

Nora E. Warshawsky, PhD, RN, CNE, NEA-BC, FAAN
Curriculum Vitae

University of Central Florida
College of Nursing
12201 Research Parkway, University Tower 473
Orlando, FL 32826

Email: Nora.Warshawsky@ucf.edu
Office Phone: 407.823.5468
Office Fax: 407.823.5675
Cell Phone: 859-421-1318

EDUCATION

Dates	Institution/Location	Degree/Field of Study
8/2005 – 12/2011	University of North Carolina at Chapel Hill, Chapel Hill, NC	PhD, Nursing, Health Systems
5/2003 –5/2005	University of Hawaii Honolulu, HI	MSN, Nursing, Health Systems
12/1992 – 5/1994	Troy State University Troy, Alabama	MPA, Health Care Administration
9/1978 – 4/1982	University of Pittsburgh Pittsburgh, PA	BSN, Nursing

LICENSURES AND CERTIFICATIONS

12/2011 – Present Nurse Registration, KY 1129930, Kentucky Board of Nursing
5/2013 – 2018 Certified Nurse Educator #472458, National League for Nursing
8/2016—2021 Nurse Executive Advanced, American Nurses Credentialing Center

PROFESSIONAL EXPERIENCE

Academic

Dates	Institution and Location	Title
8/2018 to Present	University of Central Florida College of Nursing Orlando, FL	Professor with Tenure
8/2017 to Present	The University of Kansas Medical Center School of Nursing Kansas City, KS	Adjunct Associate Professor
7/2016 to 6/2018	University of Kentucky College of Nursing	Associate Professor with tenure

	Lexington, KY	
10/2015 to 6/2018	Baptist Health Lexington Lexington, KY	Inaugural Baptist Health Lexington Health Services Leadership Scholar
1/2012 to 12/2015	University of Kentucky College of Nursing Lexington, KY	Coordinator, Population and Organizational Systems Leadership Track in DNP Program
8/2011 to 7/2016	University of Kentucky College of Nursing Lexington, KY	Assistant Professor
1/2008—7/2009	University of North Carolina at Chapel Hill School of Nursing Chapel Hill, NC	T32 Ruth Kirstein Pre-Doctoral Fellow, Patient Safety and Quality Outcomes
12/2007- 5/2011	University of North Carolina at Chapel Hill School of Nursing Chapel Hill, NC	Teaching Fellow
9/2007- 5/2010	Duke University School of Nursing Durham, NC	Clinical Instructor
1/2006 – 6/2006	Nanyang Polytechnic Singapore	Lecturer
1992-1994	Coastal Carolina Community College Jacksonville, NC	Clinical Instructor

Clinical/Other

Dates	Institution and Location	Title
2001-2005	Kaiser Permanente Honolulu, HI	Nurse Manager/Quality Manager
1999-2001	Kapiolani Medical Center at Pali- Momi Aiea, HI	Clinical Service Line Manager, In- Patient Services
1994- 1999	St. Francis Medical Center-West Ewa Beach, HI	Nurse Manager

1989-1992	Craven Regional Medical Center New Bern, NC	Nurse Manager
1988-1989	Greenville Medical Center Greenville, SC	Nurse Clinician
1987-1988	Fairfax Hospital Fairfax, VA	Assistant Nursing Coordinator
1985-1987	Sibley Memorial Hospital Washington, DC	Clinical Nurse III
1983-1985	Washington Hospital Center Washington, DC	Associate Nurse
1982-1983	Presbyterian University Medical Center Pittsburgh, PA	Staff Nurse

HONORS AND AWARDS

2016	Fellow, American Academy of Nursing
2015	<i>Graduate of the Last Decade</i> , University of North Carolina School of Nursing
2014	Nomination, <i>Breakthrough Leaders in Nursing</i> , Center to Champion Nursing,
2012	Participant. National League for Nursing, Scholarly Writing Retreat. (competitive selection) Indianapolis, IN.
2009	Future Faculty Fellowship, Center for Faculty Excellence, University of North Carolina at Chapel Hill
2005	Inducted into Sigma Theta Tau Honor Society

