



**KATHY MALLOCH, PhD, MBA, RN, FAAN**  
**7116 WEST BEHREND**  
**GLENDALE, ARIZONA 85308**  
**(602) 617-1261**  
**km@kathymalloch.com**

**Professional Experience:**

Over forty years of experience in a variety of positions and levels of responsibility in healthcare settings including operations, education, regulation, and consulting.

**1996 to present:**

President, Kathy Malloch Leadership Systems. Services focus on developing innovative healthcare systems, providing leadership development programs, and measurement of organizational healing models. Client organizations range from less than 100 beds to multi-facility systems of greater than 1000 beds.

- 1996 - present: Senior Consultant, Tim Porter-O'Grady Associates, Inc.
- 1998 - 2019 Arizona State University; College of Nursing and Health Innovation; Phoenix, AZ  
1999 - 2005: Faculty Associate, Arizona State University, College of Nursing and Health Innovation  
2005 -2008 Master of Healthcare Innovations, Program Director  
2008 - 2013 Associate Professor, Master of Healthcare Innovation Program and PhD Program Healthcare Innovation track  
Professor of Practice, Leadership and Innovation
- 2014 - 2017 College of Nursing & Health Innovation Development Council Board member
- 2007 - present: Nursing Administration Quarterly, Editorial Review Board
- 2009 - present: Associate editor, Nursing Forum Journal
- 2012 - present: Ohio State University, College of Nursing; Clinical Professor
- 2012 - present: Manuscript reviewer Worldviews in Evidence Based Nursing

2016- present: Associate Director Education and Evidence-Based Practice; Arizona State Board of Nursing; Phoenix, AZ

2008 - 2015 API Healthcare, a division of GE. Clinical Consultant

2007 - 2013 Health Environments Research & Design (HERD) Journal; Editorial Review Board

Arizona State Board of Nursing

1998 - 2000 Member  
 2001 - 2002 Vice President  
 2002 - 2004 President  
 2004 - 2005 Vice-President  
 2005 - 2006 President  
 2007 - 2008 Member  
 2009 - 2010 President  
 2010 - 2012 Vice President

2002 - 2011: National Council of State Boards of Nursing: Practice Breakdown Task Force

2002- Member  
 2004- 2006 Chairperson

National Council of State Boards of Nursing: Governance & Leadership Task Force

2004 - 2006

National Council of State Boards of Nursing: Board of Directors

2006 - 2007 Director at Large  
 2007 - 2011 Area I Director

2002-2007 Consultant, Banner Health / Banner Estrella Medical Center; Evidence Based Practice Researcher

2002 - 2004: Member of the Arizona Governor's Nursing Shortage Task Force

2002- 2003: PSS: Perspectives in Staffing and Scheduling, Associate Editor

2000 - 2006 Creative Healthcare Management Journal, Editorial board

1998 - 2001 University of Phoenix: College of Nursing, faculty

1997 - 2003 Patient Care Management, Editorial board

1996 - 1999 Senior Consultant, Specialty Applications, Phoenix, AZ

1992 - 1996 Del E. Webb Memorial Hospital; Sun City West, Arizona  
 Vice President for Patient Care Services

1985 - 1992 Maryvale Samaritan Medical Center; Phoenix, Arizona;  
 Clinical Nursing Administrator

1970 - 1985 St. Joseph Hospital; Mt. Clemens, Michigan

Following graduation from nursing school, employment included staff nurse, supervisor, assistant director and director of nursing.

**Education:**

Wayne State University; Detroit, Michigan	BSN	1970
Oakland University; Rochester, Michigan	MBA	1985
Arizona State University; Tempe, Arizona	Post Masters course work	
University of Colorado Health Sciences Center; Denver, CO	PhD-Nursing	1997

Dissertation: "A context for health and healing: Relationships between staff perceptions of a healing context and their job satisfaction"

**Publications:**

\* Refereed Journal

\* Malloch, K.M., Milton, D.M., & Jobes, M. O. (1990). A model for differentiated nursing practice. JONA 20(2), 20-26.

Differentiated Nursing Practice into the 21st Century. Publication of presentation at the 1990 American Academy of Nursing annual meeting.

Hatler, C. & Malloch, K.M. (1991). Delivery system redesign: Making it worth your while. In Wilson, C.K. Building new nursing organizations: Visions and realities. Aspen: MD.

Malloch, K.M. (1992). Physical treatments. In Nursing Procedures. Springhouse.

Malloch, K.M. (1995). Creating the conditions for healing and health: The challenge of patient care executives. Aspen's Advisor for Nurse Executives. 10(7), 1,3-4.

Malloch, K.M. (1996). Managed care and changing nurse practice. Aspen's Advisor or Nurse Executives. 11(9), 5-6.

Malloch, K.M. (1997). Stewardship gone awry. Aspens Advisor for Nurse Executives.12(5),1-3

\* Malloch, K.M. & Laeger, E. (1997). Nursing partnerships: Education and practice. Nursing and health care: Perspectives on community. 18(1), 32-35.

Malloch, K.M. (1997). Health care economics. In R. K. Nunnery, Advancing your practice: Concepts of professional nursing. F. A. Davis.

Malloch, K.M. (1998). Continuum-Based, Population-Specific models: Implications for the nurse manager role. Aspen's Advisor for Nurse Executives. 13(4), 1,6-8.

Bachman, J.P. & Malloch, K.M. (1998). Developing a common nursing practice model. Nursing Management. 29(1),26-27.

Malloch, K.M. (1998). The demise of nursing administration graduate programs. JONA 28 (7/8), 14-15.

Malloch, K. and Taylor, M. (1998). 15<sup>th</sup> century reengineering: A health care renaissance at Yavapai Regional Medical Center. Reengineering the Hospital: Trends in organizational change, process redesign & patient-

focused care. 5(5), 1, 3-6, 8.

\* Malloch, K. (1999). The Performance Measurement Matrix: A framework to optimize decision making. Journal of Nursing Care Quality. 13(3); 1-12.

\* Malloch, K. & Conovoloff, A.J. (1999). Patient Classification Systems, Part 1: The third generation. JONA. 29(7/8); 49-56.

\* Malloch, K., Neeld, A., McMurray, C., Meeks, L., Wallach, M., Williams, S. & Conovoloff, A.J. (1999). Patient Classification Systems, Part 2: The third generation. JONA. 29(8); 33-42.

