

**Eleonor A. Pusey-Reid, DNP, RN, M.Ed**  
School of Nursing  
MGH Institute of Health Professions  
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**Education**

Doctor of Nursing Practice ( <b>DNP</b> ), (Nursing Education), MGH Institute of Health Professions, Boston, MA/United States	2011
Master of Education ( <b>M.Ed</b> ), (Instruction & Curriculum) Atlantic Union College, South Lancaster, MA/United States	2003
Master of Science ( <b>MS</b> ), (CNS, Adult/Gerontology – 2nd Track Higher Education in Nursing), Loma Linda University, Loma Linda, CA/United States	1992
Bachelor's degree ( <b>BS</b> , Nursing) (Cum Laude), Universidad de Montemorelos, Montemorelos, Nuevo León/México	1989

**Certificates and Licensure**

Commonwealth of Massachusetts Registered Nursing License	1998-
Critical Care Registered Nurse (CCRN)	1993-2020
Certification Advanced Cardiac Life Support	1992-2019

**Academic Appointments**

Associate Professor, MGH Institute of Health Professions, Boston, MA	2021-
Assistant Professor, MGH Institute of Health Professions, Boston, MA	2008-2021
Adjunct Senior Lecturer, Lawrence Memorial/Regis College, Medford, MA	2007-2011
Clinical Faculty, Massachusetts College of Pharmacy and Health Sciences, Worcester, MA	2006-2007
Associate Professor of Nursing, Atlantic Union College, S. Lancaster, MA	2003-2007
Assistant Professor of Nursing, Atlantic Union College, S. Lancaster, MA	1998-2003
Assistant Professor, Universidad Adventista de Centro America, Alajuela, Costa Rica	1994-1998

**Clinical Appointments**

Critical Care Per Diem Nurse, St. Vincent Hospital, Worcester, MA	2000-2019
Critical Care Per Diem Nurse, MGH, Boston, MA	1998-2002
Supplemental ICU Staff Nurse, University of Maryland Medical System, Baltimore, MD	1998
Staff/Per Diem Nurse ICU, Loma Linda University Medical Center, Loma Linda, CA	1992-1996
Staff Nurse/Medical-Surgical Nrsng, Loma Linda University Medical Center, Loma Linda, CA	1991-1992
Staff Nurse/Medical Intensive Care Unit, Veteran Administration Medical Center, New York, NY	1990

**Administrative Appointments**

Course Coordinator for NS 532 (Evidence-Based Practice & Leadership), School of Nursing, MGH Institute of Health Professions	2009-Present
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## E. Pusey-Reid

Course Coordinator for NS 520 (Common Problems of Adult Health), School of Nursing, MGH Institute of Health Professions	2008-2020
Course Coordinator for NS 510 (Nursing Process Practice & Skills) School of Nursing, MGH Institute of Health Professions	2008-2011
Interim Program Administrator, Department of Nursing, Atlantic Union College, S. Lancaster, MA	Fall 2002 & Summer 2006
Director, School of Nursing, Universidad Adventista de Centro América, Alajuela, Costa Rica	1995-1998
Assistant Director, School of Nursing, Universidad Adventista de Centro América, Alajuela, Costa Rica	1994-1995

## Honors and Awards

Research YOU Can Use to Support Your Practice/Patients with Dark Skin Tones ( <i>Research featured by the MGH Munn Center for Nursing Research – April 2023</i> )	2023
Inaugural Justice, Equity, Diversity & Inclusion (JEDI) Award (MGH Institute of Health Professions)	2022
Partners in Excellence Award: <i>Diversity, Equity &amp; Inclusion</i> (MGH Institute of Health Professions)	2022
Partners in Excellence Award: <i>Optimizing collaboration</i> (MGH Institute of Health Professions)	2022
Excellence in Faculty Advising Award, MGH Institute of Health Professions School of Nursing, Boston, MA	2021
Nursing Pinning address. Pinning Ceremony at MGH Institute of Health Professions School of Nursing, Boston, MA.	2021
Recipient of the Women of COLOR STEM Achievement Award in the Excellence in STEM Education category.	2021
Excellence in Leadership Award (Justice, Equity, Diversity & Inclusion) ( <i>New England Regional Black Nurses Association, Inc - NERBNA</i> )	2021
Inducted into the Teaching Excellence Academy for Learning (TEAL) – Fellow MGH Institute of Health Professions, Boston, MA.	2021
Pinner in the Accelerated BSN Pinning Ceremony at MGH Institute of Health Professions, Boston, MA.	2020
Nursing Pinning address. Tenth year - Pinning Ceremony at MGH Institute of Health Professions, Boston, MA.	2018
The DAISY Faculty Award (The DAISY Foundation)	2017
Alexandra Paul Simon Mentoring Award (Upsilon Lambda Chapter, Sigma Theta Tau International)	2017
Commencement ceremony Marshal (Accelerated BSN)	2015
Pinner in the Accelerated BSN Pinning Ceremony at MGH Institute of Health Professions, Boston, MA.	2014
Commencement ceremony Marshal (Accelerated BSN)	2013
Partners in Excellence Team Award: <i>2CC Construction &amp; Operational Team</i> (MGH Institute of Health Professions)	2012

Pinner in the Accelerated BSN Pinning Ceremony at MGH Institute of Health Professions, Boston, MA.	2012
Commencement ceremony Marshal (Accelerated BSN)	2011
Excellence in Nursing Award (Teaching/Mentorship) ( <i>New England Regional Black Nurses Association, Inc - NERBNA</i> )	2010
Nursing Pinning address. Inaugural Pinning Ceremony at MGH Institute of Health Professions, The Power of Commitment, Boston, MA	2009
Partners in Excellence Award: Teaching (MGH Institute of Health Professions)	2009
Partners in Excellence Award: Start of ABSN Program (MGH Institute of Health Professions)	2009
Excellence in Teaching Award (Atlantic Union College)	2007
Nursing Pinning address. Pinning Ceremony at Atlantic Union College, Commitment, South Lancaster, MA.	2007

