

**Joy Parchment, PhD, RN, NEA-BC**  
**University of Central Florida College of Nursing**  
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**EDUCATION**

<b>Year</b>	<b>Degree</b>	<b>Institution</b>	<b>Location</b>
2015	PhD	University of Central Florida College of Nursing	Orlando, FL
1987	MSN	Anna Maria College	Paxton, MA
1978	BSN	Andrews University	Berrien Springs, MI

**LICENSURE AND CERTIFICATION**

<b>Year</b>	<b>Source</b>	<b>Type</b>	<b>Number</b>
2021-present	Florida Board of Nursing	RN (multi-state)	1075412
2019-2014	American Nurses Credentialing Center	Nurse Executive Advanced, Board Certified	2018069403
2019-2014	American Nurses Credentialing Center	Nurse Executive, Board Certified	2009001030
2016-present	American Nurses Credentialing Center	Fundamentals of Magnet, Certificate Holder	
2016-present	Institute for Healthcare Improvement	Patient Safety Officer	
2016-present	Board Source, Florida Action Coalition, Florida Center for Nursing	Board Service Certified	
2014-present	Agency for Healthcare Research & Quality	TeamSTEPPS Master Trainer	
2022-present	University of South Florida	Diversity, Equity, and Inclusion in the Workplace Certificate	
2021-present	Maxwell Leadership	Certified Speaker, Trainer, Coach	
2021-present	Maxwell Leadership	Certified Maxwell Method Behavioral Analysis Trainer	
2022	eSpeakers	Certified Host Presenter	
2021-2024	eSpeakers	Certified Virtual Presenter	

**EMPLOYMENT**

***ACADEMIC APPOINTMENTS***

<b>Years</b>	<b>Position</b>	<b>Institution</b>	<b>Location</b>
2022-present	Assistant Professor (tenure track)	University of Central Florida, College of Nursing	Orlando, FL

<b>Years</b>	<b>Position</b>	<b>Institution</b>	<b>Location</b>
2020-2022	Adjunct Nursing Faculty	University of Central Florida, College of Nursing	Orlando, FL
1993-1999	Associate Professor, Associate Degree Nursing Program Coordinator	Florida Hospital College of Health Sciences	Orlando, FL
1990-1993	Assistant Professor	Southern College of Seventh-day Adventist Orlando	Orlando, FL

### ***CLINICAL APPOINTMENTS***

<b>Years</b>	<b>Position</b>	<b>Institution</b>	<b>Location</b>
2021-present	Nurse Consultant, Coach	The Parchment Group, LLC	Altamonte Springs, FL
2011-2020	Corporate Director, Nursing Strategy Implementation	Orlando Health, Inc	Orlando, FL
2013-2020	Corporate Director, Magnet® Program	Orlando Health, Inc	Orlando, FL
2005-2010	Program Manager, Nursing & Special Projects	Orlando Health, Inc	Orlando, FL
2004-2005	Manager, Clinical Oncology Research	MD Anderson Cancer Center Orlando	Orlando, FL
2003-2004	Educator, Community Clinical Oncology	MD Anderson Cancer Center Orlando	Orlando, FL
2000-2003	Clinical Research Coordinator	Priority Healthcare	Lake Mary, FL
1999-2001	Staff Nurse, Flex Pool	Florida Hospital Waterman	Tavares, FL
1993-1999	Associate Professor, Nursing, Associate Degree Nursing Program Coordinator	Florida Hospital College of Health Sciences	Orlando, FL
1993-1998	Staff Nurse, Per Diem	Florida Hospital	Orlando, FL
1989-1990	Staff Nurse IV	Florida Hospital	Orlando, FL
1986-1989	Community Health Nurse	Seminole County Public Health Department	Sanford, FL
1981-1986	Staff Nurse	University of Massachusetts Medical Center	Worcester, MA
1979-1981	Staff Nurse	University of Miami Comprehensive Health Care Program	Miami, FLs

### **AWARDS AND HONORS**

<b>Date</b>	<b>Award</b>	<b>Organization/Group</b>
2022	President's Outstanding Service Award	National Speakers Association Central Florida, Tampa, FL
2021	Speakers Academy Achievement Award	National Speakers Association Central Florida, Tampa, FL

<b>Date</b>	<b>Award</b>	<b>Organization/Group</b>
2020	Excellence in Nursing Leadership Award	Florida Organization of Nurse Executives
2020	Noble Knight Award for Leadership	University of Central Florida College of Nursing
2019	Mentor Award	American Organization of Nurse Executives
2018	Onyx Profile	Onyx Magazine
2013	Knightingale Scholarship Award	University of Central Florida College of Nursing
2012	Education Scholarship Award	Florida Organization of Nurse Executives
2007	Nurse Excellence Award	Florida Nurses Association, District 8
1985	Outstanding Nurse Award	University of Massachusetts Medical Center

## RESEARCH AND SCHOLARSHIP

**PUBLICATIONS** \**data-based*; ^ *student co-author[s]*; *underlined text is hyperlinked* Google Scholar h-index=35; i10-index=73

