

EXECUTIVE SUMMARY

Dr. Judy Boychuk Duchscher RN, BScN, MN, PhD

Director – Nursing The Future (www.nursingthefuture.ca)

Adjunct Professor School of Nursing -Thompson Rivers University

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I have spent 46 years in nursing and healthcare within Canada and the United States, focusing on direct-care practice (including northern outpost nursing) of the acutely ill individual (primary clinical experience is acute-care: critical care, cardiothoracic nursing and multi-organ transplantation). Up to 2017, I continued to work actively at the bedside (ACLS certified) alongside my nursing staff, maintaining a high-level of passion for acute care clinical practice. After returning to academia in 2017, I spent my time balancing classroom teaching (Undergraduate Leadership and Graduate Studies in the Canadian Healthcare System and Advanced Practice Nursing) with research, knowledge translation and dissemination and clinical teaching in acute med-surg. My approach to nursing practice respects the importance of leadership, education and research in the quality preparation, transition, integration, stabilization and ongoing development of nurses within the professional workforce. My early career was spent working in direct care as a practicing nurse and nursing/critical care educator, with numerous opportunities to teach and practice in Canada and the United States. Mid-career offered me opportunities to develop and manage high volume cardiothoracic transplant programs and I served as the Lead Clinician/Program Coordinator for 3 multidisciplinary transplant teams, including a heart-lung transplant program in Edmonton, Alberta, Canada, a multi-organ donor program at the Toronto General Hospital in Toronto, Ontario, Canada, and a single and double lung transplant program at Barnes Hospital at Washington University in St. Louis, Missouri, USA. I completed my US work coordinating the US operations for a cardio-sciences specialty company (SCIMED) in Minneapolis, Minnesota, USA.

Over the past 25 years of my career, I have focused on advancing the knowledge of professional role transition of new nurses into contemporary professional practice; I developed a theory of the stages of role transition and transition shock and have written a book on that theory that is being used globally (Canada, the US, Australia, New Zealand and Asia) as the framework for nursing residency and new nurse integration programs. With a strong ideological basis in the translation of what we 'know' as nurses into what we 'do' and 'how' we do it, I have committed much of my time and energy to addressing the issues related to the practice of quality nursing. I am committed to helping practicing nurses as well as nursing and healthcare leaders to understand transition as it influences professional development and facilitates professional cohesion.

In 2004, I created and launched a non-profit organization (Nursing The Future™) that continues to guide the experiences of newly graduated nurses and those who support their practice. Currently working with funding from the Canadian Nurses Foundation, NTF serves as the only non-work graduate nurse support network in North America. This online platform offers nurses of all scopes and stages who are educating, practicing, managing, developing policy, serving as administrators and leaders of nursing and healthcare, and directing our professional associations insight into, and strategies to address issues related to the preparation, orientation, transition, integration and stabilization of the newest members of our workforce.

From August 2014 – June 2017 I managed a 41-bed acute-care cardiology/telemetry unit (STEMI/NSTEMI, heart failure, vascular surgery, interventional cardiology) in a large urban Saskatchewan hospital. In July 2017 I rejoined the academic ranks as a Tenured Associate Professor at the School of Nursing at Thompson Rivers University where I taught at both undergraduate and graduate levels. In July 2023 I retired from my academic role to devote the remainder of my career to supporting the understanding and application of professional role transition concepts. I am pleased to continue the development and delivery of grassroots support, education and connecting networks for new nurses as Founder/CEO of *Nursing The Future™* (funded through the *Canadian Nurses Association and Canadian Nurses Foundation*). Further, I am grateful to work as the Principal Investigator in developing, implementing and evaluating the *Canadian Association of Schools of Nursing National Graduate Nurse Residency Program* (funded by Health Canada 2023-2027) with an outstanding research team that includes Dr. Angela Wolff (Trinity Western University), Dr. Martin Charette (Universite de Sherbrooke) and Research Coordinator Kathryn Corneau.

EDUCATION SUMMARY

- 2007:** *Doctor of Philosophy* (PhD Nursing), University of Alberta
Professional Role Transition from Nursing Student to Practitioner
Qualitative Research – Grounded Theory/Interpretive Inquiry/Narrative Analysis
- 1998:** *Master of Nursing*, University of Saskatchewan,
Critical Social Theory in Nursing and Health Education
Critical Thinking as a Concept
Mentoring in Education
Peer Learning as a Critical Thinking Strategy
- 1994:** *Critical Care Registered Nurse RE-Certification* (CCRN), AACN
- 1994:** *Bachelor of Science in Nursing* (Great Distinction), University of Saskatchewan
- 1984:** *Critical Care Registered Nurse Certification* (CCRN), AACN
- 1984:** *Clinical Transplant Coordination Certification* (CTCC), John's Hopkins Medical Center
- 1984:** *Cardiovascular Nursing Diploma*, Stanford University
- 1980:** *Intensive Care Nursing Diploma*, University of Winnipeg Health Sciences Center
- 1979:** *Nursing Diploma*, Saskatchewan Institute of Applied Arts and Sciences

CLINICAL PRACTICE SUMMARY

Undergraduate Clinical Faculty – acute medicine/cardi thoracic medicine/surgery practica
Clinical Nurse Educator (hospital-based) – critical care/cardi thoracic surgery/transplantation
Heart and Lung Transplantation - Clinical Coordinator
Heart and Lung Transplantation - Direct Practice RN
Medical-Surgical Acute Care - Direct Practice RN and Clinical Teaching Portfolio
Remote Nursing (Isolated Canadian Communities) – Aboriginal Primary Health Care and Acute Care
Critical-Care - Direct Practice RN (General Medicine/Cardio thoracic Surgery/Coronary Care)

TEACHING SUMMARY

Undergraduate and Graduate – University and College
Clinical Education – Hospitals/Community
Current Adjunct/Associate Faculty Positions – 4 Universities (International)

FULL CURRICULUM VITAE

PERSONAL INFORMATION

Pronouns she/her
Nationality Canadian
Languages English

PUBS/PRESENTATIONS	AWARDS/GRANTS	RESEARCH	INNOVATION
40 peer reviewed articles 2 books 14 book chapters 90 peer rev presentations 396 keynotes/workshops 14 graduation keynotes 78 editorial reviews local/regional/national/international	17 Grants held 37 Awards received for research, practice, education and leadership	14 Res Studies (10 as PI;4 as Co-I) 1 CIHR Application (as Co-I) 2 SSHRC Study (Collaborator) 2 International Prop (as Collaborator) Supervisor x 10 MN Students Committee Member for 2 PhD and 3 MN Students External Rev International MN x 13 External Rev International PhD x 15 Internal Examiner MN/PhD X 5 Neutral Chair MN/Phd X 2	'Stages of Transition' Theory 'Transition Shock' Model NGO www.nursingthefuture.ca Duchscher Professional Role Transition Scale – 21 items - [DPRTS] (2022 Validated) - 36 item instrument CURRENTLY under psychometric review - Professional Role Transition Risk Assessment Instrument [PRT:RAI] – 61 items - (2022 Validated)

EMPLOYMENT

July 2023> *Adjunct Professor*, School of Nursing, Thompson Rivers University, Kamloops, BC.

July 2017-2023 *Tenured Associate Professor*, School of Nursing, Thompson Rivers University, Kamloops, BC.

August 2014-April 2017: *Manager*, Cardiology/Cardiothoracic Surgery/Telemetry, Royal University Hospital, Saskatoon, Saskatchewan

- 234 direct staff reports – Clinical Nurse Specialist, Nurse Clinicians, Clinical Nurse Educator, Clinical Coordinator, RNs, LPNs, Continuing Care Aides, Unit Support Workers, Unit Clerks
- LEAN Principled Philosophy - *Patient First Management System integration 2016*
- 41 bed telemetry unit
- 5 cardiothoracic surgical observation beds – 4 cardiovascular surgeons
- Heart Assessment Unit (HAU) – 4 bed unit focused on direct admission for assessment and triage of potential cardiac issues
- Interventional cardiology – angiograms/PCIs, stents, laser, ICDs, pacemakers
- Initiatives:
 - 5 RPIWs, 1 5Ss, 3 A3s, 3 PDCAs
 - Led Phillips Telemetry Unit upgrade of 41 beds
 - 2 FULL electrical upgrades
 - Launch of Sunrise Clinical Model (SCM) clinical platform

- Development of SCM *Status Display Board* for nursing data monitoring
- Implementation of **Interdisciplinary Rounding** – participation in *Health Quality Council* study exploring the impact of IDRs on patient satisfaction, healthcare team dynamics and clinical patient outcomes (LOS, discharge time, readmission rates)

August 2016-2019: *Faculty – The Nurse Residency Partnership* (<http://nursesresidency.org>)

July 2009-July 2014: *Assistant Professor, University of Calgary Faculty of Nursing*

January 2009-July 2009: *Coordinator, Institute for Nursing Scholarship, SIAST Nursing Division, Saskatoon, Saskatchewan*

2007-2009: *Facilitator of Scholarly Programs and Projects, SIAST Nursing Division, Saskatoon, Saskatchewan*

1998-2007: *Full-Time Nursing Faculty, SIAST Nursing Division, Saskatoon, Saskatchewan*

2004-present: *Executive Director, Nursing The Future*

2006-2007: *Casual Staff Nurse, Cardiac Short-Stay Unit (CSSU), Saskatchewan*

2003-2006: *Casual Staff Nurse, Coronary Care Unit, Saskatchewan*

2002-2006: *Casual Staff Nurse, Cardiology/CV Surgery Unit, Saskatchewan*

1995-1998: *Transplant Coordinator, Out of Province Program, Saskatchewan*

1994-1998: *Clinical Faculty/Sessional Lecturer, University of Saskatchewan*

1994-1996: *Educational Consultant, Critical Care Consultants, British Columbia*

1993-1998: *Staff Nurse, Hemodialysis Unit, Saskatchewan,*

1993-1998: *Staff Nurse, Hemodialysis Unit, Saskatchewan,*

1993-1994: *Clinical Program Nurse, Quality Assurance/Research Nurse, Saskatchewan*

1992-1994: *Northern Outpost Nurse, Northern Relief Nursing, Saskatchewan*

1991-1998: *Educational Nursing Consultant, Saskatoon Homecare Services, Saskatchewan*

1992-2002: *Casual Staff Nurse, CVICU/MICU/SICU, Saskatoon, Saskatchewan*

1990-1992: *Team Leader/Clinical Education Preceptor, CVICU/MICU/SICU, Saskatchewan*

1990-1995: *Staff Nurse, Coronary Care Unit, Saskatoon City Hospital, Saskatchewan*

1989-1990: *Program Coordinator, Clinical Specialist Program, Minnesota*

1988-1989: *Lung Transplant Program Coordinator, Washington University, St. Louis, Missouri*

1986-1988: *Multi-Organ Donor Transplant Program Coordinator, Toronto, Ontario*

1985-1986: *Heart and Lung Transplant Program Coordinator, Edmonton, Alberta*

1984-1986: *Clinical Nurse Educator, CV Surgery/Intensive Care, Edmonton, Alberta*

1984 *Staff Nurse, CV Intensive Care Unit, Edmonton, Alberta*

1981-1983: *Staff Nurse/Educational Preceptor, Med-Surg Intensive Care Unit, Calgary, Alberta*

1980-1981: *CPR Instructor, St. John's Ambulance, Manitoba*

1979-1980: *Staff Nurse, Med-Surg Intensive Care Unit, Regina, Saskatchewan*

RESEARCH/SCHOLARSHIP (past 5 years in bold)

PI - Principal Investigator

CoPI - Co-Principal Investigator

Col - Co-Investigator

Coll - Collaborator

Coll Health Research BC C2 Grant: STARS -- STARTing off Right: Best Supports for New Graduate Nurses (Harroop Sharda/Rob Paquin), BCIT, 2023>2025

**PI Canadian New Graduate Nurse Residency Program – Health Canada funded 4.5 years (2023-2027)
Research Study with the Canadian Association of Schools of Nursing (CASN)**

- Coll SSHRC Partnership Grant: New Graduate Orientation Enhancement Program (PI Dr. Kathryn Halverson - Lakehead University), 2022>**
- CoPI Professional Role Transition Risk Assessment Instrument (Psychometric Testing) 2022**
- CoPI Duchscher Professional Role Transition Scale (Psychometric Testing) 2022**
- PI Michael Smith Foundation C2 Grant: Closing the Gap: The Preparation and Integration of Newly Graduate Nurses (NGN) into the BC Workforce (2021-2022)**
- Col University of Adelaide Grant: Evaluation of Graduate Nurse Programs in Calvary Health, South Adelaide, Australia (2020-2021)**
- PI TRU Health Research Cluster Grant: Bicultural Immersion as a Strategy to Promote a Healthy Professional Role Transition for Newly Graduated Nurses (2019-2020 Renewable 2020-2021)**
- PI TRU Internal Research Fund (IRF): Bicultural Immersion During an Undergraduate BScN Program: The Influence on Professional Role Transition (2018-2019)**
- Col (PI Dr. Sonia Udod University of Saskatchewan) SHRF Building Nurse Manager Leadership within the Lean Management System (2017)**
- PI University of Calgary Research Grants Committee (URGC) Item Development for a Professional Role Transition Risk Assessment Instrument: A Delphi Project (2014)**
- Col (PI Dr. Jane Lemaire Medicine U of C/Dr. Jean Wallace Sociology U of C): The Experience of Professional Role Transition for Newly Licensed Independently Practicing Physicians (2012-2013)**
- PI Research Starter Grant (U of C Faculty of Nursing) The Exploration of Professional Role Transition in Newly Graduated Male Nurses (2011-2013)**
- PI University Research Grants Council (U of C) An Exploration of the Accelerated-Track Nursing Graduates Professional Role Transition Experience (2010-2012)**
- PI University of Alberta PhD Program (Supervisors Dr. Joanne Profetto-McGrath/Dr. Olive Yonge). New Graduate Professional Role Transition – A Grounded Theory. Grounded theory/Interpretive Phenomenology/Hermeneutics.**
- CoPI (PI Dr. Lorna Guse University of Manitoba) w Winnipeg Regional Health Authority and Brandon Regional Health Authority Summer Health Care Aide Employment: Expectations, Challenges and Benefits from the Perspective of Nursing Students (2009-2011)**
- PI Royal University Hospital Employing Nursing Graduates in Emergency: A Qualitative Exploration of the Integration of Newly Graduated Registered Nurses into an Emergency Department (2001)**
- Partner Investigator (PI Dr. Leanne Cowin, University of Western Sydney) Australian Research Council (ARC) The role of professional identity in the recruitment and retention of nurses (2012-2014)**
- PI University of Saskatchewan MN Program (Supervisor Dr. Karen Wright). Critical Thinking in the Newly Graduated Nurse – A Qualitative Exploratory Study. Interpretive Phenomenology.**

