

**KAREN B LASATER, PHD RN**

**ADDRESS**

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University of Pennsylvania School of Nursing  
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**EDUCATION**

PhD 2015 University of Pennsylvania School of Nursing, Philadelphia, PA  
MS 2013 University of Pennsylvania School of Nursing, Philadelphia, PA  
BSN 2010 Quinnipiac University, Hamden, CT  
Summa Cum Laude

**POSTGRADUATE TRAINING & FELLOWSHIP APPOINTMENTS**

2015-2017 Postdoctoral Fellowship  
Center for Health Outcomes and Policy Research, University of Pennsylvania School of Nursing  
National Institute for Nursing Research (NINR), National Institutes of Health (NIH) – T32  
NR07104  
2015-2017 Fellow  
Leonard Davis Institute of Health Economics, University of Pennsylvania

**PROFESSIONAL POSITIONS**

**Academic Appointments**

2017- Assistant Professor of Nursing  
University of Pennsylvania School of Nursing, Philadelphia, PA  
2017, Fall; Instructor, Statistics for Research and Measurement  
2018, Fall University of Pennsylvania School of Nursing, Philadelphia, PA  
2016, Fall Grader, Scientific Inquiry for Evidence-Based Practice  
University of Pennsylvania School of Nursing, Philadelphia, PA  
2015, Spring Lecturer/Grader, Scientific Inquiry for Evidence-Based Practice  
University of Pennsylvania School of Nursing, Philadelphia, PA  
2015, Fall; Teaching Assistant, Public Policy and the Nation's Health/Current Issues in Health and Social  
2014, Spring Policy, University of Pennsylvania School of Nursing, Philadelphia, PA  
2009, Summer Laboratory Instructor, Accelerated Nursing Program  
Quinnipiac University School of Nursing, Hamden, CT  
2007-2010 Academic Tutor, The Learning Center  
Quinnipiac University, Hamden, CT

### **Other Appointments**

- 2019 - Research Associate, Population Aging Research Center (PARC), University of Pennsylvania
- 2019 - Member, Committee on Research, School of Nursing, University of Pennsylvania
- 2018 - Member, Implementation Subcommittee of the Provost's Classroom Facilities Review Committee  
University of Pennsylvania  
Role: Faculty advisor for conversion of Fagin Hall Room 214 to a Structured, Active, In-Class Learning (SAIL) classroom
- 2017 - Senior Fellow  
Leonard Davis Institute of Health Economics, University of Pennsylvania
- 2017 - 2018 Founding Member, Long Term Care Working Group  
Leonard Davis Institute of Health Economics, University of Pennsylvania
- 2017 - Member, Associate Fellows Steering Committee  
Leonard Davis Institute of Health Economics, University of Pennsylvania
- 2015-2017 Member-at-large  
AcademyHealth Interdisciplinary Research Group on Nursing Issues (IRGNI)

### **Clinical Positions**

- 2010-2012 Registered Nurse  
Middlesex Hospital, Middletown, CT
- 2009-2010 Student Nurse Technician  
Hospital of Saint Raphael, New Haven, CT

### **LICENSURE**

- 2015- Registered Nurse, Pennsylvania
- 2010-2015 Registered Nurse, Connecticut

### **HONORS/AWARDS/MEMBERSHIPS IN HONORARY SOCIETIES**

- 2019 New Investigator Award, AcademyHealth Interdisciplinary Research Group on Nursing Issues
- 2019 Junior Faculty Research Award, University of Pennsylvania School of Nursing, Department of Biobehavioral Health Sciences
- 2015 Dorothy Mereness Award, University of Pennsylvania School of Nursing  
*For exceptional ability in scholarly writing*
- 2010 Summa cum laude, Quinnipiac University
- 2006-2010 Dean's List, Quinnipiac University
- 2007-2010 University Honors Program, Quinnipiac University
- 2009- Sigma Theta Tau International Honor Society of Nursing, Tau Rho chapter
- 2009 Connecticut League of Nursing Peer Recognition Award
- 2007 Outstanding Freshman Award, Quinnipiac University

## **RESEARCH**

### **Current Research Grants**

American Nurses Foundation, (**K. Lasater, PI**) 09/01/2018 – 08/31/2019  
“Are Magnet Hospitals a Model for Improving End of Life Care?” \$30,000  
Role: PI. This study aims to further document the patient outcome advantage of Magnet hospitals among a cohort of older adults with cancer who are hospitalized at the end of life.

