

The University of Michigan
School of Nursing

Joanne Pohl, associate professor of nursing, with tenure, School of Nursing is recommended for promotion to professor of nursing, with tenure, School of Nursing.

Academic Degrees:

B.S.	1969	Southern Connecticut State College, Connecticut
M.S.N.	1979	Wayne State University, Michigan
Ph.D.	1992	University of Michigan, Michigan

Professional Record:

2001 to present	Associate Dean, Office for Community Partnerships, School of Nursing
1992 to 2001	Coordinator, Adult Nurse Practitioner Program, School of Nursing
2000 to present	Associate Professor, with tenure, School of Nursing
1992 to 2000	Assistant Professor, School of Nursing
2003 to present	Research Fellow, Michigan Public Health Institute
2000 to present	Nurse Practitioner, Community Family Health Center, Michigan

Summary of Evaluation:

Teaching --Dr. Pohl has had extensive teaching experience. Her experiences include teaching at the undergraduate and graduate levels in required courses in the classroom and in the clinical setting. Dr. Pohl's teaching assignments have been primarily in advanced practice courses for students in the Adult, Family, and Pediatric Nurse Practitioner Programs as well as Nurse Midwifery students. Her leadership in the advanced practice nursing courses is longstanding. She served as the coordinator of the adult nurse practitioner track and designed and implemented many of the courses in that track. An example of her innovations in teaching can be found in her development of a web-based student patient data log now used by all nurse practitioner students to track their clinical experiences. In addition, she provides a wide variety of guest lectures in the Schools of Nursing and Public Health.

Dr. Pohl has engaged in extensive mentoring of graduate students and post-doctoral fellows. At the master's level, she has participated in over 90 committees for student's scholarly projects, many which she has chaired and about one-half conducted since promotion to Associate Professor. She has also served as mentor and advisor to doctoral students in a variety of roles; chairing and being a member of program planning committees, preliminary examination committees, and dissertation committees. She has served as mentor to 5 post-doctoral fellows. A number of publications have been co-authored with her post-doctoral fellows, as well as with master's students, and undergraduate honors students.

Her teaching also extends into the international arena. She was funded by the University's Global Intercultural Experience for Undergraduates (GIEU) Program in 2001 to lead a group of undergraduate students from various disciplines on a community service learning experience in Honduras. Teaching evaluations of that experience were outstanding. As a result, she has subsequently been invited to give the keynote address to GIEU students and their parents the past two years.

Her teaching excellence has been recognized in a variety of ways. She has received the School of Nursing's Mae Edna Doyle Teacher of the year award (1994), The National Organization of Nurse Practitioner Faculty's Outstanding Nurse Practitioner Education Award (1999), and the Outstanding Faculty Member award (with another colleague) from the University of Michigan's Ginsberg Center for Community Service and Learning in acknowledgement of her interdisciplinary work at the homeless shelter in Ann Arbor (2005).

Research --Dr. Pohl's major research and scholarship focus since 2000 has been on issues related to the area of nurse managed care, the impact of advanced practice nursing on health outcomes in diverse and underserved populations, and models of nurse managed community-based care. Two major projects, funded by W. K. Kellogg Foundation have provided the resources for this work. In 1998, a \$4.5 million award to Dr. Pohl enabled her to establish the Michigan Academic Consortium. This entailed skillful negotiations with four Michigan universities and eventually the addition of a non-university partner, the Michigan Public Health Institute. The outcomes of that project have made substantive contributions to the literature and data on nurse managed health care, including

financial outcomes data, nurse managed centers as safety net providers, outcomes of care in nurse managed centers, community responses to nurse managed centers, cultural competence in nurse managed centers, overall evaluation of nurse managed centers and student attitudes about nurse managed centers.

The exemplary productivity and data based outcomes from the Michigan Academic Consortium led to a subsequent proposal from the W. K. Kellogg Foundation. This project, funded for \$2.3 million is creating a National Network for Nurse Managed Health Centers. The aims are to develop a national data center for nurse managed health centers to inform policy at the national level. This collective effort is an outstanding example of Dr. Pohl's ability to maintain focus on the greater good and of the high level of expertise and trust accorded to her by her colleagues.

Dr. Pohl's contribution to the literature in the six years in the rank of Associate Professor is substantial. She has first-authored or participated in a total of 22 papers in peer reviewed nursing and interdisciplinary journals. Her work has been published in such respected journals as *Journal for Healthcare Quality*, *Nursing Economics*, *Nursing Outlook*, and *The Nurse Practitioner: the American Journal of Primary Health Care*. The clear pattern of Dr. Pohl's influence, however, is in the sustained focus of the body of literature on the contributions of advanced practice nurses. Further reflection of Dr. Pohl's contribution to this literature was the invitation in 2004 by the Agency for Health Care Research and Quality to present the outcomes of the Michigan Academic Consortium: Nurse Managed Primary Care.

