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Curriculum vitae

**EILEEN LAKE**

School of Nursing  
University of Pennsylvania  
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**EDUCATION**

**Ph.D.**, Sociology, 1999, University of Pennsylvania  
Specializations: sociology of medicine, organizations, work

**M.S.N.**, Nursing Administration, 1997, University of Pennsylvania

**M.A.**, Public Policy Studies, 1986, Georgetown University

**B.S.**, Nursing, *magna cum laude*, 1981, Duke University

**PROFESSIONAL EXPERIENCE**

**University of Pennsylvania**, Philadelphia, PA

Assistant Professor, School of Nursing, 1999-present

Nursing 260: Research Methodology, 2000, 2001

Secondary Appointment, Department of Sociology, 2001-present

Senior Fellow, Leonard Davis Institute of Health Economics, 2000-present

Lecturer                      Nursing 260: Research Methodology, 1998

Nursing 230: Statistics, 1997

Teaching Assistant      Nursing/Sociology 334: Introduction to Health and Social Policy, 1996

Assistant Director, Center for Health Services & Policy Research, School of Nursing, 1989-1993

Directed major health services research projects, including 1) a national 20-hospital outcomes study of hospital AIDS care involving primary data collection from 1000 nurses and 1300 AIDS patients; 2) the first national prospective study of staff nurse occupational exposure to blood borne pathogens; 3) a 20-hospital study comparing the clinical and economic outcomes of care for hospitalized persons with AIDS that used state-of-the-science instruments to stage severity-of-illness; 4) a nursing intervention to prevent AIDS in Chile; and 5) a national study of the impact of the organization of hospital nursing on Medicare mortality that required the merger and analysis of national secondary data bases.

**Medicare Prospective Payment Assessment Commission, Washington, D.C., 1986-1989**

Health Policy Analyst

Evaluated the impact of the DRG prospective payment system on the quality of hospital care and beneficiary access to care. Developed policy recommendations based on analysis of the national data file of all hospitalizations of Medicare beneficiaries (11 million records each year). Organized and moderated a conference of nursing experts on DRGs and nursing intensity. Commission liaison with the nursing community.

**Actuarial Research Corporation, Annandale, Virginia, 1985**

Consultant

Designed and directed a protocol for data collection on the utilization of HMO services by Rhode Island Group Health Association enrollees.

**Georgetown University Hospital, Washington, D.C., 1980-1986**

Staff Nurse on three nursing units:

Oncology

Medical-surgical care for institutionalized psychiatric patients

Alcohol and drug detoxification

**Duke University Medical Center, Durham, N.C., 1979-1981**

Professional Nurse Assistant: Medical Intensive Care Unit

Assistant Nurse Researcher: Collected data by physical exam of elementary school students

**PROFESSIONAL LICENSURE**

Registered Nurse, License #301361 L, Pennsylvania State Board of Nursing

**FUNDED RESEARCH**

Effect of Nurse Expertise on Patient Outcomes. University Research Foundation, \$20,000; Leonard Davis Institute of Health Economics, \$10,000; Sigma Theta Tau Xi Chapter, \$1,000. Principal Investigator, 7/03-6/04.

Nursing Expertise Measures for Outcomes Research. National Institute of Nursing Research, NIH, K01-NR00166, Principal Investigator, \$273,206, 7/00-6/03.

Nursing Expertise Measures for Outcomes Research. University Research Foundation, \$25,000, Principal Investigator, 6/00-6/01.

A Survey Instrument to Measure Clinical Nursing Expertise. American Nurses Foundation Julia Hardy RN Scholar, \$5,000, Principal Investigator, 10/97-10/98.

Individual National Research Service Award Fellowship to support predoctoral training, National Institute of Nursing Research, NIH, 5 F31 NR06964, Predoctoral Fellow, \$33,856 (stipend), 1/94-8/97.

## **PROFESSIONAL ACTIVITIES**

Collateral Reviewer, Sigma Theta Tau International, 2003-2004

Member, James Thompson Award Committee (for best graduate student paper), Section on Organizations, Occupations, and Work, American Sociological Association 2003

Member, Sigma Theta Tau International, Honor Society of Nursing: Beta Epsilon Chapter 1981-1994, Xi Chapter 1990-present.

Member, Eastern Nursing Research Society, 2001-present

Member, Pennsylvania Nurses Association / American Nurses Association, 1997-present

Member, American Sociological Association, 1994-present

Member, AcademyHealth, 1990-present

Organizer and Moderator, "Beijing and Beyond: Progress for Women?" an interdisciplinary conference on the impact of the 4<sup>th</sup> World Conference for Women on women's lives and on government policies. With attendees from Sociology, Nursing, and Wharton. University of Pennsylvania, February 1997

Reviewer, Journal of General Internal Medicine, 1991

Member, HIV Committee, University of Pennsylvania Medical Center, 1989-1990

Member, Institutional Review Board, The Neurology Center, Chevy Chase, MD, 1988-1989

Volunteer Nurse, Christ House: (provides 24 hour nursing care for homeless men) Washington, D.C., 1987-1988

Member, Nursing Quality Assurance Committee; Salaried Nurses Committee; Nursing Care Committee. Georgetown University Hospital, Washington, D.C., 1982-1986

## UNIVERSITY OF PENNSYLVANIA ACTIVITIES

### School of Nursing Committees

Strategic Planning, 2002-2003

Ethics, 2001-2003

Doctoral Admissions, 2001-2003

Committee on Committees, 2000-2004

## PUBLICATIONS

Eileen T. Lake. ADevelopment of the Practice Environment Scale of the Nursing Work Index.@ *Research in Nursing & Health*, May/June 2002; 25(3): 176-188.

