**Hans-Peter de Ruiter, PhD , RN**

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**Curriculum Vitae**

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| **EDUCATIONAL BACKGROUND** |
| **Institution**  | **Degree** | **Date** | **Major** |
| University of Minnesota School of Nursing Minneapolis, Minnesota  | PhD Major: NursingMinor Bioethics | 2008   | Nursing  |
| Winona State University School of Nursing Winona, Minnesota  | MSMajor: Nursing Administration  | 2004  | Nursing  |
| University of the State of New York School of Nursing Albany, New York  | BSMajor: NursingMinor Psychology | 1996  | Nursing  |
| St. Willibrordus Psychiatric Center School of Nursing Heiloo, The Netherlands  | Psychiatric Nursing Diploma  | 1989  | Psychiatric Nursing (RN)  |
| The Academic Medical Center at the Free University School of Nursing Amsterdam, The Netherlands  | General Nursing Diploma   | 1987  | General Nursing (RN)  |
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| **PROFESSIONAL EXPERIENCE:** |
| **Education/Academic Positions** | Organization | Dates |
| Professor (2017 – Present)Associate Professor (2013 – 2017)Assistant Professor (2009 – 2013) | Minnesota State UniversityMankato, Minnesota | May 2009- Present |
| Teach Ethics, Mental Health Nursing, Nursing leadership, and Research to Doctoral, Graduate and Undergraduate students enrolled in the nursing program. Teach in the Classroom, Online and within clinical settings. |
| International Visiting Professor  | University of Applied Sciences, St Pölten, Austria | October 2018 - Present |
| Research and teaching collaboration. Facilitate student study abroad opportunities. International Curriculum expert.  |
| Visiting Professor (As part of a Grant) | University of Halmstad, Sweden | May 2017 – April 2019 |
| Focus: Research and Teaching the Ethics of Healthcare Technology |
| Affiliate and Adjunct Professor  | University of Minnesota, Center for Bioethics | Sept 2014 - Present |
| Focus: Research and Teaching the Ethics of Healthcare Technology |
| International Postdoctoral Fellow | University of Toronto, Canada | July-2012-June 2013 |
| Focus on Healthcare Informatics and Institutional Ethnography.  |
| Clinical Assistant Professor | University of MinnesotaSchool of NursingMinneapolis, Minnesota | 2007 –May 2009 |
| Educated students at a graduate and undergraduate level in the capacity of lecture, laboratory and clinical faculty. Was primary faculty in classes with up to 140 students. Utilized technologies including web- based education (WebCT) and Tele-teaching (ITV) in most classes. Courses taught included Ethics, Research, Psychiatry, Geriatrics, and Medical/Surgical Nursing.  |
| Faculty, Online Course Instructor | Excelsior CollegeSchool of NursingAlbany, New York | 2004 -2015 |
| Taught graduate level Nursing Administration classes to nursing informatics and administration students. All courses were taught online utilizing WebCT. Courses taught include: Leadership of the Organizational System (Administrator Focus), Management of Clinical Systems and Management of Organizational Systems.  |
| Faculty, Online Course Instructor  | University of PhoenixSchool of NursingPhoenix, Arizona | June 2006 – 2015 |
| In this position taught Nursing Research and Research Utilization to both graduate and undergraduate students in online classes. Have taught research classes over 20 times. Courses consist of about 12 - 20 students.  |
| Faculty, Clinical Laboratory Instructor | University of MinnesotaSchool of NursingRochester, Minnesota | Aug 2002-May 2005 |
| Taught undergraduate nursing students the foundation of nursing practice in a laboratory-based class. Assisted in establishing this new extension nursing program in Rochester, Minnesota |
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| **Administrative Positions** | **Organization** | **Dates** |
| Director of Nursing Practice | Allina Hospitals and ClinicsMinneapolis, Minnesota | Sept 2005– Sept 2007 |
| Responsible for developing a vision for Nursing Practice and Research within Allina Hospitals and Clinics. Implementing and coordinating a system-wide structure that addresses nursing practice and research, based on the shared governance model. Responsibilities include, creating a professional nursing model that ensure system-wide nursing practice guidelines are developed and kept updated based on the latest research or best-known practice. Implement a standardized nursing language into the Electronic Medical Record that reflects the actual care given by nurses. Create systems that promote both Evidence Based Practice and Standardization across hospitals. Implement systems that promote care to be delivered seamlessly across the continuum of care. Developing and implementing a strategic plan for nursing research in collaborating with Allina’s Academic Partners. |
| Nurse Manager  | University of Minnesota Children’s Hospital, Fairview.Minneapolis, Minnesota  | Sept 2003 – Sept 2005 |
| Managed a 25 bed, 70 staff pediatric oncology unit. Provide leadership based on the vision, mission, philosophy and core values of the Department of Nursing and Fairview Hospital. Plan, direct, and coordinate the operational and personnel activities of the patient care unit to ensure the provision of quality patient care 24 hours a day. The role includes ongoing collaboration and communication utilizing shared decision-making with unit staff and multidisciplinary team members. The nurse manager is responsible for promoting ongoing development of all staff and for maintaining a professional environment in which staff can grow and develop. Apply current nursing and management theories in directing the operation of a patient care unit. |
| Nurse Manager | Mayo ClinicRochester, Minnesota | Aug 1997 – Sept 2002 |
| Managed a 23 bed, 70 staff general medical inpatient unit which specializes in endocrinology. Provides leadership based on the vision, mission, philosophy and core values of the Department of Nursing and Mayo Foundation. Plan, direct, and coordinate the operational and personnel activities of the patient care unit to ensure the provision of quality patient care 24 hours a day. The role includes ongoing collaboration and communication utilizing shared decision-making with unit staff and multidisciplinary team members. The nurse manager is responsible for promoting ongoing development of all staff and for maintaining a professional environment in which staff can grow and develop. Apply current nursing and management theories in directing the operation of a patient care unit.  |
| Mental Health Team Coordinator  | American Refugee CommitteePhanat Nikhom Refugee CampThailand | Dec 1991 – Dec1992 |
| Worked with this Minneapolis-based organization which involved a one-year contract and assignment to provide mental-health care services at a refugee camp near Bangkok that accommodated 12,000 Vietnamese, Cambodian, Hmong and Laotian refugees. Key responsibilities included: supervising and training paraprofessional mental health workers. Administering and supervising all activities at the counseling center, which provided mental health services to 20 inpatients and over 120 outpatients. Provided initial and ongoing assessments of patients, including those with chronic emotional problems and those on psychotropic medication. Developed and implemented a policy and procedure manual.  |
