

Natalie M. Pool, Ph.D., RN, CNE

Position: Associate Professor
School of Nursing/College of Natural & Health Sciences
University of Northern Colorado
Greeley, Colorado 80639

Telephone

- **Office:** (970) 351-1295
- **Home:** (480) 370-4477

Education:

2016
Ph.D.
University of Arizona, Tucson, AZ
Major: Nursing
Minor: American Indian Studies (Law & Policy Focus)

2004
BSN
Regis University, Denver, CO
Major: Nursing

Current Certifications and Licensure:

Registered Nurse, Colorado Board of Nursing, License #0167849 (2004-2009, 2020-present)
Basic Life Support, American Heart Association (through August 2024)
Certified Nurse Educator, National League of Nursing (2021-present)

Clinical Work Experience:

2011-2014
Staff Nurse, Level III
Banner University Medical Center, Tucson, AZ
Adult Surgical Specialties Intermediate Care Unit, Charge Nurse

2008-2011
Clinical Nurse
Ashley Regional Medical Center, Vernal, UT
Post-Anesthesia Care Unit, Lead Circulator (GI Endoscopy Suite)

2007-2008
Clinical Nurse
Whiteriver Indian Hospital, Whiteriver, AZ
Adult & Pediatric Medical Surgical Unit, Charge Nurse

2004-2006
HIV/AIDS & Community Health Volunteer
United States Peace Corps, Nyangana, Namibia
Catholic AIDS Action

**Professional
Academic:**

2020-present
UNC School of Nursing
Promoted to Associate Professor/Tenured, Fall 2023
Assistant Professor, 2020-2023
Teaching, Scholarship, Service, Graduate Project/Comprehensive Exam
Supervision

2017-2020
University of Arizona College of Nursing
Clinical Assistant Professor
Teaching, Scholarship, Service, Doctoral & BSN Honors Project Supervision

2015-2018
University of Arizona College of Nursing
Program Coordinator
Integrative Nursing Fellowship (INF)

2014-2015
University of Arizona Native American Research & Training Center
Program Coordinator
American Indian Research Centers for Health (AIRCH) Program

**Non-Professional
Academic:**

2015
University of Arizona College of Nursing
Graduate Teaching Assistant
NURS 731 Qualitative Research Methods (PhD)

**Area of
Specialization:**

Qualitative Research, Mixed Methods Research, Cultural Safety, Nursing
Care of Marginalized Populations

**Research Areas/
Interests:**

Implicit Bias, Nursing Workforce Diversity, Health Sciences Education
Equity (including holistic admissions, student recruitment/retention, and
inclusive pedagogy)

Publications:

Juried (reviewed by editorial board or refereed):

Pool, N., Oja, K., Oarde, K. & Kottman, L. (2023, August). Best practices
for managing health misinformation and disinformation. *Colorado Nurse*.

Pool, N. (2023). *Native American health: Considerations for rural
populations*. Colorado Rural Healthcare Workforce Initiative. Online module.

Dolan, H. & **Pool, N.** (2023). Overcoming waves of helplessness: The
meaning of experiencing fear of falling. *Geriatric Nursing*, 52(July-August

2023). <https://doi.org/10.1016/j.gerinurse.2023.05.003>.

Pool, N., Hebdon, M., DeGroot, E., Yee, R., Herrea-Theut, K., Yee, E., Allen, L.A., Hasan, A., Lindenfeld, J., Calhoun, E., Carnes, M., Sweitzer, N., & Breathett, K. (2023). A novel method for assessing bias during team-based clinical decision-making. *Frontiers in Public Health*, 11(2023). <https://www.frontiersin.org/articles/10.3389/fpubh.2023.1014773/full>.

Pool, N., McNeill, J., Dunem, K., Einhellig, K. & Koithan, M. (2023). Incivility in the Online Learning Environment during the COVID Pandemic Era. *Nursing Education Perspectives*. DOI: 10.1097/01.NEP.0000000000001135.

Breathett, K., Yee, R., **Pool, N.**, Hebdon, M., Knapp, S., Calhoun, E., Sweitzer, N. & Carnes, M. (2023). Pilot test of a multicomponent implementation strategy for equity in advanced heart failure allocation. *American Journal of Transplantation*. <https://pubmed.ncbi.nlm.nih.gov/36931436/>.

Breathett, K., Yee, R., **Pool, N.**, Hebdon, M., Knapp, S.K., Herrera-Theut, K., de Groot, E., Yee, E., Allen, L., Hasan, A., Lindenfeld, J., Calhoun, E., Carnes, M. & Sweitzer, NK. (2023). Group dynamics and allocation of advanced heart failure therapies - Heart transplants and ventricular assist devices by gender and racial/ethnic group. *Journal of the American Heart Association*. <https://www.ahajournals.org/doi/10.1161/JAHA.122.027701>.

- Spotlight article for 'Go Red for Women' 2023 issue

Melton, F., Palmer, K.N.B., Solola, S., Luy, L., Herrera-Theut, K., Zabala, L., Knapp, S., Yee, R., Yee, E., Calhoun, E., Thomas Hebdon, M., **Pool, N.**, Sweitzer, N., & Breathett, K. (in press October 2022). Race and gender-based perceptions of older septuagenarian adults. *Women's Health Reports*. doi: 10.1089/whr.2022.0063.

Solola, S., Luy, L., Herrera-Theut, K., Zabala, L., Torabzadeh, E., Bedrick, E.J., Yee, E., Larsen, A., Stone, J. McEwen, M., Calhoun, E., Crist, J.D., Hebdon, M., **Pool, N.** Carnes, M., Sweitzer, N. & Breathett, K. (2020). Race and gender-based perceptions of older adults: Will the youth lead the way? *Journal of Racial and Ethnic Health Disparities*. DOI <https://doi.org/10.1007/s40615-020-00903-7>.

