

AGENDA
BOARD OF EXAMINERS FOR NURSING
July 21, 2021

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CONSENT ORDERS

- | | | |
|--------------------------------------|------------------------------|---------------------------------------|
| • <i>Karen Crosby, RN</i> | <i>Petition No. 2020-684</i> | <i>Staff Attorney Joelle Newton</i> |
| • <i>Laurie Pierson, R.N.</i> | <i>Petition No. 2019-859</i> | <i>Staff Attorney Leslie Scoville</i> |
| • <i>Christine Wilkinson, L.P.N.</i> | <i>Petition No. 2020-212</i> | <i>Staff Attorney Joelle Newton</i> |
| • <i>Lynne Reynolds, RN,</i> | <i>Petition No. 2020-385</i> | <i>Staff Attorney Joelle Newton</i> |
| • <i>Adrienne DeLucia, RN,</i> | <i>Petition No. 2021-317</i> | <i>Staff Attorney Joelle Newton</i> |

HEARINGS

- | | | |
|----------------------------------|-------------------------------|-------------------------------------|
| • <i>Angel Predzimirski, R.N</i> | <i>Petition No. 2020-1221</i> | <i>Staff Attorney Joelle Newton</i> |
| • <i>Christopher Morahan, RN</i> | <i>Petition No. 2020-1009</i> | <i>Staff Attorney Joelle Newton</i> |

This meeting will be held by via Microsoft Teams

Board of Examiners for Nursing - Meeting/Hearings

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The following minutes are draft minutes which are subject to revision and which have not yet been adopted by the Board.

The **Board of Examiners for Nursing** held a meeting on May 19, 2021 via Microsoft TEAMS.

BOARD MEMBERS PRESENT:	Patricia C. Bouffard, RN, D.N.Sc. - (RN Member, Chair) Jason Blando - (Public Member) Mary E. Dietmann, EdD, APRN, ACNS-BC, CNE - (RN Member) Lisa S. Freeman, BA - (Public Member) Jennifer C. Long, APRN, MSN, NNP-BC - (APRN Member) Gina Reiners, PhD, APRN, PMHNP, PMHCNS - (RN Member)
BOARD MEMBERS ABSENT:	Geraldine Marrocco, Ed.D., APRN, ANP-BC, FAANP - (RN Member) Rebecca Martinez, LPN – (LPN Member)
ALSO PRESENT:	Stacy Schulman, Legal Counsel to the Board, DPH Dana Dalton, RN, Supervising Nurse Consultant, DPH Helen Smith, RN, Nurse Consultant, DPH Linda Fazzina, Staff Attorney, DPH Joelle Newton, Staff Attorney, DPH Diane Wilan, Staff Attorney, DPH Jeffrey Kardys, Board Liaison, DPH Agnieszka Salek, Hearings Liaison, DPH

The meeting commenced at 8:30 a.m. All participants were present by video or telephone conference.

CHAIR UPDATES

Chair Bouffard reported she will be making a presentation to the Connecticut Nurses Association on May 26, 2021. She will discuss the Board's mission and activities.

OPEN FORUM

Nothing to report.

APPROVAL OF AGENDA

Gina Reiners made a motion, seconded by Mary E. Dietmann, to approve the reordering of the agenda. The motion passed unanimously.

NATIONAL COUNCIL STATE BOARDS OF NURSING

Mary Dietmann provided a report of an Education Consultants Group teleconference on May 4, 2021. The main topic of discussion was the American Association of Colleges of Nursing (AACN) Essentials. The Essentials outline the necessary curriculum content and expected competencies of graduates from baccalaureate, master's, and Doctor of Nursing Practice programs, as well as the clinical support needed for the full spectrum of academic nursing.

Lisa Freeman arrived at 8:37 a.m.

SCHOOL ISSUES

- Connecticut League for Nursing Virtual RN Refresher Course
Marcia Proto, Executive Director, Connecticut League for Nursing provided an update of the CNA online registered nurse refresher course.

Update on the NCLEX test results - Sacred Heart University and Quinnipiac University.
Helen Smith, RN, Nurse Consultant, DPH provided updates NCLEX results for Sacred Heart University and Quinnipiac University.

- NCLEX test results - 05/01/2020 to 04/30/2021

Helen Smith, RN, Nurse Consultant, DPH reported NCLEX results for the time period May 1, 2020 to April 30, 2021 for RN and LPN programs. The programs that have not met the 80 percent pass rate will be notified to appear and present a plan of correction to the Board.

Based on the results Mary Dietmann made a motion, seconded by Gina Reiners, to remove the University of Connecticut Stamford program from conditional status which was ordered on June 17, 2020. The motion passed unanimously.

CONNECTICUT LEAGUR FOR NURSING – Monthly Update

Marcia Proto, Executive Director provided an update from the Connecticut League for Nursing on the following matters:

- Deans and Directors/Connecticut Hospital Association quarterly meeting on June 7, 2021.
- Enrolment in Connecticut Nursing Programs has been increasing.
- Expected increase in retirements of faculty from State education programs in June 2022.
- Office of Workforce Strategy
- Lack of clinical experiences for APRN students.

SCOPE OF PRACTICE

Helen Smith, Nurse Consultant, DPH provided a summary of 35 nursing scope of practice inquiries received by the Department of Public Health during April 2021.

MEMORANDA OF DECISION

Dana Gibson, RN – License Reinstatement

Gina Reiners made a motion, seconded by Mary Dietmann, to reaffirm the Board's decision reinstating Ms. Gibson's registered nurse and imposing probation for a period of one year. The motion passed unanimously.

Allyson Allen, LPN - Petition No. 2020-787

Gina Reiners made a motion, seconded by Jennifer Long, to reaffirm the Board's decision imposing probation for a period of four years. The motion passed unanimously.

Colleen Gallagher, LPN - Petition No. 2020-76

Gina Reiners made a motion, seconded by Mary Dietmann, to reaffirm the Board's decision imposing probation for a period of four years. The motion passed unanimously.

MOTION FOR RECONSIDERATION

Nicholas Lewonczyk, LPN - Petition No. 2017-50

Staff Attorney Diane Wilan was present for the Department of Public Health. Mr. Lewonczyk was not present or represented.

Gina Reiners moved to grant the Department's Motion for Reconsideration of an April 21, 2021 Memorandum of Decision. The motion was seconded by Jennifer Long and passed unanimously.

Gina Reiners made a motion, seconded by Mary Dietmann that effective immediately the Memorandum of Decision in this matter be amended such that respondent is required to complete a licensed practical nurse refresher course that includes a clinical component prior to resuming the practice of nursing. In addition, respondent's license shall be restricted for the purpose of successful completion of the refresher program, and the four (4) year probation shall commence on the resumption of employment. The motion passed unanimously.

All other conditions of the April 21, 2021 Memorandum of Decision will remain in effect pending issuance of the Amended Memorandum of Decision

MOTION FOR SUMMARY SUSPENSION

Adrienne DeLucia, RN - Petition No. 2021-317

Staff Attorney Joelle Newton presented the Board with a Motion for Summary Suspension for Adrienne DeLucia. Attorney Cody Guarnieri was present with respondent.

Gina Reiners made a motion, seconded by Jennifer Long, to enter executive session to review confidential medical records. The motion passed unanimously. No motions were made and no votes were taken during executive session.

Gina Reiners moved to grant the Department's Motion for Summary Suspension in that respondent's continued practice as a nurse is a clear and immediate danger to public health, safety, and welfare.

The motion was seconded by Mary Dietmann and passed unanimously. A hearing will be scheduled for June 16, 2021.

CONSENT ORDERS

Mary Ann Connelly, RN - Petition No. 2019-1277

Staff Attorney, Joelle Newton, Department of Public Health presented a Consent Order in the matter of Mary Ann Connelly, RN. Attorney Ellen Costello was present on behalf of respondent.

Gina Reiners moved, and Mary Dietmann seconded, to approve the Consent Order which imposes a reprimand and probation for a period of eighteen months. The motion passed unanimously.

Stephanie Kennedy, RN - Petition No. 2020-606

Staff Attorney, Linda Fazzina, Department of Public Health presented a Consent Order in the matter of Stephanie Kennedy, RN. Respondent was not present and was not represented.

Jennifer Long moved, and Mary Dietmann seconded, to approve the Consent Order which imposes a reprimand. The motion passed unanimously.

Tracy Maluk, RN - Petition No. 2020-1223

Staff Attorney, Joelle Newton, Department of Public Health presented a Consent Order in the matter of Mary Ann Connelly, RN. Respondent was not present and was not represented.

Gina Reiners moved, and Mary Dietmann seconded, to approve the Consent Order which imposes probation for a period of four years. The motion passed unanimously.

Chanelle Walker, RN - Petition No. 2019-640

Staff Attorney, Diane Wilan, Department of Public Health presented a Consent Order and a Reinstatement Consent Order in the matter of Chanelle Walker, RN. Attorney Mary Alice Moore Leonhardt was present with respondent.

Jennifer Long moved, and Mary Dietmann seconded, to approve the Consent Order which imposes probation pursuant to a Reinstatement Consent Order. The motion passed unanimously.

Jennifer Long moved, and Mary Dietmann seconded, to approve the Reinstatement Consent Order which imposes probation for a period of four years. The motion passed unanimously.

SCHOOL ISSUES

Lisa Freeman made a motion, seconded by Gina Reiners, to add a review of the Porter & Chester Institute Stratford Campus Evening Program NCLEX results to the agenda. The motion passed unanimously.

Following review Gina Reiners made a motion, seconded by Jennifer Long, to remove the Stratford Campus Evening Program from conditional approval. The motion passed unanimously.

HEARINGS

Jennifer Long made a motion, seconded by Gina Reiners, to change the order of the scheduled hearings. The motion passed unanimously.

David Martin, RN - Petition No. 2021-242

Linda Fazzina, Staff Attorney was present for the Department of Public Health. Respondent was present but was not represented.

Gina Reiners made a motion, seconded by Jennifer Long, to enter executive session to take evidence regarding confidential treatment records. The motion passed unanimously. No motions were made and no votes were taken during executive session.

Following the close of the record the Board conducted fact-finding. Jennifer Long moved, and Gina Reiners seconded, that Mr. Martin be found as charged. With respect to the second count paragraph 8 the reason for failing to submit to requested screening was due to Mr. Martin being unable to do so because he was hospitalized. The motion passed unanimously.

Jennifer Long moved, and Lisa Freeman seconded, that Mr. Martin's license be revoked. The motion passed unanimously.

Pamela Franklin, LPN - Petition No. 2020-1211

Staff Attorney, Linda Fazzina was present for the Department of Public Health. Respondent was not present and was not represented.

Gina Reiners made a motion seconded by Mary Dietmann to grant the Department's oral motion to deem allegations admitted. The motion passed unanimously.

Following close of the hearing the Board conducted fact-finding.

Gina Reiners made a motion, seconded by Mary Dietmann, that Ms. Franklin be found as charged. The motion passed unanimously.

Gina Reiners moved, and Jennifer Long seconded, that Ms. Franklin's license be revoked. The motion passed unanimously.

Amanda Claffey, RN - Petition No. 2021-284

Staff Attorney Joelle Newton was present for the Department of Public Health. Ms. Claffey was present but was not represented.

During the hearing Ms. Claffey asked for a continuance. Jennifer Long moved, and Gina Reiners seconded the request for continuance. The hearing will be rescheduled to July 21, 2021.

Denise Ambrose, LPN - Petition No. 2019-751

Staff Attorney, Brittany Petano was present for the Department of Public Health. Respondent was not present and was not represented.

Jennifer Long made a motion, seconded by Gina Reiners to grant the Department's motion to amend the Statement of Charges. The motion passed unanimously.

Jennifer Long made a motion, seconded by Gina Reiners to grant the Department's oral motion to deem allegations admitted. The motion passed unanimously.

Following close of the hearing the Board conducted fact-finding.

Gina Reiners made a motion seconded by Jennifer Long, that Ms. Ambrose be found as charged. The motion passed unanimously.

Gina Reiners moved, and Jennifer Long seconded, that Ms. Ambrose's license be revoked. The motion passed unanimously.

Daniel O'Brien, RN - Petition No. 2021-284

Staff Attorney, Diane Wilan was present for the Department of Public Health. Respondent was not present and was not represented.

Jennifer Long made a motion, seconded by Gina Reiners to grant the Department's oral motion to deem allegations admitted. The motion passed unanimously.

Following close of the hearing the Board conducted fact-finding.

Jennifer Long made a motion, seconded by Gina Reiners, that Mr. O'Brien be found as charged. The motion passed unanimously.

Jennifer Long moved, and Gina Reiners seconded, that Mr. O'Brien's license be revoked. The motion passed unanimously.

ADJOURNMENT

Upon a motion by Lisa Freeman, seconded by Geraldine Marrocco, it was the unanimous decision to adjourn this meeting at 12:29 p.m.

The following minutes are draft minutes which are subject to revision and which have not yet been adopted by the Board.

The **Board of Examiners for Nursing** held a meeting on June 16, 2021 via Microsoft TEAMS.

BOARD MEMBERS PRESENT: Patricia C. Bouffard, RN, D.N.Sc. - (RN Member, Chair)
Cynthia L. Arpin, RN, MSN – (RN Member)
Jason Blando - (Public Member)
Mary E. Dietmann, EdD, APRN, ACNS-BC, CNE - (RN Member)
Geraldine Marrocco, Ed.D., APRN, ANP-BC, FAANP - (RN Member)
Rebecca Martinez, LPN – (LPN Member)
Gina Reiners, PhD, APRN, PMHNP, PMHCNS - (RN Member)

BOARD MEMBERS ABSENT: Lisa S. Freeman, BA - (Public Member)
Jennifer C. Long, APRN, MSN, NNP-BC - (APRN Member)

ALSO PRESENT: Stacy Schulman, Legal Counsel to the Board, DPH
Dana Dalton, RN, Supervising Nurse Consultant, DPH
Helen Smith, RN, Nurse Consultant, DPH
Linda Fazzina, Staff Attorney, DPH
Joelle Newton, Staff Attorney, DPH
Diane Wilan, Staff Attorney, DPH
Jeffrey Kardys, Board Liaison, DPH
Agnieszka Salek, Hearings Liaison, DPH

The meeting commenced at 8:30 a.m. All participants were present by video or telephone conference.

Cynthia Arpin was welcomed to her meeting as member of the Board.

CHAIR UPDATES

Chair Bouffard reported on the presentation she made to the Connecticut Nurses Association on May 26, 2021.

OPEN FORUM

Nothing to report.

APPROVAL OF AGENDA

Gina Reiners made a motion, seconded by Mary Dietmann, to approve the reordering of the agenda. The motion passed unanimously.

NATIONAL COUNCIL STATE BOARDS OF NURSING

Mary Dietmann provided a report of an Education Consultants Group teleconference.
Chair Bouffard reported on networking session she attended June 14, 2021.
The 2022 annual meeting is scheduled for August 17-19.

MINUTES

Geraldine Marrocco made a motion, seconded by Mary Dietmann, to approve the minutes from April 21, 2021. The motion passed with all in favor except Cynthia Arpin who abstained.

SCHOOL ISSUES

- Porter & Chester Institute
Approval Interim Nursing Director for the Practical Nursing Program
Nancy Brunet and Vicky Kane, Vice President of Academics were present from Porter & Chester
Gina Reiners made a motion, seconded by Rebecca Martinez to approve Ms. Brunet as the Interim Nursing Director. Gina Reiners and Cynthia Arpin voted in favor. Jason Blando, Mary Dietmann, Geraldine Marrocco and Rebecca Martinez abstained. The motion failed.
Gina Reiners withdrew the motion and made a new motion to table all Porter & Chester matters until the July 221, 2021 meeting. The motion to table was seconded by Rebecca Martinez and passed unanimously.

- University of Bridgeport Plan of Correction

Gina Reiners recused herself in this matter.

Linda Wagner and Cynthia Jeffrey were present from the University of Bridgeport.

Geraldine Marrocco made a motion, seconded by Rebecca Martinez, to approve the plan of correction. The motion passed.

Mary Dietmann made a motion, seconded by Geraldine Marrocco, to place the University of Bridgeport on conditional status for one year. The motion passed.

- Gateway Community College Plan of Correction

Chair Bouffard recused herself in this matter

Shelia Solernou was present from the Gateway Community College.

Rebecca Martinez made a motion, seconded by Mary Dietmann to approve the plan of correction. The motion passed.

Geraldine Marrocco made a motion, seconded by Rebecca Martinez, to place the Gateway Community College on conditional status for one year. The motion passed.

- Norwalk Community College Plan of Correction

Ezechiel Dominique was present from the Gateway Community College.

Mary Dietmann made a motion, seconded by Gina Reiners to approve the plan of correction. The motion passed.

Geraldine Marrocco made a motion, seconded by Gina Reiners, to place the Norwalk Community College on conditional status for one year. The motion passed unanimously.

- St. Vincent's College Plan of Correction

Mary Dietmann and Jason Blando recused themselves in this matter.

Rosemarie Baker, Maryanne Davidson and Tammy Dickerson were present from the St. Vincent's College.

Geraldine Marrocco made a motion, seconded by Rebecca Martinez, to approve the plan of correction. The motion passed.

Geraldine Marrocco made a motion, seconded by Rebecca Martinez, to place the St. Vincent's College on conditional status for one year. The motion passed.

- Lincoln Technical Institute

Patricia DeLucia and Deborah Little were present from the Lincoln Technical Institute.

Geraldine Marrocco made a motion, seconded by Mary Dietmann to approve the plan of correction. The motion passed unanimously.

Mary Dietmann made a motion, seconded by Geraldine Marrocco, to place the Norwalk Community College on conditional status for one year. The motion passed unanimously.

CONNECTICUT LEAGUR FOR NURSING – Monthly Update

Marcia Proto, Executive Director and Audrey Beauvais provided an update from the Connecticut League for Nursing.

Topics of discussion included:

- CNA and Connecticut Hospital Associations Health Educators Group work meetings regarding communications, clinical placement, and transition to practice.
- National Academy of Medicine Future of Nursing Report
- Robert Wood Johnson, AARP meeting
- National Forum of State Nursing Workforce Centers meeting

SCOPE OF PRACTICE

Helen Smith, Nurse Consultant, DPH provided a summary of 43 nursing scope of practice inquiries received by the Department of Public Health during April 2021.

MEMORANDA OF DECISION

Sandra J. Blanchette, R.N. Petition No. 2020-431

Gina Reiners made a motion, seconded by Mary Dietmann, to reaffirm the Board's decision revoking the license of Ms. Blanchette. The motion passed with all in favor except Cynthia Arpin who abstained.

Kandance Edmondson, R.N. Petition No. 2019-725

Mary Dietmann made a motion, seconded by Rebecca Martinez, to reaffirm the Board's decision revoking the license of Ms. Edmondson. The motion passed with all in favor except Cynthia Arpin who abstained.

Karina Francis, R.N. Petition No. 2020-157

Mary Dietmann made a motion, seconded by Gina Reiners, to reaffirm the Board's decision revoking the license of Ms. Francis. The motion passed with all in favor except Cynthia Arpin who abstained.

Amanda Hart, R.N. Petition No. 2020-552

Gina Reiners made a motion, seconded by Mary Dietmann, to table this matter. The motion passed,

Terri Howell, R.N. Petition No. 2019-623

Mary Dietmann made a motion, seconded by Gina Reiners, to reaffirm the Board's decision revoking the license of Ms. Howell. The motion passed with all in favor except Cynthia Arpin who abstained.

Linda Lee, R.N. Petition No. 2019-362

Rebecca Martinez made a motion, seconded by Gina Reiners, to reaffirm the Board's decision revoking the license of Ms. Blanchette. The motion passed with all in favor except Cynthia Arpin who abstained.

Concetta Mancini, R.N. Petition No. 2019-1109

Gina Reiners made a motion, seconded by Mary Dietmann, to reaffirm the Board's decision dismissing Statement of Charges in this matter. The motion passed with all in favor except Cynthia Arpin who abstained.

Heather Spaulding, R.N. Petition No. 2019-1224

Mary Dietmann made a motion, seconded by Rebecca Martinez, to reaffirm the Board's decision revoking the license of Ms. Spaulding. The motion passed with all in favor except Cynthia Arpin who abstained.

Jessica Vitale, R.N. Petition No. 2020-669

Rebecca Martinez made a motion, seconded by Gina Reiners, to reaffirm the Board's decision revoking the license of Ms. Vitale. The motion passed with all in favor except Cynthia Arpin who abstained.

MOTION FOR RECONSIDERATION

Kimberly Lemire, RN - Petition No. 2017-50

Staff Attorney Joelle Newton was present for the Department of Public Health. Ms. Lemire was not present or represented.

Gina Reiners made a motion, seconded by Mary Dietmann, that the Department's Motion for Reconsideration dated June 3, 2021 be denied because it was not timely filed. The motion passed unanimously.

Following a discussion Gina Reiners made a motion, seconded by Rebecca Martinez, that tolling language be added to the April 21, 2021 Memorandum of Decision pertaining to any periods of time that Ms. Lemire may practice nursing outside of Connecticut. The motion passed unanimously.

REINSTATEMENT REQUEST

Patricia Winter, APRN – Petition No. 2021-487

Dana Dalton, Supervising Nurse Consultant, DPH, presented a license reinstatement request for Patricia Winter, RN.

Following review, the Board concurred with the DPH recommendation that Ms. Winters' license be reinstated without further discipline.

REINSTATEMENT REQUEST

Lashanan Massey, LPN – Petition No. 2021-487

Staff Attorney Joelle Newton presented the Board with a pre-hearing review in the matter of Lashanan Massey, LPN. Ms. Massey was not present.

Following a review of stipulated exhibits the consensus of the Board to recommend a reprimand a one year probation and monthly employer reports.

MOTION FOR SUMMARY SUSPENSION

Angel Predzimirski, R.N - Petition No. 2020-1221

Staff Attorney Joelle Newton presented the Board with a Motion for Summary Suspension for Angel Predzimirski. Respondent was not present and was not represented.

Gina Reiners made a motion, seconded by Mary Dietmann, to grant the Department's Motion for Summary Suspension in that respondent's continued practice as a nurse is a clear and immediate danger to public health, safety, and welfare. The motion was seconded by Mary Dietmann and passed unanimously. A hearing will be scheduled for July 21, 2021.

Christopher Morahan, RN - Petition No. 2020-1009

Staff Attorney Joelle Newton presented the Board with a Motion for Summary Suspension for Christopher Morahan. Respondent was not present and was not represented.

Gina Reiners made a motion, seconded by Mary Dietmann, to grant the Department's Motion for Summary Suspension in that respondent's continued practice as a nurse is a clear and immediate danger to public health, safety, and welfare. The motion was seconded by Mary Dietmann and passed unanimously. A hearing will be scheduled for July 21, 2021.

MOTION TO WITHDRAW STATEMENT OF CHARGES

Amanda Claffey, RN - Petition No. 2021-2847

Staff Attorney Joelle Newton, Department of Public Health presented a Motion to Withdraw the Statement of Charges in the matter of Amanda Claffey based on Ms. Claffey's surrender of her license.

Gina Reiners made a motion, seconded by Rebecca Martinez, to grant the Department's motion. The motion passed unanimously.

CONSENT ORDERS

Melissa Dang, LPN - Petition No.: 2019-800

Staff Attorney, Joelle Newton, Department of Public Health presented a Consent Order in the matter of Melissa Dang, LPN. Respondent was not present and was not represented.

Gina Reiners moved, and Rebecca Martinez seconded, to approve the Consent which imposes probation for a period of four years. The motion passed unanimously.

Stacey Kinsley, RN - Petition No. 2020-972

Staff Attorney, Joelle Newton, Department of Public Health presented a Consent Order in the matter of Stacey Kinsley, RN. Attorney Eric Chester was present on behalf of respondent.

Rebecca Martinez moved, and Geraldine Marrocco seconded, to approve the Consent Order which imposes probation for a period of four years. The motion passed unanimously.

The Board considered a request filed by Attorney Chester asking that the Summary Suspension of respondent's license be immediately vacated and that the Consent Order become effective immediately. Attorney Newton objected to respondent's request. Gina Reiners moved, and Rebecca Martinez seconded that Attorney Chester's request be denied. The motion passed unanimously.

Stephanie Ryan, RN - Petition No. 2020-626

Staff Attorney, Joelle Newton, Department of Public Health presented a Consent Order in the matter of Stephanie Ryan, RN. Attorney Denis Mancini was present on behalf of respondent.

Geraldine Marrocco moved, and Gina Reiners seconded, to approve the Consent Order which imposes probation for a period of four years. The motion passed unanimously.

Attorney Mancini made an oral request that the Summary Suspension of respondent's license be immediately vacated and that the Consent Order become effective immediately. Attorney Newton objected to respondent's request. Gina Reiners moved, and Rebecca Martinez seconded that Attorney Mancini's request be denied. The motion passed unanimously.

Stacey Thompson, LPN - Petition No.: 2019-727

Staff Attorney, Joelle Newton, Department of Public Health presented a Consent Order in the matter of Stacey Thompson, LPN. Respondent was not present and was not represented.

Gina Reiners moved, and Rebecca Martinez seconded, to approve the Consent which imposes probation for a period of four years. The motion passed unanimously.

ADJOURNMENT

Upon a motion by Lisa Freeman, seconded by Geraldine Marrocco, it was the unanimous decision to adjourn this meeting at 12:20 p.m.

Patricia C. Bouffard, D.N.Sc., Chair
Board of Examiners for Nursing



Substitute House Bill No. 6449

Public Act No. 21-152

AN ACT EXPANDING ECONOMIC OPPORTUNITY IN OCCUPATIONS LICENSED BY THE DEPARTMENTS OF PUBLIC HEALTH AND CONSUMER PROTECTION AND REQUIRING A REPORT FROM CERTAIN EXECUTIVE BRANCH AGENCIES REGARDING BACKGROUND CHECKS AND THE FEASIBILITY OF ESTABLISHING PRECLEARANCE ASSESSMENTS OF CRIMINAL HISTORY.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. (NEW) (*Effective October 1, 2021*) (a) An occupational or professional license, permit, certification or registration issued by the Department of Public Health pursuant to chapter 368v, 370, 372, 373, 375, 375a, 376, 376a, 376b, 376c, 377, 378, 378a, 379, 379a, 380, 381, 381a, 381b, 382a, 382b, 382c, 383, 383a, 383b, 383c, 383d, 383e, 383f, 383g, 383h, 384, 384a, 384b, 384c, 384d, 385, 386, 387, 387a, 388, 388a, 393a, 395, 397a, 398, 399, 400a, 400c or 474 of the general statutes shall be issued, in the occupation or profession applied for and at a practice level determined by the department, to a person who is (1) a resident of this state, as defined in section 12-701 of the general statutes, and provides a current driver's license, utility bill, lease agreement or property deed indicating such person's residence in this state; or (2) married to an active duty member of the armed forces of the United States and accompanies such member, pursuant to an official permanent change of station, to a military installation located in this state if:

Substitute House Bill No. 6449

(A) The person holds a valid license, permit, certification or registration in at least one other jurisdiction in the United States in the occupation or profession applied for;

(B) The person has practiced under such license, permit, certification or registration for not less than four years;

(C) The person is in good standing in all jurisdictions in the United States in which he or she holds a license, permit, certification or registration and has not had a license, permit, certification or registration revoked or discipline imposed by any jurisdiction in the United States, does not have a complaint, allegation or investigation related to unprofessional conduct pending in any jurisdiction, and has not voluntarily surrendered a license, permit, certification or registration while under investigation for unprofessional conduct in any jurisdiction;

(D) The person satisfies any background check or character and fitness check required of other applicants for the license, permit, certification or registration; and

(E) The person pays all fees required of other applicants for the license, permit, certification or registration.

(b) In addition to the requirements set forth in subsection (a) of this section, the Department of Public Health (1) shall require a resident of this state to take and pass all or a portion of any examination required of other persons applying for the license, permit, certification or registration; and (2) may require a person married to an active duty member of the armed forces of the United States to take all or a portion of such examination.

(c) Any person issued a license, permit, certification or registration pursuant to this section shall be subject to the laws of this state and the jurisdiction of the Department of Public Health.

Substitute House Bill No. 6449

(d) Notwithstanding the provisions of this section and pursuant to section 19a-14 of the general statutes, the Commissioner of Public Health may deny an occupational or professional license, permit, certification or registration if he or she finds such denial is in the best interest of the state.

Sec. 2. (*Effective July 1, 2021*) (a) The Commissioner of Public Health shall convene working groups to determine whether Connecticut should join any interstate licensure compacts.

(b) Such working groups shall consist of (1) the Commissioner of Public Health, the Secretary of the Office of Policy and Management, and the executive director of the Office of Health Strategy, or their designees; (2) the chair of the appropriate board of examiners or advisory board, or his or her designee; (3) a representative of the appropriate state professional association; (4) a representative of the professional assistance program for regulated professions established pursuant to section 19a-12a of the general statutes; and (5) any other members the Commissioner of Public Health deems appropriate. Each working group shall convene not later than sixty days after the effective date of this section.

(c) Not later than January 15, 2022, the Commissioner of Public Health shall submit a report, in accordance with the provisions of section 11-4a of the general statutes, to the joint standing committee of the General Assembly having cognizance of matters relating to public health. Such report shall include recommendations that reflect the determinations pursuant to subsection (a) of this section. The working groups shall terminate upon the submission of the report.

Sec. 3. (*Effective July 1, 2021*) Not later than January 15, 2022, the Commissioner of Public Health shall submit a report, in accordance with the provisions of section 11-4a of the general statutes, to the joint standing committee of the General Assembly having cognizance of

Substitute House Bill No. 6449

matters relating to public health. Such report shall be developed in consultation with such boards or commissions as the commissioner deems appropriate and shall recommend whether it would be in the best interest of the state (1) for any examination administered by the state pursuant to chapter 368v, 370, 372, 373, chapters 375 to 388a, inclusive, chapter 393a, 395, chapters 397a to 399, inclusive, chapter 400a, 400c or 474 of the general statutes to be administered by a national organization acceptable to the Department of Public Health, and (2) to reduce any experience and training requirements while increasing any such examination's ability to test applicants' knowledge or skills.

Sec. 4. (NEW) (*Effective October 1, 2021*) (a) An occupational or professional license, permit, certification or registration issued by the Department of Consumer Protection pursuant to chapter 389, 390, 391, 392, 394, 396, 396a, 399a, 399b, 400, 400b, 400f, 400g, 400h, 400j, 400m, 400o or 400p of the general statutes shall be issued, in the occupation or profession applied for and at a practice level determined by the department, to a person who is (1) a resident of this state, as defined in section 12-701 of the general statutes, and provides a current driver's license, utility bill, lease agreement or property deed indicating their residence in this state; or (2) married to an active duty member of the armed forces of the United States and accompanies such member, pursuant to an official permanent change of station, to a military installation located in this state, if such person:

(A) Holds a valid license, permit, certification or registration in at least one other jurisdiction in the United States in the occupation or profession applied for;

(B) Has at least four years of experience, including (i) practice under such license, permit, certification or registration, (ii) classroom education, and (iii) on-the-job training;

(C) Is in good standing in all jurisdictions in United States in which

Substitute House Bill No. 6449

he or she holds a license, permit, certification or registration and has not had a license, permit, certification or registration revoked or discipline imposed by any jurisdiction, does not have a complaint, allegation or investigation related to unprofessional conduct pending in any jurisdiction and has not voluntarily surrendered a license, permit, certification or registration while under investigation for unprofessional conduct in any jurisdiction;

(D) Satisfies any background check or character and fitness check required of other applicants for the license, permit, certification or registration;

(E) Pays all fees required of other applicants for the license, permit, certification or registration; and

(F) Takes and passes all or a portion of any examination required of other persons applying for the license, permit, certification or registration, except a person married to an active duty member of the armed forces of the United States may be required to take and pass all or a portion of such examination at the discretion of the Commissioner of Consumer Protection.

(b) Any person issued a license, permit, certification or registration pursuant to this section shall be subject to the laws of this state and the jurisdiction of the Department of Consumer Protection.

(c) Notwithstanding the other provisions of this section, the Commissioner of Consumer Protection may deny an occupational or professional license, permit, certification or registration if the commissioner finds such denial is in the best interest of the state.

(d) A person applying for a license, permit, certification or registration that is not required to practice an occupation or profession in at least twenty-five states who relocates to this state from another state that did not require a license, permit, certification or registration to

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practice the person's occupation or profession may be considered to have satisfied the conditions of subparagraphs (A) and (B) of subdivision (2) of subsection (a) of this section if he or she establishes to the satisfaction of the Department of Consumer Protection that he or she has four or more years of related work experience with a substantially similar scope of practice within the five years preceding the date of application to said department.

Sec. 5. Section 20-333 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2021*):

(a) To obtain a license under this chapter, an applicant shall have attained such applicant's eighteenth birthday and shall furnish such evidence of competency as the appropriate board or the Commissioner of Consumer Protection shall require. A recommendation for review issued pursuant to section 31-22u shall be sufficient to demonstrate such competency. The applicant shall satisfy such board or the commissioner that such applicant [is of good moral character,] possesses a diploma or other evidence of graduation from the eighth grade of grammar school, or possesses an equivalent education to be determined on examination and has the requisite skill to perform the work in the trade for which such applicant is applying for a license and can comply with all other requirements of this chapter and the regulations adopted under this chapter. A recommendation for review issued pursuant to section 31-22u shall be sufficient to demonstrate that an applicant possesses such requisite skill and can comply with all other requirements of this chapter and the regulations adopted under this chapter. For any application submitted pursuant to this section that requires a hearing or other action by the applicable examining board or the commissioner, such hearing or other action by the applicable examining board or the commissioner shall occur not later than thirty days after the date of submission for such application. Upon application for any such license, the applicant shall pay to the department a nonrefundable application fee of ninety

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dollars for a license under subdivisions (2) and (3) of subsection (a) and subdivision (4) of subsection (e) of section 20-334a, or a nonrefundable application fee of one hundred fifty dollars for a license under subdivision (1) of subsection (a), subdivisions (1) and (2) of subsection (b), subdivision (1) of subsection (c) and subdivisions (1), (2) and (3) of subsection (e) of section 20-334a. Any such application fee shall be waived for persons who present a recommendation for review issued pursuant to section 31-22u.

(b) The department shall conduct such written, oral and practical examinations as the appropriate board, with the consent of the commissioner, deems necessary to test the knowledge of the applicant in the work for which a license is being sought. The department shall allow any applicant, who has not participated in an apprenticeship program but presents a recommendation for review issued pursuant to section 31-22u, to sit for any such examination. Any person completing the required apprentice training program for a journeyman's license under section 20-334a shall, within thirty days following such completion, apply for a licensure examination given by the department. If an applicant does not pass such licensure examination, the commissioner shall provide each failed applicant with information on how to retake the examination and a report describing the applicant's strengths and weaknesses in such examination. Any apprentice permit issued under section 20-334a to an applicant who fails three licensure examinations in any one-year period shall remain in effect if such applicant applies for and takes the first licensure examination given by the department following the one-year period from the date of such applicant's third and last unsuccessful licensure examination. Otherwise, such permit shall be revoked as of the date of the first examination given by the department following expiration of such one-year period.

(c) The Commissioner of Consumer Protection, subject to section 46a-

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80, may deny a license or may issue a license pursuant to a consent order containing conditions that shall be met by the applicant if the applicant reports that he or she has been found guilty or convicted as a result of an act which constitutes a felony under (1) the laws of this state at the time of application for such license, (2) federal law at the time of application for such license, or (3) the laws of another jurisdiction, and which, if committed within this state, would constitute a felony under the laws of this state.

[(c)] (d) When an applicant has qualified for a license, the department shall, upon receipt of the license fee or upon waiver of such fee pursuant to section 20-335, issue to such applicant a license entitling such applicant to engage in the work or occupation for which a license was sought and shall register each successful applicant's name and address in the roster of licensed persons authorized to engage in the work or occupation within the appropriate board's authority. All fees and other moneys collected by the department shall be promptly transmitted to the State Treasurer as provided in section 4-32.

Sec. 6. (*Effective October 1, 2021*) The Departments of Administrative Services, Agriculture, Consumer Protection, Correction, Emergency Services and Public Protection and Public Health, the Labor Department, and the Office of Early Childhood shall, not later than January 1, 2022, report to the Secretary of the Office of Policy and Management on (1) the number of employees who perform background checks related to the department's or office's licensing functions, the job classifications of such employees, and the type or level of clearance of the background checks that are being performed, (2) the number of hours each such employee spends on average per week performing background checks, and (3) for any licenses in which some education or training is required of the applicant prior to obtaining a license, the feasibility of establishing a preclearance assessment of criminal history prior to potential applicants beginning such education or training. Such

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recommendations shall additionally assess the feasibility of centralizing and standardizing background checks performed by state government agencies and shall address any related issues of delegation of authority by such agencies.

Approved July 12, 2021

BOEN meeting 07/21/2021

Goodwin University: For Your Information Only

- Goodwin University is providing notice of intent to offer the Associate Degree in Nursing (ADN) Program on the University of Bridgeport campus. The projected time frame for start-up is the Fall semester 2022, the program would be offered as a part-time evening program and will admit up to 40 students three times a year.

Sacred Heart University, Dr. Susan L. Davis, RN & Richard J. Henley College of Nursing:

- Sacred Heart University has appointed **Karen M. Daley, PhD, RN** as the Dean of the Sacred Heart University, Dr. Susan L. Davis, RN & Richard J. Henley College of Nursing on 07/01/2021 and is requesting approval. Dr. Daley earned a Bachelor of Science in Nursing from Villanova University in May of 1983, a Master of Science in Nursing from Troy University in December of 1996, and a Doctor of Philosophy in Nursing from Rutgers, The State University of New Jersey in January 2005. Her educational experiences include instructor/ LPN coordinator at Western Georgia Technical Institute, faculty at LaGrange Georgia, adjunct faculty at Troy State University, faculty in the graduate & undergraduate programs then graduate coordinator at Western CT State University, and Dean, College of Health Professions at Davenport University. Dr. Daley's clinical experiences include staff nurse at hospitals in Pennsylvania, Michigan, and Tennessee.

University of Connecticut (UCONN):

- UCONN is requesting a six- month temporary waiver for **Kara Parker, BS, RN** to co-teach a clinical practicum for Nursing 3234 Theory and Practice for Adults with Subacute or Chronic Problems. This request will not exceed the 10% outlined in the Regulations. Ms. Parker will teach a clinical group of junior students once a week on a general medical-surgical unit at UCONN Health Center. Kara earned a Bachelor of Science in Nursing degree from Fairfield University in August 2013 and is matriculated in a Master of Science in Nursing program, Clinical Nurse Leader at Sacred Heart University with an expected graduation of October of 2021. Ms. Parker will be provided an orientation to the role of regular adjunct faculty and an orientation at the clinical location. She will be mentored by her teaching partner Yara Mendez, MSN and the clinical coordination Amanda Moreau. Her clinical experiences include staff nurse at various acute hospitals in Connecticut and in her present role at UCONN Health Center she has experience as a preceptor and charge nurse/leader.

Need official transcript from Fairfield University.

- UCONN is requesting permanent waivers for the following non -nursing faculty to teach in the pre-licensure nursing program. These requests will not exceed the 10% outlined in the Regulations.

Thomas Van Hoof, MD, EdD to teach Nursing 3225 Ethical Ways of Knowing. Dr. Van Hoof earned a Bachelor of Arts in Biology from Saint Anselm College in 1988, a Doctor of Medicine in 1992, a Master of Arts in Education and a Doctor of Education, in 2008 all from UCONN. Please refer to his CV for professional experiences. Dr. Van Hoof was granted a permanent waiver from the BOEN on 05/15/2019 to teach Nursing 1130 Health Care Delivery Systems.

Thomas Long, PhD to co-teach Nursing 1131 Introduction to the Discipline of Nursing, Nursing 1175 The End of Life: A Multicultural Interdisciplinary Experience, Nursing 2175 Global Politics of Childbearing and Reproduction and Nursing 4230 W Evidence Based Practice/Quality Improvement. Their model for co-teaching pertains when both faculty have been involved in half of the contributions to the course content. They use a primary instructor model which delegates a primary faculty responsible for the overall course implementation and secondary instructor who provides content and assists with implementation and grading of assignments and exams. Dr. Long earned a Bachelor of Arts in English from The Catholic University of America in 1975, a Master of Arts in English from the University of Illinois in 1977, a Master of Arts in Theology from The Catholic University of America in 1981 and a Doctor of Philosophy in English from Indiana University of Pennsylvania in 1997. Please refer to his CV for professional experiences. Dr. Long was granted a permanent waiver by the BOEN on 05/15/2019 to teach Nursing 4265 Nursing's Past as Prologue.

Porter & Chester Institute (PCI):

- On 05/12/2021 PCI appointed **Nancy Brunet, RN, MSN** as the Interim Nursing Director for the Practical Nursing Program and is requesting approval. Ms. Brunet earned an Associate of Science in Nursing at Greater Hartford Community College in May 1982, a Bachelor of Science in Health Science from Charter Oak College in May 2007, a Master of Arts in Education/Curriculum and Instruction in March 2009 and a Master of Science in Nursing in January 2021 both from the University of Phoenix. Her educational experiences include classroom and lab educator at the University of Connecticut School of Nursing, Assistant Professor EMS education and clinical coordinator paramedic education at Capital Community College, EMS clinical coordinator & EMS and emergency preparedness coordinator at Eastern CT Health Network, paramedic program laboratory coordinator, paramedic program director, EMS management division Director & Assistant professor at Springfield College and Campus Director of Operations and Education and Assistant Curriculum Chair of the Practical Nursing Program at Porter & Chester Institute. Ms. Brunet's clinical experiences include staff nurse in

medical surgical, medical oncology, emergency, critical care units, at various Connecticut and Federal hospitals and for a medical unit at Lake Compounce.

- Requested information:
 - The names of each Program Administrator employed by PCI and their tenure (since 2005).
 - NCLEX test results for the last 5 years
 - Attrition rates for the last 5 years
 - PCI organization charts- please note that Vicki Kane, Ed.D., the Vice President of Academics, now supports the administrative needs of the Practical Nursing program.
 - Job descriptions for the Education Supervisor and Acting Director of Practical Nursing.
 - Faculty data- faculty loss, staff growth and turnover and current full time faculty openings.
- Action plan for NCLEX scores:
 - Enfield day: 72%
 - Hamden day: 58%, evening: 50%
 - Rocky Hill evening: 67%
 - Stratford day: 71%
 - Waterbury day: 75 %, evening: 50%
 - The action plan includes:
 - i. The PCI Curriculum Committee is actively working to conduct a comprehensive analysis & update of the existing content (target date 07/19/2021).
 1. Reformat all courses to reflect a web page concept-based approach to the nursing education program.
 2. Integrate scenario-based instruction and content-targeted NCLEX questions into the revised curriculum to increase ongoing assessment of student level of understanding during formative coursework.
 3. Use of the Elsevier Virtual Clinical Excursion lessons for inclusion in didactic content.
 4. All formative exams are in the process of being redeveloped.
 5. Use of a lockdown browser, discontinuation of that browser and now in person exams.
 6. Mandatory attendance & completion of the HESI review course for the Nursing Seminar course.
 7. All graduates who have been delayed in taking the NCLEX exam and were unsuccessful in their initial NLEX attempt, are invited to attend the next scheduled HESI review course.
 8. Requiring a minimum 100 practice questions (NCLEX) per week throughout the Seminar course.
 9. Review of the Saunders Comprehensive Review NCLEX-PN Examination 8th edition and the HESI comprehensive Review for the NCLEX Exam for possible inclusion in student book bundles.

10. Review of individualized deficient areas as identified by the ATI assessment during the Seminar course.
 11. An increased passing score of 75% or greater will now be required on the ATI-B (retake) exam for the student to pass the Seminar course. Students who fail to achieve a 75% will be required to retake the Seminar course.
- ii. Clinical:
 1. To increase the application and integration of learning, clinical post-conferences are being formatted with a focus on critical thinking and knowledge application in scenario driven lessons.
 2. Sherry Greifzu, Nursing Project Manager, will continue to conduct unannounced clinical site visits.
 - iii. Instructor Professional Development:
 1. Monthly professional development symposia starting 07/2021.
 2. Attendance by members of the Curriculum Development Committee at a webinar entitled "Using Concept Maps to Foster Clinical Judgement" and additional members will attend in 09/2021.
 3. Identification of professional development topics in their on-line learning system, Max-Knowledge, related to research, clinical and deductive reasoning to align with student learning goals.
 4. Monitoring of clinical faculty & seek student feedback on the effectiveness and accessibility of the clinical instructor.
- On 04/05/2021 PCI appointed **Beatriz McMillian, RN, MSN** as the Nursing Education Supervisor of the Practical Nursing Program at the Hamden campus and is requesting approval. Ms. McMillian earned a Bachelor of Science in Nursing in 05/2010 and a Master of Science in Nursing in 01/2013 from Lehman College. Her educational experiences include nursing instructor, classroom and clinical at PCI. Ms. McMillian's clinical experiences include staff nurse in emergency and critical care units at hospitals in New York and Connecticut.

Stone Academy:

- Stone Academy requests approval of **Lisa Palmer BS, BSN, RN** as the Interim Practical Nurse Program Administrator for Stone Academy. Ms. Palmer earned an Associate of Science in Nursing from St. Vincent's School of Nursing in May of 2009, Bachelor of Science in Nursing from Chamberlain University College of Nursing in September of 2018 and is presently matriculated in a Master of Science in Nursing, Nursing Education at Sacred Heart University with an anticipated graduation date of February 2022. Her clinical experiences include staff and charge nurse at an acute care hospital. Ms. Plamer's educational experiences includes instructor and Practical Nursing site administrator at the West Haven campus for Stone Academy.

- Action Plan for NCLEX Scores:
 - West Haven day: 51%, evening: 73%
 - East Hartford day: 75%, evening: 74%
 - Policy:
 - As of 11/2020 the students now must achieve a score $\geq 95\%$ of passing the NCLEX (score 74.45) on the ATI exit exam. This was increased from the previous score of $\geq 90\%$.
 - Students who failed to achieve a score of $\geq 95\%$ after two attempts will be eligible for a one-time remediation program. The program is a VATI 12-week remediation, which is paid for by Stone Academy. If the student is not successful in getting the “Green Light” within the 12 weeks, the student may extend the program for an additional 12 weeks only once at his/her own expense.
 - During remediation, a student may request or be offered to audit any nursing theory class at no charge.
 - The students have been slowly transitioning back to on-campus learning. Stone Academy anticipates that the in-person interactions will facilitate improved learning experiences for the students and translate into greater success on the NCLEX exam.
 - Academics:
 - Academic Student Advisors- a new role created during the pandemic to better support the students with their success. The Advisors work with the student to identify academic challenges, discuss these challenges with the faculty and interventions are put in place by the faculty. Interventions include tutoring, additional academic resources of ATI remediation, on-line resources, and videos.
 - Increase of ATI values throughout the curriculum-as of 05/2021 all syllabi were revised to double the grade point value of ATI testing and remediation.
 - At-risk monitoring- weekly “at-risk” reports are generated by the Practical Nurse (PN) Site Administrator. The student discuss & meet with their student advisor, course faculty and Site Administrator to monitor the action plan. Weekly each PN Site Administrator generates a campus specific report detailing each student’s progress in ATI Proficiency Level and Probability of Pass Rate. Students identified as ATI “at-risk” are provided additional remediation support and continued monitoring.
 - ATI Training- New faculty are required to complete online ATI training. Faculty are provided quarterly in-services session on the use of ATI and integration into the classroom.
 - The PN Site Administrators will attend the ATI National Nurse Education Summit on 10/2021 then share that information with faculty during a professional development meeting.

- Faculty development- will resume quarterly faculty training workshops, the next training is on 07/23/2021.
 - Speed to test initiative- in the Seminar II course and objective was added focused on understanding the importance of taking the NCLEX within 30 days of completing the Exit Exam or obtaining the VATI green Light.
 - NCLEX review class-a seasoned full-time faculty hosts a weekly NCLEX preparatory class that reviews nursing concepts, NCLEX test taking strategies, test anxiety management and ATI remediation techniques.
 - Students who are preparing to take the NCLEX, the first or additional times, may audit any academic course at no cost.
- Stone Academy also provided the additional information as follows:
 - An overview of the Practical Nursing Program
 - Current Faculty data
 - The names of each Program Administrator employed by Stone Academy and their tenure.
 - NCLEX test results for the last 5 years
 - Attrition rates for the last 5 years
 - Stone Academy organization chart
 - Job descriptions for the Site Administrator and Program Administrator



June 2, 2021

Mark Scheinberg, President
Goodwin University
East Hartford, CT 06018

Danielle Wilken, Ed.D., President
University of Bridgeport
126 Park Avenue
Bridgeport, CT 06604

Patricia C. Bouffard, RN, D.N.Sc., Member, Chair
Board of Examiners for Nursing
410 Capitol Avenue, MS # 13PHO
Hartford, CT 06134

Subject: Letter of Intent to offer the Goodwin ADN program on UB Campus

Dear Dr. Bouffard,

On behalf of the University of Bridgeport (UB) and Goodwin University (Goodwin), we would like to provide the Board of Examiners for Nursing (BOEN) this *Letter of Intent* to offer the Goodwin Associate Degree in Nursing (ADN) program on the UB campus.

Goodwin purchased the University of Bridgeport on Friday, May 21, 2021. In light of the transaction, the New University of Bridgeport (operating as "The University of Bridgeport") is a corporate subsidiary of Goodwin. However, UB will continue to operate as an independent institution, fully approved by the New England Commission of Higher Education (NECHE). As reported in the March 2021 letter to BOEN, the legal changes associated with the ownership of UB will not impact the nursing program at either institution.

As the two institutions forge the next chapter in their newly shared history, there is a desire to enhance opportunities for students to enter high-quality nursing programs, particularly for underserved populations. In late 2020, NECHE approved UB as an additional instructional location for Goodwin. In that regard, Goodwin holds NECHE approval to offer programs on the Bridgeport campus of UB. To meet institutional goals and support the mission of Goodwin to educate a diverse student population in a dynamic environment that aligns education, commerce, and community, our intention is to extend the Goodwin ADN to the Greater Bridgeport region by offering it on the UB campus.

The Goodwin ADN program was initially established in 2005 to prepare qualified students to sit for the exam to become a Registered Nurse in the state of CT. The program has held continuous accreditation by the Accreditation Commission for Education in Nursing (ACEN). The most recent action by ACEN was to award continued accreditation in March 2019 to assure the public that the program is in compliance with all accreditation standards. The next site visit is scheduled for the Fall of 2027.

Both Goodwin and UB meet the standard required by the State of Connecticut’s BOEN regulations, section 20-90-46(a)(1), in that they are both recognized as a University. The section specifies that, “a program conducted by an educational unit in nursing within the structure of a college or university approved pursuant to Section 10a-34 of the Connecticut General Statutes leading to an associate, baccalaureate or higher degree in nursing.” At the present time, the Goodwin nursing programs exist at the associate, bachelor, and master’s level and are accredited institutionally by NECHE. Only the Goodwin ADN is planned to be offered on the UB campus.

In addition to the organizational charts for Goodwin and the Nursing Department, the chart below outlines information required by BOEN:

Type of Program to be Started	Associate Degree of Nursing to be offered by Goodwin on the campus of UB	Projected Timeframe for Start-Up	Fall semester of 2022
Day or Evening Program?	The program would be offered primarily as a part-time, evening program.	Number of Students Accepted per Class	Up to 40 students for each semester start (three times annually) *

Projected Enrollment*	2022-2023 (Year One)	2023-2024 (Year Two)	2024-2025 (Year Three)
	120	120	120

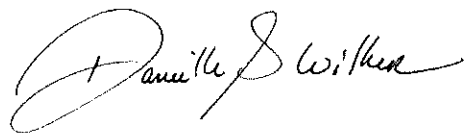
* The proposed additional instructional site for the Goodwin ADN program would admit three cohorts per year for the Fall, Spring and Summer semesters. (e.g., September, January, and May)

The University of Bridgeport and Goodwin University hope that this *Letter of Intent* includes all required information. We welcome the opportunity to clarify any questions that may arise and appreciate your kind assistance in this matter.

Sincerely,

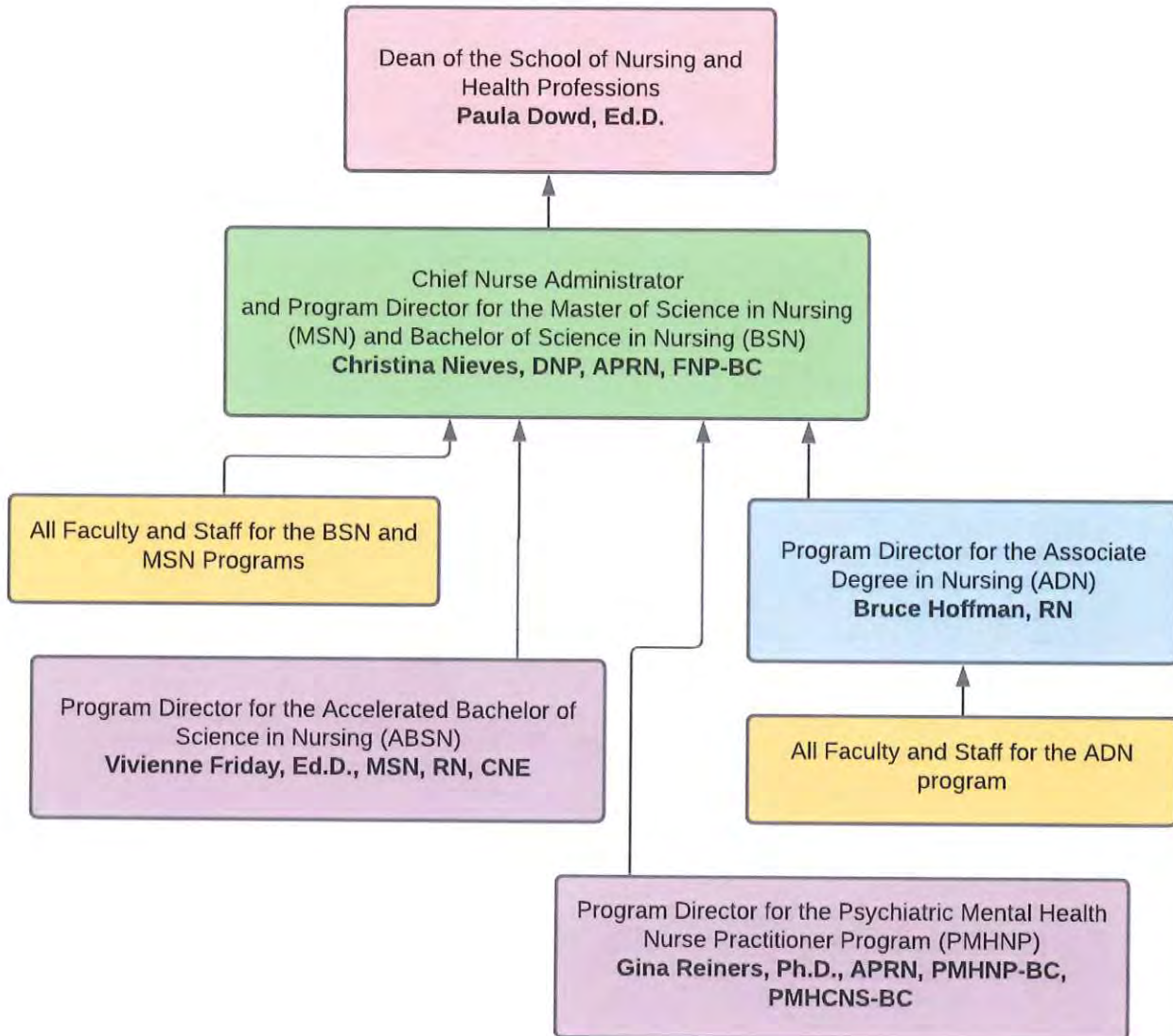


Mark Scheinberg, President
Goodwin University



Danielle S. Wilken, Ed.D., President
University of Bridgeport

School of Nursing and Health Professions
Organizational Chart for the Nursing Department
June 2021





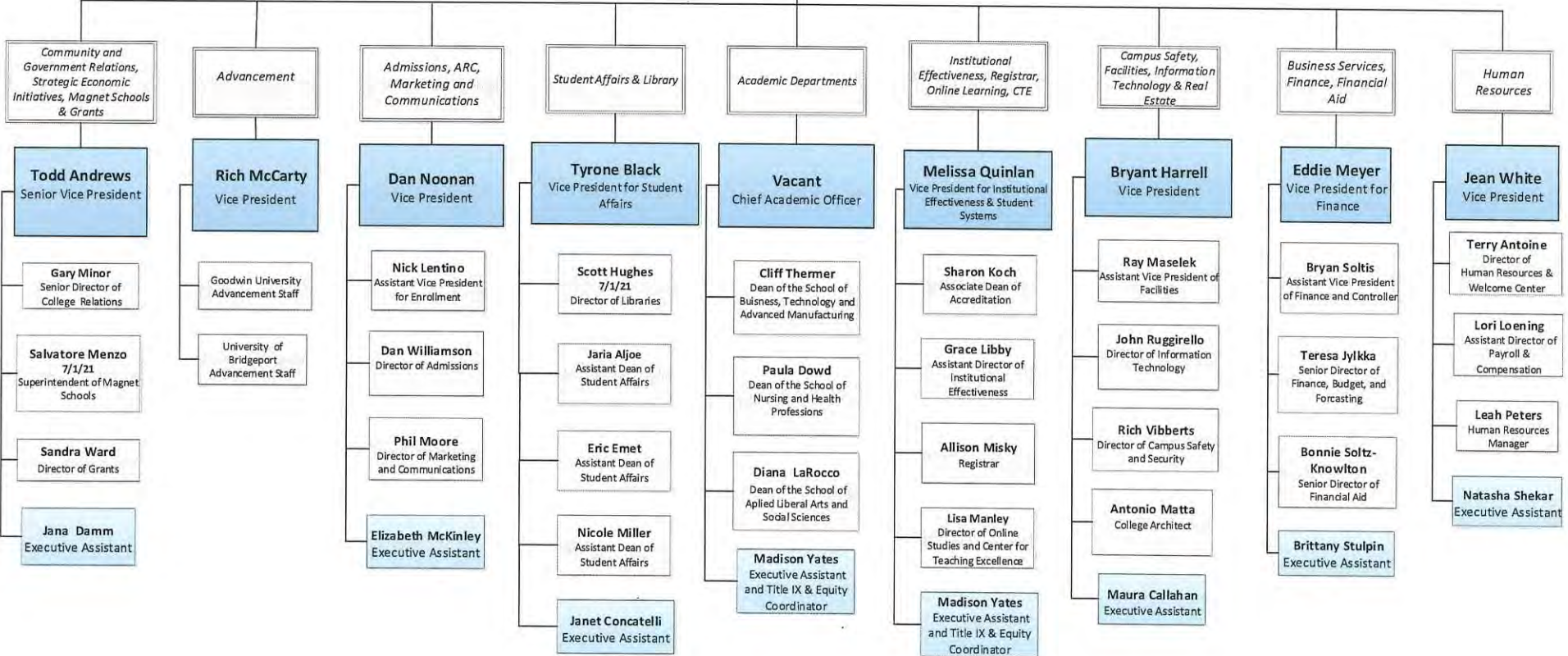
Academic & Administrative Leadership
Organizational Chart
June 2021

STUDENTS

Board of Trustees

Mark Scheinberg
President

Alyse Marion
Executive Assistant





DR. SUSAN L. DAVIS, R.N.,
& RICHARD J. HENLEY
COLLEGE OF NURSING
Sacred Heart University

July 6, 2021

Patricia C. Bouffard, RN, DNSc, Chair
Board of Examiners for Nursing
410 Capitol Avenue, MS #13PHONurse
P. O. Box 340308
Hartford, CT 06134-0308

Dear Dr. Bouffard,

I would like to present the attached documents to the Board of Examiners for Nursing in the State of Connecticut for approval of appointment as the dean of the Dr. Susan L. Davis, RN & Richard J. Henley College of Nursing at Sacred Heart University.

I have been appointed to the position of dean as of July 1, 2021. The previous dean, Dr. Mary Alice Donius has retired from her position as dean, effective June 30, 2021. I am respectfully requesting approval from the board.


Thank you for your review and consideration.

Sincerely,

A handwritten signature in blue ink that reads "Karen M. Daley".

Karen M. Daley, PhD, RN
Dean

KAREN M. DALEY PhD, RN


Stamford, CT 06902

203-253-1404 (C)
203-365-7578

Daleyk3@sacredheart.edu

EDUCATION

Rutgers, The State University of New Jersey Newark, New Jersey	2005 Ph.D. Nursing
Troy State University Phenix City, Alabama	1996 M.S. Nursing
Villanova University Villanova, Pennsylvania	1982 B.S. Nursing

PROFESSIONAL EXPERIENCE

Dean, Dr. Susan L. Davis, RN & Richard J. Henley College of Nursing Sacred Heart University Fairfield, CT	July 1, 2021- Present
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Academic leader for the college serving approximately 1600 nursing students providing direct oversight for the following programs:

- Bachelor of Science in Nursing-First Professional Degree
- Bachelor of Science in Nursing- Second Degree Accelerated
- RN to Bachelor of Science in Nursing- Bachelor Online Completion program
- RN to BSN to MSN Online
- Post Baccalaureate Doctor of Nursing Practice-Family Nurse Practitioner
- Master of Science in Nursing Online
 - Clinical Nurse Leader
 - Nursing Management and Executive Leadership
 - Nursing Education
 - Family Nurse Practitioner
- Post-Master's Doctor of Nursing Practice
- Certificates Online
 - Home Health Care Management for RNs
 - Advanced Graduate Certificate in Nursing Education

- Advanced Graduate Certificate Nursing Management and Executive Leadership

Dean, College of Health Professions

June 2011-June 2021

Davenport University, Grand Rapids, MI

Academic leader for college serving approximately 1600 students on 4 main campuses and 5 remote campuses across the state of Michigan. Provide oversight of the following programs:

- Master of Science Occupational Therapy (MSOT)
- Practical Nursing Diploma (PN) in Midland and Warren
- Bachelor of Science in Nursing (BSN) in Grand Rapids, Lansing, Midland and Warren
- Master of Science Nursing with concentrations in Family Nurse Practitioner, Nurse Educator and Generalist (MSN) Global Campus Online
- Health Services Administration BS (HSAD) Global Campus Online
- Medical Case Management BS (MCMG) Global Campus Online
- Medical Assisting AAS (MA) Grand Rapids, Lansing and Midland
- Health Information Technology AAS (HIT) Global Campus Online
- Health Information Management BS (HIM) Global Campus Online
- Master of Science Health Informatics and Information Management (MSHIIM) Global Campus Online
- Foundational health courses (all campuses and online)
- Healthcare management grad certificate supporting the Healthcare MBA
- In development phase for an additional program at the Doctoral level.

Major accomplishments:

Key Outcomes

Retention: 14% increase over the last 5 years

Student satisfaction: Consistent student satisfaction over 5 out of 7 for the last 5 years

Graduate satisfaction: Maintained at 88% or above for past 4 years

Employment: Improved employment rate by 6% over the last 5 years

Graduation rate: Increased graduation rate for bachelor's degree by 16% in 4 years

New Programs

- MSN Generalist 2012: Spearheaded HLC approval of a degree at a new level and oversaw program implementation
- VBSN pathway created for the BSN program 2013
- MSOT 2013
- MSHIIM 2014
- MSN FNP 2016
- DPT- Sought approval from HLC and Board of Trustees. Prepared curricular plan, oversaw renovations, created faculty hiring plan 2015-2017.
- MSN Nurse Educator 2017

Accreditation

- NLNAC (ACEN) reaffirmation
- Initial CCNE accreditation BSN & MSN with site visit for MSN 2016
- AUPHA 2013, reaffirmation 2016
- ACOTE for MSOT 2016
- Grand Rapids MA program reaffirmation 2014
- Lansing/Midland MA Program reaffirmation 2017
- MSHIIM initial accreditation site visit June 201
- HIT site visit 2018-2019
- BSN CCNE reaffirmation site visit March 2019

Curricular Innovations

- Concurrent Nursing ADN/BSN program
- Completion programs for BSN and HIM revised 2017
- LPN to HSAD and LPN to MCMG pathways added 2018
- Creation of an ADN to MSN Concurrent Nursing pathway
- Led university effort to grant credit for Military experience for the VBSN program
- Interprofessional Telehealth Initiative
- HSAD Long-term care specialty and certificate
- Medical Assisting certificate

Facilities Design and Renovation

- Facilitated the design and development of new campus building renovation for the health facilities within the campus building including new BSN-PL Nursing program in Lansing, MI.
- Supervised multi- staged renovations for new offices, and lab space for MA, PT and OT programs
- Oversaw design and renovations of Nursing simulation labs at Midland, Warren and Grand Rapids
- Represented College of Health Professions in University-wide Master planning

Grant funded:

HRSA T1PHT39093 Registered Nurse Primary Care COVID funded 1-year grant to \$78,571 to prevent, prepare and respond to COVID pandemic.

HRSA UK1HP3174 Registered Nurses in Primary Care-4 year noncompetitive grant to total \$2,410,071 awarded May 15, 2018

GRAAHI/Kellogg Foundation Pathways to Health Careers Planning Grant: Participating university partner. 2017-Present.

HRSA UF1HP26488 Veterans to BSN Program-Project Director- 5 year non-competitive grant to total over 1.5 Million dollars awarded September 1, 2013.

AUPHA Mini Grant awarded June 2013- Project contact- \$3000.00 to create and test beta exit exam for Health Services Administration BS graduating seniors.

Scholarship Acquisition: \$175,000.00 Hearst Foundation Nursing Scholarships.

University Committees:

- President's Cabinet
- Provost's Leadership Team
- Dean's Council
- Founding Member Davenport University IRB
- HLC AQIP Academic Team Member
- Graduate Council
- Athletic Advisory Board
- Corona Virus Task Force
- COVID Emergency Response Team

External membership:

- AUPHA
- NLN
- Michigan Health Dean's Council
- Alliance for Health
- Board Member Academy of Health Science and Technology

Western Connecticut State University, Danbury, CT

MS Graduate Coordinator

September 2008-2011

Nursing Department

Major Accomplishments:

- Led expansion of the MS in Nursing program
- Ed. D task Force for development of new Ed. D in Nursing Program
- Scholarship Committee to assess and select recipients for university-wide scholarships
- Revised Thesis process and procedures
- Revised Program Plans
- Accelerated course sequencing to decrease time to completion
- Initiated the acquisition and utilization of Graduate Assistants to assist faculty and students
- Oversaw outcome assessment of program

Learning Resource Committee

Elected 2004-2011 Chair/Co-chair

Major Accomplishments:

- Conceptualized, developed and implemented comprehensive Simulation Program
- Responsible for Integration of Simulation throughout curriculum
- Led Simulation Subcommittee
- Coordinated training of faculty and utilization of Human Patient Simulators
- Supervised yearly budget and purchasing of all related equipment
- Responsible for major renovation, acquisition and expansion of lab space from a single lab to multiple locations

Responsible for successful grant writing and acquiring curricular funds to support learning resource initiatives

Undergraduate Program

2001-2011

Major accomplishments:

NUR 255 Medical-Surgical Clinical Practice II BS Program

Lead Instructor Theory, Seminar and Clinical

- revised all content and integrated technology- based learning experiences
- revised testing strategies
- initiated test-taking strategy and analysis coaching
- instituted simulation as a learning and assessment strategy

NUR 375 Nursing Practicum (Senior Capstone) BS Program

Lead Instructor Theory, Seminar and Clinical

- complete revision of course delivery, testing strategies and program assessment
- spearheaded revisions that resulted in the passing rate on NCLEX increasing from 56% in 2001 to 96-100% in the following years
-

NUR 374 Nursing Leadership and Management RN-BS Program

Theory Instructor

- revised and implemented new teaching and learning strategies on a satellite campus

MSN Program

Major Accomplishments:

2001-2011

Thesis Advisement of multiple students

Preceptor: WCSU Graduate Students

Faculty Mentor: MSN Graduate student serving as

Adjunct faculty in NUR 235

MSN Preceptor: University of Hartford MSN Student

NUR 504 Nursing Research

Primary instructor

- revised course delivery
- responsible for implementation of new thesis procedures
- Assist graduate students in implementing thesis proposals from conceptualization to proposal approval

Selected Professional Service:

Connecticut State University System-wide Service

Connecticut State University Collaborative Research Day Spring 2010- 2011
 Co-Chair of yearly four university research conference on April 16th, 2011
 -revised criteria for submissions
 -implemented new online submission process and selection criteria
 - responsible for budget, operations, logistics and conference planning

Joint Task Force for the Implementation of the Collaborative Ed. D in Nursing Program
 with Southern Connecticut State University 2008- 2011
 -consult and advise on implementation of graduate procedures on the behalf of
 WCSU
 -move new curriculum through committee process at WCSU as the graduate
 coordinator. Collaborate with SCSU to assure dual implementation of approval
 process on both campuses.
 -assist in coordinating the set-up of matching technology and media resources for
 both campuses for the fully online program.

University Committees:

Winter 2020	Michigan Independent Colleges COVID sub-committee member
Winter 2020	Corona Virus Task Force Committee Member
Winter 2019	MiPEX Application Committee
Winter 2019	Environmental Scan Key Contributor for the College of Health
Fall 2012	DU College of Health Professions Leadership Team
Fall 2012	DU Provost Leadership Team
Fall 2012	DU Internal Review Board for Protection of Human Subjects Steering Committee
Fall 2012	DU College of Business Dean Search Committee
Fall 2012	DU IPEX Search Committee
Fall 2010- 2011	WCSU Review Board for Protection of Human Subjects Interim Chair
Spring 2010-2011	CSUS Research Conference Co-Chair
Fall 2010-2011	SPS Dean Search Committee
Fall 2009- 2010	CSUS Research Conference Steering Committee
Spring 2008- 2011	Ed. D in Nursing Task Force
Fall 2008-2011	Graduate Council Subcommittee: Scholarship Committee (chair 2009-2010)
Fall 2007-2008	Director of Research and Grants Search Committee
Fall 2007-2008	NEASC Steering Committee 5-Year Report Chair Scholarship, creativity and Research Sub-committee
2007-2008	Connecticut Health Foundation Community Report Card Project Health Indicator subcommittee
Fall 2005-2007	Research and Development Committee
Fall 2005	University Advancement Committee
Fall 2004-2007	SPS Assessment Task Force
Spring 2003-2006	White Hall Building Committee
Fall 2003-2011	Internal Review Board Committee Member

Spring 2002- 2008 Process and form review subcommittee 2007-2008
 2002-2003 Distinguished Alumni Committee- School of Professional Studies
 Centennial Committee- School of Professional Studies

Additional teaching experience:**1989-2000****Troy State University****Phoenix City, Alabama**

Adjunct MSN Program

LaGrange College**LaGrange Georgia**

Faculty, Department of Nursing

Taught Medical Surgical Nursing in the ADN Program and participated in the transition to BSN Program

Western Georgia Technical Institute**LaGrange Georgia**

Evening LPN Coordinator/Instructor

Staff Registered Nurse Experience**1982-1989**

Staff RN Vanderbilt Medical Center, Nashville TN

Staff RN University of Michigan, Ann Arbor MI

Staff RN Hospital of the University of Pennsylvania

Area of expertise: Neurology, Neurosurgery, Patient Education

Grants and Awards:

HRSA T1PHT39093 Registered Nurse Primary Care COVID	2020-2021
Crain's Notable Women in Education Leadership	2019
Selected as honoree in Detroit Business Journal	
HRSA UK1HP31714 NEPQR Registered Nurses in Primary Care	2018-2021
GRAAHI/Kellogg Pathways to Health Careers Planning grant	2017-2021
University partner	
American Journal of Nursing Book of the Year	2013
<i>Simulation Scenarios for Nursing Education 2nd ed.</i>	
HRSA UF1HP26488-01-00 Veterans to BSN Program	2013-2019
AUPHA Mini Grant	2013-2015
Building Michigan's Health Care Workforce Award-HIM	2012
Perrigo Grant for Nursing-15,000	2012
Midland Community Simulation Grant Sim Mom	2011
CSUS Federally Funded Nursing Initiative FIPSE Year II	July 2009- June 2010
P116Z090120 for 220,000.00 as part of Nursing Department	
Reassigned Time for Research	Spring 2009
CSUS Federally Funded Nursing Initiative FIPSE	2008-2009
P116Z080237 for 130,000.00 as part of the Nursing Department	
Summer Curriculum Funds Award	2006
CSU University Research Grant	2006

Reassigned Time for Research	2005
Summer Curriculum Funds Award	2005
CSU University Research Grant	2005
Faculty Recognition Award	2004
Hip Instructor Award Pinning Ceremony	2003
Nominated as the Connecticut Nurse of the Year	Spring 2002
CSU University Research Grant	2002-2003
Inducted into Sigma Theta Tau as a Community Leader	

Innovative Curricular Initiatives

2018-2021	HRSA UK1HP3174 Registered Nurses in Primary Care- Awarded May 15, 2018- Project Director for 4-year noncompetitive grant to total \$2,410,071. Funded to train BSN students and Primary care nurses in best practices in innovative primary care model in partnership with Wyoming Veterans Affairs Clinical.
2017-2021	Pathways to Health Careers GRAAHI/Kellogg Foundation Planning Grant. University lead in participating in a seven university initiative to increase the number of students of color in the health professions in West Michigan.
2013-2019	HRSA UF1HP26488-01-00 Veterans to BSN Program-Project Director Federally funded initiative to assist military paramedic level veterans matriculate into the BSN program with advanced standing. Initial funding of \$327, 284.00 to total approximately 1.5 million over a 5 year period. Three-year survey resulted in combined with extensive research review resulted in revisiting of university-wide training initiatives such as the Military Simulation and Green Zone training.
2011-2021	Spearheaded Interprofessional Initiative throughout the College of Health Professions through the use of simulation -May 5 th Disaster Drill 2012: 30 state, county and national agencies including Homeland Security and the FAA simulated a plane crash event on the campus. -Key faculty in Nursing and Allied Health brought Medical Assisting students and nursing students together for a collaborative interprofessional simulation. -Led Telehealth curricular integration using simulation across all college disciplines
Fall 2010- 2011	I-Touch Point of Care and Decision-Making Technology Pilot: Round II of FIPSE funding has funded a pilot roll-out of I-touch handheld nursing resources.

- Spring 2010-2011 Connecticut League for Nurses Simulated Teaching and Learning Initiative. Project director Linda Perfetto. Designated contact person for multi-site simulation initiative statewide grants of behalf of the Connecticut Allied Health Education Initiative. Grant provides access for partner schools to online simulated training, workshops and mini-workshops on simulation. Coordinating the dissemination of information and training from the grant. Putting together and coordinating a mini workshop at WCSU for November 13th, 2010 for eight faculty participants and participants from partner hospital Danbury Hospital.
- 2009 Good Works Project©. Funded by CSU reassigned time. Project ran in the Spring Semester 2009 with Dr. Laurel Halloran. Revised and implemented new course using this Good Works Tool Kit©. Results of project presented and documented in a You Tube.edu video presentation.
- 2009-2011 Ed. D Task Force: Involved in conceptualizing and writing of the curriculum for a new Program a Doctoral Program for an Ed. D in Nursing Education. Participated in meetings and curricular process for writing and promotion of the program. Wrote two courses for the curriculum summer 2009. Co-wrote an additional course. Fall 2009-2010 worked on revisions of courses, addition of admission standards, and assisted in moving new program through approval processes within the department. Work continues Fall 2010 as the program approval moves though the state level.
- Spring 2008-2011 ICU Simulation Lab. Responsible for acquiring space, overseeing renovation and opening of new in Fall 2008 in collaboration with faculty with expertise in ICU nursing and the Learning Resources Committee. Coordinated class/lab schedules, ordering and maintaining all equipment, set-up and security of new Human Patient Simulator. Coordinated training of instructors for upgrade to state-of the art 3-G SimMan that arrived Spring 2009.
- 2006-Spring 2010 CSUS Initiative to Improve the Capacity and Preparation of the Nursing Workforce. FIPSE P 116Z080237 and FIPSE P116Z090120 Assisted in writing for and coordinated local implementation of federally funded initiative to address nursing shortage through scholarships to nursing students and expansion of simulation facilities for remediation and retention of nursing students. Total federal funds received \$350,000.00. Initiative goals met with increased retention of students and increased new graduates from the undergraduate program.
- 2005-2006 Germany Project: Initiated, designed and implemented overseas clinical experience for the capstone course with Alumni Capt. Christopher Paige. Accompanied senior nursing students to Germany to observe care of wounded soldiers on Ramstein Air Force Base at Landstuhl Regional Medical Center. Observed missions to receive injured soldiers from Iraq and return injured

- soldiers home. Attended educational sessions on care of the wounded soldier in flight, visited a German Nursing School and toured the hospitals and base as guests of the Air Force. Students and Instructor awarded the United States Flag in recognition of service.
- 2005-2006 African Health Project: Coordinated acquisition and donation of adult size nursing training in African nursing school in Lagos, Nigeria. Designed 2-bed nursing lab and estimated cost of supply purchase, shipping and set-up for a donor. Estimated cost for student and faculty exchange program. Funded for delivery of manikin to Babcock University in Lagos, Nigeria by Dr. Joseph Aina.
- 2003-2008 Simulation Project: Identified need to integrate Human Patient Simulation technology to meet the learning needs of students. Worked with various University entities to secure funding and purchase of first HPS arriving January 2004. With the additional lab space acquired in 2005, a second HPS added. Trained and mentored faculty in simulation technology and integration of high-fidelity simulation throughout the curriculum. Received Summer Curriculum funding in 2005, 2006 for scenario design and programming. Currently, the third HPS has arrived on a satellite campus for the RN-BSN program. Assisted with training and implementation of HPS technology use on that campus. Worked with faculty to design the third nursing lab as an ICU simulation Lab. Acquired a medium-fidelity pediatric simulator this year. Responsible for upgrading and maintaining all simulators on all campuses, and acquisition of contracts for vendors.
- 2004-2005 Nursing Lab Expansion Project: Responsible for acquisition of additional Nursing Suite in the Higgins Building which became the Higgins 220 Nursing Suite. to increase nursing lab space to accommodate increasing enrollment and technology needs. Supervised set-up, renovation and purchasing of needed equipment.
- 2003-2007 Assessment Task Force: Designed and implemented new Departmental Assessment Plan over a 3 year period. Fully implemented plan in place as of Spring 2007 for yearly program assessment of the undergraduate programs.
- 2003-2004 Nursing Lab Upgrade and Renovation: designed and supervised reconfiguration of White Hall nursing lab, acquired new computer stations with web access, and technology ready classroom space.

Professional Memberships

CCME	2015-Present
NLNAC/ACEN	2011-2021
AUPHA	2011
Society for Educational Reconstruction	2010-2012
AAER	2008- 2010
Society for Simulation in Healthcare	2007-2010
Simulation Users Network	2007-2009
National League for Nurses	2005-2010
Sigma Theta Tau-Kappa Alpha Chapter	2002-Present
Eastern Nursing Research Society	1999-2011
Doctoral Student Nurses Organization	1999-2005

Honors

Nominated and attended Leadership Academy	2016-2017
Honorary Member Davenport Nursing Honor Society	2013
Inducted into Alpha Sigma Lambda	2012
Nursing Pinning Honorary Speaker	2010
Banned Books Week Invited Speaker	2009
Nightingale Honoree Nurse's Week	2007
Women's History Month Certificate	2006
Women's History Month Appreciation Award- Pinney Hall	2006
Nursing Pinning Honorary Speaker	2004

Publications

Lev, E.L., Daley, K. M., Connor, N. E., Reith, M., Fernandez, C., & Owen, S. V. (2001). Interventions to enhance self-efficacy increase quality of life and self-care self-efficacy in breast cancer patients. *Scholarly Inquiry in Nursing Practice: An International Journal*, 15(3), 277-294.

Lev, E., Daley, K., Connor, N., Reith, M., Fernandez, C., & Owen, S. (2003). Interventions to enhance self-care self-efficacy increase quality of life and self-care self-efficacy in breast cancer patients. *Self-Efficacy in Nursing: Research and Measurement Perspective*. Lenz E. R. & Shortridge- Baggett, L. M. Springer Publishing.

Daley, K. (2005). *Balancing: A Grounded Theory of Asthma and Everyday Living*. UMI number 3160427. Ann Arbor, Michigan: ProQuest UMI Dissertation Services.

Daley, K. (2005). "Great Moment in Teaching." Submitted to Task Force on Recruitment and Retention. www.nln.org.

Delaney, C., Daley, K., & Lajoie, D. (2005). *Facilitating Empowerment and Stimulating Scholarly Dialogue using the World Café Model*. *Journal of Nursing Education*. 45:1 p. 46.

Campbell, S.H. & Daley, K. (2009). *Simulation Scenarios for Nurse Educators: Making it REAL*. New York, N.Y. Springer Publishing Company, Inc.

- Campbell, S.H. & Daley, K. (2009). Chapter 1 Introduction – Simulation focused pedagogy for nursing education. In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL*. New York, N.Y. Springer Publishing Company, Inc.
- Daley, K. & Campbell, S.H. (2009). Chapter 2 Integrating simulation-focused pedagogy into curriculum In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL*. New York, N.Y. Springer Publishing Company, Inc.
- Daley, K. & Campbell, S.H. (2009). Chapter 3 Building a learning resource center. In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL*. New York, N.Y. Springer Publishing Company, Inc.
- Daley, K. (2009). Chapter 19 Medical-surgical skill based scenarios. In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL*. New York, N.Y.: Springer Publishing Company, Inc.
- Daley, K. & Goodrich, R. (2009). Chapter 22 Generated scenarios for senior simulation day. In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL*. New York, N.Y. Springer Publishing Company, Inc.
- Campbell, S.H. & Daley, K.(2009). Chapter 26 Conclusions In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL*. New York, N.Y. Springer Publishing Company, Inc.
- Campbell, S.H. & Daley, K. (2012). *Simulation Scenarios for Nurse Educators: Making it REAL* (2nd Edition). New York, N.Y.: Springer Publishing Company, Inc. (2013 *AJN Book of the Year*).
- Campbell, S.H. & Daley, K. (2012). Chapter 1 Introduction – Simulation focused pedagogy for nursing education. In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL* (2nd edition). New York, N.Y. Springer Publishing Company, Inc.
- Daley, K. & Campbell, S.H. (2012). Chapter 2 Integrating simulation-focused pedagogy into curriculum. In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL* (2nd edition). New York, N.Y.: Springer Publishing Company, Inc.
- Daley, K. & Campbell, S.H. (2012). Chapter 3 Building A learning resource center. In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL* (2nd edition). New York, N.Y. Springer Publishing Company, Inc.

- Daley, K. (2012). Chapter 9 Medical-surgical skill based scenarios. In S.H. Campbell & K. Daley (eds.). *Simulation Scenarios for Nurse Educators: Making it REAL* (2nd edition). New York, N.Y. Springer Publishing Company, Inc.
- Daley, K. & Goodrich, R. (2012). Chapter 40 Student generated scenarios for senior simulation day. In S.H. Campbell & K. Daley (eds.). *Simulation Scenarios for Nurse Educators: Making it REAL* (2nd edition). New York, N.Y. Springer Publishing Company, Inc.
- Campbell, S.H., Daley, K. & Jeffries P.R. (2012). Chapter 49 Final words of wisdom on simulation In S.H. Campbell & K. Daley (eds.) *Simulation Scenarios for Nurse Educators: Making it REAL* (2nd edition). New York, N.Y. Springer Publishing Company, Inc.
- Burkhart, T., Blumke, Z., Daley, K., Sorensen, L. and Hunt, T.J. (2015). Measured success: Evaluating the effectiveness of spinal decompression therapy. *Chiropractic Economics* 61(4), 19-22.
- Campbell, S.H. & Daley, K. (2018). *Simulation Scenarios for Nurse Educators: Making it REAL* (3rd Edition). New York, N.Y. Springer Publishing Company, Inc.
- Campbell, S.H. & Daley, K. (2018). Chapter 1 Simulation-focused pedagogy for nursing education. In Campbell, S.H. & Daley, K. (eds.). *Simulation Scenarios for Nurse Educators: Making it REAL* (3rd Edition). New York, N.Y. Springer Publishing Company, Inc.
- Daley, K. & Campbell, S.H. (2018). Chapter 2 Framework for simulation learning in nursing education. In Campbell, S.H. & Daley, K. (eds.). *Simulation Scenarios for Nurse Educators: Making it REAL* (3rd Edition). New York, N.Y. Springer Publishing Company, Inc.
- Daley, K. & Campbell, S.H. (2018). Chapter 3 Integrating simulation-focused pedagogy into curriculum. In Campbell, S.H. & Daley, K. (eds.). *Simulation Scenarios for Nurse Educators: Making it REAL* (3rd Edition). New York, N.Y. Springer Publishing Company, Inc.
- Daley, K., Campbell, S.H., Mager, D. R. & Jackson, C. (2018). Chapter 6 Building and maintaining a learning resource center. In Campbell, S.H. & Daley, K. (eds.). *Simulation Scenarios for Nurse Educators: Making it REAL* (3rd Edition). New York, N.Y. Springer Publishing Company, Inc.
- Daley, K. (2018). Chapter 12 Medical-surgical skill based scenarios. In Campbell, S.H. & Daley, K. (eds.). *Simulation Scenarios for Nurse Educators: Making it REAL* (3rd Edition). New York, N.Y. Springer Publishing Company, Inc.

Daley, K. & Goodrich, R., (2018). Chapter 44 Student generated scenarios for senior simulation day. In Campbell, S.H. & Daley, K. (eds.). *Simulation Scenarios for Nurse Educators: Making it REAL* (3rd Edition). New York, N.Y. Springer Publishing Company, Inc.

Campbell, S.H. & Daley, K. (2018). Chapter 56 Final words of wisdom on simulation. In Campbell, S.H. & Daley, K. (eds.). *Simulation Scenarios for Nurse Educators: Making it REAL* (3rd Edition). New York, N.Y. Springer Publishing Company, Inc.

Stahley, A., Daley, K. & McLain, R. (2020). Stories from the academic front: Leveraging veterans' voices. *Journal of Health and Human Experience*, 6(2), 66-79.

Daley, K., Oliver-McNeil, S., Stahley, A. & Simon, S. (2020). Mission critical: Failure is not an option. The journey of three universities to promote military student success. *Journal of Health and Human Experience*, 6(2), 145-161.

