

CURRICULUM VITAE

NAME: Donna Sullivan Havens RN, PhD, FAAN

ADDRESS:

The M.Louise Fitzpatrick College of Nursing
Driscoll Hall, #108
Villanova University
800 Lancaster Avenue
Villanova, PA 19085

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LICENSURES and CERTIFICATIONS:

North Carolina
Pennsylvania
Connecticut

EDUCATIONAL HISTORY:

<u>Institution and Location</u>	<u>Degree</u>	<u>Major</u>
The University of Pennsylvania School of Nursing	Post-Doctoral Study	The Organization of Nursing and Outcomes
The University of Maryland School of Nursing Baltimore, MD	Ph.D.-Nursing	Health Services Research
Villanova University College of Nursing Villanova, PA	M.S.N.	Nursing Education/ Adult Health
Cedar Crest College Allentown, PA	B.S.	Nursing
Cedar Crest College Allentown, PA	B.S.	BS Liberal Arts

EMPLOYMENT HISTORY:

Academic Employment

<u>Institution or Firm</u>	<u>Rank or Title</u>	<u>Dates</u>
The M. Louise Fitzpatrick College Villanova University Villanova, PA	Connelly Endowed Dean and Professor of Nursing	2018-present

EMPLOYMENT HISTORY:

Academic Employment

<u>Institution or Firm</u>	<u>Rank or Title</u>	<u>Dates</u>
The Lawrence S. Bloomberg Faculty of Nursing University of Toronto Toronto, CA	The Frances S. Bloomberg International Distinguished Visiting Professor	2016-2017
The National Nursing Research Unit The Florence Nightingale School of Nursing & Midwifery, King's College London, UK	Visiting Professor	2012-2016
The School of Nursing University of North Carolina at Chapel Hill	Interim Dean and Professor	2014-2017
The School of Nursing The University of North Carolina at Chapel Hill Chapel Hill, NC	Tenured Professor	2003 - 2018
The School of Nursing The University of North Carolina at Chapel Hill, Chapel Hill, NC	Tenured Professor and Division Chair (HealthCare Environments)	2003 - 2006
Center for Work and Family Research The Pennsylvania State University University Park, PA	Faculty Affiliate	2001 - 2004
The Pennsylvania State University University Park, PA	Adjunct Professor	2003 - 2006
The Pennsylvania State University School of Nursing University Park, PA	Associate Professor, Tenured Professor-in-Charge of Research <i>the Eberly Endowed 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,	Scientist and Faculty Post-Doctoral Fellow	1997 - 2000

EMPLOYMENT HISTORY:

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

NON-ACADEMIC EMPLOYMENT:

<u>Institution or Firm</u>	<u>Title</u>	<u>Dates</u>
University of NC Hospitals	Associate CNO for Academic Affairs	2014-2017
The Milton Hershey Medical Center The Pennsylvania State University Hershey, PA	Director, Patient Services Evaluation, Research, and Informatics & Assistant Director of Nursing – Launched Magnet Journey	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

HONORS, AWARDS AND HONOR SOCIETY MEMBERSHIPS:

<u>Date</u>	<u>Award or Honor</u>
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2022	<i>Fellow</i> - American Association of Colleges of Nursing-Wharton Executive Leadership Program
2021	<i>Nursing Legend</i> – Main Line Today
2019	<i>Visiting Professor</i> , Mount Sinai Hospital, Toronto, CA.

HONORS, AWARDS AND HONOR SOCIETY MEMBERSHIPS:

<u>Date</u>	<u>Award or Honor</u>
2019	Appointed to the <i>International Research Advisory Board of Visitors</i> , School of Nursing, Midwifery and Social Work, University of Queensland, Brisbane Australia
2018	<i>Visiting International Scholar</i> , The School of Nursing, Midwifery and Social Work, University of Queensland, Brisbane Australia – Research Week
2017	<i>Visiting International Scholar</i> , The School of Nursing, Midwifery and Social Work, University of Queensland, Brisbane Australia - Research Week
2017	<i>Sigma Theta Tau International Nurse Researcher Hall of Fame Inductee</i>
2017	<i>Cedar Crest College 2017 Distinguished Nursing Alumni Award for Transformational Leadership</i>
2017	University of North Carolina at Chapel Hill School of Nursing Alumni Association <i>President's Award</i>
2016	<i>The Frances S. Bloomberg Distinguished International Visiting Professor</i> , the Bloomberg Faculty of Nursing, University of Toronto, Toronto, CA
2015	<i>Inaugural Visionary Pioneer Award</i> , University of Maryland School of Nursing
2015	Named as one of the <i>30 Most Influential Deans of Nursing in the U.S.</i> by Mometrix
2012	<i>Pennsylvania Nightingale Award for Research Excellence</i>
2011	The University of Maryland School of Nursing <i>2011 Distinguished Alumni of the Year Award</i>
2009	The American Organization of Nurse Executives <i>2009 National Nurse Researcher Award</i>
2009	The American College of Healthcare Executives <i>2009 Edgar C. Hayhow Award – 2009 Article of the Year Award</i> -- Jones, C., Havens, D.S. , & 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
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 – <i>The First Laurel Archer Copp Writing Award</i> . The School of Nursing, the University of North Carolina at Chapel Hill
2005	American Journal of Nursing 2005 Book of the Year Award: Havens, D.S. , 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. ** Two AJN Book of the Year awards: 1) History and Public Policy and 2) Professional Development & Issues

HONORS, AWARDS AND HONOR SOCIETY MEMBERSHIPS:

<u>Date</u>	<u>Award or Honor</u>
2004	<i>Fellowship in the American Academy of Nursing</i>
2002	Villanova University 2002 <i>Distinguished Contributions in Nursing Research Medallion</i>
2002	<i>The Julia Hardy Scholar Fellow</i> , the American Nurses Foundation
2001	<i>Medical Surgical Nursing 2001 Writer's Award</i> --Honorable mention. 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. <i>Medical Surgical Nursing</i> . 10(2). 71-78
1991	<i>WHO'S WHO Among Students in American Universities and Colleges</i> – The University of Maryland
1984	<i>Phi Kappa Phi</i> – Villanova University
1982	<i>Sigma Theta Tau International</i> - Alpha Nu Chapter, Villanova University

PUBLICATIONS:

Books.

Editorials.

Monographs and

Book Chapters:

* Data Based

Havens, D.S. The eyes of the world are on nurses (editorial). The American Nurses Association's *American Nurse* – web. <https://www.myamericannurse.com/the-eyes-of-the-world-are-on-nurses/> June 30, 2020.

Wood, S.O., **Havens, D.S.**, Leighton, L.G. (2007). Appreciative inquiry case applications. In J. Stavros (Ed.) *Appreciative Inquiry Handbook* (2nd 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.

