

Greta G. Cummings

Curriculum Vitae

CONTACT INFORMATION

Faculty of Nursing
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EDUCATION

2003 PhD *An examination of the effects of hospital restructuring on nurses: How emotionally intelligent leadership styles mitigate these effects.* (Supervisor, C. Estabrooks)
Faculty of Nursing, University of Alberta, Edmonton, AB, Canada

1986 MEd (Admin) *Development of a nursing assignment system.* (Supervisor, G. MacIntosh)
Faculty of Education (Administration), University of Alberta, Edmonton, AB

1979 BNSc
Faculty of Nursing, Queen's University, Kingston, Ontario Canada

ACADEMIC EXPERIENCE

July 2010 – ongoing Professor Faculty of Nursing, University of Alberta
July 2008 – June 2010 Associate Professor Edmonton, AB, Canada
Jan 2004 – June 2008 Assistant Professor
June 1986 – June 1987 Adjunct Professor / Nurse Manager

Career Scientist appointments

July 2006 – July 2012 Population Health Investigator Alberta Heritage Foundation for Medical Research (\$660,000)

July 2006 – July 2011 New Investigator, Clinical Research Program Canadian Institutes of Health Research (\$275,000)

Non-salaried appointments

Spring 2011 Distinguished Visiting Professor Australian Catholic University, Melbourne, AUS

Feb 2009 – 2013 Honorary Research Associate (HRA), Academic appointment School of Graduate Studies, University of New Brunswick, NB, Canada

May 2008 – 2013 Associate Member, Academic appointment School of Graduate Studies, University of Toronto, Toronto, ON, Canada

July 2006 – ongoing Faculty Knowledge Utilization Studies Program
Jan 2004 – June 2006 Senior Research Fellow Faculty of Nursing, University of Alberta

Feb 2001 – ongoing Faculty Institute for Healthcare Communication
Toronto, ON, Canada

July 2005 – June 2006 Faculty Associate Centre for Knowledge Transfer, University of
July 2002 – July 2005 Research Associate Alberta, Edmonton, AB, Canada

Jun 1987 – Jan 2004 Adjunct Faculty Faculty of Nursing, University of Alberta

PROFESSIONAL EXPERIENCE

2000 – 2003	Senior Leader, Patient Services	Cross Cancer Institute, Alberta Cancer Board 11560 University Avenue, Edmonton, AB
1997 – 2000	Registrar	Alberta Association of Registered Nurses Edmonton, AB T5M 4A6
1995 – 1997	Patient Care Director (Medicine/Family Medicine/Geriatrics)	Capital Health Region University of Alberta Hospitals & Royal Alexandra Hospital sites, Edmonton, AB
1995 – 1995	Program Director (Surgery/Trauma/Ophthalmology)	Royal Alexandra Hospital, Capital Health Region 10240 Kingsway Avenue, Edmonton, AB T5H 3V9
1993 – 1995	Patient Care Director (Medicine/Emergency/Longterm Care)	University of Alberta Hospitals 8440 114 Street, Edmonton, AB T6G 2B7
1987 – 1993	Director of Nursing (Medicine/Psychiatry)	
1983 – 1987	Nursing Unit Supervisor (Medicine/Haematology)	
1982 – 1983	Clinical Nurse Educator (Medicine)	
1981 – 1982	Assistant to Director of Nursing	Brockville General Hospital, Brockville, ON
1980 – 1981	Implementation Coordinator (Problem Oriented Record Program)	Thompson General Hospital, Thompson, MN
1979 – 1981	General Duty Staff Nurse (Medicine/Surgery/ICU/Emergency)	

HONOURS AND AWARDS

2010	<i>Order of Merit for Research</i>	Canadian Nurses Association
2010	<i>Reviewer of the Year</i>	Canadian Journal of Nursing Research
2009	<i>Exceptional Reviewer</i>	Medical Care Journal
2008	<i>Distinguished Reviewer</i>	Medical Care Journal
2008	<i>Excellence in Nursing Research</i>	Canadian Association of Schools of Nursing
2008	<i>Nursing Excellence in Research Award</i>	College and Association of Registered Nurses of Alberta
2009 – 2012	<i>Population Health Investigator (renewal)</i>	Alberta Heritage Foundation for Medical Research, Research Prize (\$30,000)
2006 – 2009	<i>Population Health Investigator</i>	Alberta Heritage Foundation for Medical Research, Research Prize (\$30,000)
2006 – 2011	<i>New Investigator, Clinical Research Program,</i>	Canadian Institutes of Health Research
2005	<i>Best Dissertation Award (2003-2005),</i>	American Organization of Nurse Executives (AONE), Research Prize (\$1,000 USD)
2001 – 2003	<i>Doctoral Fellowship, Health Research,</i>	Alberta Heritage Foundation for Medical Research

2001 – 2003	<i>Doctoral Fellowship</i>	Institute for Health Services Policy & Research, Canadian Institutes of Health Research
2001 – 2003	<i>Walter H. Johns Graduate Fellowship</i>	University of Alberta
2001 – 2002	<i>Province of Alberta Graduate Fellowship,</i>	University of Alberta
2001	<i>Data Training School</i>	Social Sciences and Humanities Research Council of Canada (SSHRC)
1995	<i>Quality Leadership Team Award, Nursing Governance C.A.R.E. Model</i>	University of Alberta Hospitals
1994	<i>Quality Leadership Team Award, UAH Staff Recognition Committee (Chair)</i>	University of Alberta Hospitals
1986	<i>Award Winning Publication, Articulation between diploma and baccalaureate schools of nursing: is it possible or even desirable? -</i>	Nursing Research and Scholarly Activities Committee, University of Alberta Hospitals, Research Prize (\$100)
1977 – 1979	<i>(Jean) Rattray Bursaries</i>	Queen's University, Kingston, ON, Canada

RESEARCH & SCHOLARLY ACTIVITY

Research Funding – In Review

- 2010 – 2012 CIHR-M&T: *Advancing leadership science and theory for the Canadian healthcare system* (\$198,060) **Cummings GG** (PI), Estabrooks CA, Hayduk LA, Laschinger HK, Wong CA.
- 2010 – 2012 CIHR-M&T: *Alberta Context Tool* (\$198,060) Estabrooks CA (PI), Norton PN, **Cummings GG**, Hayduk LA, Squires J.

Research Funding – Active

- 2009 – 2010 CIHR KT Synthesis Grant: *A systematic review of the literature examining facilitation as a key influence on knowledge translation.* (\$100,000). Estabrooks CA (PI), Cranley L, Profetto-McGrath J, Clark C, **Cummings GG**.
- 2010 – 2012 Health Canada: *Safer Care for Older Persons in Residential Environments(SCOPE)* (\$750,000) Estabrooks CA (PI), Norton PG, **Cummings GG**, Cranley L.
- 2010 – 2011 CIHR-MPD: *QWEST Symposium: Quality Work Environment Study* (\$15,000) **Cummings GG** (PI), Spiers J.
- 2009 – 2011 AHFMR: *Towards Patient-Centered Addiction Care in a Socioeconomically Disadvantaged Urban Population* (\$145,120). Salvalaggio G (PI), Dong K. (Co-PI), **Cummings GG**, Wild C, et al.
- 2009 – 2015 CIHR Knowledge Translation Canada: *A CIHR Strategic Training Initiative in Health Research* (1,778,626). Strauss S. (PI), Grimshaw G., **Cummings GG**, Estabrooks CA, et al.
- 2009 – 2012 CIHR-PHSI: *Older Persons Transition in Care (OPTIC)*. (\$980,000). **Cummings GG (PI)**, Estabrooks CA, Norton PG, Konner J, Reid C, et al.
- 2009 – 2010 AHFMR: *Knowledge translation practices of healthcare decision-makers: A pilot study* (\$9,976) **Cummings GG (PI)**, Estabrooks CA
- 2009 – 2010 AHFMR: *Feedback Reports for Healthcare Aides* (\$10,000) Estabrooks CA (PI), **Cummings GG**, Hutchison A.
- 2009 – 2010 CFHDRE *A Systematic Review of Interventions to Improve Daily Mouth Care for Residents of Long-Term Care Facilities* (\$7,000). Cobban SJ. (PI), Estabrooks CA, **Cummings GG**, Clovis J, Hayduk L.
- 2008 – 2012 CFI/CIHR Team Grant: *Regional/National Clinical Research Initiatives: Knowledge Translation Canada: A national research network.* (\$12M) Grimshaw J. (PI), Straus S, Haynes B, Laupacis A, Legare F, O'Connor A, Sales AE, Lavis, J, Godin, G, Majumdar S, **Cummings GG**, Estabrooks CA, et al

Subgrant: CIHR: Enhancing Coaching and Leadership Competencies to Promote Knowledge Translation in Long-term Care (\$115,000) **Cummings GG (PI)**, Sales AE, Estabrooks C.A., Laschinger HK, Wong CA.

2008 – 2012 CIHR: *Translating Research on Pain in Children (TROPIC)*. (\$1,587,782). Stevens B. (PI). Lee S, Estabrooks CA, Barwick M, Campbell F, Chambers C, **Cummings GG**, Finley A, Johnston C, Kavanagh P, Latimer M, LeMay S, McGrath P, Rachette J, Scott-Findlay S, Stremler R, Stinson J, Synnes A, Willan A, Yamada J.

2008 – 2011 CIHR-PHSI: *Nurses' Career Aspirations to Management Roles: Identifying the Next Generation of Nursing Leaders*. (\$678,150). Laschinger H. (PI). Wong C, **Cummings GG**, Leiter M, Ritchie J, D'Amour D, MacPhee M, O'Brien-Pallas LL, Wilk P, Almost J, Purdy, N.

Subgrant: AHFMR (\$82,653) **Cummings, GG (PI)**.

2007 – 2012 CIHR: *Translating Research in Elder Care (TREC)*. (\$4.7M). Estabrooks CA (PI). **Cummings GG**, Degner LF, Dopson S, Laschinger H, McGilton K, Morgan D, Norton P, Profetto-McGrath J, Rycroft-Malone J, Sales A, Smith M, Stewart N, Teare G.

Subgrant: CIHR: Becoming a Coach: A Leadership Workshop for Long-term Care Managers. (\$448,105) **Cummings GG. (PI)**. Laschinger H.

2007 – 2011 IDRC, Teasdale-Corti grant. *Strengthening nurses' capacity in HIV policy development in sub-Saharan Africa and the Caribbean*. (\$1,571,018). Edwards N (PI), Kaseje D, Kahwa E, Webber J, Mill J, Walusimbi M, Crawford A, Frances-Howard M, Klopper H, Atieno P, Hepburn-Brown C, **Cummings GG**, Legault F, Roelofs S, Groft J, Tourangeau A *et al*.

2007 – 2010 SSHRC: *The QWEST: Quality Work Environment Study*. (\$147,627). **Cummings GG (PI)**. Spiers J, (Laschinger H, Leiter M, Norton P, Midodzi W, Wong CA.)

2006 – 2011 CIHR Team Grant. *CIHR Team in Children's Pain*. (\$4,054,611). Stevens B. (PI). Lee S, Estabrooks CA, Barwick M, Campbell F, Chambers C, **Cummings GG**, Finley A, Johnston C, Kavanagh P, Latimer M, LeMay S, McGrath P, Rachette J, Scott S, Stremler R, Stinson J, Synnes A, Willan A, Yamada J.

2006 – 2010 AHFMR: *Program of Leadership Research in Nursing & Health*. (\$253,000). Establishment Grant. **Cummings GG (PI)**.

2006 – 2010 CIHR: *Understanding Determinants of Clinical Nurses' Intentions to Remain Employed in Canadian Hospitals*. (\$557,842). Tourangeau A (PI). **Cummings GG**, Cranley L.

2004 – 2010 CIHR NET Grant: *A multidisciplinary cancer pain research network to improve the classification, assessment, and management of difficult cancer pain problems*. (\$1,363,586). Hagen NA (PI). Brasher P, Cahill R, Fainsinger R, Cohen R, **Cummings GG**, Moulin D, Pereira J. *et al*. CIHR Grant #129697.

Subgrant: 2008-2009 A Bibliometric Review: ESAS. (\$25,136.50). **Cummings GG (PI)**. Hagen N, Fainsinger R, Stiles C, Biondo P.

Subgrant: 2006 – 2008 A Systematic Review of the Implementation of Best-Practice Guidelines for Oncology Pain Management. (\$33,000). **Cummings GG (PI)**. Hagen N, Fainsinger R, Stiles C.

2008 – 2010 CIHR-KT Synthesis Grant: *Review, synthesis and concept analysis of literature examining attributes of organizational context that may impact knowledge translation in healthcare*. (\$100,000). Estabrooks, C. (PI). **Cummings GG (Co-PI)**, Hutchinson, A., Mallidou, A

Research Funding – Completed

2008 – 2010 CDKTN/AHFMR *A systematic review of reviews on instruments measuring Quality of Life for older adults with dementia*. (\$30,000). Estabrooks CA, Bostrum AM, Kolewaski B, **Cummings GG**

2008 – 2009 UWO: *The Influence of Authentic Leadership on Trust and Work Outcomes of Registered Nurses*. (\$7,702). Wong C. (PI), Laschinger H, **Cummings GG**.

2008 – 2009 CIHR: *Nursing Outcomes Database Knowledge Synthesis*. (\$100,000). Sales AE, **Cummings GG**, Doran D, Estabrooks CA, Yi-Fang Li Y, Besner J, Giblin C.