Breathett, K., Yee, E., **Pool, N.**, Hebdon, M., Crist, J. D., Yee, R. H., Knapp, S. M., Solola, S., Luy, L., c, K., Zabala, L., Stone, J., McEwen, M. M., Calhoun, E., Sweitzer, N. K. (2020). Association of gender and race with allocation of advanced heart failure therapies. *JAMA Open Network*, 3(7): e2011044.

Pool, N.M. & Stauber, L.S. (2020). Tangled pasts, healthier futures: Nursing strategies for improving American Indian/Alaska Native health equity. *Nursing Inquiry*. <https://doi.org/10.1111/nin.12367>.

Acosta, L.A., Overgaard, P.M., **Pool, N.M.**, Renz, S.M. & Crist, J. D. (2019). You learn when you teach: A narrative pedagogy for faculty and doctoral-level student teaching assistants. *The Qualitative Report*, 24(11), 2891-2902. 10.46743/2160-3715/2019.3626.

Breathett, K., Yee, E. **Pool, N.**, Hebdon, M., Crist, J., Knapp, S., Larsen, A., Solola, S., Luy, L., Herrera-Theut, K., Zabala, L., Stone, J., McEwen, M., Calhoun, E. & Sweitzer, N. (2019). Does race influence decision-making for

advanced heart failure therapies? *Journal of the American Heart Association*, 8(22). <https://doi.org/10.1161/JAHA.119.013592>.

Pool, N.M. (2019). Nurses' experiences of establishing meaningful and effective relationships with American Indian patients in the cancer care setting. *SAGE Open Nursing*, 5. <https://doi.org/10.1177/2377960819826791>.

Pool, N.M. (2018). Looking inwards: Philosophical and methodological perspectives on phenomenological self-reflection. *Nursing Science Quarterly*, 31(3). doi.org/10.1177/0894318418774912.

Under review:

Pool, N., Gyskiewicz, C. & Dunem K. (under review July 2023). Developing cultural awareness among nursing students using a multimodal strategy: Results from a mixed methods study. *Nursing Education Perspectives*.

Hebdon, M., **Pool, N.**, Yee, R., Herrera-Theut, K., Yee, E., Allen, L.A., Hasan, a., Lindenfeld, J., Calhoun, E., Carnes, M., Sweitzer, N.K., & Breathett, K. (under review June 2023). Bias in team decision-making for advanced heart failure therapies: Model application. *Journal of Interprofessional Care*.

Book chapters:

Ringdahl, D., **Pool, N.M.** & Koithan, M. (2019). Integrative nursing practice. In M.J. Kreitzer & M.K. Koithan (Eds.), *Integrative Nursing* (2nd Ed.). New York: Oxford University Press. ISBN: 9780190851040.

Pool, N.M., Koithan, M. & Ringdahl, D. (2019). Nursing as an integrative healthcare profession. In M.J. Kreitzer & M.K. Koithan (Eds.), *Integrative Nursing* (2nd Ed.). New York: Oxford University Press. ISBN: 9780190851040.

Koithan, M. & **Pool, N.M.** (2019). Continuing professional development for integrative nursing. In M.J. Kreitzer & M.K. Koithan (Eds.), *Integrative Nursing* (2nd Ed.). New York: Oxford University Press. ISBN: 9780190851040.

Juried posters (reviewed by editorial board or refereed):

Professional Presentations:

Provider Care Team Segregation and Ischemic Heart Disease Outcomes by Race. Mwansa, H., Johnson, A., Knapp, S., Bisono, J., Trabue, D., Yee, R., Williamson, F., Watty, S., **Pool, N.**, Hebdon, M., Moore, W., Yankah, E., Ezema, N., Kimbrough, N., Washington, J., Lightbourne, K., Tucker Edmonds, B., Capers, Q., Brown, D., Johnson, D., Evans, J., Foree, B., Holman, A., Blount, C., Nallamotheu, B., Hollingsworth, J., Breathett, K. American Heart Association Scientific Sessions. Philadelphia, PA. November 2023

The Meaning of Experiencing Fear of Falling Among Older Adults. Dolan, H. & **Pool, N.** Gerontological Society of American Annual Scientific Meeting. Indianapolis, IN. November 2022.

Reducing Opioid Use in Older Adults Through Pain Management Screening and Use of a Pain Treatment Algorithm. Power, E. & **Pool, N.** 5th Annual NHS Student Research Celebration. Greeley, CO. April 2022.

Group Dynamics are Associated with Allocation of Advanced Heart Failure

Therapies by Gender. Breathett, K., Yee, R., **Pool, N.**, Hebdon, M., Knapp, S.M., Herrera-Theut, K., DeGroot, E., Yee, E., Allen, L.A., Hasan, A., Lindenfeld, J., Calhoun, E., Carnes, M., Sweitzer, N.K. Heart Failure Society of America Annual Scientific Meeting. Virtual. September 2021.

Using the Critically Reflective Diagnoses Protocol as a Data Analysis Tool in a Mixed Methods Study. **Pool, N.**, Hebdon, M., de Groot, E., & Breathett, K. 54th Annual Western Institute of Nursing Conference. Virtual. April 2021.

Maintaining Academic Enrichment During a Pandemic: A Virtual Summer Intensive for Underrepresented Students. **Pool, N.**, Perez, L. Godfrey, T. & Koithan, M. AACN/HRSA Inaugural Diversity Summit. Virtual. Dec 2020.

Sex and Race Biases in Allocation of Advanced Heart Failure Therapies. Breathett, K., Yee, E., **Pool, N.**, Hebdon, M., Crist, J.D., Yee, R.H., Knapp, S., Solola, S., Luy, L., Herrera-Theut, B.S., Zabala, L., Stone, J., McEwen, M., Calhoun, B., & Sweitzer, N. Annual Research Meeting, Academy Health Conference. Virtual. August 2020.

Guidelines for Achieving Teaching Proficiencies in Integrative Modalities. **Pool, N.M.** & Koithan, M. 3rd International Integrative Nursing Symposium. Galway, Ireland. May 2019.

