

Diane Randall Andrews, PhD, RN

University of Central Florida College of Nursing

12201 Research Parkway - Suite 464

Orlando, FL 32826-2210

(407) 823-3084 - Office

(407) 823-5675 - Fax

EDUCATION

Year	Degree	Institution	Major	Role Preparation
2006	PhD	University of Central Florida, Orlando, FL Dissertation: <i>The Effect Of Job Strain In The Hospital Environment: Applying Orem's Theory Of Self- Care</i> Major Professor: Thomas T.H. Wan	Public Affairs	Health Policy Research Administration
1981	MS	University of Illinois at the Medical Center, Chicago, IL Thesis: <i>The Relationship of Role Conflict and Nursing Care Delivery Models</i> Major Professor: Paul A. Reichelt	Nursing Service Administration	Administration
1976	BSN	University of Iowa, Iowa City, IA	Nursing	Nursing

LICENSURE/CERTIFICATION

Registered Nurse	Florida, 1507922 (Exp. 4/30/2016)
Registered Nurse	Illinois, 041-171130 (Exp. 5/31/2016)
Good Clinical Practice (completed 1/16/2014)	CITI (Collaborative Institutional Training Institute)
Social & Behavioral Research (completed 1/14/2014)	CITI (Collaborative Institutional Training Institute)
Health Information Privacy and Security (HIPS) (completed 1/14/2014)	CITI (Collaborative Institutional Training Institute)

EMPLOYMENT

ACADEMIC APPOINTMENTS:

8/2013 to Present	Associate Professor (tenured) , University of Central Florida College of Nursing Full Graduate Faculty Member (1/2010) University of Central Florida Graduate College, Orlando, FL
01/2007-08/2013	Assistant Professor , University of Central Florida College of Nursing, Full Graduate Faculty Member (1/2010) University of Central Florida Graduate College, Orlando, FL
08/2006-12/2006	Adjunct Faculty , University of Central Florida College of Nursing, Orlando, FL

09/2006-12/2006 **Research Associate**, University of Central Florida College of Health and Public Affairs,
Orlando, FL
09/1981-06/1984 **Instructor**, Rush College of Nursing, Chicago, IL

CLINICAL APPOINTMENTS:

03/1982-06/1984 **Unit Leader**, Post Anesthesia Recovery Unit, Rush Presbyterian St. Luke's Medical
Center, Chicago, IL
09/1981-02/1982 **Assistant Unit Leader**, Cardiovascular Surgical Care Unit, Rush Presbyterian St. Luke's
Medical Center, Chicago, IL
6/1976-5/1980 **Staff Nurse**, Comprehensive Cardiovascular Surgical Care, Rush Presbyterian St. Luke's
Medical Center, Chicago, IL

PUBLICATIONS

REFEREED JOURNALS:

(* Data-based articles)

Merrill, K.C., **Andrews, D.**, Brewer, B., Brown, D.S. (2015). Evaluating research: An important role for nurse leaders. *Nurse Leader*, 13(3); 63-65.

D'Ambra, A.M. & **Andrews, D.R.** (2014). Incivility, retention and new graduate nurses: An integrated review of the literature. *Journal of Nursing Management*, 22(6): 735-742.

Andrews, D.R. (2013). Expectations of millennial nurse graduates transitioning into practice. *Nursing Administration Quarterly*, 37(2), 152-159.*

Aroian, K.J., Robinson, P., Allred, K., **Andrews, D.** & Waldrop, J. (2012). Building research partnerships with health care organizations: The scholar award model in action. *Journal of Research Administration* 43(2), 82-93.

Andrews, D.R., Richard, D.C.S., Robinson, P., Celano, P., Hallaron, J. (2012). The influence of staff nurse perception of leadership style on satisfaction with leadership: A cross-sectional survey of pediatric nurses. *International Journal of Nursing Studies*. 49(9), 1103-1111.*

Andrews, D.R., Burr, J. & Bushy, A. (2011). Nurse's self-concept and perceived quality of care: A narrative analysis. *Journal of Nursing Care Quality*, 26(1): 69-77.*

Duvall, J.J & **Andrews, D.R.** (2010). Using a structured review of the literature to identify key factors associated with the current nursing shortage. *Journal of Professional Nursing*, 26(5), 309-317.

Andrews, D.R., Richard, D. & Aroian, K. (2009). Factor structure of the Denyes self-care practice instrument. *Western Journal of Nursing Research*, 31(6), 799-811.*

Andrews, D.R. & Wan, T.T.W. (2009). The importance of mental health to the experience of job strain: An evidence guided approach to improve retention. *Journal of Nursing Management*, 17, 340-351.*

Andrews, D.R. & Dziegielewski, S.F. (2005). The nurse manager: job satisfaction, the nursing shortage and retention. *Journal of Nursing Management*, 13, 286-295.

Andrews, D.R. (2004). The nurse reinvestment act: the impact of governmental and non-governmental administrative tools. *The Journal of Professional Nursing*, 20(4), 260-269.

Andrews, D.R. (2004). Fostering ethical competency: An ongoing staff development process that encourages professional growth and staff satisfaction. *The Journal of Continuing Education in Nursing*, 35(1) 27-33.

Andrews, D.R. (2003). Lessons from the past: confronting past discriminatory practices as a tool to alleviate the nursing shortage through increased professional diversity. *Journal of Professional Nursing*, 19(5), 289-294.

Andrews, D.R. & Taylor, C. (1985). Documenting post-anesthesia recovery. *American Journal of Nursing*, 85(3), 290-291.