SCHOLARSHIP

Visiting Research Fellow (<https://www.unisa.edu.au/research/visiting-research-fellowships/>) University of South Adelaide/South Adelaide Health and the Australian Nursing and Midwifery Federation Collaborative, South Adelaide, Australia, May 2023

Peer Reviewed Journal Articles (past 5 years in bold)

- Tessier, W., Charette, M., Lavoie, P., Duchscher, J. (2025). Traduction et adaptation de la théorie des stades de transition des infirmières et infirmiers nouvellement diplômés : une ressource francophone pour l'intégration de la relève. [*Translation and adaptation of the transition stages theory for newly graduated nurses: A French-language resource to support workforce integration*]. *Quality Advancement in Nursing Education-Avancées en formation infirmière*. IN SUBMISSION REVIEW
- Duchscher, J., Fehr, F., Cook, M., MacDonald, R., Mirza, N., Siebel, M., Burrows, A., Hoot, T., & Baldwin, J.L. (2025). *Shock Absorbers: The Influence of Mentorship on the Transition Shock Experience of Newly Graduated Nurses*. *Nursing Reports* IN FINAL STAGES OF PUBLICATION.
- Aryeequaye, S.A., Corneau, K., & Duchscher, J.E.B. (2025). *Professional Role Transition in Nursing: Leveraging Transition Theory to Mitigate the Current Human Resource Crises*. *Healthcare*, 13, 671.
- Duchscher, J.E.B. & Wang, Q. (2024). *Development and Psychometric Testing of the Duchscher Professional Role Transition Scale (DPRTS) for New Graduate Nurses*. *Journal of Nursing Research*. SUBMITTED FOR REVIEW.
- Halverson, K., Lalonde, M., Duchscher, J., Xin, S., Currie, C., & Raynak, A. (2024). *Optimizing Academic-Practice Partnerships to Promote Transition to Nursing Practice*. *Canadian Journal of Nursing Research* IN FINAL REVIEW.
- Njie-Mokonya, N., Kane, R., & Duchscher, J.E.B. (2024). *Examining Nurse's Conceptualization of the Preceptor-Mentor role within Transition Programs in Clinical Practice Education: A Scoping Review Paper*. *International Journal of Nursing Scholarship*. IN SUBMISSION REVIEW
- Njie-Mokonya, N., Kane, R., & Duchscher, J.E.B. (2024). *The Use of Preceptors and Mentors in Clinical Nursing Practice Areas: A Discussion Paper of Published Literature and Lessons Learned*. *Nursing Inquiry*. IN SUBMISSION REVIEW.
- Alamerew, B., Duchscher, J.E.B., & Ringham, C. (2024). *Nurse Residency Programs in Canada: A National Needs Assessment*. *Quality Advancement in Nursing Education*. November, 2024:1442.
- Bryant, E., Rush, K.L., Reekie, M., Duchscher, J.E.B., & Epp, S. (2024). *The transition experiences of new nurse graduates participating in an emergency department pathway from undergraduate to 3 months post-pathway: An interpretive description study*. *Nurse Education Today*, 138.
- Duchscher, J.E.B. & Corneau, K. (2024). Role Transition. In J. Waddell & N. Walton (Eds.), *Leading and Managing in Canadian Nursing*. Elsevier.
- Cusack, L., Madsen, L., Duchscher, J.E.B., & Cleveland, J. (2024). Does transition theory matter? A descriptive study of a transition program in Australia based on Duchscher's Stages of Transition Theory and Transition Shock Model. *Australian Journal of Advanced Nursing*, 41(2), 32-40.
- Duchscher, J.E.B., Corneau, K. (2022). *Nursing The Future: Building New Graduate Capacity Part I*. *Nursing Administration Quarterly*, 47(1), 41-54.
- Duchscher, J.E.B., Corneau, K. (2022). *Nursing The Future: Building New Graduate Capacity Part II*. *Nursing Administration Quarterly*. 47(1), 55-63.
- Duchscher, J.E.B., Corneau, K., & Lamont, M. (2022). *Transition to Practice: Future Considerations for New Graduate Nurses*. *Canadian Journal of Nursing Leadership*, 34(4), 42-54.

- Duchscher, J.E.B. & Painter, S. (2021). *Proceed with caution: Integrating newly graduated nurses into an emergency department. Advanced Journal of Emergency Nursing* 43(1), 53-70.**
- Udod, S.A., Duchscher, J.E.B., Goodridge, D., Rotter, T., McGrath, P., Hewitt, A.D. (2019). Nurse managers implementing the Lead management system: A qualitative study in western Canada. *Journal of Nursing Management*, 0(0), 1-8.
- Rush, K.L., Janke, R., Duchscher, J.E., Phillips, R., Kaur, S. (2019). Best practices of formal new graduate transition programs: An integrative review. *International Journal of Nursing Studies*, 94, 139-158.
- Duchscher, J.E.B. & Windey, M. (2018). Stages of transition and transition shock. *Journal for Nursing in Professional Development*, 34(5), 228-232.
- Kramer, M., Brewer, B.B., Halfer, D., Hnatiuk, C.N., MacPhee, M., Duchscher, J.E.B., Maguire, P., Coe, t., Schmalenberg, C. (2017). Impact of Professional Nursing Practices on Patient/Nurse Outcomes: Testing the Essential Professional Nursing Practices (EPNP) Instrument. *JONA*, 47(5), 278-288.
- Kramer, M., Brewer, B.B., Halfer, D., Maguire, P., Beausoeil, S., Claman, K., MacPhee, M., & **Duchscher, J.E.B.** (2013). Changing our lens: Seeing the chaos of professional practice as complexity. *Journal of Nursing Management*, 21, 690-704.
- Duchscher, J.E.B.** (2009). Transition shock: The initial stage of role adaptation for newly-graduated Registered Nurses. *Journal of Advanced Nursing*, 65(5), 1103-13.
- Duchscher, J.E.B.** (2008). A process of becoming: The stages of new nursing graduate professional role transition. *Journal of Continuing Nursing Education*, 39(10), 441-450.
- Duchscher, J.E.B., Myrick, F.** (2008). The prevailing winds of oppression: The new graduate experience in acute-care. *Nursing Forum*, 43(4), 191-206.
- Duchscher, J.E.B.** (2007). Professional role transition into acute-care by newly graduated baccalaureate female registered nurses. *Doctoral dissertation*, University of Alberta, Alberta.
- Duchscher, J.E.B., Cowin, L.** (2006). The new graduates' professional inheritance. *Nursing Outlook*, 54(3), 152-158.
- Duchscher, J.E.B., Cowin, L.** (2005). The experience of marginalization in new nursing graduates. *Nursing Outlook*, 52(6), 289-296.
- Duchscher, J.E.B., Cowin, L.** (2004). Multi-generational nurses in the workplace. *Journal of Nursing Administration*, 34(11), 493-501.
- Duchscher, J.E.B., & Morgan, D.** (2004). Grounded theory: Reflections on the emergence vs. forcing debate. *Journal of Advanced Nursing*, 48(6), 605-612.
- Duchscher, J.E.B.** (2003). Critical thinking: Perceptions of newly graduated female baccalaureate nurses. *Journal of Nursing Education*, 42(1), 14-27.
- Duchscher, J.E.B.** (2001). Out in the real world: Newly graduated acute-care nurses speak out. *Journal of Nursing Administration*, 31(9), 426-439.
- Duchscher, J.E.B.** (2001). Peer learning: A clinical teaching strategy to promote active learning. *Nurse Educator*, 26(2), 59-60.
- Duchscher, J.E.B.** (2000). Bending a habit: Critical social theory as a framework for humanistic nursing education. *Nursing Education Today*, 20, 453-462.
- Duchscher, J.E.B.** (1999). Catching the wave: Understanding the concept of critical thinking. *Journal of Advanced Nursing*, 29(3), 577-583.
- Egan, T.M., **Boychuk, J.E.**, Rosato, K., & Cooper, J.D. (1992). Whence the lungs? A study to assess suitability of donor lungs for transplantation. *Transplantation*, 53, 420-422.
- Egan TM, Trulock EP, **Boychuk, J.** (1991). Analysis of referrals for lung transplantation. *Chest*, 99(4), 867-871.
- Malen, J., & **Boychuk, J.E.** (1989). Nursing perspectives on lung transplantation. *Critical Care Nursing Clinics of North America*, 1, 707-722.

Todd, T.R., Goldberg, M., Koshal, A., Menkis, A., **Boychuk, J.E.**, & Cooper, J.D. (1988). Separate extraction of cardiac and pulmonary grafts from a single donor. *Annals of Thoracic Surgery*, 46, 356-359.

Boychuk, J.E., & Patterson, G.A. (1988). Assessing heart and lung donors. *Diagnosis, May*, 165-173.

Book Chapters (past 5 years in bold)

Duchscher, J.E.B., Corneau, K. (2024). *Role transition*. In Yoder-Wise and Grant, 2nd Canadian Edition of Leading and Managing in Nursing. Elsevier Canada.

Duchscher, J.E.B. & Hartwig, J. (2021). *Experiencing transition*. In H. Harrison, M. Birks & J. Mills (Eds). Registered Nurse Transition to Practice (pp 96-122). Victoria, AUS: Oxford University Press.

Duchscher, J.E.B. (2018). *The New Graduate Experience*. In Hansen, J., The Nurse Residency Program Builder (2nd Ed.). HCPro: Danvers, Massachusetts.

Bazylewski, S., **Duchscher, J.E.B.**, Ens, B. (2018). *Emerging Leadership Issues*. In Wagner, J., (Ed.), Leadership and Influencing Change in Nursing. URPress. Retrieved from <https://ourspace.uregina.ca/handle/10294/8296>

Duchscher, J.E.B. (2018). *Role transition*. In Yoder-Wise and Grant, First Canadian Edition of Leading and Managing in Nursing. Elsevier Canada.

Duchscher, J.E.B., Harris, K. (2014). *Role transition*. In Yoder-Wise and Grant, First Canadian Edition of Leading and Managing in Nursing. Elsevier Canada.

Duchscher, J.E.B. (2009). What I can't hear. In T. Shaloff (Ed), *Lives in the balance: Nurses' stories from the ICU* (pp. 21-24). New York: Kaplan Publishing.

Duchscher, J.E.B. (2009). Treating transition shock. In S. Gordon (Ed), *When chicken soup isn't enough: Stories of nurses standing up for themselves, their patient, and their profession* (pp. 45-49). Ithaca, NY: Cornell University Press.

Cowin, L., & **Duchscher, J.E.B. (2007). Transitional programs. In E. Chang & J. Daly (Eds.), *Transition in Nursing: Preparing for professional practice*, 2nd ed. NSW, Australia: Elsevier Australia.**

Books (Peer Reviewed) (past 5 years in bold)

Duchscher, J.E.B. (2012). *From Surviving to Thriving: Navigating the First Year of Professional Nursing Practice* (2nd Ed). Calgary, AB: Nursing The Future.

Books

Duchscher, J.E.B. (Ed). (2006). *From Surviving to Thriving: Navigating the First Year of Professional Nursing Practice*. Saskatoon, SK: Nursing The Future.

