Honoring & celebrating 1 million transplants

LivingItForward.org

2022 ANNUAL REPORT

United in Purpose

SAVING & HEALING MORE LIVES
TABLE OF CONTENTS

CRITICAL ISSUES EVENTS
The Alliance National Critical Issues Forums convene current & emerging leaders from across the community of practice for collaborative discussions identifying strategies to increase organ donation and transplantation.

Message from the Directors
Vision, Mission, Value
4 - 5

The Strategic Plan
Connect with Purpose
6 - 7
Strategic Planning Committee
Goals for the Future
Four Strategic Pillars
What’s New
6 - 7
7

Strategic Pillar I: Community Collaboration
Implementing Design Thinking for Collaboration
Council Initiatives
National Donation Leadership Council
National Innovation Leadership Council
National Transplant Leadership Council
Partnering with Purpose
Count on Us: SRTR Partnership
Quality and Process Improvement for Americans with ESRD
2022 National Critical Issues Forum
The NASM Report
8-21
9-10
11
12
13
14
15-16
16
17-19
20-21

Strategic Pillar II: Innovation Sharing
Learning Strategies
Advancement Learning Series
Conversation Series
The Alliance: By the Numbers
Improving Health Inequities
Executive Insight Series & Spotlight Series
Driving Growth in DCD
Foundational Perspectives of Organ Donation
OnboardingU & Saving & Healing Lives Video
The Alliance Job Board
A Mentorship Made in Heaven & Mentorship Financial Patrons
22 - 35
23-24
25
26
27
28-29
30
31
32
33
34-35

Strategic Pillar III: Enhanced Learning Experience
Personalized Pathways
Continuing Education Credits
36-39
37
38
39

Strategic Pillar IV: Sustainable Infrastructure
Evolving Needs of the Community of Practice
The Alliance: Engagement By the Numbers
2021 National Pediatric Donation & Transplantation Summit
The Alliance Board of Directors
The Alliance 2022 Leadership Award Recipients
2022 Professional Partner Organizations
2022 Corporate Partner Organizations
Staff, Faculty, Committees, Workgroups
2023 Professional Partnership Levels of Support
40-55
41
42
43
44-45
46-47
48-49
50
51 - 53
54 - 55

JOIN US ON SOCIAL MEDIA

PROFILES
12 Rondi Gelbard, MD
13 Yvette Chapman
14 Randall Sung, MD
15 John Magee, MD
26 Jon Snyder, PhD
29 Remonia Chapman
35 Michelle Reef
38 Galen Henderson, MD
42 Paul Myoung
43 Tom Nakagawa, MD
45 Ana Hands, MD

ON DEMAND VIRTUAL CLASSES
The On-demand Advancement Series and Learning Pathway programs provide recorded webinars and support material about dozens of topics relevant to emerging topics for professionals to learn on their own schedules.

LIVE VIRTUAL CLASSES
The Live Virtual Advancement Series occurs at a specific time and provides access to a national expert presenting on a critical topic. The presentation is followed by a Q&A session to answer audience inquiries and offer contextualized perspectives.

ONLINE RESOURCE CENTER
The Community Resource Toolbox, Executive Insight and Spotlight Series provide easily searchable, curated resources for professionals looking for foundational knowledge or for information about a specific problem or issue.

LIVE VIRTUAL DISCUSSION
The Conversation Series provides an active and probing learning experience with a live presenter followed by extensive discussions in a virtual breakout room where participants can pose and discuss questions and issues.

MENTORSHIP FOR PROFESSIONAL GROWTH
The Alliance’s Mentorship program provides a high or group development opportunity by matching experienced donation and transplantation leaders with professionals new to their transplant career or role.

CRITICAL ISSUES EVENTS
The Alliance National Critical Issues Forums convene current & emerging leaders from across the community of practice for collaborative discussions identifying strategies to increase organ donation and transplantation.
Our vision
To be the catalyst that ignites bold advancements in organ donation, transplantation and overall patient survival through collaboration and engaged learning.

Our mission
The Alliance unites the organ donation, transplantation and healthcare community to promote collaboration, cascade innovations and share effective practices for the benefit of restoring lives through transplantation.

Our value
The Organ Donation and Transplantation Alliance activates the “All Teach, All Learn” approach by exchanging collective expertise across the healthcare continuum and by developing relevant, targeted and scalable learning solutions, on a bold pursuit to save and heal lives.

United in Purpose
Amidst current change, our community remains resolute to our collective mission: Saving and Healing Lives.

Clinical Innovation.
Regulatory Change.
Staffing Challenges.
COVID-19 Impact.
Legislative Involvement.
New Professionals and New Ideas.

We are currently at a pinnacle of change in many aspects of our field. Several of these disruptions were unplanned and unforeseen. Yet, amidst all of this change, our community remains resolute to our collective purpose: Saving and Healing Lives.

The Alliance was founded on the critical need to collaborate across the healthcare continuum. Our structure involves partners representing a variety of important organizations and critical perspectives. We celebrate the balanced representation of OPOs and Transplant Centers in addition to individuals representing ACHE, AHA, AOPO, AST, ASTS, SCCM, The Joint Commission and UNOS. Across the board, each individual is passionate about our collective mission. There is an underlying drive among our colleagues to serve the strongest donation and transplantation system in the world - and make it stronger day by day.

As challenges mounted and changes became permanent, our community continued to keep the support for donors and care for patients paramount. We have intentionally chosen to approach challenges directly, by sharing insights across the nation. It is now more critical than ever to navigate the opportunities together.

Hundreds of volunteers engage with The Alliance. They do not receive payment or other financial benefits for their time and knowledge. They are driven by their desire to improve our field for our waitlist patients to receive life-saving transplants. We thank our volunteers immensely and work to ensure their time is not wasted. As we look forward, Design Thinking is an approach that many fields, including healthcare, have used to drive innovation. As our collaboration continues to evolve across the continuum, we plan to explore new Design Thinking techniques to facilitate these varied perspectives.

In 2022, the Alliance aligned our many learning opportunities with a clear strategic portfolio to meet the demands of team members. We have deliberately designed a comprehensive model that is interdisciplinary in nature. The learning experiences provide personalized knowledge that professionals can immediately put into practice. The varying levels of interactivity and convenience provide organ donation and transplantation professionals with opportunities to increase their knowledge and skills and interact with experts in ways that work for them.

Today, we welcome your new ideas and innovative approaches. Every day we are creating forums for shared expertise, exchanging new effective practices, and advancing our network of leaders. In the midst of such challenging times, we are pleased to report the collective progress we have made to advance the field.

The theme of our 2022 Annual Impact Report is “United in Purpose” to highlight our shared urgency to advance our community of practice and honor the gift of life. We encourage you to take a moment to view the refined strategy map which shares our vision for greater impact in the future. The sections of this report highlight our strategic pillars: Community Collaboration, Innovation Sharing, Enhanced Educational Platform and Sustainable Infrastructure. Each highlights the specific programs and leaders that are bringing the strategy to life.

As we continue to charge through this era of disruption and growth, we are very fortunate for the voluntary financial support provided by our professional and corporate partners who support our mission and the many initiatives underway. We invite you to join as a 2023 Professional Partner. With your support, we will continue to raise up our community to identify the emerging issues, to build the valuable resources to implement effective practices, and to execute on practices that advance our profession.

We welcome 2023 as we are all united in purpose.

ANA HANDS, MD
Vice President, Transplant Services
Ochsner Health
Board Chair, The Alliance

KARRI HOBSON-PAPE, MBA
Executive Director, The Alliance
Connect with Purpose

Building a collaboration and engaged learning platform for the future of health care

The Alliance completed its 2022 – 2025 strategic plan that will continue to guide its vision to be a catalyst that ignites bold advancements in organ donation, transplantation and patient survival through collaboration and engaged learning. The plan built upon the framework established in 2021 to emphasize community collaboration, innovation sharing, enhanced learning experiences and sustainable infrastructure. The planning process was supported by The Joint Commission.

Eleven Alliance board members served on the strategic planning committee, which was led by Board Chair Dr. Ana Hands, vice president of transplant services for Ochsner Multi-Organ Transplant Institute. “In this age of disruption, we feel it is essential to review the current scope of work conducted by The Alliance and evaluate plans to optimize the investments made, based on feedback from the community of practice,” says Hands. “And, we deeply value the consultative involvement of one of our key partners, The Joint Commission, to guide the planning process.”

For the second year in a row, Yerachmiel “Rocky” Ephraim, a Lean Six Sigma expert at the Ochsner Transplant Institute, was loaned to lead the work of the Strategic Planning Committee. At The Joint Commission, he works closely with senior leadership and staff on a variety of projects.

Mission-Driven Strategic Pillars

MISSION-DRIVEN STRATEGIC PILLAR I
COMMUNITY COLLABORATION
Drive community collaboration for greater sharing among thought leaders in the field

MISSION-DRIVEN STRATEGIC PILLAR II
INNOVATION SHARING
Provide effective practices, emerging ideas, innovative approaches and interdisciplinary perspective through engaged learning solutions

MISSION-DRIVEN STRATEGIC PILLAR III
ENHANCED LEARNING EXPERIENCES
Cascade knowledge through improved access and a comprehensive learning experience for the ODT community

MISSION-DRIVEN STRATEGIC PILLAR IV
SUSTAINABLE INFRASTRUCTURE
Build infrastructure for long-term sustainable success

Cross-cutting Goals for the Future

1. Enhance collaborative leadership opportunities to improve donation and transplantation practices
2. Reinforce the connections among our three domains in organ transplantation - hospitals where donations occur, organ procurement organizations and transplant programs
3. Deliver valued contextual perspective and interdisciplinary view across the organ donation and transplantation continuum
4. Improve access to current tools, resources and learning programs for broad consumption
5. Drive innovation and solutions to address the challenges that exist today
6. Enhance depth of community partnerships with supporting associations and government organizations, while maintaining an objective and balanced perspective
7. Advance diversity and inclusion across all Alliance efforts
8. Increase awareness about collaborative initiatives and learning solutions provided by The Alliance to a broader audience

What's New
Several new learning programs, improved connections for professionals across the continuum, and continued investment in an effective learning portfolio will be introduced in the 18 months. A few of the new programs and tactics include:

1. National Critical Issues “One-Day” Events, based on specific key topics areas.
2. National Pediatric Donation and Transplantation Summit in 2023
3. Development of On-Demand Learning Pathways for a wide variety of topics
4. Redesign of the OnboardingU Foundation Perspectives of Transplantation Program
5. Introduction of text messaging as a new communications tool for those who prefer texts.
6. Pioneers of Possible – highlights of the great innovators in donation and transplantation
ENGAGING WITH PURPOSE

Complex issues currently facing organ donation and transplantation include regulatory shifts, economic challenges, staffing pressures, and the need to incorporate novel technical innovations into existing practices. The Organ Donation and Transplantation Alliance (The Alliance), with its existing strong foundation of collaborative practices, is exploring the addition of design thinking principles that in concert with ‘radical collaboration’ practices can improve the exchange of collective expertise across the healthcare continuum to address these and other issues.

The Alliance was created to convene all three areas of the transplantation continuum to find solutions and to drive continuous change. This unique position brings together important perspectives from donation to transplantation to better understand barriers and opportunities that are not easily identified within one domain. “In an age with tremendous disruption, collaboration will be the key to finding solutions to the ‘wicked problems’ that face us collectively,” says Alliance Executive Director Karri Hobson-Pape.

Collaboration is so key, in fact, that a situational analysis conducted as part of The Alliance’s 2021 Strategic Planning process resulted in Community Collaboration becoming one of The Alliance’s three strategic pillars with a related strategic plan goal to “enhance collaborative leadership opportunities to improve donation and transplantation practices.”

The Alliance continuously examines practices in other fields—in healthcare and outside of healthcare—to evaluate and improve current approaches to collaboration. Applying the model of design thinking to the field of transplantation provides an opportunity to enhance innovation and effectiveness through an increased focus on patient and provider needs.

Design Thinking is Human Centered

Developed over the last several decades, design thinking is a tool for innovation that can be used when organizations and industries face a great need for fresh approaches. This approach is focused on a human-centered problem-solving method that promotes ethnography, empathy and iterative solutions influenced by testing.

Building upon psychological studies in the 1940s, design thinking began to flourish in management in the 1990s. Led by several academics at Stanford University, the model was applied widely in technology and social innovation fields, continuing with the shift from creative engineering to innovation management in the 2000s.

According to a 2018 CDC report, there is much enthusiasm for the use of design thinking in health care from intervention development to large-scale organizational and system changes. Earlier this year, The Alliance invited Amy Zehfuss, founder of Springboard Strategy, to give a presentation on design thinking to The Alliance staff. “Design thinking fits in well with The Alliance given our focus on collaboration to drive innovation,” says Hobson-Pape.

The Alliance’s existing focus on collaboration provides a jumping-off point for adopting certain aspects of the design thinking process, including the emphasis/sagwit gathering, the define/find a problem worth solving, and the ideate/brainstorm solutions steps.

“The design thinking step of empathy—of being human and patient centered—to discover and understand the real needs of patients and their families, of staff members, of physicians and of regulators could be key as our Councils and workgroups develop best practices,” says Deanna Fenton, Alliance Senior Director of Educational Program Development and Operations.

Wicked Problems

The term “wicked problem” was first coined by Horst Rittel, who wrote extensively about problem-solving in design, to describe problems which are multidimensional and extremely complex. Wicked problems are problems with many interdependent factors making them seem impossible to solve. Because the factors are often incomplete, in flux, and difficult to define, solving wicked problems requires a deep understanding of the issues involved.

The Alliance’s existing focus on collaboration provides a jumping-off point for adopting certain aspects of the design thinking process, including the emphasis/sagwit gathering, the define/find a problem worth solving, and the ideate/brainstorm solutions steps.
“The Alliance lends itself well to radical collaboration as we bring together people from different domains, different roles in their organizations, and different parts of the country to address problems,” says Fenton. We offer a neutral platform for multiple stakeholders to have critical conversations.”

