

MATTHEW D. MCHUGH, PhD, JD, MPH, RN, FAAN
PROFESSOR AND INDEPENDENCE ENDOWED CHAIR FOR NURSING EDUCATION

University of Pennsylvania School of Nursing
Center for Health Outcomes and Policy Research
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EDUCATION

Northeastern University School of Law JD · Law	2006
University of Pennsylvania PhD · Nursing	2004
Harvard University MPH · Public Health (Health Policy and Management)	2003
University of Pennsylvania MSN · Family Nurse Practitioner/Psych. Clinical Nurse Specialist	1998
Gwynedd-Mercy University BSN · Nursing	1996

POST-GRADUATE TRAINING & FELLOWSHIPS

Post-Doctoral Fellowship Center for Health Outcomes and Policy Research · University of Pennsylvania <i>Advanced Training in Nursing Outcomes Research</i> (T32-NR07104, L. Aiken, PI)	2006-2008
Graduate Research Fellow Institute on Urban Health Research · Northeastern University <i>Institute on Urban Health Research Fellowship</i> (H. Amaro, PI)	2003-2005
Fulbright Scholar World Health Organization (WHO) · Regional Office for Europe, Copenhagen, Denmark <i>The WHO Family Health Nurse Pilot Study</i>	2001-2002
Post-Masters Certification University of Pennsylvania School of Nursing · Philadelphia, PA <i>Psychiatric-Mental Health Clinical Nurse Specialist</i>	1999

ACADEMIC APPOINTMENTS

Professor of Nursing <i>University of Pennsylvania</i> · Philadelphia, PA	2017-PRESENT
Associate Professor of Nursing <i>University of Pennsylvania</i> · Philadelphia, PA	2013-2017
Assistant Professor of Nursing <i>University of Pennsylvania</i> · Philadelphia, PA	2008-2012

ADMINISTRATIVE POSITIONS

Associate Director Center for Health Outcomes and Policy Research University of Pennsylvania	2013-PRESENT
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Faculty Director <i>Dual Degree Program in Nursing and Health Care Management</i> University of Pennsylvania (Penn Nursing & The Wharton School)	2010-PRESENT
Faculty Director <i>Nursing and Health Services Management minor</i> University of Pennsylvania (Penn Nursing & The Wharton School)	2010-PRESENT

OTHER APPOINTMENTS

Adjunct Faculty <i>Queensland University of Technology · Queensland, Australia</i>	2016-PRESENT
Senior Fellow <i>Leonard Davis Institute of Health Economics · University of Pennsylvania</i>	2008-PRESENT
Senior Fellow <i>Center for Public Health Initiatives · University of Pennsylvania</i>	2008-PRESENT
Faculty Fellow <i>Penn Institute on Urban Research · University of Pennsylvania</i>	2012-PRESENT

HONORS, AWARDS, AND MEMBERSHIPS IN HONORARY SOCIETIES

Independence Foundation Chair in Nursing Education <i>University of Pennsylvania</i>	2017-PRESENT
Th 2017 IRGNI Research Mentor Award <i>AcademyHealth Interdisciplinary Research Group on Nursing Issues (IRGNI)</i>	2017
2017 Commencement Speaker <i>Queensland University of Technology · Queensland, Australia</i>	2017
President's Distinguished Alumni Award <i>Gwynedd-Mercy University</i>	2014
2013 Top 10 Most Read Papers in <i>Health Affairs</i> McHugh, M. D., et al. (2013). Hospitals with higher nurse staffing had lower odds of readmissions penalties than hospitals with lower staffing. <i>Health Affairs</i>, 32(10), 1740-1747.	2013
The Rosemarie Greco Term Endowed Associate Professorship in Advocacy <i>University of Pennsylvania</i>	2013-2017
Fellow of the American Academy of Nursing	2012-PRESENT
Dean's Award for Undergraduate Scholarly Mentorship	2012
2011 Robert Wood Johnson Foundation's Top 5 Most Influential Research Articles McHUGH, M. D., et al. (2011). Nurses' widespread job dissatisfaction, burnout and frustration with health benefits signal problems for patient care. <i>Health Affairs</i>, 30(2), 202-210.	2011
Robert Wood Johnson Foundation Nurse Faculty Scholar	2011-2014
The Family and Community Health Department Scholarship Award <i>University of Pennsylvania</i>	2011
The Joan Lynaugh Faculty Mentorship Award <i>University of Pennsylvania</i>	2010