Elevating Educators for Integrative Nursing. **Pool, N.M.** & Koithan, M. 3rd International Integrative Nursing Symposium. Galway, Ireland. May 2019.

Race and Gender-Based Perceptions of Older Adults. Solola, S., Luy, L., Herrera-Theut, K., Zabala, L., Torabzadehkhosrasi, E., Bedrick, E., Yee, E., Larsen, A., Stone, J., MacEwen, M., Calhoun, E., Crist, J., Hebdon, M., **Pool, N.**, Sweitzer, N. & Breathett, K. American Heart Association Quality of Care and Outcomes Research Session. Arlington, VA. April 2019.

Humanizing the Inhumane: Cancer Care Nurses' Relationships with American Indian Patients. **Pool, N.M.** 50th Annual Western Institute of Nursing Conference. Denver, CO. April 2017.

Self-Reflection as a Research Instrument in Interpretive Phenomenology. **Pool, N.M.** & Koithan, M. 48th Annual Western Institute of Nursing Conference. Albuquerque, NM. April 2015.

Juried podiums (reviewed by editorial board or refereed):

The Danger in Denial: Exploring Implicit Bias among BSN Students. **Pool, N.** & Gryskiewicz, C. Nurse Educator's Conference in the Rockies. Breckenridge, CO. July 2023.

Best Practices to Promote Inclusivity During a Nursing Education Crisis. McNeill, J., Einhellig, K., **Pool, N.** & Dunem, K. Nurse Educator's Conference in the Rockies. Breckenridge, CO. July 2023.

Incivility in the Online and Hybrid Learning Environment during the COVID-19 Pandemic. **Pool, N.**, Dunem, K., McNeill, J, Einhellig, K. & Koithan, M. Western Institute of Nursing 56th Annual Communicating Nursing Research Conference. Tucson, AZ. April 2023.

Evaluation of an Integrative Fellowship for Nurse Educators. **Pool, N.M.**, Koithan, M. & A. Pasvogel. National League of Nursing/Sigma Theta Tau Nursing Education Research Conference. Washington, D.C. March 2020

[cancelled due to COVID-19].

Compatibility of Integrative Clinical Behaviors with ANA Scope & Standards of Practice. **Pool, N.M** & Koithan, M. 3rd International Integrative Nursing Symposium. Galway, Ireland. May 2019.

Reframing Symptom Management for Integrative Nurse Educators. **Pool, N.M.** & Koithan, M. 3rd International Integrative Nursing Symposium. Galway, Ireland. May 2019.

Integrative Healthcare for Whom? Democratizing the Reach of Integrative Nursing. Stauber, L. & **Pool, N.M.** 3rd International Integrative Nursing Symposium. Galway, Ireland. May 2019.

Integrative Nursing: Implications for Research, Practice, and Education. Lacasse, C, Koithan, M. & **Pool, N.M.** Tucson Nurses Week Showcase. Tucson, AZ. May 2016.

Preparing Educators to Teach Integrative Nursing. Mueller, K., Potter, P., Taylor-Swanson, L. & **Pool, N.M.** Pre-conference Symposium at the 49th Annual Western Institute of Nursing Conference. Anaheim, CA. April 2016.

Implications for Cancer Care Delivery to Native American Patients and Communities & Health Professions Education: What do Providers and Students Need to Know? Solomon, T., Koithan, M. Flores, M & **Pool, N.M.** Pre-conference Symposium at the International Cancer Education Conference. Tucson, AZ. October 2015.

Non-juried or invited presentations:

Work/Life/PhD Program Balance: Promoting Resiliency. McNeill, J. & **Pool, N.** UNC School of Nursing PhD Student Orientation. Greeley, CO. July 2023.

Making the Most of an Online PhD Program: Communities of Learning, Cybercaring & Digital Citizenship. **Pool, N.** & McNeill, J. UNC School of Nursing PhD Student Orientation. Greeley, CO. July 2023.

I Survived Year One and So Can You! **Pool, N.** & Kirshner, J. UNC New Faculty Extended Orientation. Virtual. September 2022.

Making the Most of Your Online PhD Program: Communities of Learning & Digital Citizenship. UNC School of Nursing PhD Student Orientation. Greeley, CO. July 2022.

Nursing Ethics & Value: An Integrative Perspective on Cultural Safety and Health Equity. 1st Semester BSN Foundations. Washington State University College of Nursing. Virtual. April 2022.

High Tech and High Touch in Online Education. McNeill, J., Einhellig, K., & **Pool, N.M.** UNC School of Nursing PhD Student Orientation. Virtual. August 2021.

Rethinking Wellbeing: Flourishing in Nursing School. Arizona Nursing Inclusive Excellence Summer Intensive. University of Arizona. Virtual. June 2021.

Faculty Candidate Presentation. UNC School of Nursing. Virtual. March

2020.

Integrative Nursing, Population Health, and UA College of Nursing Updates. **Pool, N.M.** & Goldsmith, P. Faith Community Health & Wellness Network. Tucson, AZ. March 2020.

Teaching-Learning in an Inclusive Environment. Sogge, C. & **Pool, N.M.** General Nursing & Health Education Division Professional Development Meeting. University of Arizona College of Nursing. Tucson, AZ. November 2019.

Integrative Therapies for Supporting Breast Cancer Treatment & Survivorship. Carondelet Breast Cancer Support Group. Tucson, AZ. December 2018.

Integrative Nursing and Continuing Professional Education. Nursing Faculty Exchange: UNISON from Hermosillo, Mexico. University of Arizona, Tucson, AZ. November 2018.

Integrative Nursing Faculty Fellowship: BSN Curriculum Transformation. Goldsmith, M., Perez, L. & **Pool, N.M.** Nursing Research & Scholarship Showcase. University of Arizona, Tucson, AZ. October 2018.

