

2477 Sharon Oaks Dr.
Menlo Park, California, 94025
Mobile: (847) 772-9552
E-Mail: dbeattydnp@gmail.com

DALE E. BEATTY, DNP, RN, NEA-BC, CARITAS COACH®, FADLN, FAONL, FAAN

EDUCATIONAL HISTORY

DOCTOR OF NURSING PRACTICE

University of Illinois, Chicago, IL

MASTER OF SCIENCE IN NURSING WITH DISTISTION

DePaul University, Chicago, IL

BACHELOR OF SCIENCE IN NURSING

Ohio Wesleyan University, Delaware, OH

CERTIFICATIONS

- American Nurse Credentialing Center (ANCC), Nurse Executive Advanced-Board Certified (NEA-BC). (2010-2030).
- Watson's Caring Science Institute: Caritas Coach® (2019).

PROFESSIONAL BACKGROUND

January 2017-Present

STANFORD HEALTH CARE, Palo Alto, CA

January 2021-Present

Chief Nurse Executive & Senior Vice President of Patient Care Services

Stanford Health Care is a premier four-time Magnet-designated world-class academic health care system. Responsible for nursing practice, education, and research. Stanford Health Care seeks to provide patients with the very best in diagnosis and treatment, with outstanding quality, compassion, and coordination. With an unmatched track record of scientific discovery, technological innovation, and translational medicine, Stanford Medicine physicians are pioneering leading-edge therapies today that will change the way health care is delivered tomorrow. As part of our spirit of discovery, we also leverage our deep relationships with luminary Silicon Valley companies to develop new ways to deliver preeminent patient care.

Selected Accomplishments:

- *ANCC Magnet Designated 4-times. Advancing to our 5th Magnet.*
- *Sigma - Stanford Alpha Alpha Lambda Chapter 1st Practice Setting Chapter in the world with 400 plus members. 2023 Sigma Chapter Award Winner.*
- *Nursing Workforce: 2023 RN Vacancy (-)11%, RN Turnover is 7.1%, Agency Travelers 4%.*
- *Practice Integration of Dr. Jean Watton's Caring Science / Stanford Affiliation:*
 - Advanced Professional Practice Model Grounded in Watson Caring Science (2017).
 - Stanford has developed 270 Caring Science Integration Projects. (2017-2023)
 - Stanford Caring Science Integration Plan. (2021-2023).
 - Stanford created an interprofessional certificate program with the Watson Caring Science Institute introducing participants to Watson Caring Science theory and translations into practice. (4 Cohorts) (2021).
 - Stanford receives the Watson Caring Science Distinguished Affiliate Designation from the Watson Caring Science Institute. (2021).
 - Developed New Covid Inpatient Models of Care focusing on navigating the covid-19 pandemic by caring for our health care workforce and published this work.
 - Partnered with Qualtrics to incorporate Dr. Jean Watson's Caring Science questions to their patient satisfaction measurement tools. Top quartile performance in patient satisfaction. (2022).
 - ANCC Nursing Continuing Professional Development Premier Award for Watson Caring Science Integration into nursing practice. 2022 & 2024.
 - Co-Chaired and Developed a Stanford Violence in the Workplace and Mistreatment Committee based on an enterprise-wide white paper addressing 6 areas of focus. Presented our work nationally at the American Hospital Association's American Society for Healthcare Risk Management annual meeting. (2022).
- *Diversity / Equity / Inclusion & Health Equity.*
 - Co-Chair for the Stanford Medicine's Diversity, Equity/ Inclusions Organizational Alignment Committee. (2021-Present)
 - CO-Chair of Stanford Medicine's Health Equity Governance Committee. (2022-Present).

- Executive Sponsor for the Stanford's LatinX Employee Resource Group. (2019-Present).
- Co-Chair of the Stanford Medicines COVID 19 Vaccination Program with a health equity focus. (2020-2022).
- Executive sponsored a Human Centered Design program in partnership with Aspen Labs to align our purpose and people. Stanford programs focus on our Black employee as a priority in our quest to accelerate equity and inclusion. Dr. Sheldon Fields, PhD, RN, CRNP, FNP-BC, AACRN, FNAP, FAAN participated in our program. Dr. Fields is President-Elect for the National Black Nurses Association. Stanford's work was presented at the ANCC Annual Conference in 2022.
- Active member of the National Black Nurses Association. Stanford sponsored a team of twenty to attend and participate at the 2022 and 2023 Annual Meeting and presented our efforts on Health Equity.
- Stanford Black Nurses Association Chapter was chartered and established in concert with the National Black Nurses Association in 2021.
- *Academic Partnerships.*
 - Magnet4Europe – University of Pennsylvania. Twinning partner is Uppsala University. A three-year collaborative to advance nursing in Europe by leverage the ANCC Magnet Program. (2020-Present).
 - Stanford's International nurse learning exchange and partnership program in Australia, China, Korea, Netherlands, Philippines, and Sweden. (2017-Present).
 - Member of External Nursing Advisory Board for San Jose State University, University of San Francisco, University of California-San Francisco, and the University of Illinois-Chicago. (2017-Present).

May 2017 – January 2021

Vice President & Chief Nursing Officer

Selected Accomplishments:

- *Practice Integration of Dr. Jean Watson's Caring Science / Stanford Affiliation:*
 - Advanced Stanford's Professional Practice Model grounded in Watson Caring Science (2017).
 - Developed a Stanford Caritas Coach® educational video on Caring Science Micro-practices that is showcased on the Watson Caring Science Institute (WCSI) website. This video has been viewed globally.
 - Recruited an Executive Director for the Center for Professional Development and Watson Caring Science. Her PhD concentrated on Watson's Caring Science. She

is board certified as a holistic nurse by the AHNCC. She is a member of the board of directors for the International Association for Caring Science. (2018).

- Stanford has developed 33 Caring Science Integration Projects. (2017-2023)
- Stanford Caring Science Integration Plan. (2018-2020).
- Partnered with Press Ganey to incorporate Dr. Jean Watson's Caring Science questions to their patient satisfaction measurement tools. Top quartile performance in patient satisfaction. (2020).
- Transition Planning and Activation of a 2.2-billion-dollar Stanford Hospital with 850,000 square feet. 1,400 inpatient nurses recruited and educated to their new care models based on Watson Caring Science. (2019).
- Certified as a Dr. Jean Watson Caring Science Caritas Coach. (2019).
- *Keynote speaker at the 29th Sigma Theta Tau's International Research Congress, Melbourne, Australia. 2018.*

2019- Present

UNIVERSITY OF CALIFORNIA SAN FRANCISCO, SCHOOL OF NURSING. San Francisco, California
Clinical Instructor

2014 – 2017

UNIVERSITY OF ILLINOIS HOSPITAL & HEALTH SCIENCES SYSTEMS, Chicago, IL
Chief Nursing Officer, Vice President of Patient Care Services

University of Illinois Hospital & Health Sciences System comprises several facilities that give you access to different levels of care. These include a 495-bed state hospital, outpatient clinic, immediate care clinic, and 11 Mile Square Health Centers, including locations In-Back of the Yards, Cicero, Englewood, Near West, and South Shore. As a leader in Patient Care, research, and education, UI Health is committed to making positive and lasting differences in health science and people's lives. Responsible for Critical Care, Medicine and Psych, Women's and Children's, Emergency Department, Perioperative Services, Professional Practice, APRN, Case Management, Social Work, and Operations, including bed control, staffing, etc. Direct reports include four ACNOs and four Directors.

Selected Accomplishments:

- *Practice Integration / Dr. Jean Watson's Caring Science:*
 - Professional Practice Model Grounded in Watson Caring Science (2014).
 - Implemented Shared Leadership to support the professional nursing practice model. (2014).

