

Margaret Avallone

Title and Address:

Associate Dean Baccalaureate Nursing Programs
Clinical Associate Professor (7/1/2021)
Rutgers University School of Nursing-Camden
530 Federal St
Camden, NJ 08102

Contact Information:

margaret.avallone@rutgers.edu
<https://avallone.camden.rutgers.edu/>

ORCID ID

0000-0001-9698-5972

Education

Highest Earned Degree

Doctor of Nursing Practice (DNP), Duquesne University of the Holy Spirit, Pittsburgh, PA, 2015

Dissertation

Evaluation of an Educational Bundle to Improve Safety and Effectiveness of Handoff Communications in Prelicensure Nursing Students. May 2015, DNP Committee Chair Yvonne Weideman, DNP.

Other Earned Degrees

Master of Science in Nursing (MSN), University of Pennsylvania, Philadelphia, PA, Critical Care Nursing Specialty practice, 1988.

Bachelor of Science in Nursing (BSN) , Villa Maria College, Erie, PA, Nursing, 1985.

Diploma (Nursing), Sisters of Charity School of Nursing, Buffalo, NY. 1981.

Certificates and Licenses Held

PA RN license RN 244640L

Certified Nurse Educator (CNE) NLN 539256, 2015-ongoing

NJ RN license 26NR09380200

Adult Critical Care RN certification (CCRN), American Association of Critical Care Nurses (AACN), 1988-ongoing

Honors and Awards

Fellowships

Rutgers Leadership Academy (RLA), 2021-2022, Center for Organizational Leadership. Capstone: Using a Summer Bridge Program to Improve Educational Outcomes for Historically Underrepresented Nursing Students.

Digital Teaching Fellow- 2016, Rutgers University Camden. \$1000

Edmund J Safra Visiting Nursing Faculty Scholars Program for Parkinson's Education. University of Pennsylvania. 2015-2016. \$1000

Faculty Development Collaborative Program in Geriatrics-DHHS/HRSA. 2013-2015.

Professional Awards and Honors

2024: Dean's Leadership Award, Rutgers University School of Nursing-Camden
2021: Lindback Teaching Award, Rutgers University
2019: Outstanding Nurse Educator Award- Rutgers University-School of Nursing-Camden
2019: ACP-MIT Hacking Medicine Challenge, Hackathon Award Grand Champion.
2015: Chancellor's Award for Teaching Excellence, Rutgers University-Camden

Employment History

Positions Held

2021-ongoing Rutgers University School of Nursing-Camden, Clinical Associate Professor
2015-2021 Rutgers University School of Nursing-Camden, Clinical Assistant Professor
2013-2015 Rutgers University School of Nursing, Instructor
2010-2013 University of Medicine and Dentistry of New Jersey (UMDNJ)-Instructor
2012-2013 Holy Family University, Philadelphia, PA, Clinical Faculty
09/2012-12/2012 University of Pennsylvania School of Nursing Lecturer B Faculty
2006-2011 Helene Fuld School of Nursing in Camden County, Blackwood, NJ, Clinical Faculty
1997-2013 Penn Medicine, Philadelphia, PA, Clinical per diem, (Heart and Vascular ICU)
1992-1995 Allegheny General Hospital, Pittsburgh, PA, Cardiovascular Clinical Specialist

Titles or Assignments within Positions Held

11/2020-ongoing Associate Dean Baccalaureate Nursing Programs
2018-2020 Program Director Prelicensure Nursing Programs
01/2015-12/2017 Program Director, Traditional Baccalaureate Nursing Program.

Publications

Articles in Refereed Journals

Work in Progress

Stubin C, Avallone M, Manno M. (2023). Addressing the *2021 Essentials* with new approaches for developing leadership, resilience, and self-care/well-being in undergraduate nursing students. *Journal of Professional Nursing (submitted)*.

Perweiler E, DeGennaro J, Pomerantz S, Mock M, **Avallone M**, Truchil A, Singer S. (2023). Can voluntary health assessments in affordable housing support aging in place? *Journal of the American Geriatric Society (JAGS)*. *Invited manuscript, submitted*.

Published

Wharton A, Jerome-Demelia B, **Avallone M** (2024). Improving antibiotic overuse in primary care: A multimodal quality improvement project. *Clinical Nurse Specialist*. May-Jun 2024. 136-140. doi: 10.1097/NUR.0000000000000817.

Avallone M., Perweiler E., Pacetti S. (2020). Using the 4Ms framework to teach geriatric competencies in a community clinical experience. *Nursing Forum*. 1-6. DOI: 10.1111/nuf.12511.

