

GAURDIA E. BANISTER PhD, RN
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EDUCATIONAL BACKGROUND

- May 1988 Ph.D. Psychiatric/Mental Health Nursing, The University of Texas at Austin.
- Dec. 1983 M.S.N. Major - Psychiatric/Mental Health Nursing, Minor - Nursing Administration,
The University of Texas at Austin.
- May 1980 B.S.N. University of Wyoming, Laramie, Wyoming.

LICENSURE

Registered Nurse, State of Massachusetts #277366, exp. Sept. 2014.
Registered Nurse, District of Columbia #760054320, exp. June 2014.

WORK EXPERIENCE

- Aug 07- Present Executive Director, Institute for Patient Care, Massachusetts General Hospital, Boston, MA. Responsible for developing innovative programs and initiatives to advance clinical excellence through interdisciplinary collaboration, education and research for the Patient Care Services (PCS) departments of nursing, social services, the therapies, chaplaincy, and volunteers. In addition, provides oversight and coordination of academic affiliations including the Clinical Leadership Collaborative for Diversity in Nursing (CCLDN), professional development, awards and recognition, organizational evaluation, collaborative governance, credentialing for nurses in the expanded role and physician assistants, leadership development, and career advancement.
- Jan 06 – Aug 07 Senior Vice President for Patient Care Services, Providence Hospital, Washington, DC, a member of the Ascension Health System. Administratively responsible for the overall provision of Patient Care Services throughout the 408-bed hospital. Departmental responsibilities included nursing, pharmacy, respiratory, cardiac diagnostic and the sleep lab.

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WORK EXPERIENCE (con't)

- May 00 – Dec 06 Vice President for Patient Care Services (Name change from Vice President for Nursing in January 2005), Providence Hospital, Washington, D.C. Administratively responsible for the overall provision of Nursing Care throughout the 408-bed hospital.
- Jan 91 – Apr 00 Director of Nursing, Behavioral Health Services, Providence Hospital Washington, D.C. Managed all operations at five facilities that provided a broad range of behavioral health services to approximately 2,000 patients per year. Services included inpatient psychiatry, geriatric psychiatry, inpatient and outpatient substance abuse treatment and specialized services for individuals with dual disorders. Responsibilities included fiscal management, maintaining Joint Commission accreditation, program development, proposal writing, supervision of staff, quality improvement, marketing, in-service training and collaborating with managed care and community organizations.
- Mar. 92 - May 00 Consultant, Private Practice. Provided services such as individual and group therapy, crisis intervention, case management and employee training for hospitals and other health care organizations.
- Dec. 88 - Jan. 91 Area Account Manager, Institute for Human Resources, Rockville, Maryland. Provided contract management of Employee Assistance Programs (EAPs) in five states. Responsibilities included supervision of counseling staff, maintaining 24 hour counselor coverage, quality assurance, and serving as liaison to treatment providers. Counseled individuals, couples and families. Facilitated therapy groups. Conducted wellness presentations on topics such as chemical dependency, stress management, crisis intervention, and women's issues. Created and conducted a training program on chemical dependency awareness which complied with federal initiatives for a drug free workplace.
- Jan. 85 - Nov. 88 Assistant Director, Women's Counseling and Resource Center, Austin, Texas. Served 7,000 clients per year. Responsibilities included policy development, fundraising and fiscal management. Created and implemented counseling training program. Responsible for recruitment, hiring, training, and supervision of counseling staff and interns. Counseled individuals and couples on issues such as emotional, sexual and physical abuse, substance abuse, suicidal ideation, depression, anxiety and career concerns. Planned and facilitated structured therapy groups.

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WORK EXPERIENCE (con't)

- Sept. 82 - May 85 Telephone Crisis Counselor, (part-time). Counseling and Mental Health Center at The University of Texas at Austin. Counseled university students, faculty and staff. Presented outreach and inservice educational programs. Participated on a multidisciplinary committee which addressed the concerns of diverse student groups.
- June 80 - Aug. 82 Psychiatric Staff Nurse, Colorado Psychiatric Hospital, affiliated with the University of Colorado Health Sciences Center, Denver, Colorado. Counseled clients in an acute care, inpatient, locked unit. Developed and implemented patient care plans. Oriented new graduates by developing an orientation system which eased their adjustment to the ward environment. Acted as charge nurse on evening and night shifts. Participated in multidisciplinary patient care conferences.

