



Professional Issues Panel on Nurse Fatigue

Steering Committee Chairs

Claire Caruso, PhD, RN, FAAN is a Research Health Scientist in the Division of Applied Research and Technology of the National Institute for Occupational Safety and Health, CDC*. She is well-known expert on shift work, overtime, sleep-related workplace issues, and worker health and safety. The Joint Commission, labor, and industry groups have cited her work as support for their work hour position statements and recommendations. Currently she is leading the development of government education materials that translate scientific information on this topic for workers and managers in several types of jobs.

*The findings and conclusions in this report are those of the authors and do not necessarily represent the views of the National Institute for Occupational Safety and Health.

Ann Rogers, PhD, RN, FAAN, is currently the Director of the Graduate Program at Emory University's Nell Hodgson Woodruff School of Nursing. She is board certified in sleep medicine and is a Fellow of the American Academy of Sleep Medicine. Dr. Rogers was the principal investigator that conducted the seminal study on staff nurse fatigue and patient safety that resulted in 12 peer-reviewed publications and IOM recommendations to limit nurse work hours to 12 hours per day and no more than 60 hours per week. She also served on the IOM Committee that made recommendations on resident physician work hours.

Steering Committee Members

James Allard, MSN, RN, NEA-BC, is the Director of Pediatric Services at Medical City Children's Hospital. Jim has 16 years of nursing experience primarily in areas of pediatric critical care and has been a driven nurse leader since 2008 with experience in shared governance, evidence based practice, MAGNET and Just Culture principles. Jim's current responsibilities include oversight of four clinical areas including pediatric medical inpatient, surgical & Hem/Onc inpatient, pediatric intensive care and a congenital heart surgical unit.

Prior to Medical City Children's, Jim worked at Children's Medical Center, Memorial Hermann Children's Hospital and Nationwide Children's Hospital. Jim earned a Masters in Nursing Administration from the University of Texas Arlington, NEA-BC from ANCC and is a member of ANA, TNA, TONE, NTONE and most recently joined the Texas Team Practice Committee. Community service involvement includes the Dallas County Medical Reserve Corps and contributing to an ANA Professional Issues Panel as a Steering Committee member,

updating the fatigue position statement. Jim has a passion for learning, leading and inspiring nurses to develop their path.

Ann Berger, PhD, APRN, AOCNS, FAAN, is currently the Director of the PhD program at the University of Nebraska Medical Center, College of Nursing. She has been involved in conducting research on cancer related-fatigue, particularly as it relates to sleep and circadian activity rhythms. She is chair of the National Comprehensive Cancer Network Cancer Related Fatigue Guidelines panel and is the nurse researcher on the Oncology Nursing Society's Sleep-Wake Disturbances Panel.

Anne Claire Compton, BSN, RN is an MSN student and an endoscopy nurse at the Veteran Affairs Medical Center in Lexington, KY. She has a long history of working rotating shifts and has just recently moved to an 8-hour day shift in an “attempt to maintain a more accommodating schedule for my family.”

Ella Flournoy, BSN, RN, CCRN-CSC, is a night staff nurse at the Atlanta VA Medical Center. Her current employer implemented several strategies to address the fatigue of staff. She is interested identifying other strategies and how these strategies should be tested. Her current employer implemented several strategies to address the fatigue of staff. She is interested in identifying other strategies and how these strategies should be tested.

Scott Goodsite, ADN, RN, is a BSN student and Clinical Nurse II at the University of North Carolina Hospital, Intermediate Surgical Care Unit. UNC is a Magnet facility that has 12 hour shifts. He has been involved in the scheduling committee that has discussed changing the number of hours worked in a shift.

Barbara Hobbs, PhD, RN, NEA-BC, is Assistant Dean at the South Dakota State University College of Nursing. She has 30 years of experience related to examining the best evidence associated with developing scheduling patterns and staffing practices. She completed NINR’s sleep and fatigue boot camp which she used to study individual differences and sleep disturbances in American Indian and White non-Hispanic nurse shift workers.

Claire Leback, BSN, RN, is a registered nurse in a Respiratory and Intermediate Care Unit at St. Mary’s Hospital in Madison, WI. She is someone who experienced what happens when you drive while fatigued having ended up on the median of a highway after falling asleep. As a result, she has been involved in thinking about strategies that include employer policies and healthy sleep habits.

Kathryn Lee, PhD, RN, CBSM, FAAN is Professor and Associate Dean for Research at University of California, School of Nursing in San Francisco, CA. She is certified in Behavioral Sleep Medicine and has received NIH funding to study sleep and fatigue in childbearing women, HIV/AIDS, and menopause. She developed a measure of fatigue and energy and participated in a recent ANA shiftwork sleep disorder continuing education program for nurses.

Joanne Matthew, MSN, RN, PMHCNS, BC, is Director of Nursing Quality at Butler Hospital in Providence, RI. She is a master level trained psychiatric clinical specialist who has completed specialized sleep disorder training through APNA.

Jaime Potopinski, MSN, MBA, RN, is Vice President of Clinical Services at Ministry Home Care in Marshfield, WI. She is particularly interested in addressing issues related to a high volume of phone calls and visits after business hours and through the night for home care nurses who have on-call responsibilities. Nurses are often expected to come in to work a full day following a night of frequent disruptions.

R. John Repique, MS, RN, NEA-BC is the Chief Executive Officer of Friends Hospital in Philadelphia, PA. During his early days as a hospital staff nurse, he has personally experienced the effects of fatigued and drowsy driving after working long hours rotating the night shifts in the ED. As a trained psychiatric-mental health nurse, he is passionate about raising awareness on the dangers of long hours, shift work, and work-related fatigue among healthcare workers. He is currently pursuing his DNP at Duke University.

Linda Scott, PhD, RN, NEA-BC, FAAN, is Associate Dean for Academic Affairs at the University of Illinois at Chicago in Chicago, IL. Her work has involved a multidisciplinary program of research examining nurse fatigue and patient safety. In particular, she has focused on the quantification of nurse work hours and their effect on patient care errors that has influenced advocacy efforts related to policy and legislation. For example, she presented testimony to the Michigan State Commission on Patient Safety which was incorporated into a final report to the Governor-appointed Michigan Health and Safety Coalition.

Melody A. Seitz, MS, RNC-OB, is a Maternal Newborn Health Clinical Nurse Educator at the Greater Baltimore Medical Center. She is also a Clinical Instructor in Maternal Newborn Health for the Johns Hopkins School of Nursing and is also Adjunct Faculty in Maternal Newborn Health for Messiah College. She is pursuing a PhD and her research topic is nurse fatigue. She authored a position statement for the Pennsylvania State Nurses Association on nurse fatigue.