As best practices are identified through collaborative sessions, they are then cascaded throughout The Alliance’s portfolio of learning programs. This facilitates the testing of new opportunities quickly across the nation. “Once new opportunities and solutions are identified in work groups, we can then cascade the information through our educational resources so people can apply and test these areas of innovation in their units, practices and context,” says Fenton.

Driving Community Collaboration is an Alliance Strategic Goal

The Alliance is structured with governance and input from all members of the healthcare continuum as it relates to organ donation and transplantation and efforts to enhance that collaboration were informed by a situational analysis that was conducted as part of The Alliance’s 2021 Strategic Planning process. The analysis resulted in a strategic plan goal: “Enhance collaborative leadership opportunities to improve donation and transplantation practices.”

Resources to Learn More

Stanford D-School Resources
https://dschool.stanford.edu/resources

Creative Confidence, by Tom Kelley and David Kelley

Change by Design, by Tim Brown

The Ten Faces of Innovation, by Tom Kelley

On Design Thinking, by Tim Brown


“A design thinking framework for healthcare management and innovation,” by Jess P Roberts, Thomas R Risher, Matthew J. Trowbridge, Christine Bent

The Alliance’s vision “To be the catalyst that ignites bold advancements in organ donation, transplantation and overall patient survival through collaboration and engaged learning” begins with the premise of community collaboration. Radical collaboration is based on a key principle from design thinking and is inspired by the desire to learn from, offer and embrace diverse perspectives within the processes of problem-scoping, idea generation, solutions finding, and innovation.

By structuring groups around the principle of linking broad areas of expertise rather than a hierarchical ranking, radically collaborative organizations favor networks of dynamic, self-managing teams. These are grounded in partnership and equality and feature a fluid approach to leadership granted by trust. Taken together, these facets of radical collaboration paint a striking alternative to the traditional corporate leadership granted by trust. Taken together, these facets of radical collaboration paint a striking alternative to the traditional corporate leadership structured around the principle of linking broad areas of expertise rather than a hierarchical ranking, radically collaborative organizations favor networks of dynamic, self-managing teams. These are grounded in partnership and equality and feature a fluid approach to leadership granted by trust. Taken together, these facets of radical collaboration paint a striking alternative to the traditional corporate leadership granted by trust. Taken together, these facets of radical collaboration paint a striking alternative to the traditional corporate leadership.
morning that their family member will never be their loved one walking and talking that devastating injuries, often very unexpectedly. Patients of all ages,” she says. “They suffer organ donation is what drives her. Hope and purpose through the opportunity of (UAB) Hospital, says she’ll never get used to the University of Alabama at Birmingham (UAB).

Emily Vail, MD, MSC
Associate Professor of Surgery UAB Hospital
An associated professor of surgery, chief of critical care services, and medical director of the trauma/burn ICU at the University of Alabama at Birmingham (UAB) Hospital, says she’ll never get used to delivering bad news to families but giving them hope and purpose through the opportunity of organ donation is what drives her.

“Unfortunately, in my line of work we see patients of all ages,” she says. “They suffer devastating injuries, often very unexpectedly. We have to explain to the families who saw their loved one walking and talking that morning that their family member will never be the same; that they don’t have any chance of a meaningful recovery.”

“But they do have a chance to save other people’s lives.”

“That really has impacted me throughout my career. If I can do something to increase the number of lives saved, despite one person’s life that’s been lost, it gives families hope and a sense of purpose and meaning and may help them come to terms with what is otherwise a horrible experience.”

Dr. Gelbard is a member of the Organ Donation and Transplantation Alliance National Donation Leadership Council. She serves on the Donations after Circulatory Death (DCD) Educational Resource Group and has been very involved in the Foundation of Perspectives of Organ Donation (formerly the Exploratory Seminar) course.

She’s part of The Alliance’s workgroup that is creating the first comprehensive DCD Educational Guide for hospitals, providers, and organ procurement organizations (OPOs). “In terms of organ donor management and how we can increase potential donors, there’s still a lot of uncertainty and lack of understanding about the process and not everyone is comfortable with it,” she says. “This was an opportunity to create a document that would really explain every aspect of DCD, demystify it, raise awareness and give people a better understanding of what it entails.”

She joined UAB in 2019 from Emory University School of Medicine where she spent six years as a trauma/acute care surgeon and critical care intensivist in the Emory Division of Surgery at Grady Memorial Hospital. From 2017-2019 she was the Medical Director of the Surgical ICU at Grady Memorial Hospital, which is one of the busiest Level I trauma centers in the country.

Her involvement with organ donation and transplantation came about early in her career in trauma. “My interest actually started back at the University of California, San Francisco where I was a trauma/acute care surgeon and critical care intensivist in the Emory Division of Surgery at Grady Memorial Hospital. From 2017-2019 she was the Medical Director of the Surgical ICU at Grady Memorial Hospital, which is one of the busiest Level I trauma centers in the country.

She then realized there were ways that we could improve our process. At that time, we used two brain death exams. I did some research and found that it was sufficient to do one exam, and thought perhaps we could improve overall acceptance of brain death exams. I did some research and found that it was sufficient to do one exam, and thought perhaps we could improve overall acceptance of brain death exams.

Chapman met with STA’s transplant centers. “Every one of them said, ‘Our experience has told us that these organs are not utilized, but you’re telling us they’re being utilized elsewhere. Can you come up with a way to show us the outcomes of those organs?’”

Over the next year, Chapman met with medical directors and surgical directors at 10 transplant centers with 29 transplant programs spread across the state of Texas, and pancreas- and asked what elements they wanted to see. She then partnered with Meg Rogers, director of Transplant Center Relations at LifeSource, the OPO in Minneapolis, to create the tool. “The tool would not be what it is without all of that cross-collaboration,” says Chapman. “I couldn’t have even dreamed that I knew what was the right level of information for the Transplant Centers. And they had no idea what information the OPOs had access to provide and that we were willing to make changes. Without having that exchange, there’s no possible way for innovative changes to occur.”

“I’m finalizing the details on how to cast that wider net for our hospitals, how do we say in the face of terminal, irreversible death so we don’t miss those donors who might be able to decide for themselves to become organ donors because there’s true potential.”

Chapman says she was connected with the innovation side of donation and transplantation several years ago when she was the Medical Director of Transplant Center Development at STA and led a year-long project that resulted in the creation of an Organ Utilization Tool (OUT) that the United Network for Organ Sharing (UNOS) has offered to OPOs since 2017. OUT visually illustrates the characteristics and outcomes of organs that local transplant centers turned down that were transplanted elsewhere.

“We were increasingly year-over-year having more organs available for transplant and transplanting more organs, but not as many that were staying in our service area,” says Chapman. “More of them were going outside of the service area, not as a result of allocation, but as a result of our transplant centers turning them down for quality and other reasons, but other transplant programs were accepting them. My first job was to get in and understand what were their reasons.”

To continue reading Yvette’s full profile, scan this QR code.
2022 National Transplant Leadership Council

RANDALL SUNG, MD (CHAIR)
Associate Professor of Surgery
Michigan Medicine

TARRA MAGEE (CHAIR ELECT)
Director, Center for Transplantation
UC San Diego Health

JOANN BROOKS, RN, BS, MSN
Nursing Supervisor, Liver, Lung and Procurement
University of Michigan Transplant Center

LEIGH ANN BURGESS
Senior Administrative Director
Methodist Healthcare

ERIKA DUDLEY, BSN
Director, Transplant Services
Children's Hospital of Michigan

ROBERT HARLAND, MD, FACS
Surgical Director, Solid Organ Transplantation
University of Arizona

SUSAN MANDELL, MD, PHD
Professor of Anesthesiology
University of Colorado School of Medicine

KRISTIN MEKELD, MD
Chief of the Division of Transplantation
UC San Diego Health

PAUL MOURYNG, MHA, FACHE
Board Liaison
University of Michigan Transplant Center

KIMBERLY KALLIS, BS, MHA
Executive Director, Transplant Center
Dartmouth-Hitchcock Medical Center

LILIANA SAPONJA
Transplant Program Coordinator
University of Michigan Medical School

JASON SANDO
Clinical Manager
UC San Diego Health

LINDSAY SMITH, RN, MSN
Transplant Quality Director
Vanderbilt Transplant Center

ERIN WELLS, RN, BSN, CCTC
Clinical Director, Hepatology & Liver Transplant
Loma Linda University Medical Center

CHRISTOPHER WOOD, MBA
Director, Operations
UPMC Transplantation Services

STRATEGIC PILLAR I: COMMUNITY COLLABORATION

Partnering with Purpose
Opportunities to Learn from ‘Other Voices’ Drives the University of Michigan Professional Partnership with The Alliance

Opportunities to learn from a diverse group of professionals across the organ donation and transplantation continuum and access to a portfolio of educational content and effective practice resources are key drivers for the University of Michigan Transplant Center to be a Platinum Circle Partner for The Organ Donation and Transplantation Alliance (The Alliance).

“The thing that I really like about The Alliance is that it provides an opportunity for everyone who gets involved to learn from a diverse group of people,” says Dr. John Magee, section head of transplant surgery at the University of Michigan Transplant Center. “By being the convenor of a variety of experts in transplantation and health care, The Alliance provides an interdisciplinary perspective that is not all that common. Many of us have a strong partnership with our local Organ Procurement Organization (OPO), but you don’t necessarily hear the voices of other people around the country.”

RANDALL SUNG, MD 
Focusing on Creating Added-Value Programs for Transplant Centers

Identifying emerging issues in organ transplantation and developing added-value programs that are relevant to organ transplant centers is the focus of Dr. Randall Sung, professor of surgery and surgical director of kidney and pancreas transplantation at the University of Michigan, in his work as chair of the Organ Donation and Transplantation Alliance National Transplant Leadership Council.

Sung has served on the Transplant Council since it started as a task force in 2012 to better connect the transplant community with The Alliance. “The idea was to build bridges between the Organ Procurement Organization (OPO) community and the transplant community,” says Sung. “We look to create and develop content since a big part of what The Alliance does is create educational opportunities and networking opportunities to bring people together. The Council works to create content that’s of interest for transplant center professionals across the spectrum, from physicians to nurses to administrators and everyone in between.”

“One of the things that we keep in mind when we’re developing content is that we want to create added value for the transplant and OPO communities. We look to fill knowledge needs that isn’t being addressed by other groups or professional organizations. We work to connect in a synergistic fashion with the work of other groups.”

The National Leadership Transplant Council currently has three areas of focus. “We’re looking at how to adapt to changes in allocation and broader geographic sharing, transplant quality metrics, and enhancing and maximizing OPO and transplant center communication,” Sung says. Sung received his undergraduate degree in biochemistry from Harvard in 1985 and took a couple of years off to travel and work in a lab before going to medical school at Columbia University College of Physicians and Surgeons. He then went on to a general surgery residency at Columbia where he had planned to pursue pediatric surgery. Before his research year, he switched gears and became a research fellow in the lab of Mark Hardy, where he became trained in islet isolation, pancreas procurement, and in rodent models of islet transplantation.

“I had had one rotation in kidney transplant and liked it quite a bit,” says Sung. “I liked the medical aspects of it, the continuity, the fact that you develop relationships with patients in a way that wasn’t always present with other surgical procedures. Once I was working in the lab and doing my animal research project, I got involved in other clinical projects, including learning how to isolate human islets. We also went out to do organ procurements to recover the pancreas, and that piqued my interest in transplantation further.”

To continue reading Dr. Magee’s full profile, scan this QR code.

JOHN MAGEE, MD
Driven by Seizing Opportunities to Move Forward

Having spent a significant period of his youth as a rower, Dr. John Magee, section head of transplant surgery at the University of Michigan (UM), is happiest when he’s part of a team. “Being part of a team that works well and is about doing the right thing is exciting,” he says. “I was happy in the middle of the boat, in the back of the boat, or in the front of the boat – as long as the boat was moving forward.”

He sees rowing as being analogous to organ transplantation teams where there are many different roles to be played in what he calls the most interdisciplinary area of medicine.

But his pet peeve is waiting opportunities to make something better. “There’s nothing worse than a squandered opportunity or not taking full advantage of something you have,” he says. “Those gifts can include both your own talents as well as the talents of those around you.”

Dr. Magee is known for taking full advantage of opportunities to develop himself and others. He is the Jeremiah and Claire Turcotte Professor and head of the section of transplantation in the UM Department of Surgery, professor of Internal Medicine and Pediatrics, and the surgical director for Pediatric Abdominal Transplantation. He performs kidney, pancreas and liver transplants and is a nationally known transplant leader. He is active in the American Society of Transplant Surgeons (ASTS), the National Kidney Foundation of Michigan and the Organ Donation and Transplantation Alliance (The Alliance).

Dr. Magee has been on The Alliance’s board of directors since 2011 and served as chair from 2017-19. He began his service on the Leadership and Innovation Council, which he later chaired, and most recently he has served on planning committees for the National Critical Issues Forum. This year’s forum, “Optimizing Performance, Even in a Time of Disruption” was held September 15-16 in Orlando.

“Rowing is a big part of my approach to life,” he says. “I liked the challenge of rowing and the dedication, intensity, and purity of it. I’ve had the opportunity of both rowing in big boats, which are eight-man boats, and in singles and doubles. It’s a mix of individuality and teamwork and the interconnection of those two is a big part of rowing.”

He is the oldest of three children and grew up outside Philadelphia where his father was in internal medicine. He knew early on that he wanted to be a doctor. “I recognize that one of my biggest privileges has always been knowing what I wanted to do and having had the opportunity to do it.”