- 2005 – 2008 CIHR/ACB: *Leadership Development for Improved Quality of Worklife for Leaders and Healthcare Providers in the Health Care System*. (\$199,687). **Cummings GG (PI)**. Spiers J, Sharlow J, Bhatti A. CIHR Grant # 78701
- 2005 – 2007 AHFMR: *Utilization of health research in acute care settings in Alberta*. (\$150,000). Estabrooks CA. (PI). Norton P, **Cummings GG**, Newton M, Birdsell J, Trimbee A, Lahey M, Eagle C.
- 2006 NSHRF, Collaborative Health Research Projects. *Designing Service Delivery to Promote Quality Cancer care for Older Adults living in Long Term Care*. (\$20,000). Butler L, MacDonald M (co-PIs), Fitch M, **Cummings GG**, Olson K, Bakker D, Rose C, McLean L, Green E, Allison C.
- 2006 IDRC, Teasdale-Corti LOI Proposal Development. *Strengthening nurses' capacity in HIV policy development in sub-Saharan Africa and the Caribbean*. (\$15,000). Edwards N (PI), Kaseje D, Kahwa E, Webber J, Mill J, Walusimbi M, Crawford A, Frances-Howard M, Klopper H, Atieno P, Hepburn-Brown C, **Cummings GG**, Legault F, Roelofs S, Groft J, Tourangeau A *et al*.
- 2004 – 2006 University of Alberta. *Nursing Leadership Studies*. (\$25,896). **Cummings GG (PI)**.
- 2004 – 2006 CHSRF. *Understanding the Factors that Influence Recruitment and Retention of Oncology Nurses*. (\$250,000). Bakker D, Fitch M (co-PIs). Green E, Butler L, Olson K, **Cummings GG**, Conlon M.
- 2004 – 2006 Health Canada: *Canada's Experience Translating Quality Workplace Knowledge in Cancer Settings* (\$300,000). Fitch M (PI), **Cummings GG**, Degner L, Estabrooks CA, McLennan M, Stevenson L, Green E, Saucier A, Baker P.
- 2004 – 2005 Provost Establishment Grant, University of Alberta. (\$1,500). **Cummings GG (PI)**.
- 2004 – 2005 EFF Small Faculties Research Grant Program, University of Alberta. *The impact of nursing leadership on 30-day patient mortality in Alberta hospitals*. (\$2,500). **Cummings GG (PI)**.
- 2003 – 2005 Alberta Health & Wellness, Telehealth Clinical Services Grant Fund. *Telehealth Lung Clinic Triage and Follow Up Clinic*. (\$117,000). **Cummings GG & Gebran J.** (co-PIs).

Commissioned Research

- 2008 – 2009 Capital Health Services, *Profiling Health Promotion and Disease Prevention behaviours of Inner City residents*. **Cummings GG (PI)**, (\$10,000)

PUBLICATIONS (former name Olinyk; Students underlined)

Publications:	Papers submitted and under review	10
	Papers in peer-reviewed journals	68
	Published abstracts in peer reviewed journals	4
	Book chapters	4
	Technical writings/reports	5
	Papers in non-refereed journals and conference proceedings	7
Presentations:	Invited presentations	46
	Peer reviewed abstract presentations at professional meetings	132

Refereed Publications - In press

68. Wong CA, Laschinger HK, **Cummings GG**. (in press). Authentic Leadership and Nurses' Voice Behaviour and Perceptions of Care Quality. *Journal of Nursing Management*.
67. Winfield-Cummings C, **Cummings GG**, Profetto-McGrath J, King S. (in press). Understanding by Design (UbD): A Conceptual Framework for the Development of Educational Programs to Support New Graduates' Transition to Oncology Nursing. *International Journal of Nursing Education Scholarship*.
66. Mallidou AA, **Cummings GG**, Estabrooks CA, Giovannetti PB. (in press). Causal Relationships between Nurse Specialty Subcultures and Patient Outcomes. *International Journal of Nursing Studies*.
65. **Cummings GG**, Midodzi W, Wong CA, Estabrooks CA. (in press). The contribution of hospital nursing

leadership styles to 30-day patient mortality. *Nursing Research*.

64. Armijo-Olivo S, Stiles C, Hagen N, Biondo P, **Cummings GG**. (in press). Assessment of study quality for systematic reviews: A comparison of the Cochrane Collaboration Risk of Bias Tool and the Effective Public Health Practice Project Quality Assessment Tool. *Journal of Evaluation in Clinical Practice*.
63. Stiles CR, Biondo PD, **Cummings G**, Hagen NA. (in press). Clinical trials focusing on cancer pain educational interventions: core components to include during planning and reporting. *Journal of Pain & Symptom Management*.

Refereed Publications – In print

62. **Cummings GG**, Hutchinson AM, Scott SD, Norton PG., Estabrooks CA. (2010). The relationship between characteristics of context and research utilization in a pediatric setting. *BMC Health Services Research*. 10:168.
61. Brady-Germain P, **Cummings GG**. (2010). The influence of nursing leadership on nurse performance: A systematic literature review. *Journal of Nursing Management*. 18, 425–439.
60. Wagner J, **Cummings GG**, Smith DL, Olson J, Anderson L, Warren S. (2010). The relationship between structural empowerment and psychological empowerment for nurses: A systematic review. *Journal of Nursing Management*. 18, 448–462.
59. Spiers J, **Cummings GG**, Langenhoff P, Sharlow J, Bhatti, A. (2010). “But we can’t go back”: Unexpected consequences of raising expectations through organizational leadership development. *Journal of Leadership Studies*.4(1): 6-19
58. Schalk DMJ, Bijl MLP, Halfens RJG, Hollands L, **Cummings GG**. (2010). Interventions aimed at improving the nursing work environment: a systematic review. *Implementation Science*. 5:34
57. Bakker D, Butler L, Fitch M, Green E, Olson K, **Cummings GG**. (2010). Canadian Cancer Nurses’ Views on Recruitment & Retention. *Journal of Nursing Management*. 18, 205–214
56. Wong CA, Laschinger HK, **Cummings GG**. Vincent L, O’Connor P (2010). Decisional involvement of senior nurse leaders in Canadian acute care hospitals. *Journal of Nursing Management*. 18, 122–133.
55. Baich L, Wilson D, **Cummings GG**. (2010). Enterostomal Therapy Nursing in the Home Care Sector: What Is its Value? *Journal of Wound, Ostomy & Continence Nursing*. 37 (1):53–64.
54. Bakker D, Conlon M, Fitch M, Green E, Butler L, Olson K, **Cummings GG**. (2010). Canadian Oncology Nurse Work Environments. *Canadian Journal of Nursing Leadership*. 22(4): 50-68.
53. **Cummings GG**, MacGregor T, Davey M, Lee HP, Wong C, Lo E, Muise M, Stafford E. (2010). Leadership styles and outcome patterns for the nursing workforce and work environments: A systematic review. *International Journal of Nursing Studies*. 47: 363–385.
52. Tourangeau AE, **Cummings GG**, Cranley LA, Ferron EM, & Harvey S. (2010). Determinants of hospital nurse intention to remain employed: Broadening our understanding. *Journal of Advanced Nursing*, 66(1), 22-32.
51. Estabrooks CA, Squires JE, **Cummings GG**, Birdsell JM, Norton PG. (2009). Development and assessment of the Alberta Context Tool. *BMC Health Services Research*, 9:234. doi:10.1186/1472-6963-9-234.
50. Carriere BK, Muise M, **Cummings GG**, Newburn-Cook C. (2009). Healthcare Succession Planning: An Integrative Review. *Journal of Nursing Administration*. 39 (12): 548-555.
49. Bulmer Smith K, Profetto-McGrath J, **Cummings GG**. (2009). Emotional Intelligence and Nursing: An Integrative Literature Review. *International Journal of Nursing Studies*. 46: 1624–1636.
48. Sharlow J, Langenhoff P, Bhatti A, Spiers J, **Cummings GG**. (2009). Learning Together: A Cohort Approach to Organizational Leadership Development. *Leadership in Health Services*. 22(4): 319-328.
47. Wong CA, **Cummings GG**. (2009). Authentic leadership: A new theory for nursing or back to basics? *Journal of Health Organization Management*. 23(5): 522-38.
46. Estabrooks CA, Hutchinson AM, Squires JE, Birdsell J, Degner L, Sales AE, **Cummings GG**, Morgan D, Norton PG. (2009). Translating Research in Elder Care: an Introduction to a Study Protocol Series, *BMC*

45. Estabrooks CA, Squires JE, **Cummings GG**, Teare G, Norton PG. (2009). Study Protocol for the Translating Research in Elder Care (TREC): Building Context - an Organizational Monitoring Program in Long-Term Care Project, *BMC Implementation Science*. 4(52) doi:10.1186/1748-5908-4-52
44. Wong CA, **Cummings GG**. (2009). The influence of authentic leadership behaviors on trust and work outcomes in healthcare staff. *Journal of Leadership Studies*. 3(2) 6-24.
43. Estabrooks CA, **Cummings GG**, Armijo-Olivo S, Squires J, Giblin C, Simpson N. (2009). Effects of shift length on quality of patient care and health provider outcomes: A systematic review. *Quality and Safety in Health Care*. 18:181-188.
42. Gruber D, **Cummings GG**, Leblanc L, Smith DL. (2009). Factors influencing clinical information systems implementation outcomes: A systematic review. *Computers, Informatics & Nursing*. [Feature continuing education article]. 27(3): 151-163.
41. Davey A, **Cummings GG**, Newburn-Cook C, Lo E (2009). Predictors of nurse absenteeism in hospitals: A systematic review. *Journal of Nursing Management*. 17, 312-330.
40. Miller K, **Cummings GG**. (2009). Gifted and talented students' career aspirations and influences: A systematic review of the literature. *International Journal of Nursing Education Scholarship*. 6(1) Article 8. DOI: 10.2202/1548-923X.166
39. **Cummings GG**, Hagen NA, Fainsinger R, Armijo Olivo S, Stiles C, Biondo P. (2008). Effectiveness of knowledge translation interventions to improve cancer pain management (Protocol). *Cochrane Database of Systematic Reviews*, Issue 4. Art. No.: CD007499. DOI: 10.1002/14651858.CD00749
38. Lee HP, **Cummings GG**. (2008). Factors influencing job satisfaction of front line nurse managers: A systematic review. *Journal of Nursing Management*, 16, 768-783.
37. **Cummings GG**, Lee H, MacGregor T, Davey A, Wong C, Paul L, Stafford E. (2008). Factors contributing to nursing leadership: A systematic review. *Journal of Health Services Research & Policy*. 13 (4): 240-248.
36. Lee HP, **Cummings GG**. (2008). Examining relationships between director leadership practices and manager worklife and burnout. *Journal of Leadership Studies*. 2(2): 47-62.
35. **Cummings GG**, Olson K, Hayduk L, Bakker D, Fitch, Green E, Butler L, Conlon M. (2008). The relationship between nursing leadership and nurses' job satisfaction in Canadian oncology work environments. *Journal of Nursing Management*. 16, 508-518.
34. Salt J, **Cummings GG**, Profetto-McGrath J. (2008). Increasing retention of new graduate nurses: A systematic review of interventions by healthcare organizations. *Journal of Nursing Administration*. 38(6), 287-296.
33. Yamada, J., Stinson, J., Lamba, J., McGrath, P.J., Stevens, B. (2008). A review of systematic reviews on pain intervention in hospitalized infants. *Pain Research and Management*, 13(5), 413-420 [produced with input from the CIHR Team in Children's Pain of which Dr. Greta Cummings is a co-investigator].
32. Thungjaroenkul P, Kunaviktikul W, Jacobs P, **Cummings GG**, Akkadechanunt T. (2008). Nurse staffing and cost of care in adult intensive care units in a University Hospital in Thailand. *Nursing and Health Sciences*. 10 (1), 31-36.
31. Thungjaroenkul P, **Cummings GG**, Embleton A. (2007). The impact of nurse staffing on hospital costs and length of stay: A systematic review. *Nursing Economic\$*. 25(5):255-265 [Feature continuing education article].
30. Thungjaroenkul P, Kunaviktikul W, Akkadechanunt T, Jacobs P, & **Cummings GG**. (2007). Factors influencing length of stay in adult intensive care units in a university hospital in Thailand. *Chiang Mai University Journal of Natural Sciences*, 6, 75-86. (erratum in publication of author names)
29. Estabrooks CA, Midodzi W, **Cummings GG**, Wallin L. (2007). Predicting research use in nursing organizations: A multi-level analysis. *Nursing Research*. 56(4, Suppl 1): S7-S23.
28. **Cummings GG**, Estabrooks CA, Midodzi W, Wallin L, Hayduk L. (2007). Influence of organizational characteristics and context on research utilization. *Nursing Research*. 56(4, Suppl 1): S24-S29

