

## **CURRICULUM VITAE**

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### **EDUCATION**

2011 MGH Institute of Health Professions  
Doctor of Nursing Practice  
1987 Boston University, Boston, MA  
Master of Science - Nursing Administration  
1986 Westbrook College, Portland, ME  
Bachelor of Science – Nursing  
1971 Mercy Hospital School of Nursing, Portland, ME  
Diploma in Nursing

### **POST-GRADUATE TRAINING**

2009 Patient Safety Officer Executive Training Program  
Institute for Healthcare Improvement  
Cambridge MA  
2006 Quality and Safety Leadership Executive Education Program  
Harvard Business School  
Boston, MA  
1998 – 2001 Inaugural Class, Executive Nurse Fellows Program  
Robert Wood Johnson Foundation  
University of California at San Francisco, San Francisco, CA  
1997 Center for Nursing Leadership  
American Organization of Nurse Executives/Network for Healthcare  
Management  
1990 Strategies for Successful Nurse Management  
Leonard Davis Institute for Health Economics, Philadelphia, PA  
Wharton School of Business, University of Pennsylvania

## **EMPLOYMENT HISTORY**

### **Massachusetts General Hospital, Boston, MA**

- 1996 – Present      Senior Vice President for Patient Care Services and Chief Nurse:  
Responsibilities include providing strategic direction for hospital operations and clinical responsibilities for Patient Care Services including the disciplines of Nursing, Social Work, Physical Therapy, Respiratory Care, Occupational Therapy, Chaplaincy, Speech Language and Swallowing Disorders, and clinical support programs including Domestic Violence, Child Protection, Patient and Family Education, Tobacco Treatment, Patient and Family Lodging Services, Orthotics, Volunteer Services, Interpreter Services, the MGH International Patient Center, The Center for Global Health, and The Institute for Patient Care. Line management includes over 4,200 FTEs and budgetary authority for \$525 million.
- 1995 – 1996      Deputy Chief Nurse, Gynecology, Medicine, Obstetrics, Orthopaedics, Neurosciences, Pediatrics, Nursing Support, and Psychiatry
- 1994 – 1995      Clinical Director, Vincent Memorial Obstetric Nursing Service, Orthopaedic and Neuroscience Nursing Services
- 1993 – 1995      Clinical Director, Orthopaedic and Neuroscience Nursing Service
- 1989 – 1996      Director, Nursing Support Services
- 1988              Staff Specialist, Medical and Emergency Nursing Services

### **Mercy Hospital, Portland, ME**

- 1984 – 1988      Administrator for Nursing, Women’s Health, Ambulatory Care, Surgical, Orthopaedics, Neuroscience and Admitting
- 1975              Manager, Surgical Services
- 1971              Staff Nurse, Critical Care

## **LICENSURE**

- 1988 – Present      Registered Nurse, Massachusetts
- 1971 – Present      Registered Nurse, Maine

## **ACADEMIC APPOINTMENTS**

- 2010 – Present      Visiting Professor  
Huashan Hospital/Fudan University, Shanghai, China
- 2006 – Present      Instructor, Obstetrics, Gynecology, and Reproductive Biology  
Harvard Medical School, Boston, MA

1997 – Present      Clinical Assistant Professor, Adjunct Faculty  
 MGH Institute of Health Professions, Boston, MA

2007 – Present      Clinical Professor of Nursing  
 Massachusetts College of Pharmacy and Health Sciences  
 School of Nursing

1996 – Present      Visiting Scholar  
 William F. Connell School of Nursing, Boston College, Boston, MA

2001 – 2006        Teaching Associate, Obstetrics, Gynecology, and Reproductive Biology  
 Harvard Medical School, Boston, MA

1977 – 1983        Instructor  
 Medical Care Development – Rural Education Opportunities for Health Care  
 Professionals in Northern Maine

1977 –1979        Visiting Faculty  
 Dalhousie University, Halifax, Nova Scotia

1978                Instructor  
 New England College of Osteopathic Medicine, Portland, ME

### **TEACHING EXPERIENCE**

“Seminar in Professional Nursing,” Teachers College Columbia University, New York, April 2011

“The Quality of Healthcare in America: A Nursing Perspective,” Harvard University, Cambridge, MA, March 2010

“Nursing Now and in the Future,” Harvard Medical School, Introduction to Business and Management in Health Care, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010

“Nursing & Health Policy,” MGH Institute of Health Professions Health Policy, November 2003, October 2005, October 2006

“Doctor-Patient III,” Harvard Medical School, Health Policy and Economics, August 2005, September 2006, October 2007, 2009

“Exploring the Brain,” an educational forum for the public leaders of Massachusetts sponsored by Jeanette Ives Erickson, RN, Peter Slavin, MD, David Torchiana, MD, at Massachusetts General Hospital, September 23, 2004

“The Role of the Nurse Practitioner,” MGH Institute of Health Professions, Organizational Perspectives, Boston, March 25, 2003

“The New Nurse Leader,” MGH Institute of Health Professions, Organizational Perspectives, Boston, October 15, 2002

“Nursing: Where is it Going?” MGH Institute of Health Professions, Organizational Perspectives,

Boston, MA, 2001

"Patient Care Delivery Model at the Massachusetts General Hospital," Harvard School of Business Administration, Boston, MA, 1999, 2000

"Adverse Outcomes and Variations in Organization of Care Delivery," Harvard School of Business Administration, Boston, MA, 1999

### **GLOBAL HEALTH INITIATIVES**

- 2009 Senior Nurse Consultant, South Africa and Uganda AIDS/HIV clinics, tuberculosis programs, and research facilities at Nelson R. Mandela School of Medicine-University of KwaZulu-Natal, Doris Duke Medical Research Institute, CAPRISA Vulindlela Clinic, King Edward VIII Hospital, and Inkosi Albert Luthuli Hospital
- 2008 -2010 Senior Nurse Consultant, Magnet Twinning Collaboration – University Hospital, Dubai, UAE/Massachusetts General Hospital, Boston, MA
- 2008 –2010 Member, Middle East Nursing Task Force, Dubai, UAE
- 2008 – 2010 Member International Nursing Advisory Group, Dubai, UAE
- 2007 – 2010 Member, University Hospital Nursing Advisory Council, Dubai, UAE
- 2006 – Present Member, Harvard Humanitarian Initiative Executive Committee  
Harvard University
- 2006 – 2009 Senior Nurse Consultant (planning, hiring, training, policies & procedures and operations timeline) and Mentor for Chief Nurse, Project Hope Basrah Children’s Hospital, Basrah, Iraq
- 2005 – Present Chairperson, Massachusetts General Hospital Center for Global Health Advisory Committee  
Massachusetts General Hospital, Boston MA
- 2005 Volunteer, Project Hope, Humanitarian Relief mission to Banda Aceh, Indonesia aboard the USNS Mercy
- 2005 Coordinated the deployment of teams of Massachusetts General Hospital nurses & social workers to participate in Project Hope Relief efforts post-tsunami in Indonesia and post-Katrina in Louisiana.
- 2004 – Present Board Member, Durant Fellowship for Refugee Medicine  
Massachusetts General Hospital, Boston, MA

