

Darcy Copeland

Position: Professor
PhD Program Coordinator
School of Nursing
University of Northern Colorado
Greeley, CO 80639

Nurse Scientist
St Anthony Hospital, Centura Health
11600 W 2nd Place
Lakewood, CO 80228

Telephone: **Office:** 970-351-1930

Education: 2019-Present
Pursuing Master of Humanities – Health Humanities and Ethics
University of Colorado, Denver

2019
Graduate Certificate in Health Humanities and Ethics
University of Colorado, School of Medicine

2007
PhD
University of California, Los Angeles, CA
Nursing

2002
MSN
Fitchburg State College, Fitchburg, MA
Forensic Nursing

1998
BSN, BA
University of Northern Colorado, Greeley, CO
Nursing, Psychology

Work Experience: 2013 – Present
University of Northern Colorado, Greeley, CO
Professor

PhD and Nurse Educator Certificate program coordinator and HRSA NFLP grant manager. Teach undergraduate, graduate and doctoral level nursing courses, member of the school leadership team, graduate curriculum and search and screen committees.

2010-Present

St Anthony Hospital, Lakewood, CO

Nurse Scientist

Developed and teach the SAH Interdisciplinary Evidence Based Practice Fellowship program, the SAH Nurse Residency program for nurses new to acute care, and an Interdisciplinary Ethics Fellowship, consultant for evidence based practice and research projects, primary investigator of nursing research projects. Member of the clinical ethics committee.

2007-2010

University of Portland, Portland, OR

Assistant Professor

Taught undergraduate and graduate level didactic and clinical nursing courses, developed a forensic nursing elective course, academic advisor, member of campus health and safety committee, member of departmental curriculum committee.

2004-2007

UCLA Medical Center, Los Angeles, CA

RN

Psychiatric ICU staff nurse, per diem float nurse on child, adolescent, and eating disorder inpatient units, and outpatient ECT suite

2004-2005

UCLA Medical Center, Los Angeles, CA

Research Resident – Evidence Based Practice Initiative

Co-facilitated the staff nurse EBP fellowship program, nursing practice research council and the Advanced Practice Institute, helped organize annual EBP conference

2003-2006

Los Angeles Metropolitan Medical Center

RN

Adult inpatient psychiatric unit RN, per diem day treatment RN

2002-2003

Portals Mental Health Rehabilitation Services, Los Angeles, CA

RN

Outpatient forensic mental health nursing, medication management, psychiatrist liaison, conducted home visits, taught health classes to clients

2001-2002

Souza Baranowski Correctional Center, Shirley, MA
RN
Level 6 correctional facility inpatient infirmary RN

2001-2002

Dr Harold Bursztajn, Harvard Program in Psychiatry and the Law,
Cambridge, MA
Forensic Research Assistant
Legal case review, legal writing, and assisted with forensic
mental health evaluations

2000-2002

Fitchburg State College, Special Education Department, Fitchburg, MA
Graduate Assistant
Site grant manager for state funded special education assistive devices
grant

1998-2000

University Hospital, Denver, CO
RN
Adult inpatient psychiatric unit staff nurse

Area of Specialization:

Mental health and forensic nursing; ethics; workplace violence

**Research Areas/
Interests:**

Nursing workforce; workplace violence; compassion fatigue, moral distress
and the psychosocial work environment; academic and clinical agency
partnerships; ethics education; healthcare ethics

Publications:

Cox, A. & Copeland, D. (in press). Nursing student success: A concept
analysis. *Nursing Education Perspectives*.

Velasco, A., Blakeley, A., Rostovsky, J., Skeete, B. & Copeland, D.
(2022). Conceptualizing transgender and gender-diverse older adults as
a vulnerable population: A systematic review. *Geriatric Nursing, 49*, 139-
147.

Hood, T. & Copeland, D. (under review). Students who witness critical
events in the clinical setting: Recommendations for prevention of
psychological trauma. *Journal of Professional Nursing*.

