

SEAN PATRICK CLARKE, RN, PhD, CRNP, FAAN

BUSINESS ADDRESS

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Center for Health Outcomes and Policy Research
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HOME ADDRESS

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PROFESSIONAL LICENSES AND CERTIFICATIONS

Certified Registered Nurse Practitioner
Commonwealth of Pennsylvania, TP-005934-U, 1999-present
Registered Nurse
Certificate Number RN 350215-L, Commonwealth of Pennsylvania, 1998-present
Registered Nurse
Registration No. 96-1715 0, College of Nurses of Ontario, 1995-present
Professional Nurse
Permit No. 920685, Order of Nurses of Quebec, 1992-present
Acute Care Nurse Practitioner
American Nurses Credentialing Center, 2000-2005

EDUCATION

1999-2001 Postdoctoral Fellowship (National Institute of Nursing Research, NIH)
T32 NR07104 “Advanced Training in Nursing Outcomes Research”
Center for Health Outcomes and Policy Research
University of Pennsylvania School of Nursing, Philadelphia, PA

1998-1999 Adult Critical Care Nurse Practitioner program (Post-master's certificate)
University of Pennsylvania School of Nursing, Philadelphia, PA

1992-1998 Doctor of Philosophy (Nursing), McGill University, Montreal, QC
(Dean's Honor List)

1989-1992 Master of Science (Applied)--(Nursing), School of Nursing, McGill University,
Montreal, QC

1988-1989 Bachelor of Arts (Psychology), Carleton University, Ottawa, ON
(Dean's Honor List)

1985-1988 Baccalaureate of Science (Biochemistry-Nutrition), University of Ottawa,
Ottawa, ON (Cum laude)

ACADEMIC POSITIONS AND APPOINTMENTS

- 2002-present Affiliated Professor, Faculty of Nursing
Faculty, Centre Ferasi (Center for Training and Consultation in Research on the Administration of Nursing Services, funded by the Canadian Health Services Research Foundation, the Canadian Institutes of Health Research and the Fonds de la recherche en santé du Québec)
Université de Montréal, Canada
- 2001-present Assistant Professor, Division of Biobehavioral and Health Sciences,
School of Nursing
Associate Director, Center for Health Outcomes and Policy Research
Senior Fellow, Leonard Davis Institute of Health Economics
Research Associate, Population Studies Center
University of Pennsylvania, Philadelphia
- 1996-1998 Assistant Professor/Lecturer, Adult Health and Tertiary Care
School of Nursing, University of Ottawa, Ottawa, Canada

CLINICAL AND OTHER PROFESSIONAL POSITIONS

- 1998-1999 Research Assistant, University of Pennsylvania School of Nursing
- 1995 Editorial Assistant, Canadian Journal of Nursing Research
School of Nursing, McGill University, Montreal, Canada
- 1993-1994 Staff Nurse, Coronary Care Unit
Sir Mortimer B. Davis Jewish General Hospital, Montreal, Canada
- 1992-1993 Research Assistant
Montreal Heart Institute and McGill University
- 1992 Research Associate
Department of Nursing, Royal Victoria Hospital, Montreal

ACADEMIC VISITING APPOINTMENTS

- 2005 Visiting Scholar, Flinders University, Adelaide, Australia
- 2005 Marian Barrett Endowed Lectureship, University of Melbourne, Melbourne, Australia
- 2004 Dahlberg Visiting Scholar, Gundersen Lutheran Medical Center, LaCrosse, WI

- 2003-2006 Honorary Research Fellow
London School of Hygiene and Tropical Medicine, London, United Kingdom
- 2003 Vivian Littlefield Endowed Lectureship, School of Nursing, University of Wisconsin—Madison
- 2002 Visiting Scholar, McGill University Health Center, Montreal, Quebec

HONORS AND AWARDS

- 2006 Class of 1965 25th Reunion Term Chair, University of Pennsylvania School of Nursing
- 2006 Fellow, American Academy of Nursing
- 2006 Junior Faculty Research Award, Biobehavioral and Health Sciences Division School of Nursing, University of Pennsylvania
- 2003 Article of the Year, AcademyHealth [Academy for Health Services Research and Health Policy] for Aiken, Clarke et al., *JAMA*, October 23/30, 2002
- 2003 American Academy of Nursing Media Award for coverage of Aiken, Clarke et al., *JAMA*, October 23/30, 2002
- 2002 American Academy of Nursing Media Award for coverage of Aiken, Clarke, et al. *Health Affairs*, 2001
- 2001 *Who's Who in America*
- 1999 Induction into Sigma Theta Tau, Xi Chapter
- 1997 Janssen Prize for Paper Presentation at Sixth Annual Student Research Day Department of Psychiatry, McGill University.
- 1991 Alumnae Scholarship, School of Nursing, McGill University
- 1989 Davidson Dunton Scholarship, Carleton University

