

Think Tank on Moral Distress in LTC (Waterloo, September 29, 2023): Participant Biographies

Oluwagbohunmi (Olu) Awosoga (MA, MBA, MSc, DPhil) is a statistician by training with over 30 years of post-secondary teaching experience. A Nigerian and Canadian Citizen, he is an Associate Professor, Faculty of Health Sciences, and the immediate past Board of Governors Teaching Chair (2019-2021) at the University of Lethbridge, Alberta. His research program spans many areas of statistical applications, including: quantitative research methods, parametric/nonparametric statistics, statistical modelling, psychometrics, meta-analysis, moral distress, quality of life, health and well-being of workers in both childcare and continuing care environment, aging, dementia in the elderly, and Aboriginal housing and homelessness in Canada. He was a Carnegie African Diaspora Fellow (2021) at the College of Medicine, University of Ibadan, and Chrisland University, Abeokuta.

Hannah Blair (BSc) is a Project Manager on the Research and Knowledge Mobilization team at the Schlegel-UW Research Institute for Aging (RIA) in Waterloo. She supports the work of the Schlegel Chairs, research projects across Villages and various RIA initiatives including the Co-Design Working Group. Hannah graduated from the University of Waterloo in April with a degree in Kinesiology and minor in Medical Physiology.

Sheila Boamah (PhD) is a clinician and an Assistant Professor in the School of Nursing at McMaster University. Her research foci include health system transformation and innovation, health human resources, and quality and outcomes of underserved populations. Her work primarily focuses on how clinical microsystems, technology and organizational processes affect outcomes of care, and quality of life of older adults, their families, and health providers. Her current research program aims to develop, test and share transformative strategies and interventions that can optimize patient and family experiences and outcomes by improving how health care is delivered in Canada. In addition, by taking an interdisciplinary approach, Boamah's research contributes to understanding how currently siloed systems, sectors and teams across the health care spectrum can work together to combat disparities in the older adult population.

Cera Cruise (MA) is a critical disability studies scholar and political scientist with over 3 years of experience working in LTC+ settings. As a member of Dr. Bonnie Lashewicz's CaRER Lab, based out of the Department of Community Health Sciences at the University of Calgary, Cera conducted interviews with LTC workers on their experiences of working during the COVID-19 pandemic and has led the authorship of several articles and reports.

Kylie Dempster (PhD) is Head of Operations at the MacDonald Franklin OSI Research Centre, where she helps facilitate strategic partnerships for long-term research initiatives. She is passionate about interdisciplinary research involving social determinants of health on disease risk and early identification of changes that precede adverse health outcomes.

Elaine deVries (MA, MEd) is the Education Manager at the Ontario Centres for Learning, Research and Innovation in Long-Term Care (Ontario CLRI) at the Schlegel-UW Research Institute for Aging. She is currently designing and developing education for the LTC sector in the following areas: infection prevention and control, orientation training, and environmental services. She also co-leads the Ontario CLRI's learning management system. She holds a MEd in Distance Education (Athabasca University) and a MA in English (University of Toronto).

Kate Dupuis (PhD) is the Schlegel Innovation Leader in Arts and Aging. She is based at the Sheridan Centre for Elder Research at Sheridan College in Oakville, Ontario and is also a Professor in Sheridan's Faculty of Applied Health and Community Studies. After receiving her PhD in Psychology from the University of Toronto, Kate completed a Mitacs-funded postdoctoral fellowship in the Neuropsychology and Cognitive Health and Hearing Services programs at Baycrest and became registered with the College of Psychologists of Ontario. Kate is a clinician-scientist whose work lies at the intersection of arts, health, and aging. In her research, Kate seeks to understand how arts participation (both passive and active) can benefit all domains of health and well-being for older adults and those who care for them, and she explores how to encourage and support creativity and self-expression across the lifespan. During the COVID-19 pandemic, Kate's work expanded to include the experiences of moral distress and moral injury in staff working in retirement and long-term care homes. She uses arts and creativity techniques to address health and well-being of staff, with an aim of enhanced resilience and recovery.