Havens, D.S. (1989). Designing our destiny through the redesign of practice. *The Initiative to Restructure Nursing Practice*. Harrisburg, PA: The Pennsylvania Nurses Association.

PUBLICATIONS:

Books.

Editorials.

Monographs and

Book Chapters:

* Data Based

Havens, D.S. (1988). Recruitment and retention action plan. *The Pennsylvania Nurse*, 4, 1,3,14.

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

+ Student

*+ Alsulami, S., Sherwood, G., **Havens, D.S.**, Jones, C. & Aboshaiqah, A. (Under review). Deans' Perceptions of leadership strategies Used to manage A multicultural faculty environment in Saudi Arabian nursing schools: A qualitative study. *Journal of Professional Nursing*.

*+ Copel, L.C., Mensinger, J.L., **Havens, D.S.**, Bradley, P.K., Brom, H.M., D'Annunzio, C., Durning, J. D., Maldonado, L., McKenzie, A. B., Smeltzer, S. C., Yost, J. (2023). Healthcare Worker, Support Personnel, and First Responder experiences During the COVID-19 Pandemic: What They Wanted the World to Know. *Journal of Clinical Nursing*.

*+Copel, L. C., Smeltzer, S. C., Byrne, C. D., Chen, M., **Havens, D. S.**, Kaufmann, P., Brom, H., Durning, J. D., Maldonado, L., Bradley, P. K., Mensinger, J., & Yost, J., (2023). A thematic analysis of shared experiences of essential health and support personnel in the COVID-19 pandemic. *PLOS One*.

*Smeltzer, S., Copel, L., Maldonado, L. Bradley, P.K., **Havens, D.S.** (2022). Vulnerability and coping experiences of health care workers during the COVID-19 Pandemic: A Qualitative Study. *International Journal of Qualitative Studies on Health and Well-being*. 17(1).

*+Mensinger, J., Brom., H., **Havens, D.S.**, Costello, A.M., D'Annunzio, C., Durning, J., Bradley, P.K., Copel, L., Maldonado, L., Smeltzer, S., Yost, J., Kaufmann, P. (2021). Psychological responses of hospital-based nurses working during the COVID-19 pandemic in the United States: A cross-sectional study. *Applied Nursing Research*. <https://doi.org/10.1016/j.apnr.2021.151517517>.

*+ Kaufmann, P. G., **Havens, D.S.**, Mensinger, J.L., Bradley, P.K., Brom, H.M., Copel, L.C., Costello, A., D'Annunzio, C., Durning, J. D., Maldonado, L., McKenzie, A. B., Smeltzer, S. C., Yost, J. (2021). The COVID-19 study of healthcare and support personnel (CHAMPS): A longitudinal observational study. *JMIR Research Protocols*, 10 (10): e30757, doi: 10:2196/ 30757.

Yeo, S., Kayama, M., Toles, M., Asahara, K., D'Auria, J., **Havens, D.**, Horiuchi, S., Montano, N., Sherwood, G., Hayashi, N., Kamei, T., Oku, H., and Yoshida, C. (2021). St. Luke's International University and University of North Carolina at Chapel Hill collaboration project to develop the first DNP program in Japan. *Journal of Professional Nursing*. 37;4, 771-776.

Articles in Refereed Journals

* Data Based

+ Student

+ Mariani, B. & **Havens, D.S.**, & Metz, S. (2020). A college of nursing spirals upward during a global pandemic. *Journal of Nursing Education*. 1;59(12):675-682. doi: 10.3928/01484834-20201118-04. PMID: 33253396.

*+ Stolldorf DP, **Havens DS**, Jones CB. (2020). Sustaining innovations in complex healthcare environments: Multiple-case study of rapid response teams. *The Journal of Patient Safety*. 16(1):58-64. doi: 10.1097/PTS.0000000000000239. PMID: 26756725

*+ Wilson, K., Leeman, J., Sanders, B. & **Havens, D.S.** (2018). Improving physician engagement in interprofessional collaborative practice in rural Emergency Departments. *Journal of Interprofessional Education and Practice*. 11: 51-57.

***Havens, D.S.**, Vasey, J., & Gittell, J. (2018). Relational coordination among nurses and other providers: Impact on nurse satisfaction, emotional exhaustion and work engagement. *The Journal of Nursing Administration*, 48(3):132-140. doi: 10.1097/NNA.0000000000000587. PMID:29389801. E-Pub ahead of print, February 2018.

*+Johnson, S. & **Havens, D.S.** (2017). Nurses' and physicians' perceptions of nurse-physician collaboration: A systematic review. *Journal of Nursing Administration*, 47(3): 165-171.

*Van Bogaert, P., Peremans, L., Diltour, N., Van heusden, D., Dilles, T., Van Rompaey, B., **Havens, D.S.** (2016). Staff nurses' perceptions and experiences about structural empowerment: A qualitative phenomenological study. *PLoS One*. 2016 Apr 1;11(4):e0152654. doi: 10.1371/journal.pone.0152654. PMID:27035457

*Goode, C., Reid-Ponte, P. & **Havens, D.S.**, (2016). Transition to practice residency: An essential requirement for new graduates from basic RN programs. *Journal of Nursing Administration*. 46(2):82-6. doi: 10.1097/NNA.0000000000000300.

*Van Bogaert, P., Peremans, L., de Wit, M., Franck, E., Olaf, T., and **Havens, D.S.** (2015). Nurse managers' perceptions and experiences regarding staff nurse empowerment: A qualitative study. *Frontiers in Psychology*. 14;6:1585. doi: 10.3389/fpsyg.2015.01585.

*+Yurek, L., **Havens, D.S.**, Hayes S., and Hughes, L. (2015). Factorial validity of the Decisional Involvement Scale as a measure of content and context of nursing practice. *Research in Nursing & Health*. 38(5):403-16. doi: 10.1002/nur.21668. epub 2015 Jun 12.

*Van Bogaert, P., Van heusden, D., Somers, A., Wouters, K., Van Aken, P., & **Havens, D.S.** (2014). Impact of the Productive Ward Program within a hospital transformation process on the practice environment, nurse burnout, quality of care and nurse-reported job outcomes: a longitudinal multilevel study.

Havens, D.S. (2014). The commitment to influential nursing administration research: An interview with Dr. Donna Sullivan Havens. *Journal of Nursing Administration*, 44(5).

*+Warshawsky, N. & **Havens, D.S.** (2014). Nurse manager job satisfaction and intent to leave. *Nursing Economic\$*. 32(1), 32-39.

Articles in Refereed Journals

* Data Based

+ Student

***Havens, D.S.**, +Warshawsky, N. & Vasey, J. (2013). Nurse work engagement by generational cohort: A view from U.S. rural hospitals. *The Journal of Nursing Management (International)*, 21, 927-940.

