

Lynn Varagona, PhD, MSN, MBA, PMHNP-BC, RN

Associate Professor Curriculum Vitae

lynn.varagona@kennesaw.edu

EDUCATION

2025	Psychiatric Mental Health Nurse Practitioner Post Masters Certificate, Georgia State University, Atlanta GA
2015	Master's in Business Administration Concentration in The Business of Health Care, Emory University, Atlanta GA
2005	Master's in Business Administration, Emory University, Atlanta GA
1997	Doctor of Philosophy, Georgia State University, Atlanta GA, Community/Organizational Psychology
1987	Master of Science in Nursing, Yale University, New Haven CT, Psychiatric-Mental Health Nursing
1983	Bachelor of Science in Nursing, University of Florida, Gainesville FL, Nursing

LICENSES & CERTIFICATIONS

2025 - Present	Board Certified Psychiatric-Mental Health Nurse Practitioner, GA, RN 084521
2015 - 2022	Board Certified Psychiatric-Mental Health Clinical Nurse Specialist, GA
2000 - Present	Licensed Psychologist, GA, PSY 002407
1987 - Present	Licensed Registered Professional Nurse, GA, RN 084521
2025	Certified Team Coach: Cape Cod Model, Gestalt International Study Center, Boston MA
2012	Certified Gestalt Practitioner: Cape Cod Model, Gestalt International Study Center, South Wellfleet MA
2011	Certified Spiritual Director, Spring Hill College, Mobile AL
2006	Certified Gestalt Practitioner: Group Track, Gestalt Institute of Cleveland, Cleveland OH
2004	Certified Gestalt Practitioner: Organization and Systems Development, Gestalt Institute of Cleveland, Cleveland OH

HONORS

2024	Academic excellence, Golden Key International Honour Society
2004	Academic excellence, International Honor Society of Beta Gamma Sigma
1997	Academic excellence, Psi Chi National Honor Society in Psychology
1987	Academic excellence, Sigma Theta Tau International Honor Society of Nursing

PROFESSIONAL EXPERIENCE

- 2025 - **Psychiatric Mental Health Nurse Practitioner (PMHNP) Post Graduate**
Present **Certificate Program Coordinator**, Kennesaw State University (KSU) Wellstar School of Nursing (WSN), Kennesaw GA. Lead and manage implementation of the PMHNP curriculum in alignment with KSU and accreditation standards. Oversee regulatory and accreditation compliance; student support, advocacy, advising and progression; faculty and staff support; clinical placement site expansion and coordination; data management and program evaluation; and program administration.
- 2021 – **Associate Professor**, Kennesaw State University (KSU) Wellstar School of Nursing
Present (WSN), Kennesaw GA. Develop, coordinate and teach courses to graduate and undergraduate nursing students. Generate scholarship related to my program of research. Serve the university, college, school of nursing, and nursing profession.
- 2015 – **Assistant Professor**, KSU WSN, Kennesaw GA. Coordinated and taught courses to
2021 undergraduate nursing students (Professionalism and Ethics in Nursing, Mental Health Nursing) and undergraduate Wellstar College of Health and Human Services students (Interprofessional Collaboration and Care). Generated scholarship related to my program of research and served the WSN, KSU, community, and nursing profession.
- 2015 – **Psychiatric Mental Health Clinical Nurse Specialist**, Community Advanced
2022 Practice Nurses. Conducted psychiatric evaluations of homeless men and women to determine their eligibility for the federally funded Projects for Assistance in Transition from Homelessness (PATH) program.
- 2014 – **Clinical Associate Professor**, KSU WSN, Kennesaw GA. Taught course and clinical
2015 mental health to BSN students and served the WSN, KSU, and professional community.
- 2014 **Adjunct Professor**, Herzing University Department of Nursing, Atlanta GA. Taught clinical mental health to baccalaureate nursing students.
- 2013- **Visiting Professor**, Chamberlain College of Nursing, Atlanta GA. . Taught clinical
2014 mental health to baccalaureate nursing students.
- 2007 – **Co-founder and Principal**, Trust Capital Institute, Atlanta GA. Responsible for
Present guiding the direction of a consulting firm dedicated to building workplace cultures of trust using a proprietary Trust Infusion® methodology. Developed and validated a novel, comprehensive, reliable measure of perceived team trustworthiness built from Aquinas' Virtue Ethics Theory.
- 2006 – **Senior Practitioner**, Conner Partners, Atlanta GA. Conducted and interpreted
2007 leadership and organizational diagnostics at a strategy execution firm.
- 1997 – **Organizational Psychologist**, BellSouth, Atlanta GA. Conducted organizational,
2006 leadership, and management development at a Fortune 100 Company.