Copyright Ownership

2022: Duchscher Professional Role Transition Scale © (Validated Instrument 2022)

2022: Professional Role Transition Risk Assessment Instrument © (Validated Instrument 2022)

2008: Transition Shock Model ©

2008: Stages of Transition Theory ©

2004: Nursing The Future Federal Non-Profit Registration

Funded Research Held (past 5 years in bold)

ROLE	AWARD	SOURCE	TITLE	YEAR
Collaborator Harroop Sharda Rob Paquin	15,000	<i>Health Research BC C2 Grant</i>	<i>STARS -- STARting off Right: Best Supports for New Graduate Nurses</i>	2023>2025
Principle Investigator <i>Dr. Angela Wolff Co-PI Dr. Martin Charette Co-I</i>	2.5MILL	<i>Health Canada Grant</i>	<i>Canadian New Graduate Nurse Residency Program</i>	2023-2027
Collaborator Dr. Kathryn Halverson	24,000	<i>SSHRC Partnership Engagement Grant</i>	<i>New Graduate Transition Program</i>	2022-2023
Collaborator Dr. Kathryn Halverson	24,000	<i>SSHRC Partnership Engagement Grant</i>	<i>Orientation Enhancement Program</i>	2021-2022
Principle Investigator	15,000	<i>Michael Smith Foundation C2 Grant</i>	<i>Closing the Gap: The Preparation and Integration of Newly Graduate Nurses (NGN) into the BC Workforce.</i>	2021
Director	66,000	<i>Canadian Nurses Foundation/Cana dian Nurses Association</i>	<i>Nursing The Future</i>	2023-2025
Director	90,000	<i>Canadian Nurses Foundation/Cana dian Nurses Association</i>	<i>Nursing The Future</i>	2021-2022
Director	180,000	<i>Canadian Nurses Foundation/Cana dian Nurses Association</i>	<i>Nursing The Future</i>	2020-2021
Principle Investigator	24,000	<i>TRU Cluster Health Research</i>	<i>Bicultural Immersion as a Strategy to Promote a Healthy</i>	2019-2020

(With Andrea Burrows, Tracy Scott, Noeman Mirza, Florriann Fehr, Michelle Seibel, Madison Cook, Julia Lowe, Robyn MacDonald)		Program	Professional Role Transition for Newly Graduated Registered Nurses (Granted March 2019)	
Principle Investigator (With Andrea Burrows, Andrea, Tracy Scott, Renee Anderson, Tracy Christianson, Tracy Hoot, Satvir Kaur, Rob Roy)	5,000	TRU Internal Research Grant	Bicultural Immersion During an Undergraduate BScN Program: The Influence on Professional Role Transition (Granted March 2018)	2018
Co-Investigator Co-Applicant PI Sonia Udod University of Saskatchewan	40,000	SHRF	Building Nurse Manager Leadership within the Lean Management System (Granted February 2016)	2016
Principle Investigator	15,000	UC University Research Grants Committee	Item Development for the Professional Role Transition Risk Assessment Instrument: A Delphi Project (Granted January 2014)	2014
Principle Investigator Co-Investigators Dr. Jane Lemaire (Medicine UC)/Dr. Jean Wallace (Sociology UC)	15,596	Helios Foundation (Dr. Chen Fong)	The Experience of Professional Role Transition for Newly Licensed Independently Practicing Physicians.	2012-2013
Principle Investigator	15,000	Research Starter Grant (University of Calgary Faculty of Nursing)	The Exploration of Professional Role Transition in Newly Graduated Male Nurses	2011-2013
Principle Investigator	12,393.00	University Research Grants Council (URGC)	An Exploration of the Accelerated-Track Nursing Graduates' Professional Role Transition Experience	2010-2012
Co-Principle Investigator	\$25,000	University of Manitoba Nursing Funds – Dr. Lorna	Summer Health Care Aide Employment: Expectations, Challenges and Benefits from the	2009-2011

		Guse Winnipeg Regional Health Authority Brandon Regional Health Authority	Perspective of Nursing Students	
Principle Investigator	28,000	Royal University Hospital	Employing Nursing Graduates in Emergency: A Qualitative Exploration of the Integration of Newly Graduated Registered Nurses into an Emergency Department	2001
Primary Investigator	\$18,000	UCGC	Item Development for the Professional Role Transition Risk Assessment Instrument (PRT-RAI): A Delphi Project	Granted 2013
Partner Investigator	34,1384	Australian Research Council (ARC) Resubmission in progress	The role of professional identity in the recruitment and retention of nurses.	2012-2014 Submitted but not awarded
Collaborator	236,685	National Council for State Boards of Nursing (NCSBN) Center for Regulatory Excellence Grant	PI - Susan A. Boyer, RN, M.Ed., FAHCEP (Windsor, Vermont, USA) Co-I - Patricia Winstead-Fry, RN, Ph.D and Richard Watters, RN, Ph.D.	2013
Principal Investigator	5,000	UC FON Research Endowment Fund	The Experience of Professional Role Transition for Newly Licensed Independently Practicing Physicians.	2012

Funded Research Submissions Applied/Unsuccessful (past 5 years in bold)

Primary Investigator	\$15,000	UC FON Qatar Research Planning Grant	To establish a research team in Doha, Qatar for research entitled: The Experience of Professional Role Transition for Baccalaureate Nursing Graduates in the State of Qatar.	February 2013
Co-Investigator	127,000	CIHR (3rd Submission April 2012)	Nurses' entry-to-practice re- conceptualized: Knowledge and gender relations at the intersection of nursing education and healthcare provision	2012

Academic Study Awards (past 5 years in bold)

Doctor of Philosophy	105,000	SSHRC Canada Graduate Scholarship (CGS)	<i>The Experience of Transition to Professional Practice for New Nursing Graduates</i>	2007-2010
Master of Nursing	25,000	University of Saskatchewan Faculty of Graduate Studies and Research	<i>The Experience of Transition for Newly Graduated Baccalaureate Prepared Registered Nurses</i>	2005-2007

Commissioned Development Grants (past 5 years in bold)

Principle Grant Holder	66,000	Canadian Nurses Foundation	<i>Nursing The Future (Duchscher, Director)</i>	2024-2025
Principle Grant Holder	180,000	Canadian Nurses Foundation	<i>Nursing The Future (Duchscher, Director)</i>	2023-2024
Principle Grant Holder	200,000	Canadian Nurses Foundation	<i>Nursing The Future (Duchscher, Project Director)</i>	2020-2021
Principle Grant Holder	40,000	Nova Scotia Department of Health and Wellness	<i>Nursing The Future (Duchscher, Executive Director NTF/Chair BOD)</i>	2011-2012
	50,000	Saskatchewan Ministry of Health Nursing Secretariat		
Principle Grant Holder	40,000	Nova Scotia Department of Health and Wellness	<i>Nursing The Future (Duchscher, Executive Director NTF/Chair BOD)</i>	2011-2012
	40,000	Saskatchewan Ministry of Health Nursing Secretariat		
Principle Grant Holder	40,000	Saskatchewan Ministry of Health Nursing Secretariat	<i>Nursing The Future (Duchscher, Executive Director NTF/Chair BOD)</i>	2009-2010
Principle Grant	40,000	Saskatchewan	<i>Nursing The Future</i>	2008-2009

Holder		Ministry of Health Nursing Secretariat	(Duchscher, Executive Director NTF/Chair BOD)	
Principle Grant Holder	40,000	Saskatchewan Ministry of Health Nursing Secretariat	Nursing The Future (Duchscher, Executive Director NTF/Chair BOD)	2007-2008

TEACHING

Tenured Associate Professor – Thompson Rivers University, Kamloops, BC

HLTH5300 (Leadership and Managing Change in Healthcare-MN): Winter 2022/2023

NURS4380 (Consolidation Practicum): Spring 2022

NURS4300 (Leadership in Professional Nursing): Fall 2018/2019/2020/2021/2022

NURS4210 (Transitioning to BScN Graduate): Winter 2020

NURS3380 (Consolidated Practice Experience): Spring 2022/2023

NURS2380 (Consolidated Practice Experience): Spring 2021

NURS2840 (2nd Year Clinical Practicum – Acute Medicine/Cardiosciences/Renal/Telemetry): Winter 2019

HLTH5200 (Canadian Healthcare System-MN): Fall 2017/2018/2019/2020

Athabasca University –Athabasca, AB

HLTH609 (Trends and Issues in Healthcare-MN): Spring 2021/Fall 2021/Winter 2022/Spring 2022

Assistant Professor - University of Calgary Faculty of Nursing, Calgary, AB

N585 (Transition to Professional Practice): Spring/Summer 2013

N585 (Transition to Professional Practice): Initial Course Delivery Spring/Summer 2012

N585 (Transition to Professional Practice): Course Development Fall/Winter 2011

N605 (Philosophical Foundations in Advanced Nursing Practice-MN): Fall 2013; 2012; 2011; 2010

YEAR ONE Nursing Program Advisor: Winter 2013; Winter/Fall 2012; Winter/Fall 2011

N501 (Professional Issues in Nursing): June 2011; Jan 2011; July 2010; Jan 2010

Graduate Student Supervision/Examination (past 5 years in bold)

Student	Role	Degree	Paper (PA)/Project (P)/Thesis (T)	Year
Aleasha Naggayah	Dissertation Committee – Supervisor Dr. Kim MacMillan	PhD University of Ottawa	(T) Transitioning into Emergency Nursing Following Completion of a CEGEP Program.	Mar 2025>
Meagan Ryan	Dissertation Committee – Supervisor Dr. Michelle Lalonde	PhD University of Ottawa	(T) Digital Health and the New Graduate Nurse: A Multi-methods Approach to Examining the Influence of the Digitalization of Nursing on Transition to Practice	Nov 2024>
Lesley Joan Doughty	External Examiner – Supervisors Claire Sinnema, Robyn	EdD University of Auckland	(T) The Impact of New Graduate Nursing Programs on the Development of Nurses'	Dec 2022 PASS

	Dixon, Dr. Ann McKillop	NZ	Capabilities	
Danica Nolette	Committee Member – Supervisor Dr. Gwen Rempel/Dr. Venise Bryan	MN Athabasca University CANADA	<i>(PA) Transition Shock and Self-Efficacy Amongst New Graduate Nurses Post Pandemic</i>	Dec 2022-2024 PASS
Noelleen Ruth Kirpillis	External Examiner – Supervisor Dr. Lisa McKenna	PhD LeTrobe University, AUS	<i>(T) Experiences and prevalence of horizontal violence in newly graduated nurses: A multi-method exploration</i>	June 2022 PASS
Ndolo Njie	Co– Supervisor Dr. Ruth Kane	PhD University of Ottawa CANADA	<i>(T) Exploring Clinical Reasoning Processes Amongst New Graduate Nurses</i>	Nov 2020-2024 PASS
Amanda Graf	External Examiner – Supervisor Dr. Di Twig	PhD Edith Cowan University AUS	<i>(T) A mixed methods study on nursing graduate support programs in rural and remote areas of Western Australia</i>	May 2020-June 2020 PASS
Robin Devey Burry	External Examiner – Supervisor Dr. Michelle Lalonde	PhD University of Ottawa, CANADA	<i>(T) An exploration of new nursing graduate and experienced nurse mentorship pairing process: A multi-method approach</i>	Apr 2020-June 2020 PASS
Erin Bryant	Thesis Committee – Supervisor Dr. Kathy Rush	MN University of British Columbia Okanagan CANADA	<i>(T) The Transition Experiences of New Graduate Nurses Post Emergency Department Practice Pathway</i>	Feb 2020-Nov 2022 PASS
Kathryn Halverson	External Examiner – Supervisor Dr. Deborah Tregunno	PhD Queen's University CANADA	<i>(T) A Narrative Approach to Understanding the Experience of Becoming and Being and Nurse: Professional Identity Formation Among New Nurses</i>	Oct 2019-PASS
Melanie Murray	External Examiner – Supervisor Dr. Deborah Sundin	PhD Edith Cowin University AUS	<i>(T) The Safety Issues Related to New Graduate Transition</i>	Aug 2019-PASS
Madhvi Surati	Supervisor	MN Thompson Rivers University CANADA	<i>(PA) Finding Our Voice: A Concept Analysis of Voice in Nursing (PA)</i>	Sept 2019-2021 INCOMPLETE
Kendra Carrington	External Examiner Supervisor - Dr. Cynthia Mannion	MN University of Calgary CANADA	<i>Let Us Greet our Young, Not Eat our Young: The Nursing Preceptor Study</i>	June 2018 PASS
Di Juliff	External Examiner Supervisor - Dr. Kylie Russell	PhD The University of Notre Dame Australia	<i>The Lived Experience Of The Western Australian Graduate Registered Nurse Who Is Male</i>	May 2018 PASS

		School of Nursing and Midwifery AUS		
Angela Achoba	Supervisor	MN Thompson Rivers University CANADA	<i>The lived experience of indigenous women seeking mental health and substance use support services in Kamloops (T).</i>	Sept 2017- Jan 2021 PASS
Satvir Kaur	Supervisor	MN Thompson Rivers University CANADA	<i>A concept analysis of resilience in new nursing graduates experiencing their initial professional role transition (PA)</i>	Sept 2017- Feb 2021 PASS
<i>Karen Missen</i>	External Examiner Supervisor – Dr. Lisa McKenna	PhD Nursing and Health Sciences AUS	<i>Are new registered nursing graduates adequately prepared to be competent practitioners on commencement of employment in health care settings (T)?</i>	Sept 2016 PASS

<i>Yee Mun</i>	External Examiner Supervisor – Dr. Joanna Crossman	PhD International Graduate School of Business, University of Southern Australia AUS	<i>Fitting in: Personal-professional-organizational transition (T).</i>	June 2014 PASS
<i>Farida Saghafi</i>	External Examiner Supervisor – Dr. Maria Cynthia Leigh	PhD Health Sciences, Australian Catholic University AUS	<i>The new graduate nurses' journey in the intensive care unit (T).</i>	Apr 2014 PASS
<i>Nancy Logue</i>	External Examiner Supervisor – Dr. Paula Lee Kristmanson	PhD Faculty of Education, University of New Brunswick (Fredericton) CANADA	<i>Assessment practices used during nursing preceptorships: An ethnographic review (T).</i>	Oct 2014 PASS
<i>Kathryn Pfaff</i>	External Examiner Supervisor – Dr. Pamela Baxter	PhD Faculty of Nursing, McMaster University, Ontario (Hamilton) CANADA	<i>Interprofessional collaboration and the new nurse: A mixed methods exploration (T).</i>	Oct 2013 PASS
<i>Jackie Lea</i>	External Examiner Supervisor – Dr. Mary Cruickshank	PhD Faculty of Health Sciences, University of Canberra AUS	<i>The transition experience of rural nurses in Australia: An exploration of Duchscher's Stages of Transition theory (T).</i>	Sept 2013 PASS
<i>Katie Chargualaf</i>	Supervisory Committee Chair – Dr. Alice Tse	PhD Faculty of Nursing, University of Hawaii (Manoa) USA	<i>Military graduate nurse transition to practice (T).</i>	Mar 2013- July 2015 PASS

