**Laura Caramanica, PhD, RN, CNE, CENP, FACHE, FAAN | Curriculum Vitae**

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**Education**

1988 Ph.D. Nursing Administration/ University of Connecticut

1981 M.Ed. Educational Leadership/Nursing Columbia University

Administration

1977 BSN Nursing Administration University of Bridgeport

**Licensure and Certification**

2019-present Certificate in Online Teaching

2019-present Certification, Nurse Educator - NLN

2011-Present Registered Nurse Compact License, State of Georgia

2009-Present Certification in Executive Nursing Practice, AONL

1985-Present Certification in Nursing Administration, ANA

Six Sigma and Lean: Yellow, Green, and Sponsor Belts

Ethics Academy Certificate, WellStar Health Systems

Executive Finance Certificate, HFMA & AONL

Magnet Model/Standards/Program Certificate

**Professional Experience**

University of West Georgia, Tanner Health System School of Nursing, Carrollton, GA

2021-Present Professor & Graduate Program Director, Nursing - Tenured

2016-2021 Associate Professor, Nursing

Recent Professional Nursing Leadership Experience

2011-2015 Vice President, CNO WellStar Kennestone Hospital, Marietta, GA

2007-2011 SVP/CNO & Exe Institute Nursing Westchester Medical Center, Valhalla, NY

1998-2007 Vice President, Nursing Hartford Hospital, Hartford, CT

1995-1998 CMT, Women’s Health & Oncology Hartford Hospital, Hartford, CT

1994-1995 Quality Management Consultant Hartford Hospital, Hartford, CT

1991-1994 Vice President, Nursing Lawrence & Memorial Hospital,

New London, CT

1982-1992 Vice President/Director, Nursing Mount Sinai Hospital, Hartford, CT

1980-1982 Nurse Manager, Neuro ICU Yale New Haven Hospital, New Haven, CT

**Teaching Responsibilities**

University of West Georgia, Tanner Health System School of Nursing

2016-Present Online instruction in MSN and EdD programs

* + - * NURS 6101 Theoretical Foundations for Nursing Practice
      * NURS 6105 Leadership for Quality, Safety, and Health
      * NURS 6111 Nurse Educator Role Practicum
      * NURS 6115 The Business of Health Care: Finance and Economics
      * NURS 6116 Leading Human Resources
      * NURS 6117 Health System Leadership, Leader/Manager Part 1
      * NURS 6118 Health System Leadership, Leader/Manager Part 2
      * NURS 6119 Health System Leaders Practicum, Leader/Manager Part 1
      * NURS 6120 Health System Leaders Practicum, Leader/Manager Part 2
      * NURS 6122 Health System Leadership, Clinical Nurse Leader Part 1
      * NURS 6123 Health System Leadership, Clinical Nurse Leader Part 2
      * NURS 6124 Health System Leaders Practicum, Clinical Nurse Leader Part 1
      * NURS 6125 Health System Leaders Practicum, Clinical Nurse Leader 2
      * NURS 9103 Nursing Education for Diversity in the 21st Century -doctoral program
      * NURS 9006 Education & Health Policy Analysis – doctoral program
      * NURS 9600 Scholarly Writing – MSN & Doctoral Program

Walden University

2008 – 2021 Contributing Factor | online MSN Program including NP students

Kennesaw State University, WellStar School of Nursing

2014 -2016 Adjunct Faculty |Online and in-classroom MSN Program

Sacred Heart University, College of Nursing

2007 – 2011 Adjunct Faculty |Online and in-classroom MSN Program

University of Connecticut, School of Nursing

1985-2005 Adjunct Faculty| in-classroom MSN Program

Southern Connecticut University, Department of Nursing

1995-2000 Adjunct Faculty |in-classroom MSN Program

University of Hartford, College of Education, Nursing and Health Professions

1985 – 2000 Adjunct Faculty |in-classroom MSN Program

Graduate EdD and Honors Student Work

2023 – current Chair for 2 EdD students and Committee member for 3 EdD students

2022-23 Pugsley, L., *The Predictors of Nursing Students’ Self Confidence with Clinical Judgment. EdD.,*  Graduated winter 2023. Role: Committee member

2021 Richardson, D. *Lived Experience of Deferred Action for Childhood Arrival Recipients:*

*US Nursing Program Graduates' Pathway to Licensure.* Graduated spring 2021. Role:

Committee member.

2020 Overholser, C. *Seamless Academic Progression for Associate Degree Nurses.* Ed.D., University of West Georgia. Graduated summer 2020. Role: Committee chair.

2019 Clement, S. *Doctoral Nursing Students, and Graduates' Lived Experience of a Virtual Mentoring Program and Building Upon the Mentoring Experience: A Phenomenological Study.* Ed.D., University of West Georgia. Graduated spring 2019. Role: Committee member.

2019 Yarbrough, A. *Discovering the Process of Reasonable Academic Accommodations for Pre-Licensure Nursing Students with Disabilities.* Ed.D., University of West Georgia. Graduated spring 2019. Role: Committee member.

2018 Ross, J. *Scholarly Productivity as an Outcome of Mentoring.* Ed.D., University of West Georgia. Graduated summer 2018. Role: Committee member.

**Publications**

**Refereed Journal Articles and Book Chapters**

Bacon, C.T., **Caramanica, L.,** Nelson-Brantley, H., & Prestia, A. (March,2025) Nursing Leadership: Relationships, Collaboration, and Science. *Journal of Nursing Administration*.55/3 pp 133-134 doi:10.1097/NNA0000000000001543

Bacon, C.T., **Caramanica, L.**, Prestia, A., & Snow, F. (2024). Building Leaders for an Equitable and Inclusive Future. *Journal of Nursing Administration.54*(3): pp137-138. doi:10.1097/NNA0000000000001396

Bacon, C.T., Bailey, D., **Caramanica, L**., Losty, L., Nelson-Brantley, H., Prestia, A., Snow, F. & Wahl, C.  (2023). Leadership science in nursing: Creating new solutions for new challenges.*Journal of Nursing Administration 53*/3 pp 127 – 19. doi. 10:1097NNA.0000000000001256

**Caramanica, L.**, Gallagher-Ford, L., Idleman, L., Mindrila, D., Richter, S., & Thomas, B. K. (2022). Establishment of nurse manager leadership competencies to support clinicians in evidence-based practice. *Journal of Nursing Administration; Magnet Issue 52(10S): S34-s41,* doi: 10.1097/NNA.0000000000001205

**Caramanica, L.** & Gallagher- Ford, L. (2022). Leveraging EBP to establish best practices, achieve quality outcomes, and actualize high reliability: Building EBP competency is not enough. *Nurse Leader 20(*5 ), 494 -499. [doi: org/10.1016/j.mnl.2022.06.011](https://doi.org/10.1016/j.mnl.2022.06.011)

Gallagher-Ford, L., & **Caramanica, L.** (2022). Nursing leadership in promoting the use of evidence (Chapter 16) *Visionary Leadership in HealthCare. Sigma.* 411 -440. doi : 9781646480234.