### **PEER-REVIEWED JOURNAL ARTICLES**

1. \*^Waterval, E., Neff, D.F., Warshawsky, N., **Parchment, J.**, Ng, B.P., Khallouq, B.B., Yan, X. (under review). Prediction of nursing medication errors using a patient classification system. *International Journal of Nursing Studies*.
2. \*^Keith, A., Warshawsky, N., Neff, D., Loerzel, V., **Parchment, J.** (accepted for publication). Critical appraisal of electronic surveys: An integrated literature review. *Journal of Nursing Measurement*.
3. \*^Keith, A., Warshawsky, N., Neff, D.; Loerzel, V., **Parchment, J.**, Grandfield, E. The impact of generation on Nurse Manager job satisfaction. *JONA: The Journal of Nursing Administration*, 52(7/8), 435-441. doi: 10.1097/NNA.0000000000001166
4. **Parchment, J.** (2022). Mindfulness: A necessary leadership competency. *Nursing Made Incredibly Easy*. 20(2), 17-20. doi: 10.1097/01.NME.0000816540.82548.88
5. ^Lyman, B., **Parchment, J.**, George, K. (2022). Diversity, Equity, Inclusion: Crucial for organizational learning and health equity. *Nurse Leader*, 20(2), 193-196. doi: <https://doi.org/10.1016/j.mnl.2021.10.012>
6. \*^Galura, S., Horan, K., **Parchment, J.**, Penoyer, D., Schlotzhauer, S., Dye, K., Hill, E. (2022). Frame of reference training for content analysis with structured teams (FORT-CAST): A framework for content analysis of open-ended survey questions using multidisciplinary coders. *Research in Nursing and Health*, 1-11. <https://doi.org/10.1002/nur.22227>.
7. \*Joseph, M.L., Chipps, E., Alexander, C., Caramanica, L., Frank, B., Hand, M., Lyman, B., Nelson-Brantley, H., **Parchment, J.**, Ward, D., Weatherford, B. (2022). Building the science to guide nursing administration and leadership decision making. *JONA: Journal of Nursing Administration*, 52(1):19-26. doi: 10.1097/nna.0000000000001098
8. \*Hand, M.W., Alexander, C., Lyman, B., **Parchment, J.**, Joseph, M.L., Chipps, E. (2021). Filling the knowledge gap for nurse leaders: Next steps following Covid-19. *Nurse Leader*, 19(1), 616-621. doi: 10.1016/j.mnl.2021.07.005
9. \*^Chipps, E., Joseph, M.L., Alexander, C., Lyman, B., McGinty, L., Nelson-Brantley, H., **Parchment, J.**, Rivera, R., Schultz, M., Ward, D., Susan Weaver, S. (2021). Setting the research agenda for nursing administration and leadership science: A delphi study. *JONA: Journal of Nursing Administration*, 51(9), 430-438. doi: 10.1097/NNA.0000000000001042

10. \*Keith, A., Warshawsky, N., Neff, D., Loerzel, V., **Parchment, J.** (2020). Factors that influence nurse manager job satisfaction: An integrated literature review. *Journal of Nursing Management*, 29(3):373-384. doi:10.1111/jonm.13165
11. **Parchment, J.** & Stinson, A. (2020). Leading through the complexity of Human Trafficking. *Nursing Administration Quarterly*, July/September, 44(3), 235-243. doi: 10.1097/NAQ.0000000000000423.
12. \***Parchment, J.** & Andrews, D. (2019). The incidence of workplace bullying and related environmental factors among nurse managers. *JONA: Journal of Nursing Administration*, 49(3):132-137. doi: 10.1097/NNA.0000000000000726

### **EDITOR REVIEWED JOURNAL ARTICLES**

1. Lyman, B., **Parchment, J.** (2020). Sustaining exemplary practice: Leading through the lens of organizational learning. *JONA: Journal of Nursing Administration*, 50(11): 557-559. doi: 10.1097/NNA.0000000000000935.
2. Nelson-Brantley, H., Beckman, D., **Parchment, J.**, Smith-Miller, C., Weaver, S. (2020). Magnet® and Pathway to Excellence®: Focusing on research and evidence-based practice. *JONA: Journal of Nursing Administration*, 50(5), 245247. doi: 10.1097/NNA.0000000000000877.

### **BOOK CHAPTER**

1. **Parchment, J.** (2022). *Professional Practice Models*. In D. L. Huber and M. L. Joseph (Eds.), *Leadership & Nursing Care Management*, 7<sup>th</sup> edition, (pp. 268-288). St. Louis: Elsevier. ISBN: 978-0-323-69711-8.

### **DISSERTATION**

\***Parchment, J.** (2015). *Nurse managers, work environment factors and workplace bullying*. University of Central Florida, College of Nursing. (Dr. Diane Andrews, Chair).

