UNIVERSITY OF WEST GEORGIA

SCHOOL OF NURSING

# CURRICULUM VITAE

###### ***Cynthia D. Epps, PhD, RN***

[*cepps@westga.edu*](mailto:cepps@westga.edu)

*678-839-5627*

*1601 Maple Street*

*Carrollton, GA 30119*

###### **Spring, 2015**

### **TEACHING**

## Date Title Institution and Department

## 1997 to 2002 Assistant Professor University of West Georgia Department of Nursing

2002 to 2007 Associate Professor University of West Georgia Department of Nursing

2005 Director, Newnan Program University of West Georgia Department of Nursing

2007 Professor, Undergraduate University of West Georgia Coordinator Department of Nursing

2008 & currently Associate Dean University of West Georgia

School of Nursing

## **SERVICE**

**ASSOCIATE DEAN,** 2008 and currently

## **COMMITTEE MEMBERSHIP**

Departmental Service

**Undergraduate Program Committee**, Chair, 2009 & currently

**Post-tenure Appeals Committee,** 2013 and currently

**Evaluating the Caring Community,** Chair, 2003-2006

**Caring for Faculty Committee**, Chair, 2000 – 2002.

**Evaluation of the Caring Curriculum Committee**, member, 2001-2002

**Graduate Program Committee**, Chair (1998 – 2001) (appointed), currently a member

**BSN Admission Committee** (appointed), member, 1997 – 1999.

**Faculty Search Committee** (appointed), member, 2000 – 2001; Chair, 2002-2003, member 2005-2006

University Service

**Barriers Committee, 2014 and currently**

**School of Nursing Dean Search Committee**, 2013

**Institutional Review Board,** 2011 and currently

**Title IX Investigator**, 2013 and currently

**Search Committee for COSM Dean**, 2011-2012

**University Relations Committee,** 2010-2011

**Strategic Enrollment Council,** 2009-2010

**Faculty Senate delegate**, 2008 - 2010

**Faculty and Administrative Staff Personnel Committee,** 2008 - 2009

**Arts and Sciences Promotion and Tenure Committee,** 2003 -- 2005

**University Student Life Committee (elected), member,** 2001 – 2003

**WAC Committee, Department of Nursing representative,** 2001 to 2006

**University Technology Fees Committee (elected), member** 2005-2007

## **Advisement of Student Organizations**

Advisor to Class President, Department of Nursing, 2000-2001

Counselor, local chapter of Sigma Theta Tau International Nursing Honor Society, 1999-2000; 2003-2005

**MSN Advisement**

Thesis/Project Committee Chair: 2002-2003, 3 students; 2003-2004, 2 students; 2004-2005, 3 students; 2006-2007, 2 students

EDUCATIONAL PROGRAMS PRESENTED (INVITED PRESENTATIONS)

Educational Seminar: “Pain in the Elderly” – September, 1998 – Georgia Nurses’ Association, Educational Forum

Educational Seminar: “Medical Relief in Africa” – September, 1999 – Georgia Nurses’ Association, Bimonthly Meeting

Educational Seminar: “Assessment of Pain in the Elderly” – September, 1999 – Hamilton Medical Center (Dalton, Georgia) Community Education Forum for Nurses

Educational Seminar: “Nurses: What do you know about pain in elders?” – June, 1999 – Olsten-Kimberly Hospice, LaFayette, Georgia

Educational Seminar: “Nurses: What do you know about pain in elders?” – August, 1999 – Olsten-Kimberly Hospice, Fayetteville, Georgia

Educational Seminar: “Pain in the Non-verbal Elder” – December, 1999 – Tanner Hospice, Carrollton, Georgia

Educational Seminar: “Infection Control for Hospital Workers” – May, 2000 – Jinja Hospital, Jinja, Uganda

Educational Seminar: “Nursing and Gerontology” – November, 2002 – N4470, Community Health Nursing, State University of West Georgia

Educational Seminar: “Quality Management” – November, 2002 – N6601, Role of the Nurse as Leader/Manager, State University of West Georgia

Motivational Speech. “Our Prince Will Not Come” – February, 2003 – Hamilton Health Systems Leadership Day, Hamilton Hospital.