Prestia, A., Baily, D., **Caramanica, L.**, Fischer, S., Losty, L., Snow, N., & Warschawsky, N. (2022). ALSN 2021 conference: Nursing science for leadership in the new decade. *Journal of Nursing Administration. 52*(3), 124-126. doi: 10.1097/NNA.0000000000001116

**Caramanica, L.**, Gallagher-Ford, L., Idleman, L., Mindrila, D., Richter, S., & Thomas, B. K. (2022). Establishment of nurse manager leadership competencies to support clinicians in evidence-based practice. *Journal of Nursing Administration, 52*(1), 27–34. doi: 10.1097/NNA.0000000000001099

Lindell, J. M., Nelson-Brantley, H. V., **Caramanica, L.**, Lyman, B., Frank, B., Hand, M., Parchment, J., Ward, D., Weatherford, B., & Chipps, E. (2022). Building the science to guide nursing administration and leadership decision-making. *Journal of Nursing Administration, 52*(1), 19–26. doi: 10.1097/NNA.0000000000001098

Betz, C., Zalon, M., **Caramanica, L.,** & Arslanian-Engoren, C. (2021). Nurse competencies for transitions of care: Implications for nurse education and practice. *Nursing Forum, 56*(2), 358–364. doi: org/10.1111/nuf.12544

Warshawsky, N., **Caramanica, L.** (2021). Organizational support for nurse manager role transition and onboarding. *Journal of Nursing Administration, 50*(2), 254–260. https://doi: 10.1097/NNA.0000000000000880

Nelson-Brantley, H., Bailey, D., Batcheller, J., **Caramanica, L.,** Lyman, B., & Snow, F. (2020). Disruptive innovation: Impact for practice, policy, and academia. *Journal of Nursing Administration, 50*(2), 63-65. doi: 10.1097/NNA.0000000000000843

Cherry, B., **Caramanica, L.,** Everett, L., Fennimore, L., & Scott, E. (2019). Leveraging the power of board leadership in professional nursing organizations. *Journal of Nursing Administration, 49*(11), 517-519. doi: 10.1097/NNA.0000000000000805

**Caramanica, L.**, Bressler, T., Betz, C. L., Zalon, M. L., Shelton, D., Chlan, L. L., . . . Arsianian-Engoren, C. (2019). A concept analysis on transitions of care for population health. *Research & Theory for Nursing Practice.*

Nelson-Brantley, H., Bailey, D.K., Batcheller, J., Bernard, N., **Caramanica, L.,** & Snow, F. (2019). Grassroots to global: The future of nursing leadership. *Journal of Nursing Administration, 49*(3), 118-120. doi: 10.1097/NNA.0000000000000723

**Caramanica, L.**, Emerson, C., Al-Harthy, S., Al-Awasisi, H., & Hooks, J. (2019). Connecting communities: The development of an international collaborative. *Nursing Administration Quarterly, 43*(1), 32-39.

**Caramanica, L.,** & Spiva, L. (2018). Exploring nurse manager support of evidence-based practice: Clinical nurse perceptions. *Journal of Nursing Administration, 48*(5), 272–278.

**Caramanica, L.,** & Delk, M. (2014). Embarking on accountable care: Preparing for the second curve. *Nursing Administration Quarterly*, *38*(2), 133-137.

**Caramanica, L.** (2010). Development of nurse managers: Positioning them for new challenges. *Nurse Leader*, *8*(6), 55-58.

**Caramanica, L.,** & Feldman, H. (2010). Evidence-based practice post-baccalaureate nurse residency: EBP in action. *Research and Theory for Nursing Practice: An International Journal*, *24*(2), 97-100.

Stetler, C., & **Caramanica, L**. (2007). Reflective exploration of an evidenced-based practice initiative: The values of internal evidence and an expanded view of outcomes. Worldviews on Evidenced Based Nursing, Fourth Quarter, 187-199. (online)

Stetler, C., & **Caramanica, L**. (2007). Evaluation of an evidence-based practice initiative: Outcomes, strengths, and limitations of a retrospective, conceptually based approach. *Worldviews on Evidence-Based Nursing, 4*(4), 187-199.

**Caramanica L**., & Small, D. (2006). Seeding professional nursing practice using the Magnet Standards*. Nurse Leader, 4*(3), 56-61.

**Caramanica, L**., & Roy, J. (2004). Leadership: The clinical nurse leader: One hospital's experience. *Nursing Leadership Forum*, 13-27.

**Caramanica L.** (2004). Shared governance: Hartford Hospital's experience. *Online Journal of Issues in Nursing, 9*(1), 5.

**Caramanica L.**, Cousino, J., & Petersen, S. (2003). Four elements of a successful quality program: Alignment, collaboration, evidence-based practice, and excellence. *Nursing Administration Quarterly, 27*(4), 336-343.

Malchodi, C., Oncken, C., Dornelas, E., **Caramanica, L**., Gregonis, E., & Curry, S. (2003). The effects of peer counseling on smoking cessation and reduction in an urban prenatal clinic. *Obstetrics and Gynecology*, *101*(3), 504-510.

Maljanian, R., **Caramanica, L**., McDonald, D., Taylor, S. K., MacRae, H., & Beland, D. (2002). Evidence-based nursing practice, Part 2: Building skills through research roundtables. *The Journal of Nursing Administration*, *32*(2), 85-90.

**Caramanica, L.**, Maljanian, R., McDonald, D., Taylor, S. K., MacRae, J., & Beland, D. (2002). Evidence-based nursing practice, part 1: A hospital and university collaborative. *The Journal of Nursing Administration, 32*(1), 27-30.