RESEARCH

Current Research Grants

<i>A Panel Study of Hospital Nursing Resources and Racial Disparities in Elder Outcomes</i>	9/2017–5/2020
National Institute on Aging (2R01AG041099; McHugh, PI)	\$990,150
<i>The Impact of Nursing on Disparities in Surgical Patient Outcomes (5th %-ile)</i>	9/2017–8/2021
National Institute of Minority Health & Disparities (R01 XYZ); McHugh/Silber, MPIs	\$3,432,000
<i>Queensland Nurse-to-Patient Ratio Evaluation</i>	4/2016–10/2019
Ministry of Health, State of Queensland, AUS (RP73123; McHugh, PI)	\$570,000
<i>Comparing Quality and Cost of Care across Nursing Environments (2%; impact score 10)</i>	8/2016–5/2019
National Institute of Nursing Research (R01NR016019; McHugh/Silber, MPIs)	\$1,848,241
<i>The Impact of Nursing on In-Hospital Cardiac Arrest Patient Outcomes</i>	3/2016–2/2020
National Institute of Nursing Research (R01NR016002; McHugh, PI)	\$982,837
<i>Disparities in the Outcomes for In-Hospital Cardiac Arrest: The Role of Differences in Nursing</i>	4/2017–3/2020
National Institute of Minority Health & Disparities (R01MD011518; Brooks Carthon/ McHugh, Co-I)	\$1,075,340
<i>Panel Study of Effects of Changes in Nursing on Patient Outcomes</i>	9/2014–6/2019
National Institute of Nursing Research (R01NR014855; Aiken, PI, McHugh, Co-I)	\$2,910,781
<i>Advanced Training in Nursing Outcomes Research</i> NRSA Training Grant	6/2014–6/2019
National Institute of Nursing Research (T32NR007104; Aiken, PI, McHugh, Co-I/Associate Director)	\$2,007,880

Pending Research Grants

<i>Advanced Training in Nursing Outcomes Research (impact score 20)</i>	7/1/19–6/30/24
National Institute of Nursing Research (T32NR007104-21; Aiken, PI, McHugh, Co-I)	\$2,519,530
<i>Using Outcomes to Guide Treatment of Surgical Emergencies (9th %-ile)</i>	4/1/19–3/30/24
National Institute on Aging (R01 AG060612-01A1; Kelz, PI, McHugh, Co-I)	\$3,310,926
<i>The Impact of Nursing-Physician Teamwork on Treatment Intensity at the End of Life</i>	2/1/19–1/30/22
National Institute of Nursing Research (R0112257697; Lasater, PI, McHugh, Co-I)	\$966,000

Past Funded Research Grants

<i>The Impact of Nurse-Physician Teamwork on Patient Outcomes at the End of Life</i>	1/10/17–1/10/19
Versant Center for the Advancement of Nursing (Vcan) (McHugh, PI)	\$44,610
<i>Graduate Nurse Education Demonstration</i>	8/1/12–7/31/18
Centers for Medicare and Medicaid Services (McHugh, Co-I)	\$37.5 million
<i>Recovery at Home: Patient, Caregiver & Clinician Perspectives on Post-Surgical Care</i>	2/2018–12/2018
Perelman School of Medicine, University of Pennsylvania (Kelz, PI, McHugh, Co-I)	\$33,000
<i>Comparative Effectiveness of Home Care Environments for Diverse Elders' Outcomes</i>	1/1/16–12/31/18
Agency for Healthcare Research and Quality (McHugh, PI)	\$92,073 [subcontract]
<i>Hospital of the University of Pennsylvania/Center for Health Outcomes & Policy Research Collaboration</i>	
4/2015–3/2018	
Hospital of the University of Pennsylvania (McHugh, PI)	\$60,000
<i>Business Case for Hospital-Based Nurse Practitioners: Patient Outcomes and Financial Impact</i>	4/2017–3/2020
National Council of State Boards of Nursing (Cimiotti, PI / Aiken, Subaward PI, McHugh, Co-I)	\$299,081
<i>The Contributions of Foreign Educated Nurses to Quality of Care in the U.S.</i>	11/1/13–10/31/16
National Council of State Boards of Nursing Center for Regulatory Excellence (McHugh, PI)	\$30,000
<i>Burdensome Transitions at End-of-Life for Older Adults with Cancer</i>	8/2016–7/2017
Sigma Theta Tau International/Hospice & Palliative Nurses Foundation Grant (Reardon, PI, McHugh, Co-I)	\$10,000

