

Self-Care for New and Student Nurses



Dorrie K. Fontaine
she/her



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he/him



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she/her

About the Authors

Dorrie K. Fontaine, PhD, RN, FAAN, is the Dean Emerita at the University of Virginia (UVA) School of Nursing, where she served as dean for 11 years until 2019. A champion of creating healthy work environments in clinical and academic settings, she is a past president of the American Association of Critical-Care Nurses (AACN). In 2009 she created the Compassionate Care Initiative at UVA, which has grown to be a guiding force in transforming the culture of the school with a focus on fostering human flourishing and resilience for students, faculty, and staff. A noted author of critical-care texts, a leadership book, and multiple papers and presentations on creating healthy work environments through compassionate care, Fontaine credits a retreat at Upaya Zen Center, Santa Fe in Spring 2009 with the Abbot Roshi Joan Halifax for setting her on the path of mindfulness, meditation, and a renewed focus on self-care. She attended Villanova University and the University of Maryland, and she received her PhD from The Catholic University of America. Her four-decade career of teaching and academic leadership includes the University of Maryland, Georgetown University, and the University of California, San Francisco (UCSF). Fontaine lives in Washington, D.C. and the Blue Ridge Mountains of Virginia with her husband Barry.

Tim Cunningham, DrPH, MSN, RN, FAAN, began his professional career as a performing artist and clown. As a clown, he worked for two organizations that changed his life. The first, The Big Apple Circus, employed him to perform as a clown doctor at Boston Children's Hospital, Yale New Haven Children's Hospital, and Hasbro Children's Hospital. Concurrently, he volunteered for Clowns Without Borders (CWB) performing in various refugee camps, war zones, and other global zones of crisis. He later served as Executive Director of CWB. It was in pediatric hospitals and refugee camps where he witnessed and began to learn about the true meaning of resilience and self-care. This performance work inspired him to pursue a career in nursing, and he completed a second-degree nursing program at the University of Virginia. Cunningham became an emergency trauma nurse and worked clinically in Charlottesville, Virginia, Washington, D.C., and New York City. It was during his time in New York City that he completed his doctoral degree in public health at the Mailman School of Public Health, Columbia University. Cunningham

viii Self-Care for New and Student Nurses

is the former Director of the Compassionate Care Initiative at the University of Virginia, where he had the opportunity to work closely with Drs. Fontaine and May as this book came to fruition. He currently lives in Atlanta, Georgia, and serves as the Vice President of Practice and Innovation at Emory Healthcare, where he also holds a joint appointment as an Adjunct Assistant Professor at the Nell Hodgson Woodruff School of Nursing at Emory University. Cunningham began his academic journey receiving his BA in English from the College of William and Mary in 2000. For self-care, he is an avid runner and wanna-be gardener. He also loves any chance he can get to swim in the ocean or meditate as the sun rises.

Natalie May, PhD, recently transitioned to the University of Virginia (UVA) School of Nursing after 30 years as Associate Professor of Research in the Division of General Medicine in the UVA School of Medicine. She is a founding member of the UVA Center for Appreciative Practice. Certified as an Appreciative Inquiry facilitator and lead author of *Appreciative Inquiry in Healthcare*, she enjoys developing appreciative inquiry projects and teaching appreciative practice workshops at her home institution and beyond. May is an experienced qualitative researcher, and she has extensive grant writing, program and curriculum development, and program evaluation experience. Her current research projects include the Mattering in Medicine study and the Medical Subspecialties HOME Team Program for high utilizer patients. She was also an investigator for the Wisdom in Medicine Project: Mapping the Path Through Adversity to Wisdom, a study funded by the John Templeton Foundation. She is coauthor of *Choosing Wisdom: The Path Through Adversity* and coproducer of a PBS film, *Choosing Wisdom*. She has codeveloped and implemented an innovative curriculum for medical students, The Phronesis Project, designed to foster wisdom in young physicians, and has implemented a similar program, Wisdom in Nursing, in the UVA School of Nursing. May earned a BA in economics and urban studies from Wellesley College, an MA in creative writing from Boston University, and her PhD in educational research from the University of Virginia Curry School of Education. She lives in Richmond, Virginia, with her husband Jim. Her most consistent and effective self-care practices are modern quilting and walking near water, especially the James River and the ocean at the Outer Banks, North Carolina.

