# Communiqué School of Nursing - Research and Scholarship Where scholarship and practice matter

Spring 2011

Communiqué is a quarterly research and scholarship publication of the University of Victoria School of Nursing. Communiqué is *the* source for information regarding research and scholarly activities in Nursing at UVic. Submit to Communiqué! Tell us your ideas, recent publication citations, awards, or research and scholarship news by contacting Robbyn Lanning at robbyn@uvic.ca.

#### **Announcements**

The College of Registered Nurses of BC announced the recipients of the 2011 Nursing Excellence Awards. The Research and Scholarship Committee wishes to congratulate the following awardees, many of whom are alumnae of the UVic School of Nursing, for their achievement of excellence and their continuing contributions to the School of Nursing:

#### **Excellence in Nursing Administration:**

- Patricia Coward (UVic School of Health Information Sciences; member, SON Advisory Board)
- Edwina Houlihan (Provincial Health Services Authority), Bachelor of Science in Nursing, 1998
- Linda Mae Sawchenko, (Interior Health), Bachelor of Science in Nursing, 1989
- Sharon Mary Shewella, (Providence Health Care), Bachelor of Science in Nursing; 1997
- Brenda Uhrynuk, (Vancouver Island Health Authority) Bachelor of Science in Nursing, 1994

#### **Excellence in Nursing Education:**

- Marilyn Yvonne Chapman (Vancouver Island University), Bachelor of Science in Nursing, 1979
- Lorill Merna Harding (retired) Selkirk College, Bachelor of Science in Nursing, 1988

#### **Excellence in Nursing Practice:**

Lauren Wolfe (Vancouver Coastal Health), Bachelor of Science in Nursing, 1997

#### **Rising Star Award:**

Thalia Caroline Martens (Vancouver Coastal Health), Bachelor of Science in Nursing, 2007

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# Letter from Dean, Faculty of Human and Social Development — *HSD Faculty Award fund*

Dear Nursing faculty and staff,

The Faculty of Human and Social Development is fortunate to have hard-working and engaged students committed to making a difference in their disciplines. Our graduate student population makes up 30% of the total number of graduate students at the University of Victoria, yet Human and Social Development is the only faculty at UVic without a faculty award.

With this in mind, I am pleased to announce the HSD Faculty Award for the student with the highest grade point average. Other considerations for the award will include community involvement and practice. I am establishing the fund with a personal donation and encourage you to please donate to this important fund.

The Faculty needs \$25,000 to endow the award in perpetuity. Over time we can generate more funds towards this goal. All donations no matter how small will make a difference and provide a faculty legacy to deserving students. The HSD Faculty Award will be listed on the award-winning student's transcript.

For those of you who want to support students in financial need please consider contributing to the HSD Indigenous Emergency Fund. First Nations students who may need to return home due to family illness, or who experience a personal financial crisis are often assisted by this fund. Any contributions towards this fund will directly support HSD Indigenous students in financial need.

I am very committed to this faculty and I know you are too. Your dedication and support for HSD students will make a difference in their lives and to all the people those students assist in their future practice.

Please consider making a donation to the HSD Faculty Award or the HSD Indigenous Emergency Fund by contacting our Development Officer, Lynne Milnes at 250-472-5031 or Imilnes@uvic.ca.

With best wishes,

Mary Ellen Purkis RN, PhD

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Dean, Faculty of Human and Social Development



# School Spotlight —

Joan MacNeil, RN, PhD, Karen MacKinnon, RN, PhD and the North Island Research Team
Community-based research: Building on strengths in the North Island by Emma Hannah

During the March HSD Research Conversation, Dr. Joan MacNeil and Dr. Karen MacKinnon spoke about "Community-Based Research: Building on Strengths in the North Island, School of Nursing." Assistant Professor MacNeil enthusiastically shared her experiences in the HINI clinic in the Aboriginal community of Gwa'Sala-Nakwaxda'xw, located just north of Port Hardy, BC. MacNeil described how she and Dr. Karen MacKinnon, in Gwa'Sala-Nakwaxda'xw for the day, stumbled upon the clinic and, unexpectedly, spent their day volunteering. MacNeil recalled the 6 hour shift as an "eye-opening and amazing experience" and proved pivotal in developing their research.

