

CURRICULUM VITAE
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**FORMAL
EDUCATION**

Degree: Doctor of Philosophy
Concentration: Nursing
Minor: Management and Administration
Institution: Wayne State University
Date: July 1990

Degree: Master of Science in Nursing
Concentration: Child/Adolescent Psychiatric Nursing
Minor: Developmental Disabilities
Institution: Wayne State University
Date: June 1979

Degree: Bachelor of Science in Nursing
Concentration: Nursing
Minor: Sociology
Institution: Madonna College
Date: December 1976

Degree: Associate in Applied Science
Concentration: Nursing
Minor: Sociology
Institution: Oakland Community College
Date: April 1968

LICENSURE

Registered Nurse License Number 4704080594, Michigan
Nurse Practitioner Specialty Certification 4704080594, Michigan

CERTIFICATION

Healing Touch International, Inc: Certification as a Healing Touch Practitioner, Number 2409, October, 2005 to October, 2010.
American Nurses Association: Certification as a Clinical Specialist in Child and Adolescent Psychiatric Mental Health Nursing, Number 022223A, 1982 to 2006.

ACHIEVEMENTS

Who's Who Among Students in American Junior Colleges, 1967-68.
National Institutes of Mental Health, Graduate Professional Traineeship, 1977-79.
National Institutes of Health, Professional Traineeship, 1984-87.
Wayne State University, Graduate Professional Scholarship, 1988.
Wayne State University, Graduate Research Award, and Sigma Theta Tau, Lambda Chapter Research Grant, 1989-90.

Nominated to serve on the National Commission on Leadership in Interprofessional Education and Practice, sponsored by the Division of Services for Children with Special Needs, HRSA, HHS, 1993-current, Member of the Executive Committee.

City of Detroit, Head Start Disabilities Advisory Board, Outstanding Volunteer Award, 1993.

Boys and Girl's Clubs of Southeastern Michigan, Howard B. Bloomer Building, Outstanding Volunteer Leader Award, 1993-94.

Member of Inaugural Class of Leadership-Henry Ford Health System (HFHS) 1995, member Advisory Committee, 1995-1999.

Member Society of Pediatric Nursing Task Force on Guidelines Development for Family-Centered Care in Pediatric Nursing Practice, 1996 to 1998.

Member Consultation Committee to HRSA, MCHB, Division for Children with Special Health Care Needs: Achieving and Measuring Success for Children with SHCN by 2010: A 10 Year Action Plan. Dec. 2000-2004.

Member, Michigan Department of Health and Human Services (MDHSS), Medical Care Advisory Council, January 2001 to present

Member Data and Evaluation Work Group, Hereditary Disorders Program, MDCH, May 2001-2004.

Member Novi Community School District, Reproductive Health Advisory Committee, term 2004-2006.

**PROFESSIONAL
MEMBERSHIPS**

Member, Medical Reserve Corp for Washtenaw & Livingston Counties, 2020 to present

Association for Clinical Documentation Improvement Specialists, 2011 to present

American Health Information Management Association 2010-present

American Organization of Nurse Executives, 1997-2010

Wayne State University, Alumni Association, 1979 to present.

Sigma Theta Tau: International Honor Society of Nursing, 1978 to 2005. Lambda Chapter, First Vice President 1993-95, President Elect 1995-96, President 1996-1998.

Healing Touch International, 2003-2009

American College of Healthcare Executives, 2002-2008

March of Dimes, Southeastern Michigan Chapter, Member Professional Services (PSC) and Grants Review Committees, 1992 to present, Chair of PSC 2000 to present, Member Board of Trustees, 2000 to 2005

FACULTY

APPOINTMENTS Adjunct Assistant Professor, Central Michigan University, The Herbert H. & Grace A. Dow College of Health Professions, served on dissertation committee for Doctor of Health Administration, 2004-2006.

Adjunct, Assistant Professor, University of Phoenix, College of Nursing, Michigan Campus, 1999 to 2002, and Online Faculty 2003 to 2009.

Adjunct, Assistant Professor, Wayne State University, College of Nursing, 1993 to 1999.

PROFESSIONAL EXPERIENCE

11/11 to 1/16: **TrustHCS**, Springfield, MO (retired)

EXECUTIVE DIRECTOR, CONSULTING SERVICES:

Retired from this position 1/16 but remain as Contract Senior Consultant. As Executive Director, responsible for the management, development and execution of TrustHCS' portfolio of Consulting Services, including: Auditing, Health Information Management Education, Physician Practices, Clinical Documentation Services, Analytics and Operations Consulting services. Currently, this includes coding compliance auditing, coding compliance education, ICD-10 consultation and education, Clinical Documentation Improvement audits, program review and redesign, and program start up, physician practice benchmarking and analytics as well as overall operations consultation for both hospital and physician practices.