\* Neuman, K. & Malloch, K. (1999). Reengineering through outcomes management: An integrated approach to managing data. Quality Management in Health Care. 8 (1); 29-46.

\* Malloch, K. & Porter-O'Grady (1999). Partnership economics: Nursing's challenge in a quantum age. Nursing Economics. 17(6); 299-307.

\* Malloch, K. (1999). A total healing environment: The Yavapai Regional Medical Center Story. Journal of Healthcare Management. 44(5); 495-512.

\* Malloch, K. (2000). Healing models for organizations: Description, measurement, and outcomes. Journal of Healthcare Management. 45(5); 332-350. Note: Publication of dissertation and winner of American College of Healthcare Executives Edgar C. Hayhow Article of the Year 2001.

Malloch, K. (2000). Wise buys: Do you have what it takes to sway new product purchases? Nursing Management. 31(5): 30.

Malloch, K. (2000). Planning quality patient care in today's marketplace. Seminars for Nurse Managers. 8(2); 86-90.

Malloch, K. (2000). The demise of nursing administration graduate programs: Reaction to the reaction. JONA; 30(4); 166-168.

Malloch, K. (2000). 2 Cents for products under \$100.00. Nursing Management. 31(8): 26.

\* Malloch, K, Moore, N., & Sluyter, D. (2000). Relationship Centered Care: Achieving true value in health care. JONA. 30 (7/8); 379-385.

Malloch, K. (2000). Who wants to spend \$1,000? Nursing Management. 31(11): 19-20.

Malloch, K. (2000). Nurse-Patient relationships: Essential skills for expert nursing practice. Creative Nursing: A journal of values, issues, experience and collaboration. 6 (4); 12-13.

\* Malloch, K. (2001). The white lies of leadership: Caring dishonesty? Nursing Administration Quarterly. 25 (3); 61-68.

Malloch, K. (2001). What's your GPO IQ? Nursing Management. 32 (6); 11.

Malloch, K. (2001). Assessing your organization's leadership development needs by gap analysis. Patient Care

Management. 16(9); 7–9.

Malloch, K. (2001). Guest editor Creative Nursing: A journal of values, issues, experience & collaboration. “New Leadership work: Translating the work of staff nurses into the marketplace. 7(3); 3-4.

Malloch, K. (2001). Assessing Your Organization’s Leadership Development Needs: Systems Thinking. Patient Care Management. 16(10); pp.8-12.

Malloch, K. (2001). Coaching for success: Performing, developing, and communicating. Patient Care Management. 16(11); 8-9.

Malloch, K. (2001). Data gathering and problem solving: A foundation for expert decision-making in a complex system. Patient Care Management. 16(12).

Malloch, K. (2001). Error as opportunity: New approaches for more effective leadership. Patient Care Management. 17(1).

\* Malloch, K. (2002). Trusting Organizations: Describing and measuring employee-to-employee relationships. Nursing Administration Quarterly. 26 (3); 12-19.

\* Benner, P., Sheets, V., Uris, P., Malloch, K., Schwed, K. & Jamison, D. (2002) Individual, practice and system causes of error in nursing. JONA. 32 (10); 509-523.

Porter-O’Grady, T. & Malloch, K. (2002). Quantum Leadership: A textbook of new leadership. Gaithersburg, MD: Aspen

Malloch, K. (2003). Saving nursing: Finding the courage to tell the truth. Patient Care Management. 19(2); 2-4.

Malloch, K. (2003). Leaders of the Pack: Leadership model focuses on RN’s authoritative role to boost uniformity, job satisfaction. NurseWeek, 8 (7); 9-10.

Malloch, K. (2003). Leading through board membership. Nurse Leader: From management to leadership. 1(2); 40-43.

Malloch, K. (2003). Guest editor Creative Nursing: A journal of values, issues, experience & collaboration. “Evidence for Nursing’s Journey into the Future. 9(2); 3-4.

\* Malloch, K., Davenport, S., Hatler, C. & Milton, D. (2003). Nursing Workforce Management: Using benchmarking for planning and outcomes monitoring. JONA. 33(10); 538-543.

Malloch, K. (2004). Mastering systems thinking. NMI on line course. <http://www.nmi.org>

Malloch, K. (2005). Leadership Ethics in Lachman, V., Applied Ethics in Nursing. New York: Springer.

Malloch, K. & Krueger, J. (2005). Patient Classification Systems chapter in Dunham-Taylor, J. & Pinczuk, J.Z. Health Care Financial Management for Nurse Managers: Merging the heart with the dollar. Sudbury, MA: Jones and Bartlett.

Drexler, D. & Malloch, K. (2005). Cultural transformation through computerized documentation. Nurse Leader: From management to leadership.3(4); 32-36.

Malloch, K. & Porter-O'Grady, T. (2005). Quantum Leader: The new world of work. Sudbury: MA. Jones & Bartlett.

Malloch, K. & Porter-O'Grady. (2006). An Introduction to Evidence Based Practice for nursing and Healthcare. Sudbury, MA: Jones & Bartlett.

Benner, P., Malloch, K., Sheets, V., Bitz, K., Emrich, L., Thomas, M.B., Bowen, K., Scott, K., Patterson, L., Schwed, K. & Farrell, M. (2006). TERCAP: Creating a National Data Base on Nursing Errors. Harvard Health Policy Review. 7(1); 48-63.

Drexler, D. & Malloch, K. (2006). Patient Care Transformation: The plan and the reality. Nursing Administration Quarterly. 30(3); 221-227.

Porter-O'Grady, T. & Malloch, K. (2007). Managing for Success in Healthcare; St. Louis: Elsevier.

Porter-O'Grady, T. & Malloch, K. (2007). (2<sup>nd</sup> Ed.). Quantum Leadership: A resource for health care innovation. Sudbury, MA; Jones & Bartlett.

Malloch, K. (2007). The electronic health record: An essential tool for advancing patient safety. Nursing Outlook. 55(3); 159-161.

Gish, S., Beaven, S. & Malloch, K. (2007). The white paper: An essential tool for evidence-based decision making at the unit level. Nurse Leader. 5(3); 27-29.

Howard, L.G. & Malloch, K. (2007). Centralized and decentralized nurse station design: An examination of caregiver communication, work activities and technology. Health Environment Research & Design. 1(1); 1-14.