Copeland, D. (2022). Caring in the context of risk: Moving beyond duty.
Advances in Nursing Science, 46(1).
DOI: 10.1097/ANS.000000000000458

Copeland, D. (2022). Liberal arts and ethics education in nursing: A
national survey. *Journal of Professional Nursing, 42*, 73-88.
DOI: 10.1016/j.profnurs.2022.06.007

- Gee, M. & Copeland, D. (2022). Shaming: A concept analysis. *Advances in Nursing Science*. DOI: 10.1097/ANS.0000000000000434
- Hood, T. & Copeland, D. (2021). Student nurses' experiences of critical events in the clinical setting: A grounded theory. *Journal of Professional Nursing*, 37(5), 885-893. <https://doi.org/10.1016/j.profnurs.2021.07.007>
- Copeland, D. (2021). Stigmatization in nursing: Theoretical pathways and implications. *Nursing Inquiry*. DOI: 10.1111/nin.12438
- Copeland, D. & Arnold, S. (2021). The moral dilemma of interpreting workplace violence. *Nursing Inquiry*. DOI: 10.1111/nin.12406
- Calloway, K. & Copeland, D. (2021). Acute care nurses' attitudes toward nursing students with disabilities: A focused ethnography. *Nurse Education in Practice*, 51. <https://doi.org/10.1016/j.nepr.2020.102960>
- Copeland, D. (2020). A critical analysis of the American Nurses Association position statement on workplace violence: Ethical implications. *Advances in Nursing Science*, 44(2), E49-E64. doi: 10.1097/ANS.0000000000000345
- Copeland, D. (2020). Psychiatric nurses' role in the Holocaust and current implications. *Journal of Psychiatric and Mental Health Nursing*, 28, 488-493. <https://doi.org/10.1111/jpm.12689>
- Copeland, D. (2020). Brief workplace interventions to address compassion fatigue and teamwork. *Western Journal of Nursing Research*, 43(2), 130-137. <https://doi.org/10.1177/0193945920938048>
- Copeland, D. (2020). Nurses' participation in the Holocaust: A call to nursing educators. *Journal of Professional Nursing*. <https://doi.org/10.1016/j.profnurs.2020.05.003>
- Copeland, D. (2020). Paying for nursing student clinical placements, ethical considerations. *Journal of Professional Nursing*, 36(5), 330-333. <https://doi.org/10.1016/j.profnurs.2020.01.008>
- Copeland, D. (2019). Drug-seeking: A literature review (and an exemplar of stigmatization in nursing). *Nursing Inquiry*. DOI: 10.1111/nin.12329
- Copeland, D. (2019). Moral ecology in nursing: A pluralistic approach. *SAGE Open Nursing*, 5, 1-8.
- Copeland, D. & Henry, M. (2018). The relationship between workplace violence, perceptions of safety, and Professional Quality of Life among emergency department staff members in a Level 1 Trauma Centre. *International Journal of Emergency Nursing*, 39, 26-32. <https://doi.org/10.1016/j.ienj.2018.01.006>
- Copeland, D. & Henry, M. (2017). Workplace violence and perceptions of safety among emergency department staff members: Experiences, expectations, tolerance, reporting and recommendations. *Journal of Trauma Nursing*, 24(2), 65-77.

Copeland, D. & Chambers, M. (2017). Effects of unit design on acute care nurses' walking distances, energy expenditure, and job satisfaction: A pre-post relocation study. *Health Environments Research and Design*, 10(4), 22-36.

Copeland, D. & Liska, H. (2016). Implementation of a Post-Code Pause: Extending post event debriefing to include silence. *Journal of Trauma Nursing*, 23(2), 58-64.

Copeland, D. & Heilemann, M.V. (2011). Choosing "The best of the hells": Mothers face housing dilemmas for their adult children with mental illness and history of violence. *Qualitative Health Research*, 21(4), 520-533.

Copeland, D. & Vines, D. (2009). Family mental health nursing. In *Family Health Care Nursing: Theory, Practice and Research 4th ed.* Kaakinen, Gedaly-Duff, Coehlo, Harmon Hanson (Eds). F. A. Davis.

Copeland, D., Heilemann, M.V. (2008). Getting "to the point": the experience of mothers getting assistance for their adult children who are violent and mentally ill. *Nursing Research*, 57(3), 136-43.

Copeland, D. (2007). Conceptualizing family members of violent mentally ill individuals as a Vulnerable Population. *Issues in Mental Health Nursing*, 28(9), 943-975.

