

**Tobie Hittle Olsan**  
**PhD, MS, MPA, RN, NEA-BC, CNL, FNAP**  
**Curriculum Vitae**

**CONTACT**  
**INFORMATION**

Tobie\_Olsan@urmc.rochester.edu

**EDUCATION**

|                                               |      |                                                         |
|-----------------------------------------------|------|---------------------------------------------------------|
| University of Rochester                       | 2003 | Doctor of Philosophy (PhD) in Nursing                   |
|                                               | 1995 | Master of Science (MS) in Nursing                       |
| SUNY Brockport                                | 1985 | Masters of Public Administration –Health Emphasis (MPA) |
| Nazareth College of Rochester                 | 1980 | Bachelor of Science (BS) in Nursing, Magna Cum Laude    |
| Binghamton General Hospital School of Nursing | 1976 | Diploma in Nursing, Binghamton, NY                      |

**PROFESSIONAL LICENSURE, CERTIFICATION, AND SPECIAL TRAINING**

|                |                                                                             |
|----------------|-----------------------------------------------------------------------------|
| 2016           | Voice Thread Certified Educator                                             |
| 2009 – present | Clinical Nurse Leader (CNL)                                                 |
| 2006           | Empire State Advantage Excellence at Work, Organizational Reviewer Training |
| 1991 – present | Board Certified Nursing Executive, Advanced (NEA-BC)                        |
| 1982 – 1988    | Certified Critical Care Nurse (CCRN)                                        |
| 1976 – present | Registered Nurse, NY #286900-1                                              |
| 1976 – 1979    | Registered Nurse, FL #RN884352                                              |

**EXPERIENCE: ACADEMIC**

|                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1994 – present | <b>University of Rochester, Rochester, NY</b><br>Academic: <ul style="list-style-type: none"><li>-Professor Emeritus of Nursing (2019–present)</li><li>-Professor of Clinical Nursing (2013–2019)</li><li>-Associate Professor of Clinical Nursing (2004–2012)</li><li>-Adjunct Assistant Professor (2003–2004)</li><li>-Research Nurse (during doctoral studies, 1994–1996; 1997–1998)</li></ul> Administration: <ul style="list-style-type: none"><li>-Director, Clinical Nurse Leader (CNL) Program (2014–2019)</li><li>-Director, Leadership in Health Care Systems Programs (2004–2007)</li></ul> |
| 2013 – 2016    | <b>Finger Lakes Health Systems Agency, Rochester, NY 14607</b><br>-Consultant, Aging and Long-Term Care (2013-2014)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 2008 – 2019    | <b>Canandaigua VA Medical Center, Canandaigua, NY</b><br>-Research Health Science Specialist (11/2014-6/2018)<br>-Without Compensation (WOC), Research Program (2008–2014; 2018–2019)                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 2008 – 2009    | <b>Finger Lakes Geriatric Education Center, Rochester, NY</b><br>Geriatric In-Home Primary Care Training Institute<br>-Research Associate                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 2000 – 2004    | <b>Nazareth College of Rochester, Pittsford, NY</b><br>-Chairperson Department of Nursing (2003–2004)<br>-Associate Professor (2003–2004); Assistant Professor (2001–2003)<br>-Instructor (2000–2001)                                                                                                                                                                                                                                                                                                                                                                                                  |

### **EXPERIENCE: EXECUTIVE LEADERSHIP AND CLINICAL PRACTICE**

|             |                                                                                                                     |
|-------------|---------------------------------------------------------------------------------------------------------------------|
| 1988 – 1994 | <b>FF Thompson Hospital, Canandaigua, NY</b><br>-Vice President of Nursing and Patient Services                     |
| 1984 – 1988 | <b>Monroe Community Hospital, Rochester, NY</b><br>-Assistant Director of Nursing and Director of Nursing Education |
| 1981 – 1984 | <b>The Genesee Hospital, Rochester, NY</b><br>-Head Nurse, Intensive Care Unit                                      |
| 1979 – 1981 | <b>Highland Hospital, Rochester, NY</b><br>-Cardiology Nurse Clinician                                              |
| 1978 – 1979 | <b>Park Ridge Hospital, Rochester, NY</b><br>-Staff Nurse, Intensive Care/Coronary Care                             |
| 1977 – 1978 | <b>Rochester General Hospital, Rochester, NY</b><br>-Staff Nurse, Intensive Care/Coronary Care                      |
| 1976 – 1977 | <b>Boca Raton Community Hospital, Boca Raton, Florida</b><br>-Staff Nurse, Coronary Care                            |

### **FELLOWSHIPS**

|                |                                                                                                                                                                       |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2013 – present | Distinguished Practitioner and Fellow of the Nursing Academy of the National Academies of Practice (FNAP)                                                             |
| 2009 (summer)  | Scholar, Hartford Institute Geriatric Nursing Research Seminar of the John A. Hartford Institute for Geriatric Nursing, New York University                           |
| 2007 – 2008    | Post-Doctoral Fellow, Ruth L. Kirschstein National Research Service Award (T32/AG020493-01A2), Geriatrics and Gerontology, University of Rochester School of Medicine |
| 2004 – 2005    | Fellow, Fuld Academic Leadership Program, American Association of Colleges of Nursing                                                                                 |
| 1996 – 1999    | Pre-Doctoral Fellow, National Institute of Nursing Research, National Research Service Award (NRO7218-02), Ethical Issues in a Capitated Program for Frail Elders     |

### **RESEARCH AND GRANT SUPPORT**

|      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2016 | Source <b>National Center for Interprofessional Practice and Education</b><br>Title <i>A Geriatric Home Visit Initiative to Foster Interprofessional Collaborative Behavioral Health Care for Vulnerable Older Adults (Home Visiting for Healthy Aging)</i><br>Role PI, with Co-Investigators : Lisa Vargish, MD, Sarah Peyre, EdD, David Lambert, MD, Laura Cardella, MD, Craig Sellers, PhD, ANP-BC, BNP-BC, Joseph Gomulak-Cavicchio, MEd, Thomas V. Caprio, MD, MPH, MSHPE, Jason Daehauer, PhD, MSW, Ann Marie Cook, MPA, Christine Peck, LMSW, Mattie Schmitt, PhD, RN, Melissa Lord, BA<br>Status Total Award \$209,138, October 1, 2016 – September 30, 2018, Completed |
| 2015 | Source <b>Health Resources and Services Administration</b><br>Title <i>Geriatric Workforce Enhancement Program</i><br>Role Co-Investigator, Director of Community Engagement and Planning with Thomas V. Caprio, MD, PI, Jurgis Karuza, PhD, Annette Medina-Walpole, MD, Suzanne Gillespie, MD, Carol Podgorski, PhD, Ann Marie Cook, MPA<br>Status Total Award \$2.5M, July 1, 2015 – June 30, 2018, Completed                                                                                                                                                                                                                                                                 |
| 2015 | Source <b>VA HSR&amp;D Services, Study Project No. IIR 12-152)</b><br>Title <i>Factors Associated with Institutional Use by Veterans in Home Based Primary Care</i><br>Role PI (until September 2016), with Co-Investigators: Xueya Cai, Stuti Dang, Suzanne Gillespie (PI, September 2016 – June 30, 2019) , Orna Intrator, Jurgis Karuza, Bruce Kinoshian, Cari Levy, Tom Rocco, Helena Temkin-Greener, PhD<br>Status Total Award \$1.1M, July 1, 2015 – June 30, 2018, Completed                                                                                                                                                                                             |

