



College of Nursing

Office of Teresa Johnson

December 6, 2018

To: Chairperson, Faculty Senate

From: Teresa Johnson, PhD, RN
Chair, College of Nursing Executive Committee

A handwritten signature in black ink that reads "Teresa Johnson".

Teresa Johnson
Professor

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The College of Nursing (CON) requests approval for voting privileges at the college level, i.e. CON Faculty and Staff meetings for the doctorally prepared full-time academic staff listed below. Their CVS are attached. These two individuals are doctorally prepared and have all of the same responsibilities of a faculty role including teaching, scholarship, and service. The only difference is that they do not have the same responsibilities for developing and maintaining a research trajectory.

- 1) Kimberly Ryan, DNP, MSN, APNP, FNP-BC, Clinical Assistant Professor
- 2) Paula Lucey, PhD, RN, Clinical Assistant Professor

At the September 14, 2018, Executive Committee meeting, closed session, there were two separate motions to approve Kimberly Ryan and Paula Lucey, respectively, to have voting rights in the CON. The voting members present at the September meeting unanimously approved each motion.

Kimberly Thurman Ryan

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Milwaukee, WI 53216
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E-mail: kryan2@wi.rr.com

EDUCATION

Concordia University of Wisconsin
12800 N. Lake Shore Drive
Mequon, WI 53097
Doctor of Nursing Practice, 12/2015

University of Wisconsin-Milwaukee
Graduate School, Mitchell Hall
PO Box 340
Milwaukee, WI 53201
Master of Science in Nursing, Family Nurse Practitioner, 05/1996

Alverno College
3400 S. 43rd Street
Milwaukee, WI 53219
Bachelor of Science in Nursing, 05/1987;
Support, Concentration in Psychology

WORK HISTORY

09/01/16 – Present University of Wisconsin – Milwaukee, College of Nursing
1921 E. Hartford Ave., Milwaukee, WI 53201

Clinical Assistant Professor

Provide leadership and clinical instruction for Population Health Practicums; focusing on application of public health science, population health nursing concepts and skills to address population health issues. Promote interprofessional collaboration with community and organizations' key stakeholders to build and sustain practicum sites partnerships. Serve as a Doctor of Nursing Practice Student Advisor and Mentor.

Family Nurse Practitioner Option Coordinator

Provide general oversight to the Doctor of Nursing Practice Program's Family Nurse Practitioner Option and Post-Master's certificate clinical practicum experience.

Project Coordinator for a Health Resources and Services Administration Grant: Teaching Today's Students for Tomorrow's America

Provide leadership and clinical oversight for Interprofessional

Education and Collaborative Practice Development to staff and interprofessional students, including data coordination and monitoring for purpose of the grant; to increase access to healthcare for Immigrants and Refugees and train future healthcare providers.

01/14 - 8/31/16

Wheaton Franciscan Healthcare
400 W. River Woods Parkway, Glendale, WI 53212

07/15 - 8/31/16

Administrative Director, Clinical Practice Integration

Provided leadership to the clinical practice integration team. Utilized interprofessional collaborative practice to develop and integrate clinical practice by strengthening the roles of clinical staff which include medical assistants, nurses, advance practice nurses / advanced licensed providers and patient service representatives. Lead various initiatives to develop and coordinate clinical practice integration and alignment of clinical roles. Partnered with non-acute leaders in defining scope of practice for care delivery team roles to design and operationalize development plans for desired / role transformation. Lead and supervised the planning, implementation and evaluation of orientation, in-service, education and other programs for non-acute clinical staff. Lead and facilitated the Ascension Nurse Practice Infrastructure Team; Participated in the Ascension Community Health, Clinical Development / Education and Population Health Management / Quality Infrastructure Teams for Ascension Medical Group Wisconsin.

01/14-06/15

Manager of Education, Non-Acute Clinical Services / Family Nurse Practitioner

Managed regional / market-based, clinical development and education for clinical positions specializing in ambulatory based population / non-acute clinical health care delivery. Scope of responsibilities included: Assuring regulatory and quality requirements; development, implementation and management of education, competencies training and orientation programs; promotion of standardization of educational programs and population health management standards; responsible for Performance Excellence Program review of Clinical Development Coordinators.