RESEARCH GRANTS FUNDED

2018-- Present	Warshawsky, N. (PI) & Cramer, E. (Co-I). Evaluating the impact of nurse manager job design and practice environment on achieving the quadruple aim, American Organization of Nurse Executives Foundation. Funded: \$50,000
2017-- Present	Warshawsky, N. (PI) & Cramer, E. (Co-I). Exploring the relationship between nurse manager competency development, competency, and patient outcomes, Versant. Funded: \$50,000.
2015-- 2018	Anderson, D. G., Hahn, E. J., Warshawsky, N. , & Reed, D. B. (2014-2019). Nursing, UK Central Appalachian Regional Education Research Center (CARERC). \$126, 099 (Part of an interdisciplinary ERC with Dr. Wayne Sanderson, CPH, as the Primary Principal Investigator and Anderson as PI of

the CON Team, Reed previous CON PI). Centers for Disease Control and Prevention, \$990,509, Grant Number 2T42OH010278-03 funded.

2009 –2014

Bridging the Gap to Quality Cared: The ISAT Initiative for Nursing Faculty, CO-I, Health Services and Research Administration (B. Weiner, PhD, RN PI at Vanderbilt University), Grant no D80HP11271, \$107,602.

Crafting the Ultimate Faculty Simulation Experience, CO-I, Health Services and Research Administration (B. Weiner, PhD, RN PI at Vanderbilt University), Grant no U1KHP12906, \$111,835.

2012

Warshawsky, N. (PI). The Effects of Nurse Manager Turnover on Nurse, Patient, and Financial Outcomes, UK College of Nursing, \$10,000.

GRANTS SUBMITTED

10/2017

Warshawsky, N. (PI) & El-Mallakh (Co-I) Building a theory of professional acculturation in Filipino-American nurses. National Council of State Boards of Nursing. Requested \$171,830. Not funded.

7/2017

Warshawsky, N. (PI) Prybil, L. (Co-I) Assessing the effectiveness of adding nurse leaders as voting members of nonprofit health system boards: A pilot study. National Institute for Health Care Management. Requested \$50,000. Not funded.

11/2016

Warshawsky, N. (PI) Nurse Manager Development Program Evaluation Plan. American Nurses Association. Requested: \$64,840. Not Funded.

10/2014

Warshawsky, N. (PI). K01: Nurse Managers' perceptions of work, health, and promising practices, National Institute for Occupational Safety and Health. Requested: \$300,000. Not Funded.

9/2014

Warshawsky, N. (PI). Assessment of nurse leaders' perceptions of work environment, health and health promotion behaviors in two North Carolina healthcare systems, North Carolina Occupational Safety and Health Education and Research Center. Requested: \$10,000. Not Funded.

2/2014

Warshawsky, N. (PI). K01: Nurse Managers' perceptions of work, health, and promising practices, National Institute for Occupational Safety and Health. Requested: \$300,000. Priority Score 36. Not Funded.

2/2013

Warshawsky, N. (PI). Organizational factors in health care outcomes: Role of the nurse manager, Robert Wood Johnson Foundation Nurse Faculty Scholars Program, Requested: \$350,000. Not Funded.

11/2011

Warshawsky, N. (PI). The Effects of Nurse Manager Turnover on Nurse, Patient, and Financial Outcomes, American Organization of Nurse Executives Seed Grant Program. Requested: \$8,000. Not Funded.

Other Non-grant Supported Research

- 2014 -- 2016 **Warshawsky, N.** (PI). Assessment of nurse leaders' perceptions of work environment, health and health promotion behaviors in three healthcare systems.
- 2013 – 2015 **Warshawsky, N.** (PI) Meeting the 2020 Recommendations of the Institute of Medicine: Understanding the KY Nurse Workforce.
- 2011 -- 2013 **Warshawsky, N.** (PI) The Development and Psychometric Testing of the Nurse Manager Work Environment Scale.
- 2011—2011 **Warshawsky, N.** (PI) The Influence of Interpersonal Relationships on Nurse Managers' Work Engagement and Proactive Work Behavior.