- American Medical-Surgical Nursing PRISM Award for excellence in Medical Surgical Nursing. 1st designation in Illinois. (2015).
- *Diversity / Equity / Inclusion & Health Equity.*
 - Participated in a health equity study that examined health equity issues as a barrier to discharge. Dr. Jerry Krishnan was the principal investigator. Food insecurity and lack of transportation at discharge were identified as significant barriers. We improved our discharge performance by 15% by addressing these two social determinates of health. (2015-2017).
 - Participated in an International Study between the University of Illinois and MS Ramaiah Institute in Bangalore, India that examined health disparities in related to cardiovascular events. Presented "Advancing Nursing Practice Models in the United States," MS Ramaiah Institute of Nursing Education & Research, Bangalore, India. (2016).
- *Global Advisory Panel on the Future of Nursing (GAPFON) and Global Health. North American Representative. (2014-2017).*
- *Academic Partnerships.*
 - Hosted and International nurse learning exchange and summit program in the Netherlands. (2014-2017).
 - Member of External Nursing Advisory Board DePaul University School of Nursing and the University of Illinois-Chicago. (2014-2017) and (2017-Present).

2014 – 2017

UNIVERSITY OF ILLINOS-CHICAGO, COLLEGE OF NURSING, Chicago, Illinois

Adjunct Instructor

May 2013 – 2014

SHARP HEALTHCARE - SHARP GROSSMONT HOSPITAL, San Diego, CA

Chief Nursing Officer & Vice President, Patient Care Services

Sharp Grossmont Hospital is the largest hospital in East San Diego, serving communities such as La Mesa, El Cajon, and Santee. With 540 beds, the hospital is the region's largest not-for-profit, full-service, acute-care hospital. Sharp Grossmont Hospital is nationally recognized as a Magnet-designated hospital for patient care and nursing practices. Sharp Grossmont is part of the Sharp Healthcare System which was a recipient of the Malcolm Baldrige National Quality Award in 2007. The role includes nursing operations and professional development related to nursing and delivering patient care services across the organization.

Selected Accomplishments:

- *Practice Integration and Advancements:*
 - ANCC Magnet Designated
 - Implemented Shared Leadership to support the professional practice model.
 - ANCC Interim Monitoring Report – submitted July 2013.
 - Developed new practice, education, and research models. CNS and nurse educators were deployed as subject matter experts to drive clinical improvements.
 - Malcolm Baldrige site visit October 2013.
 - Sharp Corporate Electronic Health Record Steering Committee. (2013-2014).

2005 – 2013**NORTHWEST COMMUNITY HEALTHCARE (NCH), Arlington Heights, IL (2005-2013)*****Executive Vice President of Hospital Operations/Chief Nursing Officer (2010 – 2013)***

NCH is a world-class comprehensive community hospital with 496 licensed beds, 340,000 outpatients, home health care services, and physician office locations. NCH ranked 8th in Illinois by US News and World Report as Best Hospital. The role includes all hospital operations, including inpatient services, professional services, selected service lines, support, and facilities/construction. In addition, I managed 12 direct reports, including Vice President for Patient Care, Vice President for Professional Services, and Vice President for Facilities and Construction: 2,040 FTEs.

Vice President of Patient Care Services and Chief Nursing Officer (2005 – 2010)

Role included all Inpatient Services, Surgical Services, Emergency Services, Case Management, Home Care Services, Day Surgery Center, Nursing Education, Women's and Children's Service Lines, and Pharmacy and Ancillary Departments. Twenty-two direct reports and 1,467 total FTEs.

Selected Accomplishments:

- *Practice Integration of Dr. Jean Watson's Caring Science:*
 - Advanced Professional Practice Model grounded in Watson Caring Science (2005-2012).
 - ANCC Magnet Designated in 2006 and 2010.
 - Exceeded Magnet and all hospital benchmarks for RN staff job satisfaction/enjoyment per NDNQI. (Top quartile performance in all indicators).

- Spearheaded a state-wide *Magnet Consortium*. This group of CNOs and Magnet Directors met to collaborate and mentor one another towards achieving Magnet status. As a result- Illinois had 41 Magnet hospitals. The highest number in the country at the time. (2007-2012).
- New Hospital Inpatient 8 story tower was opened. \$300 million dollar capital project with significant transition planning and activation efforts.
- Clinical redesign efforts that improved patient satisfaction from the 35th percentile to the 88th percentile.
- Deployment of an electronic health record to improve clinical documentation and gain clinical efficiencies.
- Achieved organizational certification for the Primary Stroke Program and Palliative Care program (1st in Illinois) through collaboration with medical and nursing staff.
- *Policy;*
 - State of Illinois Nurse Practice Act. Taskforce Committee Member. (2006 – 2007).
 - Metropolitan Chicago Healthcare Council. Co-Chair of the Workforce Taskforce and Clinical / Mental Health Taskforce. Addressed policy issues impact the workforce and the wellbeing of the community. (2006-2012).
 - Illinois Healthcare Action Coalition Committee – Future of Nursing; Policy, Regulations, and Practice. (2007 – 2012).
 - Developed a Nursing Research Fellowship Program which promoted evidenced based practice and engaged staff nurses in research. As part of this program, our nursing organizations participated in a national study on continued competence led by the National Council of State Boards of Nursing. This study provided insight into nursing competence and influenced on national policy. The Nursing Research Fellowship Program has been disseminated nationally to assist other institutions in establishing similar programs. (2008-2010).
- *Academic Partnerships.*
 - Academic partnerships with the University of Illinois-Chicago College of Nursing, Chicago, Illinois, and Harper College, Palatine, Illinois.
 - International nurse learning exchange and partnership program Netherlands. (2009-2013).

2001 – 2005

ST. FRANCIS HOSPITAL AND HEALTH CENTER, Blue Island, IL

Vice President of Patient Care Services and Chief Nursing Executive

St. Francis Hospital and Health Center is a faith-based 350-bed community hospital and part of SSM Healthcare, a Catholic healthcare system with 20 hospitals, more than 24,000 employees, 5,000 physicians, and 5,000 volunteers. Managed 19 direct reports and 760 FTEs. Responsible for operations and nursing practice for all inpatient services, surgical services, emergency departments, Interventional cardiology, Cath Lab, and the Education dept, as well as select service lines and supporting services.

Selected Accomplishments:

- *Practice and Quality Integration:*
 - Malcolm Baldrige National Quality Award – 1st Healthcare System in the country.

1995 – 2001

Northwestern Memorial Hospital

Director of Critical Care and Emergency / Trauma Services

ADDITIONAL LEADERSHIP POSITIONS

- *Association of California Nurse Leader; Board of Directors (2019-2025). President 2023.*
 - Board Liaison for the Communication and Voice Committee (2020-2022.)*
 - Finance Committee Member (2020-2023).*
 - Nominations Committee Board Liaison (2024).*
- Symplr Executive Customer Council (2023-present).
- Laudio Strategic Advisory Committee (2021-present).
- California Hospital Association's Chief Nursing Officer Advisory Committee (2017-present).
- Joint Commission Hospital Advisory Council (November 2020-present).
- University of California San Francisco Nursing Advisory Board. (2017-Present).
- University of San Francisco Nursing Advisory Board. (2007-Present).
- Press Ganey Chief Nurses Advisory Committee Member (2018 – Present).
- Beryl Institutes Chief Nurses Advisory Committee Member (2018 – Present).

