

Curriculum Vitae

Name: Kevin W. Sowers, MSN, RN, FAAN

Work Address: Duke University Hospital
40 Duke Medicine Circle
14209 Red Zone, Duke Clinic Building, Box 3814
Durham, N. C. 27710

Work Telephone: (919) 681-6624

Home Address: 1022 Homer Street
Durham, N. C. 27707

Home Telephone: (919) 402-9049

Professional Licensure: North Carolina Nursing License # 090893

Professional Education:

12/1989 Master of Science in Nursing
Duke University School of Nursing
Durham, North Carolina

5/1985 Bachelor of Science in Nursing
Capital University School of Nursing
Columbus, Ohio

Employment:

6/09 – present President/Chief Executive Officer
Duke University Hospital
Durham, North Carolina

Accountable for the operations of a 1,000 bed academic teaching hospital, with over 8,000 employees and an expense base of over \$2.0B and average margins over the last 4 years at 10%. Responsible for integrating and implementing the strategic plan of the organization in collaboration with the physician practice group and School of Medicine. Through a Clinical Service Unit structure, the President provides executive management oversight for the development of high quality, cost effective and integrated clinical programs within the hospital. Works collaboratively with hospital leadership, the School of Medicine, Duke University Health System administration and the Private Diagnostic Clinic to develop and implement well-balanced clinical, academic, and research programs designed to ensure the operational and strategic success of DUH. Provides executive oversight for performance improvement structure and process to drive the performance of the organization in clinical quality, patient satisfaction, work culture and finance, utilizing the balance scorecard as the tool for measuring organizational

success. Led the business planning and received approval from the DUHS Board for \$235M Cancer Center and \$596M ICU/OR Bed Tower. Led the team over the last decade on the organizational Baldrige journey. DUH has received 3 national Baldrige site visits. Served as the Senior Executive to collaborate in the development of integrated system based clinical services line structures and governance models. Served as DUH Senior Executive for “Transforming Our Future” to reduce operating expense by \$180M over 3 years. Collaborates with Development Offices in philanthropic initiatives. Lobby with Government Relations Offices at State and Federal level on healthcare issues.

7/08 – 6/09 Interim Chief Executive Officer
Duke University Hospital
Durham, North Carolina

11/03 – 6/09 Chief Operating Officer
Duke University Hospital
Durham, North Carolina

Accountable for the operations of a 1,000 bed academic teaching hospital, with over 6,000 employees and an expense base of over \$1.1B and average margins over the last 5 years at +6%. Responsible for integrating and implementing the strategic plan of the organization in collaboration with the physician practice group. Through a Clinical Service Unit structure, the COO provides management oversight for the development of high quality, cost effective and integrated clinical programs within the hospital. Works collaboratively with hospital leadership, the School of Medicine, Duke University Health System administration and the Private Diagnostic Clinic to develop and implement well-balanced clinical, academic, and research programs designed to ensure the operational and strategic success of DUH. Leads Six Sigma initiatives to improve the performance of the organization in clinical quality, patient satisfaction, work culture and finance, utilizing the balance scorecard as the tool for measuring organizational success. Led the business planning and received approval from the DUHS Board for a \$30M Emergency Room, \$73M modernization and expansion of the Operating Rooms, \$9.7M Pediatric Cardiac Care Unit, \$6.5M ICN.

Feb. 2003 –10/03 **Interim Chief Executive Officer**
Durham Regional Hospital
Duke University Health System
Durham, North Carolina

Served as Interim CEO for the operations of a 391-bed community hospital within the Duke University Health System. Over 1,700 employees and an expense base of +\$200 M. Led the organization through a successful JCAHO survey and produced margin of \$5M in that fiscal year.

2001-10/03 **Associate Vice President**
Hospitals and Clinical Facilities

**Duke University Health System
Durham, North Carolina**

Provided senior administrative oversight to hospitals and health system clinical facilities. Served as senior operational leader for the integration of the 3 hospital clinical lab services into a core laboratory model. The integration of the labs created a \$3.5 million annualized savings for the health system. Total test volume of 3.7 million annually and over 550 FTEs. Explored an LLC business model to compete in the outreach market for clinical laboratory services. Administratively responsible for the strategic planning and operational oversight and improvement of oncology services for DUHS. In first year of leadership, margins improved for the Oncology Clinical Service Unit by over \$5 million. This success was thru the implementation of a charge master review and revenue capture process improvement project. Provided senior leadership for over \$34 million in physical plant renovation for Oncology Services. Served as the senior leader for creating a response for the delivery of psychiatry services in Durham County for the State of North Carolina. Also provided senior leadership coaching to Associate Operating Officer of Emergency Services, exploring operational and revenue management improvements for the DUH Emergency Room.

**1997-2000 Senior Associate Chief Operating Officer
Hospital Administration
Duke University Medical Center
Durham, North Carolina**

Reported to the COO of Duke Hospital, responsibilities included Emergency/Life Flight/Life Care/Trauma Services, Hospital Admitting/Bed Control, Patient Transport, Valet Parking, Radiology, Oncology, Digestive/Transplant Services, Care Coordination Services (Social Work, Nutrition Services, Patient Resource Management, Advanced Practice Nursing, Pastoral Services), and Pharmacy Services. Responsible for total of over 1,000 employees and operational budgets of over \$100,000,000. Served as the senior leader to develop and implement a consistent PTO program and time and attendance System for the Health System.

**1996-1997 Associate Chief Operating Officer
Managed Care Services
Duke University Medical Center
Durham, North Carolina**

**1/97-7/97 Interim, Senior Associate Chief Operating Officer
Patient Care Services**

Responsible for the clinical operations and organizational restructuring and redesign of roles for Advanced Practice Nurses, Mid-level Practitioners, Registered Dieticians, Information Services, Outreach and International Business, Case Management/Managed Care Operations, Admissions, Social Work. Responsible for a total budget of \$20,000,000. Collaborated with managed care services to

implement managed care contracts at the operational level. Also served as Interim Senior Associate Chief Operating Officer over Patient Care Services (Chief Nursing Officer), which included all inpatient nursing unit operations for 1,000-bed facility.

1994-1996 **Assistant Chief Operating Officer
Patient Care Services
Duke University Medical Center
Durham, North Carolina**

Responsible for: Clinical operations and organizational restructuring and redesign of roles of Advanced Practice Nurses, Registered Dietitians, Information Services, Outreach and International Business, Case Management/Managed Care Operations, Quality Improvement activities. Responsible for a total of 125 FTE's and a budget of \$8,000,000.

1992-1994 **Unit Manager, Hematology/Oncology/GYN Oncology
Oncology Clinical Nurse Specialist
Director, Cancer Care Consortium**

Responsible for 25 employees and a fiscal budget of 1.6 million dollars. Developed a full service unit based upon a shared governance model with a clinical practice council. Clinical responsibilities expanded to include Co-Chairperson of the Oncology Division Clinical Practice Committee. Also coordinated the revision of the chemotherapy policies and the revision of the oncology core curriculum.

Role expanded to include consultant to the Duke Cancer Center Outreach Programs. This role included traveling to outreach sites and performing organizational assessments, program development, marketing strategies, and providing educational growth opportunities to outreach staff. Contracted my services to departments within the hospital for team building interventions.