Motivational Speech. “Our Prince Will Not Come” – January, 2004 – Northwest District Meeting of the Georgia Organization of Nurse Leaders, Gordon Hospital.

Motivational Speech. “Our Prince Will Never Come” – Marrch, 2005 – State Meeting, Georgia Hospital Association, Atlanta, GA

Motivational Speech. “Along Came A Spider—Healthcare Delivery in Today’s Environment” – May, 2005 – Northwest District Meeting, Georgia Organization of Nurse Leaders, Gordon Hospital.

Educational Seminar. “Obtaining Magnet status: An overview.” – May, 2005—

N 6200, Nursing Research Methods. University of West Georgia.

## **PROFESSIONAL CONSULTATION**

Paid consultant to Hamilton Healthcare Centers, Dalton, GA, from May, 2003; currently an unpaid consultant

Consultant to Gordon Hospital, Calhoun,GA, from July, 2002 and currently.

Appointee – faculty for the Police Training Institute, Fulton County, for geriatric and multi-cultural instruction, 1998-2001

Consultant (unpaid) to Olsten-Kimberly Hospice in Fayetteville, GA, and in Dalton, GA from 1998 – 2000.

Founder and member – Society of Christ the Healer, a non-profit Episcopal medical relief organization.

##### ACADEMIC ACHIEVEMENT

## Degree School Years

Doctor of Philosophy (Nursing) Georgia State University 2001

Master of Science (Nursing) Georgia State University 1997

Graduate Certificate-Gerontology Georgia State University 1997

Bachelor of Science in Nursing State University of West Georgia 1994

Associate of Science in Nursing East Tennessee State University 1978

**Courses Taught**

**Undergraduate**

Health Assessment, RN

Leadership and Management, RN and RN-BSN

Professional Concepts, RN and RN-BSN

Legal Issues, RN and RN-BSN

**Graduate**

Doctoral dissertation Chair, EdD

Health Care Delivery systems, MSN

Leadership and Management, MSN

Specialty Nursing Practicum, MSN

#### **PROFESSIONAL GROWTH**

## **Licensure and Certification**

Certified Nursing Educator (NLN), 2009-2014

Georgia #R070405 (expires 1-31-2013)

Certified Hemodialysis Nurse, 1980-1992

## **Scholastic Honor Societies**

Sigma Theta Tau International Nursing Honor Society, Epsilon Alpha & Pi Nu Chapters, member since 1996, office of Counselor to Pi Nu Chapter, 1999 – 2000, 2003-2005

University of West Georgia Nursing Honor Society (became a chapter of the above honor society in April, 2000), member since 1995.

Offices: President-elect (1996 – 1997) President (1997 – 1998); Counselor (1998 – 1999)

## **Professional Societies**

**Georgia Nurses Association**, member since 1995; delegate to state convention in 1998

**American Nurses Association**, member since 1995

**American Association of University Professors**, member since 1997

**Southern Nursing Research Society**, member since 1998; Abstract reviewer 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015

**American Society for Pain Management Nursing**, member 2005-2013

**National League for Nursing**, member since 2009.

**Honors**

Nominated for the Distinguished Lecturer Award, College of Arts and Sciences, 2005-2006.

## **Grants**

State University of West Georgia Faculty Research Grant applied for, 1999, to study Hospice Nurse Knowledge of Pain Management Practice. Not funded.

PEACE Project Grant, submitted for Health Resources and Services Administration, Nurse Education, Practice and Retention Grant Program, submitted June 6, 2003. Grant approved for funding, but funds were not available.

PEACE Project Grant, submitted for Health Resources and Services Administration, Nurse Education, Practice and Retention Grant Program, submitted December 15, 2003. Grant approved for funding, but funds were not available.

NIH R-21 Grant, “RAP: Reducing Acute Pain: Nurse Focused Intervention to Improve Pain Management in the ED.” Co-investigator with Dr. Ptlene Minick (principal investigator) and Dr. Laurie Taylor (co-investigator). Submitted on June 1, 2006. Not funded.