06/09- 01/14

Milwaukee Health Services Inc.
2555 N. Martin Luther King Jr. Dr., Milwaukee, WI 53212

Family Nurse Practitioner

Provided primary care and women's health services in a Federally Qualified Health Center.

Director of Managed Health Services Convenient Care Clinic and Family Nurse Practitioner - Special Appointment (10/2009 – 6/2013)

Coordinated and managed clinical services and provided daily supervision and training to staff; conducted annual employee evaluations. Ensured clinic compliance in areas of Infection Control, Quality Improvement, Occupational Safety and Health Administration Standards and Regulations and Clinical Laboratory Improvement Act Standards. Implemented New Electronic Medical Record system at Convenient Care Clinic before health care system's primary care clinic sites.

Provided acute and primary care services to a diverse patient population, from 18 months of age to Adults.

Preceptor to Nurse Practitioner and Physician Assistant Students

Participated in an interdisciplinary team to plan and open a Federally Qualified Health Center, Retail Health Clinic on 10/2009. Involved in several marketing projects to promote clinical services.

01/10-05/11

Concordia University of Wisconsin

12800 North Lake Shore Dr., Mequon, WI 53097

**Adjunct Faculty for Family Nurse Practitioner Students
Preceptor to Family Nurse Practitioner students Part Time)**

03/07-5/09

Take Care Health Systems, Milwaukee, WI - Market

161 Washington Street, Suite 1400, Conshohocken, PA 19428

Clinic Coordinator, Family Nurse Practitioner

Coordinated the opening of Take Care clinics for acute care services. Provided acute care to patients. Coordinated, performed, organized and maintained essential functions, to ensure compliance of clinics according to Standard Operating Procedures, Clinical Laboratory Improvement Act Standards and Occupational Safety and Health Administration Standards and Regulations. Assisted with orientation, training and mentoring of newly hired Nurse Practitioners, Medical Assistants / Medical Concierges. Actively participated, collaborated, communicated and maintained positive working relationships with the Lead and Assistant Lead Nurse Practitioners, staff, physicians, retail partners, managers, employees, patients and community. Participated in Take Care Health meetings and activities as directed by the leadership team. Additional Activities Included: Clinic Coordinator training, 10/07;

Clinic Coordinator Leadership training, 12/08; Preceptor training, 2008; Coordinated Nurse Practitioner Residency Program; Coordinated Marketing meetings and strategies for the north side clinics, with the regional Business Development Manager; Participated in marketing activities; Coordinated Nurse Practitioner meetings; Implemented and coordinated the Milwaukee Sunshine Club, which recognized special days, occasions or circumstances of Take Care Health Colleagues.

08/06- 08/07

Milwaukee Area Technical College, Health Occupations Division, 700 W. State Street, Milwaukee, WI 53233

Registered Nurse Instructor / Student Advisor

Provided classroom and clinical course instruction in community / mental health and acute care settings. Managed and directed students in clinical care of patients and skill development, which included the ability to: Communicate effectively, collaborate with others, demonstrate responsibility, think critically, utilize technology, apply math and science, value diversity, implement therapeutic nursing interventions and demonstrate professional role development.

02/06 –10/06

University of Wisconsin-Milwaukee, College of Nursing; Silver Spring Community Nursing Center, Milwaukee, WI 5460 N. 64th Street, Milwaukee, WI 53216

Clinical Assistant Professor /Family Nurse Practitioner

Provided orientation, professional development and consultation to school nurses. Assisted in the coordination of learning experiences for UWM BSN students in collaboration with the School Nurse Project and UWM nursing faculty. Provided orientation, professional development and consultation to school nurses. Consulted with School Nurse Project. Collaborated with nursing staff to design, implement and evaluate health promotion activities for all school constituencies (children, parents, faculty and staff). Provided primary health care services in Community Nursing Centers.

