITY



GOALS OF THE DIVERSITY STRATEGIC PLAN

3

Progression of faculty's competencies in cultural awareness, anti-racism, and civility, which will lead to the development of more appropriate teaching and evaluation methods (Education Instruction).

Objective 1: To obtain a minimum of 85% of faculty and staff attendance at education offerings and trainings.

- ▶ Evaluate the number and names of faculty and staff engaging in educational offerings (external and internal).

Objective 2: To improve or enhance the component of equity, diversity, and inclusion throughout the curriculum across all programs.

- ▶ Evaluate the curricular threads of equity, diversity, and inclusion across all programs.
- ▶ Develop recommendations to enhance curricular equity, diversity, and inclusion.

DIVERSITY AND INCLUSIVITY



GOALS OF THE DIVERSITY STRATEGIC PLAN

4

Continuous progression toward creating a more inclusive environment within VUSN which will lead to an increased sense of belonging.

Objective 1: To promote and enhance feelings of sense of belonging among faculty, staff, and students.

- ▶ Evaluate sense of belonging every other year.
- ▶ Review other VUSN surveys for sense of belonging indicators.

Objective 2: To assess practices and policies which may promote inequities.

- ▶ Assess and explore barriers to inclusion within VUSN.



DIVERSITY AND INCLUSIVITY

DIVERSITY DAY POSTER SESSION



Photo: Susan Urmy/VU



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2021 APPLICATION AAMN BEST SCHOOLS FOR MEN IN NURSING



IN-SERVICE PROGRAMS AND OTHER PROGRAMMING

IN-SERVICE PROGRAMS AND OTHER PROGRAMMING



AAMN SPEAKER SERIES EVENTS

- ▶ ‘Dore to Door’ Alumni Speaker Series included participation as panel consultants and speakers covering various topics.
- ▶ These sessions included VUSN faculty, staff, and alumni serving as panel consultants and content experts.

Perception vs. Reality: Is it Time to Rebrand Nursing?

Part of Dore to Door Alumni Forum

May 10, 2021



VUSN alumnus Benjamin Smallheer speaks about gender incivility publication

IN-SERVICE PROGRAMS AND OTHER PROGRAMMING



'DORE TO DOOR' ALUMNI FORUM SESSIONS

Links to past sessions:

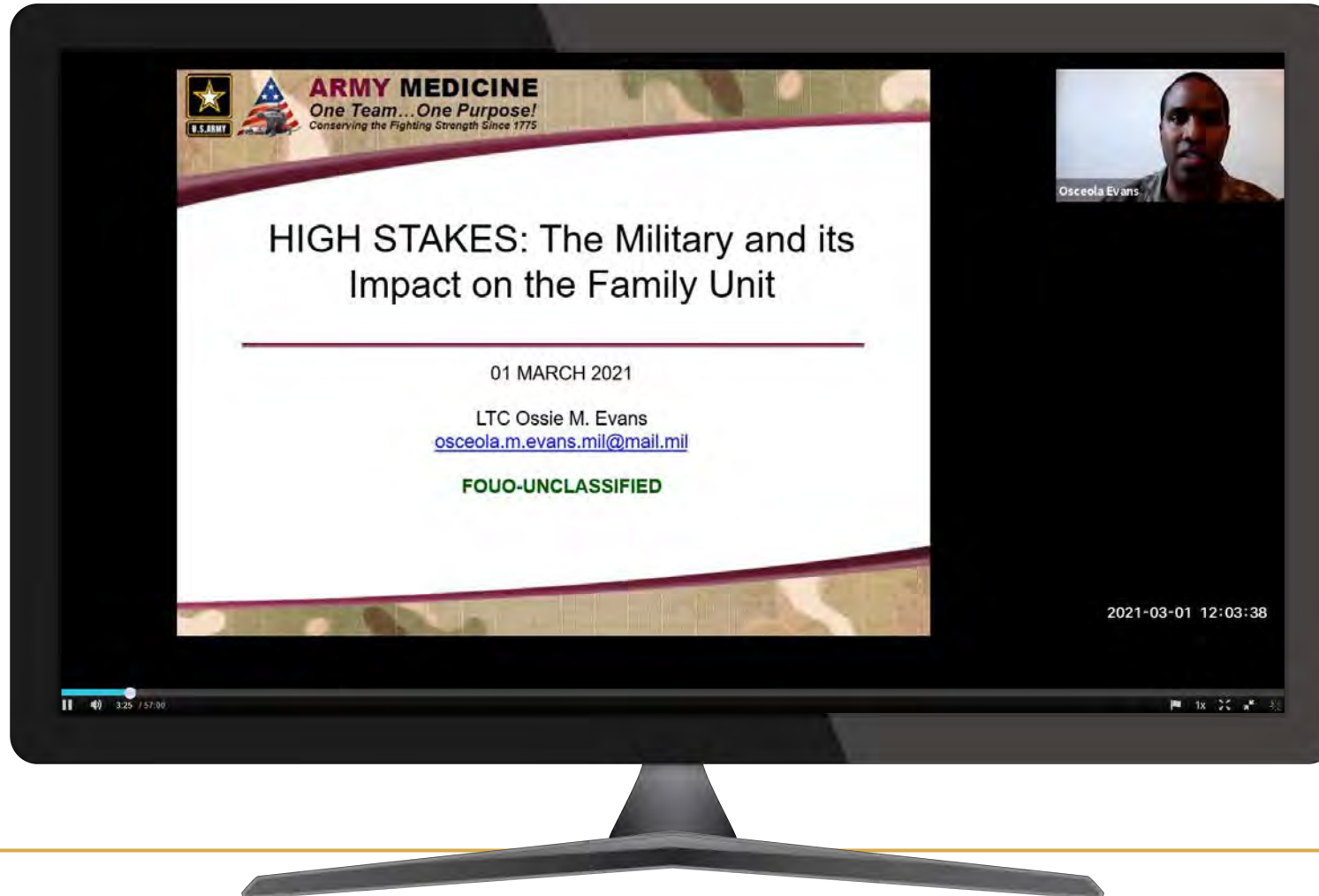
- ▶ [Perception vs. Reality: Is it Time to Rebrand Nursing?](#) (May 12, 2021)
- ▶ [Perception vs. Reality: Is it Time to Rebrand Nursing?](#) (May 10, 2021)
- ▶ [Leadership in the Time of Coronavirus: Stories from the Top](#) (Apr. 28, 2021)
- ▶ [The Evolving Role of Nursing in Transgender Care](#) (Mar. 18, 2021)
- ▶ [Mental Health and Black America Today: Where Are We?](#) (Mar. 1, 2021)
- ▶ [Kids and Navigating the Pandemic: A Lesson in Resilience](#) (Jan. 28, 2021)
- ▶ [Compassion Fatigue during COVID-19: How Nurses and NPs Can Stay Grounded](#) (Nov. 24, 2020)
- ▶ [Annual Alumni Awards Ceremony](#) (Oct. 20, 2020)