- Stanford Health Care's Risk Authority Board of Directors Member (2017 – Present).
- JourneyCare Board of Directors (Hospice and Palliative Care not for profit healthcare organization). (2006-2013, 2016 – 2020).
- University of Illinois College of Nursing – External Advisory Board (2014 – Present).
- DePaul University College of Nursing – Advisory Board (2016 – 2017).
- UIC Host Committee, Power of Nursing Leadership, University of Illinois. (2006 – 2017).
- *Global Advisory Panel on the Future of Nursing (GAPFON) and Global Health (2014-2017).*
- Clinical Leadership Advisory Board, Medline Industries, Inc. (2015 – 2017).
- AONE Nominating Committee, (2011 – 2013).
- Board of Directors, Hospice of Northern Illinois (2006 – 2013).
- *Illinois Organization for Nurse Executives; Board of Directors (2009 – 2012). President 2011.*
- Board of Directors, Illinois Coalition for Nursing Resources (2009 – 2011).
- Joint Commission's Accreditation Appeals Panel (2008 – 2011).
- Advisory Board, Nursing Spectrum, a Gannett Company (2006 – 2012).
- Advisory Board, McKesson Clinical (2006 – 2009).
- Task Force Member, State of Illinois Nurse Practice Act (2006 – 2007).
- Metropolitan Chicago Healthcare Council: (2006-2012)
 - Co-Chair, Workforce Taskforce.
 - Member, Nursing Subcommittee, Mental Health Subcommittee and Clinical Oversight Committee.
- Illinois – Healthcare Action Coalition Committee – Future of Nursing (2007 – 2012).
- Illinois Team: Workforce Development. (2006-2008).
- ANCC Magnet Designation Appeals Panel (2010).

PROFESSIONAL MEMBERSHIPS

- American Academy of Nursing (AAN).
- National Black Nurses Association (NBNA).
- Association of California Nurse Leaders (ACNL).
- American Organization of Nursing Leaders (AONL).

- Sigma, Sigma Theta Tau International, Honor Society for Nursing.
- Philippines Nurses Association Northern California (PNANC). Honorary Member.
- American Colleague of Healthcare Executives (ACHE).
- American Nurses Association (ANA).

SELECTED WRITTEN WORK

- Lewis, C. L., Yan, A., Williams, M. Y., Apen, L. V., Crawford, C. L., Morse, L., . . . Beatty, D. (2023). *Health equity: A concept analysis* Elsevier BV. doi:10.1016/j.outlook.2023.102032
- Mahoney, Megan, MD, Beatty, Dale, DNP, RN, NEA-BC, Kuriakose, Clair, MBA, PA-C, Anen, Trish, MBA, RN, NEA-BC, and Hartsell, Zachary, DHA, PA-C. The Key Role of Advanced Practice Providers in Today's New Normal. *Physician Leadership Journal*. 2021; 4.
- Karen Frush, BSN, MD, Grace Lee, MD, MPH, Samuel H. Wald, MD, MBA, Mary Hawn, MD, MPH, Catherine Krna, MBA, Marisa Holubar, MD, MS, Dale Beatty, DNP, RN, Amanda Chawla, CMRP, MHA, FACHE, Benjamin A. Pinsky, MD, Ph.D., Lisa Schilling, RN, MPH & et al. Navigating the covid-19 pandemic by caring for our health care workforce as they care for our patients. *NEJM Catalyst*. 2021;2(1). <https://doi.org/10.1056/CAT.20.0378>. doi: 10.1056/CAT.20.0378.
- Dyrbye LN, West CP, Leep Hunderfund A, Johnson P, Cipriano P, Peterson C, Beatty D, Major-Elechi B, Shanafelt T. Relationship Between Burnout and Professional Behaviors and Beliefs Among US Nurses. *J Occup Environ Med*. 2020 Nov;62(11):959-964. doi: 10.1097/JOM.0000000000002014. PMID: 32868601.
- Dyrbye L, West C, Johnson P, Cipriano P, Peterson C, Beatty D, Major-Elechi B, Shanafelt T. Original Research: An Investigation of Career Choice Regret Among American Nurses. *Am J Nurs*. 2020 Apr;120(4):24-33. doi: 10.1097/01.NAJ.0000660020.17156.ae. PMID: 32218044.
- Dyrbye, L. N., West CP, Johnson PO, Cipriano PF, Beatty DE, Peterson C, Major-Elechi B, Shanafelt T. Burnout and Satisfaction with Work-Life Integration Among Nurses. *J Occup Environ Med*. 2019 Aug;61(8):689-698. doi: 10.1097/JOM.0000000000001637. PMID: 31348422.

- Turkel, M., PhD, RN, Ferket, K, MSN, RN, Reidinger, G. MSN, RN, and Beatty, D.E., MSN, RN. "Building a Nursing Research Fellowship in a Community Hospital." Nursing Economics, Vol. 21, Number 1, January/February 2008.

SPEAKING ENGAGEMENTS

- Beatty, D. E, DNP, RN, NEA-BC, FADLN, FAONL, FAAN, "Reflections on the Significance of Caring to Drive Personal and Professional Positive Change', Enhancing Quality, Empowering with Technology, Integrating Innovation, Embracing the Future Together Conference", The First Affiliated Hospital, Zhejiang University School of Medicine (FAHZU), Hangzhou, China, November 21, 2024.
- Beatty, D. E, DNP, RN, NEA-BC, FADLN, FAONL, FAAN, "Leading Professionalism in Stanford Nursing", 2024 Professionalism @Stanford Medicine. Stanford, California, October 21, 2024.
- Beatty, D. E, DNP, RN, NEA-BC, FADLN, FAONL, FAAN, "Reflections on the Significance of Caring to Drive Personal and Professional Positive Change", 2024 Vizient Connections Summit. Las Vegas, Nevada, September 18, 2024.
- Beatty, D. E, DNP, RN, NEA-BC, FAONL, FAAN, "Deep Integration of Caring Science; Care for Yourself and Others", The Philippine Nurses Association of Northern California, Inc, May 24, 2024.
- Beatty, D. E, DNP, RN, NEA-BC, FAONL, FAAN, Sjodin, Marie, MSN, "Uppsala University Hospital and Stanford Health Care; Sustaining Partnership", Magnet4Europe Celebration Conference 2024, Leuven, Belgium, April 25, 2024.
- Beatty, D. E, DNP, RN, NEA-BC, FAONL, FAAN, Sjodin, Marie, MSN, "Uppsala and Stanford – Together We Can Achieve Great Things; Learning and Celebrating our Nursing Achievement", Magnet4Europe Celebration Conference 2024, Leuven, Belgium, April 24, 2024.
- Beatty, D. E, DNP, RN, NEA-BC, FAAN, Bradley, Kathleen, DNP, RN, NEA-BC, " Driving Global Impact: Lessons Learned from Sigma's First Practice Only Chapter", Sigma's 47th Biennial Convention, San Antonio, Texas, November 11. 2023.

