

**HYUNBIN (BINNIE) YOU, MSN, RN**  
**PhD Candidate**

Duke University School of Nursing  
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**EDUCATION**

**Duke University**

PhD, Nursing Durham, NC  
Expected May 2024  
Dissertation Title: *Transitional Care for Intensive Care Unit Patients and Their Families*

**Duke University**

Graduate Certificate, Nursing Education Durham, NC  
Expected May 2024

**Seoul National University**

MSN, Adult Nursing Seoul, Republic of Korea  
February 2019  
Master's Thesis Title: *Anxiety and critical care needs of the families in the ICU*

**Seoul National University**

BSN Seoul, Republic of Korea  
February 2015

**PROFESSIONAL LICENSURES AND CERTIFICATIONS**

Registered Nurse, South Korea, #335238 Feb 2015 – Present  
Registered Nurse, New York, #730395 (inactive) Apr 2017 – Dec 2022

**CLINICAL EXPERIENCE**

**Clinical Nurse**, Medical Intensive Care Unit Aug 2011-Mar 2015  
Seoul National University Hospital, Korea Seoul, Republic of Korea

**RESEARCH INTERESTS**

- Content areas: Transitional care, role of nurses, acute care, quality of life, shared decision-making, family caregiving, health disparities
- Methodologies: qualitative methods (i.e., content analysis, thematic analysis, rapid qualitative analysis), quantitative methods (i.e., latent-variable analysis, general linear modeling, multi-level modeling, secondary data analysis).

**HONORS, AWARDS, AND SCHOLARSHIPS**

Summer Research Fellowship, Duke University	2023
Scholarly and Professional Development Award, Sigma Theta Tau International, Beta Epsilon Chapter	2022
Summer Research Fellowship, Duke University	2022
American Thoracic Society Student Scholars Program, American Thoracic Society	2022
North Carolina Korean Nurses Association Scholarship, North Carolina Korean Nurses Association	2021
Summer Research Fellowship, Duke University	2021
Merit-based Scholarship, Seoul National University	2018

Excellence Award in Nursing Students Research Award, Seoul National University Research Institute of Nursing Science	2014
LA Alumni Scholarship, Seoul National University School of Nursing	2014
Seoul National University Fund Scholarship, Seoul National University	2013
Merit-based scholarship, Seoul National University	2013–2014
Scholarships granted by each college, Seoul National University School of Nursing	2012
Need-based scholarship, Seoul National University	2012

## PUBLICATIONS

### Peer-reviewed Articles (\*databased)

1. \*Oyesanya, T. O., Loflin, C., **You, H.**, Myers, J., Kandel, M., Johnson, K., Strauman, T., Hawes, J., Byom, L., Gonzalez-Guarda, R., Van Houtven, C., Agarwal, S., & Bettger, J. P. (2023). The BETTER traumatic brain injury transitional care intervention: A feasibility study. *Western Journal of Nursing Research*. Online ahead of print. doi:10.1177/01939459231189786
2. Johnson, K., **You, H.**, Kandel, M., & Oyesanya, T. O. (2023). How subjective and objective factors in research and practice may perpetuate health disparities amongst patients with traumatic brain injury. *American Journal of Physical Medicine & Rehabilitation*, 102(10), 923-925. doi:10.1097/PHM.0000000000002271
3. \***You, H.**, Ma, J. E., Haverfield, M. C., Oyesanya, T. O., Docherty, S. L., Johnson, K. S., Cox, C. E., Ashana, D. C. (2023). Racial differences in physicians' shared decision-making behaviors during intensive care unit family meetings. *Annals of American Thoracic Society*, 20(5), 759–762. doi:10.1513/AnnalsATS.202212-997RL
4. \*Oyesanya, T. O., Loflin, C., **You, H.**, Kandel, M., Johnson, K., Strauman, T., Yang, Q., Hawes, J., Byom, L., Gonzalez-Guarda, R., Van Houtven, C., Agarwal, S., & Bettger, J. P. (2022). Design, methods, and baseline characteristics of the Brain Injury Education, Training, and Therapy to Enhance Recovery (BETTER) feasibility study: A transitional care intervention for younger adult patients with traumatic brain injury and caregivers. *Current medical research and opinion*, 38(5), 697–710. doi:10.1080/03007995.2022.2043657

### Non-refereed Articles (\*databased)

1. \***You, H. & Koh, C.** (2019). Anxiety and critical care needs of the families in the ICU (Publication No. 10101660793) [Master's Thesis, Seoul National University (*In Korean*)]. Research Information Sharing Service. <https://www.riss.kr/link?id=T15400315>
2. \***You, H.**, Lee, G., Lee, S., Lee, J., Lee, H., Jung, H., Cho, E., Choi, Y., Choi, H., & Hyun, W. (2014). A study on undergraduate nursing students' consensus on their family members' brain death organ donation (*In Korean*). Seoul National University Undergraduate Project.