PUBLICATIONS

Peer Reviewed Articles

a) Outcomes Research and Health Policy: Data-Based

1. Clarke S.P., Davis B.L., Nailon R.E. (2007, In press). Racial segregation and differential outcomes in hospital care. Western Journal of Nursing Research. (Accepted February 2007) (27 MS pages)
2. Clarke, S.P. (2007, In press). Hospital work environments, nurse characteristics and sharps injuries. American Journal of Infection Control. (Accepted July 2006) (23 MS pages).
3. Clarke, S.P., Schubert, M., Körner, T. (2007, In press). Sharps injuries to hospital nurses in four countries. Infection Control and Hospital Epidemiology. (Accepted July 2006) (20 MS pages).
4. Gunnarsdottir, S., Clarke, S.P., Rafferty, A.M., Nutbeam, D. (2007, In press). Front-line management, staffing and nurse-doctor relationships as predictors of nurse and patient outcomes. A survey of Icelandic hospital nurses. International Journal of Nursing Studies (Accepted October 2006) (21 MS pages). Epub available—January 15, 2007.
5. Rafferty AM, Clarke SP, Coles J, Ball J, James P, McKee M, Aiken LH. (2007). Outcomes of variation in hospital nurse staffing in English hospitals: Cross-sectional analysis of survey data and discharge records. International Journal of Nursing Studies, 44(2), 175-82.
6. Vahey, D.C., Aiken, L H., Sloane, D.M., Clarke, S.P., & Vargas, D.C. (2004). Nurse burnout and patient satisfaction. Medical Care, 42, II-57-II-62.
7. Aiken, L.H., Clarke, S.P., Cheung, R.B., Sloane, D.M., & Silber, J.H. (September 23, 2003). Education levels of hospital nurses and surgical patient mortality. Journal of the American Medical Association, 290, 1617-1623.
8. Aiken, L.H. Clarke, S.P., Sloane, D.M., Sochalski, J., & Silber, J.H. (October 23/30, 2002). Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction. Journal of the American Medical Association, 288, 1987-1993.
9. Aiken, L.H., Clarke, S.P., & Sloane, D.M. (2002). Hospital staffing, organization, and quality of care: Cross-national findings. International Journal of Quality in Health Care, 14, 5-13. Reprinted by permission and mutual agreement of editors: Aiken, L.H., Clarke, S.P., & Sloane D.M. (2002). Hospital staffing, organization, and quality of care: Cross-national findings. Nursing Outlook, 50(5), 187-194.

10. Clarke, S.P., Sloane, D.M., & Aiken, L.H. (2002). The effects of hospital staffing and organizational climate on needlestick injuries to nurses. American Journal of Public Health, *92*, 1115-1119.
11. Clarke, S.P., Rockett, J., Sloane, D.M., & Aiken, L.H. (2002). Organizational climate, staffing, and safety equipment as predictors of needlestick injuries and near-misses in hospital nurses. American Journal of Infection Control, *30*, 207-216.
12. Aiken, L. H., Clarke, S. P., Sloane, D.M. (2001). Hospital restructuring: Does it adversely affect care and outcomes? Journal of Health and Human Service Administration, *23*(4), 416-440. Reprinted by permission and mutual agreement of editors: Aiken, L.H., Clarke, S.P., & Sloane, D.M. (2000). Hospital restructuring: Does it adversely affect care and outcomes? Journal of Nursing Administration, *30*(10), 457-465.
13. Aiken, L.H. Clarke, S.P., Sloane, D.M., & Sochalski, J.A. (2001). An international perspective on hospital nurses' work environments: The case for reform. Policy, Politics and Nursing Practice, *2*(4), 255-263.
14. Aiken, L.H., Clarke, S.P., Sloane, D.M., Sochalski, J.A., Busse, R., Clarke, H., Giovannetti, P., Hunt, J., Rafferty, A.M., & Shamian, J. (2001). Nurses' reports on hospital care in five countries. Health Affairs, *20*(3), 43-53.
15. Clarke, S., & McNutt, B. (1991, September). Keeping hospital nurses. [Research brief]. Canadian Nurse, *87*(8), 46-47.

b) Data-Based Clinical Research Articles

16. Kagan, S.H., Clarke, S.P., & Happ, M.B. (2005). Surgeons' and nurses' use of e-mail communication with head and neck cancer patients. Head and Neck, *27*(2):108-113.
17. Kagan, S.H., Clarke, S.P., & Happ, M.B. (2005). Head and neck cancer patient and family member interest in and use of e-mail to communicate with clinicians. Head and Neck, *27*(11):976-981.
18. Clarke, S.P., Frasure-Smith, N., Lespérance, F., & Bourassa, M.G. (2000). Psychosocial factors as predictors of functional status at 1 year in patients with left ventricular dysfunction. Research in Nursing and Health, *23*, 290-300.
19. Clarke, S.P. (1995a). Improving the quality of family visits to the ICU [Applied Research]. Dimensions of Critical Care Nursing, *14*, 200-212.

c) Reviews, Commentaries and Methodological Articles

20. Clarke, S.P. (2006). Organizational climate and culture factors. In "Patient Safety," Annual Review of Nursing Research, 27, 255-272.
21. Clarke, S.P. (2006). Commentary on West et al., Overcoming the barriers to patient-centred care [Invited commentary]. Journal of Clinical Nursing, 15(5), 645-646.
22. Clarke, S.P., Aiken, L.H. (2006). More nursing, fewer deaths. Quality and Safety in Health Care, 15(1), 2-3. [Commentary on Tourangeau et al., Impact of nursing on hospital patient mortality: A focused review and related policy implications.]
23. Baernholdt, M., Clarke, S.P. (2006). Internet research in an international context. Applied Nursing Research, 19(1), 48-50.
24. Clarke, S.P. (2005). The policy implications of staffing-outcomes research. Journal of Nursing Administration, 35(1), 17-19.
25. Stone, P.W., Clarke, S.P., Cimiotti, J., Correa-de-Araujo, R., (2004). Nursing working conditions: Implications for infectious disease. Emerging Infectious Diseases, 10(11), 1984-1989.
26. Clarke, S.P. (2004). Failure to rescue: Lessons from missed opportunities in care [Invited commentary]. Nursing Inquiry, 11(2), 67-71.
27. Clarke, S.P. (2004). International collaboration in nursing research: The experience of the International Hospital Outcomes Study. Applied Nursing Research, 17(2), 134-136.
28. Clarke, S.P., & Connolly, C. (2004). Nurse education and patient outcomes: A commentary. Policy, Politics and Nursing Practice, 5(1), 12-20.
29. Clarke, S.P. (2003). Balancing staffing and safety. Nursing Management, 34(6), 44-48.
30. Clarke, S.P., & Aiken, L.H. (2003). Registered nurse staffing and patient and nurse outcomes in hospitals: A commentary. Policy, Politics and Nursing Practice, 4(2), 104-111.
31. Clarke, S.P., & Aiken, L.H. (2003). Failure to rescue. American Journal of Nursing, 103(1), 42-47.
32. Clarke, S., & Patrician, P. (2001). Entry to practice in Ontario. [Policy perspectives]. American Journal of Nursing, 101(2), 73-75.
33. Logan, P., & Clarke, S. (2001). Nutritional and medical therapy for dyslipidemia in

patients with cardiovascular disease. AACN Clinical Issues, 12(1), 40-52

34. Clarke, S.P., & Cossette, S. (2000). Secondary analysis: Theoretical, methodological and practical considerations. Canadian Journal of Nursing Research, 32(3), 109-129.
35. Clarke, S.P. (1995). Characteristics of families: Implications for statistical analysis in family nursing research. Canadian Journal of Nursing Research, 27(1), 47-55.