Contributing Authors

Kim Acquaviva, PhD, MSW, CSE, is the Betty Norman Norris Endowed Professor at the University of Virginia School of Nursing. Prior to that, she spent 15 years as a faculty member at the George Washington University (GW) School of Nursing and the GW School of Medicine and Health Sciences. Her scholarly work focuses on LGBTQ aging and end-of-life issues, and her clinical work has been with patients and families facing life-limiting illnesses in both hospital and hospice settings. Her book *LGBTQ-Inclusive Hospice & Palliative Care: A Practical Guide to Transforming Professional Practice* was awarded first place in the AJN Book of the Year Awards in the Palliative Care and Hospice Category. She's the host of *em dash*, a podcast that explores the lived experiences of patients and healthcare professionals in the healthcare arena. Acquaviva has a PhD in human sexuality education from the University of Pennsylvania Graduate School of Education, an MSW from the University of Pennsylvania School of Social Policy and Practice, and a BA in sociology from the University of Pennsylvania College of Arts and Sciences. She is an AASECT-Certified Sexuality Educator.

Ryan Bannan, BSN, RN, CCRN, earned a BSN from Georgia Baptist College of Nursing of Mercer University and a BS in psychology from Michigan State University. Bannan's experiences caring for patients with COVID-19 have reinforced his interests in staff and patient safety, resiliency, and healthy work environments. He prioritizes self-care through exercise, meditation, nutrition, and relaxing with friends and family.

Jonathan Bartels, BSN, RN, has been a practicing nurse since 1998. He has worked in a variety of settings over the past 22 years, including emergency trauma, medical/surgical, and palliative care, and currently is the Palliative Care Liaison Nurse for the adult population at the University of Virginia Health System. Bartels has pursued several academic degrees, including bachelor of arts in psychology from Canisius College, Buffalo, New York (1990); comparative religion graduate program at Western Michigan University in Kalamazoo, Michigan (1991–1993); and bachelor of science in nursing from D'Youville College, Buffalo, New York

(1997). He has also been a member of the University of Virginia School of Nursing Compassionate Care Initiative since its inception in 2010. Since 2009, he has been a retreat and meditation/compassion facilitator. He is currently the Liaison to the Medical Center for the Compassionate Care Initiative. To support his role as retreat facilitator, he has received training from John Kabat Zinn (MBSR) and was an apprentice for the Being with Dying program at Upaya Institute and Zen Center in 2010. In 2009, Bartels started a practice to honor a patient who died called The Pause. The Pause is now practiced in hospitals around the United States and on seven continents around the world. Bartels was one of seven people nominated nationally for the Schwartz Center Compassionate care provider of the year in 2017. In 2018, he won the American Association of Critical Care Nurses Pioneering Spirit Award.

Susan Bauer-Wu, PhD, RN, FAAN, has held leadership, academic, and clinical roles in healthcare and higher education, with a focus on mind-body science and fostering resilience through mindfulness and other contemplative approaches. She began her career as an oncology, psychiatric, and hospice nurse, followed by doctoral training in psychoneuroimmunology and post-doc in psycho-oncology. From 2013–2016, Bauer-Wu was the Director of the Compassionate Care Initiative and Kluge Professor in Contemplative End-of-Life Care at the University of Virginia School of Nursing. Previously she held faculty appointments at Emory University, Dana-Farber Cancer Institute, Harvard Medical School, and the University of Massachusetts Medical School. She is a Fellow in the American Academy of Nursing, was a Robert Wood Johnson Executive Nurse Fellow, and has authored more than 80 scholarly articles and chapters plus a book for the lay public, *Leaves Falling Gently: Living Fully With Serious & Life-Limiting Illness Through Mindfulness, Compassion & Connectedness*.