IN-SERVICE PROGRAMS AND OTHER PROGRAMMING



DIVERSITY WEEK PRESENTATION



IN-SERVICE PROGRAMS AND OTHER PROGRAMMING



AAMN AFFINITY GROUP MONTHLY MEETINGS



- ▶ AAMN promotion of upcoming meetings, events and opportunities distributed in weekly Student News email newsletter.

Photo: Getty Images

IN-SERVICE PROGRAMS AND OTHER PROGRAMMING



AAMN NURSING LEADERSHIP SPEAKER SERIES

The VUSN chapter began a monthly nursing leadership speaker series to help better understand the wide variety of paths nursing leaders take, and to develop conceptual frameworks around the leadership, networking, conflict resolution, life-long learning, and other opportunities that can lead to early career success as a new nurse practitioner:

- ▶ **December 2021:** Dr. Tom Christenbery, VUSN and former faculty advisor of VUSN AAMN
- ▶ **February 2021:** Instructor Chance Allen, VUSN and Private Practice PMHNP/LCSW
- ▶ **March 2021:** Instructor Clint Leonard, VUSN and VUMC Burn Unit NP
- ▶ **April 2021:** Dr. Sam MacMaster, Corporate Director of Clinical Operations at Promises Behavioral Health
- ▶ **June 2021:** Dr. Michael Gooch, VUSN Emergency Medicine, Flight Medicine
- ▶ **July 2021:** Dr. Matt Martin, VUSN DNP Instructor, HCA Director of Regulatory and Accreditation Services



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2021 APPLICATION AAMN BEST SCHOOLS FOR MEN IN NURSING



8 NETWORKING AND MENTORSHIP

NETWORKING AND MENTORSHIP



CREATION OF LINKEDIN GROUP

- ▶ We started a LinkedIn group for current VUSN male students and alumni to connect, network, and share information regarding opportunities and education in the nursing profession.
- ▶ <https://www.linkedin.com/groups/13934351/>



NETWORKING AND MENTORSHIP



VUSN ALUMNI MENTORING PROGRAM

- ▶ A pilot program created by the VUSN Alumni office pairs current students with VUSN alumni to connect and form a mentor/mentee relationship.
- ▶ The goal is to help students learn from experienced providers and help best navigate their early careers.
- ▶ There are currently 3 male mentees in the first round of the pilot program, and 10 men interested in being mentors/mentees in the next round.