Versant Center for the Advancement of Nursing, (**K. Lasater, PI**) 01/01/2017-12/31/2019  
“The Impact of Nurse-Physician Teamwork on Patient Outcomes at the End-of-Life” \$44,610  
Role: PI. This quantitative study assesses whether effective interprofessional teamwork between nurses and physicians is associated with treatment intensity for patients hospitalized at the end-of-life.

Quartet Pilot, Population Aging Research Center, (**K. Lasater, PI**) 07/01/2018 – 06/30/2019  
“Evaluating a Hospital Intervention to Improve Care for Older Adults at the End of Life” \$20,000  
Role: PI. We will determine (1) whether the types of care older adults receive at the end of life are different in Magnet hospitals compared with non-Magnet hospitals, and (2) whether racial differences in end of life care are explained, at least in part, by differences in hospitals where minorities seek care.

National Institute of Nursing Research, (M. McHugh, PI) 08/08/2016 – 05/31/2019  
“Comparing Quality and Cost of Care across Nursing Environments” 12.5% effort  
Role: Co-I. The goal of this proposal is to answer a fundamental question in nursing: Is there a compelling case (with respect to quality, cost, and value) for improving the nurse work environment.

National Institute on Minority Health and Health Disparities, (M. McHugh, PI) 08/08/2017 – 03/31/2020  
“The Impact of Nursing on Racial Disparities in Surgical Outcomes” 12.5% effort  
Role: Co-I. This study focuses on a systems feature given little attention in research on racial disparities in surgical patient outcomes—differences in the nursing resources across hospitals

National Institute of Nursing Research, (L. Aiken, PI) 09/15/2014 - 6/30/2019  
“Panel Study of Effects of Changes in Nursing on Patient Outcomes” 15% effort  
Role: Co-I. Data collection from a large random sample of nurses in four states that will be aggregated to their place of employment and linked with patient outcomes to determine the association of nursing with patient outcomes in a range of settings.

NINR Grant # T32NR007104, (L. Aiken, PI) 06/01/1999-06/30/2019  
“Advanced Training in Nursing Outcomes Research”  
Role: Core Faculty. Focus of research is on patient safety and quality of care outcomes, particularly older adult populations. Additional (empirical and theoretical) focus on nursing workforce issues (i.e. the relationship between the nursing work environment, nurse burnout and patient outcomes).

CHOP, Center for Health Outcomes & Policy Research Collaborative Nursing Research (L. Aiken, PI) annually  
“Children’s Hospital of Philadelphia” 1 calendar year effort  
Role: Co-I. Joint effort between nurses at the Children’s Hospital of Philadelphia and the Center for Health Outcomes & Policy Research to address gaps in research to inform evidence-based practice and management through an ongoing collaborative research relationship

### **Past Funded Research Grants**

Eastern Nursing Research Society, Presidents’ Circle Research Award 04/01/2018 – 03/31/2019  
“Evaluating the Value of Inpatient Nurse Practitioner-Led Care” (**K. Lasater, co-PI**) \$3,000  
Role: Co-PI. This study evaluates the value, in terms of cost and quality, of an NP-led model of care in hospitals. This work helps sustain and promote the collaborative academic-practice partnership between the Penn SON and the Hospital of the University of Pennsylvania.

NINR Grant # T32NR007104, (L. Aiken, PI) 06/01/1999-06/30/2019  
“Advanced Training in Nursing Outcomes Research”

Role: Predoctoral Trainee. Focus of research is on patient safety and quality of care outcomes, particularly older adult populations. Additional (empirical and theoretical) focus on nursing workforce issues (i.e. the relationship between the nursing work environment, nurse burnout and patient outcomes).

NINR Grant # T32NR007104, (L. Aiken, PI) 06/01/1999-06/30/2019

“Advanced Training in Nursing Outcomes Research”

Role: Postdoctoral Trainee. Focus of research is on patient safety and quality of care outcomes, particularly older adult populations. Additional (empirical and theoretical) focus on nursing workforce issues (i.e. the relationship between the nursing work environment, nurse burnout and patient outcomes).

