



*United in Purpose*



Honoring & celebrating

1 million  
TRANSPLANTS

*LivingItForward.org*

SAVING  
& HEALING  
MORE  
LIVES



Leadership & Engaged Learning  
in Organ Donation & Transplantation

-  786-866-8730
-  [info@organdonationalliance.org](mailto:info@organdonationalliance.org)
-  [www.organdonationalliance.org/](http://www.organdonationalliance.org/)
-  931 Monroe Drive NE  
Suite A102-284  
Atlanta, GA 30308-1793



Leadership & Engaged Learning in  
Organ Donation & Transplantation



**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 perspective.



**ONLINE RESOURCE CENTER**

The Community Resource Toolbox, Executive Insight and Spotlight Series provide easily searched, 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 1:1 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.

**JOIN US ON SOCIAL MEDIA**

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## 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.

## A MESSAGE FROM OUR DIRECTORS



# 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*

**ANA HANDS, MD**

Vice President, Transplant Services  
Ochsner Health  
Board Chair, The Alliance



*Karri Hobson-Pape*

**KARRI HOBSON-PAPE, MBA**

Executive Director, The Alliance

## Strategic Planning Committee

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

**JAN FINN**  
Alliance Board Chair-Elect | President &  
CEO, Midwest Transplant Network

**NANCY FOSTER**  
Vice President of Quality and Patient  
Safety Policy, American Hospital  
Association

**DAVID KLASSEN, MD**  
Chief Medical Officer, United Network for  
Organ Sharing (UNOS)

**JOHN MAGEE, MD**  
Jeremiah & Claire Turcotte Professor of  
Transplant Surgery, University of Michigan

**KEVIN MYER**  
Alliance Board Immediate Past Chair  
President & CEO, LifeGift

**PAUL MYOUNG**  
Senior Administrative Director,  
Massachusetts General Hospital

**THOMAS NAKAGAWA, MD**  
Professor of Pediatrics, University of  
Florida College of Medicine – Jacksonville

**JENNIFER PRINZ**  
President and CEO, Donor Alliance

**JON SNYDER, PHD**  
Board Treasurer and Director of  
Transplant Epidemiology, Hennepin  
Healthcare Research Institute

**SUSAN STUART**  
President & CEO, Center for Organ  
Recovery & Education (CORE)

## Our Four Strategic Pillars



## OUR STRATEGIC PLAN

# 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 Oschner 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 Joint Commission, 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.

## OUR STRATEGIC PLAN

# 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



### 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 II INNOVATION SHARING

Provide effective practices, emerging ideas, innovative approaches and interdisciplinary perspective through engaged learning solutions



### MISSION-DRIVEN STRATEGIC PILLAR I COMMUNITY COLLABORATION

Drive community collaboration for greater sharing among thought leaders in the field



### MISSION-ENABLING STRATEGIC PILLAR IV SUSTAINABLE INFRASTRUCTURE

Build infrastructure for long-term sustainable success

## 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 Foundational 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



# Radical COLLABORATION

*Intentional structure and team exercises drive collaborative outcomes*

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 find 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 emphasize/insight 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

CONTINUED on pg. 10



**RADICAL COLLABORATION** from pg. 9

understanding of the stakeholders involved, effective collaboration, and an innovative approach provided by design thinking.

The many complex issues faced in transplantation – from organ transport logistics to opportunities with marginal organs – can be framed as “wicked problems” in the landscape of design thinking. “We have some wicked problems,” says Hobson-Pape. “Adding some elements of the design thinking process to our existing use of radical collaboration could accelerate the innovations that our Councils and work groups develop.”

Another example of a wicked problem in transplantation is Donation after Circulatory Death (DCD). The Alliance’s National Donation Leadership Council determined that a guide was needed to increase the number of DCD organs available for transplantation and to highlight best practices around the country. A number of organizations provided volunteer professionals to contribute to the guide including 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. The Alliance coordinated the work of this interdisciplinary group of volunteer health-care experts to create the first-of-its-kind comprehensive guide to Donation after Circulatory Death, The Alliance DCD Educational Resource Guide for hospital patient care teams.

**The Radical Collaboration Approach**

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 hospital model.

“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 centers,” 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
- 2018 CDC Report*  
[https://www.cdc.gov/pcd/issues/2018/18\\_0128.htm](https://www.cdc.gov/pcd/issues/2018/18_0128.htm)
- “A design thinking framework for healthcare management and innovation,”* by Jess P Roberts, Thomas R Risher, Matthew J. Trowbridge, Christine Bent

**STRATEGIC PILLAR I**

**Community Collaboration**

*The Alliance is proud to host three national leadership councils, composed of representatives from diverse disciplines and levels of leadership across the donation and transplantation continuum. Together, they give of their time and expertise to equip a modern profession of lifesavers through the development of scalable, targeted solutions for the community of practice.*

**BOARD OF DIRECTORS**

**STRATEGIC PLANNING**

*Set Strategic Priorities to Drive Resource Development*

- **2022 National Donation Leadership Council**
- **2022 National Transplant Leadership Council**
- **2022 National Innovation Leadership Council**

**CURRENT PROGRAMS & INITIATIVES**

*Established prior to 2021*

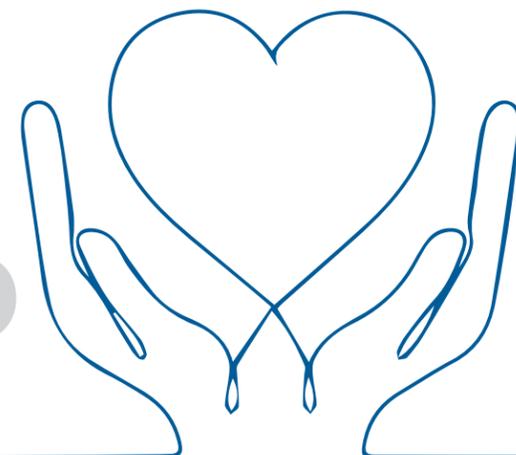
- National Donor Management Summit
- Community Resource Toolbox
- Foundational Perspectives of Organ Donation
- Community Hospital Resource Guide
- Hospital Executive Insights
- Advancement Learning Series – *Donation Focused*
- Transplant Resource Guide & Tools
- Onboarding U: Foundational Perspectives of Transplantation
- Transplant Executive Insights
- Conversation Series
- Advancement Learning Series – *Transplant Focused*

- Advancement Learning Series – *Innovation Focused*
- The Alliance Mentorship Program
- National Critical Issues Forum

**INITIATIVES IN DEVELOPMENT**

*2021+*

- DCD Educational Guide
- National Pediatric Summit
- First Person Authorization Initiative
- Universal Donor Management Guidelines Initiative
- Transplant Quality Metrics Initiative
- Allocation, Distribution, and Organ Recovery Resource
- Cross-Communication Platform (Enhancing OPO/Transplant Partnerships)
- Regenerative Medicine, Preservation Techniques & Medical Devices
- Emerging Research Initiative
- Automated Referrals Implementation Guide



# DONATION

## STRATEGIC PILLAR I: COMMUNITY COLLABORATION

### 2022 National Donation Leadership Council Members

<b>DAN LBOVITZ, MD (CHAIR)</b>	Pediatric Intensivist	Akron Children's Hospital
<b>DOMINIC ADORNO (CHAIR ELECT)</b>	Vice President Clinical Operations	LifeCenter Northwest
<b>RONDI GELBARD MD, FACS</b>	Associate Professor of Surgery	UAB Hospital
<b>KATIE MCKEE</b>	Dir., Hospital Services & Donor Family Aftercare	LifeSource
<b>FADY NASRALLAH, MD</b>	Trauma/Acute Care Surgery, Surgical Critical Care	Scripps Memorial Hospital La Jolla
<b>ROSEMARY O'MEEGHAN, MBBS</b>	Medical Director, Referral Management	OneLegacy
<b>ROBIN OHKAGAWA, BA, BSN, RN, CPTC</b>	Sr. Director, Education and Development	New England Donor Services
<b>BRENDAN PARENT, JD</b>	Director, Transplant Ethics & Policy Research	NYU Langone Health
<b>JUDITH PEPE, MD</b>	Sr. Associate Director, Surgical Critical Care	Hartford Hospital
<b>JENNIFER PRINZ, RN, MPH, CPTC, CTBS</b>	President & Chief Executive Officer, Board Liaison	Donor Alliance
<b>CHRISTINE RADOLOVIC</b>	Director, Transplant Coordinator Services	Gift of Life Donor Program
<b>MICHELLE REEF</b>	Director, Hospital & Partner Relations	Gift of Hope Organ & Tissue Donor Network
<b>SOPHIA SMITH, MD</b>	Pediatric Critical Care Medicine Intensivist	Children's National Hospital
<b>DONNA SMITH</b>	Senior Director Clinical Services	Sierra Donor Services
<b>EMILY VAIL, MD, MSC</b>	Asst. Professor, Anesthesiology & Critical Care	Perelman School of Medicine, Univ. of PA
<b>SCHAWNTÉ WILLIAMS-TAYLOR, MBA, MSML, RN, CCRN-K, CPTC</b>	Vice President, Family Engagement and Donation Services	LifeGift



#### 2022 NATIONAL DONATION LEADERSHIP COUNCIL

### RONDI GELBARD, MD

#### Hope That Donation Can Provide Drives Trauma Surgeon

Rondi Gelbard, MD, associate 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 Donation after Circulatory Death (DCD) Educational Resource Guide workgroup and has been very involved in the Foundational 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 Grady when I was a brand-new attending and was going through the process of brain death evaluation for a patient," says Dr. Gelbard. "I 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



To continue reading Dr. Gelbard's full profile, scan this QR code.