12/08 to 11/11: **Novia Strategies**, Poway, CA

SENIOR CONSULTANT/VP: Since joining Novia Strategies I have been engaged in projects and operations improvements related to staffing and scheduling, including supporting the development of an RFP and vetting of a new software vendor, and process redesign to support the implementation, serving as operations project manager. Other engagements have included labor and staffing assessments in a large academic medical center and a SME labor analysis of NICUs at two separate children's hospitals, most recent engagements have focused on bed management, patient flow and staffing to demand in patient care services in an academic medical center, and a staffing assessment for an ambulatory community based child/adolescent crises stabilization service.

9/06 to 12/08: **Wellspring Partners a Huron Consulting Group Practice**, Chicago, IL

DIRECTOR: Consultant to health care organizations in the areas of hospital operations, clinical research, interim management and project management of large turnaround engagements. During my tenure with this firm my experiences have included assisting with assessments of several hospitals from an operational perspective related to labor

productivity, research policies and procedures for a Big 10 University, development of an analysis tool for assessing policy compliance levels for a multi hospital system in preparation for JCAHO surveys, and being a member of a team conducting analysis of charges of oncology patients who are on clinical trials at one of the country's leading academic medical centers. Served as the Interim VP Patient Care Services and CNO for a health system in East Tennessee. While in interim management I have also served as a member of the client hospital's Executive Council, Medical Executive Committee, Pharmacy and Therapeutics, IRB, and lead or participate in numerous other operations and process improvement teams. Provided labor and non labor consulting support as well as project management for a \$75M turnaround engagement at a large academic medical center and a case management engagement for a non teaching community hospital. Substantive experience in project and client services management for complex multi faceted health care systems.

6/02 to 9/06: Owner Haas Consulting Services, Northville, MI

Consultant *to health care organizations in the areas of clinical and research administration, assessment of clinical programs, inpatient and outpatient operations and fund development. Services include assistance with financial analysis, business and strategic planning, project management, and operations support, with a particular focus on nursing and clinical services. Knowledge and background in hospital and community based non-profit administration and the interface with state and federal government regulators and funding sources. Strong background in management of third party payer contracts, patient billing, and management of accounts receivable. In depth experience with the application of continuous quality improvement concepts, and attainment of high levels of customer satisfaction, in the context of providing quality maternal child and adult medical-surgical clinical services. Clients have included: William Beaumont Hospital, Research Institute; University of Illinois, Chicago, Department of Disability and Human Development; Henry Ford Health System, Corporate Legal Affairs; Michigan Chapter, March of Dimes, The Hospital for Sick Children, Washington D.C., Providence Alaska Medical Center, Anchorage, Alaska, Christus Health, Beaumont, Texas.*

10/99 to 12/01: President and Chief Executive Officer, The Detroit Institute for Children, Detroit, MI

The mission of The Detroit Institute for Children is to serve as the provider of choice of multi-disciplinary outpatient diagnostic and treatment services for children and young adults with chronic disabilities, facilitating the realization of their full potential as individuals within their family and community. As Chief Executive Officer was the principal responsible for directing the overall operations of the Institute in a manner consistent with the mission and vision. Developed the long and short range plan, goals, and policies for the Institute in collaboration with the Board of Trustees. Represented the organization with professional societies, the financial community, government agencies, other health care and non-profit institutions, foundations, United Way and corporate philanthropy resources, colleges and universities, and the public.

**5/94 to 10/99: Associate Administrator, Maternal Child Services
Henry Ford Hospital, Henry Ford Health System, Detroit, MI**

Administration of the Maternity and Pediatric Services for the hospital and management of approximately \$13 million in fiscal resources. Included was the development of new program initiatives such as Couplet Care, Cross Education for all nursing staff, Developmentally Supportive Care for pre-term newborns. Served as a member of the overall hospital administrative body for this 900 bed urban tertiary center, which focuses on quality patient care, education, and research within a managed care environment. Responsible for chairing two Building Task-forces to oversee new construction or renovation of all maternal-child services. Responsible for leading the maternal-child staff through a major re-engineering project to move towards a Family Centered Care model of integrated care. Additional administrative responsibility included oversight for the Nursing Management Support Services Unit which comprises all off shift supervision for the hospital, staffing and scheduling coordinators, and all temporary or casual licensed and non-licensed personnel. Additional, fiscal responsibility of approximately \$6 million annually.