Book Chapters

1. Clarke, S.P., Aiken, L.H. (In press, 2007). Failure to Rescue. In Encyclopedia of Nursing Leadership. New York: Springer. (2 MS pages)
2. Clarke, S.P., Donaldson, N.E. (In press, 2006). Adequate staffing levels. In Advances in Patient Safety & Quality—An Evidence-Based Handbook for Nurses. Rockville, MD: Agency for Healthcare Research and Quality. (40 MS pages)
3. Clarke, S.P. (2006). Research on nurse staffing and its outcomes: The challenges and risks of grasping at shadows. In S. Nelson and S. Gordon (Eds.), The complexities of care: Nursing reconsidered (pp. 161-184). Ithaca, NY: Cornell University Press.
4. Clarke, S.P. (2005). Staffing the organization for excellence. In From front office to front line: Essential issues for health care leaders (pp. 113-144). Oakbrook Terrace, IL: Joint Commission on Accreditation of Healthcare Organizations.
5. Clarke, S.P. (2004). Introduction to research. In B.M. Johnson & P.B. Webber, Introduction to theory and reasoning in nursing (2nd edition) (pp. 237-275). Philadelphia: Lippincott.
6. Hughes, F., Clarke, S.P., Sampson, D.A, Fairman, J., & Sullivan-Marx, E.M. (2003). Research on nurse practitioners. In M.D. Mezey, D.O. McGivern, & E.M. Sullivan-Marx (Eds.), Nurses, Nurse Practitioners (4th ed.). (pp. 85-107). New York: Springer.

Letters to the Editor

Aiken, L.H., Clarke, S.P., Cheung, R.B., Sloane, D.M., & Silber, J.H. (2004, March 17). In reply to letters, Relationship between patient mortality and nurses' level of education. Journal of the American Medical Association, 291(11), 1322-1323.

Clarke, S.P., Aiken, L.H. (2003, September). In reply to M. Trudeau, Failure to rescue. American Journal of Nursing, 103(9), 13.

Clarke, S.P., Aiken, L.H. (2003, May). In reply to C. Rutenberg and A.S. Ashcraft, Failure to rescue. American Journal of Nursing. 103(5), 15-6.

Aiken LH. Clarke SP. Sloane DM. Sochalski J. Silber JH. (2003). In reply to letters, Nursing burnout and patient safety. JAMA, 289(5), 549-51.

Others

- Clarke, S.P., & Carrick, L.A. (2007). Adopt outcomes-focused strategies into your practice. Nursing Management, 38(1), 50-2
- Clarke, S.P. (2006). Reviewing peer review: The three reviewers you meet at submission time. Canadian Journal of Nursing Research, 38(4).
- Clarke, S.P., Cox, S., Hader, R., Raso, R., & Sherrod, D. (2006). Maximize your efficiency: a staff report. Nursing Management, 37(12), 58-60.
- Clarke, S. (2006). Challenge: New educational levels. [Viewpoint] Nursing Management, 37(5), 56.
- Gottlieb, L.N., & Clarke, S.P. (2005). Impact factors and the law of unintended consequences [Editorial]. Canadian Journal of Nursing Research, 37(4), 5-9. [Reprinted in Nursing Praxis in New Zealand, 2006 Mar;22(1):6-10.]
- Clarke, S.P. (2005). Advice to authors: The "Big 4" reasons behind manuscript rejection. Canadian Journal of Nursing Research, 37(3), 5-9. [Editorial, adapted as "Conseils aux auteurs: Les quatre principaux motifs de rejet d'un manuscrit," Perspective infirmière, Jan/Feb 2006].
- Clarke, S.P., Gottlieb, L.N. (2005). Made in Canada? In search of a national research identity [Editorial]. Canadian Journal of Nursing Research, 36(4), 3-6.
- Bachl, M. (2003, August). Interview mit Sean Clarke: In erster Linie eine Frage des Respekts [Primarily a question of respect]. Krankenpflege [Official journal of the Swiss Nurses' Association], 15. [Interview about plenary presentation at national conference dealing with organizational issues and hospital safety.]
- Aiken, L.H., Clarke, S.P., Silber, J.H., & Sloane, D.M. (2003). Hospital nurse staffing, education, and patient mortality. Leonard Davis Institute (LDI) Issue Brief, 9(2), 1-4.
- Clarke, S.P., Sloane, D.M., & Aiken, L.H. (2002). Needlestick injuries to nurses, in context. Leonard Davis Institute (LDI) Issue Brief, 8(1), 1-4.
- Aiken, L.H., Clarke, S.P., Sloane D.M., & Sochalski J. (2001). Cause for concern: nurses' reports of hospital care in five countries. Leonard Davis Institute (LDI) Issue Brief, 6(8), 1-4.

Clarke, S.P. (2000, September/October). Sean Patrick Clarke: Un pied dans la théorie, l'autre dans la pratique. [One foot in theory, the other in practice]. L'Infirmière du Québec, 15-18. (Interview on advanced practice trends in the United States and English Canada for the official journal of the Quebec association of professional nurses).

Clarke, S.P. (2000). Review of *Principles of Practice for the Acute Care Nurse Practitioner*. [Book review]. American Journal of Critical Care, 9(3), 223.

RESEARCH

Current Funded Projects

Clarke, S.P. (Principal Investigator). Risk factors and incidence of sharps injuries to nurses. National Institute of Occupational Safety and Health, Centers for Disease Prevention and Control, R01-OH008996, 2007-2010. \$669,000.