Robin C. Brown-Haithco, MDiv, has served as the Director of Spiritual Health and Staff Support at Emory University Hospital for more than 14 years. An ordained minister with the American Baptist Churches, USA, she served as the President for the Association for Clinical Pastoral Education, Inc from 2012 to 2013. She is also an ACPE Certified Educator. She graduated from Mary Washington College with a BA in psychology and from Virginia Union University School of Theology with an MDiv.

Reynaldo “Ren” Capucao, Jr., MSN, RN, CNL, is a second-generation Filipino American nurse and alumnus of the University of Virginia. He specializes in the history of nursing and healthcare, Asian American studies, and digital humanities to address larger questions about the nursing labor supply, transnational exchange of people and knowledge, social history of nursing and immigration, and racial disparities and inequities. His current research examines the racialization of Filipino nurses across the Greater United States since the nascence of the twentieth century. He is the curator of the traveling exhibition *A Culture to Care: The History of Filipino Nurses in Virginia* and serves as a stakeholder for the Philippine Nurses Association of Virginia, APIDA Committee at the Library of Virginia, and Filipino Nursing Diaspora Network. Capucao is the 2020 Alice Fisher Society Fellow at the University of Pennsylvania Barbara Bates Center for the Study of the History of Nursing.

Ebru Çayır, MD, PhD, received her MD degree from the Istanbul University Cerrahpasa Medical Faculty in 2006. After graduation, she worked and was trained as a resident physician in the Department of Public Health at the Hacettepe University Medical Faculty. In 2011, she received a Fulbright Scholarship to study in the US, and in 2017, she earned her PhD from the Department of Health Promotion, Education and Behavior at the Arnold School of Public Health, University of South Carolina. Çayır is currently a postdoctoral research associate with the Compassionate Care Initiative at UVA’s School of Nursing. Her research examines multi-level factors that influence self-care, resilience, and psychosocial well-being among caregiving professionals and how social identity categories such as race, ethnicity, gender, and nationality intersect to shape healthcare providers’ work experiences and sense of professional belongingness.

Elgin Cleckley, Assoc. AIA, NOMA, is a designer, educator, and principal of _mpathic design, a Design Thinking initiative, pedagogy, and professional practice focusing on sociocultural interdisciplinary design projects. A graduate of the University of Virginia’s School of Architecture and Princeton University, Elgin has collaborated with DLR Group (Seattle), MRSA Architects (Chicago), and Baird Sampson Neuert Architects (Toronto) on award-winning projects. Elgin currently facilitates Design Thinking Workshops and project development with national

xii Self-Care for New and Student Nurses

clients through _mpathic design. Before joining UVA's Design Thinking program in 2016, he was the 3D Group Leader and Design Coordinator at the Ontario Science Centre (Toronto), Visitor Experience / Science Content and Design, and Agents of Change Initiative, since 2001. This work produced award-winning exhibitions and public art with international artists David Rokeby, Michael Awad, Steve Mann, and Stacy Levy. Elgin teaches the university-wide Introduction to Design and Thinking course for undergraduates, and Design Thinking seminars on dynamic topics ranging from James Monroe's Highland to Dr. Carter G. Woodson's Birthplace in New Canton, Virginia. He also directs the School's Design Thinking program in Ghana, focused on community-supported innovations in the eastern region of the country.

Hannah R. Crosby, BA, RYT, is the Assistant Director of the Compassionate Care Initiative at the University of Virginia School of Nursing. A graduate of the College of Wooster, her passion for promoting holistic well-being was sparked in 2011 when she was an original member of the UVA School of Nursing's award-winning Healthy Work Environment team.

Anna DeLong, MSW, CEAP, a Mindfulness Teacher with more than 27 years' experience as a Licensed Clinical Social Worker, is a Certified Employee Assistance Professional who has been sanctioned to teach Mindfulness-Based Stress Reduction by the University of Massachusetts Medical School. Currently DeLong is employed as a Consultant for the University of Virginia's Faculty and Employee's Assistance program (FEAP), but she also has an Honorary Faculty Appointment in UVA School of Nursing. Prior to accepting a position with FEAP, DeLong spent 14 years working within UVA Medical Center, 8 of which were in leadership roles. She also has more than 10 years' experience in private practice.

