

August 2012

LINDA H. AIKEN

PRESENT POSITIONS

The Claire M. Fagin Leadership Professor of Nursing,
Professor of Sociology,
Director, Center for Health Outcomes and Policy Research,
University of Pennsylvania
1988 to present

Other University of Pennsylvania affiliations:
Research Associate, Population Studies Center
Senior Fellow, Leonard Davis Institute of Health Economics
Co-Director, Penn Consortium for Human Resources in Health

Courtesy Professor, 2009-
College of Nursing
University of Florida, Gainesville

Visiting Professor, 2011- present
Faculty of Medicine
Katholieke Universiteit Leuven, Belgium

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University of Pennsylvania	Philadelphia, PA 19146
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www.nursing.upenn.edu/chopr	

EDUCATION:

University of Wisconsin at Madison, 1973-74, Postdoctoral Research Fellowship, Medical Sociology
University of Texas at Austin, 1973, Ph.D., Sociology (Specialization in Demography)
University of Florida, 1966, M.N., Nursing
University of Florida, 1964, B.S.N. Cum Laude, Nursing

FORMER PROFESSIONAL POSITIONS:

Vice President, The Robert Wood Johnson Foundation, Princeton, N.J., and a member of the founding professional staff of the Foundation 1974-1987. Developed the Foundation's research and program evaluation program and designed and implemented a number of large-scale multiple site health services demonstration programs.

Positions at the Robert Wood Johnson Foundation:
Vice President 1981-87
Assistant Vice President for Research 1979-1981
Director of Research 1976-79

Program Officer 1974-76

Other professional positions:

Visiting Lecturer, Program in Science and Human Affairs and Woodrow Wilson School of Public and International Affairs, Princeton University, 1975-88
Lecturer, School of Nursing, University of Wisconsin, Madison, 1973-74
Clinical Nurse Specialist in Cardiac Surgery, University of Missouri Medical Center, Columbia, 1967-70
Instructor, Medical-Surgical Nursing, School of Nursing, University of Missouri, Columbia, 1968-70
Instructor, Medical-Surgical Nursing, College of Nursing, University of Florida, Gainesville, 1966-67
Staff Nurse, General and Thoracic Surgery, Shands University Hospital, J. Hillis Miller Health Center, University of Florida, Gainesville, 1964-65

HONORS AND AWARDS:

Honorary Degrees:

Doctor of Science *Honoris Causa*, University of Maryland, May 20, 2011
Honorary Doctor of Science, University of Florida, Gainesville, May 5, 2006
Honorary Doctor of Humane Letters, State University of New York (SUNY), May 25, 2006
Doctor of Science, *Honoris Causa*, Emory University, May 2000
Doctor of Science, *Honoris Causa*, Georgetown University, May 1999
Doctor of Science, *Honoris Causa*, University of Wisconsin, Madison, May 1993

Elected Honorary Societies

Member, Institute of Medicine, National Academy of Sciences, elected 1981
Fellow, American Academy of Arts and Sciences, elected 1998
American Academy of Political and Social Science, elected Theodore Roosevelt Fellow, 2003
American Academy of Social Insurance, elected 1991
American Academy of Nursing, Former President, elected 1976
Honorary Fellow, Royal College of Nursing of United Kingdom, elected 1998
Sociological Research Association, elected 1990
Fellow, The College of Physicians of Philadelphia, elected 1992
Fellow, The New York Academy of Medicine, elected 1991

Major Research Prizes

AcademyHealth Distinguished Investigator Award, 2005
William B. Graham Prize for Health Services Research, Baxter International Foundation and Association of University Programs in Health Administration, 2006
Individual Ernest A. Codman Award, Joint Commission on Accreditation of Healthcare Organizations, for leadership utilizing performance measures to demonstrate relationships between nursing care and patient outcomes, 2003
Raymond and Beverly Sackler Award for Sustained National Leadership in Health Research, Research!America, March 21, 2006
Article-of-the-Year Award for best health services research article, AcademyHealth, 2003 for "Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction," *JAMA* 288/16;1987-1993, 2002.
Episteme Laureate, Sigma Theta Tau International, 2001

Awards

Modern Healthcare 100 Most Powerful People in Health Care, 2004-2007, 2010
Inaugural HRH Princess Muna Al-Hussein Award, American Nurses Credentialing Center for significant contributions to healthcare across borders, October 2010.
Inaugural International Nurse Researcher Hall of Fame, Sigma Theta Tau International, July 2010
Mentorship Award, Interdisciplinary Research Group on Nursing Issues (IRGNI), AcademyHealth, 2010
Global Ambassador, Research!America's Paul Rogers Society for Global Health Research, 2009
Landmark Nurse Researcher Designation, National Institute of Nursing Research, NIH, 2008.

Honorary Recognition Award for Outstanding Contributions to Health Services in Armenia, Diocese of the Armenian Church of America (Eastern) and the Fund for Armenian Relief, New York, May 26, 2005
 Visionary Leader Award, American Association of Critical Care Nurses, May 9, 2005
 John P. McGovern Award, American Association of Colleges of Nursing (AACN) Board of Directors, 2004
 Nurse Researcher Award, American Organization of Nurse Executives, 2004
 Media Award, American Academy of Nursing, for press coverage of “Hospital Staff Nurse Work Hours and Patient Safety” *Health Affairs*, 23(4):202-212, July, 2004.
 The Dr. Klaus and Mary Hummeler Research Prize, Children’s Hospital of Philadelphia, 2003 for “Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction,” *JAMA*, 2002.
 American Academy of Nursing Media Award 2003 for press coverage of “Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction”
 Barbara Thoman Curtis Award, American Nurses Association, 2002
 Distinguished Pathfinder Research Award, Friends of National Institute of Nursing Research, 2001
 Recognition as one of 11 nurses nationally to be continuously funded by NINR on the occasion of the 15th anniversary in 2001 of the founding of the National Institute of Nursing Research,
 Media Award, American Academy of Nursing, 2001, for press coverage of “Nurses’ Reports on Hospital Quality in Five Countries”
 Clinical Scholarship Award, Sigma Theta Tau International, 1999
 Robert Wood Johnson Foundation Investigator in Health Policy Research Award, 1998-2001
 American Academy of Nursing Media Award, 1998, for *Philadelphia Inquirer* article, “Magnet Hospitals Tout Nursing Quality”, and editorial, “Vital Signs: Why Hasn’t Any Area Hospital Asked the American Nurses Association to Evaluate Its Patient Care?”
 Pennsylvania State Nurses Association, 2000 Nursing Research Award.
 Health Services Research Annual Lecturer, London School of Hygiene and Tropical Medicine, 1998
 University of Florida Outstanding Achievement Award on the occasion of the 50th Anniversary of Co-Education, September 18, 1997
 Nurse Scientist of the Year Award, Council of Nurse Researchers, American Nurses’ Association, 1991
 Best of *Image* Award for Professional Advances, Sigma Theta Tau International, 1991
 Beverly Lecturer, Association for Gerontology in Higher Education, 1990
 Outstanding Alumni Award, College of Nursing, University of Florida, 1989
 Appointed 1st Trustee Professor, University of Pennsylvania, for the period 1988-1998
 Joint Secretarial Commendation from the U.S. Department of Health and Human Services and the U.S. Department of Housing and Urban Development for personal leadership in developing a model private-public health services and housing program for the chronically mentally ill, December 9, 1987
 Sociological Practice Award, Section on Sociological Practice, American Sociological Association, 1988
 YWCA Academy of Women Achievers, elected 1988
 Jessie M. Scott Award for Outstanding Contributions to Nursing Policy, Practice, and Education, American Nurses’ Association, 1984
 University of Florida Distinguished Alumna Award, 1981
 Phi Kappa Phi
 Xi Chapter, Sigma Theta Tau International
 NIH Nurse Scientist Fellowship, University of Texas, 1970-73