### Grants

#### Completed

IHP SON HRSA Grant – Eleonor Pusey-Reid. Role: (Curriculum SDOH Leadership). Total, direct & indirect cost: \$755,634.00. (10% effort).	2022-
MGH Institute of Health Professions – SON Seed Grant. Eleonor Pusey-Reid. Title: Examining Dark Skin Tone Representation in Major Nursing Textbooks. Total, direct & indirect costs: \$10,000 Role: PI (100% effort)	2022-2023
MGH Institute of Health Professions School of Nursing (SON), Grant, Eleonor Pusey-Reid (Co-PI). Title: The Challenges and Strategies for Success for MGH IHP nursing students from diverse backgrounds. Total direct & indirect costs: \$1,500. Role: Co-PI (100% effort)	2016
Faculty Teaching Fellowship (MGH Institute of Health Professions) (\$5000) – “ <i>Creating a Student-Centered Learning Environment</i> ” – Teaching Fellowship Role: PI (100% effort)	2011-2012

### Publications

#### Peer-Reviewed Publications

- Pusey-Reid, E.,** Quinn, L., Samost, M. E., & Reidy, P. A. (2023). Skin assessment in patients with dark skin tone. *American Journal of Nursing*, 123(3), 36–43. <https://doi.org/10.1097/01.NAJ.0000921800.61980.7e>
- Gona, C. M., **Pusey-Reid, E.,** Reidy, P. A., Truong, K. A., & Tagliareni, M. E. (2023). Justice, equity, and inclusion in a school of nursing: A quality improvement program. *Journal of Nursing Education*, 62(1), 20–27. <https://doi.org/10.3928/01484834-20221109-04>
- Pusey-Reid, E.** & Blackman-Richards, N. (2022). The importance of addressing racial microaggression in nursing education. *Nurse Education Today*. 114, 105390. <https://doi.org/10.1016/j.nedt.2022.105390>
- Pusey-Reid, E.,** Gona, C., Lussier-Duynstee, P. & Gall, G. (2022). Microaggressions: Black students’ experiences - A qualitative study. *Journal of Professional Nursing*, 40, 73-78.

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<https://doi.org/10.1016/j.profnurs.2022.03.004>

MacDonald, A. & **Pusey-Reid, E.** (2022). Writing effective and equitable academic policies for nursing programs. *Nurse Educator*, 47(5), 311, 312.

<https://doi.org/10.1097/NNE.0000000000001195>

Nicholas, P., Evans, L., **Pusey-Reid, E.** & Gona, C. (2021). The intersection of climate change and health: An explication of the future of nursing 2020-2030 and charting a path to achieve health equity. *Witness: The Canadian Journal of Critical Nursing Discourse*, 3(2), 10-17.

**Pusey-Reid, E.**, Quinn, L. & Foley, C. A. (2021). Review of COVID-19 for Nurses. *MEDSURG Nursing*, 30(5), 297-302, 333.

Zang, S.M, Benjenk, I., Breakey, S., **Pusey-Reid, E.** & Nicholas, P. K. (2021). The intersection of climate change with the era of COVID-19. *Public Health Nursing*, 38(2), 321-335. <https://doi.org/10.1111/phn.12866>

**Pusey-Reid, E.**, Gona, C. & MacDonald, A. (2021). Creating a culture of success: A framework for addressing at-risk students. *Journal of Professional Nursing*, 37(3), 598-605. <https://doi.org/10.1016/j.profnurs.2021.01.001>

Gona, C., **Pusey-Reid, E.**, Lussier-Duynstee, P. & Gall, G. (2019). The experiences of black nursing alumni at a predominantly white institution. *Nurse Educator*, 44(6), 312-315. <https://doi.org/10.1097/NNE.0000000000000634>

**Pusey-Reid, E.** (2018). Patient readiness for PACU discharge. *Nursing2018 Critical Care*, 13(5), 31-34.

Oliver, B., Pomerleau, M., Potter, M. L., Phillips, A. B., Carpenter, S., Ciesielski, S. M., **Pusey-Reid, E. A.**, Marcous, A. & Grobecker, P. A. (2018). Optimizing NCLEX-RN pass rate performance using an educational microsystems improvement approach. *Journal of Nursing Education*, 57(5), 265-274. <https://doi.org/10.3928/01484834-20180420-03>

**Pusey-Reid, E.** (2014). Preventing postoperative pneumonia. *Nursing2014 Critical Care*, 9(4), 42-47.

### Books and Chapters

Blackman-Richards, N., Jiménez, J. V. & **Pusey-Reid, E.** (2023). Deconstructing standards of whiteness to establish the power of black women. In T. B. Johnson, *The experiences of black women diversity practitioners in historically white institutions* (pp. 167-191). IGI Global. <http://doi.org/10.4018/978-1-6684-3564-9.ch009>

Nicholas, P.K., Breakey, S., Winter, S., **Pusey-Reid, E.** & Viamonte-Ros, A. M. (2015). Climate change, climate justice, and environmental health issues. In S. Breakey, I. B. Corless, N. L. Meedzan & P. K. Nicholas (Eds.), *Global health nursing in the 21st century* (pp. 25-40). New York, NY: Springer Publishing Company.

Imperio, K. & **Pusey-Reid, E.** (2006). Cognitive and *Neurological Function*. In Meiner, S. E., & Lueckenotte. (3<sup>rd</sup> ed.), *Gerontologic Nursing* (pp. 653-692). St. Louis: Mosby.