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| **Clinical Practice Positions** | **Organization** | **Dates** |
| Hospice Nurse | Our Lady of Peace, St Paul, Minnesota | July 2009 - 2016 |
| Offer direct patient care to inpatient hospice patients in this charity-based home.  |
| Hospice Nurse | Allina Hospice, Homecare and Palliative CareMinneapolis, Minnesota | Aug 2007 – July 2009 |
| Per Diem. Provide direct patient care to hospice patients within their homes. Primary responsibilities include pain and symptom management, patient and family support, physical assessment and developing/updating care plans.  |
| Research Nurse | Mayo ClinicRochester, Minnesota | Aug 2002 - 2010 |
| Per Diem. Work as a research nurse on the Clinical Research Unit at the Mayo Clinic. This research center is the largest federally funded CRU in the United States. Research areas include Psychiatry, GI, Multiple Sclerosis, Endocrinology, Genomics and multiple other areas. The research nurse applies the studies to the patients, along with interpreting the studies and protocols. Skills include administering experimental medications, performing a variety of assessments, participating in developing protocols and more. Work closely with the Primary Investigators and the Research Coordinators. |
| Primary Nurse | Mayo Clinic Rochester, Minnesota | July 1993 – Aug 1997  |
| Provided patient care on a 16 bed, adolescent mental-health inpatient unit. Responsibilities included working with patients with schizophrenia, depression as well as eating, conversion and conduct disorders. Also perform nursing evaluations, mental and physical assessments, one-to-one and family counseling, IV therapy, and initiate multidisciplinary care and teaching plans. Acted as charge nurse on a rotational basis. Member of multiple departmental and hospital committees. Spent one week a quarter performing quality assurance audits. Was involved in developing criteria for the Mayo Medical Center Nursing Continuous Quality Assurance program. Had accountability for initiating and implementing discharge planning as part of a multidisciplinary team.  |
| Traveling Nurse | Cross Country Health CareSAVAZ – Amsterdam The Netherlands | Jan 1993 – July 1993 |
| Cross County Health Care Incorporated, Baton Rouge, Louisiana. March - July 1993 Provided patient care on a 34-bed oncology- medical/surgical unit at the Medical Center of Baton Rouge. Responsibilities included charge nurse, administering vesicant and non-vesicant chemotherapy, initiating nursing care, teaching and discharge plans. This assignment was for 13 weeks. Savaz, Amsterdam, The Netherlands. January - March 1993 Twelve week assignment involved staff responsibilities on the 24-bed psychiatric intensive care unit at the Hospital of the University of Amsterdam. Duties included rapid tranquilization, crisis intervention, individual and group therapy.  |
| Staff Nurse | Stanford University HospitalPalo Alto, California | Nove1989- Nov 1991  |
| Provided patient care on the 17-bed medical-psychiatric inpatient unit with clients admitted with diagnoses of anorexia, chronic pain, alcohol/drug dependency, medication induced psychosis and conversion disorders. Tasks included leading therapy groups, individual counseling, staff education, teaching patients relaxation techniques and biofeedback. Provided patient care on Stanford’s 18-bed oncology unit. Direct care duties included resource nursing, starting IV’s, administering chemotherapy, terminal patient care and family support. |
| Staff Nurse (Per diem) | Antoni Van Leeuwenhoek Hospital(Dutch National Cancer Center) | Oct1987 – Oct 1989 |
| Practiced as a Per Diem nurse at this 350-bed treatment and research center and hospital specialized in taking care of cancer patients. with  |
| Staff Nurse | Academic Hospital of the Free UniversityAmsterdam, The Netherlands | March 1987- Nov 1987 |
| Worked as charge nurse and preceptor on the 18-bed neurology unit. The unit included 8 Intensive care beds. Provided both acute and rehabilitative care.  |
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|  | **Awards** |  |
| Educator of the Year Award | Minnesota Nurses Association | 2018 |
| Honorary Professor | University of Applied Sciences , Krems, Austria | 2016 |
| Researcher of the Year Award | Minnesota Nurses Association | 2012 |
| Global Citizen Award | Minnesota State University, Mankato | 2011 |
| Graduate Assistant of the year Award  | University of Minnesota  | 2006 |
| Silver Anniversary Alumni Performance Award | Regents College | 2001 |
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| **RESEARCH EXPERIENCE (Grants):** |
| **Title** | **Agency** | **Amount** | **Time Period** | **Purpose and Role** |
| Ethics and Doctoral dissertations:  | Minnesota Nurses Association Foundation | $ 10,000 | September 2019-August 2021 | PI |
| Ethics of Healthcare Technology(Research, Consultation and Lectures) | University of Halmstad, Sweden | $ 150,000 | 05/17 – 04/19 | Visiting professor 25 % |
| Turning Caring into Bytes: A Study of how the EHR impacts Patient care | Taylor Family Institute | $ 2500 | 08/16 | Dissemination |
| The Banality of Data: Study of the role of Data in the Aktion T4 Euthanasia Program | Faculty ResearchGrant | $ 4950 | 05/15 – 06/16 | PI |
| The Banality of Data: Study of the role of Data in the Aktion T4 Euthanasia Program | CAHN Faculty Research Grant | $ 995 | 03/15 - 06/15 | PI |
| The Banality of Data: A pilot study of the role of Data in the Aktion T4 Euthanasia Program | CAHN Faculty Research Grant | $ 2500 | 04/14 - 06/14 | PI |
| The Banality of Data: A pilot study of the role of Data in the Aktion T4 Euthanasia Program | Taylor Family Institute | $ 1000 | 03/14 -10/14  | PI |
| Turning Caring into Bytes: A Study of how the EHR impacts Patient care | Taylor Family Institute | $ 2000 | 05/13 - 11/13 | PI |
| Turning Caring into Bytes: A Study of how the EHR impacts Patient care | CAHN Faculty Research Grant | $ 2500 | 12/12 – 6/13 | PI |
| Turning Caring into Bytes: An Inpatient Mental Health research study | Minnesota State University, MankatoFaculty Research Grant | $ 4850 | 09/12 – 6/13 | PI |
| Turning Caring into Bytes: An Inpatient Mental Health research study | Minnesota Nurses Association Foundation | $ 5500 | 06/12 – 6/13 | PI |
| Turning Caring into Bytes: A Community Mental Health research study | Taylor family and societal nursing foundation | $4500 | 05/12 – 3/13 | PI |
| Turning Caring into Bytes: Post –Doctoral Fellowship | University of Toronto | $ 50,000 | 07/12 – 06/13 | International Research fellowship |
| To Lift or Not to Lift: An Institutional Ethnography on Patient Handling Practices | Minnesota Nurses Association Foundation | $10,000 | 07/07-12/08 | PI |
| To Lift or Not to Lift: An Institutional Ethnography on Patient Handling Practices | Sigma Theta Tau – Kappa MU | $ 5000 | 07/07-12/08 | PI |
| Wait Until Dark : Health effects of Shift work on Nurses(de Ruiter, H. P., Diemert, C., Shogren, B.) | Minnesota Nurses Association | $ 35,000 | 08/07-10/08 | PI |
| Nurses: Nursing Integrity in Clinical Trials (Liaschenko, J., Fischer, A., deBruin, D.)  | National Institute of Health (1 RO1 NRO 8420) | $ 273,800 | 7/1/07-6/30/08 | RA |
| Nursing Outcome Criteria: Validation (Moorhead, S., Johnson, M., Maas, M.L., Swanson, E.) | University of IowaRO 1 | $ 850,000 | 03/01-03/02 | Site Expert and Facilitator at Mayo Clinic |
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**PUBLICATIONS**