### **RESEARCH AND GRANT FUNDING**

- 2010 Adams, JM, Paulo, L, Ives Erickson, J, Aspell Adams, A, and Clifford, J.C. (2010) The Need for Key Supportive Relationships in Achieving Influence:

Understanding the Nurse Executive and Executive Administrative Assistant Relationship. Report from the 2009 INHL Conference.  
[www.inhl.org/inhl/publications/other\\_conf.html](http://www.inhl.org/inhl/publications/other_conf.html)

- 2009 Adams, JM, Paulo, L, Ives Erickson, J, Aspell Adams, A, Jones, D.A, and Clifford, J.C. (2009) Factors Enhancing Nurse Leader Influence: Report from the 2008 INHL Conference [www.inhl.org/inhl/publications/other\\_conf.html](http://www.inhl.org/inhl/publications/other_conf.html)
- 2008 Adams, JM, Paulo, L, Meraz-Gottfried, L, Aspell Adams, A., Ives Erickson, Jones, D.A, and Clifford, J.C. (2008) Report from the 2007 INHL Conference – Success Measures for the Nurse Leader.  
[www.inhl.org/inhl/publications/other\\_conf.html](http://www.inhl.org/inhl/publications/other_conf.html)
- 2007 Adams, JM, Ives Erickson, J, Duffy, M. Jones, D.A, Aspell Adams, A. and Clifford, J.C. (2007) Report from the 2006 INHL Conference – Study of Nursing Leadership Knowledge and Influence.  
[www.inhl.org/inhl/publications/other\\_conf.html](http://www.inhl.org/inhl/publications/other_conf.html)
- 2006 The Humane Society, \$25,000 funding.  
Principle Investigator, Nursing Research Fellowship in Global Health and Disaster Relief
- 2005 Fidelity Non-Profit Management Foundation, \$250,000 seed funding.  
The MGH Center for Global Health and Disaster Relief project development
- 2001 Robert Wood Johnson Executive Nurse Fellows Program, \$60,000 funding  
Principal Investigator, “Chief Nurse Executive Role in Integrated Delivery Systems”
- 1996 – Present Staff Perceptions of the Professional Practice Environment Annual Survey  
Massachusetts General Hospital
- 1994 Harvard School of Public Health, Massachusetts General Hospital & Brigham & Women’s Hospital  
Phase II Investigator, “Prevention of Drug-Related Complications in Hospitalized Patients.”
- 1993 Harvard School of Public Health, Massachusetts General Hospital & Brigham & Women’s Hospital  
Phase I Systems Analyst, “Prevention of Drug-Related Complications in Hospitalized Patients.”
- 1993 Ernst & Young, Massachusetts General Hospital & Support Systems International  
Principal Investigator, “Incontinence Management Cost Study.”

## **AWARDS & HONORS**

- 2012 Mary Ann Garrigan Award for outstanding professional achievement and leadership in the nursing profession. Boston University.

- 2012 Lamplighter Award. *MGH Nursing at Two Hundred* was recognized in the Publications-Special Purpose category, sponsored by the New England Society for Healthcare Communications to recognize "excellent and exceptional healthcare communications."
- 2010 Chancellor's Award for Longstanding Community Commitment and Service in recognition of efforts to increase diversity in the nursing profession. University of Massachusetts Boston
- 2007 Fellow in the American Academy of Nursing
- 2007 Massachusetts Association of Registered Nurse's President's Award for "persistence and courage to do the right thing while making a difference in health care"
- 2006 Honored by First Lady Laura Bush at the Project Hope Gala for Basrah Children's Hospital
- 2005 The Boston Business Journal's 2005 Champions in Health Care Award
- 2005 The Elaine B. Sherwood Service Award for "outstanding commitment and contribution to the work of the Massachusetts Organization of Nurse Executives" (MONE)
- 2005 Honored by President Bush at the White House for Project Hope tsunami relief work
- 2003 The Prism Award (inaugural year), AONE 36<sup>th</sup> Annual Meeting & Exposition
- 2002 The New England Regional Black Nurses Association's President's Award
- 2002 "Sharing the Vision," Featured in AONE Movers & Shakers, Nursing Management
- 2001 Mary B. Conceison Award for Excellence in Nursing Leadership, Massachusetts Organization of Nurse Executives (MONE)
- 2001 Profiled in "How Jane Won, 55 Successful Women Share How They Grew from Ordinary Girls to Extraordinary Women," by Sylvia Rimm
- 2000 Massachusetts General Hospital for Children, Family Centered Care Award
- 2000 Inaugural recipient of the Jeanette Ives Erickson Award for Invaluable Contributions to Resident Life and Teaching on the Vincent Memorial Obstetrics and Gynecology Service, Vincent Memorial Obstetrics and Gynecology Hospital at Massachusetts General Hospital
- 1998 Sigma Theta Tau International, Gamma Epsilon Chapter, Northeastern

University, Certificate of Appreciation for Creative and Innovative Nursing Leadership

- 1996 – 1998 The American College of Obstetricians and Gynecologists, Outstanding Service on the Committee on Professional Standards, Boston, MA
- 1995 Recognized by the Massachusetts State Senate and Massachusetts Governor, William Weld, for her efforts in the legislative process of Senate Bill 2057, “Drive-Through Delivery” bill becoming law, Boston, MA
- 1995 Who’s Who in American Nursing, Marquis Who’s Who, Wilmette, IL
- 1994 Recognition of “Surviving Downsizing by Utilizing Systems Thinking and Strategic Planning Initiatives.” *Critical Care Management*, Vol. 1, No. 12 (164-165), Aug 1994
- 1994 The World’s Who’s Who of Women, Who’s Who in the East and Who’s Who of American Women - Marquis Who’s Who, Wilmette, IL
- 1993 Who’s Who in Science & Engineering, The World’s Who’s Who of Women and Who’s Who in the East - Marquis Who’s Who, Wilmette, IL
- 1992 Who’s Who in the East - Marquis Who’s Who, Wilmette, IL
- 1992 American Biographical Institute, Raleigh, NC, 4th Edition, 1992  
2000 Notable American Women
- 1991 – 1995 Who’s Who in Professional Nursing, The Society of Nursing Professionals, Wilmette, IL
- 1991 – 1990 Who’s Who in American Nursing, Marquis Who’s Who, Wilmette, IL