Research:

Daley, K. & Stahley A. "The Military Simulation." Evaluation of participant experiences in an experiential learning training on the experiences of student veterans in a BSN program. 2017-2019.

Daley, K & Stahley A. "Shifting Perspectives II: Transitioning Service Members to BSN Students." Evaluation and analysis of three years of VBSN student surveys. Fall 2017 – Spring 2018.

Daley, K. and Campbell, S. Framework for Simulation Learning in Nursing Education: A Participatory Research Project. Winter 2016.

Landrum, C. and Daley, K., "Veterans to Bachelor of Science in Nursing Survey". Fall 2015 and Fall 2016.

Daley, K and Goodrich, R. "An evaluation of the I-Touch Pilot: Utilization and Satisfaction with a Point of Care Decision-Making Tool in Nursing Education." Fall 2010-Spring 2011.

Daley, K. "Analysis from the student's perspective of the Framework for Simulation Learning in Nursing Education." Confirmatory analysis of framework proposed by Daley and Campbell (2008) in Campbell and Daley 2009. 2010- 2011.

Lajoie, D. Daley, K. and Crouse K. "Attrition and Altered Persistence: A Longitudinal Study Analysis of Student Factors and Academic Variables of Baccalaureate Nursing Students Who Were Not Successful in Nursing Courses." Fall 2009- April 2010.

Halloran, L. and Daley, K. "Goodwork® in Nursing: Growing Professionals in Difficult Times." Implemented this ethics based project using the Good Work ®Toolkit for NUR

375. Evaluated data to ascertain students' perceptions of "good works." Created a DVD from results for posting on youtube.edu. 2009- 2010. Funded by CSU/WCSU Faculty reassigned time.

Daley, K and Goodrich, R. "NUR 375: Predictors of NCLEX Success Part II." In class assessment of program predictors of NCLEX success using the HESI exam and factors from previous study. 2008- 2011.

"Mentoring New Nursing Faculty- Current Trends." A literature review of current trends in faculty mentoring with a focus on retention within a nursing faculty shortage. In progress Fall 2008.

"NUR 375: Predictors of NCLEX Success" In class assessment of program predictors of NCLEX success. Analysis of 5 years of data on graduating seniors from the BS nursing program. 2002-2007. Funded by CSU Faculty Research Grant.

"Critical Thinking and Decision Making in Human Patient Simulation." CSU Faculty Research Grant funded February 2005.

"Balancing: A Grounded Theory of Asthma and Everyday Living." Dissertation research Rutgers the State University of New Jersey January 2002-2005. Funded by CSU Faculty Research Grant.

"Assuring Life Goes On: A Theory of Self-Care Self-Efficacy"- Evaluated interview data for grounded theory of self-care self-efficacy as an independent study for credit in the doctoral program. 2001.

"A Study of Smoking Culture". Conducted an ethnographic study examining the smoking culture of college students of a selected university campus as part of the requirements for a qualitative research course. Fall 1999.

"You Can Do It: Asthma Co-Management" Developed, researched and piloted this self-monitoring and self-management program for the American Lung Association as part of the requirements for MSN program completion for use by asthmatic patients in the home, clinic/office, and hospital settings. Fall 1996.

Presentations:

Daley, K., Runco, L. and Odom, T. "How can better recognizing military-based learning lead to an increase in incremental credentials for Service members and Veterans?" Invited panel presenter at Council of College and Military Educators (CCME) National Conference (Virtual) Hosted by Lumina Foundation and Opsiligy. June 2021.

Daley, K., Marx, C. and Runco, L. "Military Credentialing Advancement Initiative: Evidence to Findings." Invited panelist for American Legion Military Credentialing Advancement Initiative Virtual Roundtable. March 2020.

Daley, K. "Registered Nurses in Primary Care (RNPC): Project Update." Presented at the Central Michigan Regional Clinical Event. Invited speaker. Hosted by the Michigan Department of Health and Human Services Office of Nursing Programs. Mount Pleasant, MI. November, 2019.

Daley, K. "Registered Nurses in Primary Care (RNPC): Project Update." Presented at the NW Regional Clinical Event. Invited speaker. Hosted by the Michigan Department of Health and Human Services Office of Nursing Programs. Davenport University Grand Rapids campus, MI September, 2019.

Daley, K. "Recognition of Military-Based Learning Towards Stackable Credentialing Pathways." Invited panel presenter at the American Legion's National Education Summit. Indianapolis, IN August, 2019.

Daley, K. "Registered Nurses in Primary Care (RNPC)." Presented at the Symposium on Exploring New Models of Undergraduate Clinical Education. Invited speaker. Hosted by the Michigan Department of Health and Human Services Office of Nursing Programs. Howell, MI June 2019.

Daley, K., Ziomkowski, M. & Hunt, H. "A Shift in the Educational Paradigm: Building a Primary Care Workforce within a Veteran Healthcare setting." Poster presented at American Academy of Ambulatory Nursing, Palm Springs CA May 2019.

Daley, K., & Hill, D. "Camo to College: Transforming Military Cultural Intelligence in Higher Education." Presented at NASPA Symposium on Military Connected Students in Las Vegas NV February 2019.

Daley, K., Hill, D. & Ellis, S. "Camo to College: Transforming Military Cultural Intelligence in Higher Education." Presented at the Council of College and Military Educators in Austin TX January 2019.

Davis, M. & Daley, K. "Fundraisers Role in Breaking Down Silos." Presented at CASE District V Executive Leadership Track Conference in Chicago, IL December 2018.

Daley, K. & Stahley A. "Shifting Perspectives II: Transitioning Service Members to BSN Students." Presented at Council of College and Military Educators in San Diego CA March 2018.

Daley, K. Stahley A. & Elder-Robinson, R. "Shifting Perspectives II: Transitioning Service Members to BSN Students." Presented at Excelsior College's Annual Educational Institute entitled *Lessons from the Field: Innovations in Veteran Education, Transitions and Care* in Latham NY June 2017.

Landrum, C. & Daley, K. "Shifting Perspectives: Transitioning Service Members to BSN Students." Presented at Council of College and Military Educators in Atlanta, Ga. March 2017.

Landrum, C. & Daley, K. "Shifting Perspectives: Transitioning Service Members to BSN Students." Presented at Davenport University Teaching and Learning Institute. Summer 2016.

Landrum, C. & Daley, K. "Zen Den." Presented at Davenport University Teaching and Learning Institute. Summer 2016.

Daley, K. and Campbell, S. "Framework for Simulation Learning in Nursing Education: A Participatory Research Project." Presented at Davenport University Sigma Theta Tau Research Day. Winter 2016.

Daley, K. "Simulation in Nursing Education and Beyond" presented at the Michigan Student Nurse Association (MSNA) Conference in Lansing to groups of nursing faculty and student nurses from across the state of Michigan. Winter 2015.

Daley, K. "The Nuts and Bolts of Publishing and Edited Book" presented at Davenport University Teaching and Learning Institute 2014.

Guest speaker for "Grant Writing" at Davenport University Teaching and Learning Institute August 2011.

Daley, K and Goodrich, R. "An evaluation of the I-Touch Pilot: Utilization and Satisfaction with a Point of Care Decision-Making Tool in Nursing Education." Presented poster at CSU 14th Annual Research Day. April 2011

Daley, K and Goodrich, R. "An evaluation of the I-Touch Pilot: Utilization and Satisfaction with a Point of Care Decision-Making Tool in Nursing Education." Fall 2010-Spring 2011. Presented poster at Sigma Theta Tau Spring Research Tea May 2011.

IRB Human Subjects Protection: Doing Research Ethically. Guest Lecturer in HPX 300 level course for Robyn Housemann and Emily Stevens health promotion projects class. September 23, 2010.

Halloran, L. and Daley K. "Goodwork® in Nursing: Growing Professionals in Difficult Times." Poster presented at Sigma Theta Tau Collaborative Research Day. April 15th Spring 2010.

Lajoie, D. Daley, K. and Crouse K. "Attrition and Altered Persistence: A Longitudinal Study Analysis of Student Factors and Academic Variables of Baccalaureate Nursing Students Who Were Not Successful in Nursing Courses." Presented at the CSU Annual Faculty Research Conference. April 17th, 2010.

“Asthma Management in Pediatric Clients.” Guest speaker in NUR 325 seminar for Dr. Christine Berte. Lecture, discussion and simulation demonstration. March 8th, 2010.

Crouse, K. Goodrich, R and Daley, K. Abstract accepted “Creating an Ed D from the Ground Up Roundtable discussion. AAER Conference. November 2009.

Daley, K. “Evidenced Based Practice: The Johns Hopkins Model.” Presented to the Education Council of the Nursing Shared Governance Committee, Norwalk Hospital. Spring 2009.

Daley, K. “Debriefing in Simulation.” Featured Speaker for Fairfield University and Laerdal’s Simulation User’s Network (SUN) Conference for CT Educators. November 2008.

Lupinnaci, L. & Daley, K. “Mentoring New Nursing Faculty-Current Trends.” Roundtable discussion. AAER Conference. November 2008.

Daley, K. & Lajoie, D. Predictors of NCLEX Success: Results of a Five-Year Study.” Presented at the 16th Annual Connecticut Collaborative Research Day Celebrating Nursing Scholarship in Nursing Education, Research and Practice: A Global Perspective. April 4th, 2008.

Daley, K. & Lajoie, D. “Linking Research, A Capstone Course and Research: Formula for Success in Nursing Education.” Presentation for 11th Annual CSU Faculty Research Conference at Eastern Connecticut State University. March 29th 2008.

Daley, K. “Bringing Teamwork and Professionalism in Nursing Home: A Military Clinical Nursing Experience Abroad.” Presented to the Danbury Lions Club. March 27th, 2008.

Daley, K. and Palladino, J. “Bringing Teamwork and Professionalism in Nursing Home: A Military Clinical Nursing Experience Abroad.” Featured Speakers for Sigma Theta Tau Induction Ceremony May 9, 2007.

“Making Simulation Real: The Integration Journey.” Invited speaker for Brody School of Medicine, Eastern Carolina University Simulation Conference. April 29, 2007.

Daley, K. “Lessons Learned From the Germany Nurses Tour: Flight Physiology.” Presentation at the Danbury Hospital Pediatric Nursing Conference March 29, 2007.

Daley, K. “Bringing Teamwork and Professionalism in Nursing Home: A Military Clinical Nursing Experience Abroad.” Presented at Danbury Rotary Club. Jan 31st, 2007. Featured Guest speaker.

Daley, K & J. Palladino. "Lessons Learned From the Germany Nurses Tour: Flight Physiology." Presentation at the Danbury Hospital Pediatric Conference December 1, 2006.

"Predictors of NCLEX Success: Results of a Five-Year Study." Abstract submitted for 2006 AACN Baccalaureate Education Conference 2006: Advancing Baccalaureate Education for Excellence in Practice. Fall 2006.

"Making Simulation Real: The Integration Journey." Abstract submitted for 2006 AACN Baccalaureate Education Conference 2006: Advancing Baccalaureate Education for Excellence in Practice. Fall 2006.

Daley, K. and Palladino J. "Bringing Teamwork and Professionalism in Nursing Home: A Military Clinical Nursing Experience Abroad." Presented at the 10th Annual CSU Research Conference Fall 2006.

"Balancing: A Grounded Theory of Asthma and Everyday Living." Paper presentation for NUR 361, Nursing Research. Invited lecturer. Spring 2006

"Making Simulation Real: The Integration Journey." Presenter for Connecticut League for Nursing, Council of Deans and Directors Simulation Learning Workshop and Brainstorming Session. March 3, 2006.

"Making Simulation Real: The Integration Journey." Invited Presenter for New England Simulation Users Group Meeting. June 2-5, 2006. Laerdal Medical Corporation.

"Balancing: A Grounded Theory of Asthma and Everyday Living." Paper presentation at 38th Biennial Convention of Sigma Theta Tau International: Honor Society of Nursing. Scientific Session. Fall 2005.

"Promoting Writing and Publishing in Junior Faculty Members." Panel presentation at 38th Biennial Convention of Sigma Theta Tau International: Honor Society of Nursing. Clinical Session. Fall 2005.

"Computer Technology in Nursing: Human Patient Simulation in Nursing Education." Presentation at the CSU Technology Conference April 9, 2004.

"Meet SimMan: An Introduction to Human Patient Simulation." Presentation of new SimMan technology to Nursing faculty and WCSU community. Spring 2004.

"Balancing: A Grounded theory of Asthma and Everyday Living." Dissertation defense at Rutgers, The State University of New Jersey. College of Nursing. November 9, 2004.

"Getting Down and Dirty: Handwashing and Flu prevention in the Residence Halls." Presentation on Flu prevention in Newbury Hall WCSU Residence Hall. Fall 2004.

“Getting Down and Dirty: Handwashing and Flu prevention in the Residence Halls.”
Presentation on Flu prevention in Fairfield Hall WCSU Residence Hall. Fall 2004.

“Asthma and Decision-Making A Grounded Theory”. Presentation Sigma Theta Tau
Research Day Spring 2004.

“Assuring Life Goes On: A Theory of Self-Care Self-Efficacy” Poster presented at Sigma
Theta Tau, Kappa Alpha Chapter Tea Fall 2003.

“Asthma and Decision-Making A Grounded Theory”. Paper presented to the Grounded
Theory Institute Doctoral Student Troubleshooting Seminar Fall 2003.

“Asthma and Decision-Making A Grounded Theory”. Paper presented to the Eastern
Nursing Research Society Conference Spring 2003.

“Asthma and Decision-Making A Grounded Theory”. Paper presented to Grounded
Theory Institute. Fall 2002

“Assuring Life Goes On: A Theory of Self-Care Self-Efficacy” Poster presented to
Eastern Nursing Research Society Conference Spring 2000.

“You Can Do It: Asthma Co-Management” Guest speaker for American Lung
Association Better Breather’s Club. Summer 1996.

“Research Implications of Alternative ICU Visiting Hours Schedules”-An in-service
presented as part of the requirements for MSN program completion. Spring 1996.
Journal of Nursing Scholarship.

“Benefits of Asthma Camp for Asthmatic Children” Guest Speaker for an American
Lung Association: Burger King Fund-raiser Winter 1996.

“Sleep and Rest” Presented at Columbus State University BSN Program as part of the
requirements for MSN program completion. Spring 1995.

Review:

Review and content expert for instrument for Aronson and Rebesch of “An Instrument to
Assess Perceived Readiness to Practice After Participation in a Capstone Course.”
January 2010.

Bariatric Surgical Nursing and Patient Care. For Johns Hopkins University School of
Nursing. Invited and reviewed simulation manuscript for publication. Fall 2009.

Journal of Nursing Scholarship. Invited and reviewed manuscript for publication.
Manuscript Spring 2007.

Journal of Nursing Scholarship. Invited and reviewed manuscript for publication. Manuscript. Winter 2007.

Thompson Delmar Learning. Review of “Leadership and Management”. Reviewed 5 revised chapters. Spring 2006.

Journal of Nursing Scholarship. Invited and reviewed manuscript for publication. Manuscript. Spring 2006.

Lippincott, Williams, and Wilkins. Lippincott’s Comprehensive Review for NCLEX-RN. Review of 8 book chapters. Summer 2004.

Lippincott, Williams, and Wilkins. Reviewed “NCLEX 3000” CD-ROM software program for NCLEX-RN review. November 2003.

Lippincott, Williams, and Wilkins. Reviewed prospectus for “Nursing: Challenges and Opportunities.” November 2002

Conferences and Continuing Education:

Mental Health in the Time of COVID-19	2021
Got (White) Privilege?	2021
Color Blind or Color Brave?	2021
Becoming a Stronger Ally	2021
Inclusive Language: Equity and Inclusion Terminology	2021
Making the Case for the Recognition of Learning (Lumina)	2020
CIC Chief Academic Officers Institute	2020
Crain’s Healthcare Leadership Summit	2020
American Legion’s National Credentialing Summit	2019
American Academy of Ambulatory Nursing	2019
NASPA Symposium on Military Connected Students	2019
CASE V	2018
Future of APRN Education Clinical Symposium	2018
2018 Pathways to Health Careers Summit	2018
Council of College and Military Educators	2017, 2018, 2019
Leadership Academy	2016-2017
Davenport University Teaching and Learning Institute	2011-2018
Michigan Student Nurse Association Conference	2015
Higher Learning Commission Conference	2013
West Michigan Nursing Advisory Council-QSEN session	2013
Economic Health Forecast	2013
Survivorship Training and Rehabilitation Certification	2012
Higher Learning Commission Conference	2012

Sigma Theta Tau Research Tea	2011
Nursing Technology and Informatics	2011
CSUS 14 th Annual Research Day	2011
Laerdal Mini Simulation Workshop	2010
Heart Failure Pilot Training In-service	2010
American Academy of Nurse Practitioners	2010
CSU Annual Faculty Research Conference	2010
Sigma Theta Tau Collaborative Research Day	2010
WCSU WRD Research Day	2009
American Academy of Nurse Practitioners	2009
Fairfield University Simulation Conference	2008
AAER Conference	2008
Connecticut Collaborative Research Day	2008
11 th Annual CSU Faculty Research	2008
Eastern Carolina University Simulation Conference	2007
Danbury Hospital Pediatric Conference	2007
10 th Annual CSU Research Conference	2006
WRD WCSU Research Day	2006
Four Campus CSU Assessment Conference	2006
New England Simulation User's Group	2006
Gathering the Evidence Danbury Hospital	2005
38 th Biennial Convention of Sigma Theta Tau International	2005
SimMan User's Group	2005
SimMan Faculty Training Day	2005
SimMan Training Seminar	2005
Web CT Training	2004
Grounded Theory Institute	2003
Connecticut League for Nurses	2003
Eastern Nursing Research Society Conference	2003
WCSU Diversity Training Workshop	2003
WCSU E Res Training Workshop	2002
WCSU Online Diversity Course	2002
WCSU Human Subjects Workshop	2002
Connecticut League for Nurses	2002
Grounded Theory Institute	2002
Sigma Theta Tau Regional Research Conference	2002
Rutgers University/NIH Human Subjects Compliance Program	2001
WCSU Grants Workshop	2001
Summer Institute On Qualitative Research	2001
Eastern Nursing Research Society Conference	2001
Summer Institute On Qualitative Research	2000
Eastern Nursing Research Society Conference	2000
Eastern Nursing Research Society Conference	1999
Eastern Nursing Research Society Conference	1998
Myers Briggs Evaluation Faculty Seminar	1996
CCRN Conference	1996

Power Point Presentations Troy State University	1995
Academic Research on the World Wide Web	1995
Creativity in Teaching Seminar Memphis, Tennessee	1994
Creativity in Teaching Seminar Memphis, Tennessee	1992

Community Service:

NAMI Walk MI Way 5K	2020
Troy Turkey Trot Troy, NY	2017
Habitat for Humanity Community Build	2017
National Alliance for Mental Illness 5kWalk	2016, 2017, 2019
Great Lakes EMS Advisory Board	2016-Present
Davenport University Athletic Advisory Board	2015-Present
Academy of Health Science and Technology	2013-2019
Board Member & Curriculum Committee Member	
Davenport University Day of Service	2013
Mass Disaster Drill	2012
Faculty Liaison for the Nursing Alumni Society	2005-2011
Parish Nurses St Aloysius Church	2008-2011
Blood pressure assessment and counseling	
Habitat for Humanity	2008
Nursing Alumni Society	2004-2011
Co-founder	
Stamford Youth Philharmonic	1997-2006
Fundraising Committee Chair	2003-2005
Hospitality Chair-Chamber Concerts	2005-2006
Americana Soccer Association	2003
U-14 and U-17 Team Nurse	
Fr Myron V. Miller Columbiettes	2001-2011
Financial secretary, membership committee	
Fundraising Bake Sale, Breakfast with Santa	
St Cecilia's Children's Choir Volunteer	1999-2002
St Gabriel Middle School Cheerleading Coach	1999-2001
Introduction to Chemotherapy in Oncology Nursing:	1997
Provided computerized technical support for seminar speaker via PowerPoint Presentations	
Parish Nurse Program: Health Fair Diabetic Screening, Blood Drive 1996, and Teddy Bear Clinic (Coordinator), Medical Personnel Liturgy Service	1996
Hostess, Living Will and Durable Power of Attorney Seminar	
American Lung Association: Burger King Fund-raiser	1996
Guest Speaker	

Better Breathers' Club: Guest Speaker	1996
Super Stuff Asthma Camp American Lung Association	Summer 1995 & 1996
Daisy Girl Scout Leader St Anne School	1994/1995
Parish Nurse Program: St. Anne Church Blood Pressure Monitoring Program	1994 to 1997
Children's Liturgy St Anne Church	1994-1996
Appointed to Troup County Clean and Beautiful	1993-1994
Vice-President Council for Catholic Women	1993



VILLANOVA UNIVERSITY
VILLANOVA, PENNSYLVANIA 19085
OFFICE OF THE REGISTRAR

FESTIN, KAREN M.

20050

ADDRESS AT ENTRANCE:



D.O.B. 3/14/60

VILLANOVA DEGREE:
BACHELOR OF SCIENCE IN NURSING, MAY 31, 1982

DEPT.	COURSE NUMBER	COURSE NAME	CR. HRS.	GR.	G. PTS.
FALL 1978 F T NUR					
CHM	1107	GEN CHEMISTRY LAB I	1	B	3.00
CHM	1121	GENERAL CHEMISTRY I	3	B	9.00
ENG	1005	LITERATURE & COMP I	3	B+10.50	
NUR	1101	ORIENTATION NURSING	1	(P)	
PSY	1000	GENERAL PSYCHOLOGY	3	B+10.50	
SOC	1000	PRINC OF SOCIOLOGY	3	B	9.00
13.00 14.00 42.00 3.23 46/170 45/169					
20050 FESTIN KAREN M					
SPR. 1979 F T NUR					
CHM	1102	GEN CHEMISTRY LAB II	1	C	2.00
CHM	1122	GEN CHEMISTRY II	3	C	6.00
ENG	1102	SURVEY BRITISH LIT II	3	B	9.00
PHI	2000	PHILOSOPHY OF MAN	3	B+10.50	
RST	1100	REL HUMAN EXPERIENCE	3	B	9.00
SOC	5300	MEDICAL SOCIOLOGY	3	C	6.00
29.00 30.00 84.50 2.91 80/166 80/166					
20050 FESTIN KAREN M					
FALL 1979 F T NUR					
BIO	1201	HUMAN ANAT & PHYS I	3	B	9.00
BIO	1202	HUM ANAT & PHYS LAB I	1	C+	2.50
BIO	1213	MICROBIOLOGY	3	B	9.00
BIO	1214	MICROBIOLOGY LAB	1	B	3.00
NTR	2120	PRINC OF NUTRITION	3	A	12.00
NUR	2100	NUR PROC-HLTH ASMT I	3	C+	7.50
PSY	2500	PSYCH OF PERSONALITY	3	B+10.50	
46.00 47.00 138.00 3.00 86/176 86/176					
20050 FESTIN KAREN M					

DEPT.	COURSE NUMBER	COURSE NAME	CR. HRS.	GR.	PTS.
SPR. 1980 F T NUR					
BIO	1203	HUMAN ANAT & PHYS II	3	C+	7.50
BIO	1204	HUM ANAT&PHYS LAB II	1	C+	2.50
NUR	2102	NUR PROC-HLTH ASMT II	2	B	6.00
NUR	2103	NUR PROC-HLTH AST LAB	1	(P)	
PSY	2200	PSY HUMAN DEVELOPMENT	3	B	9.00
RST	3500	THE WORLD BECOMING	3	A	12.00
SOC	4500	GROUP DYNAMICS	3	B	9.00
61.00 63.00 184.00 3.02 75/151 75/151					
20050 FESTIN KAREN M					

DEPT.	COURSE NUMBER	COURSE NAME	CR. HRS.	GR.	PTS.
FALL 1980 F T NUR					
NUR	3100	NSG & HLTH MAINT	6	C+15.00	
NUR	3105	NSG & HLTH MAINT PRAC	6	(P)	
PHI	2115	ETHICS-HEALTH PROFESS	3	B	9.00
RST	5700	BLACK REL EXPERIENCE	3	A	12.00
73.00 81.00 220.00 3.01 73/145 73/145					
20050 FESTIN KAREN M					

DEPT.	COURSE NUMBER	COURSE NAME	CR. HRS.	GR.	PTS.
SPR. 1981 F T NUR					
NUR	3102	NSG & HLTH REST I	6	B	18.00
NUR	3107	NSG & HLTH PST PRAC I	6	(P)	
NUR	3110	RESEARCH IN NURSING	3	B	9.00
RST	4400	CHP MARRIAGE MOD WLD	3	B+10.50	
85.00 99.00 257.50 3.03 76/145 76/145					
20050 FESTIN KAREN M					

DEPT.	COURSE NUMBER	COURSE NAME	CR. HRS.	GR.	PTS.
1981 FALL NU NUR					
RST	6200	SEM: CONTEMP REL EXPER	1.0	A	4.0
RST	6200	SEM: ALCOHOLISM	1.0	A	4.0
RST	6200	SEM: PROBS OF DISABLED	1.0	A	4.0
NUR	4100	NSG & HLTH REST II	6.0	B	18.00
NUR	4105	NSG & HLTH PST PPC II	6.0	P	
NUR	4130	CONTEMP ISSUES-TRENDS	2.0	A	8.0
96.0 116.0 295.50 3.078 80/148 80/148					
20050 FESTIN, KAREN M					
084-56-6257					

DEPT.	COURSE NUMBER	COURSE NAME	CR. HRS.	GR.	PTS.
1982 SPRING NU NUR					
NUR	4102	NSG AND HLTH PROM	6.0	B+	21.0
NUR	4107	NSG & HLTH PROM PRAC	6.0	P	
NUR	4110	NURSING LEADERSHIP	5.0	B+	17.5
107.0 133.0 334.00 3.121 89/157 89/157					
20050 FESTIN, KAREN M					
084-56-6257					

JUN 24 2021

Karen M. Festin
Registrar

Villanova University

Office of the Registrar
Kennedy Hall, Room 205
800 Lancaster Avenue
Villanova, PA 19085
Tel: 610-519-4041

We are always concerned that institutions and potential employers receive legitimate and accurate information on our students and graduates. We know that recipients of the records share our interest by establishing the authenticity of the transcripts that they receive.

For these reasons, we provide this summary of requirements for a Villanova University transcript. Hopefully, this will enable you to determine easily that the transcript you receive is genuine. We trust that you will take a few moments to review this page and that you will retain it for future reference.

An OFFICIAL VILLANOVA UNIVERSITY TRANSCRIPT...

Has been issued from the Villanova University Registrar's Office and bears the University seal and the signature of the Registrar.

The transcript contains all essential academic data such as: dates of attendance, courses taken, grades and credits awarded, degrees received. Summary data for each semester is generally printed at the end of the semester's course. Any degrees awarded should appear at the beginning of the transcript.

The explanations and list of valid grades on the back should be consistent with the data posted on the front of the transcript.

An official transcript may have been given to a student; if so it will bear a stamp indicating that it has passed through the student's hands. Such transcripts can be verified by calling the Registrar's Office.

A transcript for a student who attended prior to Spring 1982 may be a photocopy on white paper. If so, the embossed seal, the Registrar's stamped signature and the date issued should be on the transcript. Explanatory information appears on the back of the page.

A transcript for a student whose first term at Villanova was Spring 1982 or later will be printed on security paper with Villanova University spelled out in very small letters as a blue background. All printing on the transcript is blue. If the page is photocopied, VOID appears. The University seal and the Registrar's signature are printed on the front page, the back included explanatory information.

If you receive a transcript about which you have questions or concerns please:

Telephone the Registrar's Office at Villanova University (610-519-4041) or
Write to the Registrar's Office for verification or
Return the transcript to the Registrar's Office for verification

We can release transcripts of Villanova University academic records only with the written authorization of the student or graduate. We can, however, verify any information that has been released.

Villanova University Villanova, Pennsylvania 19085-1694

Office of the Registrar

06/24/21

STATE OF CONNECTICUT
DEPT OF HEALTH/HELEN SMITH
410 CAPITOL AVE
PO BOX 340308 MS# 12HR
HARTFORD, CT. 06106-1367

x

x

The enclosed transcript is forwarded at the request of
the student or with a written release from the student.

KAREN M DALEY (FESTIN)
880 PACIFIC STREET
APARTMENT 1262
STAMFORD, CT. 06902

Karen M. Daley

ID Number: [REDACTED]

SSN: [REDACTED]

Course Num	Sec	Title	Grd R	Hrs Att	Hrs Cmpt	Grade Points
***** Troy State University credit prior to TROY University Fall 2005 merger. *****						
NSG	612	GN LEADERSHIP IN NURSING	A	2.00	2.00	8.0000
		94/SP Totals:	2.00	2.00	8.0000	GPA = 4.0000
		Cumulative Totals:	2.00	2.00	8.0000	GPA = 4.0000
		Institutional Totals:	2.00	2.00	8.0000	GPA = 4.0000
NSG	506	GN CURR DEV NSG ED	A	2.00	2.00	8.0000
		94/SU Totals:	2.00	2.00	8.0000	GPA = 4.0000
		Cumulative Totals:	4.00	4.00	16.0001	GPA = 4.0000
		Institutional Totals:	4.00	4.00	16.0001	GPA = 4.0000
CHD	656	GW MARR/FAM&SEX THRPY COUNS	WP	0.00	0.00	0.0000
		94/FA Totals:	0.00	0.00	0.0000	GPA = 0.0000
		Cumulative Totals:	4.00	4.00	16.0001	GPA = 4.0000
		Institutional Totals:	4.00	4.00	16.0001	GPA = 4.0000
NSG	692	GN DATA ANALYSIS TECH RESRCH	B	2.00	2.00	6.0000
		95/WN Totals:	2.00	2.00	6.0000	GPA = 3.0000
		Cumulative Totals:	6.00	6.00	22.0001	GPA = 3.6667
		Institutional Totals:	6.00	6.00	22.0001	GPA = 3.6667
NSG	691	GN RESEARCH METHODOLOGY	B	2.00	2.00	6.0000
		95/SP Totals:	2.00	2.00	6.0000	GPA = 3.0000
		Cumulative Totals:	8.00	8.00	28.0001	GPA = 3.5000
		Institutional Totals:	8.00	8.00	28.0001	GPA = 3.5000
NSG	505	GN HEALTH CARE ECONOMICS	A	2.67	2.67	10.6667
		95/SU Totals:	2.67	2.67	10.6667	GPA = 4.0000
		Cumulative Totals:	10.67	10.67	38.6669	GPA = 3.6250
		Official transcript must bear the seal of the University.				

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Karen M. Daley

ID Number: [REDACTED]

SSN: [REDACTED]

Course	Num	Sec	Title	Grd R	Hrs Att	Hrs Cmpt	Grade Points
Institutional Totals:				10.67	10.67	38.6669	GPA = 3.6250
NSG	504	GN	THEORIES OF NURSING	A	2.00	2.00	8.0000
NSG	618	GN	INTRO TO ADV NSG	A	2.00	2.00	8.0000
NSG	619	GN	ADV NURSING PRACTICUM	A	0.67	0.67	2.6667
95/FA Totals:				4.67	4.67	18.6668	GPA = 4.0000
Cumulative Totals:				15.33	15.33	57.3336	GPA = 3.7391
Institutional Totals:				15.33	15.33	57.3336	GPA = 3.7391
NSG	620	GN	ADV ACUTE CARE NSG ADULTS	A	2.00	2.00	8.0000
NSG	621	GN	PRACT ADV ACUTE CARE NSG	A	2.00	2.00	8.0000
96/WN Totals:				4.00	4.00	16.0001	GPA = 4.0000
Cumulative Totals:				19.33	19.33	73.3337	GPA = 3.7931
Institutional Totals:				19.33	19.33	73.3337	GPA = 3.7931
NSG	622	PN	ADV LONG TERM CARE ADULTS	A	2.00	2.00	8.0000
NSG	623	PN	PRACT LNG TRM CARE ADULTS	A	2.00	2.00	8.0000
96/SP Totals:				4.00	4.00	16.0001	GPA = 4.0000
Cumulative Totals:				23.33	23.33	89.3338	GPA = 3.8286
Institutional Totals:				23.33	23.33	89.3338	GPA = 3.8286
CHD	656	PW	MARRIAGE, FAMILY, SEX COUNSELING	A	3.33	3.33	13.3334
NSG	652	PN	FIELD PROJECT IN ADULT HEALTH	P	0.00	2.00	0.0000
96/SU Totals:				3.33	5.33	13.3334	GPA = 4.0000
Cumulative Totals:				26.67	28.67	102.6672	GPA = 3.8500
Institutional Totals:				26.67	28.67	102.6672	GPA = 3.8500
NSG	614	PN	ROLE OF NURSE EDUCATOR	A	2.00	2.00	8.0000
NSG	615	PN	PRACT IN NSG EDUCATION	A	2.00	2.00	8.0000
96/FA Totals:				4.00	4.00	16.0001	GPA = 4.0000
Cumulative Totals:				30.67	32.67	118.6673	GPA = 3.8696
Institutional Totals:				30.67	32.67	118.6673	GPA = 3.8696

Official transcript must bear the seal of the University.

Karen M. Daley



ID Number: [Redacted]
SSN: [Redacted]

Course Num	Sec	Title	Grd R	Hrs Att	Hrs Cmpt	Grade Points

CUMULATIVE TOT: CRED.ATT = 30.67 CRED.CPT = 32.67 GRD.PTS = 118.6673 GPA = 3.8696						
INSTITUTIONAL TOT: CRED.ATT = 30.67 CRED.CPT = 32.67 GRD.PTS = 118.6673 GPA = 3.8696						

* Master of Science Degree Awarded on 12/14/96 *						
* Majors		Minors		Specializations	*	
* ----- *						
* MSN - Adult Health *						

Official transcript must bear the seal of the University.

Transcript Legend

Accreditation:

Troy University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate, baccalaureate, master's, education specialist, and doctoral degrees. Contact the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Troy University.

University Name:

Previous university names: Troy Normal School, 1887; Troy State Teachers College, 1929; Troy State University, 1967. Prior to Fall 2005, Troy State University, Troy State University Dothan, and Troy State University Montgomery merged as Troy University under a single accreditation and GPA totals combined.

Academic Calendar:

Beginning Fall 1999, Troy State University and Troy State University Dothan converted to the semester system. Beginning Fall 2000, Troy State University Montgomery converted to the semester system. Courses offered on accelerated semester schedules are identified as terms (T1, T2, T3, etc).

All hours printed on the transcript after fall 2000 are converted to semester credit hours.

Course Numbering:

(Beginning Fall 2005, all course numbers were converted from three to four digits).

Primarily, courses in the 0096-1099 are considered developmental courses (Exception: ENG 1100, MTH 1100 and MTH 1105 is developmental); 1100 sequence are freshman courses; 2200 sequence are sophomore courses; 3300 sequence are junior courses; 4400 sequence are senior courses; 5500 sequence are graduate courses (open to seniors by permission); 6600-7700 sequence are courses open to graduate students only. Courses in the 8800 sequence are doctoral. Courses in the 9900-9949 sequence are undergraduate academic workshop credit, 9950-9999 sequence are graduate academic workshop credit.

Developmental Courses:

Developmental Courses will not apply toward any degree program. These courses count in the GPA but are institutional credit only and will not meet degree requirements. Please see the online undergraduate catalog for specific courses.

Grading System:

Troy University operates on a 4.0 grading system. The following grades are given at the undergraduate and graduate level.

<i>Grade</i>	<i>Description</i>	<i>Quality Points Per Credit Hour</i>	<i>Grade</i>	<i>Description</i>	<i>Quality Points Per Credit Hour</i>
A	Excellent	4	AU	Audit	0
B	Above Average	3	W	Withdrawal	0
C	Average	2	WP	Withdrawal Passing	0
D	Below Average	1	WF	Withdrawal with Academic Penalty	0
F	Failure	0	DR	Dropped Course	0
FA	Failure Due to Absences	0	DP	Dropped Course Passing	0
I	Incomplete	0	DF	Dropped Course with Academic Penalty	0
NG	No Grade Reported	0	*IP	Course Requirements not completed	0
P	Pass	0	FI	by end of Time Limit for Course incomplete	

Assigned

*** Graduate Only**

Repeated Courses; Undergraduate Only

RF=Repeated/Forgiven; R=Repeated/Not Forgiven

Transcript Authenticity:

A transcript is official when printed on the secured paper and stamped with the Registrar's signature. When photocopied the word COPY appears prominently across the face of the entire document. A heat-sensitive ink logo appears on the back of the document to further indicate authenticity. All electronic official transcripts are sent through Parchment Inc., Troy University's authorized electronic document provider.

Class Rank:

Troy University does not calculate Class Rank.

GPA Calculation as Printed on Transcript:

Beginning Fall 2003, for students who have transferred credit to Troy University from another institution, the cumulative GPA is calculated on the official transcript showing two GPA's; (1) Institutional total-GPA based on hours attempted only with Troy University; (2) Cumulative total-GPA based on all hours attempted with Troy University and transfer institutions. A term GPA for institutional credit only is displayed at the end of each term of enrollment. The institutional GPA is considered the official GPA for purposes of retention calculations. Prior to Fall 2003, transfer credit was not calculated into the GPA.

Release Information:

In accordance with the Family Rights and Privacy Act of 1974 and Institutional policy, this transcript must not be released to a third party.

Graduation Honors: (Undergraduate Only)

Cum Laude: Grade point average of 3.40
Magna Cum Laude: Grade point average of 3.60
Summa Cum Laude: Grade point average of 3.80

Term Awards:

Chancellor's List: Grade point average of 4.0 (awarded after 12 hours)
Provost's List: Grade point average of 3.65 (awarded after 12 hours)

NOTE: Graduation with honors will be computed based on the average of all hours attempted at Troy University and transfer credit, excluding any development courses. The last term of enrollment is NOT calculated towards graduation honors.

1-2-1 Dual Education Program:

A dual education program is one whereby students study at two or more institutions, and each institution awards a separate program completion credential bearing only its own name, seal and signature.

KAREN M. DALEY

STUDENT NUMBER: [REDACTED]

STUDENT SSN: [REDACTED]

RECORD DATE: 06/28/21

PAGE: 1

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TITLE	SCH	DEPT	CRS	SEC	CREDITS	PR	GRADE
FALL 1997 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
STAT METH IN EDUC II	16	960	532	01	3.0		B
EVOLUTN OF NRSNG KNOW	26	705	675	01	3.0		B
DEGREE CREDITS:	6.0	TERM AVG:	3.000	CUMULATIVE AVG:	3.000		

SPRING 1998 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
THEORY & RESEARCH I	26	705	677	01	3.0		A
DEGREE CREDITS:	9.0	TERM AVG:	4.000	CUMULATIVE AVG:	3.333		

SUMMER 1998 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
DESIGN OF EXPER	16	960	590	F6	3.0		B
DEGREE CREDITS:	12.0	TERM AVG:	3.000	CUMULATIVE AVG:	3.250		

FALL 1998 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
THEORY & RESEARCH II	26	705	678	01	3.0		B
DEGREE CREDITS:	15.0	TERM AVG:	3.000	CUMULATIVE AVG:	3.200		

SPRING 1999 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
DIMENSNS OF RESEARCH	26	705	676	01	3.0		B+
CONT ISSUES NURSING	26	705	679	01	2.0		A
DEGREE CREDITS:	20.0	TERM AVG:	3.700	CUMULATIVE AVG:	3.325		

TITLE	SCH	DEPT	CRS	SEC	CREDITS	PR	GRADE
FALL 1999 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
INDEPENDENT STUDY	26	705	650	01	3.0		A
QUALI RES METHODS	27	202	648	01	3.0		B+
DEGREE CREDITS:	26.0	TERM AVG:	3.750	CUMULATIVE AVG:	3.423		

SPRING 2000 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
DISSERTATN RESEARCH	26	705	703	01	3.0		S
DEGREE CREDITS:	29.0	TERM AVG:	3.750	CUMULATIVE AVG:	3.423		

SUMMER 2000 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
INDEPENDENT STUDY	26	705	650	H1	3.0		A
DEGREE CREDITS:	32.0	TERM AVG:	4.000	CUMULATIVE AVG:	3.483		

FALL 2000 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
DISSERTATN RESEARCH	26	705	703	01	3.0		S
SEL TOPICS COGNITION	26	830	668	E02	3.0		A
DEGREE CREDITS:	38.0	TERM AVG:	4.000	CUMULATIVE AVG:	3.531		

SPRING 2001 GRADUATE SCHOOL - NEWARK							
MAJOR: NURSING							
DISSERTATN RESEARCH	26	705	703	01	6.0		S
GRAD ASSISTANTSHIP	26	705	866	01	6.0		
DEGREE CREDITS:	44.0	TERM AVG:	3.750	CUMULATIVE AVG:	3.531		

** CONTINUED ON NEXT PAGE **

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This transcript is not official without the signature of the registrar.

Pursuant to the Family Education Rights and Privacy Act of 1974, Information Contained Herein Shall Not Be Released to a Third Party Without the Written Authorization of the Student.



Kelley B. Sokolowski
University Registrar

Rutgers, The State University of New Jersey

EXPLANATION OF GRADING SYSTEM

A. Standard (Exception: School of Law - Newark, School of Law - Camden, Livingston College, and Rutgers Business School Newark/New Brunswick (Grad))

	<u>Grade Points</u>		<u>Grade Points</u>
A - Distinguished	4.00	F - Failing	0.00
B+ - Intermediate grade	3.50	Pass - (A thru C)	
B - Good	3.00	NOCR - No credit (D & F)	
C+ - Intermediate grade	2.50	IN - Incomplete	
C - Satisfactory	2.00	PIN - Permanent incomplete	
D - Poor	1.00	TNC - Temporary no credit	

B. School of Law - Camden & Newark

	<u>Grade Points</u>		<u>Grade Points</u>
A+ - Distinguished	4.33	C - Satisfactory	2.00
A - Distinguished	4.00	C- - Intermediate grade	1.67
A- - Intermediate grade	3.67	D+ - Intermediate grade	1.33
B+ - Intermediate grade	3.33	D - Poor	1.00
B - Good	3.00	F - Failing	0.00
B- - Intermediate grade	2.67	PASS - Credit awarded	
C+ - Intermediate grade	2.33	NOCR - No credit	0.00
		IN - Incomplete	

C. School of Law - Camden (through Summer Session 2001)

	<u>Grade Points</u>		<u>Grade Points</u>
A+ - Distinguished	4.50	C+ - Intermediate grade	2.50
A - Distinguished	4.00	C - Satisfactory	2.00
B+ - Intermediate grade	3.50	D+ - Intermediate grade	1.50
B - Good	3.00	D - Poor	1.00
		F - Failing	0.00

D. Rutgers Business School Newark/New Brunswick (Grad)

	<u>Grade Points</u>		<u>Grade Points</u>
A - Distinguished	4.00	C+ - Intermediate grade	2.33
A- - Intermediate grade	3.67	C - Satisfactory	2.00
B+ - Intermediate grade	3.33	C- - Intermediate grade	1.67
B - Good	3.00	D - Poor	1.00
B- - Intermediate grade	2.67	F - Failing	0.00
		INC - Incomplete	

E. Livingston College

	<u>Grade Points</u>		<u>Grade Points</u>
A - Distinguished	4.00	D - Poor	1.00
B+ - Intermediate grade	3.50	NOCR - Failed (no credit)	0.00
B - Good	3.00	TNC - Temporary no credit	0.00
C+ - Intermediate grade	2.50	H - Honors (A)	
C - Satisfactory	2.00	CR - Credit (B & C)	
		F - Failing	0.00

F. OTHER GRADE SYMBOLS

DF Disciplinary failure	S Satisfactory	W Withdrew or dropped
IN Incomplete	TZ Grade not submitted	WF Withdrew failing
NG No grade given	X Examination not taken	U Unsatisfactory
WP Withdrew passing	H Honors grade	XF Disciplinary Failure
IP In Progress		

REGULATIONS GOVERNING USAGE of above grade symbols are determined by each school of the University. Complete explanations are found in appropriate school bulletins of the general catalog of Rutgers University.

CREDIT HOUR PREFIXES

E	Credits do not count toward degree
N	Noncredit course - Credits do not count toward degree
G	Undergraduate course taken for graduate credit
PN	Course undertaken on pass/no credit basis
R	Repeated course
J	Counts as degree credit but is not in the CUM GPA
K	Does not count as degree credit but is in the CUM GPA
M	Counts toward major

TERMS AND CUMULATIVE AVERAGES

$$\frac{\text{Total grade points}}{\text{Total credit hours}} = \text{Weighted average}$$

GRADE PREFIXES

R - Re-examination permitted
T - Term work incomplete

CREDIT HOURS

One credit is given for 800 minutes of class (lec. or rec.) or for three times this amount of laboratory time.

Issued By:



Newark
249 University Avenue
Newark, NJ 07102
973-353-5324



Camden
311 North 5th Street
Camden, NJ 08102
856-225-6053

STATE OF CONNECTICUT/DEPT OF PUBLIC HEALTH
PRACTITIONER LICENSING & INVESTIGATIONS
ATTENTION: HELEN SMITH
410 CAPITAL AVE PO BOX 340308 MS #12HR
HARTFORD, CT 06134-0308



New Brunswick
620 George Street
New Brunswick, NJ 08901
848-445-3220

RUTGERS

THE STATE UNIVERSITY
OF NEW JERSEY

KAREN M. DALEY

STUDENT NUMBER: [REDACTED]

STUDENT SSN: [REDACTED]

RECORD DATE: 06/28/21

PAGE: 2

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FALL 2001 GRADUATE SCHOOL - NEWARK
MAJOR: NURSING

TITLE	SCH	DEPT	CRS	SEC	CREDITS	PR	GRADE
INDEPENDENT STUDY	26	705	650	01	3.0		A
DISSERTATN RESEARCH	26	705	703	01	3.0		S

DEGREE CREDITS: 50.0 TERM AVG: 4.000 CUMULATIVE AVG: 3.571

SPRING 2002 GRADUATE SCHOOL - NEWARK
MAJOR: NURSING

DISSERTATN RESEARCH	26	705	703	01	3.0		S
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DEGREE CREDITS: 53.0 CUMULATIVE AVG: 3.571

FALL 2002 GRADUATE SCHOOL - NEWARK
MAJOR: NURSING

DISSERTATN RESEARCH	26	705	703	01	3.0		S
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DEGREE CREDITS: 56.0 CUMULATIVE AVG: 3.571

SPRING 2003 GRADUATE SCHOOL - NEWARK
MAJOR: NURSING

DISSERTATN RESEARCH	26	705	703	01	3.0		S
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DEGREE CREDITS: 59.0 CUMULATIVE AVG: 3.571

FALL 2003 GRADUATE SCHOOL - NEWARK
MAJOR: NURSING

DISSERTATN RESEARCH	26	705	703	01	3.0		S
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DEGREE CREDITS: 62.0 CUMULATIVE AVG: 3.571

SPRING 2004 GRADUATE SCHOOL - NEWARK
MAJOR: NURSING

MATRICULATION CONTD	26	705	800	01	1.0		E
---------------------	----	-----	-----	----	-----	--	---

DEGREE CREDITS: 62.0 CUMULATIVE AVG: 3.571

FALL 2004 GRADUATE SCHOOL - NEWARK
MAJOR: NURSING

MATRICULATION CONTD	26	705	800	01	1.0		E
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DEGREE CREDITS: 62.0 CUMULATIVE AVG: 3.571

SPRING 2005 GRADUATE SCHOOL - NEWARK
MAJOR: NURSING

MATRICULATION CONTD	26	705	800	60	1.0		E
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DEGREE CREDITS: 62.0 CUMULATIVE AVG: 3.571

DEGREE: DOCTOR OF PHILOSOPHY
MAJOR: NURSING

JANUARY 2005

*** END OF TRANSCRIPT ***

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Rutgers, The State University of New Jersey

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C+ - Intermediate grade	2.50	IN - Incomplete	
C - Satisfactory	2.00	PIN - Permanent incomplete	
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A - Distinguished	4.00	C- - Intermediate grade	1.67
A- - Intermediate grade	3.67	D+ - Intermediate grade	1.33
B+ - Intermediate grade	3.33	D - Poor	1.00
B - Good	3.00	F - Failing	0.00
B- - Intermediate grade	2.67	PASS - Credit awarded	
C+ - Intermediate grade	2.33	NOCR - No credit	0.00
		IN - Incomplete	

C. School of Law - Camden (through Summer Session 2001)

	<u>Grade Points</u>		<u>Grade Points</u>
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A - Distinguished	4.00	C - Satisfactory	2.00
B+ - Intermediate grade	3.50	D+ - Intermediate grade	1.50
B - Good	3.00	D - Poor	1.00
		F - Failing	0.00

D. Rutgers Business School Newark/New Brunswick (Grad)

	<u>Grade Points</u>		<u>Grade Points</u>
A - Distinguished	4.00	C+ - Intermediate grade	2.33
A- - Intermediate grade	3.67	C - Satisfactory	2.00
B+ - Intermediate grade	3.33	C- - Intermediate grade	1.67
B - Good	3.00	D - Poor	1.00
B- - Intermediate grade	2.67	F - Failing	0.00
		INC - Incomplete	

E. Livingston College

	<u>Grade Points</u>		<u>Grade Points</u>
A - Distinguished	4.00	D - Poor	1.00
B+ - Intermediate grade	3.50	NOCR - Failed (no credit)	0.00
B - Good	3.00	TNC - Temporary no credit	0.00
C+ - Intermediate grade	2.50	H - Honors (A)	
C - Satisfactory	2.00	CR - Credit (B & C)	
		F - Failing	0.00

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R - Re-examination permitted
T - Term work incomplete

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Issued By:



Newark
249 University Avenue
Newark, NJ 07102
973-353-5324



Camden
311 North 5th Street
Camden, NJ 08102
856-225-6053

STATE OF CONNECTICUT/DEPT OF PUBLIC HEALTH
PRACTITIONER LICENSING & INVESTIGATIONS
ATTENTION: HELEN SMITH
410 CAPITAL AVE PO BOX 340308 MS #12HR
HARTFORD, CT 06134-0308



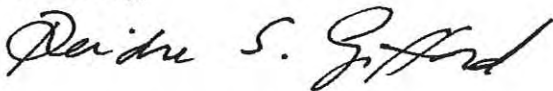
New Brunswick
620 George Street
New Brunswick, NJ 08901
848-445-3220

KAREN M DALEY
Dr. Karen M Daley
335 Bridge St. NW
2207
Grand Rapids, MI 49504

Dear Licensed Professional: This is your validated license for the coming year. Should you have any questions about your license, please email opl.c.dph@ct.gov.

Department of Public Health
P.O. Box 340308
Hartford, CT 06134-0308
ct.gov/dph/license

Sincerely,



Deidre S. Gifford, MD, MPH
Acting Commissioner

EMPLOYER'S COPY
STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
NAME
Karen M. Daley, RN
VALIDATION NO. 17338004 LICENSE NO. 63466 CURRENT THROUGH 03/31/2022
PROFESSION
Registered Nurse
ACTIVE

SIGNATURE *Deidre S. Gifford*
ACTING COMMISSIONER

INSTRUCTIONS:

1. Detach and sign each of the cards on this form.
2. Display the large card in a prominent place in your office or place of business.
3. The wallet card is for you to carry on your person. If you do not wish to carry the wallet card, place it in a secure place.
4. The employer's copy is for persons who must demonstrate current licensure/certification in order to retain employment or privileges. The employer's card is to be presented to the employer and kept by them as a part of your personnel file. Only one copy of this card can be supplied to you.

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
THE INDIVIDUAL NAMED BELOW IS LICENSED BY THIS DEPARTMENT AS A
Registered Nurse
ACTIVE
LICENSE NO. 63466
CURRENT THROUGH 03/31/2022
VALIDATION NO. 17338004
Karen M. Daley, RN

SIGNATURE *Deidre S. Gifford*
ACTING COMMISSIONER

WALLET CARD
STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
NAME
Karen M. Daley, RN
VALIDATION NO. 17338004 LICENSE NO. 63466 CURRENT THROUGH 03/31/2022
PROFESSION
Registered Nurse
ACTIVE

SIGNATURE *Deidre S. Gifford*
ACTING COMMISSIONER



Sacred Heart UNIVERSITY

Robert M. Hardy
Vice President for Human Resources

May 5, 2021

Karen M. Daley
335 Bridge Street NW #2207
Grand Rapids, MI 49504

Dear Karen:

I am very pleased to offer to you the position of Dean of the Davis & Henley College of Nursing at Sacred Heart University. This letter details the specifics of our employment offer and this appointment.

This is a full-time, at-will appointment. Your employment will commence on July 1, 2021. It is agreed that this appointment as the Dean of the Davis & Henley College of Nursing is a three-year, 12-month administrative appointment.

Your annual compensation will be \$230,000. Pay periods are on the 15th and last date of each month. Any changes in salary shall be by revision in writing, subject to approval by the Provost. All compensation shall be paid in accordance with the university's payroll policies and is subject to deductions required by applicable laws and regulations. The base salary beginning 7/1/2022 and 7/1/2023 will be computed according to University guidelines and the merit guidelines as approved by the Board of Trustees HR Committee. It will be no less than your initial base salary.

The Provost and Vice President for Academic Affairs, in consultation with you, will establish a set of performance-based goals for July 2021 — June 2022 and at the end of each fiscal year for the next fiscal year. At the end of each year, the Provost will evaluate performance in terms of these goals and general administrative performance. Incentive compensation awards may be made as determined by the HR Committee of the Board of Trustees and would be conditioned upon a recommendation from the Provost & Vice President for Academic Affairs to the President and the President's recommendation to the HR Committee of the Board of Trustees, based on performance evaluations. Incentive award can be up to 30% of base salary. Any such award would not alter base salary.

To assist in your transition to SHU, we will provide a one-time reimbursement for reasonable relocation expenses in the amount of \$10,000. The relocation reimbursement is considered income and is subject to all applicable tax withholdings. Payment will be issued on 7/30/2021.

DUTIES

Your duties in this position shall be those stated in the attached position announcement. Additional duties may be assigned and the job description may be modified from time to time in order to accommodate changing circumstances and operational needs. Your duties and responsibilities shall be conducted in accordance with the university's policies and procedures.

BENEFITS

You will receive the standard University fringe benefits offered senior leadership, which may change from time to time. They include:

- Voluntary participation, when eligible, in the University defined contribution plan where you would receive a University contribution of 8% of your base salary, if you contribute 5% of your base salary
- Voluntary participation to contribute to the supplemental retirement plan (tax deferred annuity)
- Short and Long Term Disability after one year of service with an opportunity to purchase a Buy-Up Long Term Disability option
- Basic Life Insurance — 2x base salary to \$500K (\$250K guaranteed issue; evidence of insurability required over the guaranteed issue)
- Voluntary Supplemental Life Insurance — up to 3x base salary to maximum of \$500K (\$150K guaranteed issue; evidence of insurability required over the guaranteed issue)
- Accidental Death & Dismemberment — 2x base salary to \$500K
- Eligibility to participate in the University's contributory employer sponsored health plans
- Tuition remission benefits, as described in the University's tuition benefit policy
- Eligibility for vacation and personal time benefits as outlined in the University's policies

TENURE

This offer also includes an appointment as tenured professor within the Davis & Henley College of Nursing. Said appointment must be approved by the Board of Trustees.

In the case that you should assume employment as a full time faculty member, subsequent salary and other terms and conditions of employment as a faculty member would be at the 9-month salary level. Your employment on the university's faculty would then be governed by the current faculty handbook for tenured members of the faculty and not by this agreement.

BACKGROUND CHECK

This offer of employment is contingent upon a complete background check satisfactory to the University and your ability to meet federal employment eligibility requirements. Either you or Sacred Heart University may terminate your appointment at any time with or without cause by serving written notice to the other party. Although other terms and conditions can be changed from time to time by written agreement, the at-will status of your employment cannot be changed, amended, or altered.

You will be reimbursed for all business expenses, including travel expenses, incurred in the performance of the duties specified in the attached position description. You shall receive travel and per diem allowances in accordance with university policy.

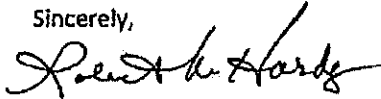
This agreement will be governed by and construed in accordance with the laws of the State of Connecticut and cannot be assigned by either party.

The initial time period is subject to a six (6) month probationary period. During this probationary period, the University may rescind this appointment, with or without cause, with no further obligation on the part of the University.

This letter states all agreements between you and Sacred Heart University. Please sign this letter as confirmation of your acceptance of the conditions of your appointment and return it to me by May 12, 2021. Your appointment shall be reported to the Board of Trustees at its next meeting.

I am excited about you joining us in supporting the mission of Sacred Heart University. I trust that you will find your association with SHU to be both personally and professionally rewarding. Please contact me if you have any questions about this letter or your employment.

Sincerely,



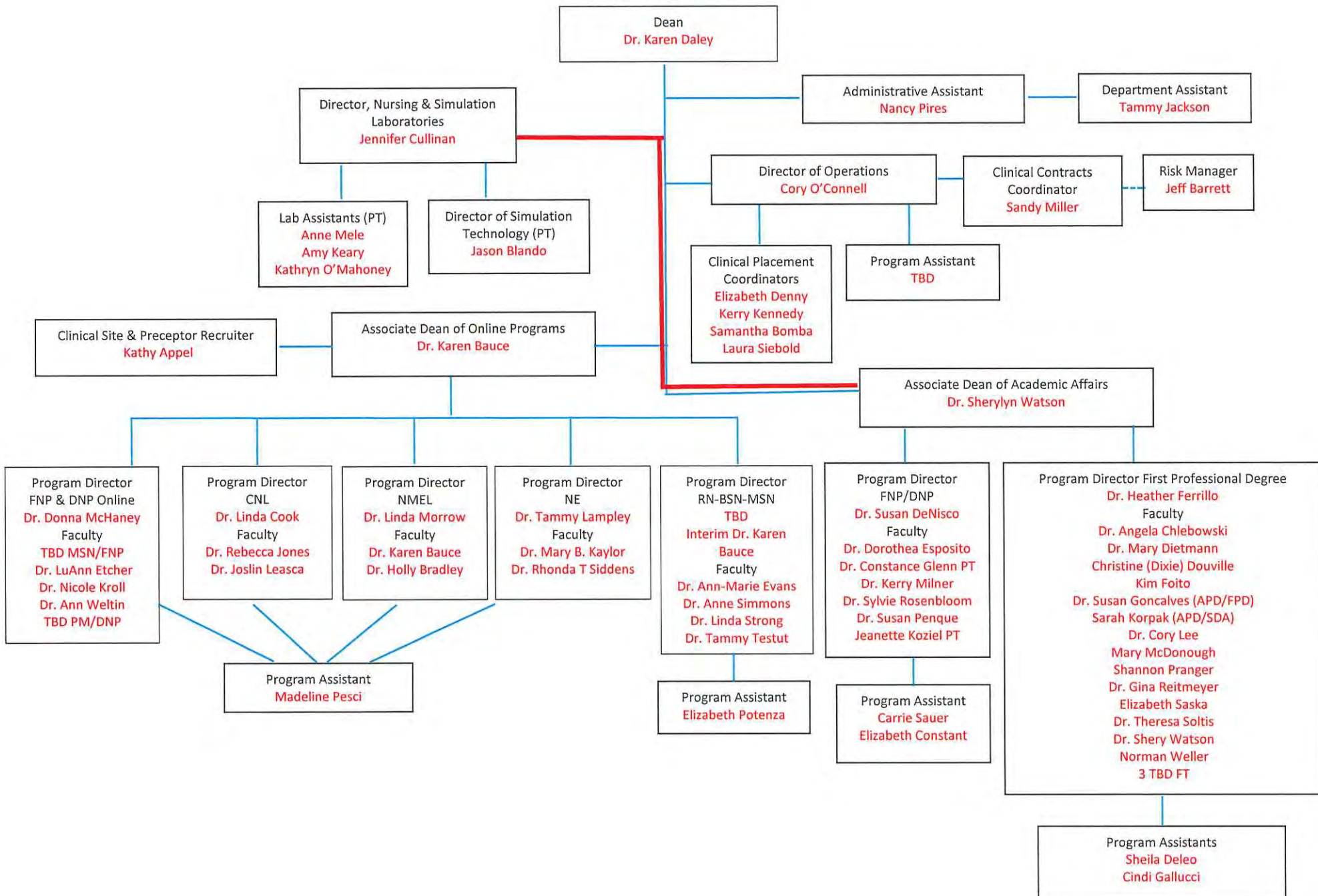
Robert M. Hardy
Vice President for Human Resources

I hereby offer my services to Sacred Heart University in accordance with the terms described above.

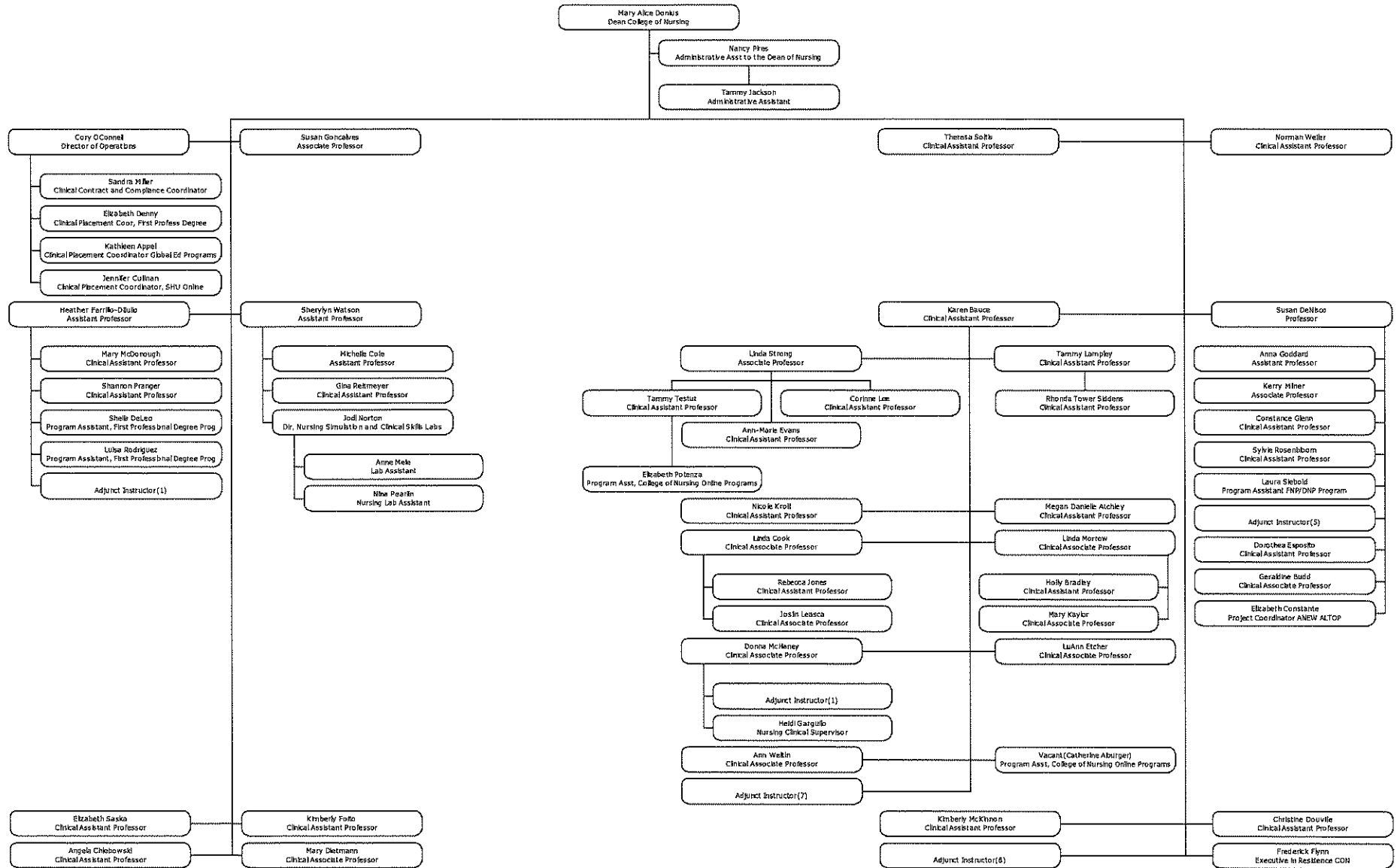
Dr. Karen M. Daley 5-5-2021
Signature Date

Enclosures: Position Announcement

Davis & Henley College of Nursing
Table of Organization

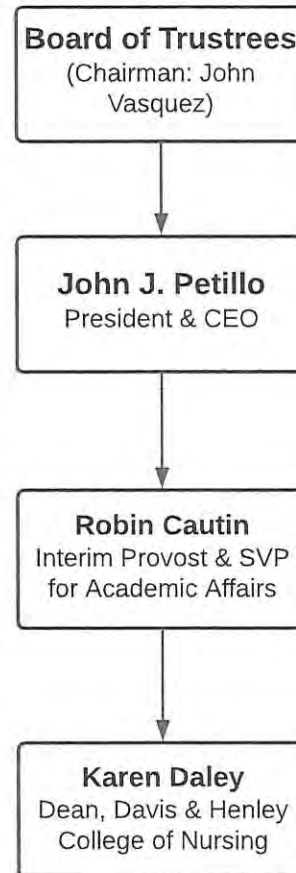


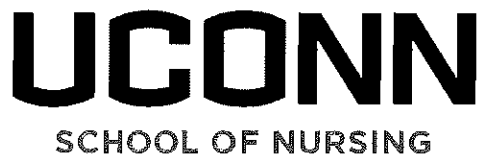
College of Nursing





Sacred Heart University Organizational Chart





School of Nursing
Office of the Dean
Deborah A. Chyun
PhD, RN, FAHA, FAAN
Dean and Professor

July 1, 2021

CT Board of Examiners for Nursing
410 Capitol Avenue, MS #13PHO
P.O. Box 340308
Hartford, CT 06134-0308

Dear Chair Dr. Bouffard and Esteemed Members of the Board of Examiners for Nursing,

We are requesting a temporary waiver for adjunct clinical instructor Kara Parker, BS, RN, and a permanent waiver for Dr. Thomas Van Hoof and Dr. Thomas Long, two highly talented and valued full-time faculty members at the University of Connecticut (UConn) School of Nursing, to teach specific undergraduate NURS courses within our curriculum as described below. We first present our justification for this request and then provide a synopsis of their qualifications for teaching the specified courses.

Justification of request for temporary waiver for Kara Parker, BS, RN

Ms. Kara Parker is an experienced nurse, preceptor, and leader at UCONN Health Center who will be completing her MSN coursework in October 2021, less than two months after the start of the fall semester. Her degree conferral will be December 2021. Although we have been recruiting MSN-prepared nurses for this position, the COVID pandemic has impacted academic institutions due to the loss of bedside nurses and clinical instructors, and we have not been able to fill this adjunct role. **Kara Parker will be the only clinical adjunct instructor without an earned MSN to teach in our undergraduate program if granted this temporary waiver. We are requesting a 6-month temporary waiver for Ms. Parker to fulfill this vacancy.**

With an approved temporary waiver, the plan for fall semester would be to have Kara Parker co-teach a junior-level clinical rotation in the NURS 3234 – Theory and Practice for Adults with Subacute or Chronic Problems. Students in this group will have clinical twice weekly on a general medical-surgical unit. Kara's clinical day would be at UCONN Health Center on Tuesdays from 7:00 a.m-3:30 p.m. Her teaching partner, Yara Mendez, is an experienced nurse, MSN prepared educator, and adjunct clinical faculty. Yara has taught for our nursing program for several years and will teach this group of students on Thursdays. **Kara will have immense support and mentoring from Yara Mendez, her co-instructor, and Amanda Moreau, our clinical coordinator who works clinically per diem at UCONN Health Center.** Both Kara and Yara are employees at UCONN Health Center and are familiar with the hospital and unit environment, patient population, staff, and administration. **Kara will receive our regular adjunct faculty orientation and orientation at UConn Health as an adjunct clinical faculty to provide her with appropriate EMR access in this role.**

We believe that Kara Parker is an excellent and competent clinical nurse and excellent educator. She has had ample experience at UCONN Health in medical-surgical nursing, precepting, and leadership to support her success in this role. In addition, she has precepted and mentored many nursing students, new graduate nurses, and experienced nurses hired to work at UCONN Health Center. She will be closely paired with an experienced MSN-prepared clinical faculty and co-worker to mentor her through her first semester teaching clinical. She will also receive weekly support and guidance from our undergraduate clinical coordinator.

Justification of request for permanent waivers for Drs. Thomas Van Hoof and Tom Long

The University of Connecticut has a long tradition of upholding undergraduate general education requirements that all students must meet during their academic journey. General education courses must be met by taking several courses in each of the following content areas: arts and humanities, social sciences, science and technology and diversity and multiculturalism with competencies in information literacy, quantitative skills, second language proficiency, and writing. Several of the courses offered in the School of Nursing are electives that focus on historical, socio-political, and cultural influences that helped to shape our understanding of health, the patient experience, nursing profession, and development of health care systems, and are designed to meet the general education requirements.

The courses that we are requesting for Dr. Van Hoof and Dr. Long are not didactic-clinical courses, however, our students would benefit from the transdisciplinary perspective that they each bring to the classroom and the impact they have in preparing students to be well-versed, compassionate and adaptive clinicians. Finally, although Dr. Van Hoof and Dr. Long have been employed within the School of Nursing since 2008 providing their expertise in graduate teaching, mentoring faculty and students in teaching pedagogy and writing, they are enthusiastic advocates of the nursing profession and our undergraduate students. As summarized below, and in more detail in their curriculum vitae attached, they each have an impressive track record of involvement and influence within the discipline of nursing.

Dr. Thomas J. Van Hoof, MD, EdD, FACMQ received an M.D. in 1992 from the UConn School of Medicine in 1992, and MA in Education from UConn in 1996, and an EdD in Educational Administration from Teachers College Columbia University in 1998. He is a Fellow of the American College of Medical Quality, with board certification in Medical Quality. A faculty member at UConn for 25 years with a primary appointment in Nursing for the past 13, Dr. Van Hoof serves as the Director of Teaching and Learning in the School of Nursing and as the Director of an interprofessional Graduate Certificate in Health Professions Education at UConn. He is also an Associate Professor in the Department of Public Health Sciences of the School of Medicine and Affiliate Faculty of the Center for Excellence in Teaching and Learning at UConn. In terms of formal education and experience that is applicable to the requested permanent waiver, Dr. Van Hoof completed a Fellowship in Medical Ethics at Harvard Medical School (1996-1997), taught health care law and ethics at the UConn School of Medicine (1996-2007), and served on John Dempsey Hospital's Ethics Committee (1995-2008). Dr. Van Hoof has also published in the field ethics. Based on Dr. Van Hoof's knowledge, experience, and excellent track record of teaching, we request a permanent waiver for him to teach:

NURS 3225 Ethical Ways of Knowing –didactic course (syllabi attached)

Dr. Thomas Lawrence Long earned a Ph.D. in English in 1997 from Indiana University of Pennsylvania, an M.A. in Theology from Catholic University of America in 1981 and has been employed at the University of Connecticut School of Nursing since 2008. As a Professor in Residence in the School of Nursing, he serves as director of the Nursing Living Community for first-generation undergraduate students to provide mentorship and guidance as they acclimate to the rigor of academic studies in a large university environment. He provides editing expertise for faculty and graduate students and serves as curator of the Dolan collection of nursing history at UConn School of Nursing. He also serves as core faculty of UConn's Women's, Gender, and Sexuality Studies and affiliate faculty in American Studies. His professional service includes Editor of *NursingWriting.com* since 2008, Associate Editor of *Literature and Medicine* since 2015, member of the American Association for the History of Nursing and International Academy of Nursing Editors. At UConn he serves on the Delta General Education Taskforce and General Education Environmental Literacy Taskforce, where he helps to lead the direction of general education requirements for UConn undergraduate students. Dr. Long's formal education in English and Theology intersect with his research and scholarship in the history of nursing, sexuality and gender studies, health, disease and epidemics, and end-of-life care. These topics are a focus of his international and national presentations, lectures, and publications over the past two decades (see Dr. Long's curriculum vitae attached).

As a UConn School of Nursing professor, his educational and experiential background as well as his knowledge and passion for the history of nursing are highly valued by our faculty and students. Based on Dr. Long's educational background and excellence in teaching, we firmly believe that he has the requisite knowledge, skills and experience to co-teach the following courses (syllabi attached for each) with a qualified MSN or doctorally prepared RN faculty for the following courses:

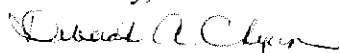
- NURS 1131 Introduction to the Discipline of Nursing (3 credits) – didactic course that examines the history of nursing and nursing theory
- NURS 1175 The End of Life: A Multicultural Interdisciplinary Experience (3 credits) – didactic course that fulfills a general education requirement in diversity and multiculturalism
- NURS 2175 Global Politics of Childbearing and Reproduction (3 credits) – didactic course that fulfills a general education requirement in diversity and multiculturalism
- NURS 4230W Evidence Based Practice / Quality Improvement (3 credits) – didactic course with writing sections on the course topics to fulfill the writing competency

Our model for co-teaching with listing multiple faculty of the course pertains when both faculty have been involved in half (50%) of the contributions to the course content. We use a primary instructor model which delegates a primary faculty responsible for the overall course implementation and secondary instructor who provides content and assists with implementation and grading of assignments and exams.

UConn School of Nursing is in compliance with an acceptable level of graduates' performance as defined in subsection 20-90-47 (b) of the Regulation of Connecticut State Agencies. In addition all of our undergraduate NURS courses are currently taught by MSN (or with additional nursing doctoral preparation) prepared RN faculty although UConn was granted 3 waivers in 2019 for: Dr. Thomas Van Hoof to teach NURS 1130 Health Care Delivery Systems; Dr. Thomas Long for NURS 4265 Past as Prologue; and Dr. Steve Walsh for NURS 5020 Healthcare Statistics. There are 25 required courses in our undergraduate curriculum plus 5 NURS electives that meet general education requirements and 60 full and part-time faculty who meet Registered Nursing Education / 20-90-51 Nursing faculty / section (b) requirements, which exceeds the 90% requirement of faculty member in full compliance.

Thank you for considering this request.

Yours truly,



Deborah A. Chyun, PhD, RN, FAHA, FAAN
Dean & Professor



Angela Starkweather, PhD, ACNP-BC, CNRN, FAANP, FAAN
Associate Dean for Academic Affairs & Professor

Kara Parker, BSN, RNc, CN3

4 Misty Meadow • Burlington, CT 06013 • 203.645.8300 • KaraSPrete@yahoo.com

Professional Statement:

I am a very enthusiastic, dedicated, and hard worker who loves to teach and be taught. My qualifications prove to show my determination and proficiency in any task I undertake. I am very organized, motivated, and skilled in multi-tasking. My experiences as a unit charge nurse, preceptor, and CN3 have prepared me to work along side co-workers while maintaining a cohesive work flow. These leadership roles have provided me the responsibilities of problem solving, conflict resolution, and educating.

Education:

2019: Masters, Clinical Nurse Leader (August 2019-October2021)
Sacred Heart University, Fairfield, CT

2013: Bachelors of Science in Nursing (Accelerated Program), August 2013
Fairfield University, Fairfield, CT
GPA: 3.8

2006: Bachelors of Fine Arts
Adelphi University, Long Island, NY
GPA: 3.6

Employment:

2016- present: UCONN Health, Staff Nurse Intermediate Unit, Farmington CT

- *Collaborate with management team during daily rounds

- *Communicate with medical and interdisciplinary teams to provide patient care and safety

2016-2017: Waterbury Hospital, Per Diem Staff Nurse, Waterbury, CT
Telemetry Unit

2014-2016: St. Vincent's Medical Center, Resource Float Pool, Bridgeport CT
Embedded on a Telemetry/Vascular Unit

Embedded on a Post-Open Heart/Surgical/Stepdown Unit

- *Provide patient and family care

- *Patient advocacy

- * Promote patient safety, education, and wellness

2002- present: Gloria Jeans Studio of Dance, Dance Teacher/ Choreographer, North Haven, CT

- *Educate and mentor young dancers 6-18 years of age

- *Implement and enforce teamwork and discipline

2011- 2014: Eli's Restaurant Group, Floor Server, Banquet Server, Hamden CT

- *Fulfill costumers' requests to make experience pleasant.

- *Time management/prioritization with multiple tables while providing optimal dining experience

2005- 2014: American Dance Awards, Backstage Coordinator/City Manager, North Haven CT

- *Manage event staff on location

- *Instruct and monitor staff and judges' panel

- * Coordinate awards presentation and tabulated scores for national dance competition

- * Manage dancers backstage to keep the schedule organized and moving

- * Utilize on the spot problem solving strategies and ensure efficiency

2012: Dr. Cynthia Ronan, Obstetrics and Gynecology, Ansonia CT

- *Obtained and documented vital signs for patients
- *Made phone calls to patients past due for exams
- *Organized paper charts
- 2008-2011:** **Quinnipiac Internal Medicine**, Office Assistant, Hamden CT
 - *Responsible for booking appointments and calling insurance companies and assisted with office conversion from paper to electronic charting
 - *Proficient in utilization of electronic software
 - *Obtained and Documented findings for patient's vital signs, EKG, and urinalysis, as well as reported abnormal findings to medical professional
- 2007:** **Holland America Cruise Lines**, Dancer/Performer, Wardrobe Supervisor, Stiletto Entertainment, California
 - *Responsible for maintaining integrity of all costumes
 - *Participated in direction of boat drills and provided passenger assistance
- 2003-2005:** **HersheyPark**, Dancer/Show Captain, Allen Albert Productions, Hershey, PA
 - *Proficient in all performance tracks to cover cast members when needed
 - *Responsible for keeping show professional
 - *Responsible for unity amongst cast members
 - *Mediated differences among cast members

Licenses/Certifications:

- June 2021:** Certified BLS Instructor
- 2013-Present:** Registered Nurse, License #114603, State of Connecticut
- 2013-present:** ACLS
- 2012-present:** CPR/ BLS

Specialized Training:

- 2018:** Ultrasound IV training
- 2016:** Charge Nurse Workshop
- 2015:** Preceptor Workshop
- 2015:** IV Clinician
- 2015:** Alaris Pump Super User
- 2014:** PICC/Central Line Removal

Leadership:

- 2019-present Clinical Excellence Board** (UCONN Health)
Co-Chairman
- 2019-present Stroke Champion** (UCONN HEALTH)
- 2018-present Unit Practice Council** (UCONN HEALTH)
Chairman
- 2015-present: Charge Nurse** (St. Vincent's Medical Center and UCONN Health)
Preceptor to Capstone Students
Preceptor to new hire oriented
- 2009- 2012:** **Miss America Organization**, Co-director of The Miss Connecticut Princess Program
 - *Mentor, and coach girls age 2-12 years of age
 - *Choreography for entertainment at the Miss Connecticut Pageant
 - * Organized events to promote community involvement
- 2006/2008:** **Miss North Haven/Miss New London County**, Miss Connecticut Organization
 - *Served as a local representative for the Miss Connecticut/America Organizations
 - *Designed and implemented educational programs to promote diversity education
- 2008:** **Community Service Winner**, Miss Connecticut Organization
State and National Levels

2002: World Female Tap Dance Solo Champion, Reisa, Germany

Languages:

English

Spanish

***References available upon request**



Sacred Heart UNIVERSITY

OFFICE OF THE REGISTRAR

Date: 06/13/2021

To Whom It May Concern:

Student's Name: rq 5 - fq

Student's Date of Birth: 04-11-1991

Undergraduate Student: 111(A) Graduate Student:

Anticipated Date of Graduation: December 2021

Dates of Enrollment: 07/11/2021 to 08/13/2021

This is to certify that the above-named student is registered full-time* 111(A) half-time 111(A), less-than-half-time **J** at Sacred Heart University for the Uit Sfr semester.

Please note that 9 or more credits is full-time for graduate students, 12 or more credits is full-time for undergraduate students.

Sincerely,

Angela M. Pi
University Registrar



Sacred Heart University

SACRED HEART UNIVERSITY

Mrs. Kara S. Parker
4 Misty Meadows
Burlington CT 06013

24 Jun 2021

Student ID: [REDACTED]
Birthdate: 13-Aug
Program: Degree Major(s):
MS NL

Academic Level: Graduate

COURSE	Course Title	CRD	GRD	GRDPT	COURSE	Course Title	CRD	GRD	GRDPT
MODULE TERM 1 FALL 2019									
NU501	HEALTH CARE POLICY & ETHICS FO	3.00	A	12.00					
	Term GPA 4.000 Credit 3.00		Grd Pts	12.00					
	Cum GPA 4.000 Credit 3.00		Grd Pts	12.00					
MODULE TERM 2 FALL 2019									
NU530	THEORY & PROFESSIONAL ROLES	3.00	A-	11.01					
	Term GPA 3.670 Credit 3.00		Grd Pts	11.01					
	Cum GPA 3.935 Credit 6.00		Grd Pts	23.01					
MODULE TERM 3 SPRING 2020									
NU601	PRINCIPLES OF HC RESEARCH	3.00	A	12.00					
	Term GPA 4.000 Credit 3.00		Grd Pts	12.00					
	Cum GPA 3.890 Credit 9.00		Grd Pts	35.01					
MODULE TERM 4 SPRING 2020									
NU602	EVIDENCE BASED PRACTICE	3.00	A	12.00					
	Term GPA 4.000 Credit 3.00		Grd Pts	12.00					
	Cum GPA 3.918 Credit 12.00		Grd Pts	47.01					
MODULE TERM 5 2020									
NU550	FAMILY & COMMUNITY CONTEXT FOR	3.00	A	12.00					
	Term GPA 4.000 Credit 3.00		Grd Pts	12.00					
	Cum GPA 3.934 Credit 15.00		Grd Pts	59.01					
MODULE TERM 1 FALL 2020									
NU554	APPL OF COMP HLTH ASSESSMENT	3.00	A	12.00					
	Term GPA 4.000 Credit 3.00		Grd Pts	12.00					
	Cum GPA 3.953 Credit 21.00		Grd Pts	83.01					
MODULE TERM 2 FALL 2020									
NU575	HEALTH CARE INFORMATION SYSTEM	3.00	A	12.00					
	Term GPA 4.000 Credit 3.00		Grd Pts	12.00					
	Cum GPA 3.590 Credit 24.00		Grd Pts	95.01					
MODULE TERM 3 SPRING 2021									
NU605	PHARMACOLOGY-NURSE LEADER	3.00	A	12.00					
	Term GPA 4.000 Credit 3.00		Grd Pts	12.00					
	Cum GPA 3.963 Credit 27.00		Grd Pts	107.01					
MODULE TERM 4 SPRING 2021									
NU611	CARE MANAGEMENT&RESOURCES	3.00	A	12.00					
	Term GPA 4.000 Credit 3.00		Grd Pts	12.00					
	Cum GPA 3.967 Credit 30.00		Grd Pts	119.01					
MOD TERM 5 LATE SPRING 2021									
NU612	DISEASE MANAG.&OUTCOME ASSES	3.00	A	12.00					
	Term GPA 4.000 Credit 3.00		Grd Pts	12.00					
	Cum GPA 3.970 Credit 33.00		Grd Pts	131.01					

Angela M. Pitcher





Sacred Heart UNIVERSITY

OFFICE OF THE REGISTRAR

Date: 06/23/2021

To Whom It May Concern:

Student's Name: Kara S. Parker

Student's Date of Birth: 08/13/1984

Undergraduate Student: N/A Graduate Student:

Anticipated Date of Graduation: December 2021

Dates of Enrollment: 06/21/2021 to 08/13/2021

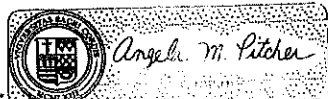
This is to certify that the above-named student is registered full-time* N/A

half-time N/A, less-than-half-time 3 at Sacred Heart University

for the Late Spring semester.
Mar 6 2021

Please note that 9 or more credits is full-time for graduate students, 12 or more credits is full-time for undergraduate students.

