

Curriculum Vitae

Name: Hayley Drew Germack

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Education and Training

Undergraduate

8/2007 - 12/2012	University of Pennsylvania Philadelphia, PA	B.A. Anthropology University Scholars Program
1/2011 - 12/2012	University of Pennsylvania Philadelphia, PA	B.S.N. Nursing Hillman Scholars Program

Graduate

1/2012 - 5/2015	University of Pennsylvania Philadelphia, PA	Ph.D. Nursing
7/2016 - 6/2018	Yale University New Haven, CT	M.H.S. Health Policy

Postgraduate

5/2015 - 6/2016	Center for Health Outcomes And Policy Research, University of Pennsylvania Philadelphia, PA	
7/2016 - 6/2018	National Clinician Scholars Program, Yale University, New Haven, CT	

Appointments and Positions

Academic

2020-Present	University of Pittsburgh School of Nursing Pittsburgh, PA	Chair, Behavioral Health Core Health Service Policy Research Hub Member, Graduate Faculty, University of Pittsburgh
7/2018 – Present	University of Pittsburgh	Assistant Professor,

	School of Nursing Pittsburgh, PA	Tenure-Stream
5/2017 – Present	Northeastern University School of Nursing Boston, MA	Adjunct Scientist
7/2016 – 6/2018	Yale University School of Medicine New Haven, CT	Post-Doctoral Fellow
7/2016 – Present	Center for Health Outcomes and Policy Research Philadelphia, PA	Senior Fellow
5/2015 – 6/2016	University of Pennsylvania School of Nursing Philadelphia, PA	Post-Doctoral Fellow
12/2013 – Present	Leonard Davis Institute of Health Economics Philadelphia, PA	Fellow
1/2012 - 5/2015	University of Pennsylvania School of Nursing Philadelphia, PA	Pre-Doctoral Fellow; Hillman Scholar in Nursing Innovation
Non-Academic		
11/2017 – 2/2019	Centers for Clinical Standards and Quality, Centers for Medicare & Medicaid Services Woodlawn, MD	Policy Fellow
1/2014 – 12/2016	re:Mind Philly, LLC Philadelphia, PA	Executive Director
8/2008 – 12/2012	Netter Center for Community Partnerships Philadelphia, PA	Evaluation Team Lead
<u>Licensure and Certification</u>		
2/2013 – Present	RN646243 State Board of Nursing	Pennsylvania

Membership in Professional and Scientific Societies

- 2012-Present AcademyHealth
 2012-Present Member in Interdisciplinary Research Group on Nursing Issues (IRGNI)
 2018-2020 IRGNI Communications Liaison
 2020-2021 IRGNI Co-Chair
 2021-Present IRGNI Chair
 2017-Present Abstract Reviewer
 2018-Present IRGNI Advisory Board Committee Member
 2012-Present American Nurses Association Member
 2017-Present American Psychiatric Nurses Association Member
 2012-Present Eastern Nursing Research Society Member
 2017-Present Health Services Research Interest Group Advisor Board Committee
 2012-Present Sigma Theta Tau International Honor Society
 2012-2016 Xi Chapter
 2018-Present Eta Chapter

Honors

- 2019 Selected to participate in Nursing Health Services Research Meeting, Bozeman, MT
 2019 Selected to participate in Office of Nursing Services Grant Writing Workshop, U.S. Department of Veterans Affairs
 2018 New Investigators Workshop Award, National Institute of Mental Health Mental Health Services Research Conference
 2016 Clinical and Translational Science Institute (TL1) Awardee, Yale Center for Clinical Investigation TL1TR001864-01
 2012 National Institute of Nursing Research Institutional Training Program (T32) Awardee, Advanced Training in Nursing Outcomes Research T32NR007104
 2011 Rita & Alex Hillman Foundation Scholar in Nursing Innovation BSN-PhD

Publications

Refereed Articles

Legend: * = Data-Based § = First-authored ^ = Senior-authored # = Non-peer reviewed & = Trainee or student included

1. *§**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
2. *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.
3. *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