DISSERTATION & THESIS:

(*Data-based, # Refereed)

Andrews, D.R. (2006) *The effect of job strain in the hospital environment: applying Orem's theory of self-care*. University of Central Florida, Ph.D. (253 p) (doctoral dissertation - research) ISBN: 0-542-59203- 7.*#

Randall, D.C. (1981). *The relationship of role conflict and nursing care delivery models*. University of Illinois at the Medical Center, M.S. (master's thesis – research) *#

BOOK CHAPTERS:

(# Refereed)

Andrews, D.R. (1987). Tactics for the post-anesthesia care unit nurse administrator. In K.E. Fraulini (Ed.) *After Anesthesia: A Guide for PACU, ICU and Medical-Surgical Nurses* (p. 39-60). Norwalk: Appleton & Lange.

Andrews, D.R. (1987). Strategies for the post-anesthesia care unit nurse administrator. In K.E. Fraulini (Ed.) *After Anesthesia: A Guide for PACU, ICU and Medical-Surgical Nurses* (p. 61-86). Norwalk: Appleton & Lange.

ABSTRACTS:

(* Data-based, # Refereed)

Andrews, D.R., Richard, D.C., Robinson, P.S., Celano, P. Hallaron, J. (2011). It's a matter of style: Interpreting staff perceptions of leadership attributes. *Southern Online Journal of Nursing Research*, 11(2). *#

Andrews, D.R., Burr, J., Bushy, A. (2009). Analysis of serendipitous qualitative data related to job strain. *Southern Online Journal of Nursing Research*, 9(2). *#

Andrews, D.R. (2008). A structural model of staff nurse response to job strain. *Southern Online Journal of Nursing Research*, 8(2).*#

RESEARCH GRANTS

(# Refereed)

Date	Role	Title	Agency	Type	Amount
2016	Co-PI	Promoting Workplace Retention in Newly Licensed Graduate Nurses by Teaching Management of Lateral Violence with a Novel Education and Simulation Intervention	Florida Center for Nursing	Extramural #	\$20,000 (agency withdrew funding opportunity)

2015	PI	Project Impact: Preparing Nurse Leaders to Shape the Future of Health Care	Florida Blue Foundation	Extramural #	\$200,000 – (not funded)
2014	Co-PI (.15)	Implementation of Evidence-Based Quality Improvement into Practice in Florida	Agency for Health Care Research and Quality (RFA-HS-14-008)	Extramural #	\$14,999,064 (not funded)
2013	Sub-Investigator Consultant	Determination of Leadership Style and the Association with Selected Staff and Patient Outcomes	Florida Hospital for Children	Extramural	Funded internally by FH
2013	Co-PI	Evaluating the Impact of State of Florida Colleges: RN to BSN Education	Robert Woods Johnson Foundation	Extramural	\$298,279.00 Not Funded
2010	Consulting Partner	Developing Simulation Scenarios and Performance Criteria to Study Mindfulness Training and Nursing Performance in Emergency Room Situations PI: Steve Fiore	Institute of Simulation and Training	Intramural #	\$7,500 Funded
2010	PI (External)	The Impact of Monthly Structured Professional Development Symposia on Novice Nurse Retention in the Acute Inpatient Setting. PI: Patricia Robinson	Florida Center for Nursing	Extramural #	\$15,000 Funded for \$12,000 – application withdrawn after delayed contract negotiations
2010	PI	Exploration of Recent Graduate Expectations Using Grounded Theory	Florida Hospital for Children Intramural Research Grant	Extramural #	\$10,500 Funded
2009	PI	Exploration of New Graduate Expectations Using Grounded Theory	Sigma Theta Tau, International	Extramural #	\$5000 Not Funded
2009	PI	Exploration of New Graduate Expectations Using Grounded Theory	University of Central Florida College of Nursing	Intramural #	\$2978 Funded
2009	PI	Exploration of New Graduate Expectations Using Grounded Theory	American Nurses Foundation	Extramural #	\$23,000 Not Funded
2009	PI	Determination of Leadership Style and the Association with Selected Staff and Patient Outcomes	Walt Disney Pavilion at Florida Hospital for Children Nursing Scholar	Extramural	\$5000 Funded

2005	PI	The Effect of Job Strain in the Hospital Environment: Applying Orem's Theory of Self Care	Small Grant Award – Southern Nursing Research Society	Extramural #	\$2000 Funded
2005	PI	The Effect of Job Strain in the Hospital Environment: Applying Orem's Theory of Self Care.	Small Research Grant – Sigma Theta Tau, Inc., Theta Epsilon Chapter	Extramural #	\$500 Funded

PRESENTATIONS—NATIONAL/INTERNATIONAL

(* Data-based)

Date	Type	Title	Conference Title, City/State	Refereed/Invited
11/14/2013	Podium	I Have a Plan: Transition and Organizational Commitment of Early Career Nurses*	International Nursing Research Administration Conference Baltimore, Maryland	Referred
9/2012	Podium	The Relational Generation: A Qualitative Analysis of the Expectations of Millennial Student Nurses as They Prepare to Transition into Practice *	2012 State of the Science Congress on Nursing Research Washington, D.C.	Refereed
10/2011	Podium	It's a Matter of Style: Staff Perceptions of Leadership Style *	International Nursing Research Administration Conference Denver, Colorado	Refereed
4/15/2011	Poster	Is Job Satisfaction Enough? Interpretation of Professional Effectiveness May Influence Employer/Employee Relationship*	American Organization of Nurse Executives 44 th Annual Meeting San Diego, California	Refereed
4/15/2011	Poster	Leading for Change: Perceptions of Transformational Leadership*	American Organization of Nurse Executives 44 th Annual Meeting San Diego, California	Refereed
07/16/10	Podium	Nurse Self-Concept Associated with Perception of Efficacy of Nurse Practice: A Narrative Analysis *	Sigma Theta Tau International's 21 st International Nursing Research Congress Orlando, Florida	Refereed

PRESENTATIONS—LOCAL/REGIONAL/STATE

(* Data-based)

