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EDUCATION

| Year | Degree | Institution | Location |
|-------------|---------------|--|---------------------|
| 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

| Year | Source | Type | Number |
|--------------|--|---|---------------|
| 2021-present | Florida Board of Nursing | RN (multi-state) | 1075412 |
| 2024-2029 | American Nurses Credentialing Center | Nurse Executive Advanced, Board Certified | 2018069403 |
| 2024-2029 | American Nurses Credentialing Center | Nurse Executive, Board Certified | 2009001030 |
| 2016-present | American Nurses Credentialing Center | Fundamentals of Magnet®, Board Certified | 2016000561 |
| 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 | Coach Diversity Institute | Certified Professional Diversity Coach | |
| 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 | |
| 2021-2026 | eSpeakers | Certified Virtual Presenter | |

EMPLOYMENT

ACADEMIC APPOINTMENTS

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

| Years | Position | Institution | Location |
|--------------|--|---|-----------------------|
| 2021-present | Executive Nurse Leader Coach, Consultant, Speaker | 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

| Date | Award | Organization/Group |
|-------------|---------------------------------------|--|
| 2022 | President's Outstanding Service Award | National Speakers Association Central Florida, Tampa, FL |

| Date | Award | Organization/Group |
|-------------|--|--|
| 2021 | Speakers Academy Achievement Award | National Speakers Association Central Florida, Tampa, FL |
| 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=7; i10-index=6

PEER-REVIEWED JOURNAL ARTICLES

Accepted, under revisions, or in press publications

1. *^Nelson-Brantley, H., **Parchment, J.**, Chipps, E., Hedenstrom, L., Montgomery, A. Ruffin, A., Lyman, B., McHugh, A. (accepted, in press). The relationship between social media use, nurse characteristics, and job decision-making. *JONA: The Journal of Nursing Administration*.

Published

1. Mitchell, C., **Parchment, J.**, Taylor, A. (2024). Weaving diversity, equity, inclusion, and belonging for organizational sustainability. *JONA: The Journal of Nursing Administration*, 54(4),193-195. <http://doi.org/10.1097/NNA.0000000000001407>.
2. *Galura, S., **Parchment, J.** (2024). Role-related value conflicts: A qualitative study of the experiences of Perianesthesia Nurse Managers. *Journal of PeriAnesthesia Nursing. Journal of PeriAnesthesia Nursing*, 39(2), 279-287. <https://doi.org/10.1016/j.jopan.2023.08.013>
3. ***Parchment, J.**, Galura, S., Warshawsky, N. (2024). Supporting the role transition of interim nurse managers: Development of an evidence-based eManual. *JONA: Journal of Nursing Administration*. 54(2), 86-91. <https://doi.org/10.1097/nna.0000000000001387>
4. **Parchment, J.**, Galura, S., Warshawsky, N. (2023). An eManual for interim nurse managers: Supporting role transition and professional growth, 1st edition. *Association of Leadership Science in Nursing*. <https://www.nursingleadershopsience.org/resources/Documents/inm-project-document.pdf>
5. **Parchment, J.** (2023). Inclusive behaviors: Keys for creating empowering practice cultures. *Nurse Leader*, 21(3), 395-400. <https://doi.org/10.1016/j.mnl.2023.01.011>
6. *^Keith, A., Warshawsky, N., Neff, D., Loerzel, V., **Parchment, J.** (2023). Critical appraisal of electronic surveys: An integrated literature review. *Journal of Nursing Measurement*, 31(4), 580–594. <https://doi.org/10.1891/JNM-2021-0066>
7. Lyman, B., Prothero, M., **Parchment, J.** (2023) Building organizational learning capacity: A road map for nurse executives. *Nurse Leader*, 21(4), e86–e90. <https://doi.org/10.1016/j.mnl.2022.12.019>