PATH TO TRANSPLANTATION

He received his undergraduate degree from the University of Pennsylvania and his medical degree from Jefferson Medical College in Philadelphia where he was first exposed to transplantation. “I thought it was a unique application of medicine,” says Dr. Magee. “It was solving problems using data at hand.”

To continue reading Dr. Magee’s full profile, scan this QR code.

CONTINUED on pg. 16

“Hearing the same problems from different people and other solutions to challenges is really good in transplantation,” he adds. “Rather than being a local echo chamber between the staff within your center and your local OPO, The Alliance widens the voices and the knowledge and expertise.”

The Alliance is supported by voluntary financial support from professional and corporate partners and the Michigan Transplant Center is one of 28 Platinum Circle Partners. Professional partners work with the Alliance to advance the organ donation and transplantation field and each other. “We appreciate the support of all our partners, both professional and corporate,” says Karri Hobson Pape, Executive Director of The Alliance. “We appreciate the support of all our partners, both professional and corporate.”

“We appreciate the support of all our partners,” says Karri Hobson Pape, Executive Director of The Alliance. “We appreciate the support of all our partners.”

“We appreciate the support of all our partners, both professional and corporate,” says Karri Hobson Pape, Executive Director of The Alliance. “We appreciate the support of all our partners, both professional and corporate.”

“We appreciate the support of all our partners, both professional and corporate,” says Karri Hobson Pape, Executive Director of The Alliance. “We appreciate the support of all our partners, both professional and corporate.”

“We appreciate the support of all our partners, both professional and corporate,” says Karri Hobson Pape, Executive Director of The Alliance. “We appreciate the support of all our partners, both professional and corporate.”

“We appreciate the support of all our partners, both professional and corporate,” says Karri Hobson Pape, Executive Director of The Alliance. “We appreciate the support of all our partners, both professional and corporate.”

“We appreciate the support of all our partners, both professional and corporate,” says Karri Hobson Pape, Executive Director of The Alliance. “We appreciate the support of all our partners, both professional and corporate.”

“We appreciate the support of all our partners, both professional and corporate,” says Karri Hobson Pape, Executive Director of The Alliance. “We appreciate the support of all our partners, both professional and corporate.”

“We appreciate the support of all our partners, both professional and corporate,” says Karri Hobson Pape, Executive Director of The Alliance. “We appreciate the support of all our partners, both professional and corporate.”
"Their support enable The Alliance to continue to turn discoveries into solutions for the organ donation and transplantation community. The University of Michigan Transplant Center has been a huge contributor of volunteer expertise to The Alliance and Dr. Magee has been instrumental in encouraging his team members to be involved."

Dr. Magee said Michigan team members, including physicians, surgeons, nurses, and staff, have been involved with The Alliance. They have served on National Leadership Councils, and participated in the Mentorship program. "Most of the people that have been involved from our program are the people who see a great opportunity and take advantage of it," he says. "I’ve always been surprised their involvement, but I’ve never actually had to push anyone towards it. The people that have that taken advantage of it recognize it as something that’s important and valuable and they do it. That’s a great thing because as a leader within a program, you realize that people that you have working for you are also interested in making the world better. It’s very reassuring and a source of pride that so many Michigan people want to be involved and participate in The Alliance."

Randy Sung, professor of surgery and surgical director of Kidney and Pancreas Transplantation at the University of Michigan, concurs about the value of The Alliance. "Our organization has always been highly supportive of The Alliance, both in terms of service and in financial support," he says.

"We really value those relationships, and our team has benefited greatly from the educational content," Dr. Sung’s chair The Alliance’s National Transplant Leadership Council.

"The Alliance provides a framework for hearing some of the different voices in transplantation that are not just from your program," says Dr. Magee. "Hearing other voices is good."

The Alliance and SRTR Partner to Host Annual Metrics Learning Program in 2023

Continuously improving operations is guided by thoughtfull analysis of performance metrics. The Scientific Registry of Transplant Recipients (SRTR) serves the national community of organ donation and transplantation professionals by providing advanced statistical and epidemiological analyses related to solid organ allocation and transplantation.

On January 25, 2022, Dr. Jon Snyder, director of transplant epidemiology at the Hennepin Healthcare Research Institute, presented on behalf of SRTR the Conversation Series program entitled Knowledge is Half the Battle: Using SRTR Data to Monitor Transplant Program Performance.

Several hundred professionals attended the presentation and shared the value of understanding the usage of various performance metrics in their daily work. Survey feedback from the session revealed the importance of Dr. Snyder’s accessible style and clarity with numbers.

Based on this strong community feedback, The Alliance will collaborate with SRTR to host this metrics-focused program annually for the community of practice. Each January community partners can look forward to a presentation, followed by breakout sessions to explore the SRTR databases to use for their own organizations. Discussions will be facilitated to ensure the program is as effective as possible to immediately utilize the information in the local organizations. The 2023 Conversation Series program is set for Tuesday, January 24, 2023 at 2pm ET.

Quality and Process Improvement for Americans with ESRD

In July 2020, an Execuive Order was signed to launch the Advancing American Kidney Health (AAKH) initiative to transform the way we prevent and treat kidney disease. To accomplish the goals of the AAHK initiative, the Centers for Medicare & Medicaid Services (CMS) created the End Stage Renal Disease (ESRD) Treatment Choices (ETC) payment model to encourage preventative kidney care, home dialysis, and kidney transplants.

To support the ETC model’s focus on increased kidney transplants, CMS, in collaboration with the Health Resources & Services Administration (HRSA), has established the ESRD Treatment Choices Learning Collaborative (ETCLC). The ETCLC will bring transplant centers, Organ Procurement Organizations (OPOs), donor hospitals, patients, and families together to improve quality and generate cost savings to CMS using systematic quality and process improvement methods.

This work is supported by a National Faculty and Leadership Planning Committee.

The 2022 National Critical Issues Forum, which was held in-person in Orlando, Florida, convened current and emerging leaders to explore the regulatory shifts, economic challenges, staffing pressures, and our need to incorporate novel technical innovations into organ donation and transplantation practices. A principal objective of this forum was to provide participants with the necessary information and connections to turn challenges into opportunities to improve performance.

Throughout the meeting, several “TAD” (Transplantation and Donation) Talks featured national experts from across the continuum who shared critical ideas worth sharing in our ever-changing healthcare environment. A live artist also captured insights from presentations to graphical depict many of the take-aways.

On the heels of announcing a milestone 1 million transplants in the US, the community celebrated its successes and acknowledged the important work ahead. Throughout the meeting, new ideas were posed and trust was emphasized to manage a path forward, together.

COUNT ON US

The Alliance and SRTR Partner to Host Annual Metrics Learning Program in 2023

Continuously improving operations is guided by thoughtfull analysis of performance metrics. The Scientific Registry of Transplant Recipients (SRTR) serves the national community of organ donation and transplantation professionals by providing advanced statistical and epidemiological analyses related to solid organ allocation and transplantation.

On January 25, 2022, Dr. Jon Snyder, director of transplant epidemiology at the Hennepin Healthcare Research Institute, presented on behalf of SRTR the Conversion Series program entitled Knowledge is Half the Battle: Using SRTR Data to Monitor Transplant Program Performance.

Several hundred professionals attended the presentation and shared the value of understanding the usage of various performance metrics in their daily work. Survey feedback from the session revealed the importance of Dr. Snyder’s accessible style and clarity with numbers.

Based on this strong community feedback, The Alliance will collaborate with SRTR to host this metrics-focused program annually for the community of practice. Each January community partners can look forward to a presentation, followed by breakout sessions to explore the SRTR databases to use for their own organizations. Discussions will be facilitated to ensure the program is as effective as possible to immediately utilize the information in the local organizations. The 2023 Conversation Series program is set for Tuesday, January 24, 2023 at 2pm ET.

Quality and Process Improvement for Americans with ESRD

In July 2020, an Execuive Order was signed to launch the Advancing American Kidney Health (AAKH) initiative to transform the way we prevent and treat kidney disease. To accomplish the goals of the AAHK initiative, the Centers for Medicare & Medicaid Services (CMS) created the End Stage Renal Disease (ESRD) Treatment Choices (ETC) payment model to encourage preventative kidney care, home dialysis, and kidney transplants.

To support the ETC model’s focus on increased kidney transplants, CMS, in collaboration with the Health Resources & Services Administration (HRSA), has established the ESRD Treatment Choices Learning Collaborative (ETCLC). The ETCLC will bring transplant centers, Organ Procurement Organizations (OPOs), donor hospitals, patients, and families together to improve quality and generate cost savings to CMS using systematic quality and process improvement methods.

This work is supported by a National Faculty and Leadership Planning Committee.
Scenes from the 2022 National Critical Issues Forum

STRATEGIC PILLAR I: COMMUNITY COLLABORATION

Optimizing an Age of Disruption

Leadership, Education, and Innovation

This Alliance invites the diverse sectors of the U.S. healthcare and education community to promote continued innovation and generate collective action towards the common goal of improving the health of all Americans.
In 2022, the National Academies of Sciences, Engineering, and Medicine (NASEM) made several recommendations to address social and racial disparities, reduce the nonuse of donated organs, and reduce or eliminate variations in the performance of transplant centers and OPOs. The report is entitled, “Realizing the Promise of Equity in the Organ Transplantation System.”

To be responsive to the recommendations, The Alliance has curated a list of resources to help the community understand the recommendations and begin implementing changes.

Resources include:

• Background information, including links to the original report
• Programs from The Alliance Conversation Series and Advancement Series, including a variety of on-demand webinar recordings and upcoming live learning programs.

Two specific presentations directly address the report and its recommendations for a path forward:

• “National Academies Study on Organ Transplantation: Realizing the Promise of Equity in the Organ Transplantation System.” Overview Presented by Dr. Kenneth Kizer and Dennis Wagner; Brought to you by The Alliance, in partnership with NATCO and the American Society of Transplantation (AST).

• “Ahead of the Bus: The NASEM Report, Our Road Map for the Future.” Presenters: Dr. Yolanda Becker, Kevin Court, Jennifer Milton; Sponsored by CareDx.

The list of these resources may be found on The Alliance website under “Resources.”

The NASEM Report contains a critical set of recommendations that will help guide the community of practice for the next decade.”

KEVIN MYER
LifeGift, Immediate Past Chair of The Alliance Board of Directors

The ALLIANCE CONVERSATION SERIES
The Alliance Conversation Series explores critical topics that require a significant level of community discourse and exploration. Offered at no cost, national experts host an interactive discussion to enhance understanding of new, evolving or controversial concepts.

The complete list of these resources may be found on The Alliance website under “Resources,” or by scanning this QR code with your smart phone photo app.

The Alliance welcomes additional recommendations for relevant material to post for the community of practice. Please send ideas to info@organdonationalliance.org.
Effective educational delivery models have changed forever with the advent of new virtual technologies and new understandings about how people learn. The organizations that are strategically implementing these new approaches to learning will set themselves apart for years to come, The Organ Donation and Transplantation Alliance offers a set of highly contextualized, online learning programs that range from convenient, self-directed research resources to highly interactive mentorship programs. Online learning has grown significantly over the past decade. The COVID pandemic acted as an accelerator for online learning across all levels. Research and Markets forecast the Online Education Market will reach $350 Billion by 2025, globally.

Additionally, one of the ways to stand out as an organization and to retain employees is to provide them with specialized training and development opportunities. This is especially key in retaining millennials, as two-thirds believe it’s management’s job to provide them with continuous development opportunities in order for them to stay, according to a Deloitte report. The Alliance’s professional education model of specialized and relevant eLearning programs for organ donation and transplantation professionals is based on the latest understandings of those neural and cognitive processes. Additionally, with the COVID pandemic forcing millions of learners out of the classroom to learn at home, the pace of change in the delivery of online education has been dramatic. Sunjay Sarma, head of Open Learning at MIT and co-author of Group: The Science Transforming How We Learn, is an advocate for transforming online professional education using science-informed knowledge.

“Alliance Engagement Model

“An important way to form our audience in the future is to identify specific needs of our audience,” says Karri Hobson-Pape, executive director of The Alliance. “We always engage the perspectives of both donation and transplantation professionals. Our learning experiences provide personalized knowledge that professionals can immediately put into practice. The varying levels of interactivity and convenience in our learning program portfolio provide organ donation and transplantation professionals with opportunities to increase their knowledge and skills and interact with experts in ways that work for them.”

“The Alliance’s educational programs have become part of our organization’s culture,” says Juli Finn, Alliance Board member and President and CEO of Midwest Transplant Network. “Their programs take place during the work week and attendees bring insights and learning from programs back into the organization and into their actual work. They continue to talk about the topic with their colleagues and because of the exciting dialogue, insights are applied.”

The New Science of Learning

Fundamental new understandings of both learning and the brain are transforming approaches to education. The Alliance’s portfolio of learning programs for organ donation and transplant professionals is based on the latest understandings of those neural and cognitive processes. Additionally, with the COVID pandemic forcing millions of learners out of the classroom to learn at home, the pace of change in the delivery of online education has been dramatic. Sunjay Sarma, head of Open Learning at MIT and co-author of Group: The Science Transforming How We Learn, is an advocate for transforming online professional education using science-informed knowledge.

“The brain is not a sheet of paper for the professor to write on,” said Sarma during an October 2020 podcast. “It’s not just because of new advancements but because as experienced professionals they are better learners when they’re immersed in work that applies to what they are learning,” says national online learning expert Rozanne Russell, Ph.D., director of online education at Columbia University Mailman School of Public Health and one of the founders of Full Tilt Ahead, a consulting firm that designs virtual curricula for medical and nursing schools across the country.