27. Midodzi W, Hayduk L, **Cummings GG**, Estabrooks CA, Wallin L. (2007). An alternative approach to addressing missing indicators in parallel data sets: Research Utilization as a phantom latent variable. *Nursing Research*. 56(4, Suppl 1): S47-S52.
26. Adewale A, Hayduk L, Estabrooks CA, **Cummings GG**, Midodzi W, Derksen L. (2007). Understanding Hierarchical Linear Models: Applications in Nursing Research. *Nursing Research*. 56(4, Suppl 1): S40-S46.
25. Wong C, **Cummings GG**. (2007). The relationship between nursing leadership and patient outcomes: A systematic review. *Journal of Nursing Management*. 15: 508-521.
24. Estabrooks CA, Kenny DJ, Adewale A, **Cummings GG**, Mallidou AA. (2007). A comparison of research utilization among nurses working in Canadian civilian and American army healthcare settings. *Research in Nursing and Health*. 30(3):282-96.
23. Hayduk LA, Pazderka-Robinson H, **Cummings GG**, Boadu K, Verbeek E, Perks T. (2007). The weird world and equally weird measurement models: Reactive indicators and the validity revolution. *Structural Equation Modeling*. 14(2): 280-310.
22. Hayduk L, **Cummings GG**, Boadu K, Pazderka-Robinson H, Boulianne S (2007). Testing! Testing! One, two, three - Testing the theory in structural equation models! *Personality and Individual Differences*. 42: 841-850.
21. Cummings GE, Della Corte F, **Cummings GG** (2007). Disaster medicine education for physicians: A systematic review. *International Journal of Disaster Medicine*.
<http://www.informaworld.com/smpp/title~content=t713699767~db=all~tab=issueslist~branches=4 - v4>
4(3):125-136.
20. **Cummings GG**. (2006). Hospital restructuring and nursing leadership: A journey from research question to research program. *Nursing Administration Quarterly*. 30(4): 321-329.
19. Meijers J, Janssen M, **Cummings GG**, Wallin L, Estabrooks CA, Halfens R. (2006). Assessing the relationships between contextual factors and research utilization in nursing: A systematic literature review. *Journal of Advanced Nursing*. 55(5): 622 - 635.
18. **Cummings GG**, Hayduk L, Estabrooks CA. (2006). Mitigating the effects of hospital restructuring on nurses: The responsibility of emotionally intelligent leadership. *Nursing Annual Review 2006/07* (1st Ed.). Reprinted manuscript from *Nursing Research* 54(1): 1-12. McGraw-Hill/Contemporary Learning Series: Dubuque, IA.
17. Wallin L, Midodzi W, Estabrooks CA, **Cummings GG**. (2006). Development and validation of a derived score of research utilization in nurses. *Nursing Research*. 55, 149-160.
16. **Cummings GG**, Hayduk L, Estabrooks CA. (2006). Is the Nursing Work Index measuring up? Moving beyond estimating reliability to testing validity. *Nursing Research*. 55, 82-93.
15. Cummings GE, Francescutti L, Predy G, **Cummings GG**. (2006). Health promotion and disease prevention in the Emergency Department: A Feasibility Study. *Canadian Journal of Emergency Medicine*. 8(2): 100-105.
14. Cummings GE, Della Corte F, **Cummings GG**. (2005). Disaster Medicine education in Canadian Medical Schools before and after September 11, 2001. *Canadian Journal of Emergency Medicine*. 7(6):399-405
13. **Cummings GG**, McLennan M. (2005). Advanced practice nursing: Leadership to effect policy change. *Journal of Nursing Administration*. 35(2): 11-16.
12. Estabrooks CA, Midodzi WK, **Cummings GG**, Ricker KL, Giovannetti P. (2005). The impact of hospital nursing characteristics on 30-day mortality. *Nursing Research*. 54(2). 74-84.
11. **Cummings GG**, Wong CA. (2005). Implementing research into practice: A collaborative effort. *Rehab & Community Care Medicine*. 14(3): 20-21.
10. **Cummings GG**, Hayduk L, Estabrooks CA. (2005). Mitigating the impact of hospital restructuring on nurses: The responsibility of emotionally intelligent leadership. *Nursing Research*. 54(1): 2-12.
9. Hayduk L, Pazderka-Robinson H, **Cummings GG**, Levers MJ. (2005). Structural equation model testing and

the quality of natural killer cell activity measurements. *Medical Research Methodology*. 5:1.

8. Winton T, Butts C, Scrimger R, Janzen H, **Cummings GG**, Hoerber M, King C, Delorme T, Allen D, Graham N, Reinboldt D. (2005). Telehealth Lung Cancer Clinics: Specialized Oncology Services Closer to Home. Telehealth 2005. IASTED: *International Association of Science and Technology for Development*. ISBN: 0-88986-506-X: 90-95.
7. **Cummings GG**. (2004). Investing relational energy: The hallmark of resonant leadership. *Canadian Journal of Nursing Leadership*. 17(4): 76-87.
6. **Cummings GG**, Mallidou A, Scott-Findlay S (2004). Does the workplace influence nurses' use of research? *Journal of Wound, Ostomy and Continence Nursing*. 31(3): 2-3.
5. **Cummings G**, Estabrooks CA. (2003). The effects of hospital restructuring that included layoffs on individual nurses who remained employed: A systematic review of impact. *International Journal of Sociology and Social Policy*. (8/9):8-53.
4. Hayduk L, **Cummings GG**, Stratkotter R, Nimmo M, et al. (2003). Pearl's d-separation: One more step into causal thinking. *Structural Equation Modeling*. 10(2): 289-311.
3. **Cummings GG**, Fraser K, Tarlier D. (2003). Implementing advanced nurse practitioner roles in acute care: An evaluation of organizational change. *Journal of Nursing Administration*. 33(3): 139-45.
2. **Olinyk G**, King EG. (1991). Medical management unit model. Peer reviewed paper in verbatim conference proceedings: *Quest for Quality and Productivity in Health Service*. Institute of Industrial Engineers, Atlanta, GA.
1. **Olinyk G**, Smith DL. (1986). Matching complexity of patient care assignments with nursing education needs and nursing service resources: A model for improving patient care assignments. Paper in verbatim conference proceedings: *Collaboration in Action. The Second National Joint Conference for Nurses in Administration, Education and Continuing Education*. Canadian Nurses Association, Ottawa, ON.

Published Abstracts in Peer-reviewed Journals

4. Estabrooks C, Norton P, Degner L, Teare G, Morgan D, Sales A, **Cumming G**. Mene V. (2008). Translating research in elder care (TREC): A five year program of research *The Gerontologist* 48: p. 729.
3. **Cummings GG**, Hagen NA, Fainsinger R, Stiles C, Armijo-Olivo S, Chizawsky L, Connors A, Biondo P. (2008). Effectiveness of Knowledge Translation Interventions to Improve Cancer Pain Management: A Systematic Review. *Palliative Medicine*. 22: p. 424.
2. **Cummings GG**, Hagen NA, Fainsinger R, Stiles C, Biondo P. (2008). Bibliometric Review (Edmonton Symptom Assessment Scale). *Palliative Medicine*. 22: p. 552.
1. **Cummings GG**. (May 2006). The influence of hospital characteristics on nurses' research use. *Journal of Nursing Administration*. 36(5):231-232.

Book Chapters (Peer Reviewed)

4. **Cummings GG**, Wong C, (in press). Quality of Care: From Quality Assurance and Improvement to Cultures of Patient Safety. In J. Ross-Kerr & M. Wood (Eds.), *Canadian Nursing: Issues and Perspectives* (5th Ed.). Toronto: Mosby.
3. **Cummings GG**, McLennan M, Robinson Vollman A. (2006). Developing Human Resources in Health Agencies. In J. M. Hibberd & D.L. Smith (Eds.), *Nursing Leadership and Management in Canada* (3rd Ed.). Toronto: W.B. Saunders Co., p. 605-623.
2. **Cummings GG**. (2003). Quality of Care: From quality assurance to continuous quality improvement. In J. Ross-Kerr & M. Wood (Eds.), *Canadian Nursing: Issues and perspectives* (4th Ed.). Toronto: Mosby. p. 177-194.
1. Titanich K, (**Cummings G**) (2000). Community nurse practitioners in Alberta: The continuing story. In C. Patterson (Ed.), *Nurse practitioners... the catalyst of change* (pp. 135-162). Troy, Ont: Newgrange Press.

Technical Reports

5. **Cummings GG**, Midodzi W, Wong CA, Estabrooks CA. (2009). *A multilevel analysis of the impact of hospital nursing leadership styles on 30-day mortality*. Technical Report. University of Alberta Small Faculties Grant Program.
4. **Cummings GG**, Spiers J, Sharlow J, Langenhoff P, Bhatti A. (2008) *Worklife Leadership Development for Improved Quality of Work for Leaders and Healthcare Providers in the Health Care System*. Technical Report. #FRN-78701. Canadian Institutes of Health Research. Partnerships for Health System Improvement Program.
3. Estabrooks CA. (PI). Norton P, **Cummings GG**, Newton M, Birdsell J, Trimbee A, Lahey M, Eagle C. (2008). *Utilization of health research in acute care settings in Alberta: AKUTE*.
2. Bakker D, Fitch M (co-PIs), Green E, Butler L, Olson K, **Cummings GG**, Conlon M. (2006). *Final Report: Understanding the Factors that Influence Recruitment and Retention of Oncology Nurses*, #FRN-74001, Canadian Institutes of Health Research. Partnerships for Health System Improvement Program.
1. Fitch M (PI), **Cummings GG**, Degner L, Estabrooks CA, McLennan M, Stevenson L, Green E, Saucier A, Baker P. (2006). *Canada's Experience Translating Quality Workplace Knowledge in Cancer Settings*, Health Canada.

Non-Refereed & In-house Publications

7. **Cummings GG**. (Fall 2007). The spirit of volunteerism in oncology nursing: Using hearts, minds and voices. *Canadian Oncology Nursing Journal*. 17(4): 219-221.
6. **Cummings GG**. (Summer 2007). Leading from where you are; Using Hearts, Minds & Voices. *Canadian Oncology Nursing Journal*. 17(3): 161
5. Bakker D, Fitch M, Green E, Butler L, Olson K, **Cummings GG**, Conlon M (2007). Addressing Recruitment and Retention of Cancer Nurses in Canada. *International Cancer Nursing News*. 20(4): 10.
4. **Cummings GG**. (Winter 2007). Recreating Our Future; President's Address 2007. *Canadian Oncology Nursing Journal*. 17(1).
3. **Cummings GG**, Green E, McAndrew A (2006). Workforce Issues in Oncology Nursing. *International Cancer Nursing News*. 18(4): 10.
2. **Cummings GG**. (May 2006). President's Address 2005. *Canadian Oncology Nursing Journal*. 16(1): 46-7.
1. **Olinyk G**. (1986). Articulation between diploma and baccalaureate schools of nursing: is it possible or even desirable? Award winning publication. *Nursing Research and Scholarly Activities Committee Annual in-house publication*, University of Alberta Hospitals, Edmonton, AB.

RESEARCH CAPACITY BUILDING & DISSEMINATION

Participation in Invitational Meetings

- | | |
|------------------|---|
| February 4, 2007 | <i>Canadian Leadership Study</i> . Invitational Symposium. PI Dr. Heather Laschinger/Carol Wong. Ottawa, ON. |
| December 2006 | <i>Quality Worklife-Quality Healthcare Collaborative Stakeholder Summit</i> , Health Canada. Ottawa, ON. |
| August 2006 | <i>Campaign to Control Cancer (C2CC), Alberta Summit</i> . Banff, AB. |
| March 2006 | <i>Nursing Leadership, Organization, and Policy Network Day</i> , Canadian Health Services Research Foundation. Vancouver, BC. |
| 2006 –2007 | <i>Quality Worklife-Quality Healthcare Collaborative, Indicators and Measurement Working Group</i> , Health Canada. Ottawa, ON. |
| March 2005 | <i>Expert Panel – Nursing Sensitive Outcomes</i> , Cancer Care Ontario. Toronto, ON. |
| June 2005 | <i>National Oncology Nursing Workforce Meeting</i> , Canadian Strategy for Cancer Control. Ottawa, |

ON.

- June 2005 *National Consensus Meeting on Work Life Indicators*. Canadian Council of Health Services Accreditation (CCHSA). Ottawa, ON.
- January 2005 *Canadian Strategy for Cancer Control*. Alymer, QE.
- March 2004 *National Consensus Meeting on Worklife Indicators*. Canadian Council of Health Services Accreditation (CCHSA).
- 2002 – 2005 *Expert Panel to Review Publicly Funded Services*, Alberta Health & Wellness, Edmonton, AB
Invitation by the Alberta Health Minister
- *The Burden of Proof: An Alberta Model for Assessing Publicly Funded Health Services*. March 2003, <http://www.gov.ab.ca/acn/200307/14802.html>
 - *Progress Report to December 2002*. <http://www.gov.ab.ca/acn/200307/14802.html>
 - *Alberta Health Reform Implementation Team Report*.
<http://www.healthreform.ca/healthreformteamreport.pdf>
 - *Expert Panel to Review Publicly Funded Services*. <http://www.health.gov.ab.ca/reform/team.html>
- February 2002 Invitational Canadian Institutes for Health Research. *Visions of the Future: Health Researchers of Tomorrow Speak Out. A report of the CIHR Trainee Brainstorming Session*.
http://www.cihr-irsc.gc.ca/services/initiatives/health_research_training_e.pdf

PRESENTATIONS

Invited Presentations

- June 2010 *AHFMR Lightning Talks*. The influence of hospital leadership styles on 30-day mortality. Jasper, AB.
- May 2010 *Leading from wherever you are...!* Keynote Address, NCORNA annual meeting, Edmonton, AB.
- Mar 2010 *Models of Care Delivery and Organizational Change*, Plenary presentation. 16th International Cancer Care Nursing Conference, Atlanta, GA.
- Jan 2010 *Future Perspectives on Innovative Service Delivery*. Keynote Panel Presentation, Inspiring Innovation in Service Delivery: Optimizing the Cancer Workforce Symposium. Canadian Partnership Against Cancer, Montreal, QC.
- Oct 2009 *Learning how to lead from wherever you are*. Keynote Address, Margaret Scott Wright Research Day, Edmonton, AB.
- May 2009 *Nurses' views of Canadian oncology nursing work environments*. Grand Rounds, Tom Baker Cancer Centre. Nurses Week Address. Calgary, AB.
- May 2009 *Struggling with Costing Analysis: The Case of Nursing Productivity—Cost Drivers and Benefit Drivers*, Systems Change Commons, Registered Nurses Association of Ontario, University of Ottawa.
- Nov 2008 *Healthcare Restructuring: What have we learned?* Registered Nurses Association of Ontario Healthy Workplaces Conference, Toronto, ON. (Keynote Address)
- June 2008 *Connecting Leadership Education and Research*. 2008 International Research Internship for Nurse Researchers. Ottawa, ON
- May 2008 *Knowledge to Action: A Leadership Responsibility*. Alberta Health and Wellness, Alberta Provincial Government, Edmonton, AB
- Feb 2008 *Effective Communication: Coaching for Impressive Care*. 7th Annual Long Term Care Pre-Colloquium. Alberta College of Pharmacists. Calgary, AB.
- Jan 2008 *Resonant Leadership in the Rink, the Locker Room and the Community*. Northern Alberta Institute of Technology Alumni Association, Edmonton, AB.