Dallas Ducar, MSN, RN, PMHNP-BC, CNL, NREMT-B, NP, is the founding Chief Executive Officer of Transhealth Northampton. Inspired by others, she draws together psychology, philosophy, queer theory, and contemplative science in her daily work. Clinically, she works with gender-expansive patients providing holistic, gender-affirming, psychiatric care. Ducar's main research interests include moral psychology, trauma, and resilience. She seeks to harness the power of

morality and prosociality, collaborating with vulnerable gender-expansive populations to direct community-based research. She continually works to create a more celebratory and open-hearted queer-friendly healthcare environment. With a BA in philosophy and cognitive science and an MSN in clinical nurse leadership, she is a board-certified registered nurse and psychiatric-mental health nurse practitioner.

Lerner L. Edison, MSN, MA, RN, CNL, is a proud United States Veteran with more than a decade of healthcare experience, holding both clinical and administrative positions. He continues to promote healthy environments through mentorship and non-profit organizations. His passion to serve humanity led to a career change as a graduate student at the University of Virginia School of Nursing Direct-Entry Clinical Nurse Leadership Program from 2017–2019. He joined Carilion Roanoke Memorial Hospital Cardiovascular Institute as a Cardiac Surgery Intensive Care Unit Registered Nurse in 2020 and recently became a member of the Cultural Competency Committee. The goal of this committee is to foster the core values of the organization through workshops, courses, and discussion forums to promote inclusivity. In 2020, Edison was the recipient of a DAISY Award as a Critical Care Registered Nurse for HCA Healthcare. He desires to be a change agent in healthcare with a focus on culture to elevate the nursing profession. In his free time, he enjoys reading, hiking, traveling, and socializing with close friends and family.

Danielle (Dani) Giaritelli, BSN, RN, has been a nurse for four years and currently works in the Acute Respiratory ICU at Emory University Hospital, Emory Healthcare. She graduated from the University of South Florida. She is currently completing a masters degree in Transformational Leadership and Nursing Administration. She aspires to bring positive influences to our nursing profession while helping to create a stronger and more resilient workforce.

Linda Grabbe, PhD, FNP-BC, PMHNP-BC, FAAN, is a board-certified Family Nurse Practitioner and Psychiatric/Mental Health Nurse Practitioner. As a Clinical Assistant Professor, she teaches psychiatric and population health nursing at Emory University's Nell Hodgson Woodruff School of Nursing and Community Advanced Practice Nurses, Inc. Her clinical expertise is in primary care and mental healthcare for homeless or incarcerated women and youth, providing Community Resiliency Model (CRM)[®] and Dialectical Behavior Therapy (DBT) skills trainings in group

xiv Self-Care for New and Student Nurses

settings. Grabbe's current research includes measuring the impact of a brief Community Resiliency Model (CRM)[®] training on well-being of women in substance abuse treatment, as well as on well-being, resiliency, burnout, and effects of secondary traumatic stress in nurses, first responders, emergency department staff, and nursing students. She received her nurse training at the University of Hawaii and completed a master's degree in nursing education from Emory University. Her PhD was in family and community nursing from Georgia State University, and she has since trained as a Family Nurse Practitioner (Emory University) and Psychiatric/Mental Health Nurse Practitioner (Augusta University). Prior to becoming a nurse, Grabbe received a degree in Japanese language and civilization from the University of Paris.

Valérie Gruhn, BSN, RN, MPH, is an emergency trauma nurse, author, and humanitarian aid worker. Her public health work has taken her to the Philippines and Gaziantep, Turkey, where she worked on the Syrian Refugee Crisis. She has worked with Médecins Sans Frontières since 2016, assisting in Kenya, Chad, and Iraq. Gruhn recently worked on the Ebola epidemic in the Democratic Republic of Congo. Her piece "Ebola Patients Are Human Beings Not Biosecurity Threats" in Reuter's Foundation challenges the response of improving community engagement in Ebola care.