SELECTED PROFESSIONAL ACTIVITIES:

Senior Advisor Nursing, China Medical Board, 2008-present
 Senior Advisor, Rita and Alex Hillman Foundation, 2010 – present
 Research manager, Robert Wood Johnson Foundation Commission on Future of Nursing at the IOM, 2009-13
 World Alliance for Patient Safety Expert Steering Committee, 2006
 Co-chair, National Council on Physician and Nurse Supply, 2006-2011
 Elected Member, Institute of Medicine, National Academy of Sciences, 1981-
 Research Manager, Future of Nursing Report, 2009-2011
 Board on Health Care Services, 1999-2002
 Committee on Roles of Academic Health Centers in the 21st Century, 2001-2003
 Committee on Implementing a Graduate Medical Education Trust Fund, 1996-97

Governing Council, 1993-1995 and 1982-84
 Program Committee, 1993-1995
 Finance Committee, 1994
 Executive Committee, 1983-84
 Chair, Committee to Plan a National Study of the Organization and Finance of Long Term Care, 1984-87
 Committee to Study the AIDS Research Program of the National Institutes of Health, 1989-90
 Committee on a Study of the Effects of Medical Professional Liability on the Delivery of Maternal and Child Health Care, 1987-89
 Committee on Study of Nursing and Nursing Education, 1981-82
 Program Committee, 1993- and 1982-83
 Committee on Science, Engineering, and Public Policy (COSEPUP), National Academy of Sciences, 1983-84
 Panel on the National Health Care Survey, Committee on National Statistics, National Research Council, National Academy of Sciences, 1990-92
 Council on Health Care Economics and Policy, 1999-
 AcademyHealth (formerly Academy for Health Services Research and Health Policy)
 Secretary and member of the Board of Directors, Association for Health Services Research and Foundation for Health Services Research, 1987-94
 Annual Meeting Planning Committee, 1999 and 2004
 National Center for Health Statistics/Academy for Health Services Research Health Policy Fellowship Board of Advisors, 2001-03
 Alice S. Hersh New Investigator Award Selection Committee 2003-05
 International Committee, 2004-2006
 Chair, Distinguished Investigator Award Committee 2005-2008
 Co-director, International Nurse Migration Study, 2004-07
 Governing Council, Institute for Credentialing International, American Nurses Credentialing Center, 2007-10
 International Society for Quality in Health Care
 CareScience Clinical Advisory Board 2005-2007
 Advisory Council on Research and Evaluation, National Center for Healthcare Leadership 2005-07
 Robert Wood Johnson Foundation
 Expert Nurse Advisory Group
 National Advisory Committee, Interdisciplinary Nursing Quality Research Initiative
 Advisory Committee, Conference on Economics of Nursing: Paying for Quality Nursing Care, 2006-7
 Health Advisory Committee, Alberta Heritage Foundation for Medical Research, Edmonton, Alberta, Canada, 1999-2003
 Advisory Board, Johnson & Johnson Campaign for Nursing's Future, 2002-
 Joint Commission on Accreditation of Healthcare Organizations Nurse Staffing Roundtable, 2001-02; Nursing Advisory Council, 2003-2010
 Selection Committee for 2005 John M. Eisenberg Patient Safety and Quality Awards, National Quality Forum and JCAHO
 Sigma Theta Tau International, Episteme Award Selection Committee 2005
 Commissioner, Medicare Physician Payment Review Commission, 1991-97
 Cluster Consultant, President Clinton's Task Force on National Health Care Reform, 1993
 Member, National Advisory Council for Health Care Policy, Research, and Evaluation, Agency for Health Care Policy and Research, 1990-95
 Advisory Committee for Reforming American Health Care Financing: Policy and Administrative Choices, 1993-95
 Fellow, American Academy of Nursing
 President, 1979-80
 Member, The Secretary's Commission on Nursing, U.S. Department of Health and Human Services, 1988-89
 Member, Task Force on Long-Term Health Care Policies (Wyden Commission), U.S. Department of Health and Human Services, 1987
 Member, 1982-83 National Advisory Council on Social Security

Advisory Panel, Quality of Medical Care for Consumers, Office of Technology Assessment, Congress of the United States, 1986-88
American Sociological Association
ASA Jessie Bernard Award Selection Committee, 2000-
Chair, Committee on Sections, 1984-85
Chair, Section Board, 1983-85
Chair, Medical Sociology Section, 1983-84
Councilor-At-Large, Medical Sociology Section, 1981-82
Chair, Health Policy Committee, Medical Sociology Section, 1978-80
Member, Population Association of America
Planning Committee for Annual Meeting, 1996 and 2001
Member, Pennsylvania State Nurses Association and American Nurses Association
Magnet International, American Nurses Credentialing Center, Rochdale Healthcare NHS Trust Pilot Project Advisory Board, 2000-
Technical Board of the Milbank Memorial Fund, New York, 1991-1994
National Visiting Committee, Association of Academic Health Centers, 1991-93
Council on Nursing, American Hospital Association, 1983-85
Member, American Public Health Association
Delaware Valley Healthcare Council Workforce Advisory Committee, Philadelphia's Life Sciences and Healthcare Personnel Needs, 2001
Health Care Industry Subcommittee, Mayor-Elect John Street's Transition Team, Philadelphia, 2000
Advisor to the Kansas Health Foundation and the Kansas Health Institute, 1996-98
Shell Oil Distinguished Scholar, Texas Woman's University, 1999
Endowed Visiting Scholar, Emory University, 1997-98
Advisory Committee, Center for Health Care Workforce Research, Medical College of Wisconsin, Milwaukee, 1998-
Chair, Governor's Advisory Council on Mental Health Services Planning, New Jersey, 1988-90
National Visiting Council for the Health Sciences Faculties, Columbia University, 1987-1990
Board of Directors, Middlesex General-University Hospital, Primary Teaching Hospital for the University of Medicine and Dentistry of New Jersey-Rutgers Medical School, 1982-1984

EDITORIAL POSITIONS:

Editorial Board, *Health Affairs*, 2007-
Editorial Board, *International Journal of Nursing Studies*, 2011-
Editorial Board, *eJournal on Excellence in Healthcare Management* 2007-
Editorial Advisory Board, *Nursing Standard (U.K.)*, 2001-
Editorial Advisory Board, *Journal of Health Services Research and Policy (U.K.)*, 1998-
Editorial Board, *International Journal for Quality in Health Care*, 2004-2009
Editorial Board, AHRQ WebM&M, 2004-10
Editorial Board, *Medical Care Research and Review*, 1995-2000
Advisory Board, *Nursing Policy Forum*, 1994-96
Editorial Board, *Behavior, Health and Aging*, 1988-95
Editorial Advisory Board, *Journal of American Health Policy*, 1990-95
Associate Editor, *Transaction/Society*, 1985-1997
Editorial Board, *Medical Care*, 1983-87
Editorial Board, *American Journal of Nursing*, 1983-1999
Associate Editor, *Image: The Journal of Nursing Scholarship*, 1980-93
Editorial Board, *Health Policy Quarterly*, 1982-1987
Associate Editor, *Journal of Health and Social Behavior*, 1978-81
Editorial Board, *Health and Medical Care Services Review*, 1978-83
Editorial Board, *Evaluation Quarterly*, 1978-80