**Journals**

\*†Nygren, J. M., & de Ruiter, H. P. (2020). Examining the Ethical Implications of Health Care Technology Described in US and Swedish PhD Dissertations: Protocol for a Scoping Review. *JMIR Research Protocols*, *9*(1), e14157.

\*†de Ruiter, H.P., & Skärsäter, I. (2020) Introducing a Future-Oriented Approach to Health-are Technologies and Welfare Policies: An Innovative Ethics Project in Sweden, *Creative Nursing,* 26(1) e35-e39.

\*†de Ruiter H. P. (2017) Institutional Ethnography (IE): A Method of Inquiry to Understand the Impact of the Electronic Health Record (EHR) On Healthcare Providers and Their Patients. ECQI 2017 Proceedings 2017, 25

\*†de Ruiter, H. P. (2016). Barriers to Teaching Social Determinants of Health: Nursing Study-Abroad Programs in a Digital Age. *Creative Nursing*, *22*(4), 254-258.

\*†de Ruiter H.P, Liaschenko, J. Angus, J (2016) Problems with the Electronic Health Record, Nursing Philosophy

\*†de Ruiter H.P (2015) From High Touch to High Tech: A conversation with Maureen O’Hara. Creative Nursing, Springer Press 21(4)

\*†de Ruiter H.P., Liaschenko, J (2011) To Lift or Not to Lift: patient-handling practices. American Association of Occupational Health Nurses Journal. Aug: 59(8) 337-43

\*†de Ruiter H.P., Freeman D., Hughes R., Sellers R,. (2011), Ethics at the Bedside: A conversation with Hans-Peter de Ruiter, PhD, RN; Deborah Freeman, BSN, RN; Ronda Hughes, PhD, RN, MHS, FAAN; and Richard Sellers, MDiv, MA., Creative Nursing 17(2):96-103

\*†de Ruiter H.P., Demma J. (2011) Nursing: The Skill and Art of Being in a Society of Multitasking Creative Nursing17(1): 25-29

\*†de Ruiter, H-P, (2008) Defining Nursing: A Linguistic View. Creative Nursing, 14(4), 186-187

\*†de Ruiter, H-P, (2007) Quantifying Nursing: Caring or Catastrophe ? Creative nursing, 13(2), 10-12

\*†de Ruiter, H-P (2006). The safety paradox. Creative nursing, 12(3), 4-7

\*†Meittunen, E. de Ruiter, H.-P. Gavin, C. Implementation of an Internet Fire Response Form to Improve the Drill Response Process. Journal of Emergency Management 2003 Fal1(3):37-41.

\*†Greene, H., de Ruiter, H.-P., Atkins, N., Banks, I, L, B., Nelson, J & Rahn, D (2002). Diabetes expertise: a subspecialty on a general medical unit. MedSurg Nursing, 11(5), 281-288.

\*†de Ruiter, H.-P. (2001). NAs aid RN retention. Nursing Management (Recruitment & Retention Report), 32(11), 39-40.

\*†de Ruiter, H.-P., & Hofner- Saphiere, D. (2001). Nurse Leaders as Cultural Bridges. JONA, 31(9), 418-423.

\*†de Ruiter, H.-P., & Larsen, K., E. (2002). Developing a Transcultural Patient Care Web Site. Journal of Transcultural Nursing, 13(1), 61-67.

\*de Ruiter, H.-P., Meittunen, E., & Sauder, K. (2001). Improving Safety for caregivers through collaborative practice. Journal of Healthcare Safety, Compliance and Infection Control, 5(2).

\*†Kummeth, P., de Ruiter, H.-P., & Capelle, S. (2001). Developing a Nursing Assistant Model:

Having the Right Person Perform the Right Job. MedSurg Nursing, 10(5), 255-263.

\*Meittunen, E., de Ruiter, H.-P., & McCormack, H. (2000). The use of a data collection instrument to drive patient transfer risk control decisions. Journal of Healthcare Safety, Compliance & Infection Control, 4(7), 305-309.