Mentees	Specialty	Mentors
3	AGACNP/ACNP	5
4	AGPCNP	1
2	CNM	3
--	ENP	2
5	FNP	4
6	PMHNP	4
3	PNP-PC	2
4	WHNP	6

NETWORKING AND MENTORSHIP



VUSN ALUMNI MENTORING PROGRAM

Interesting facts about mentors:

- ▶ Mentors graduated between 1977 and 2018.
 - ▶ One is also a mentor at Stanford.
 - ▶ One is an author of a Programmed Learning Course entitled “Diabetes in Children.”
 - ▶ Many mentors are active in Community Health, Public Health, and Family Planning.
- ▶ One has a BA in Women and Gender Studies with a concentration in African-American Diaspora studies.
 - ▶ Several work in ICU, cardiology, or women’s health settings.
 - ▶ One focuses on weight bias, maternal child health, and health equity.
 - ▶ One studies sleep medicine and is planning their dissertation in sleep and pediatric oncology.

NETWORKING AND MENTORSHIP



VUSN ALUMNI MENTORING PROGRAM

Interesting facts about mentees:

- ▶ Mentees expect to graduate before August 2023.
- ▶ Several are interested in trauma, primary care, women's health, or community and global health.
- ▶ One is a former Army medical officer with a master's in health care administration with a focus on health systems and medical tourism.
- ▶ Several would like to work with the LGBTQ+ communities or Hispanic communities.



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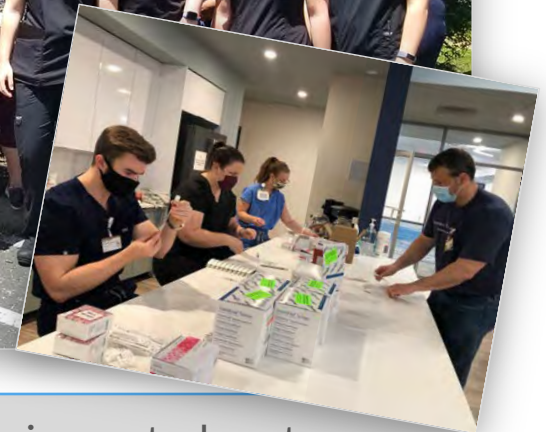
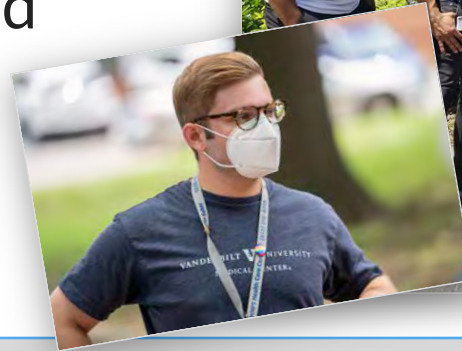
AAMN CHAPTER AND VUSN STUDENT ACTIVITIES

AAMN CHAPTER AND VUSN STUDENT ACTIVITIES



VUSN/VUMC MOBILE VACCINE CLINIC

- ▶ VUSN volunteered to help administer vaccination shots at several locations in the Nashville area including the Department of Health Mass Covid Vaccination event.



Our VUSN/VUMC Mobile Vaccine Clinic team has great weather for its vaccination event going on today at Cumberland View Apts. here in Nashville. Thank you, faculty, students, alumni and other volunteers who are helping vaccinate the local community and thank you, too, to the other volunteers helping make the event fun and welcoming. @vanderbiltU #VU4Life #nursingschool #covidvaccine

AAMN CHAPTER AND VUSN STUDENT ACTIVITIES



VANDERBILT STUDENTS, STAFF AND FACULTY VOLUNTEER AT MASS COVID-19 VACCINATION EVENT

- ▶ <https://nursing.vanderbilt.edu/news/vanderbilt-students-staff-and-faculty-volunteer-at-mass-covid-19-vaccination-event/>
- ▶ More than 60 Vanderbilt students, staff, and faculty members helped Nashville's Metro Public Health Department vaccinate 10,107 community members in a marathon 14-hour event on Sat., March 20. Recipients received the one-shot Johnson & Johnson vaccine in the drive-through event outdoors at Nashville's Nissan Stadium.