10/92 – 08/05

University of Wisconsin-Milwaukee, College of Nursing; Silver Spring Community Nursing Center, Milwaukee, WI

Family Nurse Practitioner / Clinical Assistant Professor and Clinic Coordinator

Assisted the Director of Nursing, with the daily supervision of an interdisciplinary clinical team. Responsibilities included the following activities: Staffing, scheduling, interviewing,

orientation, training, coaching and performance evaluations. Collaborated with the Dean of Nursing, Director of Nursing, faculty, staff, physicians, and community partners from diverse socio-economic and ethnic backgrounds. Maintained good

working relationships with colleagues, community partners and the general public. Delivery of health care services across the life span to clients, on-site employees and students. Included: Delivery of primary health care services to adults in collaboration with physician; diagnosed and managed acute and chronic health problems; ordered, conducted and interpreted diagnostic studies and laboratory tests; prescribed or recommended pharmacologic or non pharmacologic therapies; obtained health histories and performed physical and gynecological exams; provided immunizations, various screenings for early detection of risk factors and health problems including audiometric, vision and drug screenings. Maintained CLIA, OSHA, Quality Assurance and Immunization manuals and ensured clinic compliance. Provided case management and care coordination services including advocacy, referral, follow-up and liaison with clients and various providers. Actively participated in the development and implementation and evaluation of individual / family / group and health wellness programs. Provided mentoring and education to undergraduate nursing, graduate social work and medical students.

10/92-10/99

University of Wisconsin-Milwaukee, School of Nursing and Silver Spring Community Neighborhood Center

Program Coordinator

Implemented an adolescent parent self-sufficiency grant for pregnant and parenting teens, funded by the Wisconsin Bureau of Community and Family Services.

8/89-10/92

City of Milwaukee Health Department, Milwaukee, WI
841 N. Broadway St., Milwaukee, WI 53202

Public Health Nurse

Provided health care services to a variety of clients within a wide range of settings, with home care representing the primary service area. Included: Identification of high risk populations, assessment, intervention, evaluation and case management of client's health needs; coordination and implementation of services (baby clinic immunizations, travel clinic, school health, lead poisoning, parent education, etc.); ongoing collaboration, advocacy outreach, liaison with community agencies.

06/87-8/89

Froedtert Hospital

9200 W. Wisconsin Ave., Milwaukee, WI 53226

Staff Nurse – Renal Medicine

Provided medical surgical care to chronic renal disease and renal transplant patients; including peritoneal dialysis.

**CONTINUING
EDUCATION**

Wheaton Franciscan Healthcare Nursing Ministry Leadership

Development Program - Nursing, 09/2014 - 04/2016

The Advisory Board Courses: Leading Amidst Uncertainty, Strategic

Goal Alignment and Strengthening Physician Relationships – 2015, 2016

Community-Based Transitions Program, 02/2014

Wisconsin Nurses Association -Nurses at the Table: Board Service

Training for Nurses – 07/2014

Concordia University of Wisconsin – 05/2012 – 09/2012;

Statistics for the Health Care Professional, Biostatistics and

Epidemiology

Winter Refresher Course for Family Medicine - 02/10

Practicing Clinicians Exchange Symposia Series – 05/2010, 5/2011,

5/2012, 2014, 2015

Advance Practice Nurse Workshop - 07/07

Advocacy in Action Workshop – 07/07

Cardiovascular Institute – 07/07

Educational Evaluation - 7/07

Test Question Construction Workshop - 2/07

Curriculum & Course Development Course - 3/07

Peer Support Seminar - 2/06

Nurse Practitioner Pharmacology Forum-1997, 2003, 2004, 2005, 2008,
2009

WNA Pharmacology Update – 2004, 2005, 2006, 2007, 2009, 2011,
2012, 2013, 2014, 2015, 2016

Women's Health Update-1997, 2001, 2002, 2003, 2005

Clinical Breast Examination Skills Enhancement-10/02

Primary Medicine Today Conference-2000, 2001, 2002, 2005, 2006,
2015

Introductory and Intermediate Management Certificate; Telesis
Institute, Alverno College -2002

