

# Curriculum Vitae

## PERSONAL DATA

Karen Keady Davis, PhD, RN, NEA-BC  
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## EDUCATION AND TRAINING

<u>Institution</u>	<u>Degree</u>	<u>Year</u>
Johns Hopkins University School of Nursing Baltimore, MD	Doctor of Philosophy in Nursing	2012
Johns Hopkins University School of Nursing Baltimore, MD	Master of Science in Nursing Health Systems Management	1994
Towson State University College of Nursing Towson, MD	Bachelor of Science in Nursing	1987

## PROFESSIONAL EXPERIENCE

<u>Position</u>	<u>Institution</u>	<u>Years</u>
Chief Nurse Executive/ Vice President	University Of Rochester Medical Center Strong Memorial Hospital Highland Hospital FF Thompson Hospital Rochester, NY	2018-present
Assistant Dean for Clinical Practice and Associate Professor	University of Rochester School of Nursing Rochester, NY	2018-present
Vice President of Nursing/ Chief Nursing Officer	Howard County General Hospital Johns Hopkins Medicine Columbia, MD	2014-2018

Director	Johns Hopkins Hospital Department of Medical and Radiology Nursing Baltimore, MD	2007-2014
Assistant Director	Johns Hopkins Hospital Department of Medical and Radiology Nursing	2005-2007
Nurse Manager	Johns Hopkins Hospital Cardiology Care Unit Osler 3 General Medicine Cardiovascular Lab (interim)	1994-2005
Clinical Faculty/ Leadership Preceptor	Towson University School of Nursing Towson, MD	2000-2013
Faculty Associate/ Adjunct Faculty	Johns Hopkins University School of Nursing Acute and Chronic Care Baltimore, MD	1998-2018
Clinical Nurse	Johns Hopkins Hospital Neuro Critical Care Unit Pediatric Intensive Care Unit Baltimore, MD	1989-1994
Clinical Nurse	The Shock Trauma Center University of Maryland Hospital Baltimore, MD	1987-1989

### **HONORS AND AWARDS**

2019	Commencement Address University of Rochester School of Nursing
2017	Dean's Alumni Award for Outstanding Nurse Leader Johns Hopkins University School of Nursing
2017	Excellence in Nursing Award, Management/Nurse Executive Baltimore Magazine
2012	Oral Abstract Competition Award- First Place American Association of Heart Failure Nurses (AAHFN)

- 2012 Sue K. Donaldson Outstanding Doctoral Dissertation Award  
Johns Hopkins University School of Nursing
- 2012 Cardiovascular Disease Prevention Award  
Preventative Cardiovascular Nurses Association
- 2007 Shirley Sohmer Award for Evidence-Based Practice Research Award  
Johns Hopkins Hospital (with E. Caslin, C. Dennison, C. Foley, J. Ioannou, S. Russell)
- 2004 Graduation Ceremony Keynote Speaker  
Towson University School of Nursing
- 1993 Sigma Theta Tau, Beta Nu Chapter  
Inducted; Baltimore, MD

## **PRACTICE**

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|------|--|----------------|
| 2016 | Readmission Reduction Task Force             | Co-Chair       |
| 2015 | Patient Flow Improvement Committee           | Chair          |
| 2015 | Standardized Apparel and Dress Code (Howard) | Co-Chair       |
| 2009 | Apparel and Image Task Force (Hopkins)       | Co-Chair       |
| 2007 | PACE Advisory Board                          | Chair          |
| 2006 | Peer Review Resource Manual Design Team      | Project Leader |
| 1996 | Care Delivery Model Design Team              | Co-Chair       |

## **RESEARCH**

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|-----------|--|
| 2013-2015 | Activity and Mobility Promotion Quality Improvement (AMPQI) Project (PI: Hoyer, E) Role: Co-Investigator   |
| 2011-2012 | A Dose of Healing: Effect of Aromatherapy on Sleep in the Progressive Care Unit (PI: Davis, K).  |
| 2010-2012 | Improving Heart Failure Self-Care and Decreasing Hospital Readmissions in Patients with Subtle Cognitive Impairment (PI: Allen, J) Role: Co-Investigator |

- 2007-2009                      Examining Characteristics and Predictors of Heart Failure Outcomes (PI: Dennison, CR) Role: Co-Investigator
- 2007-2009                      Heart Failure Care Coordinator Pilot Program (PI: Dennison, CR) Role: Co-Investigator
- 2007                              FEEDME: Facilitated Early Enteral and Dietary Management Effectiveness Trial (PI: Mullin, G). Role: Co-Investigator