“The design of The Alliance’s learning programs is tailored to our unique audience,” says Deanna Fenton, senior manager, educational program development and operations at The Alliance. “The model provides convenience and interactivity which is especially relevant to donation and transplantation professionals who frequently have demanding time constraints such as when an organ becomes available. We’ve optimized the model to meet them where they are and it’s been exciting to see the programs build community through interactivity, especially in the Conversation Series and the Mentorship program. There are so many conflicting priorities for our audience that it can
The Alliance provides a portfolio of learning programs which are intentionally designed to guide professionals along a path of greater interactivity in order to explore topics in greater depth, based on their personal interests. With this, insights can be applied in daily practice, creating much greater impact and patient outcomes.

LEARNING STRATEGIES

Highly Contextualized Learning Strategy

Online Learning Expert Russell emphasizes that it’s not the proliferation of knowledge that drives the need for adult learning programs to be highly contextualized. “It’s how our brains work, how we learn. Learning just sticks better in the context of doing what these concepts apply to.”

“The idea of constant immersion and connection back to your work is where the greatest learning outcomes take place,” says Russell. “It’s like a double groove if you are asked to interact with it.”

“The Advancement Learning Series is an engaging forum that cascades the knowledge of leading experts in the field. Our ultimate goal is to offer opportunities for community collaboration that equip healthcare professionals with the necessary tools to advance donation and transplantation practices and improve patient survival,” says Deanna Fonten, senior manager at The Alliance. “With the ongoing support of the entire community of practice, we’re able to accomplish just that.”

Critical areas and topics to explore are curated from the feedback received from the community-wide “You Share, We Listen” survey as well as input from The Alliance Board of Directors, National Councils, and Faculty Workgroups, which are comprised of leaders within the field. The expert faculty workgroups overseeing the development of the Advancement Learning Series then collaborate to further develop each area by assessing the priority areas of focus and identifying leading national experts to share critical insights on those areas.

11,850

Total Number of Professionals Who Engaged in Annual Learning Opportunities (Live & On-Demand)

Innovation Sharing

The Alliance is dedicated to driving active exploration of critical topics in order to develop an intentional focus on innovation. These insights and effective practices are promoted through a variety of programs, which are specially developed for the donation and transplantation community of practice.

The ALLIANCE ADVANCEMENT LEARNING SERIES

The Advancement Learning Series, The Alliance’s well-recognized professional learning program, is an online series of hour-long classes presented several times per month. Experts discuss cutting-edge topics ranging from innovations in the field to emerging effective practices for broader implementation.

“The Advancement Learning Series is an engaging forum that cascades the knowledge of leading experts in the field. Our ultimate goal is to offer opportunities for community collaboration that equip healthcare professionals with the necessary tools to advance donation and transplantation practices and improve patient survival,” says Deanna Fonten, senior manager at The Alliance. “With the ongoing support of the entire community of practice, we’re able to accomplish just that.”

Critical areas and topics to explore are curated from the feedback received from the community-wide “You Share, We Listen” survey as well as input from The Alliance Board of Directors, National Councils, and Faculty Workgroups, which are comprised of leaders within the field. The expert faculty workgroups overseeing the development of the Advancement Learning Series then collaborate to further develop each area by assessing the priority areas of focus and identifying leading national experts to share critical insights on those areas.

Donation-Focus Programs

- OPO Training Programs & Staff Education
- Hospital Development
- Authorization Strategies Part 1: Timely Referrals & Approaches
- Authorization Strategies Part 2: Early Engagement & Clinical Intervention
- Donor Management
- Building Resiliency Among Donation Professionals
- Improving Donation Outcomes: Leveraging Case Reviews to Drive Awareness and Change
- CMS Final Rule
- COVID-Related Donation & Transplantation

Transplant-Focus Programs

- Navigating Transplant Recipient Survivor’s Guilt
- Access to Transplant Care for Underserved Communities
- Sex & Transplantation
- Managing Teen ‘Pediatric’ Patients as an Adult Candidate
- Immunosuppression Medication Management
- Offer Acceptance Practices
- Allocation
- The Transplant Revenue Cycle
- Barriers in Listing Transplant Patients & Waitlist Management
- COVID Vaccinations

Innovation-Focus Programs

- Xenotransplant Breakthrough
- Artificial Heart Transplants
- Human Organ Bank for Transplants
- Advancing Donation and Transplantation Using Novel Technologies & Solutions

Special Edition Programs

- Transplant Center Staff Management: FTE Workload Planning

The Alliance’s Learning Programs Model

The Alliance’s programs range from high-convenience, online research resources to highly interactive classes and mentorship experiences. The multiple points of entry to the Alliance’s learning programs provide flexibility for the healthcare professional and build a professional community of practice.

The Alliance’s learning programs are not clinical training programs but focus on the introduction of emerging knowledge and issues in organ donation and transplantation. “The Alliance builds communities of people who gather to discuss an emerging topic or issue,” says Russell. “When new approaches and perspectives are emerging, and people attend a webinar or conversation around that topic right off the bat, these are the folks that you’re going to want to pay attention to or follow in order to move the topic or issue along. If the pandemic has taught us anything at all, it’s that knowledge is indefinite and tuning into the voices that have gathered around a new topic is where the knowledge will be.”

Range of Learning Programs Span Convenience and Interactivity

The Alliance’s portfolio of learning programs includes:

- Active Research/Problem Solving Programs: Online Resource Library with the Community Resource Toolbox and Spotlight Series that provide easily-searched, curated resources for professionals looking for foundational knowledge or for information about a specific problem or issue.
- Receptive Conceptualization Programs: On-Demand Classroom/Webinar with the On-Demand Advanced Series and Learning Pathway programs that provide recorded videos and audio about dozens of topics for professionals to watch and learn on their own schedules.
- Reflective Observation Programs: Live Classroom/Webinar with the Live Virtual Advanced Series that occurs at a specific time and provides increasing interactivity with an expert presenting on a topic followed by a Q&A session to answer questions that have been submitted by participants.
- Active Exploration Programs: Live Discussion Webinar with the Live Virtual Conversation Series that provides an active/probing learning experience with a live presenter followed by extensive discussions in a virtual breakout room where participants can pose and discuss questions and issues.
- Concrete Experience and Community Building Programs: Paired Guide for Personal Development with the Alliance’s Mentorship Program that provides a highly-interactive 1:1 experience by matching expert donation and transplantation professionals with staff across the country who are new to their transplant career or role.
- Innovative Observation Programs: Live Class with Panelists, Webinar, and Conference Series that occur at a specific time and provides increasing interactivity with an expert presenting on a topic followed by a Q&A session to answer questions that have been submitted by participants.
- Innovative Exploration Programs: Live Discussion with an Expert with Q&A (Mode)
- Conceptualization Programs: On-Demand Classroom/Webinar with the On-Demand Advanced Series and Learning Pathway programs that provide recorded videos and audio about dozens of topics for professionals to watch and learn on their own schedules.
- Reflective Observation Programs: Live Classroom/Webinar with the Live Virtual Advanced Series that occurs at a specific time and provides increasing interactivity with an expert presenting on a topic followed by a Q&A session to answer questions that have been submitted by participants.
- Active Exploration Programs: Live Discussion Webinar with the Live Virtual Conversation Series that provides an active/probing learning experience with a live presenter followed by extensive discussions in a virtual breakout room where participants can pose and discuss questions and issues.
- Concrete Experience and Community Building Programs: Paired Guide for Personal Development with the Alliance’s Mentorship Program that provides a highly-interactive 1:1 experience by matching expert donation and transplantation professionals with staff across the country who are new to their transplant career or role.
THE ALLIANCE CONVERSATION SERIES

The Conversation Series is a series of virtual programs presented in a highly successful engaging format. Based on the topic, the program is structured with interactive tools, active Q&A, and more. The objective is to elevate emerging trends within the donation and transplantation community of practice and offer a platform for collaborative discussion that promotes effective practices and solutions on a range of timely and relevant topics.

The topics for the Conversation Series are intended to be based on major issues in the community. Critical areas to explore through The Alliance learning programs are curated from the feedback received from the community-wide “You Share, We Listen” survey as well as input from The Alliance Board of Directors, National Councils, and Faculty Workgroups, which are comprised of leaders within the field. The expert faculty workgroups overseeing the development of the Conversation Series then collaborate to further develop each by assessing the priority area(s) of focus and identifying leading national experts to share critical insights on those areas.

2022 CONVERSATION SERIES PROGRAMS

- SRTR Quality Metrics
- Pros and Cons of the Opt-In Donation System
- Normothermic Regional Perfusion and DCD Hearts
- Quality Metrics and QAPI Tools
- COVID and Beyond: Donor Family Aftercare, What can we do to re-engage and move forward?
- Barriers in Listing Kidney Transplant Patients
- ECMO as a Therapy and its Society Benefits When Organ Donation Is An Option (Topic in development)

DIVERSITY, EQUITY, INCLUSION-SPECIFIC PROGRAMS

- "Debunking the Myths: An Exploration of Common Stereotypes about Underserved Communities"
- Exploring Strategies to Increase Donation and Transplantation within the API Community
- "Exploring Donation & Transplantation within the Transgender Community"
- "(Dis) Owning Hispanic: Latinos Speak of their Journey to Self-Identification - Latina, Latinos, or Hispanic?"
- "Healthcare Access and Implications for Native Americans"

THE ALLIANCE ON-DEMAND ADVANCEMENT SERIES

Continuing Education Credits Claimed (CEPTC, Nursing, CME and Dietitian Credits)

| Total Number of Professionals Who Engaged in Annual Live Learning Opportunities | 1,659 |
| Total Number of Professionals Who Engaged in Annual Learning Opportunities (Live & On-Demand) | 6,311 |
| Overall Educational Value for Live Advancement Series (based on 4.0 scale) | 4.10 |
| Overall Educational Value for On-Demand Advancement Series (based on 4.0 scale) | 3.73 |

THE ALLIANCE LIVE ADVANCEMENT SERIES

| Continuing Education Credits Claimed (CEPTC, Nursing, CME and Dietitian Credits) |
| Total Number of Professionals Who Engaged in Annual Learning Opportunities (Live & On-Demand) |
| Overall Educational Value for Live Advancement Series (based on 4.0 scale) | 4.10 |
| Overall Educational Value for On-Demand Advancement Series (based on 4.0 scale) | 3.73 |

JON SNYDER, PHD, MS

Epidemiologist’s Mission is to Help Reach the Top of “Pyramid of Metric Needs”

Epidemiologist Jon Snyder has made it his personal mission to use data and analytics to tell the story of organ donation and transplantation more broadly. Snyder, who operates the Scientific Registry of Transplant Recipients (SRTR) and is the director of transplant epidemiology for the Chronic Disease Research Group (CORG) of the Hennepin Healthcare Research Institute (HHRI) in Minneapolis, is serving as treasurer of the board of directors of the Organ Donation and Transplantation Alliance in 2022. He became involved with the SRTR in 2010 when his group received the federal contract from the Health Resources and Services Administration (HRSA) of the US Department of Health and Human Services. The contract has since been renewed for its third five-year term, through 2025. “My personal mission is to use data and analytics to improve the organ donation and transplantation system for the ultimate benefit of the patients the system exists to serve. The Alliance’s mission aligns with that really well. The Alliance brings disparate groups together to focus on that common mission of making people’s lives better. I feel fortunate to be a part of the organization.”

“The first step is just knowing where you stand,” continues Snyder. “I’ve created a pyramid that I call the hierarchy of metric needs; it’s like Maslow’s hierarchy of needs. The basic idea is that you start at the bottom where you have some information that you want to know and then you can translate that into data. You can then translate that data into some type of a metric, but then you’re only halfway up the pyramid at that point.”

“I want to emphasize to the transplantation community that understanding and knowing where you can find the metric, that’s that first half of the pyramid. But the second half of the pyramid, the self-actualization peak where you can find the metric, is working to translate that metric into understanding or inference. That inference should then lead to some action that is targeting a specific goal.”

Snyder is working to share information about the new metrics that the Organ Procurement and Transplantation Network (OPTN) Membership and Professional Standards Committee (MPSC) will use to track transplantation program performance.

To continue reading Dr. Snyder’s full profile, scan the QR code.
Addressing disparities and discrimination in organ donation and transplantation

The Alliance has created a comprehensive Diversity, Equity and Inclusion (DEI) educational program with the explicit goal of addressing health disparities and discrimination in organ donation and transplantation. “The organ donation and transplantation community is taking intentional and meaningful actions to reduce inequity in organ donation and transplantation and The Alliance is a catalyst to support this important work,” says Karri Hobson-Pape, executive director. Minority populations in the U.S. are at a greater risk of organ failure, particularly from renal and liver disease, and yet have a decreased likelihood of receiving an organ transplant. According to the National Kidney Foundation, Black Americans are almost four times more likely, and Latinx individuals are 1.3 times more likely, to experience kidney failure compared to white Americans. Despite the higher risk, national data shows that Black and Latinx patients on dialysis are less likely to be placed on the transplant waitlist and have a lower likelihood of receiving a transplant. Barriers contributing to donation and transplantation inequities can occur at the recipient-donor level, health care provider level, health system level and population-community level.

The objective of the program is to reduce barriers at the recipient-donor and health care provider levels by providing ongoing education that will enhance cross-cultural communication skills and promote effective community outreach, as well as improve cultural competence.

After extensive benchmarking research, the group developed definitions of diversity, equity and inclusion and conducted an email survey that resulted in responses from 75 organ donation and transplantation professionals at hospitals, organ procurement organizations, and transplant centers. The survey helped the committee identify the following key prioritizers for the DEI Initiative: offering exercises that help professionals identify and address their own conscious/unconscious biases and microaggressions; and creating a series of foundational trainings for leadership and frontline staff focusing on cultural competency, systemic oppression, and other relevant topics.

