

Lynn Unruh, PhD, RN, LHRM

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EDUCATION:

Study Abroad	2019	Food sovereignty	Nicaragua
Study Abroad	2011	British healthcare system	Grantham, England
Study Abroad, with Certificate	2010	Globalization & Health	University of Chile
Licensed Health Care Risk Manager	2003	Risk Management	University of Central Florida
PhD	2000	Economics	University of Notre Dame
MA	1997	Economics	University of Notre Dame
BA	1994	Economics	University of Illinois
BSN	1988	Nursing	University of Illinois
Diploma and License in Nursing	1973	Nursing	Bethel Deaconess Hosp., KS

ACADEMIC EMPLOYMENT:

August 2011 – Present	Professor in Health Services Administration, University of Central Florida, Orlando, Florida.
August 2011 – July 2015	Coordinator, Doctoral Program in Public Affairs Health Management Track, University of Central Florida, Orlando, Florida
August 2005 – July 2011	Associate Professor in Health Services Administration, University of Central Florida, Orlando, Florida.
August 2000- July 2005	Assistant Professor in Health Services Administration, University of Central Florida, Orlando, Florida.
1997- 1998	Adjunct Faculty, Indiana University Northwest.
Graduate Courses:	Advanced Seminar in Health Services Research (PhD); Microeconomics for Public Policy (PhD), Advanced Seminars in Health Economics (PhD), Health Care Decision Sciences, Health Economics, Healthcare Finance, Issues and Trends in the Health Professions, Managed Care, Risk Management, and Scientific Inquiry in the Health Professions.
Undergraduate Courses:	Introductory Macroeconomics, Managerial Economics, Long Term Care Administration, Managed Care, U.S. Health Care System.

NURSING EMPLOYMENT:

1997- July 2000	Staff Nurse, Renal Unit, St. Joseph Regional Medical Center, South Bend, IN
1995- 2000	Staff nurse, Visiting Nurses Association, Mishawaka, IN
1983- 1994	Staff Nurse/Charge Nurse, PICU, Children's Memorial Hospital, Chicago, IL
1974- 1979	Charge Nurse, Pediatric Unit, St. Francis Hospital, Wichita, KS
1979-1982 and 1973-1974	Staff Nurse, NICU, Children's Mercy Hospital, Kansas City, MO

FELLOWSHIPS:

August 2006- August 2007 **Robert Wood Johnson Foundation and Rutgers Center for State Health Policy:** Fellowship in Nursing Policy and Philanthropy, Princeton, New Jersey, August 2006- August 2007 (\$143,454).

GRANT AWARDS:

Not funded **Agency for Healthcare Research and Quality: (PI)** “Validity of Patient Classification Systems and Missed Patient Care” R01 \$529,981.

Not funded **National Institute on Aging: (Co-PI)** “Inter-professional Teamwork and Patient Safety in Skilled Nursing Facilities” J.N. Zhang, PI. \$358,753

2018 **Florida Center for Nursing: (PI)** Florida Nurse Education Survey: Five reports (see “Invited Papers, Reports...” below) \$18,000.

2016- 2017 **Florida Center for Nursing, (PI)** “Cost-Benefit Analysis of Utilizing APRN Full Scope of Practice in Florida,” \$29,760.

2016-2017 **LIFE at UCF Gerontology Applied Research Award, (Co-PI)** “When the Old Care for the Old: The Burdens and Satisfactions of Caregiving in Older Adults and the Support They Receive,” \$4,200 over 1 year

2011 -2014 **Agency for Healthcare Research and Quality, (PI)** “Benchmarking Patient Safety and Quality in U.S. Hospitals: The Stochastic Frontier Approach,” \$99,446 over 2 years with 1-year extension.

2009, International **National Institute of Nursing Research, NIH, FIRCA grant:** (co-PI), “Nursing Home Care Research and Capacity-Building in China,” \$100,000 over 3 years.

2008 **Blue Foundation/Florida Center for Nursing: (PI)** “Work Experiences of Newly Licensed RNs in Florida and Retention Strategies,” \$11,400 over 1 year.

2008 **Robert Wood Johnson Foundation: (PI)** “Transforming Care at the Bedside Business Case,” \$29,800 over 1 year.

2007 **Florida Center for Nursing: (PI)** “Forecasting LPN Supply in Florida,” August 8, 2007- December 31, 2007, \$15,520.

2007 **Rutgers Center for State Health Policy: (PI)** “Economics of Nursing Conference Follow-up,” August 8, 2007- December 31, 2007, \$16,870.

2007 **Robert Wood Johnson Foundation: (PI)** “Economics of Nursing Invitational Conference: Paying for Quality Nursing Care.” Funds to Rutgers University to hold conference in Princeton, NJ, June 13-14, \$150,000.

2004-2006 **Florida Center for Nursing: (PI)** “Forecasting Nursing Supply and Demand in Florida,” January 2004- August 2006, \$90,000.

2003-2008 **National Institute of Nursing Research, NIH: (Co-PI)** “Nurse Staffing and Nursing Care Quality: Longitudinal Analysis of Nursing Home Deficiencies,” T. Wan, PI, \$850,000 awarded for 4 years + no cost extension.

2002 **College of Health and Public Affairs, University of Central Florida In-House Award (PI)** \$3,000.

2001 **University of Central Florida In-House Grant, (PI)** “Alternative Statistical Methods and Models for Analyzing the Impact of Hospital Nurse Staffing on Patient Adverse Events,” \$7,500, awarded January 24, 2001

1998-2000 **National Science Foundation: (PI),** dissertation research support, \$13,500, Patrick Mason and Felicia LeClere co-investigators.

1998-2000 **Agency for Healthcare Research and Quality (formerly Agency for Health Care Policy and Research), NIH: (PI),** dissertation research support, \$32,000, Charles Craypo, Felicia LeClere, Patrick Mason and Martin Wolfson, co-investigators.

CONTRACT AWARDS:

2017 **Service Employees International Union:** “Staffing and Patient Classification Systems II,” All-day CE Seminar, Pasadena CA, May 23, 2017. \$1,000

2016 **Service Employees International Union** “Staffing and Patient Classification Systems I,” All-day CE Seminar, Pasadena CA, December 6, 2016. \$1,000.

- 2013-2014** **National Database of Nursing Quality Indicators:** (Consultant) “Developing a Patient Turnover Measure.” Helped with formula for a turnover measure. \$1,000.
- 2011** **Service Employees International Union:** “Nurse staffing and patient turnover: Impacts on nursing workload and patient outcomes.” Keynote address and discussion leader for all-day CE seminar of the Nurse Alliance of Pennsylvania, SEIU Healthcare, Spring educational meeting, Keynote Address, Pittsburg, PA, May 10, 2011. \$1,000
- 2009** **Service Employees International Union:** “Nurse Staffing: Key to Good Patient, Nurse and Financial Outcomes.” Keynote address and discussion leader for all-day CE seminar of the Nurse Alliance of SEIU Healthcare, Train the Trainer Meeting: *Change that Works: A Prescription for Quality Affordable Healthcare*, Miami, Florida, March 12-13, 2009, \$2,500
- 2005-2006** **Agency for Healthcare Research and Quality/Medstat:** (PI) “Standardized Nurse Staffing Database Feasibility Study,” (year 6 of *Maintain and Expand the Healthcare Cost and Utilization Project*), October 1, 2005- September 22, 2006, \$40,750.
- 2005-2006** **Florida Hospital, Altamonte:** (PI) “Impact of Nurse Absenteeism on Patient Outcomes,” May 2005-December 2006, \$7,500.
- 2005** **Robert Wood Johnson Foundation:** (Consultant) “Planning Phase III of ‘Transforming Care at the Bedside,’” May 2005- September 2005, \$5,000.
- 2004-2006** **University of Central Florida, Health Care Management program:** (Instructor), Quality Management and Patient Safety; Risk Management for Oncology Practice, \$5,000.
- 2001** **Florida Hospital:** (Co-PI) “The Problem of Uncompensated Care at Florida Hospital-Orlando and Florida Hospital East—Causes, Effects, and Recommendations,” January 2001- June 2001, \$49,000. Trujillo, Fottler, Rotarius, Morrison, and Liberman co-investigators.

UNFUNDED RESEARCH:

- 2021** **Unruh, L.,** Validation of Patient Classification Systems: A Survey of SEIU Local 121 RN workload perceptions
- 2015** Steiss, M., Gurupur, V.P. **Unruh, L.** and Golden, A. Evaluating the Acute Care Needs of Home Based Primary Care Patients: A Retrospective Review

HONORS AND RECOGNITONS:

- 2020** Ranked in top 2% of nursing researchers globally, Mendeley data: <http://dx.doi.org/10.17632/btchxktzyw.2>
- 2020** *Nursing Outlook* 2020 Excellence in Nursing Policy Award
- 2019** Research Incentive Award from University of Central Florida
- 2008** Best Paper Award, Academy of Management Meeting, Anaheim, CA
- 2007** Outstanding Nurse Alumnus Award, Bethel College, North Newton, KS
- 2007** Teaching Incentive Performance Award from University of Central Florida
- 2006** Research Incentive Award from University of Central Florida
- 2005** Most Outstanding Abstracts Award, AcademyHealth Meeting, Boston
- 2005** Best Paper Award, Academy of Management Meeting, Hawaii
- 2003** Sigma Theta Tau
- 1998** Nominated for Excellence in Teaching, Indiana University Northwest
- 1994** Graduate School Fellowship, University of Notre Dame
- 1994** BA in Economics with College Honors, University of Illinois
- 1992** Level IV Staff Nurse, Children’s Memorial Hospital, Chicago, IL
- 1991** Phi Beta Kappa
- 1988** BS in Nursing with College Honors, University of Illinois

PEER-REVIEWED JOURNAL ARTICLES:

- In progress** Unruh, L., Ahmed, F. & Totaram, R. Growth in administrative compared to nursing staff in Pennsylvania hospitals, 1991-2018
- In progress** Unruh, L., Sampson, C., Liu, A. Primary Care Nurse Practitioner Density and Population Health.
- In progress** Unruh, L. Lamanna, J., & Chisholm, L. The impact of caregiving on the health of older caregivers.
- Under review** West, A.A. Unruh, L., Gau, J., Malvey, D, Martin, L. Interaction between income, health insurance and self-rated health: A path analysis.
- Under review** Placide, V., Unruh, L., Atkins, D. Chisolm, L. Scott, B. Factors influencing counseling adherence in Medication-Assisted Treatment for opioid addiction. *Journal of Behavioral Health Services Research*.
- Under review** Placide, V., Unruh, L., Atkins, D. Chisolm, L. Scott, B. Factors influencing opioid abstinence and retention in opioid dependent Medication-Assisted Treatment patients. *Substance Abuse*.
- 86. In Press** Rice, T., Barnes, A., Rosenau, P., Unruh, L., van Ginneken, E. (2021). Biden's First 100 Days: Reversing Trump's Course and Forging a Health Care Agenda of His Own. *Health Policy*.
- 85. In Press** Unruh, L. et al. A comparison of 2020 health policy responses to the COVID-19 pandemic in Canada, Ireland, the United Kingdom and the United States of America. *Health Policy*,
- 84. In Press** Katherine Polin, Maximilien Hjortland, Anna Maresso, Ewout van Ginneken, Reinhard Busse, Wilm Quentin, **the HSPM network**. (2021). "Top-Three" health reforms in 31 high-income countries in 2018 and 2019: an expert informed overview, *Health Policy*, <https://doi.org/10.1016/j.healthpol.2021.04.005>.
- 83. 2021** Alexander, M. Unruh, L., Koval, A. U.S. response to Coronavirus Pandemic, January –November 2020. *Health Economics, Policy and Law*, First View March 5, 2021. doi:10.1017/S1744133121000116
- 82. 2020** Lamanna, J., Unruh, L. & Chisholm, L. Pericles, P., Fotovvat, H. (2020). Perceptions of health and well-being among older adult caregivers: Comparisons between current, former, and never caregivers. *Geriatric Nursing*, 41(4), 429-435.
- 81. 2020** Raffenaud, A., Unruh, L. Liu, A.X., Andrews, D., Fottler, M. (2019). Work and family conflict: A comparative analysis of staff nurses, nurse managers, and nurse executives. *Nursing Outlook*, 68 (2), 231-241.
- 80. 2019** Miller, A., Unruh, L. Zhang, N., Liu, A.X., Wharton, T. (2019). Individual and organizational influences of the professional quality of life of Florida public safety personnel: A comparison of the fields, *International Journal of Emergency Services*, 8(3), 221-235.
- 79. 2019** Danesh, V., Neff, D., Aroian, K., Unruh, L., Andrews, D. Guerrier, L., Venus, S.J. & Jimenez, E. (2019). Can proactive rapid response team rounding improve surveillance and reduce unplanned escalations in care? A controlled before and after study. *International Journal of Nursing Studies*, 91, 128-133.
- 78. 2019** Steis, M., Unruh, L., Shettian, M., Gurupur, V., Meredith, R., Golden, A. (2019). New acute symptoms in older adults with cognitive impairment: What should family caregivers do? *American Journal of Nursing*, 119(3), 22-29.
- 77. 2019** Rutherford, A., & Unruh, L. (2019). Political, economic and health system determinants of tuberculosis incidence. *Journal of Public Health*, 27, 541–552
- 76. 2018** Pereira, V.C., Gabriel, M.H., & Unruh, L. (2018). Multiyear performance trends analysis of primary care practices demonstrating patient-centered medical home transformation. *American Journal of Medical Quality*, 34(2), 109-118.
- 75. 2018** Unruh, L. Rutherford, A., Schirle, L., Brunell, M.L. (2018). Benefits of less restrictive regulation of Advance Practice Registered Nurses in Florida. *Nursing Outlook*. 66, 539 -550.

74. 2018 Chisholm, L., Zhang, N., Hyer, K., Pradhan, R., **Unruh, L.**, & Lin, F. (2018). Culture change in low-performing nursing homes: What is the role of nursing home resources? *INQUIRY: The Journal of Health Care Organization, Provision, and Financing* (Impact factor: 0.737), Online 55, 1-6.
73. 2018 Miller, A. **Unruh, L.**, Zhang, N., Liu, A.X., Wharton, T. (2018). Individual and organizational factors associated with professional quality of life in Florida fire personnel *Journal of Emergency Management*, 16(3), 173-182.
72. 2018 **Unruh, L.** & Asi, Y. (2018). Determinants of workplace injuries and violence among newly licensed registered nurses. *Workplace Health and Safety*, 66(10) 482-492. DOI: 10.1177/2165079918756909.
71. 2018 Rice, T., **Unruh, L.**, Van Ginneken, E., Barnes, A., Rosenau, P. (2018). Universal coverage reforms in the USA: From Obamacare to Trump. *Health Policy*, 122(7), 698-702.
70. 2018 Rice T, Quentin W, Anell A, Barnes AJ, Rosenau P, **Unruh LY**, and van Ginneken, E. (2018). Revisiting OOP Requirements: Trends in spending, burden, and policy in ten high-income countries. *BMC Health Services Research*, 18(371).
69. 2018 Miller, A., **Unruh, L.**, Zhang, N., Liu, A.X., Wharton, T. (2018). Individual and organizational factors associated with professional quality of life in Florida EMS personnel. *International Journal of Emergency Services*, 7 (2), 147-160.
68. 2018 Asi, Y., **Unruh, L.**, & Liu, X. (2018). Conflict and well-being: A comparative study of health-related quality of life, stress, and insecurity of university students in the West Bank and Jordan. *Quality of Life Research*, 27(5), 1381-1391.
67. 2017 Miller, A., **Unruh, L.** Zhang, N., Liu, A.X., Wharton, T. (2017). The relationship between perceived organizational support, perceived coworker support, debriefing and professional quality of life in Florida law enforcement officers. *International Journal of Police Science and Management*, 19(3) 129–139.
66. 2017 Miller, A., **Unruh, L.**, Zhang, N., Liu, A.X., Wharton, T. (2017). Professional quality of life of Florida Emergency Dispatchers. *International Journal of Emergency Services*, 6 (1), 29-39.
65. 2017 Johantgen, M., Weiss, M., Lundmark, V., Newhous, R., Haller, K., **Unruh, L.**, Shirey, M. (2017). Building infrastructure for research in Magnet® hospitals: Current status and future directions. *Journal of Nursing Administration*, 47(4), 198- 204.
64. 2016 Asi, Y., **Unruh, L.**, Liu, X. (2016). Life under occupation: Citizenship and other factors influencing the well-being of university students living in the West Bank. *Medicine, Conflict, and Survival*, 32(2), 112–137.
63. 2016 **Unruh, L.**, & Hofler, R. (2016). Predictors of gaps in patient safety and quality in U.S. hospitals. *Health Services Research*, 51(6), 2258 -2281.
62. 2016 **Unruh, L.**, Rice, T., Rosenau, P., & Barnes, A. (2016). The 2013 cholesterol guideline controversy: Would better evidence prevent pharmaceuticalization? *Health Policy*, 120(7), 797–808.
61. 2016 **Unruh, L.**, Raffenaud, A. & Fottler, M. (2016). Work-family conflict among newly licensed registered nurses: A structural equation model of antecedents and outcomes. *Journal of Healthcare Management*, 61(2), 129 -147.
60. 2016 Paek, S.C., Zhang, N.J., Wan, T.T.H, **Unruh, L.Y.** & Meemon, N. (2016) The impact of State nursing home staffing standards on nurse staffing levels. *Medical Care Research and Review*, 73(1), 41–61.
59. 2016 **Unruh, L.** (2016). Productive hours by direct-care providers is the best measure of nurse staffing in relation to patient outcomes. *British Medical Journal: Evidence Based Nursing*, 19 (1), 22 ebnurs-2015-102083. Published Online First: 6 Jul 2015
58. 2016 **Unruh, L.**, Chisholm, L., & Zhang, N.J. (2016). Job and professional leaving among newly licensed RNs: a structural equation model. *Western Journal of Nursing Research*, 38(1), 5 -26.
57. 2015 Seblega, B.K., Zhang, N.J., Wan, T.T.H., **Unruh, L.Y.**, & Miller, A. (2015). Health information technology adoption: Effects on patient safety and quality of care. *International Journal of Healthcare Technology and Management*, 15(1), 31-48.