Colleen Grady (DBA) is an Associate Professor and Research Scientist with the Centre for Studies in Primary Care at Queen's University in Kingston, Ontario. Colleen is a researcher focused on physician leadership development, psychological health and safety in the workplace, and functional healthcare organizations. Her current work supports the Family Medicine post-graduate program, the evaluation of leadership in Ontario Health Teams, Indigenous health, and collaboration among physicians to inform system integration. She and her team recently conducted a national study, commissioned by the Mental Health Commission of Canada, producing two reports: "Exploring Two Psychosocial Factors for Health-Care Workers: Support for Psychological Self-Care and Protection from Moral Distress in the Workplace: Facilitators and Barriers" and "Examining Two Psychosocial Factors in Long-Term Care During the COVID-19 Pandemic: Policy Brief."

Kristen Jones-Bonofiglio (PhD, RN) is an Associate Professor and Director of the School of Nursing at Lakehead University in Thunder Bay, Ontario. She is also the Director of Lakehead University Centre for Health Care Ethics (CHCE) and Head of the 1st Canadian Unit of the International Chair in Bioethics. She has a clinical background in acute care and correctional

nursing. Her current research interests and expertise focus on moral distress, moral injury, health care ethics, compassionate leadership, and mental health and addictions. Among her publications is a monograph book titled: *Health Care Ethics through the Lens of Moral Distress*.

Heather Keller (RD, PhD, FDC, FCAHS) is a Professor and the Schlegel Research Chair in Nutrition & Aging at the University of Waterloo and the Schlegel-UW Research Institute for Aging. She is an internationally recognized expert in geriatric nutrition, assessment, and treatment. Research areas focus on nutrition risk and malnutrition identification and treatment across care sectors; improving nutrition care processes and implementing screening and other best practices; supporting food intake of diverse groups living in the community, including those living with dementia; and improving hospital and residential food and promoting food intake and the mealtime experience in these settings. Professor Keller has led several national research and knowledge translation projects, including the landmark Nutrition Care in Canadian Hospitals, More-2-Eat and Making the Most of Mealtimes in Long Term Care studies.

Devon Kerslake (MA) is a Graphic Facilitator with ThinkLink Graphics. Devon started graphic recording before she knew it had a name! She holds her Masters Degree in Cultural Studies and is fascinated by graphic narratives and comics. When she isn't illustrating or scribing, Devon is making art with her three young boys in Guelph.

Nathan Kolar (MCISc) is the Health and Safety Consultant with the Workplace Wellbeing team with Public Services Health and Safety Association (PSHSA). Nathan advises and helps public sector and LTC organizations develop and navigate psychological health and safety programs, tools and resources to support worker wellbeing. He also holds a Part-Time Faculty position at Centennial College, with which he mentors students in the Workplace Wellness and Health Promotion program. In his work, Nathan brings a unique combination of skills pertaining to personal health and wellness, group benefits, and project management. Prior to joining PSHSA, Nathan worked with a private insurer to support clients implementing a suite of corporate wellness services, leading to recognition for his efforts from the Wellness Council of America (WELCOA). For further industry involvement, Nathan was the Chair of the Ontario Workplace Health Coalition (OWHC), and is currently involved with both CSA Group as a technical committee member for the National Standard of Canada for Psychological Health and Safety in the Workplace, and the Canadian Society for Exercise Physiology (CSEP) as a Scientific Advisory and Partnership Committee member.

Jane Kuepfer (RP, PhD, MDiv) is the Schlegel Specialist in Spirituality and Aging with the Schlegel-UW Research Institute for Aging and Conrad Grebel University College, in Waterloo, Ontario. She is a spiritual director, an ordained minister, and a registered psychotherapist, and serves as a spiritual care provider in a retirement home. Jane coordinates an annual Spirituality and Aging Seminar, conducts research in the area of spiritual care, and teaches graduate

courses. She recently convened, in Waterloo, the 10th International Conference on Ageing & Spirituality.

AnneMarie Levy (MSc, PhD) earned her MSc and PhD in Neuroscience and Applied Cognitive Science. She is a Lecturer with the Faculty of Science and Research Associate at the Lazaridis School of Business and Economics at Wilfrid Laurier University in Waterloo and Research Coordinator at the University Health Network in Toronto. Her research centres on the healthcare of aging populations and the development, evaluation, and implementation of technologies (e.g., programs, policies, hardware/software) that enable individuals with cognitive impairment to live well. Dr. Levy coordinated the implementation and evaluation of the Dementia Isolation Toolkit (www.dementiaisolationtoolkit.com) in three long-term care homes in Ontario during the COVID-19 pandemic and presently, manages Cog@Work, a research program exploring how employers are preparing to optimize the productivity of an aging workforce, particularly those diagnosed with mild cognitive impairment or dementia while on the job.