<i>The Effect of Nursing Work Environments on Alzheimer's Disease Patient Outcomes</i>	7/1/16–6/30/17
Penn Population Aging Research Center (McHugh, PI)	\$19,311
<i>Predicting Likely Candidates for Successful Magnet Applications among Hospitals in Europe</i>	9/2015–8/2016
American Nurses Foundation Margretta Madden Styles Grant Aiken, PI, McHugh, Co-I)	\$25,000
<i>Impact of Nurses' Retirement Benefits on Job Satisfaction and Labor Force Participation</i>	7/1/14–6/30/15
Boettner Center, Population Aging Research Center, and Population Studies Center Competition (McHugh, PI)	\$60,000
<i>Nurse Staffing Public Reporting Laws: Effects on Staffing and Patient Safety</i>	11/1/13–10/31/16
Robert Wood Johnson Foundation Future of Nursing National Research Agenda (McHugh, PI)	\$214,000
<i>Hospital care environment, neighborhood, and racial disparities in elder outcomes</i>	9/15/11–8/31/15
National Institute on Aging (1R01AG041099-01; (McHugh, PI)	\$852,800
<i>Moving Beyond the Measure: Understanding Patients' Experience of Communication with Nurses</i>	12/2014–12/2015
The Leonard Davis Institute of Health Economics (McHugh, PI)	\$10,000
<i>Nurse Workforce and Outcomes Study with the Pennsylvania Joint State Government Commission</i>	9/2014–9/2015
The Leonard Davis Institute of Health Economics Workforce Group (McHugh, PI)	\$25,000
<i>Adoption and Diffusion of the Magnet Recognition Program as an Organizational Innovation for Quality</i>	9/2014–8/2015
American Nurses Foundation Margretta Madden Styles Grant (McHugh, PI)	\$25,000
<i>Nurse practitioner distribution & the effect of scope of practice regulations on practice characteristics</i>	9/1/14–8/31/15
American Nurses Foundation/Eastern Nursing Research Society (Barnes, PI, McHugh, Co-I/Mentor)	\$10,000
<i>Nursing care environment, neighborhood, and racial and ethnic disparities</i>	9/01/11–8/31/14
Robert Wood Johnson Foundation Nurse Faculty Scholars Program (McHugh, PI)	\$350,000
<i>Kaiser Permanente/Center for Health Outcomes & Policy Research Collaborative Nursing Research</i>	7/1/13–7/30/14
Kaiser Permanente (McHugh, PI)	\$25,000
<i>Nurse staffing policy, hospital occupancy, market structure and patient outcomes</i>	7/01/09–6/30/14
National Center on Minority Health and Health Disparities (McHugh, PI)	\$61,950
<i>Geographic Distribution of Poor Patient Outcomes: Where People Live and Get Care</i>	2/15/12–2/15/14
Helene Fuld Health Trust Undergraduate Research Program (McHugh, PI ; mentoring undergrad Christopher Wojcik)	\$3,000
<i>Nursing impact on care outcomes for chronically ill and minority patients</i>	6/1/10–5/31/13
National Institute of Nursing Research (R01NR004513; Aiken, PI, McHugh, Co-I)	\$1,500,000
<i>Variation in Quality of Nursing Care in Urban Hospitals: Implications for Communities</i>	1/01/12–8/31/12
Penn Institute for Urban Research Undergraduate Research Program (McHugh, PI ; mentoring undergrad Julie Berez)	\$2,000
<i>The effects of nursing and neighborhood on disparities in readmissions among Medicare patients</i>	2/15/11–2/15/12
Penn Institute for Urban Research Supplemental grant (McHugh, PI)	\$4,000
<i>The effect of nursing on hospital efficiency and outcomes among older adults with heart failure</i>	2/15/11–2/15/12
The Center for Integrative Science in Aging, Frank Morgan Jones Fund (McHugh, PI)	\$5,000
<i>Nurse staffing policy, hospital occupancy, market structure and patient outcomes</i>	9/30/08–9/30/11
Agency for Healthcare Research and Quality (K08HS017551; McHugh, PI)	\$372,000
<i>Hospital care environment, neighborhood characteristics, and racial disparities in older adult outcomes</i>	2/15/11–8/31/11
Robert Wood Johnson Foundation Health & Society Scholars Program (McHugh, PI)	\$9,968
<i>Nursing interventions to reduce disparities in hospital outcomes</i>	9/18/09–4/30/10
National Institute of Nursing Research P30 Supplement (P30NR005043; Aiken, PI, McHugh, Co-I)	\$199,997
<i>Nursing work environment and poor glycemic control among Medicare beneficiaries</i>	9/30/09–2/30/10
Penn University Research Foundation (McHugh, PI)	\$48,487