### Manuscripts in Review (\*databased)

1. \*Kandel, M., **You, H.**, Johnson, K., & Oyesanya, T. O. (2023). Role of occupational therapy in transitional care after traumatic brain injury. *Brain Injury*.
2. Oyesanya, T. O., Ibemere, S. O., **You, H.**, Emerson, M. M., Pan, W., Palipana, A., Kandel, M., Ingram, D., Soto, M., Pioppo, A., Albert, B., Walker-Atwater, T., Hawes, J., Ramos, K., Byom, L., Gonzalez-Guarda, R., Van Houtven, C. H., Agarwal, S., Komisarow J., Bettger, J. P. (2023). Efficacy of BETTER transitional care intervention for diverse patients with traumatic brain injury and their families: Study protocol of a randomized controlled trial. *PLOS ONE*.
3. **You, H.**, Docherty, S. L., Ashana, D. C., & Oyesanya, T. O. (2023). Transition of ICU patients and their families to home after acute hospital care. *AACN Advanced Critical Care*.
4. \*Loflin, C., Ray, C., **You, H.**, & Oyesanya, T.O. (2023). Feasibility of BrainSTORM: A traumatic brain injury transitional care intervention. *Journal of Head Trauma Rehabilitation*

### Manuscripts in Preparation (\*databased)

1. \*Oyesanya, T. O., **You, H.**, Loflin, C., Smith, P. J., & Bettger, J. P. (2023). Early post-acute trajectories of quality of life after discharge from acute hospital care for patients with traumatic brain injury. *Target journal: Archives of Physical Medicine & Rehabilitation*.
2. \*Ashana, D. C., Welsh, W., Preiss, D., Sperling, J., **You, H.**, Tu, K., Kerlin, M., Docherty, S., Johnson, K., & Cox, C. E., (2023). A thematic analysis of racial differences in shared decision-making with family caregivers of critically ill patients. *Target journal: Journal of Intensive Care Medicine*
3. \***You, H.**, Ashana, D. C., Docherty, S. L., & Oyesanya, T. O. Role of Nurses in Intensive Care Unit Meetings with Families of Patients with Prolonged Mechanical Ventilation. *Target journal: American Journal of Critical Care*
4. \***You, H.**, Ashana, D. C., Docherty, S. L., & Oyesanya, T. O. Estimating family-reported patient prognostic one-year survival outcome estimates of patients with prolonged mechanical ventilation. *Target journal: Annals of American Thoracic Society*.
5. Ibemere, S., McReynolds, V., Anaya, B., Huang, M., **You, H.**, Gonzalez-Guarda, R.M., Bettger, J.P., Oyesanya, T.O. Building capacity to enroll Spanish-speaking patients with TBI and their families: Cultural and linguistic tailoring of BETTER intervention. *Target journal: Journal of Head Trauma Rehabilitation*
6. Ibemere, S., Huang, M., McReynolds, V., Anaya, B., **You, H.**, Gonzalez-Guarda, R.M., Bettger, J.P., Oyesanya, T.O. Cultural and linguistic adaptation of instruments for Spanish-speaking participants. *Target journal: Journal of Racial and Ethnic Health Disparities*
7. Ibemere, S., Anaya, B., **You, H.**, McReynolds, V., Huang, M., Gonzalez-Guarda, R.M., Bettger, J.P., Oyesanya, T.O. Cultural and linguistic adaptation of health interventions and measurements for Spanish-speaking participants: A scoping review. *Target journal: Ethnicity and Health*
8. Ibemere, S., **You, H.**, McReynolds, V., Anaya, B., Huang, M., Oyesanya, T.O. Perspectives from providers and interpreters supporting Spanish-speaking patients with TBI and their families. *Target journal: Journal of Racial and Ethnic Health Disparities*
9. \***You, H.** & Oyesanya, T. O. Retention in research and clinical encounters in patients with TBI and their families. *Target journal: Brain Injury*