\*Referred Journals

†Data-based Article

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| **EDITORIALS** |
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| \*†de Ruiter, H-P (2007) Guest Editorial: Hands, Voices, and Hearts. Journal of Pediatric Oncology Nursing, 24, 63 |
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| \*†de Ruiter, H-P. (2006). Lifting devices revisited: Safer for nurses--but what about the patients? The American Journal of Nursing, 106(9), 13. |
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| \*Referred Journals |
| †Data-based Article |
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| **CHAPTERS IN BOOKS:** |
| De Ruiter, HP Using Institutional Ethnography (IE) as a Method of Inquiry to Understand the Impact of the Electronic Health Record (EHR) on Healthcare Providers and Their Patients, Palgrave Handbook of Institutional Ethnography, Palgrave Publishers 2020 |
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| de Ruiter, H.P., Demma, J. Kriegl, M., Schulze, J. Family Focused Nursing Care (Denham, S., Eggenberger, S., Young, P., Krumwiede, N. Editors) Chapter, Transcultural Family Care , FA Davis 2015 |
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| de Ruiter, H-P, de Ruiter M B Safe Patient Handing (Nelson, A editor) Chapter , Preventing injuries when taking care of Special Needs Patients , Springer Publishing 2006 |
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| **BOOK REVIEWS:** |
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| \*†de Ruiter, H-P The Rise of Mental Health Nursing: A History of Psychiatric Care in Dutch Asylums, 1890-1920 (review) Bulletin of the History of Medicine – 78(3), Fall 2004, 727-728 – Review |
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| \*Referred Journals |
| †Data-based Article |
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|  | **PRESENTATIONS** |  |
| **International and National** |  |  |
| **Presentation** | **Organization** | **Dates** |
| New directions in Nursing: Public Health Nursing | University of Applied Sciences, St Pölten Austria | April 2019 |
| Families in Crisis: An International Interdisciplinary module | Windesheim University of Applied Sciences International Days | April 2019 |
| Transcultural Ethics: The role of the RN | University of Applied Sciences, St Pölten Austria | November 2018 |
| Trends in Nursing Education in the US and the Importance of International Collaboration | Osaka Medical Center  | October 2018 |
| New issues in Bioethics Education: Geri-technology | Osaka Medical Center | October 2018 |
| Developing Futuristic Ethical Models | International Philosophy of Nursing Society, Worchester, United Kingdom | August 2017 |
| Developing an International Online Student Module | University of Fort Hare, East London South Africa | June 2017 |
| Critical Dialogue Presider: Accountability, Productivity, and Digital Coordination of Human Service Work | International Sociology Association, University of Vienna, Austria | July 2016 |
| In the Institution We Trust: Replacing Trust with risk management and policies in healthcare | The International; Philosophy of Nursing Society Karolinska Institute, Stockholm Sweden. | August 2015 |
| System and the Impact on TrustFrom Caring to Bytes: An Institutional Ethnography | Society of the Study of Social Problems. Chicago | August 2015 |
| Examining the Impact of the Electronic Health Record on Everyday Care Delivery | Society of the Study of Social Problems. Chicago | August 2015 |
| Ethical Issues with the Electronic Health Record | The International; Philosophy of Nursing Society Nottingham, UK | September 2014 |
| The Electronic Health Record: Ethical and Moral Consideration | Society of the Study of Social Problems San Francisco | August 2014 |
| Transforming Caring into Bytes: An Institutional Ethnography | International Qualitative Health Research Conference – Halifax, NS, Canada | October 2013 |
| To Lift or Not to Lift, A Study on Lifting Practices | Annual Conference of the Society of Study of Social Problems – NYC | August 2013 |
| Social Systems Theory: AFramework of TeachingIntercultural Family MentalHealth Assessment Skills toNursing Students in Austria andthe United States | International Family Nursing Conference, Minneapolis, MN | June 2013 |
| Professional Nursing in the Community | University of Applied Sciences, Krems Austria (Tele-Presentation) | April 2013 |
| Nursing in 2013: How policy, legislation and institutional priorities shape nurse - patient relationships | University of Toronto – Bloomberg School of Nursing | March 2013 |
| Exploring Differences in Mental Health Nursing between US/Europe and Palestine | Birzeit University – West Gaza (Tele-Presentation) | February 2013 |
| Community Nursing Models in the United States | University of Applied Sciences, Krems Austria | June 2012 |
| Creating a Global Undergraduate Research Module | National Conference of Undergraduate Research, Ogden UT | April 2012 |
| The Invisibility of the Family in the Electronic Health Record | International Family Nursing Conference, Kyoto Japan | June 2011 |
| The History and Development of the Nursing Profession in the United States | University of Applied sciences, Krems , Austria | June 2011 |
| The Invisibility of the Family in the Electronic Health Record | Midwestern Nursing Research Society (MNRS) | April 2011 |
| To Lift or Not to Lift: An Institutional Ethnography | Midwestern Nursing Research Society (MNRS) | April 2010 |
| To Lift or Not to Lift: Patient Handling Research | Annual conference of the Wisconsin Nurses Association | October 2008 |
| Ethical Issues in Safe Patient Handling | 6th annual conference on safe patient handing and movement, Clearwater Beach, Florida | February 2006 |
| Taking Care of the Severely Obese Patient | 6th annual conference on safe patient handing and movement, Clearwater Beach, Florida | February 2006 |
| Creative Strategies to working with the Bariatric Patent | 5th annual conference on safe patient handing and movement, Tampa, Florida | February 2005 |
| Strategies for Safe Patient Handling When Taking Care of Combative and Agitated Patients | Oregon Occupational Nurses Association Conference. Portland, Oregon | September 2004 |