SELECTED UNIVERSITY OF PENNSYLVANIA ACTIVITIES:

Founder and Director, Center for Health Outcomes and Policy Research, School of Nursing, 1990-
 Senior Fellow and member of the Executive Committee, Leonard Davis Institute of Health Economics, 1988-
 Elected into John Morgan Society, University of Pennsylvania, 2011
 Executive Committee, Population Studies Center, School of Arts and Sciences
 Co-founder, Penn Consortium for Human Resources in Health, a joint initiative of the Leonard Davis Institute
 of Health Economics and the Center for Health Outcomes and Policy Research, 2005-
 Provost's Global Advisory Committee, 2011-
 Advisory Committee for Robert Wood Johnson Foundation Health and Society Scholars Program, 2003-
 Advisory Board for Robert Wood Johnson Clinical Scholars Program, 2006-
 Search Committee, Chair, Department of Medical Ethics and Health Policy, School of Medicine, 2010-11
 Advisory Committee, Master of Science in Health Policy Research, 2006-
 Advisory Committee, Comparative Effectiveness Scholars Program, School of Medicine, 2010-
 Executive Committee and Director of Behavioral and Social Sciences Core, University of Pennsylvania Center
 for AIDS Research, 2000-2004; Internal Advisory Board 2007-
 Inaugural Dean's Award for Exemplary Citizenship, School of Nursing, 2012
 The Claire M. Fagin Distinguished Researcher Award, University of Pennsylvania, April 11, 2007
 Search Committee for Provost, 2009
 Trustee Committee on Academic Policy, 2001- 2004
 Search Committee for Dean, School of Nursing, 2000-2001
 Search Committee, Vice Provost for Research, 2002-03
 Faculty Honorary Degrees Committee, 2001- 2004
 President's Select Committee on Human Subjects Research, 2000
 Provost's Committee on Research, 1999
 Provost's Committee on Academic Planning and Budget, 1995-97
 Nursing Executive Committee, University of Pennsylvania Health System, 1998-04
 Co-Chair Search Committee, Chief Nurse Officer, 1997-98
 Steering Committee, Patient Care Redesign, 1996-97
 Practice Privileges, Medical Nursing, 1988-
 Magnet project steering committee, 2004-07
 Review of Dean of Annenberg School, 1995
 Search Committee for Provost, 1993-94
 Search Committee for Dean, School of Nursing, 1992
 University Committee on the Faculty, 1990
 University Research Committee, 1992-93
 Founding Director of the Social and Behavioral Sciences Program and Core, Penn's Center for AIDS Research
 Graduate Faculty in Nursing, Sociology, Demography, Social Work, 1989-
 Research Associate, Population Studies Center, 1989-
 Chair, Single Faculty Search Committee, School of Nursing 1998-01
 Chair, Division of Adult Health and Illness, School of Nursing, 1990-91

CURRENTLY FUNDED RESEARCH:

Nurse Forecasting in Europe, RN4CAST, European Commission . 7th Framework Healthcare Human
 Resource Planning in Nursing (grant 223468) Linda Aiken and Walter Sermeus (University of Leuven,
 Belgium) Co-directors of 15 country study, 2.99 million Euros, 2009-2012.

Outcomes of Hospital Nursing (R01NR04513), National Institute of Nursing Research, NIH, 9/97-9/09, Linda
 Aiken, Principal Investigator. Outcomes of Hospital Organization and Staffing. \$1,170,981, 9/97-9/01.
 Competing Supplement to fund extension of Pennsylvania study to Ontario, England, and Scotland,
 \$1,169,149, 1/98-9/01. Competing Continuation: **How Nursing Affects the Volumes-Outcomes
 Relationship: A Cross National Study**, co-funded by National Institute of Nursing Research, NIH, and
 Agency for Healthcare Research and Quality (AHRQ), \$1.7 million for 3 years, 8/01-7/04. Competing
 Continuation: **Outcomes of Nurse Practice Environments**, \$3.9 million for 5 years, 8/04-7/31/10. Competing

Continuation: **Nursing Impact on Care Outcomes for Chronically Ill and Minority Patients**, \$1.5 million for 3 years, 7/01/10-6/29/13.

Collaborative research in Europe. Linda Aiken (PI) Penn's Global Health Fund. \$10,000. 2012.

Policy-Relevant Evidence to Advance the Future of Nursing. LH Aiken, PI. Robert Wood Johnson Foundation (69987). \$50,000, 4/15/12-4/14/13.

Hospital Care Environment, Neighborhood, and Racial Disparities in Elder Outcomes (R01AG041088) Matthew McHugh PI; Linda Aiken Co-I. 12/1/11-11/30/14.

Advanced Training in Nursing Outcomes Research (T32NR0714). National Institute of Nursing Research. Linda Aiken, Principal Investigator, \$1,586,641 for five years 1999-2004. **Competing continuation** 2004-09, \$2,603,930. **Competing continuation** \$2,132,563 for five years, 2009-2014. **Competing supplement Scholars Training for Advancement of Research (STAR)** \$240,000, 7/12-7/14.

Graduate Nurse Education Demonstration (Hospital of University of Pennsylvania). Linda Aiken, Co-director. Centers for Medicare and Medicaid Services. \$40 million for 4 years. August 2012-July 2016.

Hospital Quality and Nursing Care in United Arab Emirates. Linda Aiken, PI. Funded by Emirates Foundation and UAE Ministry of Health. 2009-2012.

Outcomes of Hospital Nursing in China. Linda Aiken and Liming You (Sun Yat-sen University, China) co-directors. 2008-2011. China Medical Board, \$425,000, and University of Pennsylvania School of Nursing Office of Global Health, \$20,000, University of Pennsylvania Hewlett Award for Innovation in International Offerings, \$18,500 2008-2012.

Outcomes of Hospital Nursing in Korea. Linda Aiken and Eunhee Cho (Yonsei University, Korea) co-directors. 2007-2012. University of Pennsylvania School of Nursing Office of Global Health (\$20,000) and Center for Nursing Outcomes Research Pilot grant, NINR \$10,000; Korea Science and Engineering Foundation US \$80,000.

Outcomes and Costs of Supplemental Nurse Staffing. Robert Wood Johnson Foundation Interdisciplinary Nursing Quality Research Initiative (INQRI). Ying Xue (PI), Linda Aiken (Co-I). \$300,000 for 2 years 8/15/07-8/14/09 and RWJF Faculty Fellowship to Ying Xue 9/09-8/12.

Recent completed grants (see full list later in c.v.)

Center for Nursing Outcomes Research (P30NR05043). National Institute of Nursing Research, NIH. L. Aiken, Principal Investigator, \$1,556,255 for 5 years, 2/1/00-1/31/05. Competing Continuation funded 5/1/05-4/31/11, \$2.5 million. **Nursing Interventions to Reduce Disparities in Hospital Outcomes**, ARRA competing supplement funded 9/09-4/10, \$200,000; Research Server Upgrade, **ARRA equipment supplement** funded 6/10, \$96,000.

Risk Factors and Incidence of Sharps Injuries to Nurses (R01OH008996). NIOSH/CDC. Sean Clarke, (PI) Linda Aiken (Co-I) 4/1/07-3/31/2011.

Nursing Intervention for HIV Regimen Adherence Among Seriously Mentally Ill (R01NR08851) National Institute of Nursing Research, NIH. Michael Blank (PI); Linda Aiken (Co-PI). \$2.3 million direct costs for 5 years 8/03-7/09.