**Caramanica, L**., Ferris, S., & Little, J. (2001). Self-directed work teams: Use with caution. *Nursing Management*, *32*(12), 77.

**Caramanica, L.**, & Anderson, R. (2001). Transdisciplinary teams: A step forward. *Seminars for Nurse Managers*, *9*(2) 77-78.

**Caramanica, L**. (2000). Business plans: A strategic tool. *Seminars for Nurse Manager*, *8*(2), 64-65.

**Caramanica, L**., & Maxwell, S. (2000). An outcome-based report card for women's health services*. Seminars for Nurse Managers,* *8*(2), 81-85.

**Caramanica, L**., Ficara, C., & Moynihan, P. (1995). Making the transition from quality assurance to quality Improvement. *Seminars for Nurse Managers*, *3*(3), 119-125.

**Caramanica, L**., & Rosenbecker S**.** (1991). Should you use a pilot unit approach to shared governance? *Nursing Management*, 46 -48*.*

Smith, M., & **Caramanica, L**. (1991). Physician reference manual assists registered nurses. *Nursing Management*, *22*(6), 52**.**

**Caramanica, L.**, & Thibodeau, J. (1988). Neumann-based nursing practice in a hospital setting. In B. Neuman Systems model: Application to nursing education & practice, (2nd ed**.**) (pp. 441-443). Norwalk, CT: Appleton & Lange.

**Caramanica, L.,** & Thibodeau, J. (1987). Staff involvement in the development of a nursing philosophy and the selection of a model for nursing practice. *Nursing Management*, *18*(10), 157-158.

**Caramanica, L.** (1984). What? Another committee? *Nursing Management*, *15*(9), 12-14.

**Caramanica, L**. (1984). Assessment flow sheet for spinal cord injury. *Dimensions of Critical Care Nursing*, *3*(3), 147-153.

**Caramanica, L.** (1981). Postoperative complications: How to help the patient when everything goes wrong: Nursing grand rounds: *Nursing*, *11*(3), 50-53.

**Invited Publications in Books, Journals, Magazines, or Newspapers**

Tussing, T., Buck, J Batcheller, J. Brown, K. **Caramanica, L**, Labardee, R., Gorsuch, P., Jefferson-Cook, J, Preyer, R. (2024*). Evidence-Based Leadership, Innovation, and Entrepreneurship in Nursing and Healthcare* (2nd Edition), Chapter 16, Bringing the Nurse Leader Competencies to Life in Real-World Settings.

**Caramanica, L**., & Gallagher-Ford, L.(2022). Leveraging EBP to Establish Best Practices, Achieve Quality Outcomes, and Actualize High Reliability: Building EBP Competency is Not Enough. *Nurse Leader.20*(5). 494-499. doi: org/10.1016/j.mnl.2022.06.005

**Caramanica, L.**, & O'Rourke, P. (2021). Boundary spanning leadership in response to the COVID-19 pandemic: Experience of nurse leaders in a large, integrated, long-term health care system. *Nurse Administration Quarterly, 45*(4), 277–284. doi: 10.1097/NAQ0000000000000488

O'Rourke, P., & **Caramanica, L.** (2020). Addressing workforce needs in skilled nursing facilities. *Nurse Leader 18*(2), 122–125. https://doi.org/10.1016/jmnl.2019.12.007

**Caramanica, L.,** & Jackson, M. J. (2018). Ethics. In J. J. Fitzpatrick, C. M. Alfes, & R. Hickman, *A guide to mastery in clinical nursing: A comprehensive guide* (pp. 609-611). New York, NY: Springer Publishing.

Spiva, L., & **Caramanica, L.** (2017). Interdepartmental collaboration for evidence-based practice. *Nurse Leader, 16,* 409-412.

Rivera, R., & **Caramanica, L.** (September 2015). Interview with Cy Wakeman on accountability. *Voice of Nursing Leadership,* 12-14.

**Caramanica L.** (August 2015). Leader to watch: Sylvain Trepanier DNP RN CENP. *Nurse Leader****,***13(4),21-23, 35.

**Caramanica, L.,** & Harman, C. (2015). Working together: Collaborative care units at WellStar Regional Medical Center. *Voice of Nursing Leadership*, *1,* 10-12.

**Caramanica, L**. (2012). New roles in nursing: The future of health care and care delivery systems. *Voice of Nursing Leadership,* *1,* 18-19.

**Caramanica, L.** (2012). Focus on international issues for nurse leaders. *Voice of Nursing Leadership, 1*, 19-20.

**Caramanica, L**. (2012). Focus on the journey from CNO to CEO. *Voice of Nursing Leadership, 1,* 18.

**Caramanica, L.** (2012). Focus on the future of nursing. *Voice of Nursing Leadership, 1*, 8.

**Caramanica, L.** (2011). Pay for performance and value-based purchasing. In *Encyclopedia of Nursing Leadership* (pp. 303-304). New York, NY: Springer Publishing Company LLC.

**Caramanica, L.** (2011). Leader to watch: Ann Scott Blouin, *Nurse Leader,* *9*(6), 14-17.

Thompson, P., **Caramanica, L.**, Cohen, E., Reid Ponte, P., & Sherman, R. (2010). Policy and politics in the contemporary work environment. In *Policy and Politics in Nursing and Health Care* (pp. 358-365). St. Louis, MO: Elsevier Sanders.

**Caramanica, L**., & Thompson, P. (2010). AONE Survey: Gauging hospitals' use of preferential hiring policies for BSN- prepared nurses. *Voice of Nursing Leadership*, 1 -17.

**Caramanica L**., & Roy, J. (2006). Evidence-based practice: Creating the environment for practice excellence. *Nurse Leader, 4(6),* 38-41.

Thompson, P., **Caramanica, L**., Cohen, E., Hychalk, E., Reid Ponte, P., Schmidt, & Sherman, R. (2007). Policy and the work environment. In *Policy and Politics in Nursing and Health Care* (5th ed.). (pp. 449-460. St. Louis, MO: Elsevier Sanders.

**Caramanica, L.** (2004). Leader to watch: Terrie Sterling. *Nurse Leader*, *2*(5), 16-19.

Aronson, B., & **Caramanica, L**. (2000). Capital area alliance for nursing research and research utilization. *Connecticut Nursing News,* *73*(3), 24.

