

## CURRICULUM VITAE

**Name:** Kathleen Kavanagh, DMH, MSN, Ed. RN

Date of Appointment at  
Jacksonville University: 8/2011  
Rank: Executive Director & Assistant  
Professor

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Florida RN 9323847  
Multistate RN 9323847

### **Education** **Institution**

### **Degree**

### **Major**

### **Functional**

Bergen Community  
College

ADN

Nursing

Associate Degree in Nursing

Felician University

BSN

Nursing

Bachelor of Science in Nursing

Rutgers University  
Ramapo College  
University of Medicine  
and Dentistry of NJ

MSN, Ed

Nursing

Master of Science in Nursing

Drew University

D.M.H.

Medical Humanities

Doctor of Medical Humanities

### **Professional and Academic Employment**

### **Date**

### **Position/Title**

### **Institution**

### **Responsibility**

2019-Present

Executive Director  
Healthcare Simulation Center

Jacksonville University

Involved in 14,845 sq. ft. building renovation design including AV design and installation for spaces, simulation lab, control room, and flexible sim/classroom spaces. Provided oversight of all phases of security system installation, capital equipment purchases and budget allocation, staff employment. Acquired over 2 million dollars in philanthropic donations, and contractual service agreements. Developed a business partnership with JU & CAE as a shared revenue business model. Developed and taught the graduate course HQS 501 Introduction to Healthcare Quality/Culture, Interprofessional Teams, and Simulation for the Healthcare Quality Safety Graduate Program. Developed

and facilitated the online LPN and nursing assistant blended curriculum learning modules and individualized accompanying simulation scenarios. Provided oversight and management of Center operations, staff, interdisciplinary collaboration and delivery of contractual training agreements. Received two grants from Northeast Florida Regional Council to develop Long-Term Care COVID-19 mitigation training videos for healthcare professionals and culinary staff. Videos disbursed throughout Florida.

2014-2019

Director of Star Simulation  
Training and Applied Research

Jacksonville University

Involved in building design plans of center. Designed interior simulation center for hospital type simulation setting, control room, debriefing room, Nurse Practitioner exam room, single patient units and suites: Maternal Baby, NICU, Mega Code. Collaborated and directed installation of all equipment by physical plant, construction team, Laerdal, AV vendor and with administration. Obtained faculty buy in and coordinated Laerdal training of 8 lead faculty. Developed and implemented simulation ribbon cutting ceremony of simultaneous stations including simulations, (Mega Code, Asthma, Pediatric injury, birthing, infant assessment, NP intubation, psychiatric scenario (live actor), moulage (live actor and props), and hands on practice for attendees. Selected, coordinated and trained faculty and students for ribbon cutting event (approximately 250 attendees). Collaborated with faculty of nursing and inter-professional colleges incorporate simulation into programs at the undergraduate and graduate levels (nursing, SLP, orthodontics). Attended meetings with local agencies and donors to support CHS mission. Obtained academic partnership with Two local hospitals for simulation grant development and implementation for hospital staff. Obtained designation as the North East Florida Simulation

Training Center (FHSA organization). Mentored masters and doctoral students' capstone projects on simulation. Directed and managed the daily operations of the simulation STAR Center and skills lab. Directed and managed employee hires, payroll, performance and innovative methods of teaching to maintain excellent teaching, experiential practice for students and critical thinking activities. Researched CEU opportunities for community and hospitals. Collaborated and developed grant proposals on simulation use and effectiveness for the provision of quality care by the students. FHSA (Florida Healthcare Simulation Alliance Steering Committee Member. 2014. Developed, collaborated, and implemented Ebola simulation training for Baptist Medical Center employees (physicians, nurses, ancillary staff and housekeeping). Developed and implemented IT Fellowship program funded by EPIC Scholarship for the development and implementation of a simulation EMR system to be used throughout the nursing curriculum. Developed and implemented a Fellowship curricular level based student-mentoring program financed by Kirbo. Instructed and mentored 10 interdisciplinary faculty in the development of simulation scenarios for course specific curriculum. Developed and implemented a Fellowship Theater Arts student acting role for live standardized patient actors to be incorporated into curricular simulation activities. Collaborated with Theatre, CSD, Mental Health & Nursing in the development and instruction of a Acting for the Healthcare Sciences Course to meet the SP need in the healthcare science programs. Developed and implemented simulation scenarios and activities for Speech and Language Disorder master's degree students. Director of the Skills Lab and STAR Center employees, budget, daily operation,