8. *^Keith, A., Warshawsky, N., Neff, D.; Loerzel, V., **Parchment, J.**, Grandfield, E. (2022). 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
9. **Parchment, J.** (2022). Mindfulness: A necessary leadership competency. *Nursing Made Incredibly Easy*. 20(2), 17-20. doi: 10.1097/01.NME.0000816540.82548.88
10. ^Lyman, B., **Parchment, J.**, George, K. (2022). Diversity, equity, inclusion: Crucial for organizational learning and health equity. *Nurse Leader*, 20(2), 193-196. <https://doi.org/10.1016/j.mnl.2021.10.012>
11. *^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*, 45, 477-487. <https://doi.org/10.1002/nur.22227>
12. *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
13. *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
14. *^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
15. *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
16. **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.
17. 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.
18. 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.
19. ***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

TEXTBOOK CHAPTER

In Press

1. **Parchment, J.** (2025). *Professional Practice Models*. In D. L. Huber and M. L. Joseph (Eds.), *Leadership & Nursing Care Management*, 8th edition. Elsevier.

Published

1. **Parchment, J.** (2022). *Professional Practice Models*. In D. L. Huber and M. L. Joseph (Eds.), *Leadership & Nursing Care Management*, 7th 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, 2nd 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.** (2024, June 24). Leadership dialogue: Sustaining the nursing workforce. American Hospital Association, Chair File. Interviewed by Joanne Conroy, MD host. <https://youtu.be/7KJEMjIeN5M>
2. **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.
3. **Parchment, J.** (2021, April 6). Reboot Forward Podcast. [Episode #32: The changing world of nursing](#). Interviewed by Barry Forward, host.
4. **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

| Year | Title, Funding Agency, Role, Investigators | Amount |
|-------------|--|-------------------------------------|
| 2024-2025 | Exploring nurse managers' experiences with inclusive leadership behaviors, burnout, and retention: A qualitative study. Florida Organization for Nursing Leadership. PI, Parchment, J. | Application submitted, under Review |
| 2023-2024 | The relationship between Social Media use, nurse characteristics, and job decision-making. The Association of Leadership Science and Versant Center for the Advancement of Nursing. Co-PI, Nelson-Brantley, H., Parchment, J. | \$3500 |
| 2014-2015 | Nurse managers, work environment factors and workplace bullying. 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; PI; Parchment, J., | \$4030 |
| 2010 | Assessment of the needs of older nurses and factors that would delay retirement: A mixed methods study. Florida Center for Nursing. Co-PI; Penoyer, D., Parchment, J., Danesh, V., Solomita, J. | \$15300 |

EDUCATIONAL GRANTS—FUNDED

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

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

| Year | Title, Role, Investigators |
|-------------|---|
| 2023 | A mixed methods study to evaluate the impact of the Chief Nursing Officer Academy on the leadership of nurse attendees. Co-PI, Batcheller, J., Yoder-Wise, P., Parchment, J., Trepanier, S. |
| 2020 | Evaluation of nurse perceptions and needs during the Corona virus pandemic, a mixed methods approach. Co-PI; Penoyer, E., Parchment, J., Warshawsky, N., Ehrhart, M., Galura, S., Horan, K. |
| 2020-2022 | Development of the 2020 nursing research priorities. American Organization for Nursing Leadership. Co-PI; Chipps, E., Weatherford, V., Frank, B.; Lyman, B., Alexander, C., Nelson-Brantley, V.; Parchment, J., Glassman, K., Caramanica, L., Hand, M., Weaver, S. |
| 2019 | Nurses' perceptions of safety culture, in their own words. Role: Co-PI; Penoyer, E., Parchment, J., Lorezel, V., Arkin, L., Schuermann, A., Montemayor, J., Edmondson, K., Eden, C. |
| 2010 | The perceived value of national specialty certification at a community-based healthcare system. PI; Parchment, J., Gibson, L., Warrington, W. |
| 1987 | Self-esteem and the professional nurse: Temperament or Environment. PI. Parchment, J. |

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

INTERNATIONAL

| Month/Year | Title/Conference/Location | Type |
|-------------------|---|---------------------------|
| 10/2023 | *Nelson-Brantley, H., Parchment, J. Leveraging social media to create an equitable and inclusive future for the nursing workforce. 2023 ALSN International Conference (INARC), Birmingham, AL. | Refereed Breakout Session |