Publications (1^{data based}, 2^{student co-author})

Peer-Reviewed

- Prybil, L. Popa, G, & **Warshawsky, N.** (under review). Building the case for including nurse leaders on healthcare organizational boards. *Nursing Economic\$*.
- ¹**Warshawsky, N.** & Cramer, E. (In Press) Describing nurse manager role development and competency: Findings from a national study. *Journal of Nursing Administration*. 48: .
- Warshawsky, N.** (2018). Strategies to promote nurse manager job satisfaction and retention. *American Nurse Today*. 13 (8). Available at <https://www.americannursetoday.com/nurse-manager-job-satisfaction-retention/>
- ^{1,2}**Warshawsky, N.**, Rayens, MK, Lake, S, & Havens, D. (2017) The nurse manager practice environment scale: Development and psychometric testing. (Reprinted 2013 article) *Journal of Nursing Administration*. 47 (10): S3-S10.
- ^{1,2}**Warshawsky, N.**, Lake, S. & Bradford, A. (2017). Nurse managers describe their practice environments. (Reprinted 2013 article) *Journal of Nursing Administration*. 47 (10): S27-S35.
- ¹**Warshawsky, N.**, Wiggins, A & Rayens, M. (2016). The influence of the practice environment on nurse managers' job satisfaction and intent to leave. *Journal of Nursing Administration*. 46 (10): 501-507.
- Scott, E., Murphy, L. & **Warshawsky, N.** (2016). Identifying nursing administration research priorities: Findings from a Delphi study. *Journal of Nursing Administration*. 46 (5): 238-244.
- ¹**Warshawsky, N.**, Wiggins, A., Lake, S., & Valesquez, C. (2015) Achieving 80% BSN by 2020: Chief Nurse Executive role and ANCC influence. *Journal of Nursing Administration*. 45 (11): 582-588.
- ^{1,2}**Warshawsky, N.**, Brandford, A., Barnum, N., & Westneat, S. (2015). Achieving 80% BSN by 2020: Lessons Learned from Kentucky. *Journal of Nursing Administration*. 45: 449-456.
- ¹Tovar, E. & **Warshawsky, N.** (2015) Use of a problem-based learning exercise to teach the lean 8-step problem solving method to DNP students. *Nurse Educator*. 40 (2): 101-104.
- ¹**Warshawsky, N.** & Havens, D. (2014). Nurse manager job satisfaction and intent to leave. *Nursing Economic\$*. 32 (1): 32-39. PMID: PMC4330008
- ¹Havens, D., **Warshawsky, N.**, & Vasey, J. (2013) RN work engagement in generational cohorts: The view from rural US hospitals. *Journal of Nursing Management*. 21(7): 927-940.
- ^{1,2}**Warshawsky, N.**, Lake, S. & Bradford, A. (2013). Nurse managers describe their practice environments. *Nursing Administration Quarterly*. 37(4): 317-325.

- ^{1,2}**Warshawsky, N.**, Rayens, M., Rahman, R., & Stefaniak, K. (2013). The effect of nurse manager turnover on patient fall and pressure ulcer rates. *Journal of Nursing Management*. 21(6): 725-732.
- ^{1,2}**Warshawsky, N.**, Rayens, MK, Lake, S, & Havens, D. (2013) The nurse manager practice environment scale: Development and psychometric testing. *Journal of Nursing Administration*. 43(5): 250-257.
- ¹Havens, D., **Warshawsky, N.**, & Vasey, J. (2012) The nursing practice environment in rural hospitals: PES-NWI assessment. *Journal of Nursing Administration*. 42 (11): 519-525
- ¹**Warshawsky, N.**, Havens, D., & Knafel, G. (2012) The influence of interpersonal relationships on nurse managers' work engagement and proactive work behavior. *Journal of Nursing Administration*. 42(9): 418-425. PMID: PMC4071766
- ¹**Warshawsky, N.**, & Havens, D. (2011) Global use of the practice environment scale of the nurse work index: A review of literature. *Nursing Research*. 60, 17-31. PMID: PMC3021172