## **SCHOLARSHIP**

### **Peer-reviewed publications (^indicates data-based)**

- ^Davis, K.K.**, Dennison-Himmelfarb, C.R., Szanton, S., Hayat, M.J., Allen, J.K. (2015). Predictors of heart failure self-care in patients who screened positive for mild cognitive impairment. *Journal of Cardiovascular Nursing*, 30(2):152-60.
- ^Lytle, J.**, Mwatha, C., **Davis, K.K.** (2014). The effect of lavender aromatherapy on vital signs and perceived quality of sleep in the intermediate care unit: A pilot study. *American Journal of Critical Care*, 23(1): 24-29.
- Davis, K.K.**, Allen, J.K. (2013). Identifying cognitive impairment in heart failure: A review of screening measures. *Heart & Lung*, 42, 92-97.
- ^Davis, K.K.**, Mintzer, M, Dennison-Himmelfarb, C.R., Hayat, M.J., Rotman, S., Allen, J. (2012). Targeted intervention improves knowledge but not self-care or readmissions in heart failure patients with mild cognitive impairment. *European Journal of Heart Failure*, 14(9): 1041-1049.
- Davis, K.K.** (2011). Screening for cognitive impairment in heart failure: The first step to improving self-care (Abstract). *Self-Care, Dependant Care & Nursing: The International Orem Society for Nursing Science and Scholarship*, 19(1).
- Davis K.K.**, Capozzoli, J., Parks, J. (2009). Implementing peer review: Guidelines for managers and staff. *Nursing Administration Quarterly*, 33, 251-257.

## **PRESENTATIONS**

### ***Local Presentations***

- Davis, K.K. (Oral Presentation). Factors Influencing a Culture of Safety. University of Rochester Improvement Science Education Certificate Program. Rochester, NY. January, 2019.
- Davis, K.K. (Oral Presentation). Future Vision. Grand Rounds. University of Rochester School of Nursing. Rochester, NY. December 5, 2018.

Davis, K.K. (Oral Presentation). Leadership Development and Strategic Succession Planning. Strong Memorial Nursing Leadership Development Series. Rochester, NY. September 26, 2018.

Davis, K.K. (Oral Presentation). Key Characteristics of Successful Leaders of the Future. University of Rochester Health System Nursing Leadership Internship Program. Rochester, NY. September 24, 2018.

Davis, K.K. (Oral Presentation). Factors Influencing a Culture of Safety. University of Rochester Improvement Science Education Certificate Program. Rochester, NY. September, 2018.

Davis, K.K. (Oral Presentation) Leadership Integrity and Accountability as part of Monday Morning Leadership. Howard County General Hospital Leadership Development Program. Columbia, MD. May 2016, October 2016.

Davis, K.K. (Oral Presentation) Hospital Operations and Challenges in Healthcare. Medicine in Action seminar course in the Johns Hopkins University Master of Arts Writing Program. Baltimore, MD. June, 2013.

Davis, K.K. (Oral Presentation) Staffing, Scheduling, and Measuring Nursing Productivity as part of Inside Johns Hopkins Nursing: Advancing Nursing Practice. The Institute for Johns Hopkins Nursing, Baltimore, MD. August 2012, October, 2012, June 2013, September 2014.

Davis, K.K. (Oral Presentation) Shared Governance Models as part of Advancing Nursing Practice. The Institute for Johns Hopkins Nursing. Baltimore, MD. August 2012.

Davis, K.K., & Hendrix, R. (Poster Presentation) Improving Care Coordination through the Nurse Expeditor Role and Geographically Locating Patients by Service. Scholars Day, Johns Hopkins Hospital, Baltimore, MD. November, 2008.

Davis, K.K. (Oral Presentation) The Synergy Model, as part of the Johns Hopkins Hospital CCRN Review Course, Baltimore, MD. 2004-2006.

Davis, K.K. (Expert Panel Presentation) Creating Great Places to Work. Johns Hopkins University Human Resources 13<sup>th</sup> Annual Conference, Human Resources Department, Johns Hopkins University, Baltimore, MD. 2004.

Davis, K. K. (Ongoing Workshop) Face Your Fear: Giving Performance Feedback. Medical Nursing Workshop, Johns Hopkins Hospital, Baltimore, MD. 2004-2009.

Davis, K.K. (Ongoing Workshop) Communication and Conflict Resolution. Preceptor Workshop, Department of Medical Nursing, Johns Hopkins Hospital, Baltimore, MD. 2004-2009.

Davis, K.K. (Ongoing Workshop) The Discipline Process in Performance Management. Charge Nursing Workshop, Department of Medical Nursing, Johns Hopkins Hospital, Baltimore, MD. 2001-2005.

Davis, K.K. (Oral Presentation) Neuro Assessment and Stroke. Union Memorial Hospital, Baltimore, MD. 2000.

