

## CURRICULUM VITAE

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### EDUCATIONAL HISTORY:

#### Institution and Location

#### Degree

#### Dates

#### Major

The University of Pennsylvania School of Nursing	Post-Doctoral Study	1997-2000	the Organization of Nursing in Hospitals
University of Maryland School of Nursing Baltimore, MD	Ph.D. - Nursing	1991	Nursing & Health Services Research
Villanova University College of Nursing Villanova, PA	M.S.N.	1983	Nursing Education/ Adult Health
Cedar Crest College Allentown, PA	B.S.	1981	Nursing
Cedar Crest College Allentown, PA	B.S.	1972	General BS
Grace-New Haven School of Nursing Yale Medical Center New Haven, CT	Diploma	1970	

### EMPLOYMENT HISTORY:

#### **Academic Employment**

#### Institution or Firm

#### Rank or Title

#### Dates

The School of Nursing The University of North Carolina At Chapel Hill Chapel Hill, NC	Professor	2003 - present
The School of Nursing The University of North Carolina At Chapel Hill Chapel Hill, NC	Professor and Division Chair	2003 - 2006

**EMPLOYMENT HISTORY Continued:**  
**Academic Employment**  
**Institution or Firm**

The Pennsylvania State University School of Nursing University Park, PA	Adjunct Professor	2003 - present
The Pennsylvania State University School of Nursing University Park, PA	Associate Professor, Tenured <i>the Eberly Professor of Nursing</i>	2000 - 2003
Institute for Policy Research and Eval. The Pennsylvania State University University Park, PA	Senior Research Associate	1998 - 2003
Department of Health Evaluation Sciences College of Medicine The Pennsylvania State University Hershey, PA	Associate Professor, Health Services Research	1997 – 2003
The Center for Health Outcomes and Policy Research The School of Nursing The University of Pennsylvania Philadelphia, PA	Scientist and Faculty	1997 - 2000
Director, Nursing Systems Administration Graduate Program Duke University School of Nursing Durham, NC	Assistant Professor	1991-1997
Department of Nursing Thomas Jefferson University Philadelphia, PA	Assistant Professor	1989-1990
Department of Nursing Messiah College Grantham, PA	Consultant – Development of the RN-BSN Option	1986-1988
Department of Nursing Messiah College Grantham, PA	Assistant Professor	1983-1986
Harrisburg Area Community College Harrisburg, PA	Clinical Instructor	1977-1979
School of Nursing Harrisburg Polyclinic Medical Center Harrisburg, PA	Instructor	1973-1976

**EMPLOYMENT HISTORY:**  
**Academic Employment**

	<u>Institution or Firm</u>	
St. Luke's Hospital School of Nursing St. Luke's Hospital Bethlehem, PA	Instructor	1972-1973

**NON-ACADEMIC EMPLOYMENT:**

<u>Institution or Firm</u>	<u>Title</u>	<u>Dates</u>
The Milton S. Hershey Medical Center The Pennsylvania State University Hershey, PA	Director, Patient Services Evaluation, Research, and Informatics & Assistant Director of Nursing	1999-2000
The Penn State Geisinger Health System Hershey, PA	Director, the Center for Nursing Research & Assistant Director of Nursing	1998-1999
The Penn State Geisinger Health System Hershey, PA	Director, Outcomes and Informatics & Assistant Director of Nursing	1997-1998
Durham Veteran's Affairs Medical Center Durham, NC	Nursing Administration Affiliate	1995-1997
Duke University Medical Center Durham, NC	Associate, Nursing Administration	1991-1997
Harrisburg Polyclinic Medical Center Harrisburg, PA	Staff Nurse	1981-1982
Harrisburg Polyclinic Medical Center Harrisburg, PA	Staff Nurse	1973
St. Luke's Hospital Bethlehem, PA	Staff Nurse	1971-1973
Yale Medical Center New Haven, CT	Staff Nurse	1970-1971

**HONORS, AWARDS AND HONOR SOCIETY MEMBERSHIPS:**

<u>Date</u>	<u>Award or Honor</u>
2009	The American Organization of Nurse Executives, <i>2009 Nurse Researcher Award</i> .
2009	<i>Edgar C. Hayhow Award – 2009 Article of the Year Award</i> by the American College of Healthcare Executives - Jones, C.B., <b>Havens, D.S.</b> , & Thompson, P. A. (2008). Chief Nursing Officer retention and turnover: A crisis brewing? Results of a national survey. <i>Journal of Healthcare Management</i> . 53(2), 85-102.

## HONORS, AWARDS AND HONOR SOCIETY MEMBERSHIPS:

<u>Date</u>	<u>Award or Honor</u>
2007	Best Podium Presentation Award, <i>Designing Systems to Promote Desired Outcomes (How to Do It and How to Make it Stick) – A Model for Implementation</i> . The International Nursing Administration Research Conference, Indianapolis IN, October, 2007.
2007	Honorable Mention – The First Laurel Archer Copp Writing Award. The School of Nursing, the University of North Carolina at Chapel Hill.
2005	American Journal of Nursing 2005 Book of the Year Award: <b>Havens, D.S.</b> , Burton, D., Cadmus, E., Cox, K., Fuller, & J., Boyer, S., & (2005). Redesign of nursing work. In B. Cleary & B. Rice (Eds.). <i>Nursing Workforce Development: Strategic State Initiatives</i> . New York: Springer Publishing Company. <b>** Two AJN Book of the Year awards: 1) History and Public Policy and 2) Professional Development &amp; Issues.</b>
2004	Fellowship in the American Academy of Nursing
2002	Villanova University <i>Alumni Distinguished Contributions in Nursing Research Medallion</i> .
2002	<i>The Julia Hardy Scholar Award</i> , the American Nurses Foundation
2001	Medical Surgical Nursing 2001 Writer's Award--Honorable mention. Pugh, L.C., <b>Havens, D.S.</b> , Xie, S., Robinson, J., & Blaha, C. (2001). Cost outcomes of a longitudinal nursing case management program for elderly CHF patients. <i>Medical Surgical Nursing</i> . 10(2). 71-78.
1991	WHO'S WHO Among Students in American Universities and Colleges – The University of Maryland
1984	Phi Kappa Phi
1982	Sigma Theta Tau International

## Books, Chapters and Monographs

Wood, S.O., **Havens, D.S.**, Leighton, L.G. (2007). Appreciative inquiry case applications. In J. Stavros (Ed.) *Appreciative Inquiry Handbook* (2<sup>nd</sup> ed.), Brunswick, OH: Crown Custom Publishing.