UA College of Nursing: Programs and Support for Native American Students. Sogge, C. & **Pool, N.M.** Exploring Careers in the Health Professions, Arizona Indians into Medicine (AZ INMED): Empowerment-Mind-Healing-Health Colloquium. University of Arizona, Tucson, AZ. September 2018.

Overview of ANIE Scholars Program at the UA College of Nursing. **Pool, N.** & Parra, L. Tucson Hispanic Chamber of Commerce. Tucson, AZ. June 2018.

Rethinking Wellbeing: Flourishing in the New Year. The Hacienda at the River Assisted Living Authors Series. Tucson, AZ. January 2018.

Integrative Therapeutics for Self-care and Wellbeing. Daly, P., Gregg, R. & **Pool, N.** Arizona Nurses Association (Tucson Chapter) Holiday Wellness Event. Tucson, AZ. December 2017.

Humanizing the Inhumane: The Meaning of the American Indian Patient-Cancer Care Nurse Relationship. Native American Research & Training Center Winter Institute, Tucson, AZ. March 2017.

Integrative Nursing Faculty Fellowship: Program Overview. **Pool, N.M.** University of Arizona College of Nursing, Faculty Meeting, Tucson, AZ. January 2017.

Faculty Candidate Presentation. University of Arizona College of Nursing, Tucson. December 2016.

Cultural Safety for Native American Patients: Improving Cancer Care. Arizona Cancer Center, Social Work Grand Rounds. Tucson, AZ. November 2015.

American Indian Research Centers for Health Fellowship Program. Native American Research & Training Center Winter Institute. Tucson, AZ. March 2015.

Workshops, Clinics, Symposia, Conferences (with role):

Projects, Publications & Pints. Gryskiewicz, C & **Pool, N.** Co-hosts of social networking event for Sigma Theta Tau, Beta Omicron Chapter. Fort Collins, CO. April 2023.

DEI in Research. **Pool, N.** & Taylor, A. Roundtable co-hosts at the inaugural NHS DEI Professional Development Day. Greeley, CO. March 2023.

Nursing Programs Supporting Underrepresented Students. Table host for University of Arizona College of Nursing. Ha:San Preparatory Academy Career Fair. Tucson, AZ. February 2020.

Integrative Clinical Care. Discussant for concurrent session at the 3rd International Integrative Nursing Symposium. Galway, Ireland. May 2019.

Acupuncture for Gynecological-Oncology Patients. Taylor-Swanson, L., Koithan, M. & **Pool, N.** Co-discussant at Banner University Medical Center Journal Club. Tucson, AZ. April 2019.

Integrative Care: Mind, Body, Spirit. Wyatt, G. & **Pool, N.M.** Co-hosted 'Lunch with an Expert' at the American Psychosocial Oncology Society Conference. Tucson, AZ. February 2018.

Integrative Nursing. Koithan, M. & **Pool, N.M.** Co-led special interest group at the 50th Annual Western Institute of Nursing Conference. Denver, CO. April 2017.

Cultural Self-Assessment & Facilitated Discussion on Cultural Safety. Moderator at the 3rd Annual Interprofessional Rural Health Professions Conference. Tucson, AZ. April 2015.

American Indian Student Perspectives and Needs. Panelist at the Native American Research & Training Center Winter Institute. Tucson, AZ. March 2015.

Research by American Indian Studies Graduate Students. Panelist at the 16th Annual American Indian Studies Association Conference. Phoenix, AZ. February 2014.

Partnership for Native American Cancer Prevention. Table host at Cancer Survivorship Summit. Hickiwan, AZ (Tohono O'odham Nation). April 2013.

Partnership for Native American Cancer Prevention: HPV Infection. Table host at Department of Health Promotion Youth Fair. San Xavier, AZ (Tohono O'odham Nation). November 2012.

Funded Projects:

2021-2025 (R56/R01) National Heart, Lung, and Blood Institute (NIH). Seeking Objectivity in Allocation of Advanced Heart Failure (SOCIAL HF) Therapies Trial. Indiana University (PI: K. Breathett). My Role: Co-Investigator. Awarded \$905,981.

2022-2024 (Institutional Grant) Indiana University School of Medicine. Cardiovascular Equity to Address SEgregation study (CEASE 1.0). Indiana

University (PI: K. Breathett). My role: Data Consultant. Awarded: \$100,000.

2018-2023 (K01) National Heart, Lung, and Blood Institute (NIH). Addressing Individual Provider Bias and Group Decision-Making in Selection of Advanced Heart Failure Therapies in Racial/Ethnic Minorities and Women. University of Arizona (PI: K. Breathett). My Role: Data Analyst. Awarded \$874,800.

2022-2023 (Institutional Grant) University of Northern Colorado Assessment Council. Assessing the Diversity, Equity, and Inclusion Climate in the College of Natural and Health Sciences. UNC (PI: K. Murza). My role: Co-investigator. Awarded \$1000.

2019-2021 (Cooperative Agreement) Health Resources & Services Administration/Indian Health Service. American Indians into Nursing Career Transitions Scholars Project (INCATS). University of Arizona College of Nursing. My Role: Faculty Coach/Key Personnel. Awarded \$1,596,336 from 2019-2023.

2017-2021 (Nursing Workforce Development) Health Resources & Services Administration. Arizona Nursing Inclusive Excellence (ANIE). University of Arizona College of Nursing. My Role: Co-director. Awarded \$1,982,924 from 2017-2022.

2016-2018 (Private Foundation) The David & Lura Lovell Foundation. Integrative Nursing Faculty Fellowship (INFF). University of Arizona College of Nursing. My Role: Program Coordinator. Awarded \$524,003.

2014-2015 (Cooperative Agreement) Indian Health Service/National Institute of General Medical Sciences. American Indian Research Centers for Health (AIRCH). University of Arizona Department of Family & Community Medicine. My Role: Program Coordinator. Awarded \$542,200 from 2013-2017.