MacKinnon was impressed with the overall level of care, noting that in addition to immunizations, fresh food and soup were offered to all clients and staff. MacNeil spent the day welcoming and screening an estimated "few hundred" immunization participants. The nurses worked without a break as waves of elderly people came in the early afternoon, followed by mothers with small children, and then school children who asked if they could bring their parents back to the clinic when they got off work. This progression demonstrated that a large majority of the community was actively engaged with their own health care and also illustrated how people living in rural communities care about the people living in their communities. This fits well with MacNeil and MacKinnon's belief in the philosophy of "building on strengths."

Strengths-focused practice and research are centered on the belief that people are the best experts in looking after their own health. Such approaches create nurturing, collaborative, supportive environments and partnerships, as well incorporate non-Eurocentric healthcare practices. The use of these "alternative" approaches, including storytelling, is compatible with Aboriginal ways of knowing and builds on the term "Nanwa'kola," meaning to share together as a team. This is particularly important in the North Island where many of the communities are largely Aboriginal.

Committed to community-based research, MacNeil and MacKinnon are collaborating with the North Island Research Team (NIRT) made up of public health nurses, community service providers, and one Aboriginal community member, located in the communities of Port Hardy, Port McNeill, Sointula, Malcolm Island and Alert Bay. The team is working to assess the health issues that most affect women and families on the North Island, many of which are the result of socio-economic factors including poverty and lack of employment. Their initial focus is on highlighting the creativity and successes of existing women's health initiatives. They are evaluating Women's Health and Wellness Fairs in 10 communities throughout the North Island. The fairs are a local initiative to address concerns about women's access to sexual and reproductive health support. At the fairs, nurses, NP's and two complementary health care practitioners provide health related services, including Pap smears, STI testing, IP Violence screening, family planning and referrals to primary care providers and other community programs. MacKinnon and McNeil are assessing the outcome of the fairs, using the Public Health Agency of Canada's Program Evaluation Toolkit.





Dr. Debra Sheets was the invited speaker for the Research Conversation in January. She discussed the national evaluation of The Family and Informal Caregiver Support Program (FICSP) that she is conducting for the Harry & Jeanette Weinberg Foundation in Owings Mill, Maryland. In 2009 the Foundation awarded 8.1 million to 14 nonprofit organizations in the states of California, Florida, Illinois, Indiana, Maine, New Hampshire, New York, Pennsylvania, and Texas. The purpose of the FICSP is to increase the capacity of communities to support family and informal (i.e. unpaid) caregivers who are providing care to help low and moderate income seniors maintain their independence and quality of life.

Growing numbers of older adults with chronic conditions or disability need assistance from formal and informal caregivers. This increase is the result of longer life expectancies and greatly improved health care techniques and technologies, among other things. By 2050, the numbers of informal caregivers are expected to increase by 85%. Estimates indicate that 75% of caregiving is provided by family and friends who often experience being overwhelmed, depressed, and facing financial strains related to their caregiving role. Typically caregivers are female and the average of age of a caregiver for an older adult (age 65+ years) is 63 years. Typically, caregivers receive little training or ongoing support for their evolving role as caregivers. Many do not know how and where to go for help or information

Grantees are developing innovative and evidence-based models of care to address to help family and informal caregivers assist low and moderate income, community-dwelling older adults in maintaining their independence and quality of life. Selected projects represent diverse and underserved racial/ethnic groups, urban and rural areas, and a geographic area that has a significant older population. Older adults eligible for services have a household income less than the median income in their community. Projects were required to establish multi-faceted community partnerships to increase capacity for comprehensive referral and information, as well as providing direct support services. Currently, about 1200 caregivers have received services through this initiative and evaluation findings on the impact of the programs are expected to identify approaches that will enable more effective support for family caregivers whose needs are often overlooked.