**RESEARCH AND GRANT SUPPORT (con't)**

|             |        |                                                                                                                                                                                                        |
|-------------|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2014        | Source | <b>University of Rochester, School of Nursing</b>                                                                                                                                                      |
|             | Title  | <i>Carol A. Brink Geriatric Research Award</i>                                                                                                                                                         |
|             | Role   | PI                                                                                                                                                                                                     |
|             | Status | Total Award \$5,000, Completed                                                                                                                                                                         |
|             |        |                                                                                                                                                                                                        |
| 2013        | Source | <b>Patient-Centered Outcomes Research Institute (PCORI)</b>                                                                                                                                            |
|             | Title  | <i>Improving Palliative and End-of-Life Care in Nursing Homes</i>                                                                                                                                      |
|             | Role   | Co-Investigator, with Helena Temkin-Greener, PI, Timothy Quill, Dana Mukamel, William Spector, Xueya Cai, Thomas Caprio, Sally Norton, Craig Sellers, Sue Ladwig, and Marcy Miceli                     |
|             | Status | Total Award \$1.9M, Completed                                                                                                                                                                          |
|             |        |                                                                                                                                                                                                        |
| 2012        | Source | <b>Thompson Foundation</b>                                                                                                                                                                             |
|             | Title  | <i>Mary Clark Thompson Community Health Grant</i>                                                                                                                                                      |
|             | Role   | PI                                                                                                                                                                                                     |
|             | Status | Total Award \$2,500, Completed                                                                                                                                                                         |
|             |        |                                                                                                                                                                                                        |
| 2012        | Source | <b>Health Resources and Services Administration</b>                                                                                                                                                    |
|             | Title  | <i>The Meliora Project: Advancing Quality in Long-Term Care</i>                                                                                                                                        |
|             | Role   | PI, with Co-Investigators: Suzanne Gillespie, MD, Jurgis Karuza, PhD, Dianne Liebel, PhD, RN                                                                                                           |
|             | Status | Total Award \$800,000, Completed                                                                                                                                                                       |
|             |        |                                                                                                                                                                                                        |
| 2011        | Source | <b>AMDA Foundation/Pfizer Quality Improvement Award</b>                                                                                                                                                |
|             | Title  | <i>A Rural Collaboration to Reduce Nursing Home Residents' Hospitalizations.</i>                                                                                                                       |
|             | Role   | PI, with Suzanne Gillespie, MD, RD, Din Chen, PhD, Jurgis Karuza, PhD, Paul R. Katz, MD, Total Award \$15,000                                                                                          |
|             | Status | Total Award \$15,000, Completed                                                                                                                                                                        |
|             |        |                                                                                                                                                                                                        |
| 2010        | Source | <b>American Recovery and Reinvestment Act of 2009</b> - Equipment to Enhance Training for Health Professionals: Health Resources and Services Administration Comprehensive Geriatric Education Program |
|             | Title  | <i>Technology to Enhance Community Quality Consortium Initiatives</i>                                                                                                                                  |
|             | Role   | PI, with Co-Investigators: Suzanne Gillespie, MD, RD, Paul R. Katz, MD and Jurgis Karuza, PhD                                                                                                          |
|             | Status | Total Award \$297,000, Completed                                                                                                                                                                       |
|             |        |                                                                                                                                                                                                        |
| 2009-2012   | Source | <b>Health Resources and Services Administration (HRSA) Comprehensive Geriatric Education Program</b>                                                                                                   |
|             | Title  | <i>Greater Rochester Nursing Home Quality Consortium</i>                                                                                                                                               |
|             | Role   | PI, with Co-Investigators: Suzanne Gillespie, MD, Paul Katz, MD, and Jurgis Karuza, PhD                                                                                                                |
|             | Status | Total Award \$513,000, Completed                                                                                                                                                                       |
|             |        |                                                                                                                                                                                                        |
| 2008 - 2009 | Source | <b>UR School of Nursing Faculty Research Support Grant (FRSG)</b>                                                                                                                                      |
|             | Title  | <i>Formulating a Research Agenda for the Veterans Affairs Home-Based Primary Care Program</i>                                                                                                          |
|             | Role   | Co-Investigator with Paul R. Katz, MD (PI), Jurgis Karuza, PhD, and Nancy Swanson, RN, MSN, FNP                                                                                                        |
|             | Status | Total Award \$1400.00, Completed                                                                                                                                                                       |

### RESEARCH AND GRANT SUPPORT (con't)

|             |        |                                                                                                                              |
|-------------|--------|------------------------------------------------------------------------------------------------------------------------------|
| 2005 – 2006 | Source | <b>National League for Nursing (009-05G)</b>                                                                                 |
|             | Title  | <i>Advancing the Evidence-Based Practice Knowledge of Accelerated Nursing Students: Examining a New Paradigm of Teaching</i> |
|             | Role   | PI, with Co-Investigators: Jeanne Grace, PhD, RN and Sally E. Fletcher, MSN, RN                                              |
|             | Status | Total Award \$5,000, Completed                                                                                               |
| 2002 – 2003 | Source | <b>Nazareth College of Rochester</b>                                                                                         |
|             | Title  | <i>Developing Baccalaureate Nursing Students' Political Identity Using Service-Learning Community Partnerships</i>           |
|             | Role   | PI                                                                                                                           |
|             | Status | Total Award \$2,500, Completed                                                                                               |
| 2000 – 2001 | Source | <b>NYS Nurses Association Foundation Rita C. Kopf Memorial Research Award</b>                                                |
|             | Title  | <i>A View From the Field: Change, Corporatization, and the Moral Situation of Community Health Nurses</i>                    |
|             | Role   | PI                                                                                                                           |
|             | Status | Total Award \$3,000, Completed                                                                                               |
| 1999 – 2000 | Source | <b>American Nurses Foundation Scholar Award (99-87)</b>                                                                      |
|             | Title  | <i>Corporatization and the Moral Situation of the Community Health Nurse</i>                                                 |
|             | Role   | PI                                                                                                                           |
|             | Status | Total Award \$3,500, Completed                                                                                               |
| 1998 – 1999 | Source | <b>University of Rochester School of Nursing</b>                                                                             |
|             | Title  | <i>Exploring the Institutional Influences on Ethics in Community Health Nursing</i>                                          |
|             | Role   | PI                                                                                                                           |
|             | Status | Total Award \$605, Completed                                                                                                 |