Clinical responsibilities included serving as the Henry Ford Health System (HFHS) clinical resource in the development of a contract with the State Department of Community Health to provide managed care services to a population of families whose children had special health care needs. Served on the HFHS Clinical Oversight Pain Management Committee, which oversaw the development of the standard of care for pain management services from acute management through the continuum of end of life palliative care. Served as a member of the Pediatric Primary Care Council whose responsibility it is to monitor program development, implementation, and quality assurance efforts related to primary care throughout the system.

Research responsibilities included providing support to research efforts of staff of the product line, through mentoring and assistance in grant writing and co-investigation. Member of the Nursing Research Council and the Henry Ford Hospital, Small Grants Project Committee.

Education: Adjunct, Assistant Professor, Wayne State University, College of Nursing, 1993 to 1999. Adjunct, Assistant Professor, University of Phoenix, College of Nursing, Michigan Campus, 1999 to present.

**09/92 to 12/96: Project Director, Modified Physician Sponsor Program for Children
With Special Health Care Needs, Children's Hospital of Michigan,
Detroit, MI**

Administration of a \$670,000 research demonstration project which aim was to identify mechanisms by which a managed primary care structure could be developed to meet the

needs of children with long term, chronic health conditions. The length of the project was three and one half years and involved 58 primary care physicians providing services to 281 children and their families. The project was supported by a grant from the Michigan Department of Social Services, Medicaid Services Administration . The focus was to identify both strengths and barriers for families and primary care physicians which impedes their ability to establish and maintain a relationship which focuses on the primary care needs of the child and coordination of services from the specialty center.

03/92 to 04/94: Director, Nursing Research and Advanced Clinical Practice Nursing Administration Children's Hospital of Michigan, Detroit, MI

Administration of the hospital's Children's Multidisciplinary Specialty services which coordinate care for chronically ill children through the work of five core disciplines of medicine, nursing, social work, psychology, and dietetics. Responsible for supporting and mentoring the practice of nurses in advanced roles. This includes Clinical Nurse Specialists, Nurse Practitioners, Nurse Clinicians, and Research Nurses.

Consultation provided to all hospital staff regarding program implementation and the development of new initiatives and product lines. Particular expertise offered in the areas of Family-Centered Care, management of medically fragile technology dependent children, utilization of non-pharmacologic pain management interventions, and issues related to Child and Adolescent Psychiatric Mental Health.

Research (1) carried out the responsibilities of the principal investigator for a \$670,000 Department of Social Services demonstration grant. The purpose of the project was to develop a managed care program of community-based care for children with special health care needs; (2) served as a co-investigator for a research program funded by the National Center for Nursing Research which examined the efficacy of various nursing interventions in the management of postoperative pain in children, ages three to seven; (3) served as Chair of the Developmental Care Committee of the Detroit Medical Center and directed the NIDCAP program of training and research at Children's Hospital of Michigan.

07/91 to 7/93: Staff Nurse, Perinatal Division, Hutzel Hospital, Detroit, MI

Worked as a per diem staff/primary nurse to provide total patient care to infants who were premature, had congenital anomalies, or transient illness of the newborn period, in the Progressive Care Nursery and Neonatal Intensive Care Unit. Also provided care to normal healthy newborns and their mothers on the postpartum couplet care units.

06/88 to 03/92: Chief Nurse Consultant, Children's Special Health Care Services Michigan Department of Public Health, Lansing, MI

Administration of the Pediatric Nursing Program which included oversight of the Skilled Home Nursing and Respite Programs. Management of the Specialized Home Care

Program for medically fragile children who require technological support. Project management of the federally funded Pediatric AIDS Demonstration Grant.

Consultation *to various disciplines both within and outside of the Department related to caring for children with special health care needs and their families. Particular expertise was in the area of development of family centered, community based, culturally competent, coordinated care structures.*

Collaboration/Policy *development was undertaken with other members of the Clinical Section to assess, plan, implement, and evaluate the clinical program and service needs of the population. Collaboration was carried out with Geneticist, Nutritionist, Hearing and Speech Pathologist, Parent Consultant, and the Chief Medical Consultant.*

Higher Education *responsibilities included the provision of clinical preceptorship to Master's students enrolled in both nursing and public health curriculum.*

**09/83 to 06/88: Statewide Nurse Consultant, Children's Special Health Care Services
Michigan Department of Public Health, Lansing, MI**