- Beatty, D. E, DNP, RN, NEA-BC, Williams, Michelle, Y., Ph.D., RN, "Banishing the Elephant in the Healthcare Room: 21st Century Health Equity Models, Infrastructure, Strategies, and Tactics", National Black Nurses Association's 51st Institute and Conference, Atlanta, Georgia, August 5, 2023.
- Beatty, D. E, DNP, RN, NEA-BC, Borgueta, Elizabeth, MSN, RN, NEA-BC, CCRN, SCRNP, "Hit the Ground Running- How to Invest in the Future of Nursing Leadership", Sigma's 34th International Nursing Research Congress, Abu Dhabi, July 20, 2023.
- Beatty, D. E, DNP, RN, NEA-BC, Sjodin, Marie, RN, "Creating Professional Pride through Magnet4Europe", Magnet4Europe Improving Mental Health and Wellbeing in the Health Care Workplace, Oslo, Norway, May 31, 2023.
- Beatty, D. E, DNP, RN, NEA-BC, "A Culture of Excellence; Stanford's Magnet Recognition Program through Transformational Leadership", Uppsala University National Collaborative Conference; Exchange Leadership for Patient Care, Uppsala, Sweden, May 29, 2023.
- Beatty, D. E, DNP, RN, NEA-BC, Borgueta, Elizabeth, MSN, RN, NEA-BC, CCRN-K, SCRNP, Hernandez, Grissel, PhD, MPH, RN, HNB-BC, NPD-BC, SGAHN, , Mary E. Lough PhD, RN, CCNS, FCCM, FAHA, FCNS, FAAN, "Creating Professional Pride through Magnet4Europe", Uppsala University Hospital, Uppsala, Sweden, May 26, 2023.
- Beatty, D. E, DNP, RN, NEA-BC, "Stanford's Efforts and Outcome – Quality and Workforce Strategies", Uppsala University Hospital, Uppsala, Sweden, May 25, 2023.
- Beatty, D. E, DNP, RN, NEA-BC, Fitzsimmons, Jane, MSN, RN, Williams, Ena, Ph.D., MBA, RN, CENP, Love, Tiffany, Ph.D., APRN, FACHE, GNP, Berry, LaNice, MSN, RN, NEA-BC, "DEI in Nursing Leadership: Moving from Conversation to Action – Keynote Session", AONL 2023 Annual Conference, Anaheim, California, May 2, 2023.
- Beatty, D. E., DNP, RN, NEA-BC, Entwistle, David, MSHA, BS, "Reigniting the Spark...Through Reflection, Healing, and Looking forward", Stanford Health Care Annual Shared Leadership Conference, San Jose, California, December 6, 2022.
- Beatty, D. E, DNP, RN, NEA-BC, Yosef, Abdel Raheem, PhD, RN, CNE, Hudson-Covolo, Jeffery, DNP, RN, NEA-BC, FACHE, D'Alfonso, Jim, DNP, RN, NEA-BC, FAAN, Girard, Anita, DNP, RN, NEA-BC, Weirich, Brian, DHA, MHA, RN, CENP, "Leading Innovation Through Change", 7th Annual Unitek Learning Conference, Bakersfield, California, September 30, 2022.

- Beatty, D. E., DNP, RN, NEA-BC, Weinacker, Ann, MD, Zeimba, Elaine, MBA, JD, “A Proven Enterprise Approach to Address Workplace Violence”, American Hospital Association’s ASHRM Conference 2022, Boston, Mass., September 12, 2022.
- Beatty, D. E., DNP, RN, NEA-BC, Drenkard, Karen, PhD, RN, FAAN, “Caring Science-Application in Practice”, August 10, 2022.
- Beatty, D. E., DNP, RN, NEA-BC, Sheehan, Deb “Health Care Insights”, Health Care Strategy DPR Construction, Bolder, Colorado, August 4, 2022.
- Beatty, D. E., DNP, RN, NEA-BC, “The Power of Nursing Leadership”, Quintessential Care Conference at California State University, Sacramento, California, June 24, 2022.
- Beatty, D. E., DNP, RN, NEA-BC, Marsh, Toby, MSN, RN, Carias-Sugay, DNP, RN, NEA-BC, Long, Kimberly, DHA, MSN, FNP, RN, FACHE, Moreno, Janette, DNP, RN, NEA-BC- NPD-BC, “Essence of Leadership”, Association of California Nurse Leaders, Sacramento, California, May 20, 2022.
- Beatty, D. E., DNP, RN, NEA-BC, Sjodin, Marie, MSN, RN, “USA’s Stanford Health Care and Sweden’s Uppsala University – Our Twinning Experiences”, Magnet4Europe Collaborative”, Cork, Ireland, May 19, 2022.
- Beatty, D. E., DNP, RN, NEA-BC, “Sustaining Effective and Relevant Management Styles for the Future”. Philippine Nurses Association of Northern California 60th Anniversary Conference. San Mateo, California, October 29th, 2021.
- Beatty, D. E., DNP, RN, NEA-BC, Floros, CJ, Solazzo, Mark, Pratt, Nancy, RN, Gross, Daniel, PhD, RN. “Maximizing Organizational Performance in the Covid Era. May 6, 2021.
- Beatty, D. E., DNP, RN, NEA-BC, Kariakose, MBA, PA-C, Anen, Trish, MBA, RN, NEA-BC, Noecker, Amy, M. Ed, “The Essential Role of Advanced Practice Providers in Today’s New Normal – the Stanford Story”, American College of Healthcare Executives, Chicago, Illinois, March 24, 2021.
- Beatty, D. E., DNP, RN, NEA-BC, Kathy Ferket, MSN, APN-BC, Debra McElroy, MPH, RN. “Leading Models of Care to Effectively Manage Chronic, Complex Patient Populations”, 2020 Vizient Nursing Leadership Series. Irving Texas, November 19, 2020.
- Beatty, D.E., DNP, RN, NEA-BC, Patricia Benner, PhD, RN, FAAN, FRCN, KT Waxman, DNP, MBA, RN, FAONL, FAAN, Jim D’Alfonso, DNO, RN, PhD(h), NEA-BC, FNAP, Sharon Goldfard, DNP, RN, FNP-BC, Garrett Chan, PhD, RN, APRN, FAEN, FPCN, FCNS,

Anitra Williams, DNP, RN, HACP, CCRN. "Education Evolution, Transforming the New Normal; Executive Panelist from Academia and Practice", 2020 Uniteck Academic Virtual Conference. California, November 6, 2020.

- Beatty, D.E., DNP, RN, NEA-BC, Morton, Debra, DNP(c), RN, Strauman, Karen, DNP(c), RN, Bearden, Amy, MSN, RN, "CNEs as Caritas Coaches: Integration of Caring Science in Professional Practice", 24th International Caritas Consortium; Bridging the Past with the Future". San Francisco, California, October 18, 2019.
- Beatty, D.E., DNP, RN, NEA-BC, Mansfield, Jerry, Ph.D. RN, NEA-BC, Wood, Niederhauser, Victoria, DrPH, RN, FAAN, Laura, J., DNP, RN, NEA-BC, "The Role of Nurse Executives in Patient Experience", Beryl Institute's Patient Experience Conference 2019, Dallas, Texas, April 4, 2019.
- Beatty, D.E., DNP, RN, NEA-BC, "Stanford Health Care, United States Health Care, and Advancing Nursing", Stanford Health Care and the University Medical Center of Groningen, Netherlands, International Joint Summit, Palo Alto, CA, February 25, 2019.
- Beatty, D.E., DNP, RN, NEA-BC, "Developing Leaders through Career Cartography", Stanford Health Care Leadership Summit, Redwood City, CA, February 23, 2019.
- Beatty, D.E., DNP, RN, NEA-BC, Girard, Anita, DNP, RN, NEA-BC, "Advancing Nursing through Caring Science", 2019 ACNL Annual Meeting, Pasadena, CA, February 3, 2019.
- Watson, Jean, PhD, RN, FAAN, Beatty, D. E., DNP, RN, NEA-BC, Browning, PhD, Robert, Oreo, Gisso, MSN, RN, RN-BC, "Caring Science and Heart Science: System Transformation from Within", 2018 ANCC Magnet Conference, Denver, CO, October 24, 2018.
- Beatty, D.E., DNP, RN, NEA-BC, "Developing Change Agents in an Ever-Evolving Health Care Delivery System", Association of California Nurse Leaders, El Camino Hospital, Mountain View, CA, September 19, 2018.
- Beatty, D.E., DNP, RN, NEA-BC, "Developing Change Agents in an Ever -Evolving Health Care Delivery System", 29th International Nursing Research Congress, Melbourne, Australia, July 20, 2018
- Beatty, D.E., DNP, RN, NEA-BC, "Developing Leaders through Career Cartography", Association of California Nurse Leaders, San Jose, CA, January 17, 2018.
- Beatty, D.E., DNP, RN, NEA-BC, "Shared Governance and Nursing Practice", V&VC: The Dutch Nurses Association, Utrecht, Holland, Netherlands, November 27, 2017.
- Beatty, D.E., DNP, RN, NEA-BC, "The CNO's role in Advancing the Nursing Profession", Reade Rehabilitation Hospitals, Amsterdam, Netherlands, November 27, 2017.