Clarke, S.P. (Principal Investigator). Validating NQF Nurse-Sensitive Performance Measures. Grant under Interdisciplinary Nursing Quality Research Initiative, Robert Wood Johnson Foundation, 2006-2008, \$295,794.

Clarke, S.P. (Principal Investigator). Non-Response Bias in an Individual-Based Survey of Health Care Organizations :A "Double Sample" for the *Multi-State Nursing Care & Patient Safety Study*. Pilot Grant under NICHD-Population Studies Center, Population Aging Research Center, Boettner Center Trio Grant Competition. 2006-2007. \$15,000.

Clarke, S.P. (Principal Investigator). Non-Response Bias in an Individual-Based Survey of Health Care Organizations, Pilot grant under P30-NR05043 Center for Nursing Outcomes Research, 2006-2007, \$10,000.

Aiken, L.H. (Principal Investigator), Clarke, S. (Co-investigator). Outcomes of nurse practice environments. National Institute of Nursing Research, National Institutes of Health. R01-NR04513. 2004-2009, \$3.1 million.

Clarke, S. (Principal Investigator, Research Core, 2005-present) Center for Nursing Outcomes Research (P30NR05043), Aiken, L.H. (Director). National Institute of Nursing Research, NIH. Competing Continuation funded 2005-2010, \$2.5 million.

Completed Funded Projects

Clarke, S.P. (Principal Investigator), Aiken, L.H. (Sponsor). Organizational climate and hospital patient and nurse safety. National Institute of Nursing Research, National Institutes of Health. K01-NR07895 Mentored Research Scientist Career Award. \$271,188, 2002-2005.

- De Geest, S. (Principal Investigator), Clarke S. (Coinvestigator). Rationing of nursing care in Swiss hospitals and its effects on patient outcomes and nurse shortage. Swiss Federal Office of Social Insurance, 250000CHF, April 2003-September 2004, 16 months.
- Clarke, S.P. (Principal Investigator). Racial Differentials in Hospital Care Outcomes Across Two States. Pilot grant under P20-NR08361-01 Hampton-Penn Center to Reduce Health Disparities. National Institute of Nursing Research, \$10,000, 1 year, 2003-2004.
- Clarke, S.P. (Principal Investigator). Racial differentials in the process and outcomes of hospital care in Pennsylvania. University of Pennsylvania University Research Foundation grant, \$21,000, 1 year, 2002-2003.
- Clarke, S.P. (Principal Investigator). Assessing racial segregation in hospital care in Pennsylvania. Pilot grant under P30-NR05043 Center for Nursing Outcomes Research Supplement on Minority Health Outcomes (National Institute of Nursing Research, NIH), University of Pennsylvania School of Nursing, \$10,000, 1 year, 2001-2002.
- Aiken, L.H. (Principal Investigator), Clarke, S. (Co-investigator). How nursing affects the volume-outcomes relationship. National Institute of Nursing Research, National Institutes of Health. NR04513. \$1.7 million, 2001-2004. [Study director]
- Aiken, L.H. (Principal Investigator), Clarke, S. (Co-investigator). International evaluation of variation in hospital outcomes. National Institute of Nursing Research, National Institutes of Health. R01-NR04513. \$2.4 million, 1997-2001.
- Clarke, S.P. (Ph.D. Fellowship). Psychosocial influences on outcomes of congestive heart failure, National Health Research and Development Program (NHRDP), Health Canada, (Ref. #6605-4000-47), \$74,000Can, 1992-1996.
- Clarke, S.P. (Studentship). Outcomes of nursing counselling following transurethral prostate resection. Student Summer Research Bursary (Ref. #921162-103), Fonds de la recherche en santé du Québec (FRSQ) and Faculty of Medicine, McGill University, \$2,000Can, 1992.

Funded Training Grants

- McCauley, L.H. (Principal Investigator), Clarke, S. (Core faculty). Master's Education In Occupational Environmental Health. National Institute for Occupational Safety and Health, Centers for Disease Prevention and Control, 2005-2007.
- Aiken, L.H. (Principal Investigator), Clarke S. (Core faculty). Advanced Training in Nursing Outcomes Research (T32NR0714). National Institute of Nursing Research. Competing continuation funded 2004-2009, \$2.6 million.

Doctoral Dissertation

Clarke, S.P. (1998). Psychosocial correlates of mortality, cardiac events, health care utilization, and quality of life in patients with left ventricular dysfunction. (Unpublished doctoral dissertation, McGill University, Montreal, Canada; Supervisor—Nancy Frasure-Smith) (Dissertation Abstracts International No. AAT NQ44386).

SELECTED CONSULTATION ACTIVITIES**Professional Consultation**

- 2006- Icelandic Directorate of Health and Landspítali University Hospital, Reykjavik
Consultation regarding nursing professional issues and development of a nursing workforce research agenda
- 2006- Rutgers University School of Nursing (Drs. C. Hawkins-Thomas and L. Flynn, co-PIs)
Consultant for externally-funded survey of work environment issues and occupational safety issues in a nationwide sample of dialysis nurses
- 2005- Catholic University of Leuven, Belgium
Consultant, Database Exploration on Nurse Staffing and Quality of Care
(Grant funded by Belgian Federal Ministry of Science Policy)
- 2005- Oak Group, Wellesley, MA
Consultation on nurse staffing and safety issues for a firm specializing in hospital utilization management in managed care
- 2005- QuadraMed, Reston, VA
Consultation on use of staffing and workload measurement databases for research purposes and integration of staffing-outcomes research for major national healthcare IT provider
- 2004- American Association of Colleges of Nursing, Washington, DC
Consultancy on the design of the evaluation approach for the national Clinical Nurse Leader curriculum and its impact on patient outcomes
- 2003-2006 Meridian Health System, Neptune, NJ
Evaluation of exemplar nursing units for organizational change within a 3-hospital system; Methodological consultant, Robert Wood Johnson Foundation award, New Jersey Health Initiatives Workforce Agenda Program (\$273,785, 2003-05)