Malloch, K. (2007). Evidence and regulation. Arizona State Board of Nursing Regulatory Journal, pp.16-17.

\*Porter-O'Grady, T. & Malloch, K. (2008). Beyond myth and magic: The future of evidence-based leadership. Nursing Administration Quarterly. 32(3); 176-187.

Malloch, K. (2008). Empowered for action: Innovation leaders making a difference in health care organizations. Voice of Nursing Leadership. November. 12-13.

Malloch, K. & Porter-O'Grady (2009) (2<sup>nd</sup> Ed.). Quantum Leader: Applications for the new world of work. Sudbury, MA: Jones & Bartlett.

\*Malloch, K. (2009). Living excellence: Life after Magnet designation. Nursing Administration Quarterly. 33(2); 93-98.

Malloch, K. (2009). Creating the context for technology: New realities for structure, media, space and time. Nursing Outlook; Spring 2009.

Porter-O'Grady, T. & Malloch, K. (2009). Leaders of innovation: Transforming post industrial healthcare.

JONA. Summer 2009.

Malloch, K. (2009). Issue editor for Innovations in Transforming Organizations, Part I, Nursing Administration Quarterly. 33:3.

Malloch, K. (2009). Issue co-editor with Tim Porter-O'Grady for Innovations in Transforming Organizations, Part II, Nursing Administration Quarterly. 33:4.

Malloch, K. & Porter-O'Grady. (2009). An Introduction to Evidence Based Practice for nursing and Healthcare. 2<sup>nd</sup> ed. Sudbury, MA: Jones & Bartlett.

Porter-O'Grady, T. & Malloch, K. (2009). Innovation leadership: Creating the landscape of healthcare. Sudbury, MA: Jones & Bartlett

Porter-O'Grady, T. & Malloch, K. (2009). Leading innovation: Transforming the workplace. League of Arizona Cities and Towns; Issue 75, July 2009; [www.azleague.org/newsletr/connect/2009/0709/frontpage.cfm](http://www.azleague.org/newsletr/connect/2009/0709/frontpage.cfm).

\*Benner, P., Malloch, K. & Sheets, V. (Eds.) (2010). Nursing pathways for patient safety: Expert panel on practice breakdown. Overview: NCSBN Practice breakdown initiative. Philadelphia, PA.: Elsevier.

Malloch, K., Dunham-Taylor, J. & Krueger, J. (2010). In Financial Management for Nurse Managers: Merging the heart with the dollar. Sudbury, MA: Jones & Bartlett.

\*Malloch, K. (2010). Innovation leadership: New perspectives for new work. Nursing Clinics of North America. 45(1):1-9.

Malloch, K. & Davidson, S. (2010). Innovating nursing education to transform future leadership. In. Ganz, N.R. 101 Global Leadership Lessons for Nurses: Shared legacies from leaders and their mentors. Indianapolis: Sigma Theta Tau International.

\*Lalley, C. and Malloch, K. (2010). Work-arounds: The hidden pathway to excellence. Nurse Leader. 8(4); 29-32.

\* Porter-O'Grady, T. & Malloch, K. (2010). Innovation: Driving the green culture in healthcare. Nursing Administration Quarterly. 34(4).

\* Ramirez, C., Malloch, K. & Agee, C. (2010) Evaluation of respiratory care practitioner central venous catheter program. The Journal of the Association for Vascular Access. 15(4); 207-211.

\*Malloch, K. & Porter-O'Grady, T. Innovations in academic and practice partnerships: New collaborations within existing models. Accepted for publication Nursing Administration Quarterly March 2011.

Porter-O'Grady, T. & Malloch, K. (2012). Leadership in nursing practice: Changing the landscape of healthcare. Sudbury, MA: Jones and Bartlett.

Melnyk, B.M., Malloch, K. & Gallagher-Ford, L. (2012). Developing Effective Leaders to Meet 21st Century Healthcare Challenges. In Huston, C. (3<sup>rd</sup> Ed.), Professional Issues in Nursing: Challenges and Opportunities. Philadelphia; Lippincott.

Malloch, K. & Melnyk, B.M. Developing High-level Change and Innovation Agents: Competencies and Challenges for Executive Leadership. Nursing Administration Quarterly. 37(1); 60-66.

Malloch, K. (2012). Safe staffing: Will we ever figure it out? Let the data speak to you and for you. Arizona Nurse. 65(4); p2.

Malloch, K. (2012). Changing tides: Increasing evidence to embrace a patient classification system. Nursing Economic\$. 30(6); 356-358.

Malloch, K. (2013). Nurse Leader. April issue editor.

Malloch, K. (2013). New evidence in nursing regulation. Nursing Administration Quarterly. 37(2);

Malloch, K. (2013). Leader to honor: Michelle Janney, PhD, RN, NEA-BC Interview. Nurse Leader.

Malloch, K. (2013). Evidence-driven nurse remediation. Nursing Administration Quarterly. 37(3);

Malloch, K. & Meisel, M. (2013). Patient Classification Systems: State of the Science\_2013. Nurse Leader. 11; 35-37.

Albert, D., Malloch, K. (2014). Leadership Excellence: Weaving multiple initiatives and frameworks to advance culture change. Nurse Leader. 11;

Malloch, K. (2014). Continuum-based Regulation. Nursing Administration Quarterly. 38:2.

Malloch, K. (2014). Beyond transformational leadership to greater engagement: Inspiring innovation in complex organizations. Nurse Leader. 12(2); 60-63.

Malloch, K. (2014). Issue editor for Team Science. Nursing Administration Quarterly. 38:3.

Dahn, J. M., Alexander, R., Malloch, K. & Morgan, S. A. (2014). Does a relationship exist between the type of initial violation and recidivism? Journal of Nursing Regulation. 5(3); 4-8.

Porter-O'Grady, T. & Malloch, K. (2015). Innovation and Evidence: A partnership in advancing best practice and High quality care. In Melnyk, B.M. & Fineout-Overholt, E. (2015). Evidenced-Based Practice in Nursing and Healthcare. (3<sup>rd</sup> ed.). Philadelphia: Wolters Kluwer.

Malloch, K. & Dunham-Taylor, J. (2015). (3<sup>rd</sup> ed.) Workforce Management: Staffing effectiveness: Concepts, Models and Processes. In Financial Management for Nurse Managers: Merging the heart with the dollar. Burlington, MA: Jones & Bartlett Learning.