**Havens, D.S.**, Burton, D., Cadmus, E., Cox, K., Fuller, & J., Boyer, S., & (2005). Redesign of nursing work. In B. Cleary & B. Rice (Eds.). *Nursing Workforce Development: Strategic State Initiatives*. New York: Springer Publishing Company. **Received two AJN Book of the Year awards: 1) History and Public Policy and 2) Professional Development & Issues (2005).**

\***Havens, D.S.**, & Mills, M.E. (1997). Are staff nurses getting paid what they are worth? In J. McCloskey & H. Grace (Eds.), *Current Issues in Nursing* (5th ed.), St. Louis: C.V. Mosby.

\***Havens, D.S.**, & Mills, M.E. (1994). Are staff nurses getting paid what they are worth? In J. McCloskey & H. Grace (Eds.), *Current Issues in Nursing* (4th ed.), St. Louis: C.V. Mosby.

## **Books, Chapters and Monographs**

- Havens, D.S.** (1989). Designing our destiny through the redesign of practice. *The Initiative to Restructure Nursing Practice*. Harrisburg, PA: The Pennsylvania Nurses Association.
- Havens, D.S.** (1984). Networking. In J. Nowak and C. Grindel (Eds.). *Career Planning for Nurses*. Philadelphia: J.B. Lippincott.

## **Articles in Refereed Journals**

### **\* Data based**

- \* **Havens, D.S.**, Vasey, J., Gittel, J., & Lin, W. (In press). Relational coordination among nurses and other providers: Impact on the quality of care. *Journal of Nursing Management (International)* – November 2010.
- \* Warshawfsky, N., **Havens, D.S.** (Under review). Global use of the PES-NWI to measure features of the nursing practice environment: A review of the literature.
- \* Jones, C.B., **Havens, D.S.**, & Thompson, P.A. (2009). Chief nursing officer turnover and the crisis brewing: Views from the front line. *Journal of Nursing Administration*, 39(6), 1-8.
- \* **Havens, D.S.**, Thompson, P.A., & Jones, C.B. (2008). CNO Retention and Turnover: CNOs tell their stories. *The Journal of Nursing Administration*. 38(12), 516-525.
- \* Yurek, L., Vasey, J., & **Havens, D.S.** (2008). Use of self-generated identification codes in longitudinal research. *Evaluation Review*. 32(5), 435-452.
- \* Aiken, L.H., **Havens, D.S.**, Sloane, D.M. (2009). The Magnet Nursing Services Recognition Program: A Comparison of Two Groups of Magnet Hospitals. *Journal of Nursing Administration*, 39(7-8), S5-S14 Supplement: Suppl. S. (Republished in special Magnet Hospital edition).
- \* Jones, C.B., **Havens, D.S.**, & Thompson, P. A. (2008). Chief Nursing Officer retention and turnover: A crisis brewing? Results of a national survey. *Journal of Healthcare Management*. 53(2), 85-102.
- \* **Havens, D.S.**, Wood, S., & Leeman, J. (2006). Improving nursing practice and patient care: Building capacity with Appreciative Inquiry. *The Journal of Nursing Administration*. 36(10), 463-470.
- \* Kellogg, V.A., & **Havens, D.S.** (2006). Using an innovative method to monitor adverse events: The shift coupon. *Journal of Nursing Care Quality*. 21(1), 49-55.
- \* **Havens, D.S.**, & Vasey, J. (2005). The staff nurse decisional involvement scale: Report of psychometric assessments. *Nursing Research*. 54(6), 376-383.
- \* **Havens, D.S.**, & Johnston, M.A. (2004). Achieving magnet hospital recognition: Chief nurse executives and magnet coordinators tell their stories. *The Journal of Nursing Administration*. 34(12), 579-588.
- \* Kellogg, V.A., & **Havens, D.S.** (2003). Adverse events in acute care: An integrative review of the research literature. *Research in Nursing and Health*. 26(5), 398-408.

## Articles in Refereed Journals

### \* Data based

- Havens, D.S.**, & Brewer, C. (2003). Promoting nursing involvement in health services research. *Nursing Outlook*, 51 (6), 285-286.
- \***Havens, D.S.**, & Vasey, J. (2003). Measuring staff nurse decisional involvement: The decisional involvement scale (DIS). *The Journal of Nursing Administration*, 33(6), 331-336.
- Havens, D.S.**, Stone, P., & Brewer, C. (2002). Nursing and Health Services Research: Building capacity and seizing opportunities. *Applied Nursing Research*, 15 (4), 261-263.
- Havens, D.S.** (2002). Economics and nursing--critical professional issues. *Nursing Leadership Forum*, 6(3), 2-3.
- \***Havens, D.S.**, Labov, T., Faura, T., & Aiken, L.H. (2002). Validation of a measure to assess the hospital clinical nurse practice environment: A cross-national pilot study (Spain and the U.S.). *Enfermería Clínica*, 12,13-22 (Barcelona, Spain).
- \***Havens, D.S.** (2001). Comparison of nursing department infrastructure and outcomes: ANCC magnet and nonmagnet CNEs report. *Nursing Economic\$,* 19(6), 258-266.
- \*Pugh, L.C., **Havens, D.S.**, Xie, S., Robinson, J., & Blaha, C. (2001). Cost outcomes of a longitudinal nursing case management program for elderly CHF patients. *Medical Surgical Nursing*, 10(2). 71-78. *Medical Surgical Nursing 2001 Writer's Award--Honorable mention.*
- Havens, D.S.**, & Dienemann, J. (2000). A resource for nursing administration research. *The Journal of Nursing Administration*, 30(11), 510-511.
- \*Aiken, L.H, **Havens, D.S.**, & Sloane, D.,M. (2000). The magnet nursing services recognition program: A comparison of two groups of magnet hospitals. *American Journal of Nursing*, 100(3), 27-36.
- \*Aiken, L.H., **Havens, D.S.**, & Sloane, D.M. (2000). The magnet nursing services recognition program: A comparison of groups of magnet hospitals. *Nursing Standard (The United Kingdom)*, 8(14), 41-47. (Special agreement between *AJN* and *Nursing Standard* [UK] published concurrently).
- \*Blaha, D., Robinson, J., Pugh, L., Bryan, Y., & **Havens, D.S.** (2000). Longitudinal nursing case management for elderly heart failure patients: Notes from the field. *Journal of Nursing Case Management*, 5(1), 32-36.
- \***Havens, D.S.** & Aiken, L..H. (1999). Shaping systems to promote desired outcomes: The magnet hospital model. *Journal of Nursing Administration*, 29(2), 14-20.
- \***Havens, D.S.** (1998). Update on nursing involvement in hospital governance: 1990-1996. *Nursing Economic\$,* 16(1), 6-11.
- \*Laschinger, H.S., & **Havens, D.S.** (1997). The effect of workplace empowerment and perceptions of occupational mental health and work effectiveness. *Journal of Nursing Administration*, 27(6), 42-50.