4. *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
5. *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
6. ***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. PubMed PMID: 29568672; PubMed Central PMCID: PMC5860668.
7. &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). PubMed PMID: 29882866; PubMed Central PMCID: PMC6023432.
8. ***Germack HD**, Caron A, Solomon R, Hanrahan N. Medical-surgical readmissions in patients with co-occurring serious mental illness: A systematic review and meta-analysis. *General Hospital Psychiatry*. 2018 Nov-Dec;55:65-71. PubMed PMID: 30414592.
9. ***Germack HD**, Noor-E-Alam M, Wang X, Hanrahan N. Association of Comorbid Serious Mental Illness Diagnosis with 30-Day Medical and Surgical Readmissions. *JAMA Psychiatry*. 2019;76:1:96-98. PubMed PMID: 30476934.
10. Squires A, **Germack HD**, Muench U, Stollendorf D, Witkoski-Stimpfel A, Yakusheva O, Brom H, Harrison J, Patel E, Riman K Martsolf G. The interdisciplinary research group on nursing issues: Advancing health services research, policy, regulation, and practice. *Journal of Nursing Regulation*, 2019;10:2:55-59.
11. ***Germack HD**, Fekieta R, Campbell Britton M, Feder SL, Rosenberg A, Chaudhry SI. Cooperation and conflict in intra-hospital transfers: A qualitative analysis. *Nursing Open*, 2020;7:2:634-641. PubMed PMID: 32089862
12. ***Germack HD**, Kandrack R, Martsolf GR. When rural hospitals close, the physician workforce goes. *Health Affairs*, 38(12):2086-2094. PubMed PMID: 31794309
13. ***Germack HD**, Bizhanova Z, Roberts ET. Substantial hospital level variation in all-cause readmission rates among Medicare beneficiaries with serious mental illness. *Healthcare*, 2020; 8(3). <https://doi.org/10.1016/j.hjdsi.2020.100453>
14. ***Germack HD**, Drake C, Donohue JM, Golberstein E, Busch S. National trends in outpatient mental health service use among adults between 2008 and 2015. *Psychiatric Services*, 2020. <https://doi.org/10.1176/appi.ps.201900576>
15. ***Germack HD**, Weissinger G, Bizhanova Z, Martsolf G. Psychiatric medication changes associated with increased rate of medical readmissions in patients with serious mental illness. *Journal of Nervous and Mental Disorders*, 2021; 209(3):166-173. <https://doi.org/10.1097/NMD.0000000000001282>
16. ***Germack HD**, Harrison J, Poghosyan L, Martsolf G. Practice patterns, work environments, and job outcomes of rural and urban primary care nurse practitioners. *Medical Care Research and Review*, 2020; <https://doi.org/10.1177/1077558720974537>
17. **Germack HD**. States should remove barriers to advanced practice registered nurse prescriptive authority to increase access to treatment for opioid use disorder. *Policy, Politics, and Nursing Practice*, 2020; <https://doi.org/10.1177/1527154420978720>
18. Harrison J, **Germack HD**, Poghosyan L, Martsolf G. Surveying primary care nurse practitioners: An overview of national sampling frames. *Policy, Politics, and Nursing Practice*, 2020; <https://doi.org/10.1177/1527154420976081>

19. *§**Germack HD**, Leung L, Zhao X, Martsolf G.. Impact of clinic implementation of care coordination and team based care on acute care utilization for Veterans with comorbid serious mental illness. *Journal of General Internal Medicine*, 2021; <https://doi.org/10.1007/s11606-021-06884-5>
20. Harrison J, **Germack HD**, Poghosyan L, D’Aunno T, Martsolf G. Methodology for a six-state survey of primary care nurse practitioners. *Nursing Outlook*, 2021; <https://doi.org/10.1016/j.outlook.2021.01.010>
21. *§&**Germack HD**, Kandrack R, Martsolf G. Relationship between rural hospital closures and the supply of nurse practitioners and certified registered nurse anesthetists. *Nursing Outlook*, 2021; <https://doi.org/10.1016/j.outlook.2021.05.005>
22. *^&**Germack HD**, Mahmoud K, Cooper M, Vincent H, Koller K, Martsolf GR. In Press. Community socioeconomic disadvantage drives type of 30-day medical-surgical revisits among patients with serious mental illness. *BMC Health Services Research*, 2021; <https://doi.org/10.1186/s12913-021-06605-y>
23. §&**Germack, H.**, Cary, M., Gilmartin, H., Girouard, S., Jones, T.M., Martin, B.J., Norful, A.A., Anusiewicz, C.V., Riman, K.A., Schlak, A.E., Squires, A., V. Estrada, L.V., Gazarian, P., Gerchow, L., Ghazal, L.V., Henderson, M.D., Mitha, S., Mpundu, G., Nikpour, J., Royster, M., Thompson, R., Stollendorf, D.P. (2021) Leading Policy and Practice Change During Unprecedented Times: The Nursing Health Services Research Response. *Journal of Nursing Regulation*, 12(2), 56-60. [https://doi.org/10.1016/S2155-8256\(21\)00057-0](https://doi.org/10.1016/S2155-8256(21)00057-0)
24. *^&Manganti J, Mitchell A, Mahmoud K, **Germack HD**. (In Press) Learning from the lived experiences of people with opioid use disorder: A pilot study of the impact on students’ stigma perceptions and attitudes. *Journal of Addictions Nursing*