### **PROFESSIONAL ACTIVITIES**

- 2012 Nursing Archives Associates, Boston University, Boston, MA
- 2012 Member, National Consensus Project on Compassionate Care Steering Committee, MGH Schwartz Center, Boston, MA
- 2011 Board Chair, Dineen Maine MGH Healthcare Partnership
- 2009 – Present Member, Greater Boston Aligning Forces for Quality Initiative Planning Grant Community Council.
- 2009 – Present Member, Greater Boston Aligning Forces for Quality Initiative Planning Grant Planning Group.
- 2007 - Present Member National Advisory Council on Nurse Education and Practice (NACNEP), Health and Human Services Administration, Washington, DC

2007 – 2009 Co-Chair, CNO-Dean Advisory Council, Honor Society of Nursing – Sigma Theta Tau International

2008 Founding Member and Inaugural Chairperson, CNO Research Council Health Workforce Solution, LLC, San Francisco, CA

2006 – Present Member, Harvard Humanitarian Initiative Executive Committee Harvard University

2006 – Present Member, Board of Directors The Benson-Henry Institute for Mind Body Medicine

2005 – 2012 Member, Editorial Advisory Board Nursing 2005 – 2012 Lippincott Williams & Wilkins

2004 – Present Member, Board of Directors The Institute for Nursing Healthcare Leadership, Boston, MA

2003 – Present Member, Nurse Leadership Association, Board of Directors Robert Wood Johnson Executive Nurse Fellows Program

2003 – Present Member, Online Journal of Issues in Nursing, Editorial Review Board Kent, OH

2003 – Present Member, Worldviews on Evidenced-Based Nursing, Editorial Review Board London, England

2003 – 2006 Member, National Advisory Committee, Robert Wood Johnson Executive Nurse Fellows Program

2002 – Present Member, American Nurses Association/Massachusetts Association of Registered Nurses

2002 – Present Member, Journal of Nursing Administration, Editorial Review Board Annual Nursing Research Issue

2001 – Present Senior Associate The Institute for Nursing Healthcare Leadership, Boston, MA

1999 – Present Chairperson, Chief Nurse Council Partners Healthcare System, Inc.

1999 - Present Honorary Member, Sigma Theta Tau International Gamma Epsilon Chapter

1990 – Present Founding Editor Caring Headlines, Massachusetts General Hospital, Boston, MA

1989 – Present Preceptor, Administrative Fellowship Program Massachusetts General Hospital, Boston, MA



1988 – Present      Member, Sigma Theta Tau International  
Kappa Zeta-at-Large Chapter

2007                    Member, Advisory Panel, *Licensed to Care – Nursing in the 21<sup>st</sup> Century*,  
Crosskeys Media, Santa Barbara, CA

2007                    Member, Communication Expert Panel  
Joint Commission International Center for Patient Safety, Oakbrook, IL

1999, 2006, 2011    Member, Operational Review Team  
National Institutes of Health, Warren G. Magnuson Clinical Center,  
Bethesda, MD

1996 – 2006            Consultant  
Spaulding Rehabilitation Hospital, Boston, MA

1997 – 2005            Consultant  
Newton-Wellesley Hospital, Newton, MA

2004                    Member, Nursing Shortage Advisory Committee  
University of California/San Francisco and Robert Wood Johnson  
Foundation

2004                    Member, Toolkit Project Advisory Committee  
Robert Wood Johnson Executive Nurse Fellows Program

2003                    Planning Committee Member, Department of Public Health Nursing Summit  
Cap Gemini Ernst & Young

2002 – 2003            Member, American Organization of Nurse Executives Nominating  
Committee, Region I

2002                    Grant Reviewer  
The John A. Hartford Institution for Geriatric Nursing

2000                    Member, Chief Nursing Officer Search Committee  
National Institutes of Health, Warren G. Magnuson Clinical Center,  
Bethesda, MD

2000                    Member, Nursing Advisory Board  
Massachusetts College of Pharmacy and Allied Health Sciences

1999 - 2001            Advisory Board  
New England Nursing Spectrum, Lexington, MA

1997 – 1999            Consultant  
Mercy Hospital, Portland, ME

1997                    Consultant  
Barnes-Jewish Hospital, St. Louis, MO

- 1996 Member, American College of Obstetricians and Gynecologists Committee on Professional Standards
- 1996 Member, Massachusetts Organization of Nurse Executives, Government Affairs Committee
- 1994 Member, American Organization of Nurse Executives, Communication Advisory Panel
- 1994 – 1999 Member, Editorial Board  
Bay State Nurse News, KLM Communications, North Quincy, MA
- 1993 – 1996 Member, Editorial Board  
Leadership Perspectives
- 1992 – 1997 Member, Editorial Review Board  
Nursing Dynamics, Mosby-Yearbook, Inc., St. Louis, MO
- 1992 – 1993 Chairperson, Massachusetts Organization of Nurse Executives, Public Relations Committee
- 1992 Planning Consultant  
International Conference for Japanese Nurses, Boston, MA
- 1991 – 1994 Member, Society for Health Systems, Institute of Industrial Engineers
- 1991 Member, Massachusetts Organization of Nurse Executives, Mary B. Concession Award Committee
- 1991 Member, Massachusetts Organization of Nurse Executives, By-laws Committee
- 1991 – 1994 Member, Editorial Review Board  
Boston Nurse News, Boston, MA
- 1990 – 1994 Member, Abstract Panel  
SCAN in Nursing Administration
- 1986 – 1988 Member, Clinical Users Task Force  
Intermountain Health Care, Salt Lake City, UT
- 1985 Consultant  
Women's Health Care Seminar, Chicago, IL
- 1984 – 1986 Consultant, OB Facilities  
Deering & Associates, Spokane, WA