Cantwell ER, **Avallone M**, Bowler G. (2020). Using new careers in nursing research findings to develop an evidence-based pre-entry immersion program. *Journal Professional Nursing*.
<https://doi.org/10.1016/j.profnurs.2020.04.004>

Avallone M, Cantwell, R., Pacetti S. (2019). Clinical introduction to population health management using a peer mentoring strategy. *Journal of Nursing Education and Practice*. 9(14). 79-85.
<https://doi.org/10.5430/jnep.v9n4p79>.

Avallone, M., Cantwell, R. (2016). Teaching nursing students to provide patient-centered transitional education to heart failure patients using a peer teaching strategy. *Journal of Nursing Education and Practice*, 7(2), 84-89. <http://dx.doi.org/10.5430/jnep.v7n2p84>

Avallone, MA, Weideman, YL. (2015). Evaluation of a nursing handoff educational bundle to improve nursing student handoff communications: A pilot study. *Journal of Nursing Education and Practice*, 5(8), <http://dx.doi.org/10.5430/jnep.v5n8p65>

Published Conference Proceedings

Avallone M, Perweiler E, DeGennaro J, Mock M. (2023). Building Clinical Judgment in the Healthcare Workforce by Addressing the 4Ms and multi-complexity. Gerontologic Society of America (GSA). *Innovations in Aging*. 7(S1), p. 41. doi: 10.1093.geroni/igad104.0136.

DeGennaro J., Bodenheimer L, Perweiler E, **Avallone M**, Mock M. (2023). Fostering Practice Change by Integrating Interprofessional Education in a Community Health Collaboration. Gerontologic Society of America (GSA). *Innovations in Aging*. 7(S1), p. 739. doi: 10.1093.geroni/igad104.2393.

Avallone M, Pacetti S, Perweiler E. (2020). Using the Age-Friendly 4Ms Framework to Redesign a Community Clinical Experience. Gerontologic Society of America. *Innovations in Aging*. December 2020.

Pacetti S., **Avallone M**. Perweiler E. (2020). Polypharmacy in the Older Adult: Medication Review in the Community. Gerontologic Society of America (GSA). *Innovations in Aging*. December 2020.

DeGennaro J, Pomerantz, S, **Avallone M**, Handberry M., Perweiler E. (2020). Creating an Age-Friendly Community in Affordable Housing Using a Resident Health Risk Assessment Focused on the 4Ms. Gerontologic Society of America (GSA). *Innovations in Aging*. December 2020.

Avallone M, Cantwell R, Pacetti S. (2019). An Interprofessional Service-Learning Experience with Low-Income Elders: Use of a Near-Peer Teaching Strategy. *Virginia Henderson Global Nursing E-Repository*. Refereed Abstract. Retrieved from: <http://hdl.handle.net/10755/17462>

Cantwell ER, **Avallone M**, Pacetti S. (2019). New Careers in Nursing (NCIN) Data Results: Application of Research Findings. *Virginia Henderson Global Nursing E-Repository*.
<http://hdl.handle.net/10755/17608>

Cantwell ER, **Avallone M**. (2018) New Careers in Nursing: Pre-Entry Immersions Programs and relationship to graduation from accelerated nursing programs. *Virginia Henderson Global Nursing E-repository*. Retrieved from: <http://hdl.handle.net/10755/624076>

Avallone, M. (2016). A Bundled Approach to Improve Handoff Education in Prelicensure Nursing Students. *Virginia Henderson Global Nursing E-repository*, Retrieved from: <http://www.nursinglibrary.org>

Avallone, M., Cantwell, R. (2016) Teaching Nursing Students to Provide Patient-Centered Transitional Education to Heart Failure Patients Using a Peer Teaching Strategy. *Virginia Henderson Global Nursing E-repository*. Retrieved from :<http://www.nursinglibrary.org>

Articles in Non-refereed or General Journals

Cantwell, E.R., **Avallone, M.**, Kushary D., Nelson, J. (2017). New Careers in Nursing: Pre-entry immersion programs (PIP) and relationship to graduation from accelerated nursing programs. *The Advisor*. 37(2), 19-26.

Conference Presentations, Lectures, Demonstrations

Papers, Abstracts, and Lectures

Avallone M, Perweiler E, DeGennaro J, Mock M. Building Clinical Judgment using the 5Ms Framework in an Affordable Housing Clinical Experience. 2024 National Nurse Educator Summit. Salt Lake City, NV. April 7-10, 2024. national podium presentation.

