

Hayley Drew Germack, PhD MHS RN

3550 Victoria Street Office 315A ▪ Pittsburgh, PA 15261 ▪ (412) 648-4214 ▪ hdg8@pitt.edu

ACADEMIC POSITIONS

Assistant Professor, Department of Acute & Tertiary Care **2018-Present**
University of Pittsburgh School of Nursing, Pittsburgh, PA

Adjunct Scientist **2017-Present**
Northeastern University Bouvé College of Health Sciences & School of Engineering, Boston, MA

EDUCATION

Masters of Health Sciences (MHS) **2018**
National Clinician Scholars Program
Yale University School of Medicine, New Haven, CT
Research Mentors: Sarwat I. Chaudhry, MD MHS; Margaret Grey, DrPH RN FAAN

Doctorate of Philosophy (PhD) in Nursing **2015**
Center for Health Outcomes and Policy Research
University of Pennsylvania School of Nursing, Philadelphia, PA
Research Mentors: Linda H. Aiken, PhD RN FAAN; Matthew McHugh, PhD JD MPH RN CRNP FAAN

Bachelor of Science in Nursing (BSN) **2012**
Hillman Scholar in Nursing Innovation
University of Pennsylvania School of Nursing, Philadelphia, PA
Oxford Brookes University, Oxford, UK, 4 months

Bachelor of Arts (BA), Anthropology **2012**
University Scholars Undergraduate Research Fellow
University of Pennsylvania College of Arts and Sciences, Philadelphia, PA

POSTGRADUATE TRAINING & FELLOWSHIP APPOINTMENTS

National Clinician Scholars Program **2018**
Yale University School of Medicine, New Haven, CT
Research Mentors: Sarwat I. Chaudhry, MD MHS; Margaret Grey, DrPH RN FAAN; Robin Whittemore, PhD APRN FAAN

Center for Health Outcomes and Policy Research **2016**
University of Pennsylvania School of Nursing, Philadelphia, PA
Research Mentor: Linda H. Aiken, PhD RN FAAN; Matthew McHugh, PhD JD MSN FAAN

OTHER APPOINTMENTS

Fellow, Leonard Davis Institute of Health Economics **2013-2016**
University of Pennsylvania, School of Medicine

Fellow, Center for Public Health Initiatives **2015-2016**
University of Pennsylvania, School of Medicine

LICENSURE

Registered Nurse, CT & PA

2012-Present

RESEARCH FUNDING

Funding received

Rita & Alex Hillman Foundation Small Research Grant

2016-2017

PI; "Nursing Contributions to National Quality Metrics" \$5000

Leonard Davis Institute of Health Economics Pilot Grant

2016-2017

Co, PI; Towards a Business Case for Nursing - Do Magnet Hospitals Perform Better on Value Based Purchasing Measures? \$8000

Office of Nursing Research Grant, Penn Nursing Science

2014

Co-PI, Missed nursing care and patient satisfaction, \$5000

Funding in preparation

Hospital Variation in Readmissions for Patients with SMI and Community and Provider Factors (AHRQ K08)

October 2018

PI: Germack; Mentors: Grant Martsof; Julie Donohue; Jeremy Kahn

PROFESSIONAL AFFILIATIONS

AcademyHealth

2012-Present

Interest Groups: Interdisciplinary Research Group on Nursing Issues (IRGNI) & Mental Health Services Research Group

American Nurses Association

2012-Present

Eastern Nursing Research Society

2012-Present

Sigma Theta Tau International Nursing Honor Society

2012-Present

PROFESSIONAL SERVICE ACTIVITIES

National Quality Forum

2018-Present

Behavioral Health/Mental Health Standing Committee; provide expertise in developing and endorsing quality measures

National Clinician Scholars Program Annual Meeting

2017

Organizing role in annual scientific meeting

Clinician Action Network

2016-Present

Founding Member of a non-partisan grassroots organization that advocates for evidence-based health policies that put patients first

Organize actions (op-ed writing workshops and letters to the editor) in response to legislative change that could negatively impact patients

Peer review of scientific journal articles

2015-Present

Journal of Health Services Research & Policy; PLOS ONE

Doctoral Student Organization, University of Pennsylvania School of Nursing

2012-2013

PUBLICATIONS

Peer-Reviewed Publications

Published Manuscripts

Islam MS, Hasan MM, Wang X, **Germack, HD**, Alam, MN. Application and theoretical perspective of data mining: A systematic review on healthcare analytics. *Healthcare*. 2018;6(54).