**Caramanica, L**., & Moynihan, P. (1998). Nursing outcome report FY '97. *Connecticut Nursing News*, *71*(4), 6.

**Caramanica, L**., & Moynihan, M. (1990). Conceptual-based practice: The nurse executive role*. Aspen's Advisory for Nurse Executives,* *5*(11), 3-5.

**Caramanica, L**. (1987). Managing for productivity in nursing (Abstract review). *Dimensions of Critical Care Nursing*, *6*(6), 378.

**Caramanica, L**. (1984). Potential role of nurses in assessing house officer performance in the critical care environment (Abstract review)*. Dimensions of Critical Care Nursing*, *3*(6), 377.

**Caramanica, L.** (1984). The risk of infection related to radial versus femoral sites for arterial catheterization (Abstract review). *Dimensions of Critical Care Nursing*, *3*(5), 320.

**Caramanica, L**. (1984). Discharge decision-making in a medical ICU: Characteristics of unexpected readmissions (Abstract review). *Dimensions of Critical Care Nursing*, *3*(2), 126.

**Caramanica, L.** (1984). Effect of pneumatic trousers on pulmonary function (Abstract review)*. Dimensions of Critical Care Nursing*, *3*(2), 127.

**Grants and Research**

Bailey, D.; Rosa, R. Gerlick, J., Galura, S., **Caramanica, L**., Gorsuch, P. F., Leclerc, L., Luger, S., Smothers, C, Tussing. Characterizing the Research Agenda for Relational Leadership: A Scoping Review. (completed 2024 – publication in progress. (unfunded)

**Caramanica, L**., & Richter, S. (2021-2022). Improving Health Equity in Health Care: Interprofessional Education. University of West Georgia Faculty Grant, Carrolton, GA ($3,200).

**Caramanica, L.,** & Gallagher-Ford, L. (2019-2020). Validity and Reliability of an Instrument to Measure Nurse Manager Competencies to Support Evidence-Based Practice by Clinical Nurses. Delphi Study Funded by Sigma Theta Tau, Alpha Beta Chapter, Columbia University, NY ($985.00).

Hooks, D., Emerson, C., & **Caramanica, L.** (2014-2016). The Development of an International Collaboration on Nursing Staff Metrics and Patient Outcomes. Funded by Strategic International Grant Funding. ($12,000).

Eaton-Spiva, L.., & **Caramanica, L.** (2015-2016). Effectiveness of an Evidence-Based Practice (EBP) Fellowship on Clinical Nurses' Perceptions of Nursing Leadership and Organizational Support Related to EBP. Funded by ASNL (formerly CGEAN). ($2,000).

**Caramanica, L.,** & Horowitz, S. (2010). To What Extent, if Any, is the Public's Understanding of Nursing Affected When the Nurse Practices Out Loud? Funded by Hartford Hospital Research Department. ($4,000).

Stetler, C., & **Caramanica, L.** (2007). What Impact/Outcomes have the Connecticut Alliance for Nursing Research Had on Nursing Image and Practice Over Time. Funded by Hartford Hospital Research Department. ($4,000).

**Caramanica, L.** (2003-2004). Investigating the Relationship Between the Adequacy of Nursing Staffing, Professional Nursing Practice, and Organizational and Patient Outcomes. Funded; PI-Dr. Barbara Mack.

Malchodi, C., Oncken, C., Dornelas, E., **Caramanica, L.,** Gregonis, E., & Curry, S. (2001). The Effects of Peer Counseling on Smoking Cessation and Reduction in an Urban Prenatal Clinic. Funded; PI-Dr. C. Oncken.

**Caramanica, L.** (1999). Nurse Staffing and Nurse-Sensitive Outcome Indicators at Hartford Hospital. Pilot study; unfunded.

**Caramanica, L.** (1992-1994). Connecticut Differentiated Practice Project. Funded by CHA CNO Council Funds. ($600).

**Caramanica, L.** (1992-1997). Relational Communications: Nurse Manager/Staff Nurse Dyads.Unfunded.

**Caramanica, L.** (1988). How Nurse Managers Contribute to Registered Nurses' Perception of the Workplace Reality.Unfunded.

**Caramanica, L.** (1985). Occlusive Dressings: Standard Dressing Versus Tegaderm. Unfunded.

**Presentations**

**International**

Rosa, R. Gerlick, J., Bailey, D., **Caramanica, L**., Galura, S., Gorsuch, P. F., Leclerc, L., Luger, S., Smothers, C, Tussing. Characterizing the Research Agenda for Relational Leadership: A Scoping Review. Association of Nursing Leadership Science Conference, Birmingham, Alabama (poster presentation)

**Caramanica, L.,** & Gallagher-Ford, L., (October 2022). Establishment of nurse manager leadership competencies to support clinicians in evidence-based practice. ANA Magnet Conference, Philadelphia, Penn. (Poster, Gallagher-Ford presented)

**Caramanica, L., &** Campbell, M. (July 2022). *Developing Wicked Students*. USG Teaching & Learning Conference. Jekyll Island, Georgia (Oral presentation)

Richter, S., **Caramanica, L.,** Mindrila, D., Aduonum, A., Penny, D., Reece, S., Honeycutt-Verner, L., Williams, T., Hand, C., & Payton, Y. (September 2021). *Leading and Teaching Interprofessional Education (IPE) Beyond Resilience.* National League for Nursing Annual Meeting and Conference, Washington DC. (Poster presentation)

**Caramanica, L.,** & Gallagher-Ford, L. (November 2020). *Validity and Reliability of an Instrument to Measure Nurse Manager Competencies to Support Evidence-Based Practice by Clinical Nurses.* Annual Association of Leadership in Nursing Science Conference, Virtual. https://www.nursingleadershipscience.org/event-3861502

Warshawsky, N., & **Caramanica, L.** (March 2020). *Organizational Support for Nurse Manager Role Transition and Onboarding.* AONE Annual Meeting and Conference, Nashville, TN. https://www.aonl.org/annual-conference (Conference canceled).

**Caramanica, L.**, Carlisle, J., Santiago, E., & Richter, S. (November 2019). *Enhancing Active Learning in Online Education.* Annual Association for Leadership in Science of Nursing, Los Angeles, CA. (Poster presentation).