Editor Reviewed

- Warshawsky, N.** Nursing leadership: State of the science. *Journal of Nursing Administration*. 49: (Invited guest editorial)
- Nelson-Brantley, HV & **Warshawsky, N.** (2018). CGEAN Perspectives: Interprofessional education: Advancing team science to create collaborative safety cultures. *Journal of Nursing Administration*, 48 (5): 233-234.
- Martin, E., & **Warshawsky, N.** (2017). AONE guiding principles for creating value and meaning for the next generation of nurse leaders. *Journal of Nursing Administration*. 47 (9): 418-420.
- Warshawsky, N.**, Andrews, D., Bacon, C., Cherry, B., Kowalski, K., Nelson-Brantley, H., & Sherman, R. (2017) Leading in the healthcare vortex. *Journal of Nursing Administration*, 47(3): 131-133.
- Warshawsky, N.**, Scott, E., & Murphy, L. (2016). CGEAN Perspectives: Application of CGEAN's research priorities: PhD and DNP scholarship. *Journal of Nursing Administration*. 46 (5): 227-231.
- ²Kowalski, K., Satre, M., & **Warshawsky, N.** (2015). CGEAN Perspectives: Findings from the 2015 National Forum of State Nursing Workforce Centers Annual Meeting. *Journal of Nursing Administration*. 45 (10): 474-476.
- Murphy, L. & **Warshawsky, N.** (2015) CGEAN Perspectives: Nursing Education and Leadership: A Solution to Healthcare's Gordian Knot? *Journal of Nursing Administration*. 45(6): 302-304.
- ²**Warshawsky, N.**, Joseph, M.L., Fowler, D., Edmonson, C., Nelson-Brantley, H., & Kowalski, K. (2015). CGEAN Perspectives: Pioneering through chaos. *Journal of Nursing Administration*. 45(3): 130-132.
- Murphy, L., Scott, E., & **Warshawsky, N.** (2014) CGEAN Perspectives: Nursing administration research: An evolving science. *Journal of Nursing Administration*. 44(12): 622-624
- ¹Murphy, L., **Warshawsky, N.**, & Mills, M. (2014) CGEAN Perspectives: An assessment of the alignment between graduate nursing leadership education and established standards. *Journal of Nursing Administration*. 44(10): 502-506.
- ^{1,2}Baxter, C. & **Warshawsky, N.** (2014). Exploring the acquisition of nurse manager competence. *Nurse Leader*. 12 (1): 46-59.

Books

Warshawsky, N. (under review) Nurse manager practice environment: Conceptual and empirical origins. Contribution to *Quantifying Exemplary Leadership Work*. American Nurses Association: New York, NY.

Consumer Publications

Warshawsky, N. & Heath, J. (2015, October 21) Op-Ed: KY nurses need more education to deal with health care changes. *Lexington Herald-Leader*. p. A9.

Published Abstracts

Warshawsky, N. April, 2013. The Practice Environment Scale of the Nurse Work Index: Translating Scores for Practice. STTI Creating Healthy Work Environments. Indianapolis, IN.

Warshawsky, N., Lake, S, Rayens, MK., & Havens, D. April, 2013. Describing the practice environment of nurse managers. STTI Creating Healthy Work Environments. Indianapolis, IN.

PRESENTATIONS (¹data based, ²student co-author)

International

¹**Warshawsky, N.** & Cramer, E. (2018). Exploring the Relationship among Nurse Manager Competence, Practice Environment, and Patient Outcomes (Podium). International Nursing Administration Research Conference, Atlanta, GA.

¹**Warshawsky, N.** & Cramer, E. (2018). Do Nurse Manager Role Preparation and Competence affect Patient Outcomes (Poster). Interest Research Group for Nursing Issues. AcademyHealth, Seattle, WA.

^{1,2}**Warshawsky, N,** Beckman, D. & Wiggins, A. November, 2016. Accountable Care Act: Implications for leadership competencies (Podium). International Nursing Administration Research Conference, Orlando, FL.