1991-1992 **Oncology Clinical Nurse Specialist
Director Nursing Internships
Department of Nursing
Duke University Medical Center
Durham, North Carolina**

Professional responsibilities expanded to coordinate and develop internship programs for the Department of Nursing. Served as Chairperson for the Cancer Care Consortium. Assisted hem/onc unit in article and research project development. Created Oncology Nurse Attending Rounds on a hem/onc unit to assist in better assessing and planning for the care of patients & families. This model was developed to support the teaching and advancing the skills of oncology nurses at the bedside.

1988-1991 **Oncology Clinical Nurse Specialist
Director, Medical Oncology Nurse Internship &**

**Medical Specialty Nurse Internship
Division of Medical Nursing
Duke University Medical Center
Durham, North Carolina**

Developed and coordinated the Oncology & Medical Specialty Nurse Internship programs. Utilized team building approaches in promoting individual and group growth on the units involved with the internship. Facilitated professional growth of nurse interns through mentored problem solving. Taught in the Oncology Core Curriculum. Facilitated two support groups for persons with cancer and one for persons with HIV. Consultant to the Duke Comprehensive Cancer Center and Infectious Disease Clinic.

**1987-1988 Educational Coordinator
Medical Oncology Nursing
Nursing Education & Development
Duke University Medical Center**

Provided educational programming and development for a Hematology/Oncology, Clinical Trials and Bone Marrow Transplant Unit. Covered approximately 120 full-time employees. Developed and implemented the Oncology Core Curriculum and a competency based Bone Marrow Transplant Orientation. Developed and coordinated a critical care workshop for Bone Marrow Transplant Nursing. Taught in the hospital based nursing orientation curriculum. Developed regional and statewide workshops. Planned experiences and assisted in the development of preceptors and mentors. Consulted for behavioral interventions for persons with cancer and HIV. Assisted in the development of a support group for Bone Marrow Transplant Nurses. Facilitated two support groups for persons with cancer and one for persons with HIV. Educational Consultant for special projects.

**1986-1987 Assistant Head Nurse
Hematology/Oncology
Duke University Medical Center**

Provided nursing management for a 32-bed hematology/oncology unit. Directed nursing staff in providing optimal care to patients with cancer. Coordinated and implemented total patient care delivery system and walking rounds. Facilitated patient care conferences. Responsible for unit based orientation. Counseled and evaluated employees on performance standards. Developed support group for unit nurses.

**1985-1986 Staff Nurse
Hematology/Oncology
Duke University Medical Center**

Faculty Appointments

3/2013 - Present **Adjunct Professor**
Health Policy and Management
UNC Gillings School of Global Public Health
Chapel Hill, North Carolina

Assigned teaching responsibilities and serves as a mentor for graduate students.

2009 – Present **Fuqua School of Business**
Duke University
Durham, North Carolina

Contribute to the educational activities of the Health Sector Management Program including overseeing Independent Studies for some of Fuqua's HSM students.

2004 - Present **Adjunct Assistant Professor**
UNC Public Health Leadership Program
UNC School of Public Health
Chapel Hill, North Carolina

Assigned teaching responsibilities and serves as a mentor for graduate students.

1991-Present **Clinical Associate**
Duke University Graduate School of Nursing
Duke University
Durham, North Carolina

Clinical Associate
UNC Graduate School of Nursing
University of North Carolina
Chapel Hill, North Carolina

Assigned teaching responsibilities and serves as a mentor for graduate students.

1988-Present **Professorship Advisory Group**
Sun Yat Sen Cancer Center
Taiwan, Taipei

Consultant to Sun Yat Sen Cancer Center for the development and implementation of a Department of Oncology Nursing. Lived in Taipei for 6 months educating nurses on oncology care and setting up administrative structures.

International Consultation:

Republic of China

Consultant to the University of Taipei, Taiwan for the development of the Sun Yat Sen Cancer Center and the Department of Oncology Nursing.

London, England

Development of course content for Department of Psychology and Anthropology at the University of London. Topic: Human Responses to Chronic Illness.

Kazakhstan, Singapore and Shanghai

Provided assessment and recommendations on the development of academic clinical care delivery system and health management courses in the following countries.

National Consultation:

Consultant to the following institutions for the administrative development of their Oncology Nursing infrastructure and organizational program development. Also provided educational offerings for the development of critical thinking skills of the bedside oncology nurse.

Walt Disney Cancer Institute, Orlando, Florida
Lewis Gale Cancer Center, Roanoke, Virginia
Baptist Hospital, Jacksonville, Florida
Good Samaritan Hospital, West Palm Beach, Florida
St. Mary's Hospital, Huntington, West Virginia

Publications:

- Sowers, K., Bedell, C. (1990). Systems review: Chemotherapy side effects. Chemotherapy Learning Manual. Durham, N.C.: Duke University Medical Center
- Sowers, K. (1991). Contributing Item Writer. Oncology Nursing Review: A Computer Assisted Instructional Program. Durham, NC: Glaxo Pharmaceuticals.
- Sowers, K., Crouch, M. (1992). Bone marrow transplantation: A homecare perspective. In Barton-Burke, M. (ed.) Homecare Therapies for Cancer Patients. MA: NMC Homecare.
- Sowers, K. (1993). Contributing Item Writer. Oncology Nursing Review: A Computer Assisted Instruction Program. Durham, NC: Glaxo Pharmaceuticals.
- Sowers, K. (1996). Quality of Life - A Nursing Challenge, issue 4:4. Understanding Life Choices: Men in Nursing. Bala Cynwyd, PA: Meniscus Ltd.
- Meliones, J., Berry, T., Frey, M., Liekweg, R., Sowers, K., Kussin, P., Kinney, T. Practicing Smarter Using The Balanced Scorecard: A Novel Approval The Medical Setting To Operations Improvement. Critical Care Medicine – January 1998, Volume 26, issue 1.
- Nevidjon, B., Sowers, K. (Eds.) (2000). *A Nurse's Guide to Cancer Care*. Lippincott, Williams, & Wilkins.
- Sowers, K., Douis, A., Washington, K., (2007). A Culture of Succession Planning: Empowering

Employees to take Initiative. Men in Nursing. Lippincott, Williams, & Wilkins.

David A. Turner, M.D.; Walter L. Williford, RRT; Michelle A. Peters, RRT; Janice J. Thalman, MHS, RRT; Ian R. Shearer, BS, CCP, LP; Richard J. Walczak, Jr., BS, CCP; Michael Griffis, RRT; Steven A. Olsen, MD; Kevin W. Sowers, MS, RN; Joseph A. Govert, MD; Neil R. Macintyre, MD, FCCM; Ira M. Cheifetz, MD, FCCM. (2010) Development of a Collaborative Program to Provide Extracorporeal Membrane Oxygenation for Adult Refractory Hypoxemia within the Framework of a Pandemic. Pediatric Critical Care Medicine.

Langdon, J.C. & Sowers, K.W. (2011) Financial Management for Nurse Managers, In Gullatte, M. 2nd Ed., *Nursing Management Principles and Practice*. Oncology Nursing Society Publishing, Pittsburgh, PA.

Sowers, K.W., Langdon, J.C. & Newman, P. R. *Evolution of Physician-Hospital Alignment Models; A Case Study of Comanagement*. Clinical Orthopedics and Related Research (2013) 471:1818-1823 DOI 10.1007/s11999-013-2911-0

Sowers, K.W. (May, 2016) *Transformation of the American Healthcare System; Implication For Cancer Care*. Seminars in Oncology Nursing (volume 32, issue 2, pages 79-86)

John Noseworthy, James Madra, Delos Cosgrove, Mitchell Edgeworth, Ed Ellison, Sarah Krevans, Paul Rothman, Kevin Sowers, Steven Strongwater, David Torchiana and Dean Harrison (2017) *Physician Burnout Is A Public Health Crisis: A Message To Our Fellow Health Care CEOs*. HealthAffairsBlog (<http://healthaffairs.org/blog/2017/03/28>)

Audiovisual:

Sowers, K. (1985). Is Anyone There? I Think I'm Dying. Educational slide/tape presentation exploring the feelings and coping mechanisms of end stage cancer patients. Columbus, OH: Capital University.