Nurse Staffing and Adverse Events on Inpatient Units (R01NR009068) National Institute of Nursing Research, NIH. Eileen Lake (PI); Linda Aiken (Co-I). \$803,555 2005-2009.

PUBLICATIONS:

Books, Monographs, Edited Volumes

Van den Heede K and Aiken LH (eds). 2012. Nursing and Hospital Quality. *International Journal of Nursing of Nursing Studies*. Special Issue. On line publication preceding print June 2012.

Linda H. Aiken, Patricia Pittman, James Buchan (eds.). International Nurse Migration. *Health Services Research* 42 (3), June 2007, Part II.

Linda H. Aiken and Julie Sochalski (eds.). Hospital Restructuring in North America and Europe: Patient Outcomes and Workforce Implications. *Medical Care*, Vol. 35, No. 10, Supplement, October, 1997.

Linda H. Aiken and Claire M. Fagin (eds.). *Charting Nursing's Future: Agenda for the 1990s*. Philadelphia: Lippincott, 1992.

David Mechanic and Linda H. Aiken (eds.). *Paying for Services: Promises and Pitfalls of Capitation*. New Directions in Mental Health Services Monograph Series, Jossey-Bass, Inc., 1989.

Linda H. Aiken and David Mechanic (eds.). *Applications of Social Science to Clinical Medicine and Health Policy*. New Brunswick, NJ: Rutgers University Press, 1986.

Linda H. Aiken and Barbara H. Kehrer (eds.). *Evaluation Studies Review Annual*. Beverly Hills, CA: Sage Publications, 1985.

Linda H. Aiken (ed.). *Nursing in the 1980s: Crises, Opportunities, Challenges*. Philadelphia: J.B. Lippincott, 1982 (Winner of two *American Journal of Nursing* Book of the Year Awards).

Linda H. Aiken (ed.). *Health Policy and Nursing Practice*. New York: McGraw-Hill, 1981 (Winner of two *American Journal of Nursing* Book of the Year Awards).

Terrance Keenan, Linda H. Aiken, and Leighton E. Cluff (eds.). *Nurses and Doctors: Their Education and Practice*. Cambridge, Mass.: Oelgeschlager, Gunn and Hain, Inc., 1981.

Scientific Papers, Chapters, Other:

Aiken LH, Sermeus W, Van den Heede K, Sloane DM et al. 2012. Patient safety, satisfaction, and quality of hospital care: Cross-sectional surveys of nurses and patients in 12 countries in Europe and the United States. *British Medical Journal* *BMJ* 2012;344:e1717 doi:10.1136/bmj.e1717 20 March 2012.

McHugh MD, Kelly LA, Smith HL, Wu ES, Vanak J, Aiken, LH. 2012. Lower mortality in Magnet hospitals. *Medical Care*. In press.

Squires A, Bruyneel L, Aiken LH, Van den Heede K, Busse R, Schubert M, Brzostek T, Ensio A, Zikos D, Sermeus W. 2012. Cross-cultural evaluation of the relevance of the HCAHPS survey in 5 European countries. *International Journal for Quality in Healthcare* 24(6). Published first on line at Doi 10.1093/intqhc/mz5040.

You LM, Aiken LH, Sloane DM, Liu K et al. 2012. Hospital nursing, care quality, and patient satisfaction: Cross-sectional surveys of nurses and patients in hospitals in China and Europe. *International Journal of Nursing Studies* published first on line at <http://dx.doi.org/10.1016/j.ijnurstu.2012.05.003>.

Kutney-Lee A., Wu E, Sloane DM, Aiken LH. 2012. Effect of changes in hospital work environments on nurse job outcomes: An analysis of panel data. *International Journal of Nursing Studies*. In press.

- Li B, Lesaffre E, Bruyeel L, Aiken, LH, Van den Heede K., Matawick K, Sermeus W. 2012. Group-level impact of work environment dimensions on burnout experiences among nurses: A multivariate multilevel probit model. *International Journal of Nursing Studies*. Published first on line at <http://dx.doi.org/10.1016/j.ijnurstu.2012.07.001>
- Cho E, Lee H, Choi M, Park SH, Yoo IY, Aiken LH. 2012. Factors associated with needlestick and sharp injuries among hospital nurses: A cross sectional questionnaire study in South Korea. *International Journal of Nursing Studies*. In press.
- Cimiotti J, Barton SJ, Gorman K, Sloane D, Aiken LH. 2012. Nurse reports on resource adequacy in hospitals that care for acutely ill children. *Journal for Healthcare Quality*. In press.
- Stimpfel AW, Aiken LH. 2012. Hospital staff nurses' shift length associated with safety and quality of care. *Journal of Nursing Care Quality*. Forthcoming.
- Bruyneel L, Li B, Aiken LH, Lesaffre E, Van den Heede, K, Sermeus W. 2012. A multi-country perspective on nurses' tasks below their skill level: Reports from domestically trained and foreign trained nurses from developing countries. *International Journal of Nursing Studies*. Published first on line at <http://dx.doi.org/10.1016/j.ijnurstu.2012.06.013>
- Shang J, Friese C, Wu E, Aiken, LH. 2012. Nursing practice environment and outcomes for oncology nursing. *Cancer Nursing: An International Journal for Cancer Care*. In press.
- Xue Y, Aiken LH, Freund DA, Noyes K. 2012. Quality outcomes of hospital supplemental staffing. *JONA*. Forthcoming December 2012.
- Cimiotti JP, Aiken LH, Sloane DM, Wu E. 2012. Nurse staffing, burnout, and healthcare-associated infection. *American Journal of Infection Control*. 40(6). doi:10.1016/j.ajic.2012.02.029. August 2012.
- McHugh MD, Brooks Carthon M, Wu E, Kelly L, Sloane D, Aiken LH. 2012. Impact of nurse staffing mandates on safety net hospitals: Lessons from California. *The Milbank Quarterly* 90(1):160-186.
- Brooks Carthon, J.M., Kutney-Lee, A., Jarrin, O., Sloane, D.M., Aiken, L.H. 2012. Nurse staffing and post surgical outcomes in Black patients. *Journal of the American Geriatrics Society (JAGS)*. 60:1078-1084.
- Schubert M, Clarke S, Aiken LH, De Geest, S. 2012. Association between rationing of nursing care and inpatient mortality in Swiss hospitals. *International Journal of Quality in Health Care*. March 28, 2012: DOI 10.1093/intqhc/mzs229.
- Squires, A., Aiken, L.H., Van den Heede, K., Sermeus, W et al. 2012. A systematic survey instrument translation process for multi-country, comparative health workforce studies. *International Journal of Nursing Studies*. Published on-line ahead of print March 23, 2012, DOI information:10.1016/j.ijnurstu.2012.02.015
- Choi J, Flynn, L, Aiken, LH. 2012. Nursing practice environments and registered nurses' job satisfaction in nursing homes. *The Gerontologist*. 52(4):484-492.
- Aiken LH. 2012. Improving health care outcomes through research. *Reflections on Nursing Leadership (RNL)*. Publication of Sigma Theta Tau International. Vol 38(1). Part 1 Published online 1/26/2012, http://www.reflectionsonnursingleadership.org/Pages/Vol38_1_Aiken_Morin.aspx; Part 2: Published online 1/27/2012, http://www.reflectionsonnursingleadership.org/Pages/Vol38_1_Aiken_Morin_PartTwo.aspx
- Liu K, You LM, Chen SX, Hao YT, Zhu XW, Zhang LF, Aiken LH. 2012. The relationship between hospital work environment and nurse outcomes in Guangdong, China: A nurse questionnaire survey. *Journal of Clinical Nursing*. 21(9-10):1476-1485.