Porter-O'Grady, T. & Malloch, K. (2015). (4<sup>th</sup> ed.) Quantum Leadership: Building better partnerships for sustainable health. Burlington, MA.; Jones & Bartlett Learning.

Malloch, K. (2015). Measurement of nursing's complex healthcare work: Evolution of the science for determining the required staffing for safe and effective patient care. Nursing Economic\$; 33(1);20-25.

Porter-O'Grady, T. & Malloch, K. (2015). (2<sup>nd</sup> ed.). Leadership in nursing practice: Changing the landscape of

healthcare. Burlington, MA: Jones and Bartlett Learning.

Malloch, K. & Porter-O'Grady, T. (2016). The Career Handoff: A healthcare leader's guide to knowledge & wisdom transfer across generations. Indianapolis: Sigma Theta Tau International.

Malloch, K. & Porter-O'Grady, T. (2016). Leaving a lasting legacy. *Nursing Management.co.uk*. 23(8);14.

Davidson, S., Weberg, D., Porter-O'Grady, T. & Malloch, K. (2017). Leadership for evidence-based innovation in nursing and health professions. Burlington, MA: Jones and Bartlett Learning.

Melnyk, B.M., Malloch, K., & Gallagher-Ford. (2017). Developing effective leaders to meet 21<sup>st</sup>-century healthcare challenges. In Huston, C.J. Professional Issues in Nursing: Challenges and Opportunities. Philadelphia: Wolters Kluwer.

Malloch, K. (2017). Leading DNP Professionals: Practice competencies for organizational excellence and advancement. *Nursing Administration Quarterly*;41(1); 29-38.

Malloch, K. & Porter-O'Grady, T. (2017). Transitional moments: Reflections on fulfilling the professional role across a lifetime. *Nursing Administration Quarterly*. 41(3); 237-242.

Porter-O'Grady, T. & Malloch, K. (2018). Quantum Leadership for a New Age in Nursing. In Gullatte, M.M. (Ed.), 21<sup>st</sup> Century Nursing Leadership (pp 21-38). Pittsburg, PA: Oncology Nurses Association Publications.

Weberg, D., Porter-O'Grady, T. & Malloch, K. (2018). Issue editors for Leading the Innovative Enterprise. *Nursing Administration Quarterly*. 42(1).

Porter-O'Grady, T. & Malloch, K. (2018). (5<sup>th</sup> ed.) Quantum Leadership: Creating Sustainable Value in Health Care. Burlington, MA.; Jones & Bartlett Learning.

Weberg, D., Mangold, K. Porter-O'Grady, T. & Malloch, K. (2019). (3<sup>rd</sup> ed.). Leadership in Nursing Practice: Changing the landscape of health care. Burlington, MA: Jones and Bartlett Learning.

Root, L., Nunez, D., Velasquez, D., Malloch, K. & Porter-O'Grady, T. Advancing the rigor of DNP projects for practice excellence. Submitted to Nurse Leader April 2018.

Ackerman, M. Porter-O'Grady, T. Malloch, K & Melnyk, B. (2018). Innovation-Based Practice (IBP) Versus Evidence-Based Practice: A new perspective that assesses and differentiates evidence and innovation. *Worldviews on Evidence Based Nursing*. 15(3); 159-160.

Root, L., Velasquez, D., Malloch, K., Nunez, D. & Porter-O'Grady, T. (2018). Advancing the rigor of DNP projects for practice excellence. *Nurse Leader*, 16(4); 261-265.

Watson, J., Porter-O'Grady, T., Horton-Deutsch, S. & Malloch, K. (2018). Quantum Caring Leadership: Integrating Quantum Leadership with Caring Science. *Nursing Science Quarterly*. 31(3); 253-258.

Ackerman, M., Malloch, K., Wade, D., Porter-O'Grady, T., Weberg, D., Zurmehly, J. & Raderstorf, T. (2019). The Master's in Healthcare Innovation: A New Paradigm in Healthcare Leadership Development. *Nurse Leader*. 17(1); 49-53.

Bowles, J. & Malloch, K. (2019). Caregiver leadership: The pathway to achieving and sustaining national initiatives. Nurse Leader. 17(1); 54-58.

Ackerman, M.H., Giuliano, K. K. & Malloch, K. (2020). The Novation Dynamic: Clarifying the work of change, disruption and innovation. Nurse Leader. March.

Malloch, K. Hrabe, D. & Schultz, M. 2020. Innovation Leaders: Networking across practice and regulatory agencies for better data and clinical efficiency. Accepted for publication March 14, 2020 Nurse Leader.

Malloch, K. (2020). Issue editor for Nursing Administration Quarterly. Complexity Leadership. 44(2).

### **Licensure**

Licensed in Arizona and Ohio

### **Awards / Honors**

Recipient of 1990 ANA "Excellence in Nursing Award" representing Arizona.

American Organization of Nurse Executives 1994 Education Scholarship recipient.

Sigma Theta Tau-Beta Upsilon Chapter. 1997 Research Award recipient.

Edgar C. Hayhow ACHE article of the year award 2002.

Fellow of The American Academy of Nursing, 2004

2005 AJN Book of the Year Award: Quantum Leader: The new world of work.

2005 Doody Award 5 Star Rating: An introduction to evidence-based practice for nursing and healthcare.

2006 Dahlberg Scholar; Gunderson Lutheran Foundation

2007 AJN Book of the Year Award: Managing for Success in Healthcare.

2009 AJN Book of the Year Award: Quantum Leader: The new world of work. 2<sup>nd</sup> Edition.

2010 AJN Book of the Year Award: Innovation Leadership

2011 Sigma Theta Tau Beta Upsilon Excellence in Leadership Award

2011 National Council State Boards of Nursing R. Louise McManus Award

2015 Doody Award 5 Star Rating: Leadership in Nursing Practice: Changing the Landscape of Health Care; 2<sup>nd</sup> edition.