Julie Haizlip, MD, MAPP, is Clinical Professor at the University of Virginia School of Nursing and Faculty in the University of Virginia (UVA) Department of Pediatrics. She is board certified in pediatrics and pediatric critical care, having completed medical school and residency at the University of North Carolina and doing her pediatric critical care training at the University of Utah. Haizlip also earned a master's degree in applied positive psychology. She has published and presented internationally on using applications of positive psychology to create culture change in academic healthcare. Her article titled "The Negativity Bias, Medical Education, and the Culture of Academic Medicine: Why Culture Change Is Hard" earned her and her coauthors the ABIM Foundation Professionalism Article Prize. She has been a faculty member of the UVA Center for Appreciative Practice since its inception and became Director in 2016.

Susan Hassmiller, PhD, RN, FAAN, is the Robert Wood Johnson Foundation Senior Adviser for Nursing. She directs *The Future of Nursing: Campaign for Action*, a

nationwide initiative led by RWJF and AARP that seeks to implement the recommendations of the Institute of Medicine report, *The Future of Nursing: Leading Change, Advancing Health*, and build a Culture of Health. Hassmiller has worked in public health and taught community health nursing at the University of Nebraska and George Mason University. A member of the National Academy of Sciences and a fellow in the American Academy of Nursing, she sits on several boards and committees.

Ashley R. Hurst, JD, MDiv, MA, is an Assistant Professor at the University of Virginia School of Nursing and affiliate faculty of the Center for Health Humanities and Ethics UVA School of Medicine. She is a member of the UVA Health System Ethics Committee and a consultant for its Ethics and Moral Distress Consultation Services. A licensed attorney, Hurst was previously a partner with the law firm Rogers & Hardin in Atlanta, Georgia, specializing in employment discrimination litigation. She writes and researches clinician moral distress, burnout, and preventive ethics. She has a JD from the University of Florida Levin College of Law, an MDiv from Yale Divinity School, and an MA in religious studies (with an ethics concentration) from the University of Virginia.

Nicole Jefferson, BSN, RN, began her professional caregiver career as a certified nursing assistant (CNA) while in high school but then went on to receive her BSN from the University of Virginia. While in college, she worked in the float pool at UVA Hospital as a patient companion and a patient care technician (PCT). As a patient companion and PCT, she floated to all floors of the hospital, where she was able to learn various skills. After graduating from college, she started her first nursing position as a Nurse Resident on a general medicine floor at Emory University Hospital. She worked on the general medicine unit for a year and a half before transferring to labor and delivery. She currently works as a labor and delivery nurse at Emory Decatur Hospital in Atlanta, Georgia.

Master Hiromi Hangai Johnson is the Founder and Director of Charlottesville T'ai Chi Center, an award-winning non-profit whose mission includes spreading the health benefits of T'ai Chi and related internal martial arts in the wider community. She is an International Cheng Ming Instructor certified in T'ai Chi, Ch'i Kung (Qigong), Hsing I, and Ba Gua. Her teacher, Grandmaster Wang Fu Lai, is the lineage holder of the International Cheng Ming Association in Taiwan.

Mick Krasner, MD, FACP, is a Professor of Clinical Medicine, University of Rochester School of Medicine and Dentistry, and practices full-time primary care internal medicine in Rochester, New York. Krasner has been teaching mindfulness-based programs to patients, medical students, and health professionals for more than 20 years and was the project director of *Mindful Communication: Bringing Intention, Attention, and Reflection to Clinical Practice*. This program led to the establishment of Mindful Practice Programs, which he codirects, at the University of Rochester. Krasner is engaged in a variety of research projects, including the effects of mindfulness practices on the immune system in the elderly, on chronic psoriasis, and on caregivers of Alzheimer's patients. A graduate of the University of California, Berkeley, in 1983, he received the doctor of medicine degree from the University of California, San Diego School of Medicine in 1987, completing residency in both internal medicine and pediatrics at the University of Rochester School of Medicine and Dentistry, where he is currently a full-time faculty member engaged in direct patient care, medical student and residency education, post-graduate medical education, and research in the University's Center for Mind-Body Research.