Date	Type	Title	Conference Title, City/State	Refereed/Invited
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2/25/2016	Poster	Nurse Managers, Work Environment Factors and Workplace Bullying	Parchment, J. & Andrews, D. Southern Nursing Research Society Williamsburg, WV	Refereed
11/11/2015	Moderator	Panel Discussion on EVP vs. Research	FONE Research Conference Orlando, FL	Invited
3/20/2014	Podium	Breaking the Code of Silence: Opening the Pathway of Communication with New Graduate Nurses	Orlando, FL Preceptor Recognition Florida Hospital Celebration	Invited
2/13/2014	Podium	Planning for the Future: Transition from Novice to Competent Nurse Initiates Future Planning Phase	San Antonio, TX Southern Nursing Research Society	Referred
12/11/2013	Podium	What I am Not Going to Tell You: Career Plans of New Graduate Nurses	Orlando, FL Central Florida Organization of Nurse Executives	Invited
10/30/2013	Podium	Role Transition for New Graduate Nurses	Orlando, FL Florida Hospital Nurse Education Meeting	Invited
6/19/2013	Podium	Transition into Practice: Expectations of Early Career Nurses	Florida Hospital for Children Research Council	Invited
6/17/2013	Podium	Collaboration is a Win:Win	Sigma Theta Tau, Theta Epsilon Chapter Annual Meeting Orlando, Florida	Invited
6/12/2013	Podium	Transition and Organizational Commitment in Early Career Nurses	Florida Hospital for Children Leadership Team Orlando, Florida	Invited
4/9/2013	Podium	I Have a Plan: Transition and Organizational Commitment in Early Career Nurses	21 th Annual Research Day Sigma Theta Tau International: Theta Epsilon Chapter Orlando, Florida	Referred
4/2/2012	Podium	The Relational Generation: A Qualitative Analysis Of The Expectations Of Millennial Students Nurses As They Prepare To Transition Into Practice *	20 th Annual Research Day Sigma Theta Tau International: Theta Epsilon Chapter Orlando, Florida	Refereed
2/23/2012	Podium	Collaboration to Study Nursing Work Environments - Symposium *	2012 Annual Conference, Southern Nursing Research Society	Refereed
4/05/2011	Podium	It's a Matter of Style: Interpreting Staff Perceptions of Leadership Attributes *	19 th Annual Research Day Sigma Theta Tau International: Theta Epsilon Chapter Orlando, Florida	Refereed
02/2011	Podium	It's a Matter of Style: Interpreting Staff Perceptions of Leadership Attributes *	2011 Annual Conference, Southern Nursing Research Society Jacksonville, Florida	Refereed
1/19/09	Podium	It's Our Turn Now: Turning the Spotlight on Evidence-Based Leadership *	Florida Organization of Nurse Executives Clearwater Beach, Florida	Invited
11/19/09	Poster	On the Magnet Journey: Show Me the Evidence *	Florida Organization of Nurse Executives	Refereed

Date	Type	Title	Conference Title, City/State	Refereed/ Invited
2/25/2016	Poster	Nurse Managers, Work Environment Factors and Workplace Bullying	Parchment, J. & Andrews, D. Southern Nursing Research Society Williamsburg, WV	Refereed
11/11/2015	Moderator	Panel Discussion on EVP vs. Research	FONE Research Conference Orlando, FL	Invited
3/20/2014	Podium	Breaking the Code of Silence: Opening the Pathway of Communication with New Graduate Nurses	Orlando, FL Preceptor Recognition Florida Hospital Celebration	Invited
2/13/2014	Podium	Planning for the Future: Transition from Novice to Competent Nurse Initiates Future Planning Phase	San Antonio, TX Southern Nursing Research Society Clearwater Beach, Florida	Referred
11/10/09	Podium	Nursing Research: What's Theory Got to Do With It?	Florida Hospital for Children Orlando, Florida	Invited
09/30/09	Poster	On the Magnet Journey: Show Me the Evidence *	2009 Annual Meeting, Florida Nurses Association St. Petersburg Beach, Florida	Refereed
02/14/09	Podium	Analysis of Serendipitous Qualitative Data Related to Job Strain *	2009 Annual Conference, Southern Nursing Research Society Baltimore, Maryland	Refereed
4/01/08	Podium	The Lived Experience of Staff Nurse Response to Job Strain *	Sixteenth Annual Research Day, Sigma Theta Tau International: Theta Epsilon Chapter Orlando, Florida	Refereed
02/22/08	Poster	The Lived Experience of Staff Nurse Response to Job Strain *	2008 Annual Conference, Southern Nursing Research Society Birmingham, Alabama	Refereed
10/12/07	Podium	Everything Old is New Again: Reality Shock in the 21 st Century	Central Florida Nurse Educators Sanford, Florida	Invited
2/22/07	Podium	A Structural Model of Job Strain *	2007 Annual Conference, Southern Nursing Research Society Galveston, Texas	Refereed
10/13/06	Podium	A Structural Model of Job Strain *	Cultivating Nursing Scholarship, University of Central Florida School of Nursing Orlando, Florida	Refereed
04/06-08/06	Podium	Leadership Group Presentation – Presentation of Dissertation Findings at all 7 Hospital Campuses*	Florida Hospital System Orlando, Florida	Invited
02/02/06	Poster	The Effect of Job Strain in the Hospital Environment *	20 th Anniversary Conference, Southern Nursing Research Society Memphis, Tennessee	Refereed

Date	Type	Title	Conference Title, City/State	Refereed/ Invited
2/25/2016	Poster	Nurse Managers, Work Environment Factors and Workplace Bullying	Parchment, J. & Andrews, D. Southern Nursing Research Society Williamsburg, WV	Refereed
11/11/2015	Moderator	Panel Discussion on EVP vs. Research	FONE Research Conference Orlando, FL	Invited
3/20/2014	Podium	Breaking the Code of Silence: Opening the Pathway of Communication with New Graduate Nurses	Orlando, FL Preceptor Recognition Florida Hospital Celebration	Invited
2/13/2014	Podium	Planning for the Future: Transition from Novice to Competent Nurse Initiates Future Planning Phase	San Antonio, TX Southern Nursing Research Society	Referred
10/28/05	Poster	The Effect of Job Strain in the Hospital Environment*	2 nd Annual Doctoral Program in Public Affairs Research Forum Orlando, Florida	Refereed
10/29/04	Poster	Reestablishing Economic Equilibrium: Using Research, Policy and Strategy to Address the Nursing Shortage *	1 st Annual Doctoral Program in Public Affairs Research Program Orlando, Florida	Refereed