- 2004-2005 Aurora Health System, Milwaukee, WI
Evaluation of clinical advancement system for nurses in a large integrated health system, consultation on clinical outcomes measurement
- 2004-2005 Mount Sinai Hospital, New York City, NY
Consultation regarding leadership approaches to patient safety issues and patient outcomes research
- 2003 University of Florida College of Nursing, Gainesville, FL
Development of an outcomes research agenda
- 2000-2004 Middlesex Hospital, Middletown, CT
Planning and analysis of hospital-wide nurse surveys in preparation for magnet hospital application and ongoing organizational development
- 2000-2002 Faculté des sciences infirmières, Université de Montréal, Montreal, QC
Development of graduate-level nurse practitioner training

RECENT SPEECHES AND WORKSHOPS (Last 5 years)

International

- November 6, 2006. Nurse education and patient outcomes. Keynote Address, Nursing: Celebrating a new era, Irish Department of Health and Children and the Irish Nurses Organization, Dublin, Ireland. [Event celebrating the first year of entirely university-educated entrants to professional nursing practice in Ireland.]
- November 2, 2006. Staffing levels and work environments save lives (and nurses): Research evidence. Keynote Address, Icelandic Nurses' Association Annual Congress, Reykjavik, Iceland.
- August 5, 2006. Peer review in practice: Taking stock—Perspectives from a smaller research journal. Invited presentation, International Academy of Nurse Editors 2006 conference, Royal College of Nursing, London, UK.
- May 17, 2006. Nursing outcomes research: A tool to promote humanistic care?
Invited panel presentation, Third international conference, Secrétariat international des infirmières et infirmiers de l'espace francophone. Québec, Canada. [French]
- February 7, 2006. Research on nurse staffing and patient safety: State of the art. Presentation at Invitational Meeting on Using Databases to Evaluate the Quality of Nursing Care, Catholic University of Leuven, Belgium.

September 30, 2005. International Hospital Outcomes Study: Comparing Swiss and international findings. Presentation at Rationing of Nursing Conference, University of Basel, Switzerland.

July 12, 2005. Research on nurse staffing and patient safety and its implications for public policy. Marian Barrett Lecture, University of Melbourne School of Nursing, Melbourne, Victoria, Australia.

July 1, 2005. Failure to rescue: Conceptual basis, research application and potential use in quality improvement. Invited research seminar, Repatriation General Hospital, Adelaide, South Australia.

June 30, 2005. Research on nurse staffing and patient safety and its implications for public policy. Visiting scholar seminar, Flinders University School of Nursing and Midwifery, Adelaide, South Australia.

February 10, 2005. Magnet hospitals: Lever for improving the quality of hospital care? Invited colloquium, Centre hospitalier de l'Université de Montréal, Montreal, Canada. [French]

November 20, 2003. Nurse education and patient outcomes. Invited seminar, Faculty of Nursing, University of Montreal, Montreal, Canada.

June 20, 2003. Building safer health care with improved work environments. Keynote address, Swiss Nurses' Association Annual Conference. Montreux, Switzerland.

June 16, 2003. Research on nurse needlestick injuries. Invited research seminar, Institute of Nursing Science, University of Basel. Basel, Switzerland.

May 25, 2003. Hospital outcomes research. Invited presentation, National University Hospital, Reykjavik, Iceland.

May 8, 2003. The impact of nurse staffing on quality of care. Keynote address, "Influence at a time of change," Annual Meeting of Nursing Councils, Order of Nurses of Quebec, Montreal, QC. [French]

March 18, 2003. The impact of nurse staffing on patient outcomes. Keynote address at "Nursing Leaders: Management for the Future," Quebec Association of Nurse Executives/Quebec Hospital Association, Laval, QC, Canada. [French]

National

October 17, 2006. Career changers and millennials: Leading nursing's next generation. Invited session, 2006 Nursing Management Congress, Philadelphia, PA.

- October 9, 2006. Nurse Staffing and Outcomes: Research Findings, Future Directions and Implications for Health Care Managers. Invited Address, Maximizing Work Force Performance conference, Voluntary Hospital Association Inc., Denver, CO.
- September 28, 2006. Effects of work environments on outcomes. Keynote address, 3rd Annual Wyoming Nursing Summit and Wyoming Nurses Association Convention, Casper, WY.
- April 29, 2006. Nurses and Patient Rescue: Safety Research in Practice. Keynote address, First Annual Nursing Conference, Guardians of Patient Safety: Our Time, Our Watch. Rush Copley Medical Center, Aurora, IL.
- April 28, 2006. The quality of work life and the quality of patient care. Keynote address, Alumni and Professional Education Conference 2006, Simmons College, Boston, MA.
- April 27, 2006. Future directions for nursing outcomes research: Challenges and opportunities. Keynote address, 4th National Conference of State Nursing Workforce Leaders, Jersey City, NJ.
- April 11, 2006. Transforming organizations through evidence-based nursing leadership. Invited address, University of Nevada, Las Vegas, School of Nursing.
- March 14, 2006. Nurse workforce issues and patient safety: Research insights. Invited plenary, Midyear meeting National Council of State Boards of Nursing, Chicago, IL.
- February 10, 2006. Directions for research comparing outcomes of magnet and non-magnet hospitals. Presentation at 3rd Annual Florida Magnet Research Conference. Tampa, FL.
- January 20, 2006. The nuts and bolts of staffing research. Invited presentation Empire State VHA Chief Nursing Officer Affinity Group. Syracuse, NY.
- November 18, 2005. Hospital patient safety. Invited presentation at National Alaska Native/American Indian Nurses Association conference. Washington, DC.
- November 3, 2005. The business case for investments in staffing and nurses' work environments. Invited presentation, VHA Chief Nursing Officer Affinity Group Meeting, Phoenix, AZ.
- October 12, 2005. The question of staffing ratios: What research data really show. General session at 2005 Nursing Management Congress, Orlando, FL.
- May 11, 2005. Nurse staffing and hospital safety: An update. Invited Public Policy Session at the American Association of Critical-Care Nurses National Teaching Institute, New Orleans, LA.