Linda H. Aiken, Douglas M. Sloane, Eileen T. Lake, Julie Sochalski, Anita L. Weber. AOrganization and Outcomes of Inpatient AIDS Care.@ *Medical Care*, 1999; 37(8): 760-772.

Eileen T. Lake. AAdvances in Understanding and Predicting Nurse Turnover.@ *Research in the Sociology of Health Care*, June 1998; 15: 147-171.

Linda H. Aiken, Douglas M. Sloane, Eileen T. Lake. ASatisfaction with Inpatient Acquired Immunodeficiency Syndrome Care: a National Comparison of Dedicated and Scattered-bed Units.@ *Medical Care*. 1997; 35(9): 948-962.

Linda H. Aiken, Julie Sochalski, Eileen T. Lake. AStudying Outcomes of Organizational Change in Health Services.@ *Medical Care*. 1997 Supplement; 35(11): NS6-NS18.

Linda H. Aiken, Eileen T. Lake, Julie A. Sochalski, Douglas M. Sloane. ADesign of an Outcomes Study of the Organization of Hospital AIDS Care.@ *Research in the Sociology of Health Care*. June 1997; 14: 3-26.

Linda H. Aiken, Herbert L. Smith, Eileen T. Lake. AUsing Existing Health Care Systems to Respond to the AIDS Epidemic: Research and Recommendations for Chile.@ *International Journal of Health Services*. 1997; 27:177-199.

Linda H. Aiken, Herbert L. Smith, Eileen T. Lake. ALower Medicare Mortality among a Set of Hospitals Known for Good Nursing Care.@ *Medical Care*. 1994; 32: 771-787.

Linda H. Aiken, Eileen T. Lake, Salaam Semaan, Heidi P. Lehman, Patricia O'Hare, C. Suzanne Cole, Debora Dunbar, Ian Frank. Nurse Practitioner Managed Care for Persons with HIV Infection. *Image: Journal of Nursing Scholarship*. 1993; 25:172-176.

Eileen T. Lake. Medicare Prospective Payment and the Changing Health Care Environment. In L. Aiken and C. Fagin (Eds.), *Charting Nursing's Future: Agenda for the 1990's* (pp. 121-138). Lippincott: Philadelphia, 1992.

Price, Kurt F. and Eileen T. Lake. ProPAC's Assessment of DRGs and Nursing Intensity. *Nursing Economic\$*. 1988; 6: 10-16.

## **PRESENTATIONS AT SCIENTIFIC MEETINGS**

### **International**

International Differences in Nurse Practice Environments: Findings from the International Hospital Outcomes Research Consortium (C. R. Friese and E. T. Lake). Paper to be presented at the 5<sup>th</sup> International Conference on the Scientific Basis for Health Services, Washington, DC, September 2003.

A Validation Study of the Practice Environment Scale of the Nursing Work Index (L.S. Leach and E.T. Lake). Paper to be presented at the Scientific Sessions of the 37<sup>th</sup> Biennial Convention of Sigma Theta Tau International, Toronto, Canada, November 2003.

A Good Place for Nurses to Work: Examining the Nursing Practice Environment of a Broad Set of Hospitals (with C. Friese). Paper to be presented at the Sigma Theta Tau International, 14<sup>th</sup> International Nursing Research Congress, St. Thomas, USVI, July 2003.

Constructing Empirical Measures of the Hospital Nursing Practice Environment (With J. Sochalski and A. Boulis). Paper presented at the Sigma Theta Tau International, 11<sup>th</sup> International Nursing Research Congress, London, England, June 1999.

Advances in Understanding and Predicting Nurse Turnover. Paper presented at the Sigma Theta Tau International, 8<sup>th</sup> International Nursing Research Congress, Ocho Rios, Jamaica, June 1996.

The Effects of Hospital Organization on Patient Satisfaction: The Case of AIDS (with L. Aiken and H. Smith). Paper presented at Sigma Theta Tau International, 6<sup>th</sup> International Nursing Research Congress, Madrid, Spain, June 1993.

HIV Surveillance and Transmission Patterns in Santiago, Chile 1991 (with H. Smith, L. Aiken, N. Peragallo, and X. Ferrer). Poster at the IX International Conference on AIDS, Berlin, Germany, June 1993.