## **Articles in Refereed Journals**

### **\* Data based**

- \***Havens, D.S.**, & Laschinger, H.S. (1997). Creating the environment to support shared governance: Kanter's theory of power in organizations. *The Journal of Shared Governance*, 3(1), 15-23.
- \*Laschinger, H. S. & **Havens, D.S.** (1996). Testing Kanter's Theory: Staff RN perceptions of work empowerment, control over nursing practice, satisfaction and work effectiveness. *Journal of Nursing Administration*, 26(9), 27-35.
- \*Strzalka, A., & **Havens, D.S.** (1996). Nursing care quality: Comparison of unit hired, hospital float pool, and agency Nurses. *The Journal of Nursing Care Quality*, 10(4). 59-65.
- \***Havens, D.S.** (1994). Is governance being shared? *Journal of Nursing Administration*, 24(6), 59-63.
- Havens, D.S.** (1993). Evaluating case management efforts beyond length of stay data. *Hospital Case Management*, 1(11), 192-194, 199.
- \***Havens, D.S.** (1992) Nursing involvement in hospital governance: 1990 and 1995. *Nursing Economic\$, 10(5)*, 331-335.
- \***Havens, D.S.**, & Mills, M.E. (1992). Staff nurse empowerment: Current status and future projections. *Nursing Administration Quarterly*, 16(3), 58-64.
- \***Havens, D.S.**, & Mills, M.E. (1992). Professional recognition and compensation for staff RNs. *Nursing Economic\$, 10(1)*, 15-20.

## **Articles in Non-Refereed Journals**

- \*Wood, S.O., **Havens, D.S.**, Good, P., & Scheaffer, C.M. (August, 2007) Building strategic capacity for better work and better care: A strengths-based tool for strategic planning –applications in nursing. *AI Practitioner*. pp.43-44.
- \* Jones, C.B., **Havens, D.S.**, & Thompson, P.A. (2006). Chief nursing officer retention and turnover: A crisis brewing. *Voice of Nursing Leadership*, 4 (6), 3, 18.
- \***Havens, D.S.** (1991). Professional nursing practice in acute care hospitals: Current status and future projections. *ANA Update*, 16(1), 4,8.
- Havens, D.S.** (1988). Recruitment and retention action plan. *The Pennsylvania Nurse*, 4, 1,3,14.

## **Selected Other Professional Contributions:**

- Havens, D.S.** An interview about building hospital capacity to enhance nursing work and patient care. *Nursing Spectrum*. May, 2005.

## **Selected Other Professional Contributions:**

- Havens, D.S.** An interview about staff RN decisional involvement. The Nurse Advisory Board, Washington, DC, May 2005.

- Havens, D.S.** An interview about the DIS with WKCSN TV Los Angeles, July, 2003.
- Havens, D.S.** An interview about the DIS with PA Public Radio Network, June, 2003.
- Havens, D.S.** An interview about the DIS with a feature writer from *NurseZone*, San Diego, CA, June, 2003.
- Havens, D. S.** (2001). Hospitals should invest wisely when addressing the nursing shortage. The Pennsylvania State University College of Health and Human Development Web site, <http://www.hhdev.psu.edu/>
- Havens, D.S.** A public conversation about the nursing shortage and issues of recruitment and retention. *TAKE NOTE LIVE*. WPSX-TV.– PA Public TV, November 8, 2001 (Invited guest).
- Havens, D.S.** *Nurse staffing, the organization of nursing work, and outcomes: Lessons Learned*. Broadcast on the Pennsylvania Public Television Cable Network Channel. August-September, 2001.
- Havens, D.S.** *The North Carolina Nursing Administration Research Priority Consensus Group*. 5th National Conference on Nursing Administration Research at the University of North Carolina. Chapel Hill, NC. October 14, 1993 (Invited participant).
- Havens, D.S.** *Restructuring nursing practice in the acute care setting*. Live, interactive continuing education program broadcast by Public Television - WITF NetSource - via satellite. Harrisburg, York, and Lancaster, PA area hospitals. September 27, 1989 (Invited speaker).

### **Inventions/Instruments/Products**

Developed the Decisional Involvement Scale (DIS) – 1990

Web site: <http://decisionalinvolvementscale.web.unc.edu/>

- Since publication in June of 2003, permission to use has been requested by more than 80 hospitals, researchers, consultants, graduate students, the American Association of Critical Care Nurses and the American Hospital Association
- Translated into Turkish and used in a study of nurses in Turkey – 2008
- Translated into German and used in a study of nurses in Germany - 2008
- Translated into Chinese and used in a dissertation with Taiwanese nurses – 2006
- Highlighted as a useful tool in Nurse Advisory Board “White Paper” on implementing Shared Governance – 2005.

### **DISSERTATION**

**Havens, D.S.** (PI). *Analysis of Implementation and Projected Implementation of a Model to Support Professional Nursing Practice in Acute Care General Hospitals*. The Thomas Jefferson University, Department of Nursing, \$1,000. University of Maryland, unpublished doctoral dissertation - 1991. Funded.