# April 6, 2011

# SON Reseach Conversation — Anastasia Mallidou, RN, PhD

Quality, Resources, Safety & Satisfaction, Time (QRST): A pilot study

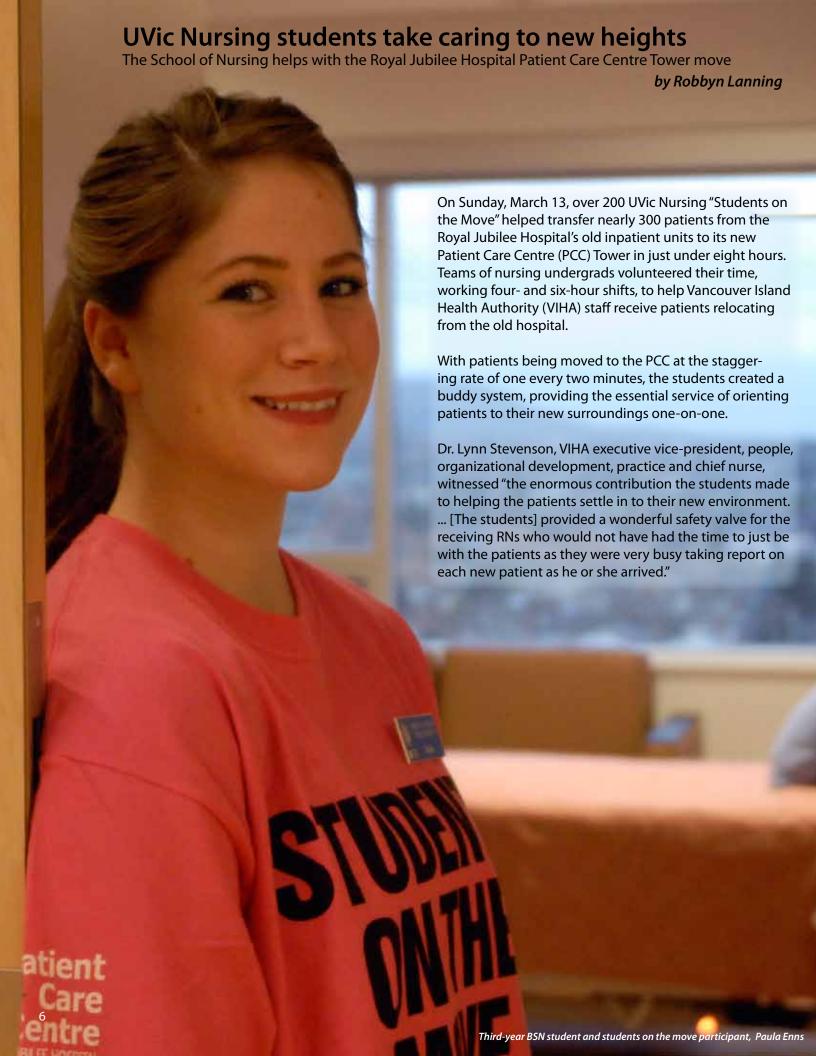
Background: This pilot study is based on my postdoctoral fellowship project titled: "Developing an understanding of organizational slack in healthcare sector". There is evidence that organizational (slack) resources (e.g., staff, time, space, etc.) positively influence performance and innovation as well as staff and resident outcomes. To date, no systematic efforts have been made to support the argument that organizational slack is a resource for change. The purpose of this study was to understand how healthcare aides (HCAs) spend their working time with residents during dayshifts in a long term care unit; to explore whether there is any slack time and another way to organize HCAs time; and to measure potential changes in time spent with residents, caregiver satisfaction, and resident incidents (e.g., falls) during the study period and after the implementation of an intervention to enhance available organizational resources (i.e., slack time).

Methods: A convenience sample of 9 HCAs employed in a nursing home in the greater area of Edmonton consented to participate. Data were collected using structured observations, a short survey questionnaire, semi-structured interviews (intervention), and other sources such as incident book, and the TREC (Translating Research in Elder Care) survey. During 9 weeks in a 6-month period, 1-4 HCAs were shadowed for 5-8 hours per day-shift (approximately 700 hours in total) and observed for time spent in personal care, assisting with eating, socializing, helping residents involve in activities, paper work, networking, personal time, and other activities such as preparing and delivering trays to rooms, laundry, garbage, supplies to rooms, fill in oxygen tanks, and so on. Pre-/post-intervention measures of job satisfaction and resident incidents were taken.