**Professional
Consultation:**

2023 -present,
Manuscript Reviewer
Journal of Immigrant & Minority Health

Summer-Fall 2022
Invited consultant/collaborator on phenomenological analysis
Dr. Hanne Dolan, Post-doctoral scholar, Arizona State University Edson
College of Nursing & Health Innovation

July and September 2022
Invited expert panelist/reviewer for development of the Student Holistic
Appraisal of Wellbeing and Success (SHAWS) scale
University of Arizona College of Nursing

June 2022
Invited consultant on doctoral research examining implicit bias among school
principals towards students of color
Rishel Bailey, PhD student, UNC Department of School Psychology

January 2022
Invited consultant: Threading Resiliency and Wellness into BSN Curriculum
Dr. Jo Robins, Associate Professor, PhD Virginia Commonwealth School of
Nursing

2022-present
Manuscript Reviewer
Nursing Inquiry

2018-present
Manuscript reviewer
The Journal of Transcultural Nursing

2019-present
Manuscript reviewer
SAGE Open Nursing

2017-2018
Integrative nursing consultant
Hacienda at the River Assisted Living & Memory Care, Tucson, AZ

**Professional
Association
Participation:**

2020-present American Nurses Association (ANA), member

2020-present Colorado Nurses Association (CNA), member

2018-present American Association of Colleges of Nursing (AACN), member; 2021-present: AACN DEI Leadership Network, voting member

2017-present Sigma Theta Tau International (STTI) Society of Nursing, member; Vice President (Zeta Omicron Chapter), July 2023-present, Interim Vice President January 2023-June 2023

2017-present National League of Nursing (NLN), member

2014-2016 AACN Graduate Nursing Student Academy (GNSA), member

2014 Native Research Network (NRN), Treasured Friend (invited non-Native American member)

**Community
Service:**

2021-present Colorado Volunteer Mobilizer (COVID vaccination, migrant shelter triage and primary care, and other emergency/crises health responses); completed Larimer County Disaster Response Training, September 2023

2021-present Health Sciences Advisory Board, Career Elevation & Technology Center, St. Vrain Valley School District, Longmont, CO

2019-2020 Racial & Ethnic Approaches to Community Health (REACH) Community Advisory Board, Pima County Health Department, Tucson, AZ

Service:

National

Fall 2021-present
Diversity Equity Inclusion Leadership Network
Nominated Member
American Association of Colleges of Nursing

State

January 2023-present
Volunteer Co-leader (with K. Oja)
Nursing Research Advisory & Networking Team
Colorado Nurses Association

University

Summer 2023-present
Academic Appeals
Volunteer Member
University of Northern Colorado

2022-present
Rural Public Health and Education Initiative
Invited Member
University of Northern Colorado

2021-present
Faculty Affairs Committee
Elected Member
School of Nursing
University of Northern Colorado

2020-present
Graduate Curriculum Organization
Appointed Member, MSN, AGACNP, PhD and DNP Taskforces
School of Nursing
University of Northern Colorado

2021-2023
Equity & Inclusion Committee
Volunteer Member
DEI Professional Development Day Working Group Member (August 2022-May 2023)
DEI into Curriculum Working Group Facilitator (September 2021-August 2022)
Original Taskforce Member (February-April 2021)
College of Natural & Health Sciences
University of Northern Colorado

2019-2020
Research & Clinical Scholarship Committee
Elected Member
College of Nursing
University of Arizona

2019-2020
University General Petitions Committee
Member
University of Arizona

2017-2020
Faculty Diversity Advisory Council
Invited Member
University of Arizona Health Sciences

2019
Operational Excellence 3.0, Diversity & Inclusion Taskforce

Invited Member
University of Arizona Health Sciences

2014-2015
Student Advisory & Action Board
Invited Member
Native American Research & Training Center
University of Arizona

**Graduate Student
Committees:**

Completed final defenses (last five years):

2023, Tegan Jones, *Exploring Moral Distress and Reflective Debriefing as a Potential Intervention Among Intensive Care Unit Nurses*, Project Advisor/Chair (DNP), UNC

2023, Erika Almeida-Trujillo, *Development of a Comprehensive Primary Care Algorithm to Manage Children Who Are Overweight and Obese*, Project Advisor/Chair (DNP), UNC

2023, Kimberly Twaddell, *Impact of an Educational Intervention on Provider Perspectives about the Use of Phenobarbital in the Management of Alcohol Withdrawal Syndrome*, Project Advisor/Chair (DNP), UNC*
*Winner, Graduate Dean's Citation for Outstanding Scholarly Project Award (Spring 2023)

2023, Lisa Winchester, *Interruptions and the Novice Emergency Nurse: A Focused Ethnography*, Committee Member (PhD), UNC

2023, Melissa Anozie, *It's More Than Nursing: The Experiences of Psychological Safety of Pre-Licensure Nursing Students that Identify as Black, Indigenous, and People of Color*, Committee Member (PhD), UNC

2022, Christy Gough, *Investigating Novice Nurses' Perceptions of Academic Dishonesty During Nursing Education*, Committee Member (PhD), UNC

2022, Leighann Brock, *Conducting a Needs Assessment to Inform the Development of a Burnout Mitigation Program for Critical Care Nurses*, Project Co-advisor/Chair (DNP), UNC

2022, Erica Frost, *Predicting Nurse Faculty Intent to Stay*, Committee Member (PhD), UNC

2022, Erika Power, *Reducing Opioid Use in Older Adults through Pain Management Screening and Use of a Pain Treatment Algorithm*, Project Advisor/Chair (DNP), UNC

2022, Ellie Pfouts, *A Proposed Clinical Pathway for the Management of Violent or Potentially Violent Patients in the Intensive Care Unit*, Project Advisor/Chair (DNP), UNC

2021, Rebecca Bautch, *Healthcare Assessment Algorithms/Guides in Pandemic Eras: Capturing Critical Data (Aged 65 & Older)*, Committee Member (DNP), UNC