- Blank MB, Hanrahan NP, Fishbein M, Wu ES, Tennille J, Ten Have TR, Kutney-Lee A, Gross R, Hines J, Coyne JC, Aiken LH. 2011. A randomized trial of a nursing intervention for HIV disease management for persons with serious mental illness. *Psychiatric Services*. 62(11):1318-1324.
- Aiken LH, Cimiotti J, Sloane DM, Smith HL, Flynn L, Neff D. 2011. The effects of nurse staffing and nurse education on patient deaths in hospitals with different nurse work environments. *Medical Care* 49(12):1047-1053.
- Van den Heede K, Florguin M, Bruyneel L, Aiken LH, Diva L, Lesaffre E, Sermeus W. 2011. Effective strategies for nurse retention in acute hospitals: A mixed method study. *International Journal of Nursing Studies*. December 26, 2011. E-publication ahead of print.
- McHugh, M.D., Kelly, L., Sloane, D.M., Aiken, L.H. 2011. Contradicting fears, California's nurse-to-patient staffing mandate did not reduce the skill level of the nursing workforce in hospitals. *Health Affairs* 30(7):1299-1306.
- Brooks Carthon J.M., Kutney-Lee, A., Sloane D.M., Cimiotti, J.P., Aiken L.H. 2011. Quality of care and patient satisfaction in hospitals with high concentrations of Black patients. *Journal of Nursing Scholarship*. 43(3):301-310.
- Nantsupawat, A, Srisuphan, W, Kunaviktikul, W, Wichaikhum, O, Angsuroch, Y, Aiken, LH. 2011. Impact of nurse work environment and staffing on hospital nurse outcomes and quality of care in Thailand. *Journal of Nursing Scholarship*. 43(4): 426-433.
- Gasparino, R.C., Guirardello, E., Aiken, L.H. 2011. Validation of the Brazilian version of the Nursing Work Index-Revised (B-NWI-R). *Journal of Clinical Nursing* 20 (23-24):3494-3501.
- Kelly, LA, McHugh, MD, Aiken, LH. 2011. Nurse outcomes in Magnet and non-Magnet hospitals. *JONA*. 41(10): 428-433.
- Aiken, L.H. Nurses for the future. 2011. *New England Journal of Medicine*. 364 (3): 196-198.
- Aiken, L.H., Sloane, D.M., Clarke, S., Poshosyan, L., Cho, E, You, L., Finlayson, M., Kanai-Pak, M, Aunguroch, Y. 2011. Importance of work environments on hospital outcomes in 9 countries. *International Journal for Quality in Health Care*. 23(4):357-364.
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COMPLETED GRANTS

Investigator Award in Health Policy Research. Hospital Restructuring: Implications for Patient Outcomes and Workforce Policy. Linda H. Aiken, Principal Investigator. Robert Wood Johnson Foundation, \$250,000. 9/1/99-12/31/04.

Validating National Quality Forum Nursing-Sensitive Performance Measures (58297) Robert Wood Johnson Foundation Interdisciplinary Nursing Quality Research Initiative (INQRI). Sean Clarke (PI), Linda Aiken (Co-I). \$308,151 for 2 years, 8/15/06-8/14/08.

Database Quality of Nursing Care. Belgian Ministry of Science Policy (195,000 Euros). Walter Sermeus, Center for Health services and Nursing Research, Catholic University Leuven, Belgium (PI), Linda Aiken (Co PI).

Nursing and Hospital Quality of Care in Japan. Pzifer Foundation of Japan. Masako Kanai-Pak, Tokyo Women's University PI, Linda Aiken, co-PI) 2005-08.

Rationing of Nursing Care in Swiss Hospitals and Its Effects on Patient Outcomes and Nurse Shortage. Switzerland Federal Office of Social Insurance, Bundesamt fur Sozialversicherung (Ministry of Social Affairs), Sabina DeGeest, Institute of Nursing Science, University of Basel and Linda Aiken, Co-Principal Investigators, 190,000 CHF (\$125,000 US), 2003-2006.

The Effect of Health Care Working Conditions on Quality of Care (HS01005). Agency for Healthcare Research and Quality, Ann Rogers, (PI), Linda Aiken, (Co-I), \$1,639,757, 9/01-8/04.

International Health Migration Policy. Commonwealth Fund of New York. L. Aiken, principal investigator, \$5,000, 2005.

International Nurse Migration. Commonwealth Fund of New York, L. Aiken, principal investigator, \$25,000, May 2003-May 2004. Bellagio Conference grant funded by Rockefeller Foundation in collaboration with AcademyHealth October 2004-October 2005. AHRQ contract to study location of international nurse graduates in the US, 10/04-10/05, \$15,000.

International Hospital Outcomes. Commonwealth Fund of New York, L. Aiken, principal investigator, \$25,000, June 2003-May 2004.

Nursing Education Policy Synthesis. Robert Wood Johnson Foundation, L. Aiken, principal investigator, \$47,000 1/04-12/04.

International Hospital Quality Improvement Initiative. (2001-2004)
Linda Aiken, Director, American International Health Alliance Initiative to Institute Quality Standards in Four Hospitals in Russia and Armenia, Annual Demonstration Budget \$160,000

Demonstration and Evaluation of Twinning to Improve Hospital Quality of Care in Developing Countries: L Aiken, principal investigator, University of Pennsylvania Research Foundation \$18,000; National Institute of Nursing Research Center for Nursing Outcomes Research, pilot funding, \$10,000; \$25,000 Mellon Foundation.

International Meeting at Bellagio, Italy to Plan a Multicountry Study of Hospital Restructuring. L.H. Aiken and C.M.Fagin, Co-Principal Investigators, Rockefeller Foundation, 1996.

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Hospital Reform in North America and Europe. Publication of Supplement to *Medical Care*. Agency for Health Care Policy and Research, Aiken Principal Investigator, \$15,000, 1996.

Outcomes of Hospital Restructuring in Alberta, Canada, Alberta Heritage Foundation for Medical Research, \$200,000, 9/97-9/01, Phyllis Giovannetti, University of Alberta, grant holder; competing continuation \$275,000 9/01-9/04, co-funded by Canadian Health Services Research Foundation and the Alberta Heritage Foundation for Medical Research.

Outcomes of Hospital Restructuring in British Columbia, Canada, British Columbia Health Research Foundation, \$41,205, 2/99-1/00, Arminee Kazanjian, University of British Columbia, grant holder.

Outcomes of Hospital Restructuring in England, Nuffield Hospital Trust, London, \$40,000, Anne Marie Rafferty, London School of Hygiene and Tropical Medicine, grant holder.

Outcomes of Hospital Staffing in Germany. German Federal Ministry of Education, Science, Research, and Technology, 259,000 DM, Reinhard Busse, Hannover Medical School, grant holder.

International Conference on Hospital Outcomes Research, Commonwealth Fund, \$25,000 and Agency for Health Care Policy and Research (AHCPR), \$15,000, Linda Aiken, principal investigator, June 1998.

International Investigators Meeting in London, Nuffield Trust, \$20,000, Anne Marie Rafferty, London School of Hygiene and Tropical Medicine, grant holder, June-July 1999.

The relationship between workplace effort and reward and various health outcomes, including stress, in a survey of Ontario acute care hospital nurses, HEALNet, \$28,000, Michael Kerr, University of Toronto, PI, Linda Aiken, co-investigator, July 1999-March 2000.