## SELECTED PRESENTATIONS:

### Invited

\*data based

- \***Havens, D.S.** (2010). (Nurses Week Speaker). Meadville Medical Center, Meadville, PA. Nurse's Week Annual Speaker. May 7, 2010.
- \***Havens, D.S.** (2010). (Keynote). North Carolina Organization of Nurse Leaders Annual Convention. Charlotte, NC., May 21, 2010.
- \***Havens, D.S.** (2010). (Invited Annual Speaker) - the Priscilla Payne Hurd Nursing Lectureship. St. Luke's School of Nursing. Bethlehem, PA., May 5, 2010.
- \***Havens, D.S.** (2010). "*Shaping Systems to Promote Desired Outcomes: Telling a Story*". AONE Institute for Nursing Leadership and Education Lecture. American Organization of Nurse Executives Annual Meeting & Exposition. Indianapolis, IN. April 15, 2010.
- Havens, D.S.** (2009) (Keynote) "*Use of Positive Organizational Concepts in patient care: Use of Appreciative Inquiry*". NC Rehabilitation Nurses Association. Carolina Beach, NC. April 24, 2009.
- \***Havens, D.S.** (2008). (Keynote) - "*Appreciative Inquiry: A tool to transform the clinical environment*". Transforming the Clinical Environment. The Tampa Bay Area Organization of Nurse Leaders. St. Petersburg, FL, December 4, 2008.
- Havens, D.S.** (2008). (Invited Plenary) "*Evidence based practice: What it is and how to make it happen*". The PA State Nurses Association Rising Star Management Institute. Hershey, PA, March 18, 2008.
- \***Havens, D.S.** (2007). (Keynote) *Positive organizational scholarship: Application of Appreciative Inquiry in nursing*. North Carolina Nurses Association Triangle Region Program. Duke University, Durham, NC, September 19, 2007.
- \***Havens, D.S.** (2007). (Keynote) "*Acknowledging the past and welcoming the future: Magnet Hospitals and their potential*". The National Nursing Conference sponsored by The Mercy University Hospital, Grenville Place, Cork, Ireland and the School of Nursing and Midwifery--University College Cork. Cork, Ireland, April 11-13, 2007
- \***Havens, D.S.** (2007). (Invited Plenary) "*Using Complexity Principles to Build Capacity for Better Work and Better Care*". Plexus Network. January 9, 2007.
- \*Thompson, P., **Havens, D.S.**, Jones, C.B. (2006). (Invited Plenary) *Chief nursing officer retention and turnover: A crisis brewing*. Institute for Nursing Healthcare Leadership Conference, Boston, MA, Cambridge Hyatt Hotel.
- Havens, D.S.** (2006) (Invited Plenary) *Overview of "Building capacity for better work and better care" – What we are learning*. Hospital and HealthSystem of PA spring Nurse Leadership Forum, Harrisburg, PA, June 5, 2006.
- Havens, D.S.** (2006). (Keynote Address). Cedar Crest College Department of Nursing Sigma Theta Tau induction ceremony: the 25<sup>th</sup> Anniversary. April 28<sup>th</sup>, 2006, Allentown, PA.

## SELECTED PRESENTATIONS:

### Invited

\*data based

**Havens, D.S.** *HRSA outcome measures. 1<sup>st</sup> Annual HRSA Grantee Conference.* Marriott Wardman Park Hotel, June 1, 2005. Washington, DC (Invited Panelist re: outcomes).

**Havens, D.S.** (Keynote) *Magnet hospital recognition: The story research tells.* The Pennsylvania State University, February 19, 2005. State College, PA.

**Havens, D.S.** (Keynote) *Putting Practice in Research.* Florida Magnet Hospital Conference. February 3-4, 2005. Tampa FL.

**Havens, D.S.** (Invited Plenary) *Perspective on Appreciative Inquiry theory and application: Research implications. Improving nursing: An appreciative approach to retaining nurses.* Penn State University - Great Valley Campus, December 3, 2004. Malvern, PA.

\***Havens, D.S.** (Invited Plenary) *A blueprint to guide the future of nurse executive practice.* The University of North Carolina at Chapel Hill. June, 2004

\***Havens, D.S.** (Keynote) *Evidence-based management in hospitals: What nurses are saying about achieving magnet status?* The University of South Carolina and South Carolina AHEC. April 29 & 30, 2004. Columbia, SC.

\***Havens, D.S.** *Creating cultures of magnetism: The research perspective.* The North Carolina AHEC (Invited plenary). Asheville, NC. October 27, 2003.

\***Havens, D.S.** (Invited plenary) *Creating cultures of magnetism: The research perspective.* The North Carolina AHEC. Winston-Salem, NC October 28, 2003.

\***Havens, D.S.** (Invited plenary) *Creating cultures of magnetism: The research perspective.* The North Carolina AHEC. Raleigh, NC. October 30, 2003.

\***Havens, D.S.** (Keynote) *The next frontier to improve the work environment and the quality of care: Translating research into practice* Sponsored by the SC AHEC, Columbia, SC. April 30, 2003.

\***Havens, D.S.** (Invited Plenary) *The research case for Magnet status.* A Health Workforce Summit sponsored by Health Careers Futures, The Jewish Healthcare Foundation, Workforce Connections, Highmark BlueCross/BlueShield., the David L. Lawrence Convention Center, Pittsburgh, PA. March 19, 2003.

\***Havens, D.S.** (Invited Panelist) *Workplace challenges: legislative and leadership initiatives—the research solution.* The Pennsylvania Organization of Nurse Leaders, Harrisburg, PA. November 14, 2002.

\***Havens, D.S.** (Invited Plenary) *The story that research tells about the nursing shortage.* The Pennsylvania State Nurses Association's 2<sup>nd</sup> Annual Nursing Shortage Leadership Forum. The Hotel Hershey, Hershey, PA. August 16, 2002.

\***Havens, D.S.** (Invited Plenary). *Attracting & Keeping Nurses in Rural Hospitals.* 10th Annual Pennsylvania Rural Health Conference: New Directions for the Next Decade Penn Stater Conference Center Hotel, State College, PA. June 12, 2002.

**SELECTED PRESENTATIONS:**

**Invited**

\*data based

\***Havens, D.S.** (Keynote) *Magnet hospital performance: A summary of the research on patient and staff outcomes*. The Maine Hospital Association Fall 2001 CEO/CNO Workshop—"Becoming an employer of choice: Best practices in creating and maintaining a satisfied workforce". Harraseeket Inn, Freeport Maine, October 19, 2001.

**Havens, D.S.** (Keynote) *An organizational imperative: A profile of hospitals that outperform others: Synthesis of the magnet hospital research*. Pennsylvania Nurse Executive Fall Forum, The Hospital & Healthsystem Association of Pennsylvania. Hershey, PA. October 20, 2000.

\***Havens, D.S.** (Invited Plenary) *Nursing practice models: What's going on out there?* Emergency Room Nursing Association Annual Conference. Nashville, TN. February 26, 2000.