<i>Nursing practice environments, hospital occupancy, and patient outcomes in California and Pennsylvania</i>	9/01/08–8/31/09
National Institute of Nursing Research P30 Supplement (P30NR005043; McHugh, PI)	\$5,000
<i>The nursing practice environment, hospital occupancy, and patient outcomes</i>	6/01/08–5/31/09
Sigma Theta Tau International (McHugh, PI)	\$5,000
<i>Nurse work environment, hospital occupancy, and patient outcomes in hospitals serving minority communities</i>	6/2008–5/2009
Sigma Theta Tau International, Xi Chapter (McHugh, PI)	\$1,000
<i>The Family Health Nurse study</i>	9/01/01–6/31/02
Fulbright Grant (U.S. Dept. of State), World Health Organization (WHO)–Europe, Denmark (McHugh, PI)	1 Year

Doctoral Dissertation

The role of readiness for change in the residential treatment recovery outcomes among female adolescents with anorexia nervosa. 2003-University of Pennsylvania; Chair-Margaret Cotroneo, PhD, APRN) (Dissertation Abstracts International No. AAT 3125871). **McHugh, M.D. (2007). Readiness for change and short-term outcomes of female adolescents in residential treatment for anorexia nervosa. *International Journal of Eating Disorders*, 40(7), 602-612.**

Research Consultations

<i>Impact of nursing on patient outcomes in Department of Defense hospitals</i>	2016-18
U.S. Department of Defense, (Patrician, PI; McHugh, Consultant)	
<i>Improving the Trauma System Response to Disaster</i>	2006-2008
National Library of Medicine (R21-LM008700), (Branas, PI; McHugh, Consultant)	

PUBLICATIONS

Research, peer-reviewed (*data-based, supervised student/fellow)

*Aiken, L. H., Sloane, D. M., Barnes, H., Cimiotti, J., Jarrin, O., & **McHugh, M. D.** (2018). Nurses' and patients' appraisals show patient safety in hospitals is still deficient and recommended measures not implemented. *Health Affairs*, 37(11): 1744-1751.

Monographs, Manuals, or Reports

McHugh, M. D. (prepared for the Commonwealth of Pennsylvania Joint State Government Commission). (2015). *Professional Bedside Nursing in Pennsylvania: A Staff Study*. Joint State Government Commission.

Book chapters

Clarke, S.P. & McHugh, M.D. (2009). Measuring and managing outcomes. In D. L. Huber (Ed.), *Leadership and Nursing Care Management (4th ed.)* Philadelphia: W.B. Saunders.

Abstracts, data-based and peer reviewed

White, E., Aiken, L. H., & **McHugh, M. D.** (2018, November). *The Impact of Registered Nurse Work Environment on Care Quality in Nursing Homes*. Poster presentation at the Gerontological Society of America's 70th Annual Scientific Meeting, Boston, Massachusetts.