2021, Nicole Suppes, *Recruitment and Retention of Advanced Practice Providers in Rural Communities*, Project Advisor/Chair (DNP), UNC

2021, Julie Hirman, *Development of a Culturally Adaptable Educational Program on Iron-Deficiency Anemia for Use in Resource-Limited Communities*, Project Advisor/Chair (DNP), UNC

2021, Darci McCall, *Knowing Their Story: The Experiences of Perinatal Nurses Who Care for Women Using Marijuana During Pregnancy*, Committee Member (PhD), UNC

2020, Allie Gaither-Banchoff, *Aromatherapy for Reducing Healthcare-Associated Stress among Nurses and Patients*, Project Supervisor (BSN Honors Thesis), UA

2019, Michael Valerius, *Screening for Depression in Patients with T2DM*, Committee Member (DNP), UA

2019, Tonia Isotalo, *Depression Screening in Hospice and Palliative Care*, Committee Member (DNP), UA

Completed comprehensive exams & proposal defenses (last five years):

2023, Sarah Tappendorf, PhD Oral Comprehensive Exam, Committee Member, UNC

2023, Olivia Nicastro, PhD Oral Comprehensive Exam, Committee Member, UNC

2023, Claire Leight (Dept. Counseling Psychology), Oral & Written Comprehensive Exams, Committee Member, UNC

2023, Jesusita Tafoya, DNP Proposal Defense, Project Advisor/Chair, UNC

2023, Tegan Jones, DNP Proposal Defense, Project Advisor/Chair, UNC

2022, Heidi Ritchie, PhD Oral Comprehensive Exam, Committee Member, UNC

2022, Heather Sager, MSN-LQS Comprehensive Exam, Project Advisor/Chair, UNC

2022, Kiana Atuna, MSN-LQS Comprehensive Exam, Committee Member, UNC

2022, Erika Almeida-Trujillo, DNP Proposal Defense, Project Advisor/Chair, UNC

2022, Kimberly Twaddell, DNP Proposal Defense, Project Advisor/Chair, UNC

2022, Rebecca Nemeck, PhD Oral Comprehensive Exam and Proposal Defense, Committee Member, UNC

2022, Leighann Brock, DNP Proposal Defense, Project Co-Advisor/Chair, UNC

2022, Ellie Pfouts, DNP Proposal Defense, Project Advisor/Chair, UNC

2022, Elizabeth Cunniff, PhD Oral Comprehensive Exam and Proposal

Defense, Committee Member, UNC

2022, Melissa Anozie, PhD Proposal Defense, Committee Member, UNC

2021, Erika Power, DNP Proposal Defense, Project Advisor/Chair, UNC

2021, Melissa Anozie, PhD Oral Comprehensive Exam, Committee Member, UNC

2021, Erika Frost, PhD Oral Comprehensive Exam and Proposal Defense, Committee Member, UNC

2021, Erin Morelli, PhD Oral Comprehensive Exam and Proposal Defense, Committee Member, UNC

2021, Robbie Fendley, DNP Proposal Defense, Committee Member, UNC

2021, Nicole Suppes, DNP Proposal Defense, Project Advisor/Chair, UNC

2021, Julie Hirman, DNP Proposal Defense, Project Advisor/Chair, UNC

2020, April Pryor, MSN Comprehensive Exam, Committee Member, UNC

2021, Maren Smith, MSN Comprehensive Exam, Committee Member, UNC

2018, Michael Valerius, DNP Proposal Defense, Committee Member, UA

2018, Tonia Isotalo, DNP Proposal Defense, Committee Member, UA

Teaching:

University of Northern Colorado, School of Nursing:

Fall 2023: NURS 726 Introduction to the DNP Scholarly Project (DNP), NURS 798 DNP Scholarly Project Practicum (DNP), NURS 340 Foundations of Nursing II (Trad BSN), NURS 618 Epidemiology for Advanced Practice Nursing (DNP/Co-taught with J. McNeill)

Summer 2023: NURS 798 DNP Scholarly Project Practicum (DNP)

Spring 2023: NURS 406 Population-Based Practice (RN-BSN), NURS 727 DNP Scholarly Project Proposal Development & Defense (DNP), NURS 798 DNP Scholarly Project Practicum (DNP); NURS 340 Foundations of Nursing II (Trad BSN/Co-taught with C. Gryskiewicz)

Fall 2022: NURS 726 Introduction to the DNP Scholarly Project (Non-Scheduled Course, DNP), NURS 798 DNP Scholarly Project Practicum (DNP), NURS 340 Foundations of Nursing II (Second Degree BSN); NURS 313/374/375/376/404 Simulation Lab, Skills Check Off, Poverty Simulation (various BSN programs)

Summer 2022: NURS 798 DNP Scholarly Project Practicum (DNP)

Spring 2022: NURS 406 Population-Based Practice (RN-BSN), NURS 727 DNP Scholarly Project Proposal Development & Defense (DNP), NURS 798 DNP Scholarly Project Practicum (DNP)

Fall 2021: NURS 726 Introduction to the DNP Scholarly Project (DNP), NURS 798 DNP Scholarly Project Practicum (DNP)

Summer 2021: NURS 798 DNP Scholarly Project Practicum (DNP)

Spring 2021: NURS 405 Public Health Nursing (RN-BSN), NURS 406 Population-Based Practice (RN-BSN), NURS 340 Foundations of Nursing II (BSN), NURS 795 DNP Scholarly Project Proposal Seminar (DNP)

Fall 2020: NURS 405 Public Health Nursing (RN-BSN), NURS 383 Current Issues in Health Care (RN-BSN)

Courses developed:

Summer/Fall 2021: NURS 726 Introduction to the DNP Scholarly Project (DNP), NURS 726 Introduction to the DNP Scholarly Project (DNP)

Courses significantly revised:

Spring 2021/Spring 2023: NURS 340 Foundations in Nursing II (BSN) with C. Gryskiewicz