2016 Doody Award 5 Star Rating: The Career Handoff: A Healthcare Leader's Guide to Knowledge and Wisdom Transfer Across Generations

2016 Philanthropy Award: Innovation Leadership Fund. Arizona State University, College of Nursing and Health Innovation.

2016 AJN Book of the Year Award: Evidence-Based Innovation in nursing and health professions.

### **Professional Activities /Organizations:**

American Academy of Nursing	2004 - present
Nursing Informatics Expert Panel, Sectary	2005 - 2008
American Organization of Nurse Executives	1980 - present
Finance Committee Member	2000 - 2002
Arizona Organization of Nurse Executives	1985 - present
Legislative Committee, Board member	1990 - 1994
Board Member	2004-2006
Sigma Theta Tau-Beta Upsilon chapter	1986-present
Research committee member	1987-1994
American College of Healthcare Executives	1998-2005
American Nurses Association	1988-present

Arizona Nurses Association	1988-present
Finance Committee member	1989-1991
Strategic Planning Finance Subcommittee chair	1990-1991
Greater Phoenix Area Chapter - Secretary	1990-1994
National League for Nursing	1982-1996

**Presentations:**

May 1988 Casa Grande RMC; Consultation with staff regarding "Differentiated Nursing Practice." Casa Grande, AZ.

June 1988, St. Luke's Medical Center, seminar presentation, "Models of the 80's--Differentiated Nursing Practice," Phoenix, Arizona

July 1988 Scottsdale Memorial Hospital. Presentation to Council on Nursing Management on "Differentiated Nursing Practice," Scottsdale, AZ.

September 1988 Maryvale Samaritan Medical Center--Coordinated and presented conference. Topic: Differentiated Practice: A transitional model for nursing care." Phoenix, Arizona.

October 1988, Grand Canyon College of Nursing; guest speaker for senior nursing students. Topic: The budget process." Phoenix, Arizona.

November 1988, AzNA presentation: "Recreating Arizona's Nurse Practice Act: Differentiated Nursing Practice." Phoenix, Arizona.

March 1989, Arizona State University--Home Health Nursing Project. Topic: "Models of Nursing Practice: Differentiated Nursing Practice." Tempe, Arizona.

May 1989 Glendale Community College, "Differentiated Nursing Practice." Glendale, Arizona.

July 1989 Marcus J. Lawrence Hospital, "Differentiated Nursing Practice," Cottonwood, Arizona.

July 1989 Sierra Vista Community Hospital. "Differentiated Nursing Practice," Sierra Vista, Arizona.

August 1989 University Medical Center. "Differentiated Nursing Practice," Tucson, Arizona.

November 1989, Grand Canyon University, baccalaureate nursing students, "Differentiated Nursing Practice." Phoenix, Arizona.

November 1989, Arizona State University, baccalaureate nursing students, "Case Management," Tempe, Arizona.

November 1989, Indian Medical Services Regional Meeting. "Case Management." Phoenix, Arizona.

January 1990, Fourth Annual Nurse Executive Symposium sponsored by Tucson Medical Center and the University of Arizona. Presentation on "Differentiated Nursing Practice," Tucson Arizona.

February 1990, Sigma Theta Tau-Arizona State University Nursing Research Conference. Session presentation, "A transitional model of differentiated nursing practice." Phoenix, Arizona.

August 1990, Arizona State Board of Nursing, board staff, "Differentiated Nursing Practice," Phoenix, Arizona.

November 1990, American Academy of Nursing, annual meeting Charleston, North Carolina, general session presentation, "Differentiated Nursing Practice"

October 1992, ASU College of Business, guest speaker. "Healthcare Organization Structure & Policy." Tempe, Arizona.

November 1992 Glendale Community College, associate degree nursing students, "Change & decision making for nurses," Glendale, Arizona.

April 1993, National Organization of Women, Sun City, AZ chapter, "Women's Health Issues," Sun City, Arizona.

March 1994, Grand Canyon University, senior nursing students, "Challenges in Nursing Administration: The hospital response to changes in delivery of care and strategies for future plans." Phoenix, Arizona.

April 1994, Medical College of Pennsylvania seminar. "Creating & maintaining effective relationships between nurse administrators & educators." Scottsdale, Arizona.

September 1994, Arizona Organization of Nurse Executives September meeting; Panel Moderator for "Educating nurses for the year 2000." Phoenix, Arizona.

October 1994, Grand Canyon University. Senior nursing students, "Challenges after graduation." Phoenix, Arizona.

February 1995, Arizona State University, nursing administration students, "Managing material resources in a humanistic manner," Tempe, Arizona.

December 1995, Sigma Theta Tau-Beta Upsilon chapter. Keynote speaker for semi-annual induction ceremonies. Title: The Challenge of Change." Tempe, Arizona.

September 1996, Arizona Nurses' Association 1996 Nursing Practice Symposium, presenter. Topic: Health Care Economics and its Impact on Nursing. Phoenix, Arizona.

October 1996, Orientation for Health Professions, Phoenix College, guest speaker. Topic: Current trends in types of health care delivery systems, professions, and settings. Phoenix, Arizona.

November 1996, Arizona Organization of Nurse Executives meeting, panel member. Topic: Integration of financial and clinical issues facing nurse executives today. Phoenix, Arizona.

December 1996, Arizona State University, College of Nursing Convocation Speaker. Tempe, Arizona.

March 1998, American Organization of Nurse Executives Annual Meeting breakout session. A healing environment: The Yavapai Regional Medical Center Story. San Diego, CA.

October 1998, The Ninth Annual Symposium of the Association of Healing Health Care projects.

Concurrent session presenter. "The environment: A context for healing." Bend, Oregon.

March 1999, American Organization of Nurse Executives Annual Meeting breakout session. Capturing Patient Care Complexity: New realities for patient classification systems. Charlotte, North Carolina.

March 1999, Keynote speaker. Nurses in Management Association Incorporated 1<sup>st</sup> National Conference; Perth, Western Australia via satellite videoconference.

May 1999, Sigma Theta Tau-Beta Upsilon chapter. Keynote speaker for semi-annual induction ceremonies. Title: Partnership Economics: Nursing's challenge in a quantum age. Phoenix, Arizona.

August 1999, Kaiser Permanente Interregional Education Symposium. Presenter: Creating a healing Environment: Connecting the soft stuff of relationships to the hard bottom line. Newport Beach, California.

October 1999, Arizona Nurses Association Biennial Convention. Presenter: "Is it time to say good bye to patient classification systems?" Tucson, Arizona.

November 1999, Nursing Management, Congress. Breakout session presenter for: "Partnership Economics: An emerging imperative for nursing" and "Third Generation Patient Classification: Integrating Expert Estimation Skills." Washington, D.C.