Avallone M, Dahan T, Tucker S. Bridge to Success: Addressing Equity Gaps through a Summer Enrichment Program. 2024 National Nurse Educator Summit. Salt Lake City, NV. April 7-10, 2024. national E-poster presentation.

Avallone M, Dahan T, Tucker S. Bridge to Success: Addressing Equity Gaps through a Summer Enrichment Program. American Association of Colleges of Nursing (AACN) Diversity Symposium Feb 5-7, 2024, New Orleans, LA. national podium presentation.

Avallone M, Perweiler E, DeGennaro J, Mock M. Using the 5Ms Framework to Identify and Address Health Disparities in a Community Experience. American Association of Colleges of Nursing (AACN) Diversity Symposium Feb 5-7, 2024, New Orleans, LA. national podium presentation.

Avallone M, Tucker S, Suplee T, Dahan T, Derr R. Bridge to Success: Addressing Equity Gaps through a Summer Enrichment Program. American Association of Colleges of Nursing (AACN) Transform. Dec 1, 2023. national podium presentation.

Stubin C, **Avallone M**, Manno M, Dahan T. Nursing Student Perceptions of Learning Strategies to Enhance Leadership, Resilience, and Self-Care Competencies: A pilot study. American Association of Colleges of Nursing (AACN) Transform. Dec 1, 2023. Lake Buena Vista, FL. national podium presentation.

Avallone M, Perweiler E, DeGennaro, J, Mock M. Building Clinical Judgment in the Healthcare Workforce by Addressing the 4Ms and Multicomplexity. *Geriatric Society of America GSA 2023*. Nov. 8, 2023. national podium presentation.

DeGennaro J, Bodenheimer L, Perweiler E, **Avallone M**, Mock M. Fostering Practice change by Integrating Interprofessional Education in a Community Health Collaboration. *Geriatric Society of America GSA 2023*, Nov 9, 2023. national poster presentation.

DeGennaro J, Perweiler E, **Avallone M**, Pomerantz S, Mock. An Incremental Journey: Tracking Resident Outcomes Using a 4Ms Framework in Affordable Housing *American Geriatrics Society 2023 Annual Scientific Meeting*, May 2023, Long Beach CA. national poster presentation.

Avallone M. Interprofessional Education, CLAS, and the 4Ms in Affordable Housing, *Bureau of Health Workforce All Grantee and Stakeholder virtual Meeting, HRSA-DHHS*. April 6, 2022. podium presentation.

Avallone M, Perweiler E. Interprofessional Education, CLAS, and the 4MS in Affordable Housing. *National League for Nursing (NLN) Education Summit 2022*. Sept 2022, Las Vegas, NV. Podium presentation.

Avallone M, Perweiler E. The 4Ms Framework in Affordable Housing: Lessons in Health Equity and Age-Friendly Geriatric Care. *AACN Transform 2021*, December 2021. national Podium presentation.

Avallone M. Pacetti S., Perweiler E. Using the Age-Friendly 4Ms Framework to Redesign a Community Clinical Experience- , *Gerontology Society of America (GSA)* Nov. 2020. Poster presentation

Avallone M. Promoting Age-Friendly Communities for Low Income Elders through an Interprofessional Healthcare Team Experience. *National League for Nursing (NLN) Education Summit 2020*. Orlando, FL. Accepted poster presentation, Sept 2020.

Pacetti S., **Avallone M.** Perweiler E. Polypharmacy in the Older Adult: Medication Review in the Community. *Gerontology Society of America* 2020. Nov. 2020. Poster presentation.

DeGennaro J, **Avallone M.** Creating an Age-Friendly Community in Affordable Housing Using a Resident Health Risk Assessment Focused on the 4Ms. *Gerontology Society of America* 2020. Nov. 2020. poster presentation.

Avallone M. Cantwell ER, Pacetti S. An Interprofessional Service-Learning Experience with Low-Income Elders: Use of a Near-Peer Teaching Strategy. *Sigma Theta Tau 30th International Nursing Research Congress*. Calgary, AB Canada, July 2019. Podium presentation.

Cantwell ER, **Avallone M.** New Careers in Nursing (NCIN) Data Results: Application of Research Findings. *Sigma Theta Tau 30th International Nursing Research Congress*. Calgary, AB Canada, July 2019. Podium presentation.

Avallone M. Building Safer Systems by Improving Nursing Student Handoffs using a bundled strategy. *National League for Nursing (NLN) Education Summit*. Chicago, IL. Sept 13-15. 2018. Poster presentation

Avallone M. Improving Safety with the Nursing Handoff Educational Bundle (NHEB). Rutgers University-Camden Faculty Research and Creative Activities Symposium. Nov 28, 2018.