- 1995 – **Researcher**, Yale School of Medicine, New Haven CT. Served as Principal Investigator
- 1997 (PI) of a study evaluating the effectiveness of interventions designed to increase resilience of pre-med students.
- 1994 – **Consultant**, Organization Change Alliance, Atlanta GA. Provided organizational
- 1995 development consulting to local not-for-profit organizations.
- 1991 - **Project Manager**, Southern Company, Atlanta GA. Developed and implemented an
- 1992 organization-wide career development program for a Fortune 500 company.
- 1988 – **Researcher**, Georgia State University, Atlanta GA. Managed evaluation of a federally
- 1990 funded program designed to decrease substance use among high-risk youth.
- 1987 – **Registered Nurse**, Piedmont Hospital, Atlanta GA. Provided per diem registered
- 1988 professional nursing services throughout the hospital.
- 1986 – **Registered Nurse**, Yale-New Haven Hospital, New Haven CT. Provided registered
- 1987 professional nursing services on a neuropsychiatric evaluation unit.
- 1985 – **Registered Nurse**, Connecticut Mental Health Center, New Haven, CT. Provided
- 1986 registered professional nursing services on an inpatient mental health unit.
- 1983 - **Registered Nurse**, Hollywood Memorial Hospital, Hollywood FL. Provided registered
- 1985 professional nursing services in the Post Anesthesia Care Unit and on med/surg units.

PROFESSIONAL ORGANIZATION MEMBERSHIP

American Nurses Association
 American Psychiatric Nurses Association
 Association for Leadership Science in Nursing
 Sigma Theta Tau International Mu Phi at-Large Chapter
 Gestalt International Study Center

FELLOWSHIP

- 2020 Summer Research Fellows Program, Kennesaw State University Office of Research, \$10,000

AWARDS

- 2025 Scholarship of Teaching and Learning (SoTL) Manuscript Completion Program, Kennesaw State University Center for Excellence in Teaching and Learning, \$1,150

TEACHING, SUPERVISION & MENTORING

Courses Taught at Kennesaw State University

Therapeutic Modalities for Psychiatric Advanced Practice Nursing, taught once
 Theory and Research for Advanced Nursing Scholarship, taught three times
 Evidence-Based Practice I, taught once
 Evidence-Based Practice II, taught once

Evidence-Based Practice III, taught once
Professionalism and Ethics in Nursing; taught six times
Interprofessional Collaboration and Care; taught eight times
Mental Health Nursing; taught 18 times

Directed Student Learning

Research Preceptor for Valeriya Birdseye, Kennesaw State University Wellstar School of Nursing graduate student, for a study entitled Effectiveness of Interventions to Address Moral Distress in Nursing Students: An Integrative Review. 2024-Present.

Research Preceptor for Janet Givler, Kennesaw State University Wellstar School of Nursing graduate student, for a study entitled Effectiveness of cognitive rehearsal in addressing nursing incivility: An integrative review. 2022-2023. Ms. Givler published her research in the *Journal of Continuing Education in Nursing* and presented her findings at the 9th International Nursing Education Conference in Singapore.

First Year Scholars Mentor for Lauren Reaves and Arianna Hardy. With my research partner Dr. Nancy Ballard, co-mentored two KSU First Year Scholars as assistants on a national hospital unit study entitled Further Validation of the Trustworthiness Indicator. Fall 2022 to Spring 2023.

Applied Learning Preceptor for Rebekah Love, WSON baccalaureate student, for a reflection paper in which she examine her mental health clinical experience through a Foundation of Learning lens, Spring 2022. Kennesaw State University, Kennesaw GA.