Spring 2021: NURS 406 Population-Based Practice (RN-BSN) with K. Einhellig and E. Cummins

University of Arizona, College of Nursing:

Spring 2020: NURS 922 DNP Project/Proposal Development (DNP), INF Integrative Teaching-Learning Practicum (post-grad CE)

Fall 2019: NURS 753 Population Health (DNP), INF Educational Strategies for Integrative Nursing (post-grad CE), INF Integrative Nursing Care & Symptom Management (post-grad CE)

Summer 2019: INF Principles of Integrative Nursing (post-grad CE), NURS 399 ANIE Summer Intensive (pre-nursing and BSN)

Spring 2019: INF Integrative Teaching-Learning Practicum (post-grad CE), NURS 356 Foundations in Nursing Care Clinical Supervision (BSN)

Fall 2018: INF Educational Strategies for Integrative Nursing (post-grad CE), INF Integrative Nursing Care & Symptom Management (post-grad CE), NURS 356 Foundations in Nursing Care Clinical Supervision (BSN)

Summer 2018: INF Principles of Integrative Nursing (post-grad CE), NURS 399 ANIE Summer Intensive (pre-nursing and BSN)

Spring 2018: INF Integrative Teaching-Learning Practicum (post-grad CE)

Fall 2017: NURS 653 Healing Environments (MSN), INF Educational Strategies for Integrative Nursing (post-grad CE), INF Integrative Nursing Care & Symptom Management (post-grad CE)

Courses significantly revised:

2017-2019: all INF courses (post-grad CE) with M. Koithan & P. Galvin

**Professional
Development
Activities:**

Teaching & Learning:

2023 Nurse Educators Conference of the Rockies. Attendee. Breckinridge, CO.

2022-2023 Teaching for Inclusive Excellence. Faculty Development Program. UNC Center for the Enhancement of Teaching & Learning.

2023 Professional Communication through the Emotional and Social Intelligence Lens. Webinar. American Association of Colleges of Nursing.

2023 From Grades to Growth: Ungrading and Alternative Assessments. Webinar. Top Hat Learning.

2023 Competency Based Education: Practical Tips to Move Your Work Forward. Webinar. American Association of Colleges of Nursing.

2022 Threading Design Thinking into Curriculum. Webinar. American Association of Colleges of Nursing.

2022 Nurse Educators Conference of the Rockies. Attendee. Breckinridge, CO.

2022 Teaching & Assessment Symposium. Attendee. UNC Center for the Enhancement of Teaching & Learning.

2022 Essentials Implementation: Creating a New Future Together. Webinar. American Association of Colleges of Nursing Essentials

2021-2022 Peer 2 Peer Learning Community. Faculty Development Program. UNC Center for the Enhancement of Teaching & Learning.

2020-2021 Faculty Learning Community. Faculty Development Program. UNC Center for the Enhancement of Teaching & Learning.

2021 Universal Design Faculty Focus Group. UNC Center for the Enhancement of Teaching & Learning

2021 Public Health and Population Health: A Distinction with a Difference. Webinar. American Association of Colleges of Nursing.

2021 Culturally Responsive Teaching: Weaving Rigor and Relevance. Webinar. UNC Center for the Enhancement of Teaching & Learning.

2021 Preparing Nursing Students to Effectively Address Vaccine Hesitancy. Webinar. American Association of Colleges of Nursing.

2021 Reflective and Reflexive Teaching Practice. Webinar. UNC Center for the Enhancement of Teaching & Learning.

2021 An Introduction to Culturally Relevant Pedagogy. Webinar. UNC Center for the Enhancement of Teaching & Learning.

2021 Boost Syllabi Design for Student Success. Webinar. UNC Center for the Enhancement of Teaching & Learning. January 2021.

2020 Techie Tools to Enhance Your Teaching; Communication "Musts" in Online Learning; Canvas Tools; Discussions in Canvas; Gradebook Basics. Tutorials. UNC Center for the Enhancement of Teaching & Learning & Instructional Design & Development.

2020 Mentorship in the Context of COVID-19: Why Relationships Matter More Than Ever. Webinar. Mentor Collective.

2019 Baccalaureate Education Conference. Attendee. American Association of Colleges of Nursing. Orlando, FL.

2019 Strategies to Confidently Communicate with Students Experiencing Mental Health Challenges. Webcast. Academic Impressions.

2019 InclusifiED: Promoting Equity Through Inclusive Teaching Practices. UA College of Education. Tucson, AZ.

Diversity, Inclusion & Equity:

2023 Legislation Restricting Diversity, Equity, and Inclusion Harms Nursing Workforce Development. Webinar (1 CEU). American Association of Colleges of Nursing.

2023 Developing a Shared Agenda to Achieve Health Equity: What Does it Mean for Nursing? Webinar. Robert Wood Johnson Foundation & AARP Foundation.

2022 Equity and Care in Departmental Teaching Evaluations: A Guided Discussion with Maha Bali. Webinar. Accelerating Systemic Change Network.

2022 The Art of Reflecting-in-Action when Addressing Issues of Race and Racism in Nursing Practice. Springer Publishing.

2022 Affirmative Action and Equal Opportunity training. University of Northern Colorado Human Resources.

2022 DEI into New Essentials. Webinar. American Association of Colleges of Nursing.

2022 See You Now: Focus on Health Equity. Continuing professional education (4 hours). American Nurses Association

2022 *The 1619 Project* book club. Participant. UNC Marcus Garvey Cultural Center.

2022 A Conversation about the Importance of Truth, History, & the Legacy of Dr. Martin Luther King, Jr. Webinar keynote address from Nikole Hannah-Jones. UNC Marcus Garvey Cultural Center.

2021 Train the Trainer: Race & Racism. UNC UNITE Program.

2021 Inaugural Diversity Symposium. Virtual conference attendee. American Association of Colleges of Nursing.

2021 Together We Advance an Inclusive Nursing Profession - A Model for Mitigating and Responding to Racism, Discrimination, and Microaggressions. Webinar. American Academy of Nursing.