### **COMMUNITY SERVICE**

2009 - Present	Member, Board of Trustees MGH Institute of Health Professions, Inc.
2003, 2005, 2007	Chairperson, The Promise of Nursing for Massachusetts Initiative Johnson & Johnson, Boston, MA
2003 – Present	Co-Chairperson, Host Committee, Celebration of Women in Health Care Kenneth B. Schwartz Center, Boston MA
2002 – 2003	Member, Board of Trustees Saint Joseph’s College of Maine, Standish, ME
1993 – 1995, 2000	Mentor, Promising Pal Program City of Boston Public Schools, Timilty School, Boston, MA
1998	Guest Speaker, History and Our Neighborhood Charlestown Health Center, 30 Year Anniversary, Charlestown, MA
1997 – 2001	Member, Board of Trustees Rehabilitation Hospital of the Cape and Islands, Sandwich, MA
1997	Advisory Council Member, HAVEN Domestic Violence Program Massachusetts General Hospital, Boston, MA

## **PUBLICATIONS**

Adams JM, L’Europa T, Chisari RG, Alexander, G, and Ives Erickson J. (under development) Organizational Considerations in the Implementation of a New Graduate RN Residency: Confronting a Human Resources Challenge with Innovation. *Nursing Economic\$*.

Adams JM, Ives Erickson J, Ditomassi M, Jones DA, Clifford JC. (in press) Nurse Leader Perceptions of Superior, Peer and Subordinate Expectations: Toward an Evidence-Based Measure of Chief Nurse Practice and Success. *Journal of Nursing Administration*.

Adams JM, Ives Erickson J, Ditomassi M, Clifford JC. (2012) Understanding the nurse executive and executive administrative assistant relationship. *AONE’s Nurse Leader* 10(1) 44-45. February.

Ives Erickson, J. (2012) Leading a highly visible hospital through a serious reportable event. *Journal of Administration – Spotlight on Leadership*. 42(3) 131-133.

Jiang H, Ives Erickson J, Ditomassi M, Adams JM. (2012) Promoting a culture of professional practice through a twinning relationship. *Journal of Nursing Administration*. 42(2) 117-122.

Ives Erickson J, Ditomassi MO, Adams JM. Developing the Leadership Skill Set for the Executive Nurse Leader. In S. Ahmed, S. Davis & V Fuller (Eds.), *The DNP – Redesigning Advance Practice Roles for the 21st Century: Education, Practice and Policy*. Springer Publishers, (in press)

Ives Erickson J. (2012) 200 Years of Nursing—A Chief Nurse’s Reflections on Practice, Theory, Policy, Education, and Research. *Journal of Nursing Administration* 42(1) 9-11.

Glazer G, Ives Erickson J, Mylott L, Mulready-Shick J, Banister G (2011) Partnering and Leadership: Core Requirements for Developing a Dedicated Education Unit *Journal of Nursing Administration*. 41(10) 401-406.

Adams, JM, Chisari, RG, Ditomassi, M., Ives Erickson, J. Understanding and Influencing Policy: An Imperative for the Contemporary Nurse Leader. *AONE Voice of Nursing Leadership*, July 2011.

Ives Erickson, J. Nurse Leaders' Role in Strengthening the Profession. In *Power of Ten 2011-2013: Nurse Leaders Address the Profession's Most Pressing Issues*. Indianapolis, IN: Sigma Theta Tau International, Honors Society of Nursing, July 2011.

Adams, JM, Ives Erickson, J. (2011) Applying the Adams influence model (AIM) in nurse executive practice. *Journal of Nursing Administration*, 41(4), 186-192, 2011.

*Massachusetts General Hospital Nursing at Two Hundred*. Ives Erickson, J., publisher, Ditomassi, M., Peirce, G., editors. Boston, MA; Massachusetts General Hospital and the Massachusetts General Nurses' Alumnae Association. 2011.

Ives Erickson, J, Ditomassi, M. Professional practice model: Strategies for translating models into practice. In Karen S. Hill, RN, DNP and Suzanne S. Prevost, PhD, RN, Magnet environments: supporting the retention and satisfaction of nurses, (p.35-44), Saunders/Elsevier, March 2011. An issue of *Nursing Clinics* hardbound published.

Ives Erickson, J. A nurse leader's perspective on disaster preparedness and response: Experiences from Haiti. *AONE Voice*, May 2010.

Ives Erickson, J, Kirschling, J. The STTI Practice-Academe Innovative Collaboration Award: Honoring innovation, partnership, and excellence. *Journal of Nursing Scholarship*, 2010; 4:3, 286-294.

Ives Erickson, J. Overview and summary: promoting healthy work environments: A shared responsibility. *The Online Journal of Issues in Nursing*, Vol 15. No 1. (Jan) 2010.

Ives Erickson, J, Washington, D, Diversity. In Nancy Rollins Gantz, *Global leadership lessons for nurses: shared legacies from leaders and their mentors*, ed. Nancy Rollins Gantz. Indianapolis, IN: Sigma Theta Tau International. 2009.

Adams, Jeffrey, Ives Erickson, J, Jones, DA, Paulo, L. An Evidence-based structure for transformative nurse executive practice: the model of the interrelationship of leadership, environments, and outcomes for nursing executives (mile one). *Nursing Administration Quarterly*, Vol. 33, No. 4, pp 280-287. July/September 2009.

Ives Erickson J, Millar S. Caring for patients while respecting their privacy: renewing our commitment. Reprinted in Jennifer Parks and Victoria Wilkes, *Bioethics in a changing world*. NJ. Prentice-Hall. August 2009.

Ives Erickson, J, Duffy, M, Ditomassi, M, Jones, D. Psychometric evaluation of the revised professional practice environment (RPPE) Scale (pp. 236-243). *Journal of Nursing Administration*, Vol. 39, No. 5, May 2009.

Ives Erickson, J., Contemporary Nursing. In Marilyn Klainberg, EdD, RN and Kathleen M Dirschel, RN, PhD, Today's nursing leader: managing, succeeding, excelling (p.11), Jones & Bartlett Publishers, March 2009.

Ives Erickson, J. Relationships: the importance of a staff-friendly culture. In June Fabre, Smart nursing: nurse retention & patient safety improvement strategies (pp.9-19). Springer Publishing, 2008.

Ives Erickson, J. (1) Nursing satisfaction in the professional practice environment, (2) professional practice model, (3) staffing effectiveness. In Harriet. R. Feldman (Ed), Nursing leadership: A concise encyclopedia. (pp. (1) 406-410, (2) 467-470, (3) 509-511). Springer Publishing, 2008.