Administration *related to the development, implementation, and project management of the Locally Based Services program which provides a family centered, community-based, culturally competent, coordinated system of support to families of children with special health care needs. The program remains currently available on a statewide basis.*

Consultation *provided to staff of local health departments around the state. In addition, consultation visits have been provided to approximately 37 states both through Regional workshops and individual site visits through support of the National Maternal/Child Health Resource Center, at the University of Iowa, funded by HRSA, MCHB. Topics included development of statewide systems of coordinated care, family assessments and case management, and team building.*

Policy/Systems Development *assigned as primary staff to contractors from KPMG Peat Marwick in the development of a data management system which would carry out multiple functions such as claims processing, client tracking, and fiscal monitoring and forecasting.*

**09/80 to 08/83: Director of Nursing, Fairlawn Center-Child and Adolescent
Psychiatric Services, Pontiac, MI**

Administrative *responsibilities included assessment, planning, implementation, and evaluation of a child/adolescent psychiatric nursing program. Functioned as a member of the agency's Executive Committee which was a policy setting and governing body for the program.*

Clinical supervision of Clinical Nurse Specialists in relation to their individual, family, and group therapy. Provision of therapy on an outpatient basis to children and their families. Participated in the development of the Infant Mental Health Program and Pre-school Day Treatment Program.

Higher Education responsibilities included clinical supervision and didactic education to Psychiatric Residents as an Adjunct Professor, Michigan State University, School of Human Medicine. Oversight was provided for the clinical placement and experience of nursing students at both the undergraduate and graduate levels.

08/73 to 09/80: Mt. Carmel Mercy Hospital, Detroit, MI

The following positions were held:

Clinical Nurse Specialist, 03/79 to 09/80, Department of Child Psychiatry. Functioned to provide direct and indirect services to children and their families in both inpatient and outpatient programs, via individual and family therapy and supervision of staff.

Staff Nurse, 05/78 to 03/79, Department of Child Psychiatry. Collaborated with members of the interdisciplinary team to provide care to emotionally disturbed children and adolescents demonstrating a wide variety of psychopathologies.

Staff Nurse, Assistant Head Nurse, 02/73 to 04/78, Department of Pediatrics. Worked collaboratively with Head Nurse to coordinate the pediatric nursing program for children ages four through adolescence. This included oversight of the implementation of the clients medical regimen, and nursing care plans, scheduling, supervision, and evaluation of staff, and orientation and continued staff development to department employees, and direct patient care.

**01/77 to 06/77: Clinical Instructor, Pediatric Nursing, Henry Ford Community College
Dearborn, MI**

Provided both didactic and clinical educational experiences to nursing students, evaluated student performance, and assisted in the ongoing evaluation of the program with other faculty.

**07/70 to 02/73: Staff Office Nurse, Pediatric Associates of Farmington
Farmington, MI**

Assisted physicians in the care of children, provided ongoing teaching to parents in the areas of well child care, growth and development, and care of sick and injured children. Collaborated with the Pediatric Nurse Practitioner in providing CPR training to parents of children being cared for in the practice.

**04/68 to 12/69: Staff-Assistant Head Nurse, E.W. Sparrow Hospital
Lansing, MI**

Worked with nursing staff, physicians, and other departments to provide care for medical-surgical adult patients. Assisted Head Nurse in coordinating the total nursing program on a 48 bed unit.

RESEARCH

Program Director for March of Dimes grant to support the development of a perinatal education program for the Latino Community in Southeast Detroit. Childbirth, Breastfeeding, and Infant Care Knowledge Development for a Spanish Speaking Population. Funding period: 1/96 through 12/96. Funding \$7500.

Program Director for March of Dimes grant to support NICU staff training at Children's Hospital of Michigan, Grace and Hutzler Hospitals. Developmentally Supportive Care of Pre-Term and High-Risk Infants. Funding period: 1/94 through 12/94. Funding \$5,000.

Principal Investigator for a Department of Social Services Demonstration Project #HDP92-027. Children's Hospital of Michigan Grantee. Managed Care for a Special Population: A Modified Physician Sponsor Plan for Chronically Ill Children. Funding period: 09/92 through 01/96. Funding approximately \$670,000.

Co-Investigator for National Institute of Nursing Research (NINR) funded study #5R01-NR02101-02. Wayne State University Grantee, Principal Investigator, M. Denyes, Ph.D., R.N., Effects of Nursing Actions to Alleviate Pain in Children. Funding period: 09/90 through 08/93. Funding approximately \$900,000.