Avallone M. Improving the Safety and Effectiveness of Nursing Student Handoff Communications with the Nursing Handoff Educational Bundle (NHEB). *ENRS 30th Annual Scientific Session*. April 13, 2018. poster presentation.

Cantwell ER, **Avallone M.** New Careers in Nursing: Pre-Entry Immersion Programs and Relationship to Graduation from Accelerated Nursing Programs. *Sigma Theta Tau Nursing Education Research Conference*, Washington D.C. April 20, 2018. Podium presentation.

Avallone M. Promoting Engaged Learners using Digital Teaching Strategies. Lessons Learned. *AACN 2017 Faculty Development Conference*. Atlanta, GA. Nov. 2017. Poster presentation.

Cantwell ER, **Avallone M.** New Careers in Nursing: Pre-entry Immersion Programs (PIP) and Relationship to Graduation from Accelerated Nursing Programs. *AACN 2017 Baccalaureate Education Conference*, Atlanta, GA. Nov. 17, 2017. podium presentation.

Avallone M. The Handoff CEX: Standardizing the Evaluation of Handoffs during Clinical Experiences. *AACN 2017 Faculty Development Conference*, Atlanta, GA. Nov. 2017. Poster presentation.

Other Presentations, Lectures, Demonstrations

Orientation for Stockton University Faculty regarding NJGWEP grant and implementation of 4Ms into community curriculum.

NewsTalk Radio: "Elderly Camden Residents receive health support through home visits from Rutgers-Camden nursing students". Interview 101.5 FM NewsTalk Radio. Aired January 27, 2020.

Funding

Externally Funded Research and/or Training Grants

2020-2025 (Grant Amount: \$125,314) NJ Geriatric Workforce Enhancement Program (GWEP). grant U1QHP28714., A. Chopra, E. Perweiler, Agency: HRSA, Role: subrecipient PI

07/2022-07/2023 (Grant Amount: \$15,833) Nursing Staff Training in Nursing Home Care, NJ Geriatric Workforce Enhancement Program GWEP supplement., Perweiler E, Agency: HRSA, Role: subrecipient

01/2023-07/2023 (Grant Amount: \$10,000) A Competency-Based Approach to Leadership Development and Resilience for Student Nurses, Stubin C, Avallone M, Derr R, Lewis L, O'Toole M, Agency: Johnson & Johnson, AACN, Role: coinvestigator

07/2020-07/2021 (Grant Amount: \$3,000) CARES ACT GWEP COVID Supplement to support Telehealth., Chopra, Agency: HRSA, Role: subrecipient PI

2017-2019 (Grant Amount: \$2,550,000) NJ Geriatric Workforce Enhancement Program (GWEP), A. Chopra, E. Perweiler Rowan School of Osteopathic Medicine, Agency: DHHS/HRSA, Role: subrecipient PI

01/2017-05/2017 (Grant Amount: \$1,000) Impact of Pre-immersion programs (PIP) and relationship to graduation outcomes., Cantwell, ER, Avallone M, Kushary D, Nelson J., Agency: AACN/RWJF New Careers in Nursing, Role: secondary

02/2017-03/2017 (Grant Amount: \$1,900) Faculty mobility exchange program with Semmelweis University, Budapest Hungary, EU. Faculty consultation, M. Avallone, Agency: Erasmus Plus Higher Education, Role: faculty

Teaching Activities

Curricular Development - Courses and Programs Developed

2022-ongoing Program Development: Developed and implemented the *Bridge to Junior Success* summer enrichment program to reduce junior year attrition and address equity gaps for underrepresented minority students.

2022-ongoing Program Development: Co-led implementation of the 2021 AACN Essential in Nursing Education, including development of Program outcomes, revision of course outcomes, and course mapping to the Essentials.

Special Courses Taught

Bridge to Junior Success Summer 2023

Bridge to Junior Success Summer 2022

Editorial Activities

Editorship of Scholarly or Professional Journals

2022-ongoing Journal of Communication and Healthcare- manuscript reviewer

2020-ongoing *Nursing Forum*: manuscript reviewer

Memberships

Membership/Offices Held in Scholarly and Professional Societies

Geriatric Society of America (GSA)

American Nurses Association (ANA) and NJ SNA

American Association of Critical Care Nurses (AACN)

Sigma Theta Tau- National, Xi Chapter, and Epsilon Phi Chapter

Extension Practice

Participation in the Design and/or Execution of Applied or Evaluative Research

2022-ongoing Developed and implemented a Bridge to Success program for rising junior students to improve retention for all students, with a focus on historically underrepresented minority students. Summer

2022 and Summer 2023 cohorts run, total 138 students. Attrition in Health and Illness and Pharmacology reduced by 50% in first cohort.