HONORS/AWARDS

Date	Award	Organization/Group
2016 2015	Excellence in Graduate Teaching Award Commencement Speaker <i>Charting Your Path in a Time of Evolutionary Change in Healthcare</i>	UCF College of Nursing Adventist University of Health Sciences
2014 2011	Teaching Incentive (TIP) Excellence in Graduate Teaching Award	University of Central Florida University of Central Florida College of Nursing
2006	Outstanding Dissertation Award	College of Health and Public Affairs University of Central Florida
2005	Second Place Poster	2 nd Annual Doctoral Program in Public Affairs Research Forum University of Central Florida College of Health and Public Affairs
2005	Outstanding Service Award	Orange County Medical Association Alliance
2004	Summit Award for Community Leadership	Women's Resource Center
2001	Summit Award for Community Leadership	Women's Resource Center
2000	William Trickel Award for Volunteer Leadership	Florida Hospital Foundation
1999	President's Award for Service	Florida Medical Association Alliance

Date	Award	Organization/Group
1976	Honors Certificate of Achievement	University of Iowa
1972	State of Iowa Scholar	State of Iowa

Listings in Who's Who in American Nursing, Who's Who in American Women, Who's Who in the South and Southwest, Who's Who in Medicine and Healthcare, Who's Who in America

PROFESSIONAL ACTIVITIES & COMMUNITY SERVICE

PROFESSIONAL ORGANIZATIONS:

Date	Organization	Role
2016 -	Commission on Collegiate Nursing Education	On Site Evaluator
2014 - Present	Nursing and Allied Health Scientific Review Committee at Florida Hospital	Member
2011 - 2014	Florida Hospital for Children Center for Pediatric Research and Outcomes – Principal Investigators	Member
2011 - Present	Council for Graduate Education in Nursing Administration	Member 2016 INARC Conference Planning Committee Co-Chair
2009 - Present	Council for Advancement of Nursing Science	Member
2008 - Present	American Association of Colleges of Nursing	Member
2008 - Present	National League for Nursing	Member
2007 - Present	Florida Nurses Association	Member
2007 - Present	American Nurses Association	Member
2007 - Present	Central Florida Organization of Nurse Executives	Member
2007 - Present	Florida Organization of Nurse Executives	Member <ul style="list-style-type: none"> • Research Committee (2008 -) • Abstract and Grants Review Committees (2009 - 2013) • FONE Representative to Florida Center for Nursing Research Committee
2006 - 2012	Florida Hospital System Research and Evidence-Based Practice Council	Member Marketing Committee – Chair External Collaboration (2009 - 2012)
2005 - Present	Southern Nursing Research Society (SNRS)	Member
2005 - Present	American Organization of Nurse Executives (AONE)	Member AONE Foundation - Research Committee Member (2013-2015)
2005 - Present	Theta Epsilon Chapter, Sigma Theta Tau International	Member Treasurer (2014-2017) Governance Committee Chair

Date	Organization	Role
		(2012-2014) Governance Committee (2011 - 2013) Program Committee (2010-2011)
2004 - Present	Phi Kappa Phi	Member
1983 - 2006	Florida Society of Post Anesthesia Nurses (FLASPAN)	Member
1980 - Present	American Society of Post Anesthesia Nurses (ASPAN)	Member
1975 - Present	Gamma Chapter, Sigma Theta Tau International	Member
1975 - Present	Sigma Theta Tau International.	Member

PUBLICATION EDITORIAL BOARDS AND REVIEW:

Date	Journal or Publisher	Role
2014-Present	<i>Japan Journal of Nursing Science</i>	Reviewer
2010-Present	<i>Journal of Nursing Care Quality</i>	Reviewer
2013-Present	<i>Nursing Administration Quarterly</i>	Reviewer
2010	Council for Advancement of Nursing Science	Abstract Reviewer
2009-Present	<i>Critical Care Nursing</i>	Reviewer
2009-Present	<i>Health Care Management Review</i>	Reviewer
2008-Present	<i>Western Journal Nursing Research</i>	Reviewer
2007-Present	<i>Journal Nursing Management</i>	Reviewer
2007-Present	Southern Nursing Research Society	Abstract Reviewer
2006-Present	<i>International Journal of Nursing Studies</i>	Reviewer
2006	<i>International Journal of Public Policy</i>	Reviewer

COMMUNITY SERVICE (Selected):

Date	Organization	Role
2006 - 2008	Orlando Science Center	Community Advisory Board, Health and Medicine
2006- 2009	Florida Medical Association	Board of Governors and Executive Committee (2008-2009) Business Plan Development and Membership Committee (2006- 2007) Finance Committee (2006-2009)
1991 - Present	Adventist University (Florida Hospital College of Health Sciences)	Founding Trustee Finance Committee
1992 - Present	Junior League of Greater Orlando	Member/Sustaining Member
1995 - Present	Florida Hospital Foundation	Finance Committee
1995 - 2015	Florida Hospital Cancer Institute Foundation Board	Founding Member Secretary (2009-)
1994 - 2014	Jewish Family Services of Greater Orlando, Inc.	Board of Directors President (2000-2002) Executive Committee (1996-2009)
1994 - 2011	Florida Hospital/University of Central Florida Endowment	Chair