Thesis Committee Member for Katrina Robinson, graduate student in the WSON Master of Science in Nursing Leadership Program, for a thesis entitled Nurse satisfaction and professional interactions: The impact of nurses' professional relationships on job satisfaction. 2021-2022. Ms. Robinson presented her research at the 2024 Association for Leadership Science in Nursing International Conference in Dallas, TX.

Honors Project Preceptor for Emma Conley, WSON baccalaureate student, for an educational brochure entitled, Autism Spectrum Disorder, Fall 2021. Kennesaw State University, Kennesaw GA.

Honors Project Preceptor for Madison Roy, WSON baccalaureate student, for a paper entitled, Do nurses have an obligation to endanger their lives and the lives of their families to work during a pandemic? Spring, 2021, KSU, Kennesaw GA.

Clinical Preceptor for graduate Psychiatric-Mental Health Nurse Practitioner students, 2017-2022. Georgia State University, Atlanta GA; Villanova University, Villanova PA.

RESEARCH & CREATIVE ACTIVITY

Research Focus

Creating healthy practice environments through team virtuousness and perceived team trustworthiness.

PUBLICATIONS

Refereed Journal Articles

- Varagona, L.** Consequences of affective events which lead nursing students to (dis)trust an instructor. [In review]. *Nursing Education Perspectives*.
- Varagona, L., Nandan, M., & Porter, K.** (2025). Utility of Implementation Science frameworks in higher education. *Journal of Faculty Development*. 39(1), 15-20.
- Givler, J. L., & **Varagona, L.** (2024). Effectiveness of cognitive rehearsal in addressing nursing incivility: An integrative review. *The Journal of Continuing Education in Nursing*, 55(11), 523-529. <https://doi.org/10.3928/00220124-20240927-01> **One citation.**
- Varagona, L., Ballard, N., McCartt, P., McEwan, K. K., & Knotts, K.** (2023). Another piece of the practice environment puzzle: Development and validation of a team virtuousness instrument. (2023). *Nursing Administration Quarterly*, 47(2), 150-160.
- Varagona, L., Ballard, N., & Hedenstrom, M.** (2022). Virtue ethics in health care teams; its time has come: Review of the nursing virtue ethics literature. (2022). *Journal of Nursing Management*, 30(7), 2394-2402. **Seven citations.**
- Varagona, L., Myers, R., & Wilson, A.** (2021). Weekly email reminders increase nursing students' use of empathic communication: A randomized controlled trial. *Nurse Educator*. 46(6), 1-6. **Six citations.**
- Porter, K., Nandan, M., **Varagona, L.**, & Maguire, M. B. (2020). Effect of experiential competency-based interprofessional education on pre-professional undergraduate students: A pilot study. *Journal of Allied Health*, 49(2), 79-85. **Eight citations.**
- Ballard, N., **Varagona, L.**, Stilson, R. Knotts, K., & Sacerio, J. K. (2020). Challenges in conducting online survey research of the relationship between unit-level perceived team trustworthiness and clinical and operational outcomes. *SAGE Research methods Cases: Medicine and Health Cases*. March, 1-11.
- Varagona, L., & Hold, J.** (2019). Nursing students' perceptions of faculty trustworthiness: Thematic analysis of a longitudinal study. *Nurse Education Today*, 72, 27-31. **Twenty-four citations.**
- Porter, K., Nandan, M., **Varagona, L.**, & Maguire, M. B. (2018). Competency-based interprofessional education: Lessons from the field. *Journal of Human Services*, 38(1), 111-115. **Three citations.**
- Varagona, L., Nandan, M., Hooks, D., Johnson Porter, K., Maguire, M. B., & Slater-Moody, J.** (2016). A model to guide the evolution of a multiprofessional group into an interprofessional team. *Journal of Faculty Development*, 31(2), 49-56. **Ten citations.**
- Talerico, L., & Diers, D.** (1988). Nursing intensity outliers. *Journal of Nursing Management*, June 19(6), 27-35. **Five citations.**

Refereed Book Chapters

Varagona, L., & Hoopes, L. (2013). The Community Resilience Profile: A framework for assessing community development efforts. In V. Pulla, A. Shatte, & S. Warren (Eds.), *Perspectives on Coping and Resilience* (pp. 307-332). Delhi, India: Authors Press. **Two citations.**

Varagona, L. (2013). What World Bank metrics don't tell us about per capita GDP: How a nation's resilience affects its prosperity. In V. Pulla, A. Shatte, & S. Warren (Eds.), *Perspectives on Coping and Resilience* (pp. 333-361). Delhi, India: Authors Press. **Four citations.**

Other Published Works

Varagona, L. (2012). Generating trust capital: What does it take?