Recent and Significant Publications:

- Barkauskas, V. H., Pohl, J. M., Benkert, R., & Wells, M. (2005). Measuring Quality in Nurse-Managed Centers Using HEDIS Measures. *Journal for Healthcare Quality*, 27(1), 4-14.
- Pohl, J.M. (2005). Building a scholarly faculty practice: The challenge of practice and scholarship. In: Chase, S.K., Dumas, M.A., Jansen, M.M. (eds). *Scholarship and career development: Strategies for success. A scholarship manual for NP faculty*. Washington, DC: National Organization of Nurse Practitioner Faculties.
- Barkauskas, V., Pohl, J. M., Breer, L., Tanner, C., Bostrom, A., Benkert, R., & Vonderheid, S. (2004). Academic Nurse-Managed Centers (ANMCs): Approaches to Evaluation. *Outcomes Management*, 8(1), 57-66.
- Pohl, J. M., Vonderheid, S., Barkauskas, V., & Nagelkerk, J. (2004). The Safety Net: Academic Nurse Managed Centers' Role. *Policy, Politics and Nursing Practice*, 5(2), 84-94.
- Vonderheid, S., Pohl, J. M., Schafer, P., Forrest, K., Poole, M., Barkauskas, V., & Mackey, T. (2004). Using FTE and RVU Performance Measures to Assess the Financial Viability of Academic Nurse-Managed Primary Care Centers. *Nursing Economics*, 22(3), 124-134.
- Tanner, C., Pohl, J. M., Ward, S., & Dontje, K. (2003). Education of Nurse Practitioners in Academic Nurse Managed Centers: Student Perspectives. *Journal of Professional Nursing*, 19(6), 354-363.
- Pohl, J. M., Duderstadt, K., Tolve Schoeneberger, C., Uphold, C., Thorman Hartig, M. (2002). Faculty Practice: What do the data show? Findings from the NONPF Faculty Practice Survey. *Nursing Outlook*, 50(6), 238-246.
- Pohl, J. M., Bostrom, A., Talarczak, G., Cavanagh, S. (2001). Development of an academic consortium: Nurse managed primary care. *Nursing and Health Care Perspectives*, 22(6), 308-313.
- Burke, D., Pohl, J. M., Franck, C. (2000). APN Prescriptive authority and policy making: It's about more than winning. *The Nurse Practitioner: The American Journal of Primary Health Care*, 25(10), 2-3.
- Pohl, J. M. (2000). Smoking cessation and low income women: Theory, research and interventions. *Nurse Practitioner Forum*, 1(2), 101-108.

Service --Dr. Pohl has an exemplary record of service to the school, the profession, nationally and internationally. She has provided leadership in the School of Nursing and created partnerships with the broader Washtenaw community and the State of Michigan. Within the School of Nursing, Dr. Pohl has been the Associate Dean for Community Partnership; in this role, she has been instrumental in overseeing the two nurse managed centers and the school-based clinics. More specifically, she has assisted in both centers securing local and state funding. In addition, she has actively served as a member on a variety of School of Nursing committees, chaired the successful search for the division II director, served two terms on the University of Michigan Senate Assembly, and more recently she was appointed to serve on President Coleman's University of Michigan Healthy Community Initiative task force.

Nationally, Dr Pohl is highly visible and revered. She has served on the Board of Directors of the National Organization of Nurse Practitioner Faculties (NONPF) for two years and in April 2006 she will begin her two-year

term as President. In addition to her active leadership in NONPF, Dr. Pohl was instrumental in facilitating the first national Data Consensus conference for nurse managed health centers. Dr. Pohl has also engaged in significant professional service internationally. She has served as a consultant to several international institutions (e.g. Peking University, China), providing guidance to the development of clinical programs at the graduate level, has conducted workshops, and has been invited as keynote speaker at international conferences.

External Reviewers:

Reviewer (A) "Dr. Pohl is advancing the frontier of Nurse Managed Centers as a primary care alternative for patients/clients who have multiple and complex needs in a rapidly changing health system...Dr. Pohl is undoubtedly a top-tier nurse expert in this area (note her international consultation). Significantly, Dr. Pohl has advanced general awareness of the contributions of nurse managed centers by employing *data driven* approaches, beyond the anecdotal evidence which most universities, regrettably, have used since the inception of this care model".

Reviewer (B) "Dr. Pohl's scholarship contributes to the field of outcomes and models of advanced nursing practice. She is one of very few who are focusing their scholarship and research in this area. It is clear that she...is likely to continue to make substantial contributions in this important area for the future of health care".

Reviewer (C) "This set of papers [provided to reviewers] systematically highlighted ... nurse managed centers, their contribution as safety nets for the uninsured, and the support provided by schools of nursing to sustain their work; presented the first outcome data of nurse managed centers using established measures to assess and monitor quality care in managed care; and presented patient satisfaction in nurse managed centers as well as the pitfalls of research conducted in these centers".

Reviewer (D) "The incorporation of nurse managed centers into the mission of a school of nursing located in a research intensive university is a risky undertaking, and one in which many schools have failed....Dr. Pohl, through her leadership as the principal investigator in the W.K. Kellogg Foundation grant to establish the Michigan Academic Consortium, has successfully created the synergy for effective partnerships, collaborations, benchmarking of practice outcomes, and scholarly publications".

Reviewer (E) "I find it refreshing to note her recent involvement with honors nursing students, influencing their development around shaping health policy at the community / state levels. Dr. Pohl extends her teaching beyond the walls of the University, which some faculty would find challenging".

Reviewer (F) "I would place her in the top 3% of peer scholars conducting work in this broad area. Especially given the value that the University of Michigan places on advancing academic practice, there is little doubt that it has found a gem in Dr. Pohl. Through her efforts, Michigan has now garnered the intellectual leadership role in this arena nationally".

Summary of Recommendation:

In summary, Dr. Pohl has a sustained and unequivocal record of scholarly eminency which continues to advance the frontier of knowledge, particularly about the contribution of advance practice nursing; her teaching contributions are exemplary, as is her service to the School, University and the professional community. Her record in all these relevant areas is of a quality and magnitude that clearly meets that expected of an individual appointed to the rank of Professor. It is with the recommendation of the School of Nursing Executive Committee that I recommend Joanne Pohl for promotion to professor of nursing, with tenure.



Ada Sue Hinshaw
Dean, School of Nursing
May 2006