| Strategies for Safe Patient Handling When Taking Care of Combative and Agitated Patients | 4th annual conference on safe patient handling and movement, Orlando, Florida | April 2004 |
| Best Practices: Developing a Multidisciplinary Team Approach to Injury Reduction | 4th annual conference on safe patient handling and movement, Orlando, Florida | April 2004 |
| Innovative ways of managing safety risks when taking care of high-risk patents in the hospital settings | 2nd annual conference on safe patient handling and movement. Tampa, Florida | January 2002 |
| Improving the safety for staff during care for the severely overweight patient | Enhancing Working Conditions and Patient Safety: Best Practices Conference: AHRQ, NCID, NIOSH, OSHA and VHA Best Practices Conference. Pittsburgh, Pennsylvania | October 17-18, 2000 |
| A Psychiatric Nurse’s Integrity and Ethical Practice are compromised when monetary relationships are formed with the Pharmaceutical Industry Plenary Session with Carol Glod, PhD, RN | 1st Annual Conference for Nurse Psychotherapists, Baltimore, Maryland | April 1998 |
| Overview of Nursing Education in the United States | Tokai University, Japan.  | October 1997 |
| Integrating Critical Pathways in Health Care | Japanese Cancer Institute, Tokyo, Japan | October 1997 |
| Bringing Transcultural Nursing in Practice | Mosby Psychiatric Nursing Conferences, Williamsburg , Virginia & New Orleans, Louisiana. | March & May 1997 |
| When Chaos isn’t Crazy | Mosby Psychiatric Nursing Conferences, Williamsburg, Virginia & New Orleans, Louisiana | March & May 1997 |
| Using Rating Scales in Transcultural Nursing | American Psychiatric Nurses Association Annual Convention, New Orleans, Louisiana &  | November 1997 |
| Bridging Diversity in the Mental Health Setting | American Psychiatric Nurses Association 9th Annual Convention, Philadelphia, Pennsylvania | October 1995 |
| Horizontal Violence in Nursing | American Psychiatric Nurses Association 9th Annual Convention, Philadelphia, Pennsylvania | October 1995 |
| Child and Adolescent Mental Health Inpatient Units in a Changing Environment | Adolescent and Child Psychiatric Nurses Association Annual Convention, Orlando, Florida | September 1995 |
| Bridging Diversity in Child and Adolescent Psychiatric Nursing | Adolescent and Child Psychiatric Nurses Association Annual Convention, Orlando, Florida | September 1995 |
| Nursing Diversity | American Psychiatric Nurses Association National Convention. San Antonio, Texas | October 1994 |
| Transcultural Mental Health Nursing | American Psychiatric Nurses Association National Convention. San Antonio, Texas  | October 1994 |
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| **Local Presentations** |  |  |
| Moral Issues and the Electronic Health Record | Medical Grand Rounds – University of Minnesota Medical school | July 2018 |
| Nursing Ethics and Healthcare Technology | University of Minnesota Guest Lectures for PhD Nursing StudentsNURS 8152 | Spring 2018 |
| Scholarship in Health Care Ethics | University of Minnesota Guest Lectures for PhD Nursing StudentsNURS 8152 | Spring 2017 |
| Ethics and the Electronic Health Record | University of Minnesota Guest Lectures for PhD Nursing StudentsNURS 8152 | Spring 2016 |
| The Implementation of the Electronic Health Record: People, Institutions, Data points and Ethics  | University of Minnesota Center for Bioethics Seminar Series | December 2015 |
| Philosophy and the Ethics of Technology | University of Minnesota Guest Lectures for PhD Nursing StudentsNURS 8152 Scholarship in Health Care Ethics | Feb 4th & March 4th 2015 |
| Ethical Issues and the Electronic Health Record | Center for BioethicsGraduateProSeminar | Fall 2015 |
| Nursing Ethics and Technology | Guest LectureNURS 4104 Ethical Sensitivity and Reasoning in Health Care | Fall 2014 |
| Turning Care into Bytes: Ethical Issues Surrounding the Electronic Medical Record | Minnesota Nurses Association Annual Ethics Conference | April 17th 2012 |
| Introducing the EMR in the ICU: Ethical Considerations | Greater Twin Cities Area Chapter of the American Association of Critical Care Nurses, Minneapolis, Minnesota | March 4th, 2008 |
| Introducing the EMR: Caring or Catastrophe | Minnesota Nurses Association Summit, Minneapolis, Minnesota | April 2007 |
| Ethical Implications when Introducing the Electronic Patient Record | University of Minnesota Nursing Alumni Association Conference | April 2007 |
| Ethical Issues when Handing Patients | Minnesota Nurses Association Centennial Conference, Saint Paul, Minnesota  | October 2006 |
| Creative Strategies to Working with the Bariatric Patient | University of Minnesota, School of Nursing, Annual Research Day, Minneapolis, MN | April 2006 |
| Taking care of the Morbidly Obese Patient, and how our Actions can Affect the Patient | Mayo Clinic, Obesity Care Nursing Conference, Rochester, Minnesota | February 11th 1999 |
| Embracing Diversity | Mayo Clinic, Medical Cardiology Education Days, Rochester Minnesota | October 23rd 1998, February 22nd and March 1st 1999 |
| Delegating Patient Care: What it means to my License | Mayo Clinic,Medical/Surgical Specialty Day, Rochester, Minnesota | March 17th 1998 |
| Euthanasia in Mental Health, A Dutch Perspective  | Psychiatric Nurses Association – Minnesota Chapter, Rochester, Minnesota | April 1996 |
| Infection Control in the Mental Health Setting | Mayo ClinicAnnual Psychiatry Nursing Education Day,Rochester, Minnesota | November 1995 |
| Psychiatric Nursing in a changing Environment | Mayo ClinicNurses WeekRochester, Minnesota  | May 1995 |
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| **TEACHING EXPERIENCE:** |
| **Minnesota State University, Mankato** |
| **Semester** | **Title** | **Level** | **Course Format** |
| Fall 2019 | NUR 465 Families in Crisis | Undergraduate | Classroom /EL |
| Fall 2019 | NUR 402 Psychosocial Nursing | RN – BS (Nursing) | Onlline |
| Summer 2019 | NUR 402 Psychosocial Nursing | RN – BS (Nursing) | Online |
| Summer 2019 | Nur 602 Ethical and Legal Issues | Doctural | Hybrid |
| Spring 2019 | NUR 436 Psychosocial Nursing | Undergraduate | Clinical |
| Spring 2019 | NUR 465 Families in Crisis | Undergraduate | Classroom/EL |
| Fall 2018 | Nur 602 Ethical and Legal Issues | Graduate | Hybrid |
| Fall 2018 | NUR 436 Psychosocial Nursing | Undergraduate | Clinical |