2021 Diversity, Equity & Inclusion in the Nursing Workforce. Webinar and Sharing Circle. Sigma Theta Tau Education.

2021 Taking Aims Initiative: Structural Racism. Webinar. National League for Nursing.

2021 An Insider's Look at the 2020-2030 Future of Nursing Report: Charting a Path to Achieve Health Equity. Webinar. American Association of Colleges of Nursing.

2021 Racism and Oppression in Healthcare & Nursing. Webinar. Colorado Nurses Association.

2020 AACN/HRSA Inaugural Diversity Summit. Virtual conference attendee.

2020 Institute for Nursing Leadership: Critical Conversation on Health Equity and Racism. Webinar. American Academy of Nursing.

2020 UNC as a Hispanic Serving Institution: Campus Conversations. Webinar. UNC Division of Student Affairs.

2020 Establishing Inter-Rater Reliability for Holistic Admissions Review. AACN Webinar.

2020 How to be an Anti-Racist. Webinar. Aims Community College.

2019 Multiple Mini Interviews for Holistic Admissions. UA College of Medicine. Tucson, AZ.

2019 Certificate of Completion: The Playbook for Holistic Admissions Implementation. HRSA and AACN. Orlando, FL.

2019 Addressing Implicit Bias in the Academy. Presented by Jeff Stone, PhD. UA Office of the Provost. Tucson, AZ.

2019 Understanding Micro (and Macro) Aggressions at Work. Presented by Stephanie Troutman Robbins, PhD. UA Office of Diversity & Inclusive Excellence.

2019 Unconscious Racial Bias: The Effect on Clinical Care. Presented by N. Oliver, MD, MA. UA Office of Diversity & Inclusive Excellence. Tucson, AZ.

2019 Certificate of Completion: Leadership in Holistic Admissions Review in Academic Nursing. American Association of College of Nursing. Phoenix, AZ.

2019 Certificate of Completion: Culture is the Cure: Cultural Competency Training. Winter Institute. Native American Research & Training Center, Tucson, AZ.

2018 2nd Annual Inclusive Excellence Symposium. Attendee. UA Office for Diversity & Inclusive Excellence. Tucson, AZ.

Scholarship & Leadership:

2023 Can We Talk? Faculty & Staff Debrief Event. UNC Center for Peer Education.

2023 Developing Your Research Program. Webinar with Dr. Jeri-Anne Lyons, PhD. UNC Graduate School.

2022 From Planning to Publishing: Research, QI, and Program Evaluation. Webinar (1 hour CE). Lippincott/Wolters Kluwer.

2022 4th International Integrative Nursing Symposium. Virtual conference attendee. University of Minnesota/Washington State University.

2022 Undergraduate research posters and graduate oral presentations. Reviewer/judge. UNC NHS Research Celebration. Greeley, CO.

2022 Bear-to-Bear. Handwrote 11 welcome notes to newly admitted students. UNC Admissions.

2021 Methodologies for Improving Health Outcomes. Continuing professional development (5 hours). University of Pittsburg School of Nursing.

2021 The EBP Bundle: JHNEBP & Searching the Literature Combo Course. Continuing professional development (7 hours). Johns Hopkins Nursing.

2021 Faculty Professional Role Development: Scholarship of Discovery (3.2 hours) & Scholarship of Teaching (2.9 hours). Continuing professional development. Sigma Theta Tau International.

2021 Taking Aim Series: National Study on Civility and Incivility in Nursing Education: Strategies to Build Cultures of Connection and Belonging. Webinar. National League for Nursing.

2021 54th Annual Communicating Nursing Research Conference. Virtual conference attendee. Western Institute of Nursing.

2021 State of Rural Health. Regis University. Webinar.

2021 Introduction to Incident Command System & An Introduction to the National Incident Management System. Online training. FEMA.

2020 De Groot Critically Reflective Diagnoses Protocol. Virtual research team training with protocol founder Esther De Groot, PhD.

2019 UA Ideation Lab: Faculty Session. Hosted by The Purpose Institute. Tucson, AZ.

2018 Advancing Faculty Careers Professional Development Series: Women in Academia, Making the Most Out of Faculty Mentoring, Combatting Imposter Syndrome. UA Office of the Provost. Tucson, AZ.

2014 25th Native Research Network Conference. Attendee. Phoenix, AZ.

2014 Native American Research & Training Center Winter Institute. Attendee. Tucson, AZ.

2014 Indigenous Mapping Workshop. Attendee. Google Earth Outreach. Tucson, AZ.

**Honors and
Awards:**

2013 American Indian Research Centers for Health Conference.
Attendee. Phoenix, AZ.

2012 Roundtable for Tribal & Indian Health Service "Cancer Care
Pathways". Attendee. Inter-Tribal Council of Arizona. Phoenix, AZ.

2023-2024, Competitive Acceptance into the National League for
Nursing/Walden University Leadership Academy (Social Determinants of
Health & Social Change)

2022, Invited to serve as an inaugural Online Teaching Faculty Coach
[declined due to workload constraints], UNC Center for the Enhancement
of Teaching & Learning

2016, Outstanding Dissertation Award, University of Arizona

2016, Outstanding Advanced Degree Award, University of Arizona

2015, Evers Dissertation Award (research funding), Hodnette
Scholarship Endowment & Nancy K. Tempkin Memorial Scholarship,
University of Arizona

2014, Hostetter Nursing Scholarship, University of Arizona

2013, O'Connell Nursing Scholarship, University of Arizona

2012, Recognition of Nurse Preceptor Excellence, University of Arizona
Medical Center

2007, Employee of the Month, Whiteriver Indian Hospital

2004, Gallagher Family Academic Scholarship, Regis University

2000-2003, Board of Trustees Academic Scholarship, Regis University