A Year of Transition and Future Opportunities

As I mark my first year as President of NHCGNE, I am excited about the opportunities ahead of us. We had a successful 2019 Leadership Conference, A Transdisciplinary Conference on Aging & Alzheimer’s: Caregiving, Diversity & Quality, supported by a National Institute of Aging grant which provided state of the art information about caregiving. Not only did we have nationally known speakers in the areas of Alzheimer’s, caregiving and diversity, we continued the tradition of honoring Mary Stark Harper and Norman Volk. Attendees experienced wonderful networking opportunities in research, through our research collaboratory, which offered speed mentoring, as well as opportunities for our growing numbers of Distinguished Gerontological Nursing Educators to network. We are pleased to announce that we honored 59 New Distinguished Gerontological Nurse Educators at our Leadership meeting, which brings our total honorees since the inception of the program to over 100 individual educators! We see this dual-pronged approach of promoting research and educating our next generation of nurses as important to our overall goal to improve the quality of life and care for all older adults.

In addition, over the past year we have hired an extremely well-qualified Executive Director, Dr. Ellarene Sanders, who joined us July 1st. She has had previous experience in working as acting executive director of the Texas Nursing Association, she is experienced with the operation of a large nursing organization. We are grateful that she has been instrumental in keeping our committees running smoothly and has begun to reach out and network with organizations that can support our mission and vision. Please take time to introduce yourself and welcome Dr. Sanders.

Another milestone is the revision and member approval of our NHCGNE bylaws. I wanted to thank Dr. Meg Wallhagen, Claudia Beverly, Ellarene Sanders and Terri Cochran for their help with finishing this task. I wanted to highlight that one of the exciting new changes to the bylaws concerning membership, is that we now have a membership category for non-academically affiliated individuals. We hope that we can serve as a home organization for those Gerontological nurses in practice who share our mission and vision.

NHCGNE is looking forward to 2020 as a year of opportunities. We have successfully completed a Gerontological Nursing Leadership program funded by a grant from the RECALL Foundation with several of the Veterans’ Administration Community Living Centers, which we are planning to market to other long-term care organizations in the coming year. In addition, I am truly grateful to the executive committee, our board of directors and all our committee members. We are truly blessed to have committed individuals who are always bringing new ideas and who work very hard to make sure that NHCGNE is successful. I also want to reach out to our legacy affiliates and encourage them to consider joining a committee and furthering our important work.

Best regards,

Janet C. Mentes, PhD, APRN, FGSA, FAAN
President, National Hartford Center for Gerontological Nursing Excellence (NHCGNE)
2019 has been a year of building for NHCGNE. We are building upon the foundations laid out in our Strategic Plan with the goal of having 2020 be a year of realizing programmatic growth, expanded membership reach and financial stability.

So how did we do? Let’s look at the goals and how we measured up.

**Goal #1: Enhance academic leadership in gerontological nursing programs globally.**

*The Distinguished Gerontological Nurse Educator (DNE) recognition program took off in 2019, adding 59 DNE's to our roster of 34 bringing our total to 93 DNEs from all over the world. Building on their recognition, the group formed a Special Interest Group (SIG) to further advance academic leadership in gerontological nursing programs globally. We couldn't be prouder to recognize this outstanding group and are looking forward to seeing their SIG tackle some of the issues facing gerontological nursing. This program is overseen by the Education Committee. NHCGNE will begin taking DNE applications in early 2020 stay tuned!*

*International Engagement and Development (SIG-IED) has been working hard to help foster international engagement and development. They are contributing articles to the NHCGNE newsletters and working to educate international faculty of the benefits of NHCGNE membership. 2020 will be a year of focusing on enhancing the impact of NHCGNE on international collaboration and development. Stay tuned!*

We are as strong as our members, and in 2019 we welcomed the following new members who help expand our reach and support to gerontological nursing programs:

- UPMC Mercy Hospital
- University of Texas, Arlington

At our Leadership Conference we awarded the Claudia J. Beverly Innovation Award, recognizing innovation in gerontological nursing research to Anna Rae Montano, PhD, RN-BC for her innovative program - Geriatric Outreach and Training with Care! (GOT Care!) is an innovative example of a nurse-led PhD-DNP collaborative quality improvement project targeting vulnerable community-dwelling older adults. More information on this innovative program can be found on our website (will add).

The Nominating Committee created a slate of officers and BOD candidates. The election was completed in October. New officers and directors took office at the November board meeting in Austin, TX. The board also appointed a secretary and additional board members to complete the board roster.
Welcome new Board members and Officers!