AAMN CHAPTER AND VUSN STUDENT ACTIVITIES



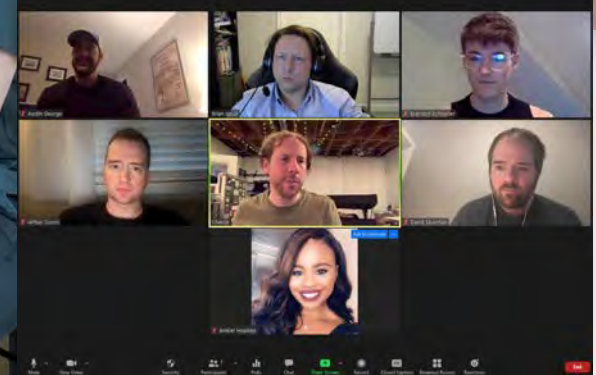
VANDERBILT STUDENTS, STAFF AND FACULTY VOLUNTEER AT MASS COVID-19 VACCINATION EVENT



AAMN CHAPTER AND VUSN STUDENT ACTIVITIES



CHAPTER MEETINGS AND SOCIAL EVENTS



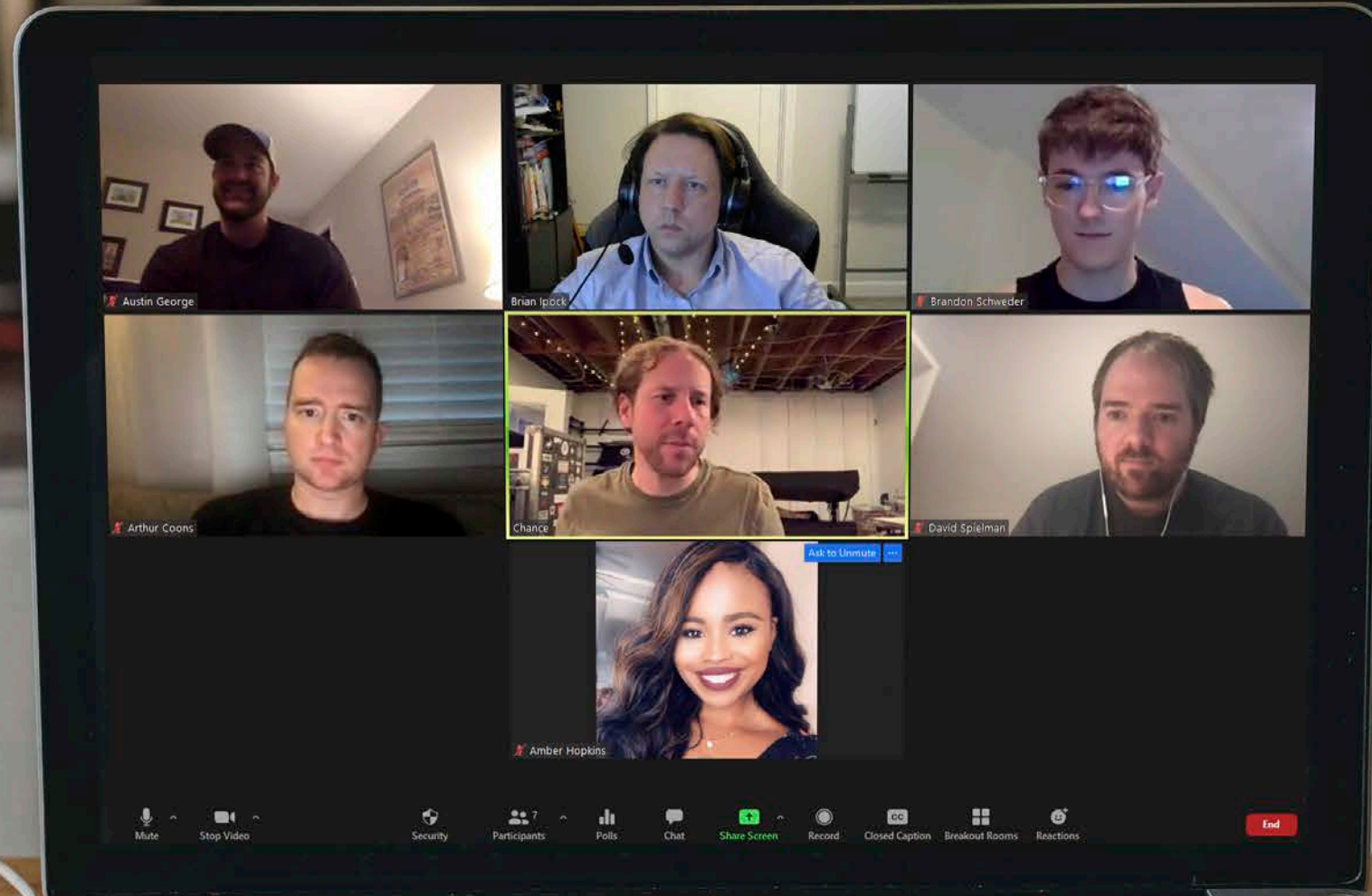
*Post-COVID-19 Vaccine

Photos: VUSN

AAMN CHAPTER AND VUSN STUDENT ACTIVITIES



A YEAR OF ZOOM AAMN MEETINGS



AAMN CHAPTER AND VUSN STUDENT ACTIVITIES



AAMN ANNUAL AWARDS CEREMONY LIVE STREAM