56. 2015 White-Williams, C., **Unruh, L.**, & Ward, K. (2015). Hospital utilization after a telemonitoring program: A pilot study. *Home Health Care Services Quarterly*, 34(1), 1 -13.
55. 2014 Brent-Hotchkiss, R. Fottler, M. & **Unruh, L.** The role, measurement, and impact of volunteerism in hospital settings. *Nonprofit and Voluntary Sector Quarterly*, 43(6), 1111 - 1128.
54. 2014 Barnes, A. **Unruh, L.**, Chukmaikov, A. and Van Ginneken, E. (2014). Accountable care organizations in the USA: Types, developments and challenges. *Health Policy*, 118(1), 1-7.
53. 2014 **Unruh, L.** & Zhang, N. (2014). Hospital work environment and job satisfaction of newly licensed RNs, *Nursing Economics*, 32(6), 296 -305.
52. 2014 Rice, T. **Unruh, L.**, Rosenau, P., Barnes, A., Saltman, R., Ginneken, E. (2014). Challenges facing the United States of America in implementing universal coverage, *Bulletin of the World Health Organization*, 92(12), 894-902.
51. 2014 **Unruh, L.**, & Zhang, N.J. (2014). Newly Licensed Registered Nurse job turnover and turnover intent. *Journal for Nurses in Professional Development*, 30(5), 220 - 230.
50. 2014 Hickey, J., Koithan, M., **Unruh, L.**, Lundmark, V. (2014). Funding big research with small money. *Journal of Nursing Administration*, 44(6), 309 -311.
49. 2014 Hickey, J., **Unruh, L.**, Newhouse, R, Koithan, M., Lundmark, V., Johantgen, M., Hughes, R., & Haller, K. (2014). Credentialing: The need for a national research agenda, *Nursing Outlook*, 62 (2), 119-27.
48. 2013 **Unruh, L.**, & Zhang, N.J. (2013). The role of work environment in keeping newly licensed RNs in nursing: a questionnaire survey, *International Journal of Nursing Studies*, 50 (12), 1678–1688.
47. 2013 Zhang, N.J. **Unruh, L.**, & Wan, T. (2013). Gaps in nurse staffing and nursing home resident needs. *Nursing Economics*, 31(6), 289-297.
46. 2013 Falen, T.J., **Unruh, L.**, (2013). Developing a hospital-specific electronic inpatient fall surveillance program: Phase I. *Health Care Manager*, 32(4), 359 – 367.
45. 2013 Zhang, N.J., Seblega, B., Wan, T., **Unruh, L.**, Agiro, A., & Miao, L. (2013). Health information technology adoption in U.S. acute care hospitals, *Journal of Medical Systems*, 37 (2), 9907-9916.
44. 2012 Wu, M., Li, S., Zhang, N., Zhu, Y., Ning, B., Wan, T.T.H., & **Unruh, L.** (2012). Nursing home research in Jinan, China: A focus group approach. *International Journal of Public Policy*, 8, 1/2/3, 21 -30.
43. 2012 **Unruh, L.** & Zhang, N. (2012). Nurse staffing and patient safety events in hospitals: New variable and longitudinal approaches. *Nursing Research*, 61(1), 3-12.
42. 2011 Wu, M., Li, S.X., Zhang, N., Zhu, A.A, Ning, B., Wan, T.T.H., & **Unruh, L.** (2011). Lifestyles and mental health of elderly who live alone. *Chinese Journal of Public Health*, 27(7), 849-851. (In Chinese).
41. 2011 Wu, M., Li, S., Zhang, N., Zhu, Y., Ning, B., Wan, T.T.H., & **Unruh, L.** Factors associated with mental health status of elderly in Jinan, China. *Journal of Shandong University (Medical Science)*, 49(1), 120-123. (In Chinese).
40. 2011 Zhu, A., Li, S., Wu, M., Zhang, N.J., Ning, B., Wan, T. & **Unruh, L.** (2011). Factors influencing physical health status of elderly in Jinan. *Chinese Journal of Public Health*. 2011, 27(4): 433-435. (In Chinese).
39. 2011 Zhu, A., Li, S., Wu, M., Zhang, N.J., Ning, B., Wan, T. & **Unruh, L.** (2011). Factors influencing self-perceived physical health of elderly in Jinan. *Chinese Health Services Management*. 2011, 6: 474-475. (In Chinese).
38. 2011 Falen, T., **Unruh, L.**, & Segal, D. Electronic falls surveillance system (FSS) model, *Healthcare Manager*, 30(4), 342-351.
37. 2011 **Unruh, L.**, & Nooney, J. (2011). Newly Licensed RNs' Perceptions of Job Difficulties, Demands and Control: Individual and Organizational Predictors. *Journal of Nursing Management*, 19(5), 572-584.
36. 2011 **Unruh, L.**, Agrawal, M., & Hassmiller, S. (2011). The business case for TCAB among the TCAB 10 and lessons learned. *Nursing Administration Quarterly*. 35(2), 97-109.

35. 2010 Wu, M., Li, S., Zhang, N., Zhu, Y., Ning, B., Wan, T.T.H., & **Unruh, L.** (2010). Qualitative study of nursing home services and staffing in Jinan, China. *Chinese Health Service Management*, (11), 729-730. (In Chinese).
34. 2010 Cortelyou-Ward, K., **Unruh, L.** & Fottler, M. (2010). The effect of work environment on intent to leave the nursing profession: a case study of bedside registered nurses in rural Florida. *Health Services Management Research*, 23(4), 185-192.
33. 2010 Nooney, J., **Unruh, L.**, & Yore, M. (2010). Should I stay or should I go? Career change and laborforce separation among registered nurses, *Social Science and Medicine*, 70, 1874 – 1881.
32. 2010 Seblega, B., Zhang, N.J., **Unruh, L.**, Breen, G-M. Paek, S.C., & Wan , T.T.H. (2010). Changes in nursing home staffing levels, 1997 to 2007, *Medical Care Research and Review*, 67(2), 232-246.
31. 2010 Zhang, N.J., Wan, T.T.H., Breen, G.M., **Unruh, L.**, Marathe, S. Li, S., Jia, L. (2010). Comparison of nursing home care between the USA and China. *International Journal of Public Policy*, 5(2/3), 121 – 132.
30. 2009 **Unruh, L.**, Russo, A., Jiang, J., & Stocks, C. (2009). Measuring up: Are hospital nurse staffing measures adequate for health services research? *Advances in Health Care Management*, 8, 115-154.
29. 2009 Brent Hotchkiss, R., Fottler, M., **Unruh, L.** (2009). Valuing volunteers: The impact of volunteerism on hospital performance. *Health Care Management Review*, 34 (3), 119-28.
28. 2009 **Unruh, L.**, Russo, A., Jiang, J., Stocks, C. (2009). Can state databases be used to develop a standardized, national hospital nurse staffing database? *Western Journal of Nursing Research*, 31(1), 66-88.
27. 2008 **Unruh, L.**, Hassmiller, S., & Reinhard, S. (2008). The importance and challenge of paying for quality nursing care. *Policy, Politics and Nursing Practice*, 9(2), 68-72.
26. 2008 Zhang, N., **Unruh, L.**, and Wan, T.H. (2008). Has the Medicare prospective Payment system led to increased nursing home efficiency? *Health Services Research*, 43(3), 1043-1061.
25. 2008 **Unruh, L.** (2008). Nurse staffing and patient, nurse, and financial outcomes. *American Journal of Nursing*, 108(1), 62-71.
24. 2007 **Unruh, L.**, Joseph, L., & Strickland, M. (2007). Nurse absenteeism and workload: negative effect on restraint use, incident reports, and mortality. *Journal of Advanced Nursing*, 60(6), 673-681.
23. 2007 Byers, J, Genovich-Richards, J., & **Unruh, L.** (2007). Guest Editorial: It's time for a comprehensive, interdisciplinary patient safety taxonomy. *Journal for Healthcare Quality*, 29(4), 2, 11.
22. 2006 Wan, T., Zhang, N., **Unruh, L.** (2006). Predictors of resident outcome improvement in nursing homes. *Western Journal of Nursing Research*, 28 (8), 974-993.
21. 2006 Welton, J., **Unruh, L.**, Halloran, E.J. (2006). Nurse staffing, nursing intensity, staff mix, and direct nursing care costs across Massachusetts hospitals. *Journal of Nursing Administration*, 36 (9), 416 – 425.
20. 2006 **Unruh, L.** Zhang, N.J., Wan, T.H. (2006). The impact of Medicare reimbursement changes on staffing and the quality of care in nursing homes. *International Journal of Public Policy*, 1(4), 421-434.
19. 2006 Zhang, N.J., **Unruh, L.**, Liu, R., Wan, T.H. (2006). Minimum nurse staffing ratios for nursing homes. *Nursing Economics*, 24(2), 78-85, 93.
18. 2006 **Unruh, L.**, & Fottler, M. (2006). Patient turnover and nursing staff adequacy. *Health Services Research*, 41(2), 599-612.
17. 2006 Oetjen, D., Fottler, M., & **Unruh, L.**, Rehman, Z. (2006). Consumer determinants of the use of health plan information in health plan selection. *Health Services Management Research*, 19(2), 232-250.

16. 2005 **Unruh, L., & Fottler, M. (2005).** Projections and trends in nursing supply: What do they tell us about the nursing shortage? *Policy, Politics and Nursing Practice*, 6(3), 171-182.
15. 2005 **Unruh, L. & Fottler, M.D. (2005).** Measures of nurse staffing: Should we account for patient turnover? *Academy of Management Proceedings*, August 1, 2005: Issue 1, A1 -A6.
14. 2005 **Unruh, L., Rudner, N., White, S., & Byers, J. (2005).** Managed care and patient safety: risks and opportunities. *Health Care Manager*, 24(3), 245-256.
13. 2005 **Unruh, L., (2005)** Employment conditions at the bedside: A cause of and solution to the RN shortage. *Journal of Nursing Administration*, 35(1), 11-13.
12. 2005 **Unruh, L., & Rudner, N. (2005).** Guest Editorial: Patient safety: What's managed care got to do with it? *Journal for Healthcare Quality*, 27(1), 1, 58, 60.
11. 2004 **Unruh, L., & Wan, T. (2004).** A systems framework for evaluating nursing care quality in nursing homes. *Journal of Medical Systems*, 28(2), 195-213.
10. 2003 Oetjen, D., Fottler, M., **Unruh, L. (2003).** Determinants of the use of health plan information in health plan selection. *Health Marketing Quarterly*, 20 (3), 55-79.
9. 2003 **Unruh, L., Fottler, M., & Talbott, L. (2003).** Improving nurse staffing measures: Discharge day measurement in 'Adjusted Patient Days of Care.' *Inquiry*, 40 (3), 295-304.
8. 2003 **Unruh, L. (2003).** The effect of LPN reductions on RN patient load. *Journal of Nursing Administration*, 33 (4), 201-208.
7. 2003 **Unruh, L. (2003).** Licensed nurse staffing and adverse events in hospitals. *Medical Care*, 41 (1), 142-152.
6. 2002 **Unruh, L. & Fottler, M. (2002).** Nurse staffing and nursing performance: A review and synthesis of the relevant literature. *Advances in Health Care Management*, 3, 11-44.
5. 2002 **Unruh, L., and Byers, J.F. (2002).** Hospital downsizing: International experiences and perspectives. *Nursing and Health Policy Review*, 1(2), 117-151.
4. 2002 **Unruh, L. (2002).** Trends in adverse events in hospitalized patients. *Journal for Healthcare Quality*, 24 (5), 4-10, 18.
3. 2002 **Unruh, L. (2002).** Nursing staff reductions in Pennsylvania hospitals: Exploring the discrepancy between perceptions and data. *Medical Care Research and Review*, 59 (2), 197-214.
2. 2002 Rotarius, T., Trujillo, A., **Unruh, L., Fottler, M., Liberman, A., Morrison, S., Ross, D., Cortelyou, K. (2002).** Uncompensated care and emergency department utilization: A local study having national implications. *Healthcare Manager*, 21 (1), 1-38.
1. 2001 **Unruh, L. (2001).** Licensed nursing staff reductions and substitutions in Pennsylvania hospitals, 1991-1997. *Journal of Public Health Policy*, 22 (3), 302-396.