Germack HD, McHugh MD, Sloane DM, Aiken LH. U.S. Hospital Employment of Foreign-Educated Nurses and Patient Experience: A Cross-Sectional Study. *Journal of Nursing Regulation*. 2017 Oct;8(3):26-35.

Lasater KB, **Germack HD**, Small DS, McHugh MD. Hospitals Known for Nursing Excellence Perform Better on Value Based Purchasing Measures. *Policy, Politics & Nursing Practice*. 2017 Mar;17(4):177-186. PubMed PMID: 28558604

Kutney-Lee A, **Germack HD**, Hatfield L, Kelly S, Maguire P, Dierkes A, Del Guidice M, Aiken LH. Nurse Engagement in Shared Governance and Patient and Nurse Outcomes. *J Nurs Adm*. 2016 Nov;46(11):605-612. PubMed PMID: 27755212; NIHMSID: NIHMS813280; PubMed Central PMCID: PMC5117656.

Lake ET, **Germack HD**, Viscardi MK. Missed nursing care is linked to patient satisfaction: a cross-sectional study of US hospitals. *BMJ Qual Saf*. 2016 Jul;25(7):535-43. PubMed PMID: 26376673; NIHMSID: NIHMS761185; PubMed Central PMCID: PMC4794421.

Barnes H, Maier CB, Altares Sarik D, **Germack HD**, Aiken LH, McHugh MD. Effects of regulation and payment policies on nurse practitioners' clinical practices. *Med Care Res Rev*. 2017 Aug;74(4):431-451. PubMed PMID: 27178092; NIHMSID: NIHMS828514; PubMed Central PMCID: PMC5114168.

Germack HD, Griffiths P, Sloane DM, Rafferty AM, Ball JE, Aiken LH. Patient satisfaction and non-UK educated nurses: a cross-sectional observational study of English National Health Service Hospitals. *BMJ Open*. 2015 Dec 2;5(12):e009483. PubMed PMID: 26634400; PubMed Central PMCID: PMC4680004.

In Press

Germack HD, Wang X, Hanrahan N, Alam MN. The impact of comorbid serious mental illness diagnosis on readmissions among patients discharged after medical and surgical hospitalizations.

Under Review

Germack HD, Caron A, Solomon R, Hanrahan N. Systematic review of medical surgical readmissions in patients with co-occurring serious mental illness.

Germack HD, Emerson B, Campbell-Britton M, Fekieta R, Feder S, Rosenberg A, Chaudhry S. The interplay of conflict and cooperation in intra-hospital care transitions: How senders and receivers navigate a complex system. In Review

Rosen P, **Germack HD**, Wolfe A. CMS is leaning in to alleviate the administrative burdens that weight upon our health system.

In Progress

Germack, HD. Lessons learned from an mHealth intervention for patients discharged from acute inpatient psychiatry. Target journal: J Am Psychiatr Nurses Assoc

Germack HD, Greenberg G, Iwamasa G, Hunt M, Mohamed S, Stacy MA, Hoff R. Application of recovery oriented care in VA inpatient psychiatry units. Target journal: *General Psychiatry*

Germack HD, Greenberg G, Iwamasa G, Hunt M, Mohamed S, Stacy MA, Hoff R. Relationship between recovery oriented care and patient outcomes: A survey of VA inpatient psychiatry units. Target journal: Medical Care

Non-Peer Reviewed Papers

Germack HD. Using mHealth as a lever to promote mental health care quality through patient engagement. *J Am Psychiatr Nurses Assoc*. 2016 Jul;22(4):320-2. PubMed PMID: 27282885.