RECENT LECTURES, SPEECHES, AND WORKSHOPS BY INVITATION

<i>Nurse staffing a key to patient safety: Evidence from Queensland and around the world.</i>	2018
Queensland University of Technology (QUT) School of Nursing 40th Anniversary Public Lecture. QUT, Brisbane, Queensland, Australia	
<i>Improving the Work Environment to Improve Clinician Well-Being and Reduce Burnout.</i>	2018
National Academy of Medicine committee meeting on Systems Approaches to Improve Patient Care by Supporting Clinician Well-Being. National Academy of Medicine, Washington, DC	
<i>Solutions for an Ailing Health System.</i>	2018

University of Pennsylvania “On the Road” Series. Penn Alumni - Southern California Regional Advisory Board,
Los Angeles, CA

PROFESSIONAL LEADERSHIP AND MEMBERSHIPS IN SCIENTIFIC SOCIETIES

NIMHD Loan Repayment Grant Review Panel National Institute on Minority Health and Health Disparities (NIMHD)	2018-PRESENT
AcademyHealth Outstanding Dissertation Award selection committee	2018-PRESENT
NAM Action Collaborative on Clinician Well-Being and Resilience Invited author for National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience conceptual model discussion paper	2017

SERVICE ACTIVITIES AT THE UNIVERSITY OF PENNSYLVANIA

School of Nursing Committees

PhD Statistics Curriculum and Competencies taskforce, Chair	2018-PRESENT
PhD Curriculum Committee, Member	2018-PRESENT
Faculty Search Committee, Chair	2016- 2018

University Committees

Center for Undergraduate Research and Fellowship’s Fulbright Program Advisor	2017
Penn Population Aging Research Center Advisory Board	2015-PRESENT

TEACHING

Course Director

<i>Current Issues in Health & Social Policy</i> (Undergraduate/Graduate)	2017
<i>Advances in Health Systems Research & Analysis</i> (Undergraduate)	2017

Guest Lectures at Penn

<i>Secondary data analysis</i> ; Quantitative Research Designs and Method (PhD)	2018
<i>Nursing outcomes research</i> ; Pathways to Practice (Undergraduate)	2017
<i>Secondary data analysis</i> ; Quantitative Research Designs and Method (PhD)	2018
<i>Nursing and health services research</i> ; Introduction to Statistics (Undergraduate)	2017

Other Guest Lectures

<i>Introduction to public health policy</i> ; Introduction to Public Health—LaSalle University (Graduate)	2015
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DOCTORAL DISSERTATION COMMITTEES, MENTORSHIP, & ADVISING

Early Career Faculty Mentorship

Dr. Hilary Barnes, Assistant Professor, University of Delaware <i>The Impact of Nurse Practitioners on Health Outcomes in Outpatient Practices</i> ; AHRQ K08 mentor	Pending
Dr. Pam De Cordova, Assistant Professor, Rutgers University <i>Staffing SAFER - State Analysis for Effective Reporting</i> ; AHRQ K08-HS024339 mentor	2016–PRESENT
Dr. Olga Jarrin, Assistant Professor; Rutgers University <i>Comparative Effectiveness of Home Care Environments for Diverse Elders’ Outcomes</i> ; AHRQ K99-HS02240602 mentor	2013-2015
Post-Doctoral Fellows 2017- Present Jordan Harrison, National Clinician Scholars Program (NCSP), University of Pennsylvania	
2017- Present Anna Krupp, National Clinician Scholars Program (NCSP), University of Pennsylvania	
2017- Present Heather Brom	
2016- 2018 Jessica Smith Current position: Assistant Professor; University of Texas at Arlington, College of Nursing and Health Innovation.	

- [2] J. Z. McHugh, L. Passell, and B. Ravel. “Orientational ordering of ethylene on graphite”. In: *Canadian Journal Of Chemistry-Revue Canadienne De Chimie* 66 (1988), pp. 633–636. DOI: [10.1139/v88-109](https://doi.org/10.1139/v88-109).

some other text

- [1] J. Z. Larese, L. Passell, and B. Ravel. “Orientational ordering of ethylene on graphite”. In: *Canadian Journal Of Chemistry-Revue Canadienne De Chimie* 66 (1988), pp. 633–636. DOI: [10.1139/v88-109](https://doi.org/10.1139/v88-109).