**Findings:** During the study HCAs spent a) over 50% of their working time in resident personal care with 35% of time spent in performing 1-3 minute activities; b) less than 1% in socializing; and c) approximately 23% of time in other activities. At the end of the observational period, HCAs reported higher levels of job satisfaction, while resident falls decreased indicating that changes occurred in HCAs and resident outcomes.

Conclusions and Recommendations: The preliminary findings suggest that a) restructuring HCAs' routine practices may minimize the

1-3 minute activities, which can be interpreted as interruptions to continuity of care. Fewer interruptions may increase the amount and quality of time with residents; and b) in-service workshops (as an intervention) may positively influence HCAs' routine practices in improving job satisfaction, proficiency, and in developing a resident safety culture. School of Nursing Assistant Professor, Anastasia Mallidou



# **UVic Nursing students...** cont...

Third-year nursing student and Students on the Move (SOTM) team leader Christine Lockhart was pleased to help coordinate student participation in the event. "It's all about collaboration and partnerships," says Lockhart. "I'm proud to be part of a student body where so many people cared enough to be there that day."

Natalie Tran, third-year nursing student and SOTM team leader, described a round of applause given to the first wave of student helpers by the PCC nursing staff. Tran observed that participation in the move was a way for students to give back to nurses who serve as preceptors during student practicum placements.

The PCC is a building where research manifests into real-world practice. The building is a departure from the older hospital as it emphasizes the human side of care, rather than focusing on the diagnoses and treatment of diseases—activities that now take place in an adjacent building. Simple changes to room design, such as configuring bed placement so that patients' faces—rather than feet—are visible at a glance, allow nurses to assess patients both more efficiently and personally.

Over 80 per cent of the rooms in the PCC house single beds, each equipped with its own adjoining toilet and washing facility. Rooms are designed so that patients can rest in privacy while friends and family are able to visit in increased comfort over extended periods of time. Sound-dampening panels are used in walls and ceilings, patient rooms contain large windows to supply natural light and fresh air resulting in a comforting and less institutional atmosphere—innovations that may speed patient recovery times by as much as 20 per cent.

Amber Hawkins, third-year nursing student and SOTM team leader, describes how the design promotes togetherness in healthcare. "Nursing stations have been replaced with collaboration centres where nurses, along with dieticians, physiotherapists, social workers and other health care professionals will work together in a community," says Hawkins. "When you are a nurse, you nurse everyone; every age, background, gender—there's not just one type of nurse, and we are all part of a larger health team."

Making use of this unusual event, School of Nursing Director, Dr. Noreen Frisch and VIHA Professional Practice Office, Practice Consultant, Diana Campbell are collaborating to conduct a survey of patients, VIHA staff and UVic Nursing students to evaluate the use of nursing students as support-persons during the major hospital move. This unique research has the potential to impact thousands by aiding in understanding of how to support patients when a move from one building to another becomes part of their hospital experience.







# **Dorothy Kergin Endowment Fund** — Kara Schick Makaroff, PhD(c)

Presentation at the American Nephrology Nurses' Association 42nd National Symposium

I had the great pleasure to present two research posters at the American Nephrology Nurses' Association 42nd National Symposium, March 27-30, in Boston. I stood by these posters for six hours and spoke with dozens of conference attendees. More than 1000 people from around the world gathered for the ANNA conference. During breaks, the "Grand Hall" (a massive room, filled primarily with pharmaceutical kiosks) was open to attendees. A section of the hall was reserved for poster presentations. As I spoke with other presenters, I was intrigued to learn that many of them were researchers for large companies (such as Amgen or DaVita) who had entire departments that prepared their research posters. They were also surprised to learn that, as a doctoral student, I had prepared two posters myself.



Kara Schick Makaroff at the 42nd American Neprology Nurses' Association National Symposium. Photographer unknown.