ACADEMIC APPOINTMENTS

- July 11 – Present Visiting Scholar, Connell School of Nursing at Boston College, Boston MA.
- Sept. 10 – Present Associate Professor, College of Nursing and Health Sciences at the University of Massachusetts, Boston, MA.
- Sept. 08 – Present Clinical Assistant Professor, Nursing, MGH Institute for Health Professions, Charlestown, MA.
- Mar. 98 – Apr. 99 Professor, Department of Nursing, School of Health Sciences, Sapporo Medical Center, Sapporo Japan.

HONORS AND AWARDS

- Feb. 2012 Mary Eliza Mahoney Award, The American Nurses Association
- Jan. 2012 Nominated for the Bowditch Prize, Massachusetts General Hospital
- Oct. 2010 Partners In Excellence Award- My Giving Helps, Massachusetts General Hospital
- May 2010 Nursing Spectrum Excellence Award in Management for the New England Region
- Oct. 2009 Partners In Excellence Award-The Council on Disabilities Awareness, Massachusetts General Hospital
- Feb. 2009 Distinguished Alumna, The University of Texas at Austin
- Oct. 2008 Partners in Excellence Award, Massachusetts General Hospital

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HONORS AND AWARDS (con't)

- May 2008 Distinguished Alumna, Fay W. Whitney School of Nursing, University of

Wyoming
 Mar. 2008 Sigma Theta Tau, Upsilon Lambda Chapter, Charter Member. The MGH Institute for Health Professions
 June 2006 Johnson and Johnson Wharton Fellows Program in Management for Nurse Executives, The University of Pennsylvania
 May 2001 The Robert Wood Johnson Nurse Executive Fellows Program
 Oct. 1998 District of Columbia Nurses' Association Practice Award
 June 1994 National Leadership Fellow/Join Together-Sponsored by the Robert Wood Johnson Foundation and the Boston University School of Public Health
 Dec. 1990 Counselor of the Year, Institute for Human Resources
 May 1988 Sigma Theta Tau, Epsilon Theta Chapter
 Sept. 1985 American Nurses' Association Minority Fellowship
 Dec. 1983 Phi Kappa Phi Honor Society
 Sept. 1982 The University of Texas Graduate Opportunity Fellowship
 May 1980 Best Bedside Nurse Award, The University of Wyoming School of Nursing

PROFESSIONAL ASSOCIATIONS

May 2009 - Present Massachusetts Association of Registered Nurses
 Oct. 2008 - Present Organization of Nurse Leaders- Massachusetts and Rhode Island
 May 2005 - Present National Association of Health Services Executives
 Oct. 2002 - Present African Scientific Institute
 Dec. 1994 - Present National Black Nurses' Association, Inc.
 Sep. 1993 - Present American Organization of Nurse Executives
 Mar. 1991 - Present American Nurses Association

PROFESSIONAL ACTIVITIES

Sept. 2012 - Present Boston Children's Hospital Nursing Career Lattice Program Advisory Board
 May 2012 Visiting Scholar, Women's and Infants Hospital, Providence, RI.
 Feb. 2011 - Present Organization of Nurse Leaders, Massachusetts and Rhode Island Leadership Development Faculty
 Apr. 2010 - Present National Association of Health Services Executives, Treasurer
 Sept. 2009 - Present New England Regional Black Nurses Association, Vice President
 May 2009 - 2011 Robert Wood Johnson Nurse Executive Fellows Advisor
 Feb. 2009 - Present Susan G. Komen Massachusetts Affiliate Grant Reviewer
 Dec. 2008 – 2009 Massachusetts General Hospital Institute of Health Professions, Board of Trustees Academic and Student Affairs Committee member
 June 2008 - Present Simmons College of Nursing Advisory Board

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PROFESSIONAL ACTIVITIES (con't)

May 2008 - Present Robert Wood Johnson New Careers in Nursing Scholarship Program