- Beatty, D.E., DNP, RN, NEA-BC, “Leadership and Culture – Advancing the Nursing Profession”, Nursing Advisory Board of the Netherlands, Utrecht, Holland, Netherlands, November 24, 2017.
- Beatty, D.E., DNP, RN, NEA-BC, “The CNO’s role in Advancing the Nursing Profession”, Erasmus University Medical Center, Rotterdam, Holland, Netherlands, November 23, 2017.
- Beatty, D.E., DNP, RN, NEA-BC, “The CNO’s role in Advancing the Nursing Profession”, Tergooi Hospital, Hilversum, North Holland, Netherlands, November 23, 2017.
- Minor, Loyd, MD, Trockel, Mickey, MD, and Beatty, D.E., DNP, RN, NEA-BC, “Compassion in Healthcare: Best Practices by Corporations, Clinicians, and Care Recipients”, Stanford University Contemplation by Design Program. Palo Alto, California, November 6, 2017.
- Beatty, D.E., DNP, RN, NEA-BC, “Leadership and Culture – Developing a Health Practice Environment”, Academy of Medical Surgical Nurses, Chicago, IL, May 10, 2017.
- Beatty, D.E., MSN, RN, NEA-BC, “Leadership and Culture – Developing a Health Practice Environment”, UIC College of Nursing: Preceptor Workshop, Chicago, IL, April 5, 2017.
- Beatty, D.E., MSN, RN, NEA-BC, “Advancing Nursing in the United States”, MS Ramaiah Institute of Nursing Education & Research, Bangalore, India, October 26, 2016.
- Beatty, D.E., MSN, RN, NEA-BC, “Leveraging Quality Framework to Develop a Health Practice Environment”, National Association of Indian Nurses of America. Elmhurst, IL, October 21, 2016.
- Beatty, D.E., MSN, RN, NEA-BC, “Leadership and Culture – Developing a Health Practice Environment”, American Assembly for Men in Nursing 41st Annual Conference, Miami, FL, September 23, 2016.
- Beatty, D.E., MSN, RN, NEA-BC, “Advancing the Role of the Professional Registered Nurse”, 2016 White Coat Ceremony, University of IL, College of Nursing, Chicago, IL, September 10, 2016.
- Beatty, D.E., MSN, RN, NEA-BC, “The Magnificent Journey to Nursing Excellence – The Role of the Nurse Practitioner in Academic Medical Centers”, University of Applied Sciences, Utrecht, Netherlands, Chicago, IL, June 6, 2016.
- Beatty, D.E., MSN, RN, NEA-BC, Willa Fields, RN, DNSc, FHIMSS, Ana-Maria Gallo, RN, PhD, Janet Hanley, RN, MSN, NEA-BC; Maryann Cone, RN, MSNRN, NEA-BC; Elaine Ignacio, RN, MSN, “Evaluation of a Centralized Electronic Bed Placement System for Patient Care Capacity Management”. HIMSS 2016 Annual Conference and Exhibition, Las Vegas, NV, February 29, 2016.

- Beatty, D.E., MSN, RN, NEA-BC, “Leadership and Culture – Role of Case Management; Where Are We?” American Case Management Association – Illinois Chapter/Rush University Medical Center Professional Building, Chicago, IL, January 19, 2016.
- Beatty, D.E., MSN, RN, NEA-BC, Doherty, Dan, & Berger, David H., MD, “Cornering the Market: How the Second Curve is affecting the Marketing and Sales Process”. 2015 Partners Summit, American Hospital Association, Chicago, IL, June 18, 2015.
- Beatty, D.E., MSN, RN, NEA-BC, “The Magnificent Journey to Nursing Excellence – The Role of the Nurse Practitioner in Academic Medical Centers”, Hanze University of Applied Sciences, Groningen, Netherlands, Oakbrook Terrace, IL, May 11, 2015.
- Beatty, D.E., MSN, RN, NEA-BC, “Men in Healthcare”. Resurrection University College of Nursing & College of Applied Health, Chicago, IL, April 11, 2015.
- Beatty, D.E., MSN, RN, NEA-BC, “The Magnificent Journey to Nursing Excellence – The Role of the Nurse Practitioner in Academic Medical Centers”. The University of Applied Sciences – Leiden, South Holland, Oakbrook Terrace, IL, March 30, 2015.
- Beatty, D.E., MSN, RN, NEA-BC, Bleasdale, Susan, MD & Zar, Fred, MD, “Ebola Virus Disease: The University of Illinois Hospital Preparation and Patient Care Treatment Guidelines”. University of Illinois Hospital and Health Sciences, Chicago, IL, December 3, 2014.
- Beatty, D.E., MSN, RN, NEA-BC, “The Magnificent Journey to Nursing Excellence; Structures, Process and Outcome”. University of Illinois Hospital and Health Sciences, Chicago, IL, September 17, 2014.
- Beatty, D.E., MSN, RN, NEA-BC, Black, Doug, Howard, Randolph, Jr & Hernandez, Manuel, M.D. “Peer Colloquium Panel; Strategic Perspectives on Healthcare: The Next Five Years”. CannonDesign, Chicago, IL, June 23, 2014.
- Beatty, D.E., MSN, RN, NEA-BC, “SCH Nurses Leading the Way”, Sharp HealthCare, Grossmont Hospital’s Nursing Excellence Awards, La, Mesa, California. May 8, 2014.
- Beatty, D.E., RN, MSN, NEA-BC, O’Keefe, MS, RN, NEA-BC & McCue, Patti, ScD, MSN, RN, NEA-BC; “From Magnet Excellence to Meaningful Use”. ANCC National Magnet Conference. Baltimore, MD, October 5, 2011.
- Beatty, D.E., RN, MSN, NEA-BC, Marjorie Maurer, RN, MSN, NEA-BC & Cathy Smithson. RN, MS. “Integrating the IOM Recommendations into the IONL Strategic Plan”. The Future of Nursing: IONL’s Call for Action. IONL Annual Meeting. Lisle, IL, September 16, 2011.
- Beatty, D.E., RN, MSN, NEA-BC, Gallagher, J.P., “Connecting with Leaders in Healthcare: Succession Planning”. Chicago Chapter - American College of Healthcare Executives. Chicago, IL, May 4, 2011.
- Beatty, D.E., MSN, RN, NEA-BC, “It’s all about the Team: A Case Study”. Nursing Spectrum Career Fair. Oakbrook, IL, April 19, 2011.