Irène P. Mathieu, MD, is an academic pediatrician, writer, and public health researcher. She holds a BA in international relations from the College of William & Mary and an MD from Vanderbilt University. Mathieu completed her residency in pediatrics at the Children's Hospital of Philadelphia, where she was selected as a Global Health Track resident. She has received fellowships from the Fulbright Program, Callaloo Creative Writing Workshop, and Virginia Center for the Creative Arts and is the author of three poetry collections: *Grand Marronage* (Switchback Books, 2019), *orogeny* (Trembling Pillow Press, 2017), and *the galaxy of origins* (dancing girl press, 2014). Currently a candidate for a master's degree in public health at the Johns Hopkins Bloomberg School of Public Health, Mathieu is an Assistant Professor of Pediatrics at the University of Virginia. There she serves as Director of Equity & Inclusion for the Department of Pediatrics and affiliate faculty of the UVA Center for Health Humanities & Ethics.

Michelle Maust, MD, FAPA, is a Clinical Psychiatrist at MindPath Care Centers in Raleigh, North Carolina, where she practices a holistic approach to psychiatric care. She earned her medical degree from the University of Virginia School of

Medicine and completed her psychiatry training as an Army officer at Tripler Army Medical Center. She has served in hospital and clinic settings on Oahu, deployed to Kuwait, at Fort Bragg, and currently is in the Triangle community. Working with service members has honed her focus on integrating lifestyle factors into treatment plans as a means of creating long-lasting wellness. Maust has presented at recent annual meetings of the American Psychiatric Association on lifestyle factors to foster health and sexual function.

Carrie McDermott, PhD, APRN, ACNS-BC, is the Corporate Director of Professional Nursing Practice for Emory Healthcare and is responsible for the leadership of Emory Healthcare's Nursing Residency Programs. She received her PhD from the University of Colorado Denver, College of Nursing, her MSN from the University of Missouri in Kansas City, and her BSN from the Rockhurst University/Research College of Nursing in Kansas City, Missouri. McDermott's research interests are in the areas of workplace culture, incivility, leadership, competency development, and symptom management. She is also an adjunct faculty at Emory University Nell Hogson Woodson School of Nursing and at the University of Colorado Denver, College of Nursing.

Joy Miller, BS, MSN, RN, CPNP-PC, CPN, is a Pediatric Nurse Practitioner on the Pediatric Palliative Care team at the University of Virginia Children's Hospital. There, she coordinates the care of children with life-threatening/limiting illnesses and specializes in working through ethical issues in the care of vulnerable children and families. Miller earned her BS in health sciences from James Madison University and her BSN-RN from Seton Hall University in New Jersey. In 2007, she returned to UVA to work in Acute Care Pediatrics and earned her MSN/pediatric nurse practitioner degree. She joined the Pediatric Palliative Care service in 2011.

K. Jane Muir, BSN, RN, is an emergency department nurse and PhD student. Her research focuses on quantifying the cost of nurse burnout within healthcare organizations, as well as cultivating systems-level interventions that decrease nurse burnout-attributed turnover. She continues to practice in the emergency department setting and serves as a Compassionate Care Initiative clinical ambassador at University of Virginia Health. Within her ambassador role, Muir teaches self-care and resiliency practices to onboarding new nurse graduates as well as various clinician groups within UVA Health.

xviii Self-Care for New and Student Nurses

Sharon Pappas, PhD, RN, NEA-BC, FAAN, is the Chief Nurse Executive for Emory Healthcare (Atlanta). A member of Emory Healthcare and the Woodruff Health Science Center's senior leadership teams, she is responsible for nursing practice across Emory's eleven hospitals, ambulatory care, and post-acute agencies. With Emory University Hospital, Emory St. Joseph's Hospital, Emory Orthopedics & Spine Hospital, and Emory Johns Creek Hospital designated as Magnet® hospitals, she works to establish this same nursing excellence as a distinctive competency throughout Emory Healthcare. Prior to Emory, Pappas served in nurse executive roles in Centura Health (Englewood, Colorado). She completed her PhD at the University of Colorado, Denver College of Nursing with research focus on clinical and financial outcomes that are sensitive to nursing. She holds a master of science in nursing administration from Georgia College, School of Nursing and a bachelor of science in nursing from the School of Nursing, Medical College of Georgia.