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| 10/2023 | *Parchment, J. , Galura, S. Expanding stakeholder access, while protecting your intellectual property rights: Developing and disseminating evidence-based resources to support leadership practice. 2023 ALSN International Conference (INARC), Birmingham, AL. | Poster |
| 11/2016 | *Parchment, J. 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 |
|-------------------|--|----------------------------------|
| 05/2024 | Parchment, J. , Cherry, B. CNO Roundtables: Violence in a place of caring: How do you know your staff are safe? The Nurses Legacy Institute [Virtual presentation] | Podium Invited Facilitator |
| 02/2024 | *Parchment, J. , Nelson-Brantley, H. Social media: What every nurse leader needs to know. National DNP Conversations [Virtual presentation] | Keynote Invited |
| 09/2022 | Parchment, J. Healthcare trends, innovations, and solutions for Nurse Leaders". AMN Healthcare, CNO Academy Executive Nurse Retreat. Dallas, TX. | Podium Panel Invited |
| 06/2022 | Parchment, J. Diversity, equity, and inclusion: What's next"? Future Voices: College of Nursing Diversity, Equity, and Inclusion Forum, University of Colorado Anschutz. [Virtual presentation] | Keynote Invited |
| 03/2022 | Parchment, J. Healthcare trends, innovations, and solutions for Nurse Leaders". AMN Healthcare, CNO Academy Executive Nurse Retreat. San Antonio, TX. | Podium Panel Invited |
| 03/2022 | Parchment, J. Fireside Chat: Evolving Healthcare Changes. Qventus. [Virtual presentation]. | Keynote Invited |
| 11/2021 | Parchment, J. Super-sized strength needed: Can we thrive? Association of Rehabilitation Nurses Conference. [Virtual Presentation] | Podium Invited |
| 09/2020 | Parchment, J. Closing the knowledge-complexity gap. Nursing Management Virtual Congress. [Virtual presentation] | Podium Invited |
| 04/2020 | Parchment, J. Innovative staffing models. American Organization for Nursing Leadership Virtual Conference. [Virtual presentation] | Podium Invited Facilitator |
| 09/2019 | Parchment, J. Engaging, empowering, and elevating clinical nurses through Shared Governance. Nursing Management Congress, New Orleans, LA. | Podium Invited |
| 04/2019 | Parchment, J. 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., Parchment, J. The governance table – moving from nurse leader driven to clinical nurse driven. American Organization for Nursing Leadership, Shared Governance Conference, Ft. Worth, TX. | Poster Invited |
| 06/2018 | Bradley, L., Hemmali, M., Garcia, N., Parchment, J. Engaging, empowering, and elevating nurses through shared governance. American Organization of Nurse Executives, Shared Governance Conference, | Poster Invited |

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| | Pittsburgh, PA | |
| 10/2017 | *Parchment, J. Nurse managers, contributory work environment factors, and workplace bullying. American Nurses Credentialing Center 2017 Magnet® Conference, Houston, TX | Podium Invited |
| 11/2016 | *Parchment, J. Nurse managers, contributory work environment factors, and workplace bullying. Florida Organization of Nurse Executives, Annual Conference, Orlando, FL | Podium Invited |
| 02/2016 | *Parchment, J. 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., Parchment, J. Magnet® rounding: A structured approach to enhance site visit preparation. American Nurses Credentialing Center Magnet Conference, Atlanta, GA | Poster Invited |
| 09/2015 | *Parchment, J. Nurse managers, work environment factors and workplace bullying. Nursing Management Conference, Orlando, FL | Podium Invited |
| 09/2012 | Parchment, J. Careers in nursing: Reinventing yourself for your future. National Black Nurses Association 40 th Annual Institute and Conference, Orlando, FL | Podium Invited |
| 05/2010 | Bean, A., Mathis, C., Mueller, J., Parchment, J. , 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 Invited |
| 04/2010 | Parchment, J. , Howell, M. RN-MD Partnership to teach graduate nurses effective communication and collaboration. American Organization of Nurse Executives Annual Conference, Indianapolis, IN | Poster Invited |
| 02/2003 | Parchment, J. Managing effective clinical trials. Maxim Pharmaceuticals Annual Conference, San Diego, CA | Podium Invited |