Sarah List (BSc, MPH) is the Knowledge Mobilization Manager at the Schlegel-UW Research Institute for Aging (RIA) in Waterloo, Ontario, supporting the organization to promote practice change through research mobilization. Sarah most recently comes from Ontario Lottery and Gaming as a Manager of Research and Policy in the Community, Sustainability, and Social Responsibility Department, succeeding her role as Knowledge Broker at Greo. In both capacities she encouraged responsible gambling research knowledge use in policy and practice. She has led policy development and implementation, and evaluations in critical care medicine in her roles at Critical Care Services Ontario and CitiCall Ontario, both serving her pursuit to provide better health for Ontarians.

Erica MacTavish (BKin) graduated from the kinesiology program at Laurier University in 2021 and began working in a long-term care home as a recreation professional. Erica quickly built strong connections with staff and residents but began to notice many systematic problems. After doing some research, Erica applied to the Master's program in recreation and leisure at the University of Waterloo. Erica is now working on writing a thesis under the supervision of Dr. Sherry Dupuis and has been exploring moral injury/distress as a research assistant with Dr. Kate Dupuis.

Margaret McKinnon (PhD) serves as the Homewood Research Chair in Mental Health and Trauma and as Professor and Associate Chair, Research in the Department of Psychiatry and Behavioural Neurosciences at McMaster University. Dr. McKinnon is known for her work characterizing trauma-related illness and PTSD among military members, Veterans, first responders, and survivors of childhood abuse and trauma. She is also involved in the development and testing of novel treatment interventions aimed at often-unexplored aspects of PTSD and trauma, including guilt and shame, moral injury, dissociation, and cognitive dysfunction.

Raquel Meyer (PhD, RN) is Director of the Ontario Centres for Learning, Research and Innovation in Long-Term Care at Baycrest, where she leads the design, implementation, scaling and evaluation of educational innovations to strengthen the current and future workforce. Raquel completed her doctorate in nursing health services research at the University of Toronto. She was the recipient of a Nursing Early Career Research Award through the Ontario Ministry of Health and Long-Term Care. Dr. Meyer's scholarly activities focus on educational innovation, health human resources, leadership and care models. Raquel is an enthusiastic proponent for the relevance of research to clinical practice, education, leadership and policy development.

Heather Millman (MA, MSc) is Clinical Research Co-Lead in McMaster University's Trauma and Recovery Research Unit, and an Addiction and Mental Health Therapist at Homewood Health Centre. She holds an MSc. in Psychotherapy from McMaster University, and is a Registered Psychotherapist (Qualifying) in the Province of Ontario. Ms. Millman also holds an M.A. in Public Issues Anthropology from the University of Guelph, and has held research positions in a number of organizations, including the Department of National Defense, Homewood Research Institute, and Region of Waterloo Public Health.

Scott Mitchell (BA Hons) is a Knowledge Broker at the Ontario Centre for Learning, Research and Innovation in Long Term Care (CLRI) hosted by the Schlegel-UW Research Institute for Aging (RIA) in Waterloo, where he leads the Workplace Mental Health in LTC program. Prior to joining the RIA in 2018, Scott was Director of Knowledge Transfer at the Canadian Mental Health Association, Ontario, where he co-designed research studies and developed programs to promote peer support, social inclusion, accessibility, and physical activity for mental health.

Anthony Nazarov (PhD, PMP) is a neuroscientist with a research focus on PTSD, moral injury, and social cognition. He is currently the Associate Scientific Director at the MacDonald Franklin OSI Research Centre, Canada's leading independent military and Veteran mental health research centre. He is also an Associate Scientist at Lawson Health Research Institute and a Research Scientist in the Department of Psychiatry at Western University. Previously, he was a defence scientist at the Department of National Defence, Defence Research and Development Canada, investigating psychological resilience and mental health in Canadian Armed Forces personnel. Dr. Nazarov's research explores how we can better identify, treat, and prevent operational stress injuries, with a particular interest in the interplay between trauma, morality, and sense-making.