Parish Nursing & the Medicare Population-2002; 7.8 contact hours

HIV/AIDs screener / counselor training-12/01

International Parish Nurse Symposium-2001; 10.2 contact hours

Nurse Practitioner Associates for Continuing Education-2000

Pharmacology for Advanced Practice Clinicians-1999;

36 contact hours

Parish Nurse, Marquette University-1997; 54 contact hours

Business and Community: Essential Partners for Health-1997;

7.0 contact hours

How to Supervise People for Newly Appointed Supervisor and
Manager-1994; 6 contact hours

CERTIFICATIONS

Prescriptive Authority
DEA
Family Nurse Practitioner Certification- exp. 3/2019
CPR: American Heart Association
First Aid: American Red Cross-1997, 2004

MEMBERSHIPS AFFILIATIONS

American Heart Association – Volunteer
House of Peace Advisory Board Member - 2006
Milwaukee Chapter National Black Nurses' Association
Milwaukee Metro Nurse Practitioners
National Association of Community Health Centers
Parish Nurse – Health Ministry Chair, Pilgrim Rest Missionary
Baptist Church
Sigma Theta Tau-National Honor Society of Nursing-Eta Nu
UW-Milwaukee College of Nursing Alumni Association Chapter
Board Member, 2010 – Present

HONORS /AWARDS

Sigma Theta Tau International Honor Society of Nursing Eta Nu
Chapter – 2018, Excellence in Nursing Practice Award

Milwaukee Exposure & Explorer Project Certificate of
Appreciation for Mentoring Our Youth – 2015 & 2017

The Milwaukee Times Black Excellence Award in Health, 2/2011

Froedtert Hospital and Milwaukee Area Technical College Outstanding
Educator Award, 2/2007

American Heart Association, Recognition & Dedication for
Leading Grace Community Church for Healthy Hearts, 2004-2005

American Heart Association Certificate of Appreciation for
Volunteer Service –Community Heart Information Program, 2002,
2006

The Milwaukee Chapter National Black Nurses Association,
Recognition for Outstanding Service as a Board Member,
2002-2003

Sigma Theta Tau International Honor Society of Nursing,
Outstanding Community Practice Award, 2000

Advanced Opportunity Program Fellowship, 1994-1996

UW-Milwaukee College of Nursing, Recognition & Appreciation
for Dedication & Commitment to Community Nursing Practice,
1992-2005

PAULA ANN LUCEY, R.N., PhD. CNL.
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Greenfield, Wisconsin 53228
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PALRN@sbcglobal.net

EDUCATIONAL BACKGROUND

2007-2017	PhD-Management with Specialization in Leadership Walden University 7/2017
2016-2017	Leadership America National Fellowship
1999-2002	Executive Nurse Fellowship Robert Wood Johnson Foundation
1997-1998	Creating Healthier Communities Healthcare Forum Fellowship
1994-2002	Doctoral Courses Marquette University
1994 (June)	Nurse Executive Fellowship Johnson & Johnson/Wharton Fellows Program Wharton School of the University of Pennsylvania
1988 (May)	M.S., Nursing Administration Marquette University
1976 (December)	B.S., Nursing University of Wisconsin-Milwaukee

PROFESSIONAL EXPERIENCE

Lamplighter Consulting, LLC
Greenfield, Wisconsin

December 2004-Present

President

Provide strategic direction for agencies involved in community development and organizational change initiatives. Clients include: Covenant Healthcare System, University of Wisconsin-Milwaukee, Phoenix Care Systems, Children's Health Alliance and others. Projects have ranged from planning to program evaluation and program implementation. Specializing in community partnerships, nursing issues and leadership education.

University of Wisconsin-Milwaukee
Milwaukee, Wisconsin

January 2018-Present

**Program Director-
Master's Program
Assistant Clinical Professor**

Program Director for the Direct Entry Master's program. Program leads to the eligibility to become certified as a Clinical Nurse Leader. Responsible to coordinate with the students, the faculty and the administration for any issues with the students in this program of study. Work with the stakeholders for strategic planning. Work with Executive committee on staffing plan and implementation. Teaching responsibilities in the area of leadership. Academic work in the area of recareering.