Leonard Davis Institute of Health Economics, (K. Lasater, co-PI) 01/01/2016-12/31/2016

“Towards a Business Case for Nursing – Do Magnet Hospitals Perform Better on Value Based Purchasing Measures?” \$8,000

Role: Co-PI. This quantitative study uses a statistical matching approach to match Magnet and non-Magnet hospitals, to assess whether hospitals known for better nursing care account for superior performance on Value-Based Purchasing measures.

### Teaching Grants

Structured Active In-Class Learning, (K. Lasater, PI) 07/01/2018-06/30/2019

“NURS 230: Statistics for Research and Measurement” \$5,000

Role: PI. The purpose of this grant is to transform a traditional lecture course for introductory statistics into a structured active in-class learning (SAIL) class. Reimagining this course is motivated by the need to stimulate student engagement and enthusiasm for statistics.

### Doctoral Dissertation

**Lasater, K.B.** (2015). *Hospital nursing linked to readmissions following total hip and knee arthroplasty*. (Doctoral dissertation). Retrieved from ProQuest (1691866723).

Dissertation Chair: Matthew McHugh

## PUBLICATIONS

### **Journal Articles: Research, Peer Reviewed**

**Lasater, K.B.**, Jarrín, O.F., Aiken, L.H., McHugh, M.D., Sloane, D.M., Smith, H.L. (2019). A methodology for studying organizational performance: A multi-state survey of front line providers. *Medical Care*. doi: 10.1097/MLR.0000000000001167

Kang, X.L., Brom, H.M., **Lasater, K.B.**, McHugh, M.D. (2019). The association of nurse-physician teamwork and mortality in surgical patients. *Western Journal of Nursing Research*. doi: 10.1177/0193945919856338

**Lasater, K.B.**, Sloane, D.M, McHugh, M.D., Aiken, L.H. (2019). Quality of end of life care and its association with nurse practice environments in U.S. hospitals. *Journal of the American Geriatrics Society*, 67(2), 302-308.

**Lasater, K.B.**, Richards, M.R., Dandapani, N.B., Burns, L.R., McHugh, M.D. (2019). Magnet hospital recognition in hospital systems over time. *Health Care Management Review*, 44(1), 19-29.

Konetzka, R.T., **Lasater, K.B.**, Norton, E.C., Werner, R.M. (2018). Are recessions good for staffing in nursing homes? *American Journal of Health Economics*, 4(4), 411-432.

**Lasater, K.B.**, Germack, H.D., Small, D.S., McHugh, M.D. (2017). Hospitals known for nursing excellence perform better on Value Based Purchasing measures. *Policy, Politics, & Nursing Practice*, 17(4), 117-186.

Richards, M., **Lasater, K.B.**, McHugh, M. (2017). A race to the top? Competitive pressure and Magnet adoption among US hospitals 1997-2012. *Medical Care*, 55(4), 384-390.

**Lasater, K.B.,** McHugh, M.D. (2016). Reducing hospital readmission disparities of older Black and White adults after elective joint replacement: The role of nurse staffing. *Journal of the American Geriatrics Society, 64*(12), 2593-2598.

**Lasater, K.B.,** McHugh, M.D. (2016). Nurse staffing and the work environment linked to readmissions among older adults following elective total hip and knee replacement. *International Journal for Quality in Health Care, 28*(2), 253-258.

\*Editor's Choice

Brooks-Carthon, M., **Lasater, K.B.,** Rearden, J., Holland, S., & Sloane, D.M. (2016). Unmet nursing care linked to rehospitalizations among older Black AMI patients: A cross-sectional study of U.S. hospitals. *Medical Care, 54*(5), 457-465.

**Lasater, K.B.,** Sloane, D.M., & Aiken, L.H. (2015). Hospital employment of supplemental registered nurses does not detract from patients' overall hospital experience. *Journal of Nursing Administration, 45*(3), 145-151.

Brooks-Carthon, M., **Lasater, K.B.,** Sloane, D.M., & Kutney-Lee, A. (2015). The quality of hospital work environments and missed nursing care is linked to heart failure readmissions: a cross-sectional study of US hospitals. *British Medical Journal Quality and Safety, 24*, 255-263.