Davis, K.K. (Oral Presentation) Visitors' Perceptions of Nursing Image. Emergency Department Grand Rounds, Johns Hopkins Hospital, Baltimore, MD. 1996.

### ***Regional***

Davis, K.K. (Oral Presentation). Leadership Perspectives on Integration of DNP's in Healthcare Delivery. University of Rochester School of Nursing DNP Summit. Rochester, NY. October 26, 2018.

Davis, K.K. (Oral Presentation) Work Life Balance. Advanced Nurse Manager Academy. The Institute for Johns Hopkins Nursing. Baltimore, MD. October, 2009.

Davis, K.K., & Hendrix, R. (Poster Presentation) Improving Care Coordination through the Nurse Expeditor Role and Geographically Locating Patients. Maryland Organization of Nurse Executives (MONE) annual meeting, Baltimore, MD. 2008.

Davis, K.K., & Ioannou, J.Z. (Oral Presentation and Panel Discussion) Performance Management Techniques. Advanced Nurse Manager Academy. Institute for Johns Hopkins Nursing. Baltimore, MD. October, 2007.

Davis, K.K. (Oral Presentation) The Synergy Model. Annual CCRN Review Course, American Association of Critical Care Nurses, Chesapeake Bay Chapter, Baltimore, MD. 2004-2007.

Davis, K.K. (Invited Speaker) Survival Skills for the Charge Nurse. American Association of Critical Care Nurses, Chesapeake Bay Chapter Annual Meeting, Baltimore, MD. 2005.

### ***National***

Davis, K.K. (Invited Speaker) Building the Bench: Leadership Development and Strategic Succession Planning. Johns Hopkins Advanced Leadership Academy. The Institute for Johns Hopkins Nursing, Baltimore, MD. May 3, 2018.

Davis, K.K. (Invited Speaker) Building the Bench: Leadership Development and Strategic Succession Planning. Johns Hopkins Advanced Leadership Academy. The Institute for Johns Hopkins Nursing, Baltimore, MD. May 4, 2017.

Davis K.K., & Scanlon, K.A. (Invited Speaker) CNO Industry Session: Best Practices in Clinical Rounding. The Health Management Academy CNO Forum. Washington, D.C. March 7, 2017.

Davis, K.K. (Invited Speaker) Heart Failure and Mild Cognitive Impairment. Target Heart Failure Webinar. American Heart Association, August 28, 2012.

Davis, K.K. (Invited Speaker) Screening for Cognitive Impairment in Cardiovascular Disease. National Preventative Cardiology Nurses Association Annual Meeting. Preventative Cardiology Nurses Association (PCNA), Washington, DC. April 13, 2012.

Davis, K.K. & Prow, D. (Oral Presentation) Nursing Compensation Model That Fosters Professionalism. National Magnet Conference. American Nurses Credentialing Center (ANCC), Phoenix, AZ. October, 2010.

Davis, K.K. & Parks, J. (Oral Presentation) Implementing Peer Review: A Magnet Approach to Effective Performance Appraisal. National Magnet Conference. American Nurses Credentialing Center (ANCC), Phoenix, AZ. October, 2010.

### **International**

Davis, K.K. & Cohen, J. (Oral Presentation/Teleconference) Introduction to Lean Strategies for Process Improvement. Johns Hopkins International (JHI), Clemenceau Medical Center, Beirut, Lebanon. February 3, 2017.

Davis, K.K., Rohde, J. & Paul, D. (Workshop) Leadership Development Academy for Nurse Managers: Advanced Topics. Johns Hopkins International (JHI), Sir Hurkisondas Nurrotamdas Reliance Foundation Hospital and Research Center (HNHRC), Mumbai, India. June 20-24, 2016.

Davis, K.K. & Brahmabhatt, D. (Workshop) Leadership Development Academy for Nurse Managers: Intermediate Level. Johns Hopkins International (JHI), Sir Hurkisondas Nurrotamdas Reliance Foundation Hospital and Research Center (HNHRC), Mumbai, India. July 27-31, 2015.

Davis, K.K. (Invited Speaker) Leadership in Nursing. Nursing Congress II Modern Management in Nursing: Progress and Challenges. Clinical Las Condos, Santiago, Chile. November 13, 2014.

Davis, K.K. (Workshop) Leadership Development Workshop for Nurse Managers. Johns Hopkins International (JHI), Clinical Las Condos, Santiago, Chile. November 12, 2014.

Davis, K.K. & Brahmabhatt, D. (Workshop) Leadership Development Academy for Nurse Managers: Introduction. Johns Hopkins International (JHI), Sir Hurkisondas Nurrotamdas Hospital and Research Center (HNHRC), Mumbai, India. January 7-11, 2014.