Additionally, The Alliance has expanded its DEI Initiative to include DEI-specific resources through other pre-existing educational programs offered to the community. “The level of engagement we’ve seen over the last few months is a true testament to the value of these educational programs and the critical need for additional resources surrounding DEI,” says Deanna Fenton, who co-leads the DEI Committee. “Now, more than ever, our committee is extremely motivated and devoted to pushing this initiative forward in continued support of our colleagues, patients, and their families.” Ultimately, The Alliance hopes to see these efforts lead to an increase in organ recovered and transplanted for patients in underserved communities.

The Alliance’s Diversity, Equity and Inclusion (DEI) 2022 Committee

The Alliance’s Diversity, Equity and Inclusion (DEI) Committee is working to reduce barriers to organ donation and transplantation by promoting diversity, equity, and inclusive practices within the donation and transplant communities. Through their insightful educational programs, organizations and their leaders will be equipped with the tools and effective practices needed to evaluate their current initiatives, identify improvement strategies, and promote positive changes to the donation and transplantation community. The DEI Committee is committed to addressing health disparities and discrimination through the other pre-existing educational programs offered to the community.

2022 ANNUAL REPORT

IMPROVING HEALTH INEQUITIES

DIVERSITY OFFERS SUCH A PLETHORA OF INFORMATION THAT WE’LL NEVER GET IF WE CONTINUE TO NOT HAVE THESE DIFFICULT CONVERSATIONS INTEGRATED INTO EVERYTHING THAT WE DO,” says Chapman. “Just realizing that diversity is the center of life. It’s here and in everything that we do. No two of us are alike. And therefore, diversity enters into the picture. I want to be a catalyst in these changing conversations.” Her commitment to the DEI Committee is strong. “The Alliance is so great in that it provides this common space of grace that we can all come together and talk about things. We can agree to disagree and not allow it to become personal or divisive or dismissive. That’s what I love about The Alliance. I see this promise to do more. And I see that undergirded with commitment and with the courage to have uncomfortable conversations for change. The other thing I love about The Alliance is that the conversations are internal to the donation and transplantation community. The Alliance is having uncomfortable conversations within the industry to equip everyone to have better conversations outside of the industry.”

In her role at Gift of Life Michigan, Chapman leads a team of five community outreach coordinators and plans to add three public education specialists who will go into high schools throughout Michigan to present programs on organ donation.

Remenia Chapman
A commitment of heart and head

2021 was a banner year for Remenia Chapman, director of public education and community relations at Gift of Life Michigan. She received three major awards for her work promoting organ and tissue donation in multicultural communities including the Troy Scholars Coaching Legacy Award from Donate Life America, the Michigan Medicine Leadership Award, and the Olive Calendar, MD Circle of Excellence Award from the National Multicultural Action Group. She shared the last award with Bobby Howard, a dear friend and director of Multicultural Donation at LifeLink of Georgia. To top it all off, she received her doctorate of ministry from the Ecumenical Theological Seminary in Detroit. Chapman also directs the Gift of Life Minority Tissue Transplant Education Program (MOTTEP) and is the executive director of the Detroit MOTTEP Foundation. She serves on the Diversity, Equity and Inclusion (DEI) Committee of the Organ Donation and Transplantation Alliance. “Our work on the DEI Committee has been to elevate diversity, equity and inclusion in the transplant industry on all different levels,” says Chapman. “I really think of it as being focused on health care justice to make sure that those things that need to be discussed are being talked about. I look at it as an opportunity to talk about the importance of language and how that language impacts not only those persons who are on the receiving end, but those persons who are providing the service and how differences in language can create a barrier that we’re not even aware of.”

“Diversity offers such a plethora of information that we’ll never get if we continue to not have these difficult conversations integrated in everything that we do,” she adds. “Just realizing that diversity is the center of life. It’s here and in everything that we do. No two of us are alike. And therefore, diversity enters into the picture. I want to be a catalyst in these changing conversations.” Her commitment to the DEI Committee is strong. “The Alliance is so great in that it provides this common space of grace that we can all come together and talk about things. We can agree to disagree and not allow it to become personal or divisive or dismissive. That’s what I love about The Alliance. I see this promise to do more. And I see that undergirded with commitment and with the courage to have uncomfortable conversations for change. The other thing I love about The Alliance is that the conversations are internal to the donation and transplantation community. The Alliance is having uncomfortable conversations within the industry to equip everyone to have better conversations outside of the industry.”

In her role at Gift of Life Michigan, Chapman leads a team of five community outreach coordinators and plans to add three public education specialists who will go into high schools throughout Michigan to present programs on organ donation.
National Workgroup Developing a First-of-its-Kind Educational Guide for Donation after Circulatory Death (DCD)

An interdisciplinary group of volunteer healthcare experts is collaborating with The Organ Donation and Transplantation Alliance to create a first-of-its-kind comprehensive guide to Donation after Circulatory Death (DCD). The Alliance DCD Educational Resource Guide is in development for hospital patient care teams to be aware of the current general approaches to the potential donor who is not pronounced neurologically deceased, but is unable to survive, in which the patient or the family has made the decision to withdraw life-sustaining treatments.

“The Alliance’s National Donation Leadership Council determined that a DCD-Guide was needed to increase the number of DCD organs available for transplantation and to highlight best practices around the country,” says Glenn Matsuki, program consultant for The Alliance who is coordinating the work of the group. A number of organizations have provided volunteer expertise to contribute to the guide and include the American Society of Transplantation (AST), Association of Organ Procurement Organizations (AOPO), American Society of Anesthesiologists (ASA), Association for Surgery of Trauma (AAST), Donate Life America, Neurocritical Care Society, and several organ procurement organizations.

“We are going to put together the most effective national practices based on the knowledge and experience of our contributors and develop this guide for broader learning,” says Matsuki.

Don Lebovitz, MD, a pediatric intensivist at Akron Children’s Hospital and chair of the DCD Educational Guide Workgroup, says the guide will provide information on a range of topics.

“From caring for the patient in the ICU to talking to the patient’s family about the potential for donation, to obtaining consent, to identifying what organs may be transplantable, knowing what labs to evaluate and evaluating the organs, talking to transplant centers, talking with the OR staff to prepare expectations, to OR occurrences as well as plans if the donation is unable to move forward—we’re covering it all,” says Lebovitz.

The Alliance has been meeting regularly with the United Network for Organ Sharing (UNOS) DCD Procurement Collaborative project, which is working with more than half of the nation’s organ procurement organizations. UNOS intends to identify and share effective practices related to procurement of organs from donors after circulatory death (DCD) donors.

Workgroup Members

- JULIUS BAILOGH, MD
  UAMS Medical Center
- ZACHARY BAUMAN, MD
  Nebraska Medical Center
- HILARY CEZARDA
  Donate Life America
- GERARD FULDA, MD
  Christiana Hospital
- RONDI GELBARD, MD, FACS
  University of Iowa Hospitals and Clinics
- CHRISTOPHER GRAVEYRN
  Gift of Life Michigan
- ELIZABETH GUNDERSON, MD, FHRS, FACC, FCPP
  Charles E. Schmidt College of Medicine, Florida Atlantic University
- STEVEN HANISH
  UT Southwestern Medical Center
- MARK HOBEIKA, MD
  Houston Methodist Hospital
- CLINT HOSTETLER, M.A., CTP, CPC
  LifeShare of Oklahoma
- DAN LEOB, MD
  Meron Children’s Hospital, Lifebanc
- SUSAN MANDELL, MD, PhD
  University of Colorado School of Medicine
- STACY MCELEE
  Gift of Life Michigan
- JOSHUA MEDOW, MD
  University of Wisconsin Hospital and Clinics
- JAN MOSS
  Gift of Life Michigan
- MARINA MOGUILEVITCH, MD
  Montefiore Hospital
- THOMAS A. NAKAGAWA, MD, FACP, FCCR
  UF College of Medicine Jacksonville
- FADY NASRALLAH, MD
  Scripps Memorial Hospital La Jolla
- BRANDON NAVE
  LifeShare of Oklahoma
- RONDI GELBARD, MD
  UAMS Medical Center
- ZACHARY BAUMAN, MD
  University of Colorado School of Medicine
- DAN LEBOVITZ, MD
  Akron Children’s Hospital and chair of the DCD Educational Guide Workgroup

The DCD Workgroup has four sub-groups working on various sections of the guide:

- Group #1 is working on the Preamble/Identification/Referral sections and is led by Susan Mandell, MD, professor of anesthesiology and director of Anesthesia for Abdominal Transplantation at the University of Colorado Hospital;
- Group #2 is working on the Evaluation/Approach/Donor Management sections and is led by Julius Baloigh, MD, assistant professor of Anesthesiology and Critical Care Medicine and Medical Director of Cardiovascular ICU at the University of Arkansas for Medical Sciences;
- Group #3 is working on the Allocation/Operating Room sections and is led by Fady Nasrallah, MD, Trauma/Acute Care Surgery, Surgical Critical Care at Scripps Memorial Hospital;
- Group #4 is working on the Post-DCD Recovery, Non-Recovery and Organs Transplanted section is led by Clint Hostetler, president of Clinical Operations at LifeShare of Oklahoma.

Driving Growth in DCD
A MESSAGE FROM OUR DIRECTORS

2022 ANNUAL REPORT

Foundational Perspectives of Organ Donation is a one-day interactive course, developed and delivered by field experts to broadly examine the comprehensive donation process for the multidisciplinary healthcare team—particularly early-career critical care providers, residents, fellows, nurses, respiratory therapists, advanced clinicians and early-career OPO professionals. This course introduces the clinical, legal and administrative considerations for donation, synergistic healthcare partnerships and patient family dynamics. This virtual seminar is taught semi-annually by leading multidisciplinary experts from across the country.

STRATEGIC PILLAR II: INNOVATION SHARING

FOUNDATIONAL PERSPECTIVES OF ORGAN DONATION

Foundational Perspectives of Organ Donation is a one-day interactive course, developed and delivered by field experts to broadly examine the comprehensive donation process for the multidisciplinary healthcare team—particularly early-career critical care providers, residents, fellows, nurses, respiratory therapists, advanced clinicians and early-career OPO professionals. This course introduces the clinical, legal and administrative considerations for donation, synergistic healthcare partnerships and patient family dynamics. This virtual seminar is taught semi-annually by leading multidisciplinary experts from across the country.

STRATEGIC PILLAR II: INNOVATION SHARING

FOUNDATIONAL PERSPECTIVES OF TRANSPLANTATION (ONBOARDINGU)

Foundational Perspectives of Organ Transplantation (formerly OnboardingU) is a series of online learning modules designed to supplement a transplant center’s existing employee orientation program. By providing staff with expertly-developed content, Foundational Perspectives of Organ Transplantation creates understanding of the roles and responsibilities of the multi-disciplinary transplant team. Each interactive half-hour module may be completed for CEPTC and/or nursing credit. For one affordable subscription fee, each user gains unlimited access to the entire library of modules for a twelve-month period.

SAVING & HEALING LIVES TRAINING VIDEO

The Alliance Saving and Healing Lives Training Video is a half-hour on-demand training video that provides a brief introduction to the organ donation process for healthcare students and professionals across the community of practice. The curriculum follows the course of patient care from declaration of death through family support and the donation discussion, followed by support of donor management and surgical recovery of organs for transplant.

THE ALLIANCE JOB BOARD

The Alliance Job Board offers complimentary postings for OPOs, transplant centers, hospitals, community and corporate partners across the country. Providing added benefit to our top-tier partner organizations, The Alliance promotes those available positions in their Monday Minute weekly email and social media channels.

Turrubiartez, who previously worked as a practice manager and is about topics and ideas that she’d like to discuss. So far, tools to prepare for the mentorship program because having the relationship and being able to bounce ideas off somebody has really given me confidence in owning my role.

Smith says her relationship with each mentee has been different and that each finds its natural endpoint. “Sometimes I’ve moved conversations to monthly or quarterly, but I still like to be there for people and have relationships with them if they need anything.”

In 2017 and we’re only conducting kidney transplants so we’ve much smaller than Lindsay’s center at Vanderbilt,” says Turrubiartez. “In January 2022, we’ll have our first UNOS visit since we’ve been credentialled and contracted with them and we’re expecting an audit of about 20 patients. They’ll look at everything to make sure that we’re abiding by our policies and by their policies and that our outcomes were good. It’s a little nerve-wracking in the sense of this is my first time being in this role and going through a survey. I’m just trying to mentally prepare myself about what to expect.”

One of my professional goals a few years ago was to get more involved in transplant quality and compliance at DVR, Health Transplant Institute, who is being mentored by Lindsay G. Smith, transplant quality director at Vanderbilt Transplant Center. They were matched through The Alliance Mentorship Program.

Turrubiartez began her role in quality and compliance at DVR, the only CMS and UNOS certified kidney transplant center in the Rio Grande Valley, in April 2017. She says she was motivated to become a mentor because she wanted to gain foundational knowledge about quality compliance and says she is benefitting from the knowledge and experience of Smith, who has been in the field of quality and compliance for eight years after seven years of being a nurse. “Lindsay’s been so awesome,” says Turrubiartez. “She’s really allowed me to build up my confidence and not double guess my judgment. She’s somebody I can reach out to when I have a question just to make sure that I’m going down the right path.”

Smith, who also serves on The Alliance’s National Transplant Leadership Council, has participated in the Mentorship Program for several years. “One of my professional goals a few years ago was to get more involved in the transplant community, and The Alliance mentorship program provides a great opportunity to really get in there and do work for other transplant professionals,” says Smith.

Their relationship began with a launch meeting. “The Alliance does a really good job about making sure that you do an introductory phone call to discuss goals and how to best to communicate and structure your relationship,” says Smith. The pair had scheduled Zoom meetings twice a month and before each one Turrubiartez communicates with Smith about topics and ideas that she’d like to discuss. So far, tools to prepare for UNOS and CMS audits have been at the forefront.