### **OTHER PUBLICATIONS**

1. **Parchment, J.**, Alexander, A., & Sisco, V. (2020). *Nursing Excellence: Rising to the Challenge: 2019 Nurse Connection Newsletter*. Published internally, Orlando Health.
2. **Parchment, J.**, Alexander, A., & Sisco, V. (2018). *Inspiring a new century, 100 Years, A Legacy of Caring: 2018 Nurse Connection Newsletter*. Orlando Health.
3. **Parchment, J.**, Alexander, A., Courtney, K., & Sisco, V. (2017). *Pillars of Strength: 2017 Nurse Connection Newsletter*. Published internally, Orlando Health.
4. **Parchment, J.**, Alexander, A., Courtney, K. (2016). *Touching Hearts, Saving Lives: 2016 Nurse Connection Newsletter*. Published internally, Orlando Health.
5. **Parchment, J.** (2016). *Protecting Patient Safety: Preventing Medical Errors, 2<sup>nd</sup> edition*. Western Schools, Brocton, MA: S.C. Publishing.
6. **Parchment, J.** Courtney, K. (2015). *2015 Nurse Connection Commemorative Newsletter*. Published internally, Orlando Health.
7. **Parchment, J.** Courtney, K. (2014). *2014 Nurse Commemorative Connection Newsletter*. Published internally, Orlando Health.
8. **Parchment, J.** Courtney, K. (2013). *Collaborating for Excellence: 2013 Nurse Commemorative Connection Newsletter*. Published internally, Orlando Health.
9. **Parchment, J.** Courtney, K. (2012). *Journey to Excellence: 2012 Nurse Commemorative Connection Newsletter*. Published internally, Orlando Health.

10. **Parchment, J.** Courtney, K. (2011). *Leading with Excellence: 2011 Nurse Commemorative Connection Newsletter*. Published internally, Orlando Health.
11. **Parchment, J.** Courtney, K. (2010). *2010 Celebrating Nurses, Commemorative Issue: Nurse Connection Newsletter*. Published internally, Orlando Health.

### **REPORTS & POSITION PAPERS**

1. Hemmali, M., Bradley, E., Garcia, N., Wilde, K. & **Parchment, J.** (2018). *Vital signs position paper*. Published internally, Orlando Health.
2. **Parchment, J.** & Penoyer, D. (2017). *Position paper: Purposeful rounding*. Published internally, Orlando Health.
3. **Parchment, J.** (2008). *Position paper: Role of the Clinical Nurse Leader at Orlando Health*. Published internally, Orlando Health.
4. **Parchment, J.** (2008). *Position paper, National Nursing Certification at Orlando Health*. Published internally, Orlando Health.
5. **Parchment, J.** (2008). *Position paper, Nursing Education at Orlando Health*. Published internally, Orlando Health.
6. **Parchment, J.** (2008). *Establishing Unit Nursing Practice Councils: Resource Guide*. Published internally, Orlando Health.
7. **Parchment, J.** (2006). *Position paper, Developing an environment of safety: Rationale for translation & interpretation services at Orlando Regional Healthcare*. Published internally, Orlando Health.
8. Matthias, C., & **Parchment, J.** (2005). *Position paper: Developing a culture of clinical excellence, rationale for a Nursing Clinical Ladder at Orlando Regional Healthcare*. Published internally, Orlando Regional Healthcare.

### **MEDIA RELATED TO RESEARCH AND SCHOLARSHIP**

#### **Blog Posts**

1. **Parchment, J.** (2022, March 3). Dialogue with a nurse leader turned travel nurse. LinkedIn. <https://www.linkedin.com/pulse/dialogue-nurse-leader-turned-travel-joy-parchment-phd-rn-nea-bc/>
2. **Parchment, J.** (2022, February 3). The heart of nursing leaders. LinkedIn. <https://www.linkedin.com/pulse/heart-nursing-leaders-joy-parchment-phd-rn-nea-bc/>
3. **Parchment, J.** (2022, January 13). Digital disruption in nursing: The nurse leader's role. LinkedIn. <https://www.linkedin.com/pulse/digital-disruption-nursing-nurse-leaders-role-joy/>
4. **Parchment, J.** (2021, October 21). The power of nursing stories: The chief nursing storytelling officer. LinkedIn. <https://www.linkedin.com/pulse/power-nursing-stories-chief-storytelling-officer-joy/>
5. **Parchment, J.** (2021, October 14). What's good about nursing? LinkedIn. <https://www.linkedin.com/pulse/whats-good-nursing-joy-parchment-phd-rn-nea-bc/>
6. **Parchment, J.** (2021, October 6). Are you a health changer? LinkedIn. <https://www.linkedin.com/pulse/you-health-changer-joy-parchment-phd-rn-nea-bc/>
7. **Parchment, J.** (2021, August 25). The power of THANK YOU! LinkedIn. <https://www.linkedin.com/pulse/power-thank-you-joy-parchment-phd-rn-nea-bc/>
8. **Parchment, J.** (2021, August 18). COVID-19: The value of leadership presence. LinkedIn. <https://www.linkedin.com/pulse/covid-19-value-leadership-presence-joy-parchment-phd-rn-nea-bc/>
9. **Parchment, J.** (2021, August 11). What the Olympic athletes taught me about leadership. LinkedIn. <https://www.linkedin.com/pulse/what-olympic-athletes-taught-me-leadership-joy/>

10. **Parchment, J.** (2021, June 30). The mental health of nurses: Are we using the correct lens? LinkedIn. <https://www.linkedin.com/pulse/mental-health-nurses-we-using-correct-lens-joy/>
11. **Parchment, J.** (2021, February 11). Diversity, Equity, and Inclusion: Thoughts regarding the nursing workforce. LinkedIn. <https://www.linkedin.com/pulse/diversity-inclusion-reflections-regarding-nursing-joy/>

#### **Radio/Talk Shows/Podcasts (Host or Guest)**

1. **Parchment, J.** (2022, March 3). Thriving: Reframing hopes and dreams. [Facebook Live: Thriving Conversations](#), Orlando, FL (2022). Interviewed by Lea Tran and Sara Im, hosts.
2. **Parchment, J.** (2021, April 6). Reboot Forward Podcast. [Episode #32: The changing world of nursing](#). Interviewed by Barry Forward, host.
3. **Parchment, J.** (2021, January 20). BioPlus Specialty Pharmacy Podcast. [Episode: Showing your presence: Career planning in healthcare](#). Interviewed by Alicia Evans, host.