**Caramanica, L.,** & Spiva, L. (November 8, 2018). *Effectiveness of an Evidence-Based Practice Fellowship on Clinical Nurses' Perception of Nursing Leadership and Organizational Support to EBP.* Annual Council of Graduate Education in Nursing Administration, Atlanta, GA. (Oral presentation)

Hooks, D**.,** Emerson, C., & **Caramanica, L.** (July 23, 2018). *Nurse Leader Perceptions of Appropriate Nurse Staffing: An Omani* *Perspective.* 29th Sigma Theta Tau International Nursing Research Congress, Melbourne, Australia. (Oral presentation by Dr. Hooks).

**Caramanica, L.**, Hooks, D., & Emerison, C. (February 7 and 8, 2016). *Using Your Leadership Style and Skills: Leading Transformation, Leading Nursing Magnet Designation.* Leadership and Advanced Practice Workshop, Muscat, Oman. (Oral presentation)

**Caramanica, L.** (April 25, 2015). *Advanced Nursing Practice to Improve Health Care Delivery.* AONE Annual Meeting, Phoenix, AZ. (Poster presentation).

**Caramanica, L.** (November 5, 2015*). Oral Presentation for AONE*. National Student Nurses Council of State Associations, Atlanta GA. (Oral presentation)

**Caramanica, L.** (March 2014). *Accountable Care Unit: Innovative Patient-Focused Care Delivery Model*. AONE Annual Meeting, Orlando, FL. (Oral presentation)

**Caramanica, L.** (April 10-11, 2010). *Use of Appreciative Inquiry: Implementing a Leadership Development Program.* AONE Annual Meeting, Indianapolis, IN. (Poster presentation).

**Caramanica, L.** & Goode, C. (April 10-11, 2010). *Daisy Award, Nurse Recognition* (in collaboration with Daisy Foundation). AONE Annual Meeting, Indianapolis, IN. (Poster presentation).

**Caramanica, L.** (April 17, 2009). *A Strategy for Building a Collaborative Work Environment among Nurses and Support Service Teams.* AONE Annual Meeting, San Antonio, TX. (Oral presentation)

**Caramanica, L**. (October 21, 2008). *AONE Nurse Manager Inventors*. NY AONE Annual Meeting, White Plains, NY.

(Oral presentation)

**Caramanica, L.** (October 16, 2006*). AONE Nurse Executive Competencies: Financial Constraints and Quality Care Delivery.* Boston College Colloquia Series, Boston, MA. (Oral presentation)

**Caramanica, L.** (October 19, 2006). *AONE Principles & Elements of A Healthful Practice/Work Environment.* Region I AONE Chapters Meeting, Kennebunkport, ME. (Oral presentation)

**Caramanica, L**. (April 2005). *Translating Clinical Research into Practice*. AONE Annual Conference, Chicago,

IL. (Oral presentation)

**Caramanica, L.** (2003). *Development of the Nurse Clinical Leader Role*. Sponsored by the American Organization of Nurse Executives, New Orleans, LA. (Oral presentation)

**Caramanica, L**. (2002). *Evaluation of a Re-designed Nurse Manager Role*. Sponsored by the American Organization of Nurse Executives, Orlando, FL. (Oral presentation)

**Caramanica, L.** (1995). *Quality Improvement: Hartford Hospital*. Sponsored by the American Organization of Nurse Executives, Seattle, WA. (Oral presentation)

**Caramanica, L**. (1991). *Shared Governance: A Key to Retention*. Western Regional Nursing Administration

Conference Sponsored by Nursing Administration Association of British Columbia, Vancouver. (Oral presentation)

**Caramanica, L**. (1989). *Implementation of a Theory-based Practice Model*. Sponsored by American Organization Nurse Executives, Baltimore, MD. (oral presentation)

**Caramanica, L**. (1987). *Staff Involvement in Developing a Nursing Philosophy*. Sponsored by the American Organization of Nurse Executives, Anaheim, CA. (oral presentation)

**National**

Brown, C., Carlisle, J., Richter, S., & **Caramanica, L.** (June 2017). *Student Engagement in an Asynchronous, Online Master of Science in Nursing Theory Course.* AANC Conference, San Diego, CA. (Poster presentation)

**Caramanica, L.** (October 26, 2015). *Nursing Leadership Panel.* Jonas Scholars Leadership Conference, American Association of Colleges of Nursing, Washington, DC. (Oral presentation).

**Caramanica, L.** (January 24, 2015). *Sustaining the CNL Initiative: Shifting the Focus from Pioneering Innovation to Evidence-Driven Integration into Healthcare Delivery: WellStar Health System and University of West Georgia's Experience.* CNI Summit, American Association of Colleges of Nursing, Orlando, FL. (Oral presentation)

**Caramanica, L.** (February 2014). *Implementation of an Interdisciplinary Team Mobility Protocol*. Annual National Database Nursing Quality Indicators. Washington DC (Oral presentation)

**Caramanica, L**. (April 10-12, 2013). *Implementation of a Nurse Driven Mobility Protocol*. Annual NICHE Conference, Philadelphia, PA. (Oral presentation).

**Caramanica, L**. (March 12, 2012*). Implementation of a Risk Specific Fall Prevention Bundle to Reduce Falls in Hospitals*. Interdisciplinary Nursing Quality Research Initiative (INQRl) online seminar. (Oral presentation)

**Caramanica, L.** (October 27, 2011). *Your Nursing Leadership Starts Here & Now: Transitioning from Nursing Student to Nursing Professional.* Presentation to National Student Nurses Association, Bi-Annual Meeting, Memphis,

TN. (Oral presentation)

**Caramanica, L**. (October 27, 2011). *Mentorship: What Makes or Breaks this Important Relationship*. Presentation to National Student Nurses Association, Bi-Annual Meeting, Memphis, TN. (oral presentation)

**Caramanica, L.** (March 12-13, 2008). *Future Hospital Work Environment: A Roadmap to Collaborative Relationships between Nurses and Support Services*. ACHE Annual Meeting, Chicago, IL. (Oral presentation)

**Caramanica, L**. & Roy, J. (2006). *Describe the Role of the Clinical Nurse Leader at Hartford Hospital.* Teleconference for AACN.