Sincerely,

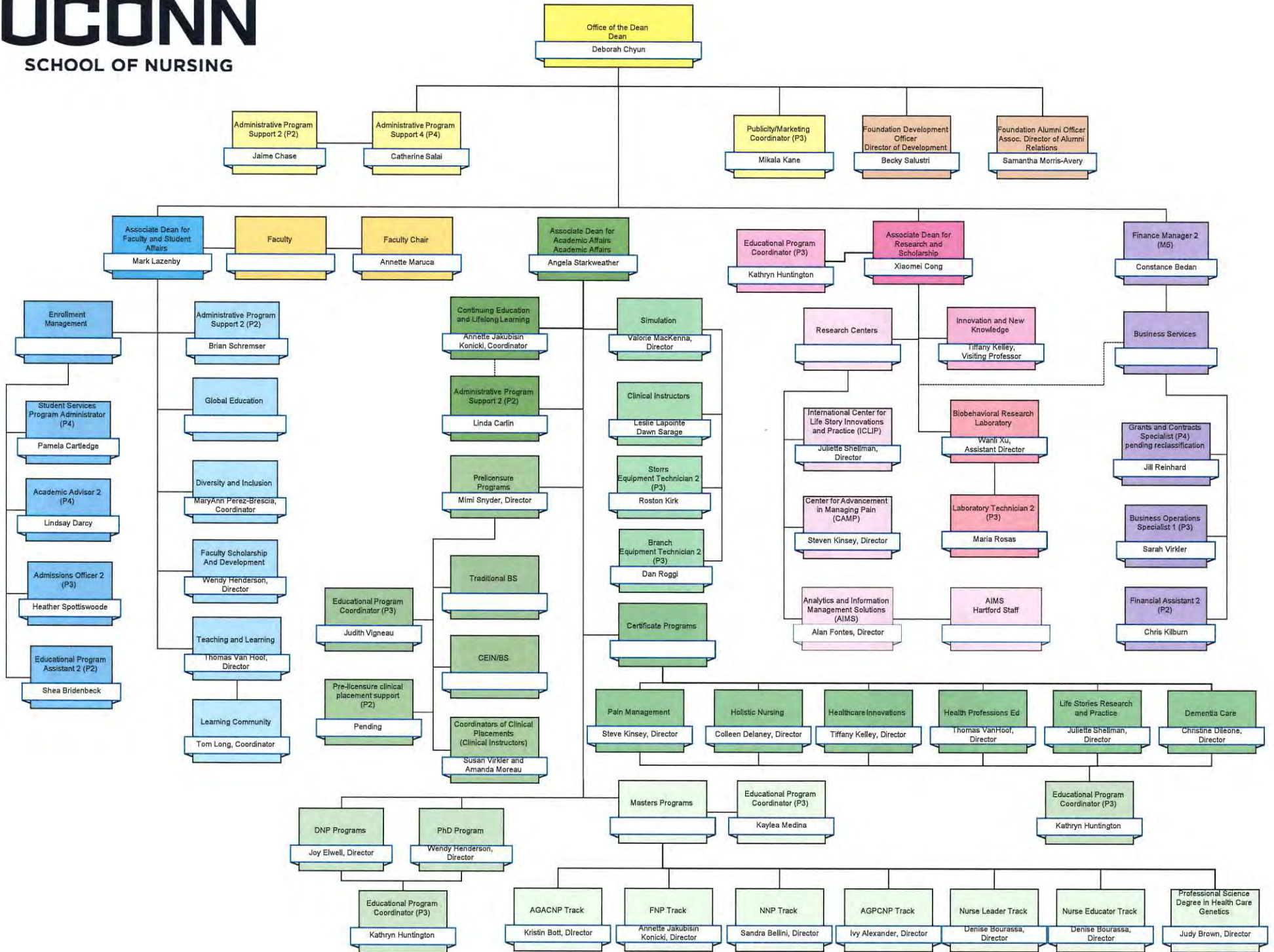

Angela M. Pitcher

Angela M. Pitcher
University Registrar

NU553 MODULE TERM 6 2020
ADVANCED PATHOPHYSIOLOGY 3.00 A 12.00 End of official record.
Term GPA 4.000 Credit 3.00 Grd Pts 12.00
Cum GPA 3.945 Credit 18.00 Grd Pts 71.01

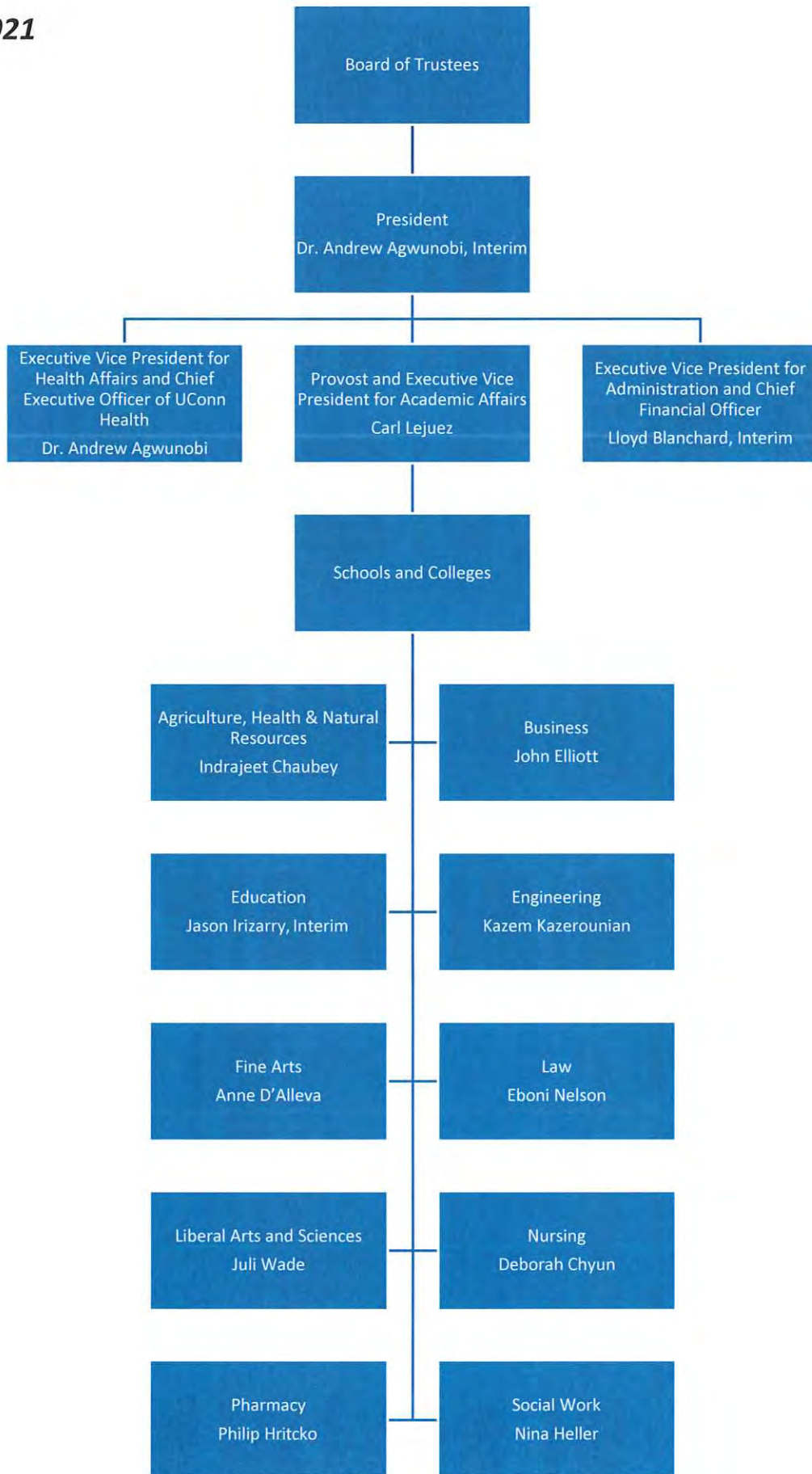
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University of Connecticut

As of July 1, 2021



Curriculum Vitae [Updated May 2021]

Thomas J. Van Hoof
Director of Teaching and Learning
and Associate Professor
University of Connecticut School of Nursing
&
Associate Professor, Department of Public Health Sciences
University of Connecticut School of Medicine
&
Faculty Affiliate, Center for Excellence in Teaching and Learning
University of Connecticut

231 Glenbrook Road, Unit 4026
Storrs, CT 06269-4026
Telephone: 860-486-0575
Email: tom.vanhoof@uconn.edu

Education

- Ed.D. Educational Administration 2008 Teachers College Columbia University
(New York, NY) Dissertation: A Case Study of Medical Grand Rounds: Are
Effective Methods Being Used?
- M.A. Education 1996 University of Connecticut (Storrs)
- M.D. Medicine 1992 University of Connecticut School of Medicine (Farmington)
- B.A. Biology 1988 Saint Anselm College (Manchester, NH)

Training

- Fellow Medical Ethics 1996-1997 Harvard Medical School (Boston, MA)
- Resident in Psychiatry 1992-1996 University of Connecticut School of Medicine
(Farmington) and the Institute of Living (Hartford, CT)

Certification and Fellowship Status

- Certified in Medical Quality, American Board of Medical Quality, 2012-2028
- Fellow, American College of Medical Quality, 2020-present

University of Connecticut

Licensure

Licensed Physician (035160), State of Connecticut, 1996-2015

Diplomate, National Board of Medical Examiners, 1993

Professional Experience

Higher Education

University of Connecticut Storrs, CT

2008-present Associate Professor (with tenure), School of Nursing

University of Connecticut Farmington, CT

2005-present Associate Professor Department of Public Health Sciences
(formerly Community Medicine and Health Care)

1998-2005 Assistant Clinical Professor Department of Community Medicine
and Health Care

1996-1998 Assistant Professor Department of Psychiatry

Yale School of Nursing New Haven, CT

2001-2006 Assistant Clinical Professor Department of Adult, Family,
Gerontological and Women's Health Primary Care Specialty

Stonehill College Easton, MA

2004-2005 Associate Professor Department of Healthcare Administration

Administrative Positions (University of Connecticut)

Director of Medical Student Education in Psychiatry (1996-1998)

Associate Dean, Continuing and Community Education (2005-2008)

Associate Dean of Student Affairs and Pedagogy (2018-2019)

Assistant Director of Faculty Development, Center for Excellence in Teaching
& Learning (2015-2019)

Faculty Affiliate, Center for Excellence in Teaching & Learning (2019-present)

Director of Teaching and Learning (2019-present)

Outside Higher Education

Connecticut Peer Review Organization, dba Qualidigm Wethersfield, CT

1997-1999 Clinical Coordinator (Senior Scientist)

1999-2000 Director of Clinical Coordinators

2000-2008 Director of Education

2008-2015 Clinical Advisor, Education

Publications

- Journal Articles (Refereed) (*Corresponding author; #Data-based)
- Dunnack, H., **Van Hoof, T. J.**, Banfi, V., Polifroni, E. C. (in press). A scoping review of distributed practice in nursing education. *Nursing Education Perspectives*#
- Van Hoof, T. J.**, Madan, C. R., Sumeracki, M. A. (in press). Science of learning strategy series: Article 2, retrieval practice. *Journal of Continuing Education in the Health Professions*. DOI 1097/CEH.0000000000000335*
- Van Hoof, T. J.**, Sumeracki, M. A., Madan, C. R. (2021). Science of learning strategy series: Article 1, distributed practice. *Journal of Continuing Education in the Health Professions* 41(1), 59-62. DOI: 10.1097/CEH.0000000000000315.*
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- Van Hoof, T. J.**, Harrison, L. G., Miller, N. E., Pappas, L. S., & Fischer, M. A. (2015). Standardizing the use of academic detailing to improve the quality of patient care: Results of a literature review. *American Health & Drug Benefits* 8(8), 414-422.*#
- Van Hoof, T. J.**, Grant, R., Sajdlowska, J., et al. (2015). Society for Academic

- Continuing Medical Education intervention guideline series: Guideline 4, Interprofessional education. *Journal of Continuing Education in the Health Professions* 35(Suppl 2), S65-S69.*#
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- Van Hoof, T. J.**, Grant, R., Campbell, C., et al. (2015). Society for Academic Continuing Medical Education intervention guideline series: Guideline 2, Practice facilitation. *Journal of Continuing Education in the Health Professions* 35(Suppl 2), S55-S59.*#
- Van Hoof, T. J.**, Grant, R., Miller, N. E., et al. (2015). Society for Academic Continuing Medical Education intervention guideline series: Guideline 1, Performance measurement and feedback. *Journal of Continuing Education in the Health Professions* 35(Suppl 2), S51-S54.*#
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- Van Hoof, T. J., Meehan, T. P. Jr., Kelvey-Albert, M., Galusha, D., Curry, M., & Barr, J. K., & Meehan, T. P. Sr.** (2012). A comprehensive evaluation of a diabetes quality improvement project in privately owned primary care practices that serve minority patients. *American Journal of Medical Quality* 27(3), 217-225. *#
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- Meehan, T. P. Jr., **Van Hoof, T. J., Galusha, D., Barr, J. K., Curry, M., Kelvey-Albert, M., & Meehan, T. P. Sr.** (2011). Challenges in recruiting minority-serving private practice primary care physicians to a quality improvement project. *American Journal of Medical Quality* 26(5), 357-363. #
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- Meehan, T. P., **Van Hoof, T. J., Giannotti, T. E., Tate, J., Elwell, A., Curry, M., & Petrillo, M. K.** (2009). A descriptive study of educational outreach to promote use of quality improvement tools in primary care private practice. *American Journal of Medical Quality* 24(2), 90-98. #
- Van Hoof, T. J.** (2009). CME planning series: Using 'commitment to change' within an educational activity. *Connecticut Medicine* 73(3), 161-163.*
- Van Hoof, T. J.** (2009). CME planning series: Promoting interaction within educational activities. *Connecticut Medicine* 73(1), 29-31.*
- Van Hoof, T. J.** (2008). CME planning series: Sequencing an educational activity.

- Connecticut Medicine* 72(10), 589-591.*
- Van Hoof, T. J.** (2008). CME planning series: Designing a multifaceted intervention strategy. *Connecticut Medicine* 72(9), 535-537.*
- Van Hoof, T. J.** (2008). CME planning series: Conducting a needs assessment. *Connecticut Medicine* 72(8), 477-480.*
- Barr, J. K., Giannotti, T. E., **Van Hoof, T. J.**, Mongoven, J., & Curry, M. (2008). Understanding barriers to continued participation in mammography for women with disabilities. *American Journal of Health Promotion* 22(6), 381-385. #
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- Van Hoof, T. J.**, Pearson, D. A., Sherwin, T. E., Tate, J. P., Elwell, A., Barr, J. K., & Meehan, T. P. (2006). Lessons learned from performance feedback by a quality improvement organization. *Journal for Healthcare Quality* 28(3), 20-31. *#
- Van Hoof, T.**, Sherwin, T., Baggish, R., Tacy, P., & Meehan, T. (2004). Mental health services at selected private schools. *Journal of School Health* 74(4), 125-129. *#
- Martin, A., **Van Hoof, T. J.**, Stubbe, D., Sherwin, T., & Scahill, L. (2003). Multiple psychotropic pharmacotherapy among child and adolescent enrollees in Connecticut Medicaid Managed Care. *Psychiatric Services* 54(1), 72-77. #
- Martin, A., Sherwin, T., Stubbe, D., **Van Hoof, T.**, Scahill, L., & Leslie, D. (2002). Datapoints: Psychotropic drug use: Comparison between Medicaid Managed Care and privately insured children. *Psychiatric Services*, 53(12), 1508. #
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- Barr, J. K., Reisine, S., Wang, Y., Holmboe, E. S., Cohen, K. L., **Van Hoof, T. J.**, Petrillo, M. K., & Meehan, T. P. (2001). Factors influencing mammography use among women in Medicare Managed Care. *Health Care Financing Review* 22(4), 49-61. #
- Van Hoof, T. J.**, Holmboe, E. S., Barr, J. K., Reisine, S., Cohen, K. L., Wang, Y., Petrillo, M. K., & Meehan, T. P. (2001) Preventive service utilization in older adults: Follow-up results of a quality improvement project. *Preventive Medicine in Managed Care* 2(3), 115-124. *#
- Barr, J. K., Reisine, S., Wang, Y., Holmboe, E. S., **Van Hoof, T. J.**, Cohen, K. L., Doherty, N., Petrillo, M. K., & Meehan, T. P. (2001). Barriers to the use of preventive health services: Views of primary care physicians in managed care. *Preventive Medicine in Managed Care*, 2(2), 87-96. #
- Holmboe, E. S., **Van Hoof, T. J.**, Barr, J. K., Cohen, K. L., Reisine, S., Natale, K. M., Wang, Y., Petrillo, M. K., & Meehan, T.P. (2001) Barriers and facilitators to the use of preventive services by older adults enrolled in a risk-based Medicare Managed Care plan: Results of a patient survey. *Preventive Medicine in Managed Care* 2(1), 25-33. #
- Apter, A. J., **Van Hoof, T. J.**, Sherwin, T. E., Casey, B. A., Petrillo, M. K., & Meehan, T. P. (2001). Assessing the quality of asthma care provided to Medicaid patients enrolled in managed care organizations in Connecticut. *Annals of Allergy, Asthma, &*

Immunology, 86, 211-218. #

Holmboe, E. S., **Van Hoof, T. J.**, Barr, J. K., Cohen, K. L., Reisine, S., Natale, K. M., Petrillo, M. K., & Meehan, T. P. (2000). A collaborative project to increase the use of preventive services by older adults enrolled in a risk-based Medicare Managed Care plan. *Preventive Medicine in Managed Care* 1(4), 189-198. #

Van Hoof, T. J., Casey, B. A., Tate, J. P., Linnane, J. J., Petrillo, M. K., & Meehan, T. P. (2000). The status of prenatal care among Medicaid Managed Care patients in Connecticut. *Evaluation and the Health Professions* 23(4), 409-421. *#

Van Hoof, T. J., & Schwartz, H. I. (1999). When consultants write orders: Physicians' attitudes, beliefs, and practices. *General Hospital Psychiatry* 21(5), 333-39. *#

Van Hoof, T. J., & Hansen, H. (1999). Mental health services in independent secondary boarding schools: The need for a model. *Psychology in the Schools* 36(1), 69-78. *#

Van Hoof, T. J., & Taggart, W. B. (1998). Mental retardation and decision-making: Balancing autonomy and protection. *Connecticut Medicine* 62(8), 455-60.*

Manuscripts Submitted

None at present

Manuscripts under Development

Science of Learning Strategy Series, Article 3, Interleaving

Abstracts

Sajdłowska, J., Grant, R. E., **Van Hoof, T. J.** Kitto, S. (2015). Context and terminology in continuing education: Improving the use of interventions in quality improvement and research. *Journal of Continuing Education in the Health Professions* 35(S1):S27-S28.

Apter, A.J., **Van Hoof, T. J.**, Sherwin, T. E., Casey, B.A., Petrillo, M. K., & Meehan, T. P. (2000). Assessing the quality of asthma care provided to pediatric patients enrolled in Medicaid Managed Care organizations in Connecticut. *Journal of Allergy and Clinical Immunology* 104(1), S96.

Posters

Sajdłowska, J., Grant, R. E., Kitto, S., Miller, N. E., **Van Hoof, T. J.** (2016, March). Terminology in continuing education: A hybrid methodology for improving the use and reporting of interventions in continuing education. World Congress on Continuing Professional Development. San Diego, CA. Development.

Knoeckel, S., **Van Hoof, T. J.**, Olson, D., & Panosky, D. (2013, April). Improving provider identification and management of overweight and obesity and primary care. Eastern Nursing Research Society. Boston, MA.

Miller, N. E., & **Van Hoof, T. J.** (2013, March). Do published studies of educational Outreach provide documentation of potentially important characteristics? Sigma Theta Tau Connecticut Chapter. Trumbull, CT.

Van Hoof, T. J., Meehan, T. P. Jr., Mahier, S., Kelvey-Albert, M., Galusha, D., Curry, M., Barr, J. K., & Meehan, T. P. Sr. (2011, April). Challenges in improving the quality of diabetes care in primary care private practices serving minority patients: Results of a

- formative evaluation. Eastern Nursing Research Society. Philadelphia, PA.
- Van Hoof, T. J.,** & Robinson, L. J. (2009, April). A case study of an interdisciplinary grand rounds program: Are we using effective methods? Athena Research Conference. Storrs, CT.
- Van Hoof, T. J.,** & Robinson, L. J. (2009, April). Evidence based practices of effective continuing education. Unite for Sight International Conference. New Haven, CT.
- Uzunpinar, A., **Van Hoof, T. J.,** & Andrews, L. (2009, January). Acute care nurse practitioners' teaching roles in the intensive care unit setting. Society of Critical Care Medicine. Nashville, TN.
- Bellini, S., Cusson, R. M., & **Van Hoof, T. J.** (2009, January). A DNP program with a focus on community-based QI initiatives. American Association of Colleges of Nursing. San Diego, CA.
- Sherwin, T. E., Stubbe, D. E., **Van Hoof, T.J.,** Scahill, L. D., & Martin, A. (2002, November). Use of psychotropic medications in preschool children enrolled in Connecticut's Medicaid Managed Care program. American Public Health Association. Philadelphia, PA.
- Martin, A., **Van Hoof, T.,** Stubbe, D., Sherwin, T., & Scahill, L. Multiple psychotropic pharmacotherapy: A study of Connecticut Medicaid recipients. (2001, October). American Academy of Child & Adolescent Psychiatry. Honolulu, HI.
- Martin, A., **Van Hoof, T.,** Stubbe, D., Sherwin, T., & Scahill, L. (2001, July). Multiple psychotropic pharmacotherapy in children and adolescents: A pharmacoepidemiologic study of Connecticut Medicaid recipients. Drug Information Association. Denver, CO.

Presentations

International Conferences

- Dunnack, H., **Van Hoof, T. J.,** Banfi, V., Polifroni, E. C. (2021, February). *Scoping review of distributed practice: CE/CPD most common application in research of nursing education.* Paper presented at the Society for Academic Continuing Medical Education Annual Meeting, Virtual.
- Kitto, S., **Van Hoof, T. J.,** Grant, R. E. (2015, January). *Context and terminology in continuing education: Improving the use of interventions in quality improvement and research.* Paper presented at the 40th Alliance Annual Conference, Grapevine, TX.
- Van Hoof, T. J.** (2012, January). *Leading quality improvement initiatives: Essential components of a new paradigm of continuing education.* Paper presented at the 37th Alliance for Continuing Education in the Health Professions Annual Conference, Orlando, FL.
- Van Hoof, T. J.** (2011, January). *Leading physicians to become better consumers of CME: Guidance from the fields of adult learning and quality improvement.* Paper presented at the 36th Alliance for Continuing Education in the Health Professions Annual Conference, San Francisco, CA.
- Van Hoof, T. J.** (2010, January). *Educational outreach as a vehicle to improve prevention in primary care: Lessons learned.* Paper presented at the 35th Alliance for Continuing Education in the Health Professions Annual Conference, New Orleans, LA.
- Henry, D. A., & **Van Hoof, T. J.** (2009, January). *Opportunities for improving the*

effectiveness of grand rounds: A case study. Paper presented at the 34th Alliance for Continuing Education in the Health Professions Annual Conference, San Francisco, CA.

National Conferences

- Van Hoof, T. J.**, Kelvey-Albert, M., Elwell A., Ho, S. Y., & Meehan, T. P. (2011, June). *Leading webinars for efficient HIT training and technical assistance in support of the HITECH Act.* Paper presented at the American Health Quality Association Annual Meeting, Baltimore, MD.
- Van Hoof, T. J.** (2010, October). *Challenges and solutions in adopting electronic patient registries in privately owned primary care practices serving minority patients.* Paper presented at the 7th Quality Health Care for Culturally Diverse Populations National Conference, Baltimore, MD.
- Van Hoof, T. J.**, Meehan, T. P., & Elwell, A. (2009, December). *Lessons learned using electronic medical record data for performance feedback.* Paper presented at QualityNet (Medicare) National Conference, Baltimore, MD.
- Meehan, T. P., Elwell, A., **Van Hoof, T. J.** (2009, December). *An interdisciplinary, evidence-based approach to a workshop series on pressure ulcer prevention.* Paper presented at QualityNet (Medicare) National Conference, Baltimore, MD.
- Bellini, S., **Van Hoof, T. J.**, Cusson, R. M. (2009, March). *Using quality improvement and collaborative partnerships in the development of a DNP program.* Paper presented at the 2nd Doctor of Nursing Practice Annual Conference, Hilton Head Island, SC.
- Barr, J. K., Wang, Y., Curry, M., Kelvey-Albert, M., **Van Hoof, T. J.**, & Meehan, T. P. (2007, August). *Understanding barriers to mammography for women with disabilities.* Paper presented at the 102nd American Sociological Association Annual Meeting, New York, NY.
- Van Hoof, T. J.** (2003, June). *The underpinnings of quality: Use of internal and external education by Quality Improvement Organizations.* Presentation at the Centers for Medicare & Medicaid Services Tri-Regional Conference, Tampa, FL.

Regional and Local Conferences (Selected)

- Van Hoof, T. J.** (2007, June). *Using a quality improvement collaborative to plan CME activities.* Short communication at the Northeast Group on Educational Affairs Annual Educational Retreat, Stony Brook, NY.
- Van Hoof, T. J.** (2006, March). *Assessing learning needs for CME activities: Rationale and novel sources and methods.* Paper presented at the Northeast Group on Educational Affairs Annual Meeting, Philadelphia, PA.

Invited Addresses, Lectures, and Presentations (Selected)

- Van Hoof, T. J.** (2018, November). *The Application of Learning-Science Strategies to Higher Education and Professional Development.* UConn Foundation Conference. Hartford, CT.
- Van Hoof, T. J.** (2017, December). *Evidence and Theory in Support of Guideline Implementation.* National Lung Cancer Roundtable, American Cancer Society. Plenary on Provider Outreach and Education. Bethesda, MD.
- Van Hoof, T. J.** (2017, September). *Overview of Learning Science and Its Strategies.*

- Interactive presentation. Engineering Ambassadors Conference. Storrs, CT.
- Van Hoof, T. J.** (2017, May). *Application of Learning Science to Teaching & Learning in the Health Professions*. Retreat workshop. Sacred Health University School of Nursing, Milford, CT.
- Baum, K., **Van Hoof, T. J.** (2016, June). *Teaching for Quality (Te4Q) faculty development workshop*. Association of American Medical Colleges Workshop. Tarrytown, NY.
- Van Hoof, T. J.** (2015, June). *Reforming CME Educational Meetings: Insights from Theory & Evidence*. Saint Francis Hospital and Medical Center. Hartford, CT.
- Davis, D., **Van Hoof, T. J.** (2015, June). *Teaching for Quality (Te4Q) faculty development workshop*. Association of American Medical Colleges Workshop. Providence, RI.
- Van Hoof, T. J.** (2015, May). *Highlights and lessons learned from the SACME Typology & Terminology Project*. Society for Academic Continuing Medical Education 2015 Spring Meeting. Tampa, FL.
- Van Hoof, T. J.** (2015, April). *Improving Continuing Education: Insights from Quality Improvement, Adult Learning, and Health Professions Education*. Medical Education Grand Rounds. Icahn School of Medicine at Mount Sinai. New York, NY.
- Kitto, S., Grant, R., Sajdłowska, J., **Van Hoof, T. J.** (2015, April). *Reflections on creating an interprofessional education guideline*. CCME 2015, CCME, AFMC CPD Research Subcommittee; Vancouver, Canada.
- Davis, D., **Van Hoof, T. J.** (2014, December). *Teaching for Quality (Te4Q) faculty development workshop*. Association of American Medical Colleges Workshop. Stony Brook, NY.
- Kitto, S., Grant, R. E., Sajdłowska, J., **Van Hoof, T. J.** (2014, November). *Education typology and terminology project: Highlights of cycles 2 and 3, practice facilitation and educational meetings*. Society for Academic Continuing Medical Education Research Conference, Chicago, IL.
- Van Hoof, T. J.** (2014, July). *The basics of evaluation as applied to health professions education*. Virtual Journal Club. Society for Academic Continuing Medical Education. Birmingham, AL.
- Van Hoof, T. J.** (2014, June). *Improving the effectiveness of continuing education at the front lines of patient care*. Education Consortium, Yale-New Haven Hospital. New Haven, CT.
- Van Hoof, T. J.** (2014, May). *Education typology and terminology project: Highlights of cycle 1, performance measurement and feedback*. Society for Academic Continuing Medical Education Research Conference, Cincinnati, OH.
- Van Hoof, T. J.** (2014, May). *Standardizing the use of academic detailing to improve quality*. Society for Academic Continuing Medical Education Research Conference, Cincinnati, OH.
- Van Hoof, T. J.** (2013, November). *Promoting the new and changing culture of learning*. Invited panelist at the joint session of the 2013 Annual Meeting of the Society for Academic Continuing Medical Education and the Association of American Medical Colleges, Philadelphia, PA.
- Van Hoof, T. J.** (2010, September). *Using evidence-based continuing education*

- practices to address challenges to teaching, learning, and patient care.* Presentation to the Healthcare Educators Group of the Connecticut Hospital Association, Wallingford, CT.
- Van Hoof, T. J.** (2008, June). *Evidence-based practices to support continuing education.* Presentation to the Connecticut Association of Home Care & Hospice. Wallingford, CT.
- Van Hoof, T. J.** (2005, December). *Families and schools: Understanding cultural differences.* Presentation at the Mental Health in Independent School Communities Annual Symposium, Hartford, CT.
- Van Hoof, T. J.** (2005, October). *Library needs of faculty.* Presentation and panel member of the Connecticut Library Association of Health Sciences Librarians Symposium, Wallingford, CT.
- Van Hoof, T. J.** (2004, December). *Techniques for managing stress in schools.* Presentation and panel member at the Mental Health in Independent School Communities Annual Symposium, Hartford, CT.
- Van Hoof, T. J.** (2003, December). *School policy and practice: Sexuality in the curriculum.* Lead panelist at the Mental Health in Independent School Communities Annual Symposium, Hartford, CT.
- Van Hoof, T. J.** (2002, December). *Compliance with medication: Challenges for mental health services within independent schools.* Presentation at the Mental Health in Independent School Communities Annual Symposium, Hartford, CT.
- Van Hoof, T. J.** (2002, March). *Patient safety: The impact of the culture of medicine on quality improvement methods.* Presentation at the Connecticut College of Emergency Physicians Annual Spring Symposium, Mashantucket, CT.
- Van Hoof, T. J.** (2001, December). *The biology of stress and its impact on learning.* Presentation at the Mental Health in Independent School Communities Annual Symposium, Hartford, CT.
- Van Hoof, T.** (2001, April). *The Medicare quality improvement program and its impact on practicing physicians.* Keynote presentation at Middlesex County Medical Association Annual Meeting, Middletown, CT.
- Van Hoof, T. J.** (1999, December). *Self-destructive behavior: Policy implications for independent schools.* Presentation at the Mental Health in Independent School Communities Annual Symposium, Hartford, CT.
- Van Hoof, T. J.** (1998, December). *Management and disclosure of physical and sexual abuse.* Presentation at the Mental Health in Independent School Communities Annual Symposium, Hartford, CT.
- Van Hoof, T. J.** (1997, April). *Reporting mental health concerns in independent schools: Optimizing outcomes.* Presentation at the Independent School Health Association Annual Meeting, Windsor, CT.
- Van Hoof, T. J.** (1996, October). *Challenges of mental health services in independent schools.* Paper presentation at the New England Teacher's Day Conference sponsored by the Independent School Health Association, Marion, MA.

Peer Reviewer

Grants

Review Panel, Phil R. Manning Research Award in Continuing Medical Education, Society for Academic Medical Education, March 2013

Special Emphasis Panel, RFA-HS-12-002 (Research Centers in Primary Care Practice Based Research and Learning, P30), Agency for Healthcare Research & Quality, March 2012

Review Panel, Piloting a Virtual Review System, Agency for Healthcare Research and Quality, November 2011

Special Emphasis Panel, RFA-HS-11-002 (Infrastructure for Maintaining Primary Care Transformation – Support for Models of Multi-sector, State-level Excellence, U18), Agency for Healthcare Research & Quality, July 2011

Conferences

Abstract Review, Society for Academic Continuing Education in the Health Professions 2017 Annual Meeting

Abstract Review, World Congress on Continuing Professional Development, 2015

Summit Program Planning Work Group, National League for Nursing, 2008-2012

Research in Medical Education, Society for Academic Continuing Medical Education, 2014

Research Abstract Review, Alliance for Continuing Education in the Health Professions, 2014

Journals

Academic Medicine

Academic Psychiatry

Addiction

Clinical Nursing Studies

International Journal of Medical Education

Journal of Continuing Education in the Health Professions (active)

Psychiatric Services

Teaching and Learning in Medicine

Teaching Experience

University of Connecticut School of Nursing

NURS 1130	Health Care Delivery Systems (2008-2009, 2017-2018)
NURS 5860	Quality and Organizational/Systems Leadership for the Scholarship of Application (2011-2014, 2016)
NURS 5870	Health Policy and Populations-Based Advocacy for the Scholarship of Application (2011-2012)
NURS 5700	Health Professions Education: Evaluation (2015-2020)
NURS 5710	Health Professions Education: Planning (2016-2021)
NURS 5720	Health Professions Education: Implementation (2016-2021)
NURS 5700	Health Professions Education: Evaluation & Planning (2010-2014)
NURS 5710	Health Professions Education: Implementation (2010-2015)

- NURS 5860 Organizational, Systems, and Health Care Policy Leadership (2008-2010)
- NURS 5870 Interprofessional Collaboration for Clinical Prevention and Population Health (2009-2010)
- UNIV 1810 First Year Experience Seminar (2015)
- UNIV 1820 Basics of Learning Science and Its Strategies (2017-2019)

University of Connecticut School of Medicine

- Correlated Medical Problem Solving (2005-2006)
- Legal & Ethical Aspects of Medicine (1996-2007)
- Psychiatry Didactic Series (1996-1998)
- Facilitation and Lectures within Team-Taught Courses:
 - Science of Learning/Learning Science (2016-2020)
 - Principles of Adult Learning (2006-2015)
 - Beginning-to-End Rotation (2005-2006)
 - Doctor-Patient Relationship: Ethical Principles/Med. Practice (1998-2007)
 - Principles of the Mental Status Exam (1996-2006)
 - Quality Improvement (2001-2007)
 - Decision-Making: Competence, Informed Consent, and ... (2000-2007)
 - Law & Ethics and the Doctor's Role in Health Care (1998-2001)
 - Confidentiality (1998-1999)
 - Informed Consent (1998-1999)
 - Law & Ethics of Mental Health (1997-1999)
 - Depression Case Conference (1996-1998)
 - Eating Disorders Case Conference (1996-1997)
 - Legal & Ethical Issues in Clinical Medicine Case Conference (1996-2004)
 - Innovative Technology to Support Education (2007)

University of Connecticut Program in Public Health

- Law and Public Health (1998)
- Quality Improvement in Health Care (2001)
- Principles of Quality Improvement (2004-2006)

University of Connecticut Neag School of Education

- Practicum Instructor, Fellowship in Medical Education (2007)

University of Connecticut School of Business

- Quality Improvement in Health Care (2006)

Yale School of Nursing

- Research Ethics in Vulnerable Populations (guest lecture) (2002-2003)

Stonehill College

- Health Care Foundations (2004-2005)
- Health Communication (2004)

Quality Improvement and Methods in Health Care (2004)
 Special Topics in Health Care (2005)

Dissertation Supervision

<u>Date</u>	<u>Student Name</u>	<u>Title</u>	<u>Role</u>
4/20	Zachary Krom	“Recognizing patient deterioration: A quantitative study on patient outcomes in adult acute care setting”	Major Advisor
7/19	Lisa Nemchek	“A Phenomenological Approach toward Understanding the Experience of Men Living with Breast Cancer”	Associate Advisor
1/19	Valerie Kiefer	“Effect of an Evidence-Based Practice Peer Review Process on Antibiotic Prescribing Behavior of College Health Providers”	Associate Advisor
4/18	Linda Perfetto	“The Exploration of Associate Degree Nurse Graduates’ Progression to Baccalaureate in Nursing: Experiences and Predictive Variables”	Major Advisor
3/18	Carrie Eaton	“The Experiences of Recovered Anorexic Mothers Feeding Their Children”	Associate Advisor
8/16	Amy Ditzel	“Parent Presence during Invasive Procedures: The Implementation of a Clinical Practice Guideline and Educational Initiative”	Major Advisor
5/16	Julie Culmone	“Impact of Project RED Discharge Checklist on Readmissions and Adherence to Initial Follow-Up Appointment”	Associate Advisor
1/15	Sarah Knoeckel	“Improving Provider Identification and Management of Overweight and Obesity in Primary Care”	Major Advisor
5/14	Madge Buss-Frank	“Pilot Testing the Effectiveness and Stability of a Structured Curriculum for Newborn Resuscitation”	Associate Advisor
4/12	Kimberly Joerg	“Assessment and Early Identification of Childhood Obesity in Primary Care”	Associate Advisor
5/11	Anita Volpe	“Decreasing the Incidence of	Major Advisor

		Inadvertent Perioperative Hypothermia: A Quality Improvement Study”	
4/10	Paula McCauley	“Evidence-Based Clinical Guidelines and Their Impact On Prevention of Catheter-Related Blood Stream Infections”	Associate Advisor
4/10	Millicent Malcolm	“Prevention of Iatrogenic Suffering in the Elderly: Reducing Inappropriate Prescribing of Medications with an Evidence-Based Knowledge Transfer Project”	Associate Advisor
12/09	Karen Myrick	“Improving Follow-up Care for Fragility Fractures: An Evidence-Based Practice Initiative”	Associate Advisor
11/09	Holly Bradley	“Implementation of a Skin Cancer Screening Tool in a Primary Care Setting: A Pilot Study”	Associate Advisor

Grants (Funded Only)

National League for Nursing. (2021-2022). A Scoping Review of Research in Nursing Education Focusing on Retrieval Practice, an Evidence-Based Strategy of the Science of Learning. (Role: Co-PI; Requested amount: \$14,157).

Health Resources and Service Administration (HRSA). Scholarships for Health Professions Students from Disadvantaged Background (SDS) “PATH to PCNP” Partnership to Provide Academic Transformational Help for disadvantaged nursing students to become Primary Care Nurse Practitioners, July 2020 – June 2025. HRSA NOFO # 20-006. Funded for \$1,580,825. IM Alexander, PI; N Shook, Co-I; T Van Hoof, Co-I; M Snyder, Co-I.

Agency for Healthcare Research and Quality. (2014-2019). Evidence-based Practice Center V. (Role: Investigator; Base EPC Contract).

Hubbell Foundation. (2015-2018). Educational Outcomes for Undergraduate Students in Engineering: The UConn Lifelong Learning Project. (Role: Co-PI; \$178,384).

Society for Academic Continuing Medical Education. (2013-2015). SACME Terminology Project. (Role: Co-PI; \$180,000).

Society for Academic Continuing Medical Education. (2013). Standardizing the Use of Academic Detailing to Improve Quality through a Systematic Review of the Literature and an Expert Consensus Process. (Role: Co-PI; \$7,500).

Centers for Medicare & Medicaid Services. (2013). Medical Home Transformation. (Role: PI and Consulting Clinical Advisor; \$199,991).

Cengage Learning. (2013). Innovative Program in Student and Faculty Development. (Role: PI; \$832).

Boehringer Ingelheim Cares Foundation. (2013). Improving Access and Quality of Care

for Persons with Disabilities: High Impact, Low Cost Virtual Training for Primary Care Clinicians. (Role: PI; \$75,000).

University of Connecticut Research Foundation. (2011-2012). Qualitative Assessment of Advanced Practice Registered Nurse Preparation for Quality Improvement in Primary Care. (Role: PI; \$13,478).

National Institutes of Health. (2010-2013). Clinical Research Curriculum Award (K30). (Role: Co-I; \$827,735).

Connecticut Health Foundation. (2009-2011). Increasing Equity in Health Care through Quality Improvement in Primary Care. (Role: PI; \$592,000).

University of Connecticut Research Foundation. (2008-2009). Continuing Medical Education through Performance Feedback. (Role: PI; \$20,500).

Merck & Co., Inc. (2008). Unrestricted educational grant to support *Education Grand Rounds* Program at the University of Connecticut Health Center; (Role: PI; \$5,000).

Merck & Co., Inc. (2007). Unrestricted educational grant to support *Education Grand Rounds* Program at the University of Connecticut Health Center; (Role: PI; \$1,750).

University of Connecticut Foundation. (2006-2007). Developing a Fellowship in Medical Education. (Role: PI; \$50,000).

Merck & Co., Inc. (2006). Unrestricted educational grant to support *Education Grand Rounds* Program at the University of Connecticut Health Center. (Role: PI; \$1,200).

Merck & Co., Inc. (2006). Unrestricted educational grant to support *Education Grand Rounds* Program at the University of Connecticut Health Center. (Role: PI; \$5,250).

Merck & Co., Inc. (2006). Unrestricted educational grant to support *Education Grand Rounds* Program at the University of Connecticut Health Center. (Role: PI; \$1,250).

Bayer Healthcare. (2005). Promoting Patient Self-Management: A Web-Based Program for Consumers to Enhance Adherence to Diabetes Care. (Role: PI; \$93,650).

National Susan G. Komen Breast Cancer Foundation. (2004-2006). Assessing Barriers to Mammography: Reducing Disparities for Women with Disabilities. (Role: Co-I; \$250,000).

Contracts (Scholarship)

American Nurses Credentialing Center. Research Education consultant:

2016: \$11,700

Qualidigm (Medicare Quality Improvement Organization for Connecticut). Research consultant: Educational interventions and evaluation.

2015-2016: \$5,400

2014-2015: \$37,662

2013-2014: \$52,106

2012-2013: \$48,300

2011-2012: \$67,420

2010-2011: \$45,000

2009-2010: \$31,194

2008-2009: \$25,875

Association of American Medical Colleges. Medicine Co-Editor for the development of the interprofessional Lifelong Learning Initiative. 2013-2014: \$4,000

University of Connecticut Center for Excellence in Developmental Disabilities. Research

consultant: Educational interventions.

2012-2013: \$37,087

2011-2012: \$45,000

Mount Sinai School of Medicine (via U34 Planning Grant, Personal Genomics and Provider Education in Primary Care). Research consultant: Educational interventions.

2010-2011: \$15,000

Honors, Prizes, and Awards

Nancy Langston Research Award, National League for Nursing, 2021

Teaching Fellow Award (University-Wide Teaching Award), Center for Excellence in Teaching and Learning, University of Connecticut, 2019-2020

Mary Lawrence Research Productivity Award, University of Connecticut School of Nursing, 2014

Health Service Alumni Award, Saint Anselm College, 2013

Teaching Promise Award (Early-Career Teaching Award), UConn Chapter, American Association of University Professors, 2013

Friend of Nursing Award, Mu Chapter, Sigma Theta Tau International Honor Society of Nursing, 2013

Star Teacher's Award, University of Connecticut School of Nursing, 2009

Annual Award for Excellence, Mental Health in Independent School Communities, 2006

Teaching & Learning Scholar at Stonehill College, Davis Educational Foundation, 2005

Pinnacle Award for Excellence in Teamwork, Qualidigm, 2004

Innovation Prize on behalf of Qualidigm, Silver Level, Connecticut Quality Improvement Award Partnership (state-level Malcolm Baldrige Award), 2003

Kaiser Permanente Clinical Teacher of the Year Award, University of Connecticut School of Medicine, 1998

Commencement Dinner Speaker, University of Connecticut School of Medicine, 1998

Dr. Cornelius Boelhouwer Award in Education & Research, Hartford Hospital, 1996

Fellow, Association for Academic Psychiatry, 1995-1996

Chief Resident, Psychiatric Outpatient Services, John Dempsey Hospital, 1995-1996

President, Psychiatry Residency Council, Institute of Living/University of Connecticut School of Medicine, 1994-1995

Psychiatry Honors, University of Connecticut School of Medicine, 1991

Commendation for Fire Rescue, Department of Veterans Affairs, Washington, D.C., 1991

Summa Cum Laude & President's Award, Saint Anselm College, 1988

President of the Student Body, Saint Anselm College, 1987-1988

CRC Press Chemistry Achievement Award, Saint Anselm College, 1985

Editorial Positions

Associate Editor, *Journal of Continuing Education in the Health Professions*, 2017-present

Member, Editorial Board, Virtual Journal Club, Society for Academic Continuing Medical Education, 2014-2016

Associate Editor, Teaching Quality Improvement and Patient Safety, *MedEdPORTAL*
Association of American Medical Colleges, 2012-2016
Member, International Editorial Review Board, *Clinical Nursing Studies*, 2012-2014

Academic Leadership and Service

University of Connecticut

Member, Best Practices Workgroup, Life-Transformative Education, 2020-present
Co-Chair, Promotion, Tenure, and Reappointment Committee, School of Nursing, 2021
Member, Promotion, Tenure, and Reappointment Council, School of Nursing, 2019-2020
Member, Education Quality Improvement Committee, 2017-2018, School of Medicine, assessment and improvement of new curriculum
Member, Persistence of Women in STEM Committee, 2016-2018, including:
 Faculty Outreach Subcommittee
 Data & Presentations Taskforce
 Student Experiences Taskforce
Member, Center for Excellence in Teaching and Learning Committee, 2015-present
Member, Online Program Council, 2015-present
Member, Dean's Leadership Cabinet, School of Nursing, 2014; 2018-present
Member, Merit Committee, School of Nursing, 2014-2017
Chair, Faculty & Student Development Committee, School of Nursing, 2014-2015
Member, Promotion, Tenure, and Reappointment Committee, School of Nursing, 2014-2018; 2020-present
Member, University Academic Vision Committee, 2012-2014
Member, Search Committee for School of Nursing Dean, 2012-2013
Member, Recruitment and Selection Committee, School of Nursing, 2011-2012
Member, Center of Excellence Committee, School of Nursing, 2011
Member, T2 Curriculum Development Committee, Master of Science in Clinical and Translational Science Program, 2011-2012
Member, T1 Curriculum Development Committee, Master of Science in Clinical and Translational Science Program, 2010-2012
Member, Clinical Nurse Leader Task Force, School of Nursing, 2010
Member, Doctoral Task Force, School of Nursing, 2009
Chair, Clinical Practice Scholarship Committee, School of Nursing, 2008-2011
Member, Doctorate of Nursing Practice Committee, School of Nursing, 2008-present
Member, Pre-Licensure Curriculum Committee, School of Nursing, 2008-present
Member, Graduate Curriculum Committee, School of Nursing, 2008-present
Member, Consulting Management Committee, 2007-present
Member, Evaluation Committee, Connecticut Institute for Clinical and Translational Science, 2008-2012
Member, Education Council, School of Medicine, 2007-2008
Member, Committee on the Evaluation of Faculty Teaching, School of Medicine, 2007-2008

Member, Malcolm Baldrige Planning Group, Health Center, 2006-2007
Co-Chair, Institutional Education Office Planning Committee, Health Center, 2006-2007
Chair, Planning Committee, Education Grand Rounds, Health Center, 2005-2008
Member, Committee on Undergraduate Education, School of Medicine, 2005-2008
Co-Chair, Health Knowledge & Awareness Committee, School of Medicine, 2005-2006
Member, Continuing, Community, and Patient Task Force, School of Medicine, 2005
Member, Faculty Development Task Force, School of Medicine, 2005
Chair, Planning Committee, Education Grand Rounds program, Health Center, 2005-2008
Member, Website Committee, School of Medicine, 2005
Member, Planning Committee, Beck Symposium, School of Medicine, 2005-2006
Chair, Committee on Continuing & Community Education, School of Medicine, 2005-2008
Member, Collaborative Center for Clinical Care Improvement Steering Committee, Health Center, 2005-2008
Member, Medical Dean's Advisory Council, School of Medicine, 2005
Member, Scientific Advisory Committee, General Clinical Research Center, 2001-2002
Member, Institutional Review Board, Health Center, 2000-2001
Member, Kaiser Permanente Awards Committee, Health Center, 1999-2001
Member, Medical Peer Review & Claims Management Committee, Health Center, 1998-2008
Member, Medical Humanities Work Group, Department of Community Medicine and Health Care, 1997-1999
Member, Ethics Committee, Health Center, 1995-2008
Chair, Curriculum Committee, Department of Psychiatry, School of Medicine, 1996-1998
Member, Medical Student Advisory Committee, School of Medicine, 1996-1998
Member, Clinical Medicine Course Committee, School of Medicine, 1996-1998
Member, Multi-Disciplinary Ambulatory Experience Committee, School of Medicine, 1996-1998
Member, Multi-Disciplinary Ambulatory Experience Evaluation Committee, School of Medicine, 1996-1998
Member, Inpatient Curriculum Committee, School of Medicine, 1994-1998
Member, Undergraduate Medical Education Work Group, Department of Community Medicine and Health Care, School of Medicine, 1997
Member, Clinical Medicine Course Transition Committee, School of Medicine, 1997
Member, Psychiatry Residency Training Committee, Institute of Living/School of Medicine, 1994-1995

Stonehill College

Member, Curriculum Committee, 2004
Member, Student Affairs Committee, 2004-2005

Qualidigm

Chair, Education and Training Committee, 2001-2004
Member, Strategic Planning Advisory Group, 2001-2002

Member, Publications Committee, 2000-2002
Member, Senior Management Group, 1999-2005
Member, Finance Committee, 1999-2000
Chair, Continuous Quality Improvement Team on Supply and Demand of Internal Resources, 1999-2000
Member, Quality Council, 1998-1999

Professional Organizations

Member, Student/Resident/Fellow Section Taskforce, American College of Medical Quality, 2021-present
Member, Steering Committee, Integrating Quality Initiative, Association of American Medical Colleges, 2020-present
Learning and Professional Development Opportunities Subcommittee
Member, Faculty Advisory Group, Teaching for Quality (Te4Q), Association of American Medical Colleges, 2014-2017
Member, Communications Committee, National Commission for Certification of CME Professionals, 2014-2015
Officer (Council of Faculty & Academic Societies [CFAS] Representative), Society for Academic Continuing Medical Education, 2013-2015
Member, Advisory Board, Connecticut Institute for Primary Care Innovation, 2012-2016
Chair, Medical Advisory Board, Rehearsals4Health, 2012-2013
Member, Strategic Affairs Committee, Society for Academic Continuing Medical Education, 2012-2019.
Contributor, Exam Development, American Board of Medical Quality, 2012
Member, Teaching for Quality Steering Committee, Association of American Medical Colleges, 2012-present
Member, Portfolio Committee, National Commission for Certification of CME Professionals, 2012-2014
Member, Recertification Working Group Task Force, National Commission for Certification of CME Professionals, 2011
Member, Continuing Medical Education Committee, Connecticut State Medical Society, 2006-2007
Member, Steering Committee of EPIC (Educating Practices in Communities), Child Health and Development Institute of Connecticut, 2006-2007
Member, Quality Improvement Organization University National Workgroup, Centers for Medicare & Medicaid Services, 2004-2005
Member, Policy Board, Life Skills Training Program, Interactive, Inc., 2000-2002
Member, Law and Regulation Task Force, Coalition to Improve End of Life Care in Connecticut, 1998-1999

Professional Associations

American Association of Colleges of Nursing
Association of American Medical Colleges

American College of Medical Quality
Society for Academic Continuing Medical Education
American Association for Adult and Continuing Education

Community Leadership and Service

Member, Board of Directors, Connecticut Center for Primary Care, 2019
Member, Policy Advisory Committee, Donaghue Medical Research Foundation, 2014-2017
Member, Board, Farmington Public School Foundation, 2013-2015
Chair, Grants Committee, Farmington Public School Foundation, 2014-2015
Assistant Coach, Farmington Youth Softball, Farmington, CT, 2007-2009
Teacher, Religious Education, Saint Mary Star of the Sea Parish, Unionville, CT; 2006-2007 (Grade 1)
Coach, Farmington Youth Soccer, Indoor & Outdoor, Farmington, CT; 2004-2005
Teacher, Religious Education, Saint Patrick's Parish, Farmington, CT; 2003-2004 (Grade 1) and 2004-2005 (Grade 2)

Syllabus – Spring 2021

Excluding materials for purchase, syllabus information may be subject to change. The most up-to-date syllabus is located within the course in HuskyCT.

Course and Instructor Information

Course Title: NURS 3325 Ethical Ways of Knowing

Credits: 3

Format: Online-synchronous (collaborate) every Tuesday from 11-12:15pm-online asynchronous

Prerequisites: To enroll in this course, a student must have earned a “C” or better in Nursing 3292. Open only to Nursing majors.

Professor: Christine DiLeone, PhD, MSN, RN

Email: Christine.dileone@uconn.edu

Office Hours/Availability: Online every Thursday from 2-3pm- via webex <https://uconn-cmr.webex.com/join/crd02001>

I will respond to email questions within 48 hours.

Course Materials

Required course materials should be obtained before the first day of class.

Required textbooks are available for purchase through the [UConn Bookstore](#) (or use the Purchase Textbooks tool in HuskyCT). Textbooks can be shipped ([fees apply](#)).

Required Materials:

Butts, JB, Rich, KL (2016). *Nursing ethics: Across the curriculum and into practice*. 5th edition
Burlington, MA: Jones and Bartlett Publishers. ISBN: 978-1-284-05950-2 Navigate 2 Premier Access.
Students will need to enroll in each course using the applicable course ID. The course ID is **342494**. www.jblearning.com

Gawande, A. (2014). *Being mortal: Medicine and what matters in the end*. New York: Picador.
ISBN: 978-1-250-07622-9

Additional course readings and media are available within HuskyCT, through either an Internet link or Library Resources

Course Description

This course includes information required for examination of ethical decision-making in clinical practice. The focus is on values clarification, ethical theory, ethical decision making models, and professional ethical standards. Emphasis is on ethical obligations of professional nurses in their roles as citizens, members of a profession, providers of care, and designers and managers of care.

Course Objectives

By the end of the semester, students should be able to:

1. Examine the usefulness, value and function of ethical knowing within the discipline of nursing.
2. Analyze, at a beginning level, theories of moral reasoning.
3. Analyze salient ethical issues and moral quandaries necessary to the development of moral comportment and ethical decision-making.
4. Describe how personal, societal, and cultural values influence the development of an individual/professional code of ethics.
5. Examine professional and personal ethical responsibilities as members of inter-professional team for clinical decision-making.

Course Outline (and Calendar if Applicable)

Weekly modules are on Husky CT under **learning modules**

Course Requirements and Grading

Summary of Course Grading:

Course Components	Weight
Online quizzes	15%
Online Discussion post	15%
Mid-term Exam	35%
Final Exam	35%

Grading Scale:

Undergrad

Grade	Letter Grade	GPA
93-100	A	4.0
90-92	A-	3.7
87-89	B+	3.3
83-86	B	3.0
80-82	B-	2.7
77-79	C+	2.3
73-76	C	2.0
70-72	C-	1.7
67-69	D+	1.3
63-66	D	1.0
60-62	D-	0.7

Grade	Letter Grade	GPA
<60	F	0.0

Due Dates and Late Policy

Exam Dates:

Mid-term Exam 3/16 via exam soft
Final Exam TBD-week of 5/3

Deadlines are based on Eastern Standard Time; if you are in a different time zone, please adjust your submittal times accordingly. *The instructor reserves the right to change dates accordingly as the semester progresses. All changes will be communicated in an appropriate manner.*

Late Policy

Late assignments may also separately impact the Professionalism and Accountability evaluation within your PRAXIS assessment. A failing PRAXIS assessment is a potential consequence of late submission of assigned work, which in turn will result in failure of the course pursuant to PRAXIS.

Online Discussion are to be completed on time by 8pm EVERY THURSDAY. Each group will read all discussion posts and respond to 1 post by Sunday at 8pm EVERY WEEK. In the absence of an extenuating circumstance or a **proactively arranged extension**, the instructor reserves the right to deduct points (10 for each late day x3 days, on day 4 grade is 0) for late assignments.

Discussion posts should be 150 words (you won't lose credit if you go over) and reflect content from the textbook. It is not mandatory, but you should familiarize yourself with and cite the text book in APA 7th edition in your posts. This will help you prepare for the W section of leadership in the fall.

There are no extensions to deadlines for the graded assignments or exams unless a student has a documented emergency. The instructor reserves the right to change dates accordingly as the semester progresses. All changes will be communicated via email.

On-Line quizzes—due weekly, see blackboard for due dates. Only one attempt is to be made at the on-line quiz and the one/first attempt is the grade that will be recorded. (10 for each late day x3 days, on day 4 grade is 0) for late assignments.

Feedback and Grades

I will make every effort to provide feedback and grades in 48 hours. To keep track of your performance in the course, refer to My Grades in HuskyCT.

Assessment/Exam Proctoring- Exam Soft/Exemplify

Student Responsibilities and Resources

As a member of the University of Connecticut student community, you are held to certain standards and academic policies. In addition, there are numerous resources available to help you succeed in your academic work. Review these important [standards, policies and resources](#), which include:

- The Student Code
 - Academic Integrity
 - Resources on Avoiding Cheating and Plagiarism
- Copyrighted Materials
- Netiquette and Communication
- Adding or Dropping a Course
- Academic Calendar
- Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships
- Sexual Assault Reporting Policy

Policy Against Discrimination, Harassment and Related Interpersonal Violence

The University is committed to maintaining an environment free of discrimination or discriminatory harassment directed toward any person or group within its community – students, employees, or visitors. Academic and professional excellence can flourish only when each member of our community is assured an atmosphere of mutual respect. All members of the University community are responsible for the maintenance of an academic and work environment in which people are free to learn and work without fear of discrimination or discriminatory harassment. In addition, inappropriate amorous relationships can undermine the University’s mission when those in positions of authority abuse or appear to abuse their authority. To that end, and in accordance with federal and state law, the University prohibits discrimination and discriminatory harassment, as well as inappropriate amorous relationships, and such behavior will be met with appropriate disciplinary action, up to and including dismissal from the University. Additionally, to protect the campus community, all non-confidential University employees (including faculty) are required to report sexual assaults, intimate partner violence, and/or stalking involving a student that they witness or are told about to the Office of Institutional Equity. The University takes all reports with the utmost seriousness. Please be aware that while the information you provide will remain private, it will not be confidential and will be shared with University officials who can help. More information is available at equity.uconn.edu and titleix.uconn.edu. You have the right to report concerns impacting discrimination or discriminatory harassment to equity.uconn.edu. You have the right to be graded according to this course syllabus.

Religious Accommodation Policy

The complete Religious Accommodation Policy can be reviewed at <https://policy.uconn.edu/2018/08/01/religious-accommodation-policy/>. The University grants students excused absences from class or other organized academic activities for observance of a sincerely held religious practice or belief as a religious accommodation, unless the accommodation would create an undue hardship. Students whose religious holidays are not recognized by the University’s calendar should provide the instructor or academic activity organizer with the dates they will be absent in advance of the absence. Students requesting a religious accommodation should make the request directly to their instructor with as much notice as possible. Students anticipating an absence or missed coursework due to a sincerely held religious practice or belief should use best efforts to inform their instructor in writing no later than the third week of class, or one week before the absence if a conflict occurs during the first three weeks of class. Being absent from class or other educational responsibilities does not excuse students from keeping up with any information shared or expectations set during the missed class(es). Students are responsible for obtaining the materials and information provided during any class(es) missed. The student can work with the instructor to determine a schedule for making up missed work.

Final Exam Policy

In accordance with UConn policy, students are required to be available for their final exam and/or complete any assessment during the time stated. If you have a conflict with this time you must obtain official permission to schedule a make-up exam with the [Dean of Students](#). If permission is granted, the Dean of Students will notify the instructor. Please note that vacations, previously purchased tickets or reservations, graduations, social events, misreading the assessment schedule, and oversleeping are not viable reasons for rescheduling a final.

School of Nursing Policies

- [Policy and Procedures for missed exams/coursework](#)
- [Laptop Policy and Recommendation](#)
- [Course Evaluation Policy](#)
- [Compliance Agency Policies](#)
- [Clinical Make-Up Plan for Prelicensure Program](#)
- [Grade Rounding Policy](#)
- [Religious Observance Conflict Policy](#)
- [Cell Phone Usage](#)
- [Social Media Policy](#)

- [Procedure for Taking an Exam](#)
- [Clinical Practicum and Residency Courses Policy for Pre-licensure and Graduate Nursing Students](#)
- [Dress Code Policy](#)
- [Policy Regarding Math Competency \(PDF\)](#)
- **Laptops:** All students are required to have their own laptop computer with wireless capability prior to the start of second semester sophomore year for baccalaureate students and prior to the start of the CEIN program. *The expectation is that students will not be surfing the web, messaging, on emails, etc. during class lecture.*
- **Clinical Agency Dismissal Statement:** "Removal from clinical by agency personnel is grounds for failure in the course."
- The School of Nursing reserves the right to make final decision regarding clinical assignments and to modify such clinical assignments to facilitate the student's completion of the course objectives.

Campus Emergency Information

In case of inclement weather, a natural disaster, or a campus emergency, the University communicates through email and text message. Students are encouraged to sign up for alerts through <http://alert.uconn.edu>. Students should be aware of emergency procedures, and further information is available through the Office of Emergency Management at <http://publicsafety.uconn.edu/emergency/>. It is essential to keep your information updated within UConn's Emergency Alert System and to keep your permanent address and emergency contact information current in Peoplesoft. Read the UConn Emergency Hazard Guide to learn how to prepare for and respond to different types of emergencies at <https://publicsafety.uconn.edu/emergency/hazard-guide/>. In case of emergency (police, fire or medical) call 911. Provide the location of the emergency, your name and location, incident details and follow instructions.

Safeguarding Your Health and Well-Being

Students may experience challenges that interfere with their learning and interpersonal interactions including stress, anxiety, depression, sleep difficulties, substance use or addiction, feeling hopeless or suffering due to loss or concern for a friend or family member. There are numerous campus resources available to students including University Counseling and Mental Health Services (860-486-4705 or at <https://counseling.uconn.edu>), University Health Services (860-486-4700) and the Wellness and Prevention Services (860-486-9431). In addition, you can call the National Suicide Prevention Lifeline 1-800-273-8255 or text 1-800-799-4889 or the Alcohol & Drug Abuse Action Helpline 1-800-799-7233.

Student Email Standard

Email is considered an official method of communication at UConn School of Nursing. Students are expected to check their official UConn email on a frequent and consistent basis (recommended daily) in order to remain informed of University-related communications. Students are responsible for the consequences of not reading, in a timely fashion, University and School-related communications sent to their official UConn student email account.

Faculty Communication About Students

UConn instructional faculty, administrators and staff maintain confidentiality of student records and disclose information in accordance with the Family Educational Rights and Privacy Act (FERPA). This means that UConn officials may disclose student record information without the consent of the student in certain situations. To support University operations, for example, UConn officials share information about students with other educational officials as necessary to perform their job duties. FERPA permits this disclosure to school officials who have a legitimate educational interest in the student information. In addition, UConn officials have obligations to report information shared by a student depending on the content of that information, for example in compliance with UConn's policy on the duty to report. Unless FERPA permits a certain disclosure, UConn general requires consent from a student to disclose information from their education record to another individual. You may find additional information on the UConn FERPA website at <https://ferpa.uconn.edu>.

Retaining Syllabi and Other Student Records

It is highly recommended that students retain the course syllabus and other documents acquired throughout the program as part of your professional portfolio, as these may be needed to pursue other scholarly activities beyond or following program completion. As life-long learners, graduates are encouraged to build their professional portfolio during the program and after graduation. Please note that the School of Nursing is only responsible for retention of student records for 7 years and therefore your records may not be accessible after this period of time.

Copyrighted Materials

My lectures, notes, handouts, and displays are protected by state common law and federal copyright law. They are my own original expression and I've recorded them prior or during my lecture in order to ensure that I obtain copyright protection. Students are authorized to take notes in my class; however, this authorization extends only to making one set of notes for your own personal use and no other use. I will inform you as to whether you are authorized to record my lectures at the beginning of each semester. If you are so authorized to record my lectures, you may not copy this recording or any other material, provide copies of either to anyone else, or make a commercial use of them without prior permission from me.

Students with Disabilities

The University of Connecticut is committed to protecting the rights of individuals with disabilities and assuring that the learning environment is accessible. If you anticipate or experience physical or academic barriers based on disability or pregnancy, please let me know immediately so that we can discuss options. Students who require accommodations should contact the Center for Students with Disabilities, Wilbur Cross Building Room 204, (860) 486-2020 or <http://csd.uconn.edu/>.

Blackboard measures and evaluates accessibility using two sets of standards: the WCAG 2.0 standards issued by the World Wide Web Consortium (W3C) and Section 508 of the Rehabilitation Act issued in the United States federal government." (Retrieved March 24, 2013 from [Blackboard's website](#))

Software/Technical Requirements (with Accessibility and Privacy Information)

The software/technical requirements for this course include:

- HuskyCT/Blackboard ([HuskyCT/ Blackboard Accessibility Statement](#), [HuskyCT/ Blackboard Privacy Policy](#))
- [Adobe Acrobat Reader](#) ([Adobe Reader Accessibility Statement](#), [Adobe Reader Privacy Policy](#))
- Google Apps ([Google Apps @ UConn Accessibility](#), [Google for Education Privacy Policy](#))
- Microsoft Office (free to UConn students through uconn.onthehub.com) ([Microsoft Accessibility Statement](#), [Microsoft Privacy Statement](#))
- Dedicated access to high-speed internet with a minimum speed of 1.5 Mbps (4 Mbps or higher is recommended).

NOTE: This course has NOT been designed for use with mobile devices.

Help

[Technical and Academic Help](#) provides a guide to technical and academic assistance.

This course is completely facilitated online using the learning management platform, [HuskyCT](#). If you have difficulty accessing HuskyCT, you have access to the in person/live person support options available during regular business hours through the [Help Center](#). You also have [24x7 Course Support](#) including access to live chat, phone, and support documents.

Minimum Technical Skills

To be successful in this course, you will need the following technical skills:

- Use electronic mail with attachments.
- Save files in commonly used word processing program formats.
- Copy and paste text, graphics or hyperlinks.
- Work within two or more browser windows simultaneously.
- Open and access PDF files.

University students are expected to demonstrate competency in Computer Technology. Explore the [Computer Technology Competencies](#) page for more information.

Evaluation of the Course

Students will be provided an opportunity to evaluate instruction in this course using the University's standard procedures, which are administered by the [Office of Institutional Research and Effectiveness](#) (OIRE).

Additional informal formative surveys may also be administered within the course as an optional evaluation tool.

[Updated May 2019]

Thomas Lawrence Long
Professor in Residence
University of Connecticut School of Nursing
231 Glenbrook Road U-4026
Storrs, CT 06269-4026
860.486.5794 | thomas.l.long@uconn.edu

Education

Ph.D. English 1997 Indiana University of Pennsylvania (Indiana, PA)

M.A. Theology 1981 Catholic University of America

M.A. English 1977 University of Illinois (Urbana)

B.A. English 1975 Catholic University of America (Washington, DC) *magna cum laude*

Language Competency: Reading knowledge of French, Middle English

Professional Experience

Higher Education

University of Connecticut Storrs, CT
2019-present Professor in Residence School of Nursing; core faculty in Women's,
Gender, and Sexuality Studies; affiliate faculty, American Studies
2008-2019 Associate Professor in Residence

Thomas Nelson Community College Hampton, VA
2000-2008 Professor of English
1996-2000 Associate Professor of English
1991-1996 Assistant Professor of English
1989-1991 Instructor of English

Old Dominion University Norfolk, VA
2005-2006 Adjunct Assistant Professor of English
2003-2004 Visiting Assistant Professor of English

College of William & Mary Williamsburg, VA
1999-2000 Visiting Lecturer, Charles Center

Higher Education Administrative Positions

Program Head, Liberal Arts/English Education Degree (2006-2008)
Department Chairperson of English (2000-2005)
Program Head, Professional Writing/Professional Communication Certificate (2000-2003)
Assistant Dean, Communications and Humanities Division (2000-2001)

Outside Higher Education

Norfolk Senior Center Norfolk, VA
1988-1989 Assistant Director

Catholic Diocese of Richmond Virginia
1980-1988 Associate Pastor and Pastor

Publications

Books

- Long, T. L., & Beck, C. T. (2017). *Writing in nursing: A brief guide*. New York: Oxford University Press.
- Long, T. L. (2005). *AIDS and American apocalypticism: The cultural semiotics of an epidemic*. Albany, NY: State University of New York Press. [Reviewed by: E. Runions, (2010), *GLQ: A Journal of Lesbian and Gay Studies*, 16(1-2), 297-307; S. E. Henking, (2008), *Religious Studies Review*, 34(3), 129-135; C. Rouse, (2007), *Journal of the American Academy of Religion*, 75(2), 480-481; S. Graham, (2007), *Journal of American Studies*, 41(1), 221-222; J. Fisher, (2007), *Theatre Journal*, 59(1), 152-153; J. Gartner, (2006), *Social History of Medicine*, 19(2), 349-350.]
- Long, T. L., & Filippi, E. F. (1988, 1997). *Children's catechumenate: Christian initiation of children*. New York: Harcourt.

Edited Books

- Li, Z., & Long, T. L. (Eds.). (2010). *The meaning management challenge: Making sense of health, illness and disease*. Oxford, UK: Inter-Disciplinary Press.

Book Chapters

- Long, T. L., Rodriguez, C., Snyder, M., & Watson, R. (Under review). LGBTQ health and wellness. In D. Amory & S. G. Massey (Eds.), *LGBTQ studies: An open introduction*. Albany, NY: SUNY Press/Excelsior.
- Long, T. L. (2018). Southern gothic and the queer male body. In A. S. Mangham, & G. Depledge (Eds.), *The male body in medicine and literature* (pp. 221-239). Liverpool, UK: Liverpool University Press.
- Long, T. L. (2016). The midwife's calling: Martha Ballard's diary and the empire of medical knowledge in the Early Republic. In M. M. Balkun & S. C. Imbarrato (Eds.), *Women's narratives of the early Americas and the formation of empire* (pp. 77-91). Basingstoke, UK: Palgrave Macmillan.
- Long, T. (2016). Revising The Revelation: Early modern appropriations of medieval apocalypticism. In M. A. Ryan (Ed.), *A companion to the premodern apocalypse* (pp. 378-425). Leiden, NL: Brill.

- Long, T. L. (2013). Nurses and nursing in literary and cultural studies. In P. D'Antonio, J. A. Fairman, & J. C. Whelan (Eds.), *Routledge handbook on the global history of nursing* (pp. 37-54). New York: Routledge.
- Long, T. L., Breitzkreuz, K. R., Diaz, D. A., McNulty, J. J., Engler, A. J., Polifroni, C., & Telford, J. C. (2012). Competence and care: Signature pedagogies in nursing education. In N. L. Chick, A. Haynie, & R. A. R. Gurung (Eds.), *Exploring more signature pedagogies: Approaches to teaching disciplinary habits of mind* (pp. 171-187). Sterling, VA, Stylus Publishing.
- Long, T. L. (2010). AIDS and the paradigms of dissent. In Z. Li, & T. L. Long (Eds.), *The meaning management challenge: Making sense of health, illness and disease* (pp. 147-157). Oxford, UK: Inter-Disciplinary Press.
- Long, T. L. (2008). Soul friend. In A. Gottlieb (Ed.), *On the meaning of friendship between gay men* (pp. 99-104). New York: Routledge.
- Long, T. L. (2006). Queer converts: Peculiar pleasures and subtle antinomianism. In L. Gallagher, F. S. Roden, & P. J. Smith (Eds.), *Catholic figures, queer narratives* (pp. 19-32). Basingstoke, UK: Palgrave-Macmillan.
- Long, T. L. (2005). *Apocahyptus interruptus*: Christian fundamentalists, sodomy, and The End. In L. Quinby, & B. Brasher (Eds.), *Gender and apocahyptic desire* (pp. 40-61). Sheffield, UK: Equinox Publishing.
- Long, T. L. (1993). Technology and the humanities at the postmodern community college. In D. Schenker, C. Hanks, & S. Kray, (Eds.), *Inner space, outer space: Humanities, technology, and the postmodern world* (pp. 29-38). Huntsville, AL: Southern Humanities Press.

Journal Articles (Refereed)

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Fiction

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- Long, T. L. (2017). Rev. of D. Wardrop, *Civil War Nurse Narratives, 1863–1870. Legacy: A Journal of American Women Writers*, 34, 393-396.
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- Long, T. L. (2010). Rev. of *Balm for Gilead: Meditations on Spirituality and the Healing Arts*, and *The Rebirth of the Clinic : An Introduction to Spirituality in Health Care*, by Daniel P. Sulmasy (Georgetown University Press). *American Journal of Bioethics* 10(4), 87-89.
- Long, T. L. (2010, January). Rev. of *Julian of Norwich: The Influence of Late-Medieval Devotional Compilations*, by Elisabeth Dutton (D.S. Brewer). *The Medieval Review*, online.
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- Long, T. L. (2002, May). Rev. of *Sex Drives: Fantasies of Fascism in Literary Modernism*, by Laura Frost (Cornell University Press). *Lambda Book Report*, 25.
- Long, T. L. (2002, March). Rev. of *The Letters of Vita Sackville-West to Virginia Woolf*, by Louise DeSalvo and Mitchell Leaska, eds. (Cleis Press). *Lambda Book Report*, 18.
- Long, T. L. (2002, April). Rev. of *Family Business: Selected Letters Between a Father and a Son*, by Allen and Louis Ginsberg; Michael Schumacher, ed. (Bloomsbury). *Lambda Book Report*, 22-25.
- Long, T. L. (2002, January) Rev. of *Milking the Moon: A Southerner's Story of Life on This Planet*, by Eugene Walter, as told to Katherine Clark (Crown Publishers). *Lambda Book Report*, 17-18.
- Long, T. L. (2001, June). Rev. of *Reflecting Narcissus: A Queer Aesthetic*, by Steven Bruhm (University of Minnesota Press). *Lambda Book Report*, 40-42.
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- Long, T. L. (1997, April) Rev. of *Things Shaped in Passing: More "Poets for Life" Writing from the AIDS Pandemic*, by Michael Klein and Richard McCann, eds. (Persea Books). *Lambda Book Report*, 10-11.

Web Site Articles

- Long, T. L. (2017, October). Remembering and witnessing: AIDS35 and the NLM exhibition *Surviving and Thriving. Circulating Now* (U.S. National Library of Medicine).
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- Long, T. L. (2016, June 5). Transgender lives and American potty politics. *LavenderHealth*.
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- Long, T. L. (2015, June 23). Meningococcal disease outbreak in Chicago, MSM urged to get vaccinated. *LavenderHealth*. <http://lavenderhealth.org/>
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- Long, T. L. (2015, February 23). I am Joe's man gland (revised): Prostate health for queer men. *LavenderHealth*. <http://lavenderhealth.org/>
- Long, T. L. (2014, December 22). HIV/AIDS 30 years on: MSM ignorant, in denial. *LavenderHealth*.
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- Long, T. L. (2014, November 20). Transgender Day of Remembrance, November 20. *LavenderHealth*. <http://lavenderhealth.org/>
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- Long, T. L. (2014). Public advocacy writing. *Nurse Author & Editor*, 24(3).
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- Long, T. L. (2014, September 19). Binary no more: The transgender challenge. *LavenderHealth*. <http://lavenderhealth.org/>
- Long, T. L. (2014, August 21). Gimme that oldtime religion: Stigma, epidemic disease, and sexual minorities. *LavenderHealth*. <http://lavenderhealth.org/>
- Long, T. L. (2014, July 24). Should gay men take preventive HIV medications? *LavenderHealth*. <http://lavenderhealth.org/>
- Long, T. L. (2014, June 17). Sexual minority aging and resilience. *LavenderHealth*. <http://lavenderhealth.org/>
- Long, T. L. (2014, May 20). The lowdown on "Low T." *Lavender Health*. <http://lavenderhealth.org/>
- Long, T. L. (2014, April 11). How safe is oral sex? *LavenderHealth*. <http://lavenderhealth.org/>
- Long, T. L. (2014, March 20). Have you had "The Talk" with your provider? *LavenderHealth*. <http://lavenderhealth.org/>
- Long, T. L. (2014, January 17). Sexual minorities and the crisis of legitimation in medicine. *LavenderHealth*. <http://lavenderhealth.org/>
- Long, T. L. (2012, April 24). Some history on the origin of the word "nurse." *NurseManifest Blog*. <http://nursemanifestblog.wordpress.com/>
- Long, T. L. (2009, December 30). Remember the nurses. *Literature, Arts and Medicine Blog*. New York University. <http://medhum.med.nyu.edu/blog/>
- Long, T. L. (2009, November 22). "I blog, U blog, web log." *International Academy of Nursing Editors Web Site*. <http://www.nursingeditors-inane.org>

Presentations

Invited Addresses, Lectures and Presentations

- Long, T. L. (2018, April). *How Civil War nurses promoted voting rights for women, changed health professions, and created women's pensions... and the Hartford publishers who made it possible*. Invited presentation, TEDxUConn. University of Connecticut. Storrs, CT.
- Long, T. L. (2018, March). *Aesthetic ways of knowing: Theory and practice in nursing education*. Opening Doors: From the Medical to the Health Humanities. Drew University Medical Humanities Symposium. Madison, NJ.
- Long, T. L. (2017, October). *Dolan Collection Nursing History Blog*. Open Data in Action. University of Connecticut. Hartford Public Library. Hartford, CT.
- Long, T. L. (2017, October). *Writing to learn, learning to write*. The Art of Scientific Writing, College of Integrative Sciences. Wesleyan University University. Middletown, CT.
- Long, T. L. (2017, March). *AIDS35*. Webinar presentation for the How To Make the Most of Your National Library of Medicine Traveling Banner Exhibition (webinar). National Network of Libraries of Medicine, National Library of Medicine, National Institutes of Health., Bethesda, MD.
- Long, T. L. (2016, October). *Writing to learn*. The Art of Scientific Writing, College of Integrative Sciences, Wesleyan University, Middletown, CT.
- Long, T. L. (2016, June). *Writing your nursing while nursing your writing*. Dartmouth-Hitchcock Medical Center. Lebanon, NH.
- Long, T. L. (2015, April). *AIDS and culture at the fin d'autre siècle*. English Department, University of Connecticut, Storrs, CT.

- Long, T. L. (2015, March). *1721, the year of living epidemically: The literature of Defoe, Mather, and Byrd*. Presented at Robert U. Massey/Hartford Medical Society History of Medicine Lecture Series, University of Connecticut Health Center and Medical School, Farmington, CT.
- Long, T. L. (2015, March). *Narrative and literary analysis: Arts-based mixed methodologies*. Feminist Research Methodologies Graduate Seminar, University of Connecticut, Storrs, CT.
- Long, T. L. (2015, January). *Creating a Commons space for your special interest group*. Invited presentation, MLA PubCentral, 130th Annual Convention of the Modern Language Association, Vancouver, BC, Canada. January 10, 2015.
- Long, T. L. (2013, January). *AIDS and apocalyptic rhetoric*. Guest lecture, Campaigns and Revolutions, Department of Communication, University of Colorado, Boulder, CO.
- Long, T. L. (2013, January). *A plague of pariahs: AIDS, stigma, and the meaning of disease*. Presented at Robert U. Massey/Hartford Medical Society History of Medicine Lecture Series, University of Connecticut Health Center and Medical School, Farmington, CT.
- Long, T. L. (2011, November). *Nursing your writing*. Guest lecture, Philosophy in Nursing (Doctoral Seminar). School of Nursing, University of Victoria, Victoria, British Columbia, Canada.
- Long, T. L. (2010, April). *AIDS and stigma*. Presented at Cultures of Hate: Regulating, Marketing, Performing, A Day in the Humanities, University of Connecticut Humanities Institute, Storrs, CT.
- Long, T. L. (2007, August). *Confessions of a promiscuous reader*. Presented to Virginia Peninsula Literary Consortium, Christopher Newport University, Newport News, VA.
- Long, T. L. (1999, November). *Apocalypse now, apocalypse forever: Millennial mania in America*. Presented at Medieval and Renaissance Studies Millennial Year Lectures, College of William and Mary, Williamsburg, VA.
- Long, T. L. (1997, May). *AIDS and American apocalypticism*. Presented at Staffordshire University School of Arts Research Forum, Staffordshire University, Stoke-on-Trent, England.
- Long, T. L. (1991, May). *Profile of Molly Elliot Seawell (1860-1916)*. Presented at Women's National Committee of Brandeis University, Newport News, VA.

International Conferences

- Ren, J., **Long, T. L.**, & Liang, R. (2019, July). *The importance of factors influencing the travel intentions of Chinese sightseeing cultural tourists toward foreign countries*. China Marketing International Conference: Globalization 2.0, China and the World Market. Guangzhou, China.
- Ren, J., **Long, T. L.**, & Liang, R. (2019, July). *The impact of situational social identity cognitive dissonance on irrational buying*. China Marketing International Conference: Globalization 2.0, China and the World Market. Guangzhou, China.
- Long, T. L.**, & Beck, C. T. (2018, June). *Thinking like a nurse to write like a nurse: Crafting a discipline-specific writing guide in nursing*. International Writing Across the Curriculum 25th Annual Conference. Auburn University, Auburn, AL.
- Long, T. L. (2018, January). Presider and respondent, *Writing nursing: Translating practice into literature*. Modern Language Association 133rd Annual Convention, New York, NY.
- Long, T. L. (2016, January). *1721, the year of living epidemically: Transmission in Defoe, Mather, and Byrd*. Paper presented at Pox Americana: The Past, Present, and Future of Epidemic Illness in American Literature, Modern Language Association 131st Annual Convention, Austin, TX.

- Long, T. L. (2015, November). *The midwife's calling: Martha Ballard's diary and the empire of medical knowledge in the Early Republic*. Paper presented at the biennial conference of the Society for the Study of American Women Writers, Philadelphia, PA
- Long, T. L. (2015, January). *The CELJ awards and editing a critical journal*. Panel discussant, 130th Annual Convention of the Modern Language Association, Vancouver, BC, Canada.
- Long, T. L. (2014, May). *Medicine, natural history, and creole regionalism in writings of William Byrd II*. Paper presented at the American Literature Association's 25th Annual Conference, Washington, DC.
- Long, T. L. (2013, June). *The Wound-Dresser and the women of the war: Whitman, female Union nurses, and the debate about pensions*. Paper presented at Melville and Whitman in Washington: The Civil War Years and After, Ninth International Melville Society Conference, George Washington University, Washington, DC.
- Long, T. L. (2013, January). *A plague on both your houses of worship: The meanings of epidemic disease in Cotton Mather and William Byrd II*. Paper presented at the 128th Modern Language Association Annual Convention, Boston, MA.
- Long, T. L. (2013, January). *Avenues of access for recent PhDs*. Panel presentation, 128th Modern Language Association Annual Convention, Boston, MA.
- Long, T. L. (2012, December). *Mapping the millennium: Dispensational charts and the visual discourses of early modern science*. Paper presented at the 23rd Barnard College Medieval and Renaissance Conference: Charting the Future and the Unknown in the Middle Ages and Renaissance, Barnard College, Columbia University, New York, NY.
- Long, T. L. (2012, October). *Representing nursing ethics*. Paper presented at the 14th Annual Meeting of the American Society for Bioethics and Humanities: Representing Bioethics, Washington, DC.
- Long, T. L. (2012, March). *The mark of the beast is the glory of the pariah: AIDS apocalypticism of Diamanda Galás and David Wojnarowicz*. Paper, Gender and Sexual Health Seminar of the International Comparative Literature Association Comparative Gender Studies Committee. American Comparative Literature Association Annual Meeting. Brown University. Providence, RI.
- Hegedus, K. S., Allchin, L., & Long, T. L. (2011, September). *My disposal cocoon: As shared through the voices of college students*. Paper, 10th International Conference, Death, Dying and Disposal, Changing European Death Ways: New Perspectives in Death Studies. Centre for Thanatology, Radboud University Nijmegen, Netherlands.
- Long, T. L. (2011, July). *The root of evil in representations of Doomsday*. Paper, 18th International Medieval Congress, Institute for Medieval Studies, University of Leeds. Leeds, England.
- Long, T. L. (2011, July). *Wigglesworth, Foxe and The Revelation*. Paper, The Bible in the Seventeenth Century: The Authorised Version Quatercentenary (1611-2011), Centre for Renaissance and Early Modern Studies, University of York, York, England.
- Long, T. L. (2011, June). *Pain as sign and symptom: A semiotic analysis of nursing clinical practice and research*. Paper, 11th Annual Meeting of the International Society for Biosemiotic Studies, Rockefeller University for Biomedical Research.
- Hegedus, K. S., Allchin, L., Long, T. L., & Martin Hinman, H. (2010, June). *An educational model for end of life care*. Paper, 31st International Association for Human Caring Conference, Mayo Clinic, Rochester, MN.
- Long, T. L. (2010, May). *Her story of the war: Biography in published Civil War female military nurse narratives*. Paper, Imagining a New Century, Inaugural Conference of C19: The Society of Nineteenth-Century Americanists, Penn State University, State College, PA.

- Long, T. L. (2010, March). *A gathering of leaves: 19th-century manuscript anthologies*. Paper, Anthologies: A Conference, Trinity College, Hartford, CT.
- Long, T. L. (2009, December). *In media res: Browsing, grazing, and the Googleizing of scholarly knowledge*. Paper, Council of Editors of Learned Journals Panel, Modern Language Association Annual Convention. Philadelphia, PA.
- Long, T. L. Presider. Translation and Medicine Special Session. Modern Language Association Annual Convention. Philadelphia, PA. December 29, 2009.
- Long, T. L. (2009, September). *AIDS and the genealogy of dissent*. Paper, Society for Medical Anthropology International Conference, Medical Anthropology at the Intersection: Celebrating 50 Years of Interdisciplinarity, Yale University, New Haven, CT.
- Hegedus, K., Long, T. L., & Fallon, A. (2009, September). *Student voices: Hearing emotions and identity*. Paper, 9th International Conference, Death, Dying and Disposal, Center for Death and Life Studies, Durham University, Durham, England.
- Long, T. L. (2009, July). *AIDS and the paradigms of dissent*. Paper, 8th Global Conference, Making Sense of Health, Illness & Disease, Mansfield College, University of Oxford, Oxford, England.
- Long, T. L. (2007, December). *Rescuing literature at the two-year community college*. Paper, Modern Language Association Annual Convention, Chicago, IL.
- Long, T. L. (2006, December). *Letters to the world: Emily Dickinson's fascicles and popular manuscript circulation in the nineteenth century*. Paper, Emily Dickinson International Society, Dickinson's Manuscript Publications Panel, Modern Language Association Annual Convention, Philadelphia, PA.
- Long, T. L. (2006, December). *Lit v comp: Social semiotic theory and the mediation of discourses*. Paper, MLA Committee on Community Colleges Panel, The Case for and against Literature in Composition Courses, Modern Language Association Annual Convention, Philadelphia, PA.
- Long, T. L. (2005, December). *Wealth or commonwealth: American historical perspectives on ethical business communication*. Paper, Association for Business Communication Panel, Modern Language Association Annual Convention, Washington, DC.
- Long, T. L. (2005, December). *What's the matter with composition?: A process of curricular revision or re-vision in the two-year community college*. Paper, The Teaching of Writing Division Panel, Modern Language Association Annual Convention, Washington, DC.
- Long, T. L. (2004, December). *Charles Brockden Brown's Arthur Mervyn and the apocalyptic politics of contamination*. Paper, Special Session: Philadelphia Infections: Charles Brockden Brown, Disease, and the Distempered Imagination, Modern Language Association Annual Convention, Philadelphia, PA.
- Long, T. L. (2001, December). Presider, Voodoo in New Orleans, Division on Religious Approaches to Literature Panel, Modern Language Association Annual Convention, New Orleans, LA.
- Long, T. L. (2001, December). *Virtual Waldens: Where I taught and what I taught for in cyberspace*. Paper, Modern Language Association Annual Convention, New Orleans, LA.
- Long, T. L. (2000, December). *Doomsday in New England: Michael Wigglesworth and Puritan appropriations of medieval apocalypticism*. Paper, American Literature to 1800 Panel, Modern Language Association Annual Convention, Washington, DC.
- Long, T. L. (2000, December). Presider, Postmillennial Letdown I, Division on Religious Approaches to Literature Panel, Modern Language Association Annual Convention, Washington, DC.