Faculty Research Grant, in conjunction with Dr. Laurie Taylor, July 1, 2006. Funded-$1500.

Sponsored Operations Faculty Research Enhancement Award, in conjunction with Dr. Laurie Taylor, May 31, 2006. Funded- $2500.

American Society of Pain Management Nursing, March 2007, in conjunction with Dr. Laurie Ware, funding for Acute Pain Management in the Emergency Department, $3000.

Consultant for a Nurse Education, Practice and Retention Grant, #93.359 with Piedmont Newnan Hospital December 2010-January 2011. Total remuneration for University of West Georgia would be $248,739.12 if the grant is funded.

## **Publications**

**Epps, Cynthia D.** (2000). Recognizing pain in the institutionalized elder with dementia: A literature review. *Geriatric Nursing*; *22*(2), 71-80.

Kee, Carolyn C., & **Epps, Cynthia D.**  (2001). Pain management practices of nurses caring for older patients with osteoarthritis. *Western Journal of Nursing Research,)23*(2). 195-209.

**Epps, Cynthia D.** (2002). Expansion: A Tale of Nursing Education. In *The Heart and Hands of Nursing.* Madison, WI: The University of Wisconsin-Madison Nurses’ Alumni Association.

**Epps, Cynthia D.** (2004). Predictors of length of stay, discharge disposition, and hospital charges in older people following hip and knee arthroplasty. *AORN Journal, 79*, 975-997.

L. J. Taylor, J. Harris, **C. Epps**, & K. Herr. (2005). Psychometric evaluation of selected pain intensity scales for use in cognitively impaired and cognitively intact older adults. *Journal of Rehabilitation Nursing*, *30*(2), 55-61.

Taylor, L.J., **Epps, C.,** Herr, K. & Packard, A. (2006). Evaluation of the Revised Faces Pain Scale ( FPS-R) , Verbal Descriptor Scale (VDS), Numeric Rating Scale (NRS), and the Iowa Pain Thermometer (IPT) in Older Minority Adults. *Pain Management Nursing, 7*(3), 80-92.

**Epps, C.,** Ware, L. J., & Packard, A. (2008). Ethnic Wait Time Differences in Analgesic Administration in the Emergency Department. *Pain Management Nursing*, *9(*1), 26-32.

Ware, L., **Epps, C.,** Clark, J., & Chatterjee, A. (2012). Do ethnic differences exist in pain assessment and treatment in the emergency department? *Pain Management Nursing*, *14*(4), 194-201.

## **Presentations**

Grams, Kathryn, & **Epps, Cynthia D.** Rapunzel, let down your hair: Escaping the tower of egocentricity. Presented July 25, 2000 at the 20th International Conference on Critical Thinking, Rohnert Park, CA. I**nternational**.

Kee, Carolyn C., & **Epps, Cynthia D.** Pain management in people with osteoarthritis. Presented February 3, 2001 at Southern Nursing Research Society annual meeting in Baltimore, MD. **Regional.**

**Epps, Cynthia D**. Predictors of length of stay, discharge disposition, and hospital charges in older people following elective hip and knee arthroplasty. Presented at the 16th Annual Conference of the Southern Nursing Research Society, February 7-9, 2002, in San Antonio, Texas. **Regional.**

**Epps, Cynthia D**. Predictors of length of stay, discharge disposition, and hospital charges in older people following elective hip and knee arthroplasty. Presented at the 13th International Nursing Research Congress of Sigma Theta Tau International, July 24-26, 2002, in Brisbane, Australia. **International.**

Taylor, Laurie J., & **Epps, Cynthia D.** Minority Perceptions of the Pain Experience (poster). Presented at the 17th Annual Conference of the Southern Nursing Research Society, February 13-15, 2003, in Orlando, Florida. **Regional**.

Taylor, Laurie J., **Epps, Cynthia D.,** & Herr, Keela. The Evaluation of Pain in Cognitively Impaired Minority Elders. Presented to the American Society of Pain Management Nurses, February 20-23, 2003, Kansas City, Missouri. **National**.