**Caramanica, L**. (October 29, 2006). *Partnerships Toward Progress: Creating the Nurse of the Future*. 33rd Annual Meeting of the National Nurse Educator Group (PNEG), Burlington, VT. (oral presentation)

**Caramanica, L**. (May 2006). *Clinical Nurse Leader — One Hospital's Experience*. AACN CNI- Learning Network Teleconference. (Oral presentation)

**Caramanica, L**. (May 2005). *Strategic Planning: A Critical Journey for a Nurse Leader*. VHA Leadership Conference, Atlanta, GA. (Oral presentation)

**Caramanica, L**. (September 2004). *Chief Nursing Officer: What to Expect, How to be Prepared*. Online seminar. Monster.com (oral presentation)

**Caramanica, L**. (1999). *Clinical Leaders: Passing it On*. Sponsored by Nursing Administration Congress, Washington DC (Oral presentation)

**Caramanica, L.** (1998). *An Outcome Based Report Card for Women's Health Services: Use of Malcolm-Baldrige Quality Criteria.* Sponsored by National Association for Professionals in Women's Health Services, Denver, CO. (oral presentation)

**Caramanica, L**. (1997). *Evaluation of Medication Use System*. Sponsored by Institute for Health Care Improvement, Orlando, FL. (oral presentation)

**Caramanica, L.** (1988). *Introduction to Shared Governance: Conceptual Frameworks.* Sponsored by National Conference on Shared Governance, Atlanta, Georgia. (oral presentation)

**Regional**

**Caramanica, L**. (April 2003). *Scenario Planning for the Future Work of Nursing*. Sponsored by VI-IA Regional Conference, Boston, MA. (Oral presentation)

**Caramanica, L**. (1988). *Staff Involvement in Developing a Nursing Philosophy and the Selection of a Model for Practice.* Sponsored by New England Hospital Assembly Annual Meeting, Boston, Massachusetts. (oral presentation)

**State**

Campbell, M., Gardner, M., & **Caramanica, L.** (April 2020). *A Discussion of Online Teaching Instructional Needs.* Annual University of West Georgia Teaching Conference, Carrollton, GA. (Oral presentation). Conference canceled.

**Caramanica, L.**, Carlisle, J., Santiago, E., & Richter, S. (April 2019). *Enhancing Active Learning in Online Education.* Annual University of West Georgia Teaching Conference, Carrollton, GA. (Poster presentation).

**Caramanica, L.** (October 25, 2018). *Building Team Resilience During Change.* Annual Meeting and Conference for Georgia Association of Nurse Leaders, Savannah, GA. (Oral presentation)

**Caramanica, L.** (February 20, 2017). *IOM Report: 5 Years Later.* Sigma Theta Tau Pi Nu Chapter, University of West Georgia, Carrollton, GA. (Oral presentation)

**Caramanica, L**. (November 5, 2015). *Every Nurse is a Leader.* Student Nurses Council of State Association, Atlanta GA. (Oral presentation)

**Caramanica, L.** (May 2, 2014). *Enhancing the Patient Experience.* KSU Nursing Faculty Meeting, Kennesaw State University, Kennesaw, GA. (Oral presentation)

**Caramanica, L**. (October 2013). *AONE Leadership Competencies and Skills*. Kennesaw State University, School of Nursing, Kennesaw, GA. (Oral presentation)

**Caramanica, L.** (November 21, 2013). *Communication Across Borders: An International Perspective.* Kennesaw State University, School of Communication and Social Science, Kennesaw, GA. (Oral presentation)

**Caramanica, L**. (September 22, 2012). *Vietnam and Cambodia: Countries and Health Care Systems in Reformation.*

Georgia Hospital Association, Atlanta, GA. (Oral presentation)

**Caramanica, L.** (November 30, 2012). *Accountable Care Organization; One System's Experience and Nursing's Role*. AONE Chapter Leader Meeting, Atlanta, GA. (oral presentation)

**Caramanica, L.** (November 29, 2011). *Caring at its Best: The Art & Science of Nursing Roundtable Discussion.* Memorial Sloan-Kettering Cancer Center, New York, NY. (Oral presentation)

**Caramanica, L**. (March 19, 2010). *Developing Future Leaders. Coalition for Nurse Leaders in South Florida*. Hollywood, FL. (oral presentation)

**Caramanica, L**. (September 29, 2008). *Shared Governance: 5 Non-Negotiable Principles*. Fairview Hospital Annual Retreat, Berkshire, MA. (Oral presentation)

**Caramanica, L**. (March 25, 2008). *The Role of the Nurse Manager*. Connecticut Hospital Association, Wallingford, CT. (Oral presentation)

**Caramanica, L**. (December 8, 2006). *AONE's Elder Friendly Guidelines for Nurse Executive to Support NICHE Standard.* Annual CT Geriatric Nurse Conference., Hartford Hospital, Hartford, CT. (Oral presentation)

**Caramanica, L**. (October 30, 2006). *AONE Principles & Elements of A Healthful Practice/Work Environment.* Connecticut Hospital Association. Wallingford, CT. (Oral presentation)

**Caramanica, L**. (October 3, 2006). *Practicing Out Loud.* Annual Connecticut Nursing Research Alliance Research Conference. Hartford Hospital, Hartford, CT. (Poster presentation).

**Caramanica, L**. (September 28, 2006). *AONE Guiding Principles for Future Patient Care Delivery*. The Patient's First Experience, Boston, MA. (Oral presentation)

**Caramanica, L.** (May 2006). *The Evolving Role of the Nurse Manager*. Connecticut Hospital Association Conference Group of Human Resource Executives, Wallingford, Connecticut. (oral presentation)

**Caramanica, L**. (May 2006). *As You Begin Your Career in Nursing.* Keynote Speaker Bridgeport Hospital School of Nursing Graduation, Fairfield, CT. (Oral presentation)

**Caramanica, L**. (April 2006). *Nursing as a Profession*. Keynote Speaker; Connecticut Student Nurses Association Annual Convention, Enfield, CT. (Oral presentation)

**Caramanica, L.** (February 2006). *Hartford Hospital's Magnet Journey*. Sibley Hospital's Nursing Retreat, Washington, DC. (Oral presentation)

**Caramanica, L**. (October 2005). *AONE's Strategic Plan*. Region I Networking Dinner in Kennebunkport, ME.

(Oral presentation)