| Fall 2018 | NUR 465 Families in Crisis | Undergraduate | Classroom/EL |
| Summer 2018 | NUR 702 Mental Health | Doctoral | Hybrid |
| Spring 2018 | NUR 436 Psychosocial Nursing | Undergraduate | Lecture/ Clinical |
| Spring 2018 | NUR 465 Families in Crisis | Undergraduate | Classroom/EL |
| Spring 2018 | NUR 704 Nursing Leadership | Doctoral | Hybrid |
| Fall 2017 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Fall 2017 | NUR 436 Psychosocial Nursing | Undergraduate | Clinical |
| Fall 2017 | NUR 465 Families in Crisis | Undergraduate | Classroom |
| Spring 2017 | NUR 320 Evidence based nursing for nurses | RN – Baccalaureate | Online |
| Spring 2017 | NUR 436 Psychosocial Nursing | Undergraduate | Clinical |
| Spring 2017 | NUR 465 Families in Crisis | Undergraduate | Classroom |
| Spring 2017 | Bioethics 5000 Ethics of Healthcare Technology (offered at the UMN) | Graduate | Classroom |
| Summer 2017 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Fall 2016 | NUR 436 Psychosocial Nursing | Undergraduate | Clinical/Classroom |
| Fall 2016 | NUR 320 Evidenced-based practice for nurses | RN – Baccalaureate | Online |
| Fall 2016 | NUR 465 Families in Crisis | Undergraduate | Classroom |
| Fall 2016 | NUR 711 Healthcare Policy and Organizational/Systems Leadership | Doctoral | Hybrid |
| Spring 2016 | Sabbatical |  |  |
| Fall 2015 | Sabbatical |  |  |
| Summer 2015 | NUR 401 Cultural Nursing Immersion in Austria and Amsterdam | Undergraduate | Study Abroad |
| Summer 2015 | NUR 401 Cultural Nursing Immersion in Thailand | Undergraduate | Study Abroad |
| Spring 2015 | NUR 436 Psychosocial Nursing | Undergraduate | Clinical/Classroom |
| Spring 2015 | NUR 320 Evidenced-based practice for nurses | RN – Baccalaureate | Online |
| Spring 2015 | NUR 695 Alternate Plan Paper | Graduate | Hybrid |
| Spring 2015 | NUR 465 Families in Crisis | Undergraduate | Classroom |
| Fall 2014 | NUR 320 Evidenced-based practice for nurses | RN – Baccalaureate | Online |
| Fall 2014 | NUR 465 Families in Crisis | Undergraduate | Classroom |
| Fall 2014 | NUR 436 Psychosocial Nursing | Undergraduate | Clinical/Classroom |
| Summer 2014 | NUR 320 Evidenced-based practice for nurses | RN – Baccalaureate | Online |
| Summer 2014 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Spring 2014 | NUR 436 Psychosocial Nursing | Undergraduate | Clinical/Classroom |
| Spring 2014 | NUR 695 Alternate Plan Paper | Graduate | Hybrid |
| Spring 2014 | NUR 436 Psychosocial Nursing | Undergraduate | Clinical/Classroom |
| Fall 2013 | NUR 440 Mental Health Nursing | Undergraduate | Online |
| Fall 2013 | NUR 471 Community Health – Austria and Amsterda, | Undergraduate | Study Abroad clinical  |
| Fall 2013 | NUR 620 Ethical, Legal and Professional Dimensions  | Graduate | Hybrid |
| Fall 2013 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Summer 2013 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Summer 2013 | NUR 440 Mental Health Nursing | Undergraduate | Clinical/Classroom |
| Summer 2013 | NUR 320 Critical Nursing Inquiry – Evidence Based Practice | RN – Baccalaureate | Online |
| Spring 2013 | NUR 320 Critical Nursing Inquiry – Evidence Based Practice | RN – Baccalaureate | Online |
| Spring 2013 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Fall 2012 | NUR 320 Critical Nursing Inquiry – Evidence Based Practice | RN – Baccalaureate | Online |
| Fall 2012 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Summer 2012 | NUR 320 Critical Nursing Inquiry – Evidence Based Practice | RN – Baccalaureate | Online |
| Summer 2012 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Spring 2012 | NUR 499 \_ Ind Study – Psych Flix | Baccalaureate | Classroom |
| Spring 2012 | NUR 430 Nursing Research | Baccalaureate | Classroom |
| Spring 2012 | NUR 441 Mental Health Nursing | Baccalaureate | Lecture and Clinical |
| Fall 2011 | NUR 430 Nursing Research | Baccalaureate | Classroom |
| Fall 2011 | NUR 499 Ind Study – Global Nursing | Baccalaureate  | Classroom |
| Fall 2011 | NUR 441 Mental Health Nursing | Baccalaureate | Lecture and Clinical |
| Fall 2011 | NUR 461 Community Health – Austria  | Baccalaureate | Study Abroad Clinical |
| Fall 2011 | NUR 699 Thesis Advising | Graduate | 1:1 |
| Summer 2011 | NUR 606 Social Space of Nursing |  Graduate | Hybrid |
| Summer 2011 | NUR 320 Critical Nursing Inquiry – Evidence Based Practice | RN – Baccalaureate | Online |
| Summer 2011 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Spring 2011 | NUR 699 Thesis advising | Graduate | 1:1 |
| Spring 2011 | NUR 441 Mental Health Nursing | Baccalaureate | Clinical |
| Spring 2011 | NUR 461 Community Health – Ghana | Baccalaureate | Study Abroad Clinical |
| Spring 2011 | NUR 604 Knowledge Development | Graduate | Hybrid |
| Spring 2011 | NUR 440 Mental Health Nursing | Baccalaureate | Lecture  |
| Fall 2010 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Fall 2010 | NUR 440 Mental Health Nursing | Baccalaureate | Lecture  |
| Fall 2010 | NUR 441 Mental Health Nursing | Baccalaureate | Clinical |
| Fall 2010 | NUR 604 Knowledge Development | Graduate | Hybrid |
| Summer 2010 | NUR 606 Social Space of Nursing |  Graduate | Hybrid |
| Summer 2010 | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
| Spring 2010 | NUR 604 Knowledge Development | Graduate | Hybrid |
| Spring 2010 | NUR 440 Mental Health Nursing | Baccalaureate | Lecture  |
| Spring 2010 | NUR 441 Mental Health Nursing | Baccalaureate | Clinical |
| Spring 2010 | NUR 499 Ind Study – Ghana Clinical | Baccalaureate | Study Abroad |
| Fall 2009 | NUR 440 Mental Health Nursing | Baccalaureate | Lecture  |
| Fall 2009 | NUR 441 Mental Health Nursing | Baccalaureate | Clinical |
| Fall 2009 | NUR 471 Nursing Synthesis | Baccalaureate | Clinical |
| Summer 2009  | NUR 402 Psychosocial Nursing | RN – Baccalaureate | Online |
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| **University of Minnesota School of Nursing** |  |  |
| **Course Number** | **Course Title** | **Dates** |
| NURS 5031 | Health and Illness: Adults and Elders | Spring 2009 |
| NURS 3702 | Foundations of Professional Nursing | Spring 2008 |
| NURS 4330 | Psychiatric and Mental Health Nursing | Spring 2008, Fall 2008, Spring 2009 |
| NURS 4326 | Nursing Care of Older Adults | Spring 2008 |
| NURS 4402 | Ethical Action in Health Care | Spring 2008 |