\***Havens, D.S.** (Keynote) *Preliminary findings from the PA study of hospital staffing and outcomes*. Pittsburgh, PA. September 30, 1999.

\***Havens, D.S.** (Invited Plenary) *Trends in staff nurse influence and professional recognition/compensation in acute care hospitals across the country*. 24th National Symposium of the American Nephrology Nurses Association. Orlando FL. June 6, 1993.

\***Havens, D.S.** (Invited Plenary) *Organizational features proposed to enhance staff nurse power*. Theta Epsilon Chapter of Sigma Theta Tau, University of South Florida. April 7, 1992.

**Havens, D.S.** (Keynote) *Spacious thinking: The key to professional nursing practice*. National Nurses Week Address to the Nurses of Thomas Jefferson University Hospital. Philadelphia, PA. May 9, 1991.

**Havens, D.S.** (Keynote) *What's going on out there: New ways to practice nursing*. Good Samaritan Hospital, Towson, MD. February 8, 1989.

**Havens, D.S.** (Invited Plenary) *Designing our destiny through redesign of practice*. Initiative to Restructure Nursing Practice, Pennsylvania Nurses Association Convention. Hershey, PA. November 16, 1988.

**Havens, D.S.** (Keynote) *Innovative practice and organizational models for nursing*. South Eastern Pennsylvania Organization of Nurse Executives. Philadelphia, PA. April 27, 1988.

**SELECTED PRESENTATIONS:**

**Refereed:**

\* **Data Based**

\***Havens, D.S.**, Vasey, J., Gittell, J., Lin, W. *Relational coordination among nurses and other providers: Impact on quality of patient care*. AcademyHealth Annual Meeting. Boston, MA. June 26, 2010.

## SELECTED PRESENTATIONS:

### Invited

\*data based

- \***Havens, D.S.**, & Vasey, J. *Staff RN Decisional Involvement – What Nurses Want: A Research Foundation for Administrative Practice*. The 2009 International Nursing Administration Research Conference (INARC). The University of Maryland School of Nursing, Baltimore, MD, October 14-16, 2009.
- \*Warshawsky, N. & **Havens, D.S.** *Published Uses of the Practice Environment Scale of the Nurse Work Index (PES-NWI)* (Poster). The Southern Nursing Research Society 23<sup>rd</sup> Annual Research Conference. The Hyatt Regency Hotel, Baltimore, MD, February 11-14, 2009.
- \***Havens, D.S.** *Using Appreciative Inquiry to Shape Better Practice & Better Care*. The Pennsylvania State Nurses Association Annual Convention. The Penn Stater Hotel, State College, PA, October 24, 2008.
- \***Havens, D.S.**, Vasey, J., Yurek, L. *Designing Systems to Promote Desired Outcomes (How to Do It and How to Make it Stick) – A Model for Implementation*. International Nursing Administration Research Conference. University of Indiana, Indianapolis, IN, October 17-20, 2007.  
**\*\*Selected for Conference Best Podium Presentation Award.**
- \***Havens, D.S.** *Using Theory and Research to Build Better Practice and Better Care: Complexity Science, Positive Organizational Science and Participatory Action Research*. The 18<sup>th</sup> International Nursing Research Congress, Vienna, Austria. July 11-14, 2007.
- \***Havens, D.S.**, Wood, S.O., & Leeman, J. North Carolina State Nurses Association. *Nurses: Effective, Excellent, and Empowered. Appreciative Inquiry: A strategy to enhance nursing practice and patient care*. Winston-Salem, NC. October 11, 2006.
- \***Havens, D.S.**, & Leighton, L.G., & Wood, S.O. *Building Capacity for Better Work and Better Care: Enhancing the Nursing Work Environment*. The 4<sup>th</sup> National Conference of Nurse Workforce Leaders. Taking the Long View: From Evidence to Policy. Jersey City, NJ, April, 27-28, 2006.
- \*Johnston, M.A., & **Havens, D.S.** *The Psychometric Properties of the Nurse Assistant Work Index (NAWI)*. The 18<sup>th</sup> Annual Scientific Sessions of the Eastern Nursing Research Society (ENRS), Cherry Hill, NJ. April, 27<sup>th</sup> & 28<sup>th</sup> 2006.
- \*Thompson, P., Jones, C.B., and **Havens, D.S.** (2006) *Chief nursing officer retention and turnover: A crisis brewing*. American Organization of Nurse Executives Annual Meeting. Orlando, FL. April 19<sup>th</sup>-20<sup>th</sup>.
- \*Thompson, P., **Havens, D.S.**, and Jones, C.B. (2006) *“Hot Topics” Chief nursing officer retention and turnover: A crisis brewing*. American Organization of Nurse Executives Annual Meeting. Orlando, FL. April 19<sup>th</sup>-20<sup>th</sup>.
- \*Kellogg, V.A., **Havens, D.S.**, Blegen, M. *Why Registered Nurses Do Not Report Adverse Events in the Hospital Setting*. 17th Annual Scientific Sessions of the Eastern Nursing Research Society (ENRS). New York City, NY. April 7 - 9, 2005.
- \*Kellogg, V.A., **Havens, D.S.**, & Blegen, M. *Adverse events in the acute care setting and the assessment of safety climate*. The State of the Science Meeting. Washington, DC. October 7-9, 2004.