Service

Service to Other Public Bodies

01/2021-01/2022 Camden County Department of Health Vaccination clinics- bimonthly service at multiple vaccination sites

03/2019-03/2019 Best Practices in Opioid Management- Planned and organized conference given by Richard Jermyn MD. Rowan School of Osteopathic Medicine. 100 attendees. 1 CEU awarded.

2019-ongoing Geriatric workforce Enhancement Program- Advisory committee member, grantee subrecipients

2016-ongoing Joseph House: Provide bimonthly meals to homeless shelter in Camden, NJ

2016-2018 Continuing Education: Avallone M. State of the Art Management of the Hospitalized Patient with Parkinson's Disease. Inspira Health Network, Vineland NJ. Ongoing continuing education provided through the Inspira Learning management system for all RNs employed by Inspira Health Network. Sponsored by the Edmund J. Safra Visiting Nurse Scholar program for Parkinson's Education.

University

2019-ongoing University Assessment Council on Learning Outcomes

2018-2021 University Faculty Senate

2018-2021 Instruction, Curricula, and Advising Committee

Campus

2021-2023 Data Equity Committee

2021-2021 Dean of Students Search Committee

2019-2020 Chancellors Faculty Awards Review Committee

2018-2023 Teaching Evaluation Committee (TEC)

School of Nursing

2020-ongoing Associate Dean Baccalaureate Programs: Provide administrative direction and strategic leadership for Traditional, Accelerated, and RN-BS baccalaureate programs.

2021-ongoing Student Success Program:

Developed and implemented a multifaceted student success program for prelicensure students.

- Developed and implemented the Nurse Student Success Coach program. Hired coach and directed program.
- Revised the job description for course assistants to provide additional course-level student supports.
- Led development of policies in SSRC to mandate remediation for course failures and ATI failures.
- Facilitated nearly 100% compliance in Progress reporting through Navigate (EAB) in School 57.
- Implemented TEAS testing in pre-freshman cohort to identify at-risk students.
- Collaborated with Student Success office to offer Freshman Bridge course and other resources to support incoming freshman.
- Designed and implemented Junior Bridge to Success program to decrease junior attrition and close equity gaps in URM students.

2022-2023 Chair, NTT Promotions and Reappointment committee

2023: Collaborated with Cooper University Hospital to develop a Memorandum of Understanding (MOU) establishing:

- 25% tuition discount per undergraduate credit in the RSNC RN-BS online program
- Cooper and RSNC collaboration in clinical experiences, recruitment of clinical instructors, and employment opportunities for RSNC students.

2023: "Day in the Life of a Nurse: Know your Why". Collaborated with Cooper University Nursing to develop a panel discussion highlighting examples of nursing courage, compassion, commitment. Audience: Students, faculty, and staff RSNC. Part of the 50 years of Rutgers-Camden Nursing celebration activities.

2018-May 2022 Program Director Prelicensure Nursing Programs: Responsible for operational management of Traditional and Accelerated BS programs.

Publics Served

Northgate II, City of Camden. Collaborate with Fairshare Support Services and Rowan Institute for Successful Aging to improve health outcomes for older disadvantaged residents in affordable housing. 2018-ongoing

Joseph House, City of Camden: Provide monthly food donations and casseroles to homeless residents. 2020-ongoing

Vaccine centers Camden County college mega site and Camden Kroc center- bimonthly volunteer and supervision of nursing students 2020

Students Supervised

Master's or Doctoral Students by Type of Supervision

Doctoral - Primary

Jennifer Miller: Implementation of a Interprofessional education program within an affordable housing site: impact on Diabetes outcomes. Anticipated graduation May 2025

Doctoral - Committee

Paul Donohue: Effect of positive approach to care on dementia. Anticipated graduation: May 2025

Maria Molina: Improving Knowledge of Genomics in a Cardiology Practice: Program Evaluation (INSPIRE). Anticipated graduation May 2024

Risha Patel: Routine Depression Screening Among Patients with Type 2 Diabetes Mellitus. Risha Patel. Anticipated graduation May 2024

Anestasia Wharton- Improving Antibiotic Overuse in Primary Care: A Multimodal Quality Improvement Project. Anticipated graduation May 2024