# INNOVATION

### 2022 National Innovation Leadership Council Members

<b>GINA DUNNE SMITH (CHAIR)</b>	Executive Director	IIAM (Intl. Inst. for the Advancement of Med.)
<b>YVETTE CHAPMAN, BSN, CCTC (CHAIR ELECT)</b>	Vice President, Business Partner Development	Southwest Transplant Alliance
<b>DAVID AXELROD, MD, MBA</b>	Transplant and Hepatobiliary Surgeon	University of Iowa Hospital and Clinics
<b>ADAM BINGAMAN, MD</b>	National Medical Director	Methodist Speciality and Transplant Hospital
<b>KEVIN CMUNT</b>	Retired Chief Executive Officer	Gift of Hope Organ & Tissue Donor Network
<b>BARRY FRIEDMAN</b>	Executive Director	AdventHealth Transplant Institute
<b>MARK HOBEIKA, MD</b>	Assistant Professor of Surgery	Houston Methodist Hospital
<b>MACEY LEVAN, JD, PHD</b>	Assoc. Prof. of Surgery and Population Health	NYU Grossman School of Medicine
<b>GEORGE MAZARIEGOS, MD</b>	Professor of Surgery	UPMC Children's Hospital of Pittsburgh
<b>BHARGAV MISTRY, MD</b>	Director, Transplant Services	Sanford Health
<b>MARIA MOLINA, MSN, CRNP</b>	Heart Transplant Nurse Practitioner	Perelman School of Medicine, Univ. of PA
<b>JENNIFER MURIETT, MSN, BSN, CPTC</b>	Chief Operating Officer	Donor Alliance
<b>JEROME SALTARELLI, JR., PHD, F(ACHI)</b>	HLA Lab Director	Univ. of Texas McGovern Medical School
<b>DALTON SHAULL</b>	Chief Executive Officer	OmniLife
<b>JANICE WHALEY, MPH, CPTC, CTBS</b>	President & Chief Executive Officer	Donor Network West
<b>SCOTT WUNSCH</b>	Chief Operating Officer	Trinity Medical Solutions



#### 2022 NATIONAL INNOVATION LEADERSHIP COUNCIL

### YVETTE CHAPMAN, BSN, CCTC

#### Opportunities for Improvement Drives Innovative Spirit

Seeing potential for avoiding missed opportunities in the referral process for organ donors is an example of an innovation that Yvette Chapman, chair-elect of the National Innovation Leadership Council of the Organ Donation and Transplantation Alliance, is known for in her career as a transplant nurse, transplant coordinator and now as vice president of business partner development at Southwest Transplant Alliance (STA) in Dallas. STA is one of 57 organ procurement organizations (OPOs) in the U.S. and serves 10 hospital transplant centers and 270 hospitals in 89 Texas counties and one in Arkansas.

"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 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."

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—heart, liver, kidney, lung, 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.



To continue reading Yvette's full profile, scan this QR code.

# TRANSPLANT

## 2022 National Transplant Leadership Council Members

<b>RANDALL SUNG, MD (CHAIR)</b>	Associate Professor of Surgery	Michigan Medicine
<b>TAMRA MAGEE (CHAIR ELECT)</b>	Director, Center for Transplantation	UC San Diego Health
<b>JOANN BROOKS, RN, BS, MSN</b>	Nursing Supervisor, Liver, Lung and Procurement	University of Michigan Transplant Center
<b>LEIGH ANN BURGESS</b>	Senior Administrative Director	Methodist Healthcare
<b>ERIKA DUDLEY, BSN</b>	Director, Transplant Services	Children's Hospital of Michigan
<b>ROBERT HARLAND, MD, FACS</b>	Surgical Director, Solid Organ Transplantation	University of Arizona
<b>SUSAN MANDELL, MD, PHD</b>	Professor of Anesthesiology	University of Colorado School of Medicine
<b>KRISTIN MEKEEL, MD</b>	Chief of the Division of Transplantation	UC San Diego Health
<b>PAUL MYOUNG, MHA, FACHE</b>	Senior Administrative Director Board Liaison	Massachusetts General Hospital
<b>KIMBERLY RALLIS, BS, MHA</b>	Executive Director, Trager Transplant Center	UofL Health - Jewish Hospital
<b>LJILJANA SAPONJA</b>	Transplant Program Coordinator	Rush University Medical Center
<b>JASON SAUDE</b>	Clinical Manager	UC San Diego Health
<b>LINDSAY SMITH, RN, MSN</b>	Transplant Quality Director	Vanderbilt Transplant Center
<b>ERIN WELLS, RN, BSN, CCTC</b>	Clinical Director, Hepatology & Liver Transplant	Loma Linda University Medical Center
<b>CHRISTOPHER WOOD, MBA</b>	Director, Operations	UPMC Transplantation Services

### STRATEGIC PILLAR I: COMMUNITY COLLABORATION

### STRATEGIC PILLAR I: COMMUNITY COLLABORATION

# Partnering with Purpose

## Opportunity 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 convener 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."

"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

CONTINUED on pg. 16



### 2022 NATIONAL TRANSPLANT LEADERSHIP COUNCIL

## 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 a knowledge need 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 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 transplant further."



To continue reading Dr. Sung's full profile, scan this QR code.



### 2022 BOARD OF DIRECTORS, ASTS REPRESENTATIVE

## 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 wasting opportunities to

make something better. "There's nothing worse than a squandered opportunity or not taking full advantage of everything 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 in an Age of Disruption" was held September 15-16 in Orlando.

Dr. Magee rowed in high school and college. "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.

STRATEGIC PILLAR I: COMMUNITY COLLABORATION

PARTNERING WITH A PURPOSE from pg. 15

“Their support enables 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 supportive of their involvement, but I’ve never actually had to push anyone towards it. The people that that have 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 chairs 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.”



Doctors Magee (center) and Sung (left) with members of the University of Michigan Kidney Team. The UM Transplant Center has been a significant contributor of volunteer expertise to The Alliance for many years.

# COUNT ON US.

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

Continuously improving operations is guided by thoughtful 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 *Knowing 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. Discussion 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 2019, an Executive 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 AAKH 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 Coordinating Council made up of more than 20 organizations in the field, including The Alliance.



## 2022 NATIONAL CRITICAL ISSUES FORUM

# Optimizing Performance in AN AGE OF DISRUPTION



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.

### Special Thanks to our Planning Committee

**RICHARD K. GILROY, MD (CHAIR)**  
Intermountain Medical Center, UT

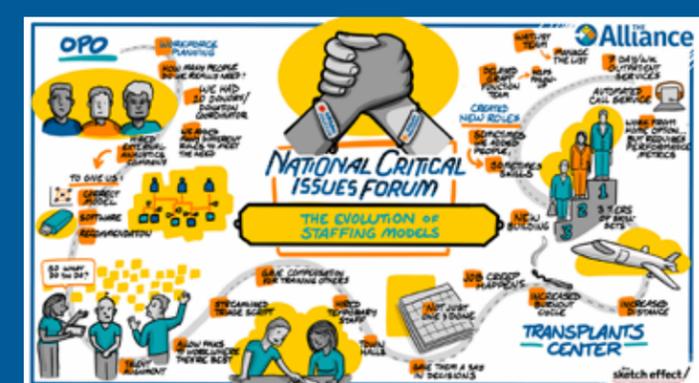
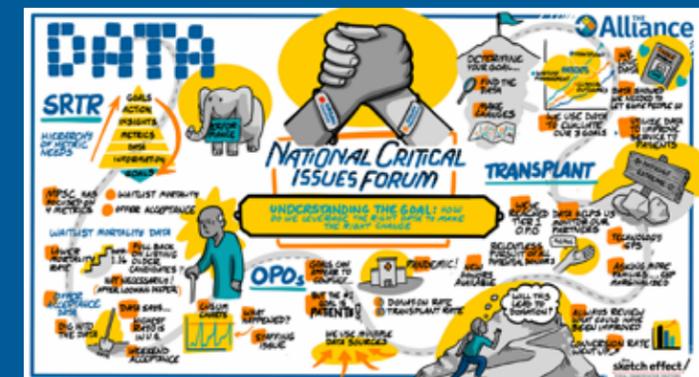
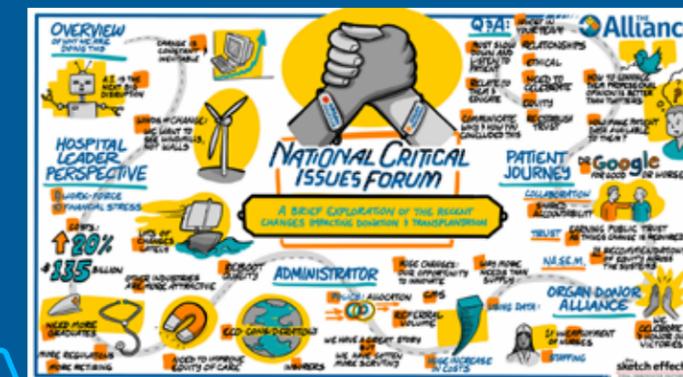
**RICHARD HASZ**  
Gift of Life Donor Program

**NANCY FOSTER**  
American Hospital Association, D.C.

**JON SNYDER, PHD, MS**  
Hennepin Healthcare Research Institute

**JOHN MAGEE, MD**  
University of Michigan

**JANICE WHALEY, MPH, CPTC, CTBS**  
Donor Network West



Scan the QR code for more information about the presentations.