### PUBLICATIONS (selected since 2001, \*data based)

- \*Gillespie, S.M., Li, J., Karuza, J., Levy, C., Dang, S., **Olsan, T.**, Kinoshian, B. & Intrator, O. (2021) Factors Associated with Hospitalization by Veterans in Home-Based Primary Care. *Journal of the American Medical Directors Association*, 22(5), 1043-1051. doi.org/10.1016/j.jamda.2020.12.033
- \*Oh, J.H., Shelly, M., Nersinger, S., Cai, X., **Olsan, T.** (2020). Implementing Clinical Practice Guidelines for Replacing Peripheral Intravenous Catheters. *Journal of Nursing Care Quality*, 35(2), 108-114.
- \*Temkin-Greener, H., Szydowski, J., Intrator, O., **Olsan, T.**, Karuza, J., Cai, X., Gao, S., & Gillespie, S.M. (2020). Perceived Effectiveness of Home-Based Primary Care Teams in Veterans Health Administration. *Gerontologist*, 60(3), 494-502. doi.1093/geront/gny174
- \*Haverhals, L.M., Manheim, C., Gilman, C., Karuza, J., **Olsan, T.**, Edwards, S.T., Levy, C.R., & Gillespie, S. (2019). Dedicated to the Mission: Strategies US Department of Veterans Affairs Home-Based Primary Care Teams Apply to Keep Veterans at Home. *Journal of the American Geriatrics Society*, 67, 2511-2518.
- \*Dang, S., **Olsan, T.**, Karuza, J., Cai, X., Gao, S., Intrator, O., Li, J., & Gillespie, S. (2019). Telehealth in Home-Based Primary Care: Factors and Challenges Associated with Integration into Veteran Care. *Journal of the American Geriatrics Society*, 67, 1928-1933.
- McLaughlin, K., **Olsan, T.**, Hettler, D., & Davey, A. (2019, poster abstract). Utilizing the SMART Discharge Protocol to Promote Surgical Oncology Patients' Readiness for Discharge: A Nurse-Led Initiative. *Oncology Nursing Forum*, 46(2), 148-149.
- \*Gillespie, S.M., Manheim, C., Gilman, C., Karuza, J., **Olsan, T.**, Edwards, S.T., Levy, C. L., & Haverhals, L. (2019). Interdisciplinary Team Perspectives on Mental Health Care in VA Home-Based Primary Care: A Qualitative Study. *American Journal of Geriatric Psychiatry*, 27, 128-137.

### **PUBLICATIONS (con't)**

- \*Temkin-Greener, H., Mukamel, D.B., Ladd, H., Ladwig, S., Caprio, T.V., Norton, S.A., Quill, T.A., **Olsan, T.H.**, & Cai, X. (2018). Impact of Nursing Home Palliative Care Teams on End-of-life Outcomes: A randomized control trial. *Medical Care*, 56, 11-18.
- \*Karuza, J., Gillespie, S.M., **Olsan, T.**, Cai, X., Dang, S., Intrator, O., Li, J., Gao, S., Kinoshian, B., & Edes, T. (2017). National Structural Survey of Veterans Affairs Home-Based Primary Care Program. *Journal of the American Geriatrics Society*, 65, 2697-2701. DOI: 10.1111/jgs.15126
- \*Sales, A.E., Ersek, M., Intrator, O., Levy, C., Carpenter, J.G., Hogikyan, R., Kales, H.C., Landis-Lewis, Z., **Olsan, T.**, Miller, S.C., Montagnini, M., Periyakoil, V.S., & Reder, S. (2016). Implementing Goals of Care Conversations with Veterans in VA Long-Term Care Settings: A Mixed Methods Protocol. *Implementation Science*, 11: 132. DOI 10.1186/s13012-016-0497-0
- \*Gillespie, S., **Olsan, T.**, Liebel, D. Cai, X., Stewart, R., Katz, P.R., & Karuza, J. (2015). Pioneering a Nursing Home Quality Improvement Learning Collaborative: A Case Study of Method and Lessons Learned. *Journal of the American Medical Directors Association*, 17, 136-141.
- \*Temkin-Greener, H., Ladwig, S., Caprio, T., Norton, S., Quill, T., **Olsan, T.**, Cai, X., Mukamel, D. (2015). Developing Palliative Care Practice Guidelines and Standards for Nursing Home Based Palliative Care Teams: A Delphi Study. *Journal of the American Medical Directors Association*, 16, 86.e1-7.
- \***Olsan, T.**, White, P., Mapstone, P., Bianchi, C. Glessner, T. (2011). Searching Electronic Resources for Health Policy Information: Strategies and Tips for Advanced Practice Nurses. *Journal of the Academy of Nurse Practitioners*, 23, 648-658.
- \*White, P., **Olsan, T.**, Bianchi, C., Glessner, T., Mapstone, P., (March 30, 2010), "Legislative: Searching for Health Policy Information on the Internet: An Essential Advocacy Skill" *OJIN: The Online Journal of Issues in Nursing*. Vol. 15, No. 2. DOI: 10.3912/OJIN.Vol15No2LegCol01.  
<http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/Columns/Legislative/Health-Policy-Information-on-the-Internet.aspx>
- \***Olsan, T.**, Shore, B, Coleman, P. (2009). A Clinical Microsystem Model to Evaluate the Quality of Care for Homebound Older Adults. *Journal of the American Medical Directors Association*, 10, 304-313.
- \***Olsan, T.**, Forbes, R., MacWilliams, G., Norwood, W., Reifsteck, M., Trosin, B., & Weber, P. (2004). Strengthening Nurses' Political Identity through Service Learning Partnerships in Education. *The Journal of the New York State Nurses Association*, 34(2), p.16-21.
- \*Ingersoll, G., **Olsan, T.**, Drew-Cates, J., DeVinney, B., & Davies, J. (2002). Nurses' Job Satisfaction, Organizational Commitment, and Career Intent. *Journal of Nursing Administration*, 32, 250-263.
- \*Dombeck, M-T. & **Olsan, T.** (2002). Ethics and Managed Health Care. *Journal of Interprofessional Care*, 16, 221-233.

### **ABSTRACTS**

- \*Sud, C.T., Karuza, J. **Olsan, T.H.**, Gillespie, S.M., Katz, P. (2011). Organizational Culture as a Dimension of Quality Improvement in Rural Nursing Homes (Abstract). *Journal of the American Medical Directors Association*, 12, B18-B19.
- \***Olsan, T.H.**, Sweet, R., Tourje, N., & Biuso, J. (2011). Reducing Avoidable Rehospitalizations by Improving Residents' Transitions to the Nursing Home (Abstract). *Journal of the American Medical Directors Association*, 12, B22.

### **BOOK CHAPTERS**

- Dombeck, M-T., **Olsan, T.** (2006). Ethics and Social Responsibility of Institutions Regarding Resource Allocation in Health and Social Care: A Perspective from the United States. In A. Leathard, & S. McLaren (Eds.), *Ethics: Contemporary Challenges in Health and Social Care* (pp. 169-183). Bristol: The Policy Press.
- Olsan, T.** (2006). "We can't be nurses anymore:" The Loss of Community Health Nurses Personhood in Market-Driven Health Care. In W. Robison, & T. Engstrom (Eds), *Health Care Reform: Ethics and Politics* (pp. 116-138). University of Rochester Press.
- Olsan, T.** (2006). Corporatization and the Institutional Aspects of Morality in Home Care. In C.S. Dinkins, & J.M. Sorrell (Eds.), *Listening to the Whispers: Re-thinking Ethics in Healthcare* (pp. 10-60). Madison, WI: University of Wisconsin Press.

### **BOOK CHAPTERS (con't)**

Dombeck, M., Markakis, K., Brachman, L., Dalal, B., & **Olsan, T.** (2003). Analysis of a Biopsychosocial Correspondence: Models, Mentors, and Meanings. In R.M. Frankel, T.E. Quill, and S. McDaniel (Eds.), *The biopsychosocial approach: Past, present, future* (pp. 231-251). Rochester, NY: University of Rochester Press.

### **REPORTS**

**Olsan, T.** (2001). *The Registered Nurse Workforce in the Central Finger Lakes Region: Current Issues and Future Opportunities* [Task Force Research Report]. Rochester, NY: Finger Lakes Nursing Workforce Collaborative.