- Long, T. L. (2000, July). *Medieval New England apocalypse: Puritan appropriations of catholic discourses in Michael Wigglesworth's The Day of Doom*. Paper, Apocalyptic Literature Panel, Society for the Study of the Bible in the Middle Ages, International Medieval Congress, University of Leeds, Leeds, England.
- Long, T. L. (2000, April). *Virtual Waldens: Where I taught and what I taught for in cyberspace*. Paper, International Conference on College Teaching and Learning, Florida Community College, Jacksonville, FL.
- Long, T. L. (1999, December). Presider, Reading the Millennium, Division on Religious Approaches to Literature Panel, Modern Language Association Annual Convention, Chicago, IL.
- Long, T. L. (1999, May). *Documenting sanctity in the Book of Margery Kempe*. Paper, Sanctity: Theory and Practice, 34th International Congress on Medieval Studies, Western Michigan University Medieval Institute, Kalamazoo, MI.
- Long, T. L. (1998, December). *Julian of Norwich: Medieval essentialist and feminist?* Paper, Society for Medieval Feminist Scholarship Panel, Modern Language Association Annual Convention, San Francisco, CA.
- Long, T. L. (1998, December). *Huxley v. Arnold: The case of science and culture appealed—Gender, race, and class as 'cultural' anarchy*. Paper, Two-Year College Division Panel, Modern Language Association Annual Convention, San Francisco, CA.

National Conferences

- Long, T. L. (2019, May). *New England's subscription publishing industry and Civil War nurse narratives: Professionalism, pensions, and suffrage*. American Literature Association Annual Conferences, Boston, MA.
- Long, T. L. (2019, March). Moderator, *Trauma and self-restraint round table*. Symposium on Disability, Intersectional, and Transnational Feminist Praxis, University of Connecticut, Storrs, CT.
- Long, T. L. (2016, October). *Epidemic transmission and medical translation in the Anglophone Circumatlantic world*. Presentation for the Northeast American Society for Eighteenth-Century Studies, University of Massachusetts, Amherst, MA.
- Long, T. L. (2016, March). *Mary Livermore, cooperative womanhood, and suffrage after the Civil War*. Paper presented at the Northeast Modern Language Association Annual Convention, Hartford, CT.
- Long, T. L. (2014, September). *Women of the Civil War: Mary Livermore, female Union nurses, and the pension debates*. Paper, 31st Annual Meeting of the American Association for the History of Nursing, Hartford, CT.
- Long, T. L. (2011, March). *The homemade book in the age of the industrial book*. Paper, Art of the Book Symposium, Grace Slack McNeil Program for Studies in American Art at Wellesley College and the Office of Academic Programs at Historic Deerfield, Deerfield, MA.
- Long, T. L. (2010, April). *Molly Elliot Seawell, naval narratives and the American global empire*. Paper, The Virginia Forum, Christopher Newport University and the Mariners' Museum, Newport News, VA.
- Long, T. L. (2009, October). *Tales of plagues and carnivals: AIDS and the grammar of dissent*. Paper, American Society for Bioethics and Humanities, Washington, DC.
- Long, T. L. (2009, March). *Eutopia: Diet and nutrition in early American utopian discourse*. Paper, 40th Annual Meeting of the American Society for Eighteenth-Century Studies, Richmond, VA.

- Long, T. L. (1998, December). *Apoclyptus interruptus: Christian fundamentalists, sodomy, and the end.* Paper, Center for Millennial Studies, Boston University, Boston, MA.
- Long, T. L. (1997, June). *Queer Southern gothic.* Paper, Queering the South Conference, Emory University, Atlanta, GA.
- Long, T. L. (1997, April). *AIDS and American armageddon: Militancy and the fiction of Sarah Schulman.* Paper, History and Memory: Gay and Lesbian Literature Since World War II Conference, Allegheny College, Meadville, PA.
- Long, T. L. (1995, November). *Technological education and the postmodern humanities.* Paper, Rethinking the Humanities: The Humanities and the Heart and Mind of American Education, Community College Humanities Association National Conference, Washington, DC.
- Long, T. L. (1992, October). *Developing critical thinking about literature and culture using a LAN-assisted composition classroom.* Paper, Computers on Campus National Conference, University of South Carolina, Columbia, SC; and paper, League for Innovation in the Community College National Conference, Orlando, FL.

Regional Conferences

- Long, T. L. (2018, November). *Legible pain in nursing practice and research across the biosemiotic continuum and the human lifespan.* Poster, Precision Medicine Approach to Pain Symposium. Center for the Advancement of Managing Pain, University of Connecticut, Storrs, CT.
- Long, T. L.; Beck, C. T. (2017, April). *Humility and conviction in nursing writing across the academic spectrum.* Paper, UConn First-Year Writing's Twelfth Annual Conference on the Teaching of Writing, Storrs, CT.
- Long, T. L. (2014, October). *Four out of five nurses recommend: Nurses as authorities in consumer advertising.* Paper, Northeast Popular Culture Association Annual Meeting, Providence College, Providence, RI.
- Hegedus, K. S., & Long, T. L. (2012, March). *End-of-life decision making: Euthanasia, facilitating the quality of life as the lifespan closes.* Poster, Annual Scientific Sessions of the Eastern Nursing Research Society, Yale University, Hartford, CT.
- Long, T. L. (2011, November). *From domestic sickroom to hospital bedside: Transitions in popular representations of female nursing, 1850-1950.* Paper, Northeast Popular Culture Association Annual Meeting, Western Connecticut State University, Danbury, CT.
- Long, T. L. (2011, April). *Health, illness, health care, and the humanities: Remapping disciplines and discourses.* Paper, Humanities Institute, 10th Annual Conference: Understanding the Past, Transforming the Future, University of Connecticut, Storrs, CT.
- Long, T. L., Evans, H., & Hehl, J. (2011, March). *Networks of writing in the discipline of nursing: Curriculum, instruction and assessment.* Panel presentation at the 6th Annual Conference on the Teaching of Writing, Knowledge and Networks, University of Connecticut Freshman English Program and Aetna Chair of Writing, Storrs, CT.
- Long, T. L. (2009, November). *The Virginia diet: William Byrd II and Enlightenment nutrition in Colonial America.* Paper, Mid-Atlantic Popular and American Culture Association Annual Meeting, Boston, MA.
- Long, T. L. (2009, May). *AIDS and the Grammar of Dissent.* Paper, Whole Person Medicine: The Art and Science of Health, Pennsylvania Medical Humanities Consortium, Penn State Medical School, Hershey, PA.

- Long, T. L. (2009, April). *When the writing student is a professor: Repurposing and adapting writing center practices for faculty writing support*. Paper, 25th Annual Meeting of the Northeast Writing Centers Association, University of Hartford, Hartford, CT.
- Long, T. L., Hegedus, K., & Fallon, A. (2009, April). *Aesthetic ways of knowing end-of-life issues: A narrative analysis of writing by nursing students and non-nursing students in a multicultural, interdisciplinary course.* Poster, Advancing Toward Health: Evidence-Based Nursing Applications (ATHENA) Annual Research Conference, University of Connecticut, Storrs, CT.
- Telford, J. C., & Long, T. L. (2009, April). *Gender history and rhetoric in published Civil War nursing narratives*. Paper, Advancing Toward Health: Evidence-Based Nursing Applications (ATHENA) Annual Research Conference, University of Connecticut, Storrs, CT.
- Telford, J. C., & Long, T. L. (2009, April). *Gendered spaces, gendered pages: Civil War women's nurse narratives*. Paper, History of Women's Health Conference, Traveling Knowledge: How Women Gathered, Dispensed, and Gendered Medical Knowledge, Pennsylvania Hospital, Philadelphia, PA; (2009, March). Paper, 21st Annual Women's Studies Conference, University of Connecticut, Storrs, CT.
- Long, T. L. (2008, April). *Rescuing reading at the community college*. Paper, Virginia Community College System New Horizons Conference, Roanoke, VA.
- Long, T. L. (2005, April). *Curricular re-vision: A collaborative model for writing and reading across curricula*. Paper, Old Dominion University Spring Writing Conference, Norfolk, VA.
- Long, T. L. (2004, May). *Reading the signs: Post-modern apocalypticism and visual consumer culture*. Paper, Old Dominion University Spring Writing Conference, Norfolk, VA.
- Long, T. L. (1998, November). Organizer and moderator, Writing Course/General Education Transfer Symposium, Regional Center for Teaching Excellence, Portsmouth, VA.
- Long, T. L. (1998, October). *VCCS business and technical writing English courses: Curriculum and transfer issues*. Paper, Virginia Community College System English Peer Group Meeting, Roanoke, VA.
- Long, T. L. (1998, August). *Community college faculty as lifelong learners and scholars*. Paper, Virginia Community College System Instructional Leadership Seminar, Richmond, VA.
- Long, T. L. (1997, April). *Glory of the pariah: AIDS and American apocalypticism*. Paper, Seventh Annual Queer Graduate Studies Conference, City University of New York, New York, NY.
- Long, T. L. (1997, February). *The heroic quest for the techno-grail*. Paper, Two-Year College English Association Southeast, Tidewater Community College, Norfolk, VA.
- Long, T. L. (1996, March). *Writing is a drag: Text as transvestism*. Paper, Virginia Humanities Conference, University of Virginia, Charlottesville, VA.
- Long, T. L. (1995, March). *Julian of Norwich's 'Christ as mother' and medieval constructions of gender*. Paper, Madison Conference on English Studies, James Madison University, Harrisonburg, VA.
- Long, T. L. (1995, February). *Queer fictions: Gay and lesbian traditions of the gothic novel and novels of manners before Stonewall*. Paper, Breaking the Ice V Cultural Festival, Old Dominion University, Norfolk, VA.
- Long, T. L. (1994, April). *Gendered spaces in Molly Elliot Seawell's Throckmorton*. Paper, Virginia Humanities Conference, Christopher Newport University, Newport News, VA.
- Long, T. L. (1994, February). *Western homosexual writing, Benkert to Stonewall (1869-1969)*. Paper, Breaking the Ice IV Cultural Festival, Old Dominion University, Norfolk, VA.
- Long, T. L. (1993, March). *LAN-assisted instruction in composition*. Paper, Writing Program Associates Winter Workshop, Thomas Nelson Community College, Hampton, VA.

- Long, T. L. (1993, February). *A postmodern critique of business and education partnerships in the technical community college*. Paper, Southern Humanities Council, University of Alabama at Huntsville, Huntsville, AL.
- Long, T. L. (1991, October). *Computers in the writing classroom*. Panelist, Writing Program Associates, Annual Conference of the Virginia Association of Teachers of English, Norfolk, VA.
- Long, T. L. (1991, October). *Mysteries: Homosexuality and hermeneutics*. Paper, Annual Conference of the Popular Culture Association in the South, Old Dominion University, Norfolk, VA.

Curated Exhibits

- Long, T. L. (2018, Spring/Summer/Fall). *Nursing in World War I (194-1918)*. School of Nursing, University of Connecticut. Storrs, CT (curator).
- Long, T. L. (2017, Fall). *75th Anniversary*. School of Nursing, University of Connecticut. Storrs, CT (curator). <http://wp.dolancollection.uconn.edu/75th-anniversary/>
- Long, T. L. (2016, Fall). *AIDS35*. School of Nursing, University of Connecticut. Storrs, CT (curator). <http://wp.dolancollection.uconn.edu/aids35/>
- Nihoul, J., & Long, T. L. (2016, Fall). *Visual AIDS*. The William Benton Museum of Art, University of Connecticut. Storrs, CT (co-curator).
- Stinnett, G., & Long, T. L. (2016, Fall). *AIDS35 and Alternative Publishing*. Archives and Special Collections, University of Connecticut Libraries. Storrs, CT. (technical consultant)
- Long, T. L. (1998, October). *Lavender press: A century of gay & lesbian publishing*. Thomas Nelson Community College Library, Hampton, VA. (curator)

Workshops and Institutes Presented

- Long, T. L. (2019, March). *Who are we? Creating a global online student encyclopedia of LGBTQ people and topics*. Twenty-sixth Annual True Colors Conference, Storrs, CT.
- Long, T. L. (2016, August). *Writing to learn: Writing assignments deepen students' learning*. Invited workshop, Kaiser Lecture in Health, College of Nursing and Health Innovation, University of Texas at Arlington.
- Long, T. L. (2016, June). *Writing your nursing while nursing your writing*. Dartmouth-Hitchcock Medical Center, Hanover, NH.
- Long, T. L. (2010, March). *Nursing your writing while writing your nursing*. Nurse Manager Leadership Series, Connecticut Children's Medical Center.
- Long, T. L. (2009, March). *Queer by the books*. 16th Annual True Colors Conference: Mental and Behavioral Health, University of Connecticut, Storrs, CT.
- Long, T. L. (2008, February). *Rescuing Reading: Making connections for reading across the curriculum at the community college*. Center for Teaching Excellence, Herndon, VA.
- Long, T. L. (2006, October). *Rescuing Reading*. Virginia Community College System English Peer Group Meeting, Williamsburg, VA.
- Long, T. L. (2001, April). *Getting it out: Publishing for the community college scholar*. Virginia Community College System New Horizons Conference, Williamsburg, VA; (2002, October). Virginia Community College System English Peer Group Conference, Charlottesville, VA.
- Long, T. L. (1999, April). *I'd rather be herding cats: Project management with faculty teams*. Virginia Community College System New Horizons Conference, Richmond, VA.
- Long, T. L. (1989, November). *Business English*. Hampton City Schools, Hampton, VA.

Peer Reviewer

Conference

American Society for Bioethics and Humanities (proposal abstracts)

Awards

Council of Editors of Learned Journals

Journals

African American Review

Bellevue Literary Review

Cogent Humanities

College Literature

ESQ: A Journal of the American Renaissance

Journal of Bioethical Inquiry

Journal of Research in Nursing

Literature and Medicine

Books

Paul Lauter, et al., eds. *The Heath Anthology of American Literature*. 7th ed. Wadsworth Cengage.

Juan A. Hererro Brasas. *Walt Whitman's Mystical Ethics of Comradeship: Homosexuality and the Marginality of Friendship at the Crossroads of Modernity*. State University of New York Press.

Nick Rumens. *Queer Company: The Role and Meaning of Friendship in Gay Men's Work Lives*. Ashgate Publishing.

Jean Ellen Petrolle. *Religion without Belief: Contemporary Allegory and the Search for Postmodern Faith*. State University of New York Press.

Sarah Lawall, Jerome W. Clinton, Francis Abiola Irele, et al., eds. *The Norton Anthology of World Literature*. 2nd ed. W. W. Norton.

Anthony Slide. *Lost Gay Novels: A Reference Guide to Fifty Works from the First Half of the Twentieth Century*. Taylor & Francis.

Glenn, Cheryl, et al, eds. *The Writer's Harbrace Handbook*. 3rd ed. Thomson-Wadsworth.

Muller, Gilbert H., ed. *The McGraw-Hill Reader: Themes in the Disciplines*. 5th ed. McGraw-Hill.

Holeton, Richard. *Composing Cyberspace: Identity, Community, and Knowledge in the Electronic Age*. McGraw-Hill.

Markel, Mike. *TechComm Web Site, Technical Communication*, 7th ed. Bedford/St. Martin's.

Peer reviewer for one additional proposed textbook (Pearson/Longman), four proposed scholarly monographs (Routledge; SUNY Press; University of Michigan Press), and three fiction books (Haworth Press).

Teaching Experience

University of Connecticut

ENGL 2201 American Literature to 1880

ENGL 2203 American Literature Since 1880
 ENGL 3623 AIDS in Literature & Culture (Spring 2013)
 ENGL 6000 Healthcare Communication (Spring 2012)
 NURS 1175W End-of-Life in Multicultural, Interdisciplinary Perspective
 NURS 2175 Global Politics of Reproduction & Childbearing
 NURS 3215W Nursing Research (writing sections)
 NURS 3715W Nursing Leadership (writing sections)
 NURS 4265 Nursing's Past as Prologue
 NURS 6000 Methods of Culture Studies, Semiotics, Technical Communication (2012)
 WGSS 2105 Gender and Science
 WGSS 3270 Masculinities
 WGSS 5390 Independent Study for Graduate Students

Old Dominion University

ENGL 327 Advanced Composition (via ITV) (2003-2006)
 ENGL 336 The Short Story (via ITV) (2006)
 ENGL 455/555 Teaching Composition in Grades 6-12 (2003-2004)

College of William & Mary

INTR 350 Book of Revelation (Fall 1999)

Thomas Nelson Community College

ENG 105 Communication in Business and Industry
 ENG 111-112 College Composition I-II
 ENG 115 Technical Writing
 ENG 116 Writing for Business (on line)
 ENG 195 Topics in English: Simulation, Representation, & Reality (Spring 2007)
 ENG 241-242 Survey of American Literature I-II
 ENG 243-244 Survey of English Literature I-II
 ENG 251-252 Survey of World Literature I-II
 ENG 273-274 Women in Literature I-II
 REL 200 Survey of the Old Testament (Bible as Literature) (Fall 2001)

Dissertation, Thesis, and Honors Thesis Supervision

- 2018 M. M. Mahoney (PhD, History), *Books as medicine: A history of the use of reading to treat the self and its diseases in the Anglophone world, 1800-1940* (Reader)
- 2017 M. Snyder (PhD, Nursing), *A mixed methods study of beliefs, behaviors, and experiences of advanced practice nurses with lesbian and gay patients* (Reader)
- 2017 C. Cyriac (BS, Women's, Gender & Sexuality Studies), *Disorders of sex development: An analysis of the medical community's response to early genital intervention* (Honors Thesis Major Advisor)
- 2017 D. A. Walcott (BA, Political Science), *The politics of remembering: The influence of race and gender on the representation of women of color in nursing* (Honors Thesis Co-Advisor)
- 2015 Y. Joy (DNP, Nursing), *The influence of a palliative care education intervention in increasing knowledge and self-efficacy of nurses practicing in long-term care* (Reader)

- 2014 J. Hahn (PhD, Nursing), *Nursing student communication in a dedicated education unit setting: A mixed-methods study* (Reader)
- 2014 J. Knecht (PhD, Nursing), *Medication practices and self-efficacy of patients living with heart failure, a mixed-methods study* (Reader)
- 2014 L. F. Lewis (PhD, Nursing), *Caregiving for a loved one with dementia at the end of life* (Associate Advisor)
- 2013 B. Czudak (BS, Nursing), *Media representations of labor and delivery* (Honors Major Advisor)
- 2010 K. M. O'Connor (DNP, Nursing), *Postoperative pain management* (Reader)

Grants

- UConn Center for Nursing Scholarship and Innovation (2018). Needs Assessment: Developing an Intervention to Promote Providers' Communication about HPV Vaccination with Young Sexual Minorities. (Role: Co-I with Kim [PI], Snyder [Co-I] & Gans [Co-I]; \$14,998 [funded])
- National Institutes of Health (2018). Intervention to Promote Providers' Communication about HPV Vaccination with Young Gender and Sexual Minorities. NIH R15 Research Enhancement Award. (Role: Co-I with Kim [PI] and Snyder [Co-I]; \$300,000 [not funded]).
- UConn Scholarship Facilitation Fund (2018). Sexual Minority Women with Diabetes: Qualitative Examination of Barriers and Facilitators of Care (Role: Co-I with Newlin-Lew and Snyder; \$2,000 [funded])
- UConn Aetna Chair of Writing (2014). Doctoral Student Writing Support Needs Assessment (Role: PI; \$500 [funded])
- Visiting Guest Professorship, University of Connecticut (2013). Nominating Jane E. Schultz. (Role: PI; \$7,297 [funded])
- Ephemera Society of America, Philip Jones Fellowship. (2012). Friendship Albums (research travel to American Antiquarian Society, Brown University, Yale University). (Role: PI; \$1,000 [not funded])
- UConn Provost's General Education Course Enhancement Grant. (2010-2011). NURS 1175W, End of Life: A Multicultural, Interdisciplinary Experience. (Role: PI; \$10,000 [funded])
- U.S. Department of Labor, American Recovery and Reinvestment Act Health Care Sector and Other High Growth and Emerging Industries Grant. Nursing Expanded Workforce/Preparing Academic Transition into Healthcare (NEW PATH). (Role: Co-I; \$4,997,864, [not funded]).
- Virginia Community College System Chancellor's Commonwealth Professorship. (2005-2007). Rescuing Reading: A Community College Response to the National Endowment for the Arts Report, *Reading at Risk*. (Role: PI; \$7,500 budget; stipend for two summers; two-course release [\$3,000] for four semesters [funded]).
- Virginia Community College System Summer research grant. (2000). Research at University of East Anglia (Norwich, England) and at Yale University Beinecke Library on relations between Puritans in England and New England, and on medieval analogues of Puritan apocalypticism. (Role: PI; \$4,000 [funded]).
- National Science Foundation Advanced Technology Education Grant. (2000). (Role: Head writer; \$460,000 [funded]).
- Regional Center for Teaching Excellence, Virginia Community College System. (1997-2001). Prepare a full spectrum of faculty professional development programs for four colleges. (Role: PI; \$9,000/year [funded]).

Virginia Community College System Courseware grant for CD-ROM/Web site development, Survey of American Literature I. (Summer/Fall 1998) (Role: Co-PI; \$4,000 [funded]).
Virginia Council for International Education & Virginia Community College System Faculty Exchange. (1997). Faculty exchange with the United Kingdom. (Travel funds: \$1,000 [funded]).
U.S. Department of Education, Title III mini-grant for classroom-based research in computer-assisted composition instruction. (1992). (Role: Sub-awardee; \$1,500 [funded]).
State Council for Higher Education in Virginia mini-grant. (1990). Integrating Critical Thinking into the Curriculum. (Role: Sub-award; \$1,500 [funded]).

Honors, Prizes, and Awards

College Nominee, Outstanding Faculty Award, State Council of Higher Education for Virginia (2008)
State Finalist, Outstanding Faculty Award, State Council of Higher Education for Virginia (2007)
Faculty Showcase Award, Virginia Community College Association (2002)
Innovative Excellence in Teaching, Learning and Technology Award, International Conference on College Teaching and Learning (April 2000)
Inductee, Alpha Delta Gamma National Medieval & Renaissance Studies Honor Society, College of William & Mary Chapter (May 12, 1999)
Inductee, Phi Kappa Phi National Honor Society, University of Illinois Chapter (May 1977)

Editorial Positions

Associate Editor, *Literature and Medicine* (2015- present)
Editor, *CELJ Blog* (2013-2016)
Editor, *NursingWriting.com* (2008-present)
Editor, *Council of Editors of Learned Journals (CELJ) Newsletter* (2010-2011)
Editor-in-Chief, *Harrington Gay Men's Literary Quarterly* (2000-2008)
Editor, *The Learning Professor: A Quarterly Newsletter of the Regional Center for Teaching Excellence* (1998-2001)

Academic Leadership and Service

University of Connecticut

Director, Nursing Learning Community (2019-present)
Member, General Education Environmental Literacy Taskforce (2017-present)
Member, Delta General Education Taskforce (2017-present)
President, UConn Chapter of Phi Kappa Phi (2014-2015)
Member, Executive Board, Women's, Gender & Sexuality Studies Program (2013-present)
Co-chair, Close to Home Committee, UConn Foundation (2013-2017)
Co-Chair, Recruitment & Selection Committee, School of Nursing (2013-2016)
Member, University Interdisciplinary Courses Committee, University Senate (2013-present)
Member, Executive Committee, UConn AAUP (union) (2012-2014)
Co-Chair and Member, W Course (Writing Intensive) Subcommittee, GEOC (2012-2018)

Member, General Education Oversight Committee (GEOC), University Senate (2012-2016)
Member, Recruitment & Selection Committee, School of Nursing (2011-2016)
Member, Faculty Advisory Board, Rainbow Center, Division of Student Affairs (2011-present)
Member, Promotion, Tenure & Reappointment/Clinical Advancement & Reappointment Council,
School of Nursing (2011-2014)
Member, Close to Home Committee, UConn Foundation (2010-2017)
Member, Enrollment Committee, University Senate (2010-2012)
General Education Track Coordinator, Pre-licensure Coordinating Taskforce, School of Nursing
(2010-present)
Member, Clinical Advancement & Reappointment Committee, School of Nursing (2010-2011)
Chairperson, General Education Writing Course Taskforce, University Senate (2009-2011)
Juror, Annual Undergraduate Writing Prize (2009)
Member, ATHENA Research Colloquium Planning Committee, School of Nursing (2009-2010)
Member, Board, Aetna Writing Chair, English Department (2009-present)
Chair, Education Innovation Team, Research Nursery, Center for Nursing Scholarship, School of
Nursing (2008-2012)
Member, Commencement Planning Committee, School of Nursing (2008-2009)

Old Dominion University

Composition Committee, English Department (2003-2004)
Taskforce, Online English Baccalaureate Curriculum Development, English Department (2003)

Thomas Nelson Community College

Member, Honors Studies Council, Thomas Nelson Community College (2005-2007)
Served on or chaired search committees for TNCC vice president of Workforce Development,
director of Regional Manufacturing Excellence Center, provost of Historic Triangle campus, and
faculty positions in Computer Arts (one position) and English (eight positions) (1991-2008).
Member, President's Taskforce on College Climate and Morale (2006-2007)
President, Faculty Senate (1993-94; 2006-2007)
Member, President's Taskforce on Strategic Planning (2006)
Editor, *TNCC College Catalog* (1992-2002)
Chief Grant Writer, Workforce Development Initiatives (1999-2000)
Member, Telecommunications Committee (1993-1996)
Editor, SACS Reaccreditation Self Study on Institutional Effectiveness (1993-1994)
Member, Faculty Evaluation Committee (1992-1994)
First Vice President, Faculty Senate (1992-1993)
Chairperson, English Dept. Committee on Writing Placement (1991-1994)
Second Vice President, Faculty Senate (1991-1992)
Division representative, Faculty Development in Emerging Technologies (1990-1993)
Member, Title III Grant Institutional Integrity Taskforce (1989-1990)

Virginia Community College System

Coordinating Committee, Virginia Council on International Education-Virginia Community College
System (VaCIE-VCCS) Faculty Exchange (2000-2008)
Member, Writing Competencies Assessment Taskforce, 2001

Chairperson, Advancing Instruction in Manufacturing and Technology (workshop). Regional Center for Teaching Excellence. Portsmouth, VA. November 5, 2001.
Chairperson, Competency-Based Instruction That Works, (workshop). Regional Center for Teaching Excellence. Portsmouth, VA March 22, 2001
Chairperson, Teaching & Learning Styles: Is That Your Final Answer? (workshop). Regional Center for Teaching Excellence. February 10, 2000.

Professional Organizations

Officer, Executive Committee, Medical Humanities and Health Studies Forum, Modern Language Association (2015-2018)
Secretary/Treasurer, Council of Editors of Learned Journals (2014-2017)
Member, Social Networking Taskforce, American Society for Bioethics and Humanities (2013)
Member, Participation Taskforce, American Society for Bioethics and Humanities (2009)
Delegate, Modern Language Association Delegate Assembly (2001- 2003)
Executive Committee, Literature and Religion Division, Modern Language Association (1999-2004)
President, Faculty Senate of Virginia (2001-2002)
Senator, Faculty Senate of Virginia (1997-99)
Chairperson, Winter Workshop, Writing Program Associates. Hampton, VA. (March 5, 1993)
President, Writing Program Associates of Southeastern Virginia (1991-93)
Grant reviewer, US Dept. of Education, FIPSE Grants (Fall 1990)

Professional Associations

American Association for the History of Nursing
American Society for Bioethics and Humanities
Association of Teachers of Technical Writing
Council of Editors of Learned Journals
International Academy of Nursing Editors
International Society for Biosemiotic Studies
Modern Language Association
National Council of Teachers of English

Community Leadership and Service

Vice President, Board of Directors, Tabor House (2011-2016)
Member, Board of Directors, Tabor House (2010-2017)
Vestry, St. Mark's Episcopal Chapel at the University of Connecticut (2010-2011)
Board, Virginia Peninsula Literary Consortium (2006-2008)
Board, Schola Cantorum choral group (2004-2007)
Board President, *Our Own* Community Press of Virginia (1997-98)
Advisory Council, Tidewater AIDS Crisis Taskforce (1994-96)
Board, Sexual Minority Youth League (SMYL) of Hampton Roads, VA. (1993-1996)
Executive Board, Hampton Roads (Virginia) Lesbian & Gay Coalition (1990-94)

Volunteer Educator, Tidewater AIDS Crisis Taskforce (1988-94)

Chairperson, Catholic Communications Commission of the Diocese of Richmond (1981-1987)

Syllabus – NURS 1131 – Spring 2021

Excluding materials for purchase, syllabus information may be subject to change. The most up-to-date syllabus is located within the course in HuskyCT.

Program Information

This course is open to nursing students in the School of Nursing unless approved by the course instructor.

Course and Instructor Information

Course Title: Special Topics in Nursing: Introduction to the Discipline of Nursing

Credits: 3 credits

Format: Online via Blackboard Collaborate Tuesday/Thursday 9:30-10:45am

Prerequisites: NURS 1130

Professor: Christine DiLeone PhD, MSN, RN

Pronouns: (she, her, hers)

Email: Christine.dileone@uconn.edu. Will respond within 24-48 hours

Webex: <https://uconn-cmr.webex.com/meet/crd02001>

Office Hours/Availability: Tuesday & Thursday, 8:30-9:30 am or by appointment

Professor: Sharon Casavant, PhD, MSN, RN

Pronouns: (she, her, hers)

Email: Sharon.casavant@uconn.edu

Webex: <https://uconn-cmr.webex.com/meet/shm11005>

Office Hours/Availability: Monday & Wednesday, 10:00-11:00 am or by appointment

Professor (Transfer students): Barbara O'Neill, PhD, RN

Pronouns: (she, her, hers)

Email: barbara.o'neill@uconn.edu

Webex: <https://uconn-cmr.webex.com/meet/oneill>

Office Hours/Availability: By appointment. I aim to respond to your emails within 48 hours.

Course Materials

Required course materials should be obtained before the first day of class.

Required textbooks are available for purchase through the UConn Bookstore (or use the Purchase Textbooks tool in Husky CT). Textbooks can be shipped (fees apply).

Required Materials:

Judd, D., & Sitzman, K. (2014). *A history of American nursing: Trends and eras* (2nd ed.). Jones and Bartlett.

Sitzman, K. & Eichelberger, L. (2017) *Understanding the work of nurse theorists* (3rd ed.) Jones and Bartlett.

Additional course readings and media are available within HuskyCT, through either an Internet link or Library Resources

Course Description

An examination of the history, values, language and theories of the nursing discipline to create a platform of understanding and commonality for all future nursing courses.

Course Objectives

By the end of the semester, students should be able to:

1. Identify major events and individuals/groups that have contributed to the development and innovations of nursing in the United States as a profession and an academic discipline.
2. Explore the social, political, and economic factors that influence nursing's impact on health care.
3. Examine the core values, theories, roles, cultures, and innovations of nurses across all settings.

How to Succeed in this Course

To be successful in this course you will need to keep up with the readings and assignments and participate in the lecture discussions.

Course Outline

Week	Topics	Readings & Assignments
01	1. Describe seven major historical trends that influence present nursing practice. 2. Explain the importance of nursing theory and contrast the significance to the discipline and profession.	
Jan 19	Course Introduction Provide an overview of: <ul style="list-style-type: none"> - Course syllabus - Readings & assigned videos - Group work expectations - Medical terminology online course - Exam Soft 	Judd & Sitzman, Chapter 1
Jan 21	Development of the profession of nursing: <ul style="list-style-type: none"> - Historical evolution - Theoretical advancements 	Video: <i>How to Make Stress Your Friend</i> (14:28 mins) Assignment: Discussion board posts for reading and video due 1/21 by 8 pm
02	1. Examine the importance of historical nursing research and list three major principles used in this form of inquiry. 2. Explain the difference between the three loosely defined theory categories 3. Be able to define why theories were developed.	

Jan 26	Reflections: The Study of Nursing History; Nursing Research & Historical Resources; Introduction to Nursing Theory	Judd & Sitzman, Chapter 2 & 3 Sitzman & Eichelberger Chapter 1, 2, 3,
Jan 28	History of Nursing Innovation Guest lecture: Dr. Tiffany Kelley	Assignment: Discussion board post due 1/28 by 8 pm
03	1. Examine how events in the American colonies from the 1600s to 1700s shaped the image of nursing. 2. Describe the difference between a theoretical and operational definition used in theory and provide an example of each. 3. Explain nursing philosophy, the definition of nursing from the perspective of Nightingale, Henderson, Wiedenbach and Watson	
Feb 2	Nursing in the American Colonies from the 1600s to the 1700s; Theories that Define Nursing	Judd & Sitzman, Chapter 4 Sitzman & Eichelberger Chapter 4, 5, 6, 7, 8, 9
Feb 4	Guest lecture: Dr. Xiaomei Cong	Assignment: Discussion board post due 2/4 by 8 pm Journal post: <i>Danger of a Single Story</i> (video 19:16 mins) due 2/4 by 8 pm
04	1. Describe three ways in which Florence Nightingale influenced the image of nursing. 2. Explain two major events in Nightingale's life that contributed to her philosophy and theory of nursing.	
Feb 9	The Work of Florence Nightingale	Judd & Sitzman, Chapter 5
Feb 11	Review Session Exam #1	Assignment: Discussion board post due 2/11 by 8 pm
05	1. Describe one factor in the area of education, advanced practice and war that influenced nursing practice during the 1800s. 2. Explore the similarities and differences in the Grand Theories of Levine, Neuman, Roy, Orem & Leininger	
Feb 16	Nursing in the United States During the 1800s	Judd & Sitzman, Chapter 6
Feb 18	Nursing Theorists (Grand Theories)	Sitzman & Eichelberger Chapter 11, 12, 14, 13, 15 Assignment: Discussion board post due 2/18 by 8 pm

		Journal post: Cultural humility (video) due 2/18 by 8 pm
06	1. Describe the events leading to the expansion of public health nursing during the 1900s to 1920s. 2. Examine Middle-Range Theories of Orlando-Pelletier, Kolcaba, Pender, Peplau and the importance of this work in light of other scientific advancements during this time.	
Feb 23	Nursing in the US Between the 1900s and Early 1920s --Guest lecture: Dr. Joy Elwell	Judd & Sitzman, Chapter 7 Sitzman & Eichelberger, Chapters 17, 18, 19, 20
Feb 25	American Nursing in the 1900-1920s	Assignment: Discussion board post due 3/4 by 8 pm
07		
March 2	Review session Presenter: (To be announced)	
Mar 4	Midterm - Exam #2	Assignment: Discussion board post due 3/4 by 8 pm Journal post: Gratitude (video) due by 3/4 by 8 pm
08	1. Examine the benefits and barriers resulting from the increased standardization of nursing education during the 1920s to 1940s. 2. Contrast the main concepts of the Middle-Range Theories used by King, Benner, Meleis, and the application to the nursing paradigm.	
Mar 9	Nursing in the US from the 1920s to the Early 1940s: Education Rather than Training for Nurses Guest lecture: Dr. Ruth Lucas	Judd & Sitzman, Chapter 8 Sitzman & Eichelberger Chapters 21, 22, 23
Mar 11	Guest lecture: Dr. Louise Reagan	Assignment: Discussion board post due 3/11 by 8 pm Journal post: Mindfulness (video) due 3/11 by 8 pm
09	1. Examine the sociopolitical influences during the 1940s to 1960s that created opportunities and barriers for inclusiveness in the nursing profession.	
Mar 16	Nursing in the US from the 1940s to the Early 1960s: Professionalism, Educational Reformation, and Acceptance of Minority Nurses Guest lecture: Dr. Thomas Long	Judd & Sitzman, Chapter 9
Mar 18	Guest lecture: Dr. Ivy Alexander	Assignment: Discussion board post due 3/18 by 8 pm Medical Terminology modules due 3/18 by 8 pm
10	1. Describe changes in education, accreditation, licensure, and research that influenced nursing in the 1960s and beyond.	

Mar 23	Nursing in the US from the 1960s to the Early 1980s: Decades of Change – Regional Conflict, Segregation, and Specialization Guest lecture: Dr. Wendy Henderson (tentative)	Judd & Sitzman, Chapter 10
Mar 25	Exam #3	Assignment: Discussion board post due by 3/25 at 8 pm Journal post: Bias/Change the Odds (video) due 3/25 by 8 pm
11	1. Determine two benefits and two barriers created by defining nurse specialties and the certification process. 2. Explain theories that defy classification of Rogers, Newman, Parse	
Mar 30	American Nursing at the End of the Twentieth Century Guest lecture: Professor Anna Bourgault	Judd & Sitzman, Chapter 11 Sitzman & Eichelberger Chapters 25, 26, 27
Apr 1	American Nursing (continued)	Assignment: Discussion board post due by 4/1 at 8 pm
12	1. Examine two challenges currently facing the nursing profession and how the history of nursing in America may either facilitate or present barriers toward overcoming them. 2. Future of Nursing Theory and its presence on the web.	
Apr 6	The Future of the Study of Nursing History	Judd & Sitzman, Chapter 12 Sitzman & Eichelberger Chapters 28, 29,30
Apr 8		Journal post: Breathe to Heal (video) due 4/8 by 8 pm
SPRING RECESS April 11-17 2021		
13	1. Describe three factors that increase work satisfaction, fulfillment and resilience in nurses and three signs of burn-out.	
Apr 20	The Future of American Nursing	Judd & Sitzman, Chapter 12
Apr 22	Further Development of Nursing Guest lecture: Dean Chyun Application of Theory to Nursing Praxis	Assignment: Discussion board post Journal post: Consciousness (video) due 4/1 by 8 pm
14		
Apr 27	Final exam Review	
Last class	Reading days begin 4/29	

Course Requirements and Grading

Summary of Course Grading:

Course Components	Weight
Discussion Board Posts	10%
Journal Posts	10%
Exams 1, 2, and 3 – 15% grade each	45%
Final Exam	30%
Medical Terminology Self-Paced Online Course (completion)	5%

Discussion Board Posts on course readings and presentations (10%) completed as a group, which is assigned in Husky

The course outline depicts which weeks you will be submitting a weekly reflective response on the assigned readings from the textbooks as well as guest lecture presentations. Your response and initial posts should be based on the readings, and presentations, and between 250-500 words. To receive full points on the discussion post, you must respond to at least one peer. It is due by Thursday of the indicated week by 8 pm EST. Rubric in HuskyCT.

Journal Posts (10%) Done individually on Husky

Self-reflections on professional goals, attitudes and resilience (10%)
 Throughout the readings and presentations over the semester, we will be learning about nurses who have shown exceptional personal fortitude and integrity in order to bring about change in our profession. We will be reviewing some of the essential characteristics and skills demonstrated by these nursing leaders and reflecting on our own professional goals, attitudes and skills in resilience through self-reflections. Provide a journal entry self-reflection in response to each activity that is up to 250 words. Due each Thursday as indicated by 8 pm.

Exams 1, 2, and 3 (45%)

Exams are scheduled throughout the semester and will cover the readings and course content covered. You will have the class time to complete the exam in ExamSoft. Be sure to download your exam at least 48 hours before the exam date. The exam will be proctored.

Final Exam (30%)

A final exam will be given on at the assigned date/time (between May 4-9). The final exam is cumulative, covering material throughout the semester.

Medical Terminology Self-Paced Online Course (5%)

Medical terminology is an essential part of the nursing process. The Des Moines University School of Medicine and Health Sciences offers a Self-Paced online course in medical terminology. A link to the online course can be found here: <https://www.dmu.edu/medterms/certificate/> . Click on the link for the free version (no certificate). You must complete all the modules in the course. A screen shot of the final (9th) quiz of the medical terminology course must be uploaded as jpeg or PDF to HuskyCT by March 18, 2021 at 8 pm. The screenshot submission will represent 5% of your final grade.

Grading Scale:

Grade	Letter Grade	GPA
93-100	A	4.0
90-92	A-	3.7
87-89	B+	3.3
83-86	B	3.0
80-82	B-	2.7
77-79	C+	2.3
73-76	C	2.0
70-72	C-	1.7
67-69	D+	1.3
63-66	D	1.0
60-62	D-	0.7
<60	F	0.0

Due Dates and Late Policy

There are no extensions to deadlines for the graded assignments or exams unless a student has a documented emergency. The instructor reserves the right to change dates accordingly as the semester progresses. All changes will be communicated in an appropriate manner. Deadlines are based on Eastern Standard Time.

Late assignments may also separately impact the Professionalism and Accountability evaluation within your PRAXIS assessment. A failing PRAXIS assessment is a potential consequence of late submission of assigned work, which in turn will result in failure of the course pursuant to PRAXIS.

Feedback and Grades

I will make every effort to provide feedback and grades in 48 hours. To keep track of your performance in the course, refer to My Grades in HuskyCT.

Weekly Time Commitment

You should expect to dedicate 3 hours a week to this course. This expectation is based on the various course activities, assignments, and assessments and the University of Connecticut's policy regarding credit hours. More information related to hours per week per credit can be accessed at the Online Student website.

Student Authentication and Verification

The University of Connecticut is required to verify the identity of students who participate in online courses and to establish that students who register in an online course are the same students who participate in and complete the course activities and assessments and receive academic credit. Verification and authentication of student identity in this course will include:

1. Secure access to the learning management system using your unique UConn NetID and password and Online Proctoring

Student Responsibilities and Resources

As a member of the University of Connecticut student community, you are held to certain standards and academic policies. In addition, there are numerous resources available to help you succeed in your academic work. Review these important [standards, policies and resources](#), which include:

- The Student Code
 - Academic Integrity
 - Resources on Avoiding Cheating and Plagiarism
- Copyrighted Materials
- Credit Hours and Workload
- Netiquette and Communication
- Adding or Dropping a Course
- Academic Calendar
- Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships
- Sexual Assault Reporting Policy

Policy Against Discrimination, Harassment and Related Interpersonal Violence

The University is committed to maintaining an environment free of discrimination or discriminatory harassment directed toward any person or group within its community – students, employees, or visitors. Academic and professional excellence can flourish only when each member of our community is assured an atmosphere of mutual respect. All members of the University community are responsible for the maintenance of an academic and work environment in which people are free to learn and work without fear of discrimination or discriminatory harassment. In addition, inappropriate amorous relationships can undermine the University's mission when those in positions of authority abuse or appear to abuse their authority. To that end, and in accordance with federal and state law, the University prohibits discrimination and discriminatory harassment, as well as inappropriate amorous relationships, and such behavior will be met with appropriate disciplinary action, up to and including dismissal from the University. Additionally, to protect the campus community, all non-confidential University employees (including faculty) are required to report sexual assaults, intimate partner violence, and/or stalking involving a student that they witness or are told about to the Office of Institutional Equity. The University takes all reports with the utmost seriousness. Please be aware that while the information you provide will remain private, it will not be confidential and will be shared with University officials who can help. More information is available at equity.uconn.edu and titleix.uconn.edu. You have the right to report concerns impacting discrimination or discriminatory harassment to equity.uconn.edu. You have the right to be graded according to this course syllabus.

Religious Accommodation Policy

The complete Religious Accommodation Policy can be reviewed at <https://policy.uconn.edu/2018/08/01/religious-accommodation-policy/>. The University grants students excused absences from class or other organized academic activities for observance of a sincerely held religious practice or belief as a religious accommodation, unless the accommodation would create an undue hardship. Students whose religious holidays are not recognized by the University's calendar should provide the instructor or academic activity organizer with the dates they will be absent in advance of the absence. Students requesting a religious accommodation should make the request directly to their instructor with as much notice as possible. Students anticipating an absence or missed coursework due to a sincerely held religious practice or belief should use best efforts to inform their instructor in writing no later than the third week of class, or one week before the absence if a conflict occurs during the first three weeks of class. Being absent from class or other educational responsibilities does not excuse students from keeping up with any information shared or expectations set during the missed class(es). Students are responsible for obtaining the materials and information provided during any class(es) missed. The student can work with the instructor to determine a schedule for making up missed work.

Final Exam Policy

In accordance with UConn policy, students are required to be available for their final exam and/or complete any assessment during the time stated. If you have a conflict with this time you must obtain official permission to schedule a make-up exam with the [Dean of Students](#). If permission is granted, the Dean of Students will notify the instructor. Please note that vacations, previously purchased tickets or reservations, graduations, social events, misreading the assessment schedule, and oversleeping are not viable reasons for rescheduling a final.

School of Nursing Policies

[CEIN/BS Handbook](#)

[Master's Handbook](#)

[DNP Handbook](#)

[PhD Handbook](#)

- **Laptops:** All students are required to have their own laptop computer with wireless capability prior to the start of second semester sophomore year for baccalaureate students and prior to the start of the CEIN program. *The expectation is that students will not be surfing the web, messaging, on emails, etc. during class lecture.*
- **Clinical Agency Dismissal Statement:** "Removal from clinical by agency personnel is grounds for failure in the course."
- The School of Nursing reserves the right to make final decision regarding clinical assignments and to modify such clinical assignments to facilitate the student's completion of the course objectives.

Campus Emergency Information

In case of inclement weather, a natural disaster, or a campus emergency, the University communicates through email and text message. Students are encouraged to sign up for alerts through <http://alert.uconn.edu>. Students should be aware of emergency procedures, and further information is available through the Office of Emergency Management at <http://publicsafety.uconn.edu/emergency/>. It is essential to keep your information updated within UConn's Emergency Alert System and to keep your permanent address and emergency contact information current in Peoplesoft. Read the UConn Emergency Hazard Guide to learn how to prepare for and respond to different types of emergencies at <https://publicsafety.uconn.edu/emergency/hazard-guide/>. In case of emergency (police, fire or medical) call 911. Provide the location of the emergency, your name and location, incident details and follow instructions.

Safeguarding Your Health and Well-Being

Students may experience challenges that interfere with their learning and interpersonal interactions including stress,

anxiety, depression, sleep difficulties, substance use or addiction, feeling hopeless or suffering due to loss or concern for a friend or family member. There are numerous campus resources available to students including University Counseling and Mental Health Services (860-486-4705 or at <https://counseling.uconn.edu>), University Health Services (860-486-4700) and the Wellness and Prevention Services (860-486-9431). In addition, you can call the National Suicide Prevention Lifeline 1-800-273-8255 or text 1-800-799-4889 or the Alcohol & Drug Abuse Action Helpline 1-800-799-7233.

Student Email Standard

Email is considered an official method of communication at UConn School of Nursing. Students are expected to check their official UConn email on a frequent and consistent basis (recommended daily) in order to remain informed of University-related communications. Students are responsible for the consequences of not reading, in a timely fashion, University and School-related communications sent to their official UConn student email account.

Faculty Communication About Students

UConn instructional faculty, administrators and staff maintain confidentiality of student records and disclose information in accordance with the Family Educational Rights and Privacy Act (FERPA). This means that UConn officials may disclose student record information without the consent of the student in certain situations. To support University operations, for example, UConn officials share information about students with other educational officials as necessary to perform their job duties. FERPA permits this disclosure to school officials who have a legitimate educational interest in the student information. In addition, UConn officials have obligations to report information shared by a student depending on the content of that information, for example in compliance with UConn's policy on the duty to report. Unless FERPA permits a certain disclosure, UConn general requires consent from a student to disclose information from their education record to another individual. You may find additional information on the UConn FERPA website at <https://ferpa.uconn.edu>.

Retaining Syllabi and Other Student Records

It is highly recommended that students retain the course syllabus and other documents acquired throughout the program as part of your professional portfolio, as these may be needed to pursue other scholarly activities beyond or following program completion. As life-long learners, graduates are encouraged to build their professional portfolio during the program and after graduation. Please note that the School of Nursing is only responsible for retention of student records for 7 years and therefore your records may not be accessible after this period of time.

Copyrighted Materials

My lectures, notes, handouts, and displays are protected by state common law and federal copyright law. They are my own original expression and I've recorded them prior or during my lecture in order to ensure that I obtain copyright protection. Students are authorized to take notes in my class; however, this authorization extends only to making one set of notes for your own personal use and no other use. I will inform you as to whether you are authorized to record my lectures at the beginning of each semester. If you are so authorized to record my lectures, you may not copy this recording or any other material, provide copies of either to anyone else, or make a commercial use of them without prior permission from me.

Students with Disabilities

The University of Connecticut is committed to protecting the rights of individuals with disabilities and assuring that the learning environment is accessible. If you anticipate or experience physical or academic barriers based on disability or pregnancy, please let me know immediately so that we can discuss options. Students who require accommodations should contact the Center for Students with Disabilities, Wilbur Cross Building Room 204, (860) 486-2020 or <http://csd.uconn.edu/>.

Blackboard measures and evaluates accessibility using two sets of standards: the WCAG 2.0 standards issued by the World Wide Web Consortium (W3C) and Section 508 of the Rehabilitation Act issued in the United States federal government." (Retrieved March 24, 2013 from [Blackboard's website](#))

Software/Technical Requirements (with Accessibility and Privacy Information)

The software/technical requirements for this course include:

- HuskyCT/Blackboard ([HuskyCT/ Blackboard Accessibility Statement](#), [HuskyCT/ Blackboard Privacy Policy](#))
- [Adobe Acrobat Reader](#) ([Adobe Reader Accessibility Statement](#), [Adobe Reader Privacy Policy](#))
- Google Apps ([Google Apps @ UConn Accessibility](#), [Google for Education Privacy Policy](#))
- Microsoft Office (free to UConn students through [uconn.onthehub.com](#)) ([Microsoft Accessibility Statement](#), [Microsoft Privacy Statement](#))
- Dedicated access to high-speed internet with a minimum speed of 1.5 Mbps (4 Mbps or higher is recommended).
- WebCam

For information on managing your privacy at the University of Connecticut, visit the [University's Privacy page](#).

NOTE: This course has NOT been designed for use with mobile devices.

Help

[Technical and Academic Help](#) provides a guide to technical and academic assistance.

This course is completely facilitated online using the learning management platform, [HuskyCT](#). If you have difficulty accessing HuskyCT, you have access to the in person/live person support options available during regular business hours through the [Help Center](#). You also have [24x7 Course Support](#) including access to live chat, phone, and support documents.

Minimum Technical Skills

To be successful in this course, you will need the following technical skills:

- Use electronic mail with attachments.
- Save files in commonly used word processing program formats.
- Copy and paste text, graphics or hyperlinks.
- Work within two or more browser windows simultaneously.
- Open and access PDF files.

University students are expected to demonstrate competency in Computer Technology. Explore the [Computer Technology Competencies](#) page for more information.

Evaluation of the Course

Students will be provided an opportunity to evaluate instruction in this course using the University's standard procedures, which are administered by the [Office of Institutional Research and Effectiveness](#) (OIRE).

The University of Connecticut is dedicated to supporting and enhancing teaching effectiveness and student learning using a variety of methods. The Student Evaluation of Teaching (SET) is just one tool used to help faculty enhance their teaching. The SET is used for both formative (self-improvement) and summative (evaluation) purposes.

Additional informal formative surveys may also be administered within the course as an optional evaluation tool.



Syllabus_NURS 1175W_ Spring 2021

Excluding materials for purchase, syllabus information may be subject to change. The most up-to-date syllabus is located within the course in HuskyCT.

Course and Instructor Information

Course Title: The End of Life: A Multicultural, Interdisciplinary Experience

Credits: 3

Format: Distance Learning - synchronous

Prerequisites: ENGL 1010 or 1011 or 3800

Professor: Annette T Maruca, PhD, RN-BC, CNE, CCHP

Email: annette.maruca@uconn.edu (indicate preferred method of contact)

Telephone: Office phone #: 860-486-0597

Office Hours/Availability: 9:30-11:30am Please allow at least 24 hours to respond to questions

Course Materials

Required course materials should be obtained before the first day of class.

Required textbooks are available for purchase through the [UConn Bookstore](#) (or use the Purchase Textbooks tool in HuskyCT). Textbooks can be shipped ([fees apply](#)).

Required Materials:

Item 1. Leming, M.R., & Dickinson, G.E. (2020). *Understanding dying, death & bereavement* (9th ed.) Cengage

Optional Materials:

Item 1. Long, T., & Beck, C. T. (2017). *Writing in Nursing: A brief guide*. New York: Oxford University Press

Item 2: American Psychological Association. (2020). *Publication manual of the American Psychological Association: the official guide to APA style* (7th ed.). Washington, DC: American Psychological Association.

Additional course readings and media are available within HuskyCT, through either an Internet link or Library Resources

Course Description

An examination of experiences at the end of life to enhance student awareness of related issues through societal, personal multicultural, and interdisciplinary lenses

Course Objectives

By the end of the semester, students should be able to:

1. Discuss components of the human experience at the end of life, including thoughts, perceptions, and values.
2. Experience the dimensions of culture at the end of life.
3. Describe the role of the interdisciplinary team at the end of life.
4. Address ethical, moral, and legal issues related to the end of life

5. Incorporate aesthetics as a means of understanding and communicating the human experience during end of life transitions

Course Information

Virtual Classroom:

Please note that we acknowledge the necessity of time away from the computer to reduce stress and to promote wellbeing.

Guidelines for Live Virtual Class Sessions: Let’s make our virtual platforms the best environment for everyone to learn!

Please honor these guidelines:

- Be ready to start on time (please login 10 minutes prior to class/quiz days assigned and be ready to get started). If you can't be early, be on time.
- Put cell phones on silent and away from you during the live portion of class as they can be a distraction.
- Cell phones and smart watches will not be allowed to be out or on during testing.
- Whether listening to a live lecture or narrated lecture it is best to avoid “multitasking” by checking email, shopping, etc. online, except during breaks. This is distracting and makes it difficult to learn.
- Bring your drink and snacks with you so you can be focused.
- Introduce yourself when participating. Don't assume everyone automatically recognizes your voice.
- If you are comfortable, share your video especially when speaking. It may feel weird but it is nice to feel there is some face to face contact and it shows you are engaged in the session.
- Mute yourself when not speaking. Background noise is distracting and makes it difficult to hear the speaker.
- Be professional. You may be joining the session from somewhere private but you are not alone. You are face-to-face with your peers and instructors.
- To participate, you may use the “hand” icon to show the instructor that you are raising your hand to speak or simply speak out when feasible.
- You may also type questions, share comments, and get feedback in the chat area. If you do use chat to ask a question, please allow time for the instructor to read the question and respond.

Please let the classroom instructor know if something is disrupting your focus in class so they can address it. You can discuss issues with instructors after class, during office hours, or via email.

Course Outline (and Calendar if Applicable)

Week	DATE	Topic	Readings	Assignments
Week 1	Tue – Jan 19	Introduction to Power of Caring - Review course and syllabus	Reading: Article: Fortuin et al., (2016). Death and search for meaning	
	Thur – Jan 21	<u>Learning Outcomes:</u> 1. Understand the sociological and psychological perspectives regarding conceptualizations, attitudes and feeling related to death & dying 2. Compare and contrast the various theoretical approaches to death and dying such as biological, psychological, philosophical, and anthropological	Reading: Leming & Dickinson; chap. 1, pages 12 -34	Assignment: Due 1/26 for class - .Answer questions 1-7 on page 65 in textbook - Answer Discussion Question #6 on page 67 in textbook

		Studying Dying, Death and Bereavement		
Week 2	Tue – Jan 26	<p><u>Learning Outcomes:</u></p> <ol style="list-style-type: none"> 1. Explore contemporary attitudes towards death. 2. Examine death meanings. 3. Explore the multidimensions of culture at the end of life. <p>Cultural definitions of death</p>	<p>Readings:</p> <p>Leming & Dickinson; chap 2</p>	
	Thur – Jan 28	<p><u>Learning Outcomes:</u></p> <ol style="list-style-type: none"> 1. Compare and contrast the similarities and differences on cultural beliefs, values, and practices related to end of life. <p>Perspectives on Death</p>	<p>Readings:</p> <p>Leming & Dickinson; chap 4</p>	<p>Assignment: Select a culture of interest for paper 2 in preparation for class 2/2</p>
Week 3	Tue – Feb 2	Using Research Database – Valori Banfi Librarian	<p>Reading:</p> <p>Loud et al., (2011). Researching the end of life in old age: Cultural ethical, and methodological issues, <i>Ageing & Society</i>, 31, 386–407.</p>	Begin literature search for annotated bibliography
	Thur – Feb 4	<p><u>Learning Outcomes:</u></p> <ol style="list-style-type: none"> 1. Discuss components of the human experience at the end of life, including thoughts, perceptions, and values 2. Discuss hospice movement and impact on dying and death <p>Hospice movement - Guest Speaker Dr. Lynn Allchin</p>	<p>Reading:</p> <p>Leming & Dickinson; Chap. 6, pages 186-195</p> <p>Ferrell et al. (2015). The end of life nursing education nursing consortium project <i>Annals of Palliative Care Medicine</i>, 4(2), 61-69</p>	<p>Assignment: In class reflection</p>
Week 4	Tue – Feb 9	<p><u>Learning Outcomes:</u></p> <ol style="list-style-type: none"> 1. Experience the dimensions of culture at the end of life. <p>Attitudes towards EOL issues New York Times article (link below): https://www.nytimes.com/2019/12/11/health/death-hospitals-home.html</p> <p>Social Context of Dying and Death</p>	<p>Reading:</p> <p>Leming & Dickinson Chap. , pages 141-163</p> <p>Schweda et al., (2017) Beyond cultural stereotyping: views on end-of-life decision making among religious and secular persons in the USA, Germany, and Israel, <i>BMC Medical Ethics</i>, 18(13), 2-11</p>	
	Thur – Feb 11	No online class meeting – work on Paper 1		<p>Assignment: Paper 1 Due by <i>Thursday, 2/16 by 8pm</i></p>

Week 5	Tue – Feb 16	No online class meeting		
	Thur – Feb 18	<u>Learning Outcomes:</u> 1. Appraise ethical, moral, and legal issues related to the end of life Healthcare Ethics at End of Life	Reading: Leming & Dickinson, Chapter 8 pages 225 -228 Article: Drick & Keegan, (2012) Death with Dignity Dickenson (2000) Are medical ethicists out of touch?	Assignment: In class work Reflection: a) what are the ethical issues faced by healthcare providers at EOL? b) How do healthcare providers reconcile quality of life and EOL issues?
Week 6	Tue – Feb 23	<u>Learning Outcomes:</u> 1. Incorporate aesthetics as a means of understanding and communicating the human experience during end of life transitions 2. Examine medical and nursing education and preparation for dying and death. Healthcare Systems and dying process	Reading: Leming & Dickinson, Chapter 7	
	Thur – Feb 25	<u>Learning Outcomes:</u> 1. Address ethical, moral, and legal issues related to the end of life. 2. Explore the quality of life and quality of death Legal Euthanasia	Reading: Leming & Dickinson; Chapter 8 pages 235-243 Article: Cipolletta & Oprandi (2014). What is a good death?	Assignment: Due 2/25 for class Answer question #7 on page 223 in textbook
Week 7	Tue – Mar 2	<u>Learning Outcome:</u> 1. Address ethical, moral, and legal issues related to the death and suicide Death and Suicide	Reading: Leming & Dickinson; Chapter 9	Assignment: In class reflection paper
	Thur – Mar 4	D’Esopo Funeral Chapels Guest Speaker: Janet D’Esopo Klett	Reading: Leming & Dickinson; Chapter 11	
Week 8	Tue – Mar 9	No online class meeting – Paper 2 Draft Review		
	Thur – Mar 11	<u>Learning Outcomes:</u> 1. Describe moderating role of age in dying and death practices Age and Death	Reading: Articles 1) Hakanson et al., (2017) Death of children...cross-national study; 2) Bergman et al., (2017) Moderating role of ageism	Assignment: Paper 2 Draft Due by Tuesday, 3/16 by 8pm

Week 9	Tue – Mar 16	<u>Learning Outcomes:</u> 1. Explore cultural similarities and differences in death practices Death Rituals	Reading: Leming & Dickinson, Chapter 10	
	Thur – Mar 18	No online class - work on finalizing Paper 2		
Week 10	Tue – Mar 23	<u>Learning Outcomes:</u> 1. Analyze the role of media in death attitudes and practices Media and Death	Reading: Article Freytag et al., (2019) Are television deaths good?	
	Thur – Mar 25	<u>Learning Outcomes:</u> 1. Explain the advantages of advance directives. 2. Discuss the significance of a will. Legal Aspects: Last Will, Advance Directives	Readings: Leming & Dickinson - Chap 12	Assignment: Paper 2 Final Version Due <i>Tuesday, 3/30 by 8pm</i>
Week 11	Tue – Mar 30	<u>Learning Outcomes:</u> 1. Describe the grieving process. 2. Explore bereavement practices across cultures. The Grieving Process	Reading: Leming & Dickinson, chap 14	
	Thur – Apr 1	The Final Breath: Professional and Personal Reflections on Spirituality and End of Life Guest Speaker: Jennifer Johnson Butterfly Wings Healing		Assignment: Paper 3 Draft Due <i>Tuesday, 4/6 by 8pm</i>
Week 12	Tue – Apr 6	<u>Learning Outcomes:</u> 1. Describe the role of the interdisciplinary team at the end of life. The role of the interdisciplinary team at the end of life	Reading: Articles Ho et al., (2016), Interprofessional collaboration in EOL decisions Article: Cortegiani et al. (2018).	
	Thur – Apr 8	The Last Lecture by Randy Pausch https://www.youtube.com/watch?v=j-a7LRwqwnw		Assignment: Due 4/8 for Class Answer questions related to this video
Week 13	April 11-17	SPRING BREAK - APRIL 12-16		

Week 14	Tue – Apr 20	No online class meeting – Paper 3 Draft Review		
	Thur – Apr 22	<p><u>Learning Outcomes:</u></p> <ol style="list-style-type: none"> 1. Exploring difficult communication with dying patient and family. 2. Appraising the role of the IPE in assessing, treating, and communicating with patient and family <p>Delivering bad news – collaborative team approach</p>	<p>Reading: Leming & Dickinson, Chapter 3 Articles: 1) Bowman et al., (2018), Collaborative Practice Model: Delivering bad news 2) Shaw et al. (2015). IPE palliative care</p>	<p>Assignment: Paper 3 Final Version Due Tuesday, 4/27 by 8pm</p>
Week 15	Tue – Apr 27	<p><u>Learning Outcomes:</u></p> <ol style="list-style-type: none"> 1. Explore the interdisciplinary healthcare professionals perspective of death and dying <p>Why we must be better at death Jessica Hanson, RN https://www.youtube.com/watch?v=VaYGe21Q7Lw</p>	<p>Reading: Article Ang et al. (2016). Difference in attitudes to EOL care</p>	
	Thu - Apr 29	NO CLASS READING DAYS: APRIL 29 AND 30		
Week 16	May 3-7	Online class evaluation		

**The instructor reserves the right to change weekly topics and dates accordingly as the semester progresses. All changes will be communicated in an appropriate manner.*

*** All powerpoints, materials, and handouts are the property of the instructor of record and requires explicit permission to use for purposes other than this course.*

Course Requirements and Grading

Summary of Course Grading:

Course Components	Weight
Component A	
In class writings/participation	10%
Component B	
Paper 1	20%
Component C	
Paper 2	40%
Component D	
Paper 3	30%

Component A: Class assignments, In class work and participation

During class times, there will be information writings or group work that requires attendance in the class to earn the credit. All informal writings and group work will be collected at the end of the class with names included on the actual work. There are no makeup opportunities for absences or missed class time.

- Assigned activities or discussion in class
- Individual informal writings (e.g., reflection paper)
- Your grade for this component will be calculated by participation and work completed

Component B: Paper 1 – Table of Evidence based Literature Review (2 - 3 pages)

In preparation for the second paper, students will search research literature databases for reliable published resources. The bibliography of all sources that students glean (presented in APA 7th edition reference style) will include a grid (See Example in huskyct) that will be the references in Paper 2. When reading the article or book think about these questions: *What are the main arguments? What is the point of this book or article? What topics are covered? If someone asked what this article/book is about, what would you say?* This is the summary of the article or book in the table.

Component C: Paper 2 – The Death Ways of Another Culture (1500 – 3000 words)

In this assignment, in consultation with the course instructor, the student will identify one contemporary culture **different from their own** to research. Using literature searches and other data gathering, students will examine aspects of that culture's death ways (beliefs, values, practices, traditions). Beyond merely reporting those findings, however, students will include the origins and purposes of those death customs. Students are expected to use at least one scholarly book and three scholarly peer-reviewed articles outside of readings published within the last 10 years (consult with the instructor if this presents difficulty). The paper should include a section that analyzes what you think are the implications of your findings for health care professionals. Please refer to huskyct for the grading rubric and an example of a paper.

Component D: Paper 3 – Personal Essay (1000 – 1500 words)

In this assignment, students will examine the death ways of a culture with which they identify based on their own observations along with the analytical concepts. Citations and references need only be from Leming and Dickinson (2020) or other readings from class but can include outside sources. This is a *personal essay* in which students, informed by their own experience, will apply critical, analytical attention to their own culture, not simply describing that culture's belief, values, and practices, but also analyzing, interpreting, and evaluating them.

Peer/Instructor Review of Drafts: For Papers 2 and 3, students will post a **complete draft** (meeting the minimum expectations of the assignment) via huskyct for peer review and the instructor's view. Each student will be assigned to a group of three (one group of four) other peers; peer review will occur online through a HuskyCT discussion/comment board. Students will have 24 hours to read and post review comments. Class time has been devoted for this process (note the times in the weekly schedule). After the review is completed, students should revise the draft for the final submission of the assignment.

Writing Assignments:

The assignments are designed to engage students' thinking (Bloom's taxonomy) and promote level of analysis and synthesis as well as the epistemology articulated by Carper (1978), who delineated four ways of knowing in nursing: *empirical* (research, evidence-based), *personal* (experience), *ethical* (decision making informed by professional standards), and *aesthetic* (intuitive, artistic) ways of knowing.

All papers will use APA 7th edition format.

- <https://sfcollege.libguides.com/apa7>

Grading Scale:

Undergrad

Grade	Letter Grade	GPA
93-100	A	4.0
90-92	A-	3.7

87-89	B+	3.3
83-86	B	3.0
80-82	B-	2.7
77-79	C+	2.3
73-76	C	2.0
70-72	C-	1.7
67-69	D+	1.3
63-66	D	1.0
60-62	D-	0.7
<60	F	0.0

Due Dates and Late Policy

All course due dates are identified in the Course Outline section of the syllabus. Deadlines are based on Eastern Standard Time; if you are in a different time zone, please adjust your submittal times accordingly. ***The instructor reserves the right to change dates accordingly as the semester progresses. All changes will be communicated in an appropriate manner.***

Late Policy

Assignments are expected to be handed in on time. Any assignments for class that are passed in after the due date will have **5 points** taken off for each day the assignment is late, without an approved extension by the Instructor, and assignments submitted after day 3 will be graded as a zero. As an example, an assignment handed in on day 3, the highest grade possible is 70. Communication with the course instructor is expected.

Feedback and Grades

I will make every effort to provide feedback via emails within two business days and post grades within seven to ten business days. You are welcome to stop by during office hours or arrange time to meet with me to discuss performance on a one-to-one basis. To keep track of your performance in the course, refer to My Grades in HuskyCT.

Weekly Time Commitment

You should expect to dedicate 4 to 10 hours a week to this course. This expectation is based on the various course activities, assignments, and assessments and the University of Connecticut's policy regarding credit hours. More information related to hours per week per credit can be accessed at the [Online Student website](#).

Student Authentication and Verification

The University of Connecticut is required to verify the identity of students who participate in online courses and to establish that students who register in an online course are the same students who participate in and complete the course activities and assessments and receive academic credit. Verification and authentication of student identity in this course will include:

1. Secure access to the learning management system using your unique UConn NetID and password.

Student Responsibilities and Resources

As a member of the University of Connecticut student community, you are held to certain standards and academic policies. In addition, there are numerous resources available to help you succeed in your academic work. Review these important [standards, policies and resources](#), which include:

- The Student Code
 - Academic Integrity
 - Resources on Avoiding Cheating and Plagiarism
- Copyrighted Materials
- Netiquette and Communication
- Adding or Dropping a Course

- Academic Calendar
- Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships
- Sexual Assault Reporting Policy

Policy Against Discrimination, Harassment and Related Interpersonal Violence

The University is committed to maintaining an environment free of discrimination or discriminatory harassment directed toward any person or group within its community – students, employees, or visitors. Academic and professional excellence can flourish only when each member of our community is assured an atmosphere of mutual respect. All members of the University community are responsible for the maintenance of an academic and work environment in which people are free to learn and work without fear of discrimination or discriminatory harassment. In addition, inappropriate amorous relationships can undermine the University’s mission when those in positions of authority abuse or appear to abuse their authority. To that end, and in accordance with federal and state law, the University prohibits discrimination and discriminatory harassment, as well as inappropriate amorous relationships, and such behavior will be met with appropriate disciplinary action, up to and including dismissal from the University. Additionally, to protect the campus community, all non-confidential University employees (including faculty) are required to report sexual assaults, intimate partner violence, and/or stalking involving a student that they witness or are told about to the Office of Institutional Equity. The University takes all reports with the utmost seriousness. Please be aware that while the information you provide will remain private, it will not be confidential and will be shared with University officials who can help. More information is available at equity.uconn.edu and titleix.uconn.edu. You have the right to report concerns impacting discrimination or discriminatory harassment to equity.uconn.edu. You have the right to be graded according to this course syllabus.

Religious Accommodation Policy

The complete Religious Accommodation Policy can be reviewed at <https://policy.uconn.edu/2018/08/01/religious-accommodation-policy/>. The University grants students excused absences from class or other organized academic activities for observance of a sincerely held religious practice or belief as a religious accommodation, unless the accommodation would create an undue hardship. Students whose religious holidays are not recognized by the University’s calendar should provide the instructor or academic activity organizer with the dates they will be absent in advance of the absence. Students requesting a religious accommodation should make the request directly to their instructor with as much notice as possible. Students anticipating an absence or missed coursework due to a sincerely held religious practice or belief should use best efforts to inform their instructor in writing no later than the third week of class, or one week before the absence if a conflict occurs during the first three weeks of class. Being absent from class or other educational responsibilities does not excuse students from keeping up with any information shared or expectations set during the missed class(es). Students are responsible for obtaining the materials and information provided during any class(es) missed. The student can work with the instructor to determine a schedule for making up missed work.

Final Exam Policy

In accordance with UConn policy, students are required to be available for their final exam and/or complete any assessment during the time stated. If you have a conflict with this time you must obtain official permission to schedule a make-up exam with the *Dean of Students*. If permission is granted, the Dean of Students will notify the instructor. Please note that vacations, previously purchased tickets or reservations, graduations, social events, misreading the assessment schedule, and oversleeping are not viable reasons for rescheduling a final.

School of Nursing Policies

- [Policy and Procedures for missed exams/coursework](#)
- [Laptop Policy and Recommendation](#)
- [Course Evaluation Policy](#)
- [Compliance Agency Policies](#)
- [Clinical Make-Up Plan for Prelicensure Program](#)
- [Grade Rounding Policy](#)
- [Religious Observance Conflict Policy](#)
- [Cell Phone Usage](#)

- [Social Media Policy](#)
 - [Procedure for Taking an Exam](#)
 - [Clinical Practicum and Residency Courses Policy for Pre-licensure and Graduate Nursing Students](#)
 - [Dress Code Policy](#)
 - [Policy Regarding Math Competency \(PDF\)](#)
- **Laptops:** All students are required to have their own laptop computer with wireless capability prior to the start of second semester sophomore year for baccalaureate students and prior to the start of the CEIN program. *The expectation is that students will not be surfing the web, messaging, on emails, etc. during class lecture.*

Campus Emergency Information

In case of inclement weather, a natural disaster, or a campus emergency, the University communicates through email and text message. Students are encouraged to sign up for alerts through <http://alert.uconn.edu>. Students should be aware of emergency procedures, and further information is available through the Office of Emergency Management at <http://publicsafety.uconn.edu/emergency/>. It is essential to keep your information updated within UConn's Emergency Alert System and to keep your permanent address and emergency contact information current in Peoplesoft. Read the UConn Emergency Hazard Guide to learn how to prepare for and respond to different types of emergencies at <https://publicsafety.uconn.edu/emergency/hazard-guide/>. In case of emergency (police, fire or medical) call 911. Provide the location of the emergency, your name and location, incident details and follow instructions.

Safeguarding Your Health and Well-Being

Students may experience challenges that interfere with their learning and interpersonal interactions including stress, anxiety, depression, sleep difficulties, substance use or addiction, feeling hopeless or suffering due to loss or concern for a friend or family member. There are numerous campus resources available to students including University Counseling and Mental Health Services (860-486-4705 or at <https://counseling.uconn.edu>), University Health Services (860-486-4700) and the Wellness and Prevention Services (860-486-9431). In addition, you can call the National Suicide Prevention Lifeline 1-800-273-8255 or text 1-800-799-4889 or the Alcohol & Drug Abuse Action Helpline 1-800-799-7233.

Student Email Standard

Email is considered an official method of communication at UConn School of Nursing. Students are expected to check their official UConn email on a frequent and consistent basis (recommended daily) in order to remain informed of University-related communications. Students are responsible for the consequences of not reading, in a timely fashion, University and School-related communications sent to their official UConn student email account.

Faculty Communication About Students

UConn instructional faculty, administrators and staff maintain confidentiality of student records and disclose information in accordance with the Family Educational Rights and Privacy Act (FERPA). This means that UConn officials may disclose student record information without the consent of the student in certain situations. To support University operations, for example, UConn officials share information about students with other educational officials as necessary to perform their job duties. FERPA permits this disclosure to school officials who have a legitimate educational interest in the student information. In addition, UConn officials have obligations to report information shared by a student depending on the content of that information, for example in compliance with UConn's policy on the duty to report. Unless FERPA permits a certain disclosure, UConn general requires consent from a student to disclose information from their education record to another individual. You may find additional information on the UConn FERPA website at <https://ferpa.uconn.edu>.

Retaining Syllabi and Other Student Records

It is highly recommended that students retain the course syllabus and other documents acquired throughout the program as part of your professional portfolio, as these may be needed to pursue other scholarly activities beyond

or following program completion. As life-long learners, graduates are encouraged to build their professional portfolio during the program and after graduation. Please note that the School of Nursing is only responsible for retention of student records for 7 years and therefore your records may not be accessible after this period of time.

Copyrighted Materials

My lectures, notes, handouts, and displays are protected by state common law and federal copyright law. They are my own original expression and I've recorded them prior or during my lecture in order to ensure that I obtain copyright protection. Students are authorized to take notes in my class; however, this authorization extends only to making one set of notes for your own personal use and no other use. I will inform you as to whether you are authorized to record my lectures at the beginning of each semester. If you are so authorized to record my lectures, you may not copy this recording or any other material, provide copies of either to anyone else, or make a commercial use of them without prior permission from me.

Students with Disabilities

The University of Connecticut is committed to protecting the rights of individuals with disabilities and assuring that the learning environment is accessible. If you anticipate or experience physical or academic barriers based on disability or pregnancy, please let me know immediately so that we can discuss options. Students who require accommodations should contact the Center for Students with Disabilities, Wilbur Cross Building Room 204, (860) 486-2020 or <http://csd.uconn.edu/>.

Blackboard measures and evaluates accessibility using two sets of standards: the WCAG 2.0 standards issued by the World Wide Web Consortium (W3C) and Section 508 of the Rehabilitation Act issued in the United States federal government." (Retrieved March 24, 2013 from [Blackboard's website](#))

Software/Technical Requirements (with Accessibility and Privacy Information)

The software/technical requirements for this course include:

- HuskyCT/Blackboard ([HuskyCT/ Blackboard Accessibility Statement](#), [HuskyCT/ Blackboard Privacy Policy](#))
- [Adobe Acrobat Reader](#) ([Adobe Reader Accessibility Statement](#), [Adobe Reader Privacy Policy](#))
- Google Apps ([Google Apps @ UConn Accessibility](#), [Google for Education Privacy Policy](#))
- Microsoft Office (free to UConn students through uconn.onthehub.com) ([Microsoft Accessibility Statement](#), [Microsoft Privacy Statement](#))
- Dedicated access to high-speed internet with a minimum speed of 1.5 Mbps (4 Mbps or higher is recommended).

NOTE: This course has NOT been designed for use with mobile devices.

Help

[Technical and Academic Help](#) provides a guide to technical and academic assistance.

This course is completely facilitated online using the learning management platform, [HuskyCT](#). If you have difficulty accessing HuskyCT, you have access to the in person/live person support options available during regular business hours through the [Help Center](#). You also have [24x7 Course Support](#) including access to live chat, phone, and support documents.

Minimum Technical Skills

To be successful in this course, you will need the following technical skills:

- Use electronic mail with attachments.
- Save files in commonly used word processing program formats.
- Copy and paste text, graphics or hyperlinks.

- Work within two or more browser windows simultaneously.
- Open and access PDF files.

University students are expected to demonstrate competency in Computer Technology. Explore the [Computer Technology Competencies](#) page for more information.

Evaluation of the Course

Students will be provided an opportunity to evaluate instruction in this course using the University's standard procedures, which are administered by the [Office of Institutional Research and Effectiveness](#) (OIRE).

Additional informal formative surveys may also be administered within the course as an optional evaluation tool.

Syllabus – Fall 2020

Excluding materials for purchase, syllabus information may be subject to change. The most up-to-date syllabus is located within the course in HuskyCT.

Course and Instructor Information

Course Title: Global Politics of Childbearing and Reproduction

Credits: # 3 (CA1 Arts & Humanities; CA4 Multicultural/Diversity International)

Format: Online discussion, audio-visual, case studies

Prerequisites: None

Professor: Dr. Carrie Eaton and Dr. Amy Kenefick Moore

Campus: N/A - ONLINE **Location:** HUSKY CT

Email: carrie.eaton@uconn.edu or amy.kenefick.moore@uconn.edu

Office Hours/Availability: Dr. Eaton – Mondays (virtual) 1:00p – 3:00p and Dr. Kenefick Moore by appointment

Course Materials

Required course materials should be obtained before the first day of class.

Required textbooks are available for purchase through the [UConn Bookstore](#) (or use the Purchase Textbooks tool in HuskyCT). Textbooks can be shipped ([fees apply](#)).

Holloway, K. (2006). *Monique and the Mango Rains: Two Years with a Midwife in Mali*.
Waveland Press, IL.

Please note that e-book access is currently available at the UConn library:

[UConn Library](#) / Search Field: Monique and the Mango Rains / online book access

Additional course readings and media are available within HuskyCT, through either an Internet link or Library Resources

Course Description

Maternal health and reproductive issues on a global scale. Focused and sustained examination of the social, cultural, and political forces which organize childbirth and reproductive experiences. CA 1. CA 4-INT.

Course Objectives

By the end of the semester, students should be able to:

- 1) Describe reproduction & childbearing practices within multiple social, historical, and political contexts.
- 2) Identify the political, social, and historical birth practices which affect global reproductive decisions and experiences.
- 3) Demonstrate understanding of the relationship between social and political understandings of the reproductive body and cultural representations thereof.
- 4) Describe how policies regarding birth and contraception influence women, and how such influences are mediated by class, race, location, sexuality, and access to resources.
- 5) Evaluate the availability, access, and quality of reproductive medical interventions globally and transnationally.

Course Outline (subject to change)

Week #	Class Date	Location	Reading	Assignment	Due Dates
Module 1					
Week 1	Sept 1 Tues	HuskyCT	Review Syllabus	Discussion Board Intro Assignment #1: Introduction Post (component A_5%)	9/2/20 by 8p
	Sept 3 Thurs	HuskyCT	<p>Module 1 Topic:s Culture Stories: How Birth is Given Meaning, How Meaning is Given Birth</p> <p>Required Readings:</p> <p>*E-book available via UConn Library Selin, H., & Stone, P.K. (2009). Childbirth Across Cultures: Ideas and Practices of Pregnancy, Childbirth, and the Postpartum.</p> <p>*Required Reading in E-Book (PDFs available on HuskyCT):</p> <p>Birth and the Big Bad Wolf: An Evolutionary Perspective Pages 1-22 A History of Western Medicine, Labor, and Birth Pages 41-51</p>		
Module 1					
Week 2	Sept 8 Tues	Husky CT	<p>Alexander Tsiaras: Conception to Birth TED Talk (In Class) Conception to Birth</p> <p>Selin, H., & Stone, P.K. (2009). Childbirth Across Cultures: Ideas and Practices of Pregnancy, Childbirth, and the Postpartum. Culturally Diverse Women Giving Birth: Their Stories Pages 33-39</p> <p>Childbirth Across Culture</p> <p>Selin, H., & Stone, P.K. (2009). Childbirth Across Cultures: Ideas and Practices of</p>	Discussion Board Post Assignment #2: Discussion Board Post (component A_5%)	9/8/20, 8p

			Pregnancy, Childbirth, and the Postpartum. Childbirth Experiences in Malawi Pages 235-244		
	Sept 10 Thurs	Husky CT	Monique and the Mango Rains Chapters 1-2		
Module 1					
Week 3	Sept 15 Tues	Husky CT	Monique and the Mango Rains Chapters 3-4	Assignment #3: Monique and the Mango Rains Chapters 3-4 (component A_5%)	9/15/20, 8p
	Sept 17 Thurs	Husky CT	Determine Groups and Cultures for Component D (25%)	Discussion Board Post Topic Ideas Meet and Greet Max group size = 2 Requirement: 1 general education major; 1 nursing major per group	9/20/20, 8p
Module 1					
Week 4	Sept 22 Tues	Husky CT	Monique and the Mango Rains Chapters 5-6	Assignment #4: Monique and the Mango Rains_Chapters 5-6 (component A_5%)	9/22/20, 8p
	Sept 24 Thurs	HuskyCT	Monique and the Mango Rains Chapters 7-8		
Module 2					
Week 5	Sept 29 Tues	Husky CT	Module 2 Topics: Birth policies, practices, and expectations (through history) Module 2 Topic: Conception, Control, and Access Selin, H., & Stone, P.K. (2009). Childbirth Across Cultures: Ideas and Practices of Pregnancy, Childbirth, and the Postpartum.	Assignment #5: Monique and the Mango Rains_Chapters 7-8 (component A_5%)	

			Childbirth in China Pages 55-67 One Child Nation Documentary (available on Amazon Prime) showing 1 via Zoom Time TBD		
	Oct 1 Thurs	Husky CT	One Child Nation Documentary showing 2 via Zoom Time TBD		
Module 2					
Week 6	Oct 6 Tues	HuskyCT	Monique and the Mango Rains Chapters 9-10	Assignment #6: One Child Nation (component A_5%)	10/6/20, 8p
	Oct 8 Thurs	HuskyCT	Monique and the Mango Rains Chapter 11		10/11/20, 8p
Module 2					
Week 7	Oct 13 Tues	Husky CT	Exam Review		10/13/20, 8p
Module 2					
	Oct 15 Thurs	Husky CT	Module 1-2 Exam (Essay)	Component B_15%	Due by 10/15/20, 8p
Module 3					
Week 8	Oct 20 Tues	Husky CT	Module 3 Topic: Historical and current political and social practices and standards Valenti, J. (2007). Full frontal feminism: A young woman's guide to why feminism matters. "Real Women Have Babies" _ Chapter 8_in Full Frontal Feminism Pages 155 – 164. (available on HuskyCT) Read and/or listen to prior to class: Circumcision NPR (available on Husky CT) Female Circumcision Half the Sky Documentary (via UConn library)	Assignment #7: Discussion Board Post (component A_5%)	

		(available on HuskyCT) If you have access – Suggested Viewing: Call the Midwife_Season 6_Episode 6_FGM		
Oct 22 Thurs	Husky CT	All My Babies Stoney, G. C., Coley, M. F. H., Flicker Alley , distributor, & Georgia. Department of Public Health. presenter. (2015). <i>All my babies ... a midwife's own story.</i> https://primo-pmtna01.hosted.exlibrisgroup.com/permalink/f/1spco6n/01UCT_ALMA51544506070002432		

Module 3

Week 9	Oct 27 Tues	HuskyCT	<p>Topic: Maternal Morbidity and Mortality</p> <p>Ban Ki-moon, Global Strategy for Women's and Children's Health: http://www.everywomaneverychild.org/images/content/files/global_strategy/full/20100914_gswch_en.pdf</p> <p>Thaddeus S, Maine D. Too far to walk: Maternal mortality in context. Social Science & Medicine 1994; 38(8): 1091-1110. https://www.researchgate.net/publication/46505614_Too_far_to_walk_Maternal_mortality_in_context</p> <p>Rosenfeld A, Maine D. Maternal mortality—a neglected tragedy: Where is the M in MCH? The Lancet, July 13,</p>	<p>Assignment #8: Discussion Board Post (component A_5%)</p>	
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		<p>1985. http://www.unicef.org/deopro/files/A_Rosenfield_et_al_Maternal_Mortality_1985.pdf</p> <p>Fathella M. On Safe Motherhood at 25 Years: Looking Back, Moving Forward. http://www.figo.org/sites/default/files/uploads/On_Safe_Motherhood_2077802.pdf</p> <p>Why did Mrs. X Die? https://www.youtube.com/watch?v=gS7fCvC1e1k</p> <p>The Partnership for Maternal, Newborn & Child Health: http://www.who.int/pmnch/en/</p> <p>White Ribbon Alliance: http://whiteribbonalliance.org/</p> <p>Trends in Maternal Mortality 1990-2013 https://apps.who.int/iris/bitstream/handle/10665/112682/9789241507226_eng.pdf;jsessionid=3F8511457DE797C28335EBD17BEA262F?sequence=2</p>		
Oct 29 Thurs	Husky CT	<p>Topic: Breastfeeding: AAP policy statement on breastfeeding (available on HuskyCT)</p> <p>HIV and breastfeeding guidelines and summary of evidence (available on HuskyCT)</p> <p>Optimal duration of breastfeeding (available on HuskyCT)</p> <p>WHO code for breastfeeding (available on HuskyCT)</p>	<p>Assignment #9_Debate (component A_5%) Students will formulate a debate question via the discussion board based on the readings from Reading assignments will guide discovery. Students are welcome to supplement their knowledge and understanding with additional, self-identified resources. All students</p>	<p>Part I: 10/29/20, 8p</p> <p>Part II: 11/1/20, 8p</p>

			<p>Surgeon General's 2011 call to action for breastfeeding (available on HuskyCT)</p> <p>WHO's baby friendly initiative (available on HuskyCT)</p> <p>LINK: The Gap in Global Guidelines in Human Milk Banking</p> <p>LINK: Got Milk: The Underground Online Marketplace for Human Breastmilk</p> <p><u>Viewing vs. Reading Option:</u> Netflix Documentary Unwell – Bulking Up with Breastmilk</p>	are required to propose a debate question by 10/29/2020, 8p (Part I). Each student will respond to at least one debate question posed by a peer by 11/1/20, 8p (Part II).	
Module 3					
Week 10	Nov 3 Tues	Husky CT	<p>Half the Sky Part I Available for viewing via UConn Library Half the Sky Part I Ferrari, M., Chang, M., Bennett, J., Chermayeff, M., Clooney, G., Kristof, N. D., WuDunn, S., Ferrera, A., Lane, D., Mendes, E., Ryan, M., Union, G., Wilde, O., Hanna, R., Held, W., Shepherd, E. D., Sharp, H., Abondolo, N., Fugitive Films, production company, & Independent Television Service, contributor. (2012). <i>Half the sky. Part 1.</i></p>	Assignment #10: Half the Sky Part I Quiz (component A_5%)	11/8/20, 8p
	Nov 5 Thurs	Husky CT	Con't Half the Sky Part I		
Module 4					
Week 11	Nov 10 Tues	HuskyCT	<p>Half the Sky Part II Half the Sky Part II Ferrari, M., Chang, M., Bennett, J., Chermayeff, M.,</p>	Assignment #11: Half the Sky Part II Quiz (component A_5%)	11/15/20, 8p

			Clooney, G., Kristof, N. D., WuDunn, S., Ferrera, A., Lane, D., Mendes, E., Ryan, M., Union, G., Wilde, O., Hanna, R., Held, W., Shepherd, E. D., Sharp, H., Abondolo, N., Fugitive Films, production company, & Independent Television Service, contributor. (2012). <i>Half the sky. Part 2.</i>		
	Nov 12 Thurs	Husky CT	Con't Half the Sky Part II	Assignment #12: Topic of Choice Assignment. Details to come (component A_5%)	
Module 4					
Week 12	Nov 17 Tues	Husky CT	Work on PowerPoint Project	If requesting a review of the project – draft due by Tuesday, 9/17/20, 8p	
	Nov 19 Thurs	Husky CT	Work on PowerPoint Project		
Week 13	Thanksgiving Break No Class 11/22/20-11/28/20				
Module 4					
Week 14	Dec 1 Tues	Husky CT	PowerPoint Project Due	Upload your PowerPoint to Husky CT Component C_10%	12/1/20, 8p
	Dec 3 Thurs		Module 3-4 Exam (Essay)	Component D_15%	
Module 5					
Week 15	Dec 8 Tues		Reading Day – No Class		
	Dec 10 Thurs		Reading Day – No Class		
Module 5					
Week 16	Final exam week Fall 2020 Dec				

14-20			
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**The instructor reserves the right to change dates accordingly as the semester progresses. All changes will be communicated in an appropriate manner.*

Course Requirements and Grading

Summary of Course Grading:

Course Components	Weight
Component A	60%
Component B	15%
Component C	10%
Component D	15%

Component A

Assignments Related to the Reading and/or Videos (12 @ 5% each)

Component B

Module 1-2 Essay

Component C

PowerPoint Presentation

Component D

Module 3-4 Essay

Grading Scale:

Undergrad

Grade	Letter Grade	GPA
93-100	A	4.0
90-92	A-	3.7
87-89	B+	3.3
83-86	B	3.0
80-82	B-	2.7
77-79	C+	2.3
73-76	C	2.0
70-72	C-	1.7
67-69	D+	1.3
63-66	D	1.0
60-62	D-	0.7
<60	F	0.0

Due Dates and Late Policy

All course due dates are identified in the syllabus. Deadlines are based on Eastern Standard Time; if you are in a different time zone, please adjust your submittal times accordingly. *The instructor reserves the right to change dates accordingly as the semester progresses. All changes will be communicated in an appropriate manner.*

Late Policy...