Ives Erickson, J, Clifford, J. Building a foundation for nurse-physician collaboration. CRICO/RMF Forum, May 2008.

Ives Erickson, J, Ditomassi, M, Jones, D. Interdisciplinary institute for patient care: advancing clinical excellence. Journal of Nursing Administration; Vol. 38, Number 6, June 2008.

Ives Erickson, J, Daniels, A, Smith, M.E, Vega-Barachowitz, C. Recognizing clinical excellence at all levels of practice: a multidisciplinary clinical recognition program. Journal of Nursing Administration; 2008 (Feb) (Vol. 38, No. 2) 1-8.

Ives Erickson, J., Relationships: the importance of a staff-friendly culture. In June Fabre, Smart nursing: how to create a positive work environment that empowers and retains nurses (pp.7-18). Springer Publishing. 2005.

Nevidjon B, Ives Erickson J. The nursing shortage: solutions for the short and long term. In: A History of Nursing Idea). Springer Publishing, 2008.s. Andrist, L, Nicholas, P, Wolf, K; 2006.

Dykes, P, Spurr, C, Gallagher, J, Ives Erickson, J. A systematic approach to baseline assessment of nursing documentation and enterprise-wide prioritization for electronic conversion. Studies in Health Technology and Informatics, Volume 122, 683-687, 2006.

Ives Erickson J, Holm L, Chelminiak L, Ditomassi M. Why not nursing? Nursing 2005; 2005; 35(Jul) (No. 7).

Ives Erickson J, Millar S. Caring for patients while respecting their privacy: renewing our commitment. Online Journal of Issues in Nursing; 2005;10 (May) (No. 2).

Ives Erickson J, Ditomassi M. The clinical nurse leader: new in name only. Journal of Nursing Education; 2005;44(Mar) (No. 3).

Washington D, Ives Erickson J, Ditomassi M. Mentoring the minority nurse leader of tomorrow. Nursing Administration Quarterly; 2004;28(Jul-Sept) (No. 3):165-169.

Ives Erickson J, Duffy ME, Gibbons P, Fitzmaurice J, Ditomassi M, Jones D. Development and psychometric evaluation of the professional practice environment (PPE) scale. Journal of Nursing Scholarship; 2004 (Aug).

Ives Erickson J, Holm L, Chelminiak L. Keeping the nursing shortage from becoming a nursing crisis. *Journal of Nursing Administration*; 2004;34(Feb) (No. 2).

Reid Ponte P, Branowicki P, Somerville J, Anderson D, Ives Erickson J, Kruger N, Sporing E, Connaughton M, Conlin G. Collaboration among nurse executives in complex environments: fostering administrative best practice. *Journal of Nursing Administration*; 2003;33(Nov) (No. 11).

Graf CM, Millar S, Feilteau C, Coakley PJ, Ives Erickson J. Patients' needs for nursing care: beyond staffing ratios. *Journal of Nursing Administration*; 2003;33(Feb) (No. 2).

Ives Erickson J, Hamilton GA, Jones D, Ditomassi M. The value of collaborative governance/ staff empowerment. *Journal of Nursing Administration*; 2003;33(Feb) (No. 2).

Ives Erickson J. Doctorally-prepared nurses. *Boston College, William F. Connell School of Nursing Newsletter*; 2002(Fall).

Ives Erickson J, Warshaw AL, Ditomassi M. The health care worker shortage: suggested responses from the surgical community. *Bulletin of the American College of Surgeons*; 2002(Jun).

Ives Erickson J. A plan to solve nursing shortage. *The Boston Globe*; 2002(Jun 10).

Nevidjon B, Ives Erickson J. The nursing shortage: solutions for the short and long term. *Online Journal of Issues in Nursing*; 2001(Jan).

Pittman T, O'Connor M, Millar S, Ives Erickson J. Patient education: designing a state-of-the-art consumer health information library. *Journal of Nursing Administration*; 2001(Jun).

Leape LL, Cullen DJ, Dempsey Clapp M, Burdick E, Demonaco HJ, Ives Erickson J, Bates DW. Pharmacist participation on physician rounds and adverse drug events in the intensive care unit. *JAMA*; 1999;282(Jul) (No. 3).

Ives Erickson J, Ditomassi M. The professional practice model: a tool for articulating nursing practice. *Creative Nursing*; 1999;4(Mar).

Ives Erickson J. Managing change through strategic planning. *Nursing Spectrum*; 1998;2(Jul) (No. 15).

Ives Erickson J. Becoming a high performance organization. *Nursing Spectrum*; 1998;3(Feb) (No. 3).

Beurhaus P, Clifford J, Ives Erickson J, Fay M, Miller J, Sporing E, Weissman G. Executive nursing leadership: summary of the Harvard Nursing Research Institute's follow-up conference. *JONA*; 1997;27(Apr) (No. 4).

Leape L, Bates D, Cullen D, Cooper J, Demonaco H, Gallivan T, Hallisey R, Ives J, Laird N, Laffel G, Nemeskal R, Peterson L, Porter K, Servi D, Shea B, Small S, Sweitzer B, Thompson T, Vander Villet M. Systems analysis of adverse drug events. *JAMA*; 1995;274(Jul) (No. 1).

Leape L, Bates D, Cullen D, Cooper J, Demonaco H, Gallivan T, Hallisey R, Ives J, Laird N, Laffel G, Nemeskal R, Peterson L, Porter K, Servi D, Shea B, Small S, Sweitzer B, Thompson T, Vander

Villet M. Incidence of adverse drug events and potential adverse drug events: implications for prevention. JAMA; 1995;274(Jul) (No. 1).

Ives J. A high quality customer supplier relationship built on clinician values, Innovations '93. American College of Physician Executives; 1993.

Ives J, Mello J. Implementing quality improvement with clinical and support staff. Proceedings of the Second Asian Conference on Quality and Reliability; 1993; Beijing, China.

Ives J. Quality initiatives in health care. Boston Nurse News, KLM Communications; 1993 Jun/Jul.

Ives J. Nurses present to the moment. Caring Concepts, Centering Corporation; 1992(spring).

Ives J. Quality communication builds links, strengthens connections. Caring; 1992(spring).

Ives J. The Nursing Experience in Facilities Planning. Nursing Dynamics, Mosby Year-Book, Inc., 1992.

Ives J. Special nursing unit identifies quality improvement opportunities, Innovations '92, models for cost management and health care quality. American College of Physician Executives; 1992.