Sowers, K. (1993). Oncology Nursing Making the Difference. Pittsburgh, PA: Oncology Nursing Society.

Sowers, K. (1994). And the River Flows On... Pittsburgh, PA: Oncology Nursing Society.

Sowers, K. (1995). When Life Doesn't Turn Out the Way You Planned. Research Triangle Park, NC: Glaxo Pharmaceuticals.

Sowers, K (2001). The Power of Presence. Pittsburgh, PA: Oncology Nursing Society Grant funded by Aventis.

Healthcare Sociodrama:

Sowers, K. (1993). When Life Doesn't Turn Out the Way You Planned. Sociodrama about the life of a single parent diagnosed with breast cancer. The script is based upon nursing research findings and actual patient experiences.

Sowers, K. (1994). Reflections of Life After Cancer. Sociodrama that reveals the life changes of a young adolescent after her mother is diagnosed with breast cancer, an elderly female after her husband's death, and the issues surrounding changes in relationships after the diagnosis of cancer.

Sowers, K. (1994). Making the Connection: The Spirit of Nursing. Sociodrama that was created by the data collected from 120 oncology nurses from 15 different countries. The sociodrama speaks to the issues faced by healthcare professionals in different countries and addresses the cultural components to cancer care.

Sowers, K. (1995). Caring For The Patient: It's a Team Effort. Sociodrama that explores the complexities and issues of a healthcare team's communication style and patterns trying to plan a patient's care.

Sowers, K. (1996). One Voice. Sociodrama created for the International Society of Nursing in Cancer Care Conference which explores the history of Oncology Nursing around the world.

Sowers, K. (1997) Go The Distance. Sociodrama that explores the issues faced by a woman diagnosed with lung cancer.

Sowers, K. (2003) Being Alive. Sociodrama created for Oncology Nursing Society Institutes of Learning which reveals the research findings of the differences between women diagnosed with breast and ovarian cancer.

Research:

- Anxiolytic Effects of Relaxation on Chemotherapy Side Effects: Research completed. (funded)
- A Descriptive Comparative Study of Loneliness in Persons with HIV & AIDS: Research and Thesis completed. (unfunded)
- A Comparative Cost Analysis of Internships vs. New Graduate Orientations: Research completed. (unfunded)
- Recruitment and Retention Statistical Analysis of Intern vs. New Graduate Nurse: Data analyzed. (unfunded)
- A Six Year Qualitative Comparison of the Emotional Responses of Persons Diagnosed with HIV Infection: Research completed. (unfunded)
- The Impact of a Pain Standard on Nurses Knowledge, Documentation, and Patient Outcomes: Research Completed. (unfunded)

Professional Honors:

- Capital University Alumni Achievement Award (2014)
- Capital University Distinguished Services Nursing Award (2010)
- Oncology Nursing Society Foundation Ellyn Bushkin Friend of the Foundation Award (2009)
- American Academy of Nursing (FAAN) (2008)
- Duke University School of Nursing Distinguished Alumni Award (2006)
- Triangle Business Journal Healthcare Heroes Honorable Mention (2006)
- Oncology Nursing Society/Roche Distinguished Service Award (2000)
- Oncology Nursing Foundation/SuperGen Inc. Connie Henke Yarbro Excellence in Cancer Nursing Mentorship (1999)
- Capital University Alumni of the Year (1999)
- Dr. Robert C. Bast Leadership in Oncology at Duke University Medical Center (1994)
- O'Keefe Award for Excellence in Oncology Nursing at Duke University Medical Center (1993)
- Outstanding Young Men of America (1988, 1990, 1991)
- Ruth S. Neikirk Award for Holistic Nursing Practice (1984 & 1985)

Professional Affiliations:

- | | |
|-----------------------|------------------------------------------------------------------------------------|
| 2017 – Present | Vizient Board of Directors |
| 2016 - Present | Chair of AmSurg Board |
| 2015 - Present | North Carolina Hospital Association Board of Trustees and Executive Committee |
| 2014 - Present | North Carolina Institute of Medicine Board of Directors |
| 2012 – 2014 | North Carolina Hospital Association Policy Development Committee |
| 2012 - Present | COTH Administrative Board |
| 2012 - Present | UHC Board Development Committee |
| 2011 - Present | UHC Governing Board |
| 2010 - Present | UHC Member Board of Directors |
| 2008 - Present | American Academy of Nursing Fellow |
| 2005 - 2008 | Oncology Nursing Society Foundation President |
| 2001 – 2004 | Durham County Hospital Corporation Board of Trustee, Duke University Health System |
| 1985 - Present | Oncology Nursing Society |
| 1985 - Present | Sigma Theta Tau |
| 1999 - 2007 | International Society of Nurses in Cancer Care Board of Trustees |
| 2001 – 2008 | Oncology Nursing Society Foundation Board of Trustees |
| 1997 - 1999 | Oncology Nursing Society Steering Council |
| 1995 - 1997 | Oncology Nursing Society Government Relations Committee |
| 1991 - 1995 | Oncology Nursing Society Congress Committee |
| 1991 - 1994 | Oncology Nursing Society Abstract Reviewer |

1995 Chairperson, Oncology Nursing Society Congress
1994 Oncology Nursing Society Fall Institute Committee
1993 Oncology Nursing Society 20th Anniversary Task Force
1987 - 1994 North Carolina Association of Clinical Hypnosis

Professional Volunteer Community Affiliations:

2008-2012 NC Komen Foundation Board
2005-2012 NC Komen Breast Cancer Race Volunteer
1988-1990 Governor's Ad hoc Committee: Policy recommendations
for persons with HIV who participate in unsafe practices
1987-1992 AIDS Community Residence Association Consultant
1987-1994 Duke Cancer Patient Support Program Consultant
1987-1989 American Cancer Society Public Education Committee

National/International Presentations:

6/17 The Power of Purpose - keynote
AWHONN Convention
New Orleans, LA

3/17 Removing Barriers, Making Progress
IHI Change Conference
San Francisco, CA

4/16 Enhanced Recovery at the Hospital & System Level - speaker
American Society of Enhanced Recovery (ASER) national
Washington, DC

3/16 Faculty
IHI – Leadership “Change” Conference
Dallas, TX

10/15 Transformational Leadership & the Implications for Oncology Nursing – keynote
Metro Denver ONS Fall Conference
Denver, CO

10/15 Transforming Our Future – keynote
Capital University -65th Nursing Anniversary
Columbus, Ohio

9/15 Transforming Our Future
Speaker – Leadership Luncheon
Memorial Sloan Kettering Cancer Center