### Published Abstracts (\*databased)

1. \*Vick, J. B., Berger, B., **You, H.**, Ma, J., Haverfield, M. C., Cox, C. E., Ubel, P., & Ashana, D. C. (2023). *Shared decision-making and surrogate prognostic understanding after family meetings in the ICU*. Society of Critical Care Medicine Conference Abstracts. *In press*.
2. \***You, H.**, Ma, J., Haverfield, M. C., Cox, C. E., Oyesanya, T. O., & Ashana, D. C. (2022). *Racial differences in clinician shared decision-making behaviors during intensive care unit family meetings: A rapid qualitative content analysis*. American Thoracic Society International Conference Abstracts. A2270-A2270. doi:10.1164/ajrccm-conference.2022.205.1\_MeetingAbstracts.A2270

### CONFERENCE PRESENTATIONS

#### Invited Presentations

1. \*Oyesanya, T. O., Kandel, M., & **You, H.** (2023, September 20). *BETTER: A TBI transitional care Program*. [Oral presentation]. Duke Therapy Grand Rounds, virtually held. Audience: Professional & clinical.

#### International Presentations (\*databased)

1. \***You, H.**, Ma, J., Haverfield, M. C., Cox, C. E., Oyesanya, T. O., & Ashana, D. C. (2022, May 15). *Racial and ethnic differences in shared decision-making behaviors during intensive care unit*

*family meetings: A rapid analysis*. [Poster presentation]. American Thoracic Society 2022 International Conference, San Francisco, CA. Audience: Professional.

2. \***You, H.** & Koh, C. (2021, August). *Anxiety and family needs among family caregivers of intensive care unit patients in South Korea*. [Oral presentation]. Korean Society of Adult Nursing 2021 International Conference, virtually held. Audience: Professional.

#### **National Presentations** (\*databased)

1. \*Welsh, W., **You, H.**, Tu, K., Preiss, D., Sperling, J., Oyesanya, T., Cox, C. E., & Ashana, D. C. (2022, June 6). *Racial differences in shared decision-making discussions in the intensive care unit: A thematic analysis* [Podium Presentation]. AcademyHealth 2022 Annual Research Meeting, Washington, D.C., United States. Audience: Professional.

#### **Local, State, and Regional Presentations** (\*databased)

1. \***You, H.** (2022, May 27). *Racial differences in shared decision-making discussions in the intensive care unit: A thematic analysis* [Oral presentation]. Duke Margolis Seminars Series, virtually held. Audience: Professional & clinical.
2. \***You, H.** (2022, May 18). *Racial differences in shared decision-making discussions in the intensive care unit: A thematic analysis* [Oral presentation]. Duke University School of Nursing Qualitative Research Interest Group: Student Presentation, virtually held. Audience: Professional & clinical.
3. **You, H.** (2022, March 5). *Stress management and mindfulness-based stress reduction*. [Oral presentation]. North Carolina Korean Nurses Association 33<sup>rd</sup> Annual Meeting Carolina Journal Club, virtually held. Audience: Professional & clinical.
4. \*Ashana, D. C., **You, H.**, & Ma, J. (2021, November 1). *Racial disparities in intensive care unit shared decision making*. [Oral presentation]. Duke Palliative Care Grand Rounds, virtually held. Audience: Professional & clinical.

### **RESEARCH EXPERIENCE**

#### **Doctoral Dissertation**

Aug 2020 - Present

Duke University School of Nursing

Durham, NC

Dissertation Chair: Tolu O. Oyesanya, PhD, RN; Associate Professor

Dissertation title: *Transitional Care for Intensive Care Unit Patients and Their Families*

My dissertation focuses on transitional care planning for intensive care unit (ICU) patients transitioning from acute care hospital to home and their families. Using secondary data from an NIH R01-funded study (NIH/NHLBI Grant# R01HL109823), I examined the levels of concordance of family-reported patient prognostic one-year survival outcome estimates (FR-PPOSOE) vs. providers' estimates of FR-PPOSOE (PEFR-PPOSOE) for patients with prolonged mechanical ventilation (PMV) among families, and the physicians, and nurses caring for these patients using latent profile analysis. I identified five distinct profiles of levels of concordance of FR-PPOSOE vs. PEFR-PPOSOE and examined the association between sociodemographic and patient clinical characteristics and membership of the latent profiles. I also explored the role of nurses related to ICU transitional care planning in family meetings for patients with PMV using a multi-method approach. *This work has resulted in one manuscript under review and three manuscripts in preparation.*