¹**Warshawsky, N.** March, 2016. Crafting environments to support nurse manager practice and job satisfaction. (Podium). American Organization of Nurse Executives. Fort Worth, TX.

¹**Warshawsky, N.** November, 2014. Meeting the Future of Nursing's recommendations: Understanding Kentucky's RN workforce. (Podium) International Nursing Administration Research Conference, Dallas, TX.

¹Havens, D., **Warshawsky, N.,** & Vasey, J. November, 2013. RN work engagement in generational cohorts: The view from US rural hospitals. (Podium) International Nursing Administration Research Conference. Baltimore, MD.

²McCallie, D. & **Warshawsky, N.** November, 2013. Can you hear me? Can you hear me now? Can Nurse-Physician communication be improved? (Podium) International Nursing Administration Research Conference. Baltimore, MD.

Warshawsky, N. April, 2013. The Practice Environment Scale of the Nurse Work Index: Translating Scores for Practice. (Podium) STTI Creating Healthy Work Environments. Indianapolis, IN.

^{1,2}**Warshawsky, N.,** Lake, S, Rayens, MK., & Havens, D. April, 2013. Describing the practice environment of nurse managers. (Poster) STTI Creating Healthy Work Environments. Indianapolis, IN.

¹**Warshawsky, N.** & Havens, D., October, 2011. The influence of interpersonal relationships on nurse managers' work engagement and proactive work behavior. (Podium) International Nursing Administration Research Conference, Denver, CO.

¹**Warshawsky, N.** & Havens, D., October, 2011. Nurse manager job satisfaction and retention: An exploratory study. (Poster) International Nursing Administration Research Conference, Denver, CO.

Warshawsky, N. & Havens, D., October, 2009, Global use of the practice environment scale of the nurse work index: A literature review. (Poster) International Nursing Administration Research Conference, Baltimore, MD.

National

¹**Warshawsky, N.** April, 2016. Evidence-based environments that support nurse managers' practice and job satisfaction. (Podium). Pathway to Excellence Conference. Philadelphia, PA.

¹**Warshawsky, N.** & Page, C. October, 2014. Teaching essential informatics competencies in a DNP program. National League for Nursing Technology. (Poster) Conference, Nashville, TN.

¹Tovar, E., **Warshawsky, N.**, Yates, A., & Rosenbaum, C. (July, 2013) Use of a simulation exercise to teach the LEAN 8-step problem solving method. Summer Institutes on Evidence-Based Practice. (Poster) San Antonio, TX.

^{1,2}**Warshawsky, N.**, Lake, S, Rayens, MK., & Havens, D. March, 2013. Describing the practice environment of nurse managers. (Poster) American Organization of Nurse Executives Annual Meeting. Denver, CO.

¹**Warshawsky, N.** & Havens, D., November, 2011. Nurse manager job satisfaction and retention: An exploratory study. (Poster) NCONL Research Conference, Winston-Salem, NC

Regional/Local

Warshawsky, N. March 20, 2017. Promoting civility in the workplace. (Podium). Kentucky Organization of Nurse Leaders Bluegrass Chapter Business meeting. Frankfurt, KY.

^{1,2}Beckman, D. & **Warshawsky, N.**, & Wiggins, A. September, 2016. Assessing competencies needed to lead in an ACA world. (Poster) Kentucky Nurses Association Convention. Louisville, KY.

^{1,2}Beckman, D. & **Warshawsky, N.**, & Wiggins, A. September, 2016. Assessing competencies needed to lead in an ACA world. (Poster) Baptist Health Nursing Research Day. Lexington, KY.

¹**Warshawsky, N.** September, 2015. Crafting environments that support nurse manager practice and job satisfaction. (Poster). Kentucky Organization of Nurse Leaders. Louisville, KY.

^{1, 2}Brandford-Dixon, A. & **Warshawsky, N.** April, 2014. The current education levels of Kentucky's registered nurse workforce: Barriers and facilitators to academic progression. (Poster) Scholarship Showcase, Lexington, KY.