REGIONAL/STATE

| Month/Year | Title/Conference/Location | Type |
|-------------------|---|--------------------|
| 08/2024 | Parchment, J. , Whiteside, J. Fostering innovation: Moving forward as a transformational leader. Children's Mercy Hospital Kansas. [Virtual presentation] | Podium Invited |
| 07/2024 | Parchment, J. , Whiteside, J. Prioritizing well-being: Encourage the heart. Children's Mercy Hospital Kansas. [Virtual presentation] | Podium Invited |
| 06/2024 | Parchment, J. , Whiteside, J. Inspire a shared vision: Driving engagement. Children's Mercy Hospital Kansas. [Virtual presentation] | Podium Invited |
| 05/2024 | Parchment, J. , Whiteside, J. Leading change: Challenge the process. Children's Mercy Hospital Kansas. [Virtual presentation] | Podium Invited |
| 05/2024 | Parchment, J. Practice ready workforce solutions for strengthening the nursing workforce! Florida Organization for Nursing Leadership (FONL). Orlando, FL [Virtual presentation] | Keynote Invited |
| 04/2024 | Parchment, J. , Whiteside, J. Building a culture of accountability: Enable other to act. Children's Mercy Hospital Kansas. [Virtual presentation] | Podium Invited |
| 03/2024 | Parchment, J. & Whiteside, J. Transformational leadership: Model the way. | Podium |

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| | Children's Mercy Hospital Kansas. [Virtual presentation] | Invited |
| 11/2023 | Parchment, J. AONL's diversity, equity, inclusion, and belonging journey. Alabama Organization of Nurse Leaders, Nurse Leader Seminar. [Virtual presentation] | Keynote Invited |
| 10/2023 | Parchment, J. Advocacy engagement: Responsibility or privilege! Missouri Organization of Nurse Leaders, Leadership Webinar. [Virtual presentation] | Keynote Invited |
| 10/2020 | Parchment, J. Supersized strength needed: Will we thrive. Florida State Association of Rehabilitation Nurses. [Virtual Presentation] | Keynote Invited |
| 10/2019 | Parchment, J. Developing the transformational leader in you. Florida State Association of Rehabilitation Nurses, Orlando, FL. | Keynote Invited |
| 09/2019 | Parchment, J. 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., Parchment, J. , Brzyski, 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 Invited |
| 04/2012 | Parchment, J. 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., Parchment, J. , Brzyski, 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 |

LOCAL

| Month/Year | Title/Conference/Location | Type |
|-------------------|---|--------------------|
| 05/2022 | Parchment, J. Nursing: Is there a fun side? Orlando VA Medical Center, Orlando, FL [Virtual presentation] | Keynote Invited |
| 10/2021 | Parchment, J. Journey from shared governance to professional Governance. Memorial Health System, Fort Lauderdale, FL. [Virtual Presentation] | Podium Invited |
| 01/2020 | Parchment, J. Journey to professional governance. Orlando Health Nursing Leadership Challenge Conference, Orlando, FL. | Keynote Invited |
| 09/2018 | Parchment, J. Building resilient nurses. Orlando Health Dr. P. Phillips Hospital Nursing Practice Council Retreat, Orlando, FL | Keynote Invited |
| 05/2018 | Parchment, J., Gonzalez, L., Purcell, T., & Zelle, L. Nurses: Connecting to the past and future. Orlando Health Nursing Excellence Conference, Orlando, FL | Panel Invited |
| 02/2017 | Parchment, J. Identifying the silent epidemic impacting the culture of safety. Orlando Health Quality Retreat, Orlando, FL | Podium Invited |
| 05/2015 | Parchment, J., Cannata, L. Incivility in nursing. Orlando Health Nursing Excellence Conference, Orlando, FL | Podium Invited |
| 07/2014 | Parchment, J. Leadership theories and Orlando Health's nursing professional practice model. Orlando Health - Health Central, Ocoee, FL | Podium Invited |
| 09/2013 | Parchment, J. Orlando Health's nursing professional practice model. South | Podium |