- Oct 2007 *Nursing Recruitment and Retention*. Federated Press, Calgary, AB.
- Oct 2007 *Utilization of Research in Acute Care Setting in Alberta*. Health Services Leadership Forum, Camrose, AB
- June 2007 *Translating Research to Action*. MuSigma Chapter, STTI International, Edmonton, AB. (with CA Estabrooks)
- Feb 2007 *Canadian Leadership Study Panel Presentation*. Canadian Nurses Association National Nursing Leadership Conference, Ottawa, ON..
- Jan 2007 *Cancer Nursing Evaluation in Quality Healthcare Systems*. 7th International Seminar on Cancer Nursing, Tokyo, Japan.
- Jan 2007 *Knowledge Exchange and Collaboration in Acute Care Hospitals*. 7th International Seminar on Cancer Nursing, Tokyo, Japan.
- Nov 2006 *Building Healthy Nursing Workplaces through Resonant Leadership*. McGill University, Montreal, QU..
- Apr 2006 *Research Ideas to Research Outcomes*. Advanced Nursing Research Workshop, Knowing & Acting Workshop: A Focused Approach to Nursing Research and Practice Development. Berkeley, California.
- Apr 2006 *Knowledge Transfer: What it is and what it takes to do it best!* Knowing & Acting Workshop: A Focused Approach to Nursing Research and Practice Development. Berkeley, California.
- Oct 2005 *Mitigating the effects of hospital restructuring on nurses: The role of emotionally intelligent leadership*. Plenary Address, Best Dissertation Award. Nursing Administration Research Conference, Tucson, Arizona.
- Sept 2005 *Relational Nursing Leadership: Improving our workplaces and outcomes*. Keynote Address, Shared Leadership Conference, Nurturing Shared Leadership Practices in Nursing. Calgary AB.
- June 2005 *Research on Healthy Workplaces for Nurses*. Canadian Council on Health Services Accreditation (CCHSA) National Consensus Meeting on Work Life Indicators. Invited Presenter. Ottawa, ON.
- Sept 2004 *Mitigating the effects of hospital restructuring on nurses: The responsibility of leadership*. Invited Address, University of Alberta Hospital Leadership Forum, Capital Health, Edmonton, AB.
- June 2004 *Mitigating the effects of hospital restructuring on nurses: The responsibility of leadership*. Invited Address, Regional Coordinating Council, Capital Health, Edmonton, AB.
- May 2004 *Nurses' Experience of Violence in Alberta and British Columbia Hospitals*. Invited Plenary Address. Occupational Hazards to Health Care Workers. Vancouver, BC
- Apr 2004 *Leadership for Healthy Workplaces*. Principles for Decision-making: Using Knowledge to Attract and Retain Competent Health Professionals to Provide Safe, Ethical and Quality Care. Invited Address/Workshop Presentation. Victoria, BC.
- Mar 2004 *Effect of Emotionally Intelligent Leadership on Nurses' Quality of Worklife*. Canadian Council on Health Services Accreditation (CCHSA) National Consensus Meeting on Work Life Indicators. Invited Workshop Presenter. Ottawa, ON.
- Feb 2004 *How emotionally intelligent leadership styles mitigate the effects of hospital restructuring on nurses*. Hot Topics, Alberta Health & Wellness, Government of Alberta, Edmonton, AB.
- Nov 2003 *How emotionally intelligent leadership styles mitigate the effects of hospital restructuring on nurses*. Strategic Planning Division, Alberta Health & Wellness, Government of Alberta, Edmonton, AB.
- Nov 2003 *The Difference that Practice Environments Make for Medical-Surgical Nurses*. Surgery Journal Club, University of Alberta Hospitals, Edmonton, AB. (with Giovannetti P, Mallidou A, Ehrenberg A)
- Apr 2003 *How emotionally intelligent leadership styles mitigate the effects of hospital restructuring on nurses*. Queen's University, School of Nursing, Kingston, ON.
- Apr 2003 *How emotionally intelligent leadership styles mitigate the effects of hospital restructuring on nurses*. University of Ottawa, School of Nursing, Ottawa, ON.
- Feb 2003 *Research into nursing practice environments - what's been done and what opportunities lay ahead*.

- Nursing Research Rounds, Cross Cancer Institute, Edmonton, AB. (with M. McLennan)
- June 2002 *Clinician-Patient Communications: Healthcare-patient communications to enhance health outcomes.* Conference workshop presentation at Cancer Care 2002: Challenges & Triumphs, Edmonton, AB.
- Nov 2001 *Workplace Violence in Alberta Hospitals: the numbers...and what can be done.* Presentation to Caritas Health Group senior administration, Edmonton, AB. (with C. Estabrooks, K. Hesketh)
- May 2001 *Violence against nurses in the workplace: Have we become complacent?* Grand Rounds, Cross Cancer Institute, Edmonton, AB. (with C. Estabrooks, K. Hesketh)
- Mar 1998 *Extended practice roster regulations - the impact for Medical Services Branch nurses,* Edmonton, AB.
- Sept 1997 *English language competency assessment for foreign trained registered nurses,* ESL Teachers Convention, Calgary, AB.
- Feb 1994 *Using process re-engineering to improve quality care.* Invited paper presentation, The Institute for International Research Conference, Ottawa, ON.
- Aug 1993 *Using process re-engineering to improve quality care.* Invited paper presentation, The Institute for International Research Conference, Toronto, ON.
- Apr 1988 *Quality assurance, accreditation and nursing standards,* University of Alberta Hospitals School of Nursing, Edmonton, AB.
- Feb 1988 *Laundry and Linen Services - Investing in Customers,* Alberta Hospital Association Teleconference, Edmonton, AB.
- Apr 1987 *Staffing methodologies - parts I & II.* Alberta Hospital Association Teleconference, Edmonton, AB. (with D. Armann-Hutton)
- Dec 1986 *Roles of the first line manager within an accountability based model of nursing practice.* Keynote Address, Royal Alexandra Hospitals, Edmonton, AB.

Presentations - Abstracts Peer Reviewed (Trainees Underlined)

- Stacey D, McVeety J, Carley M, Macartney G and COSTaRS Steering Committee. (2010, June). Using the CAN-ADAPTE methodology to adapt guidelines for the pan-Canadian Oncology Symptom Triage and Remote Support (COSTaRS) project. University of Ottawa /Tau Gamma International Clinical Nursing Research Conference, Ottawa, CA.
- Stevens, B., Campbell, F., Harrison, D., Yamada, J., Chambers, C., Barwick, M., CIHR Team in Children's Pain. Spreading the Word: The Use of Webinars to Translate Knowledge on Paediatric Pain Across Canada and Around the World. Abstract submitted to: CAPHC Annual Meeting; 2010 October 17-20; Winnipeg, Manitoba.
- Yamada, J., Stevens, B., Harrison, D., Abbott, L., CIHR Team in Children's Pain. *Management of acute procedural pain in hospitalized children across Canada.* Abstract accepted for presentation at: IASP 13th World Congress on Pain; 2010 August 29 – September 2; Montréal, Québec.
- Rashotte, J., Yamada, J., Harrison, D., Cohen, J., Coburn, G., Abbott, L., Stevens, B., CIHR Team in Children's Pain. *Health professionals use of acute pain assessment narrative notations in hospitalized children.* Poster presented at: International Clinical Nursing Research Conference – University of Ottawa/Tau Gamma Chapter; 2010 June 14-16; Ottawa, Ontario.
- Cranley LA, Estabrooks CA, Norton P, Cummings GG. *Safer care for older persons (in residential) environments (SCOPE): A knowledge translation study.* Poster presented at: Knowledge Utilization Colloquium; 2010 June 10-11; Halifax, Nova Scotia.
- Yamada J., Stevens B, CIHR Team in Children's Pain. *Usefulness of knowledge translation strategies to improve paediatric pain practices in the EPIQ intervention.* Poster presented at: Knowledge Utilization Colloquium; 2010 June 10-11; Halifax, Nova Scotia.
- Hutchinson AM, Mallidou A, Toth F, **Cummings GG**, Schalm C, Estabrooks CA. *Do characteristics of organizations influence knowledge translation? A systematic review.* Poster presented at: Knowledge Utilization Colloquium; 2010 June 10-11; Halifax, Nova Scotia.

- Estabrooks CA, Cummings GG, Squires J, Norton P. *A program of research on the impact of organizational context on knowledge translation and patient outcomes*. Poster presented at: Knowledge Utilization Colloquium; 2010 June 10-11; Halifax, Nova Scotia.
- Estabrooks CA, Squires J, Cummings GG, Birdsell JM, Hayduk L, Midodzi, W, Norton, P. *The Alberta context tool (ACT): Development and validation of an instrument to measure organizational context*. Poster presented at: Knowledge Utilization Colloquium; 2010 June 10-11; Halifax, Nova Scotia.
- Tourangeau AE, **Cummings GG**, Cranley L. (2010). *Re-evaluation of the Maslach Burnout Inventory Human Services Survey*. Western Institute of Nursing Conference, Glendale, Arizona.
- Tourangeau AE, Squires M, **Cummings GG**, Cranley L. (2010). *Work Situations And Hospital Nurse Intention To Remain Employed*, Western Institute of Nursing Conference, Glendale, Arizona.
- Currie LG, Gellatly IR, & **Cummings G**. (2010). *Foci of identification in organizations: An examination of internal and external relations*. Paper presentation, Administrative Sciences Association of Canada, Regina, Saskatchewan, May 22-25, 2010.
- Rashotte, J., Yamada, J., Harrison, D., Coburn, G., Abbott, L., Cohen, J., Stevens, B., CIHR Team in Children's Pain. *Narrative notations by health professionals regarding acute pain assessment in hospitalized children*. Poster presented at: Canadian Pain Society Annual Conference; 2010 May 12-15; Calgary, Alberta.
- Stevens, B., CIHR Team in Children's Pain. *The use of knowledge translation strategies within continuous quality improvement rapid cycles to improve paediatric pain practices*. Poster presented at: Pediatric Academic Societies' Annual Meeting; 2010 May 1-4; Vancouver, British Columbia.
- Mallidou AA, Hutchison A, Toth F, **Cummings GG**, Schalm C, Estabrooks CA. (2010). *The Influence of Organizational Characteristics on Knowledge Translation in Healthcare: A Systematic Review*. Canadian Health Services, Policy & Research Conference, Vancouver, BC.
- Knopp-Sihota J., Newburn-Cook C., **Cummings GG**. (2010). *Calcitonin for treating acute and chronic pain of recent and remote osteoporotic vertebral compression fractures: a systematic review and meta analysis*. Clinical osteoporosis 2010: an international society for clinical densitometry and national osteoporosis foundation (iscdnof) symposium. San Antonio, Texas
- Bryant-Lukosius DE, Aranda S, Bakker D, Corner J, **Cummings GG**., Green E, Ranford J, Wiernikowski J. (2010). *A national strategy for the effective introduction of advanced Practice nursing roles in cancer control*. 16th International Cancer Care Nursing Conference, Atlanta, GA, March 7-11, 2010.
- Stevens, B., Harrison, D., Yamada, J., Abbott, L., CIHR Team in Children's Pain. *Frequency and management of painful procedures in hospitalized children across Canada*. Poster presented at: 8th International Symposium on Pediatric Pain; 2010 March 7, Acapulco, Mexico.
- Cummings GG**, Kirk C, Wong C, Doyle C, Bradish G. (2010). *An innovative model of care for ambulatory oncology nursing*. 16th International Cancer Care Nursing Conference, Atlanta, GA, March 7-11, 2010.
- Wong CA, Laschinger HK, & **Cummings GG** (2009). *The Influence of authentic leadership on nurses' trust and perceptions of care quality*. The 2009 International Nursing Administration Research Conference, Baltimore, Maryland, Oct. 14-16.
- Estabrooks CA, Norton P, Slaughter S. Mallidou A, **Cummings GG**. Degner L, Morgan D. *Nursing Home Context Associated with Professional Nurse Job Satisfaction*. Canadian Association of Gerontology. Annual Scientific and Educational Meeting. Winnipeg MB, October 22-24, 2009.
- Miller Kathleen, **Cummings GG**. *Who Will Be the Nurses of the Future?* 23rd Annual Margaret Scott Wright Research Day, Edmonton AB, Oct. 23, 2009.
- Hutchinson A, **Cummings GG**, et al. *Context and Research use in the Management of Pain In Children*. 23rd Annual Margaret Scott Wright Research Day, Edmonton AB, Oct. 23, 2009.
- Stevens, B., Campbell, F., Finley, G.A., Latimer, M., Johnston, C., Rosmus, C., LeMay, S., Rashotte, J., Cohen, J., Sawatzky-Dickson, D., Scott, S., Synnes, A., Warnock, F., CIHR Team in Children's Pain. *Translating research on pain in children: Use of evidence summaries*. Poster presented at: CAPHC Annual Meeting; 2009 October 18-21; Halifax, Nova Scotia.