The first poster was presented on behalf of our *Re-stor(y)ing Life Within Life Threatening Illness* research team (Laurene Sheilds, Anita Molzahn, Anne Bruce, Kelli Stajduhar, Kara Schick Makaroff, and Rosanne Beuthin). Our presentation was entitled "Storying and Re-stor(y)ing End Stage Renal Disease" (ESRD). This poster focused on findings from a narrative inquiry exploring peoples' stories of facing life-threatening illnesses and how liminal experiences affected their understandings of health and living within the context of ESRD, cancer, and HIV/AIDS. Conference attendees were particularly intrigued to talk of the differences between the experiences of those with ESRD compared to those with cancer and HIV/AIDS. Whereas the shock of diagnosis distinctively characterized the experiences of life-threat for those in the latter two groups, ESRD, with its insidious onset, presented little notification of it being a life-threatening illness. While meta-narratives were readily apparent in the stories by participants with cancer and HIV/AIDS, they were less apparent for participants living with ESRD. Rather, many reflected on their lives, contextualizing their experiences of living with ESRD within the broader fabric of their entire lives.

The second poster reflected my dissertation and was entitled "Stories of End Stage Renal Disease: Listening for the Unsayable." The purpose of this research was to explore individuals' stories of living with ESRD, particularly those experiences that are unsayable. The unsayable refers to that which is not expressed yet alluded to through language, and may be conscious or unconscious. It is always interwoven with language. Through the use of narrative thematic analysis, the unsayable included the following: living with death, embodied experiences that were difficult to language, that which was unthinkable, unknowable mystery, and that which was untold / unheard. As I spoke with conference attendees about these findings, most began to share of their own stories and they repeatedly said that they found these themes "rang true" for them in their own practice.

Abstracts from these two poster presentations were published in *Nephrology Nursing Journal*, 38(2), 198. I would like to thank the School of Nursing for its support, enabling me to attend and present at this conference through the Dorothy Kergin Endowment Fund.

# **Dorothy Kergin Endowment Fund** — Lenora Marcellus

# Presentation at the 2011 Canadian Neonatal Nursing Conference

I was honored to recently receive funding to travel to Calgary in February (brrr) to attend this conference and present on "Neonatal mental health: Rounding up the evidence to support optimal brain development in the NICU". I have found in my work in the fields of NICU nursing and supporting infants and children in foster care that the advances in thinking in the field of early childhood development (such as trauma informed care, awareness of the much stronger connections between experience and brain development, the influence of social determinants of health and a lifespan approach) have for the most part not been integrated into our NICU knowledge base. My goals for this presentation were to share the directions in this field, make connections to our work in the NICU, and highlight the importance of the role of nursing in contributing to optimal brain development. Interestingly there were



From left to right: Rebecca Stanley, Karen Lasby, Cathy Ringham, Colleen Backlin and Libby Connor. Photo by Lenora Marcellus.

several presentations at this conference on brain cooling to reduce the impact of hypoxic ischemic encephalopathy (HIE) so I was able to build on that science to emphasize the critical effects of our daily care.

Overall the conference was a great opportunity to network with my neonatal colleagues from across the country. There were 22 participants from British Columbia and UVic was well represented. In addition to myself some of our graduate students attended. Colleen Backlin, an APL Master's student with an interest in transition of the high risk neonatal from hospital to home, had the opportunity to meet in person with Karen Lasby, creator of the innovative Calgary Neonatal Transitional program and one of our APL practicum field guides. Palvinder Tiwana, another APL Master's student, demonstrated great leadership by bringing an impressive contingent from the Surrey Memorial Hospital NICU. Cathy Ringham, a Doctoral student, presented her two posters called "Special delivery on the move: Women's childbearing experiences in the face of transfer", and "On the sugar trail: Guiding practices for management and screening of newborn hypoglycemia". Cathy also demonstrated some great mentoring by supporting two 4th year nursing students from Vancouver Island University who have been working in the Nanaimo Regional General Hospital NICU, Libby Connor and Rebecca Stanley, in their own poster presentation on "Our journey: The road to influencing change and leadership as Employed Student Nurses". Our future is in good hands.