Turrubiartez, who previously worked as a practice manager and is pursuing an MBA from the University of Texas, Rio Grande Valley, is working to complete a UNOS survey that’s due in January and has found Smith to be a valuable resource for that work. “We opened in 2017 and we’re only conducting kidney transplants so we’ve much smaller than Lindsay’s center at Vanderbilt,” says Turrubiartez. “In January 2022, we’ll have our first UNOS visit since we’ve been credentialled and contracted with them and we’re expecting an audit of about 20 patients. They’ll look at everything to make sure that we’re abiding by our policies and by their policies and that our outcomes were good. It’s a little nerve-wracking in the sense of this is my first time being in this role and going through a survey. I’m just trying to mentally prepare myself about what to expect.”

Smith has shared tools to help with the survey such as Excel spreadsheets and provided guidance on what to expect. “It’s important to help people have realistic expectations when dealing with regulatory compliance issues,” says Smith. “I’ve been working with Amanda to let her know that she’s not going to be perfect in this and you just have to give yourself some grace. But you’re going to get through this and you can really build from this and make it your own kind of experience.”

“Transplant quality is hard and can be a strange kind of new world,” continues Smith. “We have people who come into the field and it’s a brand-new knowledge set and experiences. I wanted to be able to guide people and show them where resources are and provide professional advice about how to get off the ground. A lot of the mentees I know are really passionate— they love their job and really care about transplant. That can really have an impact on mentees and get them excited about being in transplant and help them stay in the community.”

“I signed up for The Alliance mentorship because I wanted somebody that I could rely on for advice and somebody that could point me in the right direction to build my confidence and own this role because I’m developing my job as I move along,” says Turrubiartez. “I really want people to be encouraged to sign up for the mentorship program because having the relationship and being able to bounce ideas off somebody has really given me confidence in owning my role.”

Smith says her relationship with each mentee has been different and that each finds its natural endpoint. “Sometimes I’ve moved conversations to monthly or quarterly, but I still like to be there for people and have relationships with them if they need anything.”
Continuing a commitment to enhanced learning, The Alliance will unveil a new online Community Portal in late Fall 2022, offering a highly personalized way to manage learning opportunities, continuing education credits and more.

“Leveraging feedback from our community, we’ve developed this system to allow busy professionals to keep track of their program registrations, unlock on-demand learning, gain access to special discounts and keep track of their earned CE credits – all with a single login credential,” says Corey Bryant, senior director of communications and strategic initiatives for The Alliance.

Significant enhancements include the creation of a personalized user dashboard, which enables quick and easy access to manage registrations for upcoming programs, maintain a record of all prior learning, access earned CE certificates, and keep profile data up to date. Additionally, when registering for special programs such as Alliance National Critical Issues in-person events, users will automatically see discounted pricing based on their organization’s Professional Partnership.

Capping off a year of enhancements to its digital learning experience, The Alliance rolled out a series of virtual “learning pathways” dedicated to critical topics in organ donation and transplantation in Fall 2022 for convenient, on-demand education.

“Alliance Learning Pathways offer concentrated, modular education on a specific topic using specially-curated content – all of which may be completed at a learner’s personal pace and scheduling needs,” says Deanna Fenton, Alliance senior manager of learning program development and operations.

The Alliance team worked with developers to incorporate a custom learning management system into their existing website, offering a comprehensive, personalized learning experience under one in-house system. The result is a more streamlined user experience, offering specialized tracks for professionals seeking to enhance their competency and understanding of critical broad topics, such as current brain death practices, donation following circulatory death (DFD) and diversity, equity and inclusion (DEI).

Continuing Education credits, including CEPTC, CMEs and Nursing credits, are available for specific Alliance Learning Pathways based on the length and depth of the topics. The first Alliance Learning Pathway focuses on Foundational Perspectives of Organ Donation, leveraging on-demand components of the popular live course for new organ procurement and healthcare professionals. Through several modular components, learners are introduced to the foundational principles of the organ donation process – from historical, legal and ethical perspectives, to donor eligibility, family dynamics, synergistic hospital partnerships and clinical management of the organ donor.

Additional pathways will be added to the learning menu regularly, offering specially-curated educational opportunities on emerging or evolving concepts in the field of organ donation and transplantation.

“This is just one more way The Alliance is revolutionizing access to vital learning content,” says Fenton, “thereby equipping our community to effectively save and heal more lives.”
Continuing Medical Education (CME) Credit — The Organ Donation and Transplantation Alliance offers Category 1 CME credits from the American Board for Transplant Certification. Certified clinical transplant and procurement coordinators and certified clinical transplant nurses seeking CME credit must complete a post-learning evaluation form within 30 days of viewing in order to claim their credits.

Nursing Contact Hours – The Organ Donation and Transplantation Alliance offers continuing education credits for select learning opportunities, approved by The California Board of Registered Nursing, Provider Number CEPTC17.

The Alliance recently debuted the latest edition of the Foundational Perspectives of Organ Donation textbook, an introductory resource designed specifically for professionals involved in the organ donation process. The text is uniquely tailored to provide a broad but intensive exploration of the organ donation process from a multidisciplinary perspective. More than 25 renowned experts from across the US contributed to this project, including physicians, surgeons, intensivists, organ procurement professionals, legal experts, hospital development specialists, donor families and more.

“Organ donation and transplantation is arguably the most nuanced field of healthcare today,” says Senior Editor Dr. Christopher Michetti, trauma medical director for Inova Fairfax Hospital in Virginia. “Our goal is to deliver a resource that not only introduces healthcare professionals to the field, but also provides them with a foundation of diverse insight that is often overlooked during onboarding and training.”

The textbook also serves as the basis for the Foundational Perspectives of Organ Donation course, which is delivered live in virtual format several times per year. Michetti serves as chief faculty, along with fellow course chair Dr. Galen Henderson, director of neurocritical care at Brigham and Women’s Hospital in Massachusetts. In a single day, participants are introduced to the historical, legal, ethical, clinical and relational aspects of the organ donation process. An on-demand version of this course is scheduled to debut later this year — part of The Alliance’s strategy to deliver specialized learning pathways for the community or practice.

Print and e-books may be purchased directly on Amazon.com, or Professional Partner organizations may order discounted large quantities of the print version directly through The Alliance.
The Alliance Board of Directors continues strong momentum to implement important changes so that the organization can be responsive to the needs of the donation and transplantation community. The long-term health of the organization has been reinforced with recent changes to the board structure and governance.

Building upon a history of collaboration across many different disciplines and parts of the healthcare continuum, The Alliance board of directors is comprised of representatives from OPOs and transplant centers, in addition to a representative from ACHE, AHA, AST, ASTS, AOPO, The Joint Commission, SCCM and UNOS. This collaboration is a valuable aspect of the board structure.

In 2020, several key changes were adopted by the board to create stronger continuity in leadership. Led by Paul Myoung, Chair of the Board in 2020, the bylaws were changed to ensure the three year cycle of the board chair role. Similarly the Treasurer and Secretary roles were established with 3-year terms. These improvements have already facilitated the management of longer-term planning.

In 2021, the strategic planning committee, composed of members of the board, was established to update the mission, vision, values, goals and strategic pillars of the organization. Guided by Kevin Myer, 2021 Board Chair, the committee set up the important framework for evaluation of additional programs that meet the strategic goals of The Alliance. Priorities are determined for the Alliance to address as resources permit. The strategic planning committee will continue to update the 3-year plan each year.

After a pause in 2020 with our council activity, the National leadership councils were reinvigorated in 2021. Extending the board governance structure to the other councils, this year The Alliance developed a three-year chair transition for each of the three councils. Under the leadership of Ana Hands, 2022 Board Chair, the board identified one board member liaison to serve on each council and create the natural alignment to ensure insights are elevated to the board level.

Change remains constant. These improvements help The Alliance to maintain our sustainable infrastructure, while remaining nimble and responsive to community opportunities and concerns.
Hobson-Pape as its Executive Director. “I asked a lot of questions and listened intensely,” says Paul. “I spoke with staff, every board member, including many founding leaders, to gain historical insight and engage key stakeholders in shaping the future of The Alliance. As the paradigm of organ donation and transplantation in the U.S. continued to shift I wanted to kick the tires to see whether The Alliance was strategically positioned and ready for the next stage in its organizational evolution under new leadership.” He was a member of the Strategic Planning Committee and continues to serve on The Alliance board of directors and the National Transplant Leadership Council.

Curiosity is what led Paul Myoung, senior director of transplant at Mass General Hospital, to enter healthcare administration and the field of organ transplantation. He became director of transplant at Mass General Hospital, or tactical plans.” Paul. “It’s not just about your vision, strategy, change and strengthen trust. “Leadership to me has and will always be about people,” says Paul. “It’s not just about your vision, strategy, or tactical plans.”

2022 BOARD OF DIRECTORS, AT LARGE
2022 NATIONAL TRANSPLANT LEADERSHIP COUNCIL

PAUL MYOUNG, MHA, FACHE
Leading With Curiosity And Giving Back Through Mentorship

Curiosity is what led Paul Myoung, senior director of transplant at Mass General Hospital, to enter healthcare administration and the field of organ transplantation. He became involved in national efforts to increase organ donation and transplantation by participating in The Alliance councils and served as the Chair of the board of directors in 2020. During a transition in leadership and organizational priorities, he led the search in hiring Karri Hobson-Pape as its Executive Director. “I asked a lot of questions and listened intensely,” says Paul. “I spoke with staff, every board member, including many founding leaders, to gain historical insight and engage key stakeholders in shaping the future of The Alliance. As the paradigm of organ donation and transplantation in the U.S. continued to shift I wanted to kick the tires to see whether The Alliance was strategically positioned and ready for the next stage in its organizational evolution under new leadership.” He was a member of the Strategic Planning Committee and continues to serve on The Alliance board of directors and the National Transplant Leadership Council.

Curiosity is what continues to drive Paul in serving others and seeking to understand the human experiences that reveal how more similar we are than different. His curiosity stems from spending the majority of his formidable childhood at the public library, reading about history and discovering imaginary worlds. To this day he continues to have a cadre of books he consumes cyclically, ranging from social anthropology to Stoic philosophy. Paul believes in the heuristic that if you want new ideas, read an old book. Especially in this age of endless information and exponential change, finding insight from words that have lasted the tests of time has been the source of his curiosity and leadership.

Leading with curiosity and people-centered focus has helped Paul change the trajectory of how organ transplantation is performed at Mass General and Mass General Brigham. Finding common ground where none existed, discovering creative connections between separate ideas, and building relationships across differences has helped drive positive change and strengthen trust. “Leadership to me has and will always be about people,” says Paul. “It’s not just about your vision, strategy, or tactical plans.”

2023 National Pediatric Donation & Transplantation Summit
Wednesday, May 24 - Thursday, May 25, 2023
Marriott Marquis – Houston, Texas

Join the country’s leading experts, including pediatric specialists, intensivists, organ recovery professionals, transplant surgeons and more, as we explore the current state of organ donation and transplantation in pediatrics. The Alliance has assembled an all-star planning committee, all of whom are head to work to develop an agenda to include determination of death laws, approach and authorization strategies, ethical considerations, donor management, DCD, transplant outcomes, and other cross-overs and opportunities for applications for pediatric patients. Registration is expected to open in Fall 2022.

BY THE NUMBERS

IMPROVE REACH THROUGH THE ORGAN DONATION AND TRANSPLANTATION COMMUNITY

Total Digital Content Subscribers
(Email + Social Followers)

Total Number of Professional Partners & Corporate Partners

STRENGTHEN AND CULTIVATE ALLIANCE REVENUE MODEL
(PARTNERSHIP ASSESSMENTS)

Total Number of Professionals Who Engaged in Annual Learning Opportunities
(All Alliance Programs)

59% INCREASE

Continuing Education Credits Claimed
(CEPTC, Nursing, CME and Dietitian Credits)
(All Alliance Programs)

20,322

14,338

6,272

116

THOMAS NAKAGAWA, MD
A Leading Advocate for Pediatric Organ Donation and Transplantation

Pediatric Intensivist Thomas Nakagawa, medical director of the pediatric intensive care unit at Wolfson Children’s Hospital in Jacksonville and professor of pediatrics at the University of Florida College of Medicine-Jacksonville, is thrilled to be a leading advocate for pediatric organ donation and transplantation.

“I’m thrilled that I am engaged with donation and transplantation because pediatrics has always kind of been an afterthought, whether it’s in medicine or in donation and transplantation, and to be able to bring that to the forefront and to make sure that it’s on the table and we’re talking about children becomes really important because the kids are our future and we have the ability to impact our future. It’s my job as a pediatrician and a critical care specialist, to make sure that children grow up strong and healthy and can move into adulthood.”

He says that after 35 years in practice he’s come to appreciate the development of the pediatric brain and how fragile life is. “In that first 12 to 18 months of life, it’s fascinating how the brain develops, how the wiring and everything comes together, and how you go from this blob sitting on a blanket to something that’s up running around and throwing things and eating things. It’s also heartbreaking to see how devastating an injury can be and how in just a matter of seconds, all that can be taken away. Critical care medicine shows you the fragility of life, but it also shows you how resilient the human body really is.”

Nakagawa, a member on the Board of Directors for the Organ Donation and Transplantation Alliance and a nationally recognized expert on issues pertaining to end-of-life care, organ and tissue donation, neurologic and circulatory determination of death and involvement with ethical issues, says, “We see so many bad things in critical care and if I wasn’t involved in donation and transplantation, I don’t know if I would still be practicing critical care. It’s such a small part of what we do in the ICU, but it’s clearly been one of the biggest and most rewarding part of my career. It all goes back to one night in the ICU with a coordinator who took the time to ask questions and really engage me in the process.”

One night in Virginia shortly after Nakagawa became an attending physician in the early 1990s, he met with an organ donation coordinator in the ICU after a patient had died.