- Treasurer, Janine Overcash, PhD, APRN-CNP, FAAN, FAAN  The Ohio State University
- Secretary, Ruth Lopez, PhD, GNP-BC, FGSA, FAAN  The University of Tennessee Knoxville
- Early Career Director, Jenny Alderden, PhD, APRN  The University of Utah
- Legacy Director, Helen Lach, PhD, RN, CNL, FGSA, FAAN  Saint Louis University
- Director, Debra Bakerjian, PhD, APRN, FAAN, FGSA  The University of California Davis
- Director, Marie Boltz, PhD, GNP-BS, FGSA, FAAN  Pennsylvania State University
- Director, Janice Crist, PhD, RN, FNGNA, FAAN  The University of Arizona
- Director, Donna Owen, PhD, RN  Texas Tech University
- Director, Lynn Woods, PhD, APRN-BC, FGSA, FAAN  Azusa Pacific University

Goal #2: Disseminate information relevant to building the expertise of gerontological nurses through various communication methods.

In 2019 NHCGNE Board Member Jean Wyman led the effort to create Core Competencies for Gerontological Nursing. These competencies are published on the NHCGNE website and recently a committee of NHCGNE members headed by board members Lisa Skemp and Jean Wyman published an article in the Journal of Gerontological Nursing entitled "Promoting Quality Instruction in the Care of Older Adults: Core Competencies for Gerontological Nurse Educators."

We made strides to enhance the information we are sharing to our members and prospective members using our two newsletters the NHCGNE News Digest and New Directions. Members continue to share their successes and other information additionally; they are taking advantage of a key member benefit – the ability to post opportunities for both employment and research at no charge. This year we added an online job board to our offering giving our members greater exposure. We've also expanded our readership with an increase of 15%.

The Resources section of the website has been updated to ensure all information is relevant and current. Best practices have been developed to monitor and continuously update the resources page to ensure maximum value and are coming up with new ideas for using the NHCGNE website to share research and information with one another. Stay tuned in 2020 for more!

Social media is an important tool for information dissemination, we encourage all members to like us on Facebook, follow us on Twitter and LinkedIn. The Communication Committee has focused on social media as well as other ways to publicize our activities and disseminate best practices related to gerontological nursing excellence. Help us spread the word about the importance of our field and what we are working on.
Goal #3: Produce an annual Interprofessional state of the art Gerontological Leadership Conference.

This year’s conference was held at the Austin Convention Center in Austin, Texas. Supported, in part supported by a grant from the National Institute on Aging (NIA), we had a fantastic faculty of speakers. 200 attendees from 93 institutions from around the world were present. 85% of our member schools participated in the program and we had attendees from 23 states, Canada, Australia, Hong Kong, Taiwan and the Philippines. In addition to nursing attendees we have 5% attendance from doctors, social workers and psychologists.

Mentorship

The Mentoring Committee has developed a model program for providing mentorship to members who would like experienced mentoring support related to their gerontological practice. The project will be started with a pilot during 2020.

Goal #4: Advance gerontological expertise globally

We have expanded our resources available to members to include international resources.

Additionally, we are excited to announce that our International Special Interest Group is thriving and growing. Open to any interested members, this group is looking at ways we can share research and information globally. The group had a very successful meeting this year and are busy making plans for next year.

Looking to the future and making an impact for gerontological nursing. NHCGNE worked hard in 2019 to redefine our ability to connect with and serve gerontological nurses both in academia and practice.

What’s new?

The Bylaws Committee developed new language for the bylaws to allow for several changes. The member schools voted to approve the changes in September, 2019. The bylaws changes provide for several exciting changes related to membership.

Institutional Membership – EXPANDED!

Institutional Membership will now include a consortium of two or more international schools and/or institutions that share the NHCGNE mission and vision.

Affiliate Organization Membership – NEW!

An Affiliate Organization Membership expands benefits to nursing organizations or organizations that employ nurses (i.e. hospitals, long term care facilities). This option allows these champions in the field to further demonstrate their commitment to the advancement of older adult care.
Individual Memberships – NEW!

An Individual not affiliated with an academic institution may apply for individual NHCGNE membership, allowing even more gerontological nursing professionals to access the member benefits of NHCGNE!

By expanding our membership categories, we hope to build on the legacy of the Hartford Foundation and make real improvements for gerontological nurses and bring together the research and practice arms of the profession.