^{1, 2}Rahman, R., **Warshawsky, N.** & Rayens, M. March, 2013. The effect of nurse manager turnover on patient fall and pressure ulcer rates. (Poster) Scholarship Showcase, Lexington, KY.

^{1, 2}Rahman, R., **Warshawsky, N.** & Rayens, M. November, 2012. The effect of nurse manager turnover on patient fall and pressure ulcer rates. (Poster) Nursing Research Papers Day, Lexington, KY.

^{1, 2}Rahman, R., **Warshawsky, N.** & Rayens, M. September, 2012. The effect of nurse manager turnover on patient fall and pressure ulcer rates. (Poster) KONL Annual Meeting, Louisville, KY.

^{1, 2}Baxter, C., Murphy, S., & **Warshawsky, N.** March, 2013. Self-assessed competence of nurse manager by years of experience. Awarded Best Graduate Poster. (Poster) Scholarship Showcase, Lexington, KY.

^{1, 2}Baxter, C., Murphy, S., & **Warshawsky, N.** November, 2012. Self-assessed competence of nurse manager by years of experience. (Poster) Nursing Research Papers Day, Lexington, KY.

- ^{1, 2}Baxter, C., Murphy, S., & **Warshawsky, N.** September, 2012. Self-assessed competence of nurse manager by years of experience. (Poster) KONL Annual Meeting, Louisville, KY.
- ¹**Warshawsky, N.** & Havens, D., November, 2011. Nurse manager job satisfaction and retention: An exploratory study. (Poster) Nursing Research Papers Day, Lexington, KY.
- ¹**Warshawsky, N.** & Havens, D., November, 2011. The influence of interpersonal relationships on nurse managers' work engagement and proactive work behavior. (Podium) Nursing Research Papers Day. Lexington, KY.
- Warshawsky, N.** October, 2009, Reflective practice: A tool for changing dis-empowering behaviors. (Podium) North Carolina Nurses Association Annual Convention. Raleigh, NC.
- Warshawsky, N.** & Havens, D., February, 2009, Published use of the practice environment scale of the nurse work index. (Poster) Nursing Research Day, Chapel Hill, NC.
- Warshawsky, N.** & Havens, D., February, 2009, Published use of the practice environment scale of the nurse work index. (Poster) SNRS Annual Conference, Baltimore, MD.

Invited Podium Presentations

National

- Warshawsky, N.** November 12, 2018. Aspects of the Nurse Manger Practice Environment that Support Job Performance. Press Ganey National Client Conference CNO Pre-conference (Keynote). Press Ganey Associates, Inc. Orlando, FL.
- Warshawsky, N.** October 23, 2018. The Conceptual Development of the Nurse Manager Practice Environment. Magnet Research Symposium. American Nurses Credentialing Center. Denver, CO.
- Warshawsky, N.** June 9, 2017. Nurse Manager Practice: What factors influence nurse managers' success? (Keynote). New Jersey Organization of Nurse Leaders. Princeton, NJ.
- Warshawsky, N.** June 9, 2017. From dissertation to a program of research: Insights from the field. New Jersey Organization of Nurse Leaders. Princeton, NJ.
- ¹**Warshawsky, N.** April, 2016. Interventions to support nurse managers. CNO Luncheon at Pathway to Excellence Conference. Philadelphia, PA.
- ¹**Warshawsky, N.** April, 2015. Nurse Manager Practice. North Carolina Organization of Nurse Leaders. Greensboro, NC.
- ¹**Warshawsky, N.** April, 2013. Creating Environments to Support Nurse Managers' Practice. (Keynote) Tampa Bay Organization of Nurse Executives, Sustaining a Safe Environment. Tampa Bay, FL.