2023 National Pediatric Donation & Transplantation Summit
Wednesday, May 24 - Thursday, May 25, 2023
Marriott Marquis – Houston, Texas

Join the country’s leading experts, including pediatric specialists, intensivists, organ recovery professionals, transplant surgeons and more, as we explore the current state of organ donation and transplantation in pediatrics. The Alliance has assembled an all-star planning committee, all of whom are head to work to develop an agenda to include determination of death laws, approach and authorization strategies, ethical considerations, donor management, DCD, transplant outcomes, and other cross-overs and opportunities for applications for pediatric patients. Registration is expected to open in Fall 2022.

2022 BOARD OF DIRECTORS, SCCM BOARD REPRESENTATIVE

THOMAS NAKAGAWA, MD
A Leading Advocate for Pediatric Organ Donation and Transplantation

Pediatric Intensivist Thomas Nakagawa, medical director of the pediatric intensive care unit at Wolfson Children’s Hospital in Jacksonville and professor of pediatrics at the University of Florida College of Medicine-Jacksonville, is thrilled to be a leading advocate for pediatric organ donation and transplantation.

“I’m thrilled that I am engaged with donation and transplantation because pediatrics has always kind of been an afterthought, whether it’s in medicine or in donation and transplantation, and to be able to bring that to the forefront and to make sure that it’s on the table and we’re talking about children becomes really important because the kids are our future and we have the ability to impact our future. It’s my job as a pediatrician and a critical care specialist, to make sure that children grow up strong and healthy and can move into adulthood.”

He says that after 35 years in practice he’s come to appreciate the development of the pediatric brain and how fragile life is. “In that first 12 to 18 months of life, it’s fascinating how the brain develops, how the wiring and everything comes together, and how you go from this blob sitting on a blanket to something that’s up running around and throwing things and eating things. It’s also heartbreaking to see how devastating an injury can be and how in just a matter of seconds, all that can be taken away. Critical care medicine shows you the fragility of life, but it also shows you how resilient the human body really is.”

Nakagawa, a member on the Board of Directors for the Organ Donation and Transplantation Alliance and a nationally recognized expert on issues pertaining to end-of-life care, organ and tissue donation, neurologic and circulatory determination of death and involvement with ethical issues, says, “We see so many bad things in critical care and if I wasn’t involved in donation and transplantation, I don’t know if I would still be practicing critical care. It’s such a small part of what we do in the ICU, but it’s clearly been one of the biggest and most rewarding part of my career. It all goes back to one night in the ICU with a coordinator who took the time to ask questions and really engage me in the process.”

One night in Virginia shortly after Nakagawa became an attending physician in the early 1990s, he met with an organ donation coordinator in the ICU after a patient had died.
2022 ANNUAL REPORT

The Alliance Board of Directors

The Alliance Board of Directors is comprised of expert leaders from several key national organizations from across the organ donation, transplantation and healthcare community. These valued partners work closely with The Alliance team to achieve optimal results on key issues that impact the field.

ANA HANDS, MD
Board Chair
Vice President, Transplant Services
Ochsner Multi-Organ Transplant Institute

PAUL MYOUNG, MHA, FACHE
At Large Member
Senior Administrative Director
Massachusetts General Hospital

THOMAS A. NAKAGAWA, MD, FAAP, FCCM
SCCM Board Representative
Professor, Pediatrics
UF College of Medicine - Jacksonville

HOWARD NATHAN
OPD Board Representative
Retired President & Chief Executive Officer
Gift of Life Donor Program

EMMA O’RILEY
ACHE Board Representative
Director, Product Marketing
American College of Healthcare Executives

RICHARD K. GILROY, MD
Board Secretary
Hepatologist & Medical Director
Intermountain Medical Center

NANCY FOSTER
AAT Board Representative
VP, Quality and Patient Safety Policy
American Hospital Association

DAVID KLASSEN, MD
UNOS Board Representative
Chief Medical Officer, UNOS

JON SNYDER, PHD, MS
Board Treasurer
Director of Transplant Epidemiology - Hennepin Healthcare Research Institute

JENNIFER PRINZ, RN, MPH
AATOP Board Representative
President and Chief Executive Officer
Donor Alliance

THOMAS STRUKL, MBA, MT(AASP)
The Joint Commission Board Representative
Laboratory Project Director, Standards and Survey Methods, Division of Healthcare Quality Evaluation - The Joint Commission

SUSAN STUART, RN, MPM
OPD Board Representative
President and Chief Executive Officer
Center for Organ Recovery & Education

JANICE WHALEY, MPH, CPTC, CTBS
OPD Board Representative
President & Chief Executive Officer
Donor Network West

2022 BOARD OF DIRECTORS, CHAIR

ANA HANDS, MD
A passion for transplant and a love for thinking, planning, and innovation

The 2022 Chair of the Board of Directors for The Alliance, Ana Hands, MD, the vice president of international health services and transplant services at Ochsner Health in New Orleans, has a passion for transplant and displays a love for thinking, planning, and innovation that makes her the perfect leader.

Hands says The Alliance’s board is extremely dedicated and talented and in 2022 will focus on implementing the first year of a three-year strategic plan to guide The Alliance’s vision to be a catalyst for bold advancements that save lives. “It will be an exciting year for The Alliance,” says Hands. “We have created a foundation for where we want The Alliance to be and I’m looking forward to implementing our strategies in 2022. The bold goals that we have means that we’re really moving and I’m excited to be a part of it because it’s something I truly believe in. We have great things that we want to do, and we have great support from the Board, The Alliance team, and our partners.”

There’s no doubt about Hands’ commitment to The Alliance. A favorite story that illustrates her commitment is when she jumped off a Mardi Gras float in 2020 to conduct a Zoom interview of new Executive Director Karl Hobson-Pape, for whom she served on the search committee. She became involved in The Alliance at the urging of Helen Bottenfield, an Alliance founder and executive director from 2008-2013, whom she met at a National Learning Congress in 2007.

“The way I look at The Alliance is that it’s the place where you have the biggest collection of information for anything transplant-related,” says Hands. “Whether you’re in the OPO world or you’re on the transplant program side, the number of resources that we have in The Alliance is amazing. We bring everybody together and The Alliance is where people come to get the information they need. We work together, we share experiences, we share ideas, and we grow together.”

Hands grew up in Venezuela and earned undergraduate degrees at the University of Monterrey in Mexico and then attended medical school at the University Zulia in Venezuela. She came to the U.S. in 1986 to complete her training in psychiatry at the Medical College of Georgia. In 2005 she took on leadership of international health services at Ochsner. Hands says she is the ‘relationship builder.’

Susan Stuart, president and CEO of the Center for Organ Recovery & Education (CORE) in Pittsburgh who joined the board of directors of The Alliance this year, was one of 52 national leaders to receive a Baldrige Foundation Award for Leadership Excellence. She was honored as the nonprofit sector designee for providing exceptional support to Baldrige and the Foundation’s mission and promoting the positive impact of Baldrige on organizational and community success.

Dennis Wagner, principal and managing director of Yes And Leadership and one of the founders of The Alliance, notes that CORE is the third Organ Procurement Organization (OPO) to receive a Baldrige Award. “It is really quite amazing that three out of 57 OPDs (Mid-America Transplant, Donor Alliance and CORE) have achieved the Baldrige designation since 2015,” says Wagner. “I believe that many of the forces that created The Alliance are among the same forces that have caused such an emphasis on systematic quality improvement in the OPO community.”

The Baldrige Awards are presented each year at the Baldrige Quest for Excellence conference. Stuart’s involvement with the Baldrige Performance Excellence program began more than a decade ago. “I was at a Quest conference, and many of the presenters were from Baldrige Award-winning organizations,” says Stuart. “I was very impressed and thought wow, this would give us a nice framework to really look at what are our key processes and a way to know to continue reading this story, scan the QR code.

Board Member Susan Stuart Honored with Baldrige Leadership Award
The Alliance Leadership Awards

Each year, The Alliance presents a series of awards to recognize individuals who have been invaluable in their contributions to our programs and advance the national community of practice. Four awards were presented to leaders in the community of practice at the National Critical Issues Forum on September 15, 2022.

The Alliance 2022 Rising Leader Award

MICHELLE REEF
Director of Hospital and Partner Relations for Gift of Hope Organ & Tissue Donor Network

The Alliance Rising Leader Award recognizes an outstanding member of The Alliance’s national workgroups and committees. Through proven commitment to advancing the national community of practice, this individual establishes themselves as an emerging leader in the field of organ donation and transplantation. The 2022 recipient of The Alliance Rising Leader Award is Michelle Reece, director of hospital and partner relations for Gift of Hope Organ & Tissue Donor Network in Chicago. Deanna Fenton, Alliance senior manager of educational program development and operations, presented the award and said, “Over the years, Michelle has been a cherished member of The Alliance’s community of dedicated volunteers – extending across many of our learning programs and development opportunities, including The Alliance Mentorship Program. Most recently, Michelle joined the Alliance National Donation Leadership Council, where she aids in developing resources to address the critical needs of the community.”

Dr. Harry Wilkins, president and CEO of Gift of Hope – along with a host of colleagues – congratulated Reece by sharing, “I am so thrilled that you are getting the recognition outside of Gift of Hope because we certainly appreciate you inside of Gift of Hope. Michelle, you’re so deserving of this award, congratulations and I’m so proud of you.”

The Alliance 2022 Committed Leader Award

SCHAWNTÉ WILLIAMS-TAYLOR, MBA, MSAG, RN, CCRM-K, CPTC
Vice President of Family Engagement and Donation Services for LifeGift

The Alliance Committed Leader Award recognizes a leader in the community of practice who commits significant time and expertise to the many bold initiatives underway at The Alliance. Through establishing valued relationships, this leader has launched significant efforts to advance nationwide collaboration and engaged learning. By activating the “All Teach, All Learn” approach, this leader directly impacts a wide variety of relevant, targeted and scalable learning solutions in the bold pursuit to save and heal lives. The recipient of The Alliance Committed Leader Award for 2022 is Schawnté Williams-Taylor, vice president of family engagement and donation services for LifeGift in Houston, Texas. The award was presented by Corey Bryant, senior director of communications and strategic initiatives for The Alliance, sharing “For many years, Schawnté has been a remarkable contributor to The Alliance, presenting on numerous learning programs and volunteering her time to share a wealth of knowledge to nurture the talents of her colleagues across the country. She also serves as a member of The Alliance National Donation Leadership Council, guiding future programs and learning opportunities for the national community.”

Kevin Myer, president and CEO of LifeGift and Alliance Board Member, congratulated Williams-Taylor, along with a host of her colleagues from LifeGift. “Schawnté has been with LifeGift since 1999. Talk about commitment – talk about a committed leader,” said Myer. “Nationally, through The Alliance, she’s helping folks learn how to take care of families in such crises. Her impact over these years is thousands and thousands and thousands of lives.”

The Alliance 2022 Visionary Leader Award

LINDA OHLER, MSN, RN, CCTC, FAAN, FAST
Transplant Quality Consultant and Educator for George Washington University Transplant Center

The Alliance Visionary Leader Award recognizes a leader in the community of practice who guides The Alliance’s vision to ignite bold advancements in organ donation, transplantation and overall patient survival. As a valued thought leader, this individual has introduced important innovations to catalyze meaningful change for donation and transplantation. The recipient of the 2022 Alliance Visionary Leader Award is Linda Ohler, transplant quality consultant and transplant educator for George Washington University Transplant Center. “With 30 years experience in transplantation, Linda has served in a variety of clinical quality roles in many leading institutions,” said Karri Hobein-Pape, executive director of The Alliance. “She has written and co-edited four books on transplantation for nurses, published in transplant-related articles in peer-reviewed journals, and served as Editor of Progress in Transplantation for 23 years. This year, she approached The Alliance team with a new concept, launching later this fall. Called Pioneers of Possible, this program captures innovation and oral histories from many of the celebrated trailblazers in transplantation and donation.”

In honor of Ohler, former colleagues Brigitte Sullivan and Tim Stevens paid tribute to their dear friend. “Each program that she is involved in showcases Linda’s unassuming and gentle way of guiding, providing input, conveying the facts and monitoring others to ultimately improve outcomes for the patients we serve,” said Stevens. “This short tribute does not do you justice, Linda, but I want to thank for all you’ve done and all you continue to do for our community. Congratulations.”

The Alliance 2022 Transformational Leader Award

DENNIS WAGNER
Principal and Managing Director of Yes And Leadership

The Alliance Transformational Leader Award is a lifetime career achievement award dedicated to the individual that is generating bold impact. This award honors a leader in the community of practice who has generated the greatest results through their volunteer efforts at The Alliance. This leader has demonstrated consistent commitment, resulting in effective collaboration, cascading of innovations and sharing of best practices for the benefit of restoring lives through transplantation.

Alliance Board Chair Dr. Ana Hands presented the second annual Alliance Transformational Leader Award to Dennis Wagner, principal and managing director of Yes And Leadership. “Dennis has served our community of practice for many years and has made a lasting impact on the field,” said Hands. “He was the leader of the Breakthrough Collaboratives almost 20 years ago, which inspired the creation of the Organ Donation and Transplantation Alliance.”

To celebrate Wagner, former colleagues Howard Nathan and Kevin O’Conner expressed their gratitude and congratulations. “The field of donation and transplantation is truly indebted to you for all of your contributions,” said Nathan. “Dennis, you taught us all about setting bold goals and making bold offers and bold requests – and we never looked back. I’ve never met a more positive ‘can-do’ person in my life, and I’m personally grateful to have worked with you, been influenced by you, and have been inspired by you.”
Professional Partner Organizations

The Alliance is not a membership organization and therefore relies on annual voluntary financial support from OPOs and transplant programs who find value in our initiatives. That support enables The Alliance to continue powering synergy, sparking innovation and turning discoveries into solutions for an equipped, agile and empowered community.