#### **Webinar**

1. Fitzsimmons, J., **Parchment, J.**, Williams, E. (2021, September 30). [Compassionate leadership practice through Diversity & Inclusion](#). The Daisy Foundation & Kirby Bates Associates Webinar. Moderated by Bonnie Barnes.

### **RESEARCH and GRANTS**

#### ***RESEARCH GRANTS AND SCHOLARLY PROJECTS—FUNDED***

<b>Year</b>	<b>Title, Funding Agency, Role, Investigators</b>	<b>Amount</b>
2020-2022	<i>Development of the 2020 nursing research priorities.</i> American Organization for Nursing Leadership. Role: Co-PI; Chipps, E., Weatherford, V., Frank, B.; Lyman, B., Alexander, C., Nelson-Brantley, V.; <b>Parchment, J.</b> , Glassman, K., Caramanica, L., Hand, M., Weaver, S.	\$10000
2014-2015	<i>Nurse managers, work environment factors and workplace bullying.</i> Florida Organization of Nurse Executives, Florida Nurses Foundation Evelyn Frank McKnight and Frieda Norton Research Funds, University of Central Florida College of Nursing Knightingale Scholar Fund; Role: PI; <b>Parchment, J.</b> ,	\$4030
2010	<i>Assessment of the needs of older nurses and factors that would delay retirement: A mixed methods study.</i> Florida Center for Nursing. Role: Co-PI; Penoyer, D., <b>Parchment, J.</b> , Danesh, V., Solomita, J.	\$15300

#### ***EDUCATIONAL GRANTS—FUNDED***

<b>Year</b>	<b>Title, Funding Agency, Role, Investigators</b>	<b>Amount</b>
2004	MD Anderson Cancer Center Orlando Skin Cancer Prevention Program, Florida Comprehensive Cancer Control Initiative Grant. Role: Coordinator; <b>Parchment, J</b>	\$16000

#### ***RESEARCH, EDUCATIONAL, AND PROJECT APPLICATIONS SUBMITTED—NON-FUNDED***

<b>Year</b>	<b>Title, Role, Investigators</b>
2020	<i>Evaluation of nurse perceptions and needs during the Corona virus pandemic, a mixed methods approach.</i> Role: Co-PI; Penoyer, E., <b>Parchment, J.</b> , Warshawsky, N., Ehrhart, M., Galura, S., Horan, K.

Year	Title, Role, Investigators
2019	<i>Nurses' perceptions of safety culture, in their own words.</i> Role: Co-PI; Penoyer, E., <b>Parchment, J.</b> , Lorezel, V., Arkin, L., Schuermann, A., Montemayor, J., Edmondson, K., Eden, C.
2010	<i>The perceived value of national specialty certification at a community-based healthcare system.</i> Role: PI; <b>Parchment, J.</b> , Gibson, L., Warrington, W.
1987	<i>Self-esteem and the professional nurse: Temperament or Environment.</i> Role: PI. <b>Parchment, J.</b>

**PRESENTATIONS** (\*data-based; ^ student co-author[s]; Type—podium, poster, keynote, invited)

**INTERNATIONAL**

Month/Year	Title/Conference/Location	Type
11/2016	* <b>Parchment, J.</b> Are nurse managers recipients of the harmful negative acts of workplace bullying. International Nursing Administration Research Conference (INARC), Orlando, FL	Podium Invited

**NATIONAL**

Month/Year	Title/Conference/Location	Type
06/2022	<b>Parchment, J.</b> Diversity, Equity, and Inclusion: What's next? Future Voices: College of Nursing Diversity, Equity, and Inclusion Forum, University of Colorado Anschutz. [Virtual presentation]	Keynote
03/2022	<b>Parchment, J.</b> Healthcare trends, innovations, and solutions for Nurse Leaders?. AMN Healthcare, CNO Academy Executive Nurse Retreat. San Antonio, TX.	Podium Panel Invited
03/2022	<b>Parchment, J.</b> Fireside Chat: Evolving Healthcare Changes. Qventus. [Virtual presentation].	Keynote Invited
11/2021	<b>Parchment, J.</b> Super-sized strength needed: Can we thrive? Association of Rehabilitation Nurses Conference. [Virtual Presentation]	Podium Invited
09/2020	<b>Parchment, J.</b> Closing the knowledge-complexity gap. Nursing Management Virtual Congress. [Virtual presentation]	Podium Invited
04/2020	<b>Parchment, J.</b> Innovative staffing models. American Organization for Nursing Leadership Virtual Conference. [Virtual presentation]	Podium Invited Facilitator
09/2019	<b>Parchment, J.</b> Engaging, empowering, and elevating clinical nurses through Shared Governance. Nursing Management Congress, New Orleans, LA.	Podium Invited
04/2019	<b>Parchment, J.</b> Best practices in nursing leadership: 2019 AONE Award Recipients Discussion. American Organization of Nurse Executives Annual Conference, San Diego, CA.	Podium Invited
06/2019	Hemmali, M., Garcia, N., Stinson, A., <b>Parchment, J.</b> The governance table – moving from nurse leader driven to clinical nurse driven. American Organization for Nursing Leadership, Shared Governance Conference, Ft. Worth, TX.	Poster
06/2018	Bradley, L., Hemmali, M., Garcia, N., <b>Parchment, J.</b> Engaging, empowering, and elevating nurses through shared governance. American	Poster