Date	Organization	Role
	Oversight Committee (Charge met and committee disbanded)	
1994 - Present	Adventist University Foundation Board (Florida Hospital College of Health Sciences Foundation Board)	Founding Member President (1995-2000) Treasurer (2010 -)
1984 – Present	American Medical Association Alliance	Member Health Promotions Committee (2009-2010) Delegate 1993, 2006-2010
1984 – Present	Florida Medical Association Alliance	Member President (2008-2009) Multiple offices and chairmanships
1984 - Present	Orange County Medical Society Alliance	Member President (1992-1993) Multiple offices and chairmanships
1984 - Present	Florida Hospital Golden Circle of Friends	Member Emeritus President (1993-1994) Gala Chair (1993-1994) Multiple offices and chairmanships

UNIVERSITY ACTIVITIES

UNIVERSITY SERVICE: (Cumulative)

Date	Level	Committee	Role
2016-2018	College	Faculty Assembly	Vice-Chair
2016-2017	College	Search/Associate Dean	Chair
2016-2017	College	Instructor/Lecturer Review	Chair
2016-2017	College	P & T Review	Member
2015-2016	College	Strategic Planning Council	Member
2015-2016	College	Search Committee	Member
2015-2016	College	Sabbatical Committee	Chair
2015-2016	College	Instructor/Lecturer Promotion Guidelines Review Committee (ad hoc)	Member
2015-2016	College	TIP Review	Member
2015-2016	College	Instructor/Lecturer Promotion Committee	Member
2015-2017	University	Senate	Alternate Member
2015-2017	College	P & T Review Committee	Member
2015-2017	College	CPE Review Committee	Member
2014-2015	College	RIA Review Committee	Member
2013-2015	College	P & T Review Committee	Member
2012-2014	College	CPE Review Committee	Member
2013-2014	College	Sabbatical Committee	Chair
2015 -2018	University	Graduate Curriculum Committee	Member
2013-2014	Department	Graduate Search Committee	Member
2014-2016	College	CON Faculty Association	Vice-Chair
	College	RIA Review Committee	Member

Date	Level	Committee	Role
2013-2014			
2013-2014	College	Sabbatical Committee	Chair
2012-2014	College	Promotion of Instructor/Lecture Faculty Committee	Member
2012 - 2015	University	Graduate Program Review Committee	CON Representative
2011-Present	College	College of Nursing Leadership Committee	Member
2011 - 2012	University	Faculty Senate	Alternate Member
2011-2012	College	T.I.P. Criteria Review Committee	Member
2010 – 2011	College	T.I.P. Criteria Review Committee	Member
2010-2011	College	T.I.P. Awards Review Committee	Member
2009- 2014	College	Bylaws Committee	Chair
2008-Present	College	PhD/DNP Advisement	Academic Advisor
2008-Present	College	Track Coordinator – Graduate Leadership and Management Track (MSN and Executive DNP)	Coordinator Pre-admission Advisement Academic Advisement – 90+ MSN and Exec DNP students Clinical Placement Advisement Developed Executive DNP track (Implemented 2012)
2008-2014	College	Strategic Planning Committee	Member
2008-Present	College	MSN/DNP – APG & Curriculum	Member Chair (2011-2014)
2008-2014	College	Graduate Faculty Search Committee	Member Chair (2008)
2008-2012	University	Budget and Finance Committee – Faculty Senate	Member
2008-2009	College	Sabbatical Committee	Member
2007-2008	University	Search Committee: Director of Development for CON	Member
2007-2008	College	Masters APG	Member
2007-2008	College	Masters Curriculum Committee	Member
2006-2007	College	Masters Curriculum Committee	Member
1996-2011	University	FH/UCF Endowment Oversight Committee	Chair

DISSERTATION / THESIS / RESEARCH PROJECT ADVISING:

Dates	Student	Title	Level	Role
2015	Enid Tirado	Pending	HIM	Chair
2015 -	Amanda Raffenaud PhD in Public Affairs Program	Understanding Work-Family Conflict and its Application to Nurse Leaders	PhD	Committee
2015	Julie Vincent	Impact of an Interprofessional Leadership Program on Collaboration in Practice	DNP	Chair
2015	Patricia Price	The Impact of a Career Pathway Tool on Millennial Graduate Nurse Retention	DNP	Chair
2015	Candace Eden (defended)	Implementing Team STEPPS in a Pediatric OR Suite Using	DNP	Committee

Dates	Student	Title	Level	Role
2015	Pamela Sanders (defended)	Simulation Testing Bedside Shift Report and the Patient Experience	DNP	Chair
2015	Kelly Eberbach (defended)	The Outcomes of a Pediatric Palliative Care Workshop at One Central Florida Children's Hospital	DNP	Chair
2015	DeAnna Beverly (defended)	Hospice Item Set Implementation: Quality Outcome Measurement Process Improvement Project	DNP	Committee
2015	Allison Peters (defended)	Implementing Positive Changes to Inspire the Work Engagement of Nurses	DNP	Committee
2015	Tracy Decker (defended)	Analysis of the Influence of Bedside Report on Patient Satisfaction	DNP	Chair
2015	Fanya DeJesus (defended)	The Impact of Relational Coordination and the Nurse on Patient Outcomes	PhD	Chair
2015	Joy Parchment (defended)	Bullying of Nurse Managers	PhD	Chair
2013 -	Christopher Martorella (proposal defended)	Under revision ...	DNP	Chair
2015	Shezel O'Neal (defended)	Transforming the Assistant Nurse Manager Role	DNP	Chair
2012 - 2013	Maria Gore School of Social Work (defended)	Agency Effort of LGBT Inclusion on the Part of Hospice Providers	HIM	External Committee Member
2012 - 2013	Rachel Knowles (defended)	Factors Contributing to the Commission of Errors and Omission of Standard Nursing Practice Among New Nurses	HIM	Committee
2011- 2012	Amanda D'Ambra (defended)	Minimizing Incivility in the Workplace to Increase Retention of New Graduate Nurses	HIM	Chair
2011-2013	Angela Ritten (defended)	Influence of Health Care Provider Intervention on Obesity and Lifestyle	DNP	Committee
2015	Kristi Campoe (defended)	Impact of Interruption Frequency on Nurse Performance, Satisfaction and Cognition	PhD	Committee
2015	Darleen Williams (defended)	Pre And Post Implementation Evaluation Of An Emergency Department Severe Sepsis Alert And Practice Protocol	DNP	Chair
2015	Valarie Danesh (defended)	Rapid Response Teams Versus Critical Care Outreach Teams: Unplanned Escalations in Care and Associated Outcomes	PhD	Committee
2010-2012	Deborah Saber (defended)	Front-Line Registered Nurse Job Satisfaction and Predictors over Three Decades	PhD	Committee