Ives J. Articulating a nursing organization's vision and values. Proceedings of the Quest for Quality & Productivity in Health Services, Institute of Industrial Engineers; 1992; Norcross, GA.

Ives J. A nursing service for quality improvement. Proceedings of the Quest for Quality & Productivity in Health Services, Institute of Industrial Engineers; 1992; Norcross, GA.

Ives J, Mello J, Riffe M. Designing and planning a quality linen management system. Proceedings of the Quest for Quality & Productivity in Health Services; 1991 Sept.

Zielstorff, RD, Heller EE, Fitzmaurice J, Ives J, Millar S. Costs and benefits of traditional vs. computer-based training for H.I.S. orientation. Nursing Economics; 1991;9(Nov/Dec) (No. 6).

Ives J. Articulating values and assumptions for strategic planning. Nursing Management; 1991;22(Jan):38-39.

Ives J. The evolution of primary nursing at Mercy. The Nursing Newsletter of Mercy Hospital; 1988;1(spring/summer) (No. 1).

Ives J, Austin WH, Hemodialysis in the acute general hospital, duplication-obligation. Journal of the Maine Medical Association; 1973;65:130-2.

## **MEDIA CITATIONS**

2009 Interview  
"Nursing Excellence Makes a Difference to Patients." Health Leaders Media.  
January 26, 2010

- 2009 Interview  
 “RNs Help in Haiti.” Nursing Spectrum/Nurse.com. January 25, 2010
- 2006 Interview  
 “New hope for Iraq’s children.” Nursing Spectrum, Northeast Edition
- 2006 Quoted  
 “New website provides detailed nurse staffing data from Massachusetts hospitals.” Nursing Executive Watch 2006;7(Feb) (No. 4)
- 2005 Newspaper Interview  
 “Hospitals Cutting Nurses’ Long Shifts,” by Liz Kowalczyk. The Boston Globe 2005 Sept 17
- 2005 Interview  
 “Public Perception Limits Interest in Nursing Profession,” by Christina Orlovsky, Nursezone.com
- 2005 Letter to the Editor  
 “Clinical Nurse Specialist.” The Journal for Advanced Practice Nursing 2005;19(Jul/Aug) (No. 4)
- 2005 Guest Editorial  
 “The Clinical Nurse Leader: New in Name Only.” Journal of Nursing Education 2005;44(Mar) (No. 3)
- 2004 Feature Story  
 “Nursing our Resources” featured in Worcester Telegram & Gazette following keynote speech and presentation of the “Future of Nursing...Healthcare in the Balance” at the Becker College Symposium, Worcester, MA, September 27, 2004
- 2004 Radio Interview  
 “The Nursing Shortage,” with Gina Cervetti, News Anchor, WBUR-FM
- 2004 Radio Interview  
 “The Nursing Shortage,” On the Money with Steve Bailey, WBIX radio
- 2003 Interview with Roundtable Participants  
 “Of Time and Tactics – Roundtable: Spin on Nursing Shortage”, by L. Steefel, Nursing Spectrum Online, [www.nursingspectrum.com](http://www.nursingspectrum.com)
- 2002 Interview  
 "Healthcare at the Crossroads," JCAHO nursing shortage study, CBS Radio
- 2002 Interview and Caller Participation  
 "The Nursing Shortage," The Keith Larson Show, WBT Radio, Charlotte, NC
- 2002 Interview  
 “Portrait of an American Nurse,” by P. Luton, Revue de L’Infirmiere



2002(Sept) (No. 83)

- 2002 Interview  
"Life Lessons and Leadership" Perspectives in Leadership Interview, Nursing Spectrum, May 21, 2001.
- 2000 Radio Interview  
"All Nurses, All the Time," by Madge Kaplan, Kaiser Media Fellow
- 2000 Interview  
"Nurse, Nurse, Where are You?" by Harry Keaney. Irish Echo 2000(Aug)
- 2000 Interview  
"Staffing Levels in Critical Condition," by Allison Connolly. Boston Business Journal 2000(Aug)
- 1996 Letter to the Editor  
"Layoff Plans." AJN 1996;96(Sept) (No. 9)
- 1994 Quoted  
"Surviving Downsizing, re: the Utilization of Systems Thinking and Strategic Planning Initiatives." Critical Care Management 1994;1(Aug) (No. 12)
- 1994 Quoted  
"Work Restructuring Transforms Support Staff." OR Manager;6 (No. 12)
- 1990 Letter to the Editor  
"Entry into Practice." Nursing Management;21 (No. 10)

## **PRESENTATIONS**

- 2012 "From the Board Room to the Bedside: Influencing the Professional Practice Environment," Institute for Nursing Leadership/North Shore Long Island Jewish Health System, Hyde Park, NY, June.
- 2012 "The evolution and revolution in patient care," Nursing Archives Association Annual Meeting. Boston, MA, May.
- 2012 "Reshaping the Future of Nursing: Application of the Adams Influence Model," Podium presentation, AONE Annual Meeting, Boston, MA, March.
- 2012 "Promoting a Culture of Professional Practice through a Twinning Relationship," poster presentation, AONE Annual Meeting, Boston, MA, March.
- 2011 "The Evolution and Revolution in Patient Care," Nursing History Lecture Series, Old South Meetinghouse, Boston, MA, December.
- 2011 "Professional Practice Model: Shared Decision Making," Bermuda Hospitals Board, Hamilton, Bermuda, October.