Effects of nurse staffing, workload, organization factors and individual nurse characteristics and work related disability. Workplace Safety and Insurance Board, Judith Shamian, Mt. Sinai Hospital, Toronto and Linda Lee O'Brien Pallas, Outcomes and Utilization Research Unit, University of Toronto, Linda Aiken, co-investigator, \$279,000, 1999-2001.

International Conference on Hospital Outcomes Research, Commonwealth Fund, \$25,000, Linda Aiken, principal investigator, January 2001-December 2001.

Center for AIDS Research (CFAR). National Institutes of Health (P30AI/CA45008). James Hoxie, Principal Investigator; Linda Aiken, Co-Investigator and Director (and Founder) of the Behavioral and Social Sciences Core and Program (Core funding \$466,979 for 3 years, 7/99-6/02).

Evidence Based Nurse Executive Practice Conference. Robert Wood Johnson Foundation, L. Aiken, Principal Investigator, \$50,000, 12/00-12/03.

Health Workforce Policy Research. Robert Wood Johnson Foundation Investigator in Health Policy Research, L. Aiken, principal investigator, \$320,000, 10/1/98-12/01/01.

Outcomes of Inpatient AIDS Care. National Institute of Nursing Research, NIH, RO1-NR02280, Linda Aiken, Principal Investigator. AIDS Care: Nurse Recruitment and Patient Satisfaction, \$1.3 million for 4 years, 3/90-3/94. Competing Supplement, Occupational Exposure of Hospital Nurses to HIV Competing Continuation, \$1.2 million for 4 years, 9/96-9/00, co-funded by NINR and CDC; Competing Continuation, \$1.2 million for 4 years, 1996-2000 to study AIDS outcomes in magnet hospitals.

Outcomes of Hospital Dedicated AIDS Units. Agency for Health Care Policy and Research RO1-HS08603, \$372,540, L. Aiken, Principal Investigator, 9/95-12/99, to extend the NINR study to 30-day AIDS mortality and develop improved AIDS risk-adjustment measures.

AIDS Prevention in Chile. National Center for Nursing Research, NIH, RO1 NR02754 \$454,397, L. Aiken, Principal Investigator, 10/1/90-8/31/94

Role of Functional Status in Predicting Inpatient Mortality with AIDS. L. Aiken, Principal Investigator, University of Pennsylvania Research Foundation, \$7,000, 1/95-12/95.

Functional Assessment in AIDS Care Research. National Institute of Nursing Research, P30 Pilot Study, Linda Aiken, Principal Investigator, Advancing Care in Serious Illness Center (Ruth McCorkle, PI), \$19,620, 9/30/94-9/29/95.

Comparison of HIV Care Outcomes for Nurse Practitioner and Physician Managed Patients. University of Pennsylvania Research Foundation and BSRG Funds, \$17,500, L. Aiken, Principal Investigator, 3/90-6/91.

Hospital Restructuring's Impact on Outcome. National Institute of Nursing Research, NIH, R01-NR04285, Margaret Sovie, PI, Linda Aiken, co-investigator, \$1.7 million, 10/96/9-99.

Advancing Care in Serious Illness (P30NR04000). Linda Aiken, Principal Investigator (1999-2000), Ruth McCorkle, original Principal Investigator. NINR \$350,962 1999-2000.

Patient Outcomes of Hospital Restructuring Initiatives. Linda Aiken, Principal Investigator, Baxter Foundation, \$177,800, 9/95-12/98.

Barriers to Advanced Practice Nursing. Linda Aiken, Principal Investigator, The Pew Charitable Trusts, \$390,000, 2/95-2/98.

Policy Evaluation of Fellowship Programs. Commonwealth Fund. Linda Aiken, Principal Investigator, \$25,000 1996-97.

Solutions for the National Hospital Nursing Shortage. SmithKline Beecham Foundation, \$250,000, Linda Aiken, Principal Investigator, 11/1/88 to 1/1/92.

Medicare Hospital Payment Policies: Impact on the Nursing Shortage. Health Care Financing Administration, \$99,225, Linda Aiken, Principal Investigator, 8/89-10/90.

Goals and Strategies in Financing Long-Term Care. Health Care Financing Administration, \$95,409, Linda Aiken, Co-investigator, Mark Pauly, Principal Investigator, 8/89-4/90.

Impact of Organizational Factors and Labor Mix on Hospital Mortality. Baxter Foundation, \$79,834, Linda Aiken, Principal Investigator, 2/90-2-94.

Home Care for the Elderly: Answering the Questions of Cost, Quality and Patient Outcomes. The Boettner Institute for Financial Gerontology, \$10,000, L. Aiken, Principal Investigator, 4/93-3/94.

Medicare Funding of Nurse and Allied Health Education. Contract, \$24,900, Office of the Assistant Secretary for Health, L. Aiken, Principal Investigator, 9/93-3/94.

Graduate Nursing Education Fund: Options for Implementation. Contract, \$24,900, Office of the Assistant Secretary for Health, L. Aiken, Principal Investigator, 2/94-7/94.

Evaluation of a Geriatric Day Hospital. University of Pennsylvania Research Foundation and the Boettner Institute for Financial Gerontology, L. Aiken, Principal Investigator, \$13,500.

SELECTED INTERNATIONAL ACTIVITIES:

- Co-Director, RN4CAST, European Union, 7th Framework, Healthcare Human Resource Planning in Nursing in collaboration with University of Leuven, Belgium. Study of nursing and hospital quality in UK, Germany, Switzerland, Finland, Sweden, Netherlands, Poland, Spain, Greece, Belgium, Ireland, Norway, China, South Africa, Botswana.
- Senior Nursing Advisor, China Medical Board, 2008- present. Helped to create the program of the Nursing Network of the China Medical Board, involving 8 leading university schools of nursing in China in a comprehensive program involving doctoral education, faculty development, policy research, and demonstrations to expand the role of nurses in community care in China.
- Director, International Hospital Outcomes Study involving interdisciplinary research teams in US, Canada (Ontario, Alberta, British Columbia), England, Scotland, Germany, New Zealand, Switzerland, Australia, Japan, Russian Federation, Armenia., Thailand, Japan, South Korea, China.
- Keynote Speaker. Strategic Investments for Nursing in China. 100th Anniversary of Xiangya School of Nursing, Central South University, Changsha, China October 14, 2011.
- Plenary Speaker. Organizational Behaviors and Patient Safety. International Society for Quality in Health Care (ISQua). Hong Kong, September 15, 2011.
- Plenary Speaker, Impact of Nurse Work Environment on Patient Outcomes in 13 Countries, and Organizer of RN4CAST: First Results. International Council of Nurses. Malta. May 5-6, 2011.
- Plenary speaker. Electronic Health Records, Improved Quality, and the Hospital Clinical Practice Environment, ACENDIO, Maderia, Portugal, March 26, 2011.
- Plenary speaker. Impact of Healthcare Workforce Trends in Developed Countries on Developing Countries. Second Global Forum on Human Resources for Health/Prince Mahidol Award Conference, January 28, 2011, Bangkok, Thailand
- Invited Visiting Professor and Lecturer. Developing a Program of Nursing Policy Research. Chiang Mai University Faculty of Nursing, January 31, 2011, Chiang Mai, Thailand
- Plenary Speaker. Nursing Outcomes Research. ACENDIO Annual Conference, Funchal Maderia, March 26, 2011.
- Invited Plenary Speaker. Preliminary Findings from RN4CAST. International Council of Nurses, Malta, May 5, 2011.
- Governing Council, Institute for Credentialing International, American Nurses Credentialing Center, 2005-2009.
- International Consultant, Prime Minister's Commission on the Future of Nursing and Midwifery in England, 2009-2010.
- Keynote speaker. 5th International Conference of the Royal Medical Services, Dead Sea, Jordan, May 3, 2010.
- Organizer and keynote speaker, China Medical Board Research Workshop on Nursing Outcomes Research, Fudan University, Shanghai, China, March 2010
- Organizer of two scientific symposia for International Council of Nurses, Durban, South Africa, July 2009: Global evidence in support of improving hospital work environments and Magnet as a strategic platform for improving nurse practice environments in the Middle East.
- Visiting Professor, Sun Yat-sen University, Guangzhou, China, September 2008-August 2011. Invited keynote address, Pursuit of Healthcare Quality, September 24, 2008.
- Invited Keynote: Nursing: The Building Block for Excellence in Hospital Care. Nursing Development Conference, Dubai, UAE, May 16, 2008.
- Invited Keynote: Magnet Recognition as a Strategic Platform for Improving Quality of Care: Is It Applicable in Germany? Capital Congress on Medicine and Health, Berlin, Germany, June 6, 2008.
- Invited Keynote, Strategic Opportunities for Nursing in Thailand. New Frontiers in Primary Health Care: Role of Nursing and Other Professions, Chiang Mai University, Thailand, February 6, 2008
- Invited Keynote, Nursing as a Strategic Platform for Quality, Launch of Dubai University Hospital, Dubai, UAE, November 20, 2007
- Maple Chun San Cho Endowed Lecture, Saving Lives Through Investments in Nursing, Yonsei University, Seoul, South Korea, October 17, 2007