November 1999, American Organization of Nurse Executives. Audio Conference Educational Program presenter. Nursing Workforce: Recruitment and Retention Strategies that work!

November 1999, Second Mother Baby Journal National Conference. Keynote speaker. "Transitions and Transformations: Making Sense of change in health care" Phoenix, Arizona.

March 2000. St. Mary's Hospital Medical Center, Conference 2000: "Nurses shaping our future: Choosing to lead in a changing healthcare environment." Madison Wisconsin.

May 2000. Kentucky Organization of Nurse Executives Annual Meeting. Keynote presentation: "Millennium Workforce Management: Critical factors for healthcare leaders." Lexington, Kentucky.

September 2000. Nursing Management, Congress 2000. Breakout session presenter for: "Staffing ratios and patient classification systems: Natural enemies or uncommon partners;" "Technical skill is not enough for survival;" and "Your opinion does count! Realities of product selection." Phoenix, Arizona.

September 29, 2000. Arizona Association of Licensed Practical Nurses Convention. Luncheon speaker: "Golden moments bring golden opportunities for LPN's." Phoenix, Arizona.

October 25, 2000. Oregon Nurses Association. "Staffing solutions for nurses in clinical practice. Workshop presenter: The building blocks of nurse staffing systems." Portland, Oregon.

October 26, 2000. Association of California Nurse Leaders Annual Meeting. Presentation: "From mutiny to transformation: Finding Solutions in Professional Nursing Practice" Reno, Nevada.

July 14, 2001. Rutgers: The state university of New Jersey. 19<sup>th</sup> Annual International Nursing Computer and Technology Conference. Keynote speaker. "Nursing & Patient Classification Systems: Opportunities

for Automation.” Denver Colorado.

August 6, 2001. National Council of State Boards of Nursing. Annual Meeting. Keynote speaker: LPN Forum. “Life is good, the future is better.” Philadelphia, Pennsylvania.

September 11, 2001. Nursing Management Congress 2001. Breakout session: “So many demands, so little time, so few nurses.” Orlando, Florida.

September 11, 2001. Nursing Management Congress 2001. Breakout session: “Back to basics: Healing models do turn a profit.” Orlando, Florida.

September 28, 2001. Arizona Nurses Association Biennial Convention. Panel member: “State of Nursing: Now and in the future.” Phoenix, Arizona.

April 11, 2002. American Organization of Nurse Executives Annual Meeting. Intensive Session: “Arizona Nurse Leadership Model: Six competencies to strengthen the leadership role of staff, manager, executive and educator.” Co-presenter with Colleen Hallberg. Orlando, Florida.

May 6, 2002. Mesa Lutheran Medical Center. Keynote speaker for Nurses Day 2002. “Nursing today...endless options...ultimate rewards.” Mesa Arizona.

September 27, 2002. Arizona Nurses Association / Arizona Organization of Nurse Executives Symposium. Luncheon Speaker: “The Nursing Shortage: WWFND (What would Florence Nightingale Do?)” Phoenix, Arizona.

October 1, 2002. Iowa Nursing Leadership Institute 2002. Keynote address: “The white lies of leadership: Truth or Consequences.” Iowa City, Iowa.

October 15, 2002. Nursing Management Congress. Panel member: “The pro and con of Nurse/Patient Ratios.” Dallas, Texas.

October 15, 2002. Nursing Management Congress. Breakout session: “Living without staff development coordinators: Challenges for nurse managers.” Dallas, Texas.

February 21, 2003. Arizona Nurses Association- Legislature Day. Report on the Governor’s Nursing Shortage Task Force. Panel member.

May 2, 2003. Philippine Nurses Association of Arizona. Nurses Night Out: Nurses: Lifting spirits, Touching lives. “Living and Loving Arizona” presentation. Phoenix, Arizona.

May 9, 2003. Nurses Week 2003, Showcase of Tucson Nurses. Nursing Leadership Institute Competencies. Breakout session. Tucson, Arizona.

October 16-19, 2003. CNL Journey Toward Mastery; Group facilitator for Toxic Environments, Emotional Competence, and Vulnerability in Leadership. HillRom Farm; Batesville, Indiana.

October 26, 2003. Nursing Management Congress. Panel member: “The Great Debate: Staffing Ratios.” San Diego, California.

January 30, 2004. Arizona Organization of Nurse Executives. Presentation: Toxic Organizations: Cleansing Opportunities for Nurse Executives.” Phoenix, Arizona.

February 25, 2004. North Dakota Board of Nursing. Nursing Education Innovations in Rural America. Keynote: Shared Leadership Competencies: Participation, Collaboration and Involvement. Bismarck, North Dakota.

March 14, 2004. Rutgers College of Nursing Center for Professional Development Program Twenty-Second Annual International Nursing Computer and Technology Conference. Endnote: Healthcare Delivery and Academic Education Transformation: Moving into a wireless world. Washington, DC.

May 12, 2004. University of Texas Medical Branch. Keynote: Quantum Leadership: Lighting a New Lamp. Galveston, Texas.

June 18, 2004. American Holistic Nurses Association, 24<sup>th</sup> Annual Conference. One Day Workshop: Holistic Leadership for Healthcare Transformation. Phoenix, Arizona.

August 4, 2004. National Council of State Boards of Nursing. Breakout session. The study of practice breakdown. Kansas City, Missouri.

October 4 & 5, 2004. Nursing Management Congress 2004. Maximizing Creative Use of Resources. Breakout session. Afraid to Fail: You’re Not Alone. Breakout session. Chicago, Illinois.

August 6, 2005. National Council of State Boards of Nursing 2005. Taxonomy of Error Root Cause Analysis Practice-Responsibility (TERCAP) update. Plenary Session. Washington, DC.

August 11, 2005. Arizona Perinatal Trust Conference 2005. The Arizona Nursing Shortage. Plenary session. Flagstaff, Arizona.

October 11, 2005. Nursing Management Congress 2005. Risk Taking and Job Security: Mutually Compatible or Recipe for Disaster? Breakout Session. Orlando, Florida.

October 20, 2005. Presenter: Fall CERl (Cognitive Engineering Research Institute) & ASU Applied Psychology Brown Bag Series. Evidence Based Practice in Healthcare; Mesa, AZ.