BOOKS:

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17. 2018 **Unruh, L.** Brunell, M.L., (2018). Florida Licensed Practical Nurse Education: Academic Year 2016 – 2017. August. Report for the Florida Center for Nursing. https://www.flcenterfornursing.org/DesktopModules/Bring2mind/DMX/Download.aspx?Command=Core_Download&EntryId=1671&PortalId=0&TabId=151
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96. 2020, international **Unruh, L.**, et al. COVID-19 Response in North Atlantic Countries. Health System Policy Monitor Annual Meeting, Virtual, October 27-30, 2020
95. 2020 **Unruh, L.**, Lamanna, J., Chisholm, L. "Older Caregivers Positive & Negative Experiences with Caregiving." Gerontological Society of America Annual Meeting, Virtual, November 04-07, 2020.
94. 2020 **Unruh, L.**, Ahmed, F.. & Totaram, R. "Growth in administrative staff compared to nursing staff in Pennsylvania hospitals, 1991-2018." American Public Health Association Annual Meeting, Virtual, October 19-28, 2020.
93. 2019 Ashley-West, A., **Unruh, L.** Malvey, D. & Martin, L., "Insured without access: A structural model examining the independent effects of income on health insurance and subjective quality of life" American Public Health Association Annual Meeting, Philadelphia, November 2 -6, 2019.
92. 2019, international **Unruh, L.**, Liu, A.X., **Sampson, C.** "Primary Care Nurse Practitioner Supply and Population Health." Podium presentation, International Health Economics Association, Basel, Switzerland, July13-17, 2019.
91. 2019, international Liu, A.X., **Unruh, L.**, "The Effect of Medicare Fee Increase on Physicians' Supply of Services," Poster presentation, International Health Economics Association, Basel, Switzerland, July13-17, 2019.
90. 2019 **Unruh, L.**, Sampson, C., Liu, A.X. "Primary Care Nurse Practitioner Supply and Population Health." Podium Presentation at Break Out Session at the National Forum of State Nursing Workforce Centers Annual Conference, Denver, CO, June 12-14, 2019.
89. 2019 Placide, V., **Unruh, L.**, Atkins, C., Chisholm, L., Scott, B. "Factors Influencing Counseling Adherence in Medication-Assisted Treatment for Opioid Addiction." Poster presentation, AcademyHealth Annual Meeting, Washington DC, June 2-4, 2019.
88. 2019 **Unruh, L.**, Sampson, C., Liu, A.X. "Primary Care Nurse Practitioner Supply and Population Health." Poster presentation, AcademyHealth Annual Meeting, Washington DC, June 2-4, 2019.
87. 2019 **Unruh, L.**, Lamanna, J, Chisholm, L. "What Influences Older Caregiver Perceptions of Rewards and Burdens of Caregiving?" Poster presentation. Southern Nursing Research Society Annual Conference, Orlando, FL February 27-March 1, 2019.
86. 2019 Placide, V., **Unruh, L.** "Factors Influencing opioid abstinence and retention in Medication-Assisted Treatment for Opioid Addiction." Podium presentation, 69th New York State Public Health Association Annual Meeting and 2019 New York State Association of County Health Officials Annual meeting and collaborative public health conference, Cortland, NY, May 1-3, 2019.
85. 2019 Pereira, V., Gabriel, M, **Unruh, L.**, Atkins, D, "Associations between Clinic Compliance and State Interventions for Prescription Drug Misuse: An Observation of Medical Homes" Podium presentation, 3rd Annual Gator Health Care Forum, Gainesville, FL. January 11, 2019.

84. 2018 Lamanna, J., Chisholm, L., **Unruh, L.** “Health Outcome Differences Among Older Adult Current, Former, and Never Caregivers” Poster presentation. Gerontological Society of America Annual meeting, Boston, MA, November 14 -18. 2018
83. 2018 Chisholm, L., Lamanna, J. & **Unruh, L.** “Perceptions of Health and Wellbeing Among Older Adult Caregivers: Comparisons between Current, Former, and Never Caregivers. Poster presentation. AcademyHealth Annual Meeting Seattle Washington, June 24-26, 2018.
82. 2018 Rutherford, A, **Unruh, L.** "Political, Economic and Health System Determinants of Tuberculosis Incidence.” Poster presentation. AcademyHealth Annual Meeting Seattle Washington, June 24-26, 2018.
81. 2018 Sampson, C., **Unruh, L.**, Malvey, D., Neff, D., Liu, A. “The Effect of Registered Nurse Supply on Population Health Outcomes: A Distributed Lag Approach.” Doctoral Student Poster Presentation. AcademyHealth Annual Meeting Seattle Washington, June 24-26, 2018.
80. 2018 Raffenaud, A. **Unruh, L.** Fottler, M., Liu, X., & Andrews, D. “Work-Family Conflict: A Comparative Analysis of Staff, Managerial and Executive Nurses” Poster Presentation at the Interdisciplinary Research Group on Nursing Issues Interest Group Pre-Conference Session at AcademyHealth Annual Meeting Seattle Washington, June 24-26, 2018.
79. 2018 Raffenaud, A. **Unruh, L.** Fottler, M., Liu, X., & Andrews, D. “Work-Family Conflict: A Comparative Analysis of Staff, Managerial and Executive Nurses” Doctoral Student Poster Presentation. AcademyHealth Annual Meeting Seattle Washington, June 24-26, 2018.
78. 2018 Raffenaud, A. **Unruh, L.** Fottler, M., Liu, X., & Andrews, D. “Work-Family Conflict: A Comparative Analysis of Staff, Managerial and Executive Nurses”, Podium Presentation at Break Out Session. National Forum of State Nursing Workforce Centers Annual Conference, Chicago, IL, June 6 -8, 2018.
77. 2018 Raffenaud, A. **Unruh, L.** Fottler, M., Liu, X. & Andrews, D. “Work-Family Conflict: A Comparative Analysis of Staff, Managerial and Executive Nurses.” UCF Doctoral Research Forum. Oral Presentation. April 3, 2018.
76. 2018 Placide, V. **Unruh, L.** Scott, B., Chisholm, L., Atkins, D. “Examining the Influence of Personal and Environmental Factors on Treatment Outcomes in Opioid Dependent Medication-Assisted Treatment Patients.” UCF Doctoral Research Forum. Podium Presentation. April 3, 2018.
75. 2018 Pereira, V., Gabriel, M., **Unruh, L.** “Multi-Year Performance Trends Analysis of Primary Care Practices Demonstrating Patient-Centered Medical Home (PCMH) Transformation,” Gator Healthcare Forum 2018 University of Florida, January 12, 2018
74. 2017, **International** Rice T, Quentin W, Anell A, Barnes AJ, Rosenau P, **Unruh LY**, and van Ginneken, E. “Revisiting OOP Requirements: Trends in Spending, Burden, and Policy in Ten High-Income Countries.” Podium presentation at the International Health Economics Association World Congress, Boston, MA, July 7 - 9, 2017.
73. 2017, **International** **Unruh, L.**, Rutherford, A., Schirle, L., Brunell, M. “Benefits of Less Restrictive Regulation of ARNPs in Florida”, Podium presentation in organized session at the International Health Economics Association World Congress, Boston, MA, July 7 -9, 2017.
72. 2017 **Unruh, L.**, Rutherford, A., Schirle, L., Brunell, M. “Benefits of Less Restrictive Regulation of ARNPs in Florida”, Poster presentation at AcademyHealth Annual Research Meeting, New Orleans, LA, June 25-27, 2017.
71. 2017 **Unruh, L.**, Rutherford, A., Schirle, L., Brunell, M. “Benefits of Less Restrictive Regulation of ARNPs in Florida”, Podium presentation at National Forum of State Nursing Workforce Centers Annual Conference, Denver, CO, June 7 -9, 2017.
70. 2016 **Unruh, L.**, “Determinants of Workplace Injuries Among Newly Licensed RNs.” Podium presentation at the American Public Health Association Meeting, Denver, CO., October 30 – November 2, 2016.