Dates	Student	Title	Level	Role
2008-2012	Joyce Burr (defended)	The Experience of Stress-Coping and Adaptation of Registered Nurses in the Workplace: An Ethnographic Study	PhD	Committee
2008-2012	Stephen Heglund (defended)	Stressors Experienced by Emergency Department Registered Nurses at the Bedside: A Phenomenological Study	PhD	Co-Chair
2008-2009	Allison Burfield (defended)	Cohort Study of Pain Behaviors in the Elderly Residing in Skilled Nursing Care	PhD	Committee
2007-2008	Mary Harper (defended)	Validation of the Antecedents of Cultural Competence	PhD	Committee

COURSES TAUGHT

Course Number	Course Name	Enrollment	Role
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Summer 16

NGR 6772L-CW61 (60962)	NURSE LDRSHP & MGMT INTERNSHIP (Internship)	3	Faculty
NGR 7942L-C011 (54912)	DNP PROF PRACT IMMERSION (Clinical)	4	Faculty
NGR 7974-CW61 (54784)	DOCTOR NP PRACTICE PROJECT (Lecture)	1	Faculty
NGR 7976L-CW61 (54890)	EXE. DNP RESIDENCY (Clinical)	2	Faculty

Spring 16

NGR 6723-0W61 (15736)	NURSE LEADERSHIP & MANAGEMENT (Lecture)	19	Faculty
NGR 6723-0W62 (15744)	NURSE LEADERSHIP & MANAGEMENT (Lecture)	20	Faculty Coordinator Lead (0%)
NGR 6723L-0011 (15852)	NURSING LDRSHP ROLE SPEC PRACT (Laboratory)	10	Faculty Coordinator Lead (0%)
NGR 6723L-0012 (19993)	NURSING LDRSHP ROLE SPEC PRACT (Laboratory)	10	Faculty Coordinator Lead (0%)
NGR 6723L-0013 (19994)	NURSING LDRSHP ROLE SPEC PRACT (Laboratory)	11	Faculty Coordinator Lead (0%)
NGR 6723L-0014 (21205)	NURSING LDRSHP ROLE SPEC PRACT (Laboratory)	9	Faculty Coordinator Lead (0%)
NGR 7778L-0011 (15748)	ADV LDRSHP SELECTIVE FOR DNP (Laboratory)	7	Faculty
NGR 7912C-0W61	DOCTORAL PROJECT 2 (Lecture)	2	Faculty

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Fall 15

NGR 6723L-0011 (87605)	Nursing Ldrshp Role Spec Pract (Laboratory)	5	Faculty Coordinator Lead (0%)
NGR 6772L-0W61 (87491)	Nurse Ldrshp & Mgmt Internship (Laboratory)	8	Faculty
NGR 6772L-0W62 (91778)	Nurse Ldrshp & Mgmt Internship (Internship)	9	Faculty Coordinator Lead (0%)
NGR 7793-0W61 (92034)	Leadership And Economics APN (Lecture)	3	Faculty
NGR 7911C-0W61 (87607)	Doctoral Project I (Lecture)	3	Faculty
NGR 7913-0W61 (87631)	Doctoral Project 3 (Lecture)	3	Faculty
NGR 7942L-0011 (92227)	DNP Prof Pract Immersion (Clinical)	1	Faculty
NGR 7980-0123 (87664)	Dissertation (Dissertation)	2	Faculty

Summer 15

NGR 6946-C003 (57913)	Internship (Internship)	1	Faculty
NGR 7913-CW61 (57941)	Doctoral Project 3 (Lecture)	1	Faculty
NGR 7919-C013 (57725)	Doctoral Research (Research)	2	Faculty
NGR 7942L-C011 (60546)	DNP Prof Pract Immersion (Clinical)	4	Faculty
NGR 7976L-CW65 (60544)	Exe. DNP Residency (Clinical)	2	Faculty
NGR 7980-C004 (57735)	Dissertation (Dissertation – 6 Credits)	2	Faculty

Spring 2015

NGR 6723-0W61 (10122)	Nurse Leadership & Management (Lecture)	20	Faculty Coordinator Lead (0%)
NGR 6723-0W62 (10130)	Nurse Leadership & Management (Lecture)	13	Faculty Coordinator Lead (0%)
NGR 6723L-0011 (19506)	Nursing Ldrshp Role Spec Pract (Laboratory)	9	Faculty Coordinator Lead (0%)
NGR 6723L-0012 (19728)	Nursing Ldrshp Role Spec Pract (Laboratory)	9	Faculty Coordinator Lead (0%)
NGR 6723L-0013 (19759)	Nursing Ldrshp Role Spec Pract (Laboratory)	10	Faculty Coordinator Lead (0%)
NGR 6772L-0W61 (10135)	Nurse Ldrshp & Mgmt Internship (Internship)	8	Faculty Coordinator Lead (0%)