## SELECTED PRESENTATIONS:

### Invited

\*data based

- \***Havens, D.S.** & Johnston M.A. *ANCC magnet hospitals tell "Why & how they did it."* Sigma Theta Tau International Research Conference. 2004, Dublin, Ireland. July 22-24.
- \***Havens, D.S.**, Kellogg V.A., Vasey, J., & Paige, S. *Hospital Ratings: Quality measures or mere puffery—an update.* AcademyHealth Annual Research Meeting. San Diego, CA. June 7, 2004.
- \*Kellogg, V.A., **Havens, D.S.**, & Blegen, M. *Adverse events in the acute care setting and the assessment of safety climate (Poster).* AcademyHealth Annual Research Conference, San Diego, CA. June 6, 2004.
- \***Havens, D.S.**, & Johnston, M.A. *How and why do hospitals pursue national recognition as high performing organizations: The case of Magnet Hospitals.* The AcademyHealth Annual Research Meeting. San Diego, CA. June 6, 2004.
- \*Johnston, M., & **Havens, D.S.** *Testing the Magnet Hospital Conceptual Framework in the Nursing Home, A Pilot Study.* The 16<sup>th</sup> Annual Scientific Sessions of the Eastern Nursing Research Society, Boston MA. April 1, 2004.
- \***Havens, D.S.**, & Kellogg, V.A. *Hospital ratings: Measures of Quality?* The Nursing Administration Research Conference (NARC), The University of North Carolina at Chapel Hill, North Carolina. October 10, 2003.
- \***Havens, D.S.**, & Vasey, J. *Staff nurse decisional involvement: Description and validation of the decisional involvement scale (DIS).* The Nursing Administration Research Conference, The University of North Carolina at Chapel Hill, North Carolina. October 10, 2003.
- \***Havens, D.S.**, & Kellogg, V.A. *Are the "best hospitals" really better than the rest?* The 15<sup>th</sup> Annual Scientific Sessions of the Eastern Nursing Research Society, Yale University, New Haven, CT. March 28, 2003.
- \***Havens, D.S.** *A measure of staff nurse decisional involvement: the Decisional Involvement Scale.* The 15<sup>th</sup> Annual Scientific Sessions of the Eastern Nursing Research Society, Yale University, New Haven, CT. March 28, 2003.
- \***Havens, D.S.** *A Comparison of organizational attributes and outcomes in the original and the ANCC recognized magnet hospitals: CNO reports.* 13<sup>th</sup> Annual Scientific Session of the Eastern Nursing Research Society. Atlantic City, NJ. April, 1-3, 2001.
- \***Havens, D.S.**, Kruger, N.R., Nunn, R., Haack, M., Howe, R., & Donechy, S. *Crimping costs by using innovative computer technology in a clinical resource management program (CRIMP).* The Department of Health and Human Services: Partnerships. Washington, D.C. January 28-30, 2000.
- \***Havens, D.S.**, & Laschinger, H. S. *Staff nurses' perceptions of work empowerment, perceived control over nursing practice, and perceived decisional involvement: Testing Kanter's theory of structural power.* Sixth National Conference on Nursing Administration Research. University of Minnesota, Minneapolis, MN. October 26-28, 1995.
- \***Havens, D.S.** *Staff/management influence on practice.* Medical College of Virginia and Medical Center of Virginia Hospitals. Richmond, VA. September 25, 1992.

## SELECTED PRESENTATIONS:

### Invited

\*data based

\***Havens, D.S.** *Is governance being shared?* National Nursing Systems Research Conference. University of Washington School of Nursing, Seattle, WA. July 10, 1992.

**Havens, D.S.** *The powerful staff nurse: Creating nursing's future.* Sigma Theta Tau International Convention. Tampa, FL. November 13, 1991.

## RESEARCH ACTIVITIES:

**Havens, D.S.** (Contributing faculty- Mark PI): *Research Training in Health Care Quality and Patient Outcomes.* Sponsor: NINR /NIH. Funded, 9/30/00 – 7/31/14. To provide pre- and post-doctoral research training in nursing related to quality healthcare and patient outcomes. 9/30/2004 - 6/30/2014  
Total Costs for 2009-2010: \$255,133.

**Havens, D.S.** *International Research Knowledge Utilization Colloquium*, Invited attendee, Llaundry Wales, UK, June 22-27, 2009, Workgroup Chair – Capacity Development in Research Knowledge Utilization 2008-2009.

**Havens, D.S.** (PI) *Spiraling upward for nurse retention and quality care.* Department of Health and Human Services, Health Resources and Services Administration – Nurse Education, Practice, and Retention Grants Program, HRSA - D11HP09752-01-01 - \$1,300,000. July 2008-June 2013. Funded.

**Havens, D.S.** (PI). *Building hospital capacity for better work and better care.* Department of Health and Human Services, Health Resources and Services Administration – Nurse Education, Practice, and Retention Grants Program, HRSA D66HP03170, 2004-2009, \$995,000. Funded.

**Havens, D.S.** *International Knowledge Development Colloquium*, Invited attendee, Banff Canada. June 11-15, 2008.

**Havens, D.S.** (Contributing Faculty – Weiner PI) *T32 Training program in cancer care quality and patient safety.* UNC School of Public Health. Multidisciplinary Advisory Committee (MAC) - R25 training grant in cancer care quality 2008-2013.

**Havens, D.S.** (Contributing faculty- Mark PI): *Research Training: Health Care Quality and Patient Outcomes.* National Institute for Nursing Research/NIH. Funded, \$1,522,928. 9/30/04 – 7/31/09. To provide pre- and post-doctoral research training in nursing related to quality healthcare and patient outcomes. Mentoring two T-32 Predoctoral Fellows.

**Havens, D.S.** (Consultant) HRSA Nurse Retention and Quality of Care Grant. *Relationship Based Care.* J.Duffey (PI). The Catholic University of America, 2005-2010.

## RESEARCH ACTIVITIES:

**Havens, D.S.** (Co-Investigator – Thompson PI) *Chief Nursing Officer Retention and Turnover: A Crisis Brewing*. P. Thompson (PI). The AONE Institute for Patient Care Research and Education/The Health Research and Educational Trust- AHA. The Robert Wood Johnson Foundation, 2004-2006. \$42,795. Funded.

The Robert Wood Johnson Foundation Invitational Conference on the use of nursing quality measures: NQF-15, March 2005, Princeton, NJ

National VA Invitational State of the Science Conference on implementing the evidence: Transforming practices, systems, and organizations. August 30 – September 1, 2004, Washington DC.

American Nurses Credentialing Center invited attendee-meeting to establish credentialing research agenda. December 2004. Washington, DC.

**Havens, D.S.** (PI). *Why and how do hospitals pursue magnet recognition?* The Robert Wood Johnson Foundation, #49530-1, 2003-2004. \$17,000. Funded.

The U.S. Invitational Nursing Conference on Translating Research into Practice, October. Iowa City, IA. October, 2003.

The University of Pennsylvania Invitational Conference on Quality. Philadelphia, PA. May, 2002

**Havens, D.S.** (Consultant) *The Better Jobs/Better Care National Evaluation* planning grant. The Robert Wood Johnson Foundation. Peter Kemper (PI), \$60,000. Funded.

**Havens, D.S.** (Co-investigator). *Pediatric Asthma Clinical Research Network*. NHLBI –NIH, HL64313, Vern Chinchilli (PI). 2000-2002, \$6,303,814. Funded

**Havens, D.S.** (Co-investigator). *Antecedents and Consequences of Enhancing Workplace Empowerment in Nurses*. The Canadian Government. Laschinger, H. (PI), 1999 – 2002, \$60,000. Funded.