69. 2016 Steis, M.R., Gurupur, V.P., **Unruh, L.**, Golden, A “Evaluating the Acute Care Needs of HBPC Patients: A Retrospective Review.” Poster Presentation at Orlando VA Medical Center (VISN 8) Research Week, Orlando, FL, May, 2016.
68. 2015 Asi, Y., **Unruh, L.** "Is conflict a factor in a population's quality of life? A cross-sectional study in the Palestinian Territories," Poster presentation at the American Public Health Association Meeting, Chicago, IL., October 31 – November 4, 2015.
67. 2015 Park, C., **Unruh, L.**, Harman, J., Cimiotti, J. Optimizing Nurses’ Workload, Quality of Care, and Cost in Home Healthcare Nursing in Florida: A Theory Synthesis and Testing. AcademyHealth State Health Research and Policy Interest Group Meeting (SHRP). Minneapolis, MN, USA, June 14 -16, 2015
66. 2014 **Unruh, L.**, Fottler, M., and Raffenaud, A. "Conflict Between Work and Family Among Newly Licensed Registered Nurses: A Structural Equation Model of Antecedents and Outcomes", Podium presentation at the American Public Health Association Meeting, New Orleans, November 16 -19, 2014.
65. 2014 **Unruh, L.**, Zhang, J. and Chisholm, L. (2014). "A Structural Equation Model of Job and Professional Leaving Among Newly Licensed Registered Nurses", Poster presentation at the American Public Health Association Meeting, New Orleans, November 16 -19, 2014.
64. 2013 Hofler, R. & **Unruh, L.** “Benchmarking Patient Safety and Quality: The Stochastic Frontier Approach,” Podium presentation at the Southern Economic Association Annual Conference November 23 -25, 2013, Tampa, FL.
63. 2013 **Unruh, L.** & Hofler, R. “Benchmarking Patient Safety and Quality: The Stochastic Frontier Approach,” Podium presentation at the American Public Health Association Meeting, Boston, November 3-6, 2013.
64. 2013, International **Unruh, L.** & Zhang, N. “Turnover Among Newly Licensed RNs,” Podium presentation at the International Health Economists meeting, **Sydney, Australia**, July 7 -10, 2013.
63. 2013, International **Unruh, L.** & Hofler, R. “Benchmarking Patient Safety and Quality: The Stochastic Frontier Approach,” Podium presentation at the International Health Economists meeting, **Sydney, Australia**, July 7 -10, 2013.
62. 2013 **Unruh, L.** & Zhang, N., “Keeping Newly Licensed RNs in Nursing: the Role of Work Environment,” Organized Session presentation at the Midwest Business Administration Association International Conference, Chicago, IL, February 27 – March 1, 2013.
61. 2012 **Unruh, L.** & Zhang, N., “The Hospital Work Environment and Job Satisfaction of Newly Licensed RNs,” Poster presentation at Academy Health Annual meeting, Orlando, FL, June 23 -26, 2012.
60. 2012 **Unruh, L.** & Zhang, N., “The Hospital Work Environment and Job Satisfaction of Newly Licensed RNs,” Podium presentation at American Society of Health Economists biannual meeting, Minneapolis, MN, June 10 -13, 2012.
59. 2011 **Unruh, L.**, “Keeping Newly Licensed RNs in Nursing: The Role of Work Environment,” Poster Presentation at AcademyHealth Annual Conference, Seattle, WA, June 11-14, 2011.
58. 2011 **Unruh, L.**, “The Role of Job Orientation in Retention of Newly Licensed RNs,” Poster Presentation at AcademyHealth Annual Conference, Seattle, WA, June 11-14, 2011.
57. 2010 Wu, M., Li, S., Zhang, N.J., Wan, T., & **Unruh, L.** “Nursing Home Care Research in Jinan, China: a Qualitative Study”. Podium presentation at the International Forum on Chinese Gerontology, Beijing, China, July 14-15, 2010.
56. 2010 **Unruh, L.**, & Nooney, J. “What Predicts Perceptions of Job Difficulties Among Newly Licensed RNs?” Podium presentation at Academy Health Annual Meeting, Boston, MA, June 27- 29, 2010.
55. 2010 **Unruh, L.** “The Business Case for Transforming Care at the Bedside: Lessons Learned.” Podium Presentation at 8th National Conference of Nursing Workforce Centers, Dearborn, MI, June 9 -10, 2010.
54. 2009 Zhang, N.J., **Unruh, L.**, Paek, S.C., & Wan, T. “State Nurse Staffing Policy and Quality of Care in Nursing homes,” Podium presentation at the 62th Annual

Scientific Meeting of The Gerontological Society of America, Atlanta, Georgia, November 18-22, 2009.

53. 2009 **Unruh, L.**, “Work Experiences of Older Newly-Licensed RNs. Podium presentation at the 7th National Conference of Nursing Workforce Centers, Biloxi, Mississippi, March 23-26, 2009.
52. 2008 Seblega, B., Zhang, J., **Unruh, L.**, Wan, T. “Nursing Homes Staffing Trends: 1997 to 2005.” Podium presentation at the Gerontological Society of America Annual Meeting, Washington, D.C., November 22-24, 2008.
51. 2008 **Unruh, L.** “Nurse Staffing, and Patient, Nurse and Financial Outcomes.” Podium presentation at the American Public Health Association Annual Meeting, San Diego, CA, October 25-29, 2008.
50. 2008 Hotchkiss, R., **Unruh, L.**, Fottler, M., “Valuing Volunteers.” Podium presentation at the Academy of Management Annual Meeting, Anaheim, CA, August 10-13, 2008.
49. 2008 Ward-Kortelyu, K., **Unruh, L.**, Fottler, M., “The Effect of Work Environment on Intent to Leave the Nursing Profession: A Study of Bedside RNs.” Podium presentation at the Academy of Management Annual Meeting, Anaheim, CA, August 10-13, 2008.
48. 2008 Nooney, J. and **Unruh, L.** “Workforce Attrition of Older Nurses: A Survival Analysis of Retrospective Data.” Podium presentation at Annual Conference of Nursing Workforce Centers, Denver, CO, June, 2008.
47. 2007 Zhang, N.J., **Unruh, L.**, & Wan, T. “The Gap between Nurse Staffing and Changing Demands of Nursing Home Resident Care: A Challenge for Quality Improvement.” Podium presentation at 2007 Gerontological Society of American Annual Meeting, San Francisco, CA, November 17, 2007.
46. 2007 **Unruh, L.**, Nooney, J., Zhang, N.J. “Will Raising Faculty Salaries Help Alleviate the Nursing Faculty Shortage?” Podium presentation at American Public Health Association Annual Meeting, Washington, D.C., November 4-7, 2007.
45. 2007 **Unruh, L.**, Zhang, N., Lee, K. “Nursing Staff Reductions, Workload Increases, and Adverse Events in Florida Hospitals 1996-2004: New Variable and Longitudinal Approaches.” Podium presentation at American Public Health Association Annual Meeting, Washington, D.C., November 4-7, 2007.
44. 2007, **International** **Unruh, L.**, Zhang, N.J. “Registered Nurse Educational Level and the Decision to Work as a Hospital Staff Nurse.” Podium Presentation at International Health Economics Association Meeting, **Copenhagen, Denmark**, July 8-10, 2007.
43. 2007 **Unruh, L.**, Nooney, J., Zhang, N.J. “Will Raising Faculty Salaries Help Alleviate the Nursing Faculty Shortage?” Podium presentation at 5th Annual Conference of Nursing Workforce Centers, San Francisco, CA, June 6-8, 2007.
42. 2007 **Unruh, L.**, & Zhang, N.J. “Registered Nurse Educational Level and the Decision to Work as a Hospital Staff Nurse.” Podium Presentation at Interdisciplinary Research Group in Nursing Issues Meeting, AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
41. 2007 Zhang, N.J., **Unruh, L.** & Wan, T. “The Gap between Nurse Staffing and Changing Demands of Nursing Home Resident Care: A Challenge for Quality Improvement.” Podium Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
40. 2007 Zhang, N.J., **Unruh, L.** & Wan, T. “Are Nursing Staff Adequate to Meet the Changing Resident Demands in Rural Nursing Homes.” Podium Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
39. 2007 Zhang, N.J., Paek, S., **Unruh, L.** & Wan, T. “Cross-validation of Aggregate Nursing Home Quality Measurements Based on State Surveillance and Self-Reported Data.” Poster Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
38. 2007 Zhang, N.J., **Unruh, L.** & Wan, T. “Developing a Pay for Quality-Adjusted Efficiency System: A Skilled Nursing Home Balanced Scorecard Approach.” Poster Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.

37. 2007 Wan, T., Zhang, N.J., & **Unruh, L.** "Organizational and Management Factors Affecting Quality Improvement in Nursing Homes: Growth Curve Modeling of Resident –Based Outcomes." Poster Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
36. 2006 Zhang, N., **Unruh, L.**, Wan, T.H. "Has the Medicare Prospective Payment System Led to Increased Nursing Home Efficiency?" Podium presentation at the Gerontological Society of America Annual Meeting, Dallas, TX., November 16-20, 2006.
35. 2006 Zhang, N., **Unruh, L.**, Wan, T.H., "Impact of Medicare Reimbursement Changes on Nursing Home Efficiency" Podium presentation at the American Public Health Association Annual Meeting, Boston, MA, November 4-8, 2006.
34. 2006 **Unruh, L.**, Jiang, J.H., Stocks, C., Russo, A.C., "An Evaluation of the Availability and Quality of State-Level Hospital Nurse Staffing Data." Poster presentation at the AcademyHealth State Research and Policy Interest Group Meeting, Seattle, WA, June 24, 2006.
33. 2006 **Unruh, L.**, Zhang, N., Lee, K. "Nursing Staff Reductions, Workload Increases, and Adverse Events in Florida Hospitals 1996-2004: New Variable and Longitudinal Approaches." Poster presentation at the AcademyHealth Annual Meeting, Seattle WA, June 25-27, 2006.
32. 2006 Zhang, N., **Unruh, L.**, Wan, T.H., "Has the Medicare Prospective Payment System Led to Increased Nursing Home Efficiency?" Poster presentation at the AcademyHealth Annual Meeting, Seattle WA, June 25-27, 2006.
31. 2006 **Unruh, L.**, Zhang, N., Lee, K. "Nursing Staff Reductions, Workload Increases, and Adverse Events in Florida Hospitals, 1996-2004: New Variable and Longitudinal Approaches," Podium presentation at the American Society of Health Economists Meeting, Madison, WI, June 4-7, 2006.
30. 2006 Lee KH, Roh CY, **Unruh L.** "Effects of Hospital Competition on Hospital Costs and Revenues in Florida." Podium presentation at the 67th American Society for Public Administration (ASPA) National Conference, Denver, CO, March 31-April 4, 2006.
29. 2006 **Unruh, L.**, Brunell, M.L., Danesh, V., Phillips, K. "Forecasting the Supply and Demand of RNs in Florida Using the Revised HRSA Models." Podium Presentation at the 4th National Conference of Nursing Workforce Leaders, Jersey City, April 27, 2006.
28. 2005 **Unruh, L.** & Fottler, M. "Patient Turnover and Nursing Staff Adequacy." Podium presentation at the American Public Health Association annual meeting, Philadelphia, December 10-14, 2005.
27. 2005 **Unruh, L.**, "Forecasting the Supply and Demand of RNs in Florida." Poster presentation at the American Public Health Association annual meeting, Philadelphia, December 10-14, 2005.
26. 2005 **Unruh, L.** Zhang, N.J., Wan, T.H. "The Impact of Medicare Reimbursement Changes on Staffing and the Quality of Care in Nursing Homes." Podium presentation at the American Public Health Association annual meeting, Philadelphia, December 10-14, 2005.
25. 2005 Zhang, J., **Unruh, L.**, & Wan, T., "Minimum Nurse Staffing Ratios for Nursing Homes." Podium presentation at the American Public Health Association annual meeting, Philadelphia, December 10-14, 2005.
24. 2005 **Unruh, L.** Zhang, N.J., Wan, T.H. "The Impact of Medicare Reimbursement Changes on Staffing and the Quality of Care in Nursing Homes." Podium presentation at the Gerontological Society of America Annual Meeting, Orlando, November 18-21, 2005.
23. 2005 Zhang, J., **Unruh, L.**, & Wan, T., "Minimum Nurse Staffing Ratios for Nursing Homes." Podium presentation at the Gerontological Society of America Annual Meeting, Orlando, November 18-21, 2005.
22. 2005 **Unruh, L.**, & Spetz, J., "Can Wage Increases End Nursing Shortages? A Reexamination of the Supply Curve of Registered Nurses." Poster Presentation at Second Annual Health and Public Affairs Research Conference of the College of Health and Public Affairs, University of Central Florida, October 21, 2005.