- Stevens, B., Harrison, D., Yamada, J., Abbott, L., CIHR Team in Children's Pain. *Current paediatric pain assessment practices in Canada*. Poster presented at: Pain in Europe VI: 6th Congress of the European Federation of IASP Chapters (EFIC); 2009 September 9-12; Lisbon, Portugal.
- Estabrooks CA, Norton P, Boström A-M, Slaughter S, Squires JE, **Cummings G**, Morgan D, Degner L, Rycroft-Malone J, Teare G, Dopson S, Stewart N. *Organizational Context and the Uptake of Best Practices in Long-Term Care Facilities*. 19th IAGG World Congress of Gerontology and Geriatrics, Paris, July 5-9, 2009.
- Stevens, B., CIHR Team in Children's Pain. (May 2009). *Management of acute procedural pain in hospitalized Canadian children*. Oral presentation at: Pediatric Academic Societies Annual Meeting; Baltimore, USA.
- Stevens, B., CIHR Team in Children's Pain, Kang, S., Hutchinson, A., Watt-Watson, J., Dionne, K., McNair, C., Oliver-Homewood, S., Lee, K.S., de Silva, N. *Knowledge Translation: Lessons Learned from the CIHR Team in Children's Pain*. Plenary session at: 29th Annual CPS Conference: Pain – Translating Science into Care; 2009 May 27-30; Québec City, Québec.
- Estabrooks CA, Norton PG, Squires JE, Hutchinson AM, **Cummings GG**, Boström A-M. (2009). *Exploring the role of organizational context in the use of new knowledge by healthcare aides in nursing homes: Implications for quality of care*. ISQUA. Dublin.
- Norton P, Estabrooks CA, Slaughter S, Boström A-M, Squires JE, **Cummings G**, Morgan D, Degner L, Dopson S, Stewart N, Rycroft-Malone J, Teare G. *Health of Health Care Aides in Residential Long-Term Care*. 19th IAGG World Congress of Gerontology and Geriatrics, Paris, July 5-9, 2009.
- Spiers J, **Cummings GG**, Langenhoff P, Sharlow J. (2009). *Enhancing Leadership Practices One Step at a Time: The Influence of a Leadership Development Initiative on Individual, Team, and Organization*. 12th International QMOD and Toulon-Verona Conference on Quality and Service Sciences (ICQSS), Verona, Italy.
- Cummings GG**, Kirk C, Wong C, Bradish G, Doyle C. (2009). *An innovative model of care for ambulatory oncology nursing*. Canadian Association of Nurses in Oncology Conference. Montreal, QU.
- Spiers J, **Cummings GG**, Lee H, Langenhoff P, Sharlow J. (2009). *But We Can't Go Back: The Effect of Raising Expectations Through Organizational Leadership Development: Consequences of Failure to Follow Through*. Oral Presentation. 2009 Qualitative Research Conference, Vancouver, British Columbia.
- Cummings GG**, Spiers J, Langenhoff P, Sharlow J. (2009). *The WILD Study: Worklife Improvement and Leadership Development*. Oral Presentation. 2009 Academy of Management Conference. Chicago, Illinois.
- Harrison D, Hutchinson A, Stevens B, Estabrooks C, Yamada J, Latimer M, **Cummings GG**, Scott S, Kang S (2009). *Is there a relationship between nurses' use of evidence-based pediatric pain assessment tools and characteristics of organizational context?* Poster Presentation 2009 KU09, Wales.
- Hutchinson AM, Squires J, Estabrooks C, **Cummings GG**, Norton P. (2009). *Do Organizational Context and Interprofessional Interaction Influence Research Use?* Poster Presentation. 2009 KU09, Wales.
- Yamada J, Stevens B, Harrison D, Campbell F, Chambers C, **Cummings GG**, et al. (2009) *Integrating local and research evidence to inform and support health professionals' pediatric pain practice changes*. Poster Presentation 2009 KU09, Wales.
- Cobban S, Estabrooks C, Clovis J, **Cummings GG**, Hayduk L. (2009) *Strategies for Improving Oral Health in Long-Term Care: Establishing the Evidence Base*. Poster Presentation 2009 KU09, Wales
- Cummings GG**, Midodzi W, Wong C, Estabrooks C. (2009). *Nursing leadership styles and 30-day hospital mortality: A multilevel analysis*. Poster presentation. 2009 National Healthcare Leadership Conference (NHLC). St John's Newfoundland.
- Cummings GG**, Spiers J, Langenhoff P, Sharlow J. (2009). *The WILD Study: Worklife Improvement and Leadership Development*. Oral Presentation. 2009 National Healthcare Leadership Conference (NHLC). St John's Newfoundland.
- Harrison D, Hutchinson A, Stevens B, Estabrooks C, Yamada J, Latimer M, **Cummings GG**, Scott S, Kang S. (2009). *Is there a relationship between nurses' use of evidence-based pediatric pain assessment tools and characteristics of organizational context?* Poster Presentation. KU09, Wales.
- Tourangeau A, **Cummings GG**, Cranley L, Pachis J. (November 5-7, 2008). *Back to Basics: determinants of nurse*

intention to remain employed. (Concurrent Paper) Trinity College, Dublin, Ireland.

- Tourangeau A, **Cummings GG**, Cranley L. (November 12-15, 2008). *Emerging Theory of Determinants of Nurse Intention to Remain Employed.* Oral Presentation. Joanna Briggs Conference, Cordoba, Spain.
- Stevens, B., Campbell, F., Finley, G.A., Johnston, C., Latimer, M., LeMay, S., Rashotte, J., Sawatzky-Dickson, D., Scott, S., Synnes, A., Warnock, F., CIHR Team in Children's Pain.(October 2008). *Variability of acute procedural pain practices in 8 Canadian paediatric health care centres.* Poster presented at: 2nd Congress of the European Academy of Paediatrics; Nice, France.
- Stevens, B., Campbell, F., Finley, G.A., Johnston, C., Latimer, M., LeMay, S., Rashotte, J., Sawatzky-Dickson, D., Scott, S., Synnes, A., Warnock, F., CIHR Team in Children's Pain.(October 2008). *Variability of acute procedural pain practices in 8 Canadian paediatric health care centres.* Poster presented at: International Forum on Pediatric Pain.
- Stevens, B., CIHR Team in Children's Pain.(October 2008). *Paediatric pain management strategies across Canada: Findings from the CIHR Team in Children's Pain.* Poster presented at: CAPHC Annual Meeting; Edmonton, Alberta. *CAPHC Poster Finalist.*
- Cummings GG**, Midodzi WK, Wong C, Estabrooks CA. (October 22, 2008). *A multilevel analysis of the impact of hospital nursing leadership styles on 30-day mortality.* Oral Presentation. 2008 ISQUA meeting, Copenhagen, Denmark.
- Wong C, **Cummings GG**, Hayduk L. (October 1, 2008). The influence of authentic leadership behaviours on trust and work outcomes of healthcare staff. Oral Presentation. 2008 State of the Science Congress in Nursing Research, Washington, DC.
- Cummings GG**, Midodzi WK, Wong C, Estabrooks CA. (October 1, 2008). *A multilevel analysis of the impact of hospital nursing leadership styles on 30-day mortality.* Oral Presentation. 2008 State of the Science Congress in Nursing Research, Washington, DC.
- Cummings GG**, Hagen NA, Fainsinger R, Stiles C, Biondo P. (September 2008). *Bibliometric Review (Edmonton Symptom Assessment Scale).* Poster Presentation. CANO Conference, St John's, Newfoundland.
- Cummings GG**, Hagen NA, Fainsinger R, Stiles C, Armijo-Olivo S, Chizawsky L, Connors A, Biondo P. (September 2008). *Effectiveness of Knowledge Translation Interventions to Improve Cancer Pain Management: A Systematic Review.* Oral presentation. CANO Conference, St John's, Newfoundland.
- Stevens, B., CIHR Team in Children's Pain.(August 2008). *Variability in pain assessment and management practices across Canadian paediatric health care centres.* Poster presented at: IASP 12th World Congress on Pain; Glasgow, Scotland.
- Cummings GG**, Hagen NA, Fainsinger R, Stiles C, Armijo-Olivo S, Chizawsky L, Connors A, Biondo P. (August 2008). *Effectiveness of Knowledge Translation Interventions to Improve Cancer Pain Management: A Systematic Review.* Oral presentation. 15th International Cancer Care Conference, Singapore.
- Cummings GG**, Hagen NA, Fainsinger R, Stiles C, Biondo P. (August 2008). *Bibliometric Review (Edmonton Symptom Assessment Scale).* Poster Presentation. 15th International Cancer Care Conference, Singapore.
- Cummings GG**, Midodzi WK, Wong C, Estabrooks CA. (August 12, 2008). A multilevel analysis of the impact of hospital nursing leadership styles on 30-day mortality. 2008 Academy of Management Meeting, Anaheim, CA.
- Estabrooks CA, **Cummings GG**, Sales A, Norton P. (May 28, 2008). *Translating Research in Elder Care: A 5-year Program of Research.* 2008 Canadian RAI Conference, Edmonton, Alberta.
- Cummings GG**, Hagen NA, Fainsinger R, Stiles C, Biondo P. (May 2008). *Bibliometric Review (Edmonton Symptom Assessment Scale).* Poster Presentation. EAPC Research Forum 2008, Trondheim, Norway.
- Cummings GG**, Hagen NA, Fainsinger R, Stiles C, Armijo-Olivo S, Chizawsky L, Connors A, Biondo P. (May 2008). *Effectiveness of Knowledge Translation Interventions to Improve Cancer Pain Management: A Systematic Review.* Oral presentation. EAPC Research Forum 2008, Trondheim, Norway.
- Wagner J, Warren S, **Cummings GG**, May L, Olson J, Smith D. (Nov 2007). *Spirit at Work, Work Empowerment and Resonant Leadership.* Canadian Association of Gerontology, Calgary, AB.

- Stevens B & CIHR Team in Children's Pain. (Oct 2007). *Translating research on pain in children*. Poster presentation at the CAPHC 2007 Annual Meeting. Montréal, Québec.
- Cummings GG**, Hagen N, Fainsinger R, Stiles C, Olivo SA, Lucarotti A, Chizawsky L, Dhaubhadel R. (Oct 2007). *Implementation of best practice guidelines for oncology pain management: A systematic review*. Edmonton Palliative Care Conference, Edmonton, AB.
- Estabrooks C, **Cummings GG**, Profetto-McGrath J, Sales A, Squires J, Brooker S. (Oct 2007). *The Translating Research in Elder Care (TREC) Program*. Poster Presentation. Margaret Scott Wright Research Day, Edmonton, AB.
- Mill J, Richter S, **Cummings GG**, Kipp W, Groft J. (Oct 2007). *Nurses' Roles in HIV Policy Development in Sub-Saharan and the Caribbean*. Margaret Scott Wright Research Day, Edmonton, AB.
- Bulmer-Smith K, Profetto-McGrath J & **Cummings GG**. (Oct 2007). *Emotional Intelligence & Nursing: An Integrative Literature Review*. Margaret Scott Wright Research Day, Edmonton, AB.
- Lee H & **Cummings GG**. (Oct 2007). *Factors Affecting Job Satisfaction of Front Line Nurse managers: A Systematic Review*. Margaret Scott Wright Research Day, Edmonton, AB.
- Wagner J, Warren S, **Cummings GG**, May L, Olson J, Smith D. (Oct 2007). *Spirit at Work, Work Empowerment and Resonant Leadership*. Margaret Scott Wright Research Day, Edmonton, AB.
- Wong C & **Cummings GG**. (Oct 2007). *The Influence of Authentic Leadership Behaviour on Work Outcomes of Healthcare Staff*. Margaret Scott Wright Research Day, Edmonton, AB.
- Estabrooks C, Squires J, Norton P, **Cummings GG**. et al. (Oct 2007). *The Alberta Context Text (ACT): Development and Psychometric Testing*. Margaret Scott Wright Research Day, Edmonton, AB.
- Squires J, Estabrooks C, Norton P, **Cummings GG**. et al. (Oct 2007). *Modeling the Organizational Determinants of Research Utilization among Healthcare Providers in Alberta*. Margaret Scott Wright Research Day, Edmonton, AB.
- Zdebiak M, Estabrooks C, Norton P, **Cummings GG**. et al. (Oct 2007). *A Descriptive Profile of Research Users in Alberta*. Margaret Scott Wright Research Day, Edmonton, AB.
- Tourangeau AE, Cranley L, **Cummings GG**. (Oct 2007). *Broadening our Understanding of Determinants of Nurse Intention to Remain Employed through Focus Groups*. Oral Presentation. Nursing Leaders: Architects Designing the Future. International Nursing Administration Research Conference. Indianapolis, Indiana.
- Cummings GG**, Olson K, Bakker D, Fitch M, Green E, Butler L (Oct 2007). *Modeling Nurses' Views Over Time On Factors That Influence Satisfaction With Oncology Nursing*. Poster Presentation. Nursing Leaders: Architects Designing the Future. International Nursing Administration Research Conference. Indianapolis, Indiana.
- Cummings GG**, Olson K, Bakker D, Fitch M, Green E, Butler L (Oct 2007). *Modeling Nurses' Views Over Time On Factors That Influence Satisfaction With Oncology Nursing*. Oral Presentation. Using Hearts, Minds and Voices: Oncology Nurses Influencing Cancer Care. Canadian Association of Nurses in Oncology Conference, Vancouver, British Columbia.
- Bakker D, **Cummings GG**, Olson K, Fitch M, Green E, Butler L, Conlon M (Oct 2007). *Using Hearts, Minds & Voices to Influence Recruitment & Retention in Oncology Nursing*. Oral Presentation. Using Hearts, Minds and Voices: Oncology Nurses Influencing Cancer Care. Canadian Association of Nurses in Oncology Conference, Vancouver, British Columbia.
- Cummings GE, **Cummings GG**, Hayduk L (Sept 2007). *Using structural equation modeling to test the effectiveness of regional trauma systems for rural trauma patients*. 4th Mediterranean Emergency Medicine Congress, Sorrento, Italy.
- Cummings GG**, Hagen N, Fainsinger R, Stiles C, Olivo SA, Lucarotti A, Chizawsky L, Dhaubhadel R (August 2007). *Implementation of best practice guidelines for oncology pain management: A systematic review*. KU07. Stockholm, Sweden.
- Estabrooks CA, **Cummings GG**, Degner L, Dopson S, Laschinger H, McGilton K, Morgan D, Norton P, Profetto-McGrath J, Rycroft-Malone J, Sales A, Smith M, Stewart N, Teare G, Squires J (August 2007). *Translating Research in Elder Care: A Five Year Program of Research*. KU07. Stockholm, Sweden.