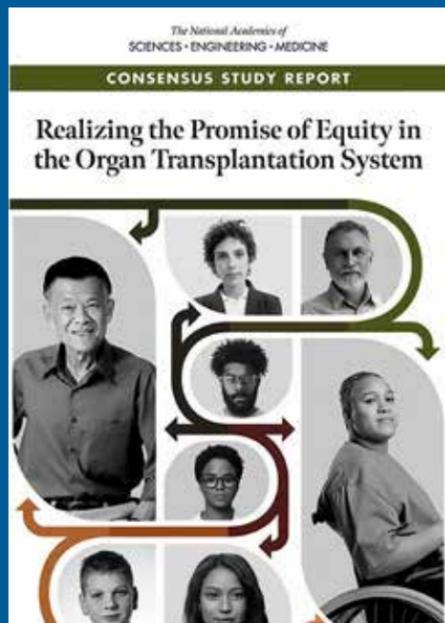
# Scenes

from the 2022 National  
Critical Issues Forum



# The NASEM Report

*The Alliance Curates Resources to Aid in Understanding and Responding to NASEM Report Recommendations*



In 2022, the National Academies of Sciences, Engineering, and Medicine (NASEM) made several recommendations to address racial and other 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.
- Other Resources from The Alliance Community Resource Toolbox, including journal articles, presentations and more.
- 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 Cmunt, Jennifer Milton; Sponsored by CareDx.

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

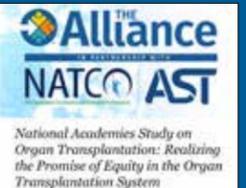
*The NASEM Report contains a critical set of recommendations that will help guide the community of practice for the next decade.”*

**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.



- Ahead of the Bus: The NASEM Report, Our Road Map for the Future
- Increasing Liver Utilization Using Hard to Place Livers
- Ethics: Point/Counterpoint Discussion on NRP
- Investigating the Variations in Donation after Circulatory Death Hospital Policies in a Single Donor Service Area
- OPTN Donation after Circulatory Death Procurement Collaborative: Lessons Learned
- Knowing is Half the Battle: Using SSTR Data to Monitor Transplant Program Performance
- Improving Procurement, Acceptance, and Use of Deceased Donor Organs
- Improving Disparities and Access to Transplant Care in The Hispanic Community
- Closing the Gap: Building Trust Between Healthcare Institutions and Diverse Groups
- Exploring Strategies to Increase Donation and Transplantation within the API Community
- Advancing Equity to Save more Lives: The Latino Community & The Ethical Paradox of Donation and Transplantation
- Breaking Barriers for Native Americans Seeking Health Care and Organ Transplants

## THE ALLIANCE ADVANCEMENT SERIES

The Alliance Advancement Series regularly delivers insights from national experts, as they explore new or emerging topics and techniques that can be leveraged to increase the number of transplantable organs. All programs are available live and on-demand for high-convenience learning at your own pace.

- Improving Access to Transplant Care for Communities of Color
- Improving Transplant Access and Equity: A Tale of Two Centers
- Offer Acceptance Practices: An Exploration of the Current & Future Landscape
- Barriers in Listing Transplant Patients & Waitlist Management

The Alliance welcomes additional recommendations for relevant material to post for the community of practice. Please send ideas to [info@organdonationalalliance.org](mailto:info@organdonationalalliance.org).



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.

# KNOWLEDGE WITH PURPOSE



# Learning STRATEGIES

*The Alliance's learning program strategy guides greater outcomes for active healthcare professionals*

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 convenience and interactivity to help individuals and organizations thrive.

## Alliance Engagement Model

"Our model is interdisciplinary in nature," says Karri Hobson-Pape, executive director of The Alliance. "We always engage the perspectives of both donation and transplantation professions. 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 Jan 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 those ongoing dialogues, 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 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. Sanjay Sarma, head of Open Learning at MIT and co-author of *Grasp: 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 keynote address at Plaksha University about his book which provides an overview of the neural and cognitive processes that support learning. "The human brain is trying to formulate a model of the world and this model requires taking chunks of information, digesting them, and then organizing them."

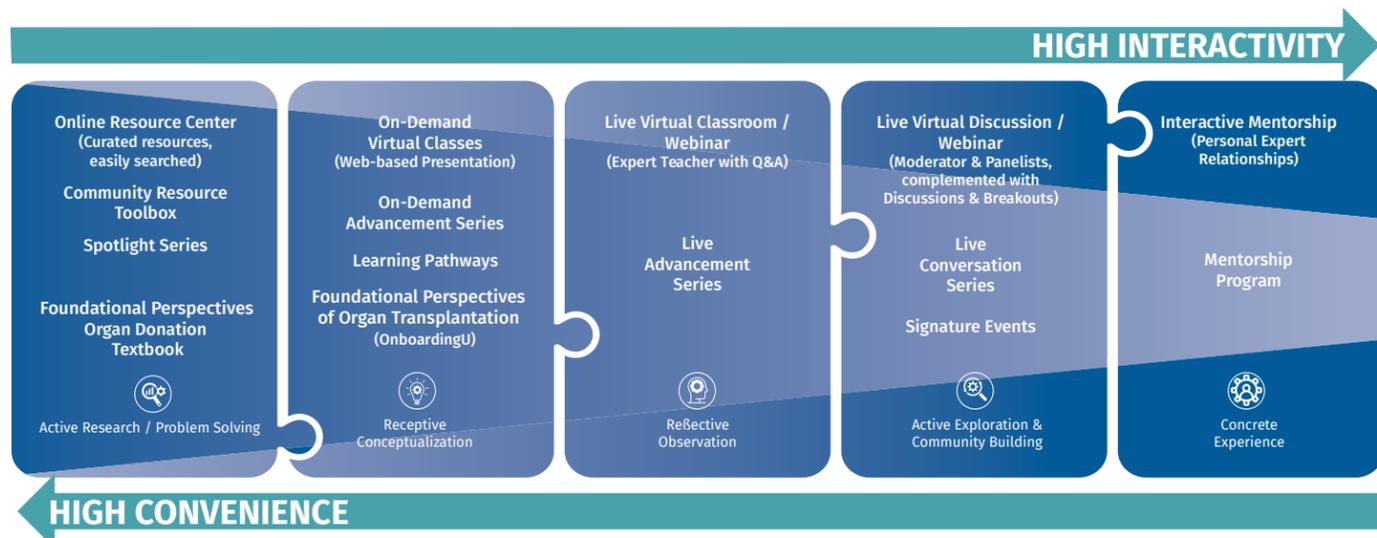
In an October 2020 Interview on the Chris Voss Show podcast, Sarma said there are two phases in education. "One is the delivery of new information that has to happen somehow, and the other part is the kind of the marination of that information where you learn how to apply it within your head and in the world."

## Learning Needs of Organ Donation and Transplantation Professionals

That real-world application is especially relevant to healthcare professionals who need to learn throughout their careers. "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 Roxanne 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 curriculum 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

CONTINUED on pg. 24



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 from pg. 23

be hard to prioritize self-guided learning. Our portfolio of offerings lends itself to learning at whatever pace works best for the individual.”

### 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. We’re basically digging deeper grooves into our album when we have to recall something and apply it. It’s like a double groove if you are asked to interact with it.”

“The idea of constant immersion and connection back to your work is where the greatest learning outcomes take place,” says Russell. “It’s how our brains work, how we learn.”

### 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 Advancement 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 Advancement 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 Growth with the Alliance’s Mentorship program that provides a highly-interactive 1:1 experience by matching experienced donation and transplantation professionals with staff across the country who are new to their transplant career or role.

## STRATEGIC PILLAR II

# 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

Fenton, 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 by assessing the priority area(s) 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
- Authorization Strategies Part 3: Family Support & Aftercare
- Donor Management
- Building Resiliency Among Donation Professionals
- Improving Donation Outcomes: Leveraging Case Reviews to Drive Awareness and Change
- CMS Final Rule
- COVID-Related Donation & Transplant

### 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



# 11,850

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

STRATEGIC PILLAR II: INNOVATION SHARING

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

- “The Power of Allyship Part 1: Understanding the Impact and Power of Words”
- “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 – Latino, Latinx, or Hispanic?”
- “Healthcare Access and Implications for Native Americans”



DIRECTOR OF TRANSPLANT EPIDEMIOLOGY - HENNEPIN HEALTHCARE RESEARCH INSTITUTE  
2022 BOARD OF DIRECTORS, TREASURER

**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 (CDRG) 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 of the pyramid, 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 this QR code.

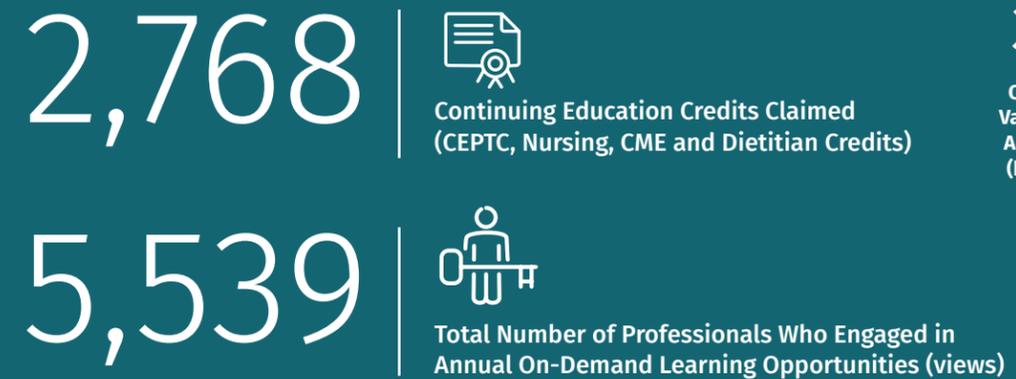
STRATEGIC PILLAR II: INNOVATION SHARING

BY THE NUMBERS

THE ALLIANCE LIVE ADVANCEMENT SERIES



THE ALLIANCE ON-DEMAND ADVANCEMENT SERIES



# IMPROVING HEALTH INEQUITIES

## Addressing disparities and discrimination in organ donation and transplantation

The Alliance has created a comprehensive Diversity, Equity and Inclusion (DEI) educational program with the express 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 inequality 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 diseases, 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 transplantation. 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.