21. 2005, **International** **Unruh, L.** & Fottler, M. "Patient Turnover and Nursing Staff Adequacy." Podium presentation at the Academy of Management Meeting, **Hawaii**, August 5-10, 2005.
20. 2005, **International** **Unruh, L.**, & Spetz, J., "Can Wage Increases End Nursing Shortages? A Reexamination of the Supply Curve of Registered Nurses." International Health Economics Meeting, **Barcelona, Spain**, July 10-14, 2005.
19. 2005 **Unruh, L.** Zhang, N.J., Wan, T.H. "The Impact of Medicare Reimbursement Changes on Staffing and the Quality of Care in Nursing Homes." Poster presentation at the AcademyHealth Annual Meeting, Boston, June 25-28, 2005.
18. 2005 Zhan, J., **Unruh, L.**, & Wan, T., "Minimum Nurse Staffing Ratios for Nursing Homes." Poster presentation at the AcademyHealth Annual Meeting, Boston, June 25-28, 2005.
17. 2005 **Unruh, L.**, & Spetz, J. "Can Wage Increases End Nursing Shortages? A Reexamination of the Supply Curve of Registered Nurses." Podium presentation at AcademyHealth Meeting, Boston, June 25-28, 2005. Received Most Outstanding Abstracts Award.
16. 2004 Zhan, J., **Unruh, L.**, & Wan, T., "Minimum Nurse Staffing Ratios for Nursing Homes." Poster presentation at the First Annual Public Affairs Research Conference of the College of Health and Public Affairs, University of Central Florida, October 29, 2004.
15. 2004 Wan, T., Zhan, J., & **Unruh, L.**, "A Balanced Approach to the Quality of Care in Nursing Homes: Growth Curve Modeling." Poster presentation at the First Annual Public Affairs Research Conference of the College of Health and Public Affairs, University of Central Florida, October 29, 2004.
14. 2004 **Unruh, L.** & Fottler, M., "Patient Turnover and Nursing Staff Adequacy." Podium presentation at the AcademyHealth Annual Research Meeting, San Diego, CA, June 6-8, 2004, 2004.
13. 2004 **Unruh, L.**, "Future Supply and Demand for Nurses in the State of Florida: Florida Center for Nursing Projections of the Nursing Workforce 2020," Podium presentation for Florida Nurses Association Summit, September 11, 2004, St. Petersburg, FL.
12. 2003 **Unruh, L.**, "Too Few Nurses: A Patient Safety Concern." Podium presentation at the American Public Health Association Annual Meeting, San Francisco, November 15-19, 2003.
11. 2003 Oetjen, D., Fottler, M., **Unruh, L.**, "Determinants of the Use of Health Plan Information in Health Plan Selection Intentions." Podium presentation at the Academy of Management Annual Meeting, Seattle, Washington, Aug. 1-6, 2003.
10. 2003, **International** Wan, T.T.H., **Unruh, L.**, "A Systems Framework for Evaluating Nursing Care Quality in Nursing Homes." The INFORMS meeting, Istanbul, Turkey, (July 7-10, 2003).
9. 2003 Byers, J.F., **Unruh, L.**, "Impact of Hospital Downsizing on Nursing and Patient Outcomes in the United States and Canada." Poster presentation at the Southern Nursing Research Conference, Orlando, FL, February 14, 2003.
8. 2002 **Unruh, L.**, Fottler, M, Talbot, L., "Improving Nurse Staffing Measures: Exploring Adjustments to 'Adjusted patient Days of Care.'" Podium presentation at the American Public Health Association Annual Meeting, Philadelphia, November 9-13, 2002.
7. 2002 **Unruh, L.**, "The Erosion of Nurse Staffing and Its Impact on Patient Care Quality." Podium presentation at the American Nurses Association Convention, Philadelphia, July 1, 2002.
6. 2001 **Unruh, L.**, and Byers, J.F. "Hospital Downsizing: International Experiences and Perspectives." Podium presentation at the American Public Health Association Annual Meeting, Atlanta, October, 2001.
5. 2000 **Unruh, L.**, "Licensed Nursing Staff Reductions and Substitutions in Pennsylvania Hospitals, 1991-1997." Podium presentation at the American Public Health Association Annual Meeting, Boston, November, 2000.
4. 2000 **Unruh, L.**, "The Impact of Licensed Nursing Staff Reductions on Adverse Events in Hospitals." Podium presentation at the American Public Health Association Annual Meeting, Boston, November, 2000.

3. 2000 **Unruh, L.**, “The Impact of Hospital Restructuring on Nurse Staffing and the Quality of Patient Care.” Podium presentation at the American Economic Association annual meeting, Boston, January 7, 2000.
2. 1999 **Unruh, L.**, “The Impact of Hospital Nurse Staffing on Patient Outcomes.” Podium presentation at session on “The Relationship between Staffing and Quality of Care,” at the American Public Health Association annual meeting, Washington D.C., November, 1999.
1. 1999 **Unruh, L.**, and LeClere, F., “Pennsylvania Hospital Staffing Changes 1991-1997.” Poster presentation, AcademyHealth Annual Meeting, Chicago, June 27-29, 1999.

INVITED PRESENTATIONS:

58. 2020 **Unruh, L.**, U.S. Covid-19 Health System Response Monitor. Webinar Wednesday Evening Session: Health Information by the Numbers: Healthcare Informatics, August 12th, Department of Health Management & Informatics.
57. 2019 **Unruh, L.**, “Improved Medicare for All: Why it is the best option and proposed bills.” Medicare for All People’s Assembly, Marks Street Senior Recreation Complex, Orlando, FL, Saturday, August 10, 2019.
56. 2017, **International** **Unruh, L.**, Discussant for “The effects of the irregular immigrants’ exclusion of the health services coverage in Spain.” Health Systems and Policy Monitor Network Meeting, **Vienna, Austria**, October 11-12, 2017.
55. 2017 **Unruh, L.** Staffing and Patient Classification Systems II: Service Employees International Union, All-day Seminar, Pasadena CA, May 23, 2017.
54. 2016 **Unruh, L.** Staffing and Patient Classification Systems I: Service Employees International Union, All-day Seminar, Pasadena CA, December 6, 2016.
53. 2016, **International** Rice, T., Barnes, A., Quentin, W., Rosenau, P., **Unruh, L.**, van Ginneken, E., Trends in Out-of-Pocket Spending in Ten High-Income Countries. HSPM Meeting, **Paris, France**, October 2016.
53. 2016 **Unruh, L.**, Building the Business Case: A Primer. American Nurses Credentialing Center Research Symposium Session RS03, October 4th 2016, Orlando Florida
52. 2015 **Unruh, L.**, Moderator for "Writing Successful Grant Proposals – A Magnet Exemplars Panel." ANCC Research Symposium, October 6, 2015, Atlanta, GA.
51. 2015 **Unruh, L.**, Moderator for "Meet the Funders" ANCC Research Symposium, October 6, 2015, Atlanta, GA.
50. 2014, **International** **Unruh, L.**, Rice, T., Rosenau, P. Barnes, A. "Better Prevention or Pharmaceuticalization? The Case of Statin Guidelines & Implications for Health Policy." Presentation to the Health Systems and Policy Monitor Network Meeting, October 30- 31, 2014, **Berlin, Germany**.
49. 2014 **Unruh, L.**, Moderator for: "Assessment of Evidence-Based Practice (EBP) Guidelines: Tool Development and Application." ANCC Research Symposium, October 7, 2014, Dallas, TX.
48. 2013 **Unruh, L.**, “GMO Food: From Frankenfood to Frankenpeople?” Presentation at the Science Café, Orlando Public Library, December 10, 2013.
47. 2013, **International** **Unruh, L.**, 2013, "Response to: 'Better Health Services for Less Money through Cooperative Governance by Objectives: the Austrian Health Reform 2013 Wants It All,' by Maria Hofmarcher." Discussion of a presentation at the Health Systems and Policy Monitor Network Meeting, October 22, 2013, **Lisbon, Portugal**.
46. 2013, **International** Barnes, A., Rice, T., **Unruh, L.**, Rosenau, P., "The U.S. Health System After the Affordable Care Act: Achievements and Challenges in Accessibility," 16th European Health Forum, **Gastein, Austria**, October 2 -4, 2013
45. 2013 **Unruh, L.**, Moderator for: "Displaying Data for Practice, Presentations, and Publications." ANCC Research Symposium, October 1, 2013, Orlando, FL.
44. 2013 **Unruh, L.**, Moderator for: "Advancing Research in Children’s Hospitals. ANCC Research Symposium, October 1, 2013, Orlando, FL.
43. 2013 **Unruh, L.**, “Genetically Modified Food: Franken food to Franken people? Impact of Corporate Food Production on Health.” Presentation to the Florida School for Holistic Living, Unitarian Church, Orlando, FL, June 8, 2013