**Epps, Cynthia D.**, & Grams, Kathryn M. Rapunzel, Let Down Your Hair: Escaping the Tower of Egocentricity. Presented at Gordon College Regional Conference, March 28-29, 2003, Barnesville, Georgia. **Regional**.

Taylor, Laurie J., **Epps, Cynthia D.,** Herr, Keela, & Packard, Abbot: Evaluation of Pain in Cognitively Intact and cognitively Impaired Minority Older Adults. Presented at the 14th International Nursing Research Congress, July 10-12, 2003, St. Thomas, Virgin Islands**. International**.

**Epps, Cynthia D**., Taylor, Laurie J., & Packard, Abbot: Racial and Ethnic Differences in Pain treatment in the Emergency Department (pilot). Presented at the 37th Biennial Convention of Sigma Theta Tau International, November 1-5, 2003, Toronto, Ontario, Canada. **International**.

Jones, Stephanie W., Jordon, Amy D., **Epps, Cynthia D.,** Taylor, Laurie J., & Packard, Abbot: Pain Treatment in the Emergency Department: Role of Race, Ethnicity, and Staffing. Poster presented at the Southern Nursing Research Society 18th Annual Conference of International Nursing Research, February 19-21, 2004, Louisville, Kentucky. **Regional**.

Khan-Hickman, A., Keys, J., Taylor, L. J., **Epps, C**., & Packard, A. (March 19, 2004).  Pain Treatment in the Emergency Department:  Role of Age, Gender, and Payer Status, poster presentation at the American Society of Pain Management Nurses Annual Meeting, Myrtle Beach, South Carolina (Refereed). **National**.

**Epps, Cynthia D**., Taylor, Laurie Jowers, & Packard, Abbot (February 3, 2005). Ethnic Differences and Analgesic Administration in the Emergency Department. Presentation at the 19th Annual Conference of the Southern Nursing Research Society, Atlanta, Georgia. **Regional**.

# Raines, G., Hunt, F, Taylor, L.J., Epps, C. Packard, A. (April 1, 2005). Spirituality and Quality of Life in End Stage Cardiac Failure Patients, paper presentation at American Society of Pain Management Nursing, March 2005. National.

**Epps, C. D**., Taylor, L.J., Packard, A. (March 5, 2005). Ethnic Differences and Analgesic Administration in the Emergency Department, paper presentation at Sigma Theta Tau North Georgia Chapters Consortium Meeting, Atlanta, GA. **Regional.**

**Epps, C.**, Taylor, L.J., Packard, A. (April 2, 2006). Ethnic Differences and Analgesic Administration in the Emergency Department, paper presentation at the American Society for Pain Management Nursing Annual Meeting, Orlando, Florida. **National**.

**Epps, C.**, Ware, L., Packard, A. (September 8-11, 2008). Ethnic Differences and Analgesic Administration in the Emergency Department, invited poster presentation at the American Academy of Pain Management, September 8-11, 2008. **National**.

Ware, L.J., & **Epps, C.** (September 12-15, 2009). Acute Pain in the Emergency Department (ED). Invited podium presentation at the American Association of Pain Management Nurses.**National.**

**Epps, C.,** Ishoy, B., & Packard, A. (November 19-21, 2009). A Pilot Study Evaluating a Different Design for Simulation Experiences. Invited poster presentation at the American Association of Colleges of Nursing, Baccalaureate Conference.**National.**

Packard, A.L**.,** Bray, M., **Epps, C.D.,** & Ishoy, B.Mr. SimMan Meets Thiagarajan: Using High Fidelity Simulation to Teach Nursing Students. Invited podium presentation at the 2010 Association for Educational Communications and Technology International Conference, Anaheim, California, October 29, 2010.**International.**

Packard, A.L**.,** Bray, M., Ishoy, B., & **Epps, C.D.** The Student Outcomes of Repeating Simulation Scenarios While Teaching Nursing Concepts: A Pilot Study. Eastern Educational Research Association (EERA) 34th Annual Conference, Sarasota, Florida, February 25, 2011.**Regional.**

Ishoy,B., **& Epps, C.** Do-overs and Double Debriefing: A Pilot Study Evaluating a Different Design for Student Simulation Experiences. 9th Annual International Nursing Simulation/Learning Resource Centers Conference, June 19-21, 2011, Las Vegas, NV, **International**.