scheduling of classes, supplies, and all Public Relations events. Developed & implemented training for Duval Department of Health Healthcare Professionals and County Funeral Home/ Morgue. Collaborated with Baptist Medical Health System and obtained contracts for the education of nurse educators, development & implementation of a nurse residency program service line for ongoing residency cohorts (3 per year approx. 300+ residents). Collaborated with St. Vincent's Medical Center and obtained contracts for the education of educators, development & implementation of a nurse residency program service line for ongoing residency cohorts (3 per year approx. 75-100+ residents). Developed curriculum for large manikin manufacturing distributor for international distribution. Collaborated with community healthcare agencies and faculty for curriculum scenario development and publication for SynDaver. Collaborated with CSD, Bioengineering in the development of a prototype airway model that received \$210,000 in development funding. Facilitated the development of the contractual agreement SP program.

2011-Present

Assistant Professor of Nursing  
Baccalaureate Nursing Program

Didactic and clinical for Health Assessment, Foundations, Medical Surgical Nursing, Pharmacology I & II. Development and implementation of course specific simulations. Online instruction in undergraduate RN-BSN program and ground based Cohort. Evaluation Committee, SON Curriculum Committee, Institutional Resource Committee, QSEN Committee 2011, Medical Surgical Nursing Clinical Coordinator, Trac Dat Pharmacology statistics. Development and implementation of RN-BSN elective course on-site. Development, implementation and community site coordination of Service Learning Health Assessment course at World Relief.

2006 - 2011	Chair of ABSN Program Baccalaureate Nursing Faculty	Felician University	<p>Undergraduate. Orientation and mentoring of new faculty to theory and clinical courses. Student advising. Student interviewing for BSN program acceptance.</p> <p>Accelerated Bachelor's to BSN Program (2010 new program start date): Developed and implemented pre-immersion plan, leadership and mentor program. Course Coordinator Health Assessment Fall 2008 to present Course Coordinator Foundations of Nursing Spring 2009, Chair Division of Nursing and Health Management Emergency Response Community and Campus Health Fair, Advisement &amp; Registration, Sigma Theta Tau Faculty Counselor, Ad Hoc Study Committee, Nursing Research Committee. Exploring Professional Nursing, Legal and Ethical Issue of Nursing, Nutrition Hybrid develop/ implement online and in class 50/50, E-Companion, Health Assessment, Medical Surgical and Foundations of Nursing instructor of didactic and clinical component. Revised course and syllabus. Prepared and presented lectures and exams for didactic and clinical areas. Graded term papers, exams and submitted grades to registrar. Instructed and graded clinical students performance of nursing skills. Incorporated simulation and case scenarios into clinical setting. Researched and incorporated PDA nursing software into Health Assessment of course content. Counseled nursing students. Mentored new faculty theory &amp; clinical Ad Hoc Study Committee 2008 IT tech Committee 2009 Research Committee 2008-present Geriatric Nurse Educator Consortium Conference Participant 2009 Curriculum Committee 2009 Quality Safety Education in Nursing Conference 2008 &amp; incorporation of QSEN into undergraduate curriculum Health Information Technology Scholar</p>
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			<p>Sigma Mu Chapter Faculty Counselor Clinical Residency at Monmouth Medical Center. <i>Incorporating Telehealth into a Baccalaureate Nursing Program</i>, accepted as a poster presentation for the 10th Annual International Nursing Simulation/Learning Resources Centers Conference June 15-18, 2011 (pre-conference June 15th) at the Hilton located in Walt Disney World® Resort.</p>
	Assistant Director of Nursing Resource Center (2006 – 2008)		<p>Assisted the director in daily operations of the Nursing Resource Center. Course development and teaching of baccalaureate nursing students in physical assessment skills, clinical technical skills, virtual computer lab, study skills, development and instructional use of simulated manikins and simulation scenarios. Skill Check offs/remediations. Designated faculty student mentor. Supervisor of staff at Resource Center. Management of daily center operations. Maintenance of faculty health care records.</p>
2005-2006	LPN Lead Gerontology Instructor	HoHoKus LPN School Ramsey & Hackensack	<p>Lead teacher of Fundamentals of Nursing and Gerontology Program. Instructor of theory and student instruction in clinical settings. Student counseling, evaluations and grading.</p>
2004-2007	Hospice RN	Hospice of NJ	<p>Palliative care and end of life care to terminally ill clients provided in home and long term care settings. Quality Assurance and education of nursing and certified home health aides. Client and family counseling. Collaborative team approach to client care.</p>
2002-2005	Owner/Director RN Consultant	Patient Advocate Liaison	<p>Consultation to geriatric population in home, hospital and long term care facilities. Provision of services to private clients, attorneys, social workers, physicians and Hudson County</p>