Mar. 2008	National Advisory Member Center for Integration of Medicine and Innovative Technology Proposal External Reviewer
Feb. 2008 - 2010	Leadership Advisory Council for the MGH Institute for Health Professions
Dec. 2006 - 2007	Trinity University Nursing Advisory Council member
Jan. 2004 - 2007	Research Associate of the School of Nursing, The Catholic University of America
Sept. 2003 - 2007	Ascension Chief Nursing Officer Advisory Board member
Mar. 2003 - 2007	Ascension Health Clinical Excellence Team member
Apr. 2002 - 2007	Chairperson, Committee on Impaired Nurses, District of Columbia Board of Nursing.
Jan. 2002 - 2007	Advisory Board Member for the Latino Career Opportunity Program at the Catholic University of America.
Aug. 2001 - 2007	Advisory Committee Member for the University of the District of Columbia School of Nursing.
Oct. 1999 - 2001	Food and Drug Administration (FDA) Psychopharmacologic Drugs Advisory Committee
Apr. 1999 - 2000	Center of Substance Abuse Treatment (CSAT) project, Changing the Conversation: The National Plan to Improve Substance Abuse Treatment.
July 1997 - 1998	Institute of Medicine's Committee (IOM) on Community-Based Drug Treatment
Mar. 1997 - 1998	District of Columbia Board of Nursing
July 1996 - 1999	District of Columbia Mayor's Health Policy Council
Sept 1995 - 1997	Advisory Board Member for the Health Policy Institute for the Ethnic/Racial Minority Fellowship Program for the American Nurses Association
Sept 1995 - 1997	Advisory Panel Member for the Psychiatric/Mental Health Program for The Catholic University of America

PUBLICATIONS AND OTHER CREATIVE WORKS

Banister, G. & Gennaro, S. (2012). Mentorship and Best Practices for Mentorship. In Ives Erickson, J., Jones, D. and Ditomassi, M. (Eds) *Fostering Nurse-Led Care Professional Practice for the Bedside from Massachusetts General Hospital*, (pp.197-215) Sigma Theta Tau International, Indianapolis, IN.

Banister, G. & Winfrey, M. E. (2012). Enhancing Diversity in Nursing, A Partnership Approach. Journal of Nursing Administration, 42(3), 176-181.

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PUBLICATIONS AND OTHER CREATIVE WORKS (con't)

Glazer, G., Ives Erickson, J., Mylott, L., Mulready-Schick, J., & **Banister, G.** (2011) Partnering and Leadership: Core Requirements for Developing a Dedicated Education Unit. Journal of Nursing

Administration,41(10), 401-406.

Oldham, K.E., Cosper, P., Wilson, & **Banister, G.** (2011). Developing a Career Advancement Program for Frontline Nurses. In Gullatte, M. (Ed) *Nursing Management Principles and Practice*, 2nd ed., (pp.873-894) Oncology Nursing Society Publishing, Pittsburg, PA.

M.J., Mulready-Shick, J., Kafel, K., **Banister, G.**, & Mylott, L. (2009). Enhancing Quality and Safety Competency Development at the Unit Level: An Initial Evaluation of Student Learning and Clinical Teaching on Dedicated Education Units. *Journal of Nursing Education*, 48(12), 716-719.

Banister, G. (2008). Process. In L. Thompson Adams and E. O'Neil (Ed.) *Nurse Executive, The Four Principles of Management*, (pp. 181-197) New York, New York: Springer Publishing Company.

Capoccia, V. & **Banister, G.** (1999). The gap between practice and research. *The Counselor: Theory, Practice and Research* 17(4), 23-24.

Lamb, S., Greenlick, M.R. & McCarty, D. (Eds.). (1998). *Bridging the gap between practice and research: Forging partnerships with community-based drug and alcohol treatment*. Washington, DC: National Academy Press. (Committee member).

Join Together. (1998). *Treatment for addiction: Advancing the common good*. Boston, MA. (Policy Panel member).

Hackel, R., Butt, L., & **Banister, G.** (1996). How nurses perceive medication errors. *Nursing Management*, 27(1), 31-34.

Banister, G. (1988) Stress, coping, social support and psychological distress: A comparative study of black and white professionally employed women. Unpublished doctoral dissertation, University of Texas, Austin.

RESEARCH AND GRANT SUPPORT

Principle Investigator, Picker Institute "Always Responsive" Quality Demonstration Grant. Massachusetts General Hospital, 2011.
Funded \$100,000.