| | | |
|--------------------------------------|--|-------------------|
| | Lake Hospital Nursing Leadership Summit, Clermont, FL | Invited |
| 03/2012 | Parchment, J. Embracing crucial conversations. Orlando Health Clinical Nurse Specialist Retreat, Orlando, FL | Podium Invited |
| 04/2012 | Parchment, J., 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 | Parchment, J. It depends: Analysis of literature. Orlando Health Nursing Research Council, Orlando, FL | Podium Invited |
| Monthly 2008 to 2012 | Howell, M., Parchment, J. Nurse-physician communication changing the way we talk. Orlando Health Graduate Nurse Orientation, Orlando, FL | Podium Invited |
| 03/2008 | Parchment, J. Nurses, trusted professionals. South Seminole Hospital Nursing Grand Rounds, Longwood, FL | Podium Invited |
| 02/2006 | Parchment, J. Live well, cancer free! Faithful Servants Annual Health Symposium, Fort Lauderdale, FL | Podium Invited |
| 11/2001 | Parchment, J. Fear, overcoming the monster, Orlando Junior Academy, Orlando, FL | Podium Invited |
| Yearly 2003 to 2001; 1999-1994 | Parchment, J. Pharmacology for boards, NCLEX-RN review course, MCP Hahnemann University, Orlando, FL | Podium Invited |
| 03/1998 | Parchment, J. Management of pediatric hemolytic alterations. University of Central Florida College of Nursing, Orlando, FL | Podium Invited |
| 10/1991 | Parchment, J. Hemolytic Disorders, Florida Hospital, Orlando, FL | Podium Invited |
| 03/1986 | Parchment, J. Children with cancer: Home care approaches, University of Massachusetts Medical Center, Worcester, MA | Podium Invited |

TEACHING-RELATED ACTIVITIES

PROJECT ADVISEMENT AND MENTORING

GRADUATE DISSERTATION / THESIS / PROJECT ADVISING

| Dates | Student | Title | Role |
|--------------|--------------------------|--|---------------------------------|
| 2023-2024 | Nicole George (PhDc) | Millennial nurse leaders' experiences: A phenomenological study. University of Texas Medical Branch | External Committee Member |
| 2019-2020 | Eugene Waterval (PhD) | The effect of acuity-based nurse staffing on nursing medication errors. University of Central Florida College of Nursing | External Committee Member |
| 2019-2021 | Angela Keith (PhD) | Generational membership, practice environment and nurse manager job satisfaction. University of Central Florida College of Nursing | External Committee Member |
| 2019-2020 | Jayne Willis (DNP) | Developing transformational skills in nurse leaders. University of Central Florida College of Nursing | External Committee Member |

| Dates | Student | Title | Role |
|--------------|-------------------------|---|-----------------|
| 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

| Semester / Year | Course | Course Title | Enrolled | Program |
|------------------------|----------------|---|-----------------|----------------|
| Fall 2024 | NGR 7820.0W61 | Innovative Technologies in Healthcare | 20 | Graduate |
| | NGR 7855C.0W62 | Evidence-based Practice Development for DNP | 12 | Graduate |
| Spring 2024 | NGR 7855C.0W62 | Evidence-based Practice Development for DNP | 12 | Graduate |
| | NGR 7820.0W61 | Innovative Technologies in Healthcare | 23 | Graduate |
| Fall 2023 | NGR 7793.0W61 | Leadership and Economics | 23 | Graduate |
| | NGR 7855C.0W62 | Evidence-based Practice Development for DNP | 11 | Graduate |
| Spring 2023 | NGR 7779C.0W62 | Program Development and Management | 18 | Graduate |
| | NGR 7820.0W61 | Innovative Technologies in Healthcare | 26 | Graduate |
| Fall 2022 | NGR 7779C.0W62 | Program Development and Management | 14 | Graduate |
| Summer 2022 | NGR 7942L.0W61 | DNP Professional Practice 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 |

| Semester / Year | Course | Course Title | Enrolled | Program |
|------------------------|----------------|---|-----------------|----------------|
| Fall 2024 | NGR 7820.0W61 | Innovative Technologies in Healthcare | 20 | Graduate |
| | NGR 7855C.0W62 | Evidence-based Practice Development for DNP | 12 | Graduate |
| Spring 2024 | NGR 7855C.0W62 | Evidence-based Practice Development for DNP | 12 | Graduate |
| | NGR 7820.0W61 | Innovative Technologies in Healthcare | 23 | Graduate |
| Fall 2023 | NGR 7793.0W61 | Leadership and Economics | 23 | Graduate |
| | NGR 7855C.0W62 | Evidence-based Practice Development for DNP | 11 | Graduate |
| Spring 2023 | NGR 7779C.0W62 | Program Development and Management | 18 | Graduate |
| | NGR 7820.0W61 | Innovative Technologies in Healthcare | 26 | 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