- Estabrooks CA, Norton P, **Cummings GG**, Birdsell J, Newton M, Trimbee A, Eagle C, Lahey M, Squires J, Lovely J (August 2007). Development and validation of *an Instrument to Measure the Impact of Context on Research Utilization: The Alberta Context Tool (ACT)*. KU07. Stockholm, Sweden.
- Cummings GE, **Cummings GG**, Hayduk L (June 2007). *Using structural equation modeling to test the effectiveness of regional trauma systems for rural trauma patients*. Department of Emergency Medicine Research Day. University of Alberta, Edmonton, AB.
- Stevens, B., CIHR Team in Children's Pain. (Feb 2007). *Translating research into best practice with vulnerable populations*. Poster presented at: 8th Annual Evidence-Based Practice Conference; Phoenix, Arizona.
- Cummings GG**, Spiers J, Dussault B, Stafford E, Sharlow J, Langenhoff P (Feb 2007). *The WILD Study: Improving Worklife through Leadership Development in Communities of Practice*. Poster Presentation. Canadian Nurses Association National Leadership Conference, Ottawa, ON.
- Estabrooks CA, **Cummings GG**, Armijo-Olivo S, Squire J, Giblin G (Feb 2007). *Effects of shift length on health professionals' outcomes and quality of patient care: A systematic review*. Poster Presentation. Canadian Nurses Association National Leadership Conference, Ottawa, ON.
- Cummings GG**, Spiers J, Dussault B, Stafford E, Sharlow J, Langenhoff P (Nov 2006). *The WILD Study: Improving Worklife through Leadership Development in Communities of Practice*. Poster Presentation. 2006 ACB Annual Research Meeting. Banff, AB.
- Cummings GG**, Spiers J, Dussault B, Stafford E, Sharlow J, Langenhoff P (Nov 2006). *The WILD Study: Improving Worklife through Leadership Development in Communities of Practice*. Poster Presentation. 2006 CIHR New Investigators Meeting. Toronto, ON.
- Langenhoff P, Bray C, Spiers J, **Cummings GG** (Oct 2006). *Multidisciplinary Leadership Development in Oncology Healthcare: A qualitative case study*. Poster Presentation. Society of Research Administrators Conference, Quebec City, QE.
- Wong C, **Cummings GG** (Oct 2006). *The Relationship between Nursing Leadership and Patient Outcomes: A Systematic Review*. Poster Presentation. 20th Annual Margaret Scott Wright Research Day, Edmonton, AB.
- Estabrooks CA, Kenny DJ, Adewale A, **Cummings GG**, Mallidou A (Oct 2006). *Comparison Of Research Utilization In Canadian Civilian And American Army Healthcare Settings*. Poster Presentation. 20th Annual Margaret Scott Wright Research Day, Edmonton, AB.
- Gruber D, **Cummings GG** (Oct 2006). *Systematic Literature Review: Relationship between Clinical Information Systems Implementation and System, User, Management or Patient Outcomes*. Paper Presentation, 20th Annual Margaret Scott Wright Research Day, Edmonton, AB.
- Spiers J, **Cummings GG**, Dussault B, Stafford E, Sharlow J, Langenhoff P (Oct 2006). Focus Group Interview results: *The WILD Study: Improving Worklife through Leadership Development in Communities of Practice*. Paper Presentation, 20th Annual Margaret Scott Wright Research Day, Edmonton, AB.
- Embleton M, Lee H, McGregor T, Paul LH, Stafford E, **Cummings GG** (Oct 2006). *The determinants and impact of Leadership on Health Outcomes*. Paper Presentation, 20th Annual Margaret Scott Wright Research Day, Edmonton, AB.
- Stafford E, **Cummings GG**, Spiers J, Dussault B, Sharlow J, Langenhoff P (Oct 2006). *The WILD Study: Improving Worklife through Leadership Development in Communities of Practice*. Paper Presentation, 20th Annual Margaret Scott Wright Research Day, Edmonton, AB.
- Bakker D, Fitch M, Green E, Butler L, Olson K, **Cummings GG** (Sept 2006). *Canadian Cancer Nurses' Views on Recruitment and Retention*. 14th International Cancer Care Nursing Conference. Toronto, ON.
- Cummings GG**, Olson K, Bakker D, Fitch M, Butler L, Green E, Conway M (Sept 2006). *Modeling Nurses' Views on Factors that Influence Satisfaction with Oncology Nursing*. 14th International Cancer Care Nursing Conference. Toronto, ON.
- Cummings GG**, Spiers J, Dussault B, Stafford E, Sharlow J, Langenhoff P (Sept 2006). *The WILD Study: Improving Worklife through Leadership Development in Communities of Practice*. Poster Presentation. 14th International Cancer Care Nursing Conference. Toronto, ON.

- Cummings GG**, Spiers J, Dussault B, Stafford E, Sharlow J, Langenhoff P (Sept 2006). *The WILD Study: Improving Worklife through Leadership Development in Communities of Practice*. Poster Presentation. 1st Annual Canadian Association of Health Services & Policy Research Conference. Vancouver, BC.
- Hofmeyer A, Estabrooks CA, **Cummings GG**, Lovely JE, Chizawsky L (July 2006). *Social Capital Theory to Foster Knowledge Utilization*. Poster Presentation. KU06. Minneapolis, MN.
- Cummings GG**, Spiers J, Dussault B, Stafford E, Sharlow J, Langenhoff P (July 2006). *The WILD Study: Improving Worklife through Leadership Development in Communities of Practice*. Poster Presentation. KU06. Minneapolis, MN.
- Armijo-Olivo S, Simpson N, Giblin C, **Cummings GG**, Estabrooks CA (Oct 2005). *Effects of Shift Work on Health Professionals' Health, Job Performance and Patient Care: A Systematic Review of the Literature*. Poster Presentation. 19th Annual Margaret Scott Wright Research Day, Edmonton, AB.
- Green E, Bakker D, Fitch M, **Cummings GG**, Butler L, Crooks D, Olson K, Sevean P, Saucier A, Bennett J (Oct 2005). *Charting the Course for Strategic Health Human Resources: Focus on Oncology Nursing Workforce*. Poster Presentation. International Cancer Control Congress. Vancouver, BC.
- Cummings GG**, Estabrooks CA, Midodzi W, Wallin L (Oct 2005). *Influence of Hospital Characteristics on Nurses' Research Use*. National Nursing Administration Research Conference (NARC). Tuscan, AZ.
- Cummings GG**, Midodzi WK, Estabrooks CA (Oct 2005). *Examining the Contribution of Leadership Styles to 30-day Patient Mortality in Alberta Hospitals*. Nursing Administration Research Conference (NARC). Tuscan, AZ.
- Cummings GG**, Estabrooks CA, Midodzi WK, Wallin L (Oct 2005). *Influence of Hospital Characteristics on Nurses' Research Use*. Canadian Association of Nurses in Oncology Conference, Moncton, NB.
- Cummings GG**, Midodzi WK, Estabrooks CA (Oct 2005). *Examining the Contribution of Leadership Styles to 30-day Patient Mortality in Alberta Hospitals*. Canadian Association of Nurses in Oncology Conference, Moncton, NB.
- Bakker D, Conlon M, Olson K, **Cummings GG**, Butler L, Fitch M, Green E (Oct 2005). *Are There Quality Work Environments for Canadian Oncology Nurses?* Canadian Association of Nurses in Oncology Conference, Moncton, NB.
- Winton T, Butts C, Scrimger R, Janzen H, Graham N, King C, Delorme T, Allen D, Hoeber M, Reinboldt D, **Cummings GG** (Sept 2005). *Northern Alberta Telehealth Lung Cancer Triage And Followup Clinic Experience*. Canadian Surgery Forum.
- Winton T, Butts C, Scrimger R, Janzen H, **Cummings GG**, Hoeber M, King C, Delorme T, Allen D, Graham N, Reinboldt D (Sept 25-27, 2005). *Impact of Telehealth in the Treatment of Lung Cancer*, 8th Annual Canadian Society of Telehealth AGM, Winnipeg, Manitoba.
- Winton T, Butts C, Janzen H, Reiman T, Fields A, **Cummings GG**, Hoeber M, King C, Allen D, Scrimger R, Graham N, Reinbold DJ, O'Neill SK, Bexfield D (Sept 25-27, 2005). *Criteria for Expansion and Integration of the Lung Cancer Triage and Follow – Up Clinic*, Poster Presentation. 8th Annual Canadian Society of Telehealth AGM, Winnipeg, Manitoba. Poster won 2nd place out of 26 posters.
- Winton T, Butts C, Scrimger R, Janzen H, **Cummings GG**, Hoeber M, King C, Delorme T, Allen D, Graham N, Reinboldt D (July 2005). *Telehealth Lung Cancer Clinics: Specialized Oncology Services Closer to Home*. IASTED. International Association of Science and Technology for Development. Banff, AB.
- Wall S, O'Leary K, Estabrooks CA, **Cummings GG** (Feb 2005). *Healthy Workplaces for Nurses: A Synthesis of Knowledge*, Canadian Nursing Leadership Conference, Ottawa, ON.
- Estabrooks CA, Midodzi W, **Cummings GG**, Wallin L (Oct 2004). *Knowledge utilization and policy implementation (KUPI): An integrated CIHR funded research program*. Symposium Presentation, 18th Annual Margaret Scott Wright Research Day, Edmonton, AB.
- Thungjaroenkul P, Kunaviktikul W, **Cummings GG** (Oct 2004). *Cost Analysis of Universal Coverage Policy: A Case of Northern Provincial Hospitals in Thailand*. Paper Presentation, 18th Annual Margaret Scott Wright Research Day, Edmonton, AB.
- Estabrooks CA, Midodzi W, **Cummings GG**, Wallin L (Oct 2004). *Structural Analysis of the Effects of Organizational Processes On Individual Nurse Research Utilization and Patient Outcomes*. Poster Presentation. 18th Annual

Margaret Scott Wright Research Day, Edmonton, AB.

Cummings GG, Midodzi W, Estabrooks CA (Oct 2004). *Examining the impact of leadership styles on 30-day patient mortality in Alberta hospitals*. 18th Annual Margaret Scott Wright Research Day, Edmonton, AB.

Cummings GG, Bratland D, Puttergill J, Wong C (Oct 2004). *How has leadership been measured in the research literature? A systematic review*. 18th Annual Margaret Scott Wright Research Day, Edmonton, AB.

Allen D, Butts C, **Cummings GG**, Delorme T, Gebran J, Graham N, Hoerber M, Janzen H, King C, Moreau M, Reinbold D, Winton T (Oct 2004). *Alberta Cancer Board / Capital Health, Joint Telehealth lung cancer triage & follow-up clinic*. Canadian Society of Telehealth, Quebec City, QE.

Cummings GG, McLennan M (July 2004). *Using Evidence-Based Thinking to Facilitate Change: The Role of Leadership*. Evidence-Based Practice Conference, Sigma Theta Tau International, Dublin, Ireland.

Cummings GG (July 2004). *Investing Relational Energy: Toward a Theory of How Resonant Leadership Mitigates the Effects of Hospital Restructuring*. Poster Presentation. Evidence-Based Practice Conference, Sigma Theta Tau International, Dublin, Ireland.

Cummings GG, Hayduk L, Estabrooks CA (July 2004). *How Many Indicators Does It Take To Measure a Concept?* Poster Presentation. Evidence-Based Practice Conference, Sigma Theta Tau International, Dublin, Ireland.

Cummings GG (Nov 2003). *How leadership styles mitigate the effects of hospital restructuring on nurses*. 17th Annual Margaret Scott Wright Research Day, Edmonton, AB.

Cummings GG (Nov 2003). *How leadership styles mitigate the effects of hospital restructuring on nurses*. Scientific Sessions at the 37th Biennial Convention, Sigma Theta Tau International, Toronto, ON.

Cummings GG, Hayduk L, Estabrooks CA (Nov 2003). *Factor analysis or structural equation modeling? Theoretical and measurement implications of choosing your research method when studying nursing work environments*. Poster Presentation. Scientific Sessions, 37th Biennial Convention, Sigma Theta Tau International, Toronto, ON.

Estabrooks CA, Midodzi W K, **Cummings GG**, Humphrey C, Ricker KL, Giovannetti P (Nov 2003). *Multilevel Analysis of Nursing-Related, Hospital-Level Factors on Patient Outcome in Alberta Acute Hospitals*. Scientific Sessions at the 37th Biennial Convention, Sigma Theta Tau International, Toronto, ON.

Cummings GG (Sept 2003). *How leadership styles mitigate the effects of hospital restructuring on nurses*. 5th International Conference on the Scientific Basis of Health Services, Washington, D.C.

Cummings GG, Hayduk L, Estabrooks CA (Sept 2003). *Factor Analysis or Structural Equation Modeling? Theoretical and Measurement Implications Of Your Research Method_When Studying Nursing Work Environments*. 5th International Conference on the Scientific Basis of Health Services, Washington, D.C.

Cummings GG, Estabrooks CA (Nov 2002). *Effects of hospital restructuring on individual nurses: a systematic review*. 16th Annual Margaret Scott Wright Research Day, Edmonton, AB.

Cummings GG, Hayduk L (Nov 2002). *Factor analysis or structural equation modeling? Theoretical and measurement implications of choosing your research method when studying nursing work environments*. 16th Annual Margaret Scott Wright Research Day, Edmonton, AB.

Cummings GG, Estabrooks CA (Nov 2002). *Foraging your way through the literature jungle: tools and techniques for completing a systematic literature review without losing your mind!* 16th Annual Margaret Scott Wright Research Day, Edmonton, AB.

Estabrooks CA, Duncan S, Hesketh K, **Cummings GG** (March 2001). *Violence against nurses in the workplace: the (not-so) shocking statistics and what can be done*. 15th Annual Margaret Scott Wright Research Day, Edmonton, AB.

Olinyk G (Feb 1994). *Patient focused care redesign: Bringing a greater need for faculty/hospital collaboration*. 1st Nursing Academic International Congress, Canberra, Australia.

Olinyk G (Feb 1989). *Nurse/patient assignments - a complex but vital process*. The 2nd Management of Nursing Practice Research Conference, Halifax, NS.

Olinyk G, McLennan M (May 1987). *Joint project in clinical teaching and leadership*. The Annual NRSAC Nursing Research Conference, Edmonton, AB.

McLennan M, **Olinyk G** (June 1987). *Joint project in clinical teaching and leadership*. Poster Presentation. The Annual Meeting of the Canadian Association of University Schools of Nursing National Research Conference, Hamilton, ON.