<i>Heather Sharpe</i>	Neutral Chair	PhD (Nursing) University of Calgary CANADA	<i>The uptake of physician approved written asthma action plans: A mixed methods study (T).</i>	Mar 2013 PASS
<i>Kandis Harris</i>	Supervisor	MN University of Calgary Transferred to Athabasca University CANADA	<i>What expectations, perceptions, and anticipations related to professional role transition are evident in senior nursing students preparing to graduate from a baccalaureate level nursing education program (T)?</i>	Sept 2011- June 2014
<i>Anna Offiah</i>	Supervisor	MN University of Calgary Transferred to University of Saskatchewan 2016 CANADA	<i>Leadership in Newly Graduated Nurses (T)?</i>	Sept 2011- June 2014

<i>Janis Leigh Radtke</i> (Dr. Gayle Rutherford)	Neutral Chair	MN University of Calgary CANADA	<i>Stories of Hope: Conversations with Aboriginal Women Who Have Experienced Incarceration (T).</i>	June 2012 PASS
<i>Suzanne Wickware</i> (Dr. Janet Rankin)	Internal Examiner	MN University of Calgary CANADA	<i>The role of the advanced practice nurse in improving care for adolescents with type 1 diabetes (T).</i>	May 2012 PASS
<i>Lorelli Nowell</i> (Dr. Lorraine Watson)	Internal Examiner	MN University of Calgary CANADA	<i>What is the experience of nursing practice instructors (T).</i>	Jan 2011 PASS
<i>Kathryn Mraz</i> (Dr. Lorraine Watson)	Internal Examiner	MN(Course Based) University of Calgary CANADA	<i>Leadership at the bedside (PA).</i>	Sept 2011 PASS
<i>Patricia Madeleine Prince</i> (Dr. Lorraine Watson)	Internal Examiner	MN(Course Based) University of Calgary CANADA	<i>Clinical nursing education in medical-surgical acute care environments (PA).</i>	July 2010 PASS
<i>Kari Katharine Taylor</i> (Dr. Janet Rankin)	Internal Examiner	MN(Course Based) University of Calgary CANADA	<i>The application of pedagogical theory in nursing education (PA).</i>	May 2009 PASS

Refereed Presentations (Primary Presenter) (Past 5 years in bold)

- 2024: Innovate 2025: Advancing Nursing Practice through Research and Education. Canadian Research and Development of a National Nurse Residency Program – Preliminary Findings.** Edmonton, AB.
- 2022: Canadian Association of Critical Care Nurses (CACCN) 2022 Annual General Meeting: Situation Critical: New Graduates in High Acuity.** Virtual Conference Platform.
- 2022: Rural Health Equity Conference 2022: Bicultural Immersion: A Strategy to Promote Healthy Professional Role Transition for New Grad RNs.** Virtual Conference Platform.
- 2021: Interior Health Research Week October 5th, 2021: Shock Absorbers: Requisites of a Healthy Professional Role Transition for Newly Graduated Registered Nurses.** Virtual Conference Platform.

- 2021: Canadian Federation of Mental Health Nurses May 28th, 2021: *Safe Passage: Supporting newly graduated nurses in practice*. Virtual Conference Platform.
- 2021: Thompson Rivers University April 22nd, 2021: *Safe Passage: Supporting newly graduated nurses in practice*. Virtual Conference Platform.
- 2020: CNA Biennium Abstract June 22-23rd Ottawa (Accepted Posters Mar27: #1 Shock absorbers! The influence of mentorship on the experience of transition shock in newly graduated nurses; #2 Do we know what we're doing? An integrated review of new graduate nurse transition programs) CANCELLED DUE TO COVID
- 2020: 15th Annual TRU Undergraduate Research and Innovation Conference March 27, 2020 Kamloops (Oral Presentation accepted Mar5_20) CANCELLED DUE TO COVID
- 2020: Rural Health Equity Conference, BC May 14-15th, 2020 (Oral Presentation accepted Mar5_20) CANCELLED DUE TO COVID
- 2020: Thompson Rivers University Journey's to Scholarship Conference April 29th. CANCELLED DUE TO COVID
- 2020: Canadian Association of Schools of Nursing (CASN). *Bicultural Immersion as a Strategy to Promote a Healthy Professional Role Transition for New Graduate Registered Nurses (NGRNs)*. (Duchscher, J.E.B., Cook, M.). Calgary, AB. CANCELLED DUE TO COVID
- 2020: Canadian Nursing Students Association (CNSA). *Bicultural Immersion as a Strategy to Promote a Healthy Professional Role Transition for New Graduate Registered Nurses (NGRNs)*. (Duchscher, J.E.B., MacDonald, R.). Montreal, QC. Awarded 2nd place in the Scholarly Showcase of 12 conference poster presentations (\$250.00).
- 2019: Sigma Theta Tau (STTI) 30th International Nursing Research Congress: *What on earth is going on? A contemporary review of new graduate support programs*. (Duchscher, J.E.B., Rush, K., Janke, R.). Calgary, AB.
- 2019: Sigma Theta Tau (STTI) 30th International Nursing Research Congress: *LEAN on ME - The Influence of Leadership on Healthcare Transformation Initiatives* (Duchscher, J.E.B., Udod, S.). Calgary, AB.
- 2019: Global Nursing Education 2019 USA: *High acuity internships: Preparing new graduate nurses for a career in emergency nursing* (Duchscher, J.E.B.). New York, NY.
- 2018: Canadian Nurses Association (CNA) Biennial. *LEANing IN: Grassroots Leadership and Patient/Family Centered Care* (Duchscher, J.E.B., Udod, S., Goodridge, D., & Steeves, M.). Ottawa, ON.
- 2017: Australasian Nursing Educator Conference (ANEC) 2017. *Transitioning through Change: Nursing Education in the 21st Century*. Christ Church, New Zealand.
- 2017: International Nursing Research and Leadership Conference 2017. *Advancing Policy for LEAN Leadership: Building Leadership Capacity Among Nurse Managers*. Vancouver, BC, Canada.
- 2017: American Nurses Association (ANA) 2017. *Managing the Multi-Generational Nurse Workforce*, Online Webinar.
- 2012: Margaret Scott Wright Research Day 2012. *Making a Difference: Nursing Research in Action. The Incubator: Growing Young Nursing Leadership in Canada*, Calgary, Alberta.
- 2012: CNA Biennium and AGM. *Proceed With Caution! Integrating Newly Graduated Nurses Into An Emergency Department* (Concurrent Session Podium with Sarah Painter RN, BSN – Direct Care ER Nurse St. Boniface Hospital, Manitoba).
- 2011: CNA Nursing Leadership Convention. *Lead by Need: A Grassroots Approach to Developing Leadership Capacity in Newly Graduated Nurses* (Concurrent Podium with Kandis Harris – Graduate Student UC/FON, Anna-Marie Offiah – Graduate Student UC/FON, and Valerie Eden – Director of RN Professional Development in Halifax, Nova Scotia); *The Perceptions of Leadership in New Nursing Graduates: A Pilot Study* (Concurrent Podium with Anna-Marie Offiah – Graduate Student UC/FON), Montreal, Quebec.

- 2010: International Conference of Academic Disciplines, *Minimizing Transition Shock: Preparing Graduates for the Real World*, AWARDED BEST CONFERENCE PRESENTATION by Conference Organizing Committee, University of Nevada Las Vegas, (UNLV) Las Vegas, Nevada.
- 2010: 16th Qualitative Health Research Conference, International Institute for Qualitative Methodology (IQQM), *Building a Grounded Theory: A Sustainable Sampling Approach*, Vancouver, British Columbia.
- 2009: WRCASN Conference 2009. *Collaborative Leadership: Integration of Education and Practice*. Calgary, Alberta.
- 2008: Canadian Nurses Association Biennial Convention. *The Greenhouse Effect: Growing Young Nursing Leadership in Canada*. Ottawa, Ontario.
- 2007: Western Region Canadian Association of Schools of Nursing (WRCASN). *Nursing The Future: New Graduates Lead the Way!* Podium presentation concurrent session, Saskatoon, Saskatchewan.
- 2007: Sigma Theta Tau International 39th Biennial Convention. *Nursing The Future: New Graduates Lead the Way!* Baltimore, Maryland.
- 2007: Nursing Leadership Conference. *Nursing The Future: New Graduates Lead the Way!* Podium presentation concurrent session, Ottawa, Ontario.
- 2007: Canadian Association of Schools of Nursing (CASN) National Conference. *Transition Shock: New Graduates Adjust to the Real World*. Kingston, Ontario.
- 2006: Western Region CNSA Conference. *Nursing The Future: The Voice of the New Graduate*, Saskatoon, Saskatchewan.
- 2006: Western Region CASN Conference. *Nursing The Future: Preparing Graduates for Contemporary Acute-Care Practice*. Edmonton, Alberta.
- 2006: Canadian Nurses Association Biennium. *Preparing New Nursing Graduates for Contemporary Acute-Care Nursing Practice*. Saskatoon, Saskatchewan.
- 2003: Canadian Nursing Students Association National Conference: Endless Opportunities. *Forging New Ground: The Making of a Transplant Nurse Coordinator (Panel Moderator)*. Saskatoon, Saskatchewan.
- 2001: Nursing Education: Bridging to the Future, WRCAUSN Nursing Education Conference. *Distance Education: How Far is Too Far (Podium)*, *Critical Thinking in Professional Nursing Practice: The Transition from Nursing Student to Practicing Nurse (Podium)*, *Being Cared About: A Descriptive Study of Client and Nurse Perspectives (Poster)*, Saskatoon, Saskatchewan.
- 2001: LERN Conference for Lifelong Learning 2001. *Distance Education: How Far is Too Far (Podium)*, San Francisco, California.
- 2000: Qualitative Health Research Conference 2000. *Being Cared About: A Descriptive Study of Client/Patient and Nurse Perspectives (Podium)*, University of Alberta, Edmonton, Alberta.
- 1999: *Not to Question: Experiences of Recently Graduated Practicing Nurses (Podium)*, Villanova University College of Nursing & Rutgers College of Nursing, Philadelphia, Pennsylvania.
- 1998: On the Edge: Weaving the Tapestry of Nursing Education, International Nursing Education Conference. *Critical Theory as a Framework for Nursing Education (Poster)*, *Peer Learning: A Clinical Teaching Strategy to Promote Active Learning (Podium)*, *Toward a Clarification of Critical Thinking (Round Table Chair)*, University of Washington School of Nursing, Bellevue, Washington.
- 1998: Multidisciplinary and Interdisciplinary Collaboration: Challenges for Nursing Education. *Bending a Habit: Critical Social Theory as a Framework for Humanistic Nursing Education*, WRCAUSN Nursing Education Conference, Victoria, British Columbia.
- 1997: Nursing Education Program of Saskatchewan Tri-Faculty Annual Meeting. *Critical Thinking: The Concept*, Manitoux Springs Resort, Watrous, Saskatchewan.
- 1988: Single and Double Lung Transplant Conference. *Lung Procurement and Preservation Techniques, Coordination of Lung-Transplant Donor Retrieval*, Toronto General Hospital, Toronto, Ontario.

- 1988: Nursing Rounds. *Coordination of Organ Procurement, The Liver Donor*, Toronto General Hospital, Toronto, Ontario.
- 1988: Nursing Grand Rounds. *Lung Transplantation, Issues in Transplantation of the Lung, Overview of Lung Transplantation: Perspective on Respiratory Care*. Washington University Barnes Hospital, St. Louis, Missouri.
- 1988: Medical Grand Rounds. *Lung Transplantation, Issues in Transplantation of the Lung, Overview of Lung Transplantation: Perspective on Respiratory Care*. Washington University Barnes Hospital, St. Louis, Missouri.
- 1987: Single and Double Lung Transplant Conference. *Organ Retrieval and Transplantation in Ontario, Transplantation and Organ Donation - The Role of the Multi-Organ Donor Coordinator, Organ Transportation - Urgency of the Need, Lung Donor Management and Procurement*, Toronto General Hospital, Toronto, Ontario.