#### **Graduate Research Assistant**

June 2023 – Present

Duke University School of Nursing

Durham, NC

Principal Investigator: Tolu O. Oyesanya, PhD, RN; Associate Professor

Title: A Randomized Controlled Trial of BETTER, A Transitional Care Intervention, for Diverse Patients with Traumatic Brain Injury and Their Families (NIH/NINR Grant #R01NR020818)

This is an ongoing research study with the goal of examining the efficacy of BETTER (**B**rain Injury, **E**ducation, **T**raining, and **T**herapy to **E**nhance **R**ecovery) (vs. usual transitional care management) among diverse adults with traumatic brain injury (TBI) who are discharged home from acute hospital care and families. I have assisted with project and regulatory management, intervention manual protocol development and revision, staff oversight and training, and manuscript development. I will be also assisting with data collection, data management, and data analysis. *This work has resulted in one manuscript under review.*

**Graduate Research Assistant**

December 2020 – Present

*Duke University School of Nursing*

Durham, NC

Principal Investigator: Tolu O. Oyesanya, PhD, RN; Associate Professor

Title: Inclusion of Spanish-speaking Patients with Traumatic Brain Injury and Families in Transitional Care Interventions (REACH Equity Vouchers Award; NIH/NIMHD Grant #U54MD012530)

The goal of this project was to build the capacity to enroll Spanish-speaking participants by linguistically and culturally adapting our TBI transitional care. I performed co-lead a scoping review of the literature, conducted qualitative analysis and management (i.e., rapid qualitative content analysis). I also assisted with project management and oversaw the work of three undergraduate students. I participated in manuscript development, which *has resulted in four manuscripts in preparation.*

**Graduate Research Assistant**

October 2020 – Present

*Duke University School of Nursing*

Durham, NC

Principal Investigator: Tolu O. Oyesanya, PhD, RN; Associate Professor

Title: Enhancing the Transition from Hospital to Home for Patients with Traumatic Brain Injury and Families (NIH/NICHHD Grant #R03HD101055)

The goal of this project was to develop and test the feasibility of a patient- and family-centered TBI transitional care intervention named BETTER for patients with TBI discharged home from acute hospital care and their families. I participated in recruiting, consenting, and enrolling participants, data collection, data management, data analysis (i.e., repeated measures ANOVA), as well as dissemination of the findings through manuscript writing and scientific presentations. *This work has resulted in three publications, one manuscript under review, and two manuscripts in preparation.*

**Research Practicum Trainee**

Jan 2022 – April 2022

*Duke University School of Medicine*

Durham, NC

Principal Investigator: Deepshikha C. Ashana, MD, MBA, MS; Associate Professor

Title: Racial Disparities in Shared Decision Making for Patients with Acute Respiratory Failure (NIH/NHLBI Grant #K23HL164968)

In this interdisciplinary working group, which consists of team members from medicine, nursing, social sciences, and pre-medical backgrounds, I led a rapid qualitative content analysis to understand racial differences in shared decision-making with family caregivers of critically ill patients. I also participated in in-depth qualitative data analysis (i.e., thematic analysis) to better explore the underlying mechanisms of shared decision-making with family caregivers of critically ill patients. *This work has resulted in one publication, one manuscript in preparation, and three presentations at conferences. Additionally, I have received Scholarly and Professional Development Award from Sigma Theta Tau International Beta Epsilon Chapter for presenting the research findings at the AcademyHealth 2022 Annual Research Meeting.*

**Graduate Research Assistant**

Jan 2021 – Aug 2021

*Duke University School of Nursing*

Principal Investigator: Karin Reuter-Rice, PhD, RN; Associate Professor

Project Name: Environmental Sensors in the Pediatric Intensive Care Unit: Examining the Relationship of Light and Sound to Pediatric Sleep and Delirium Risk (ES-PICU) (HARD Manufacturing - WFPICCS Pediatric Critical Care Research Grant)

In this working group, I assisted with reviewing the literature and providing guidance to undergraduate students.