In 2019 NHCGNE embarked on a very significant partnership with the Veteran’s Administration. Supported by a grant from the RECALL Foundation, NHCGNE successfully provided gerontological and leadership training to nurse managers at struggling VA CLC facilities. Below is a summary of the project. Our hope for 2020 is to take this course to facilities across the globe.

NHCGNE Creates New Training Program for Nurse Managers in Long Term Care Facilities.

History

The Recall grant application was funded on May 28, 2018 (A. Kolanowski PhD, RN, FAAN and Marianne Shaughnessy PhD, RN Principal Investigators). The project represents a partnership between The National Hartford Center of Gerontological Nursing Excellence (NHCGNE), a non-profit organization, and the Offices of Nursing and Geriatrics and Extended Care Veterans Health Administration (VHA).

Purpose

The aim of the funded-project is to reduce the high turnover of new professional nurse managers in Veterans Administration Community Living Centers (CLCs- formerly Nursing Home Care Units) and thereby improve health outcomes for CLC residents with cognitive impairments. Over the course of the past year we have been testing the feasibility of implementing the NHCGNE Geriatric Nursing Leadership Training Program for Optimizing Quality in Long-Term Care (also referred to as the leadership program) in several geographically dispersed CLCs using distance technology. The leadership program provides new nurse managers with the knowledge and skills they need to lead interprofessional teams in the delivery of high-quality person-centered dementia care for older Veterans and their families. Our long-range goal is to use the findings from this pilot study to refine the leadership program and to disseminate it across the 134 CLCs in the VHA system, as well as other long-term care settings outside of the VHA system.

Achievements

Both faculty and research groups met monthly to accomplish our goals. To date we:

• Developed 6 training sessions that cover critical gerontological nursing and leadership content for nurse managers.
• Reviewed the gerontological nursing sessions using an external panel of content experts and incorporated suggested changes.
• Reviewed nurse manager applications for the training program and competitively selected 14 participants from 13 CLCs across the country.
• Surveyed selected participants on their intent to leave. Marianne Shaughnessy conducted the survey.
• Collected baseline data related to specific resident/unit outcomes: behavioral and psychological symptoms; physical function; depression; and use of inappropriate antipsychotic medications.
• Delivered the six training sessions in 3 hour blocks once per month from January through June. Faculty included Drs. Marie Boltz, Claudia Beverly, Debra Bakerjian and Ann Kolanowski.

(Continued on next page)
The **NHCGNE Mentoring Network** committee is working hard on creating a mentoring program designed to facilitate mentoring relationships unique resource made available to member institutions. Mentees/mentors can be matched based upon substantive, methodological and/or career development expertise/needs. This program will launch in 2020.

**Goal #5 Achieve Financial Stability by 2022.**

2019 was a year of investment and creating systems to control expenditures. This year NHCGNE’s Finance Committee, led by Treasurer Lorraine Phillips, developed an investment policy and began investing funds to help ensure financial stability. By investing in a series of CDs and Money Market accounts, we will yield a greater return on investment than if the funds were sitting in a bank account.

To help control spending, the Finance Committee is implementing checks and balance procedures to reduce spending and minimize out of budget expenses. This type of control is imperative to the long-term viability of NHCGNE.

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• Evaluated the training sessions and the feasibility of the program by conducting participant interviews following completion of the training sessions. Interviews were conducted by Dr. Whitney Mills (Providence, VA). See attached evaluation report.

• Reviewed the evaluation report and suggested changes for future project implementation.

• Advised participants on the implementation of their QI projects and assisted them with the development of posters to disseminate their work. These posters will be presented at the Leadership Conference and will be posted on the NHCGNE website.

**Future work:**

We will collect 12 months of data on intent to leave and resident/unit outcomes and compare these data to baseline data. We will work with NHCGNE staff to disseminate the program to other nursing homes and assisted Living sites.
## NHCGNE Balance Sheet Comparison

<table>
<thead>
<tr>
<th></th>
<th>Preliminary</th>
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<td>Dec 31, 19</td>
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<td><strong>ASSETS</strong></td>
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<td><strong>Current Assets</strong></td>
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<tr>
<td>Checking/Savings</td>
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<tr>
<td>1100 · Sandy Spring Bank</td>
<td>$38,811</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
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<td><strong>LIABILITIES &amp; EQUITY</strong></td>
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<td><strong>Liabilities</strong></td>
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<td>22,296</td>
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<td>2509 · DeferredRestricted Revenue-RECALL</td>
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<td><strong>Equity</strong></td>
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<td>3200 · Retained Earnings</td>
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<td>$552,875</td>
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<td><strong>Net Income</strong></td>
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<td>(123,791)</td>
<td>(162,963)</td>
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<tr>
<td><strong>Total Equity</strong></td>
<td>$180,576</td>
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<td>$389,912</td>
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<td><strong>TOTAL LIABILITIES &amp; EQUITY</strong></td>
<td>$298,528</td>
<td>$404,150</td>
<td>$504,458</td>
</tr>
</tbody>
</table>