Varagona, L. (2012). Maximizing return on assets: Adding trust capital to your strategic portfolio.

Unpublished Works

Taylor, L. (1997). *The relation between resilience, coping, coaching skills training and perceived stress during a career-threatening milestone* (Unpublished doctoral dissertation). Georgia State University, Atlanta GA.

Taylor, L. (1997). *The relation between the Personal Resilience Questionnaire and the Big 5 personality factors* (Unpublished doctoral dissertation). Georgia State University, Atlanta GA.

Productions

Varagona, L. (2022). Weekly email reminders increase nursing students' use of empathic communication: A randomized controlled trial. [video abstract]. Varagona publications.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 1 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 23, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 2 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 25, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 3 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 26, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 4 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 29, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 5 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 30, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 6 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 31, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 7 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. September 1, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 8 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. September 12, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 9 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. September 13, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 10 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. September 14, 2011. Coach Kimberly International Productions.

Workshops

2016 *What's Behind "Best" Teams?* KSU Center for Young Adult Addiction and Recovery, staff development workshop, **Varagona, L.**, Kennesaw GA, December.

2012 *Using the PRINT® to Make Our Organization Even Greater.* **Varagona, L.**, Georgia Campaign for Adolescent Power and Potential, staff development workshop, Atlanta GA, August.

Refereed Conference Presentations

2025 *An evidence-based intervention for addressing nursing student and nursing incivility plus factors which influence moral courage.* **Varagona, L.**, & Givler, J. Kennesaw State University Wellstar College of Health and Human Services Research, Engagements, & Discovery Week, April 2025, Kennesaw GA. Local podium presentation.

2024 *Effects of working night shift on nurses' health: An integrative review.* **Varagona, L.** Sigma Theta International 2024 Mu Phi at-Large Research Day, November, Kennesaw GA. Local podium presentation.

2024 *Nurse Satisfaction and Interprofessional Interactions: The Impact of Nurses' Professional on Job Satisfaction.* Robinson, K., Ballard, N., & **Varagona, L.** Sigma Theta International 2024 Mu Phi at-Large Research Day, November, Kennesaw GA. Local podium presentation.

- 2024 *Cognitive rehearsal training is necessary but not sufficient to address nursing incivility: What else is needed?* Givler, J., & **Varagona**, L. 9th International Nurse Education Conference, October, 2024, Singapore. International podium presentation.
- 2024 *Affective Events Theory depicts the striking contrast between events which lead nursing students to trust an instructor vs. events which lead nursing students to distrust an instructor.* **Varagona**, L. 9th International Nurse Education Conference, October, Singapore. International poster presentation.
- 2024 *Effectiveness of interventions to address nurses' mental health: What nurse leaders need to know and do.* **Varagona**, L. Association for Leadership Science in Nursing (ALSN) 2024 International Conference, September, Dallas, TX. International symposium presentation.
- 2024 *Nurse satisfaction and interprofessional interactions: The impact of nurses' professional relationships on job satisfaction.* Robinson, K., Ballard, N., **Varagona**, L., & Adewuyi, M. Association for Leadership Science in Nursing (ALSN) 2024 International Conference, November, Dallas, TX. International poster presentation.
- 2024 *Affective Events Theory sheds light on how higher education instructors unknowingly influence students' motivation to learn.* **Varagona**, L. 31st Annual Scholarship of Teaching & Learning Summit, September, 2024, virtual. National podium presentation.
- 2024 *Consequences of affective events which lead nursing students to (dis)trust an instructor.* **Varagona**, L. Wellstar College of Health and Human Services 2024 Research and Engagement Day, April, Kennesaw, GA. Local podium presentation.
- 2024 *What Matters Most? Novel Findings from an Innovative Measure of Coworker Relations on Nursing Units.* Co-presenter and Co-contributor. **Varagona**, L., & Ballard, N. Sigma Theta Tau International Creating Healthy Work Environments 2024 Conference, March, Washington, DC. International podium presentation.
- 2023 *Faculty Decisional Involvement Scale Development.* Co-presenter and Co-contributor. Ballard, N., & **Varagona**, L. Association for Leadership Science in Nursing 2023 International Conference, October, Birmingham, AL. International poster presentation.
- 2023 *Effectiveness of cognitive rehearsal in addressing nursing incivility: An integrative review.* Giver, J., & **Varagona**, L. 2023 Mu Phi at-Large Chapter of Sigma Theta Tau International Research Day, September, Kennesaw GA. Local podium session.
- 2023 *Consequences of affective events which lead nursing students to (dis)trust an instructor.* **Varagona**, L. 2023 Mu Phi at-Large Chapter of Sigma Theta Tau International Research Day, September, Kennesaw GA. Local poster presentation.