Invited Keynotes and Workshops (Past 5 years in bold)

- 2025: Healthcare Links Education. ***Who am I and What am I Doing Here? Imposter Syndrome in the Professions***. Virtual Multidisciplinary Healthcare Professions Webinar. June, 2025.
- 2025: Trinity Western University. ***The Status of New Graduate Nurse Transition***. Virtual Webinar. January, 2025.
- 2024: Emergency Care Research Institute (ECRI). ***Top 10 Patient Safety Concern: Challenges Transitioning Newly Trained Clinicians***. Virtual Webinar. July, 2024.
- 2024: Winnipeg Regional Health Authority (WRHA) New Graduate Day. ***Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession***. Winnipeg, MB. March, 2024.
- 2024: Provincial Health Services Authority (PHSA) ***Hiring New Nursing Graduates with Retention in Mind***. Vancouver, BC. March, 2024.
- 2024: Canadian Nursing Students Association (CNSA) National Conference and Annual General Meeting. ***Are my Worlds Colliding....or are the Planets Just Shifting?*** Edmonton, AB. January, 2024.
- 2023: Canadian Association of Critical Care Nurses. ***Living an EXTRAordinary Life***. National Conference and AGM. Fredericton, NB. September, 2023.
- 2023: Winnipeg Regional Health Authority (WRHA) New Graduate Day. ***Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession***. Winnipeg, MB. March, 2023.
- 2023: Lethbridge College LPN Program. ***The New Graduate Inheritance: Finding Your Way as a Practitioner (VIRTUAL)***. March, 2023.
- 2022: Association of Leadership Science in Nursing (ALSN) Annual Conference. ***Know the Way, Show the Way, Go the Way: Supporting New Graduates Transitioning to the Contemporary Workplace***. Cleveland, Ohio. November, 2022.
- 2022: Mount Royal University. ***The New Graduate Inheritance: Finding Your Way as a Practitioner (VIRTUAL)***. November, 2022.
- 2022: Winnipeg Regional Health Authority (WRHA) New Graduate Day. ***Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession (VIRTUAL)***. January, 2022.
- 2021: Nova Scotia Medical/Orthopedic Clinical Nurse Educators and Professional Practice Leaders Forum – ***Creating a Framework of Support for Newly Graduated Nurses in Practice***. (VIRTUAL) December, 2021.
- 2021: Western Regional Conference Canadian Nursing Students Association (CNSA) – ***Safe Passage: Supporting Newly Graduated Nurses (VIRTUAL)***. November, 2021.
- 2021: Mount Royal University. ***The New Graduate Inheritance: Finding Your Way as a Practitioner (VIRTUAL)***. November, 2021.

- 2021: British Columbia Interior Health Research Week. ***Shock Absorbers: Requisites of a Healthy Professional Role Transition for Newly Graduated Registered Nurses (VIRTUAL)***. October 2021.
- 2021: Vancouver Island Health Region (Island Health) New Graduate Nursing Town Hall. ***Safe Passage: Supporting Newly Graduated Nurses in Canada (VIRTUAL)***. October 2021.
- 2021: Phoenix Veterans Health Care System RNTTP (Registered Nurse Transition to Practice) Program Director Training – ***Safe Passage: Supporting Newly Graduated Nurses (VIRTUAL)***. September, 2021.
- 2021: RN Educator Form of Alberta – ***Safe Passage: Supporting Newly Graduated Nurses in Canada (VIRTUAL)***. June, 2021.
- 2021: Canadian Federation of Mental Health Nurses (CFMHN) Conference – ***Safe Passage: Supporting Newly Graduated Nurses in Canada (VIRTUAL)***. May, 2021.
- 2021: Thompson Rivers University Journeys To Practice Conference – ***Safe Passage: Supporting Newly Graduated Nurses***. Kamloops, BC. November, 2021.
- 2020: Canadian Association of Schools of Nursing (CASN) – Lunch and Learn. ***Safe Passage: Supporting Newly Graduated Nurses in Canada***. ADOBE Connect.
- 2020: Western Canadian Health Sciences Educators Annual (WCHSE) Conference. ***Stretching the Safety Narrative: Shaking the Tree to Plant the Acorn***. Kamloops, BC. CANCELLED DUE TO COVID
- 2020: Thompson University School (TRU) of Nursing Journeys in Nursing Scholarship. ***No Mind Left Behind: Preparing Students to Care for a Complex and Chaotic World***. Kamloops, BC. CANCELLED DUE TO COVID
- 2020: Winnipeg Regional Health Authority (WRHA) New Graduate Day. ***Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession***, Winnipeg, Manitoba.
- 2019: Melbourne 2019 Health Matters Symposium. *Nursing Graduate Education and Workplace Transition*. Melbourne, Australia.
- 2019: Calvary Graduate Nurse Coordinator Network. *Transition Workshop*. Mount Waverly, Australia.
- 2019: CASN 2019 Undergraduate Forum, Building on the Past: Planning for the Future: #1 *Clinical Reasoning and Clinical Judgement: Planting the Seeds*#2 *Clinical Reasoning and Clinical Judgement: From Advanced Beginner to Competent Practitioner*. Panelist. Ottawa, ON
- 2019: Red River College (RRC) Nursing Excellence Day – To Shield or Not to Shield. *Teaching for Complexity: Preparing Students to THINK in a Dynamic and Complex Practice Context*. Winnipeg, MB.
- 2019: College of Registered Nurses of Manitoba (CRNM). *From Chaos to Complexity: New Nurses Experience the Workplace*. Winnipeg, MB.
- 2019: Winnipeg Regional Health Authority (WRHA) New Graduate Day. *Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession*, Winnipeg, Manitoba
- 2019: Canadian Association of Practical Nurse Educators (CAPNE) – Annual National Conference. *From Chaos to Complexity: Assisting New Nurses to Face the Challenges of Practice and Out in the Real World: The Challenges to Practicing as a New Nurse*. Charlottetown, PEI.
- 2018: Winnipeg Regional Health Authority (WRHA) New Graduate Day. *Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession*, Winnipeg, Manitoba
- 2018: Calvary Hospitals. Nurse Education Workshop. *Facilitating a Healthy Workplace Transition: New Nursing Graduate Enter the Workforce*. Adelaide, Australia.
- 2018: Emerging Leaders Network (ELN) (Association of Registered Nurses of Manitoba). *From Surviving to Thriving: Navigating the First Years of Professional Nursing*. Winnipeg, MB.
- 2017: Association of Registered Nurses of British Columbia (ARNBC). AGM and Annual Conference Keynote Address. *Time on the Inside: Why Practice Reality Needs Innovation*. ARNBC AGM – New Westminster, BC.

- 2017: Canadian Students Nurses Association (CNSA). AGM and Western Regional Chapter Annual Conference Keynote Address. *Transitioning to the 'Real World' - Newly Graduated Nurses ARE a Vulnerable Population!* Vancouver, BC
- 2017: Winnipeg Regional Health Authority (WRHA) New Graduate Day. *Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession*, Winnipeg, Manitoba
- 2014: Memorial University. *Professional Role Transition of the New Nurse Workshop and Consultation*. St. John's, Newfoundland.
- 2014: 9th Annual Nursing Research Symposium. *Generational Dynamics in the Nursing Workplace*, St. John's Newfoundland.
- 2013: BC InspireNET Webinar, Transition to Professional Practice Action Team. *New Grad Transition to Professional Practice*.
- 2013: Inter-University Collaborative Education Conference. *Fostering Professionalism: Preparing Nursing Students for Professional Role Transition*, Fukuoka, Japan.
- 2013: Winnipeg Regional Health Authority New Graduate Day. *Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession*, Winnipeg, Manitoba.
- 2012: St. David's HealthCare Preceptor Training Workshop. *Professional Role Transition of the New Nurse*, Austin, Texas.
- 2012: Alberta Children's Hospital Annual Social Work Update. *Why Can't We All Just Get Along...Multiple Generations in the Workplace; Be the Change You Want to See in the World*, Calgary, Alberta.
- 2012: Atlantic Region Canadian Association of Schools of Nursing (ARCASN) Professional Nursing Presence: Setting Priorities for the Health of Nursing Keynote and Plenary Workshop. *Coming Together so We Don't Fall Apart: Collaborating in a Divided World*, Halifax, Nova Scotia.
- 2012: Conestoga College Partnerships Enhancing Practice 2012. *Opening Keynote: Learning in the 21st Century—Understanding the NET Generation's Educational Needs*, Kitchener-Waterloo, Ontario.
- 2012: Alberta Children's Hospital Annual Pediatric Care Update. *Why Can't We All Just Get Along...Multiple Generations in the Workplace; Be the Change You Want to See in the World*, Calgary, Alberta.
- 2012: Winnipeg Regional Health Authority New Graduate Day. *Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession*, Winnipeg, Manitoba.
- 2011: PEI Provincial Leadership Conference. *Leadership: Transitioning Through Times of Change*, Charlottetown, Prince Edward Island.
- 2011: Kaleida Health and D'Youville College, Staff Development Educators of Western New York (WNY) and WNY Nurse Residency Program. *Nursing the Future: Nurturing the Graduate Nurse's Transition to Practice*, Buffalo, New York.
- 2010: Western Region Canadian Nursing Students Association (CNSA) Annual Conference, *Rising to the Challenges of Professional Role Transition: Finding Your Phoenix*, Saskatoon, Saskatchewan.
- 2010: Unleashing Leadership Potential Conference, *Inspiration....Not Domination: Leading for Transformation*, St. John's, Newfoundland-Labrador.
- 2010: University Hospital for Sick Children Research Highlight Symposium, *Caring for Our 'Kind' While we Care for Our Kids*, Toronto, Ontario.
- 2010: IWK/Capital District Health Authority. *Leaders Among Us: Building Leadership Capacity in Newly Graduated Nurses*, Halifax, Nova Scotia.
- 2010: 2nd National Canadian Association of Neonatal Nurses Conference, *From Qualifying to Medal Standing: New Graduate Integration into the Profession of Nursing (Keynote Address)*, Halifax, Nova Scotia.
- 2009: Winnipeg Regional Health Authority New Graduate Day. *Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession*, Winnipeg, Manitoba
- 2009: University of Western Ontario Arthur Labatt School of Nursing/Sigma Theta Tau International 22nd Annual Research Conference. *When Knowing is Not Enough: Making Your Research Matter*. London, Ontario.

- 2009: Strengthening the Bond Tri-Professional Conference n Culture, Collaboration and Change. *Why Do They Act Like That? Understanding New Team Members and What We Can Do to Smooth Their Transition*. Banff, Alberta.
- 2009: Red Deer College Research Day Keynote Address. *When Knowing is Not Enough: Making Your Research Matter*, Red Deer, Alberta.
- 2009: Ontario Ministry of Health, Critical Care Canada Forum, *Generational Dynamics in the Nursing Workplace*, Toronto, Ontario.
- 2009: Mount Royal University, *Transition to Professional Practice Special Session* (Guest Lecturer), Mount Royal College, Calgary, Alberta.
- 2009: London Health Sciences Center. *Worlds Colliding or Planets Just Shifting: Multiple Generations of Nurses in the Workplace Workshop/Consultation*, London, Ontario.
- 2009: London Health Science Center *New Graduate Integration Workshop and Consultation Meetings*. London, Ontario.
- 2009: University of Calgary Teaching Development Unit Conference. *Butterflies or elephants: Understanding the social nature of nursing work*. Calgary, Alberta.
- 2009: First Nations and Inuit Health Nursing Education Leadership Conference/Health Canada. *If You Don't USE'em You'll LOSE'em: Leading the Newest Generation of Nurses*. Saskatoon, Saskatchewan.
- 2009: E-Learning Event Moderator, Continuing Nursing Education Department University of Saskatchewan. *Making the Leap: Helping Newly Graduated Nurses Make the Transition from Student to Practitioner*. Saskatoon, Saskatchewan.
- 2008: Workplace Skills Initiative National Planning Committee Meeting. *Nursing The Future: Facilitating a Healthy Transition into the Professional Workplace for the New Nursing Graduate*. Regina, Saskatchewan.
- 2008: Winnipeg Regional Health Authority New Graduate Day. *Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession*, Winnipeg, Manitoba.
- 2008: Visiting Adjunct Professor Lecture, University of Calgary, Calgary Health Region. *Planning Ahead so You Aren't Left Behind: Exploring the Issues of Professional Role Transition for the Newly Graduated Nurse*, Calgary, Alberta.
- 2008: University of Calgary Teaching Development Unit 4th Annual Education Conference: Change, Chaos, and Courage: Education for Nursing Excellence. *BE The Change! Moving Graduates from Transition to Transformation*. Calgary, Alberta.
- 2008: United Nurses of Alberta Labor School and Annual Convention. *Do You Remember Me? Connecting with the New Graduate in All of Us!* Red Deer, Alberta.
- 2008: United Nurses of Alberta Conference and Annual General Meeting. *Can't We All Just Get Along? Multigenerational Nurses in the Contemporary Nursing Workplace*. Edmonton, Alberta.
- 2008: South Eastman Health Authority Nursing Leadership Retreat. *Reconnecting with the New Graduate in All of Us*. Steinbach, Manitoba.
- 2008: Regina Qu'Appelle Regional Health Authority Mentorship Workshop for Seasoned and New Graduate Nurses. *It Takes a Village: Understanding and Supporting the New Graduate Professional Role Transition*. Regina, Saskatchewan.
- 2008: Nursing Leadership 2008 Conference. *Optimizing Workplace Culture for Graduates and Seasoned Nurses; Conversations from the Couch*. Dartmouth, Nova Scotia.
- 2008: Licensed Practical Nurses Professional Career Development Day. *Nursing Your Future: Transitioning to Professional Practice*. Saskatchewan Institute for Applied Science and Technology, Regina, Saskatchewan.
- 2008: David Thompson Health Region Mentoring Day. *Taking the Pulse....Listening to the Heartbeat of Nursing's Future*. Red Deer, Alberta.
- 2008: Caritas Health Group Nursing Development Workshop. *Creating a Workplace Worth Waking Up To!* Full Day Workshop, Edmonton, Alberta.