Reviews, Invited Published Papers, Proceedings, Monographs

1. **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.

Other Publications

1. **Germack, H.D.** (2015) *Foreign Educated Nurses and Patient Care Experience in England and the United States* (Doctoral Dissertation) Publicly Accessible Penn Dissertations. 1733. <https://repository.upenn.edu/edissertations/1733>

Research

Principal Investigator

Awarded

National Institutes of Health Loan Repayment Program National Institute of Drug Abuse
Effects of the Waivered Nurse Practitioner Workforce on Disparities in Buprenorphine
Prescribing and Opioid Use Disorder Outcomes in Pennsylvania Medicaid Beneficiaries
2020-2022; 20%

University of Pittsburgh School of Nursing Center for Research and Evaluation
“Contributions of Social Capital to Ambulatory Care Sensitive Condition Admissions for People
with Serious Mental Illness and Comorbid Physical Health Conditions”
2021-2022; 10%

\$15,000

University of Pittsburgh School of Nursing Center for Research and Evaluation

“Contributions of Neighborhood Disadvantage to Readmissions for People with Serious Mental Illness and Comorbid Physical Health Conditions”

2020-2021; 10%

\$15,000

Central Research Development Fund, University of Pittsburgh

Factors associated with medical-surgical revisits in patients with serious mental illness: An exploratory multi-state analysis

2019-2021; 10%

\$18,000

Center for Health Equity Research and Promotion Competitive Pilot Project, Pittsburgh Veterans Health Administration

Team-Based Care in Complex Veterans with Mental Health Disorders

2019-2020; 20%

\$25,000

University of Pittsburgh School of Nursing Center for Research and Evaluation

“Factors Associated with Hospital-Based Revisits for Patients with Serious Mental Illness and Comorbid Physical Health Conditions”

2019-2020; 10%

\$15,000

University of Pittsburgh School of Nursing Center for Research and Evaluation

“Factors Associated with Hospital-Based Revisits for Patients with Serious Mental Illness and Comorbid Physical Health Conditions”

2019-2020; 10%

\$15,000

Rita & Alex Hillman Foundation Advancing Early Research Opportunities Grant

“Contributions of Med Changes to Readmissions in Patients with SMI”

2019-2020; 5%

\$5000

Rita & Alex Hillman Foundation Small Research Grant

“Nursing Contributions to National Quality Metrics”

2016-2017; 5%

\$5000

Leonard Davis Institute of Health Economics Pilot Grant

“Towards a Business Case for Nursing - Do Magnet Hospitals Perform Better on Value Based Purchasing Measures?”

2016-2017; 20%

\$8000

University of Pennsylvania School of Nursing Office of Nursing Research Grant

“Missed nursing care and patient satisfaction”

2014-2015; 20%
\$5000

Pending

National Institute of Health National Institute of Mental Health R34
“Establishing Practice Capabilities and Climate to Deploy Telemental Health”
Role: PI 2021-2024; 10%
\$425,000

Veterans Affairs MERIT Award

“Leveraging a natural experiment to identify the effects of VA community care programs on health care quality, equity, and Veteran experiences”
Role: Co-I 2022-2025; 10% in Year 1, 5% in Year 2 and 2.5% in Years 3-4

