

PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Nursing

Denise L. Cooper, assistant professor of nursing, School of Nursing, is recommended for promotion to associate professor of nursing, with tenure, School of Nursing.

Academic Degrees:

D.N.P.	2013	University of Michigan, Nursing Leadership, Ann Arbor, Michigan
M.S.N.	2005	University of Michigan, Community Health Nursing/Adult Nurse Practitioner concentration, Ann Arbor, Michigan
B.S.N.	1998	University of Michigan-Flint, Nursing, Flint, Michigan

Professional Record:

2014-present	Assistant Professor of Nursing, School of Nursing, University of Michigan-Flint, Flint, Michigan
2010-present	Nurse Practitioner, National Diagnostic Services
2009-present	Adult Nurse Practitioner, General Medicine, PC, Linden, Michigan

Summary of Evaluation:

Teaching: Professor Cooper is highly qualified to teach in the undergraduate and graduate nursing programs. In addition to her formal academic preparation, she has 17 years of clinical practice experience in critical care settings at the University of Michigan Hospital (now Michigan Medicine) and McLaren Regional Medical Center-Flint. Over the past eleven years, Professor Cooper has practiced at clinical sites as an adult nurse practitioner (ANP) caring for patients, conducting translational research, and implementing quality improvement initiatives. Since 2014, when she began her position as assistant professor of nursing, she has been responsible for primary care content in the Doctor of Nursing Practice (DNP) nurse practitioner (NP) program.

Professor Cooper's teaching philosophy is consistent with the commitment to student-centeredness and teaching excellence at the University of Michigan-Flint (UM-Flint). Professor Cooper strives to deliver "high-caliber, evidence-based, and diverse pedagogical and clinical experiences," including interprofessional simulations to promote effective cross-disciplinary communication, teambuilding, and experiential learning that prepares students for the diversity found in clinical practice settings. Professor Cooper believes that online courses are beneficial for a variety of student backgrounds, experiences, and skill sets. She includes group assignments and online class discussions to increase students' learning, and she believes that diverse teaching methods enhance students' engagement and the learning environment.

Research: Professor Cooper's research and scholarship are aligned with her teaching, clinical practice, and service accomplishments, which focus primarily on urinary tract infections (UTIs) in adults and older adults. Her research is frequently cited, and she is highly sought after as a scholar, clinical expert, and speaker on reducing inappropriate antibiotic treatment of UTIs. This is largely due to the recognition gained through dissemination of her related research that resulted in "a flood

of national and international requests to use the UTI program” she created and led to the development of the Cooper UTI program (CUTIP) currently housed at University of Michigan-Ann Arbor Tech Transfer. This program includes educational modules, an evidence-based algorithm, electronic medical records integration, policy and procedure guidelines, and evaluative instruments.

Professor Cooper contributed to 17 national and regional peer-reviewed poster presentations, one peer-reviewed podium presentation, and three invited UTI-focused podium/webinar presentations for nurses, dietitians, therapists, and other healthcare professionals. She was invited by Nutricia North America, a French-based nutrition company for specialized diets, to present a comprehensive, interdisciplinary train-the-trainer program to a national audience that focused on the prevention, assessment, diagnosis, and treatment of UTIs in long-term care and rehabilitation patients. Professor Cooper is also a staunch advocate for reducing the number of inappropriate antibiotic treatments for people with UTIs.

Professor Cooper produced five peer-reviewed publications, four journal articles, and she has five manuscripts under review. Although Professor Cooper has not applied for grant funding, she has an appointment as a faculty advisor for two federally-funded projects awarded to Dr. Constance Creech: 1) University of Michigan-Flint Advanced Nursing Education Academic Partnership and 2) University of Michigan-Flint Advanced Nursing Education Workforce Project. In her role as faculty advisor, Professor Cooper helps students complete educational modules that improve their knowledge and readiness to provide primary care services for medically underserved and LGBT populations with HIV, hepatitis C, and chronic pain. She also contributed to the creation of a simulation for NP students to deliver culturally and linguistically appropriate care for Spanish-speaking patients residing in medically underserved rural communities in Michigan. Professor Cooper was also a faculty collaborator on an internal grant awarded to two UM-Flint School of Nursing (SON) faculty for a project titled “Improving Communication and Teamwork in Community Health: The Use of Standardized Patient Simulation and Tele-Health for an Interprofessional Home-Based Evaluation with Nursing and Physical Therapy Students.”

Professor Cooper demonstrates a great deal of potential for continued future scholarly contributions, including large-scale national and global dissemination of her UTI research/CUTIP program and establishing partnerships and collaborations with the Centers for Disease Control and Prevention (CDC) and the Agency for Healthcare Research and Quality (AHRQ). Professor Cooper’s goal is to implement evidence-based programs to reduce inappropriate antibiotic use in older adults in long-term care settings by educating interprofessional teams of health professionals and health professions students.