### **PRESENTATIONS**

- Olsan, T.,** Fromm Faria, D., Sellers, C., Ratka, A., Nathan, K., Symoniak, M., Otis, S., Santillo, K., Rowe, J., & Schmitt, M. (2019, October, 29). *Key Organizational and Team Characteristics of an Interprofessional Community-Based Education and Practice Partnership*. Poster Presentation. State Society on Aging in New York, 47<sup>th</sup> Annual Conference, Saratoga Springs, NY.
- Fromm Faria, D., Sellers, C., Ratka, A., Nathan, K., Symoniak, M., **Olsan, T.,** Schmitt, M., Otis, S., Santillo, K., & Rowe, J. (2019, October, 30). *Transforming Professional Education through Interprofessional Community Based Collaboration*. Podium Presentation. State Society on Aging in New York, 47<sup>th</sup> Annual Conference, Saratoga Springs, NY.
- Manheim, C., Haverhals, L., Gilman, C., Karuza, J., **Olsan, T.,** Edwards, S.T., Levy, C.L., & Gillespie, S.M. (2019, March 7). *The Dynamic Synergy of Family and Team Member Caregiving for Veterans in Home Based Primary Care*. Poster Presentation. AMDA – The Society for Post-Acute and Long-Term Care Medicine, Annual Conference, Atlanta, GA. (Abstract, JAMDA, 2019, 20 (3), B33-B34, <https://doi.org/10.1016/j.jamda.2019.01.116>)
- McLaughlin, K., **Olsan, T.,** Hetler, D., Davey, A., & Carpino, S. (2019, February 22). *Improving Surgical Oncology Patients' Readiness for Discharge Utilizing the S.M.A.R.T. Discharge Protocol to Impact 30-Day Readmissions*. Podium Presentation. American Association of Colleges of Nursing, CNL Summit, Tampa, FL.
- Merville, J., & **Olsan, T.** (2019, February 22). *Driving Access to Care: An Institutional-Community Partnership to Promote Pediatric Oral Health via the SMILEmobile Program*. Podium Presentation. American Association of Colleges of Nursing, CNL Summit, Tampa, FL.
- Olsan, T.,** Hulett, B., Bishop, M., & Kaack, L. (2019, February 22). *CNL Trailblazers: Past, Present, Future*. Podium Presentation. American Association of Colleges of Nursing, CNL Summit, Tampa, FL.
- McLaughlin, K., & **Olsan, T.** (2019, February 21). *Introducing the Clinical Nurse Leader to a Clinical Microsystem: Reflections on a Quality Improvement Immersion Experience*. Poster Presentation. American Association of Colleges of Nursing, CNL Summit, Tampa, FL.
- Dauenhauer, J., Peyre, S., **Olsan, T.,** Cardella, L., Sellers, C., Caprio, T.V., Peck, C.E., Vargish, L., Gomulak-Cavicchio, J., Cook, A.M., Schmitt, M.H., Brasch, J., & Lord, M. (2018, October, 26). *Preparing Students for Interprofessional Practice: Evaluation of Web-based Modules to Screen Homebound Older Adults*. Podium Presentation. State Society on Aging in New York, 46<sup>th</sup> Annual Conference, Saratoga Springs, NY.
- Olsan, T.,** Liebel, D., Vargish, L., Peck, C.E., Sellers, C., Cardella, L., Dauenhauer, J., Caprio, T. V., Peyre, S., Gomulak-Cavicchio, J., Cook, A.M., Schmitt, M.H., Brasch, J., & Lord, M. (2018, October, 26). *Home Visiting for Healthy Aging: Illuminating the Medical and Psychosocial Issues Facing Homebound Older Adults*. Podium Presentation. State Society on Aging in New York, 46<sup>th</sup> Annual Conference, Saratoga Springs, NY.
- Olsan, T.,** Peyre, S., Vargish, L., Peck, C., & Dauenhauer, J. (2018, October, 27). *Home Visiting for Healthy Aging: An Academic-Community Partnership for Interprofessional Learning and Collaborative Care*. Podium Presentation. Jefferson Center for Interprofessional Education Conference, Philadelphia, PA.
- McLaughlin, K., **Olsan, T.** Hettler, D., & Davey, A. (2018 October). *Improving Surgical Oncology Patients' Readiness for Discharge: Utilizing the S.M.A.R.T. Discharge Protocol to Minimize Variation in the Discharge Process*. Poster Presentation. ANA-NY 6th Annual Meeting and Conference, Albany Capital Center, NY.
- Oh, J.H., Shelly, M., Nersinger, S., & **Olsan, T.** (2018, September). *Implementing Practice Guidelines for Replacing Peripheral Intravenous Catheters when Clinically-Indicated: Ensuring Patient Safety and Supporting Nurses' Full Scope of Practice*. Digital i-Poster. Association for Vascular Access Annual Meeting, Columbus, OH.

**PRESENTATIONS (con't)**

- Oh, J.H., Shelly, M., Nersinger, S., & **Olsan, T.** (2018, September). *Replacing Peripheral Intravenous Catheters when Clinically-Indicated rather than Routinely: Closing the Knowledge-Practice Gap through Collaboration*. Digital i-Poster, selected for a Theater Presentation. Association for Vascular Access Annual Meeting, Columbus, OH.
- Oh, J.H., Shelly, M., Nersinger, S., & **Olsan, T.** (2018, May). *Implementing Practice Guidelines for Replacing Peripheral Intravenous Catheters (PIVCs) when Clinically-Indicated: Ensuring Patient Safety and Supporting Nurses' Full Scope of Practice*. Poster Presentation. Strong Memorial Hospital, 2018 National Nurses' Week Best Practice Showcase, Rochester, NY.
- Gillespie, S.M., Karuza, J., **Olsan, T.**, Cai, X., Dang, S., Intrator, O., Kinoshian, B., Li, J., Gao, S., Szydlowski, J., Temkin-Greener, H., Edes, T. (2018, March). *Comparison of Rural and Urban Home Based Primary Care Programs*. Poster Presentation. The Society for Post-Acute and Long-Term Care Medicine Annual Conference, Grapevine, TX.
- Temkin-Greener, H., Szydlowski, J., Intrator, O., **Olsan, T.**, Karuza, J., Cai, X., Gao, S., & Gillespie, S. (2018, March). *Measuring Team Effectiveness in Veteran Health Administration's Home Based Primary Care Program*. Poster Presentation. The Society for Post-Acute and Long-Term Care Medicine Annual Conference, Grapevine, TX.
- Temkin-Greener, H., Ladd, H., Ladwig, S., Caprio, T.V., Norton, S., Quill, T., Cai, X., **Olsan, T.**, & Mukamel, D.B. (2017, November). *A Randomized Controlled Trial: Testing the Effect of Nursing Home Palliative Care Teams on End-of-Life Care Quality*. Podium Presentation. Atlanta, GA: American Public Health Association Annual Meeting & Expo.
- Olsan, T.H.** (2017, June). *Home Visiting for Healthy Aging: An Interprofessional Community-Based Initiative*. Panel Presentation. Albany, NY: 2017 Future of Nursing Annual Summit.
- Olsan, T.H.** (2017, May). *Institution-Person Relationships: Organizational, Health Services and Educational Research*. Lecture, Rochester, NY, Strong Memorial Hospital, Hospital Based Research Course.
- Olsan, T.H.**, Hurley, D., Rosario-McCabe, L.A., Rotondo, L.D. (2017, January). *DNP Prepared CNLs: Leveraging Connections and Benefitting from Synergies*. Podium Presentation. San Diego, CA: AACN Doctoral Conference.
- Olsan, T.** (2016, December). *VA Home Based Primary Care (HBPC): Overview of the Heroes@Home Study of Institutional Use by HBPC Veterans*. Podium Presentation. Clinical and Translational Science Institute Grand Rounds. University of Rochester Medical Center, Rochester, NY.
- Olsan, T.** (2016, October). *VA Home Based Primary Care: Model, Veterans Served, and Research*. Podium Presentation. Geriatric Grand Rounds. Monroe Community Hospital, Rochester, New York.
- Gomulak-Cavicchio, J., **Olsan, T.**, Ciurzynski, S. (2016, June). *Transforming Flat Blogs into Interactive Discussions*. Breakout Session. University of Rochester, Rochester, NY, Faculty Development Colloquium.
- Wolf, A., Fredericksen, E., Mantena, R., Norsen, L., **Olsan, T.** (2016, January). *Teaching with Technology*. Panel Presentation. University of Rochester, Rochester, NY, Faculty Development Online Learning Series.
- Olsan, T.**, Niemiec, C., Van Borssum, A., Clary, S., & Smith, C. (2015, December). *Stories and Experience with Online Learning*. Panel Presentation. University of Rochester, Rochester, NY, Faculty Development Online Learning Series.
- Malatesta, D., Landers, D., **Olsan, T.**, & Liebel, D. (2015, September). *A Quality Improvement Leadership Traineeship for Adult-Gerontological Primary Care Nurse Practitioner (AGPCNP) Students*. Poster Presentation. San Antonio, TX. Gerontological Advanced Practice Nurses Association, Annual Meeting.
- Olsan, T.** (2015, May). *Overview of a Study of Institutional Care Used by Veterans in Home Based Primary Care*. Podium Presentation. Nazareth College, Rochester, NY, Pi Psi Chapter Annual Awards Banquet, Sigma Theta Tau International.
- Olsan, T.** (2015, May). *Highlights from a QI Learning Collaborative Evaluation*. Podium Presentation. Greater Rochester Nursing Home Quality Consortium, University of Rochester School of Nursing, Rochester, NY, Annual QI Conference, Greater Rochester Nursing Home Quality Consortium.