Late assignments may also separately impact the Professionalism and Accountability evaluation within your PRAXIS assessment. A failing PRAXIS assessment is a potential consequence of late submission of assigned work, which in turn will result in failure of the course pursuant to PRAXIS.

Feedback and Grades

I will make every effort to provide feedback and grades bi-weekly. To keep track of your performance in the course, refer to My Grades in HuskyCT.

Student Responsibilities and Resources

As a member of the University of Connecticut student community, you are held to certain standards and academic policies. In addition, there are numerous resources available to help you succeed in your academic work. Please review these important [standards, policies and resources](#), which include:

- The Student Code
 - Academic Integrity
 - Resources on Avoiding Cheating and Plagiarism
- Copyrighted Materials
- Netiquette and Communication
- Adding or Dropping a Course
- Academic Calendar
- Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships
- Sexual Assault Reporting Policy

Policy Against Discrimination, Harassment and Related Interpersonal Violence

The University is committed to maintaining an environment free of discrimination or discriminatory harassment directed toward any person or group within its community – students, employees, or visitors. Academic and professional excellence can flourish only when each member of our community is assured an atmosphere of mutual respect. All members of the University community are responsible for the maintenance of an academic and work environment in which people are free to learn and work without fear of discrimination or discriminatory harassment. In addition, inappropriate amorous relationships can undermine the University's mission when those in positions of authority abuse or appear to abuse their authority. To that end, and in accordance with federal and state law, the University prohibits discrimination and discriminatory harassment, as well as inappropriate amorous relationships, and such behavior will be met with appropriate disciplinary action, up to and including dismissal from the University. Additionally, to protect the campus community, all non-confidential University employees (including faculty) are required to report sexual assaults, intimate partner violence, and/or stalking involving a student that they witness or are told about to the Office of Institutional Equity. The University takes all reports with the utmost seriousness. Please be aware that while the information you provide will remain private, it will not be confidential and will be shared with University officials who can help. More information is available at equity.uconn.edu and titleix.uconn.edu. You have the right to report concerns impacting discrimination or discriminatory harassment to equity.uconn.edu. You have the right to be graded according to this course syllabus.

Religious Accommodation Policy

The complete Religious Accommodation Policy can be reviewed at <https://policy.uconn.edu/2018/08/01/religious-accommodation-policy/>. The University grants students excused absences from class or other organized academic activities for observance of a sincerely held religious practice or belief as a religious accommodation, unless the accommodation would create an undue hardship. Students whose religious holidays are not recognized by the University's calendar should provide the instructor or academic activity organizer with the dates they will be absent in advance of the absence. Students requesting a religious accommodation should make the request directly to their instructor with as much notice as possible. Students anticipating an absence or missed coursework due to a sincerely held religious practice or belief should use best efforts to inform their instructor in writing no later than the third week of class, or one week before the absence if a conflict occurs during the first three weeks of class. Being absent from class or other educational responsibilities does not excuse students from keeping up with any information shared or expectations set during the missed class(es). Students are responsible for obtaining the materials and information provided during any class(es) missed. The student can work with the instructor to determine a schedule for making up missed work.

Final Exam Policy

In accordance with UConn policy, students are required to be available for their final exam and/or complete any assessment during the time stated. If you have a conflict with this time you must obtain official permission to schedule a make-up exam with the *Dean of Students*. If permission is granted, the Dean of Students will notify the instructor. Please note that vacations, previously purchased tickets or reservations, graduations, social events, misreading the assessment schedule, and oversleeping are not viable reasons for rescheduling a final.

School of Nursing Policies

- [Policy and Procedures for missed exams/coursework](#)
 - [Laptop Policy and Recommendation](#)
 - [Course Evaluation Policy](#)
 - [Compliance Agency Policies](#)
 - [Clinical Make-Up Plan for Prelicensure Program](#)
 - [Grade Rounding Policy](#)
 - [Religious Observance Conflict Policy](#)
 - [Cell Phone Usage](#)
 - [Social Media Policy](#)
 - [Procedure for Taking an Exam](#)
 - [Clinical Practicum and Residency Courses Policy for Pre-licensure and Graduate Nursing Students](#)
 - [Dress Code Policy](#)
 - [Policy Regarding Math Competency \(PDF\)- For Senior 2020 & CEIN 2019](#)
 - [New Policy Regarding Math Competency \(PDF\) – Junior 2021 & CEIN 2020](#)
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- **Laptops:** All students are required to have their own laptop computer with wireless capability prior to the start of second semester sophomore year for baccalaureate students and prior to the start of the CEIN program. *The expectation is that students will not be surfing the web, messaging, on emails, etc. during class lecture.*
 - **Clinical Agency Dismissal Statement:** "Removal from clinical by agency personnel is grounds for failure in the course."
 - The School of Nursing reserves the right to make final decision regarding clinical assignments and to modify such clinical assignments to facilitate the student's completion of the course objectives.

Campus Emergency Information

In case of inclement weather, a natural disaster, or a campus emergency, the University communicates through email and text message. Students are encouraged to sign up for alerts through <http://alert.uconn.edu>. Students should be aware of emergency procedures, and further information is available through the Office of Emergency Management at <http://publicsafety.uconn.edu/emergency/>. It is essential to keep your information updated

within UConn's Emergency Alert System and to keep your permanent address and emergency contact information current in Peoplesoft. Read the UConn Emergency Hazard Guide to learn how to prepare for and respond to different types of emergencies at <https://publicsafety.uconn.edu/emergency/hazard-guide/>. In case of emergency (police, fire or medical) call 911. Provide the location of the emergency, your name and location, incident details and follow instructions.

Safeguarding Your Health and Well-Being

Students may experience challenges that interfere with their learning and interpersonal interactions including stress, anxiety, depression, sleep difficulties, substance use or addiction, feeling hopeless or suffering due to loss or concern for a friend or family member. There are numerous campus resources available to students including University Counseling and Mental Health Services (860-486-4705 or at <https://counseling.uconn.edu>), University Health Services (860-486-4700) and the Wellness and Prevention Services (860-486-9431). In addition, you can call the National Suicide Prevention Lifeline 1-800-273-8255 or text 1-800-799-4889 or the Alcohol & Drug Abuse Action Helpline 1-800-799-7233.

Student Email Standard

Email is considered an official method of communication at UConn School of Nursing. Students are expected to check their official UConn email on a frequent and consistent basis (recommended daily) in order to remain informed of University-related communications. Students are responsible for the consequences of not reading, in a timely fashion, University and School-related communications sent to their official UConn student email account.

Faculty Communication About Students

UConn instructional faculty, administrators and staff maintain confidentiality of student records and disclose information in accordance with the Family Educational Rights and Privacy Act (FERPA). This means that UConn officials may disclose student record information without the consent of the student in certain situations. To support University operations, for example, UConn officials share information about students with other educational officials as necessary to perform their job duties. FERPA permits this disclosure to school officials who have a legitimate educational interest in the student information. In addition, UConn officials have obligations to report information shared by a student depending on the content of that information, for example in compliance with UConn's policy on the duty to report. Unless FERPA permits a certain disclosure, UConn general requires consent from a student to disclose information from their education record to another individual. You may find additional information on the UConn FERPA website at <https://ferpa.uconn.edu>.

Retaining Syllabi and Other Student Records

It is highly recommended that students retain the course syllabus and other documents acquired throughout the program as part of your professional portfolio, as these may be needed to pursue other scholarly activities beyond or following program completion. As life-long learners, graduates are encouraged to build their professional portfolio during the program and after graduation. Please note that the School of Nursing is only responsible for retention of student records for 7 years and therefore your records may not be accessible after this period of time.

Copyrighted Materials

My lectures, notes, handouts, and displays are protected by state common law and federal copyright law. They are my own original expression and I've recorded them prior or during my lecture in order to ensure that I obtain copyright protection. Students are authorized to take notes in my class; however, this authorization extends only to making one set of notes for your own personal use and no other use. I will inform you as to whether you are authorized to record my lectures at the beginning of each semester. If you are so authorized to record my lectures, you may not copy this recording or any other material, provide copies of either to anyone else, or make a commercial use of them without prior permission from me.

Students with Disabilities

The University of Connecticut is committed to protecting the rights of individuals with disabilities and assuring that the learning environment is accessible. If you anticipate or experience physical or academic barriers based on disability or pregnancy, please let me know immediately so that we can discuss options. Students who require accommodations should contact the Center for Students with Disabilities, Wilbur Cross Building Room 204, (860)

486-2020 or <http://csd.uconn.edu/>.

Blackboard measures and evaluates accessibility using two sets of standards: the WCAG 2.0 standards issued by the World Wide Web Consortium (W3C) and Section 508 of the Rehabilitation Act issued in the United States federal government." (Retrieved March 24, 2013 from [Blackboard's website](#))

Software/Technical Requirements (with Accessibility and Privacy Information)

The software/technical requirements for this course include:

- HuskyCT/Blackboard ([HuskyCT/ Blackboard Accessibility Statement](#), [HuskyCT/ Blackboard Privacy Policy](#))
- [Adobe Acrobat Reader](#) ([Adobe Reader Accessibility Statement](#), [Adobe Reader Privacy Policy](#))
- Google Apps ([Google Apps @ UConn Accessibility](#), [Google for Education Privacy Policy](#))
- Microsoft Office (free to UConn students through uconn.onthehub.com) ([Microsoft Accessibility Statement](#), [Microsoft Privacy Statement](#))
- Dedicated access to high-speed internet with a minimum speed of 1.5 Mbps (4 Mbps or higher is recommended).

NOTE: This course has NOT been designed for use with mobile devices.

Help

[Technical and Academic Help](#) provides a guide to technical and academic assistance.

This course is completely facilitated online using the learning management platform, [HuskyCT](#). If you have difficulty accessing HuskyCT, you have access to the in person/live person support options available during regular business hours through the [Help Center](#). You also have [24x7 Course Support](#) including access to live chat, phone, and support documents.

Minimum Technical Skills

To be successful in this course, you will need the following technical skills:

- Use electronic mail with attachments.
- Save files in commonly used word processing program formats.
- Copy and paste text, graphics or hyperlinks.
- Work within two or more browser windows simultaneously.
- Open and access PDF files.

University students are expected to demonstrate competency in Computer Technology. Explore the [Computer Technology Competencies](#) page for more information.

Evaluation of the Course

Students will be provided an opportunity to evaluate instruction in this course using the University's standard procedures, which are administered by the [Office of Institutional Research and Effectiveness](#) (OIRE).

Additional informal formative surveys may also be administered within the course as an optional evaluation tool.



Syllabus – NURS 4230W Fall 2022

Excluding materials for purchase, syllabus information may be subject to change. The most up-to-date syllabus is located within the course in HuskyCT.

Course and Instructor Information

Course Title: NURS 4230: Quality Improvement and Evidence Based Practice in Nursing
Credits: # 3
Format:
Professor:
Email:
Office Hours/Availability:

Course Materials

Required course materials should be obtained before the first day of class.

Textbooks and course materials will be available at [UConn Bookstore](#) or at uconn.bncollege.com

Required Materials:

American Psychological Association. (2009). *Publication manual of the American Psychological Association* (6th ed.). Washington, D.C.: Author.

LoBiondo-Wood, G., Haber, J., & Titler, M. (2018). *Evidence-based practice for nursing and healthcare quality improvement*. St. Louis, MO: Mosby Elsevier.

Polit, D. & Beck, C.T. (2017). *Nursing research: Generating and assessing evidence for nursing practice* (10th ed.) Philadelphia: Lippincott.

Optional Materials:

Recommended Journals

Health Affairs

Health Care: The Journal of Delivery Science and Innovation

International Journal of Evidence-Based Healthcare

Journal of Healthcare Quality

Journal of Nursing Care Quality

Additional course readings and media are available within HuskyCT, through either an Internet link or Library Resources.

Course Description

The course provides a framework for health care system change through evidence based practice and quality improvement (QI). Strategies for implementing evidence based practice (EBP) are addressed. QI processes, use of information technology to monitor and evaluate quality indicators, and implementation of strategies to improve outcomes are addressed.

Course Objectives

By the end of the course, students should be able to:

1. Differentiate QI frameworks for implementing EBP in clinical settings.
2. Evaluate clinical practice to improve healthcare outcomes and improve care for those with health care disparities.
3. Utilize information technology to analyze quality indicators and other sources of data within the context of the specific populations, cultures and organizations.
4. Design a strategy for implementing EBP practice change based on a QI model/framework.

Course Outline (and Calendar if Applicable)

DATE	TOPIC	READINGS/ASSIGNMENTS DUE
	The need for quality improvement (QI) in healthcare; seminal white papers and research; Performing a literature search and creating an annotated bibliography	Institute for Healthcare Improvement (IHI) Model for improvement; http://www.ihl.org/education/IHIOpenSchool/Courses/Pages/default.aspx Identification of a clinical problem
	How to read a scientific article Critical analysis tools (Joanna Briggs Institute) Critiquing Qualitative Research	IHI Open School Modules QI 101-103 Assignment 1 Draft Review
	Introduction to QI tools (fishbone diagram, 5 whys, flow diagram, stakeholder analysis) Critiquing Quantitative Research	Microanalysis assignment of the identified clinical problem Assignment 2 Draft Review
	Change theory, cultural barriers to enacting changes, strategies for motivating healthcare providers to enact change	Assignment 1 Annotated Bibliography Due Quantitative Article Critique Draft Review
	Planning and implementing small-scale PDSA cycles for QI projects	Assignment 2 Qualitative Critique Due

		Microanalysis assignment of the identified clinical problem due
	Collecting baseline data prior to initiating change; planning the intervention	Assignment 3 Quantitative Critique Due IHI Open School Modules QI 104-105 Plan for baseline data collection and preliminary aims statement due
	Strategies for intervention implementation	Baseline data collection with a final aims statement due
	Assessing effects of the tested changes; methods and value of run charts to enhance understanding of whether the tested changes are leading to improvement	IHI Open School module QI 201 First PDSA Cycle Implementation Plan due
	Analysis of change and summarizing findings	IHI PDSA worksheet for testing changes
	Life cycle of a QI project; repeated PDSA cycles	First PDSA Cycle analysis due IHI PDSA worksheet for testing changes
	Problem-solving the change process	IHI PDSA worksheet for testing changes
	Reflecting on ways to implement, sustain and expand tested changes	Project presentation draft due IHI PDSA worksheet for testing changes
	Dissemination strategies	Second PDSA Cycle analysis due
	Project Presentation & Evaluation	Project Presentations due
	Final Exam	Final Exam

Course Requirements and Grading

Summary of Course Grading:

Didactic Course Components (45% of course grade)	Weight
1. ATI Standardized Exam	10%
2. Evidence Based Practice Assignment	10%
3. Weekly Quizzes (5 questions each)	60%
4. Final Exam	10%
5. Oral Presentation & Evaluation	10%
Writing Section Components (55% of course grade)	
1. Annotated Bibliography and Paper 3 Outline	20%
2. Quality Analysis of the Literature	30%
3. Recommendation for Clinical Practice & Oral Presentation	50%

W Course Component:

The UConn undergraduate general education program includes two writing-intensive (W) courses, one an elective of a student's choosing and the other required by the degree major. This course is required for all undergraduate nursing majors. Like all W courses, this course assigns a minimum of 15 pages of graded revised writing (through

draft reviews and revision before submission for a grade), provides direct instruction on writing in nursing, and requires that students must pass the writing component in order to pass the course. Students in the nursing program must earn a C or higher in the course.

General Paper Guidelines:

In accordance with the intent of the W course, students will develop their writing throughout the semester with the draft and revision process. Throughout the course, writing instruction will occur individually or as a group. Feedback will be provided via individual papers or individual conferences, by each section's faculty member. All final versions of assigned papers will be graded.

- All papers should be double spaced, with 1" margins, using 12-point Times New Roman Font.
- All papers will include a title page (not included in the total page requirement for paper).
- APA style, 7th ed. is required.
- All first drafts will be submitted in HuskyCT by the due date, reviewed and returned with feedback for further development of the final version submitted for a grade.
- All final versions will be submitted through HuskyCT by the due date and will be graded.
- Grading rubrics can be found on HuskyCT.

Writing Section Evaluation:

Writing Section Topic: Specific clinical problem

Students are expected to produce three writing assignments. Students will follow APA format and style of the 7th edition of the Publication Manual of the American Psychological Association (2019). Students will submit drafts of the four assignments for review, revision, and final submission. Students will revise the assignments based on the comments and suggestions of peers and the instructor for the final draft which will be submitted via Husky CT.

***Drafts must be submitted on time by 8:00 am on the day the assignment is due. There are no extensions.**

***Drafts must meet the minimum specifications of the assignment to earn full point value.**

****Ten points will be subtracted from the grade if the draft assignment is late.**

In their writing sections students will produce three major assignments:

1) An annotated bibliography (20% of the writing section's grade); 2) a critique of a qualitative study and a quantitative study (30% of the writing section's grade); and 3) a recommendation for clinical practice (50% of the writing section's grade). Because this is a W course, students will produce drafts of each assignment for review and revision, and students must pass their writing section in order to pass NURS 4230W. The three assignments will be produced (format, citations, references) according to the current APA style manual.

1. Annotated Bibliography and Outline of Paper 3 (3-4 pages). Focused on a specific healthcare issue, this bibliography will include at least 6 peer-reviewed original-research journal articles (half of them qualitative studies, half of them quantitative studies). For each article, students will provide an abstract that annotates the reference (a brief summary of the article's conceptual framework, sample, method, data collection, and salient findings).

2. Quality Analysis of the Literature (6 pages). Selecting one of the qualitative and one of the quantitative studies from the Annotated Bibliography, students will analyze the study's methods,

findings, and significance. The critique will include: A background discussion of the relevant health issue (including citation of any relevant references); a description of the article's phenomenon of interest, purpose, method, sampling, data collection, and data analysis; a discussion of the article's salient findings; a discussion of these findings' significance and implications for nursing practice.

Qualitative Article - Among the questions to consider:

Phenomenon of Interest

- What is the phenomenon and how clearly is it stated?
- What is the justification for using a qualitative method? What are the philosophical foundations of the method?

Purpose

- What is the purpose of the article?
- What is the proposed significance?

Method

- Is the method used to collect data compatible with the stated purpose?
- Is the method adequate to examine the phenomenon?
- If a particular approach is stated, does the study carry through that approach to completion?

Sampling

- What type of sampling was used and was it appropriate for the method?
- Were the informants chosen appropriate for this research?

Data Collection

- Did data collection focus on human experience?
- Does the author describe data collection activities?
- Does the author adequately address protection of human subjects?
- Does the author describe saturation of the data?
- What were the procedures for collection data?

Data Analysis

- How did the author analyze the data?
- Did the author remain true to the data?
- Can the reader follow the steps described for data analysis?
- Does the author address credibility, auditability, and fittingness of the data?

Credibility: Do participants recognize the experience as their own? Has the researcher provided adequate time to understand the phenomenon fully?

Auditability: Can the reader follow the researcher's thinking? Does the author document the research process?

Fittingness: Are the findings applicable outside of the study situation? Are the results meaningful to individuals not involved in the research? Is the analysis method compatible with the purpose of the study?

Findings

- Are the findings presented within a context?
- Is the reader able to apprehend the essence of the experience from the report of the findings?
- Are the researcher's conceptualizations true to the data?
- Does the researcher place the study/article in the context of what is already known about the phenomenon; was the existing literature on the topic related to the findings?

Conclusions, Implications, and Recommendations

- Do the conclusions, implications, and recommendations suggest a context in which the reader might use the findings?
- How do the conclusions reflect the study findings?
- What are the recommendations for future study; are they congruent with the findings?
- How has the researcher made explicit the significance of the study to nursing theory, research, or practice?

[Adapted from LoBiondo-Wood, G., & Haber, J. (2010). Nursing research: Methods and critical appraisal for evidence-based practice, 7th ed. St. Louis, MO: Mosby Elsevier.]

Quantitative Study - Among the questions to consider:

Background and Significance

- Are the background and significance of the research question or hypothesis appropriately presented in the article's introduction?

Research Question and Hypothesis

- What research question or hypothesis are stated; are they appropriate to express a relationship between an independent and dependent variable?
- Has the research question or hypothesis been placed in the context of an appropriate theoretical framework?
- Has the research question or hypothesis been substantiated by adequate experiential and scientific background material?
- How have the purpose, aims, or goals of the study been substantiated?
- Is each research question or hypothesis specific to one relationship, so that each research question or hypothesis can be either supported or not supported?

- Given the level of evidence suggested by the research question, hypothesis, and design, what is the potential applicability to nursing practice?

Review of the Literature

- Does the search strategy include an appropriate and adequate number of databases and other resources to identify key published and unpublished research and theoretical (background) sources?
- Is there an appropriate theoretical or conceptual framework that guides development of the research study?
- Does the literature review include both theoretical and research literature?
- What gaps or inconsistencies in knowledge or research does the literature uncover so that the article builds on earlier studies?
- In reviewing the previous studies, does the article critique them to identify their strengths, weaknesses, and limitations?
- Is the literature review clearly and logically organized?
- Is there a summary synthesis that presents the overall strengths and weaknesses of previous studies; does it arrive at a logical conclusion that generates research questions or hypotheses?

Methods

Validity

- What are the controls for threats to internal and external validity, and are those controls appropriate?
- What are the sources of bias and are they dealt with appropriately?
- How do the threats to validity contribute to the strength and quality of evidence provided by the design and findings?
- How was the fidelity of the study maintained?

Research Design

- What type of design is used in the study and was the rationale for the design coherent?
- Does the design used seem to flow from the proposed research question or hypothesis, theoretical framework, and literature review?
- What types of controls are provided that increase or decrease bias?

Sampling

- What type of sampling strategy is used and was it appropriate for the design?
- How was the sample selected and was the selection strategy used appropriate for the design?
- Does the sample reflect the population as identified in the research question or hypothesis (i.e. is it representative)?
- Is the sample size appropriate, and how was it substantiated?

- To what population may the findings be generalized, and what are the limitations to generalizability?

Legal-Ethical Issues

- How have the rights of subjects been protected?
- What indications are given that institutional review board (IRB) approval has been obtained?
- What evidence is given that informed consent of the subjects has been ensured?

Data-Collection Methods and Procedures

- Physiological measurement: Is a rationale given for why a particular instrument or method was selected, and what was the rationale? What provision is made for maintaining accuracy of the instrument and its use, if any?
- Observation: Who did the observing? How were the observers trained and supervised to minimize bias? Was there an observation guide? Was interrater reliability calculated? Is there any reason to believe that the presence of observers affected the behavior of the subjects?
- Interviews: Who were the interviewers, and how were they trained and supervised to minimize bias? Is there any evidence of interview bias, and, if so, what is it? How does it affect the strength and quality of evidence?
- Questionnaires: What is the type and/or format of the questionnaires (e.g., Likert, open ended)? Are the operational definitions provided by the instruments consistent with the conceptual definitions? Is the format appropriate for use with this population? What type of bias is possible with this questionnaire format?
- Available data and records: Are the records or data sets used appropriate for the research question or hypothesis? What sources of bias are possible with use of records or existing data sets?

Instrument Reliability and Validity

- Was an appropriate method used to test the reliability of the instruments and was the reliability adequate? Was an appropriate method used to test the validity of the instruments?
- Does the article present the strengths and weaknesses related to reliability and validity of the instruments? What kinds of threats to validity are presented as weaknesses in reliability and/or validity?
- How do the reliability and validity affect the strength and quality of evidence provided by the published study findings?

Data Analysis

- Were the descriptive or inferential statistics appropriate to the level of measurement for each variable? Are the inferential statistics appropriate for the type of design, hypothesis, or research question?

- If tables or figures are used, do they: a) Supplement and economize the text? b) Have precise titles and headings? c) Do not merely repeat the text?
- Did testing of the hypothesis or research question clearly support or not support each hypothesis or question?

Conclusions, Implications, and Recommendations

- Are the results of each hypothesis or research question presented objectively? Is the information about the results presented concisely and sequentially?
- If the data support the hypothesis or research question, does the author provide a discussion of how the theoretical framework was supported?
- How does the investigator attempt to identify the study's weaknesses (e.g. threats to validity) and strengths, and does the investigator suggest possible research solutions in future studies in light of the limitations of this study?
- Does the researcher discuss the study's relevance, make generalizations within the scope of the findings, and make or imply any recommendations for future research?

Applicability to Nursing Practice

- What are the risks or benefits for human participants (e.g., patients) if the findings are applied in practice? What are the costs or benefits of applying the findings of the study?
- Does the study's strengths outweigh its weaknesses?
- What is the strength, quality, and consistency of evidence provided by the study findings?
- Is application of the study's findings feasible?
- Would it be possible to replicate this study in another setting?

[Adapted from LoBiondo-Wood, G., & Haber, J. (2010). *Nursing research: Methods and critical appraisal for evidence-based practice*, 7th ed. St. Louis, MO: Mosby Elsevier.]

3. Recommendation for Clinical Practice (20 pages) – applying the QI strategies that you have learned over the semester, this paper will provide a synthesis of the identified problem, its significance, your literature review and quality assessment, application of information technology to analyze quality indicators, and the designed plan to address the problem and evaluate it over time.

Introduction of clinical problem and its significance (1 page)

Synthesis of literature review (10 pages)

Summary of microanalysis in clinical setting (1 page)

Summary of baseline data analysis (1 page)

Summary of PDSA plan and implementation (2 pages)

Summary of PDSA round 1 and round 2 analysis and findings (2 pages)

Conclusion and implications for nursing practice (3 pages)

Writing Section Schedule (meets XXX)

Date	Topic	Readings
9/03	Your writing audience Grammar, sentence structure & APA format Discussion of possible topics	Long & Beck, Chapter 1; bring your laptop
9/10	Conceptual Clarity Searching the Databases Refining the problem scope Guidelines vs research?	Long & Beck, Chapter 2; bring your laptop
9/17 Draft Annotated Bibliography and Paper 3 Outline	Evaluating the Literature What can you believe? Discuss issues in articles	Long & Beck, Chapter 2; bring your laptops
9/24	Grading Evidence Quality Discuss issues in articles	Long & Beck, Chapter 2; bring your laptops
10/08 Annotated Bibliography and Paper 3 Outline Due	Expressing ideas & building an argument Synthesizing the Evidence Discuss issues in articles	Long & Beck, Chapter 10
10/15 Draft Quality Analysis of the Literature Due	Paragraph structure Synthesizing the Evidence Discuss issues in articles	Long & Beck, Chapter 9
10/22	Flow of Ideas & Paragraph Integration Structuring the Argument Discuss issues in articles	Long & Beck, Chapter 6
10/29 Quality Analysis of the Literature Due	Discuss issues in articles/paper	
11/05	Advocacy/Policy writing and Presentation Skills	Long & Beck, Chapter 7
11/12 Draft Recommendation for Clinical Practice and presentation slides due	Research report writing skills	Long & Beck, Chapter 8
11/19	Formal presentations – one thing to bring to practice	
12/03	Formal presentations – one thing to bring to practice	
12/10 Recommendation for Clinical Practice Due (submit as an integration of all second drafts – 20 pages)	Formal presentations – one thing to bring to practice	



Helen M. Smith, R.N., M.S.N.
Nurse Consultant
Practitioner Licensing & Investigations Section
Healthcare Quality & Safety Branch
Department of Public Health State of Connecticut
410 Capital Avenue
Hartford, CT 06106

30 May 2021

Ms. Smith,

Attached please find letters of appointment and resumes / CV's for the Interim Director of Nursing and Education Supervisor, Hamden campus for Porter and Chester Institute.

We will be happy to provide any additional document you may require to complete this submission.

Respectfully submitted,

Nancy E. Brunet

Nancy E. Brunet, MSN, RN, M.Ed
Interim Director of Nursing
Porter and Chester Institute
30 Waterchase Drive
Rocky Hill, CT 06067



05/17/2021

Ms. Helen Smith:

On Wednesday, May 12, 2021, Porter and Chester Institute appointed Nancy Brunet, RN, MSN, as the interim nursing director for the school's practical nursing program. Ms. Brunet will serve as the Nursing Director until which time a permanent candidate is appointed.

Ms. Brunet will function solely as the Nursing Director, providing oversight of the day-to-day operations of the program. This oversight includes, but is not limited to, the selection of qualified faculty, development of existing faculty, and the assessment and implementation of policy and processes resulting in favorable learning outcomes for the students enrolled in Porter and Chester's practical nursing program.

Ms. Brunet is an internal appointment with working knowledge of the current program's curriculum, its faculty, and students. Therefore, the school anticipates a smooth and non-disruptive transition as Ms. Brunet assumes the responsibilities of this critical role.

If you have any questions, please contact me at vicki.kane@yti.edu.

Respectfully,

Vicki Kane, Ed.D
Vice President of Academics

Nancy E. Brunet

WORK EXPERIENCE

Porter and Chester Institute, Rocky Hill, CT **February 2019 – Present**

Campus Director of Operations and Education

Assistant Curriculum Chair – Practical Nursing

- Responsible for oversight of instruction, teaching, and curriculum. Collaborates with Acting Director of Nursing and Vice-President of Education to establish education agenda, institutional assessment improvement plan and related work plan.
- Participate in recruiting, selecting, orienting, supervising, developing, and evaluating of faculty
- Provide direction to instructors and Education Supervisors and partners with Curriculum Chair to oversee adaptation of curriculum based on scientific evidence to meet NCLEX blueprint
- Ensure compliance with state, institutional, federal and programmatic regulatory agencies.
- Assist in new program development and implementation
- Prepare and deliver performance review documents for instructors and supervisors

Springfield College, Springfield, MA **June 2017 – May 2019**

Emergency Medical Services Management

Paramedic Program Director / Assistant Professor

August 2018 – May 2019

- Promoted to full-time status with all responsibilities from Interim appointment.

Emergency Medical Services Management Division Director

July 2018 – May 2019

- Oversee the global function of the EMS Management division
- Review and redevelop curricula at EMT and Paramedic level for adherence to National Education Standards requirements
- Revise course electives to promote integration of EMSM students into other Springfield College healthcare disciplines in alignment with the EMS Education Agenda for the Future

Interim Paramedic Program Director

August 2017 – July 2018

- Responsible for oversight of all aspects of paramedic program and assurance of adherence to National EMS Education Standards and CAAHEP / Commission on Accreditation of EMS Programs (CoAEMSP) accreditation requirements
- Served as Coordinator of five-year reaccreditation site visit by CoAEMSP
- Responsible for oversight of classroom and laboratory instructor competency and adherence to educational standards
- Chairperson of Paramedic Program Multidisciplinary Advisory Committee. Provision of annual reports to CoAEMSP to demonstrate compliance with national program standards
- Responsible for the reorganization of the format and sequencing of cognitive and psychomotor content to realign with CoAEMSP and National EMS Education requirements

Paramedic Program Laboratory Coordinator

June 2017 – August 2017

- Responsible for development, coordination, and instruction of advanced level psychomotor skills in accordance with National EMS Education Standards requirements
- Responsible for recruitment and retention of qualified ALS / Paramedic level laboratory instructors and mentors

Eastern Connecticut Health Network, Manchester, CT

October 2015 – December 2016

EMS and Emergency Preparedness Coordinator

- In addition to job requirements listed below managed federally regulated Hospital Preparedness and EBOLA / Emerging Infectious Diseases grants for two community hospitals
- Oversight of compliance with grant deliverables
- Development of drills and exercises to maintain hospital training compliance
- Collaboration with community resources and partners to participate in regional drills to test hospital preparedness
- Coordination of bi-annual Emergency Preparedness Committee meeting
- Development of presentations to reflect changes in hospital preparedness requirements
- Collaboration with Director of Pharmacy to participate in mass dispensing regional drill

EMS Clinical Coordinator

June 2012 – May 2018

- Quality assurance oversight of sponsored agencies to guarantee adherence to State and Regional practice guideline through extensive chart review and monitoring of patient outcomes
- Development and implementation of training programs for sponsored services to maintain compliance with changes to procedure and/or pharmaceutical protocols within the State and Region
- Collaboration with Department of Nursing Education to create and implement training programs for Emergency Department nursing staff
- Management and oversight of American Heart Association training programs and associated faculty certification requirements
- Representation of organization on Department of Public Health / Office of Emergency Medical Services regulatory committees
- Development of hospital and regional Mission Lifeline STEMI and Get with the Guidelines Stroke protocols
- Development and implementation of continuing education training programs to assure compliance with statewide and regional updates and changes to practice guidelines
- Execution of goal directed performance improvement plans for providers identified as having practice deficiencies.
- Data collection to assess service compliance with statewide response benchmarks
- Integration of EMS agencies into hospital High Reliability Organization (HRO) practices
- Participation in Joint Commission and State of Connecticut site visits to integrate pre-hospital care implications as appropriate

Capital Community College, Hartford, CT

August 1996 - May 2012

Clinical Coordinator Paramedic Education

Assistant Professor EMS Education

- General oversight of all clinical education for two paramedic programs
- Management of clinical faculty including annual performance evaluations and development of performance improvement goals for identified deficiencies

- Interface with clinical managers to develop new agreements to fulfill changing trends in pre-hospital education.
- Development of measurable, evidence-based, goal-oriented learning objectives to demonstrate student ability to meet defined clinical benchmarks.
- Data collection and management for submission of Annual Report to maintain national accreditation of paramedic program (CoAEMSP)
- Data collection and management for submission of Five-year Report to maintain national accreditation of community college (NEASC)
- Part-time classroom lecturer and clinical laboratory evaluator
- Statewide coordinator for national level psychomotor testing required for State of Connecticut paramedic licensure

Assistant Professor EMS Education

August 2006 – September 2007

- Fulltime academic instructor responsible for all classroom teaching and testing, oversight of psychomotor laboratory education, and coordination of paramedic clinical education and teaching of EMS-Instructor program during paramedic program director's sabbatical year.

University of Connecticut School of Nursing

October 1998 - March 2007

College of Continuing Studies, Storrs, CT

Faculty - School Nurse EMS for Children Program

- Classroom and lab educator for national program designed to prepare school nurses to manage initial minutes of emergency situations based on current best practices.

St. Francis Hospital and Medical Center, Hartford, CT

June 1997 - May 2012

Community Training Center / EMS Academy

- Senior Faculty for American Heart Association Basic Life Support, Advanced Cardiac Life Support and Pediatric Advanced Life Support programs and National Association of Emergency Medical Technicians Pre-Hospital Trauma Life Support courses

Manchester Memorial Hospital, Manchester, CT

October 1996 - June 1999

- Per-diem staff nurses - Emergency Department

Bristol Hospital, Bristol, CT

May 1997 - October 1997

- Registered Nurse - Seasonal employee to manage Lake Compounce medical unit

New Britain General Hospital, New Britain, CT

November 1988 - September 1997

- Staff Nurse - Emergency Department
November 1988 - August 1996
- Per-diem staff nurses - Emergency Department
August 1996 - September 1997

University of Connecticut Health Center

May 1987 - November 1988

John Dempsey Hospital, Farmington, CT

- Staff Nurse - Emergency Department

U. S. Veteran's Administration Medical Center, Newington, CT

February 1985 - May 1987

- Per-diem staff nurses - Emergency Department and Critical Care Units

Mount Sinai Hospital, Hartford, CT

August 1983 - January 1985

- Staff Nurse - Medical Oncology and General Medicine

U. S. Veteran's Administration Medical Center, Newington, CT

June 1982 - July 1983

- Night Charge Nurse - Medical Step-down unit

EDUCATION

Master of Science in Nursing / Nurse Administration

January 2021

University of Phoenix

Practicum Project – Developing an Onboarding and Mentoring Program for Novice Nursing Instructors

RN to BSN Bridge Courses

May 2019 – October 2019

University of Phoenix

Master of Arts, Education / Curriculum Design

May 2009

University of Phoenix

Action Research - Preparing Clinical Preceptors for Teaching Responsibilities

Bachelor of Science - Health Science

May 2007

Charter Oak State College

Associate of Science – Nursing

May 1982

Greater Hartford Community College

LICENSES AND CERTIFICATIONS

Paramedic Certification – State of Massachusetts

November 2017

American Heart Association – BLS / CPR Instructor

August 2016

Paramedic Certification - National Registry of Emergency Medical Services

March 2008

Paramedic License - State of Connecticut

May 2008

Emergency Medical Services Instructor - State of Connecticut

October 2005

Registered Nurse - State of Connecticut

May 1982

ACADEMIC ACHEIVEMENTS

Sigma Theta Tau International Honor Society for Nursing

March 2021

Omicron Delta Chapter

The National Society for Leadership and Success

March 2020

University of Phoenix Chapter

Phi Theta Kappa

May 1981

Alpha Zeta Psi Chapter

Greater Hartford Community College

PROFESSIONAL ORGANIZATIONS

Connecticut League for Nursing **March 2019 – Present**

- Participate in ongoing evaluation of nursing standards with interpretation and implementation at the Practical Nurse level

Connecticut EMS Medical Advisory Board **January 2013 – February 2019**

- Representative for statewide hospital EMS Clinical Coordinators to multidisciplinary advisory panel

Connecticut EMS Medical Advisory Committee **September 2012 – February 2019**

- Tasked with review and redevelopment of statewide EMS Specialty-Care Transport program curriculum and objectives **January 2016**

Connecticut EMS Region III Education Standards Committee **June 2012 – February 2019**

- Vice-Chair **June 2018 – February 2019**

Connecticut Society of EMS Instructors **March 2007 - February 2019**

- President **March 2011 - March 2013**

American Heart Association **January 2001 - December 2005**

- Emergency Cardiac Care Committee - Regional Faculty

CT EMS Education and Training Committee **March 1998 – December 2015**

- Vice-chair **January 2004 - December 2015**

National Emergency Nurses Association **January 1998 - Present**

National Association of EMS Educators **March 2003 – May 2020**

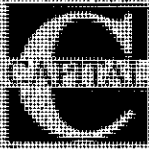
Connecticut Emergency Nurses Association **January 1998 - Present**

- Director **January 2000 - December 2002**

VOLUNTEER ORGANIZATIONS

The Carolyn Edwards Foundation **2013 -2017**
Board of Directors – Nursing Member

Soccer Club of Newington **1996 - 2006**
Board of Directors – Referee Coordinator



Capital University
 1000 East 17th Avenue
 Columbus, OH 43212
 www.capital.edu



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Capital University

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Capital Investment Management
10000 Wilshire Blvd
Suite 2000
Beverly Hills, CA 90210
Tel: 310.277.1000
Fax: 310.277.1001
www.capitalim.com



AN OFFICE OF CAPITAL INVESTMENT MANAGEMENT

MEMBER OF THE CAPITAL INVESTMENT MANAGEMENT GROUP

Capital Investment Management
A Division of
Capital Investment Management

10000 Wilshire Blvd
Suite 2000
Beverly Hills, CA 90210
Tel: 310.277.1000
Fax: 310.277.1001
www.capitalim.com

Capital Community College
950 Main Street
Hartford, CT 06103
(860) 906-5000
www.capitalcc.edu
FICE code: 007635

ACCREDITATION:

Capital Community College is accredited by the Board of Governors of Higher Education of the State of Connecticut and the New England Association of Schools and Colleges, Inc.

SEMESTER/UNIT OF CREDIT:

The credit is the basic unit used at Capital Community College. One credit usually requires one class period of 50 minutes, and two hours of preparation outside of class, each week for a semester's duration.

HISTORY:

Capital Community College was formed as the result of the 1992 merger of Greater Hartford Community College (founded in 1967) and Hartford State Technical College (founded in 1946). The unified institution was named Capital Community-Technical College. In 2000, the college was re-named Capital Community College.

ADMINISTRATIVE SYMBOLS:

AU-Audit. A course which confers no credit, grades or quality points. Students have within the first four weeks to change from/to credit/audit status.

I-Incomplete. A temporary grade pending completion of course requirements within 10 weeks of the following academic semester.

I/E-Include/Exclude. An "I" in the column labeled R shows that the higher course grade is being included in the GPA calculation. The "E" indicates that the lower grade is excluded from the GPA. In the case of repeated courses, only the highest grade ("A" through "F") will be used in the computation of the student's grade point average (GPA) and credits earned. The previous grade(s), while remaining on the transcript, will be disregarded in the calculation of the grade point average and credits earned

M-Maintaining Progress. An administrative transcript notation used only for developmental courses to indicate that the student is maintaining progress but not at a usual rate. It may be given to a student for a course only twice.

N-No Grade. An administrative transcript notation for any situation where there is no grade reported at the end of the semester (i.e. no grade received from instructor; no basis for a grade)

P-Pass. An administrative transcript notation for successful completion of courses taken on a pass/fail basis. Students failing will receive a grade of "F".

TR-Transfer. An administrative transcript notation in lieu of grades for courses accepted for credit from other colleges and universities

W-Withdrawal. A grade assigned by the Registrar to students giving written notice of termination of study in a course by established deadlines.

(^)(*)-Fresh Start. An option that permits a fresh start for students who meet the criteria set by the Board of Trustees. Please refer to the college catalog for additional information. Before Fall 2004, fresh starts were designated with the (*) symbol.

GPA CALCULATION:

GPA's are calculated by the following formulas: grade points X course credits = course grade points; total course grade points for period covered divided by total calculable credits for the period = grade point average for the period.

INSTITUTIONAL/DEVELOPMENTAL COURSES:

Effective Fall 1998, courses prefixed by G0 or G00 are developmental courses and earn institutional credit. Institutional credits do not count toward graduation and do not transfer. Developmental courses are not calculated in students' grade point averages. Beginning Fall 2004, a developmental grade will be followed by a (#) symbol.

PRIVACY ACT:

In accordance with the Family Educational Rights and Privacy Act of 1974, this record is not to be released to a third party without written permission from the student.

COURSE NUMBERING:

A "G" letter code designated by the Community College System as a college identifier, precedes all course numbers. *Example: ENG G101*

Effective Summer 2004, the Community Colleges System adopted the Common Course Numbering System. These courses are identified by an (*) after the discipline name. *Example: ENG**

CURRENT GRADING SYSTEM

<u>Grades</u>	<u>Quality Point Value</u>
A	4.0
A-	3.7
B+	3.3
B	3.0
B-	2.7
C+	2.3
C	2.0
C-	1.7
D+	1.3
D	1.0
D-	0.7
F	0.0

Optional Grades Used During: Spring 2020, Fall 2020, Winter 2020, Spring 2021. Special grades were implemented (COVID 19 pandemic impacted terms) with no quality point value:

CR = Credit Earned (Equivalency <=C-)

CRT = Credit Earned for Transfer (Equivalency >=C)

NCE = No Credit Earned

ID : ██████████

Name : Nancy Brunet

Address : ██████████

**Board of Regents - State of Connecticut
Charter Oak State College
55 Paul Manafort Drive, New Britain CT 06053-2150**

Undergraduate Division

Course Number	Title	CR Type	Gra	Rpt	Att	Ernd	GPA
1978-1979 Academic Year : Transfer							
<i>Central Connecticut State University</i>							
BIO 121	General Biology 1	TR	C		4.00	4.00	
BIO 122	General Biology 2	TR	C		4.00	4.00	
CHEM 121	General Chemistry 1	TR	C		4.00	4.00	
HIST 262	History Of American Life 2	TR	B		3.00	3.00	
MATH 111	Intermediate Algebra	TR	B		3.00	3.00	
MATH 125	Applied Calculus 1	TR	C		3.00	3.00	
Term Totals :					0.00	0.00	
Career Totals :					21.00	21.00	

1979-1980 Academic Year : Transfer

<i>Manchester Community College</i>							
BIO 141	Microbiology	TR	B		4.00	4.00	
BIO 152	Human Anatomy & Physiology 1	TR	B+		3.00	3.00	
BIO 152 (L)	Anatomy & Physiology Lab	TR	B		1.00	1.00	
BIO 153	Human Anatomy & Physiology 2	TR	B		3.00	3.00	
BIO 153 (L)	Anatomy & Physiology Lab	TR	B+		1.00	1.00	
PSYC 111	General Psychology	TR	A		3.00	3.00	
ST 101	Operating Room Procedures 1	TR	A		3.00	3.00	
ST 102	Operating Room Procedures 2	TR	A		3.00	3.00	
ST 103	Terminology 1	TR	A		1.00	1.00	
ST 104	Terminology 2	TR	A		1.00	1.00	
ST 106	Seminar In Surgery	TR	A		2.00	2.00	
ST 220	Clinical Experience 1	TR	A		2.00	2.00	
ST 222	Clinical Experience 2	TR	A		4.00	4.00	
ST 224	Clinical Experience 3	TR	A		4.00	4.00	
Term Totals :					0.00	0.00	
Career Totals :					56.00	56.00	

1980-1981 Academic Year : Transfer

<i>Capital Community College</i>							
ENG 101	English Composition 1	TR	A		3.00	3.00	

Undergraduate Division

Course Number	Title	CR Type	Gra	Rpt	Att	Ernd	GPA
1980-1981 Academic Year : Transfer							
ENG 203	Effective Speech	TR	B		3.00	3.00	
MUS 101	Music Appreciation	TR	A		3.00	3.00	
NURS 101	Fundamentals Of Nursing	TR	A		6.00	6.00	
NURS 110	Family Concepts In Nursing	TR	B		6.00	6.00	
NURS 115	Adult & Child Nursing 1	TR	B		3.00	3.00	
NURS 201	Adult & Child Nursing 2	TR	B		8.00	8.00	
NURS 210	Adult & Child Nursing 3	TR	B		8.00	8.00	
NURS 215	Nursing Care & The Health Team	TR	B		4.00	4.00	
PSY 244	Developmental Psychology	TR	A		3.00	3.00	
SOC 201	Introduction To Sociology	TR	B		3.00	3.00	
Term Totals :					0.00	0.00	
Career Totals :					106.00	106.00	

1997-1998 Academic Year : Transfer

<i>Emergency Medical Services, Dept of Public Health *</i>							
EMT 01	Emergency Medical Technician Certif	TR	P		4.00	4.00	
Term Totals :					0.00	0.00	
Career Totals :					110.00	110.00	

2005-2006 Academic Year : Spring

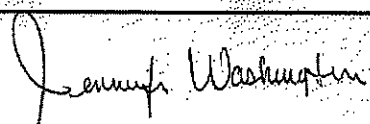
Subterm : Second 8-week term							
HCA-301	Cont Ethical Issues In Hc	CR	A		3.00	3.00	
Term Totals :					3.00	3.00	4.000
Career Totals :					113.00	113.00	4.000

2005-2006 Academic Year : Summer

Subterm : First 8-week term							
HCA-311	Economics of Health & Health Care	CR	A		3.00	3.00	
Term Totals :					3.00	3.00	4.000
Career Totals :					116.00	116.00	4.000

Authentication

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Jennifer Washington, Registrar

Accreditation

Charter Oak State College is Connecticut's distance learning degree program under the governance of the Board of Regents. It is accredited by the Connecticut Board of Governors for Higher Education and the New England Commission of Higher Education (NECHE).

ID :

Name : Nancy Brunet

Address :

Board of Regents - State of Connecticut
Charter Oak State College
55 Paul Manafort Drive, New Britain CT 06053-2150

Undergraduate Division

Course Number	Title	CR Type	Gra	Rpt	Att	Ernd	GPA
2005-2006 Academic Year : Transfer							
<i>Capital Community College</i>							
EMS 101	Emergency Medical Service Education	TR	A		3.00	3.00	
EMS 102	Emergency Medical Service Education	TR	A		3.00	3.00	
EMS 103	Emergency Medical Service Education	TR	A		3.00	3.00	
Term Totals :					0.00	0.00	
Career Totals :					125.00	125.00	4.000
2006-2007 Academic Year : Fall							
Subterm : First 8-week term							
ECA-330	Terrorism & Disaster Manage For Hca	CR	A		3.00	3.00	
Subterm : Second 8-week term							
ECA-411	Health Care Law	CR	A		3.00	3.00	
Term Totals :					6.00	6.00	4.000
Career Totals :					131.00	131.00	4.000
2007-2008 Academic Year : Transfer							
<i>College Level Examination Program *</i>							
CG063	English Composition W/essay (61) 2/	TR	P		3.00	3.00	
<i>DANTES Examinations *</i>							
SL496	Intro To World Religions (57) 3/07	TR	A		3.00	3.00	

Undergraduate Division

Course Number	Title	CR Type	Gra	Rpt	Att	Ernd	GPA
2007-2008 Academic Year : Transfer							
<i>Excelsior College Examinations*</i>							
459	Abnormal Psychology	TR	B		3.00	3.00	
Term Totals :					0.00	0.00	
Career Totals :					140.00	140.00	4.000

Degree Information :

(1) Bachelor of Science Date Conferred :05/31/2007

Diploma Name: Nancy E. Brunet

Major(s)

General Studies

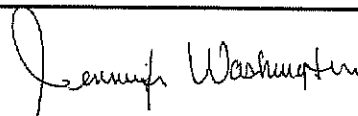
Concentration(s)

Health Studies

*Any institution/program with this mark is not a traditional college or program. The program has been evaluated for college credit by the American Council on Education, NCCRS, Charter Oak State College or a similar evaluation organization and approved by Charter Oak faculty for transfer credit.

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Jennifer Washington, Registrar

Accreditation

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Charter Oak State College
TRANSCRIPT KEY

Release of Information

This transcript has been transmitted at the request of the named student in accordance with the Family Educational Rights and Privacy Act of 1974. Further transmission of this academic record is not authorized.

Semester Credits

All credits are stated as semester credits. Quarter credits have been converted to semester equivalents.

Course Numbering

Undergraduate Charter Oak State College courses are numbered 100-400. 100 and 200 level courses are lower level; 300 and 400 level courses are upper level.

100 level- assumes no previous college level knowledge.

400 level- assumes prior study at the 200 and 300 level and a strong knowledge of the field.

500-600 level courses are all at the Graduate level and assume mastery at the undergraduate level.

*Undergraduate Honors

Honors in General Scholarships: Based on a minimum of 60 graded credits for baccalaureate degrees and 30 graded credits for associate degrees and a QPA of 3.5 or higher.

Charter Oak State College Honors: Based on a minimum of 30 credits earned from COSC courses and have earned a QPA of 3.5 or higher in those credits.

**** It must be noted that Honor requirements were changed in the following years: 1990, 2000, and 2005.**

Characteristics of the Record

Charter Oak State College maintains an academic record for each degree candidate. On this record are placed:

1. Credits awarded by the faculty of Charter Oak State College on the basis of examinations, courses, special assessment, portfolio review or contract learning;
2. Credits awarded by the faculty of Charter Oak State College for completion of college-level courses conducted by non-collegiate organizations such as the U.S. Armed Services, professional societies, governmental agencies and certain corporations;
3. Credits validated by the faculty of Charter Oak State College for courses of instruction successfully completed at accredited colleges and universities.

The record is "voluntary" in that it contains only information available through the candidate's initiative. It is possible for the academic record to contain credits in excess of those constituting the degree program while at the same time omitting certain items from the candidate's previous academic experience.

Grading Standards

The minimum acceptable levels of academic performance for the award of a degree by Charter Oak State College are:

1. In all college courses and/or proficiency examinations for which a letter grade or the equivalent is assigned, a cumulative grade point average of at least 2.0, based on a scale of 4.0 to 0.0. **PRIOR TO JULY 1, 2004**, the calculations are: A=4.0; B=3.0; C=2.0; D=1.0; F=0. **AFTER JULY 1, 2004**, the calculations are:

A	4.0	C	2.0	W	Withdraw
A-	3.7	C-	1.7	I	Incomplete
B+	3.3	D+	1.3	AU	Audit
B	3.0	D	1.0	NG	No Credit
B-	2.7	D-	.7	AW	Administrative Withdrawal
C+	2.3	F	0.0	CC	Consortium Course

2. In all courses and/or proficiency examinations reported on a Pass-Fail system, a grade of "P" (Pass). This includes examinations for which a standard score is used to determine Pass or Fail. Acceptable cut-off scores for examinations are approved by faculty and are equivalent to a "C".
3. Letter grades indicated for examinations are grade equivalents indicating the student's level of performance on the examination(s).

Credit By Exams

Many Charter Oak State College students earn credits toward Charter Oak degrees by passing standardized examinations. These exams test for the knowledge that the student would have been expected to master upon completion of a college course(s). The following may appear on the COSC transcript:

AP:	Advanced Placement
ACT PEP:	American College Testing Proficiency Exam Program
CLEP:	College-Level Examination Program
COSC:	Charter Oak State College Exams
DANTES:	Defense Activity for Non-Traditional Educational Support
EXCELSIOR:	Excelsior College Exams (formerly ACT PEP and/or Regents)
MLA:	Modern Language Association Exams
UP:	Undergraduate Assessment Field Tests
GRE:	Graduate Record subject tests
TECEP:	Thomas A. Edison State College Examinations

***GPA:** The Charter Oak GPA is based solely on graded credits earned at Charter Oak. If the student has no Charter Oak graded course work on which to calculate a GPA, none will appear on the transcript.

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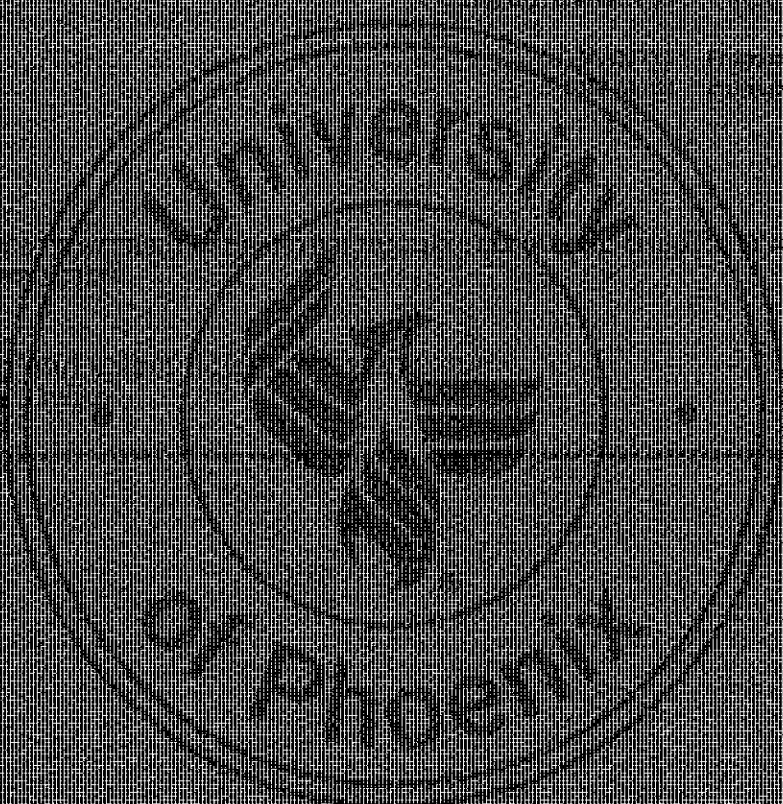
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John A. Williams

Career Training for Today's jobs!

Ms. Helen Smith, RN, MSN
Nurse Consultant
Practitioner Licensing, and Investigation Section
Healthcare Quality & Safety Branch
Department of Public Health
State of Connecticut

04 July 2021

Ms. Smith,

In response to reported 2020-2021 NCLEX scores, the Porter and Chester Institute (PCI) Practical Nursing Department have begun a detailed review of the practical nursing program. While we believe that closures and delays related to the COVID-19 pandemic had a profoundly negative impact, we have identified additional contributing factors for the decrease in successful NCLEX outcomes across our ten cohort locations. Causes contributing to these low pass rates are being assessed in relation to curriculum, clinical application and integrations, and faculty preparedness and professional development.

PCI takes these performance outcomes very seriously and in response has made staffing adjustments along with performing a critical analysis of its PN program because: (i) we are committed to student success and (ii) our expended resources and efforts to date have proven less than effective and require reexamination and immediate corrective action.

The following pages contain both our plan of correction and responses to the requests for information that were generated from the June 16, 2021, Board of Examiners for Nursing meeting.

Please let me know if you require any additional documents.

Thank you,

Nancy E. Brunet

Nancy E. Brunet, MSN, RN, M.Ed.
Interim Director of Nursing

From its initial approval to conduct practical nurse education in 2005 through the end of this NCLEX reporting period in April 2021, Porter and Chester Institute has had a total four Directors of Nursing and one Assistant Director. They are as follows:

- Phyllis Delmastro 2005 – 2011
 - Phyllis was the initial nursing director having worked to develop the framework for the program. She was in the role for six years and retired at the end of 2011.
- Patti Donovan 2012 – 2019
 - Patti assumed the director role in early 2012 following Phyllis Delmastro's retirement. Ms. Donovan remained in a consultant role following her retirement in mid-2019 to facilitate the transition to Dr. Sparmer and Ms. Brunet and eventually to Ms. Hessell.
- Maria Sparmer 2/4/2019 - 7/19/2019
 - Despite extensive background in nursing education Dr. Sparmer was unable to transition into the Director role and it was mutually agreed upon between she and the organization that she would resign just short of six months in the role.
- Nancy Brunet 2/4/2019 - Present
 - Having background in coordination and direction of allied health education programs, Ms. Brunet was hired to work in collaboration with Dr. Sparmer to update curriculum and revise the framework developed by Ms. Donovan.
- Debra Hessell 9/12/2019 – 5/12/2021
 - Ms. Hessell was brought on in an Acting Director role following Dr. Sparmer's departure. With a background in both nursing and allied health education she continued in collaboration with Ms. Brunet on program updates and revisions.
 - Throughout Ms. Hessell's tenure as Acting Director, the organization continued to search for a permanent replacement to meet the ongoing needs of the program.

Following the anticipated retirement of Debra Hessell, Acting Director of Nursing, Nancy Brunet, MSN, RN, M.Ed. was appointed Interim Director of Nursing effective May 12, 2021. After providing administrative oversight to the nursing program for five years, Dr. Phillip Krebs, Ph.D. was named Vice-President of Real Estate Design, Development & Management and Dr. Vicki Kane, Ed.D, the Vice President of Academics, now supports the administrative needs of the PN program in collaboration with Dr. Krebs, providing a smooth transition between their roles. The interim director of the practical nursing program now reports to Dr. Kane. Organizational charts for the Institute overall and specific to the nursing program have been included with this plan of correction (APPENDIX A). Recognizing that "turnover of program

directors; more than three directors in a 5-year period”¹ is a warning sign of low performance, Porter and Chester Institute continues to seek a permanent Director of Nursing for its program.

In October 2020, the Board of Examiners for Nursing appointed Debra Hessell to serve as Acting Education Supervisor for the Hamden campus following the departure of the recognized Education Supervisor. Following an extensive search, Beatriz McMillian was appointed as Education Supervisor for the Hamden campus on 05 April 2021 removing that responsibility from Ms. Hessell’s role. Job descriptions for the Director of Practical Nursing and Nursing Education Supervisor are included with this Plan of Correction (APPENDIX B). Approval of the appointments of Ms. Brunet and Ms. McMillian are pending before the Board at this time.

- As the school continues to seek a permanent Director for the Practical Nursing program it is our goal with the afore mentioned information to provide the board with the reasoning and context guiding those changes. The practical nursing program has appointed four nursing directors for the practical nursing program since its inception in 2005. Two of whom were with the organization for over five years (Delmastro, Donovan), one who resigned after a short period of time due to difficulty transitioning into the role (Sparmer), and one with an anticipated retirement after two years (Hessell). Nancy Brunet, MSN, RN, M.Ed., has been with the organization since 2019 and has played an active role in assisting and supporting the past two interim directors and is familiar with the faculty, students, and program curriculum, minimizing interruptions to the program and students during this latest transition. Ms. Brunet’s appointment is currently under consideration by the Board of Examiners.

NCLEX Results

Following the June 16, 2021, Board of Examiners for Nursing a request was received for reporting of NCLEX results for the day and evening programs at each campus. The results are as follows:

NCLEX First Time Pass Rates										
	2017		2018		2019		2020		2021	
	Day	Eve	Day	Eve	Day	Eve	Day	Eve	Day	Eve
Branford	100%		100%							
Enfield	92%		100%	100%	94%	100%	100%	100%	72%	100%
Hamden					100%	83%	63%	50%	58%	50%
Rocky Hill	100%		93%		79%	100%	82%	54%	93%	67%
Stratford	80%		75%		85%	50%	87%	73%	71%	100%
Waterbury	83%		81%	100%	80%	89%	90%	88%	75%	50%

¹ Spector, N., Silvestre, J., Alexander, M., Martin, B., Hooper, J., Squires, A., & Ojemeni, M. “NCSBN Regulatory Guidelines and Evidence-Based Quality Indicators for Nursing Education Programs.” *Journal of Nursing Regulations* 11, no. 2 (July 2020): S3-S57.

Multiple factors related to the Covid-19 pandemic, many discussed during the June 16, 2021, Board meeting, most likely contributed to the increase in cohorts below the 80% benchmark. These factors include, but are not limited to, students working in front-line jobs, student adjusting to online learning while managing home schooling and learning needs of children, students caring for sick family members, changes to work schedules, the added stress of job loss and financial concerns, lack of real time clinical application of knowledge, faculty unprepared to teach in a rapid switch to on-line environment, changes in both time parameters and numbers of questions on licensure exams, and significant reductions in available exam appointments resulting in lengthy delays between graduation and testing. The average length of time between graduation and NCLEX testing for Porter and Chester graduates during this reporting cycle was 119 days, with a range between 7 and 452 days. The graduation to exam time for the 2019-2020 cycle was 76 days and for the 2018-2019 cycle 64 days.

- Porter and Chester Institute acknowledges the precipitous decline in the number of student cohorts that have not achieved benchmark. We recognize that many factors related to the Covid pandemic influencing this decline are out of the control of any nursing program. However, we have and continue to analyze factors within our control and to make changes towards returning cohort scores to the required benchmark pass rate.

Student Attrition Data										
	2016		2017		2018		2019		2020	
	Day	Eve	Day	Eve	Day	Eve	Day	Eve	Day	Eve
Branford	37%		17.6%	36%	32.1%	34.4%				
Enfield	22%		24.7%	33.3%	24.4%	15.6%	43%	28%	28%	15%
Hamden							23%	36%	26%	17%
Rocky Hill	32%		17.6%	44.1%	30.6%	27.1%	21%	24%	9%	15%
Stratford	18%		20.3%	25%	23.7%	44.4%	27%	21%	23%	13%
Waterbury	13%		20.3%	21.1%	24.2%	18.7%	32%	27%	21%	24%

Typically enrolling students of diverse racial and ethnical backgrounds, older students, students from disadvantaged personal and academic backgrounds, and English as an additional language (EAL) students² practical nursing program face higher attrition rates than ADN or BSN programs in Connecticut for the five-year reporting period based on publicly reported data. At a mean of 24.85% the five-year attrition rate at Porter and Chester Institute falls between the attrition rates of the other two practical nursing schools in Connecticut at 25.98% (Lincoln Technical Institute) and 19.42% (Stone Academy) respectively.

- Porter and Chester Institute utilizes two pre-admission testing methods and interview by nursing faculty to identify students meeting enrollment criteria. The demographics of students enrolled in practical nursing unfortunately lends itself to higher rates of attrition.

² Diane M. Billings and Judith A. Halstead, Teaching in Nursing a Guide for Faculty 6th ed. (St. Louis, MO, Elsevier, 2020) 153.

We continue to screen all applicants to identify those who appear most ready to achieve success in a rigorous academic and clinical setting.

Curriculum:

The PCI Curriculum Committee is actively working to conduct a comprehensive analysis of existing content. This group is meeting weekly and is targeting the July 19, 2021, term start date for completion of analysis and updates with the assistance of Dr. Vicki Kane.

Once content update has been completed and deemed satisfactory, PCI has engaged an independent education technology company to reformat all updated courses to reflect a web page concept-based approach to its nursing education program. The 2020 NCLEX-PN® Examination Test Plan for the National Council Licensure Examination for Practical Nurses is being utilized as the basis for evaluation of curriculum. The CANVAS Learning Management System will continue as the platform from which instruction is provided.

To increase the level of analysis and problem solving for its students, Nancy Brunet, the Interim Director of Nursing has begun integrating scenario-based instruction and content-targeted NCLEX questions into revised curriculum to increase ongoing assessment of student level of understanding during formative coursework.

In addition, the Curriculum Committee is evaluating the lesson construct within the Elsevier Virtual Clinical Excursion lessons for inclusion in didactic content. These modules will also assist in preparing students for application of learning in the actual clinical site. Inclusion of these modules will begin with the July 2021 term.

All formative exams are in the process of being redeveloped. The degree of difficulty on these exams is being escalated from a Level One taxonomy to a Level Four taxonomy to better prepare students to approach the NCLEX exam throughout the PN program.

To address problems with academic dishonesty, Respondus® Lock-down Browser was added to all exams. However, an on-going technology problem which prevented some students from accessing their exams occurred during the April 2020 term. As a result, use of the lockdown browser was discontinued. Effective May 20, 2021, remaining exams for the April 2020 term are being conducted in person at a campus setting rather than through a lockdown mediated virtual format. Those exams not held on campus have been remotely proctored using a Zoom meeting format. Beginning in the July 2021 term, all exams for all courses will be taken on campus with faculty proctoring.

Optional attendance at the HESI® review course, an October 2019 addition to the Practical Nursing Seminar course, will now be a mandatory requirement to pass the course. Students who do not attend the HESI review course will be deemed to have not successfully completed the requirements for the Nursing Seminar course and will be required to repeat the course in its entirety.

All graduates who have been delayed in taking the NCLEX exam and all graduates who were unsuccessful in their initial NCLEX attempt have been, and will continue to be invited to attend

the next scheduled HESI review course to increase their exposure to NCLEX content in preparation for sitting for / re-sitting for the exam. This practice has commenced effective June 28, 29, & 30, 2021.

In an attempt to increase student exposure to the types of questions likely to be seen on their licensure exams, we are returning to the pre-Covid practice of requiring a minimum of 100 practice questions per week throughout the Seminar course. The Saunders Comprehensive Review NCLEX-PN Examination 8th edition and the HESI Comprehensive Review for the NCLEX Exam books are being evaluated by the Curriculum Committee for inclusion in student book bundles to increase exposure to NCLEX style questions throughout the duration of their schooling.

The Assessment Technology Institute® comprehensive predictor exams are utilized during the Nursing Seminar course. Following the initial ATI assessment at the start of Seminar students will be required to participate in the focused review tailored to their individual areas of deficiency. These reviews are being incorporated into the Seminar course by the Curriculum Committee.

A passing score of 75% or greater (95% probability of passing the NCLEX exam) will now be required on the ATI-B (retake) exam for a student to pass the Seminar course regardless of all other grades in the course. This added measure will assist in assessing for testing readiness. Students who fail to achieve a 75% will be required to retake the Seminar course in its entirety.

Ms. Brunet and Dr. Kane will be responsible for quarterly auditing of these initiatives beginning with the July 2021 term.

- In an effort to increase student preparedness to pass the NCLEX-PN exam, Porter and Chester Institute has undertaken a comprehensive analysis of its instructional process. Curricula are being updated in accordance with the 2020 NCLEX-PN® Examination Test Plan. Formative exams are being revised to reflect application-level taxonomies reflected in current NCLEX construct. Problems related to academic dishonesty are being addressed by requiring that every exam be administered on campus with a proctor rather than in a virtual format. Requirements to pass the Nursing Seminar course have been enhanced to include mandatory attendance at the HESI review course and establishment of a minimum passing score on the ATI predictor exam to pass Seminar, graduate and be eligible to take the NCLEX.

Clinical:

To increase the application and integration of learning, clinical post-conferences are being formatted with a focus on critical thinking and knowledge application in scenario-driven lessons. Sherry Greifzu, Nursing Project Manager, in collaboration with Nancy Brunet, Interim Director of Nursing, established a bank of post-conference offerings to provide a wide range of content to further engage application-level student learning. Included in these post-conference offerings are NCLEX style questions designed to assess knowledge before and after presentation on these

assigned case scenarios. Implementation of this change will begin immediately and be reviewed/audited for effectiveness each term by both Ms. Greifzu and Ms. Brunet.

- Clinical application of didactic content is being integrated through scenario-driven reviews which include NCLEX questions to assess knowledge before and after the scenario is presented. Student inability to master NCLEX questions after each scenario will be referred back to their individual campus Education Supervisor for remedial education and retesting on the failed topic.
- To maintain the level of clinical competency students have attained, Sherry Greifzu will continue to conduct unannounced clinical site visits. She will engage students during these visits with questions to gauge their application-level knowledge of the patients for whom they are providing care.

Staffing and Vacancies

Changes to the method by which instruction was presented, and the extended closure of clinical facilities available to PN students changed the staffing model used at Porter and Chester. As the school transitioned to online learning, a unified curriculum across all campuses allowed for students to be grouped into cohorts across two or more campuses to be taught by a single instructor resulting in decreased overall faculty needs. Because of the clinical closures, many clinical and adjunct instructors did not work for extended periods of time.

During the period of 17 March 2020 and 7 May 2021, 37 nursing instructors either resigned or were terminated; 31 of these can be tied directly to the effects of the Covid pandemic.

Number of faculty lost	Reason
20	Clinical Instructors – no work for prolonged interval related to lengthy closure of clinical sites
5	Returned to work in hospitals or long-term care facilities
4	Afraid to return
2	Lack of child-care related to covid closure of facilities

Additionally, two active nursing instructors died during the past year, one from the corona virus. These faculty losses are reflected in the 38% attrition rate for 2021.

Staff Growth and Turnover Rates					
	2017	2018	2019	2020	2021
Growth Rate	80%	103%	15%	17%	-53%
Turnover Rate	41%	59%	32%	47%	38%

Throughout the pandemic the Human Resources Department for Porter and Chester Institute continually sourced additional nursing faculty. Current faculty opening across the nursing campuses are reflected below.

Current Full-Time Faculty Openings					
	Enfield	Hamden	Rocky Hill	Stratford	Waterbury
Day	1	3	0	2	2
Evening	2	0	0	0	0

To support existing full and part-time instructors, Porter and Chester continually seeks to maintain adequate adjunct / substitute instructors. These instructors complete the same onboarding process as their full and part-time colleagues and are available to cover sick calls or planned vacation days, to assist in psychomotor labs, and to provide coverage for clinical experiences.

- The Covid pandemic had a negative impact on staffing and staff retention at Porter and Chester Institute. The 2019 National League for Nursing Faculty Census Survey reflects a national vacancy rate of 4% in practical nursing programs. The current turnover rate for the organization has been ameliorated by the aggressive efforts by the Human Resources department to source qualified full-time and adjunct faculty to continue to address the educational needs of our students.

Instructor Professional Development:

The Covid pandemic presented challenges for faculty at Porter and Chester Institute. As discussed during the June 16, 2021, Board of Examiners for Nursing meeting, nursing faculty were not ready for an overnight transition from residential to online learning. To increase their level of preparedness to teach in the on-line environment all didactic instructors were required to complete twelve educational modules specific to on-line instruction through the Max-Knowledge educational system. Following completion of these modules, the instructors earned Certified Higher Education Professional (CHEP) certification

Monthly professional development symposia will be initiated effective July 2021. The topic of this first offering will be Creating a Framework for Pre and Post Conference Experiences.

Topics for upcoming professional development sessions will include, but are not limited to the following:

- Introduction to concept-based teaching
- Utilizing flipped classroom techniques
- Developing scenario-based case studies
- Creating objectives-based grading rubrics

Seven members of the Curriculum Development Committee attended a webinar entitled *Using Concept Maps to Foster Clinical Judgment* on June 25, 2021. Three additional committee members will attend the session on September 22, 2021.

Additionally, Nancy Brunet, the Interim Director of Nursing is collaborating with the Faculty Development Director to identify professional development topics in our on-line learning system (Max-Knowledge) related to research, and clinical and deductive reasoning to align with student learning goals.

Ms. Greifzu and Ms. Brunet, with support from Dr. Kane, will regularly monitor clinical faculty and seek student feedback on the effectiveness and accessibility of the clinical instructor.

- Annual professional development requirements have long been in place at Porter and Chester Institute. Required content for nursing faculty is now targeted towards nursing objectives to improve student outcomes. Instructors not yet CHEP certified are being required to complete these training modules prior to the July 19, 2021 start date to remain eligible to teach online content.

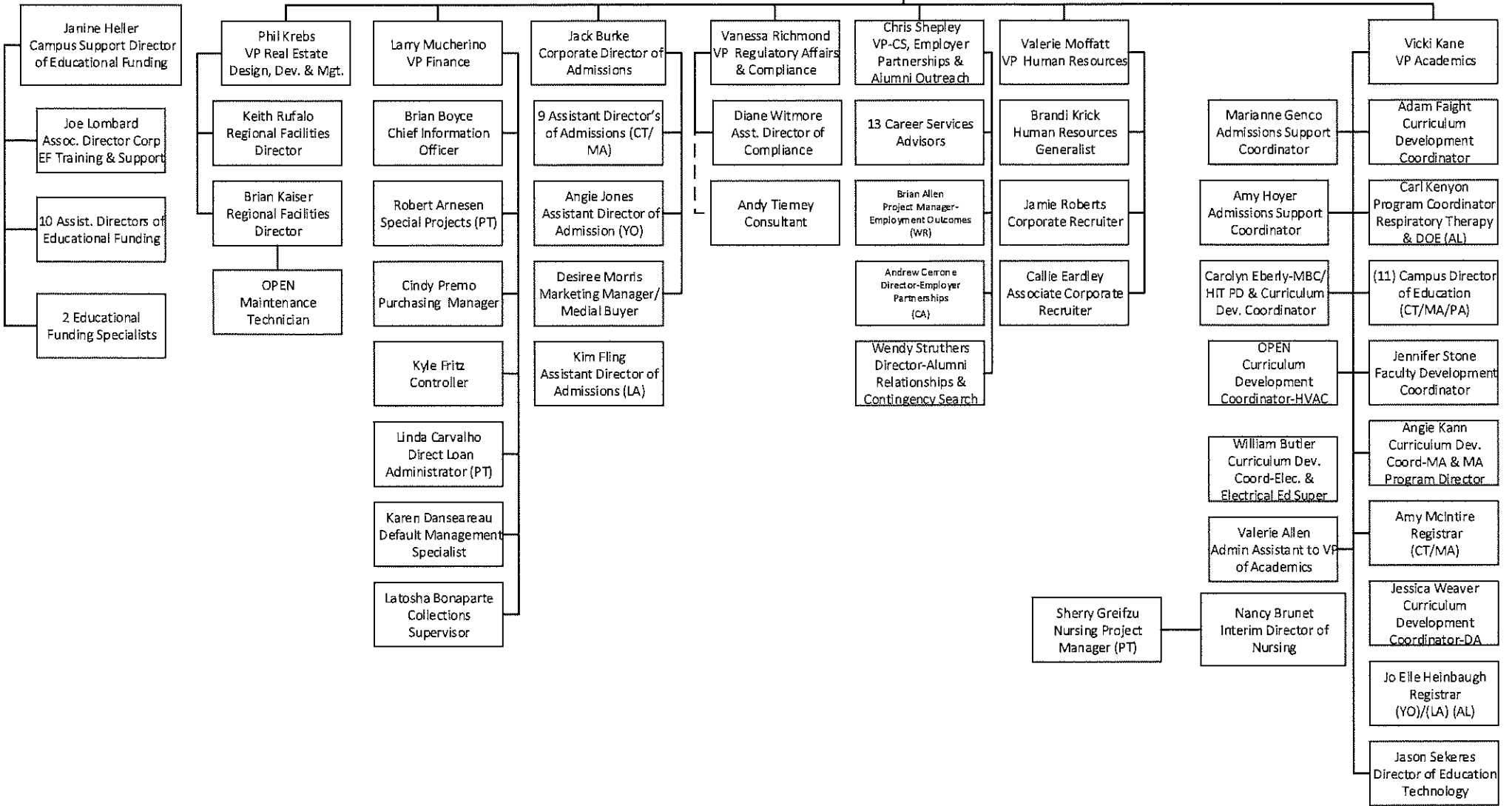
Summary

Porter and Chester Institute is committed to the success of our students. While the Covid pandemic contributed to low NCLEX scores for 2020-2021, an in-depth internal review revealed multiple areas in need of change. These identified changes have and continue to be implemented to both increase the application-level knowledge of content by our students during their formative education and improve successful outcomes on their summative licensure exams. Evaluation of the changes will be an on-going process conducted by nursing leadership and additional changes will be implemented if deemed necessary.

Overall

James Bologna
CEO

Alysson Ravosa
Executive Assistant



Jim Bologna
President & CEO

Vicki Kane
VP Academics

Nancy Brunet
Interim Director of
Nursing

Julia Pinto (RH)
Practical Nursing
Program Coordinator

Debbie Gittens PN Instructor (PT)	Jose Perez PN Instructor (PT)
Angela Prentiss PN Instructor	Jessica Teker PN Instructor
Muriel Appram PN Instructor (PT)	Susan Nelson PN Instructor
Amanda Jones PN Instructor (PT)	Florence Ampadu-Adjei PN Instructor
Susan Grube PN Instructor	

Melanie Stanko (EN)
Practical Nursing
Program Coordinator

Elayna Lindblom PN Instructor
Lakeisha Mitchell PN Instructor
Kathleen Wentworth PN Instructor
Sarah Moquin PN Instructor
Kelly Pham PN Instructor

Beatriz McMillian
(HA)
Practical Nursing
Program Coordinator

Wendy Marek PN Instructor
Kathleen O'Neil- Meyers PN Instructor (PT)
Karen Greene PN Instructor
Brittany Faison PN Instructor
Jacqueline Campbell PN Instructor
Rebecca Lamberti PN Instructor (PT) i

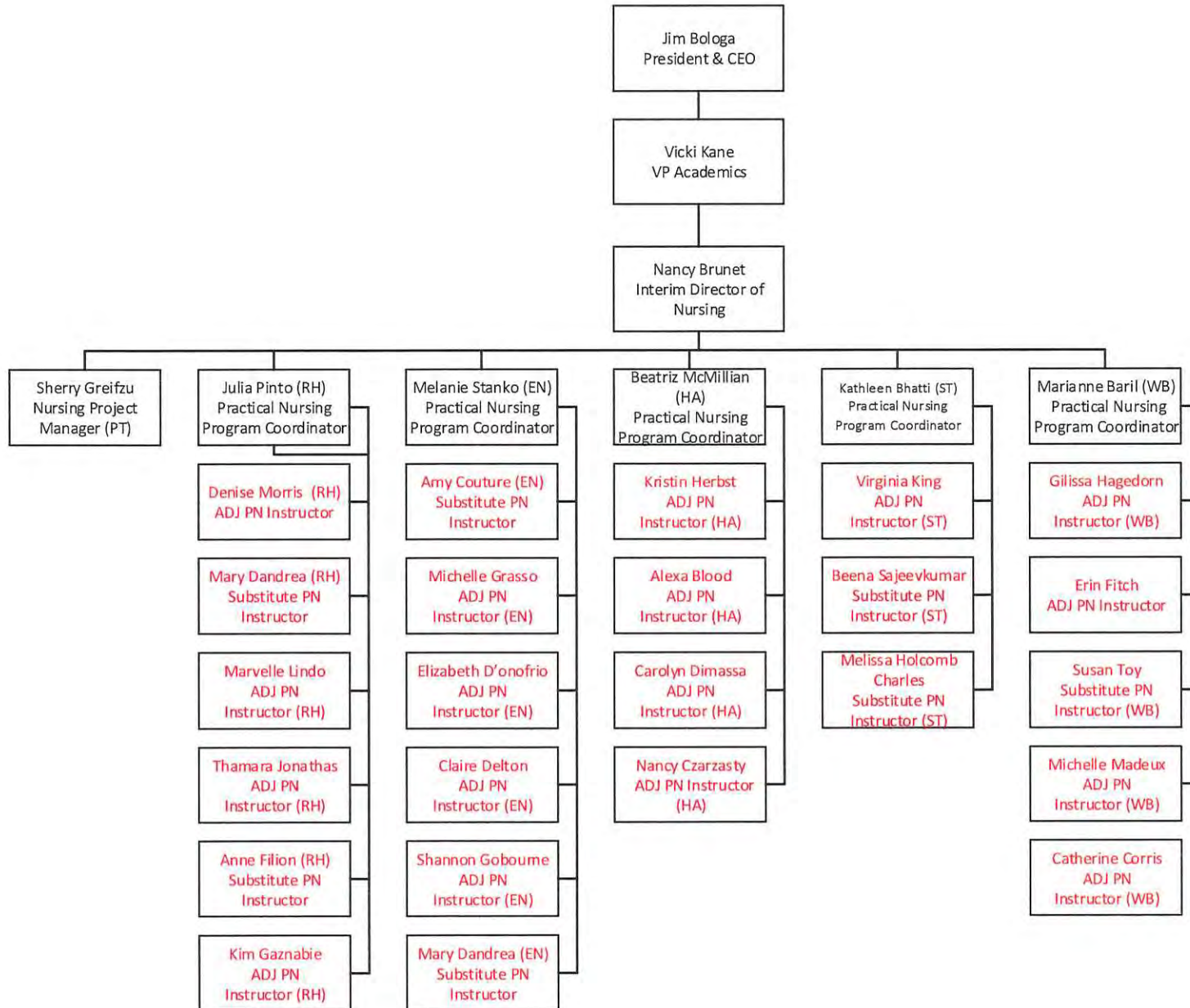
Kathleen Bhatti (ST)
Practical Nursing
Program Coordinator

Sania Beckford PN Instructor	Elizabeth Cortright PN Instructor
Dorine Blanco PN Instructor	Patricia Gantert PN Instructor (PT)
Vanessa Mattison PN Instructor (PT)	Lauren Kelley PN Instructor (PT)
Helen Satkunas PN Instructor	Diane Kiraly PN Instructor (PT)
Naquita Jacques PN Instructor	Eianne Bueno PN Instructor (PT)
Amodi Todd PN Instructor (PT)	Gwen Melton PN Instructor (PT)

Marianne Baril (WB)
Practical Nursing
Program Coordinator

Susanne Pauvette PN Instructor
Elliot Wolfer PN Instructor
Nicola Joseph PN Instructor
Raynetta Askins PN Instructor
Valrose Green-Colon PN Instructor (PT)
Eileen Leahy PN Instructor (PT)

Substitute & Adjunct PN Instructors



POSITION PROFILE

Title: Acting Director of Practical Nursing	
Department: Education	FLSA: Exempt
Reports To: VP of Academics	Employee Type: Fulltime
Manages Others: Yes	Work Schedule: Minimum 40 hours per week; Must be flexible due to position responsibilities; additional hours as needed. Must be able to adapt to short deadlines and pressure situations when necessary. Some evening hours for meetings required.