November 7, 2005. Healthcare Design-05 Annual Conference. Banner Estrella Medical Center: The future is now. Educational Session. Scottsdale, AZ.

January 9, 2006. National Council of State Boards of Nursing. Nursing Competence and Evidence Based Practice: The new work of nursing. One day workshop. Atlanta, GA.

February 24, 2006. Arizona Nurses Association: Nurses Legislative Day. Evidenced Based Policy Making: Strategies, Challenges and Pitfalls. Keynote Speaker. Mesa, AZ.

March 24, 2006. Arizona State University: National Symposium: Transforming American healthcare over the next decade. Quality and training innovations as transformational tools: Panelist. Improving quality and training: Moderator. Phoenix, AZ.

April 26, 2006. Nursing Research on the Green: From the lamp to the lighthouse: Advancing nursing through the lens of evidence. Keynote speaker. La Crosse, WI.

April 27, 2006. Congratulatory remarks. Sigma Theta Tau: Pi Phi Chapter Induction Ceremony. Viterbo University; La Crosse, WI.

May 11, 2006. Keynote: Think like a futurist. Sigma Theta Tau: Alpha Omega Chapter meeting. Adelphi University; Garden City, NY.

May 12, 2006. Risk taking my save your career: Rational, strategies, and challenges. Second annual nursing leadership and research conference. Adelphi University; Garden City, NY.

May 16, 2006. From the lamp to the lighthouse: Advancing nursing through the lens of evidence. Oregon Nursing Leadership Council. Keynote speaker. Portland, OR.

June 8, 2006. Creating value through evidence-based workload management. Labor Management Institute. Keynote speaker. Las Vegas, NV.

June 10, 2006. From the lamp to the lighthouse: Advancing nursing through the lens of evidence. University of Phoenix; Sigma Theta Tau: Omicron Delta chapter induction. Keynote speaker. Phoenix, AZ.

March 21, 2007. Interim report: Exploratory Study to Examine the Impact of Nursing Station Design and Communications Technology on Staff Efficiency and Patient Safety. Plenary session Co-presenter. Houston, TX.

April 27, 2007. Evidence-Based Practice & Patient Safety. 21<sup>st</sup> Annual Nursing Research Conference; CSU Fresno. Fresno, CA.

October 30, 2007 Evidence and Innovation: Vital linkages for excellence. The 2007 Collaborative Evidence-Based Nursing Conference sponsored by the Institute for Nursing Research & the Evidence-Based Practice Institute. Keynote address. Sharp HealthCare, San Diego, CA. Evidence-Driven Leadership: New possibilities to advance excellence. Afternoon Keynote; Institute for Nursing Research Conference. Sharp HealthCare; San Diego, CA.

February 22, 2008. Day of Innovation. Workshop sponsored by the Arizona State Board of Nursing and The Healthcare Institute at the Arizona Hospital and Healthcare Association. Keynote speaker: Innovation: Be Bold. Phoenix, AZ.

April 18, 2008. 4<sup>th</sup> Annual International Research Conference sponsored by University of Northern Colorado, Banner North Colorado Medical Center, and Banner McKee Hospital. Keynote speaker: Evidence and Excellence: Essential partners for those who care about patient care quality. Greeley, Colorado.

May 13, 2008. Fairview Health Service's 2008 Quality Leadership Conference. Breakout speaker: Managing Errors as Opportunities. Minneapolis, Minnesota.

February 20, 2009. ASU CONHI 10<sup>th</sup> Annual Evidence-Based Practice National/ International

Conference. Keynote speaker: The role of technological innovation in quality healthcare. Glendale, Arizona.

April 21, 2009. VA Nurse Executive/ Physician Executive Conference. Keynote speaker: Collaboration Excellence: It's all about me. San Antonio, Texas.

September 18, 2009. Wellstar Collaborative Evidence-Based Practice Nursing Research Conference. Keynote speaker: EBP: Making the most of nursing time (productivity), talent (science) and treasures (art). Kennesaw, Georgia.

October 8, 2009. Organization of Maine Nurse Executives (OMNE) Annual Meeting. Keynote speaker: Managing errors as opportunities. Breakout session: Innovations in Education. Freeport, Maine.

October 20, 2009. Sigma Theta Tau, Beta Upsilon chapter meeting. Keynote speaker: Innovation Leadership. Phoenix Arizona.

November 3, 2009. Sigma Theta Tau International, 40<sup>th</sup> Biennial Convention. Symposium speaker: Teaching Innovation Leadership: A new model for a complex world. Indianapolis, IN.

March 26, 2010. Arizona Organization of Nurse Executives. Spring meeting. Keynote speaker: "The Healthcare Leadership Innovation Dance: Boxes, Swirls, Tangos and Trots." Scottsdale, AZ.

April 10, 2010. American Organization of Nurse Executives. Annual meeting. Session speaker: Perfect staffing in the digital world: How technology, never events and evidence are making it possible. Indianapolis, Indiana.

September 2, 2010. Health Services Advisory Group. Learning Community. Keynote speaker. Is the evidence world driving you crazy? Phoenix, Arizona.

September 14, 2010. Colorado Organization of Nurse Leaders. Eighteenth Annual Leadership Symposium Keynote presentation: Why can't I lead? ; Keystone, Colorado

November 11, 2010. Centura Health 3<sup>rd</sup> Annual Evidence-Based Practice, Research and Innovation Conference. Keynote presentation: Leading with passion in challenging times: An evidentiary pathway for excellence. Denver, Colorado.

November 12, 2010. RNLMI Nursing Symposium: Partnering on the Future of Nursing Practice. Breakout session: Evidence-based practice: The elixir for successful healthcare partnerships. New York, New York.

May 5, 2011. John C. Lincoln Hospitals Nursing Leadership Day. Keynote presentation: Finding your place in the chaotic healthcare future: Choices, opportunities and rewards. Phoenix, Arizona.

May 14-15, 2011. VHA CNO Network Meeting. 2-Day workshop with Tim Porter-O'Grady: Leadership of Innovation in a Changing World: Social Context and Practice Behaviors. San Diego, CA.

May 18, 2011. United Health and ASU-CONHI Invitational Health Innovation Lecture. Nursing leadership for the future: Are you ready? Scottsdale, AZ.