In case any of you are hockey fans, you might be interested to know that we were in Calgary at the time of the NHL Heritage Classic (Canadiens versus Flames). The Montreal Canadiens and Ron McLean were staying at our hotel. The conference planning team showed great initiative by running around the hotel getting memorabilia autographed to raise money for a local infant support program. The Quebec nurses were very sad to see the signed jersey go to the highest bidders from Calgary. Next year's conference is in Toronto and I encourage any of you with this interest to attend (and present!).

### Successes!

# **Publications - Faculty**

- Anne Bruce, Laurene Sheilds, Anita Molzahn. "Language and the (Im)possibilities of Articulating Spirituality", Journal of Holistic nursing. American Hollistic Nurses Association. Volume 29, Number 1, March 2011 44-52.
- Anne Bruce, Rita Scheiber, Olga Petrovskaya, Patricia Boston. "Longing for ground in a ground(less) world: a qualitative inquiry of existential suffering". BMC Nursing 2011 10:2 (Biomed Central).
- Foster, T.L, Gilmer, MJ, **Davies, B.**, Dietrich, M. S. Fairclough, D. L., Vannatta, K. & Gerhardt, C.A. (2011). Comparison of Continuing Bonds Reported by Parents and Siblings After a Child's Death from Cancer. Death Studies, 35(5), 420-440.
- MacDonald, M. (2011). Developing a Program of Research for an Applied Public Health Chair in Public Health Education and Population Intervention Research. Canadian Journal of Nursing Research, 43(1) (in press).
- Sangster-Gormley, E., Martin-Misener, R., Downe-Wamboldt, B. & DiCenso, A. (2011). Factors affecting nurse practitioner role implementation in Canadian practice settings: an integrative review. Journal of Advanced Nursing, DOI: 10.1111/j.1365-2648.2010.05571.x
- Robin Scobie presented Bringing the Lens of Global-Mindedness into the Nursing Student Classroom at the "Challenges in Internationalisation Conference", School of Health Sciences, Jönköping University, Jönköping, Sweden, May 11, 2011.

# **Grants - Faculty**

- Interventions to promote health and healthy equity for pregnant and early parenting women facing substance use and other challenges. Benoit, C., Marcellus, L. (Co-Pls), Anderson, K., Hallgrimsdottir, H., MacKinnon, K. (Co-Is). CIHR operating grant on Population Health Intervention Research (2010-2012), \$117,224
- Esther Sangster-Gormley, Rita Schreiber, Brenda Canitz, Mary Ellen Purkis, Noreen Frisch and other community stakeholders have been awarded three year funding from the Michael Smith Foundation for Health Research for the project: An Evaluation of the Integration of Nurse Practitioners (NP) into the BC Healthcare System.
- Kelli Stajduhar, Co-PI with Carolyn Tayler (Director, End of Life Care, Fraser Health); "Impacts of a palliative approach for nursing (iPANEL). MSFHR- BCNRI Investigative Teams Program (\$800,000, 2011-2015). The team is comprised of 16 members from four universities and five health authorities with collaborators from the BC Ministry of Health Services (MOHS), Laval University, Curtin University in Perth Australia and the University of Manchester. Co-Is affiliated with UVic School of Nursing include Anne Bruce, Betty Davies, Gweneth Doane, Deanna Hutchings, and Ann Syme.
- Co-Investigator, **K. Stajduhar** (with PI: S. Aoun; Co-I's: Toye, Halkett, O'Connor, Smith, Skett, & Grande). "Implementing and evaluating the impact of the Carer Support Needs Assessment Tool". Australian Medical Research Council. Award dates: January 2011 December 2014, \$155,714.
- Co-Investigator, **K. Stajduhar** (with K. Kobayaski, D. Cloutier-Fisher, H. Cook and G. Gaspard). Evaluating the Residential Program Care Delivery Model in the Fraser Health Authority: A study of impacts on health human resource productivity, resident care and health outcomes and staff satisfaction. Michael Smith Foundation for Health Research. Award dates: January 2011 December 2014, \$225,000.