- 2011 “Creating a Professional Practice Model: The Pathway to Clinical Excellence,” Bermuda Hospitals Board, Hamilton, Bermuda, October.
- 2011 “Setting the Stage: The Importance of a Professional Practice Environment,” Professional Development Conference, Boston, MA, September.
- 2011 “History of MGH and Nursing,” Professional Development Conference, Boston, MA, September.
- 2011 “Nurses for the Future: Translating the Institute of Medicine (IOM) Report Recommendations into Action,” CRICO/RMF Patient Safety Summit for Nurses, Boston, MA, September.
- 2011 “Nurses’ Perceptions of the Practice Environment: Implications for the Health Care Team,” Linda Kelly Visiting Scholar Lecture, Boston, MA, June.
- 2011 “Evaluation of the Professional Practice Environment: Results from an International Study,” Linda Kelly Visiting Scholar Lecture, Boston, MA June.
- 2010 “The Importance of Nursing,” Huashan Hospital, Shanghai, China, October.
- 2010 “Global Health: A Core of our Mission,” Partners HealthCare All All 2010 – Philanthropy for a Healthier Community, Boston, MA, March.
- 2009 “Quality Innovation in Nursing,” Institute for Healthcare Improvement, Annual National Forum on Quality Improvement in Healthcare, Orlando, FL, December.
- 2009 “Creating a Professional Practice Model: The pathway to Clinical Excellence,” Huashan Hospital, Shanghai, China, October.
- 2009 “Joint Commission International Patient Safety Goals,” Huashan Hospital, Shanghai, China, October.
- 2009 “The Importance of Nursing: Caring for the World’s Most Vulnerable Populations,” MGH Development Office Annual Bermuda Event, Paget, Bermuda, June.
- 2009 “The Nurse Scientist Role: Creating a Culture of Research,” Eastern Nursing Research Society, Boston, MA, March.
- 2009 “Advancing the Practice of Patient-and Family-Centered Care: The Role of the Nurse Executive,” Institute for Family-Centered Care Conference, Boston, MA, March.
- 2008 “Research and Development Pilot Study: Applying Forces of Magnetism to Strategic Planning for New Hospital Development,” ANCC National Magnet Conference, Salt Lake City, UT, October.

- 2008 “Creating a Professional Practice Model: The Pathway to Clinical Excellence,” Nursing Development Conference, Dubai, UAE, May.
- 2008 “Magnet Recognition: The Pathway to Clinical Excellence,” Advance Forum for Healthcare Recruitment, Boston, MA, April.
- 2007 “Looking to the Future: The Building for the Third Century of MGH Medicine,” The Bulfinch Society Spring Lecture Series, June.
- 2007 “Global Nursing Partnerships for Dealing with the Unexpected: Creativity, Culture and Collaboration,” International Council of Nurses Conference, Yokohama, Japan.
- 2006 “Innovations and Challenges in Nursing Education: The Emerging Programs of CNL and DNP,” Institute for Nursing Health Care Leadership (INHL) Panel Presentation, Cambridge, MA.
- 2006 “Nexus of Nursing Knowledge and Practice Accomplished by PhD Nurses in an Acute-Care Setting,” Boston College School of Nursing, PhD Colloquia, Boston, MA.
- 2005 “Nursing Workforce,” MGH Institute of Health Professions, Board of Trustees, Boston MA.
- 2005 “Patient Care Partnerships...Healthcare in the Balance,” Mass College of Pharmacy, Newton, MA.
- 2005 “Disclosures,” The Joint Commission’s 19<sup>th</sup> Annual Conference on Quality & Safety, Chicago, IL.
- 2004 “Care of the Elderly,” AONE Day of Dialogue, Washington, DC.
- 2004 “How Will You Make a Difference?” Massachusetts Student Nurse Association Annual Convention, Welcome Address, Boston, MA.
- 2004 “The Future of Nursing...Healthcare in the Balance,” Becker College Symposium, Worcester, MA.
- 2004 “All Politics is Local,” National Invitational Conference for Executive Nurse Leaders, The Institute for Nursing Healthcare Leadership, Panel Presentation, Cambridge, MA.
- 2004 “Building the Clinical Infrastructure to Support Research,” Eastern Nursing Research Society, Quincy, MA.
- 2004 “Women: Inspiring Hope and Possibility,” The Association of Multicultural Members of Partners, Massachusetts General Hospital, Boston, MA.
- 2003 “Clara Barton: Her Life, Her Legacy and Her Contributions to Humanity,”

Clara Barton Week Celebration, State House, Boston, MA.

- 2003 "Building on our Heritage – A Housing Strategy for Smart Growth and Economic Development," The Boston Foundation.
- 2003 "The Nursing Shortage: A Path to Resolution," Nantucket Cottage Hospital Board of Trustees Meeting, Nantucket, MA.
- 2003 "The Nursing Shortage," The Promise of Nursing for Massachusetts, Sponsored by Johnson and Johnson, Boston, MA.
- 2003 "Creating a Research Intensive Environment," Council for the Advancement of Nursing Science (CANS) Washington, DC.
- 2003 "The Nursing Shortage," Nurses for Improving Care for Health System Elders Conference (NICHE), New York, NY.
- 2003 "Reinventing the Health Care Workplace," National Health Policy Conference, Washington, DC.
- 2002 "Children's Perception of Nursing: How to Recruit the Next Generation," MONE Winter Quarterly Meeting, Burlington, MA.
- 2002 "The 'New' Nurse Leader," Seventh Annual Conference for Nurse Managers, Saint Anselm College and New Hampshire Organization of Nurse Executives, Kennebunkport, ME.
- 2002 "The Nursing Shortage: A Path to Resolution," The Maine Emergency Nurses Association Annual Meeting and Education Day, Freeport, ME.
- 2002 "The CNO in the Current Health Care Environment: Preparation, Role and Responsibilities," Institute for Nursing Healthcare Leadership, Annual Conference, Boston, MA.
- 2001 "The Emerging Role of the Chief Nurse Executive in Integrated Delivery Systems," MONE Annual Meeting, Ogunquit, ME.
- 2001 "American Healthcare 2001: Taking the Long View," New England Society for Healthcare Strategy/Healthcare Management Association of Massachusetts, Woburn, MA.
- 2001 "Promoting Health Care Access Through Recruitment and Retention of a Diverse Workforce," New England Regional Black Nurses Association, Inc. Annual Clinical Conference, Woburn, MA.
- 2001 "A Comparative Study of Collaborative Governance (CG) in a Major Medical Center in the USA" (Hamilton, GA, Ives Erickson, J, Jones, D, Ditomassi, M.) accepted as a poster presentation at the International Council of Nurses.