**Peer-Reviewed Poster, Podium Presentations, and Abstracts**

- Pusey-Reid, E.**, Quinn, L., Wong, J. & Wucherpfennig, A. (2023). June 2, 2023  
Representation of Dark Skin Tones in Foundational Nursing Textbooks:  
An Image Analysis [Podium Presentation]. MGH Institute of Health  
Professions School of Nursing Research Day. Boston, MA. Virtual.
- Blackman-Richards, N. & **Pusey-Reid, E.** (2023). A New World of June 1, 2023  
Possibilities: Strengthening Equitable Collaboration & Community in SDA  
Higher Education [Podium Presentation]. Higher Education Adventist Society  
Virtual Conference
- Gona, C. M., **Pusey-Reid, E.**, Reidy, P. A., Truong, K. A., & Tagliareni, M. E. March 31, 2023  
(2023). Justice, Equity, and Inclusion in the SON: A Quality Improvement  
Program [Plenary Presentation]. MGH Institute of Health Professions,  
Social Justice Research Conference, Boston, MA. Virtual.
- Wong, J., Wucherpfennig, A., Quinn, L. & **Pusey-Reid, E.** (2023). Diversity March 31, 2023  
of skin images in nursing textbooks [Poster Presentation]. MGH  
Institute of Health Professions, Social Justice Research Conference  
Boston, MA. Virtual.
- Pusey-Reid, E.**, Gona, C., Reidy, P. & Tagliareni, M. E. (2021). A school of January 2023  
nursing journey to justice, equity, and inclusion: A quality improvement  
program [Poster presentation]. MGH Institute of Health Professions  
Research Day. Boston, MA
- Pusey-Reid, E.**, Quinn, L., Wong, J. & Wucherpfennig, A. (2023). Image January 2023  
analysis of dark skin tone representation in foundational nursing textbooks  
[Poster presentation]. MGH Institute of Health Professions Research Day.  
Boston, MA
- Pusey-Reid, E.**, Gona, C., Reidy, P. & Tagliareni, M. E. (2021). The journey December 2021  
towards social justice and equity in a school of nursing [Poster  
presentation]. American Association of Colleges of Nursing (AACN)  
Transform 2021 Conference. Dallas, TX.
- Gona, C., **Pusey-Reid, E.**, Reidy, P. & Tagliareni, M. E. (2021). *Navigating* Spring 2021  
*the road to racial justice and equity in a school of nursing: A faculty  
development program* [Podium presentation]. National Organization of  
Nurse Practitioner Faculties (NONPF). 47<sup>th</sup> Annual Conference. Virtual.
- Pusey-Reid, E.**, Gona, C., Gall, G. & Lussier-Duynstee, P. March 25, 2021  
*Microaggressions in Nursing: Experiences of Black Nursing Students at  
Predominantly White Institutions* [Poster presentation]. 2021 Spring  
Conference - Massachusetts/Rhode Island League for Nursing MARILN.

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Virtual.

**Pusey-Reid, E.,** Gona, C., Gall, G. & Lussier-Duynstee, P. *The experience of black students at a predominantly white institution.* [Poster presentation]. 2020 AACN's Diversity Symposium. American Association of Colleges of Nursing (AACN). Virtual. December 2-3, 2020

**Pusey-Reid, E.** Creating a culture for success: A framework for addressing untapped potential in students. [Poster presentation]. 2020 Fall Conference-Massachusetts/Rhode Island League for Nursing (MARILN). Virtual. October 22, 2020

Gona, C., **Pusey-Reid, E.,** Lussier-Duynstee, P. & Gall, G. *The challenges and strategies for success for nurse practitioner students from diverse backgrounds.* [Poster presentation]. National Organization of Nurse Practitioner Faculties (NONPF). 42nd Annual Conference. Seattle, WA. April 15, 2016

### Invited Presentations

#### International

**Invited Presenter** - Expanding the Knowledge of Adult Critical Care Nursing. Centro Médico Vista Del Jardín. Santo Domingo, Dominican Republic. August 13-17, 2012

Modelos y Teorías Como Fundamentos de la Practica de la Enfermería, At Centro Médico Nacional del Norte. Monterrey, Mexico. **(Invited Keynote)** August 14, 2000

**Visiting Faculty-** Critical Care Nursing Course, at Universidad de Montemorelos, Montemorelos, México. January 3-14, 2000

#### National

**Invited Presenter** - Moral Motivation and Moral Focus: Integrating the Moral Self with Professional Expectations (ANA/NLN Collaboration Workshop). 2023 (On-Demand)

**Invited Presenter** - Our Journey toward Equity, Belonging, and Inclusion (Leadership Women™ Conference). Spring, 2023

#### Regional

**Pusey-Reid, E.** Faculty member and mentor for the Connell-Jones Endowed Chair Diversity Research Scholars Program (DRS) Yvonne L. Munn Center for Nursing Research Program at Massachusetts General Hospital (MGH). Summer 2022 8wks program

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- Pusey-Reid, E. & MacDonald, A.** Creating A Culture Of Success: Strategies To Unlock Untapped Potential In Nursing Students. Massachusetts/Rhode Island League for Nursing (MARLIN-PN), Spring Conference. Spring 2022  
May 6<sup>th</sup>
- Gona, C. & **Pusey-Reid, E.** The Journey Towards Inclusivity [ONL – Master Class Presentation]. Organization of Nurse Leaders (ONL). Virtual. Spring 2022  
May 4<sup>th</sup>
- Pusey-Reid, E.** Faculty member and mentor for the Connell-Jones Endowed Chair Diversity Research Scholars Program (DRS) Yvonne L. Munn Center for Nursing Research Inaugural Program at Massachusetts General Hospital (MGH). Summer 2021  
8wks program
- Gona, C., **Pusey-Reid, E.**, & Ndiwane, A. Creating a just, equitable, diverse and inclusive workplace. [ONL- Master Class Presentation]. Spring 2021  
Organization of Nurse Leaders (ONL). Virtual Spring, 2021  
April 30<sup>th</sup>