## NHCGNE Income Statement Comparison

<table>
<thead>
<tr>
<th></th>
<th>Preliminary</th>
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<tbody>
<tr>
<td></td>
<td>Dec 31, 19</td>
<td>Dec 31, 18</td>
<td>Dec 31, 17</td>
</tr>
<tr>
<td><strong>Administration &amp; Membership</strong></td>
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<td><strong>Revenue</strong></td>
<td>$178,038</td>
<td>$178,342</td>
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<td>269,318</td>
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<td><strong>Net Income/(Loss)</strong></td>
<td>(69,351)</td>
<td>(90,976)</td>
<td>(118,343)</td>
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<td><strong>Leadership Conference</strong></td>
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<tr>
<td><strong>Revenue</strong></td>
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<td>$31,950</td>
<td>$22,274</td>
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<td>(45,501)</td>
<td>(53,033)</td>
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<tr>
<td><strong>Grants &amp; Programs</strong></td>
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<tr>
<td><strong>Revenue</strong></td>
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<td>3,932</td>
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<td><strong>Net Income/(Loss)</strong></td>
<td>(104)</td>
<td>12,686</td>
<td>8,413</td>
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<td><strong>Change in Net Assets</strong></td>
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<td><strong>Revenue</strong></td>
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<td><strong>Expense</strong></td>
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<td>$226,910</td>
<td>$196,953</td>
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<tr>
<td><strong>Net Income/(Loss)</strong></td>
<td>(85,545)</td>
<td>(123,791)</td>
<td>(162,963)</td>
</tr>
</tbody>
</table>
Thank you to our member institutions for their continued support

Australian Hartford Center Consortium
Azusa Pacific University
Case Western Reserve Frances Payne Bolton School of Nursing
Charles R. Drew University of Medicine and Science
DePaul University, College of Science and Health
East Carolina University School of Nursing
Emory University
Franciscan Missionaries of Our Lady University
George Washington University School of Nursing, Center for Aging, Health & Humanities
Georgia State University Byrdine F. Lewis School of Nursing & Health Professions
Gerontological Advanced Practice Nurses Association (GAPNA)
Hartford Institute for Geriatric Nursing NYU
Hong Kong Polytechnic University School of Nursing
Illinois State University Mennonite College of Nursing
Johns Hopkins University School of Nursing
Louisiana State University School of Nursing
Loyola University of Chicago
Ohio State University College of Nursing
Kaohsiung Medical University, Center for Long-Term Care Research
Oregon Health & Science University School of Nursing*
Pace University College of Health Professions, Lienhard School of Nursing
Penn State University College of Nursing*
Purdue University School of Nursing
Radford University School of Nursing
Southern University and A&M College
Texas Tech University Health Sciences Center School of Nursing
University of Alabama Capstone College of Nursing
University of Alabama Huntsville College of Nursing
University of Alberta Faculty of Nursing
University of Arizona
University of Arkansas for Medical Sciences College of Nursing*
University of California, Davis Betty Irene Moore School of Nursing
University of California, Los Angeles School of Nursing
University of California San Francisco School of Nursing*
University of Central Florida
University of Connecticut School of Nursing
University of Delaware School of Nursing
University of Florida College of Nursing
University of Illinois at Chicago
University of Iowa College of Nursing*
University of Maryland School of Nursing
University of Massachusetts Amherst College of Nursing
University of Massachusetts, Lowell, Solomont School of Nursing
University of Minnesota School of Nursing*
University of Missouri School of Nursing
University of Oklahoma Health Sciences Center College of Nursing*
University of Pittsburgh School of Nursing
University of Tennessee, Knoxville
University of Texas, Arlington
University of Texas at Austin School of Nursing
University of Texas Health Science Center at Houston
University of Utah College of Nursing*
University of Virginia School of Nursing
University of Washington School of Nursing
UPMC Mercy
Vanderbilt University School of Nursing
Virginia Commonwealth University
Thank you to all our legacy affiliates for their leadership and support to NHCNGE