Dixon, E.L., Strehlow, A.J., Davis, C.M., Copeland, D., Jones, T., Robinson, L.A., Shoultz, J., Flaskerud, J.H. (2007). Generating science by training future scholars in nursing research addressing the needs of vulnerable populations. *Annual Review of Nursing Research*, 25, 161-187.

Heilemann, M.V. & Copeland, D. (2005). Sources of emotional help sought by low income women of Mexican descent. *Issues in Mental Health Nursing*, 26(2), 185-204.

Bursztajn, H. & Copeland, D. (2002). [Review of the book *Culture and Family Violence, Fostering Change Through Human Rights Law*]. *The Journal of the American Academy of Psychiatry and the Law*, 30(1),187.

Professional Presentations 2010-Present:

July 12 & 13, 2023

Podium Presentation

"Liberal Arts and Ethics Education in Nursing"

"Teaching the Legacy of the Holocaust: Implications for Nursing Education"

Nurse Educator Conference in the Rockies

Breckenridge, CO

June 5, 2023

Invited Keynote

"Providing Care in the Context of Patient Violence"

Stony Brook Healthcare annual ethics symposium

Hybrid event

March 9, 2023

Invited Panelist

“Ethical Responses Amidst Increasing Stress, Conflict, and Workplace Violence”

Healthcare Ethics Consortium’s A Call to Action: Ethics Effectiveness in a Rapidly Shifting Healthcare Landscape conference

Hybrid event

November 4, 2022

Podium

“The Moral Dilemma of Workplace Violence”

Poster

“Brief Workplace Interventions Addressing Burnout and Teamwork”

15th Annual Centura Evidence Based Practice, Research, and Innovation Conference

October, 20, 2022

Webinar

“Brief Workplace Interventions Addressing Burnout and Teamwork”

“The Moral Dilemma of Workplace Violence”

Common Spirit Health Nursing Excellence Showcase

Virtual Event

April 22, 2022

Invited Interview

Discussion of the paper “Brief workplace interventions to address compassion fatigue and teamwork”

Nurse Wellbeing Mission podcast

England

January 27, 2022

Invited Panelist

“The legacy of the Holocaust in health professions education”

University of Colorado Center for Bioethics and Humanities

Virtual Event

June 8, 2021

Live Presentation

“Nurses’ Role in the Holocaust & Current Implications”

Nurse Educator Conference in the Rockies

Virtual Event

January 11, 2020

Invited Presentation

“QI vs EBP: What’s What in this Alphabet Soup”

Rocky Mountain Perianesthesia Nurses Association

Quarterly Education Meeting
Lakewood, CO

November 8, 2019
Podium Presentation
“QI/EBP/Research: Which is right for me?”
12th Annual Evidence Based Practice, Research, and Innovation Conference
Denver, CO

May 17, 2019
Invited Presentation
“Compassion Fatigue as an Occupational Hazard”
Mercy Regional Medical Center Healthcare Conference
Durango, CO

October 25, 2018
Podium Presentation
“The psychosocial environment, horizontal violence, burnout, secondary
traumatic stress, and moral distress among hospital nurses”
6th International Conference on Violence in the Health Sector
Toronto, Canada

July 11, 2018
Podium Presentation
Bringing Art into a Science Based Curriculum
Nurse Educator Conference in the Rockies
Vail, CO

June 28, 2018
Invited Presentation
“Implementation of a Post-Code Pause”
Transforming Chaplaincy virtual journal club
Virginia Commonwealth University

May 16, 2018
Invited Panel Member
“Transforming Chaplaincy Research Literacy”
Iliff School of Theology, University of Denver
Denver, CO

May 9, 2018
Invited Presentation
“Stuck in the Middle: Managing Moral Distress”
Porter Adventist Hospital Nurses’ Week Mega Grand Rounds
Denver, CO

May 3, 2018
Invited Presentation
“Horizontal Violence in the Workplace”
Longmont United Hospital Annual Nursing Assembly
Longmont, CO

April 13, 2018
Invited Presentation
“Workplace Violence, Compassion Fatigue, and Moral Distress Among
Among Healthcare Providers”
Assistance League of Antelope Valley – “Speaking the Unspeakable”
conference
Lancaster, CA

February 15, 2018
Invited Presentation
“Moral Distress, Compassion Fatigue, and Horizontal Violence among
Hospital Nurses”
Association for Nursing Professional Development regional meeting
Lakewood, CO