Haas, D.L. (1990) The Relationship Between Coping Dispositions and Power Components of Dependent-Care Agency in Parents of Children with Special Health Care Needs. Unpublished Doctoral Dissertation, Wayne State University, Detroit.

Haas, D.L. (1979) The Effects of a Residential Camping Experience on the Self-Esteem of a Physically Handicapped Individual. Unpublished Masters Thesis, Wayne State University, Detroit.

PUBLICATIONS

Haas, D. L. (2020) *Healthy Aging (3rd Edition)*. Elite Healthcare, Ormond Beach, FL

Haas, D. L. (2015, December 22). *Fighting CDI Fires in ICD-10: Three "Burning Questions" Every Organization Must Answer*. Retrieved from https://newsletters.ahima.org/newsletters/ICDTen/2015/December/ICDTEN_Dec15CDI.html?utm_source=Real%20Magnet&utm_medium=Email&utm_term=ICDTEN_December15

[&utm_content=Fighting%20CDI%20Fires%20in%20ICD-10%3B%20Convention%20Flashback&utm_campaign=ICD-Ten](#)

Haas, D., Zentner, A. (2013, March). *Bring Together CDI and Coding Teams to Drive Optimal Documentation Results*. Retrieved from <http://www.fortherecordmag.com/enewsletter/2013/march/>

Clinical Documentation Improvement: What Executives Need to Know and the Financial Impact of Neglect, (2013). Becker's Hospital Review, February 12, 2013.

Haas, D., (2008). *Source Coded Master Unit Based Position Control Report, a management tool*. Registered with U.S. Copyright Office # 1-45988761.

Haas, D., (2003). *Family Centered Care: Putting It into Action: The SPN/ANA Guide to Family-Centered Care (member Expert Panel of Contributors) Linda A. Lewandowski, PhD, RN and Mary D. Tesler, MS, RN (Eds)*. American Nurses Association, Washington, D.C.

Haas, D., (2003). *The Joy of.....Not Only Cooking....But Also Eating*. Department of Disability and Human Development, College of Applied Health Sciences, University of Illinois, Chicago. Web site: <http://www.ncpad.org/whtpprs/joyofeating.htm>

Haas, D., (2003). *Leaving Them Safe & Sound: Lifelong Planning for Your Child with Special Needs*. Department of Disability and Human Development, College of Applied Health Sciences, University of Illinois, Chicago. Web site: http://www.ncpad.org/yourwrites/fact_sheet.php?sheet=214§ion=1543

Tonniges, T., Haas, D., (1997). *Response to Partnerships at Work: Health Professionals' Perspective*. In: Kathleen Kirk Bishop, Mary Skidmore Taylor, and Polly Arango (Eds). Partnerships At Work: Lessons learned from programs and practices of families, professionals, and communities. (Supported in part by project MCJ-507060 from the Maternal and Child Health Bureau, Health Resources and Services Administration, U.S. Department of Health and Human Services).

Haas, D., (1997). *Final Report: Evaluation of Managed Care for a Special Population: A Modified Physician Sponsor Plan for Chronically Ill Children*. Michigan Department of Community Health: Medicaid Health Care Delivery Demonstration Project, Contract Number HDP92-027.

Haas, D., (1996). *The Children of China*. Images of Nursing, Periodical of the Henry Ford Hospital, Department of Nursing. Fall, 1996:22-23 & 30.

Smyth, M., Haas, D., Friebe M. (1995). *The Ups and Downs for Children with Chronic Illnesses*. Managed Care Quarterly 1995: 3(4)

Haas, D., (1995). *Managing Health Care Systems for Children with Special Needs*. Children's Hospitals Today. Spring, 1995:5.

Haas, D. (1994). *Managed Care for a Special Population*. Michigan Pediatric Update, Michigan Chapter American Academy of Pediatrics. 1:17.

Haas, D.L. (1992). *Guest Editor. Special Issue on Family-Centered, Community Based, Coordinated Care Structures for Children With Special Health Care Needs: The Michigan Model*. Issues in Comprehensive Pediatric Nursing. 15(1 and 2).

Haas, D.L. (1992). *Making the Family the Center: The World of the Special Needs Child*. Issues in Comprehensive Pediatric Nursing. 15:i-ii.

Haas, D.L. (1992). *History of the Development of Family-Centered, Community-Based, Coordinated Care in Michigan*. Issues in Comprehensive Pediatric Nursing. 15:1-20.