	Organization of Nurse Executives, Shared Governance Conference, Pittsburgh, PA	
10/2017	* <b>Parchment, J.</b> Nurse managers, contributory work environment factors, and workplace bullying. American Nurses Credentialing Center 2017 Magnet® Conference, Houston, TX	Podium Invited
11/2016	* <b>Parchment, J.</b> Nurse managers, contributory work environment factors, and workplace bullying. Florida Organization of Nurse Executives, Annual Conference, Orlando, FL	Podium Invited
02/2016	* <b>Parchment, J.</b> Nurse managers, contributory work environment factors, and workplace bullying. Southern Nursing Research Society Annual Conference, Williamsburg, VA	Podium Invited
10/2015	Waterval, E., Lapp, V., <b>Parchment, J.</b> Magnet® rounding: A structured approach to enhance site visit preparation. American Nurses Credentialing Center Magnet Conference, Atlanta, GA	Poster
09/2015	* <b>Parchment, J.</b> Nurse managers, work environment factors and workplace bullying. Nursing Management Conference, Orlando, FL	Podium Invited
09/2012	<b>Parchment, J.</b> Careers in nursing: Reinventing yourself for your future. National Black Nurses Association 40 <sup>th</sup> Annual Institute and Conference, Orlando, FL	Podium Invited
05/2010	Bean, A., Mathis, C., Mueller, J., <b>Parchment, J.</b> , Quintero, L., Reising, E., Collaboration: Implementation of the Clinical Nurse Leader role across a hospital system. Clinical Nurse Leader Annual Conference, Las Vegas, NV	Poster
04/2010	<b>Parchment, J.</b> , Howell, M. RN-MD Partnership to teach graduate nurses effective communication and collaboration. American Organization of Nurse Executives Annual Conference, Indianapolis, IN	Poster
02/2003	<b>Parchment, J.</b> Managing effective clinical trials. Maxim Pharmaceuticals Annual Conference, San Diego, CA	Podium

## **REGIONAL**

<b>Month/Year</b>	<b>Title/Conference/Location</b>	<b>Type</b>
10/2021	<b>Parchment, J.</b> Journey from shared governance to professional Governance. Memorial Health System, Fort Lauderdale, FL. [Virtual Presentation]	Podium Invited
10/2020	<b>Parchment, J.</b> Supersized strength needed: Will we thrive. Florida State Association of Rehabilitation Nurses. [Virtual Presentation]	Keynote Invited
10/2019	<b>Parchment, J.</b> Developing the transformational leader in you. Florida State Association of Rehabilitation Nurses, Orlando, FL.	Keynote Invited
09/2019	<b>Parchment, J.</b> Human trafficking: healthcare providers making a difference. Florida Nurses Association Membership Assembly, Howie in the Hills, FL.	Podium Invited
11/2012	Penoyer, D., Loerzel, V., Danesh, V., <b>Parchment, J.</b> , Brzyskinski, S., Solomita, J. Assessment of needs of older nurses and factors that would delay retirement: A mixed methods study. Florida Organization of Nurse Executives, Educational Conference, Orlando, FL	Poster
04/2012	<b>Parchment, J.</b> Warrington, W., Gibson, L. Perceived value of national specialty certification at a community-based healthcare system. Sigma Theta Tau International Theta Epsilon Chapter Research Day, Orlando, FL	Podium Invited



04/2011	Penoyer, D., Loerzel, V., Danesh, V., <b>Parchment, J.</b> , Brzyskinski, S., Solomita, J. Assessment of needs of older nurses and factors that would delay retirement: A mixed methods study. Sigma Theta Tau International Theta Epsilon Chapter Research Day, Orlando, FL	Podium Invited
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**STATE/LOCAL**