July 18, 2011. API Healthcare Client Forum Pre-Conference Workshop. Personal leadership in a chaotic world: Strategies to save your sanity and increase your effectiveness. Milwaukee, WI.

July 19, 2011. API Healthcare Client Forum. Breakout session. Workload Management: The Basics. Milwaukee, WI.

July 19, 2011. API Healthcare Client Forum. Breakout session. Acuity and Scheduling: Making the data talk. API Healthcare Client Forum. Breakout session. Milwaukee, WI.

July 20, 2011. API Healthcare Client Forum. Breakout session. Nursing leadership in challenging times. Milwaukee, WI.

August 19, 2011. Healthcare Workforce Management Leadership Summit. Presenter: Workforce optimization within the changing landscape of healthcare reform. Los Angeles, CA.

March 1, 2012. 23<sup>rd</sup> Annual Rocky Mountain Research & Evidence-Based Practice Symposium. Keynote: Clinical Leadership: Thriving in a chaotic environment. Workshop: Clinical Leadership: Strategies for leading without a title. Denver, CO.

April 11, 2012. VHA Nursing Leadership Excellence Series, VHA TV. Changing care at the bedside: innovation at the sharp end. Dallas, TX.

May 20-21, 2012. VHA CNO Network Meeting. Ten Faces of Innovation Leadership workshop. Denver, CO.

October 19, 2012. Wisconsin Nurses Association Annual Meeting. Keynote presentation: Innovation and change at the point of care: Leadership in multiple roles. Stevens Point, WI.

November 15, 2012. Association of California Nurse Leaders Senior Nurse Leader Summit. Workshop: Leveraging Influence and Innovations: Taking Leadership to the Next Level. Sacramento, CA.

May 9-10, 2013. Salem Health, Salem, Oregon. Nurses Week 2013 Workshop: Leadership in Nursing Practice. Salem, Oregon.

June 19, 2013. Finding Gold Nuggets in Complex Staffing Data. Breakout session. API Healthcare Client Forum. Milwaukee, WI.

June 20, 2013. Nursing's Crystal Ball: Envisioning the future leader. Panel Moderator. The forum of state nursing workforce centers. Phoenix, AZ.

October 21, 2013. Interprofessional Teamwork in Nursing Practice: Concepts, opportunities, exemplars and challenges. Partnership Excellence in Nursing Education—Interprofessional Collaboration Conference. The Good Samaritan Foundation. Galveston, TX.

November 8, 2013. Case studies: Making staffing work in the real world. Panel member. ANA Staffing Conference: Fostering innovative staffing solutions. Washington, DC.

June 11, 2014. Culture change in nursing when technology is adopted. Breakout session presented with Rick Robinson. API Healthcare Client Forum. Milwaukee, WI.

June 11, 2014. Data Driven Staffing Breakout session. API Healthcare Client Forum. Milwaukee, WI.

June 12, 2014. Best Practices Staffing Models. Breakout session presented with Karlene Kerfoot. API Healthcare Client Forum. Milwaukee, WI.

December 4, 2014. Transitioning my legacy with awareness and intention. Keynote speaker: Wisdom across the generations: A lifetime of legacy retreat. Phoenix, AZ

April 17, 2015. "Surfing the waves of EBP" Clinical inquiry and practice innovation in as era of transforming health care. Keynote speaker. University of Texas Medical Branch 2<sup>nd</sup> EBP National Conference, Galveston, TX.

April 22, 2016. "Change and innovation: Tales of an incurable Pollyanna." Presentation American Associate of Colleges of Nursing, 2016 Annual BONUS Meeting, Scottsdale, AZ.

September 20, 2016. Evidence, Performance Improvement & Innovation: A new look at the chicken and egg dilemma. Keynote speaker UCLA Health's 15<sup>th</sup> Annual Research and EBP Conference.

September 21, 2016. The 10 Faces of Innovation: Increasing your face value: 10 strategies to accelerate collaboration. Opening session UCLA Health's 15<sup>th</sup> Annual Research and EBP Conference. Los Angeles, CA.

September 21, 2016. Measuring Innovation: Strategies to nail Jello to the wall. Breakout session. UCLA Health's 15<sup>th</sup> Annual Research and EBP Conference

September 21, 2016. Tools of innovation: Human centered design. Breakout session. UCLA Health's 15<sup>th</sup> Annual Research and EBP Conference.

September 21, 2016. Storytelling: Innovating with insight. Breakout session. UCLA Health's 15<sup>th</sup> Annual Research and EBP Conference.

September 21, 2016. Prototyping: Bringing life to great ideas. Breakout session. UCLA Health's 15<sup>th</sup> Annual Research and EBP Conference.

October 25, 2016. Presentation: The inventor is in...so you sold your product. Cleveland Clinic 4<sup>th</sup> Annual Nursing Innovation Summit: Transforming healthcare through nursing Innovation. Cleveland OH.

November 16, 2016. Tips from the editor: How to get your manuscript published. Workshop. Mayo Health, Phoenix AZ.

January 20, 2017. The ASU-CONHI Innovation Journey. Podium presentation. AACN's 2017 Doctoral Education Conference. San Diego, CA.

May 23, 2017. Creating a Culture for Exceptional Performance. Keynote presentation. Arizona Health Care Association Workshop; Phoenix, AZ.

January 20, 2018. Embedding Innovation and Academic Rigor in DNP Programs. Podium Presentation.

AACN's Doctoral Education Conference. Naples, FL.

April 20, 2018. Evidence-Based Regulation: Connecting the Dots to Practice. Presentation: Annual CNA Conference; Phoenix, AZ.

May 17, 2018. Presentation: Colorado Center for Nursing Excellence 15<sup>th</sup> Anniversary Celebration. Denver, CO.

September 29, 2018. Closing Session, Superhero Nurse Regulators. Arizona Nurses Association 2018 Convention. Chandler, AZ.

March 28, 2019. Innovation in Regulation: Impossible or Necessary for Effective Public Protection? Keynote Presentation. NCSBN Mid-Year Meeting. San Antonio, TX.

March 28, 2019. Innovation in the trenches: Arizona Annual Education Report. Breakout session. NCSBN Mid-Year Meeting. San Antonio, TX.

May 9, 2019. Our challenge to you: Daring, Appreciative Nursing. Keynote speaker. White Coat Ceremony. The University of Texas Health Science Center at San Antonio School of Nursing; San Antonio, TX.

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