Elizabeth Peter (PhD, RN, FAAN) is a Professor at the Bloomberg Faculty of Nursing and a member of the Joint Centre for Bioethics at the University of Toronto, Ontario. She is an Associate Editor of *Nursing Ethics*, Chair of the Bioethics Expert Panel for the American Academy of Nursing, and Chair of Public Health Ontario's Ethics Review Board. Her interdisciplinary academic background in nursing, philosophy, and bioethics has framed her scholarship over the past 30 years. She has concentrated much of her work examining ethical issues in community care, including home care and long-term care. Funded by a Toronto

COVID-19 Action Initiative grant, she recently led several related studies to examine the moral concerns of nurses during the pandemic, including a study that has focused on the moral habitability of the work environments of Registered Practical Nurses working in long-term care through the pandemic. These studies have identified sources of nurses' distress and explored mitigating strategies related to fostering resilience, building moral community, and various sources of organizational support.

Chris Pugh (MA) is Manager, Policy and Quality, at the Ontario Long-Term Care Association (OLTCA). Chris supports policy development and quality initiatives at the OLTCA, including supporting members in finding solutions to the challenges they face in their homes. Chris joined the OLTCA after seeing how policy shapes care during his time at Kensington Health and at Health Quality Ontario. Chris also worked in the Ministry of Children and Youth Services helping to improve and transform mental health supports for Ontario's youth.

Kim Ritchie (PhD) is an Assistant Professor at Trent University in Peterborough, Ontario. She has over 20 years of clinical and leadership experience in geriatrics and geriatric mental health. She completed a PhD in Rehabilitation Science at Queen's University, and a post-doctoral fellowship in the Trauma and Recovery Lab, McMaster University. Dr. Ritchie's research has two foci. The first focuses on caring for older adults who have experienced past trauma, especially older adults who also have dementia. The second, focuses on PTSD and moral injury in high-risk occupations, such as healthcare providers, public safety personnel, and older Veterans.

Iqra Saleem (MPA) is a Senior Program Advisor, Programs Unit, Operations Division, with the Ontario Ministry of Long-Term Care. The Programs Unit leads work related to program design, implementation and evaluation as well as building capacity in homes to improve quality.

Julia Smith (PhD) is an Assistant Professor in the Faculty of Health Sciences at Simon Fraser University in Vancouver, British Columbia. She is a Michael Smith BC Scholar and faculty member with the Centre for Gender and Sexual Health Equity. Dr. Smith has expertise in gender and intersectional analysis, the healthcare workforce, public policy and global health. From 2020 to 2023 she led the Gender and COVID-19 project, which conducted research to inform gender-based pandemic response across 12 countries and established the Gender and Public Health Emergencies Working Group. Her book, *Conscripted to Care: Women on the Frontlines of the COVID Response* (McGill-Queen's University Press, 2023) includes a focus on the experiences of those working in long-term care. Currently, Dr. Smith leads the Health and Social Inequities Theme within the Pacific Institute on Pandemics, Pathogens and Society.

Kathleen Sorensen (MDiv) is a Chaplain at the Village of Winston Park, a large long-term care facility in Kitchener, Ontario. Within her work, Kathleen is called upon to support not only residents and their families, but also, importantly, team members. Her area of particular interest is in facilitating moral injury recovery after Covid for non-medical team members, in particular those who work in recreation.

Natalie Spence is a Regional Engagement Liaison with the Ontario Centres for Learning Research and Innovation in Long-Term Care at Bruyère (Ontario CLRI). With years of bedside nursing, preceptorship and clinical instructing experience, she has gained significant experience working with older adults in the sub-acute hospital and LTC setting. In her role at Ontario CLRI, she works closely to support select long-term care homes via the Preceptor Resource and Education Program in Long-Term Care (PREP LTC) with funding information, resources and knowledge translation activities. She also delivers conflict resolution training to select homes via the Ontario CLRI at Bruyere's Clinical Nursing Leadership portfolio.

Edward Spilg (MD) graduated in Medicine from the University of Glasgow, Scotland, was appointed NHS Consultant in Geriatric Medicine in Glasgow in 1999 and completed a master's degree in clinical leadership from the University of Glasgow Business School in 2010. He moved to Ottawa in 2015 to take up the position of Assistant Professor and Staff Physician in the Department of Medicine at the University of Ottawa and the Ottawa Hospital working within the Division of Geriatric Medicine. He held the position of Department of Medicine Vice Chair for Physician Wellness from 2015-2018 and was appointed Department of Medicine Research Chair in Physician Wellness in 2018. His research interests include studying physician wellness and its relationship to the delivery of compassionate care for which he was awarded an AMS Phoenix Fellowship in 2016. For the past 3+ years, he has been working in collaboration with researchers and clinicians across Canada, the US and the UK to better understand the impact of the COVID-19 pandemic on physicians and other health professionals, especially around their moral suffering and moral distress.