STUDENT SUPERVISION & TEACHING

Post-Doctoral Fellows (Supervisor)

Barbara Fitzgerald	<i>EXTRA Fellow</i> Effective models of care in ambulatory oncology settings Funding: EXTRA program, CHSRF	09/2009 – 09/2010
Dr. Andrea Bernardes	<i>Shared Governance decision-making structures</i> University of São Paulo at Ribeirão Preto College of Nursing Funding: CNPq & CAPES	01/2010 – 07/2010
Dr. Anastasia Mallidou	<i>The impact of nurse specialty subcultures on nurse and patient outcomes</i> Faculty of Nursing, University of Alberta Funding: AHFMR & CHSRF	09/2008 – 09/2010
Dr. Karin Minnie	<i>Developing best practice guidelines for counseling for HIV testing during pregnancy</i> Faculty of Nursing, North-West University in South Africa Funding: International Network for Doctoral Education in Nursing [INDEN] and nursing's honor society, Sigma Theta Tau International	10/2008 – 01/2009

Doctoral Students (Supervisor)

Nour Alayan	Faculty of Nursing, University of Alberta, Edmonton, AB.	09/2010 – ongoing
Jennifer Knopp-Sihota	<i>Treating acute pain of osteoporotic vertebral compression fractures</i> Faculty of Nursing, University of Alberta, Edmonton, AB.	04/2009 – ongoing
Dilmi Samaranayake	<i>Leadership and Administration in Nursing</i> Faculty of Nursing, University of Alberta, Edmonton, AB.	09/2008 – ongoing
Tracy Cowden	<i>Nurses Motivation to continue in Nursing</i> Faculty of Nursing, University of Alberta, Edmonton, AB.	09/2004 – ongoing
Marcela Manetti (Scholar in Residence)	<i>Work characteristics and Depression in Nurses</i> University of Sao Paulo at Ribeirao, Preto, Brazil	10/2007 – 02/2008
Carol Wong	<i>The Influence of Authentic Leadership on Trust and Work Outcomes of Registered Nurses</i> Faculty of Nursing, University of Alberta, Edmonton, AB.	09/2004 – 04/2008
Petsunee Thungjaroenkul (Scholar in Residence)	<i>Factors Influencing Patients Cost and Length of Stay in Adult Intensive Care Units</i> Chiang Mai University, (Scholar in Residence), Chiang Mai, Thailand	09/2004 – 10/2006

Doctoral Students (Committee Member)

Luanne Currie	<i>Nurses' group identity and absence behaviours</i> Faculty of Business, University of Alberta, Edmonton, AB	03/2010 – ongoing
Sandy Cobban	<i>The effectiveness of various interventions to improve daily mouth care for residents of LTC facilities</i> Faculty of Nursing, University of Alberta, Edmonton, AB	12/2008 – ongoing
Jennifer Dobblessteyn	<i>Leadership in long term care</i> Interdisciplinary doctoral studies, University of New Brunswick	09/2008 – ongoing
Era Mae Ferron	<i>Intentions to stay of nursing faculty in Canada</i>	06/2008 – ongoing

	Faculty of Nursing, University of Toronto, Ontario	
Karen Hunter	<i>Perceived Organizational Support and Employee Behaviour</i> Faculty of Business, University of Alberta, Edmonton, AB	01/2007 – ongoing
Joan Wagner	<i>Spirit at Work, Work Empowerment and Resonant Leadership</i> Faculty of Rehabilitation, University of Alberta, Edmonton.	09/2006 – ongoing
Master's of Nursing (Thesis Supervisor), Faculty of Nursing, University of Alberta		
Pam Brown	<i>Nurse managers' intent to stay</i>	01/2005 – 04/2010
Kathy Miller	<i>Who will be the new nurses? An examination of the career goals of leadership students</i>	09/2002 – 06/2008
How Lee	<i>Leadership and Manager Worklife, Burnout and Job Satisfaction</i>	09/2004 – 11/2007
Master's of Nursing (Capstone Supervisor), Faculty of Nursing, University of Alberta		
Michelle Stone	<i>Skill mix in Emergency departments</i>	09/2009 – ongoing
Eliza Lo	<i>Managers' efforts to improve nursing work environments</i>	01/2008 – ongoing
Denise Brown	<i>Utilization implications of ECT therapy</i>	09/2006 – ongoing
Wendy Carey	<i>Comparing health systems in developing leadership</i>	09/2007 – 04/2010
Linda Paul	<i>Pet Assisted Therapy in long term care</i>	01/2005 – 04/2010
Pam Brady-Germain	<i>Nurses' motivation to work</i>	09/2005 – 04/2009
Cynthia Winfield-Cummings	<i>Use of an education curriculum framework to prepare new graduate nurses for practice in oncology settings</i>	11/2008 – 04/2009
Ashna Rawji	<i>Integrating Foreign Educated Nurses into Canadian Healthcare</i>	01/2006 – 11/2008
Brian Carriere	<i>Succession Planning / Career Planning in Healthcare</i>	01/2006 – 11/2008
Kelly Wulff	<i>Medication administration systems and safety</i>	09/2002 – 04/2008
Tim Tsounis	<i>The impact of Implementing Interactive Bedside Terminals on Nurse Manager and Clinical Nurse Roles</i>	09/2002 – 04/2008
Jennifer Salt	<i>Recruitment and retention of new nursing graduates: A systematic review</i>	09/2003 – 11/2007
Louise Kashuba	<i>A Conceptual Analysis of the Term Leadership as Described in the Nursing Research Literature</i>	09/2002 – 11/2007
Amanda Embleton	<i>Predictors of Nurse Absenteeism in Hospitals: A systematic review</i>	05/2005 – 06/2007
Dianne Gruber	<i>Systematic review: Relationships between Clinical Information Systems Implementation and System, User, Management or Patient Outcomes</i>	09/1999 – 06/2006
Master of Nursing (Committee Member), Faculty of Nursing, University of Alberta		
Karen MacMillan	<i>What is Values-based Leadership?</i>	07/2003 – 11/2007
Master of Health Science & Policy (Canadian Supervisor), Faculty of Health, Medicine and Life Sciences, Department of Health Care and Nursing Science Maastricht University, Netherlands		
Marloes Bijl	<i>The effectiveness of organizational strategies to improve the nursing work environment. (6 month Master's residency at U of Alberta)</i>	03/2008 – 08/2008
Donna Schalk	<i>The effectiveness of organizational strategies to improve the nursing work environment. (6 month Master's residency at U of Alberta)</i>	03/2008 – 08/2008

Judith Meijers	<i>The Influence of Contextual Factors on Nurses' Research Utilization</i> (6 month Master's residency at U of Alberta)	02/2004 – 08/2004
Maaïke Janssen	<i>The Influence of Contextual Factors on Nurses' Research Utilization</i> (6 month Master's residency at U of Alberta)	02/2004 – 08/2004

EXTERNAL EXAMINER

Doctoral Thesis Examinations

Alain Biron	<i>Medication Administration Complexity, work complexity, and nurses' workload as predictors of medication administration errors</i> McGill University, Montreal, Quebec, Canada	2009
Marie-Claire Richer	<i>The effect of Appreciative Inquiry on the retention of nurses and other professionals and on the development of innovative ideas in health care</i> McGill University, Montreal, Quebec, Canada	2007

Doctoral Comprehensive Examinations

Janet Squires	Doctoral Studies, Faculty of Nursing, University of Alberta	2008
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Doctoral Candidacy Examinations

Dianne Campbell	Doctoral Studies, Faculty of Nursing, University of Alberta	2009
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Master's Thesis Examinations

Yvonne Scarlett	Masters of Education, Adult Studies, University of Alberta, Edmonton, AB	1989
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Master's Capping (Project Evaluator), Faculty of Nursing, University of Alberta

Alison Connors	<i>Effectiveness of KT interventions: A systematic review</i>	Spring 2010
Colleen McDavid	<i>Delirium in acute care settings: A systematic review</i>	Fall 2009
Tricia Smith	<i>Compassion fatigue: A concept analysis</i>	Spring 2009
Lisa LeBlanc	<i>Online Health Informatics education</i>	Spring 2009
Nikki Sibbera	<i>Technical Report – LINC's Study</i>	Fall 2008
Jacque Lovely	<i>Social Capital and research utilization: An integrative review</i>	Fall 2008
Linda Baich	<i>The value of enterostomal therapists – A systematic Review</i>	Spring 2008
Karen Bulmer-Smith	<i>Emotional Intelligence & Nursing: An Integrative Literature Review</i>	Spring 2008
Magda Waldner	<i>Physician Engagement Strategies to Facilitate Acceptance of IS Systems Changes: Implementation of a New Electronic Patient Information System</i>	Spring 2007
Lesly Deuchar-Fitzgerald	<i>Planning Perinatal Education For Nurses In Rural Alberta</i>	Spring 2007
Yvonne Hoppins	<i>Implementing a Computerized MDS in a Rural Home Care Program</i>	Spring 2006
Brigitte McDonough	<i>Analysis of a Policy Problem: Regionalization of Sleep Disorder Services</i>	Spring 2005
Heather Adams	<i>Attendance Management: Analysis of Attendance Management Policy in a Large Metropolitan Health Region</i>	Spring 2005
Shirley Meyer	<i>Implementation of an Information System innovation in Health Care: A Regional Staff Scheduling Information System</i>	Spring 2004

Honor's Undergraduate Students (Supervisor), Faculty of Nursing, University of Alberta

Samara Short	Undergraduate Honour's nursing student	2006 –2010
Erin Stafford	Undergraduate Honour's nursing student	2004 –2008

Canadian Institutes of Health Research (Supervisor), funded summer students

Samara Short	Undergraduate Honour's nursing student	2009
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Alberta Heritage Foundation for Medical Research (Supervisor), funded summer students

Erin Stafford	Undergraduate nursing student	2006
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Faculty of Nursing funded summer students (Supervisor)

Erin Stafford	Faculty of Nursing, University of Alberta, Edmonton, AB, Canada	2005
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Knowledge Utilization Studies Program funded summer students (Supervisor)

Dana Bratland	Faculty of Nursing, University of Alberta, Edmonton, AB, Canada	2004
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ACADEMIC TEACHING**Invited /Guest Lectures**

Jan 27, 2010	<i>Nursing 505: Transforming Nursing Practice.</i> Faculty of Nursing, University of Alberta, Edmonton, AB.	
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Feb 25, 2009	<i>Nursing 505: Transforming Nursing Practice.</i> Faculty of Nursing, University of Alberta, Edmonton, AB.	
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June 27, 2008	<i>Foraging your way through the Literature Jungle: Completing a Systematic Literature Review without Losing your Mind!</i> Thinking Qualitatively Workshop. University of Alberta, Edmonton, AB	
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July 13, 2007	<i>Foraging your way through the Literature Jungle: Completing a Systematic Literature Review without Losing your Mind!</i> Thinking Qualitatively Workshop. University of Alberta, Edmonton, AB	
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June 18, 2007	<i>CANO and Oncology Nursing, Now and in the Future.</i> Saskatchewan Chapter, Saskatoon, Saskatchewan.	
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March 13, 2007	<i>Building a Program of Research in Leadership Science: Strategies for New Scholars.</i> School of Nursing, University of Western Ontario. ON.	
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January 2007	<i>CLEAR Outcomes Research Program.</i> Nurs 554, Faculty of Nursing, University of Alberta, Edmonton, AB	
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December 12, 2006	<i>Establishing a Research Program (CLEAR Outcomes).</i> Brown Bag, Faculty of Nursing, University of Alberta, Edmonton, AB.	
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November 28, 2006	<i>Knowledge Utilization according to the Research Literature.</i> INT D 600, Faculty of Medicine, University of Alberta, Edmonton, AB	
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November 9, 2006	<i>Knowledge Utilization according to the Research Literature,</i> INT D 600, Faculty of Nursing, Montreal University, Montreal, QE.	
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November 9, 2006	<i>Leading with Vision, Purpose & Values in Nursing,</i> INT D 600, Faculty of Nursing, Montreal University, Montreal, QE.	
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September 2006	<i>Workforce Planning Issues in Oncology Nursing.</i> Nursing Research Workshop Facilitator. Preconference Workshop. 14 th International Cancer Care Nursing Conference. Toronto, ON.	
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May 11, 2006	<i>Modeling Nurses' Views on Factors that Influence Satisfaction with Oncology Nursing.</i> Nursing Rounds, Faculty of Nursing, University of Alberta, Edmonton, AB.	
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Nov 24, 2005	<i>Knowledge Transfer: What it is and what it takes to do it best!</i> INT D 600, Faculty of Medicine, University of Alberta, Edmonton, AB	
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March 2 & 11, 2005	<i>Design of Quantitative Research,</i> NURS 301 (Nursing Research after Degree Program), Faculty of Nursing, University of Alberta, Edmonton, AB	
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- January 13, 2005 *Foraging your way through the literature jungle without losing your mind!* NURS 503 (Research in Nursing), MN Program, Faculty of Nursing. University of Alberta, Edmonton, AB.
- March 2004 *The Effect of Emotionally Intelligent Leadership on Nurses: Leadership Research.* NURS 554, MN Program, Faculty of Nursing. University of Alberta, Edmonton, AB.
- February 2004 *Role of the Senior Nurse Executive. Leadership in Health and Nursing Services.* NURS 554, MN Program, Faculty of Nursing. University of Alberta, Edmonton, AB.
- December 2003 *How emotionally intelligent leadership styles mitigate the effects of hospital restructuring on nurses.* Grand Oncology Rounds, Cross Cancer Institute / University of Alberta, Edmonton, AB.
- November 2003 *How emotionally intelligent leadership styles mitigate the effects of hospital restructuring on nurses.* Grand Oncology Rounds, Tom Baker Cancer Centre / University of Calgary, Calgary, AB.
- March 2003 *Role of the Senior Nurse Executive. Leadership in Health and Nursing Services.* NURS 554, University of Alberta, Edmonton, AB.
- April 2001 *Role of the Senior Nurse Executive. Leadership in Health and Nursing Services.* NURS 554, University of Alberta, Edmonton, AB
- November 1986 *Nursing Care of Patients with Coagulation Disorders.* Year 4 Undergraduate Nursing Program. Faculty of Nursing, University of Alberta, Edmonton, AB.
- Spring 1985 *Standards, Accreditation and Performance. Is "good" good enough?* Year 4 Undergraduate Nursing Program. University of Alberta Hospitals School of Nursing, Edmonton, AB.