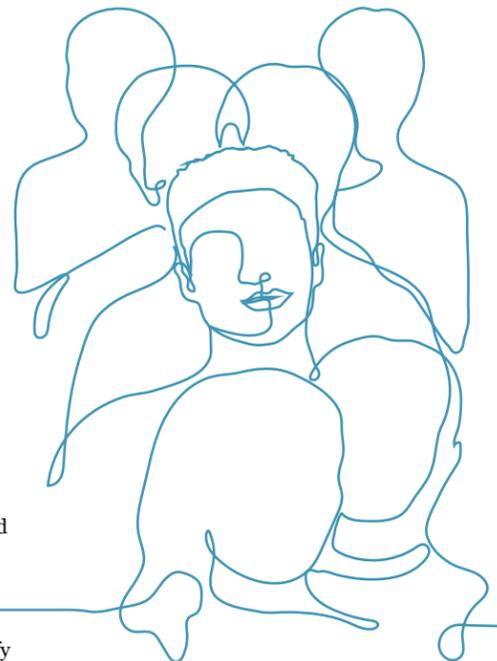
After extensive benchmarking research, the group developed definitions of diversity, equity and inclusion and conducted an email survey that resulted in responses from 75 organ donation and transplantation professionals at hospitals, organ procurement organizations, and transplant centers.

The survey helped the committee identify the following key priorities 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 the 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 organs recovered and transplanted for patients in underserved communities.

### STRATEGIC PILLAR II: INNOVATION SHARING



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

The Alliance’s Diversity, Equity and Inclusion (DEI) Committee spotlights diversity, equity, and inclusion practices within the donation and transplant communities. Through these 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 their program through recruitment, hiring, training, mentoring, and retention practices that foster a diversified workforce.

**KARIM ALI**  
Muslim Life Planning Institute

**SHERRY BARGER, CISM, IFOC**  
Public Trust

**REMONIA CHAPMAN**  
Gift of Life Michigan

**JAN FINN, RN, MSN, CPTC**  
Midwest Transplant Network

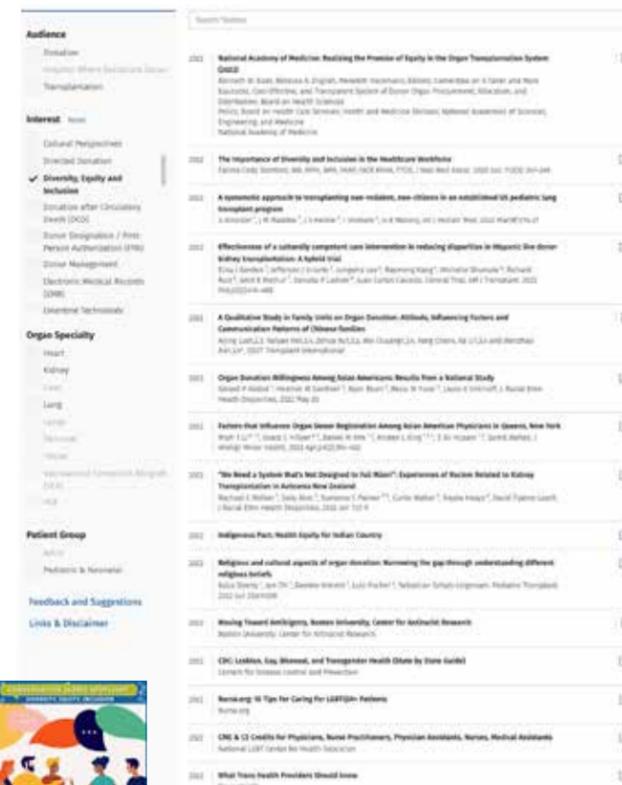
**LYDIA LAM, MD, FACS**  
Keck Hospital of USC

**MICHAEL MUNOZ-ROMERO, BSN, RN, CCRN, CPTC**  
Keck Hospital of USC

**INGRID PALACIOS**  
New England Donor Services

**TATIANA QUIROGA, MA**  
Come Out With Pride Orlando

### STRATEGIC PILLAR II: INNOVATION SHARING



### CONVERSATION SERIES SPOTLIGHT DIVERSITY, EQUITY AND INCLUSION

**February 15, 2022**  
*The Power of Allyship Part I: Understanding the Impact and Power of Words*

**April 19, 2022**  
*Debunking the Myths: An Exploration of Common Religious, Ethnic, and Cultural Stereotypes*

**June 21, 2022**  
*The Power of Allyship Part II: Exploring the Impact of Donation & Transplantation in the LGBTQ+ Community*

**September 20, 2022**  
*Advancing Equity to Save more Lives: The Latino Community & The Ethical Paradox of Donation and Transplantation*

**November 15, 2022**  
*Breaking Barriers for Native Americans Seeking Health Care and Organ Transplants*

### 2022 DIVERSITY-FOCUSED CONVERSATION SERIES COMMITTEE MEMBER

### REMONIA CHAPMAN *A commitment of head and heart*



2021 was a banner year for Remonia 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 Trey Schwab Coaching Legacy Award from Donate Life America, the Michigan Medicine Leadership Award, and the Clive 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 Organ 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.



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

**2600**

SINCE ITS LAUNCH IN EARLY 2021, THE ALLIANCE’S DEI PROGRAM HAS ELICITED PARTICIPATION FROM OVER 2,600 PROFESSIONALS WITHIN THE DONATION AND TRANSPLANTATION COMMUNITY

To continue reading the full story, scan this QR code.

**EXECUTIVE INSIGHT SERIES**  
FOR HEALTHCARE SENIOR LEADERSHIP



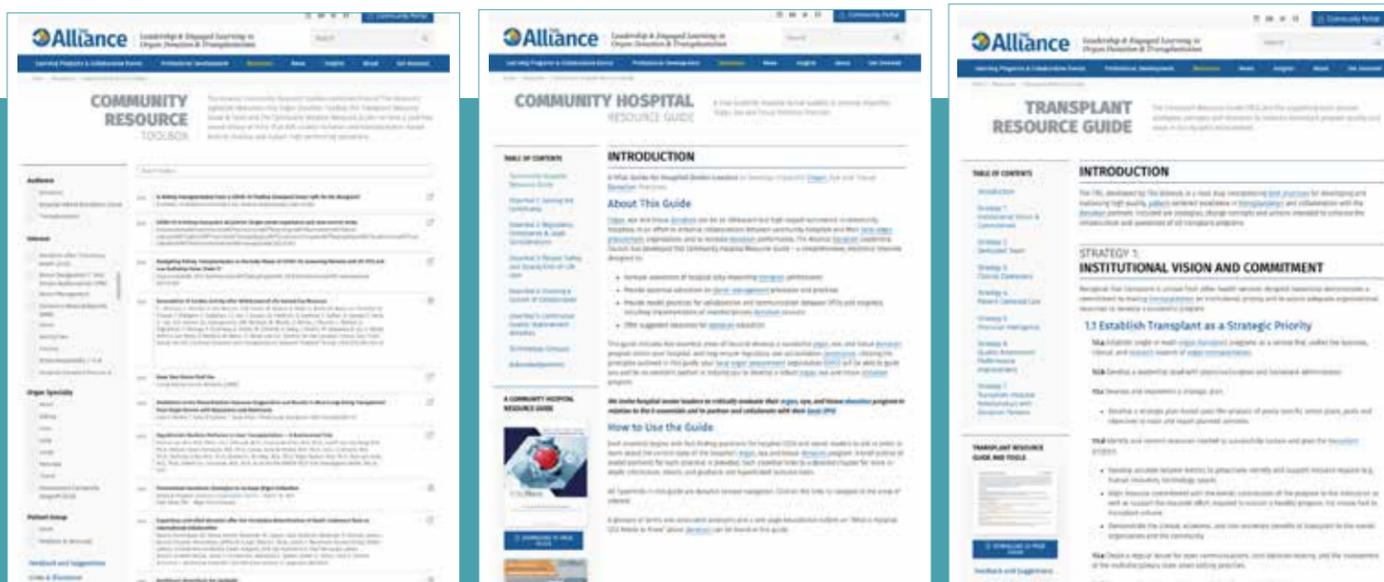
The Alliance Executive Insight Series is a semi-annual publication, designed to engage healthcare senior leadership with critical information about donation and transplantation. The publication offers two tracks:

- *Hospital Executive Insights: Topics for leaders of hospitals where donation occurs*
- *Transplant Executive Insights: Topics for senior leaders of transplant programs or transplant hospitals*

**SPOTLIGHT SERIES**  
FOR FRONTLINE HEALTHCARE PROFESSIONALS



The Alliance Spotlight Series is a regular publication for frontline healthcare professionals, offering quick-takes on critical topics affecting the field of organ donation and transplantation. Emerging topics have included DCD heart recoveries, continuous organ distribution systems, COVID-19 related issues, end-of-life conversations and more. The Alliance distributes this publication to more than 24,000 digital content subscribers each month.



The Alliance Community Resource Toolbox is a cost-free online library of curated donation and transplantation-based resources to develop and sustain high-performing operations. We encourage professionals to share their research and effective practice resources with the community by submitting them to the toolbox.

**1120**

NUMBER OF EFFECTIVE PRACTICE RESOURCES AVAILABLE IN THE COMMUNITY RESOURCE TOOLBOX

**23%**

INCREASE IN CURATED EFFECTIVE PRACTICE RESOURCES, JULY 2021 - JUNE 2022

# Driving Growth in DCD



## 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 professionals to contribute to the guide and include the American Society of Transplantation (AST), Association of Organ Procurement Organizations (AOP), 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.

Dan 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 donation after circulatory death (DCD) donors.

**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 Balogh, MD, assistant professor of Anesthesia 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, vice president of Clinical Operations at LifeShare of Oklahoma.