Invited Speaker

Germack HD. Increasing Follow-Up Attendance after Acute Inpatient Psychiatric Stays: An mHealth Approach. Speaker at Christiana Care ACCEL Innovative Discovery Series. Newark, Delaware, August 2018

National Conference Presentations

Germack HD. The Interplay of Conflict and Cooperation in Intra-Hospital Care Transitions: How Senders and Receivers Navigate a Complex System. Podium Presentation at the National Clinician Scholars Program Annual Meeting. New Haven, CT, November 2017

Barnes H, Maier CB, Altares Sarik D, **Germack HD**. Nurse Practitioner Scope of Practice and Medicaid Acceptance. Podium Presentation at Center for Interdisciplinary Health Workforce Studies. Denver, CO, June 2015

Lake ET, **Germack HD**, Viscardi MK. Missed Nursing Care and Patient Satisfaction. Podium Presentation at AcademyHealth Annual Research Meeting. San Diego, CA, June 2014

Germack HD. Foreign-Educated Nurses and Patient Care Experience in England. Podium Presentation at AcademyHealth Annual Research Meeting. Baltimore, MD, June 2013

Selected Abstracts

Germack HD, Wang X, Alam MN, Hanrahan NP. Association Between Comorbid Serious Mental Illness Diagnosis and 30-day Medical and Surgical Readmissions. Poster Presentation at National Institute of Mental Health 24th Annual Mental Health Services Research Conference. Rockville, MD. August 2018.

Germack HD, Caron A, Solomon R, Hanrahan NP. Systematic review of medical surgical readmissions in patients with co-occurring serious mental illness. Poster Presentation at AcademyHealth Annual Research Meeting. Seattle, WA. June 2018.

Germack HD, Wang X, Alam MN, Hanrahan NP. Association Between Comorbid Serious Mental Illness Diagnosis and 30-day Medical and Surgical Readmissions. Poster Presentation at AcademyHealth Annual Research Meeting. Seattle, WA. June 2018.

Germack HD, Emerson B, Campbell Britton M, Fekieta R, Feder SL, Rosenberg A, Chaudhry SI. Conflict and Cooperation In Intra-Hospital Transitions: A Qualitative Secondary Analysis. Poster Presentation at AcademyHealth Annual Research Meeting in New Orleans, LA. June 2017.

Lasater KB, **Germack HD**, Small DS, McHugh MD. Hospitals Known for Nursing Excellence Perform Better on Value Based Purchasing Measures. Poster Presentation at AcademyHealth Annual Research Meeting in New Orleans, LA. June 2017.

Germack HD, McHugh MD, Sloane DM, Aiken LH. U.S. Hospital Employment of Foreign-Educated Nurses and Patient Experience: A Cross-Sectional Study. Poster Presentation at AcademyHealth Annual

Research Meeting in Boston, MA. June 2016

Kutney-Lee A, **Germack HD**, Hatfield L, Kelly S, Maguire P, Dierkes A, Del Guidice M, Aiken LH. Nurse Engagement in Shared Governance and Patient and Nurse Outcomes Poster Presentation at AcademyHealth Annual Research Meeting in Boston, MA. June 2016

Barnes H, Maier CB, Altares Sarik D, **Germack HD**, Aiken LH, McHugh MD. Effects of Regulation and Payment Policies on Nurse Practitioners' Clinical Practices. Poster Presentation at AcademyHealth Annual Research Meeting in Minneapolis, MN. June 2015

AWARDS

National Institute of Mental Health. 24th Annual Mental Health Services Research Conference. New Investigators Workshop Award. 2018

RESEARCH EXPERIENCE

Northeastern University | Adjunct Scientist, Boston, MA **2017-Present**

Directly supervise and train advanced degree engineering and nursing students in rigorous data analytics through onsite and virtual support; Implement 2-year plan to fund and disseminate research; Manage, coordinate, write, review, and edit original research manuscripts for peer-reviewed academic journal publication; Directly report to the Dean of the School of Nursing and Innovation and Entrepreneurship