Curriculum Development

- 2009 **Cummings GG**, Clark A, Estabrooks C, Newburn Cook C, Moore K. Nurs 660. Systematic reviews in Nursing and Health. Graduate nursing program. Faculty of Nursing, University of Alberta, Edmonton, AB.
- 2008 **Cummings GG**, Myrick F, Ogilvie L, Marck P. Nurs 505. *Transforming Practice.* Graduate nursing program. Faculty of Nursing,, University of Alberta, Edmonton, AB.
- 2005 Spiers J, **Cummings GG**, Noon J, Anderson B. NURS 497 *Research and Stats II*, 4th year baccalaureate nursing program. Faculty of Nursing,, University of Alberta, Edmonton, AB.
- 2003 **Cummings GG**, Olson K, Edge D, Bennett M, Winfield C. NURS 565: *Advanced Adult Nursing Practice in Oncology*, Faculties of Nursing, University of Alberta and University of Calgary, AB.
- 2003 Cummings GE, **Cummings GG**. Hospital Perspectives on Disaster Medicine. *Disaster Medicine Online 101*, Faculty of Medicine, University of Alberta, Edmonton, AB.

COURSES TAUGHT

University of Alberta, Faculty of Nursing

- Fall 2009 *Implementation of pet assisted therapy in long term care.* Nurs 900, Master's course (Linda Paul)
- Fall 2009 *Systematic reviews in healthcare,* Nurs 660, Doctoral course
- Winter 2009 *Understanding by Design.* Nurs 900, Master's course (Cindy Winfield-Cummings)
- Fall 2008 *Leadership practices that influence self-assessed nurse performance,* Nurs 900, Master's course (Pam Brady Germain)
- Summer 2008 *Factors that influence the retention of Nursing Managers.* Nurs 561, Master's course (Pam Brown)
- Spring 2008 *A Review of the effectiveness of organizational interventions to improve the Nursing Work Environment.* Nurs 561, Master's course (Marloes Bijls & Donna Schalk)
- Winter 2008 *Leadership and Management in Nursing,* Nurs 554, Master's course

Winter 2008	<i>International Educated Nurses – Exploring the Issues Regarding Integration into Canadian Nursing Practice.</i> Nurs 900, Master’s course, (Ashna Rawji)
Winter 2008	<i>Medication Administration Technology and Patient Safety: A systematic review.</i> Nurs 900, Master’s course (Kelly Wulff)
Winter 2008	<i>Succession Planning /Career Planning in Healthcare – An integrative review,</i> Nurs 900, Master’s course (Brian Carriere)
Fall 2007	<i>International Educated Nurses – Exploring the Issues Regarding Integration into Canadian Nursing Practice – A scoping review.</i> Nurs 561, Master’s course (Ashna Rawji)
Fall 2007	<i>Succession Planning / Career Planning in Healthcare,</i> Nurs 561, Master’s course (Brian Carriere)
Summer 2007	<i>Medication Administration Technology and Patient Safety.</i> Nurs 561, Master’s course (Kelly Wulff)
Spring 2007	<i>The recruitment and retention of new graduate nurses: A systematic review.</i> Nurs 900, Master’s course (Jennifer Salt)
Fall 2006	<i>Clinical Practicum in Nursing Leadership,</i> Nurs 584, Master’s course
Spring 2006	<i>Analysis of Leadership Characteristics that Positively Influence Employee Performance and Motivation.</i> Nurs 561, Master’s course (Pam Brady)
Spring 2006	<i>Clinical Practicum in Nursing Leadership,</i> Nurs 584, Master’s course
Winter 2006	<i>Evidence Based Clinical Systems Implementation In Healthcare Organizations,</i> Nurs 900, Master’s course (Dianne Gruber)
Winter 2006	<i>Leadership and Management in Nursing,</i> Nurs 554, Master’s course
Winter 2006	<i>Topics in Knowledge Utilization,</i> IntD 690, Interdisciplinary, Doctoral course
Winter 2005	<i>Leadership and Management in Nursing,</i> Nurs 554, Master’s course
Winter 2005	<i>Leadership Issues in Nursing.</i> N409, Undergraduate After-Degree nursing program.
Winter 2005	<i>The influence of nursing leadership on nurse and patient outcomes: A systematic review.</i> Nurs 661, Doctoral course (Carol Wong)
Winter 2005	<i>Evidence-Based Implementation Of Clinical Information Systems In Health Care Organizations.</i> Nurs 561, Master’s course (Dianne Gruber)
Fall 2004	<i>Nursing Research and Statistics II,</i> N497, Undergraduate Nursing Program
Fall 2004	<i>Leadership and Issues in Nursing.</i> Nurs 498, Post-Basic nursing program (Bernadette Wright)
Fall 2004	<i>Clinical Practicum in Nursing Management.</i> Nurs 584, Master’s course
Spring 2004	<i>Research Practicum in the Knowledge Utilization Studies Program.</i> Nurs 561, Master’s course (Judith Meijers & Maaikje Janssen)

SERVICE LEADERSHIP CONTRIBUTIONS

Professional

2010 – 2014	<i>International Society of Nurses in Cancer Care</i> (President, Board of Directors)
2009	<i>Internationally Educated Nurses</i> Advisory Committee, RNAO (co-chair)
2008 – 2010	<i>International Society of Nurses in Cancer Care</i> (President-Elect, Board of Directors)
2005 – 2007	<i>Canadian Association of Nurses in Oncology</i> (President, Board of Directors)
2003 – 2005	<i>Canadian Association of Nurses in Oncology</i> (Vice President, Board of Directors)
2007 – present	<i>CAPCA/CPAC Cancer Workforce Joint Committee,</i> Canadian Association of Provincial Cancer Agencies (Committee Member)
Sept 2006	<i>14th International Society of Nurses in Cancer Care/CANO</i> Conference, Toronto, Ontario, Oct 2006.

- (Host, International Cancer Care Nursing Conference)
- 2004 – 2005 *14th International Society of Nurses in Cancer Care/CANO Conference, Toronto, Ontario, Oct 2006. (Scientific Committee Co-Chair)*
- 2003 – present *Oncology Nursing Policy Advisory Committee, Canadian Association of Provincial Cancer Agencies (Committee Member)*

Academic

- 2009 – present *Oncology Advanced Practice Nursing (OAPN) Scientific Advisory Committee, McMaster University, Hamilton, Ontario.*
- 2008 – present *Ambassador Program/Institute of Health Economics (Advisory Committee), Alberta.*
- 2008 – present *Anna De Souza Knowledge Transfer for Oncology Nursing Advisory Committee, University Health Network, Toronto, Ontario (Committee Member)*
- 2008 *Advanced Practice Nurse Consensus Meeting/Cancer Care Ontario (Expert Advisor)*
- 2008 *Advanced Practice Nurse e-Mentorship/McMaster University (Expert Advisor)*
- 2007 – present *ESSC Enhanced Quality Studies/Capital Health, Edmonton, Alberta (Committee Member)*

Policy

- 2010 – ongoing *IHC-C Special Advisory Committee/Institute for Healthcare Communication, College of Family Physicians of Canada (Committee Member)*
- 2008 – 2009 *Canadian Operating Committee/Institute for Healthcare Communication, Governance Committee (Committee Member)*
- 2003 *Access Targets for Breast Cancer Subcommittee, Alberta Health & Wellness, Edmonton, AB (Committee Member)*
- 2002 – 2005 *Expert Panel to Review Publicly Funded Services, Alberta Health & Wellness, Edmonton, AB (Panel Member & Co-chair)*

ROLE RELATED COMMITTEES

- 2000 – 2003 *Provincial Pharmacy & Therapeutics Committee, Alberta Cancer Board, Edmonton, AB (Committee Member)*
- 1997 – 2004 *Bachelor of Science in Nursing Advisory Committee, Grant MacEwan Community College, Edmonton, AB (Committee Member)*
- 1997 – 2000 *Council of the RN Exam, Canadian Nurses Association, Ottawa, ON. (Advisory Board Member)*
- 1997 – 2000 *Registration Committee, Alberta Association of Registered Nurses (Committee Member)*
- 1995 – 1996 *Regional Trauma Program Council, Capital Health, Edmonton, AB (Administrative Co-Chair)*
- 1995 *Regional Medicine Program Council, Capital Health, Edmonton, AB (Administrative Co-Chair)*
- 1993 – 1995 *UAH Staff Recognition Committee, University of Alberta Hospitals, Edmonton, AB (Chair)*
- 1988 – 1990 *Nursing Education Council, University of Alberta Hospitals, Edmonton, AB (Chair)*

RESEARCH REVIEW EXPERIENCE

Merit Review Committees

- 2010 – present *Michael Smith Foundation for Health Research, Nursing Research Initiative*
- 2009 – present *Alberta Heritage Foundation for Medical Research – Health Trainee Advisory Committee*
- 2009 *Canadian Institutes of Health Research – Meeting, Proposal and Dissemination Grants - Global*

Health Initiatives.

- 2007 & 2008 *Canadian Institutes of Health Research – Operating Grants – Knowledge to Action*
2006 *Canadian Nursing Foundation, Merit Review Committee – Student Scholarships*
Ottawa, ON.

Grant Review Committees

- 2000 – 2002 *Research Review Committee, Faculty of Nursing, University of Alberta.*

External Grant Reviewer

- 2009 – present *Dutch Cancer Society, The Netherlands, Operating Grants*
2008 – present *World Health Organization Patient Safety Research Program, Research Operating Grants*
2008 – present *TriService Nursing Research Program, Research Operating Grants*
2007 – present *Canadian Institutes of Health Research, RCT Committee*
2005 – present *Social Sciences and Health Research Council, Research Operating Grants*
2004 – present *Canadian International Immunization Initiative, Research Operating Grants*

Ethics Review Committees

- 1993 – 1995 *Joint Ethics Review Committee, University of Alberta Hospitals/Faculty of Nursing (Co-Chair)*

Journal Reviewer

- 2010 – present *Academy of Management Conference*
2010 – present *Journal of Healthcare Leadership*
2009 – present *Information Technology and Management*
2009 – present *International Journal of Nursing Studies*
2009 – present *BMC Nursing*
2008 – present *Canadian Journal of Higher Education*
2008 – present *Industry Health (Japan)*
2008 – present *Hospital Topics Review*
2008 – present *International Journal of Nursing Practice*
2007 – present *BMC Health Services Research*
2007 – present *Leadership in Health Services*
2007 – present *Journal of Nursing Management*
2007 – present *The OPEN Nursing Journal*
2007 – present *Medical Care*
2006 – present *Western Journal of Nursing Research*
2006 – present *Advances in Nursing Science*
2006 – present *Nursing Research*
2005 – present *Canadian Journal of Nursing Leadership*
2005 – present *Worldviews on Evidence Based Nursing*
2003 – present *Canadian Journal of Nursing Research*
2002 – present *Clinical Nursing Research*

1999 – present Canadian Journal of Emergency Medicine

Editorial Board

2010 – present Editorial Advisory Board Member – Journal of Leadership Studies

2010 – present *Editor, Research* – Canadian Journal of Nursing Leadership

2009 – present Editorial Advisory Board Member – Journal of Healthcare Leadership

2007 – present Editorial Advisory Board Member – Canadian Oncology Nursing Journal

1999 – present *Decision Editor* – Canadian Journal of Emergency Medicine

UNIVERSITY COMMITTEE WORK

Faculty Committees

July 2010 – present *Nursing Research Review Committee* Committee member
2000 – 2002

Sept 2007– present *PhD Review Committee* Committee member

July 2007– June 2009 *Research Advisory Committee* Committee member

July 2007– June 2009 *Graduate Program Admissions Committee* Chair

Jan 2006 – June 2009 *Advisory Selections Committee* Committee member

Oct 2006 – present *Graduate Education Committee* Committee member

Oct 2006 – June 2007 *Masters Program Review Committee* Committee member

University Committees as Faculty

April 2007 – May 2007 *Advisory Selection Committee for Interim Dean of Nursing* Committee member

July 2004 – July 2005 *Dean's Selection Committee* Committee member

External Committees

March 2010 – present *Edmonton Clinic South (ECS) Clinical Collaboration Ctte* FON representative

July 2009 – present *Canadian Common CV Committee* FON representative

CONSULTING PROJECTS & CONTRACT WORK

July 2009 *Models of Care Review*
Registered Nurses Association of Ontario

June 2008 *RWJ Advancing the Science of Continuous Quality Improvement Study*
University of IOWA College of Nursing

Aug 2007 – Mar 2008 *A Review of the Ambulatory Oncology Nursing Model of Care*
London Regional Cancer Program

Jan 2005 – 2006 *A Review of Northern and Southern Alberta Pediatric Oncology Services*
Alberta Cancer Board

Nov 2003 – June 2005 *Development and implementation of a multi-region virtual (telehealth) lung clinic*
Alberta Cancer Board

Nov 2003 – June 2005 *Leadership Development Initiative*
Alberta Cancer Board

Jan 2004 – Mar 2004 *An Analysis of Breast Cancer Wait Times*

Alberta Cancer Board

Jan 2004 – Mar 2004 *An Analysis of Workload for Outpatient Cancer Visits*

Alberta Cancer Board

AFFILIATIONS/PROFESSIONAL ORGANIZATIONS

2010 – present *Gerontological Society of America (GSA)*

2006 – present *Academy of Canadian Executive Nurses (ACEN)*

2006 – present *Academy of Management (AOM)*

2002 – 2004 *Canadian Centre for Analysis of Regionalization and Health*

2000 – present *International Society of Nurses in Cancer Care (ISNCC)*

2000 – 2004 *Oncology Nursing Society (ONS)*

1986 – present *Sigma Theta Tau International (Nursing Honour Society) Mu Chapter, Faculty of Nursing, University of Alberta*

1984 – present *Canadian Association of Nurses in Oncology (CANO)*

1982 – present *College and Association of Registered Nurses of Alberta (CARNA)*

1979 – present *Canadian Nurses Association (CNA)*

1979 – present *International Council of Nurses (ICN)*

1979 – 1982 *Registered Nurses Association of Ontario (RNAO)*

1979 – 1982 *Manitoba Association of Registered Nurses (MARN)*