### Workgroup Members

- JULIUS BALOGH, MD**  
UAMS Medical Center
- ZACHARY BAUMAN, MD**  
Nebraska Medical Center
- HILARY CZARDA**  
Donate Life America
- GERARD FULDA, MD**  
Christiana Hospital
- RONDI GELBARD, MD, FACS**  
UAB Hospital
- CHRISTOPHER GRAVELYN**  
Gift of Life Michigan
- ELIZABETH GUNDERSON, MD, FHM, FAAHPM**  
Charles E. Schmidt College of Medicine, Florida Atlantic University
- STEVEN HANISH**  
UT Southwestern Medical Center
- MARK HOBEIKA, MD**  
Houston Methodist Hospital

- CLINT HOSTETLER, RN, CTP, CPTC**  
LifeShare of Oklahoma
- DAN LEBOVITZ, MD**  
Akron Children’s Hospital, LifeBanc
- SUSAN MANDELL, MD, PHD**  
University of Colorado School of Medicine
- STACY MCLEESE**  
Gift of Life Michigan
- JOSHUA MEDOW, MD**  
University of Wisconsin Hospital and Clinics
- IAN MOGG**  
Gift of Life Michigan
- MARINA MOGUILVITCH, MD**  
Montefiore Hospital
- THOMAS A. NAKAGAWA, MD, FAAP, FCCM**  
UF College of Medicine Jacksonville
- FADY NASRALLAH, MD**  
Scripps Memorial Hospital La Jolla
- BRANDON NAVE**  
LifeShare of Oklahoma

- JUDITH PEPE, MD**  
Hartford Hospital
- SOPHIA SMITH, MD**  
Children’s National Hospital
- DONNA SMITH**  
University of Michigan Medical Center
- BILL THOMPSON**  
Gift of Life Michigan
- NICOLE TURGEON, MD, FACS**  
The University of Texas at Austin Dell Medical School and Dell Seton Medical Center
- TYLER WEISS, MSC, RRT, RRT-ACCS, AE-C**  
Rush University Medical Center
- SCHAWNTÉ WILLIAMS-TAYLOR, MBA, MSML, RN, CCRN-K, CPTC**  
LifeGift
- SUZANNE WITTE**  
University of Iowa Hospitals and Clinics

# Anytime. Anywhere. Onboarding just got personal.

## 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.

## 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.

**7,719**  
NUMBER OF JOB BOARD VISITORS,  
JULY 2021 - JUNE 2022

**299**  
NUMBER OF JOB POSTINGS,  
JULY 2021 - JUNE 2022



# A Mentorship Match Made in Heaven

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're much smaller than Lindsay's center at Vanderbilt," says Turrubiardez. "In January 2022, we'll have our first UNOS visit since we've been credentialed 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."

Four months in, it's proved to be a mentorship match made in heaven for Amanda Turrubiardez, transplant quality and compliance manager at DHR 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.

Turrubiardez began her role in quality and compliance at DHR, the only CMS and UNOS certified kidney transplant center in the Rio Grande Valley, in April 2022. She says she was motivated to become a mentee 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 Turrubiardez. "She's really allowed me to build up my confidence and not double guess my judgment. She's somebody that 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 has scheduled Zoom meetings twice a month and before each one Turrubiardez 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.

Turrubiardez, who previously worked as a practice manager and is



Lindsay Smith, transplant quality director at Vanderbilt Transplant Center. Inset, Amanda Turrubiardez, DHR Health Transplant Institute.

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 then 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 mentors 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 Turrubiardez. "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."



## Alliance MENTORSHIP PROGRAM

INSPIRING SUCCESS POWERING FUTURES

The Alliance acknowledges and would like to express appreciation publicly to all our financial supporters who have invested in the present and future growth of the Alliance Mentorship Program. Their commitment to inspiring success and powering leaders positively impacts our field of practice.

\$1500+  
Tom Mone

\$500 – \$1500  
Dr. Sophia Smith

\$150 – \$500  
Kevin Myer  
Randal Wilson  
Karri Hobson-Pape

Up to \$150

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### DONATE NOW.

The Organ Donation and Transplantation Alliance is a registered 501(c)3 organization. All contributions are tax-deductible.



## MICHELLE REEF

*Bringing Out the Best in Herself and Others*

The Organ Donation and Transplantation Alliance (The Alliance) has facilitated mentorship connections for more than 590 donation and transplantation professionals since the inception of its Mentorship Program in 2017.

"I've always been connected with The Alliance," says Michelle Reef, director of hospital and partner relations at Gift of Hope Organ & Tissue Donor Network, who serves on The Alliance's National Donation Leadership Council. "When I saw their mentorship program, I thought 'I really like coaching people to be the best that they can be.' And I really appreciate mentoring myself because I always have something to learn and want to grow. So, I thought that was a great option for me to be able to give back, but also get some growth myself."

Not only does she currently support two mentees, David Johnson of HonorBridge and Ariella Tomback of LiveOnNY, but Michelle continues to stay in touch with her previous mentee, Chris Wright at the Living Legacy Foundation of Maryland. Most recently, Michelle Reef, requested to be paired with a mentor and was matched with R. Patrick Wood, who serves as the executive vice president and chief medical officer at LifeGift.

A recent project with mentee Tomback, director of family services at LiveOnNY, brought together teams from Gift of Hope Organ & Tissue Donor Network and LiveOnNY to share best practices in the timing of conversations initiated with potential donor families and the language used in those conversations. "The words you say to families and what they hear during the grief process and then the education and collaboration between the hospital development teams and the family support teams are important," says Reef. "We're borrowing some of LiveOnNY's content and we're sharing some of our initiatives in hospital development with them that they may be able to take back and utilize. It's been a really beneficial partnership."

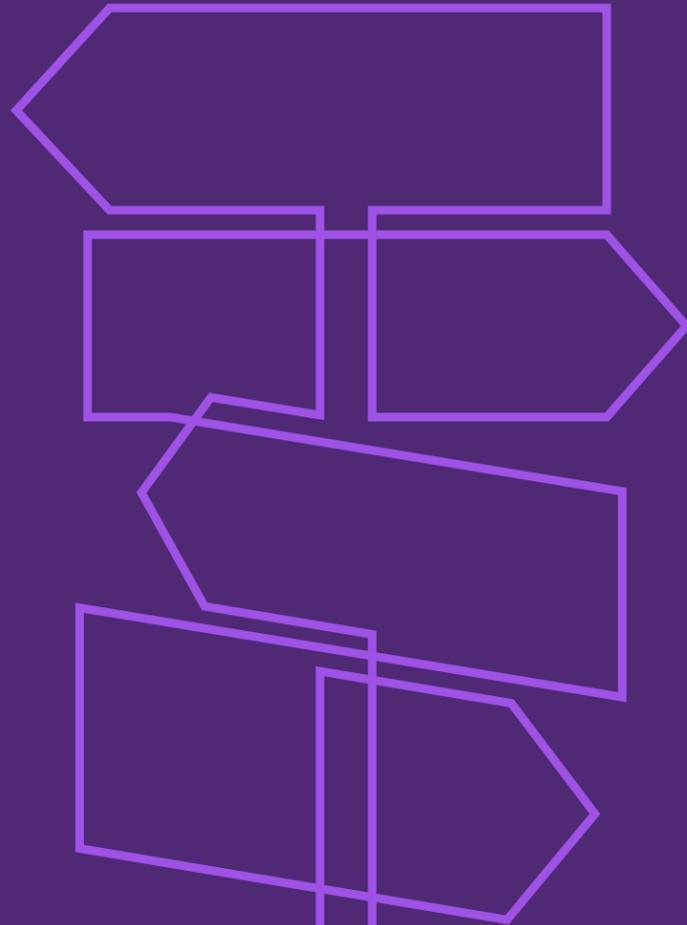
Tomback of LiveOnNY concurs. "We're just both excited about the idea that Chicago and New York both have challenges as both are big cities and this idea to save lives in multiple places and support each other through that is huge," says Tomback. "I'm rooting for them the same way that I'm rooting for us. We're basically one waitlist. I'm glad to be a part of anything I can do to help people in other parts of the country."

Tomback, who formerly worked as a dialysis social worker, has also signed up to serve as a mentor. "Although we're separate OPOs and we have our own teams, in a way we're all one team working toward the same goal to save lives through transplantation."

Tomback said that initially she and Reef scheduled time to talk once a month as part of the formal mentorship program, "Then it became a little more often," she says. "Now we have each other's phone numbers. We call and text each other. We have had this amazing ability to connect on a peer level and on a supervisory level."



To continue reading Ms. Reef's, scan this QR code.



# PROGRESS WITH PURPOSE

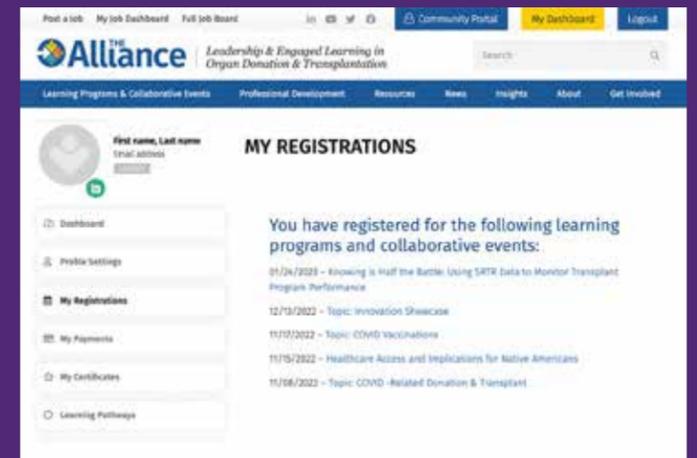
# Personalized PATHWAYS

## *The Alliance Unveils New Learning Experience to Enhance Access to Critical Learning Tools*

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.



## *New Alliance Learning Pathways Offer Concentrated Learning on Critical and Emerging Topics*

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 (DCD) 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.”