September 2015- 2017

Clinical Instructor

Teaching undergraduate, and graduate courses full time. First co-instructor to teach two Professional Role development courses to Junior level students newly admitted to the major. Developed the class materials and interactive materials for the new courses. Positive student evaluations.

Nursing's Voice: Robert Wood Johnson Foundation Partners Investing in Nursing Award
Milwaukee, Wisconsin

April 2013–2015

Project Director

Project Director for *Nursing's Voice*, a Robert Wood Johnson Foundation Partners Investing in Nursing's Future (PIN) award to increase the amount and competence of mental health nurses in the Milwaukee area. Only program nationally with a focus on mental health.

April 2007-2010

Served as Project Director for *Raising the Bar*, a Robert Wood Johnson Foundation Partners Investing in Nursing (PIN) award dedicated to increasing the Public Health Nursing workforce and increasing diversity in that workforce. The model developed was a partnership between employers, educational institutions and private foundations. Only program nationally with a focus on public health.

Milwaukee County Behavioral Health Division
Milwaukee, Wisconsin

March 2011-March 2013

Administrator

Administrator of full spectrum of care provided by the Behavioral Health Division including an Acute Care Hospital, Crisis Service, nursing home, rehabilitation facility, Community Services Branch, and Wraparound Milwaukee. This division is the public sector provider of mental health services and the leader of the public and private mental system in the Greater Milwaukee Area. Organization held eight different state licenses. The division had an annual budget of nearly \$200M and over 800 employees. The division served over 25,000 residents annually.

Willowglen Academy-Wisconsin
Milwaukee, Wisconsin

February 2010-2011

Executive Director

Executive Director of Willowglen Academy, a subsidiary of Phoenix Care Systems. Willowglen Academy provides a full spectrum of services for youth with mental illness and cognitive disabilities including education, residential, out-patient, community support and day treatment. Responsible for all operations of the subsidiary, including financial achievement, program planning and personnel management.

Milwaukee County, Department of Health and Human Services
Milwaukee, Wisconsin

August 2002-2004

Director

Department Director for Health and Human Services in five major divisions: Economic Support, Disabilities, Juvenile Corrections, Behavioral Health and Health Programs. This department has an annual expenditure budget of approximately \$375M and approximately 1800 employees. As Department Director:

- Coordinated program development and implementation across the department including development of program outcomes, quality assurance, and contracts.
- Coordinated efforts to serve citizens of Milwaukee County with community providers, advocates and coalitions.
- As member of the County Executive's senior cabinet, participated in the development of county-wide programs and policies.

Milwaukee County, Division of Health Related Programs
Milwaukee, Wisconsin

January 1996-2004

Division Director

Division Director for Health Related Programs, including General Assistance-Medical Program, Emergency Medical Services-Paramedics, International Health Training Center, and Employee Health.

- County lead for development of a Community Based Primary Care Network that serves over 25,000 indigent individuals per year; led development of the county-wide collaborative network to increase access to primary care.
- Member of the senior development team, Nursing Lead, which received a three-year USAID grant to develop primary care clinics in the Republic of Georgia of the former Soviet Union.
- Administrator and Project Director for a \$2M HRSA Community Access Project (CAP) grant. (Milwaukee County selected as one of 23 funded communities nationally.)

John L. Doyne Hospital (formerly Milwaukee County Medical Complex)
Milwaukee, Wisconsin

January 1995-December 1995

Chief Operating Officer

Responsible for planning patient and employee (2000) transition as John L. Doyne Hospital closed, in addition to Association Administrator of Patient Care Services responsibilities. Began planning for post hospital programming for the medically indigent.

January 1992-December 1995

Associate Administrator, Patient Care Services

Administrative responsibility for Nursing Services (inpatient, ambulatory, surgical and emergency services), Respiratory Care, Medical Social Services, Patient Relations, Nutrition and Food Services, Environmental Services, and Quality and Risk Management (1200 FTE staff). Provided oversight for the development, implementation and monitoring of annual departmental budgets (\$100M). This was the Chief Nursing Officer position.