*+Warshawsky, N., Rayens, M.K., Lake, S., & **Havens, D.S.** (2013). The nurse manager practice environment scale: Development and psychometric testing. *Journal of Nursing Administration*. 43(5), 250-257.

Shafer, D., Parker, K., Kantz, B., & **Havens, D.S.** (2013). The road less traveled: a rural hospital's journey to Pathway to Excellence. *Nursing Management*, February, 26-31.

***Havens, D.S.** & +Warshawsky, N. (2012). Features of nursing practice environments in rural US hospitals: PES-NWI measurement. *Journal of Nursing Administration*, 42(11): 519-525.

*+Warshawsky, N., **Havens, D.S.**, & Knafl, G. (2012). The influence of interpersonal relationships on nurse managers' work engagement and proactive work behavior. *Journal of Nursing Administration*, 42(9):418-25.

***Havens, D.S.** (2011). Positive organizational scholarship: a tool for leading with excellence. *Nurse Leader*.9(5), 26-30.

* +Warshawsky, N., **Havens, D.S.** (2011). Global use of the PES-NWI to measure features of the nursing practice environment: A review of the literature. *Nursing Research*. 60(1), 17-31.

***Havens, D.S.**, Vasey, J., Gittell, J., & +Lin, W. (2010). Relational coordination among nurses and other providers: Impact on the quality of care. *Journal of Nursing Management (International)*.18, 926-937.

*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.

* 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).

***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.

*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.

Articles in Refereed Journals

* Data Based

+ Student

***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.

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 & 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.

***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.

***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.

*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.

Articles in Refereed Journals

* Data Based

+ Student

*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.

Media/Interviews

Havens, D.S. Nursing program sees up tick at Villanova after coronavirus.

https://www.delcotimes.com/news/nursing-program-sees-up-tick-at-villanova-after-covid-19/article_352c53f8-88c9-11ea-a0c8-6b6503a0b110.html. April 28, 2020.

Havens, D.S. and Kaufmann, P. Villanova University to study impact of COVID-19 on front line workers

<https://6abc.com/health/villanova-to-study-impact-of-covid-19-on-front-line-workers/6153816/> May 5, 2020. 6ABC.com TV & web.

Havens, D.S. Dean thanks area Villanova Nurses and colleagues for care provided during pandemic.

[13.21.42.mp3. https://archive.tveyes.com/8383/9445/122ad80e-6433-45f9-99a3-465d96cdd32d/RADKYW](https://archive.tveyes.com/8383/9445/122ad80e-6433-45f9-99a3-465d96cdd32d/RADKYW). KYW Newsradio, May 5, 2020

Havens, D.S. Emotional and physical wellbeing of the frontline health care workforce during COVID-19.

Channel KYW Philadelphia. Radio Interview May 6, 2020.

Havens, D.S. and Kaufmann, P. ‘We’re very worried about PTSD’: Villanova to study COVID-19’s long-range toll on frontline workers. *The Philadelphia Inquirer* – web.

<https://www.inquirer.com/health/coronavirus/villanova-nursing-college-champs-study-survey-coronavirus-covid19-healthcare-worker-mental-health-anxiety-depression-20200507.html>

May 7, 2020.

Havens, D.S. Emotional and physical wellbeing of the frontline health care workforce during COVID-19. *Philadelphia Inquirer*, front page. May 11, 2020.

Havens, D.S. An interview about the CHAMPS Study. *Neurologist Today*, June 11, 2020.

Havens, D.S. An interview about the future of nursing after COVID-19. *U.S. News and World Report*, June 12, 2020

Havens, D.S. How Coronavirus Affects Nursing School Admissions. *web WTOP* (Wash DC) (pick up). June 18, 2020.

https://www.google.com/url?rct=j&sa=t&url=https://wtop.com/news/2020/06/how-coronavirus-is-affecting-nursing-school-admissions/&ct=ga&cd=CAEYACoTOTU2MjUxOTM2OTg3NTIwNjA5NDIaMmFjZmU0ZTQ4OWM1ZTUXZDpjB206ZW46VVM&usg=AFQjCNH3-XYp63Ji_3qCvUpfAOqMxA6CZA

Havens, D.S. Nursing schools seeing more applicants since pandemic. (pick up web) *Becker's Hospital Review*. <https://www.beckershospitalreview.com/nursing/nursing-schools-seeing-more-applicants-since-pandemic.html>. June 19, 2020.

Media/Interviews

Havens, D.S. Nursing Schools See Spike In Applicants Since Pandemic. *Diversity Nursing blog* . <http://blog.diversitynursing.com/blog/nursing-schools-see-spike-in-applicants-since-pandemic>. July 17, 2020. (pick up from April 28 Delco Times, also appeared in their enews letter 7/21/20). web.

Havens, D.S. and Kaufmann, P. This COVID-19 Practice: Medical Centers Pivot to Address Clinician Well-being and Mental Health. *Neurology Today* – web.https://journals.lww.com/neurotodayonline/Fulltext/2020/08060/This_COVID_19_Practice_Medical_Centers_Pivot_to.5.aspx. August 6, 2020.

Havens, D.S. and Kaufmann, P. Becker's Healthcare Podcast <https://healthpodcastnetwork.com/episodes/beckers-healthcare-podcast/dr-donna-havens-dean-and-professor-at-the-college-of-nursing-at-villanova-university-and-dr-peter-kaufmann-associate-dean-of-research-and-innovation-at-the-college-of-nursing-at-villanova-universi/> September 26, 2020.

Havens, D.S. Our Health Care Heroes Are Getting Fed Up With US. Jeffrey Young, writer. https://www.huffpost.com/entry/covid-doctors-nurses-heroes-fed-up_n_5fe254b7c5b6acb53455062e?wfw. December, 23, 2020.

Havens, D.S. YOUR HEALTH®, a talk with Donna Havens, PhD, RN, FAAN about “nurses, leadership and patient care.” [WCHL 97.9FM](#) and KKAG Retro Radio 88.7 FM, WUNC Radio, October 29, 30, and 31, 2016.

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

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 Decisional Involvement Scale with *WKCSN TV Los Angeles*, July, 2003.

Havens, D.S. An interview about the Decisional Involvement Scale with *PA Public Radio Network*, June, 2003.

Havens, D.S. An interview about the Decisional Involvement Scale with *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).

Media/Interviews

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

The Decisional Involvement Scale (DIS) – Havens, D.S., 1990. An instrument to assess staff nurse perceptions of actual and desired involvement in decisions about nursing practice and patient care. Since publication in June of 2003, permission to use has been requested to use the DIS by more than 300 hospitals, hospital systems, researchers, consultants, graduate students globally, the American Association of Critical Care Nurses and the AONE T-CAB project. Is also mentioned as a tool to enhance clinical nurse decisional involvement in the *Pathway to Excellence Manual*.