## STRATEGIC PILLAR III

# Enhanced Learning Experience

*Cascade knowledge through improved access and a comprehensive learning experience for the organ donation & transplantation community*

### CONTINUING EDUCATION CREDIT OFFERED BY THE ALLIANCE

Many Alliance learning opportunities award continuing education credits for the healthcare community of practice. Credits offered include:

**Continuing Education Points for Transplant Coordinators (CEPTC)** – The Organ Donation and Transplantation Alliance offers Category I CEPTC credits from the American Board for Transplant Certification. Certified clinical transplant and procurement coordinators and certified clinical transplant nurses seeking CEPTC 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 CEP17117.

**Continuing Medical Education (CME) Credit** – The Organ Donation and Transplantation Alliance partners with national accrediting agencies to provide continuing medical education for physicians, including AMA PRA Category 1 Credit(s)<sup>™</sup> for select learning opportunities. Physicians should only claim the credit commensurate with the extent of their participation in the activity. All faculty members and planners participating in CME activities are required to disclose any actual or apparent conflicts of interest related to the content of their presentation to the audience.

**Registered Dietitian Continuing Professional Education Units (CPEU)** – The Organ Donation and Transplantation Alliance offers Registered Dietitian CPEU for select learning opportunities, approved by CDR, the credentialing agency for the Academy of Nutrition and Dietetics.



### FOUNDATIONAL PERSPECTIVES OF ORGAN DONATION, CO-CHAIR

## GALEN HENDERSON, MD

### *Neurologist Inspired by Organ Donor Early in Career*

Galen Henderson, MD, professor of neurology and director of the division of neurocritical care at Harvard Medical School, was introduced to organ donation during his first year of residency and that experience has inspired him for 30 years as a neurologist and neuro intensivist.

“I was on call and there was a patient at the hospital who had a possible neurological catastrophe, and I was asked to go into the operating room to see the patient, he says. “After examining the patient, I called my attending to discuss what was going on, and it dawned on me that this person probably

was the early phase of meeting the criteria for brain death. I learned about the opportunities of people who could be saved, and that person did donate and saved seven other people, and that was truly, truly impactful for me.”

He went on to serve on the National Organ Donation Breakthrough Collaborative and received awards from three different secretaries of Health and Human Services for his contributions there.

He’s shared his expertise with the Organ Donation and Transplantation Alliance, where in 2021 he co-led the Foundational Perspectives of Organ Donation course with Dr. Chris Michetti, trauma medical director at Inova Fairfax Hospital. In 2017, he was one of the course chairs for the Organ Donation Advanced Seminar for Standardized Clinic Education.

Dr. Henderson is also the director of the division of neurocritical care and the Neuroscience Intensive Care Unit at the Brigham and Women’s Hospital in Boston. As a faculty member at Harvard Medical School, he teaches and trains researchers, medical students, residents, fellows and other physicians. He is also the Chief Diversity and Inclusion Officer at Brigham and Women’s

Hospital for the more than 5,000 faculty, trainees and students with a focus on the recruitment, retention, and promotion within Harvard.

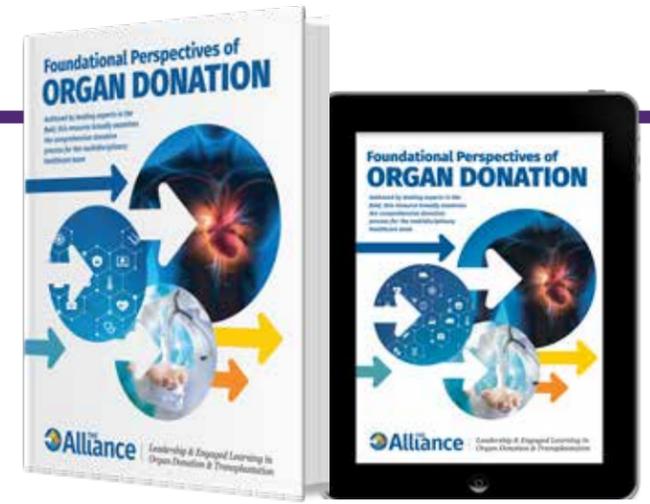
Dr. Henderson comes from a family deeply rooted in education and achievement. A native of Tunica, MS, his father was an educator, and his mother owned an industrial chemical company and several other small businesses. “A master’s degree was the minimum level of education expected within my family,” says Henderson.

“I’m trained as a neuro intensivist, so I spend my clinical time in a neuro ICU,” says Dr. Henderson. “And there are many patients who have neurological injuries, and the families will need to make a decision. They say he or she would not want to live in this devastating neurological condition, this quality of life is not acceptable, and they make the decision to redirect the goals of care to comfort measures. When that happens, there may be an opportunity for some patients to also donate organs.”



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

# Now available in Print and e-Book



## New Edition of Foundational Perspectives of Organ Donation Textbook Available

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 in live 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-book versions may be purchased directly on Amazon.com, or Professional Partner organizations may order discounted large quantities of the print version directly through The Alliance.

### Foundational Perspectives of Organ Donation authors and contributors include:

**CHRISTOPHER MICHETTI, MD**  
Inova Health / University of Virginia School of Medicine (Senior Editor)

**GALEN HENDERSON, MD**  
Brigham and Women’s Hospital / Harvard Medical School (Senior Editor)

**HEDI AGUIAR, RN, BA, MSN**  
Fundamental Roots

**ANDREA COVEY, MD**  
Saint Luke’s Physician’s Group

**HILARY CZARDA, MSW**  
Donate Life America

**PAUL L. DESANDRE, DO**  
Grady Memorial Hospital / Emory University School of Medicine

**DAVID DESTEFANO, MBA**  
We Are Sharing Hope SC

**MARGARET K. ELLIS, MD**  
Oregon Health and Science University

**KRIS FRANK, RN, CCRN, CPTC**  
New England Donor Services

**GLEN A. FRANKLIN, MD**  
University of Louisville Hospital / Kentucky Organ Donor Affiliates

**AMY GOLDBERG, MD, FACS**  
Lewis Katz School of Medicine at Temple University

**RACHEL HOUCK**  
LifeCenter Northwest

**BRIAN KIMBRELL, MD, FACS**  
Sarasota Memorial Hospital

**NATHAN A. LUDWIG, MD**  
University of Louisville

**DARREN MALINOSKI, MD, FACS**  
VA Portland Health Care System / Oregon Health & Science University

**KENNETH P. MORITSUGU, MD, MPH, RADM, USPHS (RET.)**  
First Samurai Consulting, LLC

**THOMAS A. NAKAGAWA, MD, FAAP, FCCM**  
Wolfson Children’s Hospital / UF College of Medicine – Jacksonville / Carolina Donor Services

**CHRISTOPHER R. NEWAY, DO, MS**  
Cleveland Clinic Lerner College of Medicine

**ROSEMARY O’MEEGHAN, MBCHB, FCICM**  
OneLegacy

**GWENETH O’SHAUGHNESSY, BS**  
Gift of Life Donor Program

**LISA A PAOLILLO, ESQ.**  
New England Donor Services

**MARCEL PINCINCE, BA, STB**  
Donor Network of Arizona

**JOSE JAVIER PROVENCIO, MD**  
University of Virginia School of Medicine

**MITCHELL B. SALLY, MD, FACS**  
Oregon Health and Science University

**JILL P. STINEBRING, RN, BSN, MBA**  
New England Donor Services

**HARRY WILKINS III, MD, MHCM, FACS**  
Gift of Hope Organ & Tissue Donor Network

# UNITED IN PURPOSE

# SUSTAINABLE INFRASTRUCTURE

*Change remains constant. The Alliance focuses on remaining nimble and responsive to the evolving needs of the community of practice.*

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, 2020 Board Chair, 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, value, 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.



American College of  
Healthcare Executives



AST





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."



To continue reading Paul's full profile, scan this QR code.

**BY THE NUMBERS**

**IMPROVE REACH THROUGH THE ORGAN DONATION AND TRANSPLANTATION COMMUNITY**

20,322



Total Digital Content Subscribers (Email + Social Followers)

116



Total Number of Professional Partners & Corporate Partners

**TOTAL ENGAGEMENT (PARTNERSHIP ASSESSMENTS)**

14,338



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

59% INCREASE

6,272



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

**STRENGTHEN AND CULTIVATE ALLIANCE REVENUE MODEL**

(PARTNERSHIP ASSESSMENTS)

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 hard at work to develop an agenda to include determination of death laws, approach and authorization strategies, ethical considerations, donor management, DCD, transplant outcomes, and other unique opportunities and 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 31 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 kids and 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.



To continue reading Dr. Nakagawa's full profile, scan this QR code.

# 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



**JAN FINN, RN, MSN, CPTC**  
Board Chair Elect  
President & Chief Executive Officer  
Midwest Transplant Network



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



**KEVIN MYER, MSHA**  
Immediate Past Chair  
President & Chief Executive Officer  
LifeGift



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



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



**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



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



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



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



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



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



**JOHN MAGEE, MD**  
ASTS Board Representative  
Jeremiah & Claire Turcotte Professor of  
Transplant Surgery, University of Michigan



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



**SUMIT MOHAN, MD, MPH**  
AST Board Representative  
Associate Professor of Medicine &  
Epidemiology - Columbia University

## 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 now Executive Director Karri 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 1985 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.'



To continue reading Dr. Hands' full profile, scan this QR code.

## Board Member Susan Stuart Honored with Baldrige Leadership Award

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 12 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 OPOs (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

that we are achieving those key processes."

But it was an "aha" moment at dinner with her leadership team that cemented the decision for CORE to pursue the Baldrige Performance Excellence program. "We were saying, okay, should we go on this Baldrige journey?" says Stuart. "Now, it's just the way we do our work. But early on we had to retool how we were doing our jobs and really rethink things. So initially it felt like it was a big commitment of additional work, and we were asking do we have the resources, capability and capacity?"