Davis, K.K. (Oral Presentation) Screening for Cognitive Impairment in Heart Failure: The First Step in Improving Self-Care. The 2<sup>nd</sup> Annual International Conference on Prevention and Management of Chronic Conditions and the 11<sup>th</sup> World Congress of Self-care Deficit Nursing Theory. Bangkok, Thailand. March, 2011.

Davis, K.K. & Kulik, S. (Workshop) Leadership Development Academy for Nurses. Institute for Johns Hopkins Nursing, Anadolu Suglik Merkezi Hospital. Istanbul, Turkey. January, 2009.

## **LEADERSHIP DEVELOPMENT**

2015	The Academy GE Fellows Program for Nurse Executives The Health Management Academy
2009	The Johns Hopkins Medicine Leadership Development Program (LDP) Talent Management and Organizational Development, Johns Hopkins University.
2008	Lean Sigma Prescription for Healthcare Course Johns Hopkins Medicine Center for Innovation in Quality Patient Care Green Belt

## **EDITORIAL ACTIVITIES**

1998-2004	Editorial Board Seminars for Nurse Managers: Strategies for Leadership and Management, W.B. Saunders Company
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## **PROFESSIONAL ACTIVITIES**

<u>Dates</u>	<u>Association/Society Membership</u>
2006-present	New York Organization of Nurse Executives (NYONEL)
2006-present	American Association of Nurse Executives (AONE)
2011-2014	American Heart Association (AHA)
2011-2013	Preventative Cardiovascular Nurses Association (PCNA)
2011-2013	American Association of Heart Failure Nurses (AAHFN)
1991-2006	American Association of Critical Care Nurses (AACN)
	<u>Certifications</u>
2009-present	Certified Nurse Executive- Advanced (NEA-BC) American Nurses Credentialing Center
1991-2005	Certified Critical Care Nurse (CCRN). American Association of Critical Care Nurses
2000-2004	Advance Cardiac Life Support (ACLS) American Heart Association



## **CONSULTATIONS**

### **International:**

- 2014-2016 Clinical Las Condos, Santiago, Chile, Chief Nursing Officer  
Mentorship program through Johns Hopkins International (JHI),  
leadership mentor
- 2012 Kuwait Ministry of Health, hospital and healthcare assessment  
through Johns Hopkins International (JHI), consultant

### **National:**

- 2002 The Advisory Board Company, Management Intensive/Case  
Study. Advisor to case study material/program design

## **EDUCATIONAL ACTIVITIES**

### **University of Rochester School of Nursing**

- Spring 2019  
DNP Capstone Preceptor, Kelly Scott

### **Johns Hopkins University School of Nursing and Carey Business School**

- Spring 2019  
NR110.891, Responsibilities and Activities of the Nurse Scientist, Guest Lecturer,  
doctoral, 10 students
- Spring 2018  
NR110.891, Responsibilities and Activities of the Nurse Scientist, Guest Lecturer,  
doctoral, 12 students
- Spring 2017  
NR110.891, Responsibilities and Activities of the Nurse Scientist, Guest Lecturer,  
doctoral, 8 students
- Fall 2017  
NR110.608, Business Plan, Course Coordinator, graduate, 6 students
- Fall 2016  
NR110.608, Business Plan, Course Instructor, graduate, 5 students
- Fall 2015  
NR110.608, Business Plan, Course Instructor, graduate, 9 students
- Fall 2014  
NR110.608, Business Plan, Course Instructor, graduate, 12 students  
NR110.315, Adult Health, Guest Lecturer, 61 students
- Spring 2014  
NR110.315, Adult Health, Guest Lecturer, 83 students

Fall 2013

NR110.315, Adult Health, Guest Lecturer, 65 students

### **BOARD APPOINTMENTS**

2019-present	Notre Dame Learning Center Board of Trustees, Rochester, New York
2019-present	St. John Fisher University Wegman's School of Nursing Advisory Board, Rochester, New York
2016-Present	The Academy GE Fellows Program for Nurse Executives Advisory Board, The Health Management Academy, Washington, DC
2010-2016	The Caroline Center Board of Trustees, Baltimore, Maryland
2003-2005	Alumni Board of Directors, Towson University School of Nursing, Towson, Maryland

### **VOLUNTEER SERVICE**

2015-2017	American Diabetes Association, Tour De Cure, crew captain
2009-2012	St. Martin's Retirement Home, Baltimore, Maryland
2005-2007	Multiple Sclerosis Society, medical crew, fundraising
2002-2008	Susan B. Komen Breast Cancer Society, medical crew
1995-1996	Health Care for the Homeless, Baltimore, Maryland