- Beatty, D.E., RN, MSN, NEA-BC, Marjorie Maurer, RN, MSN, NEA-BC & Cathy Smithson, RN, MS. "The IOM Report and IONL Initiatives: First Steps". IONL Mid-year Conference. Bloomington, IL, March 18, 2011.
- Beatty, D.E., RN, MSN, NEA-BC, Stroupe, IIDA, AAHID, Deborah Sheehan, EDAC, ACHE, LEED AP & Charles Stevenson, ACHA. "Optimizing Capital Investments by Developing Prototypes and Evaluating Simulations Prior to Construction". International Summit and Exhibition on Health Facilities Planning, Design and Construction (PDC). Tampa, FL, March 13-16, 2011.
- Beatty, D.E., MSN, RN, NEA-BC. "Nursing Town Halls 2010- Profiles of Nursing Excellence". Arlington Heights, IL, February 22, 24, 25, 28, 2011.
- Beatty, D.E., RN, MSN, NEA-BC; Campbell, G, MSN, RN, Phillips, R, RN, MSN, CNAAB-BC, Galuska, L, RN, MSN, NEA-BC, Admaek, S, RN-BC, MS, CNAAB, FACHE; "Solutions to Patient Ratios – Experience of Connecticut, IL, Nevada, Ohio and Washington State". AONE Chapter Leaders and Affiliates Meeting. December 2, 2010.
- Beatty, D.E., RN, MSN, NEA-BC, Barnes, Karen, MSN, RN; Grossi, Kathy, RN, Gukenberger, PhD, RN, Moran, Carmella, PhD, RN; "Tri-Council Consensus and the IOM Future of Nursing Report – Implication for Nursing Practice and Education". Illinois Coalition for Nursing Resources Membership Meeting. Naperville and Springfield, IL, November 5, 2010.
- Beatty, D.E., RN, MSN, NEA-BC, Stroupe, IIDA, AAHID, and Deborah Sheehan, EDAC, ACHE, LEED AP, "Optimizing Capital Investments in Health Facilities through Prototype Development & Simulation Evaluations Prior to Implementation". 3rd World Medical Tourism and Global Healthcare Congress – Sustainable Healthcare Conference. Los Angeles, CA, September 24, 2010.
- Beatty, D. E., MSN, RN & Weintraub, B., RN, MSN, MPH, APN, CEN, FAEN, "Creating Consensus Toward Optimal Flow; The Experience of Northwest Community Hospital". BestPractices Leaders in Emergency Medicine; BestPractices to Transform Your Emergency Department Conference. Chicago, IL, June 11, 2010.
- Beatty, D. E., MSN, RN, and Deborah Sheehan, EDAC, ACHE, LEED AP, "Best Practice Presentation Northwest Community Hospital Renaissance Project: Patient Care Addition". American Institute of Architects-Chicago and AIA Chicago's Healthcare Knowledge Community, Chicago, IL, May 24, 2010.
- Beatty, D. E., MSN, RN. "Addressing the External Environment and the Impact on Nursing – Alignment, Strategies & Partnerships." Illinois Emergency Nurses Association 36th Spring Symposium 2010, Skokie, IL, May 6, 2010.
- Beatty, D. E., MSN, RN, Deborah Sheehan, EDAC, ACHE & K. Doyle, EDAC, "Repositioning Care Models in Aged Patient Unit." American College of Healthcare Executives (ACHE) 2010 Congress on Healthcare Leadership, Chicago, IL, March 22-25, 2010.

- Beatty, D.E., MSN, RN, K. Doyle, J. Stroupe, IIDA, AAHID, and Deborah Sheehan, EDAC, ACHE, LEED AP, “Adapting Aged Health Facilities to Meet Today’s Demands”. 2010 International Summit & Exhibition on Health Facility Planning, Design, and Construction. American Society for Healthcare Engineering of the American Hospital Association (ASHCE). San Diego, California. March 14-17, 2010.
- Beatty, D. E., MSN, RN, Jamie O’Malley, RN, MS, Kathy Mikos, DNP, RN & Deborah Davisson, MSN, MBA, NEA-BC, “CNO’s Key Strategies: Creating a Sustainable Pressure Ulcer Program; What Has Worked and What Has Not”. MEDLINE: Prevention Above All. Oak Brook, IL, January 27, 2010.
- Beatty, D. E., MSN, RN & Vicky Goeddeke, MS, RN, CEN, CPEN, “The Magnet Journey: A Case Study of Northwest Community Hospital”. Healthcare Council of Netherlands. Allerton Hotel, Chicago, IL, November 1 & 3, 2009.
- Beatty, D. E., MSN, RN & Weintraub, B., RN, MSN, MPH, APN, CEN, FAEN, “Northwest Community Hospital - Our Flow Transformation, Our Bed Huddle, and Our Senior Management’s Perspective”. HANYS Quality Institute Echo Collaborative: Emergency Care and Hospital Operations. Chicago, IL, July 15, 2009.
- Beatty, D. E., MSN, RN & Weintraub, B., RN, MSN, MPH, APN, CEN, FAEN, “Northwest Community Hospital - Our Flow Transformation, Our Bed Huddle, and Our Senior Management’s Perspective”. Institute for Healthcare Improvement (IHI); Improving Flow Through Acute Care Settings Learning & Innovation Community, Detroit, MI, June 4, 2009.
- Beatty, D. E., MSN, RN, Bolton, B. B., DrPH, RN, FAAN, Murphy, J, RN, FACMI, FHIMSS, Comeau, E., MS, RN, FACHE, Navarro-Sirio, M. B., MBA, RN, Alexander, D. MSN, MBA, RN, and Ruflo, B, DNSc RN CCRN. “Innovation and Trends in Technology: Exploring the Nursing Workflow of the Future”. HiMSS 2009, Chicago, IL, April 5, 2009.
- Beatty, D. E., MSN, RN. “Alignment & Strategic Partnership: Addressing the Nursing Shortage.” 35th Annual Midwest Conference – AACN, Lincolnshire, IL, March 10, 2009.
- Beatty, D.E., MSN, RN. “Nursing Town Halls 2008- Profiles of Nursing Excellence”. Arlington Heights, IL, March 4-6, 2009.
- Beatty, D.E., MSN, RN, and K. Doyle, EDAC, J. Stroupe, IIDA, AAHID. “Beyond the New Patient Bed Tower – Creating a Campus-Wide Renaissance at Northwest Community Hospital.” Healthcare Design 2008. Washington DC, November 10, 2008.
- Beatty, D.E., MSN, RN. “Advocacy Value and Empower Your Professional Nurse Voice; Critical Communications: Legislative Voice”. Illinois Hospital Association. Naperville, IL, October 8, 2008.
- Beatty, D.E., MSN, RN. “The Joint Commission Resources Healthcare Executive Panel”. The Joint Commission. Oakbrook, IL, October 7, 2008.