Invited Keynote, Strategic Opportunities for Nursing in China, International Nursing Conference on Challenge, Opportunity, Development, Xi'an Jiaotong University, Xi'an, China, October 24, 2007.

Primary Nursing Consultant, China Medical Board

Governing Council of Institute for Credentialing International, American Nurses Credentialing Center, 2006-2007

Nurse Advisory Board, Dubai University Hospital, Harvard International, 2007-

Keynote Speaker, Patient Safety and Nursing. IV Simposio Internacional de Enfermagem, Sao Paulo, Brazil, September 25-26, 2007

Keynote Speaker, Sigma Theta Tau International, Singapore, July 2007

Plenary Speaker. Hong Kong Hospital Authority Convention, May 7-9, 2007.

Symposium organizer and speaker. International Nursing Outcomes Research. International Council of Nurses, Yokohama, Japan, May 30, 2007.

Planning committee: A Call to Action: Ensuring Global Human Resources for Health. Organized by HRET. Geneva, March 2007.

Invited author of U.S. Case Study on International Nurse Migration, OECD, Paris, 2007.

Invited speaker, China Medical Board meeting on Nursing in China and Southeast Asia, February 3, 2007

Keynote speaker, National Conference on Nursing Outcomes. Ministry of Health, Spain, in Madrid, March 2, 2007.

Invited plenary speaker, National Symposium on Nurse Staffing and Outcomes in Belgium Hospitals, Katholieke Universiteit Leuven, Belgium, March 7, 2007.

Organizer and Presenter, Human Resources for Health: National Needs and Global Concerns, A Research and Policy Retreat, Penn Consortium for Human Resources in Health, Philadelphia, April 11-12, 2006

Keynote speaker, Forum for Professional Nurse Leaders, South Africa, Johannesburg, May 9-11, 2006.

Plenary presentation, International Nurse Migration, Health in Foreign Policy Forum, AcademyHealth, Washington, February 8, 2006

WHO World Alliance for Patient Safety Expert Advisory Group 2006-

Invited plenary speaker, WHO World Alliance for Patient Safety, Moscow, December 10, 2005

International project director, Quali-Nurse (Database Quality of Nursing Care in Belgian Hospitals) linking hospital discharge data and nursing minimum data to explore relationship between nurse staffing and quality in Belgian hospitals funded by Belgian Council of Science, Walter Sermeus, PI 2005-07.

Nightingale Lecture, Kings College, London, November 2005.

Keynote, Danish Nurses Association, Odense, Denmark, November 2005.

Keynote speaker, International Conference on Quality of Health Care. Sao Paulo, Brazil, September, 2005

Keynote speaker, National Conference on Nursing Research, Austral University, Buenos Aires, Argentina, September 2005.

Director, AcademyHealth sponsored project on international nurse migration including a conference at the Rockefeller Foundation's Bellagio, Italy conference center in July 2005.

International Outcomes Study: An Overview. Institute of Nursing Science of the University of Basel, Conference on Rationing of Nursing, Basel, Switzerland, September 2005.

Cross National Study of Hospital Outcomes. 5th World Congress: Investing in Health. International Health Economics Association, Barcelona, Spain, July 10-13, 2005.

Honored by Diocese of the Armenian Church of America (Eastern) and the Fund for Armenian Relief in appreciation of outstanding contributions in promoting international standards of healthcare excellence in Armenia at a reception in New York, May 26, 2005.

Planning committee for Expert Consultation to Commonwealth Secretariat on Human Resources in Health and the Africa Brain Drain, London, April 2005.

Expert Consultant. International Council of Nurses on the Global Shortage of Registered Nurses, Geneva, March 2005.

Keynote Speaker. Improving Quality of Health Care. American Embassy in Brussels, May 18-20, 2004.

Keynote Speaker. Australian Council for Safety and Quality in Health Care. Adelaide, Australia, March 25, 2004.

Keynote Speaker. Eighth Nursing Practice Conference. Adelaide, Australia, March 26-26, 2004.

Plenary Speaker. International Nurse Migration. The Commonwealth Fund 2003 International Symposium on Health Care Policy, Washington, DC, October 23, 2003.

Closing Plenary Speaker. International Society for Quality in Health Care (ISQua), 20th International Conference, November 5, 2003, Dallas, Texas.

Speaker, 5th International Conference on the Scientific Basis of Health Services. September 20-23, 2003, Washington, DC.

Plenary Speaker, Nurse Staffing and Outcomes. 7th International Medical Workforce Conference, Oxford, England, September 13, 2003.

Director, Nursing Quality Improvement Initiative, American International Health Alliance, a four-site demonstration of the applicability of international standards of nursing excellence in hospitals in Armenia and the Russian Federation, 2001- 2004.

Keynote Speaker, “Building Excellence Through Evidence.” International Council of Nurses, Geneva, June 27, 2003.

Invited Expert, Medical Education Cooperation with Cuba (MEDICC), Scientific exchange involving delivery of scientific papers and research consultation, National School of Public Health, Havana, Cuba, February 23-28, 2003.

Keynote Speaker, Second Meeting of Invited Experts for the Human Resources for Health Care Project, Organization for Economic Cooperation and Development (OECD), Paris, December 16-18, 2002.

Keynote Speaker, “Hospital Nurse Staffing, Work Environment and Quality of Care: Cross-national Findings.” Patient Safety Conference, Wellington, New Zealand, November 26, 2002 and consultant to New Zealand Ministry of Health.

Keynote Speaker, “Managerial Practices that Create Effective Outcomes.” International Conference on Competencies for Health Services Managers, Yerevan, Armenia, April 9-12, 2002.

International Advisory Council of the American Nurses Credentialing Center, 2002-

Continuing Evaluation Panel to the United States Agency for International Development for the Evaluation of the American International Health Alliance (AIHA) Partnerships in the Newly Independent States (NIS) of the former Soviet Union and Central and Eastern Europe (CEE), 1999-2001.