NGR 6971-0003 (20396)	Thesis (Thesis Research)	1	Faculty
NGR 7778L-0011 (10134)	Adv Ldrshp Selective For Dnp (Laboratory)	3	Faculty
NGR 7912C-0W61 (19505)	Doctoral Project 2 (Lecture)	7	Faculty
NGR 7913-0W61 (19518)	Doctoral Project 3 (Lecture)	2	Faculty
NGR 7948L-0032 (19744)	Doctor Nrsg Practice Residency (Laboratory)	1	Faculty
NGR 7980-0012 (10054)	Dissertation (Dissertation)	2	Faculty
NUR 4907H-0201 (20671)	Honors Dir Reading Research (Independent Study)	1	Faculty

Fall 2014

NGR 6723L-0011 (80289)	Nursing Ldrshp Role Spec Pract (Laboratory)	4	Faculty Coordinator (0%)
NGR 6772L-0W61 (80167)	Nurse Ldrshp & Mgmt Internship (Internship)	13	Faculty
NGR 6946-0W60 (91874)	Internship (Internship)	1	Faculty
NGR 6971-0003 (80138)	Thesis (Thesis Research)	1	Faculty
NGR 7911C-0W61 (80291)	Doctoral Project I (Lecture)	8	Faculty
NGR 7913-0W61 (90385)	Doctoral Project 3 (Lecture)	1	Faculty
NGR 7939L-0W63 (91843)	Special Topics (Laboratory)	1	Faculty
NGR 7980-0123 (91748)	Dissertation (Dissertation)	2	Faculty
NUR 4904H-0203 (80023)	Hon Direct Rdg Ii (Independent Study)	1	Faculty

Summer 2014

NGR 6946-C001 (61902)	Internship (Internship)	1	Faculty
NGR 6946-C003 (50240)	Internship (Internship)	1	Faculty
NGR 6971-C003 (50080)	Thesis (Thesis Research)	1	Faculty
NGR 7919-C002 (50019)	Doctoral Research (Research)	3	Faculty
NGR 7939L-CW61 (61524)	Special Topics (Laboratory)	2	Faculty

Spring 2014

NGR 5800-0W61 (10121)	Theory For Adv Pract Nursing (Lecture)	29	Faculty
NGR 5800-0W62 (10065)	Theory For Adv Pract Nursing (Lecture)	30	Faculty Coordinator Lead (0%)
NGR 6723-0W61 (10124)	Nurse Leadership & Management (Lecture)	18	Faculty

NGR 6723-0W62 (10133)	Nurse Leadership & Management (Lecture)	18	Faculty Coordinator Lead (0%)
NGR 6723L-0011 (10137)	Nursing Leader Spec Practicum (Practicum)	9	Faculty Coordinator Lead (0%)
NGR 6723L-0012 (19447)	Nursing Leader Spec Practicum (Practicum)	9	Faculty Coordinator Lead (0%)
NGR 6772L-0W61 (10139)	Nurse Ldrshp & Mgmt Internship (Laboratory)	10	Faculty Coordinator Lead (0%)
NGR 6971-0003 (20892)	Thesis (Thesis Research)	1	Faculty
NGR 7778L-0011 (10138)	Adv Ldrshp Selective For Dnp (Laboratory)	7	Faculty

Fall 2013

NGR 5800-0M01 (80045)	Theory For Adv Pract Nursing (Lecture)	18	Faculty
NGR 5800-0W62 (80129)	Theory For Adv Pract Nursing (Lecture)	20	Faculty Coordinator Lead (0%)
NGR 5800-0W63 (80044)	Theory For Adv Pract Nursing (Lecture)	26	Faculty Coordinator Lead (0%)
NGR 6723L-0011 (91328)	Nursing Ldrshp Role Spec Pract (Laboratory)	2	Faculty Coordinator Lead (0%)
NGR 6772L-0W61 (80176)	Nurse Ldrshp & Mgmt Internship (Laboratory)	12	Faculty Coordinator Lead (0%)
NGR 6971-0003 (80141)	Thesis (Thesis Research)	1	Faculty
NGR 7793-0W61 (80168)	Leadership And Economics Apn (Lecture)	11	Faculty

Summer 2013

NGR 5884-CW63 (50160)	Legal & Prof Behav Adv Pr Nurs (Lecture)	19	Faculty
NGR 6946-C002 (60110)	Internship (Internship)	1	Faculty
NGR 6946-C003 (60155)	Internship (Internship)	1	Faculty
NGR 6971-C003 (50093)	Thesis (Thesis Research)	1	Faculty

Spring 2013

NGR 5800-0W61 (10133)	Theory For Adv Pract Nursing (Lecture)	21	Faculty
NGR 5800-0W62 (10075)	Theory For Adv Pract Nursing (Lecture)	22	Faculty Coordinator Lead (0%)
NGR 6723-0W61 (10137)	Nurse Leadership & Management (Lecture)	12	Faculty
NGR 6723-0W62 (10152)	Nurse Leadership & Management (Lecture)	14	Faculty Coordinator Lead (0%)

NGR 6723L-0011 (20017)	Nursing Leader Spec Practicum (Practicum)	10	Faculty Coordinator Lead (0%)
NGR 6723L-0012 (20592)	Nursing Leader Spec Practicum (Practicum)	10	Faculty Coordinator Lead (0%)
NGR 6772L-0W62 (20647)	Nurse Ldrshp & Mgmt Internship (Laboratory)	19	Faculty Coordinator Lead (0%)
NGR 6908-0003 (21392)	Independent Study (Independent Study)	1	Faculty
NGR 6971-0013 (21802)	Thesis (Thesis Research)	1	Faculty
NGR 7778L-0011 (20019)	Adv Ldrshp Selective For Dnp (Laboratory)	5	Faculty