**Caramanica, L**. (June 2005). *Hartford Hospital Nursing Past & Present.* Annual Hartford Hospital School of Nursing Alumnae Association Banquet, Hartford, CT. (Oral presentation)

**Caramanica, L.** (October 2004). *Clinical Nurse Leader, A New Role: Hartford Hospital's Experience*. Connecticut Nurses Association Annual Convention, Farmington, CT. (Oral presentation)

**Caramanica, L**. (July 2004). *Nursing Grand Rounds: Shared Governance*. Memorial Hospital, Department of Nursing, Savannah, GA. (Oral presentation)

**Caramanica, L**. (June 2004). *Capital Area Alliance for Nursing Research and Research Utilization Connecticut's*

*(Nursing) Workgroup on Research*. Connecticut Hospital Association, Wallingford, CT. (Oral presentation)

**Caramanica, L.** (May 2004) *Magnet Recognition: Hartford Hospital's Experience Employee Retention Best Practice Program.* Connecticut Hospital Association, Wallingford, CT. (Oral presentation)

**Caramanica, L**. (2003). *The Effects of a Peer Counseling Program on Smoking Cessation Rates in an Urban Prenatal*

*Clinic*. Sponsored by Sigma Theta Tau International, Storrs, CT. (Oral presentation)

**Caramanica, L**. (2001). *Capital Area Alliance for Nursing Research and Research Utilization*. Sponsored by

American Organization of Nurse Executives, Long Beach, CA. (Oral presentation)

**Caramanica, L**. (2000). *Improving Effectiveness of Patient Teaching: The Cardiac Patient's Perception*. Sponsored by Hartford Hospital, Hartford, CT. (Oral presentation)

**Caramanica, L**. (1999). *Nursing Outcome Report: Hartford Hospital's Experience*. Sponsored by Connecticut

Nurses Association, Stamford, CT. (Oral presentation)

**Caramanica, L**. (1998). *Nursing Outcome Report: Nursing Impact on Patient Care*. Sponsored by Saint Anselm's College, Manchester, NH. (Oral presentation)

**Caramanica, L**. (1997). *Partnering in Research Utilization: Research as a Component of Professional Practice for the*

*Improvement of Health Care Outcomes*. Keynote Speaker, Sponsored by Hartford Hospital, Hartford, CT.

(Oral presentation)

**Caramanica, L**. (1996). *Developing and Implementing Improvements for Complex Systems*. Sponsored by Connecticut Nurses Association, Cromwell, CT. Oral presentation)

**Caramanica, L**. (1996*). Quality Roundtable: Hartford Hospital*. Sponsored by Connecticut Quality Council,

Hartford, CT. (Oral presentation)

**Caramanica, L**. (1995). *Transitioning from Quality Assurance to Quality Improvement*. Sponsored by the Connecticut Nurses Association, Cromwell, CT. (Oral presentation)

**Caramanica, L.** (1995). *Economic Change: Evolving Opportunities for Nursing*. Sponsored by Connecticut Nurses Association, West Hartford, CT. (Oral presentation)

**Caramanica, L.** (1991). *Role of Nursing Management in a Shared Governance Setting*. Sponsored by Nurse Management Council, Hunterdon Medical Center, Flemington, NJ. (Oral presentation)

**Caramanica, L.** (1991). *Work Place Initiatives: Staff Nurse Involvement*. Sponsored by Connecticut Nurses Association, Stamford, CT. (Oral presentation)

**Caramanica, L**. (1989). *Shared Governance: Mount Sinai Hospital's Experience*. Third Invitational Conference: Nursing Shortage, Current Initiatives, Future Directions. Meriden, CT. (Oral presentation)

**Caramanica, L**. (1989). *Future for Nursing*. Keynote Speaker, Central Connecticut State University, School of Nursing

Graduation, CT. (Oral presentation)

**Honors and Awards**

2023 Daisy Award Nominee, THS SON University of West Georgia

2022 Best of the West (UWG), Regents Teaching Excellence Award for Online Teaching

2022 Daisy Award Nominee, THS SON University of West Georgia

2019 Daisy Award Nominee, THS SON University of West Georgia

2017 Daisy Award Nominee, THS SON University of West Georgia

2013 Fellow in the American Academy of Nursing

2010 Fellow in the American College of Healthcare Professionals

2010 Administrator of the Year, Westchester Medical Center, Department of Medicine

2006 Diamond Jubilee Doris Armstrong Award for Outstanding Contributions to Nursing Administration,

Connecticut Nurses Association

2000 Sigma Theta Tau International Mu Chapter, "Excellence in Nursing Administration"

1994 Recognition for Outstanding Service to Connecticut Nurses Association

**Professional Affiliations**

2020-present Sigma Honor Society of Nursing, Pi Nu Chapter, Governance Committee

2016-present Georgia Nursing Leadership Council, Chair Doctoral Conference, Subcommittee Chair, Nurses on Boards

2012-present American Academy of Nursing, Fellow; Fellow in 2013 – Expert Panel Healthcare Delivery Systems

2011-present Association for Leadership Science of Nursing (ALSN); Vice President, Chair for Programs & Education 2020 - 2024, & Research Committee 2018 - Present

Developed and facilitated six webinars yearly 2020 -2024

2011-present Georgia Hospital Association and Georgia Organization of Nurse Leaders, North Central District

2007-2010 National Advisory Committee, Nursing Quality Research Initiative (INQRI)

1995-present American College of Health Care Executives; Fellow in 2010

1985-present American Organization of Nurse Leaders

Board Member (2007-2013)

Past President (2012)

AONL Research Foundation current, 2023 – taskforce on revision of CENP certification, Served on Nominating Committee, Strategic Planning Committee, and Publication Committee.