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RESEARCH AND GRANT SUPPORT (con't)

Program Director, Health Resources and Services Administration (HRSA) Nursing Workforce Diversity Grant Program. Providence Health Foundation, 2005.
Funded \$ 800,000.

Program Director, Court Services and Offenders Supervision Agency (CSOSA). Providence Hospital, 2000.
Funded \$930,000.

Program Director, High Intensity Drug Trafficking Area (HIDTA). Providence Hospital, 2000.
Funded \$140,000.

Program Director, Addiction. Prevention and Recovery Administration (APRA). Providence Hospital, 1999.
Funded \$5, 581,769.

Program Director, Robert Wood Johnson Foundation. Providence Hospital, 1998.
Funded \$177,000.

Program Director, University of Maryland. Providence Hospital, 1997.
Funded \$107, 600.

Program Director, District of Columbia Superior Court. Providence Hospital, 1996.
Funded \$200,000.

Program Director, Alcohol and Drug Abuse Services Administration (ADASA). Providence Hospital, 1991.
Funded \$4,555,655.

PRESENTATIONS (selected)

- Oct 2012 Oral presentation –Interprofessional Education: Promoting Teamwork and Team-based Care, Massachusetts General Hospital, Boston, MA.
- Sept. 2012 Poster Presentation-The “Always Responsive” Quality Demonstration Project. Organization of Nurse Leaders-MA-RI, Boston, MA
- Sept. 2012 Poster Presentation- Dedicated Education Unit: A Clinical Education Innovation via Academic-Practice Partnership. Organization of Nurse Leaders- MA-RI, Boston, MA

PRESENTATIONS selected (con’t)

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May 2012 Keynote Address: The Massachusetts General Hospital Institute for Health Professions Nursing Honors Ceremony, Boston, MA

Mar. 2012 Poster Presentation- Clinical Leadership Collaborative for Diversity in Nursing: Leveraging Service/Academic Partnerships to Expand Opportunities for Minority

Nursing Students, American Organization of Nurse Executives, Boston, MA.

- June 2011 Poster Presentation –Enhancing Diversity in Nursing, Center for Community Health Improvement, Massachusetts General Hospital, Boston, MA.
- Oct. 2010 Poster Presentation-Celebrating the Past, Present and Future of Nursing: Famous Black Nurses You May Never Have Heard Of and Honor Roll of Firsts, Massachusetts Board of Registration, Boston, MA.
- Apr. 2010 Keynote Address: Transforming the Future of Professional Development, The New England Regional Organization of Nurse Educators, Burlington, MA
- Aug 2009 Podium Presentation – The Institute for Patient Care: Advancing Clinical Excellence through Collaboration, Education and Research, The National Black Nurses Association Research Institute, Toronto, Canada.
- May 2009 Poster Presentation – The Dedicated Education Unit- An Innovative Model to Address the Faculty Shortage and Enhance Nursing Education, The North Eastern Organization of Nurse Educators, Woburn, MA.
- May 2009 Keynote Address, New England Nursing Spectrum Excellence in Nursing Awards, Waltham, MA.
- Feb. 2009 Keynote Address: Our Work Isn't Finished Yet, Excellence in Nursing Celebration, New England Regional Black Nurses Association, Boston, MA.
- Jan. 2009 Oral Presentation – Building Relationships in the Diverse Hospital Community: Understanding, Ourselves, Our Patients and Each Other, Massachusetts General Hospital, Boston, MA.
- Sep. 2008 Keynote Address School of Nursing White Coat Ceremony, Massachusetts College of Pharmacy and Health Sciences, Boston, MA.
- May 2008 Convocation Speech: Address to New Graduates, University of Wyoming School of Nursing, Laramie, WY.

PRESENTATIONS selected (con't)

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- Mar 2008 Oral Presentation – Impression from a Newcomer and Looking to the Future 11th Annual Collaborative Governance Celebration, Massachusetts General Hospital, Boston, MA.
- Feb 2008 Poster Presentation – The Health Alliance Project, The Health Resources and Services Administration All Programs Meeting, Washington, DC.

Nov 2007 Video – How to Influence Legislators, Robert Wood Johnson Connect Program, Washington, DC.

Apr 2007 Podium Presentation – Leadership: Looking Beyond the Horizon, National Student Nurses Association 54th Annual Convention, Baltimore, MD.

REFERENCES AVAILABLE UPON REQUEST