**Havens, D.S.** (Panel member), Agency for Healthcare Research and Quality, Special 2001, August Emphasis Panel, The Effects of Health Care Working Conditions On Quality of Care

**Havens, D.S.** (PI). *A Comparison of the Organizational Attributes of Hospitals Known for Excellence - Magnet Hospitals - Selected by Two Methods: A National Reputational Study by Experts and Self-Nomination and Evaluation by the ANCC*. The American Nurses' Foundation. 1998, \$3,500. Funded.

**Havens, D.S.** (Co-investigator, Aiken, L.H. - PI). *Hospital Staffing and Patient Outcomes*. NIH/NINR,1-RO4-NR04513-02S1. 1997-2000, \$1.2 million. Funded.

**Havens, D.S.** (Co-PI). *Nurse Perceptions of Work Empowerment Testing Kanter's Theory*. The University of Western Ontario Sabbatical Research Grant and the Vice President's Special Competition. Heather Spence Laschinger (PI), 1994-1995, \$1,400. Funded.

**Havens, D.S.** (PI). *Analysis of Implementation of Features of Professional Nursing Practice Models in Acute Care General Hospitals Across the United States*. Duke University School of Nursing, 1994, \$3,000. Funded.

## RESEARCH ACTIVITIES:

**Havens, D.S.** (Project Director). *Evaluation of Organizational Change at the Duke University Medical Center.* Duke University Medical Center, Department of Nursing, Patricia O'Connor (PI). 1991-1993, \$30,000. Funded.

## PROFESSIONAL MEMBERSHIPS, ACTIVITIES, AND SERVICE:

### Policy/Advisory/Leadership

Future Patient Care Delivery Committee – Appointed by the American Organization of Nurse Executives	2009-2011
Scholar Affiliate - Alfred P. Sloan Foundation Industry Studies Program, Massachusetts Institute of Technology	2008 - present
National Advisory Board -- Forum for Shared Governance	2006 - present
AcademyHealth –	
- National Interest Group on Nursing and Health Service Research – abstract reviewer for annual meeting	2007
- National Interest Group on Nursing and Health Service Research, - Chair	2004-2005
- National Interest Group on Nursing and Health Service Research, - Chair-elect	2003-2004
- National Steering Committee-Affiliate Working Group on Nursing and Health Services Research, Co-Chair	2002–2003
- Vice-Chair	2000-2002
- Member AcademyHealth Dissertation Award Committee	2005 - 2008
- National abstract reviewer for AcademyHealth Workforce Papers	2004
- National Annual Research Meeting Planning Committee member	2003-2005
The American Academy of Nursing,	2004 - present
• Member Expert Panel on Quality	2004 - present
• Member Expert Panel on Magnet Advancements	2007 - present
Member – The North Carolina Magnet Hospital Collaborative Summit	2005 - 2009
Member of the North Carolina Nurses Association Roundtable to create work excitement as a means to ameliorate the nurse workforce shortage.	2007 - 2009
American Nurses Credentialing Center – Research Institute	2004-2006
The North Carolina Center for Nursing, National Advisory Council member,	2003-2008
The North Carolina Center for Nursing Research Committee member,	2004-2008
The Pennsylvania State Department of Health	
- Chair, Special Interdisciplinary Task Force on The Nursing Work Environment and Retention,	2003-2005
- Appointed Nurse Researcher - Special Interdisciplinary Task Force on Health Professions Workforce, Study group.	2002-2005



## PROFESSIONAL MEMBERSHIPS, ACTIVITIES, AND SERVICE:

### Policy/Advisory/Leadership:

The University of North Carolina Hospitals Magnet Steering Committee	2003-present
National Invitational Conference on Nursing and Health Services Research – to set an agenda for nursing in health services research, May, 2004. Chapel Hill, NC.	2004
Institute for Nursing Health Care Leadership Research Think Tank – Visiting Professor. Boston, MA,.	2004
The American Nurses Credentialing Center – National Research Think Tank, Washington, DC.	2003
American Organization of Nurse Executives, Appointee to The Helene Fuld Trust Expert Advisor Team.	2002-2003
Council for Graduate Education for Administration in Nursing - member	1996-present
- Vice President,	1999-2001
- Secretary,	1996-1998
- Research Committee, Member,	1997- 2005
- National Advisory Committee – Nursing Administration Research Conference,	2002-2003
- Nursing Administration Research Conference Planning Committee	2001, 2003
Colleagues in Caring (Robert Wood Johnson Foundation)	
- Member of the National Nursing Practice task force for Recruitment and Retention	2001-2003
- Member of the National Workforce Modeling task force	2000-2001
Board Member - Seidle Memorial Hospital, Mechanicsburg, PA.	1992-1994
Board Member - Capital Extended Care (Capital Area Health Foundation) -	1985–1993
Health Reach Home Care	
Board of Directors,	1983 – 1993
Chairperson, Board of Directors,	1989 – 1993
Vice President,	1987 – 1989
Secretary,	1985 – 1986
The Pennsylvania Nurses Association	
- Special task force of the Commission on Nursing Education to plan and implement a consensus-building program for all nursing education constituencies in PA, July 1990	
- Task force to plan and implement a continuing education program jointly sponsored by the California and Pennsylvania Nurses Associations–appointed to represent Health Policy Issues, March 1990	
- Commission on Nursing Education	
Member,	1986-1990
Chairperson,	1987-1988
- Pennsylvania Task Force on "Restructuring Nursing Practice" 1988	
- Chairperson, Convention Planning Committee	1986
- Chairperson, Convention Planning Committee	1985
- District #15 Board of Directors,	1982-1986
- Special Legislative Contact Person,	1981-1991

- Legislative Internship with the PNA Legislative Program Director,	1981
Commission on Collegiate Nursing Education, Accreditation Site Evaluator,	1998-2000
Sigma Theta Tau	1981-present

### **Editorial Activities**

#### Journal Reviewer:

<i>American Journal of Nursing</i>	2007-present
<i>Research in Nursing and Health,</i>	2008–present
<i>The Journal of Nursing Administration</i>	2001-present
<i>Medical Care</i>	2002-present
<i>Nursing Outlook</i>	2005-present
<i>Implementation Science</i>	2006–present
<i>Western Journal of Nursing Research</i>	2006-present