November 10, 2017
Podium
“Moral Distress, Compassion Fatigue and Horizontal Violence Among
Hospital Based Nurses”
10th Annual Centura Evidence Based Practice, Research and Innovation
Conference
Denver, CO

November 10, 2017
Podium
“QI vs EBP: What’s What in this Alphabet Soup”
10th Annual Centura Evidence Based Practice, Research and Innovation
Conference
Denver, CO

August 30, 2017
Evidence Based Design Journal Club webinar
“Effects of Unit Design on Acute Care Nurses’ Walking Distances, Energy
Expenditure, and Job Satisfaction: A Pre-Post Relocation Study”
The Center for Health Design
Online

October 26, 2016
Podium
“Compassion Fatigue, Compassion Satisfaction, Perceptions of Safety, and
Experiences of Violence among Emergency Department Staff”

Fifth International Conference on Violence in the Health Sector
Dublin, Ireland

October 1, 2016

Invited Keynote

“Violence, Compassion Fatigue, and Compassion Satisfaction in the
Emergency Department”

International Conference on Forensic Nursing Science and Practice
Denver, CO

October 1, 2016

Podium

“Compassion Fatigue and Moral Distress Among Hospital Based Nurses in
all Roles”

International Conference on Forensic Nursing Science and Practice
Denver, CO

March 11, 2016

Invited Keynote

“Differentiating Quality Improvement, Evidence Based Practice and
Research”

Annual Evidence Based Practice and Research Conference – Memorial
Hospital and Penrose Hospital
Colorado Springs, CO

November 15, 2015

Podium

“Walk in My Shoes: A Pre and Post Relocation Study”

Healthcare Design Conference and Expo
Washington DC

November 6, 2015

Podium

“Violence, Compassion Fatigue and Compassion Satisfaction in the
Emergency Department”

7th Annual Centura Evidence Based Practice, Research and Innovation
Conference
Denver, CO

April 25, 2015

Podium

“Violence, Compassion Fatigue and Compassion Satisfaction in the
Emergency Department”

Western Institute of Nursing annual conference
Albuquerque, NM

April 10, 2015

Podium

"We are not machines: Post Code Pause in the Emergency Department"
27th Annual Rocky Mountain Interprofessional Research and Evidence
Based Practice Symposium
Denver, CO

February 5, 2015

Podium

"We are not machines: Post Code Pause in the Emergency Department"
American Nurses Association Quality conference
Orlando, FL

November 14, 2014

Podium

"We are not Machines: Post Code Pause in the Emergency Department"
6th Annual Centura Evidence Based Practice, Research and Innovation
Conference
Denver, CO

October 11, 2014

Podium

"A Day in the Life of a Hospital Based Nurse Scientist"
Colorado State Nurses Association Annual Convention
Greeley, CO

April 11, 2014

Poster

"Dedicated Education Units: Partnership to Promote Excellence in
Clinical Education"
Western Institute of Nursing annual conference, Seattle, WA

November 8, 2013

Podium

"EBP: Advanced"

"The SAH RN Evidence Based Practice Fellowship Program"

"Development and Implementation of the SAH RN Residency Program"

5th Annual Centura Evidence Based Practice, Research, and Innovation
Conference
Denver, CO

April 19, 2013

Podium

"Walk In My Shoes: A pre/post hospital relocation research project"
10th Annual Banner Health Research & Evidence Based Practice
Conference
Loveland, CO

March 1, 2013
Podium
"Collaboration in Practice: Evaluating Outcomes for Dedicated Education Units"
24th Annual Rocky Mountain Interdisciplinary Research & Evidence Based Practice Symposium
Denver, CO

November 11, 2011
Podium
"Walk In My Shoes: Pre-relocation"
4th Annual Centura Evidence Based Practice, Research, and Innovation conference
Denver, CO

March 6, 2010
Podium
"Forensic Nursing: Is it in your future?"
Oregon Student Nurses' Association annual conference
Portland, OR

Funded Projects:

2023
DAISY Foundation Health Equity Grant
Improving Care for Older Adults
Centura Health, St Anthony Hospital

2021 – present
HRSA Grant – Award 6 E01HP28804-06-01
Nurse Faculty Loan Program
University of Northern Colorado

2004-2005
NINR Grant 5 T32 NR 07077
Vulnerable Populations/Health Disparities Research Predoctoral Fellowship
UCLA School of Nursing