Regional/Local

- Warshawsky, N.** November 28, 2018. Understanding role preparation and competency of our current nurse manger workforce. Central Florida Organization of Nurse Executives. Orlando, FL.
- Warshawsky, N.** September 2017. Building the Evidence to Create Healthy Work Environments. (Keynote) Research Louisville!, Louisville, KY.
- Warshawsky, N.** March 2017. Strategies to Promote Civility in the Workplace. Kentucky Organization of Nurse Leaders, Frankfurt, KY.
- ¹**Warshawsky, N.** September, 2014. Meeting the Future of Nursing's recommendations: Understanding Kentucky's RN workforce. Kentucky Organization of Nurse Leaders, Louisville, KY.

^{1,2}**Warshawsky, N.** & Brandford, A. May, 2014. Meeting the Future of Nursing's recommendations: Understanding Kentucky's RN workforce. University of Kentucky's 10th Annual Faculty Development Workshop. Lexington, KY

Warshawsky, N. March, 2014. Organizational characteristics to support evidence-based practice. (Keynote) Baptist Health's Transforming Practice through Publication. Lexington, KY.

Warshawsky, N. May, 2012, Preparing nurses for the workplace. University of Kentucky's 8th Annual Faculty Development Workshop. Lexington, KY

TEACHING**Courses taught at the University of Kentucky, College of Nursing**

Courses	Role	Year	Enrollment
NUR 919 Quality & Safety: DNP core	Lead Faculty	SPR 18	26
NUR 917 Health IT: DNP core	Lead Faculty	SPR 18	20
NUR 919 Quality & Safety: DNP core	Lead Faculty	SU 17	7
NUR 917 Health IT: DNP core	Course Coordinator & Faculty	Spr 17	18
NUR 919 Quality & Safety: DNP core	Lead Faculty	Spr 17	30
NUR 919 Quality & Safety: DNP core	Lead Faculty	Fa 16	8
NUR 917 Health IT: DNP core	Course Coordinator & Faculty	Su 16	39
NUR 919 Quality & Safety: DNP core	Lead Faculty	Fa 15	28
NUR 974 Population & Org Systems Leadership II DNP POSL Track	Faculty	Fa 15	5
NUR 975 Population & Org Systems Leadership II (clinical) DNP POSL Track	Faculty	Fa 15	5
NUR 919 Quality & Safety: DNP core	Lead Faculty	Su 15	21
NUR 917 Health IT: DNP core	Course Coordinator & Faculty	Su 15	34
NUR 919 Quality & Safety: DNP core	Lead Faculty	Fa 14	30
NUR 970 Population & Org Systems Leadership I DNP POSL Track	Faculty	Fa 14	5
NUR 971 Population & Org Systems Leadership I (clinical) DNP POSL Track	Faculty	Fa 14	5
NUR 917 Health IT: DNP core	Course Coordinator & Faculty	Su 14	30

NUR 970 Population & Org Systems Leadership I DNP POSL Track	Faculty	Sp 14	3
NUR 971 Population & Org Systems Leadership I (clinical) DNP POSL Track	Faculty	Sp 14	3
NUR 919 Quality & Safety: DNP core	Lead Faculty	Fa 13	30
NUR 970 Population & Org Systems Leadership I DNP POSL Track	Faculty	Fa 13	2
NUR 971 Population & Org Systems Leadership I (clinical) DNP POSL Track	Faculty	Fa 13	2
NUR 917 Health IT: DNP core	Course Coordinator & Faculty	Su 13	25
NUR 919 Quality & Safety: DNP core	Lead Faculty	Fa 12	21
NUR 917 Health IT: DNP core	Course Coordinator & Faculty	Su 12	25
NUR 919 Quality & Safety: DNP core	Co-Faculty	Fa 11	25

Courses taught at the University of North Carolina at Chapel Hill, School of Nursing

Course	Role	Year	Enrollment
NURS 646 Health Care Policy in the US MSN Core	Co-faculty	Sp 11	50
NURS 364 Nursing Care of Adults with Major Health Problems, Part 1 BSN		Fa 10	8
NURS 364 Nursing Care of Adults with Major Health Problems, Part 1 BSN		Su 10	8
NURS 364 Nursing Care of Adults with Major Health Problems, Part 1 BSN	Clinical Supervision	Su 09	6-8
NURS 488 Health Services Improvement 2nd Degree BSN	Co-Faculty	Sp 09	25
NURS 874 Outcomes Management MSN Health Systems Track	Clinical Supervision	Fa 09	13