### **Selected Professional Consultations**

- Massachusetts Organization of Nurse Executives, *Appreciative Inquiry as a Tool for Nurse Leaders.*, Boston, MA. June 4, 2009
- UNC-School of Public Health Leadership Program. *Positive Organizational Scholarship*, April 22, 2009.
- University of North Carolina Hospitals: *Using Appreciative Inquiry to promote excellent communication between the ED and other key units*, April, 2009.
- Northeastern University School of Nursing, *Appreciative Inquiry for Positive Organizational Change – Developing the SON Strategic Plan*. Boston, MA. September 3, 2008
- Northeastern University School of Nursing, *Appreciative Inquiry for Positive Organizational Change – Developing the SON Strategic Plan*. Boston, MA. April 9, 2008
- Clarian Health System, Indianapolis, IN. Use of the Decisional Involvement Scale to enhance staff nurse decisional involvement. Indianapolis, IN, August, 20-22, 2008.
- UNC-School of Public Health Leadership Program. *Positive Organizational Scholarship*, April 21, 2008.

## **Selected Professional Consultations**

- The American Nurses Credentialing Center's Institute for Innovation, Spring 2008 Consultant Training. *Application of Appreciative Inquiry as it Applies to the Role of the Consultant*. Nassau, Bahamas, January 19, 2008.
- North Carolina Nurses Association – Practice Commission: *Creating Work Excitement to Enhance Nurse Satisfaction and Retention – Use of Appreciative Inquiry*. Ongoing 2007-2009.
- North Carolina Magnet Hospital Consortium – Consult re: joint research projects – 2007- 2008
- UNC-School of Public Health Leadership Program. *Positive Organizational Scholarship*, April 28, 2007.
- The Mercy University Hospital Cork, Ireland, April, 11-13th, 2007 – National Nursing Conference and meeting to improve practice. *Telling a Story of Excellence, Shaping Systems to Promote Desired Outcomes: The Magnet Hospital Experience*. Mercy University Hospital, Greenville Place, Cork Ireland.
- The Catherine McCauley School of Nursing and Midwifery, The Brookfield Healthsciences Complex, University College Cork, Ireland. *Master class on Transforming the Nursing Work Environment and Positive Organizational Change*. April 13, 2007.
- The Moffit Cancer Center, Tampa FL, February, 2007, *Using Appreciative Inquiry – Leadership Introduction*. Tampa, FL.
- The Lewistown Hospital, Lewistown, PA, December, 2005 *Using Appreciative Inquiry to move from 'push to pull' in the ED*. Lewistown, PA.
- The Lancaster General Hospital, Lancaster, PA, *Appreciative Inquiry and Quality Improvement*, July, 2005
- The Durham NC Veteran's Hospital, February 2005, May 2005.
- The Veteran's Health Care Administration, VISN 11 Healthcare Systems (NC, SC, VA) 2004.
- NC Mountain AHEC, Consulted on preparation of HRSA grant for nurse recruitment and retention, 2003.
- North Carolina AHEC, Consulted with NC nurse executives statewide on *Nurse Recruitment and Retention Strategies*, October 8, 2003.
- Altoona Hospital, Altoona PA, Consulted on *Implementation of Magnet Hospital Features*, May 16, 2003.
- Pinnacle Health System, Harrisburg, PA, Consulted on *Implementation of Magnet Hospital Features*, June 6, 2002
- Pinnacle Health System, Harrisburg, PA, Consulted on *Collecting Baseline Data Prior to Implementation of Magnet Hospital Features*, March, 17, 2002.

### **Selected Professional Consultations**

- Evangelical Hospital, Lewistown, PA, Discussion of *Professional Nursing Practice Models and Magnet Hospital Features*. June 20, 2002.
- Pinnacle Health System, Harrisburg, PA, Consultation about *Nursing Research in the Hospital Setting*. April 16, 2001.
- The US Army Central Research Command. Consultation on a Successful Model for a Nursing Research Center in the Acute Care Setting. April, 2000.
- Thomas Jefferson University Hospital. Philadelphia, PA. Consultation on *Staff Nurse Empowerment and Professional Nursing Practice Models*. May 9, 1991.
- St. Joseph's Hospital, Baltimore, MD, Consultation on the *Implementation and Evaluation of Professional Nursing Practice Models*. April 10, 1990
- Good Samaritan Hospital, Towson, MD. Consultation on the *Implementation of Professional Nursing Practice*. February 8, 1990.

### **UNC Chapel Hill School of Nursing Service:**

The Doctoral Program Executive Committee – (Elected member)	2006-2009-2012
- Chair	2009-2010
- Sub Committee to evaluate Doctoral Curriculum	2006-2007
- Committee to review doctoral students for awards	2008-2009
School of Nursing Faculty Executive Committee	2009-present
School of Nursing Graduate Faculty Co-Chair	2009-present
The Staff of the Year Award Committee – (Appointed by the Dean)	2008-2010
The Faculty Salary Policy Review Committee (Elected member)	2007 – 2010
The Appointment, Promotion & Tenure Committee	2004-present
The Fox Endowed Chair Search Committee	2005-2007
The Dean's Cabinet	2003-2006
The Bernard Consulting Group Steering Committee (Restructured the Faculty Workload Management Program & Reorganization of Division Structure)	2005-2006
The School of Nursing Executive Committee	2003-2006
The Academic Affairs Council	2003-2006

The Committee on Evaluation of the Faculty Evaluation Process 2004-2005

**COMMUNITY SERVICE:**

Vice President – Market Street Home Owner’s Association, Chapel Hill, NC. 2004-present

Harrisburg PA City Planning Commission  
Member 1979 – 1986  
Chairperson 1984 – 1986  
Secretary 1979 - 1985

Downtown Harrisburg, PA Preservation Committee - Appointed by the Harristown Development Corporation and Mayor of Harrisburg 1980-1982

St. Stephen’s Downtown Episcopal School formative committee 1979-1982

Shipoke, PA Neighborhood Organization  
Board of Directors 1978–1982  
President 1976-1978  
Vice President 1975, 1982

Shipoke, PA Neighborhood Playground Committee Chairperson - 1978-1982  
chaired project (federally funded) in which inner city neighborhood residents, including children, planned, constructed, and maintained their own neighborhood playground.

**CV/Havens April, 2010**