The Decisional Involvement Scale (DIS) web site:

<https://www1.villanova.edu/villanova/nursing/Dean/decisionalinvolvementscale.html#:~:text=The%20DIS%2C%20a%20multi%2Dpurpose,over%20practice%2C%20and%20nurse%20autonomy>.

- Used at Penn Medicine at Home, the home health agency of Penn Medicine Health System - University of Pennsylvania Home Health 2023
- Used in Germany – translated 2024
- Used in Amsterdam 2022
- Used in Nepal 2022
- Used in Brazil 2018
- Used by the UCLA Health System 2017
- Translated and used in Myanmar 2016
- Used in Nepal, 2016
- Used in Turkey X3, 2012-1016
- Used in Iran, 2016
- Translated into Arabic and used in Egypt
- Used by the Cleveland Clinics Health System 2016
- Used in China 2015-2016
- Translated and used in South Korea - 2015
- Used in Switzerland in 2014
- Used in Saudi Arabia in 2014
- Used in Jordan – 2013
- Modified for use in the Ambulatory Care Setting (Thies) 2013.
- Used by the National Banner Health System - 2013
- Used by hospitals in the American Organization of Nurse Executives Transforming Care at the Bedside initiative (AONE-TCAB) 2011, 2012
- Used in Nepal - 2012
- Used in Saudi Arabia - 2011
- Used in Thailand (x2) – 2010
- Used in the Philippines – 2010, 2011, 2013, 2016
- Used in Turkey – 2008
- Used in Germany - 2008
- Used in Taiwan – 2006
- Recommended as a useful tool in *Nurse Advisory Board “White Paper”* on Implementing Shared Governance – 2005 and 2010.

DISSERTATION

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

SELECTED PRESENTATIONS:

Invited

*Data Based
+Student

Havens, D.S., HealthKey Focus, Addressing the Nursing Shortage: Solutions to a mounting crisis. Panelist, sponsored by Blue Cross Blue Shield Philadelphia, Independence LIVE, September 25, 2024.

***Havens, D.S.**, Jones, C.B., Munn, L. Sinhye, K. *Chief Nurse Executive Turnover: Stories from the Front Lines*. American Organization of Nurse Leaders (AONL) Sacramento CA, May 4, 2023.

***Havens, D.S.**, Jones, C.B., Munn, L. Sinhye, K. *Understanding Chief Nurse Officer Turnover: The Status, the Need*. American Organization of Nurse Leaders (AONL), San Antonio, TX, April 11-14 , 2022.

***Havens, D.S.** and Jones, C.B. *Chief Nursing Officer Retention and Turnover: The State of Play in 2020*. American Hospital Association (AONL) Leadership Conference. Orlando FL April 4, 2022.

*Kaufmann, P.G., **Havens, D.S.**, & Bradley, P.K. *National Black Nurses Association (NBNA) Symposium on the Biological and Social Determinants of the COVID-19 Pandemic and the Intersection of Health Disparities*. 49th Annual Institute and Conference of the NBNA, August 6, 2021.

*+ **Havens, D.S.**, Messinger, J. & Kaufmann, P. *The Emotional Wellbeing of Nurses Working During the US Acute Phase of the COVID-19 Pandemic*. Sigma Theta Tau Creating Healthy Work Environments Conference. February 19-21 2021, Austin TX. (Virtual).

Havens, D.S. *Navigating Work and Life Panel Presentation*. McNulty Center for Women's Leadership Development. Villanova University, November 18, 2020, Villanova, PA.

***Havens, D.S. (Keynote)**. *Academe and Practice Shaping Systems to Promote Desired Outcomes*. International Association for Leadership Science in Nursing Annual Conference. November 14, 2020.

*Brom, H., Mensinger, J., **Havens, D.S.** and the CHAMPS Investigators. *A Longitudinal Study of the Effects of COVID-19 on Frontline Workers*. 2nd Biennial National Summit on Promoting Well-Being and Resilience in Healthcare Professionals. The Ohio State University, Columbus, OH, October 23, 2020.

*Brom, H., Messinger, J., Kaufmann, P.G., & **Havens, D.S.**, *A longitudinal study of the effects of COVID-19 on frontline workers*. 2nd Biennial National Summit on Promoting Well-Being and Resilience in Healthcare Professionals. The Ohio State University, Columbus, OH, October 23, 2020.

Havens, D.S. *Shaping Systems to Promote Desired Outcomes: Magnet in Review*. Presentation to the Board of Trustees, Mt. Sinai Health System, October 10, 2019, Toronto, CA.

Havens, D.S. *Spiraling Upward to Deliver Quality Care*. Interprofessional Healthcare Providers at Mt. Sinai Health System, October 11, 2019, Toronto, CA.

SELECTED PRESENTATIONS:

Invited

***Data Based**

+Student

Havens, D.S. (Keynote) *A Story about How a Quality Improvement Collaborative Took on a Life of Its Own.

The Pennsylvania State Nursing Excellence Collaborative. Western PA Hospital, Pittsburgh, PA, September 12, 2019.

Havens, D.S. *Shaping a Research Culture.* Invited Master class for faculty and students at the School of Nursing, Midwifery and Social Work, The University of Queensland, Brisbane Australia, June 14, 2019.

Havens, D.S. *SOARING to Enhance the Research Enterprise. Keynote presentation for faculty and students at the School of Nursing, Midwifery and Social Work, The University of Queensland, Brisbane Australia, June 12, 2019.

Havens, D.S. *The M. Louise Fitzpatrick Annual Leadership Forum,* Bryn Mawr Hospital, Bryn Mawr, PA, April 15, 2018.

Havens, D.S. *Incorporating positive theories into research and practice.* Master class presented for faculty/students at the University of Queensland School of Nursing, Midwifery and Social Work, June 14, 2018, Brisbane AU.

Havens, D.S. *Incorporating positive theories into research and practice.* Master class presented for faculty/students at the University of Queensland School of Nursing, Midwifery and Social Work, June 14, 2018, Brisbane AU.

Havens, D.S. *Nursing leadership for the future.* Panel presenter. The Bloomberg Faculty of Nursing, May 10, 2017, University of Toronto, Toronto, CA.

Havens, D.S. *Use of Appreciative Inquiry to promote interprofessional collaborative practice amongst pharmacists and others in primary care practice.* Academic Health Center Duluth Research Seminar Series, the College of Pharmacy, the University of Minnesota, February 15, 2017, Duluth, MN.

Havens, D.S. *Positive organizational scholarship tools for leaders. Master class presented at the Bloomberg Faculty of Nursing, March 22, 2017, University of Toronto, Toronto, CA.