**PRESENTATIONS (con't)**

- Gillespie, S., **Olsan, T.**, Nelson, D., & Pederson, J. (2015, March). *Developing the Skills for Quality Assurance and Performance Improvement (QAPI) in Long-Term Care*. Pre-Conference Intensive Session, Symposium. American Medical Directors Association Annual Meeting, Louisville, KY.
- Cortes, T., **Olsan, T.**, Mackin, L., Pedack, A., Deechakawan-Miller, W., & Kim, J. (2014, September). *Advanced Practice Nursing Education for Quality Improvement in Service to Older Adults*. Podium Presentation. Gerontological Advanced Practice Nurses Association Annual Conference, Orlando, FL.
- Wendland, M., **Olsan, T.**, & Intrator, O. (2014, September). *Unprecedented Regional Collaboration: Medical Delivery System Reform Incentive Payment Program (DSRIP)*. Podium Presentation. Department Public Health Sciences Seminar Series, University of Rochester, Rochester, NY.
- Olsan, T.H.**, Liebel, D., Gillespie, S., Sellers, C., Caprio, T., Karuza, J., & VanOrman, J. (2014, May). *The Meliora Traineeship: Preparing Adult Gerontological Nurse Practitioners for Interprofessional Teamwork and Leadership in Quality Improvement*. Poster Presentation. American Geriatrics Society Annual Meeting, Orlando, FL.
- Liebel, K., **Olsan, T.H.**, & Nelson, D. (2014, May). *The Medical Director Role in Developing a Quality Assurance and Performance Improvement Program*. Podium Presentation. American Geriatrics Society Annual Meeting, Orlando, FL.
- Gillespie, S., **Olsan, T.**, Nelson, D., Leible, K., & Pederson, J. (2014, February). *Developing the Skills for Quality Assurance and Performance Improvement (QAPI) in Long-Term Care*. Pre-Conference Intensive Session, Symposium. AMDA Annual Meeting, Nashville, TN.
- Brooks, E., Walpole-Medina, A., **Olsan, T.**, Gillespie, S., & Grimes, K. (2014, February). *Elimination of Contact Precautions for Nursing Home Residents Colonized with Multi-Drug Resistance Organisms: A Lean Six Sigma Approach for Improving Quality of Life and Cost Reduction*. Poster Presentation, Honorable Mention. American Medical Directors Association Annual Meeting, Nashville, TN
- Casey, R., Ciminieri, J., **Olsan, T.** (2014, February). *Getting More Out of Giving Less: A QI Initiative to Reduce Unnecessary Use of Antipsychotic Medications in a Rural Population of Nursing Home Residents*. Poster Presentation. American Health Care Association Quality Symposium, New Orleans, LA.
- Olsan, T.**, & Gillespie, S. (2013, September). *What Can Nursing Homes Learn from Lean Six Sigma?* Podium Presentation. T. Franklin Williams Lecture, 27<sup>th</sup> Annual Conference, Finger Lakes Geriatric Education Center, Rochester, NY.
- Olsan, T.**, Gillespie, S., & Karuza, J. (October 2012). *A Model for Collaborative Quality Improvement in Rural Nursing Homes*. Podium Presentation. State Society on Aging of New York, Rochester, NY.
- Olsan, T.**, Herndon, L., & Tellis-Nayak, M. (2012, October). *Care Transitions Under the Spotlight: SNFs, ALFs, and Hospitals Working Together to Reduce Rehospitalizations*. Panel Presentation. American Health Care Association / National Center for Assisted Living, Annual Convention, Tampa, FL.
- Olsan, T.** (2012, May). *Reducing Elders Preventable Hospitalizations: An Initiative of the Greater Rochester Nursing Home Quality Consortium*. Lecture. The Foundation for Quality, New York State Health Facilities Association, Quality Initiative Series, Rochester, NY.
- Olsan, T.**, Gillespie, S., Karuza, J., & Katz, P. (2012, March). *A Rural Nursing Home Bundle to Reduce Elders' 30-Day Rehospitalizations*. Podium Presentation. AMDA Annual Meeting, San Antonio, TX.
- Chabrier, C., VanDelinder, I., & **Olsan, T.H.** (2012, February). *Excellence in Long-Term Care through Collaboration and Learning*. Lecture. LeadingAge New York, Society Cabinet Meeting, Latham, NY.
- Olsan, T.H.** & Sweet, R. (2012). *Reducing Potentially Avoidable Hospitalizations of Nursing Home Elders*. Podium Presentation. New York State Health Facilities Association, Society Meeting, Albany, NY.
- Olsan T.H.**, Gillespie S.M., Karuza J., Evinger J.S., Sud C., Katz P.R. (2011, April). *Understanding Success Factors to Advancing Nursing Home Quality through a Rural Quality Improvement Learning Collaborative*. Poster Presentation, American Geriatrics Society Annual Meeting, Washington, DC.
- Olsan, T.**, Gillespie, S., Karuza, J., Katz, P., Stewart, R., Sud, C., & Evinger, J. (2011, March). *A Model for Collaborative Quality Improvement in Rural Nursing Homes*. Poster Presentation, American Medical Directors Association Annual Meeting, Tampa, FL.