March 4, 2005. Nurse leaders' operational decisions and their impacts on health care safety. Invited presentation, VHA New England, Chief Nurse Officer Meeting. York Harbor, ME.

December 3, 2004. Nursing Outcomes Research: Shaping Nursing's Future. Keynote address, New Jersey State Board of Nursing Annual Meeting, Iselin, NJ.

October 28, 2004. The impact of nurse executive decision-making on patient safety. Invited plenary session at Illinois Organization of Nurse Executives Annual Meeting, Chicago, IL.

October 2, 2004. Health outcomes research: Shaping nursing's future for practice and education. Keynote speech, Baystate Sigma Theta Tau Consortium inaugural meeting. University of Massachusetts, Worcester, MA.

September 27, 2004. The link between patient safety and staffing. Plenary presentation at the Joint Commission on Accreditation of Healthcare Organizations conference, Critical Linkages: Patient Safety, Nurse Staffing and Leadership Solutions for Tomorrow. Washington, DC.

September 17, 2004. Research on nurse staffing and its outcomes: Controversies and policy implications. Invited presentation. Saratoga Hospital, Saratoga Springs, NY.

June 17, 2004. Consequences of nurse staffing shortage on patient care and patient outcomes. Invited presentation at Causes and Consequences of the Nurse Shortage: Developing a Solution in Illinois, sponsored by the Institute of Government and Public Affairs, University of Illinois at Chicago, Chicago, IL.

June 16, 2004. Evaluating the Clinical Nurse Leader in education and practice: Short and long range opportunities. Presentation at Clinical Nurse Leader Implementation Conference, American Association of Colleges of Nursing, Washington, DC.

May 18, 2004. Reviewing research on nurse workforce issues. Keynote address at U.S. Public Health Service Public Health Professional Conference—Nursing Section, Anchorage, AK.

May 13, 2004. Nurses, patient safety and the future of health care. Nurses' Week Address, The Mount Sinai Hospital, New York, NY.

April 23, 2004. Redesigning nursing work: Nurses, patient safety and the future of health care. Invited presentation at the Healthcare Roundtable for Executives in Human Resources, Amelia Island, FL.

- April 1, 2004. Redesigning nursing work: Nurses, patient safety and the future of health care. Invited presentation at the Healthcare Roundtable for Executives in Patient Care Services, Amelia Island, FL.
- February 27, 2004. Nurse staffing shortages and adverse patient outcomes. Presentation at the International Conference on Women and Infectious Disease, sponsored by the Centers for Disease Control, Atlanta, GA.
- December 5, 2003. Patient safety and the workforce. Presentation at the First Annual Patient Safety Conference: Evidence-Based Safe Nursing Practices, University of Pennsylvania School of Nursing, Philadelphia, PA.
- December 4, 2003. Nurse education and patient outcomes. Invited address at the North Carolina Institute of Medicine, Cary, NC.
- December 1, 2003. Impact of organizational features on nurse and patient outcomes in hospitals. Invited presentation, University of Florida School of Nursing, Gainesville, FL.
- November 19, 2003. Improving outcomes in hospital nursing with professional practice environments. Invited presentation via audioconference, Children's Hospital of Los Angeles, Los Angeles, CA.
- November 12, 2003. Failure to rescue: From paper to practice. 16th Annual Quality Improvement Conference, Lienhard School of Nursing, Pace University, Pleasantville, NY.
- September 26, 2003. The organization of nursing services in hospitals and patient and nurse safety. The Fourth Annual Vivian Littlefield Lecture, University of Wisconsin, Madison, WI.
- September 23, 2003. Charting the Future Course: Preserving the Nurse/Patient Relationship: What Happens If We Don't? Closing Keynote address, Charting the Course: The Power of Expert Nurses to Define the Future, Institute for Nursing Healthcare Leadership, Boston, MA.
- July 12, 2003. Challenges and successes in collaborative nursing research across borders: The International Hospital Outcomes Study. Closing Keynote Address, 14th International Nursing Research Congress, St. Thomas, Virgin Islands.
- July 10, 2003. Nurse staffing and patient outcomes. Address, Gundersen Lutheran Medical Center. LaCrosse, Wisconsin. (via audioconference)
- June 29, 2003. Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction. Article of the Year Presentation at the 20th Annual Conference, AcademyHealth [Academy for Health Services Research], Nashville, TN.

- May 30, 2003. Newest findings from Penn Nursing's Center for Health Outcomes and Policy Research. Harvard-Penn Fifth Invitational Nurse Executive Conference, Philadelphia, PA.
- May 19, 2003. Nurse staffing, hospital work environments and patient outcomes. Invited Public Policy Session at the American Association of Critical-Care Nurses National Teaching Institute, San Antonio, TX
- April 25, 2003. International research on the effects of staffing and work environments on patients and nurses. Invited address, Shenandoah University, Winchester, VA.
- November 13, 2002. Prevalence of sharps injuries among hospital nurses in four Western countries. Paper presentation at Annual Meeting of the American Public Health Association, Philadelphia, PA.
- September 27, 2002. Institutional investments in quality of care and sharps injuries in North American nurses: Implications for safety in hospitals. Paper presentation at the State of the Science Conference, Sigma Theta Tau International, Washington, DC.
- September 13, 2002. Hospital staffing, organization, and quality of care: Cross-national findings. Invited presentation, Massachusetts Organization of Nurse Executives, Marlborough, MA.
- June 25, 2002. What's ailing hospitals?: It's the environment. Paper presentation at the Annual Meeting of the Academy for Health Services Research and Health Policy, Washington, DC.
- June 11, 2002. The Penn Hospital Nursing Studies: 43,000 Nurses, 700 Hospitals, One Message. Invited address at the Harvard-Penn Fourth Annual Invitational Nurse Executive Conference, Boston, MA.
- May 7, 2002. Finding longer-term solutions for the current hospital nursing crisis: Evidence from the International Hospital Outcomes Study. Invited Public Policy Session, at the American Association of Critical-Care Nurses National Teaching Institute, Atlanta, GA.
- October 26, 2001. The International Hospital Outcomes Study: Staffing, organizational climate and their impacts on patients and nurses in five countries. Keynote address, The Joan Gilchrist Nursing Exploration Series, McGill University, Montreal, QC