			Adult Protective Services.
1998-2002	Staff Nurse at the Women's Outpatient Center	Holy Name Hospital	Provided physical examination and education related to women's health issues. Assisted with mammotome, wire localization and biopsy procedures. Performed monthly quality assurance.
1992- 2004	Staff Nurse	Engle Street OB/GYN	Obstetrical and gynecological education and care provided. Fetal monitoring, Pre-natal and Postpartum education, assisted with biopsies, dilatation and curettage, cultures and venipuncture. Formulated nursing policies and protocols .
1991-1992	LPN Instructor	Union County College	
1991-1992	Neurology Staff Nurse	Kessler Institute for Rehabilitation	
1990-1992	Nursing Assistant Instructor	The American Red Cross	
1988-1990	Supervisor of Nursing	NJ Veteran's Home	
1987-1989	Emergency Room Staff Nurse	Holy Name Hospital	Triaged, Assessed and provided ED treatment of various emergencies. Relief Charge Nurse 3-11.

### Adjunct/Part-Time Positions

2008 to 2011	Adjunct Baccalaureate Nursing Clinical Professor	Ramapo College/ Englewood Hospital	Provided L&D, Mother Baby, Nursery, NICU clinical experiences for Baccalaureate Nursing Students. Determined student clinical assignment client schedule, supervision and teaching at student's clinical unit experiences, instructed and assisted students to master procedures for mother and baby. Prepared and instructed students couplet care (mother and baby together as a unit).
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### Professional Certification

AHRQ *TeamSTEPPS* Master Trainer 2018  
Registered Nurse Multistate  
Registered Nurse FL  
Registered Nurse NJ  
Registered Nurse NY  
Professional Caregiver BLS  
Intravenous Certification

**Publications/Research**

- Hampton, L. (2020, November). Jacksonville University takes a community approach to its nursing simulation program. *Florida Trend Economic Backbone-Nursing: Teaming Up*.  
<https://www.floridatrend.com/article/30153/jacksonville-university-takes-a-community-approach-to-its-nursing-simulation-program>
- Kavanagh, K. (October 24, 2020). Personal Communication: Jacksonville University Healthcare Simulation Center overview. [Florida Trend interview].
- Kavanagh, K. A. & Patterson, E. (2008). Psst...Pass It On. *Advance for Nurses*.  
*doi:* <http://nursing.advanceweb.com/Article/Psst-Pass-It-On.aspx>.
- Kavanagh, K. & Mal, F. (2011, June). *Incorporating Telehealth into a Baccalaureate Nursing Program Poster Abstract*. Accepted and presented at the International Nursing Simulation/Learning Resources. Presentation: Orlando, Florida Conference Presentation.
- Figuroa Mal, F. & Kavanagh, K. (2011). *Incorporating telehealth into a baccalaureate nursing program*. Durham, NC: NLN.
- Kavanagh, K. (2015, January 27). Nursed to health: forgetfulness, confusion in elderly not always dementia. *Times Union*.
- Kavanagh, K. A. (2015). *Long term care (LTC) facility residents' perception of care after humanistic patient narrative theory in-service training to LTC healthcare professionals*. Ann Arbor, MI: Pro Quest LLC.
- Kavanagh, K. (2016). Chapter 21. Patient Life Experiences Essential for Humanistic and Quality Care. In B. Hoffman Ruddy, H. Ho, C. Sapienza & J. Lehman (Eds.), *Cases in head and neck cancer; A multidisciplinary approach*. San Diego, CA: Plural Publishing.
- Grayson, G. & Kavanagh, K. (2019, January) Making a Positive Difference in Healthcare. *Faculty Spotlight*.  
<https://www.ju.edu/provost/spotlight/2019-january-making-a-positive-difference-in-healthcare.php>
- Kavanagh, K. (2019, February 22). Healthy Life: Are You Sure It's a Migraine? *The Wave: Jacksonville University News Hub*. <https://wavemagazineonline.com/healthy-life-are-you-sure-its-a-migraine/>
- DeCicco, E., Kavanagh, K. (2019, May). *Standardized Patient Centricity Poster Abstract*. Accepted and be presented at the QSEN ROCKS Conference: Cleveland, Ohio at the Hilton Cleveland Downtown.
- Kavanagh, K. (2020, November 2). Long-Term Care LPN and CNA Review. Jacksonville University Online course modules.
- Kavanagh, K. (2020, November 2). Long-Term Care LPN and CNA Review simulation scenarios. Jacksonville University Healthcare Simulation Center.