<b>Month/Year</b>	<b>Title/Conference/Location</b>	<b>Type</b>
05/2022	<b>Parchment, J.</b> Nursing: Is there a fun side? Orlando VA Medical Center, Orlando, FL [Virtual presentation]	Keynote Invited
01/2020	<b>Parchment, J.</b> Journey to professional governance. Orlando Health Nursing Leadership Challenge Conference, Orlando, FL.	Keynote Invited
09/2018	<b>Parchment, J.</b> Building resilient nurses. Orlando Health Dr. P. Phillips Hospital Nursing Practice Council Retreat, Orlando, FL	Keynote Invited
05/2018	<b>Parchment, J.</b> , Gonzalez, L., Purcell, T., & Zelle, L. Nurses: Connecting to the past and future. Orlando Health Nursing Excellence Conference, Orlando, FL	Panel Invited
02/2017	<b>Parchment, J.</b> Identifying the silent epidemic impacting the culture of safety. Orlando Health Quality Retreat, Orlando, FL	Podium Invited
05/2015	<b>Parchment, J.</b> , Cannata, L. Incivility in nursing. Orlando Health Nursing Excellence Conference, Orlando, FL	Podium Invited
07/2014	<b>Parchment, J.</b> Leadership theories and Orlando Health's nursing professional practice model. Orlando Health - Health Central, Ocoee, FL	Podium Invited
09/2013	<b>Parchment, J.</b> Orlando Health's nursing professional practice model. South Lake Hospital Nursing Leadership Summit, Clermont, FL	Podium Invited
03/2012	<b>Parchment, J.</b> Embracing crucial conversations. Orlando Health Clinical Nurse Specialist Retreat, Orlando, FL	Podium Invited
04/2012	<b>Parchment, J.</b> , Mirante, S., Shaw, A., Philp, L. The professional practice model at Orlando Health. Orlando Health - Health Central Leadership Summit, Ocoee, FL	Podium Invited
07/2009	<b>Parchment, J.</b> It depends: Analysis of literature. Orlando Health Nursing Research Council, Orlando, FL	Podium Invited
Monthly 2008 to 2012	Howell, M., <b>Parchment, J.</b> Nurse-physician communication changing the way we talk. Orlando Health Graduate Nurse Orientation, Orlando, FL	Podium Invited
03/2008	<b>Parchment, J.</b> Nurses, trusted professionals. South Seminole Hospital Nursing Grand Rounds, Longwood, FL	Podium Invited
02/2006	<b>Parchment, J.</b> Live well, cancer free! Faithful Servants Annual Health Symposium, Fort Lauderdale, FL	Podium Invited
11/2001	<b>Parchment, J.</b> Fear, overcoming the monster, Orlando Junior Academy, Orlando, FL	Podium Invited
Yearly 2003 to 2001; 1999-1994	<b>Parchment, J.</b> Pharmacology for boards, NCLEX-RN review course, MCP Hahnemann University, Orlando, FL	Podium Invited
03/1998	<b>Parchment, J.</b> Management of pediatric hemolytic alterations. University of Central Florida College of Nursing, Orlando, FL	Podium Invited

10/1991	<b>Parchment, J.</b> Hemolytic Disorders, Florida Hospital, Orlando, FL	Podium Invited
03/1986	<b>Parchment, J.</b> Children with cancer: Home care approaches, University of Massachusetts Medical Center, Worcester, MA	Podium Invited

<b>TEACHING-RELATED ACTIVITIES</b>
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**PROJECT ADVISEMENT AND MENTORING**

***GRADUATE DISSERTATION / THESIS / PROJECT ADVISING***

<b>Dates</b>	<b>Student</b>	<b>Title</b>	<b>Role</b>
2019-2020	Eugene Waterval (PhD)	The effect of acuity-based nurse staffing on nursing medication errors. University of Central Florida College of Nursing	Committee Member
2019-2021	Angela Keith (PhD)	Generational membership, practice environment and nurse manager job satisfaction. University of Central Florida College of Nursing	Committee Member
2019-2020	Jayne Willis (DNP)	Developing transformational skills in nurse leaders. University of Central Florida College of Nursing	Committee Member
2019-2020	Norma Ortiz (DNP)	Prevention or reduction of 30-day heart failure readmissions using the teach back method. Capella University	Project Advisor
2018	Carmen Williams (DNP)	Implementation of the CALM tool to increase nursing knowledge of antepartum nurses. Chamberlain University	Project Advisor
2018	Nadine Garcia (MSN)	Implementation of a transition to practice for nurse managers. University of Central Florida College of Nursing	Project Advisor
2014	Cindy Tinder (MSN)	Reducing length of stay for cesarean section patients. Jacksonville University.	Project Advisor
2013	Jennifer Stoeke (MSN)	Examination of gynecological re-admission rates. Walden University	Project Advisor
2012	Helen Abreu (MSN)	Graduate Nurses is a residency program an effective tool. University of Central Florida College of Nursing	Project Advisor
2012	Andrea Schuermann (MSN)	A proactive rapid response team for a pediatric and women's hospital. University of Cincinnati	Project Advisor
2009	Marie Downey (MSN)	Development of a nursing leadership curriculum. University of Central Florida College of Nursing	Project Advisor

**COURSES TAUGHT**

*University of Central Florida, College of Nursing*

<b>Semester / Year</b>	<b>Course</b>	<b>Course Title</b>	<b>Enrolled</b>	<b>Program</b>
Fall 2022	NGR 7779C.0W62	Program Development and Management	14	Graduate
Summer 2022	NGR 7942L.CW61	DNP Immersion	14	Graduate
Spring 2022	NGR 6801.0W62	Research Methods	24	Graduate
Fall 2021	NGR 5800.0W61	Theory for Advanced Practice Nursing	20	Graduate
	NGR 6801.0W62	Research Methods	15	Graduate
	NGR 7779C.0W62	Program Development and Management	11	Graduate
Spring 2021	NGR 6801.0W62	Research Methods	13	Graduate
Fall 2020	NUR 6874.0W62	Nursing Environment Management	16	Graduate
Spring 2020	NGR 6801.0W62	Research Methods	16	Graduate