| NURS 4104 | Ethical Sensitivity and Reasoning in Health Care | Fall 2007, Fall 2008 |
| NURS 4201 | Nursing Care of Adults | Fall 2007, Fall 2008 |
| NURS 4201 | Nursing Theory and Research | Fall 2007 |
| NURS 4406 | Leadership/Management for Shaping Professional Nursing Practice | Spring 2004 |
| NURS 8242 | Population Focused Healthcare Delivery Systems | Fall 2004 |
| NURS 4203 | Nursing Fundamentals II – Assessment and Intervention | Fall 2003 |
| NURS 4203 | Nursing Fundamentals I – Assessment and Intervention | Spring 2003 |
| NURS 4201 | Nursing Care of Adults | Fall 2002 |
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| **Augsburg College** |  |
| Course | Dates |
| NUR 305 – Communication | Fall 2008 |
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| **University of Phoenix** |  |
| **Course** |
| Evidence-Based Nursing Research and Practice (5 Week Course) NUR/443 |
| Issues and Strategies in Nursing Research Utilization (5 Week Course) NUR/429 |
| Theoretical Applications in Evidence-based Practice (8 Week Course) NUR/703 |
| Theory Construction and Concept Analysis (8 Week Course) NUR 702 |
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| **Excelsior College** | **Dates** |
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| Management of Clinical Systems – NUR 631  | Fall 2004, Fall 2005, Fall 2007 |
| Management of Organizational Systems NUR 621 | Spring 2006, Spring 2008, Fall 2008, Summer 2014 |
| Leadership of the Organizational System NUR 635 | Fall 2009, Summer 2007, Fall 2010 |
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| **Thesis Committee’s** | \*PhD# MS |
| Ian Wolfe | Intractable Conflict in Pediatric Critical Care:A Case Examination and Analysis of Futility | May 7, 2019 | External Committee Member\* (University of Minnesota)  |
| Srijana Bhandari | An American Students experience in Ghana: A qualitative study | March 13th 2018 | Advisor# |
| Mitch Woldt | Assessing Nursing Staff Perspective to Improve Inpatient Care: a Quantitative Study | Nov 2st 2012 | Advisor# |
| Amanda Shandor | The Health Effects of Nursing Shift Work | July 6th 2012 | Advisor# |
| Jody Enter | Nurses’ Beliefs and Knowledge Regarding Resuscitation Status | June 26th 2012 | Committee Member# |
| Candace VanderPlaats | A Pilot Study Regarding the Development of Lifestyle Barriers Post Cardiac Rehabilitation Education | June 25th 2012 | Advisor# |
| Alice Malecha | Strain in the Caregivers of Dialysis Patients | June 14th, 2012 | Advisor# |
| Megan Marie Sheeley | Attitudes of Nurses toward Hospitalized Obese Adults  | June 6th 2012 | Committee Member# |
| Ryan Young | Rural Nurse Retention – A Constructivist Grounded Theory Approach  | May 22, 2012 | Committee Member\* |
| Gretchen Strobel | College Age Women Smokers and the Efficacy of Smoking Cessation on Campuses | May 18th 2012 | Advisor# |
| Tracy Roehl | Nurses Perceptions of Telehealth Implementation in the Home Care Setting  | April 30th 2012 | Advisor# |
| Tammy Neiman | Nursing Students’ Attitudes Toward End-of-Life Care  | March 21st 2012 | Committee Member# |
| Elizabeth Waters | Access and Barriers to Diabetes Self care Education and Support Groups in a Rural Southern Minnesota Community  | February 8th 2012 | Advisor# |
| Amy St Aubin | Examining Nurse’s Knowledge andAttitudes Regarding Pain  | November 16th 2011 | Advisor# |
| Rebekah A Morris | Addicted Youth; The Understanding of Smoking-Related Health Risks in Female College Students  | June 28th 2011 | Advisor# |
| Stacy Jepsen | TeamSTEPPS communication and in situ simulation training to improve individual and team performance during handoff of the immediate post-op cardiovascular surgical Patient  | May 1st 2011 | Committee Member# |
| Heidi Sannes | Barriers to Using Motivational Interviewing for Lifestyle Counseling  | April 1st 2011 | Committee Member# |
| Jeremy Jay Waldo | Motivational Interviewing Training and Provider Proficiency | April 1st 2011 | Committee Member# |
| Nikki Stoffel-Lowis | Rapid Response Team Utilization of Modified Early Warning Scores to Improve Patient Outcomes | March 29th 2011 | Committee Member# |
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| **Guest Lectures** | **Organization** | **Semester** |
| Community and Public Health Nursing | University of Applied Sciences St Pölten, Austrua | April 2019 |
| Ethics of Transcultural Nursing | University of Applied Sciences St Pölten, Austrua | October 2018 |
| Global comparisons or Healthcare systems and family ( 6 hrs.) PhD Ethics Class – BioethicsTopic: Ethics and Healthcare Technology (6 hrs.) | University of Applied Science, Krems AustriaUniversity of Minnesota | Summer 2015Spring 2015 |
| Undergraduate Nursing – EthicsTopic: Technology, Ethics and Practice (2 hrs.) | University of Minnesota | Fall 2014 |
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| **Consultations** | **Organization** | **Dates** |
| Implementing Managed Care  | United Healthcare GroupMinneapolis, Minnesota | December 1995 |
| Researching Chronic Mentally Ill in Rural Ghana | Kintampo Health Research Center - Ghana | May 2009 |
| Establishing and International Nursing Exchange ProgramEstablishing and International Community Nursing Program | Kwame Nkrumah University of Science and Technology – Kumasi GhanaUniversity of Applied Science, Krems Austria | June 2009June 2011 |
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| **Organizational Memberships** |
| International Philosophy of Nursing Society (IPONS) |
| National League of Nursing (NLN) |
| Minnesota Nurses Association (MNA) |
| American Nurses Association (ANA |
| Minnesota Organization for Registered Nurses (MNORN) |
| International Family Nurses Association (IFNA) |
| International Jacques Ellul Society (IJES) |
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| **Editorial Boards and Manuscript Reviewer** |  |
| Journal of the American Psychiatric Nurses Association – Reviewer | 1998 – 2004 |
| Journal of Family Nursing – Reviewer | 2012 – Present |
| Clinical Nursing Studies (CNS) – International Editorial Review Board Member | 2013 - Present |
| Journal of Nursing Inquiry – Reviewer | 2014 – Present |
| Nursing Ethics – Reviewer | 2017 – Present |
| Nursing Philosophy | 2016 - Present |
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**Committee Memberships**