- 2008: Canadian Association of Practical Nursing Educators Conference 2008. *Nursing the Future: Let's be Practical!* Regina, Saskatchewan.
- 2008: Alberta Healthcare Leadership Day. *By Intent....Not Accident....Understanding and Supporting New Nursing Graduates Through the Transition Experience*. Red Deer, Alberta.
- 2008: Alberta Children's Hospital Nursing Educators Leadership Seminar. *Reflections on Leadership Capacity*. Calgary, Alberta.
- 2007: Winnipeg Regional Health Authority New Graduate Day. *Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession*, Winnipeg, Manitoba.
- 2007: Visiting AHFMR Scholar, University of Calgary, Calgary Health Region. *Preparing For Professional Role Transition*, Calgary, Alberta.
- 2007: Swedish Medical Center & Center for Nursing Excellence. *Mountains to Climb Before I Rest.....The Experience of Transition for the New Nursing Graduate*. Nurses Week Workshop and Consultation Visit, Seattle, Washington.
- 2007: Institute for Learning and Development. Precepting - It Takes a Team Conference. *Managing the Stages of Transition; Transition from Residency to RN; The Triad Relationship - Faculty, Nurse Preceptor and Student; Team: The Key to Successful Transition*. Tacoma, Washington.
- 2007: David Thompson Health Region New Graduate Day. *Taking the Pulse and Listening to the Heartbeat of the Nursing's Future*. Red Deer, Alberta.
- 2007: David Thompson Health Region Leaders Meeting. *By Intent....Not Accident: Understanding and Supporting New Nursing Graduates Through the Transition Experience*. Red Deer, Alberta.
- 2007: CFNU 13th Biennial Convention. *Do You Remember Me? Connecting With the New Graduate in All of Us*. 2-Day Workshop, St. John's, Newfoundland-Labrador.
- 2007: Capital Health Nurses Week Conference. *Embracing a New Generation: Integrating New Nursing Graduates into a Seasoned Profession*. Keynote Address, Edmonton, Alberta.
- 2007: Capital Health - Suburban and Rural Communities Novice Nurse Mentoring Program Orientation. *Stages of Transition Introduction*. Sherwood Park, Alberta.
- 2007: Capital Health - Suburban and Rural Communities Novice Nurse Mentoring Program. *New Graduate Transition Workshop (1-day)*. Sherwood Park, Alberta.
- 2007: Capital Health - Suburban and Rural Communities Novice Nurse Mentoring Program. *New Graduate Transition Workshop (1-day)*. Fort Saskatchewan, Alberta.
- 2007: British Columbia Nurses Union Annual General Meeting. *Mountains to Move Before I Sleep.....The Challenges of Transition for the New Nursing Graduate*. Keynote Address BCNU AGM, Vancouver, British Columbia.
- 2007: BC Multi-Disciplinary Preceptor Development Initiative. *Building Your House on Solid Ground: Understanding the Transition Experience of the New Graduate*. Victoria, British Columbia.
- 2007: 2nd Annual Nursing Graduate Conference – *Nursing The Future. Finding Your Way: The Stages of New Graduate Transition*. Regina, Saskatchewan.
- 2006: Workplace Integration for New Nurses 2nd Annual Conference Co-Chair. *The Stages of New Nursing Graduate Transition; The Nursing The Future Initiative*, Vancouver, British Columbia.
- 2006: Canadian Association of Transplantation Annual General Meeting Keynote Address, Mont Tremblant, Quebec.
- 2006: Red Deer College Academic Year Opening Ceremonies Keynote Address, Red Deer, Alberta.
- 2006: Western Region CNSA Conference. *Nursing The Future: The Voice of the New Graduate*, Saskatoon, Saskatchewan.
- 2006: Western Region CASN Conference. *Nursing The Future: Preparing Graduates for Contemporary Acute-Care Practice*. Edmonton, Alberta.

- 2006: Visiting Lecturer, University of Saskatchewan 2nd Degree Entry Option (SDEO) students. *Nursing Your Future: The Journey of Transition to Professional Practice*, Saskatoon, Saskatchewan.
- 2006: Visiting Lecturer, University of Alberta Faculty of Nursing 2nd Degree Option Undergraduate Nursing Students, *Making the Transition to Professional Practice: What Do You Need to Know?* Edmonton, Alberta.
- 2006: Vancouver Coastal Health Nursing Workshop. *Worlds Colliding or Planets Just Shifting: Integrating New Graduates into a Seasoned Profession*, Vancouver, British Columbia.
- 2006: University of Saskatchewan & Saskatchewan Health E-Learning Initiative. *Recruitment and Retention Issues: Bridging the Intergenerational Divide*, Saskatoon, Saskatchewan.
- 2006: University of Saskatchewan. *The Process of Engaging in Research on New Nursing Graduate Transition. Methods of Social Research (Sociology 232)*. Saskatoon, Saskatchewan.
- 2006: *Making the Journey from Student to Professional Practitioner*. Red Deer, Alberta.
- 2006: College of Registered Nurses of Manitoba Western Manitoba Region Annual General Meeting. *Are YOU My Mother? New Nursing Graduates Navigate the Contemporary Healthcare System*. Brandon, Manitoba.
- 2006: 1st Annual Nursing Graduate Conference – *Nursing The Future. The Stages of Transition for the New Nursing Graduate*. Saskatoon, Saskatchewan.
- 2005: Workplace Integration for New Nurses 2nd Annual Conference – Conference Planning Committee. *The Stages of New Nursing Graduate Transition; The Nursing The Future Initiative*, Winnipeg, Manitoba.
- 2005: The Alberta Nursing Education Strategy Forum (ANEC). *Understanding Multigenerational Nurses in the Workforce: Strategies for Nursing Administrators*. Edmonton, Alberta.
- 2005: Strategies for Integration of New Health Professionals. *What Managers Absolutely Must Know About New Nursing Graduates*. Helen Glass Centre for Nursing Building, University of Manitoba, Winnipeg, Manitoba.
- 2005: Collaborative Development Workshop for Managers and Educators, University of Alberta. *Multigenerational Nurses in the Workforce: Strategies for a Cohesive Workplace*. Edmonton, Alberta.
- 2005, 2006, 2007, 2008, 2009: Visiting Scholar, University of Calgary, Calgary Health Region, Alberta Association of Registered Nurses. *New Nurse Integration: Strategies for Successful Role Transition for the Nursing Graduate*, Calgary, Alberta.
- 2003: Canadian Nursing Students Association National Conference: Endless Opportunities. *Forging New Ground: The Making of a Transplant Nurse Coordinator (Panel Moderator)*. Saskatoon, Saskatchewan.
- 1999: Critical Care Nursing Education Day. *The Experience of Practicing as a Newly Graduated Nurse*, St. Paul's Hospital, Royal University Hospital, City Hospital.
- 1999, 2000: Operating Room Nursing Education Day. *The Experience of Practicing as a Newly Graduated Nurse*, St. Paul's Hospital, Royal University Hospital, City Hospital.
- 1998: On the Edge: Weaving the Tapestry of Nursing Education, International Nursing Education Conference. *Critical Theory as a Framework for Nursing Education (Poster)*, *Peer Learning: A Clinical Teaching Strategy to Promote Active Learning (Podium)*, *Toward a Clarification of Critical Thinking (Round Table Chair)*, University of Washington School of Nursing, Bellevue, Washington.
- 1998: Nursing Education and Development Workshop. *Critical Thinking: The Concept*, Regina Health District, Regina, Saskatchewan.
- 1997: Nursing Education Program of Saskatchewan Tri-Faculty Annual Meeting. *Critical Thinking: The Concept*, Manitoux Springs Resort, Watrous, Saskatchewan.
- 1995: *Anatomy and Physiology of the Heart, Myocardial Infarction, Angioplasty, Decision Pathways in Cardiac Surgery, Myocardial Revascularization, Valvular Surgery, Post-Operative Nursing Care of the Cardiac Patient, Advanced Concepts in CV Surgery*, Royal University Hospital, Saskatoon, Saskatchewan.
- 1995-1996: Nursing Rounds. *Organ Donation in Saskatchewan*, Tisdale, Saskatchewan, Regina, Saskatchewan, Maple Creek, Saskatchewan, Elbow, Saskatchewan, Dundurn, Saskatchewan, Meadow Lake, Saskatchewan, Twin Rivers, Saskatchewan, Lanigan, Saskatchewan, Prince Albert, Saskatchewan, Saskatoon, Saskatchewan.

- 1989, 1992, 1993: Critical Care Nursing Workshop. *Cardioactive Medications, Management of the Multi-Organ Donor, Advanced Cardiovascular Hemodynamics*, Royal University Hospital, Saskatoon, Saskatchewan, Cardiovascular Nursing Symposium.
- 1989: Single and Double Lung Transplantation Nursing Workshop. *Nursing Care of a Potential Lung Donor, Post-Operative Nursing Care of the Lung Transplant Recipient, Pulmonary Rehabilitation in Lung Transplantation, Implementing a Lung Transplant Program into an Existing Cardiothoracic Surgery Department*, Duke University, Chapel Hill, North Carolina.
- 1989: Pastoral Care Conference. *The Role of the Clergy in Lung Transplantation*, Washington University Barnes Hospital, St. Louis, Missouri.
- 1988: Nursing Rounds. *Coordination of Organ Procurement, The Liver Donor*, Toronto General Hospital, Toronto, Ontario.
- 1988: Nursing Grand Rounds. *Lung Transplantation, Issues in Transplantation of the Lung, Overview of Lung Transplantation: Perspective on Respiratory Care*. Washington University Barnes Hospital, St. Louis, Missouri.
- 1988: Medical Grand Rounds. *Lung Transplantation, Issues in Transplantation of the Lung, Overview of Lung Transplantation: Perspective on Respiratory Care*. Washington University Barnes Hospital, St. Louis, Missouri.
- 1987: Nursing Rounds. Guest Lecture: Multi-Organ Donation, Richmond Hill, Ontario.
- 1987: Nursing Rounds. *Policy Implementation to Facilitate Organ Donation, Role of the Nurse in Organ Donation, Respiratory Care of the Multi-Organ Donor*, Sunnybrook Medical Center, Toronto, Ontario.
- 1987: Nursing Rounds. *Organ Donation - Public Participation, Identification, Declaration, Clinical Management, and Procurement of Multi-Organ Donors, Role of Anaesthesia in Organ Donation*, Wellesley Hospital, Toronto, Ontario.
- 1987: Funeral Directors of Ontario Conference. *Distant Organ Procurement, Role of the Funeral Director in Organ Donation, The Donor*, Toronto, Ontario.
- 1987: Cable Television Live Broadcast. *Organ donation – Access and Process*, Toronto, Ontario.
- 1987: Bowmanville General Hospital. *Organ Donation – The Role of the Physician*, Bowmanville, Ontario.
- 1986: Nursing Rounds. *Cardiac Transplantation and Donor Procurement*, University of Alberta Hospital, Edmonton, Alberta.
- 1985: Nursing Rounds. *Transplant Lecture Series, Abdominal Aortic Aneurysms*, University of Alberta Hospital, Edmonton, Alberta.
- 1984: Nursing Rounds. *Automatic Implantable Defibrillators, Cardiac Transplantation and Donor Procurement*, University of Alberta Hospital, Edmonton, Alberta.
- 1983: Cardiothoracic Nursing Program. *Cyclosporine in the Treatment of Cardiac Transplant Rejection*, Stanford University Medical Center, Stanford, California.
- 1982, 1983: Critical Care Nursing Program. *Cardiogenic Shock, 12 Lead Electrocardiography, Adult Respiratory Distress Syndrome*, Calgary General Hospital, Calgary, Alberta.

Student Invitations (Past 5 years in bold)

- 2024: Safe Passage: Supporting Newly Graduated Nurses. Canadian Nursing Students Association (CNSA) AGM and Annual Conference, Edmonton, AB.**
- 2021: Safe Passage: Supporting Newly Graduated Nurses. Western Region Canadian Nursing Students Association (WRCNSA) AGM and Annual Conference, Virtual Conference.**
- 2017: *Workshop: Preparing to Graduate*, Western Region Canadian Nursing Students Association (WRCNSA) AGM and Annual Conference, Vancouver, BC.
- 2013: *Graduation Ceremony and Banquet Keynote Address*, University of Lethbridge, Alberta.

- 2011: *Opening Keynote Address*, Canadian Nursing Students Association (CNSA) National Convention and Annual General Meeting Plenary Address, Hamilton, Ontario.
- 2010: *Graduation Ceremony and Banquet Keynote Address*, University of Alberta Faculty of Nursing, Edmonton, Alberta.
- 2010: *Western Regional Canadian Nursing Students Association (CNSA) National Convention and Annual General Meeting Plenary Address*, Saskatoon, Saskatchewan.
- 2008: *Nursing Graduation Banquet Keynote*, Nursing Education Program of Saskatchewan, Saskatoon, Saskatchewan.
- 2007: *Nursing Student Formal Keynote Address*, Nursing Education Program of Saskatchewan, Regina, Saskatchewan.
- 2005: *Nursing Student Formal Keynote Address*, Nursing Education Program of Saskatchewan, Regina, Saskatchewan.
- 2004: *Nursing Graduation Banquet Keynote Address*, University of Saskatchewan, Saskatoon, Saskatchewan.
- 2004: *Canadian Nursing Students Association (CNSA) Western Regional Conference Keynote Address*, Saskatoon, Saskatchewan.
- 2003: *Canadian Nursing Students Association (CNSA) National Conference Keynote Address*, Saskatoon, Saskatchewan.
- 2002: *Nursing Graduation Banquet Keynote Address*, University of Saskatchewan, Saskatoon, Saskatchewan.
- 1999: *Nursing Graduation Banquet Keynote Address*, University of Saskatchewan, Saskatoon, Saskatchewan.
- 1998: *Nursing Graduation Banquet Keynote Address*, University of Saskatchewan, Saskatoon, Saskatchewan.
- 1997: *College of Nursing Fall Social Keynote Address*, Saskatoon, Saskatchewan.