#### Local

- Navigating the road to justice and equity in a school of nursing: A quality improvement program. MGH IHP Social Justice Conference [Plenary]. Boston, MA. (Gona, C. M., **Pusey-Reid, E.**, Reidy, P. A., Truong, K. A., & Tagliareni, M. E.). 2023
- Social Determinants/Drivers of Health (SDoH). Teaching Tip – SON, MGH IHP. Boston, MA. (**Eleonor Pusey-Reid** and Tomisin Olayinka) 2023
- Navigating the JEDI Journey: Candid Conversations about IHP JEDI Process So Far. IHP Faculty Development Day. Presenter as part of JEDI Curriculum and Pedagogy Community of Practice at IHP, Boston, MA. 2022
- MGH Institute of Health Professions, School of Nursing Faculty Development Workshop- Development of Item analysis of Test Questions (Speakers: Rebecca Hill and **Eleonor Pusey-Reid**), Boston, MA 2022
- MGH Institute of Health Professions, School of Nursing Faculty Development Workshop- Overview of the Detailed NCLEX Test Plan (Speaker: **Eleonor Pusey-Reid**), Boston, MA 2022
- Does a scarcity of dark skin tone imagery in nursing and health care literature affect patient quality of care and health care provider competency? The HIV Online Provider Education Program (HOPE) and Harvard University Center for AIDS Research - Virtual, Boston, Massachusetts (March 16, 2022) (Speaker – **Eleonor Pusey-Reid**) 2022
- Panelist at the MGH IHP Program for Nurse Leaders: Raising your Leadership Impact. Leading with Inclusivity (Building Teams: Diversity and Inclusion). Boston, Massachusetts. Virtual 2021
- MGH Institute of Health Professions, School of Nursing Faculty Development Workshop- Using Research to Build Racial Justice and Equity in the School of

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Nursing (Speakers: Clara Gona, <b>Eleonor Pusey-Reid</b> , and Kimberly Truong) Boston, MA	2020
MGH Institute of Health Professions, School of Nursing Second Annual SON Celebration of Scholarship - Reframing the At-Risk Nursing Student: A Framework (Speaker: <b>Eleonor Pusey-Reid</b> ), Boston, MA	2020
MGH Institute of Health Professions, School of Nursing Faculty Development Workshop- Development of Item analysis of Test Questions (Speakers: <b>Eleonor Pusey-Reid</b> and Rebecca Hill), Boston, MA	2019
MGH Institute of Health Professions, School of Nursing Faculty Development Workshop- Development of a Test Blueprint (Speakers: <b>Eleonor Pusey-Reid</b> and Rebecca Hill), Boston, MA	2019
MGH Institute of Health Professions, School of Nursing Faculty Development Workshop- Systematic Evaluation Plan (SEP); Commission on Collegiate Nursing Education (CCNE) and Interim Report (Speakers: <b>Eleonor Pusey- Reid</b> (SEP) and Leslie Neal-Boylan (CCNE), Boston, MA	2018
MGH Institute of Health Professions, School of Nursing Faculty Development Workshop- Item Analysis and Exam Best Practices (Speakers: <b>Eleonor Pusey-Reid</b> , Rebecca Hill, Victoria Wallace, and Tony Sindelar), Boston, MA	2017
MGH Institute of Health Professions Faculty Development Week – Creating a Safe Environment for Difficult Conversations (Microaggression and Implicit Bias), (Presenters: <b>Eleonor Pusey-Reid</b> and Linda Walker), Boston, MA	2014
Laboratory Results Interpretation – Massachusetts College of Pharmacy and Health Sciences. Worcester, MA	2007
Laboratory Results Interpretation – Staff Development for Saint Vincent Hospital, Worcester, MA.	2006
Remediation Strategies for the Academically Challenged Student, Atlantic Union College, South Lancaster, MA	2002

### Book/Chapter Reviewer

Zerwekh, J. & Garneau, A. Z. (2023). *Nursing Today* (11<sup>th</sup> ed.). Elsevier.

### Appearance in Media/News

<b>Pusey-Reid, E.</b> (Featured in Research YOU Can Use to Support Your Practice/Patients with Dark Skin Tones) MGH Munn Center for Nursing Research. <a href="https://www.mghpcs.org/MunnCenter/research-update-2022.asp">https://www.mghpcs.org/MunnCenter/research-update-2022.asp</a> .	2023
<b>Pusey-Reid, E.</b> & Gona, C. Our Journey toward Equity, Belonging, and Inclusion. <a href="https://www.mghihp.edu/news-and-more/news/focus-developing-women-leaders">https://www.mghihp.edu/news-and-more/news/focus-developing-women-leaders</a>	2023