Regional

- October 4, 2006. Nurse workforce issues and patient safety. Fall 2006 scholarly program, Sigma Theta Tau International Xi Chapter, University of Pennsylvania and University of Pennsylvania Health System Nursing Grand Rounds, Philadelphia, PA.
- April 21, 2006. Tales from successful research mentoring relationships (with Drs. Linda Aiken, Jacqueline Dunbar-Jacobs, and Ruth McCorkle). Invited panel presentation sponsored by National Institute of Nursing Research, Eastern Nursing Research Society Annual Conference. Cherry Hill, NJ.
- October 27, 2005. Nurse staffing, nurse practice environments and patient safety. Distinguished Lecture, Xi Chi Chapter, Sigma Theta Tau International, Millersville University, Millersville, PA.
- May 20, 2005. A bit of advice for graduating in a storm. Graduation speech, Widener University School of Nursing Nightingale Ceremony, Chester, PA.
- April 19, 2005. Nurses' work environments—A key to patient safety. 2005 Priscilla Payne Hurd Lecture. St. Luke's School of Nursing/Moravian College and St. Luke's Hospital, Bethlehem, PA.
- April 12, 2005. Research on nurse staffing and outcomes: What the research says and how it should be used by organizations and policymakers. Plenary Session, Workforce Conference: Using Evidence to Shape Policy and Transform Practice, Hospital and Healthsystem Association of Pennsylvania, Hershey, PA.
- April 12, 2005. How safe are hospitals?: Research on patient safety and nurse staffing. 19th Annual Distinguished Lecture, La Salle University School of Nursing, Philadelphia, PA.
- March 23, 2005. Creating safe work environments in a diverse world: education and practice implications. Widener University School of Nursing, Chester, PA.
- June 18, 2004. Research on nurse staffing and its outcomes: Controversies and policy implications. Keynote Presentation at the New Jersey Organization of Nurse Executives Annual Research Meeting, Princeton, NJ.
- May 11, 2004. Nurse-physician relationships: Working happily (and safely) ever after. Invited presentation, Hospital of the University of Pennsylvania Ethics Committee Grand Rounds.
- May 10, 2004. Nurses, patient safety and the future of health care. National Nursing Week invited address, Hospital of the University of Pennsylvania, Philadelphia, PA.
- March 23, 2004. Nurses, patient safety and the future of health care. Dean's Distinguished

Lecture at the School of Nursing, Gwynedd-Mercy College, Gwynedd Valley, PA.

March 13, 2004. Nurses at the bedside: Effects on patients and the health care team. Keynote address at the 4th Annual Pediatric Trauma Conference, Children's Hospital of Philadelphia/Children's Hospital of Pittsburgh, Philadelphia, PA.

October 15, 2003. Safe environments for practice and education in nursing. Invited presentation, Southeastern Pennsylvania League for Nursing. Bala Cynwyd, PA.

May 5, 2003. The impact of nurse staffing on patient outcomes. Invited address, Lancaster General Hospital, Lancaster, PA.

April 10, 2003. The nurse shortage: A research update. Invited address, Delaware Nursing Coalition. Dover, DE.

March 7, 2003. Nurses' work environments, nurse staffing, and hospital outcomes. Ann May Center for Nursing, Jersey Shore Medical Center, Neptune, NJ.

March 5, 2003. Patient Safety and Quality Outcomes - a researcher's perspective. Keynote address, WellSpan Health System Annual Quality Forum. York Hospital, York, PA.

February 25, 2002. Nurse Staffing, Organizational Climate and Their Impacts on Patients and Nurses in Five Countries. Invited address, Sigma Theta Tau Delta Rho Chapter, Thomas Jefferson University, Philadelphia, PA.

November 15, 2001. The Nursing Shortage: State, National, and International Perspectives on a Local Issue. Invited address, Delaware Nursing Workforce Planning Forum: Bringing Key Stakeholders Together, Delaware Health Care Commission, Dover, DE.

PROFESSIONAL SERVICE

Editorial Boards

American Journal of Nursing, Editorial Board (2006-present)

The Pennsylvania Nurse, Editorial Board (2006-present)

Nursing Management, Editorial Board (2004-present)

Canadian Journal of Nursing Research. Editor-at-Large (2003-present), Associate Editor (2004-present)

Biomed Central: Nursing (E-Journal), Advisory Board Member (2002-present)

Sentinel Event Review, Joint Commission on Accreditation of Healthcare Organizations, Editorial Board (2002)

Ad-hoc reviews (Past 3 years)

American Journal of Infection Control

American Journal of Nursing

Annals of Internal Medicine

Biomed Central: Family Practice (E-Journal)

Canadian Journal of Nursing Research

Canadian Medical Association Journal

Clinical Effectiveness in Nursing

Health Affairs

Health Services Research

Inquiry: The Journal of Health Care Organization, Provision, and Financing

International Journal of Nursing Studies

International Journal of Quality in Health Care

JAMA--Journal of the American Medical Association

Journal of Health Policy, Politics, and Law

Journal of Occupational and Environmental Medicine

Medical Journal of Australia

Nursing Inquiry

Nursing Research

Social Science and Medicine

Scandinavian Journal of Public Health

Grant Review Panels

Emergency Nurses Association Foundation/Sigma Theta Tau International (2006)

Sigma Theta Tau International, Collateral Reviewer (1 cycle per year—off-site review) (2002-present)

Intern, Psychosocial Impact and Consequences of Illness Review Panel, National Health Research and Development Program (NHRDP), Health Canada (1994)

Ad-hoc Grant Reviews (Past 3 years)

Social Science and Humanities Research Council (Canada) (2007)

Israel Science Foundation (2006)