Visiting Lecturer, Institute of Nursing Science, University of Basel, Switzerland, and Katholieke Universiteit Leuven, Belgium, May 2002.

Keynote Speaker, Global Nursing Partnerships: Strategies for a Sustainable Nursing Workforce. First invitational international forum for government chief nurse officers, national nursing association leaders, and human resource directors. Carter Presidential Center and Lillian Carter Center for International Nursing, Emory University, October 18, 2001.

Invited speaker, Regulation for Quality, 4th Bi-National Meeting, UK/US Health Services: Learning from Each Other, Academy for Health Services Research and Health Policy, Atlanta, June 10, 2001.

Organizer and presenter, Session: Findings from the International Hospital Outcomes Study in Five Countries, Academy for Health Services Research and Health Policy, Atlanta, June 11, 2001.

MagnetInternational, American Nurses Credentialing Center (ANA), Rochdale Healthcare NHS (England) Trust Pilot Project Advisory Board, 2000-2002.

Principal Investigator, Five Country Study of the Impact of Hospital Organization and Staffing on Patient Outcomes and Workforce Stability: United States, Canada, England, Scotland, Germany. Funded by National Institute of Nursing Research, NIH; Agency for Healthcare Research and Quality (AHRQ); Commonwealth Fund; Alberta Heritage Foundation for Medical Research; Nuffield Provincial Hospitals Trust, London; British Columbia Health Research Foundation, the Rockefeller Foundation; the Federal Ministry of Education and Research, Germany; the Baxter Foundation, 1996-2004.

Invited Plenary, Clinical Excellence: Putting Policy into Practice, Harrogate, England, April 24, 2001.

Invited Plenary, The Impact of International Hospital Restructuring on Quality of Care, International Society for Quality in Health Care, 17th International Conference, Dublin, Ireland, September 13-16, 2000.

Invited paper, Hospital Restructuring: Impact on Variation in Patient Outcomes, Human Development Network Annual Meeting, The World Bank, February 28, 2000.

Invited paper, Hospital Outcomes Research: Evidence into Practice, Third International Conference on the Scientific Basis of Health Services, Toronto, Canada, October 2, 1999.

Invited paper, Organizational Culture and Outcomes, Symposium on The Appropriate Role of the Hospital, European Observatory on Health Care Systems, London, July 5, 1999.

Organizer, Symposium on Cross-national Study of the Impact of Hospital Reform on Patient Outcomes in the United States, Canada, the United Kingdom, and Germany, International Council of Nurses Centennial

Conference, London, June 30, 1999 (Winner of Sigma Theta Tau International's Clinical Scholarship Award).

Visiting Professor, Hong Kong Polytechnic University, November 1998.

Member of the U.S. delegation to the 3rd Trilateral (U.S., Canada, U.K.), The Globalization of Health, sponsored by the U.S. Association of Academic Health Centers and the U.K. Nuffield Trust, Washington, October 18-20, 1998.

Conferment of Honorary Fellowship, Royal College of Nursing of the United Kingdom, London, October 21, 1998.

An International Study of the Effects of the Organization and Staffing of Hospitals on Patient Outcomes. Paper presented at the International Conference of WHO Collaborating Centers for Nursing/Midwifery, Korea, April 1998.

Invited participant, Shaping the Infrastructure of Health Professions: A Dialogue Between the Countries of Central and Eastern Europe and the United States, Budapest, Hungary, March 1998 sponsored by American International Health Alliance (AIHA).

Impact of Hospital Organization on Patient Outcomes, 12th Annual Health Services Research Lecture, London School of Hygiene and Tropical Medicine, March 10, 1998.

Invited participant, Trilateral (U.S., U.K., Canada) Conference on Health Workforce, Vancouver, British Columbia, December 1997.

Invited participant, Conference on Healthcare Workforce Policy in the New Independent States (NIS) of the former Soviet Union, Tashkent, Uzbekistan, April 20-24, 1997, sponsored by American International Health Alliance (AIHA).

Member U.S. Delegation, Gore-Chernomyrdin US-Russia Joint Commission on Economic and Technological Cooperation -- Health Committee, co-chaired by U.S. Secretary of HHS Donna Shalala and Minister of Health and Medical Industry of the Russian Federation, A.D. Tsaregorodtsev, Moscow, July 11-14, 1996.

Organizer, International Meeting on Hospital Reform in North America and Western Europe, Rockefeller Foundation Study Center, Villa Serbelloni, Bellagio, Italy, November 1996, and editor of the Conference Proceedings in a Supplement to *Medical Care*, 1997.

Advisory Board, Centre for Policy in Nursing Research, London School of Hygiene and Tropical Medicine, 1995-present.

Invited Paper, Research on Outcomes of Hospital Care, 4th European Congress on Clinical Nursing, Barcelona, Spain, April 1, 1995.

Visiting Lecturer, University of Barcelona, Spain, November 1994 and March 1998.

HIV Surveillance and Transmission Patterns in Santiago, Chile (with E. Lake, H. Smith). Poster at the IX International Conference on AIDS, Berlin, Germany, June 1993.

Functional Survival Staging for Hospitalized AIDS Patients (with A. Justice, E. Lake, S. Williams). Poster at the IX International Conference on AIDS, Berlin, Germany, June 1993.

The Effects of Hospital Organization on Patient Satisfaction: The Case of AIDS (with E. Lake, H. Smith). Paper presented at the Sigma Theta Tau International Research Congress, Madrid, Spain, June 1993.

Charting the Future of Nursing. Invited lectures inaugurating The Kimura Nursing Education Foundation, Tokyo and Osaka, Japan, September 1991.

Principal Investigator, AIDS Prevention Research in Chile funded by USAID and NIH, in collaboration with the Ministry of Health of Chile and the Catholic University of Chile, 1990-1994.

Consultant to The King's Fund and the Milbank Memorial Fund on a U.S. and U.K. collaborative effort on the future of hospitals: Hospitals and Health Care: Towards a New Century, 1990-94.

Research poster, Comparison of Outcomes of Nurse Practitioner and Physician Managed Care for Persons with HIV Infection, at the VII International Conference on AIDS, Florence, Italy, June 1991.

Invited Participant, International Conference on Nursing Development for the 21st Century, Rockefeller Foundation Conference Center, Bellagio, Italy, November, 1989.

Visiting Lecturer, University of Tel Aviv, and consultant to the Ministry of Health and Kupat Holim Sick Fund, Israel, March 1989.

Alternative Models of Mental Health Services Delivery. Paper presented at Fourth Indo-U.S. Symposium on Community Mental Health, Bangalore, India, October 1987.

Keynote Address. First International Institute: Executive Nurse Leadership in the United Kingdom and the U.S. The Florence Nightingale Museum Trust, London, October 1987.

A U.S. Initiative in Urban Mental Health Services. Paper presented at World Psychiatric Association, Section on Epidemiology and Community Psychiatry Symposium, Reykjavik, Iceland, September 1987.
Mental Health Care Evaluation Consortium Workshop. Maudsley Hospital, London, July 1987.
Visiting Lecturer, South Australian College of Advanced Education, Adelaide, Australia, August, 1984.
Education Leader, Sino-American Symposium on Hospitals, Health Care and Social Policy, People's Republic of China, April-May, 1983.
Inaugural Address, Kobe Municipal College, Kobe, Japan, November, 1981.
Visiting Lecturer, Academy of Social Medicine, Hanover, Germany, March, 1980.