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- Pusey-Reid, E.** (2023, March 13). A curricular blind spot: Skin assessment for patients with dark skin tones. [Blog]. <https://ajnoftthecharts.com/a-curricular-blind-spot-skin-assessment-for-patients-with-dark-skin-tone/> 2023
- Macdonald, A. & **Pusey-Reid, E.** (2022). Writing effective and equitable academic policies for nursing programs. Nurse Educator <https://journals.lww.com/nurseeducatoronline/pages/video.aspx?v=274> 2022
- Pusey-Reid, E.** (2022). Profiled during MGH Nurse Recognition Month. [https://pulse.massgeneralbrigham.org/page1/homepage\\_news/nurse\\_recognition\\_month\\_profile\\_we\\_are\\_training\\_people\\_who\\_are\\_going\\_to\\_take\\_care\\_of\\_humans\\_in\\_their\\_most\\_vulnerable\\_moments](https://pulse.massgeneralbrigham.org/page1/homepage_news/nurse_recognition_month_profile_we_are_training_people_who_are_going_to_take_care_of_humans_in_their_most_vulnerable_moments) 2022
- Pusey-Reid, E.** (Summer, 2021). Shining a spotlight on invisible labor. [Interview]. <https://www.mghihp.edu/sites/default/files/summer-2021-mag.pdf> 2021
- Pusey-Reid, E.** (Summer, 2020). Combating racial injustice head-on. [Interview]. IHP Magazine. MGH Institute of Health Professions. Boston, MA. Available at [https://www.mghihp.edu/sites/default/files/atoms/files/Magazine\\_Summer2020.pdf](https://www.mghihp.edu/sites/default/files/atoms/files/Magazine_Summer2020.pdf) 2020
- Pusey-Reid, E.** (2009). Master teacher. [Interview]. Annual Report. MGH Institute of Health Professions. Boston, MA. Available at <https://www.mghihp.edu/sites/default/files/publications/annual-report-fy-2009-web.pdf> 2009

**Educational Activities**

**Courses Taught**

**MGH Institute of Health Professions**

Common Problems of Adult Health	2008-2020
Evidence-Based Practice and Leadership	2009-
Nursing Process: Practice & Skills	2009-2011
Integration of Nursing Science in the Educator Role	2023-

**Regis College and Lawrence Memorial/Regis College Nursing Program**

Complex Care Nursing (Clinical)	2007-2011
Comprehensive Adult Nursing	2008-2011
Undergraduate NU 409 Research in Nursing	2007

**Atlantic Union College**

Medical Surgical Nursing II	1998-2006
Medical Surgical Nursing III	1999-2007
Pharmacology in Nursing	1998-2007

**Universidad Adventista de Centro América**

Fundamentos de Enfermería	1994-1997
Enfermería Médico Quirúrgica I, II, III, IV	1995-1997
Anatomía y Fisiología	1994-1997
Ethics	1996
Métodos de Investigación en Enfermería	1996
Métodos de Educación en Salud	1995

**Clinical Supervision**

Complex Care Nursing (Clinical) (Regis College)	2007
Medical Surgical Nursing II & III, (Atlantic Union College)	1998-2007
Medical-Surgical Nursing I, II, III, IV (Universidad Adventista de Centro América)	1994-1997

**Curriculum Development**

Climate Change Curriculum Integration Taskforce (Prelicensure Program). MGH Institute of Health Professions, Boston, MA	2020-
Develop and taught a 5-hour Intensive Care Unit (ICU) Seminar twice a year to students assigned to the NS 540-Transition to Nursing Practice Internship ICU experience (volunteered)	2010-2019
Curriculum development and changes (Accelerated BSN program). MGH Institute of Health Professions, Boston, MA	2008-2019
Curriculum mapping (four-year, undergraduate program). Universidad Adventist de Centro América, Alajuela, Costa Rica	1994-1997

**Guest Lecturer**

Public Health HRSA Grant Participants – Social Determinants/Drivers of Health (NS 664- Public Health Nursing: Theory and Practice)	June 27, 2023
Presented Social Determinants/Drivers of Health: A Path to Health Equity (Impact Practice Center – Advanced Practice Nursing Students)	March 16, 2023
Public Health HRSA Grant Participants – Social Determinants/Drivers of Health (NS 521- Public Health Nursing: Theory and Practice)	Feb 28, 2023

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NS 520 – Common Adult Health Problems and Clinical Judgment. Cardiac I Guest for “Coffee Talks” – NS 661 Common Adult Health Problems and Clinical Judgment	Oct 11, 2022 Feb. 2022
NP 839 Professional Issues – Advanced Practice – 3hour class- Creating a Just and Inclusive Practice Environment	June 2021
NS 510-Nursing Process Practice and Skills - Accelerated BSN – Fluid & Electrolytes	Spring 2019
NS 661-Common Problems of Adult Health – 3hour lecture – Direct-Entry Nursing (DEN) – Nursing Management of the Client with Renal and Male Reproductive Problems	Spring 2018
NS 509-Pathophysiology – 3hour lecture – Accelerated BSN – Cardiac I	Spring 2018
NS 661-Common Problems of Adult Health – 3hour lecture – Direct-Entry Nursing (DEN) - Nursing Management of the Client with Hematology Problems	Spring 2009

## Mentoring Faculty

Rachael Salguero, MSN, RN-BC, CNEcl, Instructor, SON, MGH IHP	2021-
Rachel Cox, DNP, FNP-BC, School of Nursing, Assistant Professor (Selected as an onboarding mentor for a new faculty member)	2020-2021
Debra Kelly, DNP, RN, School of Nursing, Assistant Professor (Selected as an onboarding mentor for a new faculty member)	2015-2016