Kate M. Pfeiffer, MS, PMHCNS-BC, PMHNP-BC, is a clinical instructor at the Nell Hodgson Woodruff School of Nursing. She is an Advanced Practice Nurse who is board certified as a Family Psychiatric Mental Health Nurse Practitioner and as a Psychiatric Mental Health Clinical Nurse Specialist. Pfeiffer graduated with a BS in nursing from Emory University in 2004, a master's in nursing from Georgia State University in 2009, and is currently enrolled in the doctor of nursing practice program at Emory University. Her specialty area is adult mental health nursing, with interest in enhancing nursing education in the areas of high-fidelity simulation, high-touch learning in an online environment, trauma-informed care and self-care for students, and integration of mental healthcare education into community and interprofessional settings. A member of Sigma Theta Tau International Honor Society of Nursing and the American Psychiatric Nurses Association, Pfeiffer is also a certified Community Resiliency Model trainer.

Elizabeth A. (Lili) Powell, PhD, is an Associate Professor at the Darden School of Business and the Kluge-Schakat Professor in Compassionate Care, School of Nursing, at the University of Virginia. During her time at Darden, Powell created an innovative experiential Executive MBA elective and a novel executive education program titled "Leading Mindfully." Powell brings her expertise to expand on the efforts of the Compassionate Care Initiative, which promotes resilient healthcare professionals and healthy work environments. Powell's general management

teaching and consulting make her work applicable in industries ranging from banking to biotech. She is coauthor of *Women in Business: The Changing Face of Leadership* (Greenwood, 2007). She earned her PhD in rhetoric and performance studies from Northwestern University.

Millie Sattler, DNP, MSN, RN, CCRN, is the Corporate Director of Nurse Retention and Career Development for Emory Healthcare. She is part of the Emory Healthcare senior leadership team and the executive sponsor for the Professional Lattice Advancing Nurses (PLAN), Emory Nurse Peer Mentoring Program, and the Emory Nurse Extern and InEmory Program across the nine-hospital system and ambulatory care. Sattler has published several peer-reviewed articles and done several conference presentations throughout her nursing career focused on lifelong learning committed to patient care, patient safety, nurse engagement, team vitality, and nurse advocacy. She completed her DNP at Chamberlain University, Downers Grove, Illinois, in healthcare systems and executive leadership, focusing on interprofessional communication and collaboration. She holds a master of science in nursing administration and a bachelor of science in nursing from Chamberlain University. She received a diploma in nursing from St. Elizabeth's School of Nursing in Youngstown, Ohio.

Victoria Tucker, BSN, RN, has worked as a registered nurse for eight years. She joined the inpatient Thomas Palliative Care unit at Virginia Commonwealth University in 2014, where she currently resides. A nursing doctoral student at the University of Virginia, her dissertation focuses on Black nurses' and nursing students' experiences and contributions in Virginia, 1950s–1980s. Her research utilizes oral histories to address fragmented archives and enhance historical records.

Kath Weston, PhD, is an Indoor Student of Master Hiromi Hangai Johnson and Professor of Anthropology at the University of Virginia. She previously held positions at Cambridge University, University of Tokyo, Harvard University, and Arizona State University. She received her doctorate in anthropology from Stanford University and holds a master's degree in anthropology from the University of Chicago. Among her awards are a 2011 Guggenheim Fellowship and a 2019–2023 British Academy Global Professorship hosted by the University of Edinburgh. Her most recent book is *Animate Planet: Making Visceral Sense of Living in a High-Tech Ecologically Damaged World*. The study of T'ai Chi has deepened her understanding of embodiment, one of her research specialties.