**Presentations:**

- Chenot, T., & Kavanagh, K. (2013, January). *QSEN (Quality and Safety Education for Nurses)*, JU SON Faculty Development Lunch and Learn Session, Jacksonville, FL.
- 2016 QSEN Institute: 2016 Florida QSEN Summit Academic & Clinical Partnership Capstone, L. Bruno, N. Ewing, K. Kavanagh, P. McCartt *Integration of QSEN into the Baptist Health System at Jacksonville University*.
- 2016 Health Care Track Panels of Global Conference on Advances in Management (GCAM) Conference, Kathleen Kavanagh DMH, MSN, Ed RN, Christine Sapienza Ph.D., Judy Wingate CCC-SLP Ph.D. *Simulation Training for Health Care Education at Jacksonville University*.
- 2016 Panelist (July 18) "Simulation Training for Health Care Education" K. Kavanagh, C.Sapienza, J. Wingate
- 2017 Panelist at CTL Faculty Forum Service-Learning at Jacksonville University (March 9).
- 2017 HSPN World Conference: The Totality of Possibilities: A Long Standing Partnership That Continues to Bloom, L. Bruno MSN RN, K. Kavanagh DMH, MSN Ed, RN at Ponte Vedra, FL. Sawgrass Marriot.
- 2019 HPSN World Conference: I Didn't Know it Would Be This Difficult to Portray Illness and Die! DeCicco, E. MFA, AEA, Grayson, G. BSN, RN, Kavanagh, K. DMH, MSN, Ed RN at Renaissance Orlando at SeaWorld.
- 2019 Association American University Women (AAUW): Women's Health Hot Topics. Saint Augustine, FL. First Coast Technical School (April 11).
- 2020 Roundtable Discussion (February): Acting for the Health Sciences. DeCicco, E. MFA, AEA, Kavanagh, K. DMH, MSN, Ed RN at Southeastern Theatre Conference; Louisville, KY.
- 2020 Northeast Florida Regional Council COVID-19 Long Term Care Video Training distribution for 18 counties.
- 2020 Fall Faculty Conference: Strategies to Minimize Classroom COVID-19 Transmission.
- 2021 First Coast News Interview: 66 Percent of Florida nursing home workers reportedly unvaccinated. Renata Di Gregorio (March 3) retrieved at:  
<https://www.firstcoastnews.com/article/entertainment/television/programs/gmj/66-percent-of-florida-nursing-home-workers-reportedly-unvaccinated/77-d2ee1546-12cf-41e9-8bef-d5f29258cf7f>.