As a Professional Partner, your entire organization will gain access to a wide range of value-added benefits and discounts, including relevant, targeted and scalable solutions in the areas of team member continuing education, community collaboration initiatives, onboarding and training of team members, team member professional development, executive leadership in the field, access to new content and information, broad organizational development, tools and resources and much more.

We invite you to join us as an Alliance Professional Partner in 2023. Information about our 2023 levels of support and benefits may be found on page 54 - 55. Please contact us at info@organdonationalliance.org with any questions.
Corporate Partner Organizations
The Organ Donation and Transplantation Alliance (The Alliance) is pleased to present our Corporate Partners. We are not a membership organization, and therefore rely on voluntary financial support from our donation, transplantation, and corporate partners in order to develop, produce and maintain valuable programs and services for our life-saving professional community. We are incredibly grateful to our Corporate Partners who have extended their generous support over the years.
Together, through our collaborative power, we can ensure that more people than ever can enjoy a second chance at life.

2022 ADVOCATE CORPORATE PARTNERS

The Alliance Live Advancement Series presents more than 25 live webinar programs per year on relevant, timely topics impacting the donation and transplantation community of practice. From emerging donation practices to transplant patient care and survey preparedness, you will find multiple webinar topics that meet your needs and improve your subject knowledge.

CHRISTY BRIDWELL, BA, MPH
Nevada Donor Network

SUSAN CAMERON
LifeCenter Northwest

SANDRA EGNOR
Charleston Area Medical Center

LANCE ELIASON, MPH
Nevada Donor Network

BROOKE GARVIS, MPA, SHRM CP
Midwest Transplant Network

SUSAN CAMERON
LifeCenter Northwest

FELICIA ELIZONDO
Program and Operations Administrator

GALIANA LANG, RN, BSN, CPTC
Iowa Donor Network

CHRISTY BRIDWELL, BA, MPH
Nevada Donor Network

FAITH HILTERBRAND
Lifeline of Ohio

VALINDA JONES, RN, MSN
Program Consultant

YVE SIMONEAUX, BSN, RN, CCRN-K
Louisiana Organ Procurement Agency

JULIE ANDERSON
Medical University of South Carolina

JAMIE BUCCO, CPTC, EMT-P
uChicago Medicine

TALIA GIORDANO, MSW, LCSW
Gift of Life Family House

LINDSEY SPEIR, MHA, BSN, RN, CPTC
Mid-America Transplant

MELISSA WEBB
Memorial Hermann Hospital-Texas Medical Center

2022 FRIEND CORPORATE PARTNERS

2022 SUPPORTER CORPORATE PARTNERS

2022 MEMBER CORPORATE PARTNERS

2022 DONOR CORPORATE PARTNERS

2022 STRATEGIC PARTNER CORPORATE PARTNERS

2022 ADVOCATE CORPORATE PARTNERS

The Alliance Team
The Alliance team is a dedicated group of professionals committed to advancing the field of organ donation and transplantation.

KARRI HOBSON-PAPE, MBA
Executive Director

COREY BRYANT
Senior Director, Communications and Strategic Initiatives

DEANNA FENTON
Senior Manager, Educational Program Development and Operations

FELICIA ELIZONDO
Program and Operations Administrator

GLENN MATSUKE
Program Consultant

KRISTINA WHEELER, RN, BSN, MBA, CPTC
Program Consultant

VALINDA JONES, RN, MSN
Program Consultant

HEDI AGUIAR
RN, MSN, CCRN-K
Program Consultant

LEXI BILTON
Communications & Creative Consultant

JANET BECKLEY
Communications & Creative Consultant

TALIA GIORDANO, MSW, LCSW
Gift of Life Family House

LAURA HANPETER, MHSA
Nebraska Medicine

KATHLEEN HOGAN
Henry Ford Hospital

LEDIA SNELL KINEN, MSN, RN
Nebraska Medical Center

KRISTINA WHEELER, RN, BSN, MBA, CPTC
Program Consultant

LACY TERNES, PHARMD, BCPS
Froedtert & The Medical College of Wisconsin

LINDSEY SPEIR, MHA, BSN, RN, CPTC
Mid-America Transplant

ERIC WADE
Gift of Hope Organ & Tissue Donor Network

GLENN MATSUKE
Program Consultant

RANDALL SUNG, MD
Michigan Medicine

JASON WADE
Froedtert & The Medical College of Wisconsin

MAREK WADE
Memorial Hermann Hospital-Texas Medical Center

2022 STRATEGIC PILLAR IV: SUSTAINABLE INFRASTRUCTURE
The Alliance Team
The Alliance team is a dedicated group of professionals committed to advancing the field of organ donation and transplantation. Reach out to us at any time - we are here for you!

Advancement Learning Series Faculty
The Alliance Live Advancement Series presents more than 25 live webinar programs per year on relevant, timely topics impacting the donation and transplantation community of practice. From emerging donation practices to transplant patient care and survey preparedness, you will find multiple webinar topics that meet your needs and improve your subject knowledge.

2022 Donation Focus Advancement Series Faculty

CHRISTY BRIDWELL, BA, MPH
Nevada Donor Network

SUSAN CAMERON
LifeCenter Northwest

SANDRA EGNOR
Charleston Area Medical Center

LANCE ELIASON, MPH
Nevada Donor Network

BROOKE GARVIS, MPA, SHRM CP
Midwest Transplant Network

FAITH HILTERBRAND
Lifeline of Ohio

MEGAN LANG, RN, BSN, CPTC
Iowa Donor Network

CHRISTY BRIDWELL, BA, MPH
Nevada Donor Network

YVE SIMONEAUX, BSN, RN, CCRN-K
Louisiana Organ Procurement Agency

2022 Transplant Focus Advancement Series Faculty

JULIE ANDERSON
Medical University of South Carolina

JAMIE BUCCO, CPTC, EMT-P
uChicago Medicine

TALIA GIORDANO, MSW, LCSW
Gift of Life Family House

LAURA HANPETER, MHSA
Northwestern Medicine

CHRISS MATTSOEN
LH Hospitals

SARAH MORAN, LCSW, CTC SW
Maine Transplant Program

MELISSA SKALICKY
St. Vincent Indianapolis Hospital

LINDSEY SPEIR, MHA, BSN, RN, CPTC
Mid-America Transplant

RANDALL SUNG, MD
Michigan Medicine

LACY TERNES, PHARMD, BCPS
Froedtert & The Medical College of Wisconsin

MAREK WADE
Memorial Hermann Hospital-Texas Medical Center

JULIE ANDERSON
Medical University of South Carolina

JAMIE BUCCO, CPTC, EMT-P
uChicago Medicine

TALIA GIORDANO, MSW, LCSW
Gift of Life Family House

LAURA HANPETER, MHSA
Northwestern Medicine

KATHLEEN HOGAN
Henry Ford Hospital

LEINDA SNELL KINEN, MSN, RN
Nebraska Medical Center

Corporation Partner Organizations
The Organ Donation and Transplantation Alliance (The Alliance) is pleased to present our Corporate Partners. We are not a membership organization, and therefore rely on voluntary financial support from our donation, transplantation and corporate partners in order to develop, produce and maintain valuable programs and services for our life-saving professional community. We are incredibly grateful to our Corporate Partners who have extended their generous support over the years.
Together, through our collaborative power, we can ensure that more people than ever can enjoy a second chance at life.
CONVERSATION SERIES

The Alliance Conversation Series is a cost-free, fast-paced collaborative opportunity delivered live online throughout the year that highlights effective donation and transplantation practices across the country. Through shared insight, multidisciplinary experts identify solutions to critical challenges affecting the community of practice.

CONVERSATION SERIES WORKGROUP

STEVEN BLACKBURN, MBA, BSHS, LS5BB
University of Iowa Hospitals and Clinics

JOANN BROOKS, RN, BS, MSN
University of Michigan Transplant Center

GREAT PERSPECTIVES OF ORGAN DONATION

Foundational Perspectives of Organ Donation is an interactive course designed to help examine the comprehensive donation and transplantation process for the multidisciplinary healthcare team. This course introduces the clinical and legal considerations of donation and transplantation, administrative processes, family care and dynamics of synergistic healthcare partnerships.

Foundational Perspectives of Organ Donation Program Workgroup

JOANN BROOKS, RN, BS, MSN
University of Michigan Transplant Center

JAME BUCIO, CPTC, EMT-P
UChicago Medicine

KAREN HADZIC, MSN, RN
Spectrum Health

Foundational Perspectives of Organ Transplantation Program Workgroup

ANIELA GREGOS, BSN, RN, CCTC
Ochsner Medical Center

SABRINA SELF, MSN, RN, BC
UAMS Medical Center

Foundational Perspectives of Organ Transplantation Inpatient Nurse Program

RONDIELGARDARD, MD, FACS
UAB Hospital

DAN LEBOVITZ, MD
LifeBridge

CHRISTOPHER MICHETTI, MD, FACS, FCCM
Inova Trauma Center, Inova Fairfax Hospital

ADAM MIRZA, MD
Augusta University Medical Center

RANDALL SUNG, MD
Michigan Medicine

Alliance Executive Insight Series Workgroups

KEVIN CMINT
Gift of Hope Organ & Tissue Donor Network (Ret.)

BRITTANY DUNN
Kentucky Organ Donor Affiliates

AMANDA HABERMEHL
ConnectICe

FAITH HILTERBRAND
LifeBridge

MICHELLE MORING
Versiti Organ and Tissue

MATTHEW NILES
Washington Regional Transplant Community

ROBIN OHKAGAWA, BA, BSN, RN, CPIC
New England Donor Services

MICHELLE REEP
Gift of Hope Organ & Tissue Donor Network

2022 TRANSPLANT EXECUTIVE INSIGHT SERIES WORKGROUPS

JOANN BROOKS, RN, BS, MSN
University of Michigan Transplant Center

JAME BUCIO, CPTC, EMT-P
UChicago Medicine

BARRY FRIEDMAN
AdventHealth Transplant Institute

TAMRA MAGEE
UC San Diego Health

LAURA STELLION, MHA, FACHE
Ohio State University Wexner Medical Center

DEPARTMENT OF ALLIANCE EXECUTIVE INSIGHT SERIES

2022 ANNUAL REPORT
## EXECUTIVE LEADERSHIP IN THE FIELD

### ONBOARDING AND TRAINING OF TEAM MEMBERS

<table>
<thead>
<tr>
<th>Partnership Levels of Support</th>
<th>PLATINUM CIRCLE</th>
<th>GOLD CIRCLE</th>
<th>SILVER CIRCLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity, Equity, Inclusion Programs and Resources</td>
<td>Available to the community at no cost</td>
<td>Available to the community at no cost</td>
<td>Available to the community at no cost</td>
</tr>
<tr>
<td>The Alliance 1:1 Mentorship Program - Peer mentorship for OPO and Transplant professionals</td>
<td>Available to the community at no cost</td>
<td>Available to the community at no cost</td>
<td>Available to the community at no cost</td>
</tr>
<tr>
<td>The Alliance Themed Mentorship Program - Peer mentorship for OPO and Transplant professionals</td>
<td>Available to the community at no cost</td>
<td>Available to the community at no cost</td>
<td>Available to the community at no cost</td>
</tr>
<tr>
<td>Exclusive Mentorship Discussion Boards</td>
<td>Unlimited access for program participants</td>
<td>Unlimited access for program participants</td>
<td>Unlimited access for program participants</td>
</tr>
</tbody>
</table>

### ACCESS TO NEW CONTENT & INFORMATION IN THE FIELD

- **Cross-Community Comprehensive Terminology and Data Reference Guide**
  - Available online at no cost
  - Individual terms available online at no cost

## TEAM MEMBER PROFESSIONAL DEVELOPMENT

### TEAM MEMBER CONTINUING EDUCATION

<table>
<thead>
<tr>
<th>Partnership Levels of Support</th>
<th>PLATINUM CIRCLE</th>
<th>GOLD CIRCLE</th>
<th>SILVER CIRCLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>PLATINUM CIRCLE</td>
<td>$11,000</td>
<td>$5,500</td>
<td>$2,750</td>
</tr>
<tr>
<td>GOLD CIRCLE</td>
<td>$11,000</td>
<td>$5,500</td>
<td>$2,750</td>
</tr>
<tr>
<td>SILVER CIRCLE</td>
<td>$11,000</td>
<td>$5,500</td>
<td>$2,750</td>
</tr>
</tbody>
</table>

### COMMUNITY COLLABORATION INITIATIVES

- **National Critical Issue Summit: Focus on NRP - March 21, 2023**
  - Unlimited connections (all team members in organization)
  - Up to 20 connections; standard pricing for individuals over
  - Over 60% savings

### ONBOARDING AND TRAINING OF TEAM MEMBERS

- **The Alliance OnboardingU1: Foundational Perspectives of Organ Transplantation**
  - Unlimited connections (all team members in organization)
  - Up to 20 connections; standard pricing for individuals over
  - Over 60% savings

### EXECUTIVE LEADERSHIP IN THE FIELD

<table>
<thead>
<tr>
<th>Partnership Levels of Support</th>
<th>PLATINUM CIRCLE</th>
<th>GOLD CIRCLE</th>
<th>SILVER CIRCLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>PLATINUM CIRCLE</td>
<td>$11,000</td>
<td>$5,500</td>
<td>$2,750</td>
</tr>
<tr>
<td>GOLD CIRCLE</td>
<td>$11,000</td>
<td>$5,500</td>
<td>$2,750</td>
</tr>
<tr>
<td>SILVER CIRCLE</td>
<td>$11,000</td>
<td>$5,500</td>
<td>$2,750</td>
</tr>
</tbody>
</table>

### EXECUTIVE LEADERSHIP IN THE FIELD

- **Executive Leadership in the Field**
  - Priority consideration to serve on The Alliance Board of Directors - Leading The Alliance strategy and priorities
  - Priority consideration to serve on The Alliance National Leadership Councils and Committees