New York, NY

- 8/15 Panel Participant (Inaugural)
Elevating the Role of Academic Nursing in Academic Health Centers
Leadership Summit
AACN
Washington, DC
- 8/15 The Power of One - keynote
Florida AWHONN Annual Conference
Sundial Beach Resort and Spa
Sanibel Island, FL
- 5/15 The Power of One – keynote
Nurse Exemplar
Metro Health Hospital
Wyoming, MI
- 4/15 The “Direct and Indirect” Costs and Benefits of GME Programs
Co-presented with; Mark Newman, M.D. and Catherine Kuhn, M.D.
AAMC 2015 Health Care Nexus: Academic Systems in Transition meeting
Austin, TX
- 4/15 Transforming our Future – keynote
40th Annual ONS Congress
Orlando, FL
- 11/14 Transforming our Future - keynote
Annual Clinical Symposium
St. Luke’s Hospital Department of Nursing Clinical Education
Chesterfield, MO
- 10/14 Lectured on Series of Healthcare Management topics
Health Manpower Development Programme (HMDP) Visiting Expert 2014
Singapore
- 6/14 The Power of One – keynote
Celebrating the Magic of Nursing Excellence
2014 Association of Women’s Health Obstetrics & Neonatal Nurses (AWHONN)
Disney’s Coranodo Springs Resort, Orlando, FL

- 3/14 Population Health – Practical Steps for Academic Health Systems (breakout session)
Co-presented with James Michener, MD
Joint Gathering of the Council of Deans (COD), Council of Teaching Hospitals (COTH)/
Chief Medical Officers Group (CMOG), and Group on Faculty Practice (GFP)
New Orleans, LA
- 3/14 Creating a Model for Advancing Quality, Cost, and Efficiency
Barnes-Jewish Hospital
Saint Louis, MO
- 3/14 Valentine Lecturer: Transforming Our Future
Saint Louis University School of Nursing
Saint Louis, MO
- 1/14 Beyond Clinical Integration and Funds Flow: Creating a Model for Advancing Quality,
Cost, and Efficiency (panel discussion)
UHC Board of Directors meeting
Newport Coast, CA
- 10/13 Healthcare Reform: Empowering Nurses in a time of Change
Mid-Ohio chapter of the American Assembly of Men in Nursing
Capital University
Columbus, Ohio
- 08/13 Journey to Excellence (Day 1)
Singapore Healthcare Management Congress
Singapore
- 08/13 Driving Organizational Performance (Day 2)
Singapore Healthcare Management Congress
Singapore
- 01/13 Unintended Consequences: The Discovery of The Power of Palliative Care
UHC Annual meeting of the member Board of Directors
St. Regis Resort, Bal Harbour
Miami Beach, FL
- 10/12 Driving Organizational Excellence
Sigma Theta Tau International (5 chapters) – fall dinner
Saint Louis University
Saint Louis, MO

- 8/12 The Power of One (closing session)
Cardinal Health – Presource National Sales Meeting
Orlando, FL
- 4/12 Guest Speaker
Cardinal Health – All Employees Briefing
Dublin, Ohio
- 4/12 The Power of One
Certified Nurses Day
Overlook Medical Center
New Jersey
- 10/11 Driving Organizational Excellence – keynote
5th Annual Multidisciplinary Research Conference
Barnes-Jewish Hospital
St. Louis, MO
- 9/11 Building on the Past as We plan for the Future
ONS Radiation eConference
Pittsburgh, PA
- 4/11 The Power of One - keynote
Men Leading for Change
Greater Cincinnati American Assembly for Men in Nursing & Cincinnati Children's
- 10/08 Signs of Success/Models of Addressing the Oncology Workforce Needs Panel
IOM National Cancer Policy Forum
Washington, DC
- 10/07 The Power of One - keynote
Oncology Nursing Society – Leadership Development Institute
Aberdeen Woods, GA
- 10/07 Analysis of Integrated Models of Care for the Elderly with CVD: An Economic Focus
History in the Making: All Hands on Board
Managing Cardiovascular Disease in the Elderly Conference
Duke University School of Nursing: Office of Global & Community Health
Initiatives and the Pan-American Health Organization: Office of Caribbean
Program Coordination
South Shore, Barbados
- 8/07 Selecting the “Right” Fellows

3rd Annual NAHSE Student Summit
Houston, TX

- 9/06 The Power of One - keynote
Oncology Nursing Society – Leadership Development Institute
Washington, DC
- 2/06 Duke University Hospital – Operational Leadership
Hospital Executive Briefing
Frankfurt, Germany
- 10/05 The Power of One - keynote
Oncology Nursing Society – Leadership Development Institute
Pittsburgh, PA
- 6/05 The Power of One - keynote
International Institutes of Cancer-Nursing Leadership
International Society of Nurses in Cancer Care
Toronto, Canada
- 10/04 Strategic Planning: Creating the Future of Oncology
ACCC
21st National Oncology Economics Conference
Salt Lake City, UT
- 4/04 Being Alive: The Meaning of Cancer Survivorship - Sociodrama
29th Oncology Nursing Society
Anaheim, CA
- 4/04 The Power is the Purpose - keynote
14th Western Michigan Cancer Nursing Conference
Spectrum Health Cancer Center
Grand Rapids, MI
- 11/03 Power of Presence and the Impact on Organizational Success
UCSD Medical Center
San Diego, CA
- 6/03 Operational & Financial Impact of APCs on Oncology Services
Roche Pharmaceutical's Board of Directors
Nutley, New Jersey

- 5/03 Operational & Financial Impact of APCs on Oncology Services
Roche Pharmaceutical's Executive Council
Las Vegas, NV
- 3/03 The Art and Science of Mentorship
Mentor Day for ONS local chapter
Binghamton, New York
- 1/03 Operational & Financial Impact of APCs on Oncology Services
Roche Pharmaceutical's senior management team
Nutley, New Jersey
- 1/03 Hospitals Cope with APC changes
Roche Pharmaceutical's senior management team
Las Vegas, NV
- 11/02 Novartis and Oncology Education Foundation Seminar:
Words Well Spoken
Pearlman Cancer Center
Valdosta, GA
- 8/02 A World of Difference
International Nursing Society on Cancer Care
London, England
- 6/02 Embracing Health System Challenges: A Leadership Perspective
Novartis Oncology Speakers' Bureau Program
Metro Minnesota ONS
Bloomington, MN
- 6/02 Preparing the Next Generation: The Art and Science of Mentorship
Mentorship in Oncology Nursing
GlaxoSmithKline Speakers' Bureau Program
Metro Detroit ONS
Dearborn, MI
- 4/02 Embracing Health System Challenges: A Leadership Perspective
2002 National Pharmacy Health System Fellowship
San Antonio, Texas
- 5/01 Preparing the Next Generation: The Art and Science of Mentorship
Oncology Nursing Society 26th Annual Congress
San Diego, CA

- 4/00 Oncology Service Line Structuring for Best Outcome: Clinical and Financial
Association of Cancer Executives
New Orleans, Louisiana
- 4/00 Project Enterprise-Improving the Business of Duke University Health System
HIMSS
Dallas, Texas
- 3/00 Novartis and Oncology Education Foundation Seminar:
Words Well Spoken
Savannah, Georgia
- 3/00 Effectively Communicating with Your Patients: Re-thinking Cancer Care
Association of Community Cancer Centers
- 2/00 Novartis and Oncology Education Foundation Seminar:
Words Well Spoken
Orlando, Florida
- 11/99 Novartis and Oncology Education Foundation Seminar:
Words Well Spoken
Atlanta, Georgia
- 11/99 Increasing Patient Satisfaction in a Changing Healthcare Environment
University of Southwestern Louisiana
Lafayette, Louisiana
- 9/99 The Power Is In the Purpose
Spectrum Health
Grand Rapids, Michigan
- 3/99 What Is The Role of Teaching Hospitals In Managed Care?
National Managed Health Care Congress
Atlanta, Georgia
- 3/99 Redesign of Care Coordination
Association of Community Cancer Centers National Meeting
Washington, DC
- 3/99 Men and Cancer: Issues and Concerns
University of Southwestern Louisiana