August 1988-January 1992

Director, Acute Care Nursing

September 1986-August 1988

Clinical Supervisor: Medical/Cardiology and Rehabilitation Services

June 1986-September 1986

Clinical Supervisor: Internal Medicine, Rehabilitation and Behavioral Medicine Services

June 1983-June 1986

Clinical Supervisor: Internal Medicine and Behavioral Medicine Services

August 1981-June 1983

Clinical Supervisor: Internal Medicine Service

January 1977-August 1981

Staff Nurse

ADDITIONAL PROFESSIONAL ACTIVITIES

January 2015- Present

Instructor- George Washington University, Washington, DC. Teaching Health care finance to non-health care leaders, teaching leadership to nursing masters students and health care administration courses.

September 2012-Present

Instructor: University of Texas Medical Branch, teaching nursing leadership, health care finance, knowledge work management and administrative related courses

June 2009- Present

Chair: Medical College of Wisconsin Consortium on Public and Community Health that guides public and community funding priorities for a \$430 M Endowment

September 2008-2015

Instructor: University of Wisconsin-Milwaukee (UWM) College of Nursing,

	Teaching Health Care and Culture, Leadership and Community Nursing. Part-Time
March 2007-2010	Columnist: <i>Nursing Economic\$</i>
September 2006-Present	Member: Board of Directors, Milwaukee Health Services, a Federally Qualified Health Center
July 2005-June 2012	Faculty advisor: Robert Wood Johnson Foundation Executive Nurse Fellows Program, responsible for mentoring and directing fellows
January 2005-2009	Editorial Board: <i>Nursing Economic\$</i>
September 2004-2012	Instructor: Marquette University College of Nursing, teaching Public Policy and Nursing Leadership
April 2004-2010	President: Milwaukee District Nurses Association
October 2002-Present	Founding Board Member: Board of Directors, Medical College of Wisconsin Consortium on Public and Community Health: Healthier Wisconsin Partnership Program
January 2001-2009	Manuscript Reviewer: <i>Nursing Economic\$</i>

RECENT PUBLICATIONS

June 2016	“The Advancing Healthier Wisconsin Endowment: How a health care Conversion fund is transforming a medical school.” (With C. Maurana, S. Ahmed, J. Kershener and J. Raymond) (Second Author) <i>Academic Medicine 91, p 42-47.</i>
April 2015	“Fostering Career Resilience Amid a Hospital Closure” <i>Nursing Administrative Quarterly.</i>
March 2015	“Greater than the Sum of the parts.” <i>Nursing Economics 33 (2) 109-116</i> (With T. Fitzpatrick) (First Author) .
March 2007-2009	Columns on social aspects of health care. <i>Nursing Economic\$</i>
Fall 2002	“Adventures in Nursing.” <i>Nursing Leadership Forum, 7 (1).</i>
Fall 2002	“Begin to End.” <i>Nursing Leadership Forum, 7 (1).</i>

- February 2001 “Federal Grant gives hope to Milwaukee County uninsured” (with Alice Akers). *Nursing Matters*, 12 (2).
- February 2001 “An Access Program for Medically Indigent Individuals.” *Nursing Economic\$*, 19 (1).
- May 2000 “Staffing During a Hospital Closure.” *Recruitment and Retention*. Edited by Suzanne Hall.
- September 1998 “Program to Serve Medically Indigent Launched.” *Nursing Matters*, 9 (9).