Charlene Aaron
Jenny Alderden
Ceanne Alvine
Emelia Amoako
Lyda Arevalo-Flechas
Donald Bailey
Melissa Batchelor-Murphy
Debra Bakerjian
Michele Balas
Beth Barba
Anna Beeber
Jennifer Bellot
Lazelle Benefield
Bonnie Benetato
Nancy Benton
Kimberly Bergen-Jackson
Linda Beuscher
Julie Bidwell
Brienne Black
Mary Black
Tom Blodgett
Marie Boltz
Stewart Bond
Staja Booker
Meg Bourbonniere
Christine Bradway
Glenna Brewster
Abraham Brody
Lisette Bunting-Perry
Deborah Burdsall
Donna Burge
Bill Buron
Heide Bursch
Charles Buscemi
Howard Butcher
Eeesung Byun
Elizabeth Caley
Grace Campbell
Judy Campbell
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Emile Dykstra
Monika Eckfield
Linda Edelman
Carol Enderlin
Fayron Epps
Luanne Etcher
Shelli Feder
Mary Fleming
Amanda Floetke Elliott
Bertha Flores
Gerardo Flores
Catherine Fiala
Bertha (Penny) Flores
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Olga Jarrin
Gwenneth Jensen
Denise Jones-Baucke
Corrine Jurgens
Stacen Keating
Carol Kemp
Laura Kirk
Haesook Kim
Hyejin Kim
Barb King
Erin Kitt-Lewis
Rachael Klimmek
Nancy Kneche
Melanie Krause
Alison Kris
Cheryl Lacasse
Helen Lach
Kari Lane
Ashley Leak
Leanne Lefler
Wen-Wen Li
Darlene Lindahl
Pamela Lindsey
Jennifer Lingler
Ruth Lopez
Thank you to all our legacy affiliates for their leadership and support to NHCNCGE

Maichou Lor
Susan Lowey
Susan Lysaght
Ruth Masterson-Creber
Ann Mayo
Glenise McKenzie
Mary Kay McKown
Susan McLennon
Siobhan McMahon
Lauren Massimo
Janet Mentes
Jennifer Merrilees
Daniel Mick
Elizabeth Miller
Lyndsey Miller
Sadie Mitchell
Sheila Molony
Todd Monroe
Cheryl Ann Monturo
Scott Moore
Joseph Morris
Corey Nagel
Paula Nagy
Therese Narzikul
Laura Nelson Kirk
Marci Nilsen
Jeannette O’Brien
Melissa O’Connor
Charlene Ono
Janine Overcash
Janice Palmer
Jeongok Park
Olimpia Paun
Adriana Perez
Darina Petrovsky
Lorraine J Phillips
Charon Pierson
Carrie Plummer
Sherry Lynn Pomeroy
Robert Pope
Lori Popejoy
Ingrid Pretzer-Aboff
Suzanne Prevost
Debra Priest
William Puentes
Janet Purath
Barbara Rakel
Aditi Rao
Mary Pat Rapp
Jimmy Reyes
Carmen Rodriguez
Tonya Roberts
Carol Rogers
Rachel Roliland
Rafael Romo
Karen Rose
Deborah Rosenbloom
Todd Ruppar
Cynthia Russell
Tatiana Sadak
Tina Sadarangani
Tamika Sanchez-Jones
Debra Schutte
Rebecca Scobee
Jennifer Seaman
Justine Sefcik
Kathryn Sexson
Tara Sharpp
Juliette Shellman
Casey Shillam
Elena Siegel
Krista Siford
Amy Silva-Smith
Lisa Skemp (Kelley)
Marianne Smith
Caroline Stephens
Debbie Stevens
Ayasha Stewart
Elizabeth Stewart
Mary Stolder
Nancy Stotts
Kristen Swafford
Sarah Szanton
Sunghee Tak
Kristine Talley
Hsin-Yi (Jean) Tang
Allison Terwilliger
Karen Tetz
Hilaire Thompson
Deidre Thornew
Marleene Thornton
Christine Tocchi
Mark Toles
Rebecca Trotta
Pao-Feng Tsai
Prudence Twigg
Michelle Umbarger-Mackey
Ebere Ume
Janet Van Cleave
Catherine Van Son
Amy Vogelsmeier
Miriam Volpin
Laura Wagner
Ronald Walent
Janiece Walker
Kristianna Weymann
Mary Whipple
Kristine Williams
Cindy Wong
Lynn Woods
Kathy Wright
Yi Yan
Lan Yao
Tracey Yap
Maria Yefimova
Hye A Yeom
Andrea Yevchak
Fang Yu
Cora Zembrzuski
Carolyn Ziminiski