- 2001 Testimony before the Joint Committee on Education, Arts and Humanities in support of legislation put forth by Senator Richard T. Moore to establish financial incentives designed to recruit and retain nurses; Massachusetts Senate Bill S301 and S302.
- 2001 Reviewed testimony in support of Massachusetts Senate Bill S301 and S302. Massachusetts State Legislature Luncheon hosted by Lt. Governor, Jane Swift.
- 2001 “Promoting Health Care Access through Recruitment and Retention of a Diverse Workforce” New England Regional Black Nurses Association, Inc., Woburn, MA.
- 2001 “Recruiting, Retaining, and Revitalizing Your Workforce” Massachusetts Healthcare Human Resources Association, Needham, MA.
- 2000 “Clinical Narratives: Articulating Our Practice,” Nursing Forum 2000, North Shore Medical Center, Salem Hospital, Salem, MA.
- 2000 “Collaborative Governance in Patient Care Services at Massachusetts General Hospital: Is it Working?” (Hamilton, G A, Ives Erickson, J, Fitzmaurice, J, Ditomassi, M, Jones, D.). Poster presentation at the Association of Health Services Research, Annual Meeting, Los Angeles, CA.
- 2000 “MGH Patient Care Services, Strategic and Operating Plan 2000,” Massachusetts General Hospital Institute of Health Professions, Faculty Presentation, Boston, MA.
- 1999 “Creating a Caring and Clinically-Competent Environment for Patients and Nurses,” Regis College, Sigma Theta Tau, Induction Ceremony, Waltham, MA.
- 1999 “View of MGH: Nursing Perspective,” Massachusetts General Hospital Nursing Alumnae Association, Annual Meeting, Boston, MA.
- 1999 “Restructuring: Impact on Health Professionals,” Massachusetts General Hospital Institute of Health Professions, Faculty Presentation, Boston, MA.
- 1999 “Changes in Health Care: Links to the Community,” Sigma Theta Tau, Boston, MA.
- 1999 “Restructuring: Impact of Hospital Organization on Nursing Leadership,” MONE, Quarterly Meeting, Marlborough, MA.
- 1999 “Nursing at Massachusetts General Hospital, 1999,” Massachusetts General Hospital, Development Office Fundraiser, Palm Beach, FL.
- 1998 “Nurses, Present to the Moment,” Spaulding Hospital, Nurse Recognition Week, Boston, MA.

- 1998 "Using a Professional Practice Model to Articulate Nursing Practice," Boston College School of Nursing, Sigma Theta Tau International, Alpha Chi Chapter, Boston, MA.
- 1998 "Where We Are, Where We Are Going," Massachusetts General Hospital Nursing Alumnae Association, 125<sup>th</sup> Anniversary, Boston, MA.
- 1997 "Caring, Compassion, and Competence: Hallmarks of the Healthcare Professions," MGH Institute of Health Professions, 17<sup>th</sup> Commencement, Boston, MA.
- 1997 "Patient Care Services Redesign," Barnes-Jewish Hospital, St. Louis, MO.
- 1996 "Patient Care Delivery Model: Evaluation of Training and Model Implementation at MGH, The Quality Forum, Massachusetts General Hospital, Boston, MA.
- 1995 "Contemporary Topics in Neuroscience Nursing," 1<sup>st</sup> Annual Neuroscience Nursing Conference, Boston, MA.
- 1995 "Re-engineering, Quality Improvement and the Design Process at Massachusetts General Hospital," NEOCON '95, World's Trade Fair, Chicago, IL.
- 1994 "The Future of Materials Management Under Managed Care," Panel Moderator, New England Healthcare Assembly, 73<sup>rd</sup> Annual Meeting, Boston, MA.
- 1994 "Broken Bones...Shattered Lives," 5<sup>th</sup> Annual Orthopaedic Nursing Conference, Boston, MA.
- 1993 "The Impact of Health Care Reform on the Nurse in the Acute Care Setting," 4<sup>th</sup> Annual Orthopaedic Nursing Conference, Boston, MA.
- 1993 "Nursing in the Twenty-First Century," Baxter International Quality Conference, Round Lake, IL.
- 1992 "Moving Into New Patient Care Units," The Second Annual Boston Education Consortium, Boston, MA.
- 1992 "Implementing TQM in your OR," Managing Today's OR Conference, Boston, MA.
- 1992 "The Nurse's Presence to the Patient," Baxter President's Council, Deerfield, IL.
- 1992 "Moving Into New Patient Care Units," AONE 25th Annual Meeting, Chicago, IL.
- 1992 "Nursing as an Agent for Improvement of the Healthcare System," Institute

for Healthcare Improvement, National Forum, Panel Moderator, Orlando, FL.

- 1992 "A Nursing Service for Quality Improvement," Institute of Industrial Engineers, Atlanta, GA.
- 1992 "Articulating Organizational Vision and Values," Institute of Industrial Engineers, Atlanta, GA.
- 1992 "Articulating the Nursing Organization's Vision and Values," Shared Governance Conference, San Diego, CA.
- 1992 "Quality Improvement in Linen Management," The Second Annual Boston Education Consortium, Boston, MA.
- 1992 "Nursing and Medical Records Quality Improvement Project," Quality Improvement Consortium, Chicago, IL.
- 1992 "Patient Valuables Quality Improvement Project," Quality Improvement Consortium, Chicago, IL.
- 1992 "Nursing/Clinical Laboratories Quality Improvement Project," Quality Improvement Consortium, Chicago, IL.
- 1992 "Improving a Discharge Planning Process," Quality Improvement Consortium, Chicago, IL.
- 1992 "Nursing and Dietetics Quality Improvement Project," Quality Improvement Consortium, Chicago, IL.
- 1992 "Improving a Patient Transport System," Quality Improvement Consortium, Chicago, IL.
- 1992 "Forms Management System," Quality Improvement Consortium, Chicago, IL.
- 1992 "Preparing the Soil for TQM," National Forum on Quality Improvement in Health Care, Orlando, FL.
- 1992 "The Uninitiated QI Clinical Team-Process and Case Study," National Forum on Quality Improvement in Health Care, Orlando, FL.
- 1992 "Articulating the Organization's Vision and Values for Quality Improvement," National Forum on Quality Improvement in Health Care, Orlando, FL.
- 1992 "A Department of Nursing for CQI," Quest for Quality Conference, Washington, DC.
- 1991 "Entry Into Practice," Boston University, Boston, MA.

- 1991 "Moves Into New Patient Care Units: Putting Quality Improvement to the Test," National Demonstration Project.
- 1991 "Designing and Planning a Quality Linen Management System," Health Services Forum for the Promotion of Continuous Quality Improvement, Society for Health Systems of the Institute of Industrial Engineers, Atlanta, GA.
- 1991 "The Patient As Customer," Hospitex, President's Meeting, Oak Brook, IL  
1984 "Single Room Obstetrical Services," NAACOG Annual Meeting, Portland, ME.
- 1984 "Family-Infant Bonding," Mercy Hospital, Portland, ME.
- 1977 "Metric Conversion of Acute Care Institution," Maine Society for Directors of Nursing, Maine Hospital Association, Portland, ME.
- 1974 "Tracheostomy Care" South Portland Visiting Nurse Association, Portland, ME.