Michelle Stillman (MPH) is the Senior Director of Programs and Impact at the Schlegel-UW Research Institute for Aging, where she develops partnerships in research, education and practice with the aim of enhancing the quality of life and care of older adults. Michelle is an effective communicator with a strong track record of leading, planning, implementing complex programs and working with multi-disciplinary teams to inspire change and impact. Michelle has over 15 years of experience working collaboratively with researchers, government, health care providers, and older adults to design strategic programs and initiatives that address the most pressing issues shared by older adults. She is passionate about transforming research findings into practical programs and resources that will directly benefit seniors across the continuum of care. Michelle holds a Masters of Public Policy from King's College London, UK, Honours Bachelor of Health Sciences from Western University and certificates in Knowledge Translation and Leadership.

Katrina Street (BSc, R/TRO) is an Education Coordinator at the Schlegel-UW Research Institute for Aging. She supports the Ontario CLRI programs in Education Development and Workplace Mental Health in LTC. Katrina previously worked in LTC for 6 years in both BSO and Recreation Therapy roles.

Nisha Sutherland (RN, PhD) is an Associate Professor within the School of Nursing at Lakehead University and Research Affiliate with the Centre for Education and Research on Ageing and

Health. Her research is focused on palliative care in long-term care and people living with dementia.

Catherine Tong (PhD) was trained as a social gerontologist, and her program of research (2008-present) has focused on: ethnicity and aging, co-design methods, inclusive research design, and implementation science, all aimed at supporting the health care journeys of older Canadians. Catherine recently completed a term as the Social Sciences Editor at the *Canadian Journal on Aging*, and continues to serve on a number of boards and committees in the gerontology community. In her time teaching at the University of Waterloo (2018-2023), her greatest joy was getting undergraduate students and future health care professionals excited about gerontology and geriatrics. Catherine recently moved into the role of Director of the Ontario Centre for Learning, Research and Innovation in Long-Term Care at the Schlegel-UW Research Institute for Aging. In this role, Catherine is privileged to work with a team dedicated to making long-term care a better place to live and work.

Tracy J. Trothen (MDiv, ThD) is a professor of ethics at Queen's University, jointly appointed to the School of Religion and the School of Rehabilitation Therapy. Trothen is the author or editor of numerous articles, chapters, and ten books including her award-winning co-authored 2021 book, *Religion and the Technological Future: An Introduction to Biohacking, A.I., and Transhumanism*. She co-chairs the American Academy of Religion's (AAR) Artificial Intelligence Seminar and is a Fellow of the International Society for Science and Religion (ISSR). Trothen has lectured widely on the topic of moral distress and aging adults. In 2023 she gave a keynote address on moral distress at the annual meeting of the Ontario Physiotherapy Association Annual Conference. She has also given keynote, plenary, and extended workshop addresses on moral distress for several organizations including the Annual Theology Conference in Kingston, the Canadian Association of Spiritual Care, and the Queen's University Faculty of Health Sciences Interprofessional Lecture Series. She was a member of a recent research team investigating moral distress among community caregivers, and teaches about moral distress in the Aging and Health program at Queen's University.

Jodi Webber (MSW, PhD) is an Assistant Professor at the Algoma University School of Social Work in Sault Ste. Marie, Ontario. Her PhD is from Queen's University in Aging & Health. She enjoys working in collaboration with organizations and colleagues across the province in teams. She has spent her career as a social worker with older adults and care teams across the healthcare continuum. As an early career qualitative researcher, Webber's research program has grown out of those experiences and the needs of the communities she serves. Northern Ontario is aging faster than anywhere in the province and the demographic imperative brings with it unique challenges for families and health systems alike. Webber is interested in the experiences of unpaid care partners to older adults in rural/remote communities and in health workforce planning, and she is passionate about documenting the moral distress experiences of community-based health and social care workers. As an educator, Webber is committed to contributing to this area of research and helping to prepare neophyte social workers to enter

the field. She believes it is likely that unpaid care partners are also experiencing symptoms of moral distress and thinks this will be an important new area to research.

Stefan Wolejszo (PhD) is a defence scientist working in the Department of National Defence who currently divides his time between Director General Military Personnel Research and Analysis (DGMPRA) and the Dallaire Centre of Excellence for Peace and Security (DCOE-PS). His areas of interest include moral injury, extremism and hateful conduct, and trauma-informed research.