Teaching Associations and Affiliations

- 2014-current:** *Affiliate Graduate Faculty Member*
Faculty of Nursing
University of Hawai'i
Manoa, Hawai'i
- 2007-current:** *Adjunct Academic*
College of Health and Science
University of Western Sydney
Sydney, Australia
- 2007-2009:** *Adjunct Faculty*
Faculty of Nursing
University of Calgary
Calgary, Alberta
- 2003-current:** *Professional Affiliate*
College of Nursing
College of Graduate Studies and Research
University of Saskatchewan
- 2005-current:** *Associate Faculty*
Faculty of Nursing
Faculty of Graduate Studies and Research

University of Alberta

Continuing Education (Past 5 years in bold)

- 2024: Transition to Practice (TTP) Conference. ANCC Accreditation Symposium. New Orleans, LA, 2024.**
- 2023: International Congress of Nursing. Montreal, QC, 2023.**
- 2022: Association of Leadership Science in Nursing (ALSN) Annual Conference. Cleveland, Ohio. November, 2022.**
- 2020: Canadian Nurses Association Biennial. Ottawa, ON. CANCELLED DUE TO COVID**
- 2020: CASN Annual General Conference. Calgary, Alberta. CANCELLED DUE TO COVID**
- 2019: Melbourne 2019 Health Matters Symposium. *Nursing Graduate Education and Workplace Transition.* Melbourne, Australia.
- 2019: Calvary Graduate Nurse Coordinator Network. *Transition Workshop.* Mount Waverly, Australia.
- 2019: CASN 2019 Undergraduate Forum, Building on the Past: Planning for the Future: #1 *Clinical Reasoning and Clinical Judgement: Planting the Seeds*#2 *Clinical Reasoning and Clinical Judgement: From Advanced Beginner to Competent Practitioner.* Panelist. Ottawa, ON
- 2019: Red River College (RRC) Nursing Excellence Day – To Shield or Not to Shield. *Teaching for Complexity: Preparing Students to THINK in a Dynamic and Complex Practice Context.* Winnipeg, MB.
- 2019: *Sigma Theta Tau (STTI) 30th International Nursing Research Congress.* Calgary, AB.
- 2019: *Global Nursing Education 2019 USA.* New York, NY.
- 2018: *Canadian Nurses Association Biennial.* Ottawa, ON.
- 2017: *Australasian Nurse Educators Conference (ANEC),* Christchurch, New Zealand.
- 2016: *Royal University Hospital*
- Patient First Management System (Manager Overview October 2016)
 - Smart Pumps Forum – Saskatchewan Provincial Drug Library (September)
 - LILT – LEAN Initiatives Leadership Training – Visual Wall Management (August)
 - LEAN Manager Forum – Tools and Techniques for Managing a LEAN Workplace (August)
- 2014: *Canadian Association of Schools of Nursing (CASN),* Halifax, Nova Scotia
- 2012: *National Nursing Staff Development Annual Conference,* Boston, MA
- 2012: *Canadian Nurses Association Biennial Convention and AGM,* Vancouver, BC
- 2012: *Canadian Nursing Student's Association National Convention and AGM,* Saskatoon, Saskatchewan.
- 2011: *Workplace Integration of New Nurses-Nursing The Future Conference,* Halifax, Nova Scotia.
- 2011: *Nursing Leadership Conference,* Montreal, Quebec.
- 2010: *Workplace Integration of New Nurses-Nursing The Future Conference,* Toronto, Ontario.
- 2010: *Unleashing Leadership Potential Conference,* St. John's, Newfoundland.
- 2010: *International Journal of Arts and Sciences Conference,* Las Vegas, Nevada.
- 2010: *Integrating Qualitative and Quantitative Methods (Mixed Methods) Workshop,* International Institute for Qualitative Methodology (IQQM), Vancouver, British Columbia.
- 2010: *Grounded Theory Jamboree,* University of Calgary, Calgary, Alberta.
- 2010: *Ethel Johns Research Forum,* Vancouver, British Columbia.
- 2010: *16th Qualitative Health Research Conference,* Vancouver, British Columbia.
- 2010: *11th Advances in Qualitative Methods Conference,* Vancouver, British Columbia.
- 2009: *Workplace Integration of New Nurses-Nursing The Future Conference,* Winnipeg, Manitoba.
- 2009: *Teaching Development Unit Conference,* Calgary, Alberta.
- 2009: *Olive Yonge Nursing Scholarship Day,* Edmonton, Alberta.
- 2008: *Global Alliance for Nursing Education/CASN.* Toronto, Ontario.
- 2007: *Workplace Integration of New Nurses Conference,* Edmonton, Alberta.

- 2007: *Sigma Theta Tau International 39th Biennial Convention*. Baltimore, Maryland.
- 2007: *Leadership Forum, Nursing: The Future*, Saskatchewan Health, Saskatoon, Saskatchewan.
- 2007: *Leadership Forum, Nursing: The Future*, Office of Nursing Policy – Health Canada, Ottawa, Ontario.
- 2007: *Capital Health Nurses Week Conference*, Capital Health Region, Edmonton, Alberta.
- 2006: *Workplace Integration of New Nurses Conference*, Coast Plaza Hotel and Suites, Vancouver, BC,
- 2006: *Canadian Nurses Biennial Convention*, TCU Centre, Saskatoon, Saskatchewan.
- 2006: *1st Annual Nursing Graduate Conference*, Nursing The Future, Regina, Saskatchewan.
- 2005: *Workplace Integration of New Nurses Conference*, University of Manitoba, Winnipeg, Manitoba.
- 2005: *Regional Nursing Forum*, Saskatoon Health Region, Saskatoon, Saskatchewan,
- 2005: *Qualitative Research Institute*, University of Alberta, Edmonton, Alberta,
- 2005: *Collaborative Consultation Meetings*, Canadian Patient Safety Institute, Saskatoon, Saskatchewan.
- 2002: *Clinical Evaluation: Collecting and Documenting Indicators of Student Performance*, Faculty Workshop, Saskatoon, Saskatchewan.
- 2001: *Social Trends in Health*, Statistics Canada, Saskatoon, Saskatchewan.
- 2001: *Nursing Education: Bridging to the Future*, WRCAUSN Nursing Education Conference, Saskatoon, Saskatchewan.
- 2001: *LERN Conference for Lifelong Learning*, San Francisco, California.
- 1999: *Educating for the New Millennium*, Villanova University College of Nursing & Rutgers College of Nursing, Philadelphia, Pennsylvania.
- 1998: *WRCAUSN Conference*, Multidisciplinary, Interdisciplinary Collaboration: Challenges for Nursing Education, Victoria, British Columbia.
- 1998: *On the Edge: Weaving the Tapestry of Nursing Education*, University of Washington School of Nursing, Bellevue, Washington.
- 1998: *Creating Tomorrow's Learner Centered Environments Today*, Live Satellite Broadcast - Society for College and University Planning, University of Saskatchewan.
- 1997: *International Conference on Critical Thinking*, Sonoma State University, Rohnert Park, California.
- 1995: *Advances in Transplantation*, Toronto, Ontario,
- 1989: *First International Transplantation Conference for End Stage Lung Disease*, Paris, France.
- 1988: *North American Transplant Coordinators (NATCO)*, Marriott Hotel, Organizational Conference, Orlando, Florida.
- 1988: *Lung Transplant Conference*, Toronto General Hospital, Toronto, Ontario.
- 1987: *Critical Care Nursing Conference*, Niagara on the Lake, Ontario.
- 1987: *Critical Care Day*, Toronto General Hospital, Toronto, Ontario.
- 1987: *Critical Care 1987: A Nursing Conference*, Hamilton, Ontario,
- 1987: *Clinical Nursing Research Conference*, Mount Sinai Hospital, Toronto, Ontario.
- 1987: *Canadian Transplantation Society Meeting*, Winnipeg Health Sciences Center, Winnipeg, Manitoba.
- 1987: *Action'87 Nursing Conference: The Issue of Nursing*, Toronto General Hospital, Toronto, Ontario,
- 1986: *Canadian Transplantation Society Meeting*, University of Toronto, Toronto, Ontario.
- 1985: *Transplant Research Seminar*, Stanford University, California.
- 1985: *Canadian Transplantation Society Meeting*, University of British Columbia, Vancouver, British Columbia.

Honors and Awards (Value \$ Awarded or Honorary [Non-Monetary]) (Past 5 years in bold)

- 2023: Visiting Research Funded Fellowship – South Adelaide Health (Ministry)/University of South Australia/Australian Nursing and Midwifery Federation, Adelaide, Australia (April 20, 2023-May 20, 2023).**

- 2012: *Excellence in Research and Consultation (Honorary)*, National Nursing Staff Development Organization/Association of Nursing Professional Development (NNSDO/ANDP), Boston, Massachusetts.
- 2010: *Outstanding New Investigator Award (Honorary)*, Canadian Association of Nursing Research, AGM Awards Ceremony, Ottawa, Ontario.
- 2009: *Saskatchewan Health Excellence Award for Leadership (SHEA) (Honorary)* (Saskatchewan Ministry of Health), Regina, Saskatchewan.
- 2008: *Community Leader Award (Honorary)*, Sigma Theta Tau Honor Society of Nursing (STTI) Mu Sigma Chapter, Edmonton, Alberta.
- 2007: *Nursing Researcher Award (Honorary)*, Saskatchewan Registered Nurses Association (SRNA) Millennial Awards, Prince Albert, Saskatchewan.
- 2006: *Elizabeth Van Valkenburg Award for Leadership in Nursing Education (SIAST Nursing Division) (Honorary)*, Saskatchewan Registered Nurses Association (SRNA) Millennial Award, Saskatoon, Saskatchewan.
- 2006: *Alberta Heritage Medical Research Foundation (AHFMR) Award (\$2,500)*, University of Calgary, Calgary, Alberta.
- 2005: *Andrew Stewart Memorial Graduate Prize for Research (\$5,000)*, University of Alberta, Edmonton, Alberta.
- 2005: *CNF Doctoral Award (TD Meloche Mennox) (\$6,000)*, Canadian Nurses Foundation, Ottawa, Ontario.
- 2005: *Jannetta MacPhail Award (\$2,500)*, Faculty of Nursing, University of Alberta, Edmonton, Alberta.
- 2004: *John Engel Doctoral Award (Honorary)*, Saskatchewan Nurses Foundation, Saskatoon, Saskatchewan.
- 2004: *Honorary Membership CNSA (Canadian Nursing Students Society)*.
- 2004-2007: *Canada Graduate Scholarship (CGS) Award (\$105,000)* – Social Sciences and Humanities Research Council of Canada (SSHRC), Ottawa, Ontario.
- 2004, 2005: *Izaak Walton Killam Memorial Scholarship (Honorary)* – University of Alberta, Edmonton, Alberta.
- 2004, 2005, 2006: *Walter H. Johns Graduate Fellowship (Honorary)*, Edmonton, Alberta.
- 2003: *Saskatchewan Health Specialized Profession Bursary (\$10,000)* – Saskatchewan Health, Regina, Saskatchewan.
- 2002, 2003, 2005: *Advanced Education, Research, and Professional Development Scholarship (\$7,500 TOTAL)*, SIAST Nursing Division, Saskatoon, Saskatchewan.
- 2000: *YWCA Women of Distinction Nominee* – Education and Lifelong Learning, Saskatoon, Saskatchewan.
- 1997: *Lucy D. Willis Scholarship (\$3,000)*, University of Saskatchewan College of Nursing, Saskatoon, Saskatchewan.
- 1997: *Myrtle Evangeline Crawford Scholarship (\$1,500)*, University of Saskatchewan College of Nursing, Saskatoon, Saskatchewan.
- 1996: *Johnson & Johnson Award (\$3,000)*, Canadian Nurses Foundation, Toronto, Ontario.
- 1996: *Saskatchewan Nurses Foundation Bursary (\$5,000)*, Saskatchewan Nurses Foundation, Saskatoon, Saskatchewan.
- 1996: *Royal University Hospital Auxiliary Scholarship (\$1,500)*, Royal University Hospital, Saskatoon, Saskatchewan.
- 1996-1998: *Postgraduate Studies and Research Scholarship (\$25,000)*, University of Saskatchewan Graduate Studies, Saskatoon, Saskatchewan.
- 1995: *University Teaching Excellence Award (Honorary)*, University of Saskatchewan Students Society, Saskatoon, Saskatchewan.
- 1994: *Saskatchewan Baccalaureate Scholarship (\$2,000)*, Canadian Nurses Foundation, Ottawa, Ontario.
- 1994: *Abbott Education Trust Fund Award (\$1,000)*, Abbott Laboratories Inc., Saskatoon, Saskatchewan.
- 1994: *Royal University Hospital Educational Bursary (\$1,000)*, Royal University Hospital, Saskatoon, Saskatchewan.
- 1994: *Danny Browning Award (Honorary)*, University of Saskatchewan College of Nursing, Saskatoon, Saskatchewan.