**Research Assistant**

Sep 2019 – Apr 2020

*Chronic Illness Research Lab, Seoul National University College of Nursing* Seoul, Republic of Korea

Project Name: Development and Evaluation of a Community Based Integrated Service of Health and Social Care for Older Adults Living Alone (Korea Health Industry Development Institute (KHDI) Korea Health Technology R&D Project HI18C1284)

Principal Investigator: Yeon-Hwan Park, PhD, RN; Professor

The goal of this intervention was to develop and evaluate “Community Based Integrated Service of Health and Social Care for Older Adults Living Alone,” considering the complex needs of the elderly population living alone. I participated as a research assistant in organizing and delivering care to the elderly based on their needs and the algorithm, such as education for taking the right medication, chronic illness management, and referring them to services they needed.

**Master’s Thesis**

Mar 2017 – Aug 2019

*Seoul National University College of Nursing*

Seoul, Republic of Korea

Thesis Chair: Koh, Chin-Kang, RN, PhD; Professor

Thesis title: *Anxiety and Needs of Family Members of Intensive Care Unit Patients*

This study was a cross-sectional descriptive study that examined the relationships among anxiety, needs, and satisfaction of family members of ICU patients. The findings of this study included an increase in anxiety among the family members of ICU patients was associated with a decrease in satisfaction of fulfilling their needs. *This work has resulted in one publication and one presentation at a conference.*

**RESEARCH GRANTS**

**Submitted, not funded**

**Sigma Theta Tau International Small Grant**

Submitted Nov 2022

Sigma Theta Tau International

*The Role of ICU Nurses in Transitional Care Planning for Patients with Acute Respiratory Distress Syndrome and Their Families*

**American Association of Critical-Care Nurses-Sigma Theta Tau Critical Care Grant**

Submitted Oct 2022

American Association of Critical Care Nurses

*Nurses’ Role in Transitional Care Planning for Patients with Acute Respiratory Distress Syndrome and Their Families*

**TEACHING EXPERIENCE**

**Nursing Education Practicum Trainee**

(Planned) Spring, 2024

*University of North Carolina at Chapel Hill*

Chapel Hill, NC

Course: NURS 352 Pathophysiology/Pharmacology Across the Lifespan II (BSN Program)

Mentors: Michael Bury, DNP, MSN, RN, CCRN (Assistant Professor) and Megan Ross, MSN, RNC-MNN (Clinical Instructor)

For this baccalaureate-level nursing 3-credit course, I will be facilitating class discussions, delivering a teaching session (Topic: TBD), and grading assignments.

### **Teaching Practicum Trainee**

Fall, 2021

*Duke University School of Nursing*

Durham, NC

Course: Nursing 911. Introductory Statistics (N = 8, PhD Program)

Mentor: Qing Yang, PhD (Associate Professor)

For this graduate-level nursing course, I delivered a weekly 3-hour SAS lab with students providing hands-on experience with demonstrating statistical analysis method (e.g., univariate, t-tests, Chi-square test, ANOVA, correlation) using SAS. I also facilitated class discussions, held weekly office hours for answering student questions, and graded assignments.

### **Teaching Assistant**

Summer, 2021

*Duke University School of Nursing*

Durham, NC

Course: Nursing 903: General Linear Model (N = 1, PhD Program)

Mentor: Susan G. Silva, PhD (Associate Research Professor)

For this graduate-level nursing course, I delivered 1:1 weekly 2-hour sessions for conducting statistical analysis methods (e.g., general linear models, ANCOVA, factorial ANOVA, factorial ANCOVA, regression models) using SAS and graded assignments.

### **Instructor**

Jul 2019

Nursing Camp for High School Students

*Seoul National University College of Nursing*

Seoul, Republic of Korea

I participated as an instructor and held a teaching session on fundamental nursing (Topics: Health assessment and dressing techniques) at the Nursing Camp for high school students who are interested in becoming nursing students.

### **MENTORING EXPERIENCE**

#### **Peer Mentor**

Aug 2023 – Present

*Duke University School of Nursing*

Durham, NC

I participated in monthly meetings with an assigned first-year doctoral nursing student to discuss any difficulties that they may experience and offer advice as needed.