Havens, D.S. *Shaping systems to promote desired outcomes: a developing research program. Keynote -- the Inaugural Research Week at the School of Nursing, Midwifery and Social Work, June 6, 2017, University of Queensland, Brisbane Australia.

Havens, D.S. *Tools from positive organizational scholarship to shape positive outcomes. Workshop presented to nurse leaders from Queensland, June 11, 2017, Princess Alexandra Hospital, Brisbane, Australia.

Havens, D.S. *Using Relational Coordination to Improve Communication and Relationships in Providing Care. Presented to the Diamantina Aged Care Team, Australia Translational Research Institute, June 6, 2017, Brisbane, Australia.

SELECTED PRESENTATIONS:

Invited

***Data Based**

+Student

***Havens, D.S.** *Positive organizational scholarship: New tools for leaders.* Master class presented for nurse leaders in Toronto, CA, at the Bloomberg Faculty of Nursing, September 22, 2017, University of Toronto, Toronto, CA.

***Havens, D.S.** Shaping Systems to Promote Desired Outcomes: Implementation Science Projects to Promote Better Practice and Better Care. West Penn Hospital, September 14, 2017, Pittsburgh, PA.

***Havens, D.S.** *Evolution of the Decisional Involvement Scale.* Special session presented by Sigma Theta Tau International Nurse Researcher Hall of Fame Inductees. Sigma Theta Tau International's 28th International Research Congress, July 27, 2017, Dublin Ireland.

***Havens, D.S.** *Promoting staff nurse decisional involvement.* Master class presented to nurse leaders from Queensland Australia, June 14, 2017, Princess Alexandra Hospital and South Wales, Queensland Australia.

***Havens, D.S.** *Clinical Excellence Symposium: Bringing the Vision to Life.* Keynote -- *Shaping systems to promote desired outcomes.* Master class for Nurse Executives and Leaders from across Queensland Australia, Clinical Excellence Division, Queensland Government, June 13, 2017, Princess Alexandra Hospital, Brisbane, Australia.

***Havens, D.S.** *Positive organizational scholarship: tools to lead positive change. Master class for nurse executive leaders from Queensland,* June 12, 2017, Princess Alexandra Hospital, Brisbane, Australia.

***Havens, D.S.** *Promoting staff nurse decisional involvement.* Master class presented to nurse leaders from Queensland Australia, June 14, 2017, Princess Alexandra Hospital and South Wales, Queensland Australia.

***Havens, D.S.** *Clinical Excellence Symposium: Bringing the Vision to Life.* Keynote -- *Shaping systems to promote desired outcomes.* Master class for Nurse Executives and Leaders from across Queensland Australia, Clinical Excellence Division, Queensland Government, June 13, 2017, Princess Alexandra Hospital, Brisbane, Australia.

***Havens, D.S.** *Positive organizational scholarship: tools to lead positive change. Master class for nurse executive leaders from Queensland,* June 12, 2017, Princess Alexandra Hospital, Brisbane, Australia.

***Havens, D.S.** *Tools from positive organizational scholarship to shape positive outcomes.* Workshop presented to nurse leaders from Queensland, June 11, 2017, Princess Alexandra Hospital, Brisbane, Australia.

***Havens, D.S.** *Shaping systems to promote desired outcomes: a developing research program.* Keynote -- the Inaugural Research Week at the School of Nursing, Midwifery and Social Work, June 6, 2017, University of Queensland, Brisbane Australia.

Havens, D.S. *Nursing leadership for the future.* Panel presenter. The Bloomberg Faculty of Nursing, May 10, 2017, University of Toronto, Toronto, CA.

SELECTED PRESENTATIONS:

Invited

***Data Based**

+Student

Havens, D.S., & Wood, S.O. *Using appreciative inquiry to promote interprofessional collaborative practice.* The University of MN NEXUS Conference, August 23, 2016 Minneapolis, MN.

***Havens, D.S.** Building relational coordination as part of professional nursing practice. Faculty of Nursing, Mahidol University, Ramathibodi Hospital, June 27, 2016, Bangkok, Thailand

***Havens, D.S.** *Improving patient and health system outcomes through practice: Change, challenges, and opportunities.* June 22-24, 2016 Chiang Mai, Thailand.

Havens, D.S. *Developing a research program.* Yale New Haven Health System, New Haven CT, April 3, 2015.

***Havens, D.S., Jones, C.B.** *Chief Nursing Officer retention and turnover.* North Carolina Organization of Nurse Executives Spring Conference, the Grandover Resort, Greensboro, NC. April 28, 2015

Havens, D.S. *Evidence-based leadership and management.* Well-Span Health System, York PA, April 27, 2015

***Havens, D.S.** (Keynote Presentation). *Spiraling upward for better practice and better care.* The Inaugural King's Health Trust Partners Leadership Forum. London, UK, May 10, 2013.

***Havens, D.S., Jones, C.B., & Carlson, J.** *CNO turnover: Is the crisis still brewing?* AONE Annual Conference, Orlando, FL, March 14, 2014.

***Havens, D.S., +Warshawsky, N. & Vasey, J.** *Staff nurse work engagement: How do you build it across generational cohorts?* International Nursing Administration Research Conference, Baltimore MD, November 13-16, 2013.

***Havens, D.S.** *Shaping systems to promote desired outcomes.* (Visiting Professor Lecture). The Florence Nightingale School of Nursing, King's College London, December 5, 2012.

***Havens, D.S.** (Invited Speaker). Annual Pennsylvania Organization of Nurse Leaders Research Conference. *Evidence-based management and leadership.* Harrisburg, PA, October 27, 2011.

***Havens, D.S.** (Keynote). *Relational coordination: Impact on the quality of care and nursing outcomes.* Annual Nurse Leadership Retreat. North Shore Long Island Jewish Health System. Staten Island, NY. April 28, 2011.

***Havens, D.S.** (Keynote). National Nurses Week Celebration. *Magnet hospitals: the what, why, who and how?* Susquehanna Health System. Williamsport, PA. May 11, 2011.

***Havens, D.S.** (Keynote). *A quality improvement collaborative to promote features of professional nursing practice in hospitals.* Villanova University College of Nursing Annual Nursing Research Symposium. Villanova University, Villanova PA. March 15, 2011.

***Havens, D.S.** (Research Keynote). *AONE Institute for Nursing Leadership and Education* American Organization of Nurse Executives Annual Meeting & Exposition. Indianapolis, IN. April 15, 2010.

SELECTED PRESENTATIONS:

Invited

***Data Based**

+Student

***Havens, D.S.** (Invited Speaker) *the Alan Carroll Lectureship. Quality communication between providers = quality outcomes for patients and staff.* The Gettysburg Hospital, Gettysburg, PA, November 7, 2012.