1981-present Sigma Theta Tau & Sigma International – current role in governance at UWG Chapter

1980-present American Nurses Association, Georgia Nurses Association

1977-2007 Connecticut Nurses Association; Past Secretary and Treasurer

**Institutional Service**

University of West Georgia

UWG Budget Committee as a Senator & chair 2022-present

Faculty Senate 2022-present

Institutional Review Board (Co-Chair 2022) 2021-present

Disciplinary Appeals Committee 2021-present

Graduate School Advisory Committee 2020-present

Service-Learning Committee 2019-present

OSRP Committee 2019-2022

Provost Advisory Committee 2019-2020

Dean’s Review Committee 2018-2019

Food Security Ad Hoc Task Force 2017-2018

Budget Committee member 2016-2020

Tanner Health System School of Nursing

Promotion and Tenure Committee 2021-present

Governance Committee, Sigma Honor Society of Nursing, Pi Nu Chapter 2019-present

Dean’s Advisory Committee 2017-present

Dissertation Committee 2017-present

Graduate Program Committee 2016-present

Chair, Interprofessional Education 2016-present

**Professional and Community Service**

Reviewer for Model for Leadership Science (Chipps) 2024

Reviewer for book chapter - Developing a learning model for caring 2022

Manuscript Reviewer, Journal of Nursing Administration 2022 present

Manuscript Reviewer, Journal of Nursing Continuing Education Nursing 2020-present

Manuscript Reviewer, Journal of Health Care Quality 2020-present

Manuscript Reviewer, Nursing Forum 2020-present

Manuscript Reviewer, Nursing Administration Quarterly 2019-present

Manuscript Reviewer, Journal of Nursing Management 2019-present

Make A Wish Foundation Fund Raiser 2018

Make Atlanta Beautiful Tree Plantings 2018

MedShare & FoodShare Volunteer 2017-present

Partner, Special Olympics 2017-present

MUST Ministries 2016 -present

Atlanta Hunger Walk/Run 2015

North Georgia Inaugural Heart Walk and Run 2015

AONE People to People Tour, Costa Rica 2014

Expert Panel on Excellence in Health Care Delivery, Academy of Nursing 2012-present

AONE People to People Tour, Vietnam, and Cambodia 2012

Marietta Kiwanis Club 2011-2015

AONE National Board 2007-2013

President (2012)

Treasurer and Secretary, Connecticut Nurse Association Board 2000-2007

**Professional Growth and Development**

*A complete list of Professional Continuing Education is available upon request.*

ALSN Annual Conference September 2024

AONL Annual Meeting & Conference April 2024

ALSN Annual Conference October 2023

AONL Annual Meeting & Conference April 2023

ACCN Leadership Series (4) December 2022

ALSN Annual Conference November 2022

AONL Annual Meeting & Conference, virtual October 2022

UWG Richards College – Women Empowering Women

Opportunities for Cross-Curricular Collaboration April 2022

GNLC Doctoral Conference April 2022

Annual Meeting & Conference AONL March 2022

Human-Centered Leadership November 2021

Future of Nursing: Charting a Path to Achieve Health Equity October 2021

ALSN Annual Conference October 2021

ACCN Re-Envisioned Essentials 5-Part Series concluded September 2021

AONL Annual Meeting & Conference, virtual July 2021

UWG Richards College – Women Empowering Women February 2021

ACCN IPE Insights & Strategies November 2020

What We Learned- Staffing/People Resources November 2020

ALSN Annual Conference, virtual November 2020

GAHE: Emergency Preparedness October 2020

Taking Action on Harmful Bias & Discrimination in Clinical Learning Environments October 2020

Lessons Learned from the Military: Nursing's Response to a Global Pandemic September 2020

INANE Editors Workshop, virtual August 2020

Mindfulness as a Path to Resilience July 2020

GAHE CEO Dialogue on Care Disparities, Empowerment & Equity July 2020

Covid-19 Lessons Learned on the Frontline July 2021

ACCN 3-Part Series on COVID-19 June 2020

Building Telehealth Right During Public Health Crisis June 2020

Operating in the New Normal; Response and Looking Forward to Recovery June 2020

Customer-Focused Care May 2020

Bridging the Differences: A Day of Research-Based Strategies for Dialogue May 2020

Leadership the Nightingale Challenge May 2020

Improving Healthcare System: Innovative Leadership is Essential April 2020

Cyber Security in the Age of Coronavirus April 2020

AONL Annual Meeting and Conference, virtual March 2020

GNLC Doctoral Conference February 2020

Burnout, Resilience, and Wellness of Providers February 2020

Evidence-Based QI: An innovative Strategy to Enhance Care & Outcomes February 2020

Caring Science Mindfulness Practice (Watson Caritas; 4-week online course) January 2019

Quality Revise Rubric November 2018

ASNL Annual Conference, Georgia November 2018

Using the Baldridge Health Care Criteria, ACHE Conference October 2018

Annual Georgia Organization Nurse Leaders Conference, Savannah, Georgia October 2018

Making a Difference: Ethical Leadership for Today's Healthcare July 2018

Using Grounded Theory, Indiana University of Nursing May-June 2018

Student-Led Programs: Opportunities for IPE, AACN April 2018

American Organization of Nurse Leaders Annual Meeting, Boston, Massachusetts April 2018

Design Thinking in Education, University of West Georgia January 2018

UWG Super Skills for Accessibility November 2017

Building Skills for Test Writing and Test Analysis, University of Alabama October 2017

American Academy of Nursing Association Meeting and Conference October 2017

Supporting Student Writers Without Losing Your Cool, Walden University September 2017

Assessing Behavioral and Health Literacy Needs of a Population, Walden University August 2017

Implementing IPE: Highlights of Best Practice, AACN June 2017

Mindfulness Training (8-week course), Georgia June 2017

The American Nurse, Walden University May 2017

Certification Nurse Educator Prep Course, ANCC April 2017

How Can I Get Useful Feedback to Improve My Online Teaching, University of April 2017

West Georgia

CED Introduction into Collaborative Care, Creighton University April 2017

AONE Annual Meeting and Conference March-April 2017

Entrepreneurship in Health Care, ACHE February 2017

How Can I Keep My Students Engaged in Online Learning February 2017

Masters Education Conference, American Association of Colleges of Nursing February 2017

Leadership in the Healthcare System Vortex, ASNL November 2016

Super Skills Series University of West Georgia November 2016

How to Effectively Teach Ethics to Nursing Students, ANA Faculty Webinars October 2016

Nursing Research Alliance Conference, Hartford Healthcare October 2016

Quality Matters I, II, and III September 2016

Three Fronts of the Healthcare Technology Revolution April 2016

AONE Annual Meeting and Conference March-April 2016

Population Health Manage: Palliative Care to Achieve Triple Aim January 2016

AONE Webinar on Competencies of Nurse Leaders to Achieve Triple Aim January 2016