Fall 2012

NGR 5800-0M01 (80065)	Theory For Advanced Practice Nursing (Lecture)	29	Faculty
NGR 5800-0W62 (80157)	Theory For Advanced Practice Nursing (Lecture)	31	Faculty Coordinator (0%)
NGR 5800-0W63 (80064)	Theory For Advanced Practice Nursing (Lecture)	30	Faculty Coordinator (0%)
NGR 6723L-0W61 (91848)	Nursing Leader Spec Practicum (Practicum)	7	Faculty Coordinator (0%)
NGR 6772L-0W61 (91571)	Nurse Leadership & Management Internship (Laboratory)	19	Faculty Coordinator (0%)
NGR 6971-0023 (80172)	Thesis (Thesis Research)	1	Faculty
NGR 7793-0W61 (91019)	Leadership And Economics for Advanced Practice Nursing (Lecture)	6	Faculty

Summer 2012

NGR 5884-CW63 (59939)	Legal & Prof Behavior in Advanced Practice Nursing (Lecture)	28	Faculty
NGR 6772L-C013 (60511)	Nurse Leadership and Management Internship (Laboratory)	1	Faculty
NGR 7980-C011 (60216)	Dissertation (Dissertation)	1	Faculty
NUR 4971H-C201 (50104)	Thesis Or Project Works-Honors (Other)	1	Faculty

Spring 2012

NGR 5800-0W61 (12694)	Theory for Advanced Practice Nursing (Lecture)	27	Faculty
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NGR 5800-0W62 (12633)	Theory for Advanced Practice Nursing (Lecture)	24	Faculty Coordinator (5%)
NGR 6723-0W61 (18382)	Nurse Leadership & Management (Lecture)	26	Faculty
NGR 6723L-0W65 (12560)	Nursing Leader Specialization Practicum	15	Faculty Coordinator (5%)
NGR 6908-0003 (21842)	Independent Study	1	Faculty
NGR 7980-0013 (21242)	Dissertation	1	Faculty
NUR 4971H-0204 (12549)	Thesis or Project Works-Honors	1	Faculty

Fall 2011

NGR 5800-0W61 (83017)	Theory for Advanced Practice Nursing (Lecture)	28	Faculty
NGR 5800-0W63 (83016)	Theory for Advanced Practice Nursing (Lecture)	24	Faculty Coordinator (5%)
NGR 6723L-0W61 (91671)	Nursing Leader Specialization Practicum	3	Faculty
NGR 6946-0003 (83094)	Internship	10	Faculty
NGR 7980-0043 (92871)	Dissertation	1	Faculty

Summer 2011

NGR 5884-CW62 (59859)	Legal & Professional Behavior Advanced Practice Nursing (Lecture)	37	Faculty
NGR 7980-C013 (52119)	Dissertation	1	Faculty

Spring 2011

NGR 6723-0W61 (15185)	Nurse Leadership & Management (Lecture)	20	Faculty
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NGR 6723-0W62 (22555)	Nurse Leadership & Management (Lecture)	23	Faculty
NGR 6723L-0W66 (24113)	Nursing Leader Specialization Practicum	14	Faculty Coordinator (5%)
NGR 6723L-0W67 (24114)	Nursing Leader Specialization Practicum	14	Faculty Coordinator (5%)
NGR 6946-0003 (19550)	Internship	10	Faculty

Fall 2010

NGR 5800-0W61 (87378)	Theory for Advanced Practice Nursing (Lecture)	26	Faculty
NGR 5800-0W62 (91050)	Theory For Advanced Practice Nursing (Lecture)	27	Faculty
NGR 6946-0003 (88466)	Internship	7	Faculty

Spring 2010

NGR 5800-0W61 (22329)	Theory for Advanced Practice Nursing (Lecture)	32	Faculty
NGR 6723-0W61 (15299)	Nurse Leadership & Management (Lecture)	23	Faculty
NGR 6723L-0W62 (15279)	Nursing Leader Specialization Practicum	8	Faculty Coordinator (5%)
NGR 6723L-0W63 (15068)	Nursing Leader Specialization Practicum	9	Faculty Coordinator (5%)
NGR 6946-0003 (21952)	Internship	4	Faculty

Fall 2009

NGR 5800-0w61 (88002)	Theory for Advanced Practice Nursing (Lecture)	38	Faculty
NGR 5800-0w62 (93936)	Theory for Advanced Practice Nursing (Lecture)	37	Faculty
NGR 6946-0003 (90832)	Internship	5	Faculty

Spring 2009

NGR 6723-0W61 (15136)	Nurse Leadership & Management (Lecture)	25	Faculty
NGR 6723I-0W62 (15114)	Nursing Leadership and Management Practicum	8	Faculty
NGR 6946-0003 (22470)	Internship	3	Faculty

Fall 2008

NGR 5800-0W61 (88381)	Theory for Advanced Practice Nursing (Lecture)	36	Faculty
NGR 6724-0W61 (85490)	Nursing Leadership & Management (Lecture)	4	Faculty
NGR 6724L-0061 (85491)	Nursing Leadership Role Specialization Practicum	3	Faculty
NGR 6946-0003 (93565)	Internship	1	Faculty

Spring 2008

NGR 5800-0M01 (18249)	Theory for Advanced Practice Nursing (Lecture)	40	Faculty
NGR 6723-0W64 (14280)	Nurse Leadership & Management (Lecture)	8	Faculty
NGR 6723L-0W61 (13993)	Nursing Leader Management Practicum	3	Faculty
NGR 6874-0W61 (18250)	Nursing Environment Management (Lecture)	40	Faculty
NGR 6941-0002 (22161)	Advanced Practice Practicum	4	Faculty

Fall 2007

NGR 5800-0W61 (88638)	Theory for Advanced Practice Nursing (Lecture)	45	Faculty
NGR 6724-0W61 (84399)	Nursing Leadership & Management (Lecture)	6	Faculty
NGR 6724L-0061 (84400)	Nursing Leadership Role Specialization Practicum	6	Faculty

Spring 2007

NGR 6723-0W64 (14719)	Nursing Leadership and Management I (Lecture)	7	Faculty
NGR 6723L-0W61 (14392)	Nursing Leadership and Management Role Specialization (Practicum)	7	Faculty