#### **Peer Mentor**

Sep 2014 – Dec 2014

Campus Mentoring Program,

*Seoul National University*

Seoul, Republic of Korea

I participated as a peer mentor for two undergraduate students in their freshmen year to provide support in navigating academic careers and college experiences.

#### **Student Mentor**

Dec 2013 – Feb 2014

*Seoul National University*

Seoul, Republic of Korea

I participated as a student mentor for high school students with low socioeconomic status at Dongwon high school.

#### **Peer Mentor**

Aug 2013 – Feb 2014

*Seoul National University College of Nursing*

Seoul, Republic of Korea

I participated as a peer mentor for two undergraduate nursing students in their freshmen year to provide support in navigating academic careers and college experiences.

**Student Mentor**

Jul 2013

Nursing Camp for High School Students

*Seoul National University College of Nursing*

Seoul, Republic of Korea

I participated as a student mentor for high school students who are interested in becoming nursing students.

**Student Mentor**

Dec 2012 – Feb 2013

*Seoul National University*

Seoul, Republic of Korea

I participated as a student mentor for high school students with low socioeconomic status at Haeryong high school.

**SERVICE**

**Student Facilitator**

Aug 2022 - Present

Ph.D. Students Coffees with Dr. Tanabe, Duke University School of Nursing

Durham, NC

**Student Panel**

Aug 2023

*Duke University School of Nursing*

Durham, NC

Topic: Mentoring (Audience: Doctoral students)

**Student Interview Panel**

Aug 2023

Senior Learning Specialist Hiring, Duke University School of Nursing

Durham, NC

**Student Facilitator**

Aug 2021 - May 2023

Ph.D. Program Partnership for Development, Duke University School of Nursing

Durham, NC

**Student Panel**

Aug 2021

*Duke University School of Nursing*

Durham, NC

Topic: Mentoring (Audience: Doctoral students)

**Student Volunteer for International Students**

Dec 2013 - Jun 2014

Seoul National University Language Education Institute

Seoul, Republic of Korea

**Student Representative (Class of 2015)**

Jun 2013 - Feb 2014

Seoul National University College of Nursing

Seoul, Republic of Korea

**Event Coordinator & Public Relations**

Mar 2013 - Feb 2014

Student Council, Seoul National University College of Nursing

Seoul, Republic of Korea

**Outpatient Support Student Volunteer**

Dec 2012 - Feb 2013

Raphael Clinic

Seoul, Republic of Korea

**PROFESSIONAL AND SCHOLARLY ORGANIZATION MEMBERSHIPS**

Global Korean Nursing Foundation, Member

2023 – Present

Asian American Pacific Islander Nurses Association, Member

2022 – Present

Southern Nursing Research Society, Member

2022 – Present

AcademyHealth, Member

2022 – Present

Sigma Theta Tau International, Beta Epsilon Chapter, Member

2021 – Present

American Thoracic Society, Member

2021 – Present

North Carolina Korean Nurses Association, Member

2020 – Present



Korean Society of Nursing Science, Member	2020 – Present
Korean Society of Adult Nursing, Member	2020 – Present
North Carolina Korean Nurses Association, Secretary and Treasurer	2021 – 2022
Korean Nurses Association, Member	2015 – 2020
Hospital Nurses Association, Member	2015 – 2019
Korean Association of Critical Care Nurses, Member	2015 – 2019

## LANGUAGE SKILLS

Fluent in English

Native in Korean

## TECHNICAL AND PROGRAMMING SKILLS

Statistical Analysis Programs: SAS, R, SPSS

Programming Language: Python

Research Methods: Quantitative research, qualitative research, mixed methods research

- Quantitative research methods: Univariate/multivariate methods, Generalized linear models, Mixed modeling, Structural equation modeling, Power analysis, Confidence intervals/Effect sizes, Multi-level modeling, Latent class/profile analysis, Data visualization
- Qualitative analysis: Content analysis, thematic analysis, rapid qualitative analysis, NVivo

## REFERENCES

**Tolu O. Oyesanya, PhD, RN**

*Associate Professor*

Duke University School of Nursing

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**Sharron L. Docherty, PhD, PNP, RN, FAAN**

*Associate Professor, Vice Dean for Research*

Duke University School of Nursing

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**Deepshikha C. Ashana, MD, MBA, MS**

*Assistant Professor*

Duke University School of Medicine

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**Wei Pan, PhD**

*Associate Professor*

Duke University School of Nursing

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