### **PRESENTATIONS (con't)**

- Olsan, T.,** Sweet, R., Tourje, N., & Biuso. (2011, March). *Reducing Avoidable Rehospitalizations by Improving Residents' Transitions to the Nursing Home*. Poster Presentation, American Medical Directors Association Annual Meeting, Tampa, FL.
- Sud, C., Karuza, J., **Olsan, T.,** Gillespie, S., & Katz, P. (2011, March) *Organizational Culture as a Dimension of Quality Improvement in Rural Nursing Homes*. Poster Presentation, American Medical Directors Association Annual Meeting, Tampa, FL.
- Gillespie, S., Katz, P., Tourje, N., Sweet, R., & **Olsan, T.** (2011, March). *Advancing Nursing Home Quality: Strategies for Improving Resident Care through a Quality Improvement Learning Collaborative*. Symposium, American Medical Directors Association Annual Meeting, Tampa, FL.
- Olsan, T.,** & Gillespie, S. (2011, March). *Advancing Nursing Home Quality: Strategies for Improving Resident Care through a Quality Improvement Learning Collaborative*. Visiting Professor Lecture Series, Baycrest Geriatric Health Care System, University of Toronto, Toronto, Canada.
- Gillespie, S., **Olsan, T.,** Karuza, J., Katz, P., & Stewart, R. (2010, October). *Advancing Nursing Home Quality: Strategies for Improving Resident Care through a Quality Improvement Learning Collaborative*. Podium Presentation. Finger Lakes Geriatric Education Center of Upstate New York; Community-Wide Geriatric Medicine Grand Rounds, Rochester, NY.
- Olsan, T.,** Gillespie, S., Katz, P., Karuza, J. (2009, June). *Performance Improvement Teams in Nursing Homes: Delivering Excellence in Resident Care*. Lecture. Greater Rochester Nursing Home Quality Consortium 1<sup>st</sup> Annual Dissemination Conference, Victor, NY.
- Olsan, T.** (2009, June). *VA Home-Based Primary Care: Critical Issues and Research Priorities*. Lecture. VA Health Services Research and Development Services Field-Based Meeting, Rochester, NY.
- Olsan, T.,** Thies, K., Ayers-LaFave, L., & Harkless, G. (2009, November). *Application of Clinical Microsystem Concepts to Improve Health Services Delivery: Examples from Practice, Research, and Education*. Podium Presentation, 137<sup>th</sup> APHA Annual Meeting and Exposition, Philadelphia, PA.
- Olsan, T.,** Shore, B., & Coleman, P. (2009, October). *Using a Clinical Microsystem Model to Develop Awareness, Plan, and Evaluate the Home-Based Primary Care Delivery System*. 37<sup>th</sup> Annual Conference of the State Society on Aging of New York, Rochester, NY.
- Olsan, T.,** Katz, P., Karuza, J., Caprio, T., & Rehse, D.. (2009, October). *Developing a Geriatric In-Home Primary Care Curriculum for Physicians and Midlevel Practitioners: A New York State Initiative* Podium Presentation. 37<sup>th</sup> Annual Conference of the State Society on Aging of New York, Rochester, NY.
- Olsan, T.,** Katz, P., Karuza, J., Caprio, T.V., & Rehse, D. (2008, November). *Developing a Geriatric In-Home Primary Care Curriculum for Physicians and Midlevel Practitioners*. Poster Presentation, Gerontological Society of America Annual Scientific Session, National Harbor, Maryland.
- Olsan, T.** (2008, July). *An In-Home Medical Care Curriculum for Primary Care Providers and Students Making House Calls to Older Adults*. Poster Presentation. Finger Lakes Geriatric Education Center Geriatric In-Home Medical Care Training Institute,
- Olsan, T.,** Lewis, K., & Avery, E. (2007, September). *Partnerships for a Healthier Community*. Workshop Facilitator, 100 Years of Collective Action: Rochester Settlement House Conference, Rochester, NY.
- Korfmacher, K., **Olsan, T.,** Kuholski, K., Coleman, E., Blakely, E., Rovitelli, A., Burnette, L. & Danielle Ruppert. (2006, October). *A Model Healthy Home: Reducing Environmental Child Health Hazards through Community Partnerships, Empowerment, and Engagement*. Poster Presentation. National Prevention Summit, Prevention, Preparedness, and Promotion, Washington, DC.
- Olsan, T.,** Riccelli, M., & Ladden, M. (2006, June). *Academic Partnerships for Interprofessional Education*. Panel facilitator and presenter, Academic Partnerships for Interprofessional Education Conference, Association for Prevention Teaching and Research Annual Meeting, Washington, DC.
- Theis, K.M., **Olsan, T.,** & Pellico, L. (2006, April). *How Do We Know What Works? An Agenda for a Learning Collaborative for Accelerated Models of Nursing Education*. Panel Presentation. First National Conference on Accelerated Baccalaureate Nursing Education, Drexel University, Philadelphia, PA.
- Olsan, T.,** Jameton, A.J., Brown, T.M., McCally, M. Abdul-Khabeer, R.H., White, M.T., Badzek, L., & Donohoe, M. (2004, October). *Ethics and Professional Activism*. Preconference Podium Presentation. American Society of Bioethics and Humanities, Philadelphia, PA.

### **PRESENTATIONS (con't)**

- Olsan, T.**, Jameton, A.J., Lucke, K., & Vincent, J. (2003, October). *Professional Rule-Bending: The Ethics of Resisting and the Ethics of Organizations*. Preconference Podium Presentation. American Society of Bioethics and Humanities, Montreal, Canada.
- Olsan, T.** & Dombeck, M.T. (2003, April). *Narratives of Professional Power and Resistance*. Podium Presentation. Feinberg School of Medicine, Northwestern University, Chicago, IL.
- Olsan, T.** (2002, October). *A View from the Field: Personhood, Morality, and Community Health Nurses in Home Care*. Podium Presentation. American Society of Bioethics and Humanities, Baltimore, MD.
- Olsan, T.**, Brown, L., DesJardin, K., Forbes, R., Lanctot, S. (2002, September). *Managing and Promoting Clinical Innovations Using a Planned Changed Model*. Poster Presenter. NYSNA, Montreal, Canada.
- Olsan, T.** (2002, April). *The Registered Nurse Shortage in the Central Finger Lakes Region*. Induction ceremony speaker. Keuka College Nursing Honor Society, Keuka, NY.
- Olsan, T.** (2002, March). *Rediscovering Nursing's Cultural Heritage*. Induction ceremony speaker. Pi Psi Chapter, Sigma Theta Tau International, Nazareth College of Rochester, Rochester, NY.
- Olsan, T.** & Flood, S. (2001, December). *Evaluating the Economic Evidence for Preventing Complications of Type 2 Diabetes*. Podium Presentation. Evidence-Based Practice Conference, University of Rochester, Rochester, NY.
- Olsan, T.** & Ingersoll, G. (2001, November). *Job Satisfaction, Organizational Commitment, and Career Intent among RNs in the Finger Lakes Region*. Lecture. Epsilon Xi Chapter, Sigma Theta Tau International, University of Rochester, Rochester, NY.
- Olsan, T.** (2001, October). *Community Health Nurses' Moral Career in the Marketplace*. Podium Presentation. 2<sup>nd</sup> Annual Research Conference, Rochester General Hospital, Rochester, NY.
- Olsan, T.** (2000, May). *Narrative and Nurses' Sustaining Wisdom in Challenging Times*. Podium Presentation. Nurses Week Presentation. F.F. Thompson Hospital, Canandaigua, NY.
- Olsan, T.** (2000, April). *The Registered Nurse Shortage in New York State*. Podium Presentation. Finger Lakes Organization of Nurse Executives, Rochester, NY.
- Olsan, T.** (1999, October). *Reflections of Distorted Images: The Moral Predicaments of Home Health Nurses*. Podium Presentation. Epsilon Xi Chapter, Sigma Theta Tau, University of Rochester, Rochester, NY.