CREDENTIALS SUMMARY

Education: Master's in Nursing (MSN) required

Credentials: Current, valid Connecticut RN license required

Experience: Minimum 3 years' clinical work experience as a Registered Nurse. Minimum 3 years' teaching and management experience in a nursing education program

SKILLS SUMMARY

- Excellent interpersonal and communication skills
- Strong oral, written and presentation skills
- Collaboration, mature leadership skills and ability to lead and work in a matrixed environment
- Ability to convey the institution's mission, vision and values
- Proven track record in course curriculum development
- Comfort level around computers and various computer systems and software; proficiency in Microsoft Office
- Ability to partner with key stakeholders to develop relevant leading indicators of operational success
- Research, interpret and analyze data for achieving excellence in an educational setting
- Proven track record of project completions, multi-taking and the ability to handle fast paced environment with significant timeline pressures
- The ability to keep information confidential

POSITION SUMMARY

Primary Duties: In conjunction with the CDOE, Curriculum Committee, and Program Coordinator, organize and deliver curriculum in a manner that ensures quality classroom instruction. Participate in the delivery of the program, monitor students learning needs and outcomes, and assist in the adaptation of course materials to the levels and needs of individual students, which will ultimately allow students to develop employable skills leading them to jobs that are commensurate with student ability and employer expectation.

Responsibilities:

- With input from program coordinators, faculty, students, graduates and employers, plan, implement, coordinate and evaluate all aspects of the Practical Nursing program
- Oversee operation of the Practical Nursing (PN) program at all campuses that offer the Practical Nursing program
 - Monitor admissions processes, including admissions criteria, admissions testing, the nursing interview process, and the acceptance process.
 - Develop, implement and maintain nursing program-specific policies and procedures.
 - Advise, guide and monitor faculty implementation
- Supervise and evaluate all PN Program Coordinators, with input from the Campus Director of Operations and Education (CDOE)
- Act as a liaison with CT Board of Examiners of Nursing and the Department of Public Health
- Working with the program coordinators, monitor and maintain knowledge of all requirements and procedures for state licensing, registration, or certification, required and optional national certifications and other industry recognized credentials.
- Manage development of curriculum on the Canvas (LMS) platform, including coordination of faculty improvement/change
- Coordinate with the registrar on the appropriate scheduling patterns of courses
- Approve candidates for faculty appointment, promotion, and termination.
- Assist in the development of programmatic annual budgets for the institution and individual campuses.
- Manage all programmatic accreditation processes or licensing board processes and assist with institutional accreditation activities.
- Working with the program coordinators, assist in developing clinical affiliations (sites and contracts) for all locations according to the needs of the curriculum.
- Monitor learning outcomes and PN-NCLEX pass rates to assess instructional effectiveness.
- Attend biannual Professional Advisory Committee (PAC) meetings
- Chair the Practical Nursing Curriculum Committee
- Chair the Nursing Program Coordinator meetings
- Perform any other duties as assigned.

IT REQUIREMENTS

As this position may require up to 100% remote work, the employee must:

- Maintain a broadband internet connection with speeds of at least 25 Mbps downstream and 2Mbps upstream. For most providers this is the "basic" or "essential" plan. You should check with your provider and confirm your speed, as long as the number is higher than "25" you should be fine. You can conduct a test at www.speedtest.net and confirm the speed shown on the test is higher than 25 Mbps.
- Be prepared to troubleshoot and support your own in-home network/WIFI
- Follow all company IT policies, with special attention to the care of the company laptop or tablet. The company laptop or tablet is for business use only, by the employee themselves only.
- Connect only company-approved peripherals such as keyboards and mice. Personal printers are not supported.

PERFORMANCE OBJECTIVES

Performance is based on the employee's ability to:

- Design program such that 80% NCLEX-PN pass rate is maintained
- Develop and maintain functional curriculum on the LMS platform
- Develop and maintain effective team performance of Nursing Education Supervisors and faculty

PHYSICAL REQUIREMENTS

This position requires the following physical activities: Sitting for excessive period of time. Daily use of computer, phone, and other office equipment. Lifting (max about 15 pounds over head). Consistent ability to communicate effectively.

The statements herein are intended to describe the general nature and level of work being performed by the employee in this position. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in this position.

I have read and understand the responsibilities listed above and I accept these as the duties required for the position of **Acting Director of Practical Nursing**.

SIGNATURE: _____

DATE: _____

APPENDIX B



POSITION PROFILE

Title: Education Supervisor / Program Coordinator (Nursing)	Job Grade: M1
Department: Education	FLSA: Exempt
Reports to: Nursing Director w/ dotted line to Campus Director of Operations & Education	Employee Type: FT
Manages Others: Yes	Work Schedule: 40 hours per week; must be flexible due to positions responsibilities additional hours as needed, must be able to adapt to short deadlines and pressure situations when necessary.
CREDENTIALS SUMMARY (VARIES BY PROGRAM)	
Education: MSN degree required (BSN will be considered if currently enrolled in an MSN program and within three month of graduating)	
Certification:	
Experience: 3-5 years classroom teaching experience at the post-secondary level preferred. 5 years of successful leadership and management experience preferred. Minimum three years of experience in program career field.	
KEY BEHAVIORS SUMMARY	
<ul style="list-style-type: none"> • Excellent communication skills • Strong organizational skills • Ability to train others • Good interpersonal skills 	
SKILLS SUMMARY	
<ul style="list-style-type: none"> • Administrative experience in an educational setting • Demonstrated effectiveness as an instructor • Ability and willingness to travel to multiple campuses 	
RESPONSIBILITIES SUMMARY	
Primary Duties: Organize and lead faculty in a manner that ensures quality classroom instruction. Administer programs, monitor the learning process and tailor course materials to the levels and needs of individual students, which will ultimately allow students to develop employable skills leading them to jobs that are commensurate with student ability and employer expectation.	
Responsibilities:	
<ul style="list-style-type: none"> • Teach a minimum of 20 hours per week per term • Develop and implement strategies/plans to maximize student learning • Observe faculty and monitor development plans to aid faculty in attaining superior instructional behaviors • Conduct performance reviews and create development plans with faculty • Implement and follow standardized curriculum • Monitor student progress and outcomes • Manage program resources • Schedule faculty instruction, if applicable • Implement program retention plans • Timely communication and completion of status changes for faculty • Timely communication and completion of status changes for students • Organize and host new student orientations for program • Attend program and campus specific activities and events • Maintain customer service for the program • Mentor department faculty • Support PCI/YTI policies, procedures, and administration • Work with CDC on textbook lists for the program to ensure students are receiving the appropriate textbooks • Hold department meetings • Maintain department meeting minutes • Order program inventory and maintain current inventory lists 	

APPENDIX B



- Provide instruction for assigned courses. This includes preparation, in-class activities, classroom management, evaluation of students' work, consultation with students outside of class, maintenance of currency in the subjects taught, and other efforts related to the teaching of the assigned classes
- Maintain accurate class and other records
- Submit, when due, all necessary reports such as grade reports, rosters, and class schedules
- Run daily attendance and last day of attendance (LDA) reports
- Maintain work hours in addition to instructional time to provide academic, attendance, and career advisement
- Refer students to appropriate resources
- Submit student's exam information to necessary providers
- Organize and host PAC meeting for program
- Maintain accreditation standards for program
- Complete necessary reports for accreditors
- Cover vacation and salary continuance for other faculty within program
- Interview and train new program faculty
- Operate Learning Management System

PERFORMANCE FACTORS

- Student cohort completion rates
- Faculty performance
- Student Satisfaction Surveys

SCOPE OF POSITION

- Responsible for student population of up to 100
- Responsible for up to 8 FTE faculty members
- Responsible for up to 2 program areas

PHYSICAL REQUIREMENTS

This position requires the following physical activities: sitting, occasionally lift at least 15 pounds over head, consistent ability to communicate effectively.

The statements herein are intended to describe the general nature and level of work being performed by the employee in this position. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in this position.

I have read and understand the responsibilities listed above and I accept these as the duties required for the position of Program Coordinator.

SIGNATURE: _

DATE: _



05/17/2021

Ms. Helen Smith:

On April 5, 2021, Porter and Chester Institute appointed Beatriz McMillian, RN, MSN, as the education supervisor for Porter and Chester's practical nursing program (Hamden campus).

Ms. McMillian will function as the program's education supervisor, providing support of the educational delivery, guiding student achievement, and monitoring programmatic outcomes at the campus level.

Ms. McMillian is an internal appointment with working knowledge of the current curriculum, its faculty, and students. Therefore, the school anticipates a smooth transition as Ms. McMillian assumes education supervisor role within Porter and Chester's practical nursing program.

If you have any questions, please contact me at vicki.kane@yti.edu.

Respectfully,

A handwritten signature in black ink, appearing to read 'VK' followed by a flourish.

Vicki Kane, Ed.D
Vice President of Academics

BEATRIZ McMILLIAN, RN

OBJECTIVE

Dedicated, compassionate, knowledgeable Registered Nurse with over 10 years of critical care experience seeking a full-time Practical Nursing Supervisor position with Porter and Chester

EDUCATION

HERBERT H. LEHMAN COLLEGE

Master of Science in Nursing
GPA: 3.909

Bronx, NY
01/11- 01/13

HERBERT H. LEHMAN COLLEGE

Bachelor of Science in Nursing
GPA: 3.57, Cum Laude

Bronx, NY
01/06- 05/10

HONORS & AWARDS

Golden Key Honor Society, Active Member

11/09- Present

Chi Alpha Epsilon Honor Society, Honorable Member

04/10- Present

Sigma Theta Tau International Honor Society for Nursing, Active Member

05/10- Present

Lehman College, Dean's List

2008 & 2009

PROFESSIONAL ORGANIZATIONS

American Nurses Association

08/12- Present

American Association of Critical Nurses

10/16- Present

Emergency Nurses Association

08/12- Present

CERTIFICATES & LICENSURE

Registered Professional Nurse, CT Licensure

07/20- Present

Registered Professional Nurse, NYS Licensure

07/18- Present

Certified Emergency Room Nurse (CEN)

01/21- Present

Certified Critical Care Registered Nurse (CCRN)

10/19- Present

Trauma Certified Registered Nurse (TCRN)

05/19- Present

Basic Life Support for Health Care Providers

06/20- Present

Advanced Cardiac Life Support for Health Care Providers

10/19- Present

Pediatric Advanced Life Support for Health Care Providers

06/20- Present

Trauma Nursing Core Course (TNCC)

09/20- Present

Emergency Nursing Pediatric Course (ENPC)

05/18- Present

Fundamental Critical Care Support (FCCS)

11/18- Present

PROFESSIONAL EXPERIENCE

Level 1 Trauma Center Emergency Department Staff Nurse

09/10-07/17

Jamaica Hospital Medical Center, Queens, NY

Registered Nurse

- Care for emergency room patients at a level 1 trauma center with 2 trauma bays and over 100,00 visits a year
- Provide direct care to critical trauma patients
- Provide care and management to critically ill patients on mechanical ventilator, vasoactive drips and invasive monitors
- Assess patients and prioritize care
- Stabilize patients in crisis using BLS and ACLS protocol
- Document assessments and outcomes in electronic chart system

- Interact with interdisciplinary team regarding patient care
- Educate patients/families on health care needs, conditions and options
- Aid Nursing Manager in supervision of staff nurses
- Ability to educate and be used as a preceptor for new staff nurses in the Emergency Department

Intensive Care Unit Staff Nurse
Norwalk Hospital, Norwalk, CT
Registered Nurse

04/17-04/19

- Provided direct quality care to patients in the Intensive Care Unit including daily assignments, charting, medication administration and supervision of care of 2 to 3 patients per day
- Directly communicated with the interdisciplinary team in the management of patient care
- Interpreted telemetry strips, invasive and non-invasive monitors in the Intensive Care Unit
- Documented all patient care during shifts; updated patient records and prepared patients for hand off to oncoming staff
- Assisted in the assessment, treatment and implementation; observed the patient's progress and response to treatment
- Provided care for variety of patients; communicated effectively with patients and family of diverse backgrounds and ethnicities
- Attended nursing continuing education sessions to improve nursing skills and knowledge

Level 2 Trauma Center Emergency Department Staff Nurse
Stamford Hospital, Stamford CT
Registered Nurse

07/17-04/21

- Responsible for evaluation and assessment of patient conditions in emergency situations including STEMI and trauma alerts, medical, surgical and respiratory emergencies.
- Utilized critical thinking skills to intervene with the appropriate interventions for urgent/emergent patient care
- Provided comprehensive nursing care to patients seeking medical care in the emergency department
- Provide professional nursing care for pediatric and adult patients in the emergency department
- Fully qualified in triage and determining priority of care based on physical, psychological and social needs
- Work alongside physicians, other nurses and healthcare professional to provide care, monitor health conditions, administer medications and advice patients and their families on illness care

Licensed Practical Nursing
Porter and Chester Institute, Hamden CT
Nursing Instructor

08/19-04/21

- Assist in planning and developing LPN nursing courses
- Lecture on nursing subjects, assign and grade homework/tests and oversee lab practical
- Complete professional development classes/activities as per institution requirement
- Manage and create the nursing experience in the long-term clinical setting
- Collaborate with colleagues to revise and evaluate course content
- Evaluate LPN student's performance both in the classroom and clinical setting

Licensed Practical Nursing
Porter and Chester Institute, Hamden CT
Nursing Education Supervisor.

04/21- present

- Maintain accurate records about student's attendance, grades and accomplishments
- Enter student's data in PCI recordkeeping system
- Process student's paperwork accurately, with clarity and punctuality
- Oversight and implement PCI's policies and procedures regarding the PN program
- Maintain current clinical affiliations and implement new contractual clinical affiliations
- Facilitate professional interaction between educational staff and the clinical setting to promote continued collaboration
- Work alongside with the Director of Education to maintain supportive and consistent communication with students to provide an environment where the students feel supported

SKILLS

- Fluent in both English and Spanish language
- In depth knowledge of the advance technologies and equipments with the perfect knowledge of the medical terminology
- Great demonstration and leadership qualities
- Energetic and positive attitude with the profound communication skills both verbally and written
- Provide competent and dignified patient care

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CUNY LEHMAN COLLEGE
OFFICE OF THE REGISTRAR
250 BEDFORD PARK BLVD. WEST
SHUSTER HALL ROOM 102
BRONX, NY 10468

TELEPHONE: 718-960-8810

Official Academic Transcript of:
BEATRIZ CARO-MADERA
Transcript Created: 18-May-2021

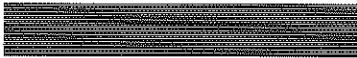


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410 CAPITOL AVENUE
HARTFORD, CT 06134

E-Mail: helen.smith@ct.gov

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Official Undergraduate Transcript

PRINTED COPY PRINTED COPY

Name: Beatriz Caro-Madera
Student ID:

Print Date: 05/18/2021
SSN:
Birthdate:

Send To: CT STATE DEPARTMENT OF HEALTH
410 CAPITOL AVENUE
HARTFORD, CT 06134

Transfer Credits
Transfer Credit from SUNY Buffalo State College
Applied Toward Undergraduate Program

Table with 4 columns: Course, Description, Attempt, Earn. Row 1: XFR 1000 Transfer Credit 0.00 0.00

Degrees Awarded

Degree: Bachelor of Science
Confer Date: 05/27/2010
Degree GPA: 3.577
Degree Honors: Cum Laude
Plan: Nursing
Sub-Plan:

Beginning of Undergraduate Record

2006 SP Undeclared Major Regular Academic Session (02/01/2006 - 05/31/2006) Table with 5 columns: Course, Description, Attempt, Earn, Grd

2007 SP Undeclared Major Regular Academic Session (02/01/2007 - 05/31/2007) Table with 5 columns: Course, Description, Attempt, Earn, Grd

2007 FA Undeclared Major Regular Academic Session (09/01/2007 - 12/31/2007) Table with 5 columns: Course, Description, Attempt, Earn, Grd

2008 SP Nursing Nursing BS Major Nursing Specialization Regular Academic Session (02/01/2008 - 05/31/2008) Table with 5 columns: Course, Description, Attempt, Earn, Grd

2006 FA Undeclared Major Regular Academic Session (09/01/2006 - 12/31/2006) Table with 5 columns: Course, Description, Attempt, Earn, Grd

2008 FA Nursing Nursing BS Major Nursing Specialization Regular Academic Session (09/01/2008 - 12/31/2008) Table with 5 columns: Course, Description, Attempt, Earn, Grd

2009 SP Nursing Nursing BS Major Nursing Specialization Table with 5 columns: Course, Description, Attempt, Earn, Grd

Yvette Rosario



PRINTED COPY PRINTED COPY

Name: **Beatriz Caro-Madera**
 Student ID: **[REDACTED]**
 Regular Academic Session (02/01/2009 - 05/31/2009)

Course	Description	Attempt	Earn	Grd
NUR 303	Therapeut Intervn 2	6.00	6.00	B
NUR 304	Therapeut Intervn 3	3.00	3.00	B-
NUR 330	Pharm Basis Of Nrsng	3.00	3.00	A
Term GPA: 3.175		Term Total:	12.00	12.00

2009 FA

NursingNursing BS Major

Subplan: Nursing Specialization
 Regular Academic Session (09/01/2009 - 12/21/2009)

Course	Description	Attempt	Earn	Grd
NUR 302	Ways Of Knowng- Nurs	3.00	3.00	A-
NUR 405	Therapeut Intervn 4	6.00	6.00	A-
NUR 406	Clinic Decision Makg	3.00	3.00	A-

Term Honor: Dean's List

Term GPA: 3.700	Term Total:	12.00	12.00
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2010 SP

NursingNursing BS Major

Subplan: Nursing Specialization
 Regular Academic Session (02/01/2010 - 05/25/2010)

Course	Description	Attempt	Earn	Grd
NUR 408	Trends&Iss-Nur & Hea	3.00	3.00	B+
NUR 409	Therapeut Intervn 5	6.00	6.00	B
NUR 410	Professional NurMgmt	3.00	3.00	B-

Term GPA: 3.000	Term Total:	12.00	12.00
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Cumulative Totals

Cum GPA: 3.577	Cum Total:	120.00	120.00
Transfer Cum GPA: 0.000	Transfer Total:	0.00	0.00
Comb Cum GPA: 3.577	Comb Total:	120.00	120.00

End of Official Undergraduate Transcript

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Yvette Rosario



LEHMAN COLLEGE

Official Graduate Transcript

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Name: Beatriz Caro-Madera
Student ID: [REDACTED]

Print Date: 05/18/2021
SSN: [REDACTED]
Birthdate: [REDACTED]

Adult Health Nursing Major					
Regular Academic Session (08/27/2012 - 12/21/2012)					
Course		Description	Attempt	Earn	Grd
NUR	749	Nur Pract: Topics	6.00	6.00	A
NUR	787	Adv Prof Seminar	3.00	3.00	A
			<u>Attempt</u>	<u>Earn</u>	
Term GPA: 4.000			9.00	9.00	

Send To: CT STATE DEPARTMENT OF HEALTH
410 CAPITOL AVENUE
HARTFORD, CT 06134

----- Cumulative Totals -----					
			Attempt	Earn	
Cum GPA:	3.909	Cum Total:	43.00	43.00	
Transfer Cum GPA:	0.000	Transfer Total:	0.00	0.00	
Comb Cum GPA:	3.909	Comb Total:	43.00	43.00	

Degrees Awarded

Degree: Master of Science
Confer Date: 01/31/2013
Plan: Adult Health Nursing

End of Official Graduate Transcript

----- Beginning of Graduate Record -----

2011 SP

Adult Health Nursing Major					
Regular Academic Session (02/01/2011 - 05/31/2011)					
Course		Description	Attempt	Earn	Grd
NUR	600	Biosstats Hlth Rsrch	4.00	4.00	A
NUR	720	Advanced Nur Practice	3.00	3.00	B
NUR	723	Applc Promot Stratgs	3.00	3.00	A
Term GPA: 3.700			<u>Attempt</u>	<u>Earn</u>	
Term Total:			10.00	10.00	

2011 SU

Adult Health Nursing Major					
Regular Academic Session (06/01/2011 - 08/15/2011)					
Course		Description	Attempt	Earn	Grd
NUR	767	Advanced Pharmacology	3.00	3.00	A
NUR	773	Adv Health Assessment	3.00	3.00	A
Term GPA: 4.000			<u>Attempt</u>	<u>Earn</u>	
Term Total:			6.00	6.00	

2011 FA

Adult Health Nursing Major					
Regular Academic Session (09/01/2011 - 12/31/2011)					
Course		Description	Attempt	Earn	Grd
NUR	721	Essut Of Clinical Res	3.00	3.00	A
NUR	738	Adulthealth Nursing1	6.00	6.00	A
Winter (01/03/2012 - 01/23/2012)					
Course		Description	Attempt	Earn	Grd
NUR	726	Hlth Plan&Pol Devel	3.00	3.00	A-
Term GPA: 3.925			<u>Attempt</u>	<u>Earn</u>	
Term Total:			12.00	12.00	

2012 SP

Adult Health Nursing Major					
Regular Academic Session (01/27/2012 - 05/24/2012)					
Course		Description	Attempt	Earn	Grd
NUR	739	Adulthealth Nursing2	6.00	6.00	A
Term GPA: 4.000			<u>Attempt</u>	<u>Earn</u>	
Term Total:			6.00	6.00	

2012 FA

Yvette Rosario



STONE ACADEMY

July 1, 2021

Ms. Helen Smith, Nurse Consultant
State of Connecticut
Department of Public Health
410 Capitol Avenue
PO Box 340308
Hartford, CT 06134

Dear Ms. Smith:

Stone Academy respectfully requests that the Board of Examiners for Nursing place Lisa Palmer, BS, BSN, RN on the July 21, 2021, agenda for review and approval as the Interim Practical Nurse Program Administrator. As the Executive Vice President for Stone Academy, I feel Ms. Palmer is a highly suitable and qualified candidate for this interim role. Ms. Palmer is expected to complete her MSN in February 2022.

Lisa began her academic journey at Yale New Haven Hospital where she had the opportunity to gain additional experience in the role of educator. As a Milieu Counselor, Lisa took on the role as a preceptor for various students from several area colleges. In addition, Lisa's strong teaching skills were implemented while acting as a preceptor for incoming nursing students.

Currently, Lisa is the Site Administrator for the Practical Nursing program at the Stone Academy, West Haven campus. Lisa has been an asset to the Practical Nursing academic team since September 2019, where she began as a faculty member. Her ability to maintain a classroom environment that included enthusiasm and passion for learning was remarkable. Because of her experience as a faculty member in a practical nursing classroom, Lisa understands how to develop a healthy rapport with practical nursing students and nursing faculty alike. Since then, Lisa has continued to demonstrate strong leadership skills, which supported her promotion to Site Administrator on October 2020. The transition from classroom faculty to administrator places Lisa in a beneficial position to oversee the entire program effectively and successfully.

Stone Academy encourages hiring from within as this benefits our programs, faculty, and students. Lisa continues to demonstrate her dedication to the success and improvement of Stone Academy's Practical Nursing program. Her experience as a faculty member and supervisor will be helpful in assisting faculty and in seeking to improve faculty retention.

Attached you will find Ms. Palmer's transcripts and resume for the Board's review as well as a professional letter submitted on Lisa's behalf by Tammy Lampley, Program Director, PM DNP and MSN FNP Online Programs.

The effective date of assuming this position would be following Board approval on Wednesday, July 21, 2021. I look forward to presenting Lisa to the Board on July 21, 2021. Please do not hesitate to reach out to me should further information be required.

Sincerely,



Dr. Linda Dahlin
Executive Vice President
Stone Academy

Attachments:

- Exhibit 1: Lisa Palmer's Resume*
- Exhibit 2: Sacred Heart University Transcript*
- Exhibit 3: Springfield College Transcript*
- Exhibit 4: St. Vincent's College Transcript*
- Exhibit 5: Letter of Good Standing*

LISA PALMER

108 Fairview Avenue • West Haven, CT 06516
 Email: Lpalmer@stone.edu • Phone: 203:641-6967

SUMMARY OF QUALIFICATIONS

Professional Registered Nurse with experience in planning, organizing, developing and directing the day-to-day functions of a Nursing Department. Possess the ability to interpret the programs, goals, objective, policies and procedure that are necessary for an academic environment

PROFESSIONAL EXPERIENCE

PN Site Administrator, Stone Academy, West Haven CT 10/2020-Present

- Assist in developing, planning, implementing, and evaluating assigned nursing courses.
- Collaborate with educational leaders in program development, training opportunities, and placement efforts.
- Coordinate with the Clinical Supervisor to plan, implement, and evaluate student clinical laboratory learning experiences.
- Monitor the Academic Risk report that is submitted weekly to the Campus Director.
- Assist in accreditation and compliance processes.
- Attend all required meetings with the PN Curriculum Committee, Professional Advisory Committee, and other committees as assigned.
- Assist with the onboarding process by interviewing potential faculty members, scheduling lesson presentations, and orienting and mentoring new faculty.
- Supervise faculty and support staff.
- Perform instructional evaluations annually.
- Assist with academic advising for students, as necessary.
- Enforce all school policies and procedures.

Instructor, Stone Academy, West Haven CT 09/2019-10/2020

- Created a structured & creative learning environment
- Introduce students to assigned textbooks and learning materials in conjunction with expertise from the nursing field; employed appropriate teaching and learning strategies
- Proficient in ATI and Black Board
- Resource to all past and present students
- Precept new staff to Stone Academy policies and standards

Registered Nurse, Yale New Haven Hospital, New Haven CT 07/2009-03/2020

- Develop, communicate and documents a plan of care reflecting individualized patient problems and interventions to achieve desire outcomes.
- Implements and coordinate the plan of care in collaboration with the healthcare team. Manage treatment and medication administration, patient education,
- Function as a Night Charge Nurse, preceptor to new staff
- Practice in a environmentally safe and health manner
- Performs other duties as assigned or directed to ensure smooth operation of the unit
- Assisted and implemented care for acute, short term and long term care patients

Milieu Counselor, Yale New Haven Hospital, New Haven CT 07/2000-07/2009

- Provide Patient and Family Centered Care: participation, dignity, respect, information sharing and collaboration
- Encourage clients to discuss their emotions and experiences
- Help clients process their reactions and adjust to difficult changes
- Act as a co-facilitator for weekly unit based therapeutic groups;
- Maintain a safe environment for staff and patients
- Supervisor and Liaison to Psychology students for area colleges

- Orienting, precepting and education new hires

EDUCATION/AFFILIATIONS/ CERTIFICATIONS

Sacred Heart University, Fairfield CT 8/2018- (currently enrolled)
Master of Science Nursing Education
*Member, Sigma Theta Tau Honor Society

Chamberlain University College of Nursing, Addison IL 2018
Bachelor of Science Nursing

ST Vincent School of Nursing, Bridgeport CT 2009
Associate of Science Nursing

Springfield College, Springfield MA 2000
Bachelor of Science Rehabilitation and Disability Studies
Minor: Psychology

CPR/ First Aide Certified
Port Certified
Restraint Certified

Issued To: Lisa Palmer
Parchment:34855366
Record of: Lisa Palmer
Current Name: Lisa Palmer
Address: 108 Fairview Ave
 West Haven, CT 06516
 USA

Date Issued: 17-JUN-2021
Date of Birth: 09-OCT
Student ID: D40762917

 Course Level: Chamberlain Undergraduate
 First Enroll: 28-AUG-2017 Last Enroll: 01-SEP-2018
 Bachelor of Science

 Program : Nursing
 College : Chamberlain College of Nursing
 Campus : Online
 Major : Nursing - RN to BSN
 Concentration : No Concentration

Degree Awarded Bachelor of Science 01-SEP-2018

 PROGRAM : GPA: 3.87
 CUMULATIVE: Ehrs: 125.00 GPA: 3.87
 Program : Nursing
 College : Chamberlain College of Nursing
 Campus : Online
 Major : Nursing - RN to BSN
 Concentration : No Concentration
 Inst. Honors: President's Honors

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
201740	St Vincents College		
CCAP PROF	Chamberlain Articulation Plan	PR	
RELI 448N	Comparative Religions	TB	
Ehrs: 80.00 GPAHr: 0.00 QPts: 0.00 GPA: 0.00			
3.91			

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
201740	Springfield College Ma		
ENGL 147N	Advanced English Composition	TA-	
HIST 410N	Contemporary History	TB-	
LTRE 421N	Studies in Literature	TC	
MATH 399N	Applied Managerial Statistics	TB	
RELI 1TR	Religion Transfer	TC	
Ehrs: 15.00 GPAHr: 0.00 QPts: 0.00 GPA: 0.00			
3.91			

INSTITUTION CREDIT:

***** CONTINUED ON NEXT COLUMN *****

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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Institution Information continued:

Semester: Fall 2017			
Nursing - RN to BSN			
NR 351	Trans in Prof Nursing	3.00 A	12.00
Nursing - RN to BSN			
NR 305	RN Health Assessment	4.00 A	16.00
POLI 330N	Political Science	3.00 B	9.00
Semester: Ehrs: 10.00 GPAHr: 10.00 QPts: 37.00 GPA: 3.70			

Semester: Spring 2018			
Nursing - RN to BSN			
NR 443	RN Community Health Nursing	4.00 A	16.00
Nursing - RN to BSN			
NR 447	RN Collaborative Healthcare	4.00 A	16.00
PSYC 305N	Motivation and Leadership	3.00 A	12.00
Semester: Ehrs: 11.00 GPAHr: 11.00 QPts: 44.00 GPA: 4.00			

Semester: Summer 2018			
Nursing - RN to BSN			
NR 361	RN Info Systems in Healthcare	3.00 A-	11.25
NR 439	RN Evidence-Based Practice	3.00 A	12.00
Nursing - RN to BSN			
NR 451	RN Capstone Course	3.00 A	12.00
Semester: Ehrs: 9.00 GPAHr: 9.00 QPts: 35.25 GPA: 3.91			

***** CONTINUED ON PAGE 2 *****

 Abbey McElligott
 Signature

 17-JUN-2021
 Date

Not considered official without Seal or Registrar's signature.



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Record of: Lisa Palmer
Current Name: Lisa Palmer
Date Issued: 17-JUN-2021
Date of Birth: 09-OCT
Student ID: [REDACTED]

***** TRANSCRIPT TOTALS *****

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	30.00	30.00	116.25	3.87
TOTAL TRANSFER	95.00	0.00	0.00	0.00
OVERALL	125.00	30.00	116.25	3.87

***** END OF TRANSCRIPT *****



Abbey McElligott
Signature

17-JUN-2021
Date



Not considered official without Seal or Registrar's signature.

The Family Educational Rights and Privacy Act of 1974 (as amended) prohibits the release of this information without the student's written consent. An official transcript must include the signature of the registrar and the seal of the college or university. This document reports academic information only.

Chamberlain University

National Management Offices
500 W. Monroe St., Suite 28, Chicago, IL 60661
888.556.8226
chamberlain.edu

For all transcript questions or requests, email registrar@chamberlain.edu

Historic Information

1889 – Evangelical Deaconess Hospital School of Nursing founded
1981 – Deaconess College of Nursing (DCN)
1958 – Deaconess Hospital School of Nursing
2006 – Chamberlain College of Nursing (CCN)
2017 – Chamberlain University (CU)
2017 – Chamberlain College of Health Professionals (CHP)

Degrees Awarded:

College of Nursing: The Diploma in Nursing was awarded until December 1991 and the Associate Degree in Nursing program (Associate of Science in Nursing degree in Columbus, Ohio and St. Louis, Missouri) was first awarded in 1990. The Bachelor of Science in Nursing degree was first awarded in 1985. The Master of Science of Nursing degree was first awarded in 2010. The Doctor of Nursing Practice degree was first awarded in 2014. **Associate Degree in Nursing program (Associate of Science in Nursing (ASN) degree in St. Louis, Missouri):** Graduates of the ASN program, May 1997 through May 1998, will have the nutrition hours requirements, under the Missouri Articulation Plan, distributed throughout the curriculum, which will be deemed equal to a 3-hour course. Beginning with the December 1998 graduates, a 3-hour course in Nutrition was required. Beginning in 2004, the Nutrition course was changed to a 2-hour course.

College of Health Professions: The Master of Public Health degree was first offered in 2017. The Master of Social Work degree was first offered in 2019.

Academic Information

Official Transcripts: An official transcript carries the signature of the registrar, the seal of the University and date of issuance. Transcripts issued to students, or former students, are marked "Issued to Student." Issuance of a transcript may be denied when the student or former student has unfulfilled obligations to the University. Copies are not made of transcripts on file from other institutions.

Accreditation & Approvals: Chamberlain University is accredited by the Higher Learning Commission (www.hlcommission.org), a regional accreditation agency recognized by the U.S. Department of Education. The baccalaureate degree program in nursing, master's degree in nursing program, Doctor of Nursing Practice program, and post graduate APRN certificate program at Chamberlain University are accredited by the Commission on Collegiate Nursing Education, (<http://www.ccnaccreditation.org>). For the most updated accreditation information, visit chamberlain.edu/accreditation.

Calendar & Credit System: Chamberlain University operates on a student-centric calendar. An academic year will be determined by the student's schedule. Each semester consists of 16 weeks of instruction and exams; classes are scheduled in two eight-week sessions each semester.

An individual student's calendar is based on his/her initial enrollment into a degree seeking program or on the date studies are resumed following readmission to the University. This schedule results in two overlapping calendars (referred to as "cycles"). The two overlapping calendar cycles designate months corresponding to Chamberlain's summer, fall and spring semesters.

The academic credit unit is the semester hour. A semester credit is defined as a minimum of 16 contact hours of lecture or online learning activities with an associated 32 hours of out-of-class student work, 32 contact hours of laboratory or 48 contact hours of clinical instruction/practice/practicum, 40 contact hours of graduate practicum/fieldwork for MPH, 64 contact hours of practicum for the DNP Healthcare Systems Leadership specialty track and 83 hours of out-of-class fieldwork for MSW. Courses with zero academic credits are designed to support students and therefore are exempt from the Credit Hour Allocation policy. One contact hour is defined as 50 minutes of attendance in lecture, laboratory or clinical instruction/practice or participation in online learning activities. Lab and clinical section credit hours are integrated into the course. Up to five additional contact hours are added per graduate practicum course for conferencing and documentation.

Course Identification: Courses in the 100 series are primarily for undergraduate freshmen, 200 series are primarily for undergraduate sophomores, 300 series are primarily for undergraduate juniors, 400 series are primarily for undergraduate seniors. Courses in the 500 and 600 series are primarily for graduate level students and the 700 series are primarily for doctorate level students.

The chart below defines the minimum clinical contact hours required for pre-licensure and post-licensure nursing courses.

Course Number	Clinical Contact Hours	Course Number	Clinical Contact Hours	Course Number	Clinical Contact Hours	Course Number	Clinical Contact Hours
NR-226	48	NR-326	48	NR-435	96	NR-601	125
NR-227*	96	NR-327	48	NR-436	48	NR-602	125
NR-299	96	NR-328	48	NR-441	96	NR-603	125
NR-320	96	NR-329	144	NR-442	96	NR-661	125
NR-321	72	NR-330	144	NR-444	144	NR-663	144
NR-322	72	NR-340	96	NR-446	96	NR-664	144
NR-324	96	NR-341	48	NR-452	48	NR-665	144
NR-325	96	NR-342	96	NR-511	125	NR-667	125

*Course no longer offered after September 2017

Grading System: Prior to fall 1998, the 4.0 scale of values was used: A - 4; B - 3; C - 2; D - 1; F - 0. While some instructors used '+' and '-' in grading, these grades remained as if no '+' or '-' had been attached. Beginning with the fall 1998 semester, the scale of values became: A=4.0; A-=3.75; B+=3.25; B=3.0; B-=2.75; C+=2.25; C=2.0; C-=1.75; D+=1.25; D=1; D-=.75; F=0.

Beginning with the summer 2009 semester, the scale of values became: A=4.0; A-=3.75; B+=3.25; B=3.0; B-=2.75; C+=2.25; C=2.0; C-=1.75; D+=1.25; D=1; D-=.75; F=0.

A, A-	Superior	TNC	Transfer No Credit	S	Satisfactory
B+, B, B-	Above Average	PR	Internal Proficiency	U	Unsatisfactory
C+, C, C-	Average	PRX	External Institution Proficiency	R	Repeat
D+, D, D-	Below Average+	W	Withdrawal After Start of Class	H	Hold [‡]
P	Pass (No Credit)	WP	Withdrawal Passing ***	I	Included in GPA Calculations
F	Failure	WF	Withdrawal Failing ***	E	Excluded from GPA Calculations
*	Not Included in GPA	AU	Auxil (No Credit)		+ Minimum grade requirement for all undergraduate nursing and science courses and all graduate courses is a C
T	T Proceeded By a Letter Grade Indicates Transfer Credit	CR	Credit		**TR not in use after July 2012
		I	Incomplete		***WPWF in use prior to Spring 1997 and beginning Spring 2017
TR	Transfer Credit**	IP	In Progress		‡H in use beginning March 2020

Grade Point Average (GPA): A student's Grade Point Average (GPA), based on a 4.0 scale, is computed by dividing total quality grade points by total credit hours, for which grades "A", "A-", "B+", "B", "B-", "C+", "C", "C-", "D+", "D", "D-", or "F" are received. Grades of "I" or "H" are counted in attempted hours but are not used in any GPA calculations. All courses completed while enrolled in a Chamberlain University program are included in this calculation, with the exception of transitional studies and zero academic credit hour coursework. Transitional studies coursework is included in attempted and earned credit hours, but not in the GPA, Quality Point or GPA credit-hour totals. Transfer credit from academic institutions will be accepted for credit only and are not included in the CGPA calculation. The Term GPA (TGPA) is calculated at the end of each session. The Semester GPA (SGPA) is calculated at the end of a semester/student-centric period and represents the GPA for work completed in a given semester only. The Cumulative GPA (CGPA) is an average for all work completed while enrolled at Chamberlain University. When a course is repeated, only the highest grade is computed in credit hours completed and the CGPA for coursework completed prior to September 2020. The most recent attempt is computed in the credit hours completed and CGPA for coursework completed in September 2020 or later.

Semester Honors: Dean's List and Honor Roll are awarded for undergraduate students. Full-time students with a semester GPA of 3.5 or above are eligible for the Dean's List. Full-time students with a semester GPA between 3.0 and 3.49 are listed on the Honor Roll. Students who earn a grade of "D", "F", "WF" or "I" in one or more courses, including transitional studies coursework, will not be eligible for honors during that semester. For the purpose of semester honors, transitional studies coursework does not count toward full-time status.

Honors at Graduation: Latin honors are awarded for bachelor's degree graduates who have completed a minimum of 60 credit hours in residence with a GPA of 3.3 and above. Honors are computed on the basis of all college work applied toward the degree and taken in residence at Chamberlain University. Summa Cum Laude, the highest honor, requires a CGPA of 3.8 or above. Students with a CGPA between 3.5 and 3.79 will graduate Magna Cum Laude, and those with a CGPA between 3.3 and 3.49 will graduate Cum Laude. President's Honors will be awarded to BSN students who graduate with a CGPA of 3.5 or above, and have less than 60 credit hours in residence. A student who has graduated from a doctorate or graduate program must have completed a minimum of 30 credit hours in residence. Doctorate and graduate degree students with a CGPA of 4.0 will graduate with the designation "With High Distinction" and those with a CGPA from 3.85 to 3.99 will graduate with the designation "With Distinction." As of July 2012, all coursework completed (including the last semester of study) will be included in the calculation of graduation honors.

Eligibility to Re-Enroll: Any undergraduate or graduate student who interrupts their academic studies for six consecutive sessions or more must request readmission. A person seeking readmission must complete and submit an application for admission and meet all admission requirements in effect at the time of readmission. Readmitted or resuming students are bound by Chamberlain policies in effect at the time of resumption or readmission. Dismissed students must appeal for reinstatement.

Students' Rights of Confidentiality: In compliance with Public Law 93-380 Family Educational Rights and Privacy Act of 1974, as amended, this transcript is provided to you for employment or admission purposes only. The law prohibits you from permitting access to this information by any other party without the written consent of the student concerned. If you are unable to comply fully with this requirement, please return this record to us immediately.

SACRED HEART UNIVERSITY - UNOFFICIAL TRANSCRIPT
 5151 Park Avenue
 Fairfield CT 06825

Mrs. Lisa P. Palmer
 108 Fairview Ave
 West Haven CT 06516

18 Jun 2021

Student ID: [REDACTED]
 Birthdate: [REDACTED]
 Program: Degree Major(s):
 MS NE

Academic Level: Graduate

COURSE	Course Title	CRD	GRD	GRDPT
MODULE TERM 2 FALL 2018				
NU501	HEALTH CARE POLICY & ETHICS FO	3.00	A	12.00
	Term GPA 4.000 Credit 3.00 Grd Pts 12.00			
	Cum GPA 4.000 Credit 3.00 Grd Pts 12.00			
MODULE TERM 3 SPRING 2019				
NU530	THEORY & PROFESSIONAL ROLES	3.00	A-	11.01
	Term GPA 3.670 Credit 3.00 Grd Pts 11.01			
	Cum GPA 3.835 Credit 6.00 Grd Pts 23.01			
MODULE TERM 4 SPRING 2019				
NU601	PRINCIPLES OF HC RESEARCH	3.00	B-	8.01
	Term GPA 2.670 Credit 3.00 Grd Pts 8.01			
	Cum GPA 3.447 Credit 9.00 Grd Pts 31.02			
MODULE TERM 1 FALL 2019				
NU602	EVIDENCE BASED PRACTICE	3.00	A	12.00
	Term GPA 4.000 Credit 3.00 Grd Pts 12.00			
	Cum GPA 3.585 Credit 12.00 Grd Pts 43.02			
MODULE TERM 2 FALL 2019				
NU553	ADVANCED PATHOPHYSIOLOGY	3.00	A	12.00
	Term GPA 4.000 Credit 3.00 Grd Pts 12.00			
	Cum GPA 3.668 Credit 15.00 Grd Pts 55.02			
MODULE TERM 3 SPRING 2020				
NU554	APPL OF COMP HLTH ASSESSMENT	3.00	B+	9.99
	Term GPA 3.330 Credit 3.00 Grd Pts 9.99			
	Cum GPA 3.612 Credit 18.00 Grd Pts 65.01			

COURSE	Course Title	CRD	GRD	GRDPT
MODULE TERM 4 SPRING 2020				
NU605	PHARMACOLOGY FOR THE NURSE LEA	3.00	A	12.00
	Term GPA 4.000 Credit 3.00 Grd Pts 12.00			
	Cum GPA 3.667 Credit 21.00 Grd Pts 77.01			
MODULE TERM 6 2020				
NU575	HEALTH CARE INFORMATION SYSTEM	3.00	A-	11.01
	Term GPA 3.670 Credit 3.00 Grd Pts 11.01			
	Cum GPA 3.668 Credit 24.00 Grd Pts 88.02			
MODULE TERM 1 FALL 2020				
NU588	THEORETICAL BASIS OF TEACHING/	3.00	B	9.00
	Term GPA 3.000 Credit 3.00 Grd Pts 9.00			
	Cum GPA 3.593 Credit 27.00 Grd Pts 97.02			
MODULE TERM 4 SPRING 2021				
NU589	CURRICULUM DEV. & EVALUATION	3.00	B	9.00
	Term GPA 3.000 Credit 3.00 Grd Pts 9.00			
	Cum GPA 3.534 Credit 30.00 Grd Pts 106.02			

End of unofficial record.

Transcript

St. Vincent's College
2800 Main Street
Bridgeport, CT 06808

Record of: Palmer Lisa P

SBEID:

Course Code	Course Title	Credit Hrs.	Gr	R	Qual Points	GPA
TRANSFER FROM Springfield College						19969
OHI101S	HIST 1/SURVEY WESTERN HISTORY	3.00		TR	0.00	
ENG101T	ENGL 3/WRITTEN&ORAL COMPOSITION	3.00		TR	0.00	
PSY112T	PSYC 9/PSYCH HUMAN DEVELOPMENT	3.00		TR	0.00	
Undergraduate Total		<u>Earned Hrs.</u>			<u>Qpts.</u>	<u>GPA</u>
		9.00			0.00	0.00
TRANSFER FROM CLEP						20061
PSY101T	CLEP/INTRODUCTORY PSYCHOLOGY	3.00		TR	0.00	
Undergraduate Total		<u>Earned Hrs.</u>			<u>Qpts.</u>	<u>GPA</u>
		3.00			0.00	0.00
Summer 2005						
CHE100V	INTRO CHEMISTRY	3.00		A-	11.01	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		3.00	3.00		11.01	3.67
Fall 2005						
BIO100V	INTRODUCTORY BIOLOGY	3.00		B	9.00	
SOC101V	INTRO. TO SOCIOLOGY	3.00		A	12.00	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		6.00	6.00		21.00	3.50
Spring 2005						
BIO211V	LAB ANAT&PHY 1	0.00			0.00	
BIO211V	HUMAN ANAT & PHYS I	4.00		B+	13.32	
PHI201V	ETHICS	3.00		B	9.00	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		7.00	7.00		22.32	3.19
Summer 2006						
BIO212V	LAB ANAT&PHY II	0.00			0.00	
BIO212V	HUMAN ANAT & PHYS II	4.00		B	12.00	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		4.00	4.00		12.00	3.00
Fall 2006						
MAT101V	COLLEGE MATHEMATICS	3.00		C+	6.99	
NUR101V	LAB/CLINIC NUR101	0.00			0.00	

Course Code	Course Title	Credit Hrs.	Gr	R	Qual Points	GPA
NUR101V	INTRO NURSING PRAC	7.00		B+	23.31	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		10.00	10.00		30.30	3.03
Spring 2007						
NUR124V	ADULT CHILD NUR I	5.00		C+	11.65	
NUR199V	INDEPENDENT STDY I	1.00		P	0.00	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		6.00	6.00		11.65	1.94
Summer 2007						
BIO235V	LAB MICROBIOLOGY	0.00			0.00	
BIO235V	INTRO MICROBIOLOGY	4.00		B	12.00	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		4.00	4.00		12.00	3.00
Fall 2007						
NUR230V	ADULT-CHILD NUR II	5.00		B	15.00	
REL101V	INTRO STUDY RELIGION	3.00		B	9.00	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		8.00	8.00		24.00	3.00
Spring 2008						
NUR231V	ADULT-CHILD NUR III	6.00		C+	13.96	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		6.00	6.00		13.96	2.33
Fall 2008						
NUR232V	ADULT CHILD NUR IV	6.00		B-	16.02	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		6.00	6.00		16.02	2.67
Spring 2009						
NUR123V	FAMILY CONCEPTS/NURSING	4.00		A	16.00	
NUR270V	NURSING SEMINAR	3.00		A-	11.01	
TERM TOTALS:		<u>GPA Hrs.</u>	<u>Earned Hrs.</u>		<u>Qpts.</u>	<u>GPA</u>
		7.00	7.00		27.01	3.86
* GRADUATED 05/15/2009 *						

St. Vincent's College
2800 Main Street
Bridgeport, CT 06606

Record of: Palmer Lisa P

SBEID:

<u>Course Code</u>	<u>Course Title</u>	<u>Credit Hrs.</u>	<u>Gr</u>	<u>R</u>	<u>Qual Points</u>	<u>GPA</u>	<u>Course Code</u>	<u>Course Title</u>	<u>Credit Hrs.</u>	<u>Gr</u>	<u>R</u>	<u>Qual Points</u>	<u>GPA</u>
* ASSOCIATE OF SCIENCE *													
Undergrad													
CUMULATIVE TOTALS													
		67.0000		79.0000	201.2900	3.0043							

<u>College</u>	<u>Major</u>	<u>Minor</u>
ST VINCENTS COLLEGE	A.S. Nursing	

**** END OF TRANSCRIPT ****



DR. SUSAN L. DAVIS, R.N.,
& RICHARD J. HENLEY
COLLEGE OF NURSING
Sacred Heart University

Date: 06/30/2021

Ref: Letter of Good Academic Standing – Lisa Palmer

From: Dr. Tammy Lampley, PhD, RN, MSN, CNE
Program Director, MSN NE Program

To Whom it May Concern,

At the request of Ms. Lisa Palmer, I am writing to inform you that Ms. Lisa Palmer is currently enrolled as a student in Sacred Heart University's Master of Science, Nurse Educator (MSN NE) Program. I have known Ms. Palmer since August 2018, in my role as her faculty advisor, course faculty, and as the Program Director. She is highly professional in her academic work and communication. Ms. Palmer is in good academic standing in the MSN NE program, and has successfully completed 10 of the 13 required courses in the program. She has a tentative program completion date of February, 2022.

Please let me know if you have any questions. I can be reached at the contact information above.

Best Regards,

A handwritten signature in cursive script that reads "Lampley".

Program Director, PM DNP and MSN FNP Online Programs
Sacred Heart University, Davis and Henley College of Nursing
704-472-8358
lampleyt@sacredheart.edu

STONE ACADEMY

May 25, 2021

Helen Smith, Nurse Consultant
State of Connecticut
Department of Public Health
410 Capitol Avenue
PO Box 340308
Hartford, CT 06134

Dear Ms. Smith:

It is with great sadness that I inform you of Terry Kinsley's recent notice of resignation. Terry has stated that her last day as the Practical Nursing Program Administrator at Stone Academy will be June 14, 2021.

During that time, Terry will continue to be active in her role and assume required responsibilities. I am currently interviewing candidates for this position and will inform you once I have a candidate secured.

Yvette Stout, MSN, the current Practical Nursing program Site Administrator at the East Hartford campus will step into this role in the interim. I will provide you with Ms. Stout's resume and a request to present at the July BOEN meeting, should I not have a candidate secured by June 14, 2021.

Please do not hesitate to reach out to me should further information be required.

Sincerely,

Linda Dahlin

Linda Dahlin, M.Ed.
Executive Vice President
Stone Academy
560 Saw Mill Road
West Haven, CT 06516
203-288-7474
ldahlin@stone.edu

WEST HAVEN CAMPUS

560 Saw Mill Road
West Haven, CT 06516
Tel: (203) 288-7474
Fax: (203) 288-8869

WATERBURY CAMPUS

101 Pierpont Road
Waterbury, CT 06705
Tel: (203) 756-5500
Fax: (203) 596-1455

EAST HARTFORD CAMPUS

745 Burnside Avenue
East Hartford, CT 06108
Tel: (860) 569-0618
Fax: (860) 569-0783



STONE ACADEMY

July 1, 2021

Ms. Helen Smith, Nurse Consultant
State of Connecticut
Department of Public Health
410 Capitol Avenue
PO Box 340308
Hartford, CT 06134

Dear Ms. Smith and Board of Examiner for Nursing:

This letter is a response regarding the NCLEX May 1, 2020, to April 30, 2021, results for the West Haven and East Hartford Practical Nursing (PN) Day and Evening Programs. The results are as follows for first time test takers:

- West Haven PN (Day) – 53/105 yielding a pass rate of 50.48%
- West Haven PN (Evening) – 8/11 yielding a pass rate of 72.73%
- East Hartford PN (Day) – 27/36 yielding a pass rate of 75%
- East Hartford PN (Evening) – 35/47 yielding a pass rate of 74.47%

The following represents the pass rate summary for repeating test takers:

- West Haven PN (Day) – 94/21 yielding a pass rate of 22.34%
- West Haven PN (Evening) – 24/8 yielding a pass rate of 33.33%
- East Hartford PN (Day) – 20/7 yielding a pass rate of 35%
- East Hartford PN (Evening) – 11/3 yielding a pass rate of 27.27%

Preface:

During this reporting year we were faced with a global pandemic, which had a deleterious effect on our student population as most of them maintained increased work hours in their communities and provided care for family members while balancing educational demands.

In March 2020, Stone Academy transitioned students from the classroom setting to comply with Governor Lamont's COVID-19 protocols. The unavoidable, rapid transition to remote learning temporarily distracted students' focus away from their education to mastering new technology and navigating the online environment. Many of our students initially struggled as they did not have adequate access to the necessary tools for online learning such as electronic devices and internet connectivity. Students balanced their educational requirements in addition to working on the front lines, supporting their children's online education, and experiencing COVID-19 themselves or caring for sick loved-ones. Faculty were faced with similar technical challenges and had to learn how to effectively present material in this new learning modality.

To help the students succeed and remain engaged in this new learning modality, students were provided with Chromebooks, online live tutorials on Learning Management System navigation, digital books and resources that highlighted successful online learning. In addition, Stone Academy faculty worked to replicate the classroom experience via synchronous lectures. Each cohort of student was paired with an academic advisor who maintained consistent dialog via Zoom, phone, text, and emails. Still, the dramatic shift in instruction being provided and the challenges students faced during the pandemic undoubtedly affected NCLEX test results.

Finally, one of the biggest problems arising out of pandemic restrictions was the delay in scheduling NCLEX testing, which affected the students' ability to take the NCLEX in timely a manner. During the height of the pandemic, students not only were unable to meet the recommended timing, they faced long delays in scheduling their exam through no fault of their own. Some students received a testing date 90 or more days past their graduation date, which is a substantial impediment to success on the exam. The attached exhibit of student correspondence provides a representative sample of the level of frustration students experienced while attempting to schedule their exam (Exhibit 1). Students suffered these impediments and overall, general anxiety about the delayed test dates, ongoing exposure to COVID (including at the test site), and mask requirements during testing.

Action Plan:

The following action plan has been developed and implemented. The plan focuses on two key areas: policy and academics.

Policy

Graduation Requirements

As of November 2020, our graduation requirement policy was changed. Students have to achieve a score $\geq 95\%$ probability of passing the NCLEX (score of 74.4%) on the ATI exit exam. This was increased from the previous policy which required the students to achieve a score of $\geq 90\%$ probability of passing the NCLEX (score of 70.7%).

Students who fail to achieve of a score of $\geq 95\%$ probability of passing the ATI Exit Exam after two attempts will be eligible for a one-time remediation program. The student will be required to enroll in VATI twelve (12) week remediation, which is paid for by Stone Academy. If the student is not successful in getting the "Green Light" within the 12 weeks, the student may extend the program for an additional 12 weeks only once at his or her own expense.

During remediation, a student may request or be offered to audit any nursing theory class at no charge. The practical nursing department make arrangements for auditing of course(s) when available.

This change will improve the NCLEX pass rate by providing additional VATI remediation for students who have a less than 95% chance of passing the NCLEX.

Return to In-person Learning

As of April 2021, we began slowly transitioning students back to on-campus learning. As of the writing of this letter, all students have returned to campus in some form. We anticipate that the in-person

interactions will facilitate improved learning experiences for the students and translate into greater success on the NCLEX exam.

Academic

Academic Student Advisors

During the pandemic, we created a new role of student advisor to better support our students with their success. The Academic Advisors work with the student to identify areas within the course content that may be causing challenges for them. The Academic Advisors discuss the challenges with the faculty and Site Administrator to provide detailed insight on each student who may be faced with academic challenges. Interventions are set forth by the faculty, while maintaining shared communication with the Site Administrator. Interventions include tutoring and additional academic resources such as ATI remediation, online resources, and videos.

Increase of ATI Value throughout the Curriculum

As of May 2021, all syllabi were revised to double the grade point value of ATI testing and remediation. This change forces the student to increase their engagement with ATI to enhance their mastery of the content and application of the nursing concepts, which better prepares them for NCLEX testing.

Proctored ATI exams are taken on a regular basis in all core nursing courses. The proctored ATI exams are used to simulate the experience the students will encounter when taking the NCLEX. Time is set aside during both classroom and clinical days for the practicing of NCLEX review questions along with answers, rationale and test taking skills. Once students have taken their first proctored ATI exam, which takes place in their first semester, an explanation is provided by the course faculty on how to interpret the results and understanding their individual Probability of Passing rate provided by ATI. The students are given a pathway to study that includes use of the ATI focused review, assigning priority to their weakest areas, and narrowing down content to more manageable, understandable concepts.

At-risk Monitoring

Students who are at-risk are monitored in two ways.

Weekly "At Risk" reports are generated by the PN Site Administrator. The report includes any student who has a course average less than 73% and the reason why a student may be at risk, i.e. subject matter challenges and absences. Discussions along with action plans are created by the course faculty and the Site Administrator. At Risk students are closely monitored and meet with the student advisor, course faculty, and Site Administrator to help guide them to be successful and meet the minimum course grade requirement of 73%.

Weekly, each PN Site Administer generates a campus specific report detailing each student's progress in ATI Proficiency Level and Probability of Pass Rate. Students identified as ATI At Risk are provided additional remediation support and continued monitoring.

ATI Training

New hired faculty are required to complete online ATI training. Quarterly in-service sessions are scheduled with PN faculty on the use of ATI and its integration into the classroom.

Furthermore, Site Administrators are able to attend the ATI National Nurse Education Summit in October 2021 where critical issues facing nursing and healthcare today will be discussed. During the summit, there will be an opportunity to network, share knowledge, celebrate achievements and build relationships that promote a stronger nursing industry. After the summit, the Site Administrators will share their newfound knowledge with faculty during a professional development meeting.

Faculty Development

Now that the pandemic has waned, we are resuming our quarterly faculty training workshops, which focus on culturally responsive teaching, student engagement, and developing healthy faculty-student rapport. Our next session will be held on Friday, July 23, 2021. In turn, this will increase faculty retention and promote employee satisfaction.

Speed to Testing Initiative

In the Seminar II (SEM111) course, which provides a thorough review and preparation for the ATI Exit Exam and NCLEX, an objective was added to the syllabus focused on understanding the importance of taking the NCLEX within 30 days of completing the Exit Exam or obtaining the VATI Green Light. This follows ATI's recommendations for successful NCLEX results, which encourage students to sit for their exam within three weeks of passing the Exit Exam or obtaining the VATI Green Light.

NCLEX Review Class

A seasoned, full-time faculty hosts a weekly NCLEX preparatory class that reviews nursing concepts, NCLEX test taking strategies, test anxiety management, and ATI remediation techniques. Additionally, students who are preparing to take the NCLEX for either the first or additional times may audit any academic course at no cost.

By addressing the needs of the adult learner and implementing the changes noted above, it is anticipated that students will meet or exceed the 80% standard for passing the NCLEX-PN.

Sincerely,



Dr. Linda Dahlin
Executive Vice President
Stone Academy

Attachment:

Exhibit 1: Students Emails

Lauren Kuzara

From: Terry Kinsley
Sent: Thursday, March 19, 2020 2:57 PM
To: Dennis Fitzgerald; Miriam Uyanwune-Clark; William Tarvis; Chandra May; Samantha Casparino; Jody Benton
Cc: DeWayne Pryce; Tonya Anderson; Lauren Kuzara
Subject: Fw: Urgent COVID-19 NCLEX Update

Please see below regarding NCLEX testing.
 Stay well!
 Terry

Terry Kinsley, MSN
 Stone Academy
 Practical Nursing Program Administrator
 West Haven, Waterbury and East Hartford
 tkinsley@stone.edu

From: Perfetto, Linda <LPerfetto@commnet.edu>
Sent: Thursday, March 19, 2020 2:11 PM
To: csthomas <csthomas@ccsu.edu>; Janice Watts <JWatts@goodwin.edu>; Jeanette Lupinacci <lupinaccij@wcsu.edu>; dabu911kivu@post.wordpress.com <dabu911kivu@post.wordpress.com>; Meredith Kazer <mkazer@fairfield.edu>; Marcia Proto <marcia@ctleaguefornursing.org>; Gabriele, Carol <CGabriele@nvcc.commnet.edu>; jknecht <jknecht@usj.edu>; Lisa.O'Connor <Lisa.O'Connor@quinnipiac.edu>; 'Joyce Shea' <JShea@mail.fairfield.edu>; Vigneau, Judy <judith.vigneau@uconn.edu>; deborah.chyun <deborah.chyun@uconn.edu>; Kevin Mooney <kmooney@stone.edu>; Watsons49 <Watsons49@sacredheart.edu>; Ouellet, Edith M <EOuellet@trcc.commnet.edu>; tish.knobf <tish.knobf@yale.edu>; Kimberly Sandor <ExecutiveDirector@ctnurses.org>; aspenard <aspenard@nathealthcare.com>; Beauvais, Audrey M. <abeauvais@fairfield.edu>; dhessell <dhessell@porterchester.com>; capapp <capapp@bridgeport.edu>; Breda, Karen <breda@hartford.edu>; Perfetto, Linda <LPerfetto@commnet.edu>; Dawn Nair <dawnnair@bridgeport.edu>; jonesd <jonesd@stone.edu>; Linda Dahlin <ldahlin@stone.edu>; Yoder, Carol S <CYoder@ncc.commnet.edu>; Braman, Cheryl A <CBraman@nwcc.commnet.edu>; LSimonetti <LSimonetti@lincolntech.edu>; Fisher, Debra A. <debra.fisher@quinnipiac.edu>; peggy <peggy@ctleaguefornursing.org>; Davidsonm6 <Davidsonm6@sacredheart.edu>; Rebesch, Lisa M. <lisa.rebesch@quinnipiac.edu>; Snyder, Marianne <marianne.snyder@uconn.edu>; Bunting, Dawn R <DBunting@ccc.commnet.edu>; aronsonb1 <aronsonb1@southernct.edu>; Solernou, Sheila B <SSolernou@gwcc.commnet.edu>; ann.kurth <ann.kurth@yale.edu>; carmen.portillo <carmen.portillo@yale.edu>; Forte, Pamela J. <fortep4@southernct.edu>; bakerr1624 <bakerr1624@sacredheart.edu>; bmorey <bmorey@goodwin.edu>; Membership <Membership@ctnurses.org>; jthielen <jthielen@hartford.edu>; pdelucia <pdelucia@lincolntech.com>; Hotchkiss, Constance R <CHotchkiss@nwcc.commnet.edu>; Nancy Brunet <nbrunet@porterchester.com>; Terry Kinsley <tkinsley@stone.edu>; killions1 <killions1@southernct.edu>; Resha, Cheryl-Ann <reshac1@southernct.edu>; nancy.manister <nancy.manister@uconn.edu>
Subject: FW: Urgent COVID-19 NCLEX Update

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Everyone,

Received from Pat Bouffard to share with the council...

Stay well,

Linda

Linda M. Perfetto PhD, RN, CNE, CNOR, FAADN

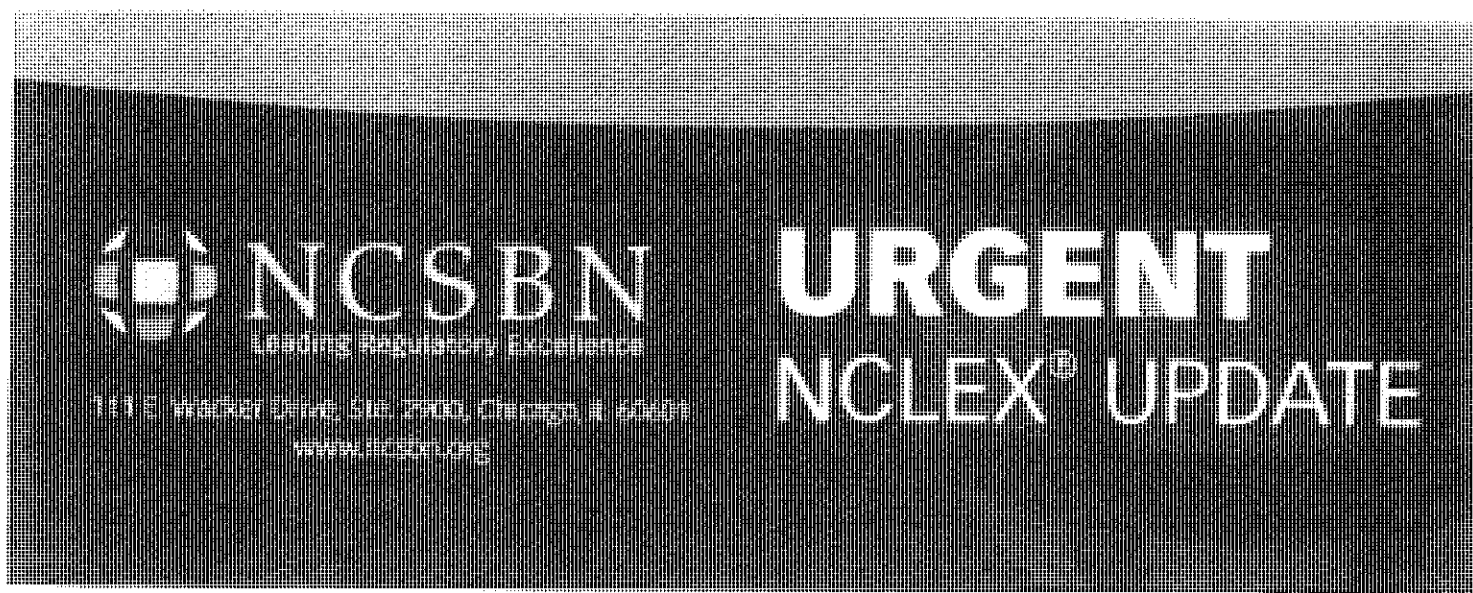
Director, System Nursing Curricular Operations
CT Community College Nursing Program

Interim Director RN to BSN Program
Charter Oak State College

61 Woodland St.
Hartford, CT 06105-2345
Phone: 860-723-0779
FAX: 860-723-0027

lperfetto@commnet.edu
lperfetto@charteroak.edu

Is this email not displaying correctly?
[View it in our browser](#)



March 18, 2020

COVID-19 Impact to NCLEX Candidates

Test delivery at U.S.-and-Canada based Pearson VUE test centers, the NCLEX test administrator, is suspended until April 16, 2020.

FAQs for NCLEX Candidates

1. Is my NCLEX test appointment canceled?

If your exam appointment to test was between March 17 - April 16, Pearson VUE is unrescheduling your appointment and will extend your Authorization to Test (ATT) for six months. You will be notified via email of all changes.

2. When can I test?

Test delivery at Pearson VUE test centers is suspended until after April 16, 2020. Visit PearsonVUE.com for reschedule opportunities starting after April 16, 2020, but please be aware that Pearson VUE may have to extend this date further depending on future developments.

3. What will happen if my registration expires?

NCSBN and Pearson VUE are unrescheduling all appointments between March 17 – April 16 and are extending your ATT for six months, so that every candidate has ample time to reschedule their appointment. We will make every effort to ensure that candidates' registrations will remain valid, so that if your registration expires, Pearson VUE will create a new registration for you automatically. You will be notified via email if this should occur.

4. If my exam appointment was unrescheduled, do I need to contact Pearson VUE, NCSBN or my nursing regulatory body (NRB)?

You do not need to contact Pearson VUE, NCSBN or your NRB. Their websites and phone lines are experiencing long wait times. Pearson VUE is unrescheduling your appointment and will extend your ATT for six months. You will be notified via email regarding this.

5. Can my ATT be extended?

Yes. Pearson VUE will automatically extend your eligibility period for six months.

Due to the higher volumes of calls and email inquiries, please consult [Pearson VUE's COVID-19 webpage](#) and this [page](#) frequently, as both are continuously updated with the latest information.

For any other NCLEX questions/concerns, you may contact NCSBN at nclexinfo@ncsbn.org.

FAQs for Educators and Nursing Regulatory Bodies (NRBs)

1. What will happen to candidates' NCLEX registrations?

NCSBN and Pearson VUE are unrescheduling all appointments between March 17 – April 16 and are extending all Authorizations to Test (ATTs) for six months, so that every candidate has ample time to reschedule their appointment. We will make every effort to ensure that candidates' registrations will remain valid.

2. Is there any action our nursing program or our NRB need to take?

NCSBN and Pearson VUE are unrescheduling all impacted appointments, extending ATTs and informing candidates of the changes. No action is required from nursing programs or NRBs for impacted candidates.

3. What should NRBs do with new registrants?

NRBs should continue to process new applications and approve candidates to test who are eligible. If needed, eligibilities for those candidates impacted, will be extended automatically by Pearson VUE.

4. What message should NRBs relay to candidates?

NCLEX candidates should visit the [Pearson VUE COVID-19 website](#) for the most updated information. By the end of day March

17. Pearson VUE will have reached out to all candidates who had a test appointment scheduled between March 17-April 16. This message informed candidates that Pearson VUE unscheduled their appointment and will extend their Authorization to Test (ATT) for 6 months.

NCSBN will continue to update this [FAQ page](#) and communicate pertinent information to Nursing Regulatory Bodies and Nursing Programs. For any NRB specific concerns/questions, please contact Exams Operations at ExamsIR@ncsbn.org.

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NCSBN
111 E. Wacker Drive, Suite 2900
Chicago, Illinois 60601

[Add us to your address book](#)

312.525.3600 | <http://www.ncsbn.org/>
International Calls: +1.312.525.3600



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NCSBN · 111 E. Wacker Drive, Suite 2900 · Chicago, Illinois 60601 · USA

Lauren Kuzara

Subject: FW: Nikeia Hardison

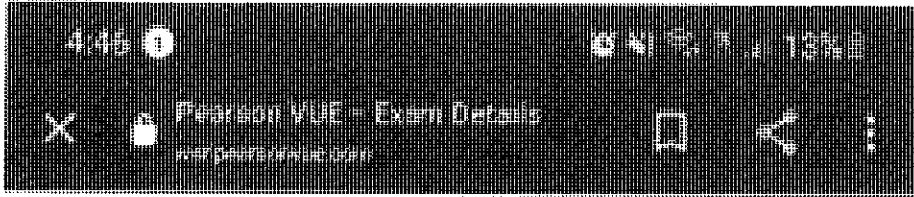
From: Ashley Curtis
Sent: Tuesday, September 8, 2020 10:23 AM
To: jpmurph@yahoo.com
Cc: William Tarvis
Subject: RE: Nikeia Hardison

Hi Nikeia,

I know we spoke about this over the phone. Thank you for being patient with the process. My best suggestion is for you to call them, and see what they say. Unfortunately, once we give you the NCLEX VOUCHER CODE, it is up to you to schedule the test. I know this has been a challenge for you, along with other students. I can try helping where I can, but I did add Mr. Tarvis to this email, perhaps he knows something that can help you.

From: Nikeia Hardison <jpmurph@yahoo.com>
Sent: Saturday, September 05, 2020 4:51 AM
To: Ashley Curtis <acurtis@stone.edu>
Subject: Nikeia Hardison

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.



Exam Details

Exam

NCLEX-PN: The National Council Licensure Examination for Practical Nurses

Language: English

Exam Length: 300 minutes

Educational program

STONE ACADEMY - WEST HAVEN

Nursing regulatory body

69, Connecticut Board of Examiners for Nursing

Order Number/Invoice

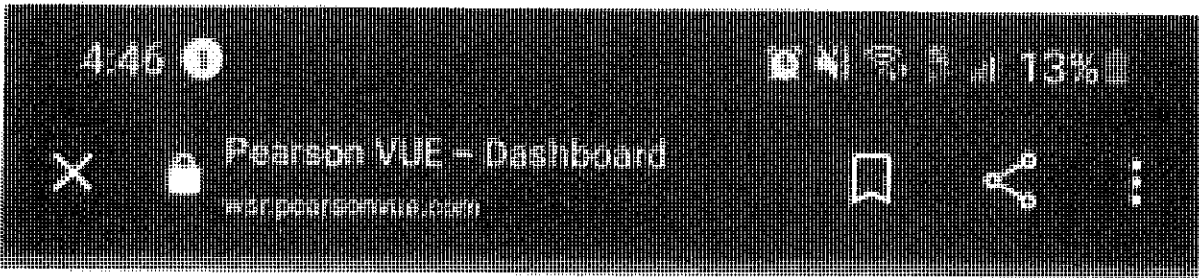
0054-7769-9183

Registration ID

378460187

Status

Registration Acknowledged



Dashboard

NCLEX Registration

Open NCLEX Registration

⚠ It may take up to 4 weeks for the Nursing Regulatory Body to review and approve your registration. After it is approved, we will send your Authorization to Test email containing the Authorization Number (ATT#) needed to schedule your exam.

More than 4 weeks since you registered? Contact the Nursing Regulatory Body to ensure all necessary materials have been submitted and received, or to find out why they have not granted your eligibility.

NCLEX-PN: The National Council Licensure

• Examination for Practical Nurses

Status: Registration Acknowledged

Hi Ashley,

These are the screens I get when I go on the website. Its been well overdue can someone help me figure out how I can get dates please.

Thank you,

Nikeia Hardison

Sent from Yahoo Mail on Android

Lauren Kuzara

Subject: FW: Information

From: Lavern Gill <lavern_gill@yahoo.com>
Sent: Tuesday, November 3, 2020 10:03:41 PM
To: Ashley Curtis <acurtis@stone.edu>
Subject: Information

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Ashley

I am contacting you because I have registered with the Department of Public Health from September 9, and Pearson Vue September 13, 20 and is not getting any response from the Connecticut Board of Nursing, I am just seeking any information you might have to give relating to this matter, please let me know if there are changes with the Connecticut Board of Nursing, this is making me too anxious

Regards,

Lavern Gills

Lauren Kuzara

Subject: FW: NCLEX

From: Quentin Pugh
Sent: Wednesday, July 8, 2020 12:31 PM
To: Lauren Kuzara <lkuzara@stone.edu>
Subject: Re: NCLEX

Hey Lauren,
The two students were Clemecia Davis and Schela Jean Baptist

From: Lauren Kuzara <lkuzara@stone.edu>
Sent: Wednesday, July 8, 2020 12:19 PM
To: Quentin Pugh <qpugh@stone.edu>
Subject: RE: NCLEX

Hi Again –

Can you tell me the name of the two students who are waiting to pick a date?

Lauren

From: Quentin Pugh
Sent: Tuesday, July 7, 2020 7:28 PM
To: Lauren Kuzara <lkuzara@stone.edu>
Subject: NCLEX

Hey Lauren,
So far I called student from the day start of the NCLEX spreadsheet. Only 2 picked up for me and I left voicemails with the ones I could. The two I spoke with said that they're still waiting to pick a date to take their test. Im not sure if the others are experiencing the same issue. I will call the other set of students tomorrow and update you again.

Quentin Pugh
Assistant Programs Manager
Stone Academy
560 Saw Mill Road
West Haven, CT 06516
(203) 288-7474

Daryn Price

From: Camille Burke <camille.burke24@yahoo.com>
Sent: Wednesday, May 12, 2021 3:14 PM
To: Daryn Price
Subject: Re: Stone Academy | NCLEX Update

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

of course Daryn. i applied on april 11 and havent heard anything since then but i'll be sure to contact you as soon as they email me back with a date

Sent from my iPhone

On May 12, 2021, at 3:04 PM, Daryn Price <pricedm@stone.edu> wrote:

Hi Camille,

I appreciate your response and update of information. Please keep me updated as you move along as I am looking forward to assisting you in your employment search.

From: Camille Burke [mailto:camille.burke24@yahoo.com]
Sent: Wednesday, May 12, 2021 1:15 PM
To: Daryn Price <pricedm@stone.edu>
Subject: Re: Stone Academy | NCLEX Update

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Daryn, i'm waiting for them to email me when a test date i haven't heard anything back yet

Sent from my iPhone

On May 12, 2021, at 9:11 AM, Daryn Price <pricedm@stone.edu> wrote:

Good morning Ms. Camille Burke,

This is your Career Services Manager and I am reaching out in an attempt to provide support to you as you transition to your career as a Licensed Practical Nurse.

According to our records, you graduated from the Practical Nursing program on April 10, 2021. I have researched and the State of Connecticut indicates that you are not yet licensed as a practical nurse but does specify that you are in the pending stages of the process.

Per our accreditor, the Accrediting Bureau of Health Education Schools (ABHES), it is a requirement for me to provide details and reasoning for your status. I have made the following bullets for your review:

- If you have already registered for the NCLEX exam and are waiting to take it, or ~~have already taken it, please provide me with the date when you are scheduled to take or took the exam.~~
- If you have not registered for your NCLEX exam and are having difficulties doing so, please inform me so I can assist you. Also be sure to use the website, <https://www.ncsbn.org/nclex.htm>.
- If you are awaiting your Authorization to Test (ATT), please let me know so I can note this within your file.
- If you did take the NCLEX but did not pass, again, please let me know so I can support you as you prepare to retake the exam.

I understand that this is can be a challenging time and there have been many delays in normal functionality, so please know that I am simply trying to receive an update of information so I can report to ABHES and help you obtain a position as a Licensed Practical Nurse. If you have questions, comments, or concerns, please do not hesitate to contact me.

Please consider all that is entailed in this message as your correspondence is appreciated.

Kind regards,

Daryn Michael Price

Career Services Manager
Stone Academy | East Hartford Campus
745 Burnside Avenue
East Hartford, CT 06108
Cell: 254-244-5851
Telephone: 860-569-0618 x 3224
pricedm@stone.edu | www.stone.edu

<image001.jpg>

Daryn Price

From: Marie Kinkead <mkinkead35@gmail.com>
Sent: Thursday, May 13, 2021 9:29 AM
To: Daryn Price
Subject: Re: Stone Academy | NCLEX Update

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Mr Price,

DPH took a long time to respond to me but I am now looking into scheduling a date. Have a Blessed Week!
Thanks
Marie Kinkead

On Wed, May 12, 2021 at 10:49 AM Daryn Price <pricedm@stone.edu> wrote:

Good morning Ms. Marie Kinkead,

This is your Career Services Manager and I am reaching out in an attempt to provide support to you as you transition to your career as a Licensed Practical Nurse.

According to our records, you graduated from the Practical Nursing program on March 27, 2021. I have researched and the State of Connecticut indicates that you are not yet licensed as a practical nurse but does specify that you are in the pending stages of the process.

Per our accreditor, the Accrediting Bureau of Health Education Schools (ABHES), it is a requirement for me to provide details and reasoning for your status. I have made the following bullets for your review:

- If you have already registered for the NCLEX exam and are waiting to take it, or have already taken it, please provide me with the date when you are scheduled to take or took the exam.
- If you have not registered for your NCLEX exam and are having difficulties doing so, please inform me so I can assist you. Also be sure to use the website, <https://www.ncsbn.org/nclex.htm>.

- If you are awaiting your Authorization to Test (ATT), please let me know so I can note this within your file.
- If you did take the NCLEX but did not pass, again, please let me know so I can support you as you prepare to retake the exam.

As a note, I am attempting to receive an update of information so I can report to ABHES and help you obtain a position as a Licensed Practical Nurse. If you have questions, comments, or concerns, please do not hesitate to contact me.

Please consider all that is entailed in this message as your correspondence is appreciated.

Kind regards,

Daryn Michael Price

Career Services Manager

Stone Academy | East Hartford Campus

745 Burnside Avenue

East Hartford, CT 06108

Cell: 254-244-5851

Telephone: 860-569-0618 x 3224

pricedm@stone.edu | www.stone.edu



STONE ACADEMY



STONE ACADEMY

July 1, 2021

Ms. Helen Smith, Nurse Consultant
State of Connecticut
Department of Public Health
410 Capitol Avenue
PO Box 340308
Hartford, CT 06134

Dear Ms. Smith and Board of Examiner for Nursing:

Per the request of the Board of Examiner for Nursing, the following letter includes dialogue and exhibits referencing:

- An overview of the Practical Nursing program
- Data referencing the current status of full-time vs part-time nursing faculty
- The names of each Program Administrator employed by Stone Academy and their tenure for the last five years
- NCLEX results for the last five years (Exhibit 1)
- Attrition rates for the last five years (Exhibit 2)
- Stone Academy organizational chart (Exhibit 3)
- Job descriptions for the Site Administrator and Program Administrator (Exhibit 4)

Overview of Practical Nursing program

The philosophy of the Practical Nursing program is dedicated to providing qualified students with a quality education which fosters the learning of skills leading to attaining the highest level of wellness for their clients, while working under the direction of an RN or APRN.

Stone Academy's mission is to empower students to become compassionate healthcare practitioners through the promotion of a culture that engages faculty, staff, and community partners in the delivery of a progressive curriculum that reflects the evolving needs of patients and employers.

This program will prepare and assist students in acquiring the basic knowledge and skills necessary to be hired into an entry-level position as a Licensed Practical Nurse. This program develops the student's knowledge base and skills by providing a theoretical foundation and by

developing the student's ability to perform clinical procedures. Training is provided by a balance of lecture, lab, and clinical components.

All nursing theory courses provide a section to discuss a theoretical nursing care plan including data collection, probable short- and long-term goals, nursing diagnosis, and nursing interventions, along with rationales.

Students are exposed to the nursing process in their first clinical rotation where they start to become familiar with gathering data from the client's medical record. As they progress, they are encouraged to incorporate data into a workable care plan. Instructors may require the student to complete nursing care plan(s) in each clinical course. These nursing care plans are evaluated, corrected and used as a learning tool. As the students' progress in their clinical rotation, they may make suggestions to the APRN or RN with the approval of their instructor. In collaboration with the APRN or RN, the student evaluates the effectiveness of nursing interventions; and they may recommend changes in the client's plan of care.

Graduates of this program are eligible to sit, upon graduation, for the Connecticut NCLEX-PN licensing examination and assume positions in the health care system as licensed practical nurses.

The recent pandemic has only emphasized the importance and demand for LPNs in the healthcare field where they work in many settings including nursing homes and extended care facilities, hospitals, physicians' offices, and private homes. Their assistance allows RNs to focus on other tasks. The completion of the PN program can also be a stepping stone into RN programs.

Current Faculty Data

Historically, retention of full-time faculty has remained consistent. Currently, we have 27 full-time instructors - 7 East Hartford, 7 Waterbury, and 13 West Haven - and 83 part-time instructors - 41 East Hartford, 15 Waterbury, and 27 West Haven. Full-time faculty members at this time have an average length of service 2 years up to 12 years. Part-time faculty members at this time have an average length of service of 2 years.

Part-time nursing faculty exhibits stable retention; however, nursing faculty that choose to resign have shared the following reasons:

- Part-time hours are conflicting with full-time nursing position
- Need to focus on family
- Desire to return to patient care rather than teaching
- Relocation
- Illness or injury preventing continued employment

- Continued education

Program Administrators Last Five Years

- Karyn Therrien – 09/15 to 08/16
 - Accepted a position with ATI
- Holly Mulrennan – 09/16 to 02/19
 - Accepted a position to teach at NVCTC
- Donna Jones – 03/19 to 05/19
 - Re-located to South Carolina due to ill family member
- Terry Kinsley – 06/19 to 06/21
 - Accepted a position at USJ

Please do not hesitate to reach out to me should you have any further questions or requests.