***Havens, D.S.** (International webinar presentation). *Relational coordination, relational leadership and the transformation of Nursing.* International Relational Coordination Research Collaborative. April 10, 2012.

***Havens, D.S.** (Keynote). *The Priscilla Payne Hurd Nursing Lectureship.* St. Luke's School of Nursing. Bethlehem, PA., May 5, 2010.

***Havens, D.S.** (Keynote). *Implementing shared governance.* Meadville Medical Center, Meadville, PA. Nurse's Week Annual Speaker. May 7, 2010.

***Havens, D.S.** (Keynote). *Using Appreciative Inquiry to promote leadership and excellence.* North Carolina Organization of Nurse Leaders Annual Convention. Charlotte, NC. May 21, 2010.

***Havens, D.S.** (Keynote). *Appreciative Inquiry: A positive approach for research, practice, leadership and Education.* Sigma Theta Tau: Beta Epsilon Chapter, Duke University School of Nursing Fall research symposium. September 22, 2010.

Havens, D.S. (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. (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. (Keynote)** - *"Appreciative Inquiry: A tool to transform the clinical environment."* The Tampa Bay Area Organization of Nurse Leaders. St. Petersburg, FL, December 4, 2008.

***Havens, D.S.** (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.** (Invited Plenary) *Chief nursing officer retention and turnover: A crisis brewing.* Institute for Nursing Healthcare Leadership Conference, Boston, MA, Cambridge Hyatt Hotel. March 2007

Havens, D.S. (Invited Plenary) *"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.** (Keynote) *Positive organizational scholarship: Application of Appreciative Inquiry in nursing.* North Carolina Nurses Association Triangle Region Program. Duke University, Durham, NC, September 19, 2007.

SELECTED PRESENTATIONS:

Invited

***Data Based**

+**Student**

Havens, D.S. (Keynote Address). *Cedar Crest College Sigma Theta Tau induction ceremony: the 25th Anniversary*. April 28th, 2006, Allentown, PA.

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

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

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

***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. Columbia, SC. April 29 & 30, 2004.

***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.** (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) *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.** (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.** *Creating cultures of magnetism: The research perspective*. The North Carolina AHEC (Invited plenary). Ashville, 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.** (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**

+Student

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

***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.** (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.** (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) *An organizational imperative: A profile of hospitals that outperform others: Synthesis of the magnet hospital research.* Pennsylvania Nurse Executive Fall Forum, the Hospital & Health system Association of Pennsylvania. Hershey, PA. October 20, 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) *What's going on out there: New ways to practice nursing.* Good Samaritan Hospital, Towson, MD. February 8, 1989.

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

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

***Warshawsky, N., Lake, S., Rayens, M.K., Havens, D.S.** (2013). (Poster presentation). *Describing the work environment of nurse managers.* American Organization of Nurse Executives Annual Meeting, Denver CO, March 22, 2013.

***Havens, D.S., Vasey, J., Gittell, J.,+Lin, W.** *Relational Coordination among nurses and other providers: Impact on nurse outcomes.* Sloan Management Industry Studies Conference, Pittsburgh, PA. June 3, 2011.

SELECTED PRESENTATIONS:

Invited

***Data Based**

+Student

*+Warshawsky, N. & **Havens, D.S.** (2011). (Poster presentation) *Nurse manager job satisfaction and retention: An exploratory study*. The International Nursing Administration Research Conference (INARC): Transforming Nursing Leadership through Evidence and Education, October, 13, 2011, Denver, Colorado.

*+Warshawsky, N., **Havens, D.S.** (Poster). *Nurse Manager Satisfaction and Retention: An Exploratory Study*. The 2011 North Carolina Organization of Nurse Leader Research Symposium. Winston Salem, NC. November 4, 2011.

***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.

*+Warshawsky, N. & **Havens, D.S.** (Poster) *Published Uses of the Practice Environment Scale of the Nurse Work Index (PES-NWI)*. The Southern Nursing Research Society 23rd Annual Research Conference. The Hyatt Regency Hotel, Baltimore, MD, February 11-14, 2009.

***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.

***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.** *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.

**** 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 18th International Nursing Research Congress, Vienna, Austria. July 11-14, 2007.

*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 19th-20th 2006.

*Thompson, P., Jones, C.B., and **Havens, D.S.** *Chief nursing officer retention and turnover: A crisis brewing*. American Organization of Nurse Executives Annual Meeting. Orlando, FL. April 19th-20th 2006.

***Havens, D.S.**, & Leighton, L.G., & Wood, S.O. *Building Capacity for Better Work and Better Care: Enhancing the Nursing Work Environment*. The 4th National Conference of Nurse Workforce Leaders. Taking the Long View: From Evidence to Policy. Jersey City, NJ, April, 27-28, 2006.

SELECTED PRESENTATIONS:

Peer Reviewed

*Data Based

+Student

*+Johnston, M.A., & **Havens, D.S.** *The Psychometric Properties of the Nurse Assistant Work Index (NAWI)*. The 18th Annual Scientific Sessions of the Eastern Nursing Research Society (ENRS), Cherry Hill, NJ. April, 27th & 28th 2006.

***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.

*+Johnston, M., & **Havens, D.S.** *Testing the Magnet Hospital Conceptual Framework in the Nursing Home, A Pilot Study*. The 16th Annual Scientific Sessions of the Eastern Nursing Research Society, Boston MA. April 1, 2004.

*+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 (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.

***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.

***Havens, D.S.** & +Johnston M.A. *ANCC magnet hospitals tell "Why & how they did it."* Sigma Theta Tau International Research Conference., Dublin, Ireland. July 22-24, 2004.

*+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.

***Havens, D.S.** *A measure of staff nurse decisional involvement: the Decisional Involvement Scale*. The 15th Annual Scientific Sessions of the Eastern Nursing Research Society, Yale University, New Haven, CT. March 28, 2003.

***Havens, D.S.**, & +Kellogg, V.A. *Are the "best hospitals" really better than the rest?* The 15th Annual Scientific Sessions of the Eastern Nursing Research Society, Yale University, New Haven, CT. March 28, 2003.

***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.

SELECTED PRESENTATIONS:

Peer Reviewed

***Data Based**

+Student

***Havens, D.S.** *A Comparison of organizational attributes and outcomes in the original and the ANCC*

recognized magnet hospitals: CNO reports. 13th 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.** *Is governance being shared?* National Nursing Systems Research Conference. University of Washington School of Nursing, Seattle, WA. July 10, 1992.

***Havens, D.S.** *Staff/management influence on practice.* Medical College of Virginia and Medical Center of Virginia Hospitals. Richmond, VA. September 25, 1992.