Editorial/Scholarly Review (past 5 years in bold)

Journal/Book	Date of Appointment	Reviews
<i>Nursing Reports</i>	2025	
<i>Journal of Advanced Nursing</i>	2024	2024 (1)
<i>Nurse Education in Practice</i>	2024	2024 (1)
<i>Journal of Research in Nursing</i>	2021	2021 (1)
<i>Canadian Journal for the Scholarship of Teaching and Learning</i>	2021	2021 (1)
<i>Vocations and Learning</i>	2020	2020 (1)
<i>Canadian Journal of Nursing Research</i>	2020	2022 (2)
<i>Healthcare Policy</i>	2019	2019 (1)
<i>Journal of Nursing Professional Development</i>	2018	2018 (2)
<i>International Journal of Cardiovascular Nursing</i>	2017	2018 (1)
<i>International Journal of Evidence Based Nursing</i>	2017	2018 (1)
<i>International Journal of Nursing Science Practice and Research</i>	2017	
<i>Administrative Sciences</i>	2017	2017 (1)
<i>International Journal of Human Resources Development and Management</i>	2016	2016 (1)
<i>International Journal of Multiple Research Approaches</i>	2015	2015 (1)
<i>International Journal of Nursing Student Scholarship</i>	2013	2014 (1) 2017 (1) 2018 (1)
<i>Western Journal of Nursing Research</i>	2012	2013 (1) 2015 (1)
<i>Nursing Education Today</i>	2012	2012 (1)
<i>Canadian Journal of Nursing Research</i>	2012	2012 (1)
<i>Contemporary Nurse Journal</i>	2011	2012(1), 2011(1)
<i>Japan Journal of Nursing Science</i>	2011	2011(1)
<i>Critical thinking, clinical reasoning, and clinical judgment: A practical approach (5th ed) Rosalinda Alfaro-LeFevre</i>	2011-present	Editorial Board
<i>Journal of Nursing Management</i>	2010	2010(2), 2011(1), 2012(3), 2013 (1)
<i>International Journal of Nursing Studies</i>	2010	2009(1), 2010(1), 2012(2), 2013 (1)
SSHRC	2010	Proposal Reviewed February 2010: "From Licensed Practical Nurse to Registered Nurse" – \$85,000 Standard Grant Submission – not recommended for funding.
CASN Accreditation Review Committee	2008-2014 2018-present	Review March 2010 Review October 2009 Orientation 2008
<i>International Journal of Nursing Education Scholarship</i>	2007	2007(1)
<i>International Nursing Review</i>	2007	2007(1), 2010(1), 2012(1)
<i>BMC Medical Education Editorial, Medical Science Monitor, International Scientific Literature Inc.</i>	2004	2004(1)
<i>Journal of Nursing Education</i>	2004	2004(1), 2008(1)

<i>Journal of Undergraduate Nursing Scholarship</i>	2000	2000(1), 2003(1)
<i>Critical thinking in nursing: A practical approach (2nd ed)</i> <i>Rosalinda Alfaro-LeFevre</i>	2000	Editorial Board
<i>Applying nursing process: A step-by-step guide (5th ed)</i> <i>Rosalinda Alfaro-LeFevre</i>	1999	Editorial Board
<i>Nursing Spectrum</i>	1999	1999(1)
<i>Journal of Advanced Nursing</i>	1999	1999(1), 2009(1)

Professional Committee Work (Last 5 years in bold)

Nov 2021 Social Sciences and Humanities Research Council (SSHRC) Partnership Grant Competition Review Committee.

Jan 2020-2022 Canadian Association of Schools of Nursing (CASN) Board of Directors

Oct 2018> Nursing Education Practice Council of BC (NEPC), New Graduate Transition Working Sub-Committee, BC

Sept 2018> Canadian Association of Schools of Nursing (CASN), Canadian New Graduate Residency Program Advisory and Working Groups

Aug 2017> CPSI Patient Safety Representative, Canadian Adaptive Platform Trial in Intensive Care (CAPTIC) Program, Patient-Oriented Research (SPOR) Program of the Canadian Institutes for Health Research (CIHR), Ottawa, ON

2017-2022 *Thompson Rivers University (TRU), Kamloops, BC (CURRENT in BOLD)*

- Chair Nursing Faculty Council (2020-2021)
- Chair Graduate Studies (2020-2021)
- Interim Chair - Nursing Faculty Council (2020)
- SON Peer Mentorship Committee (2020-)
- Co-Chair Program Evaluation Committee (Nursing 2020-)
- Tenure and Promotion: Scholarship Guidelines Subcommittee (Nursing 2019-)
- MN Committee (Nursing 2018-)
- MN International Student Subcommittee Lead (Nursing 2019-)
- BScN Committee (Nursing 2018-)
- Education Program Evaluation (TRU Senate Committee 2018-)
- Student Success (TRU Senate Committee 2019-)
- Graduate Studies Committee (TRU Senate Committee 2020-)
- MN Student Recruitment Subcommittee Lead (Nursing)
- Associate Dean Search Committee (Nursing)
- Academic Integrity Subcommittee (University)
- Tenure and Promotion (Trades)
- TRU Presidential Search Committee (University)

2016: *Enabling eConsult Policy Think Tank*, Canadian Patient Safety Institute, Ottawa, Canada

2014-17 *Patient Cardiac Rehabilitation Referral; Nutrition Waste Elimination; Flow Rounds and Patient Placement – LEAN Initiatives/RPIW*, Saskatoon Health Region, Saskatoon, Canada.

2004> Founder/Director Nursing The Future©, Non-Profit New Graduate Nursing Organization.

2016-2017: *Nursing Practice Committee*, Saskatoon Health Region, Saskatoon, Canada.

2015-2016: *Management/Union Collaborative Committee*, Saskatoon Health Region, Saskatoon, Canada.

2014-2015: *Medication Quality Practice Committee*, Saskatoon Health Region, Saskatoon, Canada.

2012-2013: *Nominations and Rules Committee*, University of Calgary Faculty of Nursing, Calgary, Canada.

- 2012-2013: *Intellectual Property Committee (Ad-Hoc)*, University of Calgary Faculty of Nursing, Calgary, Canada.
- 2012: *Health Science Research Associates* (Tahoe, CA), Nursing Administration and Research Consultation Associate (Dr. Marlene Kramer - Chair), United States.
- 2011-2013: *Canadian Nurses Association*, Board of Directors (Associate/Affiliate/Network Member), Ottawa, Canada.
- 2011-2014: *Covenant/Faculty of Nursing Nursing Excellence Awards Committee*, University of Calgary Faculty of Nursing, Calgary, Canada.
- 2011>** ***Canadian Patient Safety Institute. Patient Safety Champion***, Ottawa, Canada.
- 2010-2014: *Undergraduate Curriculum Committee*, University of Calgary Faculty of Nursing, Calgary, Canada.
- 2010-2012: *Research and Scholarly Leave Committee*, University of Calgary Faculty of Nursing, Calgary, Canada.
- 2009-2014: *Teaching Development Unit (TDU)* – University of Calgary Faculty of Nursing, Calgary, Canada.
- 2009-2014: *Research and Scholarly Development Committee*, University of Calgary Faculty of Nursing, Calgary, Canada.
- 2009-2014: *Graduate Programs Committee* – University of Calgary Faculty of Nursing, Calgary, Canada.
- 2007-2014
+2017> *CASN National Nursing Education Accreditation Reviewer*.
- 2001-2014: *Canadian Association of Nursing Research (CANR)*, Member.
- 2000-2014: *Sigma Theta Tau International (STTI)*, Community Leader.
- 2007: *Saskatchewan Academic Health Sciences Network (SAHSN)*, Health Research Ethics Review Task Group.
- 2007: *Nursing: The Future*. Office of Nursing Policy Canada Health Working Group on the future of nursing.
- 2006: *Search Committee* – SIAST Director of Research.
- 2003: *PhD Development Committee*, SIAST Nursing Division, Saskatoon, Saskatchewan.
- 2002: *Academic Writing Review Committee*, SIAST Nursing Division, Saskatoon, Saskatchewan.
- 2001-2003: *Western Region Canadian Association of University Schools of Nursing (WRCASN)*, Vice-President, University of Saskatchewan Chapter, Saskatoon, Saskatchewan.
- 2000-2001: *WRCAUSN Nursing Education Conference Planning Committee*, Entertainment and Publicity Sub-Committee Member, Saskatoon, Saskatchewan.
- 2000-2001: *Nursing Preceptorship Committee*, Saskatoon District Health, Saskatoon, Saskatchewan.
- 1999-2004: *International Society for Exploring Teaching Alternatives (ISETA)*, Member.
- 1999-2001: *Western Region Canadian Association of University Schools of Nursing (WRCAUSN)*, Secretary-Treasurer, University of Saskatchewan Chapter, Saskatoon, Saskatchewan.
- 1999-2001: *Strategic Planning Committee*, Professional Development Sub-Committee Chair, SIAST Nursing Division, Saskatoon, Saskatchewan.
- 1999-2001: *Society for Teaching and Learning in Higher Education (STLHE)*, Member.
- 1999-2001: *Saskatchewan Registered Nurses Association (SRNA)* Vice-President Saskatoon Chapter, Saskatoon, Saskatchewan.
- 1999-2000: *Mary Belle Denis Scholarship Committee*, SIAST Nursing Division, Saskatoon, Saskatchewan.
- 1998-2000: *SRNA Political Action Committee Year 2000*, Issues Sub-Committee Chair, Saskatoon, Saskatchewan.
- 1998-2000: *Committee on Promoting Student Success*, SIAST Nursing Division, Saskatoon, Saskatchewan.
- 1998-1999: *Hours of Work Committee*, SIAST Nursing Division, Saskatoon, Saskatchewan.
- 1998-1999: *Canadian Association of the History of Nursing (CAHN)*, Member at Large, Saskatoon, Saskatchewan.

- 1997-1999: *Saskatchewan Registered Nurses Association (SRNA)* Nominations Chair, Saskatoon Chapter, Saskatoon, Saskatchewan.
- 1995-2001: *Society of Critical Care Medicine (SCCM)*, Fellow.
- 1994-1998
+2001-2008
+2010-2014: *Canadian Nurses Foundation (CNF)*, Member.
- 1994-1996: *Teaching Effectiveness Committee*, College of Nursing, University of Saskatchewan, Saskatoon, Saskatchewan.
- 1994-1996: *Royal College of Physician and Surgeons (RCPS)*, Associate Member.
- 1994-1996: *North American Transplant Coordinators Organization (NATCO)*, Member.
- 1994-1996: *Canadian Transplant Society (CTS)*, Member.
- 1994-1996: *Canadian Association of Transplant Coordinators (CAT)*, Member.
- 1994-1996: *American Lung Association (ALA)*, Member.
- 1994-1996: *American Council of Transplantation (ACT)*, Member.
- 1991-1993: *Canadian Council of Cardiovascular Nurses (CCCN)*, Member.
- 1990: *Clinical Competencies Committee*, Saskatoon City Hospital, Saskatoon, Saskatchewan.
- 1990-1993: *Canadian Association of Critical Care Nurses (CACCN)*, Member.
- 1988-1989: *Nursing Recognition Awards Committee*, Barnes Hospital, St. Louis, Missouri.
- 1986-1989: *American Heart Foundation (AHF)*, Member.
- 1986-1988: *Organ Procurement and Transplantation Committee*, Toronto General Hospital, Toronto, Ontario.
- 1986-1988: *Donor Maintenance Committee (Co-Chair)*, Toronto General Hospital, Toronto, Ontario.
- 1986-1988: *Consent and Family Counseling Committee*, Toronto General Hospital, Toronto, Ontario.
- 1986-1988: *Certification of Brain Death Committee (Co-Chair)*, Toronto General Hospital, Toronto, Ontario.
- 1985-1986: *Quality Assurance Audit Committee*, University of Alberta Hospital, Edmonton, Alberta.
- 1984-1986: *Transplant Patient Review Committee*, University of Alberta Hospital, Edmonton, Alberta.
- 1984-1986: *Cardiac Transplant Program Evaluation Committee*, University of Alberta Hospital, Edmonton, Alberta.
- 1984-1986: *Cardiac Transplant Patient Selection Committee*, University of Alberta Hospital, Edmonton, Alberta.
- 1983-1992: *American Association of Critical Care Nurses (AACN)*, Member.
- 1980-1995: *Canadian Heart Foundation (CHF)*, Member.

Conference Chair/Director (Past 5 years in bold)

- 2014: WINN-NTF Conference (*Conference Co-Chair*), Banff, Alberta, Canada.
- 2011: WINN-NTF Conference (*Conference Co-Chair*), Halifax, Nova Scotia, Canada.
- 2010: WINN-NTF Conference (*Conference Co-Chair*), Toronto, Ontario, Canada.
- 2009: WINN-NTF Conference (*Conference Co-Chair*), Winnipeg, Manitoba, Canada.
- 2008: WINN-NTF Conference (*Conference Co-Chair*), Saskatoon, Saskatchewan, Canada.
- 2007: WINN-NTF Conference (*Conference Co-Chair*), Edmonton, Alberta, Canada.
- 2006: WINN-NTF Conference (*Conference Co-Chair*), Vancouver, British Columbia, Canada.
- 2005: WINN-NTF Conference (*Conference Board*), Winnipeg, Manitoba, Canada.