| **State / Regional / Local** |
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| **Organization** | **Committee/Description** | **Dates** |
| Minnesota Organization of Registered Nurses | Director on the Board | 2018 – Present |
| Basilica of St Mary’s Community Mental Health Committee | Member | 2013- Present |
| Minnesota Nurses Association Foundation | Board Member (and Current Chair) | 2012 – 2019 |
| Inter Faculty Organization | Convention Delegate | 2012 |
| Minnesota Nurses Association | Ethics Committee | 2010 - 2013 |
| Minnesota State University, Mankato | College of Allied Health and Nursing International committee (Co-Chair 2011 -2012, Chair 2012-2013) | 2009 – 2013 |
| Minnesota State University, Mankato | Faculty Research Committee (2011-2012 Chair) | 2010-2012 |
| Minnesota State University, Mankato | School of Nursing Search Committee  | 2009 - 2012 |
| Minnesota State University, Mankato | Nursing Graduate Program Committee | 2009 - Present |
| University of Minnesota  | Densford Center Advisory Board / Member | 2006 - 2009 |
| Minnesota Nurses Association | Health and Safety Taskforce | 2007 - 2009 |
| Minnesota Nurses Association | Nominations Committee | 2005 - 2009 |
| Allina Hospitals and Clinics | Allina Nursing Practice Committee / Chair | 2005 -2007 |
| Allina Hospitals and Clinics | Allina Nursing Research Committee / Chair | 2005 -2007 |
| Mayo Clinic | Ethics Research Committee | 2003 - 2005 |
| Minnesota Nurses Association | Ethics Committee | 2003 – 2005 |
| Fairview University Hospital | Ethics Committee | 2003 – 2005 |
| Fairview University Hospital | Parent Advisory Board | 2003 – 2005 |
| Fairview University Hospital | Pediatric Development Committee | 2003 – 2005 |
| Fairview University Hospital  | Pediatric Oncology Practice and Education Committees | 2003 – 2005 |
| Fairview University Hospital | Pediatric Quality Improvement Committee | 2003 – 2005 |
| Mayo Clinic | Clinical Research Unit Practice Committee | 2003 |
| Minnesota Nurses Association | Education Committee / Chair | 2002 - 2004 |
| Minnesota Nurses Association | Education Committee / Member | 2000 - 2002 |
| Minnesota Nurses Association | Delegate to ANA | 2002, 2004, 2006 & 2008 |
| Minnesota Nurses Association | Delegate to MNA | 2004, 2006 & 2008 |
| Mayo Clinic | Home Going Medications – Institutional Taskforce  | 1999 – 2001 |
| Mayo Clinic | Human Resources Benefits Advisory Group | 1999 – 2001 |
| Mayo Clinic | Nursing Self-Scheduling steering group | 1998 – 2001 |
| Mayo Clinic | Trans-Cultural Committee | 1994 – 2001 |
| Mayo Clinic | Transcultural Webpage Coordinator | 1998 – 2001 |
| Minnesota Nurses Association – SE Minnesota Chapter | Board of Directors | 1997 – 2001 |
| Mayo Clinic | Nursing Informatics Committee | 1997 – 2002 |
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| **National** |
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| **Organization** | **Committee/Description** | **Dates** |
| American Nurses Assoictiation  | Standards and Scope of Nursing Informaticists committee (Ethics expert | Spring 2019 - Present |
| Embassy of the Kingdom of the Netherlands | Prisoner Visitation Program Member | 2004 - Present |
| Veterans Administration, Tampa, Florida | Bariatric Injury Reduction Taskforce Member | 2005 |
| Excelsior College | Alumni Advisory Board/Member and Secretary | 1999 – 2001 |
| American Psychiatric Nurses Association | Conference Planning Committee | 1996 – 1998 |
| American Psychiatric Nurses Association | Web-Page taskforce/Chair | 1995 |
| American Psychiatric Nurses Association | Transcultural Task-Force / Chair | 1994 – 1996 |
| Mayo Clinic | Mental Health Practice committee | 1994 – 1997 |
| International Office of Migration | Liaison for Mental health issues  | 1992 |
| California Nurses Association | Member of the Mental Health Practice Committee | 1990 – 1991 |
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| **International** |
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| **Organization** | **Committee/Description** | **Dates** |
| International Philosophy of Nursing Society | Executive Committee Member | 2015 – present |
| RANCARE | European Commission focusing on Rationing of Healthcare | 2019 – Present |
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| **Languages** |  |
| Dutch | Fluent |
| German  | Fluent |
| English | Fluent |
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