**Epps, C.D.,** Wilson, C., & Siler, B. Hitting a Homerun Out of Curriculum Park: How We Radically Changed Our Curriculum. AACN 2011 Baccalaureate Conference, November 17-19, St. Louis, MO**, National**.

Ishoy, B., Goodwin, A., Williard, J., Garrett, F., Lake, R.,& **Epps, C.D.** High Stakes Testing In The High-Fidelity Patient Simulation Lab: Is the Lasso Too Tight? SREB Council on Collegiate Education for Nursing, 2011 Annual Meeting, Atlanta, GA. **National.**

Packard, A. L., Ishoy, B. H., **Epps, C. D.** (2013). Echoing Opportunities to Review Procedures through High-Fidelity Simulations. Association for Educational Communications and Technology (AECT) Annual Conference. Anaheim, CA. October 30-November 2, 2013. **National.**

Patterson, L., & **Epps, C. (**2014, February). Is the honeymoon over? Lessons learned while implementing a concept-based caring curriculum (poster presentation. Concept-Based Learning Insititute: Curriculum for the 21st Century,

Orland, FL. **National.**

**Epps, C.,** Packard, A., & Ishoy, B. (2014, February). Beginning evaluation of a concept-based curriculum (podium presentation)/ Georgia Association for Nursing Education, 2014 Annual Meeting, Lake Lanier, GA. **Regional**.

Bishop, M., Ware, L**,** **Epps, C**., & Welch, S. Robinson, L, (February, 2015). Measurement of Engagement, Connectedness, and Self Efficacy as Predictors of Persistence in an Online Graduate Nursing Program, poster presentation at the 29th Annual Conference Southern Nursing Research Association, Tampa Fl. (**Regional**)

Bishop, M., Ware, L, **Epps, C**., & Welch, S. Robinson, L, (November, 2014). Measurement of Persistence, Engagement, Connectedness, and Self Efficacy as Predictors of Student Success in an Online Graduate Nursing Program, poster presentation at the SREB Council on Collegiate Education for Nursing conference, Disruptive Innovation in Higher Education: Implications for Nursing Education. Atlanta, GA. (**State**)

Packard, A.L., Ishoy, B**.,** Bray, L. M., & **Epps, C**. (2014, November). “Pilot study to improve pre-licensure nursing students’ clinical judgment using technology-richhigh fidelity simulation.” Accepted poster presentation for the Learning, Design, and Technology conference of the Association for Educational Communication and Technology, Jacksonville, Florida. November 4-8, 2014. (**National).**

Ishoy, B., **Epps, C**., Farmer, A., Davison, & Cody, L. (2015, June). How simulation,

curriculum, and  technology influence design. Podium presentation at the International

Association for Clinical Simulation and Learning. (**International**).

## **Past Research**

**Epps, Cynthia D.** (1999) Pain management practices of nurses caring for older patients with osteoarthritis. Research completed. Article and presentation resulted (see previous page).

**Epps, Cynthia D.,** & Bernhardt, Jeanette. Hospice Nurse Knowledge of Pain Management Practice. Research project completed in September, 1999. Data collection interrupted by the closing of the hospice.

**Epps, Cynthia D.** Nurse Pain Management Practice Patterns with Elder Post-operative Patients. Pilot Study begun March, 2000 at local health facility. Background research in dissertation area.

**Epps, Cynthia D.** Predictors of Length of Stay, Discharge Disposition, and Hospital Charges for Older People Following Hip and Knee Arthroplasty. Dissertation research completed 2001. Chosen for two presentations; article published.

Taylor, Laurie J., **Epps, Cynthia D.**, & Herr, Keela. The Evaluation of Pain in Cognitively Impaired Minority Elders. International presentation made, article published in 2005.