Yale University | Postdoctoral Fellow, New Haven, CT **2016-Present**

Develop a national survey of hospitals across the VA Medical system incorporating feedback from multiple diverse administrative and clinical stakeholders; Respond to participant inquiries and maintain good participant relationships; Manage, coordinate, write, review, and edit internal report for senior VA management; Designed and executed a secondary qualitative data analysis engaging members of an interdisciplinary team

University of Pennsylvania | Postdoctoral Fellow, Philadelphia, PA **2015-2016**

Assessed the impact of modifiable hospital characteristics on hospital patient outcomes using sophisticated and rigorous methodology to account for variation across institutions; Leading or co-author on 6 papers in peer-reviewed journals with high impact factor; Principal investigator on 2 winning research proposals

Netter Center for Community Partnerships (NCCP) | Evaluation Team **2008-2012**

Program evaluation of youth programming and made program improvement recommendations; Led a team of undergraduate students in conducting interviews and focus groups with West Philadelphia public schools K-12 students and parents

Guatemala Health Initiative | Ethnographer / Santiago Atitlan, Guatemala **2008-2009**

Designed and undertook a research project using anthropological methodology (focus group, interviews, participant observation, anthropometrics) to understand nutrition in Atiteca women during the second and third trimesters of pregnancy.

CLINICAL EXPERIENCE

Yale Internal Medicine Associates | Population Health Scientist, New Haven, CT **2017-Present**

Provider clinical nursing support in quality improvement for Transforming Clinical Practice Initiative (TCPI) behavioral health integration transformation

Yale New Haven Health System | Volunteer, New Haven, CT **2016-Present**

Psychiatry service line resource nurse: Provide research assistance to nurses on shared governance for designing and executing research projects; work with service line quality managers to develop key

performance indicators for nursing quality of care

TEACHING & MENTORING EXPERIENCE

Northeastern University | *Adjunct Scientist*, Boston, MA **2016-Present**

Mentor 1 MSc and 1 PhD Engineering students in quantitative research methods; mentor 2 undergraduate and 4 graduate nursing students in preparation of a systematic review

University of Pennsylvania | *Teaching Assistant*, Philadelphia, PA **2015-2016**

Taught 2 semesters of a course in health and social policy to 40+ undergraduate students, mentoring students in developing a policy briefing as their final deliverable, and providing two performance reviews with students each semester; Developed a syllabus that incorporated current events relevant to health policy

POLICY EXPERIENCE

Centers for Clinical Standards and Quality, CMS | *Fellow*, Baltimore, MD **2017-Present**

Work with senior leadership in the development and design of burden reduction goals and metrics; Develop strategic approach to eliciting clinician feedback on burden reduction goals; Participate in CMS Quality Conference

MANAGEMENT EXPERIENCE

re:Mind Philly, LLC | *Executive Director*, Philadelphia, PA **2014-2016**

Led development and launch of “re:Mind,” a mobile application for 14 acute inpatient psychiatric hospitals discharging patients with diagnoses of severe and persistent mental illness; Developed and executed virtual and on-site trainings for 30+ frontline hospital staff; Supported setting and monitoring of program outcomes, reporting regularly to Chief Medical Officer of Philadelphia Department of Behavioral Health, Intellectual, and Disability Services (DBHIDS), the Philadelphia managed care organization for ~500,000 Medicaid recipients

PERSONAL DETAILS

- Language Skills: Spanish (proficient)
- Interests: Reading nonfiction, advocacy work (founding member of Clinician Action Network)
- Competitive and accomplished amateur athlete:
 - Running (Marathon Personal Record [PR]: 2:56:50 at 2016 120th B.A.A. Boston Marathon—45th Female Overall; Half Marathon PR: 1:20:20 at 2018 United Airlines NYC Half Marathon)
 - Triathlon (Ironman PR: 10:10:47 at 2016 Ironman Lake Placid—First Amateur Female Overall; Half Ironman PR: 4:36:57 at 2015 70.3 Mont Tremblant—Second Amateur Female Overall; First American Amateur Female in Ironman World Championships 2016 Kona, HI and Ironman 70.3 World Championship 70.3 2014 Mont Tremblant, Canada)