***Florida Hospital College of Health Sciences, Department of Nursing***

<b>Semester / Year</b>	<b>Course</b>	<b>Course Title</b>	<b>Enrolled</b>	<b>Program</b>
Spring 1999	NRSA 325	Pathophysiology	37	Undergraduate
	NRSA 485	Current Trends in Nursing	42	Undergraduate
Fall 1998	NRSA 327	Nursing Assessment	32	Undergraduate
	NRSA 329	Pharmacology	35	Undergraduate
Spring 1998	NRSA 114	Professional Issues in Nursing	45	Undergraduate
	NRSA 124	Pharmacology in Nursing	47	Undergraduate
Fall 1997	NRSA 110	Associate Nurse Perspectives	45	Undergraduate
Spring 1996	NRSA 114	Professional Issues in Nursing	45	Undergraduate
	NRSA 124	Pharmacology in Nursing	47	Undergraduate
Fall 1996	NRSA 110	Associate Nurse Perspectives	45	Undergraduate
Spring 1995	NRSA 114	Professional Issues in Nursing	45	Undergraduate
	NRSA 124	Pharmacology in Nursing	46	Undergraduate
Fall 1995	NRSA 110	Associate Nurse Perspectives	45	Undergraduate
Spring 1994	NRSA 114	Professional Issues in Nursing	45	Undergraduate
	NRSA 124	Pharmacology in Nursing	47	Undergraduate
Fall 1994	NRSA 110	Associate Nurse Perspectives	42	Undergraduate
Spring 1993	NRSA 114	Professional Issues in Nursing	45	Undergraduate
	NRSA 124	Pharmacology in Nursing	47	Undergraduate
Fall 1993	NRSA 110	Associate Nurse Perspectives	45	Undergraduate
Summer 1992	NRSA 245	Adult Nursing III	28	Undergraduate
Spring 1992	NRSA 225	Adult Nursing II	26	Undergraduate
Fall 1991	NRSA 223	Nursing Care of Children	30	Undergraduate

<b>Semester / Year</b>	<b>Course</b>	<b>Course Title</b>	<b>Enrolled</b>	<b>Program</b>
Summer 1991	NRSA 245	Adult Nursing III	28	Undergraduate
Spring 1991	NRSA 225	Adult Nursing II	26	Undergraduate
Fall 1990	NRSA 223	Nursing Care of Children	30	Undergraduate

## SERVICE-RELATED ACTIVITIES

### PEER REVIEW ACTIVITIES

#### *RESEARCH APPLICATIONS*

<b>Date</b>	<b>Organization / Grant Mechanism</b>
2019-present	Association of Leadership Science in Nursing, Versant Grant

#### *ABSTRACT REVIEWS*

<b>Date</b>	<b>Organization</b>
2020	Johnson and Johnson Innovation Labs, Nurses Innovate QuickFire COVID-19 Challenge
2018-2020	Association of Leadership Science in Nursing International Conference
2018	American Nurses Credentialing Center, Magnet Conference
2017-2019	American Organization of Nurse Executives Annual Conference
2014-2019	Orlando Health Quality Retreat Conference
2013-2017	Orlando Health Nursing Excellence Conference
2009-2012	Florida Nurses Association Ingeborg Mauksch Clinical Excellence Award
2007-2008	Sigma Theta International Theta Epsilon Research Conference

#### *EDITORIAL-RELATED SERVICE*

<b>Date</b>	<b>Journal or Publisher</b>	<b>Role</b>
2021-present	Nursing Administration Quarterly	Editorial Board
2019-present	Lippincott Wolters Kluwer, Nursing	Reviewer
2022-present	Lippincott Wolters Kluwer, Nursing Management	Reviewer
2019-present	Journal of Continuing Education in Nursing	Reviewer
2019-present	Nursing Forum	Reviewer
2019-present	Journal of Nursing Management	Reviewer
2016	Western Schools Continuing Education	Reviewer

#### **EXPERT PANELS**

<b>Date</b>	<b>Organization</b>	<b>Role</b>
2020-2021	Wolters Kluwer Nursing Management Congress	Planning Board
2018	American Nurses Association Professional Issues Panel, End Nurse Abuse	Member

<b>Date</b>	<b>Organization</b>	<b>Role</b>
2014-2015	American Nurses Association, Professional Issues Panel, Workplace Violence and Incivility, Advisory Committee,	Member

### **SERVICE TO PROFESSIONAL ORGANIZATIONS**

<b>Date</b>	<b>Organization</b>	<b>Role</b>
2020-2021	American College of Healthcare Executives	Member
2015-2021	International Association of Workplace Bullying and Harassment	Member
2021-present	National Speakers Association	Member
2020-Present	National League for Nursing	Member
2013-2015	Florida Action Coalition, Diversity Council	Member
2009-present	American Nurses Association	Member
2008-present	American Organization for Nursing Leadership	Member
2020-2022	American Organization for Nursing Leadership	Appointed Board Member
2020-present	American Organization for Nursing Leadership Diversity, Belonging, and Inclusion Committee	Member, Co-Chair Chair
2020-2021	American Organization for Nursing Leadership Awards Taskforce	Chair
2019-2021	American Organization for Nursing Leadership Fellow Designation Selection Committee	Member Co-Chair
2012-present	Association for Leadership Science in Nursing	Member
2019-present	Association for Leadership Science in Nursing Research Committee	Member
2012-2021	Southern Nursing Research Society	Member
2004-present	Sigma	Member
2004-present	Sigma Theta Epsilon Chapter	Member
2007-2008	Sigma Theta Epsilon Chapter	Appointed Board Member
2010-present	Florida Nurses Association	Member
2013-present	Florida Nurses Association Health Policy SIG	Member
2011-2021	Florida Organization of Nurse Executives	Member
2013, 2018-2019	Florida Organization of Nurse Executives Strategic Planning Committee	Member
2018-2019	Florida Organization of Nurse Executives Region III Director	Board Member
2019-2020	Florida Organization of Nurse Executives Leadership Development Committee	Member
2014-2016	Florida Action Coalition Diversity Council	Member
2011-2016	Central Florida Organization of Nurse Executives	Member
2013-2015	Central Florida Organization of Nurse Executives	Secretary
2016-2018	Central Florida Organization of Nurse Executives	President
2019	Central Florida Organization of Nurse Executives	Past president
2021-present	National Speakers Association Central Florida	Member