Lafayette, Louisiana

- 3/99 A New Way of Measuring Resource Allocation: Professional Ancillary Service Analysis
by Clinical Business Unit
American College of Healthcare Executives Congress
Chicago, Illinois
- 12/98 Music to Live By
Walt Disney Cancer Institute, Florida Hospital
Orlando, Florida
- 10/98 Music to Live By
Walt Disney Cancer Institute, Florida Hospital
Orlando, Florida
- 4/98 *Go the Distance* - Sociodrama
American Cancer Society
San Diego, California
- 11/97 *Go the Distance* - Sociodrama
Managing the New World of Health Care
Women and Lung Cancer: Reflections of Real Life Issues
Washington, D.C.
- 10/97 When Life Doesn't Turn Out the Way You Planned - Sociodrama
Managing the New World
Cancer Update '97
Minneapolis, Minnesota
- 10/97 Tales That Shape Our Lives: Storytelling
Robbinsdale, Minnesota
- 5/97 Innovation in Advanced Nursing Practice: Integrating a Psychiatric-Mental
Health Clinical Nurse Specialist (P-MH CNS) Into Critical Care (Poster Presentation)
AACN NTI
Orlando, Florida
- 4/97 Managing the New World of Health Care
Physician Reliance Network
Dallas, Texas

- 4/97 Reflections of Life After Cancer - Sociodrama
American Cancer Society Annual Nursing Conference
San Diego, California
- 4/97 A Whole New World
Lessons in Orthopaedic Nursing: Practicing for the Future
Marshfield, Wisconsin
- 1/97 Sexuality in the Cancer Patient
Tampa Bay Oncology Nursing Society
Tampa, Florida
- 11/96 Impact of Managed Care in American Hospital Systems
Department of the Army Fall European Medical Conference
Willingen, Germany
- 7/96 Creating the Future
International Conference on Cancer Nursing
Brighton, England
- 5/96 The Spirit of Nursing: Making the Connection
ONS National Convention
Philadelphia, Pennsylvania
- 2/96 Reflections of Life After Cancer
Scripps
San Diego, California
- 2/96 I Believe We've Found a Dream Worth Keeping
Good Samaritan Hospital
West Palm Beach, Florida
- 2/96 I Believe We've Found a Dream Worth Keeping
ONS Chapter Dinner Meeting
Chicago, Illinois
- 2/96 I Believe We've Found a Dream Worth Keeping
Riverside Cancer Institute Conference
Columbus, Ohio
- 11/95 I Believe We've Found a Dream Worth Keeping
Scripps

San Francisco, California

- 10/95 Caring for The Patient: It's A Team Effort
Fox Chase Cancer Center
Philadelphia, Pennsylvania
- 10/95 The Impact of Cancer On the Family
European Cancer Conference
Paris, France
- 10/95 Music Therapy
Florida Hospital
Orlando, Florida
- 5/95 When Life Doesn't Turn Out the Way You Planned
Regional Cancer Conference
Columbus, Ohio
- 5/95 The Ethics of Cancer Care
ONS Chapter Dinner Meeting
Indianapolis, Indiana
- 4/95 Sex versus Sexuality
Tidewater Cancer Center
Norfolk, Virginia
- 1/95 Ethical Dilemmas in Cancer Care
St. Petersburg, Florida
- 1/95 Caring in The Midst of Change & Challenge
Ortho Biotech
Jacksonville, Florida
- 1/95 Caring in the Midst of Change & Challenge
Roanoke, Virginia
- 11/94 Psychosocial Implications of People Diagnosed with HIV
Fall Institute
Pittsburgh, Pennsylvania

- 11/94 Reflections of Life After Cancer
ONS Chapter Conference
- 10/94 Caring in The Midst of Change & Challenge
ONS Chapter Meeting
Lansing, Michigan
- 10/94 Caring in The Midst of Change & Challenge
Walt Disney Cancer Institute
Orlando, Florida
- 8/94 Making the Connection: The Spirit of Nursing
International Nursing Society on Cancer Care
Vancouver, Canada
- 7/94 Music to Live By
Walt Disney Cancer Institute
Orlando, Florida
- 6/94 HIV in the 90's
Making the Difference
Johns Hopkins Medical Center
Baltimore, Maryland
- 5/94 Finding Hope in The Midst Of Change
Virginia Hospice Society
Roanoke, Virginia
- 5/94 Reflections of Life After Cancer
ONS National Congress
Cincinnati, Ohio
- 4/94 Let's Talk About Sex
ONS Chapter Dinner Meeting
Indianapolis, Indiana
- 4/94 When Life Doesn't Turn Out the Way You Planned
Making the Difference
University of Iowa
Cedar Rapids, Iowa
- 4/94 When Life Doesn't Turn Out the Way You Planned

Making the Difference
ONS Regional Conference
Columbus, Ohio

3/94 Management Strategies for Surviving the Healthcare Reform
ONS Chapter Dinner Meeting
Norfolk, Virginia

3/94 The Sexuality of Our Human Spirit
ONS Chapter Dinner Meeting
Miami, Florida

11/93 Unproven Cancer Treatment Methods
How Cancer Changes Human Sexuality
Riverside Cancer Institute
Columbus, Ohio

11/93 Understanding Stress & the Cancer Experience
Walt Disney Cancer Institute
Orlando, Florida

10/93 Care for the Caregiver
Human Responses to HIV
Scripps Symposium
San Diego, California

10/93 Sexuality: A Human Perspective
Epidemiological Trends in HIV Infection
Understanding & Responding to People with HIV
St. Francis Medical Center
LaCrosse, Wisconsin

10/93 Leukemia
The Art of Caring
HIV in America
Capital University School of Nursing
Columbus, Ohio

9/93 Oncology Nursing: Making a Difference
Healthcare Reform and the Impact on Cancer Care
John Muir Cancer Center
Walnut Creek, California

- 9/93 Healthcare Reform
 ONS Bay Area Chapter Conference
 San Francisco, California

- 9/93 Human Sexuality & Cancer
 Making a Difference in People's Lives
 Central Wisconsin ONS Conference
 Marshfield, Wisconsin

- 7/93 Ethical Decision-Making in Cancer Care
 St. Joseph Cancer Center
 Tampa, Florida

- 5/93 When Life Doesn't Turn Out the Way You Planned
 ONS Congress
 Orlando, Florida

- 4/93 The Impact of Healthcare Reform on Cancer Care
 Sigma Theta Tau Conference
 Blacksburg, Virginia

- 4/93 HIV in America
 Aurora Health Care
 Milwaukee, Wisconsin

- 4/93 Understanding the Dysfunctional Caregiver
 Southeastern Radiation Technologist Conference
 Roanoke, Virginia

- 3/93 The Impact of Chronic Illness on Human Sexuality
 Regional ONS Conference
 Omaha, Nebraska

- 2/93 The Ethical Pieces of the Cancer Puzzle
 United Health Service
 Johnson City, New York

- 1/93 When Life Doesn't Turn Out the Way You Planned
 ONS Luncheon
 Toledo, Ohio