Numinen, V., Haas, D., Yaroch, L., Fralick, P. (1992). *Building Community Based Service Systems for Children with Special Needs: The Michigan Locally based Services Program*. Issues in Comprehensive Pediatric Nursing. 15:17-37.

Haas, D., Gray, H.B., McConnell, B. (1992). *Parent/Professional Partnerships in Caring for Children with Special Health Care Needs*. Issues in Comprehensive Pediatric Nursing. 15:39-58.

Haas, D. (1990). *Application of Orem's Self-Care Deficit Theory to the Pediatric Chronically Ill Population*. Issues in Comprehensive Pediatric Nursing. 13(4), p. 253-264

Haas, D.L. (1990). *Review of: Families in perpetual crisis. Richard Kagan and Shirley Schlosberg. New York: W.W. Norton & Company, 1989*. Journal of Child and Adolescent Psychiatric and Mental Health Nursing. 3(1), p.38.

Haas, D. (Contributor) (1988). Recommendations on Care Coordination for Children with Special Needs: Wisconsin, Minnesota, and Michigan Perspective (Continuing Education Grant No. MCJ-009109 from the Bureau of Maternal and Child Health and Resources Development to the University of Wisconsin Pediatric Pulmonary Center.

Haas, D. (1988). *Michigan Locally Based Services Model*. In: Elaine Mischler, Karen Pridham, & Mariana Hewson (Eds). Seeking Effective Ways to Coordinate Care for Children with Special Needs: Wisconsin, Minnesota, and Michigan Perspective (Continuing Education Grant No. MCJ-009109 from a Bureau of Maternal and Child Health and Resources Development to the University of Wisconsin Pediatric Pulmonary Center.

Haas-Lewandowski, D. (1986). *Part Three: Michigan Division of Services to Crippled Children*. In: Josephine Gittler & Milo Colton (Eds). Community-Based Case Management Services for Children with Special Health Care Needs: Program Models (SPRANS Grant # MCJ-193790-01 from the U.S. Department of Health and Human Services, Public Health Services, HRSA, BHCA, Division of Maternal and Child Health to the National Maternal and Child Health Resource Center.

PROFESSIONAL PRESENTATIONS

"Building your Best CDI Team: Expert Strategies for Recruiting and Managing CDI". Co-presenters Kayce Dover, Vicki Wilcut. AHIMA Annual Convention, New Orleans, LA, September 26-30, 2015.

"Clinical Documentation Improvement: Best Practices Today, Tomorrow and Beyond". Streamline Annual User Meeting, Clearwater, FL, May 5-7, 2014

"Prioritizing CDI with Twelve Months to Go-What HIM Can Do Now". Co-presenter Mark Dominesey, AHIMA Annual Convention, Atlanta, GA, October 26-30, 2013

"Achieving Revenue Stability in a Post ICD-10 World". Co-presenter Torrey Barnhouse. AHIMA Annual Convention, Health Information Innovation Leadership Conference, Chicago, IL, October 2-3, 2012

"Strategies for Improving Clinical Documentation Improvement". Cerner Regulatory Summit, Kansas City, Missouri, May 2-3, 2012

"Three Roads, One Destination-Providers & Payers Speak Out". Panel Moderator, HIMSS Annual Conference. Las Vegas, NV, February 20-24, 2012.

"Incorporating Healing Touch into Everyday Nursing Practice". The International Nursing Conference on Prevention and Management of Chronic Conditions: International Perspectives, Bangkok, Thailand, January 25-27, 2006

"Beginning Your Nursing Journey." Madonna University, Convocation Address, Livonia, Michigan, December 13, 2003.

"Nursing as a Framework for Leadership: Where? Everywhere!" Madonna University, Leadership/Management Speakers Day, Livonia, Michigan, March 21, 2003.

"Issues and Trends in Caring for Michigan's Children." Michigan Nurses Association Recruitment Event, Southfield, Michigan, March 27, 2001.

"Nursing: A Lifelong Journey of Growth and Learning." Nancy A. Voneman Lectureship, Akron Children's Hospital, Akron, Ohio, May 11, 2000.

"Leadership on Behalf of Children: Personal and Professional Commitment." Nancy A. Voneman Lectureship, Akron Children's Hospital, Akron, Ohio, May 11, 2000.

"School Health: Henry Ford Health System's School Based Health Initiative; An Urban Model." Community Access to Child Health (CATCH), American Academy of Pediatrics, National Meeting. Oak Brook, Illinois, April 14-16, 1999.

"Nursing, A Values Based Profession." Sigma Theta Tau, International, Lambda Chapter Induction Address, Wayne State University, Detroit, Michigan, April 7, 1999.