- Beatty, D.E., MSN, RN, and Smith, Leighton, MD. "Improving Perinatal Care. Performance Improvement for Health Systems Strategies and Best Practices. The Leadership Institute. Washington, DC, September 3, 2008.
- Beatty, D.E., MSN, RN. and Crowther, B.K, MBA, Fruth, R, PhD, RN. "Succession Planning at the Top". Nursing Practice Symposium: Honoring the Past, Transforming the Future. The Joint Commission Resources. Oakbrook, IL, May 21, 2008.
- Beatty, D.E., MSN, RN. "The Joint Commission Resources Healthcare Executive Panel". The Joint Commission. Oakbrook, IL, April 18, 2008.
- Beatty, D.E., MSN, RN. "Nursing Town Halls 2007- Profiles of Nursing Excellence". Arlington Heights, IL, February 18-20, 2008.
- Beatty, D.E., MSN, RN, and Navarro, M.B., RN. "Leadership Competencies for Effecting Change – Designing Frameworks for Patient Safety". Chicago, IL, January 25, 2008.
- Beatty, D.E., MSN, RN, and K. Doyle, EDAC, J. Stroupe, IIDA, AAHID. "Case Study: Designing Universal Patient Units before Defining Your Patient Population." 20th Healthcare Facilities Symposium & Expo. Chicago, IL, October 3, 2007.
- Beatty, D.E., MSN, RN. "Case Study: Northwest Community Healthcare (NCH) – Framework for Patient Safety." Nursing Leadership Congress: Designing Frameworks for Patient Safety. Chicago, IL, September 26, 2007.
- Beatty, D.E., MSN, RN and D. Rodriguez, MSN, RN, E. Wojcieszak, MSN, RN, K. Reno, RN, MBA, PhD. "Nursing Leadership Succession Planning." Illinois Organization of Nursing Leaders (IONL) 2b. Oakbrook, IL, June 6, 2007.
- Beatty, D.E., MSN, RN. "On the Record with a Chief Nurse Executive." McKesson Broadcasting Company (MBC) – McKesson Annual Sales Meeting. Atlanta, GA, April 17, 2007.
- Beatty, D.E., MSN, RN. "Nursing Town Halls 2006 – Achieving Nursing Excellence", Arlington Heights, IL, February 11-16, 2007.
- Beatty, D.E., MSN, RN. "Get with the Flow." SSM Healthcare Showcase for Sharing. St. Louis, MO, October 2003.
- Beatty, D.E., MSN, RN and Gaynor, S., PhD. RN. "Building a hospital for the 21st Century." Nursing Management Congress, Phoenix, AZ, August 2000.

AWARDS / HONORS

- Inaugural Diversity, Equity, Inclusion, and Accessibility & Anti Racism Leadership Award at the 47th ACNL Annual Program. Association of California Nurse Leaders. Anaheim, California, February 2025.
- Fellow of the Academy of Diversity Leadership in Nursing by the American Black Nurses Association, San Francisco, California. August 2024.
- Certificate of Distinction and Honorary Member presented by The Executive Board and the Advisory Council of the Philippine Nurses Association of Northern California, May 24, 2024.
- ANCC Premier Award for Nursing Continuing Professional Development – Stanford Health Care – 2022 & 2024.
- Fellow in the American Organization for Nursing Leadership (FAONL) 2024. New Orleans, Louisiana. May 2023.
- Sigma International – Stanford Alpha Alpha Lambda Chapter Award 2023.
- Fellow in the American Academy of Nursing (FAAN). Washington DC, October 2023.
- US News & World Report's Top Twenty-two Hospital's Chief Nursing Officers 2023-24. (New scoring and non-ranking methodology by US New & World Report).
- Becker's Hospital Review Top Twenty-two Hospital's Chief Nursing Officers 2023-2024.
- US News & World Report's Top Ten Hospital's Chief Nursing Officers 2022-2023.
- Becker's Hospital Review Top 10 Hospital's Chief Nursing Officers 2022-2023.
- Becker's Hospital Review Top 15 Hospital's Chief Nursing Officers 2021-2022.
- 2021 Outstanding Alumni Achievement Award recipient at the University of Illinois Chicago College of Nursing.
- US News & World Report's Top 15 Hospital Chief Nursing Officers 2021-2022.
- Sigma Theta Tau International Honor Society of Nursing & the University of Illinois - Chicago College of Nursing – Alpha Lambda; Nursing Leadership Recognition Award for 2015.
- Recipient of the Veteran's Administrations Health Professional Scholarship Award.

ADDITIONAL EXPERIENCES THAT DEMONSTRATE IMPACT

Practice Impact:

- **Stanford's Dr. Jean Watson's Caring Science Practice Integration.**

Dr. Jean Watson's Caring Science has grounded and informed most of my career. Watson's Caring Science is the foundation of our Nursing Philosophy at Stanford. Stanford Nursing is recognized as a National Watson Caring Science Affiliate Hospital for exemplary leadership commitment and system-wide incorporation of Caring Science practices. Our Provider Unit has organizational oversight over numerous initiatives and activities that have defined the Stanford's Caring Science integration strategy over time through four key domains:

- *LEGACY/LEADERSHIP: Sustaining the healing environment culture of caring for staff, colleagues, patients and their families, and communities.*
- *EDUCATION: Evidence of Watson Caring Science theory, values, and philosophy in learning/teaching methodologies.*
- *PRAXIS: Exemplary practice of informed loving kindness using Watson Caring Science theory, values, morals, and philosophy.*
- *RESEARCH/INQUIRY: Participation in Clinical Caring Scholarship using Watson Caring Science theory and framework to guide scholarship and research.*

Highlights of my professional career were presenting our Caring Science advancements at Sigma's 29th International Research Congress in Melbourne, Australia. In addition, I have been privileged to present with Dr. Jean Watson at the 2018 ANCC Magnet Conference related to our work in Caring Science and the transformation within the Stanford Health Care's enterprise-wide culture. In a United States Clinician Well-Being Study conducted by the University of Pennsylvania, 90% of the professional nurses within my organization articulated that "A clear philosophy of patient-centered care/nursing pervades the clinical environment." Compared to other ANCC Magnet hospital professional nurses at 82% and 62% at non-Magnet hospitals. Stanford Nursing has received an exemplar for integrating caring science into practice from the ANCC Magnet Program.

- **Stanford's Dr. Jean Watson's Caring Science Caritas Coaches. (2017-Present)**

The Caritas Coach Education Program (CCEP) is a unique, six-month professional development program which incorporates interactive online instruction, virtual small group intensives and an assigned Caritas faculty coach. The program was designed to advance the philosophies, theories, and educational-clinical-research practices of Caring Science.

Stanford Nursing has twenty-six professional nurses. I am also certified as Watson Caring Science Caritas Coach. Caritas Coaches are leaders in restoring the heart in health care.

- **The Stanford Caritas Nurse / Caritas Partner Humanistic Care Certificate. (2021-Present).**

The Stanford Caritas Nurse / Caritas Partner Humanistic Care Certificate Program was established in 2021. In collaboration with the Watson Caring Science Institute (WCSI), Stanford created a unique, interprofessional certificate program introducing participants to Watson Caring Science theory and translations into practice. Ninety-eight nurses have completed Stanford's Caring Science Certificate Program.

- **Stanford's Integration of Watson Caring Science into our Patient Satisfaction Survey Tools and Caring Science Research. (2021-Present).**

Human Caring Questions have been incorporated into Stanford's Patient satisfaction surveys since 2019 with both Press Ganey and now Qualtrics. Our Center for Professional Development, Office of Research, and the Center for Evidence-Based Practice have collaborated with our Patient Experience Division to identify research opportunities in Watson Caring Science. We have submitted an IRB application for a nursing research study on the Patient Perception of Caring in the Hospital-A Retrospective Analysis.

- **ANCC Premier Award - ANCC Nursing Continuing Professional Development (NCPD) Accreditation Program. Strategic Watson Caring Science Integration at Stanford Health Care. 2022 & 2024.**

The theoretical framework for the Stanford Health Care (SHC) nursing philosophy and values aligns with the SHC Mission Statement, "To Care, To Educate, To Discover," and is inspired by the work of Jean Watson, Ph.D., RN, AHN-BC, FAAN. Jean Watson's Caring Science theory guides nursing practice as both a discipline and a profession, integrating the act of caring with science. In our journey, Stanford Nursing has been on a purposeful mission to intentionally weave Caring Science theory-guided practice principles into the organization's fabric. A deeper infusion of the theory and core concepts, such as the Ten Caritas Processes®, leads to a greater degree of adoption and spread across administrative, operational, and clinical areas. This infusion helps to reshape language, inform practice, and ultimately transform culture. Our SHC Caring Science integration aims to continue shifting the paradigm, increasing personal resiliency through deepening the meaning of nursing practice, and authentically sustaining Caring Science practices for nurses and interprofessional colleagues across the organization. Ultimately, shifting the organization's culture leads to a deeper and more authentic holistic experience for patients and their families.