### **MEDIA PRODUCTS**

- Olsan, T.** with Animatus Studio (2016), VA HBPC Program Director Recruitment Video Link  
<https://youtu.be/nzYjnNSBHDE>
- Olsan T.** with Animatus Studio (2016), VA HBPC Team Member Recruitment Video Link  
<https://www.youtube.com/watch?v=-z0qtxv7ZCA>
- Olsan, T.** Rochester-In-Focus (2017), WHEC TV, Interview with Rebecca LeClair  
<http://www.whec.com/news/rochester-in-focus-november-6/4310659/>

### **TEACHING ACTIVITIES**

**D = Doctoral; G/MS = Graduate; U = Undergraduate; T/A = Teaching Assistant (during PhD program)**

*University of Rochester*

- >NUR 571: Theoretical and Conceptual Foundations for Clinical Scholarship (D)
- >NLX 465: Master's Capstone (G)
- >NLX 476: Clinical Nurse Leader Immersion Experience (G)
- >NLX 468: Program Evaluation (G)
- >NUR 573: Interprofessional Partnerships (D)
- >NUR 586: DNP Policy Practicum (D)
- >NLX 472: Ethics and Public Mission in Contemporary Health Systems (G)
- >NLX 475: Clinical Nursing Leadership (G)
- >NLX 473: Seminar in Health Promotion, Education, and Technology (G)
- >NLX 466: Epidemiology and Health Population Health Research, CNL Field Placement (G)
- >NLX 468: Politics, Public Health Policy, and Ethics in Leadership (G)
- >NLX 465: Leadership Capstone: Clinical Nurse Leader Immersion Experience (G)
- >NUR 403: Ethics and Public Policy (G)
- >NUR 355: Contexts in Health Care: Policy, Finance, and Regulatory Environments (U)

### **TEACHING ACTIVITIES (con't)**

- >NUR 350: RN/BS Transition: Reflective Professional Practice (U)
- >NUR 320: Ethics: Principles, Practices, and Problems (U, T/A)
- >NUR 307: Epidemiology of Health and Illness (U, T/A)

#### *Nazareth College*

- >NSG 433: Leadership and Management in Health Care Systems (U)
- >NSG 434: Leadership and Management in Health Care Systems Practicum (U)
- >NSG 415: Nursing and Technology (U)
- >NSG 339: Professional Issues in Health Care: Law, Ethics, and Politics (U)
- >NSG 325: Nursing Roles and Nursing Systems (U)

### **STUDENT MENTORSHIPS (Dissertations, DNP Projects, Clinical Capstones, Advising)**

- |                |                                                                                                                                                                                                                                  |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2019 - 2020    | DNP Project, Committee Chair for E. Kate Valcin, MSN, RN, CCRN-K, NEA-BC, CNL. <i>Passing Life On: An Organ Procurement Organization-Medical Center Collaboration to Improve the Organ Donation Process</i>                      |
| 2017 – 2019    | PhD Dissertation, Committee Member for Farzana Hafsa, Warner School of Education, <i>Investigating Teachers' Identity Development in a Course Preparing Online Teachers</i>                                                      |
| 2017 – present | Geriatric Faculty Scholar Award, Mentor for Carolanne Bianchi, DNP, MBA, RN, ANP-BC, CRRN. <i>Reducing Older Adults' Deconditioning Due to Hospitalization.</i>                                                                  |
| 2016 – 2017    | MS Capstone, Committee Member for Jill Szydowski, Department of Public Health Sciences, <i>Measuring Team Effectiveness in the Veteran's Health Administration Home-Based Primary Care Program</i>                               |
| 2011 – 2015    | DNP Project, Committee Chair for Pam Brady, MS, RN, FNP. <i>Implementation of an Evidence Based Multicomponent Delirium Prevention Protocol Using a Formative Evaluation Approach.</i>                                           |
| 2011 – 2012    | DNP Project, Outside Reviewer for Carolanne Bianchi, MS, APRN. <i>The Clinical Problem: Walking Hospitalized Older Adults.</i>                                                                                                   |
| 2010 – 2013    | DNP Project, Committee Member for Holly Brown, MS, RN, NPP, CS. <i>Facilitated Discussion: A Strategy to Improve Outcomes for Dually Diagnosed Youth in Residential Care.</i>                                                    |
| 2009 – 2010    | DNP Project, Committee Member for Patrick Hopkins, MS, RN, PNP, NNP. <i>Standardizing the Process of Pediatric Nursing Handoff: A Safety Improvement Initiative.</i>                                                             |
| 2008 – 2020    | Faculty Advisor, CNL and CNL-DNP students                                                                                                                                                                                        |
| 2005 – 2007    | Faculty Mentor, Kate Miller, Kris Lobello (CNL), & Deb Hurley (CNL), <i>Achieving Competence Today (ACT)</i> , Curriculum in Health Care systems and Quality Improvement, Robert Wood Johnson Partnerships for Quality Education |
| 2005           | Faculty Mentor, Chris Franzese and Cathy Bunce, <i>Teaching Nursing Home Project</i> , National Beta Test Site for the Health Resources and Services Administration                                                              |
| 2005           | Faculty Mentor, Tammy Clarke, <i>Clinical Nurse Leader Curriculum Development</i> , Leadership in Health Care Systems Capstone Project                                                                                           |
| 2004 – 2007    | Faculty Advisor, Nomvuyo Mahlangu, PhD Student                                                                                                                                                                                   |
| 2004 – 2015    | Faculty Advisor, Health Care Organization and Management Students and Undergraduate RN-BS Students                                                                                                                               |

### **PEER REVIEW ACTIVITIES**

- |             |                                                                                                    |
|-------------|----------------------------------------------------------------------------------------------------|
| 2019, 2021  | Conference Abstracts, American Association of Colleges of Nursing, CNL Summit                      |
| 2016 – 2018 | Article Reviewer, Journal of the American Association of Nurse Practitioners                       |
| 2013        | -Application Reviewer, Geriatric Faculty Scholars Program, Finger Lakes Geriatric Education Center |
|             | - Grant Reviewer, AMDA Foundation, AMDA Foundation/Pfizer Quality Improvement Award                |

### **PEER REVIEW ACTIVITIES (con't)**

|             |                                                                                                         |
|-------------|---------------------------------------------------------------------------------------------------------|
| 2009 – 2010 | Article Reviewer, Journal of the American Geriatrics Society                                            |
| 2006        | Conference Abstracts, Accelerated Baccalaureate Nursing Education, Drexel University, Philadelphia, PA. |
| 2002 – 2006 | Award Application Reviewer, Sigma Theta Tau International, Epsilon Xi                                   |
| 1998        | Article Reviewer, Journal of Interprofessional Care                                                     |

### **EDITING ACTIVITIES**

|             |                                                                                                                    |
|-------------|--------------------------------------------------------------------------------------------------------------------|
| 2004 – 2008 | <i>Nursing Matters</i> Column Editor for the Exchange Newsletter, American Association of Bioethics and Humanities |
| 2002 – 2009 | Editorial Board, The Journal of the New York State Nurses Association                                              |