- 10/92 HIV & Life Choices
Capital University
Campus Keynote Speaker
Columbus, Ohio
- 10/92 Human Responses to HIV Infection
Mellen Conference
Cleveland, Ohio
- 10/92 Caring for All in The Family
When Life Doesn't Turn Out the Way You Planned
Oncology Nursing Conference
Lynchburg, Virginia
- 10/92 Sexuality Today
Human Responses to HIV Infection
ONS Fall Institute
Minneapolis, Minnesota
- 8/92 HIV Related Malignancies
Oncology Nursing Conference
Chicago, Illinois
- 7/92 Human Responses to HIV Infection
When Life Doesn't Turn Out the Way You Had Planned
Concepts of Caring Conference
San Diego, California
- 7/92 HIV Related Malignancies
When Life Doesn't Turn Out the Way You Had Planned
Oncology Nursing Conference
Walt Disney Cancer Institute
Orlando, Florida
- 5/92 Caring for Our Tomorrow
The Addictive Workplace: Breaking the Habit
Facing the Center
1992 National Oncology Congress
San Diego, California

- 3/92 Understanding & Responding to Persons with HIV Infection
Regional ONS Conference
Toledo, Ohio
- 3/92 HIV Related Malignancies
Understanding & Responding to Persons with HIV Infection
Case Western Reserve
Cleveland, Ohio
- 12/91 Caring for All in the Family
Lewis Gale Medical Center
Roanoke, Virginia
- 11/91 Dysfunctional Caring
University of Virginia
Charlottesville, Virginia
- 10/91 Caring for All in the Family
Oncology Nursing Conference
Walt Disney Cancer Institute
Orlando, Florida
- 10/91 Nursing Care of Persons with Leukemia
Nursing Care of Persons Experiencing End-stage Illnesses
Nursing Care of Persons Receiving Chemotherapy
Capital University School of Nursing
Columbus, Ohio
- 10/91 Oncology Nursing: The Product is Caring
A full day conference on oncology nursing issues in the 90's
Mary Greely Medical Center
Ames, Iowa
- 5/91 Dysfunctional Caring in Oncology Nursing
Oncology Nursing Society National Congress
San Antonio, Texas
- 4/91 Human Responses to Chronic Illness
University of London
London, England

- 10/90 Nursing Care of Persons with Leukemia
Nursing Care of Persons Experiencing End-stage Illnesses
Nursing Care of Persons Receiving Chemotherapy
Nursing Care of Persons with HIV/AIDS
Capital University School of Nursing
Columbus, Ohio
- 10/90 Moderator & Presenter: The Human Responses to HIV Infection
Oncology Nursing Society Fall Institute
Chicago, Illinois
- 9/90 Dysfunctional Caring: A Nursing Concern for the 90's
AIDS and Nursing Issues
Fourth Annual Oncology Nursing Conference
EHS Council of Oncology Nurses
Chicago, Illinois
- 8/90 Leukemia
Oncological Emergencies
Florida Hospital Cancer Center
Orlando, Florida
- 5/90 Poster Session
Oncology Nursing: From Novice to Expert
Oncology Nursing Society National Congress
Washington, D. C.
- 3/90 Dysfunctional Caring: A Nursing Concern for the 90's
Behavioral Interventions for Cancer Symptom Management
1990 Scofield Oncology Nursing Invitational Conference
Iowa City, Iowa
- 2/90 AIDS in America
Stress & the Oncology Nurse
The Affects of Cancer on the Patient & Family Fatigue
Organizational Behavior - Decentralization
The Role of the Oncology Nurse
Sun Yat Sen Cancer Center
Taipei, Taiwan
- 10/89 Nursing Care of Persons with Leukemia
Nursing Care of Persons Experiencing End-stage Illnesses

Nursing Care of Persons Receiving Chemotherapy
Nursing Care of Persons with HIV/AIDS
Capital University School of Nursing
Ohio State University School of Nursing
Columbus, Ohio

- 5/89 Oncological Emergencies
Oncology Nursing Society National Convention
San Francisco, California
- 3/89 Psychological Responses to the HIV Spectrum
Tenth Annual Nursing Symposium on Pediatric Hematology/Oncology
Columbia, South Carolina
- 10/88 Nursing Care of Persons with Leukemia
Nursing Care of Persons Experiencing End-stage Illnesses
Nursing Care of Persons Receiving Chemotherapy
Nursing Care of Persons with HIV/AIDS
Capital University School of Nursing
Ohio State University School of Nursing
Columbus, Ohio
- 7/88 AIDS in America
Evangelical Lutheran Church of America National Convention
Columbus, Ohio
- 7/88 Nursing Issues Unique to the Care of Persons with AIDS
and Significant Others
Oncology Nursing Society National Convention
Pittsburgh, Pennsylvania
- 10/87 Nursing Care of Persons with Leukemia
Nursing Care of Persons Experiencing End-stage Illnesses
Nursing Care of Persons Receiving Chemotherapy
Nursing Care of Persons with HIV/AIDS
Capital University School of Nursing
Ohio State University School of Nursing
Columbus, Ohio
- 5/87 Educational Exhibit
"Is Anyone There? I think I'm Dying."
Oncology Nursing Society National Convention

Denver, Colorado

10/86 Nursing Care of Persons with Leukemia
Nursing Care of Persons Experiencing End-stage Illnesses
Nursing Care of Persons Receiving Chemotherapy
Capital University School of Nursing
Ohio State University School of Nursing
Columbus, Ohio

Regional Presentations:

5/17 Speaker (closing)
Duke – Johnson and Johnson Nurse Practice Leadership Program
Rizzo Conference Center
Chapel Hill, NC

10/16 Professional Nursing Evolution as a Leader - keynote
Duke SoN
Durham, NC

9/16 Commitment to Excellence - keynote
Accelerated BSN ceremony
Duke SoN
Durham, NC

5/16 Speaker (closing)
Duke – Johnson and Johnson Nurse Practice Leadership Program
Rizzo Conference Center
Chapel Hill, NC

4/16 Sustaining Care: Inside the Duke Experience - keynote
Trent Center faculty & staff Conference
Durham, NC

5/15 Camp Duke Med Reunion - keynote
Partnership with Clinical Professional Education and Duke AHEC
Durham, NC

4/15 Speaker (closing)
Duke – Johnson and Johnson APN Leadership Fellows
Thomas Center, Duke University
Durham, NC

- 2/15 Healthcare Business Planning (MHA Capstone course)
School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, NC
- 10/14 Panelist: Health Care Town Hall Forum
NCNA Convention
Raleigh, NC
- 5/14 Guest Speaker
2014 Associate Degree Nursing Pinning Ceremony
Fayetteville Technical Community College
Fayetteville, NC
- 2/14 Healthcare Business Planning (MHA Capstone course)
School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, NC
- 11/13 The Power of One - keynote
Aspiring Nurse Leader's event
UNC Health Care
Chapel Hill, NC
- 10/13 Health Care Reform, the ACA, and You
UNC Nursing Conference
Friday Center
Chapel Hill, NC
- 05/13 HSM Certificate Ceremony (honored speaker)
Health Sector Management program
The Fuqua School of Business
Duke University
Durham, NC
- 05/13 DPS/Hospital School Graduation – keynote
Hanes House
Duke University Hospital School
Durham, NC
- 04/13 Conversations with Nursing Leaders