## Professional Development

Using Inclusive Language in Scholarly Writing: A Roundtable Discussion <i>Association of American Medical Colleges, Academic Medicine and MedEdPortal</i>	July 13, 2023
Taking Aim Teaching the Impact of Structural Racism on All of Us: Opening the Conversation <i>National League for Nursing (NLN)</i>	June 14, 2023
How can Health Care Providers Become Change Agents in Gun Violence Prevention? – School of Nursing, MGH Institute of Health Professions. <i>Kathryn Hall and Meaghan Rudolph</i>	June 9, 2023
Calling ALL Nurses! A Celebration of Practice Nurses Scholarship: MGH Nursing Research Day	May 16, 2023
Where do we go from here...Lessons Learned from the Pandemic, Petzold Lec Integrating Evidence-Based Teaching Strategies to Foster Civility, Inclusion, and Learner Engagement - Cindy Clark	April 13, 2023 March 17, 2023
Navigating Educational Challenges in an Increasingly Complex Environment Building a Mutual Learning Community with Professor John D'Auria	Feb. 24, 2023
Overview of the NIH Climate Change and Health Framework and Strategies for Curricular Integration related to Climate Change and Health	January 27, 2023
A Framework for Advancing Anti-Racism Strategy on Campus, Higher Education Consortium	October 25, 2022
2022 Lancet Countdown on Health and Climate Change U.S. Virtual Launch	October 26, 2022
Digital Equity and the Opportunities for Higher Education, <i>The American Association of Colleges and Universities (AAC&amp;U)</i>	October 25, 2022
Advancing Excellence for Sexual and Gender Minorities: Creating an Affirming Educational Space - Part 2, IHP, SON	October 21, 2022

Part One - Challenges to Race in Higher Education Admissions: Understanding the Issues before the SCOTUS and Institutional Readiness, <i>National Association of Diversity Officers in Higher Education (NADOHE)</i> .	Oct. 20, 2022
Addressing Microaggressions in Academic Health: A Workshop for Inclusive Excellence (IDEAS). <i>Association of American Medical Colleges (AAMC)</i>	Oct. 18, 2023
Advancing Excellence for Sexual and Gender Minorities - Part 1, IHP, SON	October 7, 2022
From the Hall to the Walls: A Racial Reckoning in Nursing, <i>PennState, SON</i>	October 5, 2022
AAMC webinar "Diversity, Equity, and Inclusion Competencies Across the Learning Continuum (IDEAS)	Sept 20, 2022
Implications for People and Health Care Providers of the United States Supreme Court Decision to Overturn Roe v. Wade.	July 7, 2022
White Privilege and Allyship: A 5-Day Advanced Program. Academic Impressions.	May 13, 2022
Organization of Nurse Leaders (ONL)- Nurse Leader Master Class. Virtual Conference. Advancing diversity and inclusivity: Unpacking racism in health care and nursing	May 4, 2022
Through the Mask, Through the Pandemic, and Towards a New Workforce: Post-Traumatic Growth and keeping Well-Being Relevant, Petzold Lecture.	May 2, 2022
Auditing Your Syllabus for Justice, Equity, Diversity, and Inclusion	April 5, 2022
Faculty Development: Strategies for LGBTQIA+ Inclusive Teaching, <i>IHP SON</i>	April 1, 2022
The NGN Evolution: A Discussion with Dr. Phil Dickison, PhD, RN	March 30, 2022
Taking Aim: Why Diversity, Equity, and Inclusion is Essential for Nursing Education (virtual), <i>National League for Nursing (NLN)</i>	March 29, 2022
Talking About Teaching: The Future of Grading and Assessment (CHE)	March 25, 2022
AICU Mass Inclusive Leadership Program - dialogue	March 16, 2022
Effective Unconscious Bias Training Models for Health Professions Faculty and Staff (IDEAS)- <i>Association of American Medical Colleges (virtual)</i>	March 9, 2022
Preparing for the Next Generation National Council Licensure Examination (NCLEX). Future of Nursing Campaign for Action	March 9, 2022
MGH IHP Program for Nurse Leaders: Raising your Leadership Impact	March-June 2022
AICU Mass Inclusive Leadership Program	Jan-Jun 2022
Productive Engagement as a Way to Re-frame Difficult Dialogues	Feb 2022
AACN Conference: Transform 2021- The Future of Nursing Education, Innovation, Inclusion and Influence (Dallas, Texas)	December 2-4, 2021
AACN Diversity Symposium: Strategize and Mobilize: Implementing DEI in Academic Nursing (Planning Committee/Podium Facilitator).	November 9-10, 2021
Integration of Tanner's Clinical Judgment Model: Lasater Clinical Judgment Rubric: Part 5	December 10, 2021
Integration of Tanner's Clinical Judgment Model: Part 3-Interpreting	Nov. 5, 2021
Integration of Tanner's Clinical Judgment Model: Part 2- Noticing	Oct. 22, 2021
Integration of Tanner's Clinical Judgment Model: Part 1	Oct. 1, 2021
NCSBN NCLEX Conference. The National Council of State Boards of Nursing (NCSBN), Virtual Conference.	Sept 30, 2021
AACN - Introduction to Competency-Based Education	Sept 28, 2021