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

RESEARCH ACTIVITIES:

Kaufmann, P., **Havens, D.S.**, Mensinger, J (Co-PIs). *CHAMPS – COVID-19; a national study of the emotional and physical wellbeing of healthcare workers during the COVID-19 Pandemic.* May 2020 – University and donor funded, \$100,000.

Havens, D.S. and Jones, C.B. (Co-PIs). *Chief Nursing Officer Retention and Turnover: The State of Play in 2020.* American Hospital Association (AONL). 7/1/2019 \$15,000.

Havens, D.S. (PI). *Shaping Systems to Promote Desired Outcomes: Interprofessional Collaborative Practice in Rural NC Emergency Departments.* Department of Health and Human Services, Health Resources and Services Administration – UD7HP26895, No cost extension HRSA07/01/2017 – 06/30/2018 - \$211,000.

Havens, D.S. (PI). *Shaping Systems to Promote Desired Outcomes: Interprofessional Collaborative Practice in Rural NC Emergency Departments.* Department of Health and Human Services, Health Resources and Services Administration – UD7HP26895, HRSA 07/01/2014 – 06/30/2017 \$1,500,000 Funded.

Havens, D.S. – represented the American Organization of Nurse Executive Foundation Research Committee at the NIH-NINR National Nursing Research Roundtable, Bethesda, MD. March 2014.

RESEARCH ACTIVITIES:

Havens, D.S. (Co-PI, with Jones, C.) *Chief Nursing Officer Retention and Turnover: Is the Crisis Still Brewing?*
Funded by the American Organization of Nurse Executives Foundation, 1/01/2013, \$17,000.

Havens, D.S. Selected through competitive review as one of 30 attendees to the [2012 NIH Training Institute for Dissemination and Implementation Research in Health](#) (TDIRH), July 9-13, 2012, San Jose, California.
Sponsored by the NIH Office of Behavioral and Social Sciences Research.

Havens, D.S. Invited attendee, the invitational *Globalization of the Nursing Workforce: The Migration and Mobility of Nurses*. May 8, 2012, Chapel Hill, NC.

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 - July 2008-June 2013. Funded. No-Cost Extension 2013- 2014: \$166,000.

Havens, D.S. – represented the American Organization of Nurse Executive Foundation Research Committee at the NIH-NINR National Nursing Research Roundtable, Bethesda, MD. April, 2013.

Havens, D.S. *Interdisciplinary International Knowledge Development Colloquium*, Invited attendee, University of Ulster, Belfast, Northern Ireland. June 13-16, 2011

Havens, D.S. (Co-PI with C. VanDusen Lukas). *An enhanced nursing practice environment: a realist evaluation of implementation*. Letter of Intent submitted to the Robert Wood Johnson Foundation INQRI initiative 2/17/2010. Selected to submit full proposal.

Havens, D.S. (Contributing faculty- Mark PI): *Research Training in Health Care Quality and Patient Outcomes*. Sponsor: NIH/NINR 9/30/2004 - 6/30/2014. Total Costs for 2009-2010: \$255,133.

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. Funded July 2008-June 2013.

Havens, D.S. *Interdisciplinary 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). *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. *Interdisciplinary 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.

RESEARCH ACTIVITIES:

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. Mentored two T-32 Predoctoral Fellows.

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.

Havens, D.S. (Invitee). The Robert Wood Johnson Foundation *Invitational Conference on the use of nursing quality measures: NQF-15*, March 2005, Princeton, NJ

Havens, D.S. (Invitee). *National VA Invitational State of the Science Conference on implementing the evidence: Transforming practices, systems, and organizations*. August 30 – September 1, 2004, Washington DC.

Havens, D.S. (Invitee). *American Nurses Credentialing Center invited attendee-meeting to establish a 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.

Havens, D.S. (Invitee). *The U.S. Invitational Nursing Conference on Translating Research into Practice*, October. Iowa City, IA. October, 2003.

Havens, D.S. (Invitee). *The University of Pennsylvania Invitational Conference on Quality*. Philadelphia, PA. May, 2002.

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, \$1,200,000 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* (replication of dissertation), 1994. Funded by the Duke University School of Nursing, \$3,000.

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

PROFESSIONAL MEMBERSHIPS, ACTIVITIES, AND SERVICE:

Policy/Advisory/Leadership

School of Nursing Visitor (Middle States) – University of Delaware	October 2024
Relational Coordination Consortium - Relating Across Differences Project	2022-present
Commission on Graduates of Foreign Nursing Schools International, Inc. Working committee	2022-2024
American Association of Colleges of Nursing	
• Chair – National Program Planning Committee	2024-2026
• Chair - Doctoral Conference Program Planning Committee	2020-2024
American Academy of Nursing - Expert Panel on “Building Healthcare System Excellence”	2013-2020
• Policy Dialogue Planning Committee	2022
• Chair Emeritus	2016-2017
□ Academy Fellow	2004-present
The North Carolina Nurses Association Leadership Academy Selection Committee	2017
American Nurses Credentialing Center Magnet Commission – member	2010-2019
Chair – ANCC Magnet Commission	2014-2019
• Chair – ANCC Magnet Commission Executive Committee	2014-2019
• Vice Chair - ANCC Magnet Commission Executive Committee	2012-2014
• ANCC Magnet Commission Executive Committee	2012-2019
American Organization of Nurse Executives – Member	1992-present
Organization of Nurse Executives –	American
• Director: Foundation for Leadership, Education & Research	2010-2014
• Chair- Foundation Nursing Research Committee	2010-2014

Magnet Steering Committee – The University of North Carolina Hospitals	2008-2011, 2014
Eastern Nursing Research Society (ENRS) – member	1997-2003
• Chairperson ENRS 14 th Annual Scientific Sessions	2002
AcademyHealth - member	1997-2011
Southern Nursing Research Society,	1994-1996
American Nurses Association,	1979-present
- Council of Nurse Researchers	
- Council on Nursing Administration	
Scholar Affiliate - Alfred P. Sloan Foundation Industry Studies Program	2008-2010
National Advisory Board -- Forum for Shared Governance	2006-2019
AcademyHealth –	
- National Interest Group on Nursing and Health Service Research –abstract	2007
- reviewer for annual meeting	
- 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
Member – The North Carolina Magnet Hospital Collaborative Summit	2005-2009
Member - The North Carolina Nurses Association Roundtable to create work excitement to ameliorate the nurse workforce shortage.	2007-2010
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
National Invitational Conference on Nursing and Health Services Research -- 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	1996-2014
- 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	
Chairperson, Board of Directors,	1989-1993
Board of Directors,	1983-1993
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
Sigma Theta Tau International Theta Tau Chapter, Vice President Cedar Crest College	1981-1982