**Lasater, K.B.** (2013). Invisible economics of nursing: analysis of a hospital bill through a Foucauldian perspective. *Nursing Philosophy, 15*(3), 221-224.

**Blanchette, K.** (2012). Exploration of nursing care strategies for the management of urinary incontinence in hospitalized women. *Urologic Nursing, 32*(5), 256-259, 271.

#### **Journal Articles: Invited Commentaries**

Aiken, L.H., **Lasater, K.B.** (2017). The changing medical division of labor. *Journal of Ambulatory Care Management, 40*(3), 176-178.

#### **Other Publications**

**Lasater, K.B.** (2018, December 7). Improving end of life care – ask the nurses. Retrieved from <https://ldi.upenn.edu/healthpolicysense/improving-end-life-care-ask-nurses>

**Lasater, K.B.** (2017, March 21). Magnet hospitals do better on Medicare value measures: Nursing excellence pays off. Retrieved from <http://ldi.upenn.edu/healthpolicysense/magnet-hospitals-do-better-medicare-value-measures>

**Lasater, K.B.** (2015, August 5). Surgeon scorecard: Are surgeons operating in a health care team. Retrieved from <http://ldi.upenn.edu/surgeon-scorecard-are-surgeons-operating-health-care-team>

**Blanchette, K.** (2014, July 1). Placing nursing in the value equation. Retrieved from <http://my.academyhealth.org/blogs/karen-blanchette/2014/07/02/placing-nursing-in-the-value-equation>

**Blanchette, K.** (2010). Reflections from the NSNA. *Connecticut Nursing News, 83* (2), 7.

#### **CONSULTATION: RESEARCH/EDUCATIONAL**

Content Expert (May 2016). "Ready CNA" documentary. <http://www.cognotion.com/cna-certification/>

### **RECENT LECTURES BY INVITATION, SPEECHES AND WORKSHOPS**

- 08/29/2019 Invited panel speaker. Practices and strategies in creating active classroom learning environments. Inaugural Teaching-Learning Initiative. University of Pennsylvania, School of Nursing
- 06/04/2019 Multivariate Matching of Patients and Hospitals to Support a Business Case for Investments in Nursing. Academy Health's Annual Research Meeting, Washington, DC
- 06/01/2019 Multivariate Matching of Patients and Hospitals to Support a Business Case for Investments in Nursing. Academy Health's Interdisciplinary Research Group in Nursing Issues Interest Group Pre-Conference Session, Washington, DC
- 09/21/2018 Invited panel speaker. PhD Open House for Prospective Students. University of Pennsylvania, School of Nursing
- 08/07/2018 Career Day. Pipeline Program at the Netter Center. University of Pennsylvania.
- 02/22/2018 Responsible Conduct of Research and Authorship. Responsible Conduct of Research colloquia. University of Pennsylvania, School of Nursing, Office of Nursing Research.
- 02/19/2018 STATA Intensive. Center for Health Outcomes and Policy Research Seminar Series, University of Pennsylvania
- 01/30/2018 Improving End of Life Care for Seriously Ill Hospitalized Older Adults. 7<sup>th</sup> Annual Penn Health Policy Retreat, Leonard Davis Institute of Health Economics, University of Pennsylvania
- 12/07/2017 Professional networking. Doctoral Student Organization, University of Pennsylvania, School of Nursing
- 11/29/2017 Patient Outcomes and Care Examined Through a Nursing and Health Systems Perspective. Office of Nursing Research Innovation and Research Colloquia, University of Pennsylvania, School of Nursing
- 11/20/2017 Publishing and Increasing Your Visibility. Center for Health Outcomes and Policy Research Seminar Series, University of Pennsylvania
- 09/19/2017 Leonard Davis Institute "Kick Off" presentation of new Senior Fellows, University of Pennsylvania, university-wide presentation
- 10/28/2016 Critical Appraisal of Nursing Studies, Scientific Inquiry For Evidence-Based Practice, University of Pennsylvania, undergraduate nursing course
- 02/05/2016 Quantitative Research Design, Scientific Inquiry For Evidence-Based Practice, University of Pennsylvania, undergraduate nursing course
- 01/22/2016 Introduction to Quantitative Research, Scientific Inquiry For Evidence-Based Practice, University of Pennsylvania, undergraduate nursing course
- 11/18/2015 Why Your Bedside Nurse May Make the Difference Between Rehospitalization or Recovering at Home. Toward an Understanding of the Nature of Health Disparities and Health Equity Research, Center for Health Equity Research and Office of Nursing Research, University of Pennsylvania
- 11/04/2015 Value-Based Purchasing Program, Public Policy and the Nation's Health/Current Issues in Health and Social Policy, University of Pennsylvania, undergraduate/graduate nursing course
- 02/19/2014 Evolving Nursing Science, University of Pennsylvania, graduate nursing course