| Semester / Year | Course | Course Title | Enrolled | Program |
|------------------------|---------------|--------------------------------|-----------------|----------------|
| 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 |

| Semester / Year | Course | Course Title | Enrolled | Program |
|------------------------|---------------|--------------------------|-----------------|----------------|
| 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 |
| 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

| Date | Organization / Grant Mechanism |
|--------------|---|
| 2019-present | Association of Leadership Science in Nursing Grant Review Taskforce |

ABSTRACT REVIEWS

| Date | Organization |
|-------------|--|
| 2023 | American Nurses Credentialing Center, Magnet Conference, Nursing Excellence Awards |
| 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

| Date | Journal or Publisher | Role |
|--------------|---|-----------------|
| 2021-present | Nursing Administration Quarterly | Editorial Board |
| 2022-2024 | Nursing Administration Quarterly, Issue 48.3 | Guest Editor |
| 2019-present | Lippincott Wolters Kluwer, Nursing | Reviewer |
| 2022-present | Lippincott Wolters Kluwer, Nursing Management | Reviewer |
| 2019-present | Journal of Continuing Education in Nursing | Reviewer |
| 2019-2022 | Nursing Forum | Reviewer |
| 2019-present | Journal of Nursing Management | Reviewer |
| 2016 | Western Schools Continuing Education | Reviewer |

EXPERT PANELS

| Date | Organization | Role |
|-------------|--|----------------|
| 2020-2021 | Wolters Kluwer Nursing Management Congress | Planning Board |
| 2018 | American Nurses Association Professional Issues Panel, End Nurse Abuse | Member |
| 2014-2015 | American Nurses Association, Professional Issues Panel, Workplace Violence and Incivility, Advisory Committee, | Member |

SERVICE TO PROFESSIONAL ORGANIZATIONS

| Date | Organization | Role |
|--------------|--|------------------------|
| 2024-present | National Nurses in Business Association [NNBA] | Member |
| 2024-present | American Association of College of Nursing [AACN] & American Organization for Nursing Leadership [AONL] Academic Practice Advisory Committee | Member |
| 2023-present | International Coaching Federation® [ICF] | Member |
| 2023-2025 | American Nurses Credentialing Center [ANCC], Commission on Magnet® | Member |
| 2023-2024 | American Hospital Association [AHA], Region 4 Policy Board | Member |
| 2020-2021 | American College of Healthcare Executives [ACHE] | Member |
| 2023-present | Council for the Advancement of Nursing Science [CANS] | Member |
| 2015-2021 | International Association of Workplace Bullying and Harassment | Member |
| 2021-present | National Speakers Association [NSA] | Member |
| 2020-present | National League for Nursing [NLN] | Member |
| 2009-present | American Nurses Association [ANA] | Member |
| 2008-present | American Organization for Nursing Leadership [AONL] | Member |
| 2023-2024 | American Organization for Nursing Leadership | Board Member |
| 2020-2022 | American Organization for Nursing Leadership | Appointed Board Member |
| 2020-present | American Organization for Nursing Leadership Diversity, Equity, Inclusion, and Belonging 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 [ALSN] | Member |
| 2019-present | Association for Leadership Science in Nursing Research Committee | Member |
| 2012-2021 | Southern Nursing Research Society [SNRS] | 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 [FNA] | Member |

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|----------------------------|---|--------------------|
| 2013-present | Florida Nurses Association Health Policy SIG | Member |
| 2011-2021; 2023-present | Florida Organization for Nursing Leadership [FONL], formerly Florida Organization for 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 [FAC] Diversity Council | Member |
| 2011-2016 | Central Florida Organization of Nurse Executives [CFONE] | 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 [NSACF] | Member |
| 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 [ODSN] | Member |
| 2012-2013 | Organization for Doctoral Nursing Students | Secretary |