"And then said, 'Wait a minute, this is really going to help us to work more efficiently because we were doing so many things. But do we need to be doing all those things versus truly identifying what are the key processes that really will drive us to success in carrying out our mission?'"



To continue reading this story, scan this QR code.

2022

# 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 Reef, 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 shared, “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 Reef by sharing, “I am so thrilled that you’re 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, MSML, RN, CCRN-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 crisis. 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 a 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 Hobson-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 information 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 mentoring 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.

This year, Dennis was involved on the committee for the National Academies of Sciences, Engineering and Medicine (NASEM) to develop the important report, Realizing the Promise of Equity in the Organ Transplantation System. This was a groundbreaking report that will guide many of our organizations for years to come.”

To celebrate Wagner, former colleagues Howard Nathan and Kevin O’Connor 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.



## 2022 PLATINUM CIRCLE PARTNERS



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](mailto:info@organdonationalliance.org) with any questions.



## 2022 GOLD CIRCLE PARTNERS

- Beaumont Hospital, Royal Oak
- Cascade Life Alliance
- Children's Minnesota
- Christiana Care Health Services
- Cleveland Clinic Main Campus
- Donor Network of Arizona
- Finger Lakes Donor Recovery Network
- Gift of Life Michigan
- Henry Ford Hospital
- HonorBridge
- Indiana University Health Transplant

- Iowa Donor Network
- Legacy of Hope
- Lifebanc
- LifeLink of Florida
- LifeLink of Georgia
- LifeShare Transplant Donor Services of Oklahoma
- LifeSharing
- LifeSource
- Methodist Dallas Medical Center
- Mid-South Transplant Foundation
- Nevada Donor Network
- Northwestern Memorial Hospital
- NYU Langone Health

- Penn State Health Milton S. Hershey Medical Center
- Providence St. Vincent Medical Center
- St. Joseph Hospital
- The Johns Hopkins Hospital
- The Mount Sinai Hospital
- UCSF Medical Center
- University Health System
- University Hospitals Transplant Institute, Cleveland Medical Center
- University of Kentucky Medical Center
- University of Virginia Health System
- UPMC Pinnacle Harrisburg
- UPMC Presbyterian Transplant Services
- Wake Forest Baptist Medical Center



## 2022 SILVER CIRCLE PARTNERS

- Advocate Christ Medical Center
- Ascension St. John Hospital
- Aurora St. Luke's Medical Center
- Banner University Medical Center Phoenix
- Banner University Medical Center Tucson
- Baystate Medical Center
- ConnectLife
- Doctors Hospital at Renaissance
- DonorConnect
- Duke University Medical Center
- Erie County Medical Center Health Campus
- Hospital of the University of Pennsylvania
- Houston Methodist Hospital
- Inova Fairfax Hospital
- Legacy of Life Hawai'i

- Life Alliance Organ Recovery Agency
- Life Connection of Ohio
- LifeCenter Organ Donor Network
- Lifeline of Ohio
- LifeLink of Puerto Rico
- LifeNet Health Transplant Services
- LifeQuest Organ Recovery Services
- Live On Nebraska
- Loma Linda University Medical Center
- Mayo Clinic St. Mary's Hospital
- Medical University of South Carolina
- Methodist University Hospital
- Mississippi Organ Recovery Agency
- New England Donor Services
- New Mexico Donor Services
- NewYork-Presbyterian/Columbia University Irving Medical Center
- NewYork-Presbyterian/Weill Cornell Medical Center

- Ohio State University Wexner Medical Center
- Phoenix Children's Hospital
- Providence Sacred Heart Medical Center
- Sentara Norfolk Hospital
- Sierra Donor Services
- St. Joseph Hospital and Medical Center
- Strong Memorial Hospital, University of Rochester Medical Center
- Swedish First Hill Campus
- Tennessee Donor Services
- Texas Organ Sharing Alliance
- University of Iowa Hospitals and Clinics
- University of Vermont Medical Center
- University of Wisconsin Hospitals and Clinics
- UPMC Children's Hospital of Pittsburgh
- UPMC Hamot
- Versiti Organ and Tissue
- We Are Sharing Hope SC



## 2022 BRONZE CIRCLE PARTNERS

- Sharp Memorial Hospital

## 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



### 2022 SUPPORTER CORPORATE PARTNERS



### 2022 FRIEND CORPORATE PARTNERS



## 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!



**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 MATSUKI**  
Program Consultant



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



**VALINDA JONES, RN, MSN**  
Program Consultant



**HEDI AGUIAR**  
RN, MSN, CCRN-K  
Program Consultant



**JANET BECKLEY**  
Communications & Creative Consultant

## 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

**BROOKE GARVIS, MPA, SHRM CP**  
Midwest Transplant Network

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

**SUSAN CAMERON**  
LifeCenter Northwest

**FAITH HILTERBRAND**  
Lifeline of Ohio

**ERIKA WILKERSON**  
Gift of Hope Organ & Tissue Donor Network

**SANDRA EGNOR**  
Charleston Area Medical Center

**MEGAN LANG, RN, BSN, CPTC**  
Iowa Donor Network

**LANCE ELIASON, 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

**CHRIS MATTSON**  
UH Hospitals

**RANDALL SUNG, MD**  
Michigan Medicine

**JAMIE BUCIO, CPTC, EMT-P**  
UChicago Medicine

**SARAH MORAN, LCSW, CCTSW**  
Maine Transplant Program

**LACY TERNES, PHARM, BCPS**  
Froedtert & The Medical College of Wisconsin

**TALIA GIORDANO, MSW, LCSW**  
Gift of Life Family House

**MELISSA SKALICKY**  
St. Vincent Indianapolis Hospital

**MAREYKA WEBB**  
Memorial Hermann Hospital-Texas Medical Center

**LAURA HANPETER, MHSA**  
Nebraska Medicine

**LINDSAY SMITH, RN, MSN**  
Vanderbilt Transplant Center

**KATHLEEN HOGAN**  
Henry Ford Hospital

**LECIA SNELL KINEN, MSN, RN**  
Nebraska Medical Center

## 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, LSSBB**  
LifeGift

**AMANDA HABERMEHL**  
ConnectLife

**GWEN MCNATT, RN, PHD, CNN, FNP-BC**  
University of Iowa Hospitals and Clinics

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

**KATIE MCKEE**  
LifeSource

**KRISTINE ROBERTS FRUMENTO**  
Donor Network of Arizona

**CANDY WELLS, BSN, MM**  
LifeCenter Northwest

### Diversity Focus Conversation Series Workgroup

**KARIM ALI**  
Muslim Life Planning Institute

**SALVADOR GUERRERO, MD**  
Donor Network West

**INGRID PALACIOS**  
New England Donor Services

**SHERRY BARGER, CISM, IFOC**  
Public Trust

**LYDIA LAM, MD, FACS**  
Keck Hospital of USC

**TATIANA QUIROGA**  
Come Out With Pride Orlando

**REMONIA CHAPMAN**  
Gift of Life Michigan

**MICHAEL MUNOZ-ROMERO, BSN, RN, CCRN, CPTC**  
Keck Hospital of USC

**JANICE WHALEY, MPH, CPTC, CTBS**  
Donor Network West

## Collaborative Events

### Foundational Perspectives of Organ Transplantation: OnboardingU

Foundational Perspectives of Organ Transplantation: 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, this orientation tool creates an understanding of the roles and interconnected responsibilities of the multidisciplinary transplant team.

### Foundational Perspectives of Organ Transplantation Program Workgroup

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

**JAMIE BUCIO, CPTC, EMT-P**  
UChicago Medicine

**KAREN HADZIC, MSN, RN**  
Spectrum Health

### Foundational Perspectives of Organ Transplantation Inpatient Nurse Program

**ANGELA GREGOS, BSN, RN, CCTC**  
Ochsner Medical Center

**SABRINA SELF, MSN, RN, BC**  
UAMS Medical Center

### Foundational Perspectives of Organ Donation

Foundational Perspectives of Organ Donation is an interactive course designed to broadly 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.