- **Sigma-Stanford Alpha Alpha Lambda Chapter-At-Large. Vice President. (2020-Present).**

As Vice President, Stanford collaborated with Sigma to establish the 1st and only Sigma Practice Chapter in 2020. Our Chapter is based on the new Sigma Chapter Structure Model for Practice Settings. Stanford submitted our application to Sigma and established our Board of Directors. Our Chapter now has over 400 members, and we are contributing to the science of nursing. Another Sigma-Stanford Chapter Board Member and I had the opportunity to present the establishment of our practice chapter at Sigma's Annual Meeting. Our Sigma Stanford Practice Chapter advances Stanford's nursing practice, education, research, and the American Academy of Nursing mission.

- **Magnet4Europe Project – Stanford Health Care, Palo Alto, California, USA & Uppsala University, Uppsala, Sweden, Twinning Partner. (January 2020 to Present).**

In line with the European Framework, Magnet4Europe aims to improve mental health and wellbeing among health professionals and patient safety in more than 60 hospitals in six European countries (Belgium, Germany, Ireland, Norway, Sweden, and United

Kingdom). Using an innovative multi-methodological approach, hospitals will receive a full-blown redesign of their workplaces – supported by one to-one twinning with an experienced Magnet recognized hospital and an annual learning collaborative. Stanford and Uppsala have been meeting monthly in support of accelerating Uppsala University quest to be ANCC Magnet Designated. Via our partnership we were invited to present “twinning experience” at the Magnet4Europe Collaborative held in Cork, Ireland on May 19, 2022.

- **Advancing Dutch Nurses and Advanced Practice Nurses Program. Partnership with DETRACARE. Amsterdam, Netherlands. (2009-Present).**

I developed a professional / educational collaborative to host Dutch nurses and advanced practice nurses in the United States and provide them with an observational experience to evaluate the role of the nurse and advanced practice providers in the Netherlands. In my executive leadership roles, I have hosted and provided educational experiences for Dutch nurses at Northwest Community Hospital, the University of Illinois-Chicago, and Stanford Healthcare. Over 500 Dutch nurses and advanced practice nurses have participated in this program. In addition, I have presented to 4 hospitals / academic medical centers and the Dutch Nurses Association related to US nursing leadership and professional practice-policy.

- **University of Illinois-Chicago College of Nursing External Advisory Council – Alumni Member. Chicago, Illinois, (2017-Present).**

As a Doctor of Nursing Practice Alumnus and as an experienced Nurse Executive, I have invited to participate in the UIC CON’s External Advisory Council. The council helps to provide strategic insights and contributions to both academic and practice nursing. I was honored to be recognized as the 2021 Outstanding Alumni Achievement Award by the University of Illinois Chicago’s College of Nursing. In addition, I was the recipient of Sigma Theta Tau International Honor Society of Nursing & the University of Illinois - Chicago College of Nursing – Alpha Lambda; Nursing Leadership Recognition Award for 2015.

- **JourneyCare Board of Directors (Hospice and Palliative Care not-for-profit healthcare organization). Chair of the Quality Committee. Northbrook, Illinois. (2006-2013, 2016 – 2020).**

The largest provider of supportive, palliative, and hospice care in Illinois, JourneyCare serves nearly 2,300 patients and their families each day with an unmatched depth and breadth of expertise, experience, and services, providing exceptional care for each person, and support for those who love them, at every stage of the journey. As Chair of the Quality Committee, we addressed the quality, safety, and health disparities of the community we served.

Practice Impact Summary:

My professional experiences, publications, and presentations are grounded in caring science, focusing on enhancing nursing practice, caring for healthcare workers, and advancing the profession. As a Chief Nurse Executive for 22-years, and having served as President in two professional organizations, I have had the opportunity to advance and empower nurses to advance health policy, practice, and science.

Policy Impact:

- **Association of California Nurse Leaders (ACNL). (Board of Directors; 2019-Present). President (2023).**

ACNL is the professional nursing organization that equips nurses to lead self, others, and systems. As board member of the Association of California Nurse Leaders. We have been actively involved in the development of policies that impact both the workforce and healthcare. ACNL has developed positions papers on both gun control and women's reproductive rights. We have also active worked with the California Board of Nursing on practice and policy issues impacting registered nurses in California. In addition, we partner with the California Hospital Association, Hospital Council, and the California Department of Public Health. Most recently during the COVID Pandemic, we collaborated to address workforce issue which required relaxing select nursing regulations while assuring public safety.

- **Illinois Organization of Nurse Leaders (IONL). (Board of Directors; 2006-2011). President (2011).**

IONL is the non-profit, professional association for Illinois nurses at all levels and years of experience. The Illinois Organization of Nurse Leaders has provided direction for achievement of excellence in nursing leadership throughout the state. As a board member and as President, we advanced policies impacting the nursing workforce and practice. I championed legislation that brought about improvements in the policy practices of safety in nursing. I served on a committee that rewrote the nurse practice

act. My contributions resulted in a new statute incorporating contemporary practice and policy regulations for delegation to ensure public protection. In addition, as a policy-practice executive, I have worked to improve staffing and acuity. Through these efforts, Illinois passed the Nurse Staffing by Patient Acuity Act. As a result, hospitals must now establish plans for minimum levels of direct care and require hospitals to create nursing care committees that provide input on minimum staffing levels.

- **Global Advisory Panel on the Future of Nursing (GAPFON) and Global Health). Represented North America, Region 4. Washington, DC. (2014-2017).**

The purpose of GAPFON was to establish a voice and a vision for the future of nursing that will advance global health. GAPFON provide evidenced on the value of nursing and to participate in and influence health policy, nursing leadership and practice, education, and the global health agenda.

Sigma convened a core panel of visionary global nurse leaders to identify global health issues that will advance global health, specifically noting those related to a voice and vision for nursing and midwifery. I was invited to participate and represent North America.

- **State of Illinois Nurse Practice Act. Illinois Nurse Practice Act Committee Member. Chicago, Illinois. (2006 – 2007).**

I served on a committee that rewrote the Illinois Nurse Practice Act. My contributions resulted in a new statute incorporating contemporary practice and policy regulations for delegation to ensure public protection.

- **Metropolitan Chicago Healthcare Council (MCHC): Co-Chair of the Workforce Taskforce. Chicago, Illinois. (2006-2012).**

MCHC is a membership and service association comprising more than 140 hospitals and healthcare organizations working together to improve the delivery of healthcare services and health policy in the Chicago Metro Area. I co-chaired a Chicago regional healthcare workforce initiative. (Including the State of Illinois and 15 State Agency Directors). We identified and implemented solutions to address specific workforce challenges of the regions. We developed a regional plan that included diversity, educational expansion, transition/onboarding, and retention.

Policy Impact Summary:

Through my executive leadership roles within my healthcare systems, and those executive roles in professional organizations, I have been able to contribute and change health policy and practices at the local, state, national, and international levels. Areas of specific focus have been around nurse staffing, nurse patient ratios, nursing regulations, and health policy.

A highlight of my career was being invited to participate in The Global Advisory Panel on the Future of Nursing (GAPFON) which was convened by The Honor Society of Nursing, Sigma Theta Tau International. I was a North America- Region 4 Representative. Sigma officially released its 2014-2017 summary report on the Global Advisory Panel on the Future of Nursing & Midwifery (GAPFON®). I am dedicated in further advancing and transforming health policy and practices.