NURS 364 Nursing Care of Adults with Major Health Problems, Part 1 BSN	Clinical Supervision	Su 08	6-8
NURS 366 Health Assessment BSN	Practice lab instruction	Su 08	3 sections of 10 each
NURS 878 Health Systems Residency and Integrative Capstone MSN Health Systems Track	Clinical Supervision	Sp 08	12
NURS 646 Health Care Policy in the US MSN Core	Co-faculty	Fa 08	50
NURS 364 Nursing Care of Adults with Major Health Problems, Part 1 BSN	Clinical Supervision	Su 07	6-8

Courses taught at Duke University, School of Nursing

Course	Role	Year	Enrollment
NURS 202 Foundations 2nd Degree BSN	Practice Lab & Clinical Instruction	Sp 10	65
NURS 202 Foundations 2nd Degree BSN	Practice Lab & Clinical Instruction	Fa 07	65

PROFESSIONAL MEMBERSHIPS

2005 – Present	American Organization of Nurse Executives (AONE)
2009 -- Present	Council on Graduate Education for Administration in Nursing (CGEAN)
2012 – 2018	Kentucky Organization of Nurse Leaders
2015—Present	American Nurses’ Association
2015—2018	Kentucky Nurses’ Association
2007 – 2013	National League for Nursing (NLN)

PROFESSIONAL SERVICE

American Nurses Credentialing Center

2017—Present	Vice Chair, Commission on Pathway to Excellence
2016-2017	Member, Commission on Pathway to Excellence (competitive selection)

American Organization of Nurse Executives

2014	Member, Innovative Approaches to Recruiting and Retaining Early Careers in Nurse Manager Roles Task Force (competitive selection)
2012	Item Writer, Nurse Manager Certification Self-study Exam Task Force (competitive selection)

Council on Graduate Education for Administration in Nursing

2019 -- 2020	President
2018	President-elect

2013 – 2016 Member, Research Committee
2014 – 2018 Column Editor, Journal of Nursing Administration

Kentucky Center for Nursing (formerly Kentucky Nursing Capacity Consortium)

2017 – 2018 President
2015 -- 2016 Co-Chair
2011 -- 2015 UK College of Nursing Consultant

Delta Psi Chapter of Sigma Theta Tau

2017—2018 Scholarship council member
2015 – 2017 Research council member
2012 -- 2014 Publicity Chair

Editorial Board:

2014 – Present Journal of Nursing Administration

Manuscript Reviewer:

2018 – Present Research in Nursing & Health
2016 -- Present International Journal of Nursing Studies
2013 – Present Journal of Nursing Administration
2015 Nursing Administration Quarterly
2013 – 2015 Journal of Nursing Education

University of Central Florida

2018 – Present Personnel Committee, University Faculty Senate
2018 – Present MSN & DNP Curriculum Committee, College of Nursing

University of Kentucky

2017—2019 College of Nursing representative, University Senate
2015 -- 2016 College of Nursing Faculty Representative, Health Care College Code of Student Professional Conduct (Provost appointed)
2013 Member, Center for Interprofessional Education Planning Committee

University of Kentucky College of Nursing

2017—2019 Nomination Committee
2015 -- 2017 Nurse Planner, Continuing Education Department
2013 -- 2014 Alternate Administrator, College of Nursing Continuing Education Department
2012 – 2016 Member, DNP Track Coordinators
2013 – 2016 Member, DNP Program Committee
2012 – 2015 Member, Annual UK Faculty Development Workshop Planning Committee
2013 Member, College of Nursing, Scholarship Showcase Planning Committee
2012 Judge, College of Nursing, Scholarship Showcase

University of North Carolina at Chapel Hill School of Nursing

2010-2011 Student Member, School of Nursing, Doctoral Executive Committee, University of North Carolina at Chapel Hill

2009 Senator, Graduate and Professional School Federation, University of North Carolina at Chapel Hill

01072019 CV Revised