# Successes!, cont...

# Grants - Faculty, cont...

- MacDonald, M., Jackson, B., Hancock, T. Carroll, S., Martin, W., Bruce, T., Best, A. (2011-2012). The relevance of complexity concepts and systems thinking to public and population health intervention research: A meta-narrative synthesis. Canadian Institutes of Health Research, \$100,000.
- MacDonald, M., Hancock, T., Wharf Higgins, J., Pauly, B., Bruce, T., Wheeler, R., Cutler, A. (2011-2012). Evidence and action in public health: Learning from research and practice. Canadian Institutes of Health Research, \$99,999

# Awards and honours - Faculty

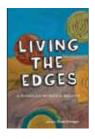
- **Bernie Pauly** recently received the 2011 Honourary Citizen of Victoria Award and a University of Victoria Community Leadership Award.
- Esther Sangster-Gormley has been named to the CASN Taskforce on NP Education in Canada.

# Nursing and health – in the news

- Is it about time for an e-health checkup? By **Abdul Roudsari**, Times Colonist, February 26, 2011. In this opinion-editorial, Roudsari examines how bringing our health care system fully into the information age can benefit society.
- Patient transfer plan runs like clockwork: New wing at Royal Jubilee opens. By Cindy Harnett, Times Colonist, March 15, 2011.
- Student nurses offer care for street community on Wellness Day. By Jeff Bell, Times Colonist, March 20, 2011. UVic nursing students Laura Swanson and Lacey Josefson were the main organizers of the fourth annual Wellness Day, held at the Salvation Army's Addictions and Rehabilitation Centre.
- Exercising only their minds. By Ryan Rhodes and Megan Kirk, Inside Higher Ed, May 9, 2011. In the quest for tenure, physical activity is the first casualty, according to a recent study.
- West Shore mom mentors going strong. By Edward Hill, Goldstream News Gazette, April 28, 2011. Pregnant and in high school can be the loneliest place in the world. In co-operation with the Sooke School District, **Maureen Hobbs** is guiding the Young Mothers Project, a survey of young moms on the West Shore and Sooke.
- Easing the final journey. By Peigi McGillivray, The Edge, March 2011. **Dr. Kelli Stajduhar**, a researcher in UVic's School of Nursing and Centre on Aging, has recently completed a five-year study into what is becoming a critical issue in health care family caregiving at the end of life.
- Aboriginal patient navigators bridge divide between Western and traditional care. By Pamela Fayerman, Vancouver Sun, February 28, 2011. Not long after graduating from the University of Victoria nursing program, Heather Olsen, a member of the Tsartlip First Nation, was hired as an aboriginal nurse liaison, a position that involves navigating ab originals through the health care system.



# Successes!, cont... Publications - Students



- **Kimpson, Sally A.** (2010) Living poorly: Disabled women on income support. In D. Driedger (Ed.), Living the edges: A disabled women's reader (pp. 138-152). Toronto, ON: Ananna Press.
- Wanda Martin was selected to present her abstract "Exploring Food Safety & Food Security Tensions", at the CIHR Research Poster competition, June 7-9, 2011, within the Canadian Student Health Research Forum, in Winnipeg.
- Kara Schick Makaroff presented at the American Nephrology Nurses' Association 42<sup>nd</sup> National Symposium in Boston, MA, March 27-30, 2011: 1.) *Stories of End-Stage Renal Disease: Listening for the Unsayable* (author: Kara Schick Makaroff); and 2.) *Storying and Re-stor(y)ing End Stage Renal Disease* (authors: Kara Schick Makaroff, Anita Molzahn, Laurene Sheilds & Kelli Stajduhar).
- Palliative Social Work
- "Discovering Strengths and Growth in Palliative Care" in the Oxford Textbook of Palliative Social Work, Oxford University Press, 2011; by Susan Cadell, **Sheryl Shermak** (INTD:Nursing/Social Work) and Meaghen Johnston.

# **Grants - Students**

- Kara Schick Makaroff has been awarded a 3-year funded position as a post doctoral fellow with KRESCENT (Kidney Research Scientist Core Education and National Training Program. Funding through KRESCENT is provided through the Kidney Foundation of Canada, CIHR, and Canadian Society of Nephrology.
- Laura Tomm-Bonde was awarded a 3 year CIHR Doctoral Award Area of Health Services/Pop. Health HIV/AIDS Research. \$30,000 plus \$5000 annual research stipend.