Duke School of Nursing
Durham, NC

- 03/13 The Role of Public Policy in Healthcare
North Carolina Nurses Association (NCNA)
Biennial Day at the Legislature
Raleigh, NC
- 02/13 HPAA “Capstone” course
School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, NC
- 11/12 Conversations with Nursing Leaders
Duke School of Nursing
Durham, NC
- 10/12 The Power of One – keynote
Triangle Association of Perianesthesia Association of Nurses (state conference)
RTP, NC
- 9/12 The Power of One - keynote speaker
Embracing the Future: The Transformation of Ambulatory Care at Duke
Ambulatory Nursing and Patient Care Conference
Durham, NC
- 4/12 The Power of One – keynote
Gamma Zeta Annual Meeting
Gamma Zeta Chapter of Sigma Theta Tau International
UNC-Greensboro
Greensboro, NC
- 2/12 The Power of One – keynote
UHS Safety Summit of Eastern Carolina
Williamston, NC
- 2/12 HPAA “Capstone” course
School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, NC
- 1/12 The Power of One

North Carolina Practice Administrator Council
MAG Mutual Insurance Company
Greensboro, NC

- 11/11 The Power of One - keynote
Philippine Nurses Association of America, Inc.
14th Eastern Regional Conference
Asheville, NC
- 10/11 The Power of One - keynote
NCNA Convention
RTP, NC
- 10/11 The Power of One – keynote
Triangle ONS Regional Meeting
Chapel Hill, NC
- 10/11 Training Frontline Staff; Making Safe Choices
NC 2010 Just Culture Collaborative (mid-collaborative)
North Carolina Hospital Center
Cary, NC
- 11/10 The Power of One – keynote
NC American Society of Healthcare Risk Management
Asheville, NC
- 11/10 The Power of One - keynote
UNC Nurse Leaders
Chapel Hill, NC
- 7/10 Health Care in the 21st Century - keynote
2010 HSM Boot Camp
Duke University Fuqua School of Business
- 5/10 The Power of One - keynote
Nursing Leadership 2010: Mystery or Mastering
NC Organization of Nurse Leaders (NCONL)
Charlotte, NC
- 4/09 Business Planning
HPAA “Capstone” course

School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, NC

- 10/08 Marketing and Contracting
Professionalism in Advanced Practice Nursing Course
Duke University School of Nursing
Durham, North Carolina
- 6/08 Process Improvement
DUSON class – Leadership and Management
Duke University School of Nursing
Chapel Hill, NC
- 4/08 HC& P Masters Seminar
UNC MPH Program
UNC at Chapel Hill
Chapel Hill, NC
- 4/08 Never Forget
Administrative Professional Breakfast
Duke University Hospital
Durham, NC
- 4/08 Team Building and motivating teams
Duke University Corporate Payroll Retreat
Durham, NC
- 4/08 Business Planning
HPAA “Capstone” course
School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, NC
- 1/08 Psychosocial Aspects of Care
Graduate School of Physical Therapy
Duke University
Durham, North Carolina
- 11/07 Marketing and Contracting
Professionalism in Advanced Practice Nursing Course

Duke University School of Nursing
Durham, North Carolina

- 8/07 Six Sigma Balance Scorecard Oversight
Duke University Hospital's Performance Management Model
Greenville Hospital System
Greenville, South Carolina
- 5/07 Never Forge – keynote
Pinning & Recognition Ceremony (Class of 2007)
Accelerated BSN Program
Duke University School of Nursing
Durham, North Carolina
- 4/07 Leadership Models in Healthcare
School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, North Carolina
- 2/07 Death & Dying
Graduate School of Physical Therapy
Duke University
Durham, North Carolina
- 12/06 The Power of One – keynote
Pinning & Recognition Ceremony (December 2006)
Accelerated BSN Program
Duke University School of Nursing
- 11/06 Marketing and Contracting
Professionalism in Advanced Practice Nursing Course
Duke University School of Nursing
Durham, North Carolina
- 8/06 Six Sigma: Organizational Deployment
4th Annual Six Sigma Forum
Durham, North Carolina
- 7/06 Performance Improvement & Six Sigma
Duke University School of Nursing
Durham, North Carolina

- 4/06 How to Operationalize the Balance Scorecard
School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, North Carolina
- 2/06 Grief & Loss
Graduate School of Physical Therapy
Duke University
Durham, North Carolina
- 11/05 Creating the Future of Healthcare
16th Annual Creating Excellence in Staff Development & Management
DUHS Education Services
RTP, North Carolina
- 11/05 Promoting Critical Thinking in a High-tech World
Perioperative Conference
Durham, North Carolina
- 6/05 Performance Management Strategy
SAS Healthcare Executive Conference
RTP, North Carolina
- 5/05 The Power of One
Duke Health Raleigh Hospital Nurses Week
Raleigh, North Carolina
- 5/05 The Power of One
Catawba Valley Medical Center's Annual Nursing Banquet
Catawba Valley Medical Center
Hickory, North Carolina
- 4/05 Leadership Assessment in the Midst of Organizational Transition
School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, North Carolina
- 01/05 Death & Dying
Graduate School of Physical Therapy
Duke University
Durham, North Carolina

- 11/04 Marketing and Contracting
Professionalism in Advanced Practice Nursing
Duke University School of Nursing
Durham, North Carolina
- 10/04 The Future of Healthcare
CESDM Conference
Durham, North Carolina
- 10/04 The Power is the Purpose
ACMA North Carolina Conference
Charlotte, North Carolina
- 4/04 Developing a Leadership Transition Assessment (First 120 days)
School of Public Health Policy and Administration
UNC at Chapel Hill
Chapel Hill, North Carolina
- 11/03 Marketing and Contracting
Professionalism in Advanced Practice Nursing
Duke University School of Nursing
Durham, North Carolina
- 01/03 Grief & Loss
Graduate School of Physical Therapy
Duke University
Durham, North Carolina
- 10/02 Managing Care in a Dynamic Environment
Annual Triangle Chapter of CMSA (Case Management Society of America)
Cary, North Carolina
- 01/02 Grief & Loss
Graduate School of Physical Therapy
Duke University
Durham, North Carolina
- 10/01 Health System Thinking
Duke University School of Nursing
Durham, North Carolina
- 09/01 Understanding Managed Care

Duke University School of Nursing
Durham, North Carolina

- 11/00 Could Someone Please Find Chicken Little? The Sky Is Falling!
Challenges in Case Management: Putting the Pieces Together
Case Management Society of America
Charlotte, North Carolina
- 11/99 Motivational Tools
Tools for Tomorrow: Building a Better Future
Case Management Society of America
Charlotte, North Carolina
- 9/99 Practical Leadership Strategies in an Age of Change
ACHE on-site seminar
Durham, North Carolina
- 5/99 Novartis and Oncology Education Foundation Seminar:
Words Well Spoken
Durham, North Carolina
- 4/99 Grief and Loss
Duke University Medical Center
Graduate School of Physical Therapy
Durham, North Carolina
- 11/98 Creating Professionalism In Your Practice: The Nursing Care Assistant
The Effects of Managed Care on Health Professionals
Duke University Medical Center
Durham, North Carolina
- 10/98 Managing the New World of Healthcare
Case Management Society of America
Raleigh, North Carolina
- 4/98 Grief and Loss
Duke University Medical Center
Graduate School of Physical Therapy
Durham, North Carolina
- 11/97 Managing the New World of Health Care
Gaston Memorial Hospital