Donaghue Foundation

“Effects of Medicaid Managed Care on Behavioral Health”
\$200,000
Role: Co-I 2022-2023; 5% in Years 1 & 2

Other Scholarly Activities

Manuscript Reviewer

2015-Present *Journal of Health Services Research; PLOS ONE*
2018-Present *International Journal for Quality in Health Care*
2019-Present *Journal of Addiction Medicine*
2019-Present *Psychiatric Services*

Unpublished Presentations

National

1. **Germack HD**, Weissinger G, Bizhanova Z, Martsolf G. (2020, June) *Effects of Psychiatric Medication Discontinuation on Medical-Surgical Readmission*. [Podium] AcademyHealth Annual Research Meeting, Virtual due to COVID.
2. **Germack HD**, Kandrack R, Martsolf G. (2020, June) *Effects of Hospital Closures on the Nurse Practitioner Workforce*. [Podium] AcademyHealth Annual Research Meeting, Virtual due to COVID.
3. **Germack HD**, Drake C, Donohue J, Golberstein E, Busch S. (2019, June) *National Trends in Outpatient Mental Health Service Use Between 2008 and 2015* [Poster] AcademyHealth Annual Research Meeting, Washington, DC.
4. **Germack HD**, Wang X, Alam MN, Hanrahan NP. (2018, June) *Association Between Comorbid Serious Mental Illness Diagnosis and 30-day Medical and Surgical Readmissions*. [Poster] National Institute of Mental Health 24th Annual Mental Health Services Research Conference. Rockville, MD.
5. **Germack HD**, Caron A, Solomon R, Hanrahan NP. (2018, June) *Systematic review of medical surgical readmissions in patients with co-occurring serious mental illness*. [Poster] AcademyHealth Annual Research Meeting. Seattle, WA.
6. **Germack HD**, Wang X, Alam MN, Hanrahan NP. (2018, June) *Association Between Comorbid Serious Mental Illness Diagnosis and 30-day Medical and Surgical Readmissions*. [Poster] AcademyHealth Annual Research Meeting. Seattle, WA.

7. **Germack H.D.** (2017, November). *The Interplay of Conflict and Cooperation in Intra-Hospital Care Transitions: How Senders and Receivers Navigate a Complex System*. [Podium] National Clinician Scholars Program Annual Meeting. New Haven, CT.
8. **Germack HD**, Emerson B, Campbell Britton M, Fekieta R, Feder SL, Rosenberg A, Chaudhry SI. (2017, June) *Conflict and Cooperation In Intra-Hospital Transitions: A Qualitative Secondary Analysis*. [Poster] AcademyHealth Annual Research Meeting. New Orleans, LA.
9. Lasater KB, **Germack HD**, Small DS, McHugh MD. (2017, June) *Hospitals Known for Nursing Excellence Perform Better on Value Based Purchasing Measures*. [Poster] AcademyHealth Annual Research Meeting. New Orleans, LA.
10. **Germack HD**, McHugh MD, Sloane DM, Aiken LH. (2016, June) *U.S. Hospital Employment of Foreign-Educated Nurses and Patient Experience: A Cross-Sectional Study*. [Poster] AcademyHealth Annual Research Meeting. Boston, MA.
11. Kutney-Lee A, **Germack HD**, Hatfield L, Kelly S, Maguire P, Dierkes A, Del Guidice M, Aiken LH. (2016, June) *Nurse Engagement in Shared Governance and Patient and Nurse Outcomes Poster Presentation* AcademyHealth Annual Research Meeting. Boston, MA.
12. Barnes H, Maier CB, Altares Sarik D, **Germack HD**, Aiken LH, McHugh MD. (2015, June) *Effects of Regulation and Payment Policies on Nurse Practitioners' Clinical Practices*. [Poster] AcademyHealth Annual Research Meeting. Minneapolis, MN.
13. Barnes H, Maier CB, Altares Sarik D, **Germack HD**. (2015, June) *Nurse Practitioner Scope of Practice and Medicaid Acceptance*. [Podium] Center for Interdisciplinary Health Workforce Studies. Denver, CO.
14. Lake ET, **Germack HD**, Viscardi MK. (2014, June) *Missed Nursing Care and Patient Satisfaction*. [Podium] AcademyHealth Annual Research Meeting. San Diego, CA.
15. **Germack HD**. (2013, June) *Foreign-Educated Nurses and Patient Care Experience in England*. [Podium] AcademyHealth Annual Research Meeting. Baltimore, MD.