The Syllabus as an Instrument for Racial Equity and Creating an Equity-minded Teaching Action Plan	Sept 20, 2021
Social Determinants of Health and the Effect on the Pediatric Population	Sept 7, 2021
MGH Institute of Health Professions, School of Nursing Retreat	Aug. 19, 2021
Health Equity and Anti-Racism (ANHE - HEAR) Leadership Institute - Alliance of Nurses for Healthy Environments, Virtual	May- Sept. 2021
National League for Nursing (NLN) – Taking Aims: Leading Conversations that Center on Racism	Aug 12, 2021
Assessment Technologies Institute (ATI) Educator Essentials Conference. Virtual.	July 20-22, 21
MGH 5 <sup>th</sup> Annual Diversity, Equity & Inclusion Summit	May19-20, 2021
One Year Later – Higher Education Students, Faculty, and Institutions Reflect on Digital Learning	April 28, 2021
2021 NONPF 47th Annual Conference: New Frontiers for NP Education	April 21-24, 2021
Building Curricular Confidence with an Antiracist and Anti-Oppressive Lens	April 20, 2021
How to Improve Your Nursing Students’ Clinical Judgment Skills: Recommendations for Educators	April 7, 2021
Anti-Black Racism: Taking Action on Harmful Bias and Discrimination in Clinical Learning Environments	March 26, 2021
Baugh Lecture with Lori Patton Davis	March 26, 2021
Faculty Development - Curriculum Confidence	March 26, 2021
Faculty Development - Addressing Microaggressions	Feb. 26, 2021
MGH Institute Research and Scholarship Day	Jan 7, 2021
National Association of Presidential Assistants in Higher Education-A Discussion on Systemic Racism and White Privilege	Jan 28, 2021
AACN Diversity Symposium: Diversity Essential for Inclusive Excellence	Dec. 2-3, 2020
Introduction to Screen Reader Technology and Accessible Documents	Nov. 13, 2020
So What, Now What? Race, Whiteness, and Antiracist Action Part 2	Oct 23, 2020
So What, Now What? Race, Whiteness, and Antiracist Action Part 1	Sept 25, 2020
Using Research to Build Racial Justice and Equity in the School of Nursing	Sept 1, 2020
NCSBN NCLEX Conference. The National Council of State Boards of Nursing (NCSBN), Virtual Conference.	September 15, 2020
Faculty Development - Module 4: Facilitating Simulation Experiences Online. MGH IHP SON, Boston, MA	May 11, 2020
Faculty Development - Module 3: Online Teaching and Facilitation Techniques. MGH IHP SON, Boston, MA	May 8, 2020
Faculty Development - Module 2: Creating a Psychologically Safe Environment for Learning. MGH IHP SON, Boston, MA	May 7, 2020
Faculty Development - Module 1: Transitioning to the Online World. MGH IHP SON, Boston, MA	May 7, 2020
Qualitative Research (Speaker: Leslie Neal-Boylan), MGH IHP SON, Boston, MA	January 18, 2019
E. Lorraine Baugh Visiting Scholar Diversity and Inclusion Series (Speaker: Shaun Harper), MGH IHP SON, Boston, MA	November 5, 2018

NCSBN NCLEX Conference. The National Council of State Boards of Nursing (NCSBN), Charlotte, NC.	September 24, 2018
National Teaching Institute and Critical Care Exposition. American Association of critical care Nursing (AACN), Boston, MA	May 21-24, 2018
E. Lorraine Baugh Visiting Scholar Diversity and Inclusion Series (Speaker: Margarita Alegria), MGH IHP, Boston, MA	April 4, 2018
E. Lorraine Baugh Visiting Scholar Diversity and Inclusion Series (Speaker: Sherman James), MGH IHP, Boston, MA	October 16, 2017
NCSBN NCLEX Conference. The National State Boards of Nursing (NCSBN), Rosemont, ILL.	September 25, 2017
E. Lorraine Baugh Visiting Scholar Diversity and Inclusion Series (Speaker: Abigail Ortiz and Dennie Butler-MacKay), MGH IHP, Boston, MA	December 8, 2016
NONPF 42 <sup>nd</sup> Annual Meeting. National Organization of Nurse Practitioner Faculties (NONPF), Seattle, WA	April 13-17, 2016
NCSBN NCLEX Conference. The National Council of State Boards of Nursing (NCSBN), Charlotte, NC.	September 29, 2014
E. Lorraine Baugh Visiting Scholar Diversity and Inclusion Series (Speaker: Samuel Betances), MGH IHP, Boston, MA	October 7, 2013
MARN Continuing Education Committee Provider Symposium – Wellesley, MA	January 30, 2013
QSEN Faculty Development Institute, Boston, MA	June 2011
National Teaching Institute and Critical Care Exposition. American Association of Critical Care Nursing (AACN), Evidence-Based Practice in Nursing	May 2002 – 2007
Disaster Nursing at Ground Zero	April 1, 2003
SDA Nursing Educational Summit/Southern University	May 20, 2002
National Teaching Institute and Critical Care Exposition. American Association of Critical Care Nursing (AACN)	July 9-13, 2001
Complementary & Alternative Medicine	May 19-24, 2001
National Teaching Institute & Critical Care Exposition	July 11, 2000
Clinical Pharmacology (4 credits) at Johns Hopkins School of Nursing	May 20-25, 2000
XIV Congreso Nacional de Enfermería V Centroamericano (5 Days)	Summer 1998
National Teaching Institute and Critical Care Exposition (5 Days)	1997
II Seminario Regional de Enfermería (5 Days)	1996
National Teaching Institute and Critical Care Exposition (5 Days)	1996
XIII Congreso Nacional de Enfermería y IV Centroamericano (5 Days)	1995
Power, Politics, and Change (4 hours)	1994
Critical Care I & II (3 Days each)	1992
Write to publish (4 hours)	1991
Mock Code Specialty Block (3 hours)	1991

**Professional Membership and Activities**

National Black Nurses Association (NBNA)	2020
New England Regional Black Nurses Association (NERBNA)	2020

National League of Nursing (NLN)	2008-Present
American Association of Colleges of Nursing (AACN)	2008-Present
American Association of Critical Care Nursing (AACN)	1992-2021

**Professional Service**

American Nurses Association (ANA)/National League for Nursing (NLN) Collaboration for Ethics Education (Subgroup)	2022-2023
Abstract reviewer (podium & poster presentation), American Association of Colleges of Nursing (AACN). Transform 2022 Conference.	2022
Member - American Association of Colleges of Nursing (AACN) Diversity, Equity and Inclusion Leadership Network (DEILN) - Washington, DC	2020-
Member - Diversity, Equity, and Inclusion Leadership Network (DEILN) Nominating Committee - Washington, DC	2021-2022
Member - Diversity, Equity, and Inclusion Leadership Network (DEILN) Planning Committee - Washington, DC	2021-2021
Board Member (Board of Registration in Nursing-Department of Public Health) – Massachusetts	2018-2022