"Integrating Ambulatory Care Services into Child Health Care Delivery Systems." The NACHRI 1998 Post-Conference at the Society of Ambulatory Care Professionals Annual Educational Conference, Keynote Address. Tempe, Arizona, May 29, 1998.

"Pain Management in the Pediatric Inpatient Setting." The Pediatric Anesthesia Potpourri Symposium. Detroit, Michigan, September 13, 1997.

"Easing the Suffering: Managing Pediatric Pain." The Third Annual Medstart Conference. Opening Our Eyes Through the Voice of Children. Ann Arbor, Michigan, January 21, 1995.

"Putting It All Together: Sharing Values." Report from Colorado: Progress of the Family-Centered Care Movement. Denver, Colorado, December 6, 1994

"NIDCAP-Developmentally Supportive Care: Research to Practice Link. Poster Session. The 7th Annual Harold C. Johns Distinguished Nursing Lectureship. Clinical Nursing Research: Exploring the Rainbow. Livonia, Michigan, November 10, 1994.

"Developing and Implementing Guidelines For Management Of Acute Pain In Children." Poster Session. Third International Symposium on Pediatric Pain: Children and Pain. Integrating Science and Care. Philadelphia, Pennsylvania, June 6-9, 1994.

"Improving Pain Management In A Pediatric Hospital Through An Interdisciplinary Approach." Poster Session. Third International Symposium on Pediatric Pain: Children and Pain. Integrating Science and Care. Philadelphia, Pennsylvania, June 6-9, 1994.

"Managed Care for a Special Population: A Modified Physician Sponsored Plan for Children with Special Health Care Needs." Association for the Care of Children's Health 29th Annual Conference: Dreams, Schemes, & Flying Machines: Tools for Pediatric Health Care in the '90s...and beyond. Toronto, Canada, May 22-25, 1994.

"The Research Practice Link: Progress at Home." Children's Hospital of Michigan, Nursing Research Day, Detroit, Michigan, May 19, 1994.

"Managed Care for a Special Population." Ninth Annual Maternal and Child Health Leadership Conference: Making Change Happen: Old Commitments, New Strategies. The University of Illinois at Chicago, Chicago, Illinois, April 16-19, 1994.

"Caring for Children in Pain: Assessment & Postoperative Care." Caring for Children in Pain: Assessment and Management. Wayne State University Annual Research Day. Wayne State University, Detroit, Michigan, April 13, 1994.

"The Relationship between Coping Dispositions and Power Components of Dependent-Care Agency in Parents of Children with Special Health Care Needs." Third International Self-Care Deficit Nursing Theory Conference: Gateway to Nursing Science. University of Missouri-Columbia School of Nursing, St. Louis, Missouri, October 21-24, 1993.

"Managed care for children with chronic illness: The role of the clinical nurse specialist." Pathways to Excellence: Supporting Clinical Nursing Practice. A National Conference for Nursing Leaders presented by Detroit Medical Center and Wayne State University College of Nursing, Detroit MI, June 10-11, 1993.

"Supporting the Home Care of a Technology Dependent Individual Creating the Infrastructure." Technology in the '90s: A Home Care Perspective, sponsored by the Technology Assisted Advocacy Group, Troy, Michigan, January 27, 1993.

"Who Will Be the Child of the Future Served by Children's Hospitals?" Permanent White Water: Where Possibility and Reality Meet. National Association of Children's Hospitals and Related Institutions Annual Meeting, Columbus OH, September/October 1992.

"Community-based Models: Responding to Changing Needs." Working Conference on Pediatric Nursing Education (Invitational). University of Wisconsin, Madison, WI, September, 1992.

"Families with a Child with Special Health Care Needs." Helping Kids: Linking Nursing Research to Practice, Children's Hospital of Michigan Nursing Research Day, Detroit, MI, May, 1992.

"Parent-Professional Exchange." Clinical Genetics Update: Implications for Nursing Practice, Children's Hospital of Michigan, Detroit, Michigan, August 1991.

"Case Management." U.S. Surgeon General's Conference Campaign '88--Building Community Based Service Systems for Children with Special Health Care needs, Washington, D.C., September 1988.

"Locally Based Services: A Viable Model." Developing Systems of Community Based Care for Families of Children with Special Health Care Needs, Eau Claire, Wisconsin, March, 1988.

"Networking and Advocacy in the Health and Educational Systems: Helping Parents to Become Their Own Experts" Second Annual Conference on the Child with Special Health Care Needs, Parents Speak to Professionals II, East Lansing, Michigan, October 1987.