Professional Association Participation:

Member:
American Society of Bioethics and Humanities
Sigma Theta Tau International Honor Society of Nursing
Western Institute of Nursing
American Association for the History of Nursing

Community Service:

July 2022 – Present
Western Institute of Nursing
Member of the Student Engagement Committee

August 2017 – 2020
Jefferson County Public Health Department
Member of the community health needs assessment and community health improvement plan committees

January 2017 – November 2017
American Nurses Association
Moral Resilience Professional Issues Advisory Committee member

January 2015
Friendship Bridge Nurses Group
Taught two week intensive Nursing Leadership course in master's nursing program at the University of Medicine and Pharmacy, Ho Chi Minh City

October 2014 – October 2016
Rocky Mountain Interdisciplinary Research and Evidence Based Practice Symposium
Abstract reviewer

August 2013 - Present
Nurse Educator Conference in the Rockies
Planning committee chair, abstract reviewer

March 2013 – March 2016
Global Health Initiatives
Nurse education team leader for multi-year grant funded project in rural Gros Morne, Haiti

July 2013 – July 2014
Co-Chair of the Colorado Alliance for Clinical Education

May 2013
9 Health Fair volunteer

January 2013
Taught "Signs of depression and suicide" to youth group at Broomfield Mormon church

August 2012 – June 2017
School Accountability Committee member at Mountain Phoenix Waldorf School, Jefferson County charter school

Teaching:

Courses Taught:
NURS 380: Research and Evidence Based Practice
NURS 415: Psychiatric and Mental Health Nursing
NURS 504: Quality and Safety in Healthcare Systems
NURS 601: Theoretical Foundations for Advanced Nursing Practice
NURS 606: Research and EBP for Advanced Nursing Practice
NURS 703: Philosophical Underpinnings of Nursing Science

NURS 702: Advanced Concepts of Vulnerable Underserved Populations
NURS 700: Advanced Nursing Theory (DNP)
NURS 711: Advanced Theory and Knowledge Development in Nursing
(PhD)

**Professional
Development
Activities:**

Spring 2020
Sabbatical

Fall 2019 - Present
Pursuing master's degree in Health Humanities and Ethics
University of Colorado, School of Medicine

Spring 2016
Flipped Learning Academy
MAST Institute sponsored

October 30, 2014
Self Care for Healthcare workshop
Facilitated by Leann Thieman

Summer 2014
Online Teaching Academy
Student in program facilitated by CETL/IDD: NURS 703 and 702 reviewed
and pass Quality Matters standards

November 12, 2013
UNC Community and Civic Engagement Workshop
Nourishing Engaged Scholarship: Theory and Practice of Building and
Sustaining Reciprocal Community Partnerships

Faculty Forums:

September 22, 2015
Using Social Media and Other Tools in the Classroom

September 16, 2015
Faculty Led Study Abroad Overview

October 16, 2014
Flipped Classroom Update

October 16, 2013
I'll Show You Mine, If You Show Me Yours: A Collegial Conversation About
Student Writing

September 26, 2013
DSS Services: Student Accommodations and Learning

September 11, 2013
Experiencing the Flipped Classroom

Honors and Awards:

2023
Denver Metro Regional Nightingale nominee

2020
Medical Review Auschwitz Scholarship Program awardee

2019
Denver Metro Regional Nightingale nominee

2018 – 2019
Daniel's Fund Fellow
University of Northern Colorado, Monfort School of Business

2018
Research Writing Award
Society of Trauma Nurses

2017
Vanessa Fund Scholarship recipient
University of Colorado

2013
Denver Metro Regional Nightingale nominee

2013
St Anthony Hospital Nurse of the Year nominee

2006-2007
Dissertation Year Fellowship
University of California, Los Angeles

2006
Sigma Theta Tau, Gamma Tau Chapter
Annual Research Award

2005
Diane Mattoff Research Award
University of California, Los Angeles, School of Nursing

2004-2005
Nursing Research on Vulnerable Populations Pre-Doctoral Fellowship
University of California, Los Angeles, School of Nursing
NINR Training Grant #NR07077

2002-2004

Chancellor's Fellowship
University of California, Los Angeles

2001-2002
Dean's Graduate Scholarship
Fitchburg State College