**Institutional Service**

IHP Generative AI Guidelines Working Group	2023 -
IHP Appointment and Promotion	2023-2023
IHP Faculty Senate	2023-2023
SON Prelicensure NGN Test Implementation Task Force	2022-
SON HRSA Grant Student Led Mobile Van Team Planning	2022-
SON HRSA Faculty Development Task Force	2022-
SON HRSA Curriculum Development	2022-
SON Healthy Community Task Force	2022-
School of Nursing (SON) – CCNE Task Force –	2022-2023
SON – Prelicensure NGN Testing Guidelines 2022 Development Team	2022-2023
Provost Search Committee - MGH Institute of Health Professions –	2021-2022
IHP Faculty Community Practice (IHP JEDI Working Group) -	2021-
New Initiative Committee - MGH Institute of Health Professions –	2021-
Appeals Committee - School of Nursing,	2021-
MS-Nursing Education Advisory Group – School of Nursing	2020-2021
SON Mission and Vision Statement Revision Taskforce	Spring 2021
Member Center for Climate Change, Climate Justice and Health Steering Committee	2020-Present
School of Nursing Climate Change Curriculum Integration Taskforce	2020-Present
Member, Faculty Senate, MGH IHP	2018-2021
Member, Faculty Senate Nomination Committee, MGH IHP	2018-2021
Clinical Evaluation Tool (CET) Redesign Task Force, School of Nursing	2019
Exam Blueprint Development Tool Task Force, School of Nursing	2019
Dosage Calculation Guidelines Task Force, School of Nursing	2019
Task Force to review all the Prelicensure Exam Blueprints, School of Nursing	2019
Task Force to re-write course description and objectives (NS510/660 & NS520/661), School of Nursing	2019
Task Force to re-write course description and objectives (NS532), School of Nursing	2019
Task Force to write the Clinical Attendance Policy and Guidelines, School of Nursing	2019

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Task Force to change course name (NS540), School of Nursing	2019
Member, IHP Strategic Plan Implementation: Strategic Priority 1 Diverse Faculty, MGH IHP	2018
Member, IHP Strategic Plan Implementation: Strategic Priority 1 Diversity Faculty Team Task Force, School of Nursing/School of Health and Rehabilitation Sciences IHP (SON/SHRS)	2017-2018
Member, Strategic Plan Implementation: Strategic Priority 5 Tactical Task Force for building and nurturing a diverse and inclusive community, MGH IHP	2017-2018
Nurse Educator Development Task Force, curriculum development of a Certificate Nurse Educator (CNE) and Master of Nurse Educator	2016-2017
Awards & Recognition Committee, School of Nursing	2016-
Chair, Awards & Recognition Committee, School of Nursing	2016
SON – Prelicensure Adult Health Track	2016-
Member, Institutional Effectiveness Task Force, MGH IHP	2017-2018
Co-Chair, Evaluation Committee, School of Nursing	2016-2018
Member, Curriculum Committee, School of Nursing	2014-2016
Member, Quality Improvement Task Force	2014-2015
Member, Quality Improvement (QI) Technology Task Force (Co-Chair), School of Nursing	2013-2014
Member, Cultural Competency and Inclusive Excellence Task Force, School of Nursing	2012-2013
Member, Diversity Leadership Advisory Committee, School of Nursing	2008-2010
Member, Faculty and Staff Committee, School of Nursing	2008-Present
Member, Prelicensure Council, School of Nursing	2008-Present
<b>Community Service/International Humanitarian Trips</b>	
Back to School Free Supply Distribution, Fitchburg, MA	August 15, 2021
Invited by Dr. Deborah Washington to provide feedback on the script for a Public Service Announcement (PSA) film focused on the Black Community about the need to wear face Masks during this time of COVID-19. The PSA is sponsored by the Department of Communication of Massachusetts General Brigham (MGB) and the Department of Public Health with input from a Diversity, Equity, and Inclusion Task Force.	2020
<b>Community Outreach and Community Service</b>	
-Providing non-perishable food to a local food bank in Leominster (monthly)	2017-
-Distribution of school-age school supplies to over 500 children served per year	2012-2019
-Mentoring youth at Leominster Spanish Church	2010-
-Quarterly provision of food to a local Woman’s shelter (quarterly)	2013-
-Work with Leominster city, and yearly we partner to clean up the park in Leominster (annually)	2016-2019
-Provide blood pressure & glucose screening yearly at the Johnny Appleseed Festival	2018-2019
-Provide blood pressure & glucose screening on the Medical Van in surrounding communities (Leominster, Fitchburg, and Clinton)	2004-2017
Atlantic Union College Strategic Planning Committee	2011-2015



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Health Fair at Leominster Spanish Church	April 24, 2005
Health Fair at Leominster Spanish Church	April 6, 2003
Member of the SNEC Executive Committee	2001-2009
4 <sup>th</sup> International Humanitarian Trip (Guyana, South America)	May 26-June 9, 2002
Director of Communication at Leominster Spanish SDA Church	2002
Health Fair at Leominster Spanish SDA Church	April 2002
Director of Health Ministries, Leominster Spanish SDA Church	2002-2003
Nursing Health Fair S. Lancaster	September 2001
2 <sup>nd</sup> International Humanitarian Trip to the Dominican Republic (Caribbean)	May 28-June 12, 2000
Nursing Health Fair in S. Lancaster	September 2000
Nursing Health Fair in S. Lancaster	September 1999