Regional

1. **Germack H.D.** (2018, August). *Increasing Follow-Up Attendance after Acute Inpatient Psychiatric Stays: An mHealth Approach*. Speaker at Christiana Care ACCEL Innovative Discovery Series. Newark, DE.

Teaching

Primary Teacher

Term / Years	Course Number & Title	No. of Students	Level	Didactic or Clinical
Spring 2021	NUR 1212 Introduction to Healthcare Finance and Policy	30	Accelerated BSN (ABSN) Junior	Didactic
Fall 2020	NUR 3012: Public Policy in Healthcare	73	DNP Students	Didactic
Fall 2020	NUR 1212 Introduction to Healthcare Finance and Policy	21	Accelerated BSN (ABSN) Junior	Didactic
Summer 2020	NUR 1212 Introduction to Healthcare Finance and Policy	26	Accelerated BSN (ABSN) Junior	Didactic
Spring 2020	NUR 1212 Introduction to Healthcare Finance and Policy	30	Accelerated BSN	Didactic

			(ABSN) Junior	
Spring 2020	NUR 1134c: Transition into Professional Practice	2	ABSN and Traditional Seniors	Clinical
Fall 2019	NUR 3012: Public Policy in Healthcare	52	DNP Students	Didactic
Fall 2019	NUR 1212 Introduction to Healthcare Finance and Policy	32	Accelerated BSN (ABSN) Junior	Didactic
Fall 2019	NUR 1134c: Transition into Professional Practice	2	ABSN and Traditional Seniors	Clinical
Summer 2019	NUR 1212 Introduction to Healthcare Finance and Policy	33	Accelerated BSN (ABSN) Junior	Didactic
Summer 2019	NUR 1134c: Transition into Professional Practice	2	ABSN and Traditional Seniors	Clinical
Spring 2016	University of Pennsylvania: SOCI 134: Introduction to Social Policy and Practice	30	Juniors and Seniors	Didactic
Spring 2015	University of Pennsylvania: SOCI 134: Introduction to Social Policy and Practice	30	Juniors and Seniors	Didactic

Mentorship

Student	Project Title	Committee status member/ chair	Years inclusive	Professional trajectory (current position)
Huan Mwan	Evaluating the Barriers and Facilitators to the Utilization of Doulas in Maternity Care in Pennsylvania	DNP Chair	2020-Present	DNP Student
Claudia Kiely	Telemental Health with Nurse Practitioners	URMP Student	2020-Present	Undergraduate student
Elizabeth Nilsen	Prolonged Post-Operative Opioid Used in People with Serious Mental Illness	Committee Member	2019-Present	DNP/PhD Student
Mandy Cooper	Service Utilization for Youth with Hearing Loss	URMP Student	2019-Present	Undergraduate Student
Madeline Lepore	DNP Policy Project: Legalizing Needle Exchange in Pennsylvania	DNP Chair	2019-Present	DNP student
Dana Fradkin	DNP Policy Project: A Partnership with the National Nurse-Led Care Consortium	DNP Committee Member	2019-2021	DNP student
Jamie Manganti	Addressing Stigma Towards Opioid Use Disorder through Exposure to People with Lived Experience	URMP student	2018-2021	Undergraduate student

Samuel Ezekiel Greiss	Rural Hospital Closures and Clinician Workforce	Honors Student	2018-2019	Undergraduate student
Xiaoyi Wang	Readmissions and Observation Stays in a Nationally Representative Dataset	MS Committee Member at Northeastern University	2017-2018	Industry Consultant
Abigail Caron	Systematic Review of Medical Readmissions in Patients with Serious Mental Illness	Honors Student	2017-2018	Undergraduate student at Northeastern University
Rachel Solomon	Systematic Review of Medical Readmissions in Patients with Serious Mental Illness	Honors Student	2017-2018	Undergraduate student at Northeastern University

Service

SON Committees

2018 – Present Ad-Hoc Health Policy Curriculum Task Force to update BSN, MSN, and DNP curricula regarding nursing public policy

2019 – Present Staff & Faculty Welfare Committee
Teach yoga classes; Committee Chair