08/27/2013 General Exam: Reading a Milestone, Center for Health Outcomes and Policy Research, University of Pennsylvania, departmental talk

### **MEETING/CONFERENCE ORGANIZING ROLES**

2018 Student Poster Abstract Review Committee, Annual Research Meeting, AcademyHealth, Seattle, WA

2017-2018 Seminar Leader, Center for Health Outcomes & Policy Research, T32 Seminar Series, University of Pennsylvania School of Nursing

06/24/2017 Poster Walk Leader, AcademyHealth Interdisciplinary Research Group on Nursing Issues (IRGNI) Poster Session, New Orleans, LA

06/24/2017 Co-Organizer, AcademyHealth Interdisciplinary Research Group on Nursing Issues (IRGNI) Annual Meeting, New Orleans, LA

06/25/2016 Co-Organizer, AcademyHealth Interdisciplinary Research Group on Nursing Issues (IRGNI) Annual Meeting, Boston, MA

### **MEMBERSHIPS IN PROFESSIONAL & SCIENTIFIC SOCIETIES & OFFICES HELD**

2016-2018 American Society of Health Economics, member

2013-Present AcademyHealth, member

2015-Present American Nurses Association, member

2015-Present Eastern Nursing Research Society, member

2013-Present AcademyHealth Interdisciplinary Research Group on Nursing Issues (IRGNI), member

2018-Present National League for Nursing, member

2009-Present Sigma Theta Tau International Honor Society, member

2015-2017 AcademyHealth Interdisciplinary Research Group on Nursing Issues (IRGNI), member-at-large

2012-2014 Society of Urologic Nursing, member

2011-2012 Connecticut Nurses Association, finance committee

2010-2011 Sigma Theta Tau, Tau Rho Chapter, governance committee

2008-2010 Quinnipiac Student Nurses Association, vice president

### **SELECTED PROFESSIONAL ACTIVITIES**

2012-2014 Peer Reviewer, *Urologic Nursing*

2014-Present Peer Reviewer, *Medical Care*

2017-Present Peer Reviewer, *International Journal of Nursing Studies*

2018-Present Peer Reviewer, *New England Journal of Medicine*

2019-Present Peer Reviewer, *Health Affairs*

### **ACADEMIC MENTORSHIP / ADVISING**

#### **Undergraduate advisement**

2017-2018 School of Nursing Undergraduate Advising (4 undergraduate nursing students)

2018 Summer Undergraduate Minority Research (SUMR) Scholar (Audrey Fretzin)

2018-2019 School of Nursing Undergraduate Advising (6 undergraduate nursing students)

Fall 2019 Preceptor, N389 Research/Inquiry-Based Service Residency

#### **Graduate advisement**

07/2018 - PhD advisee (Kathryn Riman); Chair of Qualifying Exam

**Dissertation advisement**

12/14/2017 Reader, candidacy examination, Andrew Dierkes  
06/13/2018 Reader, candidacy examination, Amanda Bettencourt  
06/19/2018 Reader, dissertation, Andrew Dierkes  
07/18/2018 Reader, dissertation, Cindy del Rosario  
10/23/2018 Reader, candidacy examination, Marta Simonetti  
05/14/2019 Reader, dissertation, Amanda Bettencourt  
06/18/2019 Reader, dissertation, Marta Simonetti  
08/22/2019 Reader, dissertation, Shweta Singh  
09/25/2019 Reader, candidacy examination, Amelia Schlak