<b>Date</b>	<b>Organization</b>	<b>Role</b>
2021-present	National Speakers Association Central Florida	Board of Directors
2021-present	National Speakers Association Central Florida Diversity, Equity, and Inclusion Committee	Chair
2012-2015	Organization for Doctoral Nursing Students	Member
2012-2013	Organization for Doctoral Nursing Students	Secretary

### **COMMUNITY-RELATED SERVICE**

<b>Date</b>	<b>Organization</b>	<b>Role</b>
2018-2019	Florida Abolitionist, Human Trafficking Speaker's Bureau, Orlando, FL	Volunteer
2017-2018	Heart of Florida United Way, Healthy Children and Families Cabinet, Orlando, FL	Member
2012-2013	Toastmasters International, Orlando Health Resonators, Orlando, FL	Volunteer
2012	HOPE Food Pantry, Orlando, FL	Volunteer
2005-2007	Workforce Central Florida Partners for a Healthy Community Data Collection & Forecasting Sub-Committee, Orlando, FL	Member
2004-2007	Florida Breast Cancer Coalition Research Foundation Education Committee, Miami, FL	Board Member
2003-2004	Florida Comprehensive Cancer Control Initiative Committee, Tallahassee, FL	Board Member
1994-2004	Toastmasters International, Orlando Conquerors 1066, Orlando, FL	Member
2002	Toastmasters International, Orlando Conquerors 1066, Orlando, FL	President
1997-2002	Orlando Junior Academy School Board, Orlando, FL	Board Chair
1997-1999	Florida Conference of Seventh-day Adventists, K-12 Board of Education, Orlando, FL	Board Member
1993-1994	Hug Center Advisory Board, Orlando, FL	Board Member

### ***OTHER CONSULTATION***

<b>Date</b>	<b>Project</b>
2022	Interim Nurse Manager Toolkit, Orlando, FL
2022	Scholarship Program for Diverse Emerging Speakers, Tampa, FL

### **UNIVERSITY SERVICE**

#### ***University of Central Florida, College of Nursing***

#### ***COMMITTEES***

<b>Date</b>	<b>Committee</b>	<b>Role</b>
2022-present	MSN/DNP Curriculum	Member
2022-present	Evidence-based Practice Taskforce	Member

### **COLLEGE SERVICE**

***Florida Hospital of Health Sciences******COLLEGE COMMITTEES***

<b>Date</b>	<b>Committee</b>	<b>Role</b>
1994-1995	Strategic Planning	Member
1993-1997	Graduation Committee	Member

***DEPARTMENT COMMITTEES***

<b>Date</b>	<b>Committee</b>	<b>Role</b>
1995-1996	National League for Nursing Accreditation Steering Committee	Member
1993-1998	Associate of Science Degree Nursing Program	Chair
1993-1999	Admission Committee	Member
1993-1999	Curriculum Committee	Member
1993-1997	Graduation Committee	Member

**HEALTHCARE ORGANIZATION SERVICE*****Orlando Health formerly Orlando Regional Healthcare<sup>1</sup> / MD Anderson Cancer Center Orlando<sup>2</sup>******DEPARTMENT / SYSTEM LEVEL COMMITTEES / PROGRAMS***

<b>Date</b>	<b>Committee</b>	<b>Role</b>
2020-2020	Patient Experience Council <sup>1</sup>	Member
2020-2020	Hourly Rounding Taskforce <sup>1</sup>	Co-chair
2020-2020	Diversity, Equity, and Inclusion Taskforce <sup>1</sup>	Chair
2012-2020	Professional Development Council <sup>1</sup>	Chair & Advisor
2018-2020	Health Central Hospital Magnet® Steering Committee <sup>1</sup>	Chair
2017-2018	Information Technology Governance Council <sup>1</sup>	Member
2016-2022	Patient Acuity Taskforce <sup>1</sup>	Chair
2016-2020	Arnold Palmer Hospital for Children & Winnie Palmer Hospital for Women & Babies Magnet® Steering Committee <sup>1</sup>	Chair
2012-2018	Emerging and Advanced Leader Program <sup>1</sup>	Mentor
2014-2015	Connected Care Taskforce <sup>1</sup>	Chair
2009-2020	Corporate Nursing Practice Council <sup>1</sup>	Advisor
2006-2006	Nursing Communication Taskforce <sup>1</sup>	Member
2006-2007	Translation and Interpretation Taskforce <sup>1</sup>	Member
2005-2020	Nurse Executive Council <sup>1</sup>	Member
2005-2007	Site Nursing Council Chairs Committee <sup>1</sup>	Chair
2004-2005	Corporate Privacy Committee <sup>2</sup>	Member
2003-2004	Oncology Nursing Practice Council <sup>2</sup>	Member
2003-2004	Pink October Committee <sup>2</sup>	Member