### **UNIVERSITY ACTIVITIES**

|             |                                                                                                                                                                                                          |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2018        | Member, University Advisory Committee, University of Rochester Presidential Search                                                                                                                       |
| 2017 – 2019 | Member, UR SON Strategic Planning Implementation Team                                                                                                                                                    |
| 2017 – 2020 | Member, Doctor of Nursing Practice Program Curriculum Subcommittee                                                                                                                                       |
| 2016 – 2019 | Co-Leader, Leadership in Health Care Systems Faculty Committee                                                                                                                                           |
| 2014 – 2016 | Member, UR Faculty Committee on Honorary Degrees                                                                                                                                                         |
| 2012 – 2014 | Member, Research Council                                                                                                                                                                                 |
| 2012 – 2014 | Member, Student Affairs Committee                                                                                                                                                                        |
| 2010 – 2013 | Member, President's Diversity Award Selection Committee                                                                                                                                                  |
| 2010 – 2013 | Member, Doctor of Nursing Practice Program Committee                                                                                                                                                     |
| 2009 – 2013 | Member, Dean's Advisory Council on Diversity and Inclusiveness                                                                                                                                           |
| 2008 – 2009 | Co-Chair with Katrina Korfmacher, PhD, Center for Community Health, Community Health Improvement Awards Development Committee,                                                                           |
| 2006 – 2007 | Member, University of Rochester School of Nursing, Clinical Promotion and Review Committee                                                                                                               |
| 2006 – 2007 | Member, University of Rochester, School of Nursing, Website Committee                                                                                                                                    |
| 2004 – 2007 | Founding Director, University of Rochester, School of Nursing, Clinical Nurse Leader Program National Demonstration including Curriculum Development and NYS Program Approval (Inaugural CNL Class 2006) |
| 2004 – 2007 | Member, University of Rochester, School of Nursing, Program Directors Administrative Group                                                                                                               |
| 2003 – 2004 | Nazareth College, Health and Human Services School, Dean Search Committee                                                                                                                                |
| 2003 – 2004 | Nazareth College, Middle States Accreditation Task Force for Site Visit Preparation                                                                                                                      |

### **PROFESSIONAL ACTIVITIES**

|              |                                                                                                                                                                                                                                                             |
|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2016 – 2022  | Commission on Nurse Certification (National)<br>-Chair, Board of Commissioners<br>-Vice Chair, Board of Commissioners<br>-Member, Finance Committee<br>-Member, Nominating Committee and Appeals Committee<br>-Member, Certification Exam Content Committee |
| 2016 – 2022  | Member, ANA and ANA New-York                                                                                                                                                                                                                                |
| 2015 – 2017  | Board Member and Secretary, Foundation for Long Term Care                                                                                                                                                                                                   |
| 2010 – 2018  | Member, AMDA, Society for Post-Acute and Long-Term Care Medicine                                                                                                                                                                                            |
| 2008 (April) | Consultant, External Review and Recommendations for CNL Program, Hunter-Bellevue                                                                                                                                                                            |
| 2008 – 2017  | Member, American Academy of Home Care Medicine                                                                                                                                                                                                              |
| 2008 – 2017  | Member, American Geriatrics Society                                                                                                                                                                                                                         |
| 2008 – 2016  | Member, State Society of Aging of New York                                                                                                                                                                                                                  |
| 2007 – 2017  | Member, The Gerontological Society of America                                                                                                                                                                                                               |
| 2006 – 2008  | Member, Rochester Healthy Home Advisory Council                                                                                                                                                                                                             |
| 2005 – 2012; | Member, Finger Lakes Organization of Nurse Executives and Leaders/New York Organization of                                                                                                                                                                  |
| 2017 – 2019  | Nurse Executives and Leaders                                                                                                                                                                                                                                |

### **PROFESSIONAL ACTIVITIES (con't)**

|                |                                                                                                                           |
|----------------|---------------------------------------------------------------------------------------------------------------------------|
| 2004 – present | Epsilon Xi Chapter, Sigma Theta Tau<br>President (2004 – 2006)<br>President-Elect (2002 – 2004)<br>Member                 |
| 1999 – 2003    | Member, Rochester Health Commission Leadership Forum                                                                      |
| 1999 – 2002    | Co-Founder and Director, Finger Lakes Nursing Workforce Collaborative                                                     |
| 1998 – 2002;   | Genesee Valley Nurses Association (GVNA)                                                                                  |
| 2021– present  | -Member (current)<br>-Past President, GVNA (2001-2002)<br>-President GVNA (1999 – 2001)<br>-President-Elect (1998 – 1999) |
| 1998 – 2012    | Member, New York State Nurses Association                                                                                 |

### **CONFERENCE PLANNING COMMITTEE LEADERSHIP**

|           |                                                                                                                                                                                                                   |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2021-2022 | American Association of Colleges of Nursing, 2022 CNL Summit (virtual)<br>-Identification and recruitment of speakers<br>-Introduction of speakers (live)<br>-Panel facilitator (pre-recorded) Q&A session (live) |
| 2020      | Commission on Nurse Certification CNL Research Symposium                                                                                                                                                          |
| 2009      | State Society of Aging of New York Annual Meeting, Albany, NY                                                                                                                                                     |
| 2006      | Association for Prevention Teaching and Research (APTR), Washington, DC                                                                                                                                           |

### **COMMUNITY SERVICE**

|             |                                                                                                                                                                                                                                                                                                                                  |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2006 - 2010 | Board Member, Jewish Home of Rochester, Rochester, NY<br>-Chair, Jewish Senior Life (parent) <i>Quality First</i> Task Force<br>-Member, Strategic Planning Committee; Religious and Spirituality Committee; Resident Care/Quality Assurance Committee; Quality of Work Life Committee; Marketing and Public Relations Committee |
| 2002 – 2007 | Board Member, AIDS Rochester, Inc., Rochester, NY<br>-Chair, Nominating Committee and Board Annual Appeal Campaign (2004-2005)<br>-Empire State AIDS Ride Team, 2005, 2007, 2009<br>-Co-Chair <i>Geared to Give</i> Spinning Fundraiser for HIV/AIDS, 2005-2007                                                                  |
| 2001 – 2006 | Member, Planning Committee, Lyon Daughters Lecture in Bioethics, Rochester Academy of Medicine                                                                                                                                                                                                                                   |

### **HONORS**

|      |                                                                                          |
|------|------------------------------------------------------------------------------------------|
| 2020 | Carter and T. Franklin Williams Geriatric Prize Award, Rochester Academy of Medicine     |
| 2019 | Madeline H. Schmitt Award for Interprofessional Education, Rochester Academy of Medicine |
| 2018 | Dean's Award for Excellence in Teaching, University of Rochester School of Nursing       |
| 2015 | Most Outstanding Faculty Colleague, University of Rochester                              |
| 2012 | Nurse of the Year in Geriatrics, Long-Term Care, and Rehabilitation, March of Dimes      |
| 2007 | Dean's Award for Excellence in Teaching, University of Rochester School of Nursing       |
| 2007 | Volunteer Service Recognition Award, AIDS Rochester, Inc                                 |
| 2007 | Healthy Home Volunteer Recognition, Rochester's South West Area Neighborhood Association |
| 2004 | Building Partnerships Building Capacity Service Learning Award, Nazareth College         |
| 2003 | Dissertation Award, Epsilon Xi Chapter, Sigma Theta Tau International                    |
| 2002 | Special Recognition for Research in Nursing Workforce, Genesee Valley Nurses Association |
| 1997 | Letter of Commendation for Undergraduate Teaching Assistance                             |
| 1995 | Louise Wilson Haller Memorial Prize, University of Rochester                             |
| 1993 | Centennial Nursing Leadership Award, National League for Nursing                         |

**HONORS (con't)**

1979 Sister Margaret Mary Townsend Scholarship Award, Nazareth College  
1976 Surgical Nursing Award, Binghamton General Hospital School of Nursing