Gastonia, North Carolina

- 9/97 Managing the New World of Health Care
Advanced Oncology Concepts
Gastonia, North Carolina
- 6/97 Building Your Health Care Team and Integrated Delivery System
Focus '97: Managed Care in North Carolina
Duke University Medical Center
Durham, North Carolina
- 4/97 Running on Empty - What Keeps You Coming Back?
Winston-Salem Oncology Nursing Society
Winston-Salem, North Carolina
- 4/97 Grief and Loss
Department of Respiratory Therapy
Duke University Medical Center
Durham, North Carolina
- 11/95 I Believe We've Found A Dream Worth Keeping
Presbyterian Cancer Center
Charlotte, North Carolina
- 10/95 Thriving & Surviving In Managed Care
ONS Dinner Meeting
Wilmington, North Carolina
- 4/94 Chemotherapy Course
AHEC
Greensboro, North Carolina
- 3/94 Oncology Care of Breast & Lung Cancer
AHEC
Rocky Mount, North Carolina
- 11/93 Project Management
Health Unit Service Coordinator Conference
Durham, North Carolina
- 10/93 AIDS Buddy Training
AIDS Service Agency

Raleigh, North Carolina

- 10/93 HIV: A Societal Response
North Carolina IV Nurses Association
Charlotte, North Carolina
- 6/93 AIDS Buddy Training
AIDS Service Agency
Raleigh, North Carolina
- 5/93 Carcinogenesis, Lung Cancer, Breast Cancer
Wilson AHEC
Wilson, North Carolina
- 2/93 Breast Cancer, Lung Cancer, Leukemia
North Carolina Central School of Nursing
Durham, North Carolina
- 1/93 Sexuality & The Cancer Experience
Regional ONS Dinner
Charlotte, North Carolina
- 11/92 The Gift of Health
Triangle Business Women's Association
Raleigh, North Carolina
- 10/92 Oncological Emergencies
HIV Infection & The Human Experience
Mercy Hospital
Rocky Mount, North Carolina
- 10/92 Human Responses to HIV Infection
Rex Hospital
Raleigh, North Carolina
- 5/92 When Your Teacher Gets Cancer
Henderson Middle Schools
Henderson, North Carolina
- 4/92 Managing Chemotherapy Side Effects with Behavioral Interventions
Wilmington AHEC
Wilmington, North Carolina

- 4/92 The Psychological Responses to HIV Infection
Rex Hospital
Raleigh, North Carolina
- 3/92 The Psychological Responses to HIV Infection
Mercy Hospital
Rocky Mount, North Carolina
- 3/92 Understanding Cancer
Lecture on breast, lung, colon and prostate cancer
North Carolina Central University
School of Nursing
Durham, North Carolina
- 2/92 Understanding & Responding to Persons with HIV Infection
Raleigh AIDS Network
Raleigh, North Carolina
- 11/91 Human Responses to Chronic Illness
Holly Hill Hospital
Raleigh, North Carolina
- 10/91 Human Responses to HIV Infection
Raleigh AIDS Service Organization
Raleigh, North Carolina
- 9/91 The Organization Response to Stress
Dorothea Dix Developmental School
Butner, North Carolina
- 8/91 Understanding & Responding to Your Oncologist
Sociodrama: "I Can Cope"
Durham, North Carolina
- 7/91 Human Responses to HIV Infection
Raleigh AIDS Service Organization
Raleigh, North Carolina
- 5/91 HIV Infection: "It will never happen to me"
Southern High School
Durham, North Carolina

- 5/91 HIV Infection: "It will never happen to me"
Lowes Grove Middle School
Durham, North Carolina
- 5/91 Overview of HIV Infection
Sandhills Community College
School of Nursing
Pinehurst, North Carolina
- 4/91 Human Responses to HIV Infection
Rex Hospital Conference
Raleigh, North Carolina
- 3/91 Psychosocial Aspects of HIV Infection
Raleigh AIDS Buddy Program
Raleigh, North Carolina
- 11/90 The Human Responses to HIV Infection
Professional Healthcare Concepts
Durham & Charlotte, North Carolina
- 10/90 Human Responses to HIV Infection
Wake County Health Department
Raleigh, North Carolina
- 10/90 Facing the Center
Theatrical presentation of a family facing cancer
Duke Comprehensive Cancer Center
Durham, North Carolina
- 9/90 Facilitating a Support Group
The AIDS Service Project
Research Triangle Park, North Carolina
- 8/90 Grief & Loss
Graduate School of Physical Therapy
Duke University
Durham, North Carolina

- 8/90 Responding to People with Chronic Illness
Duke Pastoral Services
Duke University Medical Center
Durham, North Carolina
- 6/90 International Consultation: Oncology Nursing in Taipei
Grand Rounds, Division of Medical Nursing
Duke University Medical Center
Durham, North Carolina
- 6/90 A Descriptive Comparative Study of Loneliness in Persons with HIV and AIDS
Duke Counseling Center
Durham, North Carolina
- 6/90 Understanding & Responding to Persons with HIV Infection
Raleigh AIDS Support Network
Raleigh, North Carolina
- 5/90 HIV Infection in America
Sandhills Community College
School of Nursing
Pinehurst, North Carolina
- 5/90 The Human Responses to HIV Infection
Greensboro AHEC Workshop
Greensboro, North Carolina
- 4/90 Oncological Emergencies
University of North Carolina
School of Nursing
Chapel Hill, North Carolina
- 4/90 The Human Responses to HIV Infection
Rex Hospital Symposium
Raleigh, North Carolina
- 4/90 Developing Support Groups for Persons with
HIV Infection
Greensboro AIDS Service Project
Greensboro, North Carolina
- 11/89 AIDS Update

North Carolina LPN State Convention
Durham, North Carolina

- 9/89 I Can Cope
Relaxation Techniques
Durham, North Carolina
- 9/89 Motivation
Duke University Managerial Development Workshop
Durham, North Carolina
- 9/89 Behavioral Interventions in Symptom Management of Persons with HIV & AIDS
Holistic Nurses Association
Chapel Hill, North Carolina
- 9/89 Behavioral Interventions & Symptom Management
Oncology Nursing Regional Workshop
Wilmington, North Carolina
- 7/89 Grief & Loss
Graduate School of Physical Therapy
Duke University
Durham, North Carolina
- 7/89 Trends in Oncology Nursing Recruitment & Retention
Oncology Leadership Meeting
Durham, North Carolina
- 5/89 Specialization in Nursing: Boon or Bane?
Friends of Nursing Scholar
Duke University Medical Center
Durham, North Carolina
- 3/89 Becoming a Mentor
Division of Medical Nursing
Duke University Medical Center
Durham, North Carolina
- 2/89 Psychological Responses to the HIV Spectrum
Department of Psychiatric Nursing
Duke University Medical Center
Durham, North Carolina

- 9/88 Leukemia: The Pathology
 Grief & Loss & the Effects on the Caregiver
 Rex Cancer Center
 Raleigh, North Carolina
- 9/88 Clinical Teaching & Professional Role Modeling
 Duke University Medical Center
 Durham, North Carolina
- 8/88 Grief & Loss
 Graduate School of Physical Therapy
 Duke University
 Durham, North Carolina
- 7/88 Creative Visualization & Imagery in Cancer Care
 Cape Fear Cancer Center
 Fayetteville, North Carolina
- 4/88 Caring for the Caregiver
 Nursing Care of the Dying Patient
 Chemotherapy & Oncology Patient Assessment
 Pain Management Through the Utilization of Behavioral Interventions
 Regional Oncology Nursing Seminar
 Wilmington, North Carolina
- 6/87 AIDS & the Health Care Provider
 North Carolina LPN State Convention
 Durham, North Carolina
- 6/86 Caring for Thyself: The Oncology Nurse
 Regional Oncology Nursing Meeting
 Durham, North Carolina
- 4/86 Caring for Persons Experiencing End-Stage Illnesses
 Durham Technical College School of Nursing
 Durham, North Carolina