Functional Survival Staging for Hospitalized AIDS Patients (with A. Justice, L. Aiken, and S. Williams.) Poster at the IX International Conference on AIDS, Berlin, Germany, June 1993. Study Director, Survey of HIV Testing Sites in Metropolitan Santiago, conducted with the Centro Internacional de Investigaciones Colaborativas, Santiago, Chile. March-May 1992.

A Comparison of Care Outcomes for HIV Infected Persons Managed Primarily by Nurse Practitioners versus Physicians (with H. Lehman, L. Aiken, S. Semaan, H. Smith, P. O'Hare, I. Frank, and N. Guarda). Poster at the VII International Conference on AIDS, Florence, Italy, June 1991.

**National**

A Good Place for Nurses to Work: Nursing Practice Environments and Staffing in Hospitals (with C. Friese). Paper to be presented at the 98<sup>th</sup> Annual Meeting of the American Sociological Association, Atlanta, Georgia, August 2003.

Measuring Clinical Nursing Expertise for Outcomes Research. Paper presented at the 2002 State of the Science Congress, Washington, D.C., September 2002.

Measuring the Hospital Nursing Practice Environment. Paper presented at the 97<sup>th</sup> Annual Meeting of the American Sociological Association, Chicago, Illinois, August 2002.

Measuring Clinical Nursing Expertise for Outcomes Research. Poster presented at the 4<sup>th</sup> Annual Penn Macy Institute to Advance Academic Nursing Practice, Philadelphia, PA., July 2002.

Focusing on Clinical Nursing Expertise. Presented in a Plenary Session @Using Evidence to Build a Professional Nurse Practice Environment@ at the American Nurses Association 2002 Biennial Convention, Philadelphia, PA., June 2002.

Measuring Clinical Nursing Expertise for Outcomes Research. Poster presented at the Annual Research Meeting of the Academy of Health Services Research and Health Policy, Washington, D.C., June 2002.

Clinical Nursing Expertise Measures for Outcomes Research. Paper presented at the 95<sup>th</sup> Annual Meeting of the American Sociological Association, Washington, D.C., August 2000.

A National Evaluation of the Outcomes of Dedicated AIDS Units (With L. Aiken, D. Sloane, A. Weber, and J. Sochalski). Paper presented at the 93<sup>rd</sup> Annual Meeting of the American Sociological Association, San Francisco, California, August 1998.

Satisfaction with Inpatient AIDS Care: A National Comparison of Dedicated Units and Scattered Beds (With L. Aiken and D. Sloane). Paper presented at the 91<sup>st</sup> Annual Meeting of the American Sociological Association, New York City, New York, August 1996.

**Regional**

Examining the Nursing Practice Environment in a Broad Sample of Hospitals (with C. Friese). Paper to be presented at the 15th Annual Scientific Session of the Eastern Nursing Research Society, Yale University, New Haven, CT., March 2003.

A Good Place For Nurses To Work: Nursing Practice Environments and Staffing in a Broad Set Of Hospitals (with C. Friese). Paper presented at the 73<sup>th</sup> Annual Meeting of the Eastern Sociological Society, Philadelphia, PA. March 2003.

Development of Survey Measures of Clinical Nursing Expertise. Paper presented at the 14th Annual Scientific Session of the Eastern Nursing Research Society, The Pennsylvania State University, State College, PA., March 2002.

Development of Survey Measures of Clinical Nursing Expertise. Paper presented at the 9th Annual Research Day of the Philadelphia Chapters of Sigma Theta Tau International, LaSalle University, Philadelphia, PA., April 2001.

Measuring the Social Organization of Nurses= Work (With J. Sochalski). Paper presented at the 70<sup>th</sup> Annual Meeting of the Eastern Sociological Society, Baltimore, Maryland, March 2000.

Advances in Understanding and Predicting Nurse Turnover. Paper presented at the 65<sup>th</sup> Annual Meeting of the Eastern Sociological Society, Philadelphia, Pennsylvania, March 1995.

### **INTERNATIONAL ACTIVITIES**

Invited participant, Havana, Cuba, week-long consultation with the National School of Public Health Department of Nursing, sponsored by Medical Education in Cooperation with Cuba (MEDICC). February 2003.

### **INVITATIONAL CONFERENCES**

Invited paper, Outcomes Research: Design and Measurement Issues, Oncology Nursing Congress, Atlanta, GA, April 1999.

Invited participant, Conference on Nursing and the HIV Epidemic: A National Action Agenda, sponsored by Health Resources and Services Administration and National Center for Nursing Research, Washington, D.C., October 1989.

Panelist for discussion: Approval, Coverage and Reimbursement in the Public and Private Sector, @ Conference on Accommodating Advances in Ophthalmology in A Cost-Containment Environment, sponsored by Institute for Health Policy Analysis and The Center for Sight, Washington, D.C., November 1988.

Invited participant, Conference on Costing Hospital Nursing Services, sponsored by Health Resources and Services Administration, U.S. Department of Health and Human Services. Washington, D.C., April 1987.

### **FOREIGN LANGUAGES**

Fluent in Spanish