Belgian Federal Public Planning Service Science Policy, Health Policy Research (2005)

Research Division, Workers' Compensation Board of British Columbia (2003, 2004, 2006)

Other Contributions

Reviewer, Jones and Bartlett Publishers, Nursing Division (2006)

Reviewer, Literature Synthesis on Nurse Staffing and Patient Outcomes, University of Minnesota and Agency for Healthcare Research and Quality, Rockville, MD (2006)

Reviewer/Commentator, Nursing Executive Center, Advisory Board Company (2005-)

Member and Chair, Peer Review Panel, Nurse Staffing and Patient Safety synthesis report Canadian Health Services Research Foundation (2005)

At-Large Member, Nursing Advisory Council, Joint Commission on Accreditation of Healthcare Organizations (2003-present)

Reviewer, Elsevier (Mosby/Saunders) Publishers; Springer Publishing (2003-present)

Reviewer/Consultant, F.A. Davis Publishing Company, Nursing Division (2001-present)

Participant, Expert Meeting, Improving the Use and Safety of Medications in Women Through Gender and Race Analysis, Agency for Healthcare Research and Quality, Rockville, MD (2004)

Participant, Medical Liability/Tort Reform Roundtable, Joint Commission on Accreditation of Healthcare Organizations (2003-2004)

Association Memberships

AcademyHealth (formerly the Academy for Health Services Research and Health Policy)

American Association of Critical-Care Nurses

American Public Health Association

Pennsylvania State Nurses Association

Sigma Theta Tau International, Xi Chapter

SELECTED UNIVERSITY OF PENNSYLVANIA ACTIVITIES (including Committee Memberships) (2001-)

University of Pennsylvania School of Nursing

Member, Committee on Academic Freedom (2006-present)

Member, Academic Standards and Progressions Committee (2006-present)

Member, Search Committee for the Associate Dean for Academic Programs (2005-2006)

Chair, BSN-PhD Program Development Task Force (2004-present)

Member, Advisory Board for the Nursing Undergraduate Honors Program (2004-present)

Co-Chair, Undergraduate Curriculum Committee (2004-2006)

Member, Doctoral Curriculum Committee (2004-present)

Member, Taskforce on Research Center Guidelines (2004)

Chair, Academic Standards and Progressions Committee (2003-2005)

Member, Strategic Planning Committee (2002-2003)

Member, Undergraduate Curriculum Committee (2001-2003, 2006-present)

Member, Undergraduate Course Directors' Group (2001-present)

Preview Weekend and Parents' Weekend, Faculty Panelist (2001-present)

University-wide

Member, University Faculty Senate Nominating Committee (2006)

Panel Member, Leonard Davis Institute Alumni Weekend Panel--Linking Health Services Research, Policy and Practice (2005)

Penn Reading Project, Faculty Facilitator (2002, 2003, 2005)

Member, Hearing Boards for the Student Disciplinary System and the Code of Academic Integrity (2003-present)

Assistant Professor Member, Senate Executive Committee (2001-2003)

DOCTORAL DISSERTATION COMMITTEES

Committee Member, Hostvedt, K. (2006-present). Nursing home staffing and patient outcomes. (University of Pennsylvania School of Nursing).

Committee Member, Biron, A. (2006-present). Predictors of medication errors in inpatient settings. (McGill University School of Nursing and Centre FERASI).

Committee Member: Roch, G. (2004-present). The impact of organizational climate on the shaping of relational practices and job satisfaction in clinical nurses in hospital settings. (Université de Montréal Faculty of Nursing, Centre FERASI).

Cosupervisor: Rochefort, C. (2003-present). Structure and function of nursing care in neonatology and their relationship to quality of care and work environments. (Université de Montréal Faculty of Nursing, Centre FERASI).

Committee Member: Schubert, M. (2003-present). Implicit rationing of nursing care in Swiss hospitals. (University of Basel, Switzerland).

Committee Member: Latimer, M. (2003-2006). Organizational influences on pain management in neonatal intensive care units. (McGill University School of Nursing and Centre FERASI). Dissertation defended June 2006. Current Position: Assistant Professor, Dalhousie University.

Chair: Jackson-Malik, P. (2001-2005). Organizational climate as a correlate of nurse job outcomes. (University of Pennsylvania School of Nursing) Dissertation defended March 2005. Current position: Director of Nursing Research, Philadelphia Veterans Affairs Medical Center.

Committee member: Baernholdt, M. (2003-2005). Barriers to research utilization of evidence on nurse staffing's impact on patient and nurse outcomes. (University of Pennsylvania School of Nursing). Dissertation defended February 2005. Current position: Assistant Professor, University of Virginia.

Committee member: Gunnarsdottir, S. (2003-2005). Quality of worklife and quality of care in Icelandic hospital nursing. (London School of Hygiene and Tropical Medicine). Thesis defended Fall 2005. Current position: Advisor to the Chief Nursing Officer, Landspítali University Hospital, Reykjavik, Iceland.

Other Doctoral Committees (University of Pennsylvania)

Tubbs-Cooley, H. (2006). Policy approaches to nurse supply issues and methodological traditions in outcomes research. MS-PhD Qualifying Exam committee member.

Kim, H. (2005). Treatment related symptom clusters in breast cancer: A secondary data analysis. Reader, PhD Dissertation proposal.

Whitfield-Harris, L. (2004-2006). Psychosocial influences on adolescent obesity. PhD academic advisor and qualifying exam chair.

Park, S. (2004). Hospital nurse work environments and patient outcomes. PhD academic advisor and qualifying examination chair.

Crighton, M. (2004). The experience of neutropenia for older adults with non-Hodgkin's lymphoma in the first cycle of CHOP. PhD dissertation proposal.

Balas, M. (2004). Delirium in the Surgical Intensive Care Unit: Prevalence and outcomes in older adults. PhD dissertation proposal.

Newland, J. (2002). Factors influencing transition in a pediatric setting: Middle and late adolescents with sickle-cell disease. Reader, PhD dissertation.

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