"Michigan's Locally Based Services". Surgeon General's Conference: Campaign '87: Commitment to Family Centered Coordinated Care for Children with Special Health Care Needs, Houston, Texas, June, 1987.

CONSULTATION/TECHNICAL ASSISTANCE

United States

Consultation has been provided related to managed care services in general and specifically to the development of managed care structures for children with special health care needs for the Virginia Department of Public Health and U of V Faculty, 1997 and Orchard's Children's Services, Southfield, Michigan, 1998-99

Consultation visits have been provided in the form of multiple presentations at HHS Regional Conferences or technical assistance visits to individual states, for approximately 37 states within the union, as follows:

Idaho State Program for Children with Special Needs. Developing statewide coordinated systems of community-based, family-centered care for families of children with special health care needs, the use of a multidisciplinary team approach to care, increasing parent participation in program planning and policy development, and general consultation related to public health nursing. Boise, Idaho, March, 1990.

Tri-Regional Conference, Regions VIII, IX, and X, Department of Health and Human Services. Consultation was provided regarding the development of family-centered, community-based, statewide coordinated structures of care for children with special health care needs and their families. San Francisco, California, June, 1989.

Montana State Health Department, Children with Special Health Care Needs Program. Development and implementation of a family-centered, community-based, statewide coordinated care structure for children with special health care needs and their families. Helena, Montana, May, 1989.

"Developing Service Systems in Local Communities." United States Public Health Service Region IV and VI Planning Conference, Developing A Strategy for Family Centered,

Community Based, Coordinated Care for Children with Special Health Care Needs, New Orleans, Louisiana, November, 1988.

"Care Coordination Models: Michigan Locally Based Model." Seeking Effective Ways to Coordinate Care for Children with Special Needs: Wisconsin, Minnesota, and Michigan Experience. Model building, identifying unique strengths and barriers to accomplishment of family centered, community based, coordinated care in a variety of geographic locales, program implementation and evaluation. Madison, Wisconsin, May, 1988.

A series of papers were presented at an HHS Regional Conference aimed at providing participants with a broad range of information, they were:

"Family Centered Care", "Planning and Organizing A Case Management System", "Children With Special Health Care Needs: Developing Community Based Care Systems to Meet Their Needs", "Future Directions--The Role of MCH/CCS Nurses." Regions IV and VI Nursing SPRANS Conference--Case Management in Maternal and Child Health, Asheville, North Carolina, July, 1987.

Texas Department of Health, Bureau of Crippled Children's Services. Case management systems for chronically ill children and their families, development of policy, training, and data management systems. Austin, Texas, December, 1986.

Orchard's Children's Services provided an education and training program in anger management, development of a therapeutic residential milieu, and physical intervention to Livonia group home setting staff in 1980-81

International

Clients included a privately held enterprise based in Mumbai, India who were embarking on the development of an offshore medical records coding company. Over several visits worked with a cohort of 57 trainees to provide education on basic human anatomy and physiology and introduction to medical records coding concepts and their application in the United States. 2013

Faculty, Department of Medicine, School of Nursing, Mahidol University and administrative and clinical staff of Ramathibodi Hospital, on a variety of topics related to administration and clinical practice. A three day long invitational national conference, with 300 participants, wherein a colleague and I presented a number of papers and engaged in in depth discussions on nursing administration and advanced practice. An additional week was spent working with faculty and clinical staff in small groups to discuss potential problem resolution, and to assist the Nursing Executive Committee in strategic planning efforts. Bangkok, Thailand, May 15-30, 1997.

Australia Health Care System: (1) Administrators and staff of the Departments of Pediatrics and Child Psychiatry, Adelaide Children's Hospital on the subject of Family-

Centered Care; (2) Nursing Executives of the Hillcrest and Glenside Hospitals, Adelaide, South Australia, on the subject of Case Management, and (3) Members of the Health Industry Development Council, Ministry of Health, State of South Australia on the subject of planning, developing, implementing, and evaluating a statewide system of coordinated care for clients with chronic illness, including those requiring technological supports. Adelaide, South Australia, March, 1991.

Department of Pediatrics, Ramathibodi Hospital & Department of Nursing, School of Medicine, Mahidol University. Topic areas focused on the development of a system of discharge transitioning of clients from tertiary centers to community-based care who had chronic illness and needed technology-based life supports. Case consultation provided regarding an 18 month old child who was vent dependent and had never been discharged home since birth. Bangkok, Thailand, February, 1991.

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