42. 2012 **Unruh, L., & Hofler, R.** “Benchmarking Quality & Safety in U.S. Hospitals: The Stochastic Frontier Approach,” College of Health and Public Affairs Brownbag Presentation, University of Central Florida, March 20, 2013.
41. 2012 **Unruh, L., & Hofler, R.** “Benchmarking Quality & Safety in U.S. Hospitals: The Stochastic Frontier Approach,” Department of Economics Brownbag Presentation, University of Central Florida, November 15, 2012.
40. 2012 **Unruh, L., & Koithan, M.** “Research Basics—Concepts, Designs, Methods,” speaker for session RS05 at the American Nurses’ Credentialing Center Research Symposium, Los Angeles, October 9, 2012.
39. 2012 **Unruh, L.,** “Effect of Hospital Unions on Staffing and Patient Outcomes in California,” Discussant for paper at American Society of Health Economists biannual meeting, Minneapolis, MN, June 10-13, 2012.
38. 2012 **Unruh, L.,** “Social engagement and Information Use in Part D Decision Making,” Discussant for paper at American Society of Health Economists biannual meeting, Minneapolis, MN, June 10-13, 2012.
37. 2012 **Unruh, L. & Fottler, M.,** “Healthcare Reform—What Should the Supreme Court Do?” Part of Great Debate series at the University Club of Winter Park, March 20, 2012.
36. 2011 **Unruh, L.,** “Research with Large Data Sets,” Discussant for two papers presented at the American Nurses Credentialing Center Magnet Conference Research Symposium, Baltimore, MD, October 2 -3, 2011.
35. 2011 **Unruh, L.,** “Facts on the Affordable Care Act.” Town Hall Meeting sponsored by Hispanic Health Initiatives, Casa de Puerto Rico, 3001 Curry Ford Road, Orlando, FL., May 24, 2011.
34. 2011 **Keynote Address** **Unruh, L.,** “Nurse staffing and patient turnover: Impacts on nursing workload and patient outcomes.” Nurse Alliance of Pennsylvania, SEIU Healthcare, Spring educational meeting, Keynote Address, Pittsburg, PA, May 10, 2011.
33. 2011 **Unruh, L.,** “Facts on the Affordable Care Act.” Town Hall Meeting sponsored by Federation of Congregations United to Serve (FOCUS) and Hispanic Health Initiatives, Engelwood Neighborhood Center, 6123 La Costa Dr., Orlando, FL., March 22, 2011.
32. 2010 **Unruh, L.,** “The Business Case for Transforming Care at the Bedside: Lessons Learned.” Presentation at Educational Conference Annual Membership Meeting, Florida Organization of Nurse Executives , Ft. Lauderdale, FL, Nov. 18 & 19, 2010.
31. 2010 **Unruh, L., & Nooney, J.** “What Predicts Job Difficulties Among Newly Licensed RNs?” University of Alabama Birmingham Visiting Faculty Seminar, co-sponsored by Lister Hill Center for Health Policy/ UAB School of Nursing Center for Nursing Research, Birmingham, AL., September 21, 2010.
30. 2010 **Unruh, L.,** “The Economics of Health Reconsidered,” University of Alabama Birmingham Visiting Faculty Seminar, Birmingham, AL, September 20, 2010.
29. 2010 **Unruh, L.,** “Some Thoughts on ‘Making Sense of Magnet’ by Jerome-D’Emila, et al.” Discussant at the Interdisciplinary Research Group on Nursing Issues at the Academy Health Annual Research Meeting, Boston, MA, June 26, 2010.
28. 2010 **International Keynote** **Unruh, L.,** “Nursing in the U.S.” Keynote speech to nursing students at Xiandai College, **Shandong Province, China**, May 25, 2010.
27. 2010 **Bricout, J. & Unruh, L.** “A Developing Tool for Bringing More Resources to Our Social Impact Efforts: The Blended Value Proposition,” University of Central Florida College of Health and Public Affairs Research Council Brown Bag Lunch Presentation, March 25, 2010
26. 2010 **Unruh, L.,** “No Mission No Margin: Fiscal Responsibility.” Guest lecturer for UCF class HSC4652 Healthcare Ethics
25. 2010 **Unruh, L.,** “Conducting Multisite Research Studies: Challenges and Recommendations,” Florida Magnet Research Conference, Naples FL, February 13, 2010.

24. 2009 Newhouse, R. & **Unruh, L.**, “Empirical Outcomes: What's the Difference between Research and Quality Improvement?” 2009 ANCC National Magnet Conference, Louisville, October 2, 2009,
23. 2009 **Unruh, L.** “Work Experiences of Newly Licensed RNs,” Sigma Theta Tau, UCF Chapter, Florida Hospital, June 24, 2009.
22. 2009 **Unruh, L.** “Work Experiences of Newly Licensed RNs,” University of Central Florida College of Health and Public Affairs Research Council Brown-Bag Lunch Presentation, March 19, 2009.
21. 2009 **Keynote Address** **Unruh, L.** “Nurse Staffing: Key to Good Patient, Nurse and Financial Outcomes.” Keynote address, at the Nurse Alliance of SEIU Healthcare, Train the Trainer Meeting: *Change that Works: A Prescription for Quality Affordable Healthcare*, Miami, Florida, March 12-13, 2009.
20. 2009 **Unruh, L.** “Impact of Patient Safety Initiatives on Nursing Workflow and Productivity,” Agency for Healthcare Research and Quality Invitational Conference, San Francisco, CA, January 13-14, 2009. Panel discussion of methodologists.
19. 2008 **Keynote Address** **Unruh, L.** “Nurse Staffing, and Patient, Nurse and Financial Outcomes.” Key Note Address, and CNE presentation, Florida Organization of Nurse Executives, Jupiter Beach, Florida, November 13 -14, 2008.
18. 2007 **Unruh, L.**, “Nurse Staffing: Key to good patient, nurse and financial outcomes.” Bethel College Nurse Alumni Meeting CNE presentation, North Newton, KS, October 5, 2007.
17. 2007 **Unruh, L.**, “I’m Glad I Chose a Career in Nursing,” 2 hour lecture to Bethel College nursing classes, North Newton, KS, October 5, 2007.
16. 2007 Rutherford, P., **Unruh, L.**, Spragens, L. Break-out session on “TCAB Business Case” at Transforming Care at the Bedside (Institute for Healthcare Improvement and Robert Wood Johnson Foundation) meeting, Appleton, WI, September 26-27, 2007.
15. 2007 **Unruh, L.**, Joseph, L., Strickland, M. “Nurse Absenteeism and the Quality of Nursing Care.” Poster presentation at the *Celebration of Nursing Excellence: A Stellar Experience*, Florida Hospital Healthcare System Poster Show: Promoting the forces of Magnetism, Altamonte, FL., May 2, 2007.
14. 2007 **Unruh, L.**, “Calculating the Cost Savings of Reduced Nurse Turnover.” Presentation and leadership of Break-out session at the Transforming Care at the Bedside (Institute for Healthcare Improvement and Robert Wood Johnson Foundation) meeting, Houston, TX, February 7-9, 2007.
13. 2006 **Unruh, L.**, Bolton, L., “The TCAB Business Case: Where to Start?” Presentation and leadership of Break-out session at the Transforming Care at the Bedside (Institute for Healthcare Improvement and Robert Wood Johnson Foundation) meeting, Miami, FL, October 17-19, 2006.
12. 2006 **Unruh, L.**, “Improving Patient Safety through Work Environment Changes: the Theory, the Practice, and the Evaluation.” presenter at Florida Community College 3rd Annual Excellence in Nursing Conference, May 5, 2006.
11. 2006 Lee KH, Roh, CY, **Unruh L.** “Effects of Hospital Competition on Hospital Costs and Revenues in Florida.” Podium presentation at the Central Florida Chapter of the American Society for Public Administration, 2006, Orlando, FL, May, 2006.
10. 2006 **Unruh, L.** Research expert at the Summit Meeting on the Empirical Foundations for the Forces of Magnetism, American Nurses Credentialing Center, Silver Spring MA, January 11-12, 2006.
9. 2004 **Unruh, L.**, Respondent to talk by Dr. Michael Munger, “Policy Dilemma and Public Affairs Research.” at the First Annual Public Affairs Research Conference of the College of Health and Public Affairs, UCF, October 2, 2004.
8. 2004 **Unruh, L.**, “The Nursing Shortage: Who Wants to Be a Nurse?” Podium presentation at the conference *Causes and Consequences of the Nurse Shortage: Developing a Solution in Illinois*, University of Illinois, Chicago, IL, June 17, 2004
7. 2004 **Unruh, L.**, “Should Nursing Staffing Ratios Be Mandated? Pro or Con.” Debate for University of Central Florida School of Nursing undergraduate course “Issues in Healthcare Policy,” May 18, 2004.

6. 2004 **Unruh, L.**, “Diversity in Nursing.” Podium presentation at the University of Central Florida College of Health and Public Affairs Brown Bag Lunch, April 14, 2004.
5. 2004 **Unruh, L.**, “Licensed Nurse Staffing and Adverse Events in Hospitals.” Podium presentation at the University of South Florida Research Consortium on Epidemiology and Cost of Adverse Events, Tampa, FL, March 18, 2004.
4. 2004 **Unruh, L.**, “Is Health Care a Right? Philosophical Underpinnings of the Health Care Reform Debate.” Presentation at the Rollins College University Philosophy Club, Winter Park, FL, February 24, 2004.
3. 2004 **Unruh, L.**, Rudner, N., White, S., & Byers, J. “Patient Safety: What’s Managed Care Got to Do with It?” Presentation at the Central Florida Healthcare Information Management Association (CFHIMA) quarterly meeting, Orlando, FL, February 19, 2004.
2. 2004 **Unruh, L.**, “Health Care Professionals: Nurses.” Presentation to the UCF undergraduate class HSA2930, February 17, 2004.
1. 2003 **Unruh, L.** “Impact of Nurse Staffing on Patient Safety.” Educational Session at Florida Organization of Nurse Executives Spring Conference, Sarasota, FL, May 15-16, 2003.