OTHER CONSULTATION

| Date | Project |
|-------------|--|
| 02/2024 | Diversity, Equity, Inclusion & Belonging (DEIB) Toolkit, version 2, Chicago, IL |
| 05/2024 | Strategic Planning, Austin TX |
| 01/2023 | Diversity, Equity, Inclusion & Belonging (DEIB) Toolkit, version 1, Chicago, IL |
| 08/2023 | Leadership Think Tank: Exploring Social Media through the Nurse Leader Lens, Chicago, IL |
| 04/2022 | Interim Nurse Manager Toolkit, Orlando, FL |
| 05/2022 | Scholarship Program for Diverse Emerging Speakers, Tampa, FL |
| 12/2022 | Leadership Think Tank: Nurse Managers and Front-Line Nurse Leaders, Chicago, IL |

UNIVERSITY SERVICE

University of Central Florida

UNIVERSITY COMMITTEES

| Date | Committee | Role |
|-------------|--|-------------|
| 2024-2025 | UCF Faculty Senate | Member |
| 2024-2025 | UCF Faculty Senate Steering Committee | Member |
| 2024-2025 | UCF Faculty Senate Committee on Committees | Member |

COLLEGE COMMITTEES

| Date | Committee | Role |
|-------------|---|-------------|
| 2024-2025 | Instructor Lecturer Review Committee | Member |
| 2024 | Faculty Excellence Research Incentive Award Committee | Member |
| 2023-2024 | Faculty Affairs Committee | Member |
| 2022-2023 | MSN/DNP Curriculum Committee | Member |

DEPARTMENT COMMITTEES

| Date | Committee | Role |
|-------------|--|-------------|
| 2024 | Nursing Practice Search Committee for Associate Dean | Member |
| 2023-2024 | Nursing Systems Instructor/Lecturer Search Committee | Member |
| 2023-2023 | Nursing Systems Faculty Search Committee | Member |

COLLEGE SERVICE

Florida Hospital of Health Sciences

COLLEGE COMMITTEES

| Date | Committee | Role |
|-------------|----------------------|-------------|
| 1994-1995 | Strategic Planning | Member |
| 1993-1997 | Graduation Committee | Member |

DEPARTMENT COMMITTEES

| Date | Committee | Role |
|-------------|--|-------------|
| 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 Healthcare¹ / MD Anderson Cancer Center Orlando²

DEPARTMENT / SYSTEM LEVEL COMMITTEES / PROGRAMS

| Date | Committee | Role |
|-------------|---|-----------------|
| 2020-2020 | Patient Experience Council ¹ | Member |
| 2020-2020 | Hourly Rounding Taskforce ¹ | Co-chair |
| 2020-2020 | Diversity, Equity, and Inclusion Taskforce ¹ | Chair |
| 2012-2020 | Professional Development Council ¹ | Chair & Advisor |
| 2018-2020 | Health Central Hospital Magnet® Steering Committee ¹ | Chair |
| 2017-2018 | Information Technology Governance Council ¹ | Member |
| 2016-2022 | Patient Acuity Taskforce ¹ | Chair |

| Date | Committee | Role |
|-------------|---|-------------|
| 2020-2020 | Patient Experience Council ¹ | Member |
| 2016-2020 | Arnold Palmer Hospital for Children & Winnie Palmer Hospital for Women & Babies Magnet® Steering Committee ¹ | Chair |
| 2012-2018 | Emerging and Advanced Leader Program ¹ | Mentor |
| 2014-2015 | Connected Care Taskforce ¹ | Chair |
| 2009-2020 | Corporate Nursing Practice Council ¹ | Advisor |
| 2006-2006 | Nursing Communication Taskforce ¹ | Member |
| 2006-2007 | Translation and Interpretation Taskforce ¹ | Member |
| 2005-2020 | Nurse Executive Council ¹ | Member |
| 2005-2007 | Site Nursing Council Chairs Committee ¹ | Chair |
| 2004-2005 | Corporate Privacy Committee ² | Member |
| 2003-2004 | Oncology Nursing Practice Council ² | Member |
| 2003-2004 | Pink October Committee ² | Member |

COMMUNITY SERVICE

| Date | Organization | Role |
|-------------|---|--------------|
| 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 |