Sincerely,



Dr. Linda Dahlin
Executive Vice President
Stone Academy

Attachments:

Exhibit 1: NCLEX Pass Rates

Exhibit 2: Attrition Rates

Exhibit 3: Stone Academy Organizational Chart

Exhibit 4: Practical Nursing Program Administrator Job Description

Exhibit 5: Practical Nursing Site Administrator Job Description

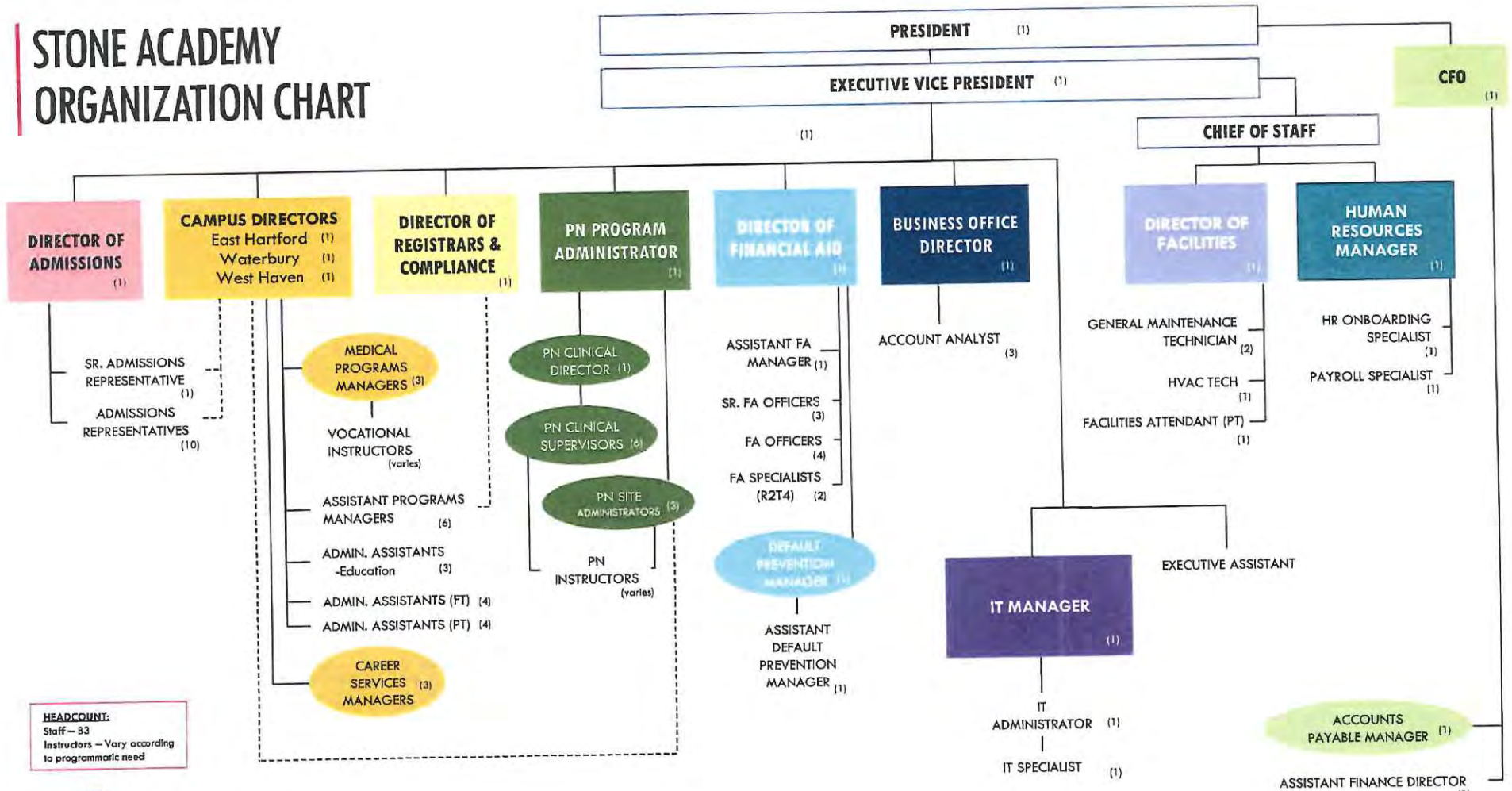
NCLEX Pass Rates 2016-2021

	2016	2017	2018	2019	2020	2021
East Hartford Day	88	84	87	84	73	75
East Hartford Eve	84	84	96	93	84	74
Waterbury Day	n/a	n/a	n/a	n/a	100	82
Waterbury Eve	n/a	n/a	n/a	n/a	n/a	82
West Haven Day	91	82	93	71	48	51
West Haven Eve	89	85	78	93	80	73

2016-2020 Attrition Rates

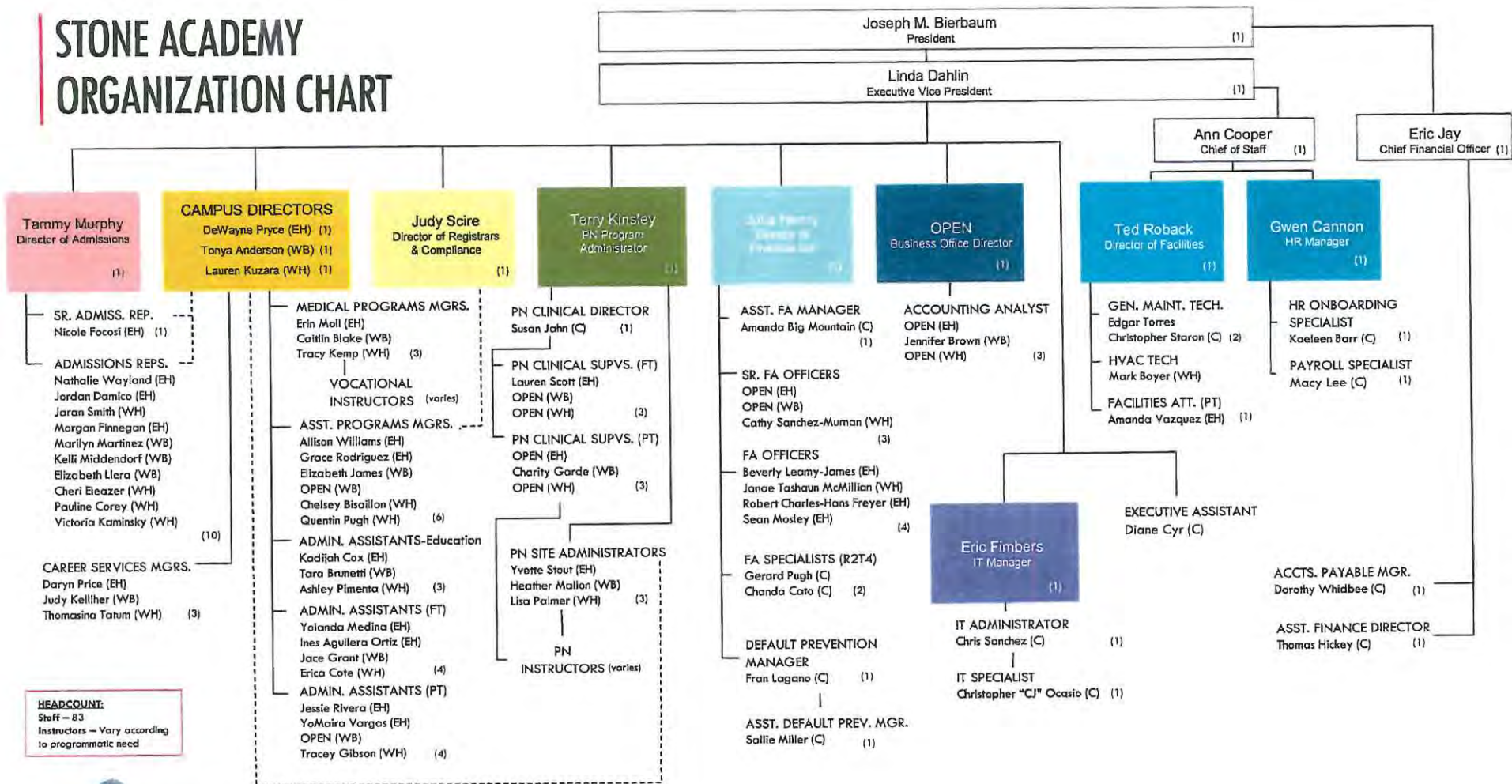
	2016	2017	2018	2019	2020
East Hartford Day	23%	27.3%	19.5%	17%	15%
East Hartford Eve	27%	18.1%	26.1%	15%	13%
Waterbury Day	N/A	N/A	N/A	21%	18%
Waterbury Eve	N/A	N/A	N/A	19%	17%
West Haven Day	27%	27.0%	19.6%	12%	19%
West Haven Eve	18%	23.5%	22.0%	14%	8%

STONE ACADEMY ORGANIZATION CHART



HEADCOUNT:
 Staff – 83
 Instructors – Vary according to programmatic need

STONE ACADEMY ORGANIZATION CHART



HEADCOUNT:
Staff – 83
Instructors – Vary according to programmatic need



STONE ACADEMY JOB DESCRIPTION

Job Title	Practical Nursing Program Administrator	Department	Corporate
FLSA Status (exempt/non-exempt)	FT-Salary (40) – Exempt	Dept. Code	Corp.-060698
Reports To (title only)	Executive Vice President	GL Code	601

Position Summary

The PN Program Administrator is responsible for the overall direction and supervision of the overall PN program for the institution. Stone Academy requires senior staff to seek avenues for professional growth to translate instruction into a life-long learning opportunity for themselves, staff and students.

Essential Duties & Responsibilities

- Conduct studies and analyze data concerning the nursing program from students, graduates, faculty and others as appropriate. Provide written recommendations to the Executive Vice President to facilitate improvement and change.
- Coordinate the development and maintenance of academic standards.
- Develop and evaluate program goals and outcomes and other QCI initiatives.
- Provide oversight of course outline development, instructional practices, examinations and grading procedures.
- Evaluate supervisory personnel at least annually in accordance with HR policies and procedures.
- Have knowledge of the recruiting, interviewing, hiring, training and orienting reporting staff.
- Create and maintain an environment of mutual respect.
- Promote professional growth through development programs
- Encourage and support the development of a variety of teaching and learning techniques to be used by faculty and support staff.
- Prepare the annual operating PN program budget by campus.
- Develop and participate in PN and other Stone Academy committees as assigned.
- Collaborate with Stone Academy personnel to enhance the Academy's environment and programs. □
Collaborate with educational leaders from the community and other institutions to serve better the Academy and its students.
- Develop, lead and participate in nursing program strategic planning.
- Review and present accreditation materials during the approval process.
- Supervise the acquisition, development and use of learning resource materials.
- Attend Nursing Board meetings.
- Enforce all school policies and procedures
- Attend all required scheduled training: in-service meetings and professional development.
- Develop and attend committee meetings as appropriate.
- Complete annual PN operating budget no later than November 30 each year for the coming calendar year.
- Provide an annual report to the Executive Vice President regarding assessment goals, objectives, targets met for the current year and targets set for the future year.

<ul style="list-style-type: none"> Summarize and analyze collaborative efforts with community and other educational leaders in furtherance of Stone Academy's PN program development, training opportunities and placement efforts to the Executive Vice President within two weeks after they or their direct reports attend such sessions.
Education & Experience
<input type="checkbox"/> Master of Science in Nursing, teaching experience and long-term care experience required. <input type="checkbox"/> Hold a current license in good standing to practice as a Registered Nurse in Connecticut.
Skills & Competencies
<ul style="list-style-type: none"> Strong interpersonal skills and positive energy regarding professional education and ability to work with individuals from diverse backgrounds. Sound organizational and classroom management skills. Establish ability to work effectively as a team member and team leader. Maintain current knowledge of and be accountable for compliance. Demonstrate excellent verbal, written and electronic communication skills. Be organized and able to work with individuals from diverse backgrounds.
Supervisory Responsibilities
Supervise and oversee PN Site Administrators and supervise the overall PN programs for all campuses.
Working Conditions & Physical Demands
The work environment is to be considered active due to campus construct. Must be able to tolerate moderate noise (i.e., business office with computers, phone, printers, and student/staff traffic) in and around workspace areas. Light to moderate lifting may be required. Frequent travel to each campus is required.

The electronic signature below serves as the employee's understanding of the duties and responsibilities of this position. This signed job description is housed electronically in the employee's ESS document repository.

Signature _____

Date _____

Stone Academy has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Institution reserves the right to change this position description and/or assign tasks for the employee to perform, as the Institution may deem appropriate.

Note: Official copies of all college transcripts and professional certification(s) are required within two weeks from date of hire. Foreign transcripts are required by ABHES to be evaluated by an approved agency.



STONE ACADEMY JOB DESCRIPTION

Job Title	Practical Nursing Site Administrator	Department	Practical Nursing
FLSA Status (exempt/non-exempt)	FT-Salary (40) – Exempt	Dept. Code	WH: 010183 WB: 020183 EH: 030183
Reports To (title only)	PN Program Administrator/Campus Director	GL Code	601

Position Summary

The PN Site Administrator is responsible for the overall direction and supervision of the PN program at their campus. Stone Academy requires each member of the instructional faculty to seek avenues for professional growth to translate instruction into a life-long learning opportunity for themselves and their students.

Essential Duties & Responsibilities

- Analyze program data and write related reports
- Conduct studies concerning the nursing program by obtaining data from students, graduates, faculty and others as appropriate
- Coordinate the development and maintenance of programmatic standards
- Evaluate program goals and outcomes and other quality of care initiatives
- Review the development of course outlines, instructional practices examinations, and grading procedures
- Provide instruction in the classroom as necessary
- Evaluate instructional personnel at least biannually in accordance with HR policies and procedures
- Manage faculty development plans
- Hire and supervise faculty and support staff
- Oversee new faculty during the orientation phase
- Precept new faculty during the orientation phase
- Oversee biweekly payroll
- Monitor the Academic Risk report that is submitted weekly to the Campus Director
- Create and maintain an environment of mutual respect
- Promote professional growth of faculty through ongoing faculty development programs
- Encourage and support the development of a variety of teaching and learning techniques to be used by faculty and support staff
- Maintain a current knowledge of and be accountable for compliance
- Collaborate with educational leaders from the community and other institutions to serve better the Academy and its students
- Assist the PN Program Administrator with the accreditation/approval process Supervise the acquisition, development and use of learning resource materials Attend Nursing Board meetings when required.
- Enforce all school policies and procedures
- Attend all required scheduled training: in-service meetings and professional development
- Attend each meeting of the PN Curriculum Committee, Professional Advisory Committee and other committees as assigned
- Complete annual PN operating budget no later than November 30 each year for the coming calendar year
- Provide an annual report to the PN Program Administrator regarding assessment goals, objectives, targets met for the current year and targets set for the future year

<ul style="list-style-type: none"> • Report and analyze collaborate efforts with community and other educational leaders in furtherance of Stone Academy's PN program development, training opportunities, and placement efforts to the PN Program Administrator within two weeks after they or their direct reports attend such sessions • Orient and mentor new faculty in conjunction with the Faculty Mentor. • Assist in developing, planning, implementing and evaluating assigned nursing courses. • Participate in the ongoing evaluation of the PN program. • Assist and coordinate with the Clinical Supervisor to plan, implement and evaluate student clinical laboratory learning experiences. • Provide academic advisement to students. • Assist in planning faculty and professional development programs. • Participate in interviewing faculty and scheduling the lesson presentation. • Review and recommend changes toward improved development of course outlines, instructional practices, examinations and grading procedures. • Collaborate with educational leaders from the community and other educational institutions to serve better Stone Academy its mission and students. • Participate in nursing program strategic planning. • Maintain a current knowledge of and be accountable for compliance. • Perform instructional evaluations at least annually. • Enforce all school policies and procedures. • Attend all required scheduled training: in-service meetings and professional development. • Attend collaborative meetings including the PN Curriculum Committee, Professional Advisory Committee, and other committees as assigned.
<p>Education & Experience</p> <ul style="list-style-type: none"> • Baccalaureate degree in nursing with the requirement to complete an earned Master's Degree within four (4) years of hire, and a minimum of three (3) years of clinical experience in nursing, or, • Baccalaureate degree shall be in nursing and appropriate nursing education or experience in their teaching area(s) • Hold a current license in good standing to practice as a Registered Nurse in Connecticut
<p>Skills & Competencies</p> <ul style="list-style-type: none"> • Strong interpersonal skills and positive energy regarding professional education and ability to work with individuals from diverse backgrounds • Sound organizational and classroom management skills • Establish ability to work effectively as a team member and team leader • Maintain current knowledge of and be accountable for compliance • Demonstrate excellent verbal, written and electronic communication skills • Be organized and able to work with individuals from diverse backgrounds
<p>Supervisory Responsibilities</p> <p>Supervise and oversee practical nursing faculty.</p>
<p>Working Conditions & Physical Demands</p> <p>The work environment is to be considered active due to campus construct. Must be able to tolerate moderate noise (i.e., business office with computers, phone, printers, and student/staff traffic) in and around workspace areas. Light to moderate lifting may be required. Occasional in-state travel may be required.</p>

The electronic signature below serves as the employee's understanding of the duties and responsibilities of this position. This signed job description is housed electronically in the employee's ESS document repository.

Signature

Date

Stone Academy has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Institution reserves the right to change this position description and/or assign tasks for the employee to perform, as the Institution may deem appropriate.

Note: Official copies of all college transcripts and professional certification(s) are required within two weeks from date of hire. Foreign transcripts are required by ABHES to be evaluated by an approved agency.

PHONE CALLS/SCOPE OF PRACTICE QUESTIONS SUMMARY – MONTH: June 2021 (45 calls)

Answered with or without written documents

APRNs 11 calls:

- 3-Request information on collaborative practice agreements. *Refer to the Department website, Practitioner Licensing and APRN Collaborative Agreements.*
- 3-Request a copy of the APRN scope of practice. *Refer to the Board of Examiners for Nursing (BOEN) website and the Connecticut (CT) Nurse Practice Act (NPA).*
- 4-Can an APRN certified in one practice area, practice in a “new” area with education, verification of competency and a collaborative agreement with a CT licensed physician in the “new” practice area? *Yes.*
- APRN “setting up a business” and requested guidance/consultation from the Department. *Informed the caller that the Department does not provide guidance and/or consultation on how to set up a business and may want to contact her professional nursing organization.*

RNs 9 calls:

- 3-Request a copy of the RN scope of practice. *Refer to the BOEN website and the Connecticut NPA.*
- 3-RN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- RN student request information on “Graduate Nurse”. *Refer to the Department website, Practitioner Licensing, Registered Nurse and Graduate Nurse.*
- RN student requesting information on delegation to unlicensed staff (for a school assignment). *Refer to the BOEN website and the Declaratory Ruling “Delegation to Unlicensed Assistive Personnel”.*
- RN in a BSN program requesting information for a “school project” on the BOEN. *Refer to the BOEN website and the Connecticut NPA and provided directions how to “join” or “review” the virtual meetings.*

LPNs 9 calls:

- 7-Request a copy of the LPN scope of practice. *Refer to the BOEN website and the Connecticut NPA.*
- LPN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- LPN licensed in CT requesting information on obtaining a “Compact LPN license for CT”. *Updated the caller that CT does not have a compact license at this time.*

ULAP 1 call:

- Request a copy of the scope of a MA. *As the Department does not license MA the Department cannot provide a scope but may want to refer to the BOEN website and the Declaratory Ruling of Delegation to ULAP.*

Schools 3 calls:

- Colorado Technical University: Does the BOEN or Department have oversight of post-licensure programs? *No.*
- University of Saint Joseph- request information about last BOEN review. *Provided date and the Department letter, dated 10/07/2016, from the Practitioner Licensing & Investigations Section Chief that effective 01/01/2017 the Department will no longer require five-year studies for Nursing programs with national accreditation.*
- Gateway Community College- request information about last BOEN review. *Provided date and the Department letter, dated 10/07/2016, from the Practitioner Licensing & Investigations Section Chief that effective 01/01/2017 the Department will no longer require five-year studies for Nursing programs with national accreditation.*

Guidelines/Other 12 calls:

- 4- In the process of setting up a Medical Spa requesting guidance. *Refer to the Medical Spa Statute, Connecticut General Statutes, Chapter 368ll, Section 19a-903 c.*
- 6- Request information on Certified Nursing Assistant programs in CT. *Refer to Department staff who works with the CNA programs in CT (provide e-mail address).*
- 2- Nursing student complaint about program issues. *Refer to the school policy & procedure for grievances to submit a grievance (to the school) and discuss the Public Forum portion of each BOEN meeting (may want to participate).*

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Amanda Hart, R.N.
License No. 090939

Petition No. 2020-552

MEMORANDUM OF DECISION

I

Procedural Background

On August 10, 2020, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing. Board ("Bd.") Exhibit ("Ex.")

1. The Charges allege that Amanda Hart's ("Respondent") violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat."), subjecting her registered nurse ("R.N.") license number 090939 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(5). *Id.*

On August 19, 2020, the Department filed a Motion for Summary Suspension ("Motion") with the Board. Bd. Ex. 2. Based on the allegations in the Charges and the affidavits and reports attached to the Motion, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. Accordingly, on August 19, 2020, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered Respondent's registered nurse license number 090939 be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 3.

On August 20, 2020, the Department mailed the Summary Suspension Order, Charges and Notice of Hearing ("Notice") to Respondent's email address of record with the Department at Amanda.hart831@gmail.com. Bd. Ex. 4.¹

The hearing convened on September 16, 2020 via video conference. Respondent was present at the hearing and was self-represented. Transcript ("Tr.") p. 2. Attorney Brittany Allen represented the Department.

¹ On May 27, 2020, in accordance with the Governor's Executive Order No. 7B, Executive No. 7K, or Executive Order No. 7M, Conn. State Agencies § 19a-9-18 was modified to permit delivery of notices of hearing to be sent solely by email and to deem such notice to be effective and sufficient if sent to the party's last known email address of record on file with the Department.

At the hearing, Respondent orally answered the Charges on the record. Tr. pp. 4-5. Following the close of the record, the Board conducted fact finding. Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

On September 16, 2020, the Board voted to vacate the August 19, 2020 Summary Suspension of Respondent's registered nurse license number 090939. The Board then placed Respondent's RN license on probation, subject to the terms and conditions of the July 17, 2019 Consent Order issued with respect to Petition No. 2019-444, pending the issuance of its Memorandum of Decision with respect to the instant matter, Petition No. 2020-552.

I

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Glastonbury, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 090939.
2. In paragraph 2 of the Charges, the Department alleges that on July 17, 2019, the Board approved a Consent Order in Petition No. 2019-444 ("Consent Order") that placed Respondent's license on probation for four years based on the Board's findings that Respondent diverted opiates and abused and/or utilized alcohol and opiates to excess. Respondent's probationary terms included, in part, random urine screens and attend therapy.
3. In paragraph 3 of the Charges, the Department alleges that on or about January 15, 2020, the Board summarily suspended Respondent's license based on alleged violations of the Consent Order. The Board conducted a hearing on or about February 19, 2020 regarding the alleged violations and reinstated Respondent's license under the terms and conditions of the Consent Order, pending issuance of a Memorandum of Decision.
4. In paragraph 4 of the Charges, the Department alleges that in or around May 2020, Respondent had one or more dilute urine screens.
5. In paragraph 5 of the Charges, the Department alleges that in or around May 2020, Respondent abused and/or utilized alcohol to excess.
6. In paragraph 6 of the Charges, the Department alleges that Respondent's abuse and/or utilization of alcohol to excess does and/or may affect her practice as a registered nurse.

7. In paragraph 7 of the Charges, the Department alleges that the above facts constitute a violation of the terms of probation as set forth in the Consent Order, and subjects Respondent's license to revocation or other disciplinary action authorized by Conn. Gen. Stat. §§ 19a-17 and 20-99(b) including, but not limited to 20-99(b)(5).

III

Findings of Fact

1. Respondent of Glastonbury, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 090939. Tr. pp. 4-6.
2. On July 17, 2019, the Board approved a Consent Order that placed Respondent's license on probation for four years based on the Board's findings that Respondent diverted opiates and abused and/or utilized alcohol and opiates to excess. The terms and conditions of Respondent's probation included, in part, that she submit to random urine screens and that she attend therapy. *Id.*; Department ("Dept.") Ex. 1, pp. 1, 4-15.
3. On January 15, 2020, the Board summarily suspended Respondent's license based on alleged violations of the 2019 Consent Order (Petition No. 2019-1360). The Board conducted a hearing on February 19, 2020 regarding the alleged violations in Petition No. 2019-1360 and ordered that Respondent's license be reinstated under the terms and conditions of the 2019 Consent Order,² pending issuance of a Memorandum of Memorandum of Decision in Petition number 2019-1360. *Id.*
4. On May 8, 2020 and May 15, 2020, Respondent had one or more dilute urine screens. *Id.*; Dept. Ex. 1, pp. 16-19 (under seal), 20-22, 23-25 (under seal), 28.
5. On May 8, 2020 and May 15, 2020, Respondent abused and/or utilized alcohol to excess. *Id.*; Dept. Ex. 1, pp. pp. 20-22, 23-25 (under seal), 28.
6. Respondent's abuse and/or utilization of alcohol to excess does and/or may affect her practice as a registered nurse. *Id.*

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

The Department sustained its burden of proof with regard to all of the allegations contained in the Charges.

² See, fn. 2.

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals;. . . .

Specifically, under Conn. Gen. Stat. § 20-99(b) (5), a licensee whose conduct fails to conform to the accepted standards of the nursing profession including, but not limited to abuse or excessive use of drugs, including alcohol, narcotics or chemicals may, after a hearing, have his or her license revoked or suspended.

Respondent admitted to all of the allegations contained in the Charges. Tr. pp. 4-6. Therefore, the Board finds that with respect to the all of the allegations contained in the Charges, the Department sustained its burden of proof by a preponderance of the evidence. Findings of Fact (“FF”) 1-6.

The allegations contained in paragraph 2 of the Charges are not in dispute. With respect to such allegations, the record establishes that on July 17, 2019, the Board approved a Consent Order that placed Respondent’s license on probation for four years based on the Board’s findings that Respondent diverted opiates and abused and/or utilized alcohol and opiates to excess. The terms and conditions of Respondent’s probation included, in part, that Respondent submit to random urine screens and attend therapy. FF 2.

The allegations contained in paragraph 3 of the Charges are not in dispute. On January 15, 2020, the Board summarily suspended Respondent’s license based on Respondent’s alleged violations of the 2019 Consent Order (Petition No. 2019-1360). On February 19, 2020, the Board conducted a hearing regarding Respondent’s alleged violations of the 2019 Consent Order. At the conclusion of the February 19, 2020 hearing, the Board reinstated Respondent’s R.N. license under the terms and conditions of the 2019 Consent Order, pending the issuance of the Board’s Memorandum of Decision in Petition No. 2019-1360. FF 3. Therefore, the Department sustained its burden of proof with respect to the allegations contained in paragraph 3 of the Charges.

With respect to the allegations contained in paragraph 4 of the Charges, Respondent admitted the allegations. Tr. pp. 4-6. Additionally, the record shows that Respondent violated the terms and conditions of the July 17, 2019 Consent Order when her May 7, 2020 urine screen was shown to be diluted. Dept. Ex. 1, p. 1. On May 8, 2020, Respondent was retested, and her urine screen tested positive for ethyl glucuronide and ethyl sulfate, once again violating the terms and conditions of the July 17, 2019 Consent Order. FF 4-5.

On May 15, 2020, Respondent violated the terms and conditions of the July 17, 2019 Consent Order when her urine screen tested positive for ethyl glucuronide and ethyl sulfate. FF 4-5.

On May 19, 2020, Respondent reported to the Department monitor that on May 8, 2020 and May 14, 2020, she consumed a couple glasses of wine. Respondent's actions on both of these dates were clear violations of the 2019 Consent Order. Dept. Ex. 1, p. 16.

On May 21, 2020, the Department issued a Non-Compliance letter to Respondent based on her positive urine screens for alcohol on May 8, 2020 and May 15, 2020. Dept. Ex. 1, p. 16. The Department also requested Respondent to refrain from practicing as a nurse for a maximum of 45 days. The effective date was retroactive to May 19, 2020. Id. Therefore, the Department sustained its burden of proof with respect to the allegations contained in paragraph 4 of the Charges.

With respect to the allegations contained in paragraphs 5 and 6 of the Charges, the Respondent admitted the Charges. Tr. pp. 4-6. Additionally, the record shows that on May 8, 2020 and May 15, 2020, Respondent abused and/or utilized alcohol to excess (FF 5) and that Respondent's abuse and/or utilization of alcohol to excess does and/or may affect her practice as a registered nurse. FF 6. Thus, the Department sustained its burden of proof with respect to the allegations contained in paragraphs 5 and 6 of the Charges.

Based on the foregoing, the Board finds that the Department has established by a preponderance of the evidence that Respondent's positive urine screens on May 8, 2020 and May 15, 2020 violated the terms and conditions of her 2019 Consent Order which constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. § 20-99(b)(5).³ The conduct admitted, in conjunction with the Department sustaining its burden of proof, renders Respondent's license subject to sanctions, including among others, revocation, suspension or

³ See, fn. 2.

probation. *See*, Conn. Gen. Stat. § 19a-17(a) (1), (2) and (5). Nonetheless, based on the totality of the evidence, and Respondent's self-report of her relapse and her acceptance of responsibility for her misconduct, her demonstrated participation in individual psychotherapy (Resp. Ex. 2 (under seal) Tr. pp. 10-11), her participation in random urine screen testing, her attendance at AA meetings and her involvement with other support groups (Resp. Ex. 1 (under seal); Tr. pp. 9-12), the Board finds that Respondent can practice nursing with reasonable skill and safety under the terms of this Order.

Order

Based on the record in this case, the above findings of fact and conclusions of law, the Board hereby orders, with respect to Respondent's license number 090939, as follows:

1. The terms and conditions of the July 17, 2019 Consent Order and the Memorandum of Decision in Petition No. 2019-1360 (issued on November 18, 2020) are replaced by this Order in their entirety. Respondent's license shall be placed on probation for a period of four years under the following terms and conditions. If any of the conditions of probation are not met, Respondent's R.N. license may be subject to disciplinary action pursuant to Conn. Gen. Stat. § 19a-17.
 - A. During the period of probation, the Department shall pre-approve Respondent's employment and/or change of employment within the nursing profession.
 - B. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker-home health aide agency, or home health care agency, and shall not be self-employed as a nurse during the probationary period.
 - C. Respondent shall provide a copy of this Decision to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s), within 30 days of the commencement of employment, as to receipt of a copy of this Decision.
 - D. If employed as a nurse, Respondent shall cause employer reports to be submitted to the Department by her immediate supervisor during the entire probationary period. Employer reports shall be submitted commencing with the report due on the first business day of the month following employment as a nurse. Employer

reports shall be submitted at least monthly for the first, second and fourth years of the probationary period; and, at least quarterly for the third year of the probationary period.

- E. The employer reports cited in Paragraph D above shall include documentation of Respondent's ability to practice nursing safely and competently. Employer reports shall be submitted directly to the Department at the address cited in Paragraph P below.
- F. Should Respondent's employment as a nurse be involuntarily terminated or suspended, Respondent and her employer shall notify the Department within 72 hours of such termination or suspension.
- G. If Respondent pursues further training in any subject area that is regulated by the Department, Respondent shall provide a copy of this Decision to the educational institution or, if not an institution, to Respondent's instructor. Such institution or instructor shall notify the Department in writing as to receipt of a copy of this Decision within 15 days of receipt. Said notification shall be submitted directly to the Department at the address cited in Paragraph P below.
- H. At her expense, Respondent shall engage in therapy and counseling for chemical dependency with a licensed or certified therapist, approved by the Department, during the entire probationary period. Additionally, Respondent shall participate in AA substance abuse support groups at least eight times a month for the entire probationary period and shall submit to the Department written documentation of her participation and/or attendance.
- I. Respondent shall provide a copy of this Decision to her therapist. The Department shall be notified in writing by her therapist, within 30 days of the effective date of this Decision, as to receipt of a copy of this Decision.
- J. Respondent shall cause evaluation reports to be submitted to the Department by her therapist during the entire probationary period. Therapist reports shall be submitted at least monthly for the first, and fourth years of the probationary period; and, at least quarterly for the second and third years of the probationary period.

K. The therapist reports cited in Paragraph J above shall include documentation of dates of treatment, and an evaluation of Respondent's progress, including alcohol and drug free status, and ability to practice nursing safely and competently. Therapist reports shall be submitted directly to the Department at the address cited in Paragraph P below.

L. Observed random urine screens

(1) At her expense, Respondent shall be responsible for submitting to observed, random chain of custody urine screens for alcohol and drugs for the entire probationary period, at a testing facility approved by the Department. Random alcohol/drug screens shall be legally defensible in that specimen donor and chain of custody can be identified throughout the screening process.

(2) Respondent shall be responsible for notifying the laboratory, her therapist, the Department and her prescribing practitioner of any drug(s) she is taking. For any prescription of a controlled substance(s) for more than two consecutive weeks, Respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department until such time as the controlled substance(s) are no longer prescribed.

The reports shall include the following:

- a. A list of controlled substances prescribed by this provider;
- b. A list of controlled substance(s) prescribed by other providers;
- c. An evaluation of Respondent's need for the controlled substance(s); and
- d. An assessment of Respondent's continued need for the controlled substance(s).

(3) There must be at least one such observed, random alcohol/drug screen on a weekly basis during the first, second and fourth years of the probationary period; and, at least twice a month during the third year of the probationary period.

(4) Random alcohol/drug screens shall be negative for the presence of alcohol and drugs, excluding the drugs that Respondent's providers prescribe. All urine screens for alcohol will be tested for Ethyl Glucuronide (EtG) and

Ethyl Sulfate (EtS) metabolites. All positive screen results shall be confirmed by the Gas Chromatograph Mass Spectrometer (GC/MS) testing method. Chain of custody documentation must accompany all laboratory reports and/or the laboratory reports must indicate that chain of custody procedures have been followed.

- (5) Random alcohol/drug screens must include testing for the following substances:

Amphetamines	Methadone
Barbiturates	Methaqualone
Benzodiazepines	Opiates (Metabolites)
Cannabinoids (THC Metabolites)	Phencyclidine (PCP)
Cocaine	Propoxyphene
Meperidine (Demerol)	Ethanol (alcohol)
Fentanyl	Stadol
Tramadol	

- (6) Laboratory reports of random alcohol and drug screens shall be submitted directly to the Department, at the address cited in Paragraph P below, by Respondent's therapist, personal physician or the testing laboratory.

- M. Respondent shall not obtain for personal use and/or use alcohol or any drug that has not been prescribed for her for a legitimate purpose, by a licensed health care practitioner authorized to prescribe medications. Respondent shall not abuse and/or excessively use any drugs that are prescribed for a legitimate medical purpose.
- N. Respondent is hereby advised that the ingestion of poppy seeds may produce a positive drug screen result indicating the presence of opiates/morphine. The ingestion of mouthwash, over the counter cough suppressants and cold/flu remedies may produce a positive result indicating the presence of alcohol. For that reason, any food substance containing poppy seeds, mouthwash and over the counter cough suppressants and cold/flu remedies should be avoided during the probationary period. In the event that a drug/alcohol screen is positive for opiates/morphine and/or alcohol, the ingestion of poppy seeds, mouthwash and

over the counter cough suppressants and/or cold/flu remedies shall not constitute a defense to such positive screen.

- O. The Department must be informed in writing prior to any change of address.
- P. All communications, payments if required, correspondence, and reports are to be addressed to:

Lavita Sookram, RN, Nurse Consultant
Practitioner Monitoring and Compliance Unit
Department of Public Health
Division of Health Systems Regulation
Board of Examiners for Nursing
410 Capitol Avenue, MS #12HSR
P. O. Box 340308
Hartford, CT 06134-0308

- 2. Any deviation from the terms of probation, without prior written approval by the Board, shall constitute a violation of probation, which will be cause for an immediate hearing on charges of violating this Order. Any finding that Respondent has violated this Order will subject Respondent to sanctions under Conn. Gen. Stat. §§ 19a-17(a) and (c), including but not limited to, the revocation of her license. Any extension of time or grace period for reporting granted by the Board shall not be a waiver or preclude the Board's right to take subsequent action. The Board shall not be required to grant future extensions of time or grace periods. Notice of revocation or other disciplinary action shall be sent to Respondent's address of record which is deemed to be most current address reported by Respondent to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department.
- 3. This document has no bearing on any criminal liability without the written consent of the Director of Medicaid Fraud Control Unit or the Bureau Chief of the Division of Criminal Justice's Statewide Prosecution Bureau.

This Order is effective on the date it is signed by the Board.

The Board hereby informs Respondent, Amanda Hart, and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of July, 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Nicholas Lewonczyk, L.P.N.
License No. 033506

Petition No. 2017-50

AMENDED MEMORANDUM OF DECISION

I

Procedural Background

On October 30, 2019, the Department of Public Health ("Department") filed a Statement of Charges ("the Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex."). Bd. Ex. 1. The Charges allege that Nicholas Lewonczyk's ("Respondent") violations of Chapter 378 of the General Statutes of Connecticut ("Conn. Gen. Stat."), would subject Respondent's licensed practical nurse ("L.P.N.") license number 033506 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(4) and/or 20-99 (b)(5). Bd. Ex. 1.

On February 26, 2020, the Notice of Hearing was sent to Respondent via certified mail, return receipt requested, first class mail and electronic mail. Bd. Ex. 2.

On March 13, 2020, a Revised Notice of Hearing was sent to Respondent via first class mail and electronic mail at lewonczyks@aol.com. The hearing was scheduled to convene on March 18, 2020. Bd. Ex. 3.

On March 16, 2020, a Notice of Postponement was sent to Respondent via email at lewonczyks@aol.com. A new hearing date was not determined at that time. Bd. Ex. 4.

On June 15, 2020, a Notice of Hearing ("Notice") was emailed to Respondent to inform him that the hearing, to be held by video conference, was rescheduled to July 15, 2020. Bd. Ex. 5.

On July 15, 2020, the hearing was held. Respondent was present at the hearing and was not represented by legal counsel. Attorney Diane Wilan represented the Department. Transcript ("Tr.") p. 3. The hearing was adjourned after Respondent's brief testimony in executive session. Tr. 7/15/2020, p. 15. At the hearing, Respondent requested a continuance to obtain his treatment records; Respondent's request was granted. Tr. 7/15/2020, pp. 15-17.

The hearing was continued until September 16, 2020, to provide Respondent sufficient time to obtain updated treatment records. Tr. 7/15/2020, pp. 25-30.

On September 16, 2020, the hearing reconvened. Respondent was present at the hearing and was not represented by legal counsel. Attorney Diane Wilan represented the Department. Tr. 9/16/2020, p. 3.

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II *Allegations*

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Stratford, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut L.P.N. license number 033506.
2. In paragraph 2 of the Charges, the Department alleges that Respondent has been diagnosed with bipolar and anxiety disorders, cannabis abuse and opioid dependence.
3. In paragraph 3 of the Charges, the Department alleges that Respondent's emotional disorders and/or cannabis abuse and/or opioid dependence does, and/or may affect his practice as a licensed practice nurse.
4. In paragraph 4 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b), including, but not limited to 20-99(b)(4) and/or 20-99(b)(5).

III *Findings of Fact*

1. Respondent of Stratford, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut L.P.N. license number 033506.
2. Respondent has a history of drug abuse including the use of heroin and cannabis. Department ("Dept.") Ex. 1, pp. 1-5, 101-102 (under seal).
3. In 2013, Respondent became addicted to oxycontin. Tr. 7/15/2020, pp. 4-6 (under seal).
4. During this same timeframe, Respondent was diagnosed with situational anxiety and opioid dependence. Tr. 7/15/2020, pp. 5-6, 26-27 (under seal).
5. In the timeframe of December 2016 through January 2017, Respondent was diagnosed as bipolar, current episode, hypomanic uncomplicated opioid dependence, and cannabis abuse. Dept. Ex. 1, pp. 1-2, 20-21, 49-50 (under seal); Tr. 7/15/2020, pp. 9-10 (under seal).

6. On May 22, 2017, Respondent entered into an Interim Consent Order (“ICO”), which suspended his license due to his abuse of controlled substances. Dept. Ex. 1, p. 3 (under seal); Dept. Ex. 1, pp. 75-77; Tr. 7/15/2020, pp. 10-12.
7. On June 5, 2019, Respondent was again diagnosed with circumstantial anxiety and substance abuse. Dept. Ex. 1, p. 5 (under seal); Tr. 9/16/2020, pp. 21-22 (under seal).
8. In September 2019, Respondent’s urinalysis results were positive for Ativan (Lorazepam), which was prescribed for him, and cannabis. Tr. 7/15/2020, pp. 10-11.
9. On May 15, 2020 and July 31, 2020, Respondent’s urinalysis results were positive for benzodiazepines, which were prescribed for anxiety. Tr. 9/16/2020, pp. 14-15 (under seal).
10. Respondent has been diagnosed with bipolar and anxiety disorders, cannabis abuse and opioid dependence. Tr. 7/15/2020, pp. 6-10 (under seal).
11. Since Respondent’s emotional disorders and/or cannabis abuse and/or opioid dependence does, and/or may affect his practice as a licensed practice nurse, Respondent has been in individual and group counseling since 2012 (Resp. Ex. 1, pp. 3, Tr. 9/16/2020, p. 17, under seal); submits to drug screenings (Resp. Ex. 1, pp. 4-13 (under seal) and has attended AA/NA meetings before COVID-19 restrictions. Tr. 7/15/2020, pp. 6-15, 18, 21-22 (under seal).

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

- (a) The Board ... shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing ... said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17...
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: ... (4) emotional disorder or mental illness; (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals; ...

With respect to the allegations contained in the Charges, Respondent admitted the allegation contained in paragraph 1 of the Charges, but denies the allegations contained in paragraphs 2 and 3 of the Charges. Tr. 7/15/2020, pp. 5-6. However, the Board finds that the Department sustained its burden of proof by a preponderance of the evidence with respect to all

of the allegations contained in paragraphs 1, 2 and 3 of the Charges. Findings of Fact (“FF”) 1-11.

With respect to the allegations contained in paragraph 2 of the Charges, the record establishes that Respondent was diagnosed with bipolar and anxiety disorders, cannabis abuse and opioid dependence. Respondent has a history of using heroin and cannabis. FF 2.

In 2013, Respondent became addicted to oxycontin. FF 3. During this same timeframe, Respondent was diagnosed with situational anxiety and opioid dependence. FF 4.

In December 2016 through January 2017, Respondent was diagnosed as bipolar, current episode, hypomanic uncomplicated opioid dependence, and cannabis abuse. FF 5.

On May 22, 2017, Respondent entered into an Interim Consent Order (“ICO”) due to his abuse of controlled substances. FF 6. On June 4, 2019, Respondent was again diagnosed with circumstantial anxiety and substance abuse. FF 7. In September 2019, Respondent’s urinalysis results were positive for Ativan (Lorazepam), which was prescribed for him, and cannabis. FF 8. Respondent testified that he takes over the counter CBD oil for concussion type symptoms. The CBD oil contains 0.3 percent THC which is categorized as cannabis in his urine screens. Respondent denies consuming any cannabis. Tr. 7/15/2020, p. 11.

On May 15, 2020 and July 31, 2020, Respondent’s urinalysis results were positive for benzodiazepines, which were prescribed for anxiety. FF 9. Respondent has been diagnosed with bipolar and anxiety disorders, cannabis abuse and opioid dependence. FF 10.

Since Respondent’s emotional disorders and/or cannabis abuse and/or opioid dependence does, and/or may affect his practice as a licensed practice nurse, Respondent has been in individual and group counseling since 2012; submits to drug screenings and consistently attended AA/NA meetings before COVID-19 restrictions. FF 11.

The conduct admitted, in conjunction with the Department’s sustaining its burden of proof, renders Respondent’s license subject to sanctions, including among others, revocation, suspension or probation. *See*, Conn. Gen. Stat. §§ 19a-17(a) (1), (2) and (5). Nonetheless, based on Respondent’s commitment to his sobriety, via continuous participation in individual and group therapy, regular attendance at AA/NA weekly meetings, and random negative urine screens (Tr. 9/16/2020, pp. 25-29), the Board finds that Respondent can practice nursing with reasonable skill and safety under the terms of this Order.

Order

Based on the record in this case, the above findings of fact and conclusions of law, and pursuant to the authority vested in it by Conn. Gen. Stat. §§ 19a-17(a)(1), (2) and (5) and 20-99(b)(4) and (5), the Board finds that the conduct alleged and proven warrants the disciplinary action imposed by this Order. Therefore, the Board hereby orders, with respect to Respondent's license number 033506 as follows:

1. Respondent's license shall be placed on probation for a period of four years under the following terms and conditions. If any of the conditions of probation are not met, Respondent's L.P.N. license may be subject to disciplinary action pursuant to Conn. Gen. Stat. § 19a-17.
2. Respondent's L.P.N. license number 033506 is hereby reinstated and immediately restricted in that he is prohibited from practicing as a L.P.N. and may use his L.P.N. license for the sole purpose of participating in a refresher program as set forth in paragraph 3 of this Order.
3. Respondent shall successfully complete a Board-approved L.P.N. refresher course with a clinical component and successfully take the licensing examination for L.P.N(s) (offered by the National Council of State Boards of Nursing Licensing Examination, "NCLEX").
 - A. Certification of successful completion of the L.P.N. refresher program shall be submitted to the Department, directly from the educational institution where said program was taken, within thirty (30) days of the program's completion. Respondent shall incur all expenses associated with applying for and taking the L.P.N. licensing examination (NCLEX).
 - B. Respondent shall attain a passing score on the licensing examination for L.P.Ns.
 - C. Until such time that Respondent successfully completes the L.P.N. refresher program and attains a passing score on the L.P.N. licensing examination (NCLEX), Respondent is prohibited from practicing as a L.P.N. and Respondent's L.P.N. license will be restricted and used for the sole purpose of participating in the L.P.N. refresher program.
4. Within 30 days of completion of the refresher course, Respondent shall provide proof to the satisfaction of the Department of his successful completion of the refresher program.
 - A. During the period of probation, the Department shall pre-approve Respondent's employment and/or change of employment within the nursing profession.

- B. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker-home health aide agency, or home health care agency, and shall not be self-employed as a nurse during the probationary period.
- C. Respondent shall provide a copy of this Decision to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s), within 30 days of the commencement of employment, as to receipt of a copy of this Decision.
- D. Respondent shall not administer, count or have access to controlled substances, or have responsibility for such activities in the course of nursing duties during the first six months of working as a nurse during the probationary period.
- E. If employed as a nurse, Respondent shall cause employer reports to be submitted to the Department by his immediate supervisor during the entire probationary period. Employer reports shall be submitted commencing with the report due on the first business day of the month following employment as a nurse. Employer reports shall be submitted at least monthly for the first and fourth years of the probationary period; and, at least quarterly for the second and third years of the probationary period.
- F. The employer reports cited in Paragraph E above shall include documentation of Respondent's ability to practice nursing safely and competently. Employer reports shall be submitted directly to the Department at the address cited in Paragraph Q below.
- G. Should Respondent's employment as a nurse be involuntarily terminated or suspended, Respondent and his employer shall notify the Department within 72 hours of such termination or suspension.
- H. If Respondent pursues further training in any subject area that is regulated by the Department, Respondent shall provide a copy of this Decision to the educational institution or, if not an institution, to Respondent's instructor. Such institution or instructor shall notify the Department in writing as to receipt of a copy of this Decision within 15 days of receipt. Said notification shall be submitted directly to the Department at the address cited in Paragraph Q below.

- I. At his expense, Respondent shall engage in therapy and counseling for chemical dependency with a licensed or certified therapist, approved by the Department, during the entire probationary period. Additionally, Respondent shall obtain a sponsor and participate in AA/NA meetings at least 10 times a month for the entire probationary period and shall submit to the Department written documentation of his participation and/or attendance.
- J. Respondent shall provide a copy of this Decision to his therapist. The Department shall be notified in writing by his therapist, within 30 days of the effective date of this Decision, as to receipt of a copy of this Decision.
- K. Respondent shall cause evaluation reports to be submitted to the Department by his therapist during the entire probationary period. Therapist reports shall be submitted at least monthly for the first and fourth years of the probationary period; and, at least quarterly for the second and third years of the probationary period.
- L. The therapist reports cited in Paragraph K above shall include documentation of dates of treatment, and an evaluation of Respondent's progress, including alcohol and drug free status, and ability to practice nursing safely and competently. Therapist reports shall be submitted directly to the Department at the address cited in Paragraph Q below.
- M. Observed random urine screens
 - (1) At his expense, Respondent shall be responsible for submitting to observed, random chain of custody urine screens for alcohol and drugs for the entire probationary period, at a testing facility approved by the Department. Random alcohol/drug screens shall be legally defensible in that specimen donor and chain of custody can be identified throughout the screening process.
 - (2) Respondent shall be responsible for notifying the laboratory and his therapist, the Department and his prescribing practitioner of any drug(s) he is taking. For any prescription of a controlled substance(s) for more than two consecutive weeks, Respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department until such time as the controlled substance(s) are no longer prescribed. The reports shall include the following:

- a. A list of controlled substances prescribed by this provider;
- b. A list of controlled substance(s) prescribed by other providers;
- c. An evaluation of Respondent's need for the controlled substance;
- d. An assessment of Respondent's continued need for the controlled substance(s).

(3) There must be at least one such observed, random alcohol/drug screen on a weekly basis during the first and fourth years of the probationary period; and, at least monthly during the second and third years of the probationary period.

(4) Random alcohol/drug screens shall be negative for the presence of alcohol and drugs; excluding the drugs that Respondent's providers prescribe. All urine screens for alcohol will be tested for Ethyl Glucuronide (EtG) and Ethyl Sulfate (EtS) metabolites. All positive screen results shall be confirmed by the Gas Chromatograph Mass Spectrometer (GC/MS) testing method. Chain of custody documentation must accompany all laboratory reports and/or the laboratory reports must indicate that chain of custody procedures has been followed.

(5) Random alcohol/drug screens must include testing for the following substances:

- | | |
|--------------------------------|-----------------------|
| Amphetamines | Methadone |
| Barbiturates | Methaqualone |
| Benzodiazepines | Opiates (Metabolites) |
| Cannabinoids (THC Metabolites) | Phencyclidine (PCP) |
| Cocaine | Propoxyphene |
| Meperidine (Demerol) | Ethanol (alcohol) |
| Fentanyl | Stadol |
| Tramadol | |

(6) Laboratory reports of random alcohol and drug screens shall be submitted directly to the Department, at the address cited in Paragraph Q below, by Respondent's therapist, personal physician or the testing laboratory.

N. Respondent shall not obtain for personal use and/or use alcohol or any drug that has not been prescribed for him for a legitimate purpose, by a licensed health care practitioner authorized to prescribe medications. Respondent shall not abuse and/or excessively use any drugs that are prescribed for a legitimate medical purpose.

- O. Respondent is hereby advised that the ingestion of poppy seeds may produce a positive drug screen result indicating the presence of opiates/morphine. The ingestion of mouthwash, over the counter cough suppressants and cold/flu remedies may produce a positive result indicating the presence of alcohol. For that reason, any food substance containing poppy seeds, mouthwash and over the counter cough suppressants and cold/flu remedies should be avoided during the probationary period. In the event that a drug/alcohol screen is positive for opiates/morphine and/or alcohol, the ingestion of poppy seeds, mouthwash and over the counter cough suppressants and/or cold/flu remedies shall not constitute a defense to such positive screen.
- P. The Department must be informed in writing prior to any change of address.
- Q. All communications, payments if required, correspondence, and reports are to be addressed to:

Lavita Sookram, RN, Nurse Consultant
Practitioner Monitoring and Compliance Unit
Department of Public Health
Division of Health Systems Regulation
Board of Examiners for Nursing
410 Capitol Avenue, MS #12HSR
P. O. Box 340308
Hartford, CT 06134-0308

- 5. Any deviation from the terms of probation, without prior written approval by the Board, shall constitute a violation of probation, which will be cause for an immediate hearing on charges of violating this Order. Any finding that Respondent has violated this Order will subject Respondent to sanctions under Conn. Gen. Stat. §§ 19a-17(a) and (c), including but not limited to, the revocation of his license. Any extension of time or grace period for reporting granted by the Board shall not be a waiver or preclude the Board's right to take subsequent action. The Board shall not be required to grant future extensions of time or grace periods. Notice of revocation or other disciplinary action shall be sent to Respondent's address of record (most current address reported to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department).

6. This document has no bearing on any criminal liability without the written consent of the Director of Medicaid Fraud Control Unit or the Bureau Chief of the Division of Criminal Justice's Statewide Prosecution Bureau.

This Order is effective on the date it is signed by the Board.

The Board hereby informs Respondent, Nicholas Lewonczyk, and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of July, 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Elaine Reynolds, R.N.
License No. E56789

Petition No. 2018-1301

MEMORANDUM OF DECISION

I

Procedural Background

On June 21, 2019, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). The Charges allege that Elaine Reynolds's ("Respondent") violated Chapter 384c of the General Statutes of Connecticut ("Conn. Gen. Stat.") subjecting Respondent's registered nurse ("R.N.") license to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b). Board ("Bd.") Exhibit ("Ex.") 1.

On July 29, 2019, the Charges, and a Notice of Hearing were mailed by certified mail to 19 Stonycress Lane, Glastonbury, CT 06033, Respondent's address of record on file with the Department. Bd. Ex. 2. The Notice of Hearing was also sent to Respondent via her email address at Kahyonha@yahoo.com. The Notice of Hearing was scheduled for October 16, 2019. *Id.*

On August 3, 2019, the United States Postal Service ("USPS") delivered the Notice of Hearing via certified mail to Respondent's address of record. Bd. Ex. 3.

On September 23, 2019, the Department mailed a Notice of Rescheduled Hearing ("Notice") to inform Respondent that the hearing was rescheduled to commence on December 18, 2019. This Notice was also sent to Respondent via her email address at Kahyonha@yahoo.com. Bd. Ex. 4. The Notice was delivered to Respondent on September 24, 2019. *Id.*

On December 18, 2019, the hearing proceeded as scheduled. Respondent was present at the hearing but was self-represented. Attorney Joelle Newton represented the Department. Respondent's Answer to the Charges ("Answer") was entered into the record. Bd. Ex. 5. Both parties were given the opportunity to present evidence and argument on all issues.

After the close of the record on December 18, 2019, the Board conducted fact finding. Each member of the Board involved in this decision attested that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

On December 16, 2020, the Board opened the record and conducted additional fact finding based on a determination that it did not have jurisdiction regarding the practice of acupuncture. On December 16, 2020, the Board concluded that the Charges against Respondent alleging that she practiced beyond the scope of her nursing practice must be dismissed. *See*, Board minutes, 12/20/2020.

II

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Glastonbury, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut registered nurse license number E56789.
2. In paragraph 2 of the Charges, the Department alleges that on various occasions during the course of 2018, Respondent practiced beyond her registered nursing scope of practice when she engaged in the practice of acupuncture without being supervised by a physician or in a designated practice setting established pursuant to Conn. Gen. Stat. § 20-206bb(h).
3. In paragraph 3 of the Charges, the Department alleges that the above described facts constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. § 20-99(b), including but not limited to § 20-99(b) (2).

III

Findings of Fact

1. Respondent of Glastonbury, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut registered nurse license number E56789. Respondent has been a registered nurse since 1994. Department ("Dept.") Ex. 1, pp. 1, 3.
2. In June 2012, Respondent completed training as an Acupuncture Detox Specialist, qualifying her for certification by the National Acupuncture Detoxification Association ("NADA"). Respondent is a NADA certified practitioner of auricular acupuncture detoxification for treatment of pain, post-traumatic stress disorder and substance abuse withdrawal. Dept. Ex. 1, pp. 2-3, 10-14; Transcript ("Tr.") pp. 13-16, 19-20.

3. The scope of practice of a registered nurse does not include acupuncture. Dept. Ex. 1, p. 4.
4. On various occasions in 2018, Respondent was certified by NADA and provided auricular acupuncture services at the Healing in Harmony Center in Glastonbury, CT. Respondent was listed on the Healing in Harmony Center's website as an "acudetox specialist" for auricular acupuncture treatment. ¹ Dept. Ex. 1, pp. 2-4; Tr. pp. 16-19
5. On various occasions in 2018, Respondent, while certified by NADA, consulted with a chiropractor and a naturopath for supervision and medical advice for her clients. Dept. Ex. 1, p. 2; Tr. pp. 17-18.
6. On various occasions in 2018, Respondent, while certified by NADA and providing auricular acupuncture services, was not carrying out nursing functions. *See*, Tr. p. 19.
7. The Board lacks jurisdiction regarding the practice of acupuncture. Conn. Gen. Stat. § 20-206bb(h) does not confer jurisdictional authority to the Board and therefore it is outside the Board's jurisdiction to review Respondent's practice of acupuncture. *See*, Board minutes, 12/20/2020.

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013). Respondent admitted the allegations contained in paragraphs 1 and 2, but denied the allegations contained in paragraph 3. Although the Board finds that the Department sustained its burden of proof as to the allegations contained in paragraphs 1 and 2 of the Charges, the above described facts do not constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. § 20-99(b), including, but not limited to, § 20-99(b) (2). Accordingly, the Department failed to sustain its burden of proof as to the allegation contained in paragraph 3 of the Charges. Findings of Fact ("FF") 1-6.

¹ Acudetox is a specialized form of acupuncture and is performed by placing five thin, sterile, single use needles in the ears. The needles are generally left in place for 35-45 minutes. Acudetox auricular acupuncture is based on the theory that there are points for the entire body mapped out on the ear's surface. The NADA has developed a protocol to treat addiction using five points on each ear. Acudetox specialists (auricular detoxification specialists) administer these treatments. Dept. Ex. 1, pp. 21-22.

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: (2) illegal conduct, incompetence or negligence in carrying out usual nursing functions;

Specifically, pursuant to Conn. Gen. Stat. § 20-99(b)(2), the Board is authorized to discipline the license of a nurse who fails to conform to the accepted standards of practice of the nursing profession, including, but not limited to, illegal conduct, incompetence or negligence in carrying out usual nursing functions.”

In presenting its case, the Department submitted its investigative report, dated February 5, 2019, which summarized the Petitioner’s complaint, the investigator’s interview with Respondent, Respondent’s written response to the Department’s investigator’s inquiries and documents that established Respondent’s training, and certification education in the practice of auricular acupuncture. The investigative report was entered into the record and found to have sufficient indicia of reliability to be given substantial weight. *See, Dolgner v. Commissioner of Human Resources*, 237 Conn. 272, 676 A.2d 865 (1996).

Conn. Gen. Stat. § 20-206bb (h) provides, in pertinent part, that:

Notwithstanding the provisions of subsection (a) of this section, any person who maintains certification with the NADA may practice the five-point auricular acupuncture protocol specified as part of such certification program as an adjunct therapy for the treatment of alcohol and drug abuse. . . , provided the treatment is performed under the supervision of a physician licensed under chapter 370 and is performed in (1) a private freestanding facility licensed by the Department of Public Health that provides care or treatment for substance abusive or dependent persons, . . . or (3) any other setting where such protocol is an appropriate adjunct therapy to a substance abuse or behavioral health treatment program.

The record establishes that Respondent has been a registered nurse since 1994. In addition to her nursing practice, Respondent completed training in June 2012 as an Acupuncture Detox Specialist, qualifying her for certification by the National Acupuncture Detoxification Association (“NADA”). Respondent is a NADA certified practitioner of the five-point auricular acupuncture detoxification for the treatment of pain, post-traumatic stress disorder and substance

abuse withdrawal. FF 2. Respondent is a Viet Nam era Army veteran who is a firm believer in the benefits of auricular acupuncture for the treatment of alcoholism, opiate addiction and/or withdrawal, and anxiety attacks. Tr. pp. 8-10. Respondent provides NADA auricular acupuncture to other veterans at no cost. Dept. Ex. 1, p. 2; Tr. pp. 17-18.

The scope of practice of a registered nurse does not include acupuncture. FF 3. However, pursuant to Conn. Gen. Stat. § 20-206bb (h), Respondent is permitted to provide auricular acupuncture services outside of her nursing practice and under certain conditions. Respondent provided auricular acupuncture services at the Healing in Harmony Center in Glastonbury, CT and was listed on the Healing in Harmony Center's website as an "acudetox specialist" for auricular acupuncture treatment. FF 4. On various occasions in 2018, Respondent, while certified by NADA, consulted with a chiropractor and a naturopath for supervision and medical advice for her clients. FF 5. On various occasions in 2018, Respondent while certified by NADA and providing auricular acupuncture services, was not carrying out nursing functions. FF 6.

Respondent is certified to practice acupuncture under certain conditions. However, because Conn. Gen. Stat. § 20-206bb(h) does not confer any jurisdictional authority to the Board, the Board lacks jurisdiction to determine whether Respondent violated any statute regarding the practice of acupuncture when she provided acupuncture treatments. FF 7. The Board finds that Respondent's acupuncture practice, as authorized pursuant to Conn. Gen. Stat. § 20-206bb(h), is not within the Board's subject matter jurisdiction. Accordingly, the Board cannot find that Respondent's conduct violated any of the standards cited in Conn. Gen. Stat. § 20-99(b) (2). Therefore, the Charges must be dismissed.

Order

Based on the record in this case, the above findings of fact and conclusions of law, the Board dismisses the Charges with respect to Elaine Reynolds's license to practice as a registered nurse (license number E56789) in the State of Connecticut.

The Board hereby informs Respondent, Elaine Reynolds, and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of July 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

: PETITION NO. 2019-362

IN RE: Linda Lee :
: JULY 14, 2021

PETITION FOR RECONSIDERATION

The Respondent, Linda Lee, LPN, hereby respectfully requests that pursuant to Connecticut General Statute Section 4-181a, that the Board of Examiners Reconsider its June 16, 2021, Order revoking her license. In support of the same the Respondent states the following:

1. The Respondent, Ms. Linda Lee has been the holder of Connecticut licensed practical nursing (LPN) number 034478 since 2009. Upon information and belief, Ms. Lee has had no prior disciplinary history.

2. On or about December 12, 2019, the Department of Public Health (“Department”) filed a Statement of Charges (“Charges”) with the Board of Examiners for Nursing (“Board”) against Ms. Lee. The Charges essentially alleged that Ms. Lee should be subject to discipline for having failed to appropriately and timely document the administration of a patient’s medication between August 17th and August 21st of 2018, and only later signing and backdating the medication administration record.

3. It should be noted that it is not alleged that Ms. Lee failed to administer medications to the patient, administering the wrong medication or dosage to the patient, or in any

way improperly providing or failing to provide medications to the patient. The nature of the allegations is with regard to appropriate and timely documentation.

4. In early March of 2020, Ms. Lee received notice via certified mail to her home in Canton informing her that a hearing had been scheduled for April 15, 2020. Ms. Lee subsequently was notified that the hearing on this matter was postponed as a result of the emergency orders of the Governor in light of the State's measures to address the corona virus. Ms. Lee must have been in verbal contact with an agent of the Department in the past, in order to have requested a hearing in the first place.

5. The Department avers to the Board that thereafter notices of a rescheduled hearing for Ms. Lee's matter was communicated to Ms. Lee by email. Specifically, the Department avers that Ms. Lee was emailed notice of rescheduled hearing for December 16, 2020. There is no evidence in the record that Ms. Lee was ever notified of the hearing via certified (or regular) mail. Moreover, there is no indication that the Department tried to call her or otherwise confirm that she received notice of the hearing and/or intended to appear to contest the Charges.

6. A hearing was held before the Board on December 16, 2020, without Ms. Lee appearing personally or through counsel. The Board found that Ms. Lee's failure to appear and respond should be deemed as an admission of the Charges and thereafter voted to revoke her LPN license. A Memorandum of Decision ("MOD") was prepared and signed on June 16, 2021.

7. Pursuant to C.G.S. § 4-181a(a)(2), “Within forty days of the personal delivery or mailing of the final decision, the agency, regardless of whether a petition for reconsideration has been filed, may decide to reconsider the final decision.” Moreover, under subsection (3), “If the agency decides to reconsider a final decision... the agency shall proceed in a reasonable time to conduct such additional proceedings as may be necessary to render a decision modifying, affirming or reversing the final decision, provided such decision made after reconsideration shall be rendered not later than ninety days following the date on which the agency decides to reconsider the final decision.”

8. The purpose of administrative notice requirements is to allow parties to prepare intelligently for the hearing. *Goldstar Medical Services, Inc. v. Dept. of Social Services*, 288 Conn. 790, 823–24 (2008); see also, *Fleischman v. Board of Examiners in Podiatry*, 22 Conn. App. 181, 191 (1990) (stating that “[t]he test of whether one is given adequate notice is whether it apprises him of the claims to be defended against, and on the basis of the notice given, whether [the] plaintiff could anticipate the possible effects of the proceeding” [internal quotation marks omitted]).

9. The MOD indicates, in Footnote 1 on page 1, that “The Governor’s Executive Order No. 7M, dated May 27, 2020, modified Section 19a-9-18 of the Regulations of Connecticut State Agencies to permit delivery of notices of hearing to be sent by email only and to deem such notice to be effective and sufficient if sent to the party’s last known email address of record on file with the Department.” However, Executive Order 7M was issued on March 25,

2020, and has nothing to do with notice requirements for administrative hearings. Moreover, the only Gubernatorial order issued on May 27, 2020 was Order 7SS, which likewise had nothing to do with notice requirements for administrative hearings. Thus, is it unclear what authority is being referred to in the MOD.

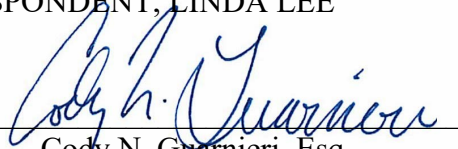
10. Notwithstanding the Governor's Executive Orders, Ms. Lee has retained a State and Federal constitutional due process right to adequate notice of administrative hearings and actions impacting her licensure. The record before the Board has no indication whatsoever that Ms. Lee willfully or intentionally failed to appear at the December 2020 hearing. The record also is void of any information to support that Ms. Lee had notice that the hearing was to be undertaken in December of 2020. Ms. Lee was not aware of any Gubernatorial Order that permitted notices to be sent to her via email and correspondingly did not retrieve any notices from the Department from her email in a timely fashion.

11. Undoubtedly the impact of the Covid-19 pandemic has (and continues) to impact the procedures and processes of the State agencies. Notwithstanding, fundamental fairness requires that license holders be provided a full and fair opportunity to contest allegations made by the Department before adverse action be taken against their license. Thus, the failure of Ms. Lee to receive emailed notices should not prevent her from being able to fairly challenge the Charges in this case. This is especially true where the nature of the Charges are unlikely to have resulted in the revocation of her license had she appeared at the hearing.

12. Counsel for the Department (Joelle Newton, Esq.) was consulted regarding this Motion. The Department objects to the same.

WHEREFORE, the Respondent respectfully requests that the Board GRANT this Petition for Reconsideration and set this matter down for Hearing on the August Agenda of the Board.

RESPONDENT, LINDA LEE

By 

Cody N. Guarneri, Esq.
Brown Paindiris & Scott, LLP
100 Pearl Street, Suite 200
Hartford, CT 06103
(Tel.) 860-522-3343
(Fax) 860-522-2490
cody@bpslawyers.com

CERTIFICATION

A copy of this Motion was emailed to Attorney Joelle Newton, Staff Attorney for the Connecticut Department of Public Health, to Joelle.Newton@ct.gov and Jeffrey A. Kardys, Administrative Hearings Specialist, Connecticut Department of Public Health, to Jeffrey.Kardys@ct.gov, on this 14th day of July, 2021.


Cody N. Guarnieri

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In Re: Linda Lee, L.P.N.

Petition No. 2019-362

July 16, 2021

OBJECTION TO PETITION FOR RECONSIDERATION

The Department of Public Health ("the Department") objects to respondent's Petition for Reconsideration.

As ground for this objection, the Department states as follows:

1. On March 4, 2020, a Statement of Charges and Notice of Hearing scheduling a hearing before the Connecticut Board of Examiners for Nursing ("the Board") on April 15, 2020 were sent by first class and certified mail to respondent at 52 Dyer Avenue, Canton, CT 06019 and by electronic mail ("email") to lindalee09@hotmail.com, respectively, respondent's mailing and email addresses of record on file with the Department (Attachment A).
2. On April 7, 2020, a Notice of Hearing Postponement ("the Notice of Postponement") was "e-mailed to lindalee09@hotmail.com (Attachment B).
3. On September 29, 2020, a Notice of Hearing ("the Rescheduled Notice") with a rescheduled December 16, 2020 hearing date was emailed to lindalee09@hotmail.com (Attachment C).
4. On October 19, 2020 a list of proposed exhibits was e-mailed to lindalee09@hotmail.com (Attachment D).
5. On December 11, 2020 a video link was emailed to lindalee09@hotmail.com (Attachment E).
6. None of the electronic mail was returned as undeliverable.
7. On December 16, 2020, the hearing was conducted. Respondent failed to appear.

8. On June 16, 2021, the Board ordered a Memorandum of Decision in Petition No. 2019-362 (“the Order”) revoking respondent’s nursing license (Attachment F).
9. On June 18, 2021 the Order was e-mailed to lindalee09@hotmail.com (Attachment G).
10. Connecticut General Statutes §4-181a(a)(1) provides that “a party in a contested case may, within fifteen days...after the personal delivery or mailing of the final decision, file with the agency a petition for reconsideration of the decision.”
11. On July 14, 2021, respondent filed a Petition for Reconsideration (“Petition”), well beyond the fifteen-days from June 18, 2021 required by Connecticut General Statutes §4-181a(a)(1).
12. Respondent cites Connecticut General Statutes §4-181a(a)(2) in support of its Petition which provides *the agency* with forty days from delivery “of the final decision...to reconsider the final decision.”
13. Connecticut General Statutes §4-181a permits *parties* with fifteen day of from receipt of a final decision to petition for reconsideration in contrast to *agencies* which are permitted with forty days to petition for reconsideration.
14. Notwithstanding the fact that respondent is barred from petitioning for reconsideration due to lateness, respondent received proper notice of the rescheduled hearing pursuant to Connecticut General Statutes §4-177 which requires that notice is “reasonable” and “in writing.”
15. Respondent is not denying that she received the Notice of the Rescheduled Hearing nor is she claiming she had issues with her email. In her Petition she acknowledges receiving the Notice of Postponement and the Order delivered exclusively by email. She has also been receiving yearly renewal notices exclusively by email since 2017 without issue (Attachment H). Rather, she states that she did not “retrieve any notices from the Department from her email in a timely fashion” even though the Notice was sent approximately six weeks before the hearing.
16. The Rescheduled Notice sent by electronic mail (“e-mail”) (Attachment C) to respondent’s email address of record satisfies the requirement of Connecticut General Statutes §4-177 in that it was both reasonable and in writing. Although respondent argues it was not sent by certified mail or followed up with a phone call, no such statutory requirement exists. The only requirement exists is that respondent receive reasonable notice in writing which occurred. Moreover,

respondent received electronic mail (“e-mail”) after the Notice was sent providing her with an exhibit list and video link to the hearing (Attachments D and E).

17. Despite receiving proper notice, respondent failed to appear at the hearing and failed to petition for reconsideration in a timely manner. Her remedy at this time is to apply for reinstatement of her license.

Wherefore, the Department respectfully requests that the Board sustain its Objection to the Petition for Reconsideration in that it fails on both merit and timeliness.

Respectfully submitted,

THE DEPARTMENT OF PUBLIC HEALTH

Joelle C. Newton

Joelle C. Newton
Staff Attorney, Office of Legal Compliance

ORDER

The foregoing objection having been duly considered by the Board of Examiners for Nursing is hereby GRANTED/DENIED.

Dated July 21, 2021.

Connecticut Board of Examiners for Nursing

CERTIFICATION

On 7/16/2021 a copy of this Objection with all attachments was emailed to Attorney Cody N. Guarnieri cody@bpslawyers.com and to Department of Public Health, Public Health Hearing Office.

Joelle C. Newton

Joelle C. Newton
Staff Attorney, Office of Legal Compliance

From: [Kardys, Jeffrey](#)
To: [Newton, Joelle](#); "[linda.lee09@hotmail.com](#)"
Cc: [Salton, Henry](#); [Antonetti, Matthew](#); [Cass, Barbara](#); [Andresen, Chris](#); [Miranda, Carmen](#); [Cotto, Nydia](#); [Carragher, Stephen](#); "[jayc1924@gmail.com](#)"
Subject: Connecticut Board of Examiners for Nursing
Date: Wednesday, March 04, 2020 10:32:34 AM
Attachments: [Linda Lee LPN - NOH 3-04-2020.pdf](#)
[image002.png](#)

RE: Linda Lee, LPN- Petition No. 2019-362

Attached is a Notice of Hearing in the referenced matter.

Jeffrey A. Kardys
Administrative Hearings Specialist
State of Connecticut
Department of Public Health
Legal Office/Public Health Hearing Office
410 Capitol Avenue, MS 13PHO
PO Box 340308
Hartford, CT 06134-0308
860-509-7566 Fax 860-707-1904
Jeffrey.kardys@ct.gov

www.ct.gov/dph/hearingoffice



STATE OF CONNECTICUT
CONNECTICUT BOARD OF EXAMINERS FOR NURSING

Linda Lee
52 Dyer Avenue
Canton, CT 06019

CMRRR# 91 7199 9991 7038 3995 5748
First Class Mail
and Via EMAIL (linda.lee09@hotmail.com)

RE: Linda Lee, LPN - Petition No. 2019-362

NOTICE OF HEARING

By authority of the General Statutes of Connecticut, Section 4-177, you are hereby notified to appear before the Board of Examiners for Nursing for a hearing on the attached Charges against you at 9:00 AM at the Department of Public Health Complex, Conference Room A/B, 410-470 Capitol Avenue, Hartford, Connecticut on April 15, 2020. The scheduling of your case is subject to change. You are urged to call 860-509-7566 the day before the hearing to verify this schedule.

These Charges are being brought against you under the provisions of the Sections 19a-9, 19a-10 and 20-99(b) of the Connecticut General Statutes. The hearing will be conducted in accordance with Chapter 54 of the General Statutes of Connecticut and Section 19a-9-1, et seq., of the Regulations of Connecticut State Agencies (Public Health Code).

At the hearing you will have the opportunity to present your evidence, including witnesses and documents. It is your responsibility to bring the witnesses and documents you wish to present at the hearing.

Filing an Answer; Failure to File Answer:

You are required to file an answer to the attached Charges with the Department of Public Health within 14 days from the date of this Notice of Hearing. Please note: failure to file an Answer could result in the allegations being found to be true as stated, and the possibility that you will not be permitted to submit any evidence concerning the allegations.

Representation by an Attorney:

At the aforementioned hearing you may be represented by an attorney and present evidence on your behalf. Although you may represent yourself (pro se), you are urged to obtain the services of an attorney.

Documents:

If you intend to introduce documents into evidence, YOU MUST COMPLY WITH THE FOLLOWING REQUIREMENTS:

All documents that you wish to present at the hearing must be paginated and must have certain information redacted. That means, that certain information, must be blacked out as follows:

- a. First, make a photocopy of the original document. DO NOT MARK THE ORIGINAL IN ANY WAY.
- b. Secondly, if any of the following information appears on any page of the document, on the photocopy, black out the following information using a black marker:
 - (1) Date of birth
 - (2) Mother's maiden name
 - (3) Motor vehicle operator's license number
 - (4) Social Security Number
 - (5) Other government-issued identification number
 - (6) Health insurance identification number
 - (7) Financial account number
 - (8) Security code or personal identification number (PIN)

- c. Next, paginate each document in the lower right hand corner of each page of the redacted photocopy.
- d. Finally, any documentation offered into evidence must be accompanied by (9) photocopies of the redacted and paginated copy to provide to the Board and the Department at the hearing.
- e. Please note: you must also bring the original to the hearing.

Failure to Appear:

If you fail to appear at the hearing, upon proof that due notice was served upon you to appear, the Board may proceed in the same manner as though you were present in person. The Board may hold a fact-finding meeting immediately following the close of the record.

Order Re: Filings

The Department and Respondent are hereby ordered when submitting any pleadings, documents, motions or other papers to the Board to file an original plus nine (9) copies with Jeffrey A. Kardys, agent of the Board and custodian of the record, at the following address:

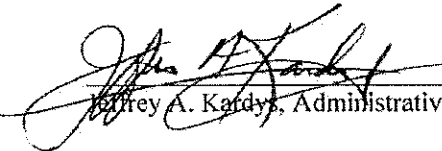
Department of Public Health
Public Health Hearing Office
410 Capitol Avenue, MS#13PHO
P. O. Box 340308
Hartford CT 06134-0308

All communications to the Board shall be submitted in this fashion. The Department or Respondent shall provide a copy of each document filed to Respondent or Department as the case may be and certify such to the Board.

Please call 860-509-7566 as soon as possible if you have any questions about the hearing schedule.

Dated at Hartford, Connecticut this 4th day of MARCH, 2020.

For the Connecticut Board of Examiners for Nursing


Jeffrey A. Kardys, Administrative Hearings Specialist

- c: Henry Salton, Assistant Attorney General
Christian Andresen, Section Chief, Practitioner Licensing and Investigations
Matthew Antonetti, Principal Attorney, Office of Legal Compliance
Joelle Newton, Staff Attorney, Office of Legal Compliance
Lois Donnelly (Via Email)

The Department of Public Health is an equal opportunity provider and employer.

*If you require aid/accommodation to participate fully and fairly,
please contact the Public Health Hearing Office at 860-509-7566.*

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH

In Re: Linda Lee, L.P.N.

Petition No. 2019-362

STATEMENT OF CHARGES

Pursuant to the General Statutes of Connecticut, §§19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Linda Lee:

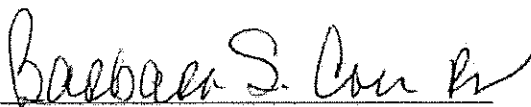
1. Linda Lee of East Hartford, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut practical nurse license number 034478.
2. At all times mentioned herein, respondent was practicing nursing at The Orchards at Southington Assisted Living Mulberry Gardens and was responsible for administering Patient #1's medications. Said medications included Levetiracetam 1000 mg to be given in the morning and evening ("Levetiracetam").
3. From approximately August 17, 2018, through and/or including approximately August 21, 2018 respondent failed to chart administration of Patient #1's morning and/or evening dose(s) of Levetiracetam.
4. Subsequent to approximately August 22, 2018, respondent inappropriately and/or falsely signed and backdated Patient #1's medication administration records to reflect administration of Patient #1's Levetiracetam without documenting that she was making late entries.
5. The above described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b) including, but not limited to:

§20-99(b)(2);
§20-99(b)(6); and/or
§20-99(b)(7).

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by Connecticut General Statutes §§20-99(b) and 19a-17, revoke or order other disciplinary action against respondent's nursing license as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 12th day of December 2019.



Barbara S. Cass, RN, Branch Chief
Healthcare Quality and Safety Branch

Sent: Tuesday, April 7, 2020 1:31 PM
To: Newton, Joelle; 'linda.lee09@hotmail.com'
Cc: Schulman, Stacy; 'Lois Donnelly'; Miranda, Carmen
Subject: Board of Examiners fro Nursing Hearing

RE: Linda Lee, LPN - 2019-362

The hearing in the referenced matter schedules fro April 15, 2020 is postponed. SEE ATTACHED

Jeffrey A. Kardys
Administrative Hearings Specialist
State of Connecticut car
Department of Public Health
Legal Office / Public Health Hearing Office
410 Capitol Avenue, MS 13PHO
PO Box 340308
Hartford, CT 06134-0308
860-509-7566 Fax 860-707-1904

www.ct.gov/dph/hearingoffice

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH

Renee D. Coleman-Mitchell, MPH
Commissioner



Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

BOARD OF EXAMINERS FOR NURSING

April 7, 2020

Linda Lee
52 Dyer Avenue
Canton, CT 06019

VIA EMAIL ONLY (linda.lee09@hotmail.com)

Joelle Newton, Staff Attorney
Department of Public Health
410 Capitol Avenue, MS #12LEG
PO Box 340308
Hartford, CT 06134-0308

VIA EMAIL ONLY

RE: Linda Lee, LPN – Petition No. 2019-362

NOTICE OF HEARING POSTPONEMENT

The hearing in the above referenced matter, scheduled for April 15, 2020, is postponed, due to the necessary measures being implemented in response to the public health and civil preparedness emergency declared by Governor Ned Lamont on March 10, 2020.

Notification of a new hearing date will be sent when determined.

FOR: BOARD OF EXAMINERS FOR NURSING

BY: Jeffrey A. Kardys

Jeffrey A. Kardys, Administrative Hearings Specialist / Board Liaison
Department of Public Health
410 Capitol Avenue, MS #13PHO
PO Box 340308
Hartford, CT 06134-0308
Tel. (860) 509-7566 FAX (860) 707-1904

c: Lois Donnelly (via email)



Phone: (860) 509-7566 • Fax: (860) 707-1904
Telecommunications Relay Service 7-1-1
410 Capitol Avenue, P.O. Box 340308
Hartford, Connecticut 06134-0308
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From: Kardys, Jeffrey <Jeffrey.Kardys@ct.gov>
Sent: Tuesday, September 29, 2020 5:54 PM
To: 'linda.lee09@hotmail.com' <linda.lee09@hotmail.com>; Newton, Joelle <Joelle.Newton@ct.gov>
Cc: Miranda, Carmen <Carmen.Miranda@ct.gov>
Subject: Hearing Board of Examiners fro Nursing
Importance: High

RE: Linda Lee, LPN - Petition No. 2019-362

The hearing in the referenced matter has been rescheduled to December 16, 2020. SEE ATTACHED.

Jeffrey A. Kardys
Administrative Hearings Specialist
State of Connecticut
Department of Public Health
Legal Office/Public Health Hearing Office
410 Capitol Avenue, MS 13PHO
PO Box 340308
Hartford, CT 06134-0308
860-509-7566 Fax 860-707-1904
Jeffrey.kardys@ct.gov

www.ct.gov/dph/hearingoffice



STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH



Deidre S. Gifford, MD, MPH
Acting Commissioner

Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

BOARD OF EXAMINERS FOR NURSING

September 29, 2020

Linda Lee
52 Dyer Avenue
Canton, CT 06019

VIA EMAIL ONLY (linda.lee09@hotmail.com)

Joelle Newton, Staff Attorney
Department of Public Health
410 Capitol Avenue, MS #12LEG
PO Box 340308
Hartford, CT 06134-0308

VIA EMAIL ONLY

RE: Linda Lee, LPN - Petition No. 2019-362

NOTICE OF HEARING

The hearing in the above referenced matter, is rescheduled to December 16, 2020.

The hearing will be held by video conference during the meeting of the Board of Examiners for Nursing.

In preparation for this hearing you must, no later than December 1, 2020, you must provide the information specified in the attached Notice for Submissions.

FOR: BOARD OF EXAMINERS FOR NURSING

/s/ *Jeffrey A. Kardys*

Jeffrey A. Kardys, Administrative Hearings Specialist/Board Liaison
Department of Public Health
410 Capitol Avenue, MS #13PHO
PO Box 340308
Hartford, CT 06134-0308
Tel. (860) 509-7566 FAX (860) 707-1904



Phone: (860) 509-7566 • Fax: (860) 707-1904
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410 Capitol Avenue, P.O. Box 340308
Hartford, Connecticut 06134-0308
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Notice for Submissions

The hearing in the matter of: Linda Lee, LPN - Petition No. 2019-362 as been scheduled for December 16, 2020 and will be conducted remotely through Microsoft Teams/teleconference.

On or before **December 1, 2020**, you must provide the following by electronic mail response to the hearing office at phho.dph@ct.gov

1. Electronically Pre-filed exhibits – Exhibits should be pre-marked for identification (i.e. Department exhibit 1, Respondent exhibit A), page numbered, and properly redacted. *Parties and/or counsel should stipulate to any exhibits and facts not in dispute, and provide any objections to proposed exhibits.* All exhibits also must be sent to the opposing party or counsel.
2. Witness List – identify any persons expected to be called to testify. Be sure to notify your witnesses that they will be required to remain available and in attendance for the full duration of the hearing. (This will eliminate the difficulty of trying to reach witnesses again for rebuttal or additional examination later in the hearing). Witness lists also must be sent to the opposing party or counsel.
3. Photo Identification: a copy of a government-issued photo identification of the parties and witnesses.
4. Electronic Mail (“e-mail”) addresses for parties, counsel and witnesses. All e-mail addresses must be current and able to receive all notices relating to this matter.
5. Cellphone numbers for all parties, counsel, and witnesses at which they can be reached and respond to text message during the hearing (in the event a connection is lost).
6. A statement whether executive session may be required to receive testimony containing personal protected information, and if so, what that information may be (treatment records, patient records, therapy reports). Parties or counsel should identify any witnesses listed in response to #2 above who may provide testimony relating to personal protected information requiring executive session.
7. A statement whether an interpreter will be needed for the proceeding.

In preparation for the remote hearing, please make sure all of your devices are fully functioning and properly charged. All participants are required to have video and audio functions on when testifying or speaking.

Our office will contact you again 3 to 5 calendar days prior to the hearing to provide you with any further instructions and a Microsoft Teams link / phone number and code to enter the hearing.

Should you have any questions regarding the above, please contact the hearing office.

From: Newton, Joelle <Joelle.Newton@ct.gov>
Sent: Monday, October 19, 2020 12:41 PM
To: Kardys, Jeffrey <Jeffrey.Kardys@ct.gov>
Cc: 'linda.lee09@hotmail.com' Linda Lee <linda.lee09@hotmail.com>
Subject: [secure] Linda Lee, L.P.N. Petition No. 2019-362, DPH EXHBTS

Mr. Kardys,

Attached please find the Department's proposed exhibits and exhibit list for Linda Lee, L.P.N. Petition No. 2019-362 hearing.

Thank you for your attention.

Joelle C. Newton, Staff Attorney
State of Connecticut Department of Public Health
410 Capitol Avenue, MS 12 LEG
Hartford, CT 06143
Email: joelle.newton@ct.gov
Telephone: 860-509-7600
Fax: 860-509-7650

NOTICE OF CONFIDENTIALITY This e-mail (including attachments) is covered by the Electronic Communications Privacy Act 18 U.S.C. Sec 2510-2521 and is confidential. This confidential transmission may include attorney-client privilege, attorney work product, privileged medical, psychiatric, and/or drug treatment information intended only for the recipient(s) names above. If you are not the intended recipient, reading, disclosure, discussion, dissemination, distribution or copying of this information by anyone other than the intended recipient or their legal agent(s) is strictly prohibited.

From: Kardys, Jeffrey
To: "linda.lee09@hotmail.com" Linda Lee
Subject: Board of Examiners for Nursing Hearing
Date: Friday, December 11, 2020 12:53:44 PM
Attachments: image002.png

The following are the links for the video hearing on December 16, 2020. The second link is to be used only for executive session if necessary.

Please have this email open during the hearing so that you have easy access to the links:

Board of Examiners Nursing Meeting/Hearings via Microsoft Teams

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

+1 860-840-2075 - Phone Conference ID: 533 648 431#

Linda Lee, L.P.N - Executive Session

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

+1 860-840-2075

Phone Conference ID: 788 137 540#

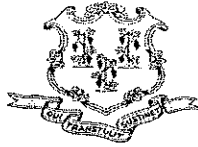
Jeffrey A. Kardys
Administrative Hearings Specialist
State of Connecticut
Department of Public Health
Legal Office/Public Health Hearing Office
410 Capitol Avenue, MS 13PHO
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Jeffrey.kardys@ct.gov

www.ct.gov/dph/hearingoffice



STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH

Deidre S. Gifford, MD, MPH
Acting Commissioner



Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

PUBLIC HEALTH HEARING OFFICE

June 17, 2021

Linda Lee
52 Dyer Avenue
Canton, CT 06019

VIA EMAIL ONLY (linda.lee09@hotmail.com)

Joelle Newton, Staff Attorney
Department of Public Health
410 Capitol Avenue, MS #12LEG
PO Box 340308
Hartford, CT 06134-0308

Via EMAIL ONLY

RE: Linda Lee, LPN - Petition No. 2019-362

Dear Ms. Lee and Attorney Newton:

Enclosed please find the Memorandum of Decision issued by the **Board of Examiners for Nursing** in the above-referenced matter.

Sincerely,

/s/ Jeffrey A. Kardys

Jeffrey A. Kardys
Administrative Hearings Specialist
Public Health Hearing Office

c: Susan Castonguay, Assistant Attorney General, Office of the Attorney General
Barbara Cass, RN, Bureau Chief, DPH
Christian Andresen, Section Chief, Practitioner Licensing and Investigations, DPH
Deborah Brown, Health Program Assistant, Department of Public Health
Lavita Sookram, RN, DPH Monitoring Unit



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Hartford, Connecticut 06134-0308
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**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Linda Lee, L.P.N.
License No. 034478

Petition No. 2019-362

MEMORANDUM OF DECISION

Procedural Background

On December 12, 2019, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board") against Linda Lee ("Respondent"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") by Respondent which would subject Respondent's practical nurse license to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

On March 4, 2020, the Charges and Notice of Hearing, informing that a hearing had been scheduled for April 15, 2020, were sent by first class and certified mail to 52 Dyer Avenue, Canton, CT 06019 and by electronic mail ("e-mail") to lindalee09@hotmail.com, respectively, Respondent's mailing and email addresses of record on file with the Department. Bd. Ex. 2.

On April 7, 2020, a Notice of Hearing Postponement was sent in response to Governor Ned Lamont's March 10, 2020 public health and civil preparedness emergency declaration. Bd. Ex. 3.

On September 29, 2020, a Notice of Hearing ("Notice"), informing that the hearing was rescheduled to December 16, 2020, was sent to Respondent via electronic mail ("e-mail") to lindalee09@hotmail.com, Respondent's last known e-mail address of record.^{1 2} Bd. Ex. 4. The Notice sent via e-mail was not returned as undeliverable.

¹ The Governor's Executive Order No. 7M, dated May 27, 2020, modified Section 19a-9-18 of the Regulations of Connecticut State Agencies to permit delivery of notices of hearing to be sent by email only and to deem such notice to be effective and sufficient if sent to the party's last known email address of record on file with the Department.

² In accordance with § 19a-89 of the Statutes, "Whenever any person holding a license ... issued by the Department of Public Health changes his office or residence address, he shall, within thirty days thereafter notify said department of his new office or residence address." In this case, Respondent did not provide the Department with any notification of a change of address as required by § 19a-89 of the Statutes. Therefore, notice was sent to Respondent's last known e-mail address of record and service of notice to such address is deemed sufficient.

The hearing was held, as scheduled, on December 16, 2020. Respondent failed to appear and was not represented by counsel. Attorney Joelle Newton represented the Department. Transcript (“Tr.”) pp. 1-14.