INTERVIEWS:

- April 2, 2021** Dudenhoefer, N. (2021). UCF Researchers Work with Public Agencies to Examine Pandemic Efforts, Effects. UCF Today, <https://www.ucf.edu/news/ucf-faculty-work-with-public-agencies-to-examine-pandemic-efforts-effects/>
- July 6, 2020** Shimalla, A. (2021). UCF Faculty Collecting COVID-19 Data for World Health Organization. <https://ccie.ucf.edu/2020/07/06/ucf-faculty-collecting-covid-19-data-for-world-health-organization/>
- December 10, 2015** Pod Cast with Vicki Conn, editor of Western Journal of Nursing concerning “Job and Professional Leaving among Newly Licensed RNs: A Structural Equation Model,” (published Jan 2016, podcast released 12/23/15): <http://sagenursing.sage-publications.libsynpro.com/webpage/category/Western%20Journal%20of%20Nursing%20Research>
- December 16, 2013** With Alicia Mandingo, WMFE, Orlando Public Radio, "ACA Deductible Sticker Shock"
- November 5, 2013** With Alicia Mandingo, WMFE, Orlando Public Radio, "ACA Premium Sticker Shock"
- October 1, 2013** With Alicia Mandingo, WMFE, Orlando Public Radio, "ACA Exchange Update"
- September 27, 2013** With Alicia Mandingo, WMFE, Orlando Public Radio, "Preparing for ACA Exchanges"
- July 18, 2008** Interviewed by the Orlando Sentinel regarding the cost savings of prevention.
- May 28, 2008** Interviewed on WMFE-TV’s “This Week” program regarding Florida Certificate of Need Bill.

INTRAMURAL SERVICE:

University Level:

- 2004 -2005 Provost’s Evaluation Advisory Committee
 2002 -2003 University Course Review Committee member

College Level:

- 2013- present Chair dissertation committees
 2011 - 2015 PAF Health Management & Research track coordinator
 2007- 2012 COHPA Research Council
 2007- 2009 PhD in Public Affairs Coordinator for Health Management and Informatics

2004 -2006	COHPA Faculty Council
2004 -2005	PhD in Public Affairs Standards and Evaluation Committee
2004 -2005	School of Nursing Standards and Evaluation Committee
2003 - present	Member dissertation committees
2002- 2003	New Faculty Appointment Interviews

Department Level:

2019 – present	Member, HMI P & T committee
2018 – present	Chair, HMI Doctoral Program Committee
2018 – present	Chair, AESP Committee
2016 - present	Resource junior faculty
2012 – May 2019	Chair, HMI P & T committee
2014 -2015	Chair, HMI faculty search committee for 2 tenure-track and 2 instructor/lecturer positions
2011- 2012	HMI Search Committee (for Chair)
2004 -2009	Health Professions Tenure and Promotion Committee
2004 -2005	HSA faculty search committee
2004 -2010	HSA Graduate Admissions Committee
2002 -2005	Library Representative

Miscellaneous:

All years	MSHSA Student Orientation
All years	Share syllabi and extensive websites for media-enhanced classes with adjuncts and others teaching sections of my classes
Accreditation years	MSHSA accreditation materials and meetings
2002-2003	MSHSA Capstone class. Wrote managed care portion.

EXTRAMURAL SERVICE:

Grant Reviews:

October 2011 – June 2015	Agency for Healthcare Research & Quality Health Systems and Value Research study section review, Standing Member reviewer . Reviewed grants 3 times a year with meeting in Washington DC area.
June 2010 – October 2011	Agency for Healthcare Research & Quality HSA grant study section review, Ad Hoc reviewer.
January 2013 - Dec 2015	American Nurses Credentialing Center Magnet Research grant reviewer.
January 2010 - Dec 2015	American Nurses Credentialing Center National Magnet Conference abstract reviewer.
2005 International	Merit review panelist for a Request for Proposal from the Canadian Health Services Research Foundation , April 26.
2004	NIH Special Emphasis Panel grant proposals, November 4, 2004.
2004, International	The Health Foundation, an independent UK healthcare charitable foundation , grant proposal for a Nursing and Allied Health Professionals Fellowship Award.

Extramural Standing Committees:

2007- December 2015	American Nurses Credentialing Center . Research Council member. Met face-to-face twice a year and monthly by phone.
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Journal and Conference Session Reviews:

2020	<i>Western Journal of Nursing Research</i> , August 2020
2020	<i>Risk Management and Healthcare Policy</i> , May 2020
2020 International	<i>International Journal of Nursing Studies</i> , March & April 2020
2019	<i>Nursing Outlook</i> , November 2019
2019	George Washington University <i>Nursing Health Policy Brief Series</i> (2)
2019 International	<i>International Journal of Nursing Research</i> manuscripts (2)
2018	<i>Plos One</i> manuscript (2)
2018 International	<i>Health Policy</i> manuscript (1)
2018	<i>Inquiry</i> manuscript (1)
2017 International	<i>Health Policy</i> manuscript (1)
2017	<i>Nursing Research</i> manuscript (2)
2017	<i>International Journal of Nursing Research</i> manuscript (1)
2016	<i>Nursing Research</i> manuscript (1)
2016	<i>Health Services Research</i> manuscript (1)
2016	<i>Journal of Nursing Management</i> manuscript (1)
2015	<i>Health Services Research</i> manuscript (1)
2015 International	<i>International Journal of Nursing Studies</i> manuscript (1)
2013 International	<i>International Journal of Nursing Studies</i> manuscript (1)
2012 International	<i>International Journal of Nursing Studies</i> manuscript (1)
2012	<i>Journal of Nursing Management</i> manuscript (1)
2012, International	<i>International Journal of Nursing Studies</i> manuscripts (3)
2011, International	<i>International Journal of Nursing Studies</i> manuscripts (2)
2011	<i>Policy, Politics and Nursing Practice</i> manuscript (1)
2010	<i>Western Journal of Nursing Research</i> manuscript (1)
2010	<i>Health Affairs</i> (1)
2010 International	<i>International Journal of Nursing Studies</i> manuscripts (2)
2009 International	<i>International Journal of Nursing Studies</i> manuscripts (2)
2008 International	<i>International Journal of Nursing Studies</i> manuscripts (2)
2008	<i>Health Affairs</i> (1)
2008	Academy Health Annual Meeting workforce session abstracts
2007	<i>Medical Care Research and Review</i> manuscript
2007	<i>Western Journal of Nursing Research</i> manuscript
2006	<i>Health Affairs</i> manuscript
2006	<i>Medical Care Research and Review</i> manuscript
2005	<i>Western Journal of Nursing Research</i> manuscript
2004 International	<i>International Journal of Public Policy</i> manuscript
2004	<i>Health Services Research</i> manuscript
2003	<i>Health Services Research</i> manuscript

Miscellaneous Extramural Service:

August 2019 – present	Member Improved Medicare for All Orlando
June 2015 - 2020	Member Florida Action Coalition
November 2013 – present	Update U.S. healthcare system page for the Health Systems and Policy Monitor Network website (sponsored by WHO): http://www.euro.who.int/en/about-us/partners/observatory/health-systems-in-transition-hit-series/health-systems-and-policy-monitor
October 1, 2013	Moderator for two sessions (“Advancing Research in Children’s Hospitals” and “Displaying Data for Practice, Presentations and Publications”) at the Research Symposium of the American Nurses’ Credentialing Center , Orlando Florida.
June 2013 – June 2014	Patient turnover project with Shin Hye at the University of Missouri KC and the National Database of Nursing Quality Indicators (NDNQI).
February 2011 – 2012	Member and speaker, Central Florida Health Care for All
March 2009	Service Employees International Union , Train the Trainer consultant on nurse

	staffing issues
October 2008 – August 2009	Hepatitis Consortium of Orange County , Cost-Benefit Analysis of Additional Hepatitis Services in Orange County
Oct. '08 – June '09, Interntl. August 2007- June 2008	Sigma Theta Tau International . Advisory Council on Policy member <i>Policy, Politics and Nursing Practice</i> . Guest editor, special issue August, 2008.
October, 2007	Colorado Governor's Nurse Workforce and Patient Care Task Force . Consultant, October 26, 2007 meeting on nurse retention.
2007	Economics of Nursing Conference: Paying for Quality Nursing Care . Organizer of the conference and co-convener with Sue Hassmiller, PhD, RN, FAAN, & Susan Reinhard, PhD, RN, FAAN, Robert Wood Johnson Foundation and Rutgers Center for State Health Policy, Princeton, NJ, June 13-14.
2006	American Nurses Credentialing Center . Expert researcher participant, "Summit Meeting on the Empirical Foundations for the Forces of Magnetism," January 11-12, 2006, Silver Spring, Maryland.
2005-2006 International	Center for Health Services and Nursing Research, Catholic University Leuven, Belgium, and Center for Health Outcomes and Policy Research, University of Pennsylvania, USA . International expert panel member, "Database Quality of Nursing Care," Delphi study, Nov. 2005-Feb. 2006.
2005-present	Resource for nursing workforce issues with the Florida Center for Nursing:
2000-2006	Resource for nurse staffing and patient utilization issues with Florida Hospital: Research contract to study nurse absenteeism and patient outcomes. Research consultant on critical care education project.
1999	Illinois Nurses Association . Instructor, four hour Spring Retreat class on Health Care Economics, April 12 and 13, 1999.
1998- 1999	Wisconsin Federation of Nurses and Health Professionals . Statistician, nurse staffing survey development and analysis.
1996-2000	Member, Higgins Labor Research Center , University of Notre Dame, IN.
1997	Co-developer of three-day economics course for the George Meany Center, AFL-CIO .
1992-1994	Chair, Health Policy Assembly, Illinois Nurses Association .
1990-1994	Chair, Political Concerns Committee, District 21, Illinois Nurses Association .
1990-1994	Member of, and edited newsletter for Nurses for National Health Care .

PROFESSIONAL MEMBERSHIPS:

AcademyHealth
American Public Health Association
American Society of Health Economists
Health Systems and Policy Monitor Network (sponsored by WHO).
International Health Economics Association
Physicians for a National Health Program
Union of Concerned Scientists