**Community Partnership Publications:**

- Jacksonville University September 14, 2016 Retrieved 1/16/17 from: <http://wavemagazineonline.com/ju-brchsbhs-nursing-residency-program-welcomes-third-cohort-nurses/>
- Cravey, Beth Reese. October 24, 2016. New Baptist nurses get 'real-life' training at JU residency retrieved 1/16/17 from: <http://jacksonville.com/news/2016-10-24/new-baptist-nurses-get-real-life-training-ju-residency>
- Robinson, Will. December 13, 2019. After \$2 million dollar investment- and plenty of growth- JU medical simulation center already eyes expansion. Retrieved from:  
<https://www.bizjournals.com/jacksonville/news/2019/12/13/after-2-million-investment-and-plenty-of-growth-ju.html>

**Professional Awards**

2019 JU Professor of the Year Nominee  
2019 100 Great Nurses Education Award FL  
2019 North East Florida Coalition (NEFL) Emergency Planning Healthcare Simulation Center Award  
2018 Jacksonville Sheriff's Office Meritorious Service Award  
2017 Florida Nurses Association Innovation and Creativity Award

**Community Service**

Volunteer for Walk in shelter dinner NJ 2009-2011  
Community Walkathon Fundraisers NJ 2011  
Habitat for Humanity NJ, 2010  
Kids Connecting to Kids 2010 (Mission Based) Developed mission based program and implemented:  
Obtained volunteer donations and implementation/sending overseas with the United States Military  
for school supplies distribution to children in war affected areas of Afghanistan.  
Jacksonville Coalition on Human Trafficking 2013-Present  
We Care Clinic Volunteer Jacksonville, FL 2012  
World Relief Jacksonville, FL 2012-2017

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Jacksonville University September 14, 2016 Retrieved 1/16/17 from:  
<http://wavemagazineonline.com/ju-brchsbhs-nursing-residency-program-welcomes-third-cohort-nurses/>

Cravey, Beth Reese October 24, 2016, New Baptist nurses get 'real-life' training at JU residency retrieved 1/16/17  
from: <http://jacksonville.com/news/2016-10-24/new-baptist-nurses-get-real-life-training-ju-residency>

**Professional Membership and Service**

Fortis College Advisory Board 2020 - Present  
Sigma Theta Tau Lambda Rho Chapter-At-Large 1990 –Present (Faculty Counselor 2006-2008 Mu Chapter & Vice  
President 2013-2015 Lambda Rho Chapter)  
American Society for Bioethics & Humanities 2012-Present  
Jacksonville Association of Nurses in Education 2012-2018  
Mayo Clinic Hospital Ethics Committee Community Member 2012-2017  
Florida Healthcare Simulation Alliance Steering Committee Member 2014-2017  
Jacksonville Coalition Human Trafficking 2014-2019  
MRC Duval County Florida 2015-2019  
International Nursing Association for Clinical Simulation and Learning (INACSL) 2017-Present  
Association of Standardized Patient Educators 2017-Present  
Society for Simulation in Healthcare 2017-Present  
Florida Nurses Association 2017-Present  
Baptist Health Systems System Education Council 2018-Present  
American Holistic Nursing Association Northeast Florida Chapter Leader 2018-Present

**Grant Awards**

- 2018-2020 Philanthropic Donations to Healthcare Simulation Center
- 2018 Brooks Rehabilitation Graduate Nurse Residency Program
- 2017 St.Vincent's Graduate Nurse Residency Program
- 2017 Cascone Foundation & Riverside Hospital Foundation & Jacksonville University  
Prototype Model Fit-Man Donors
- 2016 St.Vincent's Graduate Nurse Residency Program
- 2015 Baptist Health System Graduate Nurse Residency Program
- 2014 Baptist Health System Ebola Training

**Healthcare Simulation Center Contracts**

- 2021 (March) Northeast Florida Regional Council COVID-19 Long Term Care Culinary Video Training
- 2020-2021 HealthTrust/HCA StaRN Residency Training Program
- 2020-2021 Baptist Health System Graduate Nurse Residency Program
- 2020 (October) Baptist Health System Additional Graduate Nurse Residency Program
- 2020 (June) Northeast Florida Regional Council COVID-19 Long Term Care Video Training
- 2019 Health Trust/HCA StaRN Residency Training Program
- 2019 Baptist Health System Graduate Nurse Residency Program
- 2019 Clear Choice Healthcare LPN/CNA Online Curriculum and Simulation Training Program