Each member of the Board involved in this decision attests that she was present at the hearing, or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board’s specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of East Hartford, Connecticut is, and has been at all times referenced in the Charges, the holder of Connecticut practical nurse license number 034478.
2. In paragraph 2 of the Charges, the Department alleges that at all times mentioned herein, Respondent was practicing nursing at The Orchards at Southington Assisted Living Mulberry Gardens (“the facility”) and was responsible for administering Patient #1’s medication. Said medications included Levetiracetam 1000 mg to be given in the morning and evening (“Levetiracetam”).
3. In paragraph 3 of the Charges, the Department alleges that from approximately August 17, 2018, through and/or including approximately August 21, 2018, Respondent failed to chart administration of Patient #1’s morning and/or evening dose(s) of Levetiracetam.
4. In paragraph 4 of the Charges, the Department alleges that subsequent to approximately August 22, 2018, Respondent inappropriately and/or falsely signed and backdated Patient #1’s medication administration records to reflect administration of Patient #1’s Levetiracetam without documenting that she was making late entries.
5. In paragraph 5 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to Connecticut General Statute § 20-99(b) including, but not limited to:
 - a. § 20-99(b)(2);
 - b. § 20-99(b)(6) and/or,
 - c. § 20-99(b)(7).

Findings of Fact

1. The Department provided Respondent with reasonable and adequate written notice of the allegations contained in the Charges and the December 16, 2020 hearing. Bd. Ex. 1-4.
2. On December 16, 2020, the Board convened the scheduled hearing. Respondent did not appear at the hearing and did not request a continuance. Tr., pp. 1-14.

3. Respondent did not file an Answer to the Charges. Tr., p. 4.
4. The factual allegations contained in paragraphs 1 through 5 of the Charges are deemed admitted and true. Tr., pp. 9, 12.

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

The Department sustained its burden of proof with respect to all of the allegations contained in the Charges.

Conn. Gen. Stat. §20-99 provides, in pertinent part,:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (2) illegal conduct, incompetence or negligence in carrying out usual nursing functions; . . . (6) fraud or material deception in the course of professional services or activities; (7) willful falsification of entries in any hospital, patient or other record pertaining to drugs, the results of which are detrimental to the health of a patient; . . .

In accordance with § 19a-9-20 of the Regulations, a hearing shall proceed, “at the time and place specified in the notice of hearing, notwithstanding any failure of Respondent to file an answer within the time provided. If no answer has been timely filed, the allegations shall be deemed admitted.” In this case, Respondent failed to file an Answer to the Charges and did not appear for the hearing to contest the allegations. Tr., p. 4; Bd. Ex. 1. Therefore, the allegations are deemed admitted, and the record establishes that the Department sustained its burden of proof with respect to all of the allegations in the Charges. Tr., pp. 4, 9, 12; Bd. Ex. 1; Department (“Dept.”) Ex. 1-11, Dept. Ex. 12 (sealed). Specifically, a preponderance of the evidence establishes that Respondent is a resident of East Hartford, Connecticut and holds Connecticut practical nurse license number 034478. Dept. Ex. 1 While practicing nursing at the facility, Respondent was responsible for administering Levetiracetam to Patient #1. Dept. Ex. 1-

11, Dept. Ex. 12 (sealed). A preponderance of the evidence further establishes that from approximately August 17, 2018 through August 21, 2018, Respondent failed to chart administration of Patient #1's morning and/or evening dose(s) of Levetiracetam. Dept. Ex. 1-11, Dept. Ex. 12 (sealed) Subsequent to approximately August 22, 2018, Respondent inappropriately and/or falsely signed and backdated Patient #1's medication administration records to reflect administration of Patient #1's Levetiracetam without documenting that she was making late entries in violation of Conn. Gen. Stat. §§ 20-99(b)(2), (6), and (7). Dept. Ex. 1-11, Dept. Ex. 12 (sealed).

The Board concludes that Respondent's conduct, as alleged in the Charges, and as deemed admitted and established by a preponderance of the evidence, constitutes grounds for disciplinary action pursuant to Conn. Gen Stat. §§ 20-99(a), 20-99(b)(2), (6), and (7), and 19a-17. The Board further concludes based upon a preponderance of the evidence that Respondent cannot practice as a licensed practical nurse with reasonable skill and safety.

Order

Based on the record in this case, the above findings of fact, and conclusions of law, the Board hereby orders, with respect to license number 034478 held by Linda Lee, L.P.N., as follows:

1. Respondent's license number 034478 to practice as a practical nurse in the State of Connecticut is hereby **REVOKED**.
2. This Memorandum of Decision becomes effective upon signature.

The Board of Examiners for Nursing hereby informs Respondent, Linda Lee and the Department of this decision.

Dated at Waterbury, Connecticut this 16th day of June, 2021.

BOARD OF EXAMINERS FOR NURSING

By Patricia C. Bouffard DNSc.
Patricia C. Bouffard, D.N.Sc., Chair

CERTIFICATION

I hereby certify that, pursuant to Connecticut General Statutes § 4-180(c), a copy of the foregoing Memorandum of Decision was sent this 17th day of June 2021, by email to:

Linda Lee
52 Dyer Avenue
Canton, CT 06019

VIA EMAIL ONLY (linda.lee09@hotmail.com)

and via email to:

Joelle Newton, Staff Attorney
Office of Legal Compliance
Department of Public Health
410 Capitol Avenue, MS #12LEG
Hartford, CT 06134-0308

1st Jeffrey A. Kardys

Jeffrey A. Kardys
Administrative Hearings Specialist
Department of Public Health
Public Health Hearing Office



From: Kardys, Jeffrey
Sent: Friday, June 18, 2021 10:16 AM
To: 'linda.lee09@hotmail.com' <linda.lee09@hotmail.com>
Subject: Connecticut Board of Examiners for Nursing

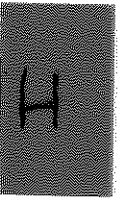
Attached is a Memorandum of Decision issued by the Board of Examiners for Nursing.

Jeffrey A. Kardys
Administrative Hearings Specialist
State of Connecticut
Department of Public Health
Legal Office/Public Health Hearing Office
410 Capitol Avenue, MS 13PHO
PO Box 340308
Hartford, CT 06134-0308
860-509-7566 Fax 860-707-1904
Jeffrey.kardys@ct.gov

www.ct.gov/dph/hearingoffice



STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY & SAFETY BRANCH



AFFIDAVIT OF DEBORAH M. BROWN

The undersigned being duly sworn, hereby state:

1. I am over the age of eighteen years and believe in the obligation of an oath. I am currently in Connecticut.
2. The information in this affidavit is true to the best of my knowledge and belief.
3. My duties include overseeing and maintaining a database with contact information for licensed individuals.
4. Linda Lee is included in the above-referenced database. On August 11, 2009 she received license practical nurse number 034478. She listed her email address as: linda.lee09@hotmail.com. The database indicates that email is her preferred communication.
5. From approximately 2017 to the present, Ms. Lee's renewal applications have been sent to her electronically only to her email address of record, linda.lee09@hotmail.com. Regular United States Postal mail has not been used to transmit her renewal applications since approximately 2016.
6. Ms. Lee has timely filed all renewal applications to date.

Deborah M. Brown

Deborah M. Brown, Health Program Associate
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

State of Connecticut }
 }ss: Hartford
County of Hartford }

Subscribed and remotely sworn to on July 15, 2021.



Joelle C. Newton, Commissioner Superior Court

SUMMARY SUSPENSION COVER SHEET

In re: Meghan Frederick, L.P.N.

Petition No. 2021-206

1. Meghan Frederick of Dayville, Connecticut (hereinafter "respondent") was issued license number 037253 to practice as a licensed practical nurse on August 6, 2012. She graduated from Bay Path Regional Vocational Technical High School in 2012.
2. Respondent has not been previously disciplined.
3. From approximately 2021 through the present, respondent has or had emotional disorders and/or mental illnesses ("diagnoses").
4. On multiple occasions from January 27, 2021 through March 7, 2021, respondent abused or utilized to excess alcohol, Flexeril, marijuana and/or oxycodone.
5. Respondent's diagnoses and/or abuse or utilization to excess of alcohol, Flexeril, marijuana and/or oxycodone does and/or may affect her practice as a licensed practical nurse.
6. For the foregoing reasons, the Department believes that respondent's continued practice as a licensed practical nurse represents a clear and immediate danger to the public health and safety. The Department respectfully requests that this Board summarily suspend respondent's license until a full hearing on the merits can be held.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

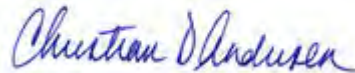
In re: Meghan Frederick, L.P.N.

Petition No. 2021-206

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with Connecticut General Statutes §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend Meghan Frederick's Connecticut licensed practical nursing license. This motion is based on the attached Statement of Charges, Records and on the Department's information and belief that the continued practice of licensed practical nursing represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut on June 24, 2021.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Meghan Frederick, L.P.N.

Petition No. 2021-206

STATEMENT OF CHARGES

Pursuant to the Connecticut General Statutes §§19a-10 and 19a-14, the Department of Public Health ("the Department") brings the following charges against Meghan Frederick:

1. Meghan Frederick of Dayville, Connecticut ("respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut licensed practical nursing license number 037253.
2. From approximately 2021 through the present, respondent has or had emotional disorders and/or mental illnesses ("diagnoses").
3. On multiple occasions from January 27, 2021 through March 7, 2021, respondent abused or utilized to excess alcohol, Flexeril, marijuana and/or oxycodone.
4. Respondent's diagnoses and/or abuse or utilization to excess of alcohol, Flexeril, marijuana and/or oxycodone does and/or may affect her practice as a licensed practical nurse.
5. The above describe facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including but not limited to §20-99(b)(4) and/or 20-99(b)(5).

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by the Connecticut General Statutes §§20-99(b) and 19a-17, revoke or order other disciplinary action against the license of Meghan Frederick as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut on June 24, 2021.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

SUMMARY SUSPENSION COVER SHEET

In re: Patricia Fryer, R.N.

Petition No. 2021-572

1. Patricia Fryer of New Haven, Connecticut was issued license number 079638 to practice as a registered nurse on August 9, 2006.
2. Respondent graduated from Fairfield University in 2006.
3. On October 16, 2019, the Board of Examiners for Nursing (“the Board”) ordered a Consent Order in Petition Number 2019-760 (“the Consent Order”) that placed respondent’s nursing license on probation for a period of four years. Such disciplinary action was based, in part, upon respondent’s abuse or excess use of marijuana and cocaine.
4. The 2020 Consent Order specifically provided that respondent shall not obtain or use controlled substances unless prescribed for a legitimate therapeutic purpose by a licensed health care professional and that all screens shall be negative for the presence of drugs and alcohol.
5. On or about May 30, 2021, respondent tested positive for cannabinoid and/or marijuana. On or about July 7, 2021, respondent tested positive for ethanol and/or alcohol. Respondent’s abuse and/or excess use of cannabis, marijuana and/or alcohol does, and/or may, affect her nursing practice.
6. For the foregoing reasons, the Department believes that respondent’s continued practice as a nurse represents a clear and immediate danger to the public health and safety. The Department respectfully requests that this Board summarily suspend respondent’s license until a full hearing on the merits can be held.

CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute or copy the contents or discuss with parties who are not directly involved in this petition.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

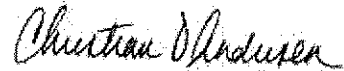
In re: Patricia Fryer, R.N.

Petition No. 2021-572

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with Connecticut General Statutes §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend the license of Patricia Fryer to practice nursing in Connecticut. This motion is based on the attached Statement of Charges, Affidavit and on the Department's information and belief that the continued practice of Patricia Fryer represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 16th day of July, 2021.



Christian D. Andresen, MPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Patricia Fryer, R. N.

Petition No. 2021-572

STATEMENT OF CHARGES

Pursuant to Connecticut General Statutes, §§19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Patricia Fryer:

FIRST COUNT

1. Patricia Fryer of New Haven, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut registered nurse license number 079638.
2. On or about May 25, 2021, respondent abused and/or utilized to excess cannabis or marijuana.
3. On or about June 29, 2021, respondent abused and/or utilized to excess alcohol.
4. Respondent's abuse and/or excess use of cannabis, marijuana and/or alcohol does, and/or may, affect her practice as a nurse.
5. The above facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes, §20-99(b), including but not limited to §20-99(b)(5).

SECOND COUNT


6. Paragraph 1 is incorporated herein by reference as if set forth in full.
7. On October 16, 2019, the Connecticut Board of Examiners for Nursing (hereinafter "the Board") ordered a Consent Order in Petition Number 2019-760 (hereinafter "the Consent Order") that placed respondent's nursing license on probation for a period of four (4) years. Such disciplinary action was based upon respondent's admitted abuse or excess use of marijuana and cocaine.
8. The Consent Order required, in part, that respondent shall not obtain or use controlled substances unless prescribed for a legitimate therapeutic purpose by a licensed health care professional and that all urine screens be negative for the presence of drugs and alcohol.
9. On or about May 30, 2021, respondent tested positive for cannabinoid and/or marijuana.
10. On or about July 7, 2021, respondent tested positive for ethanol and/or alcohol.

11. Respondent's conduct as described above constitutes violations of the terms of probation as set forth in the Consent Order, and subjects respondent's license to revocation or other disciplinary action authorized by Connecticut General Statutes, §§19a-17 and 20-99(b).

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by Connecticut General Statutes, §§20-99(b) and 19a-17, revoke or order other disciplinary action against the license of Patricia Fryer as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 16th day of July, 2021.



Christian D. Andresen, MPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

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SUMMARY SUSPENSION COVER SHEET

In re: Nichelle Robinson, R.N.

Petition No. 2021-516

1. Nichelle Robinson of Meriden, Connecticut (hereinafter "respondent") was issued registered nursing license number 069635.
2. On February 17, 2021, the Connecticut State Board of Examiners for Nursing ("BOEN") issued a Memorandum of Decision in Petition No. 2018-1078 ("MOD"), which placed respondent's registered nursing license on probation for six (6) months beginning on the date of signing of the MOD. Such disciplinary action was a result of respondent improperly signing the name of her Director of Nursing on a Controlled Substance Drug Order form and for ordering Tramadol and Lyrica. Also, respondent did not accurately document the medical records for two patients regarding the administration and waste of oxycodone/APAP and oxycodone.
3. The MOD required that the Connecticut Department of Public Health ("the Department") preapprove respondent's employment and/or change of employment as a nurse. Respondent did not inform the Department that she was employed as a Nursing Supervisor from February 17, 2021 through March 25, 2021.
4. Also, the MOD required that respondent shall provide a copy of the MOD to any and all employers while working as a registered nurse and for the employer to notify the Department in writing within thirty (30) days of receipt of a copy of the MOD. The employer did not receive a copy of the MOD. Further, respondent's employer learned of the MOD on March 19, 2021 through an independent source.
5. Further, the MOD also required that respondent shall not administer, count or have access to controlled substances, nor have responsibility for such activities in the course of performing nursing duties. Respondent's employer reported that respondent's work as a Nursing Supervisor included access to controlled substances.
6. In addition, respondent failed to complete required coursework in medication administration, documentation and in ethics within the first three months of the probationary period, as required in the MOD.
7. For the foregoing reasons, the Department believes that respondent's continued practice as a registered nurse represents a clear and immediate danger to the public health and safety. The Department respectfully requests that this Board summarily suspend respondent's license until a full hearing on the merits can be held.

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH


In re: Nichelle Robinson, R.N.

Petition No. 2021-516

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with the General Statutes of Connecticut Sections 4-182(c) and 19a-17(c) that the Connecticut State Board of Examiners for Nursing summarily suspend the license of Nichelle Robinson to practice registered nursing in Connecticut. This motion is based on the attached Statement of Charges, Affidavits and on the Department's information and brief that the continued practice of registered nursing represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 19th day of July 2021.



Barbara S. Cass, Branch Chief
Healthcare Quality and Safety Branch

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH

In re: Nichelle Robinson, R.N.

Petition No. 2021-516

STATEMENT OF CHARGES

Pursuant to the General Statutes of Connecticut Sections 19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Nichelle Robinson:

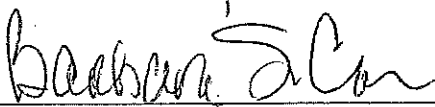
1. Nichelle Robinson of Meriden, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut registered nursing license number 069635.
2. On February 17, 2021, the Connecticut State Board of Examiners for Nursing (hereinafter "the Board") issued a Memorandum of Decision in Petition Number 2018-1078 (hereinafter the Memorandum of Decision"), effective February 17, 2021 that placed respondent's registered nursing license on probation for six (6) months. Such disciplinary action was a result of respondent signing the name of her Director of Nursing on a Controlled Substance Drug Order form, for ordering Tramadol and Lyrica, and for failure to accurately document medical records for two patients regarding the administration and waste of oxycodone/APAP and oxycodone.
3. Said Memorandum of Decision specifically provided, in part, that:
 - a. The Department shall pre-approve Respondent's employment and/or change of employment within the nursing profession;
 - b. Respondent shall provide a copy of the Memorandum of Decision to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s), within 30 days of the commencement of employment, as to receipt of a copy of this Decision;
 - c. Respondent shall not administer, count, or have access to controlled substances, nor have responsibility for such activities in the course of performing her nursing duties during the probationary period;

- d. During the first three months of the probationary period, Respondent, at her expense, shall successfully complete a course in medication administration and documentation that is pre-approved by the Department. Respondent shall provide proof to the satisfaction of the Department of her successful completion of the course within 30 days;
 - e. During the first three months of the probationary period, Respondent, at her expense, shall successfully complete a course in ethics that is pre-approved by the Department. Respondent shall provide proof to the satisfaction of the Department of her successful completion of the course within 30 days of completion;
 - f. If employed as a nurse, Respondent shall cause employer reports to be submitted to the Department by her immediate supervisor commencing with the report due on the first business day of the month following employment as a nurse. Employer reports shall be submitted monthly for the entire probationary period.
 - g. If employed as a nurse, Respondent shall cause employer reports to be submitted to the Department by her immediate supervisor during the entire probationary period. Employer reports shall be submitted commencing with the report due on the first business day of the month for the entire probationary period.
4. Respondent's conduct as described above fails to conform to the accepted standards of the nursing profession and constitutes violations of the terms of probation as set forth in the Memorandum of Decision, and subjects respondent's license to revocation or other disciplinary action authorized by the General Statutes of Connecticut, Sections 19a-17 and 20-99(b).

THEREFORE, the Department prays that:

The Connecticut State Board of Examiners for Nursing , as authorized by the General Statutes of Connecticut, Sections 20-99(b) and 19a-17, revoke or order other disciplinary action against the registered nursing license of Nichelle Robinson, as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 19th day of July 2021.



Barbara S. Cass, Branch Chief
Healthcare Quality and Safety Branch

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Karen Crosby, R.N.

Petition No. 2020-684

CONSENT ORDER COVER SHEET

1. Karen Crosby ("respondent") of West Hartford, Connecticut graduated from Los Angeles Valley College and was granted a licensed practical nursing license in 1984.
2. On July 16, 2003, the Board of Examiners for Nursing ("the Board") ordered a Consent Order in Petition No. 2003-0512-010-042 which placed respondent's license on probation for four years as a result of diverting and abusing morphine and hydrocodone injectable.
3. On October 5, 2005, the Board ordered a Modification of Consent Order in Petition No. 2005- 0322-010-031 which extended respondent's probation until June 1, 2008.
4. On April 4, 2012, the Board ordered a Consent Order in Petition No. 2011-1117 which placed respondent's license on probation for four years, as a result of diverting and abusing hydromorphone.
5. From approximately 2014 through 2020, respondent abused and/or utilized alcohol, Xanax, Ambien, morphine and/or opiates ("controlled substances") to excess.
6. From approximately 2014 through the present, respondent has or had emotional disorders and/or mental illnesses ("diagnoses").
7. On or about July 7, and/or July 8, 2020, while respondent was practicing nursing at Middlesex Hospital in Middletown, Connecticut, respondent:
 - a. was impaired during patient care;
 - b. abused and/or utilized benzodiazepines, alprazolam, and/or opiates ("controlled substances") to excess;
 - c. diverted controlled substances from patient(s) and/or from medication stock;
 - d. inappropriately wasted controlled substances; and/or,
 - e. failed to completely, properly and/or accurately document medical or hospital records.
8. Respondent's license was suspended pursuant to an Interim Consent Order in August 2020.

9. Respondent's diagnoses and/or abuse and/or excessive use of controlled substances does, and/or may, affect her practice of nursing.
10. The proposed Consent Order places the respondent's license on probation for four **years** with the following terms:
 - urine screens weekly for the 1st and 4th years, twice monthly for the 2nd and 3rd years;
 - therapy and employer reports monthly for the 1st and 4th years and quarterly for the 2nd and 3rd years;
 - anonymous or support meetings;
 - no solo practice; and
 - narcotic access restriction until respondent receives approval from her therapist and written permission from the Department.
11. The Department and respondent respectfully request the Board to accept the proposed Consent Order.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Karen Crosby, RN

Petition No. 2020-684

CONSENT ORDER

WHEREAS, Karen Crosby (hereinafter "respondent") of West Hartford, Connecticut has been issued license number R38165 to practice as a registered nurse by the Connecticut Department of Public Health (hereinafter "the Department") pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, respondent admits:

1. From approximately 2014 through 2020, respondent abused and/or utilized alcohol, Xanax, Ambien, morphine and/or opiates ("controlled substances") to excess.
2. From approximately 2014 through the present, respondent has or had emotional disorders and/or mental illnesses ("diagnoses").
3. On or about July 7, and/or July 8, 2020, while respondent was practicing nursing at Middlesex Hospital in Middletown, Connecticut, respondent:
 - a. was impaired during patient care.
 - b. abused and/or utilized benzodiazepines, alprazolam, and/or opiates ("controlled substances") to excess;
 - c. diverted controlled substances from patient(s) and/or from medication stock;
 - d. inappropriately wasted controlled substances; and/or,
 - e. failed to completely, properly and/or accurately document medical or hospital records.

4. Respondent's diagnoses and/or abuse and/or excessive use of controlled substances does, and/or may, affect her practice of nursing.
5. The above-described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including but not limited to:
 - a. §20-99(b)(2);
 - b. §20-99(b)(4);
 - c. §20-99(b)(5);
 - d. §20-99(b)(6); and/or
 - e. §20-99(b)(7).

Whereas on August 22, 2020, respondent's license was suspended pursuant to an Interim Consent Order.

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violations at a hearing before the Connecticut Board of Examiners for Nursing (hereinafter "the Board"). Respondent agrees that for the purpose of this or any future proceedings before the Board this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10, and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99(a), respondent hereby stipulates and agrees to the following:

1. Respondent waives respondent's right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to respondent's profession.
3. Respondent's Connecticut nursing license number R38165 is hereby placed on probation for four years, subject to the following terms and conditions:

- A. At respondent's own expense, respondent shall engage in therapy and counseling with a Connecticut licensed therapist (hereinafter "therapist") approved by the Department for the entire probationary period.
- (1) Respondent shall provide a copy of this Consent Order to respondent's therapist.
 - (2) Respondent's therapist shall furnish written confirmation to the Department of his or her engagement in that capacity and receipt of a copy of this Consent Order within fifteen (15) days of the effective date of this Consent Order.
 - (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be transferred to another therapist, she shall advise the Department. Said termination of therapy, reduction in frequency of therapy, and/or respondent's transfer to another therapist shall not occur until approved by the Department. However, if therapy is terminated with approval of the Department, respondent's therapist shall continue to monitor her alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph 3B below, and by providing the reports described in paragraph 3C below.
 - (4) The therapist shall immediately notify the Department in writing if respondent discontinues therapy and/or terminates his or her services.
- B. Respondent shall not obtain or use controlled substances, legend drugs or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.

- (1) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as ("Attachment 'A': Department Requirements for Drug and Alcohol Screens") at a testing facility approved by the Board, after consultation with the Department, as ordered by the therapist and/or personal physician. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Board and the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.
- (2) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent's prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. An assessment of the respondent's continued need for the controlled substance(s).

- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of probation; and at least two such screens and reports every month for the second and third years of probation.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month for the first and fourth years of probation and at least (1) such random test and report every month for the remainder of the probationary period.
- (5) All screens shall be negative for the presence of drugs and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.
- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
- (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or

if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.

- C. Respondent shall be responsible for the provision of written reports from respondent's therapist directly to the Department for the entire probationary period; monthly for the first and fourth years of probation; and, quarterly reports for the second and third years of probation. Such reports shall include documentation of dates of treatment, an evaluation of respondent's progress in treatment and of respondent's drug and alcohol free status as established by the observed random urine screens for drugs and alcohol, an evaluation of respondent's ability to safely and competently practice nursing, and copies of all laboratory reports. A report indicating that respondent is not able to practice nursing safely and competently shall be deemed to be a violation of this Consent Order.
- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to respondent's profession.
- E. Respondent shall provide a copy of this Consent Order to all current and future employers for the duration of probation.
- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker - home health aide agency, or home health care agency, and shall not be self-employed for the period of probation.

- G. Respondent shall not administer, count, or have access to narcotics or other controlled substances, or have responsibility for such activities in the course of nursing duties until she receives approval from her therapist and written permission from the department.
- H. Respondent shall be responsible for the provision of written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing) monthly for the first and fourth years of his probation; and quarterly for the second and third years of probation. Respondent shall provide a copy of this Consent Order to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s) within fifteen (15) days of the commencement of employment as to the receipt of a copy of this Consent Order. Employer reports shall include documentation of respondent's ability to safely and competently practice nursing, and shall be issued to the Department at the address cited in paragraph 3N below. A report indicating that respondent is not practicing with reasonable skill and safety shall be deemed to be a violation of this Consent Order.
- I. During the entire probationary period, respondent shall attend "anonymous" or support group meetings on an average of eight to ten times per month, and shall provide quarterly reports to the Department concerning respondent's record of attendance.
- J. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- K. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.

- L. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.
- M. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.
- N. All correspondence and reports shall be addressed to:

Lavita Sookram, R.N., Nurse Consultant
Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

- 4. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard. Respondent shall pay all costs necessary to comply with this Consent Order.
- 5. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department's right to take action at a later time. The Department shall not be required to grant future extensions of time or grace periods.
- 6. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
- 7. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.

8. Respondent understands this Consent Order is a public record.
9. Respondent understands and agrees that this Consent Order shall be deemed as evidence of the above-admitted violations in any proceeding before the Board in which (1) respondent's compliance with this same Consent Order is at issue, or (2) respondent's compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank maintained by the United States Department of Health and Human Services.
10. In the event respondent violates a term of this Consent Order, respondent agrees immediately to refrain from practicing as a nurse, upon request by the Department, for a period not to exceed 45 days. During that time period, respondent further agrees to cooperate with the Department in its investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said 45 day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§ 4-182(c) and 19a-17(c). The Department and respondent understand that the Board has complete and final discretion whether a summary suspension is ordered.
11. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department concerning such practice. During such time period,

respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such time period shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all terms and conditions contained in paragraph 3 above.

12. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license before the Board.
13. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 and 368a, provided that this stipulation shall not deprive respondent of any other rights that respondent may have under the laws of the State of Connecticut or of the United States.
14. Respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Board. The Department and respondent agree that the

Board has complete and final discretion as to whether an executed Consent Order is approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the course of the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.

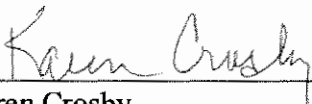
15. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
16. Respondent consulted with her attorney prior to signing this document.
17. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only, and is not intended to affect any civil or criminal liability or defense.
18. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this Consent Order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

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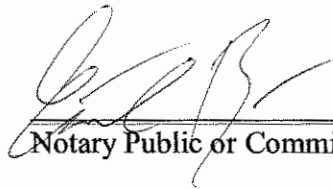
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I, Karen Crosby, RN, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.



Karen Crosby

Subscribed and sworn to before me this 18th day of June, 2021.



Emil I. Brito
Notary Public, State of Connecticut
My Commission Expires 05/31/2024

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the June day of 24th, 2021, it is hereby accepted.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section

Healthcare Quality and Safety Branch

The above Consent Order having been presented to the duly appointed agent of the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2021, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

CONSENT ORDER COVER SHEET

In re: Laurie Pierson, R.N.

Petition No.: 2019-859

1. Laurie Pierson ("respondent") is a registered nurse with no prior licensure discipline.
2. At all relevant times, respondent worked as a registered nurse with the Department of Children and Families at the Albert J. Solnit Children's Center, South Campus, in Middletown, Connecticut ("the facility").
3. On or about November 24, 2018, respondent treated facility patient T.M. ("the patient"). The patient had returned from a visit outside the facility. During respondent's treatment of T.M., respondent failed to adequately check T.M. for entering the facility with drugs not prescribed to T.M., failed to adequately report or document that T.M. had entered the facility with drugs not prescribed to T.M., failed to adequately assess T.M. and failed to adequately seek medical treatment or mental health services for T.M.
4. The proposed Consent Order requires a licensure reprimand, a civil penalty of \$1,000.00 and a one-year probation requiring respondent's successful completion of coursework in patient boundary issues, ethics and mental health assessment.
5. Respondent and the Department respectfully request approval of this Consent Order.

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH

In re: Laurie A. Pierson, R.N.

Petition No. 2019-859

CONSENT ORDER

WHEREAS, Laurie A. Pierson, of Vernon, Connecticut (hereinafter "respondent") has been issued license number 105842 by the Department of Public Health (hereinafter "the Department") pursuant to Chapter 379a of the General Statutes of Connecticut, as amended; and,

WHEREAS, the Department alleges that:

1. *During about November 2018 through about December 2018, respondent was employed as a registered nurse with the Connecticut Department of Children and Families at the Albert J. Solnit Children's Center, South Campus, in Middletown, Connecticut ("the facility").*
2. *On or about November 24, 2018, respondent treated facility patient T.M. ("the patient"). The patient had returned from a visit outside the facility. During respondent's treatment of T.M., respondent failed to adequately check T.M. for entering the facility with drugs not prescribed to T.M., failed to adequately report or document that T.M. had entered the facility with drugs not prescribed to T.M., failed to adequately assess T.M. and failed to adequately seek medical treatment or mental health services for T.M.*
3. *The above-described facts constitute grounds for disciplinary action pursuant to the General Statutes of Connecticut, §20-99(b), including, but not limited to §20-99(b)(5).*

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above allegations of wrongdoing but, while admitting no guilt or wrongdoing, agrees that for purposes of this or any future proceedings before the Connecticut Department of Public Health (hereinafter "the Department"), this Consent Order shall have the same effect as if proven and ordered after a full hearing held pursuant to §§19a-10, 19a-14 and 20-99(b) of the General Statutes of Connecticut.

NOW THEREFORE, pursuant to §§19a-14, 19a-17 and 20-99(b) of the General Statutes of Connecticut, respondent hereby stipulates and agrees to the following:

1. Respondent waives respondent's right to a hearing on the merits of this matter.
2. Respondent's license number 105842 to practice as a registered nurse in the State of Connecticut is hereby reprimanded.
3. Respondent shall pay a civil penalty of one thousand dollars (\$1,000.00) by a certified or cashier's check payable to "Treasurer, State of Connecticut." The check shall reference the Petition Number on the face of the check, and shall be payable at the time respondent submits the executed Consent Order to the Department.
4. Respondent's license shall be placed on probation for a period of one (1) year under the following terms and conditions: During the probationary period, respondent shall successfully complete coursework in patient boundary issues, ethics and mental health assessment.
5. All correspondence and reports are to be addressed to:

Lavita Sookram
Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR, P.O. Box 340308
Hartford, CT 06134-0308

6. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.
7. Respondent shall comply with all state and federal statutes and regulations applicable to Respondent's licensure.
8. Respondent shall pay all costs necessary to comply with this Consent Order.
9. Any alleged violation of any provision of this Consent Order may result in the following procedures at the discretion of the Department:
 - a. The Department shall notify respondent in writing by first-class mail that the term(s) of this Consent Order have been violated, provided that no prior written consent for deviation from said term(s) has been granted.
 - b. Said notification shall include the acts or omission(s) which violate the term(s) of this Consent Order.

9. Any alleged violation of any provision of this Consent Order may result in the following procedures at the discretion of the Department:
 - a. The Department shall notify respondent in writing by first-class mail that the term(s) of this Consent Order have been violated, provided that no prior written consent for deviation from said term(s) has been granted.
 - b. Said notification shall include the acts or omission(s) which violate the term(s) of this Consent Order.
 - c. Respondent shall be allowed fifteen (15) days from the date of the mailing of notification required in paragraph a above to demonstrate to the satisfaction of the Department that respondent has complied with the terms of this Consent Order or, in the alternative, that respondent has cured the violation in question.
 - d. If respondent does not demonstrate compliance or cure the violation within the fifteen (15) days specified in the notification of violation to the satisfaction of the Department, respondent shall be entitled to a hearing before the Department which shall make a final determination of the disciplinary action to be taken.
 - e. Evidence presented to the Department by either the Department or respondent in any such hearing shall be limited to the alleged violation(s) of the term(s) of this Consent Order.
9. In the event respondent violates any term of this Consent Order, said violation may constitute grounds for the Department to seek a summary suspension of respondent's license before the Department.
10. Legal notice shall be sufficient if sent to respondent's last known address of record reported to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department.
11. This Consent Order is effective on the first day of the month immediately following the date this Consent Order is accepted and ordered by the Board.
12. Respondent understands and agrees that this Consent Order shall be deemed a public document, and the Department's allegations as contained in this Consent Order shall be deemed true in any subsequent proceeding before the Department in which respondent's compliance with this Consent Order or with §20-126o of the General Statutes of Connecticut, as amended, is at issue.
13. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank maintained by the United States Department of Health and Human Services.

by the and shall, as a matter of law, constitute a clear and immediate danger as required pursuant to Connecticut General Statutes, sections 4-182(c) and 19a-17(c). The Department and respondent understand that the Department has complete and final discretion as to whether a summary suspension is ordered.


15. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department from taking action at a later time. The Department shall not be required to grant future extensions of time or grace periods.
16. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to §4-181a of the General Statutes of Connecticut without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Chapters 54 or 368a of the General Statutes of Connecticut, provided that this stipulation shall not deprive respondent of any rights that respondent may have under the laws of the State of Connecticut or of the United States.
17. This Consent Order is a revocable offer of settlement which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
18. Respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Department. Respondent understands that the Department has complete and final discretion as to whether this executed Consent Order is approved or accepted.
19. Respondent has the right to consult with an attorney prior to signing this document.
20. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only, and is not intended to affect any civil or criminal liability or defense.
21. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this Consent Order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

I, Laurie A. Pierson, have read the above Consent Order, and I stipulate and agree to the terms as set forth therein. I further declare the execution of this Consent Order to be my free act and deed.

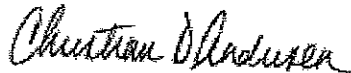

Laurie A. Pierson

Subscribed and sworn to before me this day of 2021

ERMELINDA ELENA MACOVEN
NOTARY PUBLIC OF CONNECTICUT
My Commission Expires 11/30/2025


Notary Public or any person authorized by law to administer
an oath or affirmation

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on this 5th day of May 2021 it is hereby accepted.



May 26, 2021

Christian D. Andresen, MPH, Section Chief
Practitioner Licensing and Investigations Section Healthcare
Quality and Safety Branch

The above Consent Order having been presented to the Connecticut State Board of Examiners for Nursing on this _____ day of _____, 20__, is hereby accepted.

Connecticut State Board of Examiners for Nursing

May 19, 2021

Connecticut State Board of Examiners for Nursing
410 Capital Avenue MS#13 PHO
PO BOX 340308
Hartford, CT. 06134

To the Nursing Board Members,

I would like you to know that I support the consent orders by the Department of Public Health and believe that these orders are fair and reasonable. I accept responsibility for the allegations and have learned to be more diligent in my care and practice. Hopefully this matter can be resolved shortly as I am looking forward to returning to my employer as well as my patients. Thank you for your time with this case.

Sincerely,

A handwritten signature in cursive script, appearing to read "Laurie A Pierson".

Laurie A Pierson, R.N.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Christine Wilkinson, L.P.N.

Petition No. 2020-212

CONSENT ORDER COVER SHEET

1. Christine Wilkinson ("respondent") of Naugatuck, Connecticut graduated from Lincoln Technical Institute and was granted a licensed practical nursing license in 2010.
2. Respondent has not been previously been disciplined.
3. On December 13, 2019, respondent was working for an assisted living facility when she left her shift without notifying facility-staff. Respondent accepted responsibility for what took place and very much regrets her actions.
4. The proposed Consent Order places a reprimand on respondent's license and places her license on probation for one year with the following terms:
 - coursework in ethics and medication administration within the first six months of probation;
 - no solo employment however home healthcare agency employment is permitted with the Department's written approval; and
 - monthly employer reports.
5. The Department and respondent respectfully request the Board to accept the proposed Consent Order.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In Re: Christine Wilkinson, LPN

Petition No. 2020-2012

CONSENT ORDER

WHEREAS, Christine Wilkinson ("respondent") of Naugatuck, Connecticut has been issued license number 035887 to practice as a licensed practical nurse by the Department of Public Health ("the Department") pursuant to Connecticut General Statutes, Chapter 378, as amended.

WHEREAS respondent admits:

1. At all times mentioned herein, respondent was practicing nursing at Arden Courts of Farmington ("facility") in Farmington, Connecticut.
2. On or about December 13, 2019, respondent deviated from the standard of care when she left the facility and abandoned her patients during her shift without notifying facility-staff.
3. The above described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b) including, but not limited to, §§20-99(b)(2).

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above admitted violations at a hearing in front of the Board of Examiners for Nursing (hereinafter "the Board"). Respondent further agrees that this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10 and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §19a-17 and §20-99(a), respondent hereby stipulates and agrees to the following:

1. Respondent waives her right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to her profession.
3. Respondent's Connecticut licensed practical nurse license number 035887 is hereby reprimanded and placed on probation for one (1) year, subject to the following terms and conditions:
 - A. Respondent shall provide a copy of this Consent Order to all current and future employers during the period of probation.
 - B. Within the first six months of probation, respondent shall attend and successfully complete coursework in ethics and medication administration, pre-approved by the Department.

Within fourteen (14) days of the completion of such courses, respondent shall provide the Department with proof, to the Department's satisfaction, of the successful completion of such courses.
 - C. Respondent shall not be employed as a nurse for a personnel provider service or assisted living services agency and shall not be self-employed as a nurse for the period of her probation. Respondent may be employed by a home health aide agency or home health care agency at the Department's discretion and with written pre-approval from the Department.
 - D. Respondent shall be responsible for the provision of monthly written reports to the Department from her nursing supervisor (i.e., Director of Nursing).

Respondent shall provide a copy of this Consent Order to all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s) within fifteen (15) days of the commencement of employment as to the receipt of a copy of this Consent Order. Employer reports shall include documentation of respondent's ability to practice nursing safely and competently

and document records appropriately.

- E. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- F. Respondent shall notify the Department of any change in her home or business address within fifteen (15) days of such change.
- G. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.
- H. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.
- I. All correspondence and reports shall be addressed to:

Lavita Sookram, LPN, Nurse Consultant
Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

- 5. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard. Respondent shall pay all costs necessary to comply with this Consent Order.

6. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Board's right to act later. The Department shall not be required to grant future extensions of time or grace periods.
7. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
8. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.
9. Respondent understands this Consent Order is a public record.
10. Respondent understands this Consent Order shall be deemed as evidence of the above admitted violations in any proceeding before the Board in which (1) her compliance with this same Consent Order is at issue, or (2) her compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank and the Healthcare Integrity and Practitioner Data Bank maintained by the United States Department of Health and Human Services.
11. In the event respondent violates a term of this Consent Order, respondent agrees immediately to refrain from practicing nursing, upon request by the Department, for a period not to exceed 45 days. During that time period, respondent further agrees to cooperate with the Department in its investigation of the violation. Respondent further agrees that failure to cooperate with the Department in its investigation during said 45-day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether

respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§4-182(c) and 19a-17(c). The Department and respondent understand that the Board has complete and final discretion as to whether a summary suspension is ordered.

12. If respondent does not practice nursing for periods of thirty (30) consecutive days or longer, respondent shall notify the Department in writing. Such periods of times shall not be counted in reducing the probationary period covered by this Consent Order and such terms shall be held in abeyance. During such time period, respondent shall not be responsible for complying with the terms of probation of this Consent Order. In the event respondent resumes the practice of nursing, respondent shall provide the Department with thirty (30) days prior written notice. Respondent shall not return to the practice of nursing without written pre-approval from the Department. Respondent agrees that the Department, in its complete discretion, may require additional documentation from respondent and/or require respondent to satisfy other conditions or terms as a condition precedent to respondent's return to practice.
13. If, during the period of probation, respondent practices nursing outside Connecticut, she shall provide written notice to the Department concerning such employment. During such time, respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such time shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all terms and conditions contained in paragraph 3 above.

14. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license before the Board.
15. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack, or judicial review under any form or in any forum. Respondent understands that this Consent Order shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes, Chapters 54 and 368a, provided that this stipulation shall not deprive respondent of any other rights that respondent may have under the laws of the State of Connecticut or of the United States.
16. Respondent permits a representative of the Department to present this Consent Order and its factual basis to the Board. The Department and respondent understand that the Board has complete and final discretion as to whether an executed Consent Order is approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the course of the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.

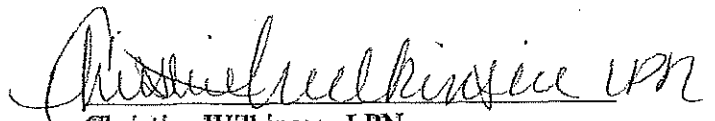
17. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
18. Respondent has had the opportunity to consult with an attorney prior to signing this document.
19. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only and is not intended to affect any civil or criminal liability or defense.
20. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this consent order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

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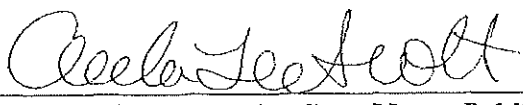
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I, Christine Wilkinson, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.


Christine Wilkinson, LPN

Subscribed and sworn to before me this 17th day of June, 2021.


AMANDA LEE SCOTT Commissioner Superior Court/Notary Public
NOTARY PUBLIC
MY COMMISSION EXPIRES 07/31/2023

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 22nd day of June, 2021, it is hereby accepted.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented to the duly appointed agent of the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2021, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Lynne Reynolds, R.N.

Petition No. 2020-385

CONSENT ORDER COVER SHEET

1. Lynne Reynolds ("respondent") graduated from Misericordia University in 2005. She received her Connecticut nursing license in 2008.
2. On or about March 9, 2020, the respondent administered hydromorphone to one or more patients for whom she was caring. Respondent also did not record said medication administration or notify the nurses who were caring for said patients.
3. Respondent has an emotional disorder and/or mental illness which does and/or may affect her practice of nursing.
4. In June, 2020, respondent's license was suspended pursuant to an Interim Consent Order.
5. The proposed Consent Order places respondent's license on probation for four years with the following terms:
 - Urine screens; weekly for the 1st and 4th years, twice monthly for the 2nd and 3rd years;
 - Therapy and employer reports; monthly for the 1st and 4th year and quarterly for the 2nd and 3rd years;
 - Anonymous or support meetings; and
 - Narcotic access restriction until respondent receives approval from her therapist and written permission from the Department. (see page 6, paragraph 2b.iv., investigative report)
6. The Department and respondent, through counsel, respectfully request the Board to accept the proposed Consent Order.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Lynne Reynolds, RN

Petition No. 2020-385

CONSENT ORDER

WHEREAS, Lynne Reynolds (hereinafter "respondent") of Bridgeport, Connecticut has been issued license number 084783 to practice as a registered nurse by the Connecticut Department of Public Health (hereinafter "the Department") pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, respondent admits:

1. At all times herein mentioned, respondent was practicing nursing at Greenwich Hospital in Greenwich, Connecticut.
2. On or about March 9, 2020, respondent administered hydromorphone to one or more patients for whom she was not caring. Respondent also did not record said medication administration or notify the nurses who were caring for said patients.
3. Respondent has an emotional disorder and/or mental illness which does and/or may affect her practice of nursing.
4. The above-described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including but not limited to §§20-99(b)(2) and/or 20-99(b)(4).

Whereas on June 5, 2020, respondent's license was suspended pursuant to an Interim Consent Order.

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violations at a hearing before the Connecticut Board of Examiners for Nursing (hereinafter "the Board"). Respondent agrees that for the purpose of this or any future proceedings before the Board this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10, and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99(a), respondent hereby stipulates and agrees to the following:

1. Respondent waives respondent's right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to respondent's profession.
3. Respondent's license number 084783 to practice nursing in the State of Connecticut is hereby placed on probation for four years, subject to the following terms and conditions:
 - A. At respondent's own expense, respondent shall engage in therapy and counseling with a Connecticut licensed therapist (hereinafter "therapist") approved by the Department for the entire probationary period.
 - (1) Respondent shall provide a copy of this Consent Order to respondent's therapist.
 - (2) Respondent's therapist shall furnish written confirmation to the Department of his or her engagement in that capacity and receipt of a copy of this Consent Order within fifteen (15) days of the effective date of this Consent Order.
 - (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be transferred to another therapist, she shall advise the Department. Said termination of therapy, reduction in frequency of therapy, and/or respondent's transfer to another

therapist shall not occur until approved by the Department. However, if therapy is terminated with approval of the Department, respondent's therapist shall continue to monitor her alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph 3B below, and by providing the reports described in paragraph 3C below.

- (4) The therapist shall immediately notify the Department in writing if respondent discontinues therapy and/or terminates his or her services.

B. Respondent shall not obtain or use controlled substances, legend drugs or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.

- (1) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as ("Attachment 'A': Department Requirements for Drug and Alcohol Screens") at a testing facility approved by the Board, after consultation with the Department, as ordered by the therapist and/or personal physician. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Board and the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.

- (2) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent's prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. *An assessment of the respondent's continued need for the controlled substance(s).*
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of probation; and at least two such screens and reports every month for the second and third years of probation.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month for the first and fourth years of probation and at least (1) such random test and report every month for the remainder of the probationary period.
- (5) All screens shall be negative for the presence of drugs and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this

Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.

- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
- (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.

C. Respondent shall be responsible for the provision of written reports from respondent's therapist directly to the Department for the entire probationary period; monthly for the first and fourth years of probation; and, quarterly reports for the second and third years of probation. Such reports shall include documentation of dates of treatment, an evaluation of respondent's progress in treatment and of respondent's drug and alcohol free status as established by the observed random urine screens for drugs and alcohol, an evaluation of respondent's ability to safely and competently practice nursing, and copies of all laboratory reports. A report indicating that respondent is not able to practice nursing safely and

competently shall be deemed to be a violation of this Consent Order.

- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to respondent's profession.
- E. Respondent shall provide a copy of this Consent Order to all current and future employers for the duration of probation.
- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker - home health aide agency, or home health care agency, and shall not be self-employed for the period of probation.
- G. Respondent shall not administer, count, or have access to narcotics or other controlled substances, or have responsibility for such activities in the course of nursing duties until she receives approval from her therapist and written permission from the Department.
- H. Respondent shall be responsible for the provision of written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing) monthly for the first and fourth years of his probation; and quarterly for the second and third years of probation. Respondent shall provide a copy of this Consent Order to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s) within fifteen (15) days of the commencement of employment as to the receipt of a copy of this Consent Order. Employer reports shall include documentation of respondent's ability to safely and competently practice nursing, and shall be issued to the Department at the address cited in paragraph 3N below. A report indicating that respondent is

not practicing with reasonable skill and safety shall be deemed to be a violation of this Consent Order.

- I. During the entire probationary period, respondent shall attend "anonymous" or support group meetings on an average of eight to ten times per month, and shall provide quarterly reports to the Department concerning respondent's record of attendance.
- J. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- K. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.
- L. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.
- M. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.
- N. All correspondence and reports shall be addressed to:

Lavita Sookram, R.N., Nurse Consultant
Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

4. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard. Respondent shall pay all costs necessary to comply with this Consent Order.
5. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department's right to take action at a later time. The Department shall not be required to grant future extensions of time or grace periods.
6. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
7. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.
8. Respondent understands this Consent Order is a public record.
9. Respondent understands and agrees that this Consent Order shall be deemed as evidence of the above-admitted violations in any proceeding before the Board in which (1) respondent's compliance with this same Consent Order is at issue, or (2) respondent's compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank maintained by the United States Department of Health and Human Services.
10. In the event respondent violates a term of this Consent Order, respondent agrees immediately to refrain from practicing as a nurse, upon request by the Department, for a period not to exceed 45 days. During that time period, respondent further agrees to cooperate with the Department in its investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the

evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said 45 day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§ 4-182(c) and 19a-17(c). The Department and respondent understand that the Board has complete and final discretion whether a summary suspension is ordered.

11. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department concerning such practice. During such time period, respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such time period shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all terms and conditions contained in paragraph 3 above.
12. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license before the Board.
13. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order

shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 and 368a, provided that this stipulation shall not deprive respondent of any other rights that respondent may have under the laws of the State of Connecticut or of the United States.

14. Respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Board. The Department and respondent agree that the Board has complete and final discretion as to whether an executed Consent Order is approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the course of the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.
15. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
16. Respondent consulted with her attorney prior to signing this document.

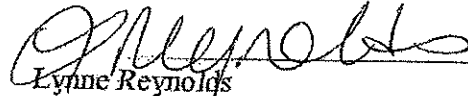
17. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only, and is not intended to affect any civil or criminal liability or defense.
18. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this Consent Order, ~~whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.~~

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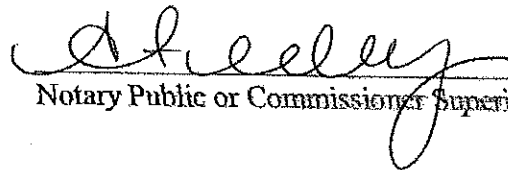
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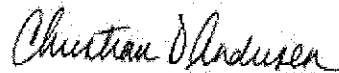
I, Lynne Reynolds, RN, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.


Lynne Reynolds

Subscribed and sworn to before me this 28th day of May, 2021.


Notary Public or Commissioner Superior Court

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 8th day of June, 2021, it is hereby accepted.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented to the duly appointed agent of the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2021, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

MODIFICATION OF REINSTATEMENT CONSENT ORDER COVER SHEET

In Re: Adrienne DeLucia, RN

Petition No. 2021-317

1. Adrienne DeLucia of Wallingford, Connecticut (“respondent”) graduated from Southern Connecticut State University and was licensed to practice nursing in 2002.
2. On February 19, 2014, respondent’s license was placed on probation for four years based, in part, upon respondent’s diversion of Demerol from medical stock and her abuse of Percocet.
3. In August 2014, respondent violated the probationary terms of the Consent Order and her license was summarily suspended. She subsequently surrendered her nursing license in October 2015.
4. On December 5, 2018, respondent’s license was reinstated pursuant to a Reinstatement Consent Order which placed her license on probation for four (4) years. The Reinstatement Consent Order prohibits her from obtaining or using alcohol, requires her, in part, to submit to random, negative urine screens and states that an EtG at a level of 1000 ng/mL or higher constitutes a positive screen for the presence of alcohol.
5. On April 8, 2021, respondent abused or utilized to excess alcohol. Her urine tested positive for alcohol with an EtG level of 3686 ng/mL. Consequently, respondent’s nursing license was summarily suspended in May 2021.
6. The proposed Modification of Reinstatement Consent Order places a reprimand on respondent’s license and adds an additional year of probation by changing the original probationary term from four years to five years.
7. The Department and respondent, through her counsel, respectfully request the Board to accept the proposed Modification of Reinstatement Consent Order.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In Re: Adrienne DeLucia, RN

Petition No. 2021-317

MODIFICATION OF REINSTATEMENT CONSENT ORDER

WHEREAS, On December 5, 2018, Reinstatement Consent Order, Petition No. 2018-285 (“Reinstatement Consent Order”) was issued which placed respondent’s license on probation for four (4) years (Attachment A). The Reinstatement Consent Order required urine screens, therapy and employer reports, and a one year narcotic access restriction. It also prohibited her from obtaining or using alcohol and required her, in part, to submit to random, negative urine screens.

WHEREAS, on May 19, 2021, respondent’s license was summarily suspended as a result of abusing and/or utilizing to excess alcohol in April, 2021 in violation of the terms of the Reinstatement Consent Order.

WHEREAS, the Department and respondent wish to modify the Reinstatement Consent Order as follows:

1. Respondent’s registered nursing license number 069413 is hereby reprimanded.
2. Paragraph 4, page 3, is deleted and new paragraph 4 is inserted as follows:
 - A. Respondent's license shall be placed on probation for five (5) years under the following terms and conditions:

B. Paragraphs 4B(3) and 4B(4) page 5, are deleted and new paragraphs 4B(3) and 4B(4) are inserted as follows:

4B(3) There must be at least one (1) such observed random alcohol/drug screen and accompanying laboratory report every week for the first, fourth and fifth years of probation and at least two (2) such screens and report every month for the second and third years of the probation.

4B(4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory report every month for the first, fourth and fifth years of probation and at least one (1) such random test and report every month for the remainder of the probation.

3. All other remaining terms and conditions of the Reinstatement Consent Order shall remain in effect.
4. Respondent consulted with her attorney prior to signing this Modification of Reinstatement Consent Order.
5. This Modification of Reinstatement Consent Order is effective upon the order and acceptance of the Connecticut Board of Examiners for Nursing.

I, Adrienne DeLucia, have read the foregoing Modification of Reinstatement Consent Order, and I agree to the modification and to the terms and conditions therein.

Adrienne DeLucia
Adrienne DeLucia

Subscribed and sworn to before me this 2nd day of June, 2021.

Brooke Garcia
Commissioner Superior Court/Notary Public
Brooke Garcia
Notary Public - Connecticut
My Commission Expires
June 30, 2023

The above Modification of Reinstatement Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 8th day of June 2021, it is hereby accepted.

Christian D. Andresen

Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Modification above Reinstatement Consent Order having been presented to the Connecticut Board of Examiners for Nursing on the _____ day of _____ 2021, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

A

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH

In re: Adrienne Delucia, R.N.

Petition No. 2018-285

REINSTATEMENT CONSENT ORDER

WHEREAS, Adrienne Delucia of Wallingford, Connecticut (hereinafter "respondent") was issued license number 069431 on August 1, 2002 to practice as a registered nurse by the Department of Public Health (hereinafter "the Department") pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, on February 19, 2014 the Connecticut Board of Examiners for Nursing ordered a Consent Order in Petition Number 2013-1028 ("Consent Order") placing respondent's license on probation after she admitted to abusing and/or utilizing to excess Percocet; diverting Demerol for personal use; giving a prescribed controlled substance to a family member; and diluting her urine for two random drugs screens.

WHEREAS, on or about August 5, 2014 respondent's nursing license was suspended for violating the probationary terms of the Consent Order pursuant an Interim Consent Order in Petition Number 2014-724.

WHEREAS, on August 31, 2014 respondent's nursing license expired.

WHEREAS on or about October 9, 2015 respondent agreed not to renew or reinstate her nursing license in Petition Number 2014-724. Respondent has now applied to have said license reinstated pursuant to Connecticut General Statutes Chapter 368a, as amended.

WHEREAS, respondent hereby admits and acknowledges:

1. On various occasions from during approximately 2011 through 2016 respondent abused and/or utilized to excess controlled substances which did, and/or may have, affected her practice as a nurse.
2. The conduct described above constitutes grounds for denial of respondent's application for reinstatement pursuant to §19a-14(a)(6) of the General Statutes of Connecticut.

WHEREAS, respondent, in consideration of this Reinstatement Consent Order, has chosen not to contest the above admitted violation a hearing in front of the Board of Examiners for Nursing (hereinafter "the Board). Respondent further agrees that this Reinstatement Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10, and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99, as amended, respondent hereby stipulates and agrees as follows:

1. Respondent waives her right to a hearing on the merits of this matter.
2. Respondent's registered nurse license shall be reinstated when she satisfies the requirements for reinstatement of her license, as set forth in Connecticut State Agency Regulations §§19a-14-1 through 19a-14-5, inclusive, and this Reinstatement Consent Order is executed by all parties.
3. Upon reinstatement but prior to commencing the practice of nursing, respondent shall, at her own expense, successfully complete a nurse refresher program ("refresher") pre-approved by the Department. Respondent shall provide certification of the successful completion of the refresher from the educational institution where the refresher course is taken to the Department's satisfaction, within thirty (30) days of said successful completion.

4. Immediately upon issuance, respondent's license shall be placed on probation for four (4) years under the following terms and conditions:
 - A. At her own expense, she shall engage in therapy and counseling with a Connecticut licensed or certified therapist (hereinafter "therapist") pre-approved by the Department for the entire probationary period.
 - (1) She shall provide a copy of this Reinstatement Consent Order to her therapist.
 - (2) Her therapist shall furnish written confirmation to the Board and the Department of his or her engagement in that capacity and receipt of a copy of this Reinstatement Consent Order within fifteen (15) days of the effective date of this Reinstatement Consent Order.
 - (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be transferred to another therapist, he or she shall advise the Board and the Department. Said termination of therapy, reduction in frequency of therapy, and/or respondent's transfer to another therapist shall not occur until approved by the Board after consultation with the Department. However, if therapy is terminated with approval of the Board, respondent's therapist shall continue to monitor her alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph 4B below, and by providing the reports described in paragraph 4C below.
 - (4) The therapist shall immediately notify the Board and the Department in writing if respondent discontinues therapy and/or terminates his or her services.
 - B. Respondent shall not obtain or use controlled substances, legend drugs or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed

health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.

- (1) At her own expense, she shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as ("Attachment 'A': Department Requirements for Drug and Alcohol Screens") at a testing facility approved by the Board, after consultation with the Department, as ordered by her therapist and/or personal physician. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Board and the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.
- (2) Respondent shall be responsible for notifying the laboratory, her therapist, the Board, the Department and her prescribing practitioner of any drug(s) she is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Board and the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. An assessment of the respondent's continued need for the controlled substance(s).

- (3) There must be at least one (1) such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of probation and at least two (2) such screens and report every month for the second and third years of the probationary period.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory report every month for the first and fourth years of probation and at least one (1) such random test and report every month for the remainder of the probationary period.
- (5) All screens shall be negative for the presence of drugs and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Reinstatement Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if the test reports EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines remedies shall not constitute a defense to such screen.
- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
- (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Reinstatement Consent Order. In the event respondent has a positive screen for

morphine, opiates and/or alcohol or if respondent's test reports EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.

- C. Respondent shall be responsible for the provision of written reports from her therapist directly to the Board and the Department for the entire probationary period; monthly for the first and fourth year of probation; and quarterly for the second and third year of probation. Such reports shall include documentation of dates of treatment, an evaluation of respondent's progress in treatment and of her drug and alcohol free status as established by the observed random urine screens for drugs and alcohol, an evaluation of her ability to safely and competently practice nursing, and copies of all laboratory reports.
- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Board and the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to her profession.
- E. Respondent shall provide a copy of this Reinstatement Consent Order to all current and future employers for the duration of her probation.
- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker - home health aide agency, or home health care agency, and shall not be self-employed as a nurse for the period of her probation.
- G. Respondent shall not administer, count, or have access to narcotics or other controlled substances, or have responsibility for such activities in the course of her nursing duties for the first year after returning to work as a nurse.
- H. Respondent shall attend "anonymous" or support group meetings on an average of

eight to ten times per month, and shall provide quarterly reports to the Department concerning her record of attendance.

- I. Respondent shall be responsible for the provision of written reports directly to the Board and the Department from her nursing supervisor (i.e., Director of Nursing) monthly for the first and fourth year of her probation; and quarterly for the second and third year of probation. Respondent shall provide a copy of this Reinstatement Consent Order to any and all employers if practicing as a nurse during the probationary period. The Board and the Department shall be notified in writing by any employer(s) within fifteen (15) days of the commencement of employment as to the receipt of a copy of this Reinstatement Consent Order. Employer reports shall include documentation of respondent's ability to safely and competently practice nursing, and shall be issued to the Board and the Department at the address cited in paragraph 4N below. A report indicating that respondent is not practicing with reasonable skill and safety shall be deemed to be a violation of this Consent Order.
- J. Respondent shall notify the Board and the Department in writing of any change of employment within fifteen (15) days of such change.
- K. Respondent shall notify the Board and the Department of any change in her home or business address within fifteen (15) days of such change.
- L. If respondent pursues further training or is engaged at the time of the implementation of the Reinstatement Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Reinstatement Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or instructor shall notify the Department of receipt of the Reinstatement Consent Order within fifteen (15) days of receipt.

- M. All reports required by the terms of this Reinstatement Consent Order shall be due according to a schedule to be established by the Department of Public Health.
- N. All correspondence and reports shall be addressed to:

Lavita Sookram, R.N., Nurse Consultant
Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

5. Any violation of the terms of this Reinstatement Consent Order without prior written approval by the Board shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard.
6. Any extension of time or grace period for reporting granted by the Board shall not be a waiver or preclude the Board's right to take action at a later time. The Board shall not be required to grant future extensions of time or grace periods.
7. Respondent shall comply with all federal and state statutes and regulations applicable to her profession.
8. Legal notice shall be sufficient if sent to respondent's last known address of record reported to the Department's Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch.
9. Respondent understands that this Reinstatement Consent Order is a public record.
10. Respondent agrees that the Department's allegations as contained in this Reinstatement Consent Order shall be deemed true in any subsequent proceeding before the Board in which (1) her compliance with this same order is at issue, or (2) her compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Reinstatement Consent Order shall be reported to the National Practitioner Data Bank.

11. In the event respondent violates a term of this Reinstatement Consent Order, respondent agrees immediately to refrain from practicing as a registered nurse, upon request by the Department, with notice to the Board, for a period not to exceed 45 days. During that time period, respondent further agrees to cooperate with the Department in its investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said 45 day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§ 4-182(c) and 19a-17(c). The Department and respondent understand that the Board has complete and final discretion as to whether a summary suspension is ordered.
12. In the event respondent violates any term of this Reinstatement Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license before the Board.
13. If, during the period of probation, respondent practices nursing outside Connecticut, she shall provide written notice to the Department concerning such employment. During such time period, respondent shall not be responsible for complying with the terms of probation of this Reinstatement Consent Order, and such time period shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent agrees to comply with all terms and conditions contained in paragraph 5 above.

14. This Reinstatement Consent Order and the terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum.
Respondent agrees that this Reinstatement Consent Order shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Reinstatement Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 or 368a provided that this stipulation shall not deprive respondent of any other rights that she may have under the laws of the State of Connecticut or of the United States.
15. Respondent permits a representative of the Department to present this Reinstatement Consent Order and the factual basis for this Reinstatement Consent Order to the Board. The Department and respondent agree that the Board has complete and final discretion as to whether an executed Reinstatement Consent Order is approved or accepted.
16. This Reinstatement Consent Order is a revocable offer of settlement which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
17. This Reinstatement Consent Order is effective on the first day of the month immediately following the month the Reinstatement Consent Order is approved and accepted by the Board.
18. Respondent has the right to consult with an attorney prior to signing this document.
19. The execution of this document has no bearing on any criminal liability without the written

consent of the Director of the Medicaid Fraud Control Unit or the Bureau Chief of the Division of Criminal Justice's Statewide Prosecution Bureau. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only, and is not intended to affect any civil or criminal liability or defense.

20. This Reinstatement Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this Reinstatement Consent Order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

*

*

*

I, Adrienne Delucia, have read the above Reinstatement Consent Order, and I agree to the terms and allegations set forth therein. I further declare the execution of this Reinstatement Consent Order to be my free act and deed.

Adrienne DeLucia
Adrienne Delucia

Subscribed and sworn to before me this 3rd day of December 2018.

George E. Silbing
Notary Public/Commissioner Superior Court
my commission expires: 07/31/

The above Reinstatement Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 5th day of December 2018, it hereby accepted.

Christian D. Andresen
Christian D. Andresen, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch



STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH

REQUIREMENTS FOR DRUG AND ALCOHOL SCREENS

Re: Adrienne Delucia, R.N.

Petition No. 2018-285

Screening Monitor Information (Name, Address, Phone, Fax, and E-Mail):

Phone: _____ Fax: _____ E-Mail: _____

SCREENING MONITORS: PLEASE READ THE FOLLOWING CAREFULLY AND CONDUCT SCREENS ACCORDINGLY:

1. Each screen must test for the following substances: ethanol (alcohol) [breathalyzer tests are not acceptable], EtG, amphetamines, barbiturates, benzodiazepines, cannabinoids (THC metabolites), cocaine, meperidine, tramadol, methadone, methaqualone, opiates (metabolites), and phencyclidine (PCP). Screens for additional substances may also be required if so requested by the Department. Partial screens will not be accepted.
2. Urine collections must be directly observed. The urine monitor must be in the room with the respondent and directly observe the donor providing the urine specimen into the cup.
3. The frequency of screens is as follows: through weekly; through 2 times per month; and through weekly.
4. Collections must be random. There must be no pre-arrangement between respondent and his or her employer, supervisor, therapist, screening monitor, and/or the lab in scheduling drug and alcohol screens. There must be no pattern of times, dates, or identifiable sequence (i.e. every Monday or alternating Wednesdays). If a respondent's therapist is also serving as screening monitor, the specimen collection may not occur on the same day as a therapy session.



Phone: (860) 509-7458/Fax: (860) 706-5820
 Telephone Device for the Deaf (860) 509-7191
 410 Capitol Avenue - MS # 12HSR
 P.O. Box 340308 Hartford, CT 06134
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10. If any problems or questions arise, the screening monitor should call Lavita Sookram at (860) 509-7458, or Olive Tronchin at (860) 509-7644.

Note: There must be one primary screening monitor and at least one backup screening monitor. All screening monitors must sign below acknowledging receipt and review of this protocol and indicating agreement to conduct screens accordingly.

Signature: _____

Signature: _____

Print name: _____

Print name: _____

Date: _____

Date: _____

Signature: _____

Signature: _____

Print name: _____

Print name: _____

Date: _____

Date: _____

Please complete the form and fax all three pages to Lavita Sookram at (860) 706-5820.

Re: Adrienne Delucia, R.N.

Petition No. 2018-285

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH

In re: Angel Predzimirski, R.N.

Petition No. 2020-1221

STATEMENT OF CHARGES

Pursuant to Connecticut General Statutes §§19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Angel Predzimirski:

1. Angel Predzimirski, R.N. of Naugatuck, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut nursing license number 137001.
2. On multiple occasions from approximately 2020 through April of 2021, respondent abused or utilized to excess alcohol, marijuana, cocaine, amphetamines, benzodiazepines and/or Adderall ("polysubstance abuse").
3. From approximately 2020 through the present, respondent has or had emotional disorders and/or mental illnesses ("diagnoses").
4. Respondent's diagnoses and/or polysubstance abuse does, and/or may, affect her practice of nursing.
5. The above facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including, but not limited to:
 - a. §20-99(b)(4); and/or
 - b. §20-99(b)(5).

THEREFORE, the Department prays:

The Connecticut Board of Examiners for Nursing, as authorized by Connecticut General Statutes §§20-99(b) and 19a-17, revoke or order other disciplinary action against Angel Predzimirski's nursing license as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut June 10, 2021.



Barbara Cass, RN, Branch Chief
Healthcare Quality and Safety Branch

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH


In re: Angel Predzimirski, R.N.

Petition No. 2020-1221

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves, in accordance with the Connecticut General Statutes §§4-182(c) and 19a-17(c), the Connecticut Board of Examiners for Nursing to summarily suspend Angel Predzimirski's Connecticut registered nursing license. This motion is based on the attached Statement of Charges, records and on the Department's information and belief that the continued practice of registered nursing represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut on June 10, 2021.



Barbara Cass, RN, Branch Chief
Healthcare Quality and Safety Branch

STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH



Deidre S. Gifford, MD, MPH
Acting Commissioner

Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

BOARD OF EXAMINERS FOR NURSING

In re: Angel Predzimirski, RN

Petition No. 2020-1221

SUMMARY SUSPENSION ORDER

WHEREAS, the Department of Public Health having moved for an order of summary suspension in this matter and having submitted duly verified affidavits in support of its motion; and,

WHEREAS, said affidavits allege facts which show violations of §20-99(b) of the Connecticut General Statutes, and which imperatively require emergency action in that the public health, safety or welfare of the citizens of the State of Connecticut is in clear and immediate danger.

NOW, THEREFORE, pursuant to §4-182(c) and §19a-17(c) of the Connecticut General Statutes, it is hereby **ORDERED**, by vote of the Board of Examiners for Nursing:

1. That license number 137001 of Angel Predzimirski to practice as a registered nurse in the State of Connecticut is hereby summarily suspended pending a final determination by the Board of Examiners for Nursing regarding the allegations contained in the Statement of Charges, and
2. That said license shall be ***immediately surrendered*** to the Department of Public Health, Public Health Hearing Office, 410 Capitol Avenue, MS#13PHO, P.O. Box 340308, Hartford, CT 06134-0308 upon notification of this Order, and
3. That a hearing in this matter is scheduled for the 21st day of July 2021, at 9:00 a.m. The hearing will be held by video conference.

Dated at Waterbury, Connecticut this 16th day of June, 2021.

Patricia C. Bouffard, D.N.Sc., RN
Patricia C. Bouffard, D.N.Sc., RN, Chair
Connecticut Board of Examiners for Nursing



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Hartford, Connecticut 06134-0308
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STATE OF CONNECTICUT
CONNECTICUT BOARD OF EXAMINERS FOR NURSING

Angel Predzimirski
848 Derby Avenue, Apt 2
Orange, CT 06477

VIA EMAIL (atpredzimirski@gmail.com)

RE: Angel Predzimirski, RN - Petition No. 2020-1221

NOTICE OF HEARING

By authority of the General Statutes of Connecticut, Section 4-177, you are hereby notified to appear before the Board of Examiners for Nursing for a hearing on the attached Charges against you at 9:00 AM on **July 21, 2021**. The hearing will be held by video conference during the meeting of the Board of Examiners for Nursing. The link to connect to the hearing will be provided by email 3-5 days prior to the hearing.

These Charges are being brought against you under the provisions of the Sections 19a-9, 19a-10 and 20-99(b) of the Connecticut General Statutes. The hearing will be conducted in accordance with Chapter 54 of the General Statutes of Connecticut and Section 19a-9-1, et seq., of the Regulations of Connecticut State Agencies (Public Health Code).

At the hearing you will have the opportunity to present your evidence, including witnesses and documents. It will be your responsibility to provide the hearing connection link to any witnesses you may call.

Filing an Answer; Failure to File Answer:

You are required to file an answer to the attached Charges with the Department of Public Health within 14 days from the date of this Notice of Hearing. Please note: failure to file an Answer could result in the allegations being found to be true as stated, and the possibility that you will not be permitted to submit any evidence concerning the allegations.

Representation by an Attorney:

At the aforementioned hearing you may be represented by an attorney and present evidence on your behalf. Although you may represent yourself (pro se), you are urged to obtain the services of an attorney.

Documents:

If you intend to introduce documents into evidence, **YOU MUST COMPLY WITH THE FOLLOWING REQUIREMENTS:**

Exhibits should be pre-marked for identification (i.e. Department exhibit 1, Respondent exhibit A), page numbered, and properly redacted.

The following information shall be redacted.

- (1) Date of birth
- (2) Mother's maiden name
- (3) Motor vehicle operator's license number
- (4) Social Security Number
- (5) Other government-issued identification number
- (6) Health insurance identification number
- (7) Financial account number
- (8) Security code or personal identification number (PIN)

Order Re: Filings

In preparation for this hearing you must, no later than July 7, 2021, provide the information specified in the attached Notice for Submissions.

All communications to the Board shall be submitted in this fashion. The Department or Respondent shall provide a copy of each document filed to Respondent or Department as the case may be and certify such to the Board.

Failure to Appear:

If you fail to appear at the hearing, upon proof that due notice was served upon you to appear, the Board may proceed in the same manner as though you were present in person. **The Board may hold a fact-finding meeting immediately following the close of the record.**

Please call 860-509-7566 as soon as possible if you have any questions about the hearing schedule.

Dated at Hartford, Connecticut this 18th day of June, 2021.

For the Connecticut Board of Examiners for Nursing

/s/ Jeffrey A. Kardys
Jeffrey A. Kardys, Administrative Hearings Specialist

c: Christian Andresen, Section Chief, Practitioner Licensing and Investigations
Joelle Newton, Staff Attorney, Office of Legal Compliance

The Department of Public Health is an equal opportunity provider and employer.

*If you require aid/accommodation to participate fully and fairly,
please contact the Public Health Hearing Office at 860-509-7566.*

Notice for Submissions

The hearing in the matter of Angel Predzimirski, RN has been scheduled for July 21, 2021 and will be conducted remotely through Microsoft Teams/teleconference.

On or before July 7, 2021, you must provide the following by electronic mail response to the hearing office at ppho.dph@ct.gov

1. Electronically Pre-filed exhibits – Exhibits should be pre-marked for identification (i.e. Department exhibit 1, Respondent exhibit A), page numbered, and properly redacted.
Parties and/or counsel should stipulate to any exhibits and facts not in dispute, and provide any objections to proposed exhibits. All exhibits also must be sent to the opposing party or counsel.
2. Witness List – identify any persons expected to be called to testify. Be sure to notify your witnesses that they will be required to remain available and in attendance for the full duration of the hearing. (This will eliminate the difficulty of trying to reach witnesses again for rebuttal or additional examination later in the hearing). Witness lists also must be sent to the opposing party or counsel.
3. Photo Identification: a copy of a government-issued photo identification of the parties and witnesses.
4. Electronic Mail (“e-mail”) addresses for parties, counsel and witnesses. All e-mail addresses must be current and able to receive all notices relating to this matter.
5. Cellphone numbers for all parties, counsel, and witnesses at which they can be reached and respond to text message during the hearing (in the event a connection is lost).
6. A statement whether executive session may be required to receive testimony containing personal protected information, and if so, what that information may be (treatment records, patient records, therapy reports). Parties or counsel should identify any witnesses listed in response to #2 above who may provide testimony relating to personal protected information requiring executive session.
7. A statement whether an interpreter will be needed for the proceeding.

This is a formal public hearing. It will be video recorded and posted on the DPH website for public viewing. All hearing participants should appear in proper attire, in proper surroundings, and remove any potential distractions.

In preparation, please make sure all of your devices are fully functioning and properly charged. All participants are required to have video and audio functions on when testifying or speaking. Our office will contact you again 3 to 5 calendar days prior to the hearing to provide you with any further instructions and a Microsoft Teams link / phone number and code to enter the hearing.

Should you have any question please contact the hearing office at ppho.dph@ct.gov.

Credential View Screen [entity tree](#)

ANGEL THERESA PREDZIMIRSKI

Address:

Public Mail

ANGEL THERESA PREDZIMIRSKI
848 DERBY AVE APT 2
ORANGE, CT 06477-1059

ID 1605171
Warnings
SSN/FEIN [REDACTED]
Contact Standing —
Contact Type INDIVIDUAL
Birth Date 07/19/1988
Public File **YES**
Mailing List
US Citizen
E-mail atpredzimirski@gmail.com

Contact
Audit
Enforcement View
Cont. Edu
Documents
E-mail
Owned By/Key Mgmt
Exams
Experience
Notes
Schools
Librarian
Application
Other State License
Background Check
Online Information
Reports

Comments:

Registered Nurse

Credential # 10.137001
Preferred Credential Name ANGEL THERESA PREDZIMIRSKI, RN
Application Date 05/23/2016
Effective Date 06/10/2021
Expiration Date 07/31/2021
First Issuance Date 09/02/2016

Credential Status **ACTIVE** (06/18/2021)
Status Reason **SUSPENDED**
Amount Due **\$0.00**
Date Last Activity 6/18/2021 9:03:10 AM
Last Updated by Nydia Cotto
Certificate Sent Date 01/15/2021

Audit
Documents
Verification
Workflow
Key Mgmt
Fees
Notes
Print Docs
Comp. Audit
Renewal
License Status History
Online Information

Comments:

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH

In re: Christopher Morahan, RN

Petition No. 2020-1009

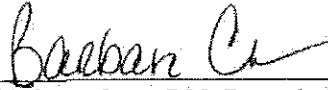
Pursuant to Connecticut General Statutes §§19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Christopher Morahan:

1. Christopher M. Morahan of Danbury, Connecticut (hereinafter "respondent") is the holder of Connecticut nursing license number 123444.
2. On multiple occasions in November 2017, while respondent was practicing nursing and providing home-care services for patients for Regional Hospice and Home Care of Western Connecticut in Danbury, Connecticut, respondent:
 - a. diverted tramadol and/or morphine from several patients and/or from medication stock for his personal consumption;
 - b. failed to completely, properly and/or accurately document medical records; and/or,
 - c. falsified one or more Controlled Substance Receipt Records.
3. On multiple occasions in November and/or December 2017, respondent abused or utilized to excess tramadol, morphine, butalbital, oxazepam, opiates and/or temazepam ("controlled substances").
4. On or about February 19, 2018, respondent abused or utilized to excess oxymorphone.
5. On or about September 26, 2018, respondent abused or utilized to excess morphine.
6. Respondent's abuse or excessive use of oxymorphone, morphine, and/or controlled substances does, and/or may, affect his ability to practice nursing.
7. From approximately June 2020 through September 2020, respondent submitted, or arranged to have submitted, falsified medical and/or employment records.
8. The above-described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including but not limited to:
 - a. §20-99(b)(2);
 - b. §20-99(b)(5);
 - c. §20-99(b)(6); and/or
 - d. §20-99(b)(7).

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing as authorized by Connecticut General Statutes §§20-99(b) and 19a-17, revoke or order other disciplinary action against respondent's nursing license as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut on June 11, 2021.



Barbara Cass, RN, Branch Chief
Healthcare Quality and Safety Branch

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH

In re: Christopher Morahan, RN

Petition No. 2020-1009

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") moves, in accordance with Connecticut General Statutes §§4-182(c) and 19a-17(c), the Connecticut Board of Examiners for Nursing to summarily suspend respondent's Connecticut nursing license. This motion is based on the attached Statement of Charges, records and on the Department's information and belief that respondent's continued nursing practice represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut on June 4 2021.



Barbara Cass, RN, Branch Chief
Healthcare Quality and Safety Branch

STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH



Deidre S. Gifford, MD, MPH
Acting Commissioner

Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

BOARD OF EXAMINERS FOR NURSING

In re: Christopher Morahan, RN

Petition No. 2020-1009

SUMMARY SUSPENSION ORDER

WHEREAS, the Department of Public Health having moved for an order of summary suspension in this matter and having submitted duly verified affidavits in support of its motion; and,

WHEREAS, said affidavits allege facts which show violations of §20-99(b) of the Connecticut General Statutes, and which imperatively require emergency action in that the public health, safety or welfare of the citizens of the State of Connecticut is in clear and immediate danger.

NOW, THEREFORE, pursuant to §4-182(c) and §19a-17(c) of the Connecticut General Statutes, it is hereby **ORDERED**, by vote of the Board of Examiners for Nursing:

1. That license number 123444 of Christopher Morahan to practice as a registered nurse in the State of Connecticut is hereby summarily suspended pending a final determination by the Board of Examiners for Nursing regarding the allegations contained in the Statement of Charges, and
2. That said license shall be *immediately surrendered* to the Department of Public Health, Public Health Hearing Office, 410 Capitol Avenue, MS#13PHO, P.O. Box 340308, Hartford, CT 06134-0308 upon notification of this Order, and
3. That a hearing in this matter is scheduled for the 21st day of July 2021, at 9:00 a.m. The hearing will be held by video conference.

Dated at Waterbury, Connecticut this 16th day of June, 2021.

Patricia C. Bouffard, D.N.Sc., RN
Patricia C. Bouffard, D.N.Sc., RN, Chair
Connecticut Board of Examiners for Nursing



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STATE OF CONNECTICUT
CONNECTICUT BOARD OF EXAMINERS FOR NURSING

Christopher Morahan
8 Durham Road
Danbury, CT 06811

VIA EMAIL (cmmorahan@msn.com)

RE: Christopher Morahan, RN - Petition No. 2020-1009

NOTICE OF HEARING

By authority of the General Statutes of Connecticut, Section 4-177, you are hereby notified to appear before the Board of Examiners for Nursing for a hearing on the attached Charges against you at 9:00 AM on **July 21, 2021**. The hearing will be held by video conference during the meeting of the Board of Examiners for Nursing. The link to connect to the hearing will be provided by email 3-5 days prior to the hearing.

These Charges are being brought against you under the provisions of the Sections 19a-9, 19a-10 and 20-99(b) of the Connecticut General Statutes. The hearing will be conducted in accordance with Chapter 54 of the General Statutes of Connecticut and Section 19a-9-1, et seq., of the Regulations of Connecticut State Agencies (Public Health Code).

At the hearing you will have the opportunity to present your evidence, including witnesses and documents. It will be your responsibility to provide the hearing connection link to any witnesses you may call.

Filing an Answer; Failure to File Answer:

You are required to file an answer to the attached Charges with the Department of Public Health within 14 days from the date of this Notice of Hearing. Please note: failure to file an Answer could result in the allegations being found to be true as stated, and the possibility that you will not be permitted to submit any evidence concerning the allegations.

Representation by an Attorney:

At the aforementioned hearing you may be represented by an attorney and present evidence on your behalf. Although you may represent yourself (pro se), you are urged to obtain the services of an attorney.

Documents:

If you intend to introduce documents into evidence, **YOU MUST COMPLY WITH THE FOLLOWING REQUIREMENTS:**

Exhibits should be pre-marked for identification (i.e. Department exhibit 1, Respondent exhibit A), page numbered, and properly redacted.

The following information shall be redacted.

- (1) Date of birth
- (2) Mother's maiden name
- (3) Motor vehicle operator's license number
- (4) Social Security Number
- (5) Other government-issued identification number
- (6) Health insurance identification number
- (7) Financial account number
- (8) Security code or personal identification number (PIN)

Order Re: Filings

In preparation for this hearing you must, no later than July 7, 2021, provide the information specified in the attached Notice for Submissions.

All communications to the Board shall be submitted in this fashion. The Department or Respondent shall provide a copy of each document filed to Respondent or Department as the case may be and certify such to the Board.

Failure to Appear:

If you fail to appear at the hearing, upon proof that due notice was served upon you to appear, the Board may proceed in the same manner as though you were present in person. **The Board may hold a fact-finding meeting immediately following the close of the record.**

Please call 860-509-7566 as soon as possible if you have any questions about the hearing schedule.

Dated at Hartford, Connecticut this 18th day of June, 2021.

For the Connecticut Board of Examiners for Nursing

/s/ Jeffrey A. Kardys
Jeffrey A. Kardys, Administrative Hearings Specialist

- c: Christian Andresen, Section Chief, Practitioner Licensing and Investigations
- Joelle Newton, Staff Attorney, Office of Legal Compliance

The Department of Public Health is an equal opportunity provider and employer.

*If you require aid/accommodation to participate fully and fairly,
please contact the Public Health Hearing Office at 860-509-7566.*

Notice for Submissions

The hearing in the matter of **Christopher Morahan, RN** has been scheduled for **July 21, 2021** and will be conducted remotely through Microsoft Teams/teleconference.

On or before **July 7, 2021**, you must provide the following by electronic mail response to the hearing office at ppho.dph@ct.gov

1. Electronically Pre-filed exhibits – Exhibits should be pre-marked for identification (i.e. Department exhibit 1, Respondent exhibit A), page numbered, and properly redacted.
Parties and/or counsel should stipulate to any exhibits and facts not in dispute, and provide any objections to proposed exhibits. All exhibits also must be sent to the opposing party or counsel.
2. Witness List – identify any persons expected to be called to testify. Be sure to notify your witnesses that they will be required to remain available and in attendance for the full duration of the hearing. (This will eliminate the difficulty of trying to reach witnesses again for rebuttal or additional examination later in the hearing). Witness lists also must be sent to the opposing party or counsel.
3. Photo Identification: a copy of a government-issued photo identification of the parties and witnesses.
4. Electronic Mail (“e-mail”) addresses for parties, counsel and witnesses. All e-mail addresses must be current and able to receive all notices relating to this matter.
5. Cellphone numbers for all parties, counsel, and witnesses at which they can be reached and respond to text message during the hearing (in the event a connection is lost).
6. A statement whether executive session may be required to receive testimony containing personal protected information, and if so, what that information may be (treatment records, patient records, therapy reports). Parties or counsel should identify any witnesses listed in response to #2 above who may provide testimony relating to personal protected information requiring executive session.
7. A statement whether an interpreter will be needed for the proceeding.

This is a formal public hearing. It will be video recorded and posted on the DPH website for public viewing. All hearing participants should appear in proper attire, in proper surroundings, and remove any potential distractions.

In preparation, please make sure all of your devices are fully functioning and properly charged. All participants are required to have video and audio functions on when testifying or speaking. Our office will contact you again 3 to 5 calendar days prior to the hearing to provide you with any further instructions and a Microsoft Teams link / phone number and code to enter the hearing.

Should you have any question please contact the hearing office at ppho.dph@ct.gov.

BOARD EXH 5

Credential View Screen [entity tree](#)

CHRISTOPHER M MORAHAN

Address:

Public Mail

CHRISTOPHER M MORAHAN
8 DURHAM RD
DANBURY, CT 06811-3008

ID 1439220
Warnings
SSN/FEIN [REDACTED]
Contact Standing —
Contact Type INDIVIDUAL
Birth Date 09/25/1966
Public File **YES**
Mailing List
US Citizen
E-mail cmmorahan@msn.com

Contact
Audit
Enforcement View
Cont. Edu
Documents
E-mail
Owned By/Key Mgmt
Exams
Experience
Notes
Schools
Librarian
Application
Other State License
Background Check
Online Information
Reports

Comments:

Registered Nurse

Credential #	10.123444	Credential Status	ACTIVE (06/18/2021)
Preferred Credential Name	CHRISTOPHER M MORAHAN, RN	Status Reason	SUSPENDED
Application Date	01/17/2014	Amount Due	\$0.00
Effective Date	10/01/2020	Date Last Activity	6/18/2021 9:16:56 AM
Expiration Date	09/30/2021	Last Updated by	Nydia Cotto
First Issuance Date	11/18/2014	Certificate Sent Date	07/22/2020

Audit
Documents
Verification
Workflow
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Fees
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