Editorial Activities

<u>Editorial Board Member – The Journal of Nursing Administration</u>	2013-2020
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Journal Reviewer:

<i>The Journal of Nursing Management</i>	2009-present
<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>	2005-2018, 2023
<i>Implementation Science</i>	2006-2020
<i>Western Journal of Nursing Research</i>	2006-present
<i>Canadian Journal of Nursing Leadership</i>	2014-present

Selected Professional Consultations

- *Friday Night at the ER Simulation - Facilitator Learning Leader.* South Dakota State University School of Nursing, Sioux Falls SD, February 1-2, 2018.
- University of Minnesota, Duluth School of Pharmacy, Medicine and Nursing. *Interprofessional collaborative education and practice.* Duluth MN, February 15, 2017.
- The Lancaster General Hospital, *Celebration of Excellence.* Lancaster, PA, March 8, 2017
- University of Queensland, Inaugural School of Nursing, *Research Week Consultation.* Brisbane Australia, June -5-11, 2017
- Princess Alexandra Hospital/Metro South Health, *Statewide Nursing Excellence Forum,* Brisbane Australia, June 12-14, 2017.
- Mahidol University - Ramathibody School of Nursing Faculty of Medicine, Ramathibody Hospital - *Developing interprofessional collaborative practice: using relational coordination,* Bangkok, Thailand, July 27, 2016
- Visiting Professor, Laurence S. Bloomberg Faculty of Nursing, University of Toronto, Toronto, CA, May 4, 2015.
- University of Kentucky Medical Center – Department of Nursing. Consultation re: *shared governance and use of the Decisional Involvement Scale,* May 7, 2014.
- NC AHEC Meeting on *RN-BSN Progression,* Greensboro, NC, February 7, 2014

Selected Professional Consultations

- Western Carolina University, *Use of Appreciative Inquiry to Develop the School of Nursing Strategic Plan*. Spring-Fall 2013.
- Indiana University of PA, *Use of Appreciative Inquiry in Program Evaluation*. PhD in Leadership & Administration Program. Harrisburg, PA, October 20, 2011
- American Organization of Nurse Executives. *Reporting Meaningful Information to TCAB Hospitals re: Findings from the Decisional Involvement Scale*. Fall, 2011.
- 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.
- 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.
- Northeastern University School of Nursing, *Appreciative Inquiry for Positive Organizational Change – Developing the SON Strategic Plan*. Boston, MA. April 9, 2008
- UNC-School of Public Health Leadership Program. *Positive Organizational Scholarship*, April 21, 2008.
- Clarian Health System, Indianapolis, IN. *Use of the Decisional Involvement Scale to enhance staff nurse decisional involvement*. Indianapolis, IN, August, 20-22, 2008.
- Northeastern University School of Nursing, *Appreciative Inquiry for Positive Organizational Change – Developing the SON Strategic Plan*. Boston, MA. September 3, 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
- 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.
- UNC-School of Public Health Leadership Program. *Positive Organizational Scholarship*, April 28, 2007.

Selected Professional Consultations

- The Moffit Cancer Center, Tampa FL, *Using Appreciative Inquiry to Redesign Care – Leadership Introduction*. Tampa, FL. February, 2007.
- The Durham NC Veteran's Hospital, *Applying for ANCC Magnet Recognition*. February 2005, May 2005.
- The Lancaster General Hospital, Lancaster, PA, *Appreciative Inquiry and Quality Improvement*, July, 2005
- The Lewistown Hospital, Lewistown, PA. *Using Appreciative Inquiry to move from 'push to pull' in the ED*. Lewistown, PA. December, 2005.
- The Veteran's Health Care Administration, VISN 11 Healthcare Systems *Applying for ANCC Magnet Recognition* (NC, SC, VA) 2004.
- Altoona Hospital, Altoona PA, Consulted on *Implementation of Magnet Hospital Features*, May 2003.
- NC Mountain AHEC, *Consulted on preparation of HRSA grant for nurse recruitment and retention strategies*, October 8, 2003.
- North Carolina AHEC, Consulted with NC nurse executives statewide on *Nurse Recruitment and Retention*
- Pinnacle Health System, Harrisburg, PA, Consulted on *Collecting Baseline Data Prior to Implementation of Magnet Hospital Features*, March, 17, 2002.
- Pinnacle Health System, Harrisburg, PA, Consulted on *Implementation of Magnet Hospital Features*, June 6, 2002
- 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 Implementing 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.
- Good Samaritan Hospital, Towson, MD. Consultation on the *Implementation of Professional Nursing Practice*. February 8, 1990.
- St. Joseph's Hospital, Baltimore, MD, Consultation on the *Implementation and Evaluation of Professional Nursing Practice Models*. April 10, 1990

Villanova University Service

- University Provost Council of Deans 2018-present
- Research Advisory Board 2019-present
- PhD Program Advisory Committee 2018-present
- Chair College of Nursing Board of Consulters 2018-present

University of North Carolina University Service

- Chancellor's Taskforce -- *Carolina Whole Health Initiative* 2016-2017
- UNC Hospitals Board of Trustees – Quality & Safety Committee 2014-2016
- School of Medicine Medical Affairs Executive Committee 2014-2016
- University Provost's Dean's Council 2014-2016
- University Research Committee 2013-2015
- Health Professions Innovation and Strategy Committee 2015-2018

UNC Chapel Hill School of Nursing Service:

The School of Nursing – HC Systems/Informatics Search Committee – Chair 2013-2014

The School of Nursing – Grant Writer Search Committee 2013

The PhD Program Executive Committee – (Elected member)
- Chair 2006-2009, 2013
- Sub Committee to evaluate Doctoral Curriculum 2009-2011
2006-2007

Committee to review doctoral students for awards 2008-2009

School of Nursing Faculty Executive Committee 2009-2011

School of Nursing Graduate Faculty Committee Co-Chair 2009-2011

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:

Board of Trustees – Main Line Health System	2020-present
- Audit Committee	2023-present
- Quality, Safety and Diversity Committee	
- Research & Education Committee	
Vice President – Market Street Homeowner’s Association, Chapel Hill, NC	2004-2018
Harrisburg PA City Planning Commission	
Chairperson	1984-1986
Secretary	1979-1985
Member	1979-1986
Downtown Harrisburg PA Preservation Committee - Appointed by the Harristown Development Corporation and Mayor of Harrisburg	1980 -1982
St. Stephen’s Episcopal School Formative Committee	1979 - 1982
Shipoke PA Neighborhood Organization	
Board of Director	1978-1982
Preside	1976-1978
Vice President	1975,1982
Shipoke PA Neighborhood Playground Committee Chairperson - Chaired HUD funded project in which inner city neighborhood residents, including children, planned, constructed, and maintained their own neighborhood playground.	1978-1982

CV/Havens 2024