**RONDI GELBARD, MD, FACS**  
UAB Hospital

**DAN LBOVITZ, MD**  
Lifebanc

**AHMAD MIRZA, MD**  
Augusta University Medical Center

**GALEN HENDERSON, MD, FNCS**  
Brigham and Women's Hospital

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

**RANDALL SUNG, MD**  
Michigan Medicine

## Community Resources

### Community Hospital Resource Guide Workgroup

**AMY CLARK**  
Center for Organ Recovery & Education

**DAN LBOVITZ, MD**  
Lifebanc

**SOPHIA SMITH, MD**  
Children's National Hospital

**JENNIFER DANIEL, RN, CCRN**  
Kentucky Organ Donor Affiliates

**ROSEMARY O'MEEGHAN, MBBS**  
OneLegacy

**MICHAEL SOUTER, MB, CHB, DA, FRCA, FNCS**  
Harborview Medical Center

### DCD Educational Guide Workgroup

**JULIUS BALOGH, MD**  
UAMS Medical Center

**MARK HOBEIKA, MD**  
Houston Methodist Hospital

**BRANDON NAVE**  
LifeShare of Oklahoma

**ZACHARY BAUMAN, MD**  
Nebraska Medical Center

**CLINT HOSTETLER, RN, CTP, CPTC**  
LifeShare of Oklahoma

**JUDITH PEPE, MD**  
Hartford Hospital

**HILARY CZARDA**  
Donate Life America

**DAN LBOVITZ, MD**  
Akron Children's Hospital, Lifebanc

**SOPHIA SMITH, MD**  
Children's National Hospital

**NIKKI DOTSON-LORELLO, RN, BSN, CCRN**  
Atrium Health Carolinas Med. Ctr

**SUSAN MANDELL, MD, PHD**  
University of Colorado School of Medicine

**DONNA SMITH**  
University of Michigan Medical Center

**JASON FOSTER**  
HonorBridge

**STACY MCLEESE**  
Gift of Life Michigan

**BILL THOMPSON**  
Gift of Life Michigan

**GERARD FULDA, MD**  
Christiana Hospital

**JOSHUA MEDOW, MD**  
University of Wisconsin Hospital and Clinics

**NICOLE TURGEON, MD, FACS**  
The University of Texas at Austin Dell Medical School and Dell Seton Medical Center

**RONDI GELBARD, MD, FACS**  
UAB Hospital

**IAN MOGG**  
Gift of Life Michigan

**TYLER WEISS, MSC, RRT, RRT-ACCS, AE-C**  
Rush University Medical Center

**CHRISTOPHER GRAVELYN**  
Gift of Life Michigan

**MARINA MOGUILLEVITCH, MD**  
Montefiore Hospital

**SCHAWNTÉ WILLIAMS-TAYLOR, MBA, MSML, RN, CCRN-K, CPTC**  
LifeGift

**ELIZABETH GUNDERSON, MD, FHM, FAAHPM**  
Charles E. Schmidt College of Medicine, Florida Atlantic University

**THOMAS A. NAKAGAWA, MD, FAAP, FCCM**  
UF College of Medicine Jacksonville

**SUZANNE WITTE**  
University of Iowa Hospitals and Clinics

**STEVEN HANISH**  
UT Southwestern Medical Center

**FADY NASRALLAH, MD**  
Scripps Memorial Hospital La Jolla

## Alliance Executive Insight Series Workgroups

### 2022 Hospital Executive Insight Series Workgroup

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

**MICHELLE MORING**  
Versiti Organ and Tissue

**SHANTE WELLS**  
LifeGift

**BRITTYNE DUNN**  
Kentucky Organ Donor Affiliates

**MATTHEW NILES**  
Washington Regional Transplant Community

**SCHAWNTÉ WILLIAMS-TAYLOR, MBA, MSML, RN, CCRN-K, CPTC**  
LifeGift

**AMANDA HABERMEHL**  
ConnectLife

**ROBIN OHKAGAWA, BA, BSN, RN, CPTC**  
New England Donor Services

**FAITH HILTERBRAND**  
Lifeline of Ohio

**MICHELLE REEF**  
Gift of Hope Organ & Tissue Donor Network

### 2022 Transplant Executive Insight Series Workgroup

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

**TAMRA MAGEE**  
UC San Diego Health

**CHRISTOPHER WOOD, MBA**  
UPMC Transplantation Services

**JAMIE BUCIO, CPTC, EMT-P**  
UChicago Medicine

**LINDSAY SMITH, RN, MSN**  
Vanderbilt Transplant Center

**BARRY FRIEDMAN**  
AdventHealth Transplant Institute

**LAURA STILLION, MHA, FACHE**  
Ohio State University Wexner Medical Center



# 2023 Professional

PLATINUM CIRCLE \$11,000	GOLD CIRCLE \$5,500	SILVER CIRCLE \$2,750
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## TEAM MEMBER CONTINUING EDUCATION

Structured learning modules, including on-demand webinars and other resources, focused on emerging topics (e.g. DCD, DEI)			
The Alliance Live Advancement Series Registration to each of our 25 annual live webinars [Note: One registration = one connection]	Unlimited connections for all team members in organization	Up to 20 connections; standard pricing for individuals over	Up to 10 connections; standard pricing for individuals over
Additional connections for Live Advancement Series webinars	Included	Over 60% savings	Over 35% savings
Special edition webinar programs (specialty learning opportunities in addition to our standard Live Advancement Series line-up)	Unlimited connections	Up to 10 connections	Up to 5 connections
The Alliance On-Demand Advancement Series: Organization-wide access to Alliance on-demand webinar recordings			
Electronic Certificate for Continuing Education Credits (CEPTC & Nursing) for all employees who participate in live and on-demand webinars	Included after post-webinar evaluation	Included after post-webinar evaluation	Included after post-webinar evaluation
<b>CME AND DIETICIAN CONTINUING EDUCATION CREDITS FOR SELECT PROGRAMS</b>			
Past Webinars Available on Alliance website and YouTube Channel, 12 months from the live webinar presentation	Available to the community at no cost	Available to the community at no cost	Available to the community at no cost
Reminders to all Team members for Continuing Education Opportunities in late Fall 2023			
Saving & Healing Lives Training Video	Available to the community at no cost	Available to the community at no cost	Available to the community at no cost

## COMMUNITY COLLABORATION INITIATIVES

National Critical Issue Summit: Focus on NRP - March 21, 2023	Up to 3 individuals invited to collaboration	Up to 2 individuals invited to collaboration	Up to 1 individuals invited to collaboration
National Pediatric Donation and Transplantation Forum - May 24-25, 2023	10% savings to attend	5% savings to attend	
National Critical Issue Summit: Focus on Logistics and Reducing Organ Loss - September 2023	Up to 3 individuals invited to collaboration	Up to 2 individuals invited to collaboration	Up to 1 individuals invited to collaboration
The Alliance Conversation Series (formerly Virtual Town Hall Series) Fast-paced collaborative conversations highlighting successful practices across the country	Available to the community at no cost	Available to the community at no cost	Available to the community at no cost
Advanced Practice Provider Forum	Available to the community at no cost	Available to the community at no cost	Available to the community at no cost

## ONBOARDING AND TRAINING OF TEAM MEMBERS

The Alliance OnboardingU: Foundational Perspectives of Organ Transplantation	Up to 5 complimentary user seats	Up to 3 complimentary user seats	Up to 2 complimentary user seats
Additional discounted user seats for OnboardingU <sup>1</sup>	\$125 per user	\$175 per user	\$225 per user
The Alliance Foundational Perspectives of Organ Donation	Approx. 15% savings	Approx. 10% savings	Approx. 5% savings
The Alliance Organ Donation Foundational Perspectives of Organ Donation Textbook	Available to the community through Amazon; Contact the Alliance team for bulk pricing	Available to the community through Amazon; Contact the Alliance team for bulk pricing	Available to the community through Amazon

## EXECUTIVE LEADERSHIP IN THE FIELD

Priority consideration to serve on The Alliance Board of Directors - Guiding The Alliance strategy and priorities			
Priority consideration to serve on The Alliance National Leadership Councils and Committees			

# Partnership Levels of Support

PLATINUM CIRCLE \$11,000	GOLD CIRCLE \$5,500	SILVER CIRCLE \$2,750
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## TEAM MEMBER PROFESSIONAL DEVELOPMENT

Diversity, Equity, Inclusion Programs and Resources	Available to the community at no cost	Available to the community at no cost	Available to the community at no cost
The Alliance 1:1 Mentorship Program Peer mentorship for OPO and Transplant professionals	Available to the community at no cost	Available to the community at no cost	Available to the community at no cost
The Alliance Themed Mentorship Program Peer mentorship for OPO and Transplant professionals	Available to the community at no cost	Available to the community at no cost	Available to the community at no cost
Exclusive Mentorship Discussion Boards	Unlimited access for program participants	Unlimited access for program participants	Unlimited access for program participants
Mentorship Resource Center	Unlimited access for program participants	Unlimited access for program participants	Unlimited access for program participants

## ACCESS TO NEW CONTENT & INFORMATION IN THE FIELD

Cross-Community Comprehensive Terminology and Data Reference Guide	Downloadable document with current comprehensive terminology and data reference; Individual terms available online at no cost	Individual terms available online at no cost	Individual terms available online at no cost
The Alliance Spotlight Series Regular sharable hot topics and insights (formerly The Education Corner)			
The Alliance Pulse Semi-annual e-newsletter for Professional Partners			
The DTCP Listserv Collaboration for the Donation and Transplantation Community of Practice			
The Alliance Monday Minute Weekly email with comprehensive programming updates from The Alliance			
The Alliance Live Advancement Series Webinar Digest Regular email updates for upcoming educational opportunities			

## BROAD ORGANIZATIONAL DEVELOPMENT, TOOLS AND RESOURCES

The Alliance Job Board - Public job board for members of the organ donation and transplantation community of practice	Unlimited job postings Promoted in The Monday Minute & The Alliance LinkedIn Page	Unlimited job postings Promoted in The Monday Minute	Unlimited job postings
The Alliance Executive Insight Series - Semi-annual publication for senior executive leadership of hospitals and transplant centers			
The Alliance Community Resource Toolbox - Comprehensive digital library, housing hundreds of effective practice resources for the donation and transplantation community of practice	Available to the community at no cost	Available to the community at no cost	Available to the community at no cost

## PROMOTION OF INDIVIDUAL OPOS, TRANSPLANT CENTERS AND HOSPITALS

Listing in Monday Minute	Logo visually presented	Name Listed in Partnership Category	Name Listed in Partnership Category
Organization presented on The Alliance website	Logo visually presented	Name Listed in Partnership Category	Name Listed in Partnership Category
Organization highlighted on The Alliance 101 semi-annual webinars	Logo visually presented	Name Listed in Partnership Category	Name Listed in Partnership Category
Organization highlighted during webinar pre-show graphics	Logo visually presented	Name Listed in Partnership Category	Name Listed in Partnership Category
Organization highlighted at The Alliance 2023 Signature Events • March National Critical Issue Summit - NRP Focus • May National Pediatric Donation and Transplantation • Forum • September National Critical Issue Summit - Logistics Focus	Logo visually presented	Logo visually presented	Name Listed in Partnership Category

All Professional Partnership benefits are applied from January 1, 2022 - December 31, 2023.

<sup>1</sup> OnboardingU offers a bulk discount for organizations seeking to simultaneously enroll multiple users. Contact [info@organdonationalalliance.org](mailto:info@organdonationalalliance.org) for further information.