Recent and Significant Publications:

- Cooper, D., Keiser, M., Berg, K., & Sherman, E. (2018). Improving interprofessional communication among physical therapy and nurse practitioner students. *Journal of Physical Therapy Education*, accepted with minor revisions November 20, 2018; final revisions sent November 28, 2018.
- Cooper, D., McFarland, M., Hallowell, F., & Shells, C. (2019). Reducing inappropriate antibiotics for urinary tract infections in long-term care: A replication study.

Journal of Nursing Care Quality, published ahead of print June 2018, doi: 10.1097/NCQ.0000000000000343.

Creech, C., Paulson, J., Andrews, M., Cooper, D., & Bishop, T. (2019). Academic partnerships: Preparing nurse practitioners for underserved populations. *Nursing Education Perspectives*, published ahead of print March 2018, doi: 10.1097/01.NEP.0000000000000313.

Creech, C., Paulson, J., Andrews, M., Cooper, D., & Bishop, T. (2018). *National League for Nursing-Special Issues on Doctoral Education*-republication of original article (Academic Partnerships: Preparing nurse practitioners for underserved populations, 2019), Sept-Oct 2018.

Creech, C., Cooper, D., Aplin-Kalisz, C., Maynard, G., & Baker, S. (2018). Examining admission factors predicting success in a doctor of nursing practice program. *Journal of Nursing Education*, 57(1), 49-52.

Service: Professor Cooper has engaged in numerous service activities for UM-Flint, the SON, the community, and the nursing profession in areas that relate to her role as an educator, researcher, and ANP. Professor Cooper served as a member or chair/co-chair for 11 committees/subcommittees in the Department (and later School) of Nursing since 2014. Professor Cooper served as a Dual Enrollment Educational Partnerships (DEEP) program speaker at Hartland High School helping to connect high-level scholars from Livingston County high schools with the University and has since been an ongoing invited speaker at several medical career classes at Hartland. She was also a member of the Urban Health and Wellness Center Strategic Planning Committee in 2016, a member of the University Curriculum Coordination Committee from 2016-present, and narrated a video for the Office of Graduate Programs in 2017 to promote the MSN nurse educator program. In the community, Professor Cooper is highly regarded as a nurse practitioner in primary care settings. She is currently a member of seven professional nursing organizations, including the Transcultural Nursing Society, the National Organization of Nurse Practitioner Faculties, and the Michigan Council of Nurse Practitioners for which she serves on the Membership Committee.

External Reviewers:

Reviewer (A): "To assess whether Professor Cooper meets promotion and tenure requirements at University of Michigan-Flint is somewhat challenging. ... [Dr. Cooper] does show some evidence of scholarly attainment and a future research trajectory. ... the development of an evaluation and treatment algorithm in 'tech-transfer technology' is particularly noteworthy. ... The quality of the listed publications ... is good, and the focus and scholarly impact are strong. ... The quantity is less strong."

Reviewer (B): "Her record of scholarly productivity in terms of publications and presentations is evidence of this candidate's commitment to scholarship. ... to have accomplished this level of scholarship in four years is impressive."

Reviewer (C): "Her research [Dr. Cooper's] within the Long-Term Care population with urinary tract infections is noteworthy/outstanding."

Reviewer (D): "Professor Cooper's work in the area of antibiotic stewardship and urinary tract infections serves as an exemplar of this dimension. ... Professor Cooper has identified a process that could lead to consistent improved outcomes, especially in older adults ... Professor Cooper is on par with colleagues of the same."

Reviewer (E): "Professor Cooper has successfully integrated her scholarship focus into her clinical practice expertise and teaching which is the hallmark of an outstanding DNP faculty member ... Her peer-reviewed publications reflect a range of activities ... This range reflects a level of interest and expertise demonstrative of quality and a likelihood of broad impact. ... The number of publications and submitted manuscripts noted on her CV is above and beyond what I have seen in DNP faculty."

Reviewer (F): "Dr. Cooper clearly has the foundation for both mastering her specific clinical research interests and impacting valuable clinical changes in healthcare. ... In comparison to other junior faculty I would consider Dr. Cooper to be on the higher bar of scholarship. ... Her CUTIP urinary tract infection quality improvement product ... shows promise for national adoption into clinical practice."

Summary of Recommendations:

Professor Cooper is a multi-talented, effective teacher, capable researcher, and creative scholar who makes valuable service contributions to the university, the SON, the profession of nursing, and the community. Without reservation, I recommend Denise L. Cooper for promotion to associate professor of nursing, with tenure, School of Nursing.

Recommended by:



Margaret M. Andrews, Dean and Professor
School of Nursing

Recommendation endorsed by:



Susan E. Alcock, Interim Provost and
Vice Chancellor for Academic Affairs



Susan E. Borrego, Chancellor
University of Michigan-Flint

May 2019