RECENT PROFESSIONAL HONORS

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|---|--|
| President’s Award for Community Engagement (2016) | Medical College of Wisconsin |
| Named one of the 50 Distinguished Alumni of the University of Wisconsin-Milwaukee College of Nursing (2016) | University of Wisconsin-Milwaukee 50 th Anniversary College of Nursing |
| Named one of the 100 faces of Nursing In Wisconsin (2010) | Wisconsin Nurses Association |
| Presidential Award for Volunteer Service Summer (2007) | White House Council on Service and Civil Participation |
| Woman of Influence (2004) | <i>The Business Journal of Milwaukee</i> |
| Hope & Spirit Award (2004) | Presented in recognition of community leadership by Froedtert Memorial Lutheran Hospital |
| Alumni of the Year Award (2002) | University of Wisconsin - Milwaukee School of Nursing |
| Distinguished Alumni (2001) | Marquette University - College of Nursing |
| Premier Cares Award Finalist (2000) | General Assistance Medical Program recognized by Premier Health System |
| Leadership Excellence Award (2000) | <i>Nursing Economic\$</i> |
| Baxter Award for Quality Innovation in Patient Care (1996) | American Organization of Nurse Executives |
| Outstanding Nurse Scholar - Administration (1995) | Sigma Theta Tau Marquette University |
| Certification in Nursing Administration, | American Nurses Association |

Advanced (1992)

RECENT COMMUNITY ACTIVITIES

Director	Milwaukee Health Services, a Federally Qualified Health Center
Past Director	American Red Cross Greater Milwaukee Chapter
Past Director	Village Adult Services, a non-profit organization providing day care to the elderly
Member and Clerk (1998-2012)	City of Greenfield Board of Health

SELECTED PRESENTATIONS

- 1) Involving educators and employers to create stronger nursing workforces. *Partners Investing in Nursing Annual Meeting* (November 2014)
- 2) Mental health innovations and future. Update to the community. *Donors Forum of Milwaukee County* (January 2012)
- 3) Creating partnerships that enhance the workforce for community health. *American Public Health Association*. (November 2009)
- 4) Community/academic partnerships to improve nursing education. *American Association of Community Health Educators*. (June 2009)
- 5) Return on investment: two part teleconference. *Communities Joined in Action member meeting*. (June 2007)
- 6) Nursing Leadership Challenges. *University of Wisconsin-Milwaukee Commencement*. (June 2006)
- 7) Local Efforts to Meet the Needs of the Uninsured. *National Association of Counties*. (July 2003)

- 8) Leadership Moment. *Johnson & Johnson/ Wharton Fellows Program Executive Nurse Alumni Meeting.* (November 2002)
- 9) Developing and Maintaining Political Will. *Health Resources and Services Administration, Community Access Program Grantee Meeting.* (October 2001)
- 10) Utilizing Technology to Support an Indigent Care Program. *Robert Wood Johnson Foundation Communities in Charge Grantee Meeting.* (June 2001)
- 11) Academics in the Mix: Benefits and Challenges of Evidence-Based Safety Net Access Programs for the Urban Uninsured. *Community-Campus Partnerships for Health.* (May 2001)
- 12) Creating a Business Plan for an Indigent Care Program. *Health Resources and Services Administration, Community Access Program Grantee Meeting.* (April 2001)
- 13) A Tradition of Safety Net Care Reinvented: Ensuring a Quality Delivery System. *Plenary address at the 9th Annual Primary Care for the Underserved Conference Wayne State University College of Nursing.* (February 2001)
- 14) Issues Related to Safety Net Care. *Milwaukee Forum.* (November 2000)
- 15) Public-Private Partnerships. *Milwaukee Academy of Medicine Symposium on the Uninsured.* (April 2000)
- 16) Challenges to Local Initiatives for the Uninsured. *Center for Public Representation.* (April 1999)
- 17) Creating a Safety Net Health Care System. *Les Aspin Fellows from Africa, Marquette University.* (June 1998)
- 18) Milwaukee County General Assistance Medical Program: Creating a New Network. *Various Groups including State Medical Society and Health Care Advocates.* (April- July 1998)
- 19) Primary Care Initiative. *Various community and health care groups.* (August 1997)
- 20) Paradigms of Leadership. *Patient Care Services Retreat.* (October 1994)
- 21) Putting the Pieces Together. *Milwaukee County Medical Complex Management Staff.* (October 1991)
- 22) Team Building and Delegation. *Presented to over 900 members of Milwaukee County Medical Complex Nursing Staff.* (Spring and Fall 1991)
- 23) Nursing as a Second Career. *Woman to Woman Conference.* (February 1990)