- 2022 *A new framework for rebuilding healthy practice environments: What team virtuousness looks like in healthcare teams.* Co-presenter and co-contributor. Hedenstrom, M., **Varagona, L.**, & Ballard, N. Association for Leadership Science in Nursing (ALSN) 2022 International Conference, November, Cleveland OH. International symposium presentation.
- 2022 *Characteristics and behaviors of instructors that lead nursing students to trust them.* Presenter and contributor. **Varagona, L.** 8th International Nurse Education Conference, October, Sitges Spain. International symposium presentation.
- 2022 *Weekly email reminders increase nursing students' use of empathic communication.* Presenter and contributor. **Varagona, L.** 8th International Nurse Education Conference, October, Sitges Spain, international symposia presentation.
- 2022 *Effects of perceiving an instructor as (un)trustworthy on nursing students' affect, attitudes, behaviors, and perceived academic performance.* Presenter and contributor. **Varagona, L.** 8th International Nurse Education Conference, October, Sitges Spain. International poster presentation.
- 2022 *Another Piece of the Puzzle: Measuring a New Practice Environment Element.* Ballard, N., & **Varagona, L.** Podium session. KSU Wellstar College of Health and Human Services Research and Engagement Day, April. Local podium presentation.
- 2021 *A Novel Component of Hospital Unit Practice Environment Elements Related to Staff Engagement: Team Virtuousness.* Co-presenter and Co-contributor. **Varagona, L.**, & Ballard, N. Podium session. ALSN International Conference, virtual.
- 2021 *Another Piece of the Puzzle: Measuring a New Practice Environment Element.* Co-presenter and Co-contributor. **Varagona, L.**, & Ballard, N. Podium session. American Organization for Nursing Leadership 2021 Conference, July, virtual.
- 2021 *Weekly Email Reminders Increase Nursing Students' Use of Therapeutic Communication.* **Varagona, L.** Podium session. Mu Phi at-Large Chapter of Sigma Theta Tau International Research Day, May, virtual.
- 2019 *Wanted: Therapeutic Communication.* Presenter and contributor. **Varagona, L.** 30th International Nursing Research Congress. Calgary, Alberta Canada. Poster presentation.
- 2019 *The perceived impact on nursing students of their trust in faculty.* Co-presenter and co-contributor. Hold, J., & **Varagona, L.** 30th International Nursing Research Congress, July, Calgary, Alberta, Canada. International symposia presentation.
- 2018 *Development of a Perceived Team Trustworthiness Indicator.* Co-presenter and co-contributor. **Varagona, L.**, & Ballard, N. International Nursing Administration Research Conference, Atlanta, GA, November. International symposia presentation.

- 2018 *Nursing Students' Perceptions of Faculty Trustworthiness: Thematic Analysis of a Longitudinal Study*, **Varagona, L.**, Hold, J. Sigma Theta Tau International 29th International Nursing Research Congress, Melbourne, Australia, July, 2018. International symposia presentation.
- 2017 *Trust and Nurses' Work Relationships with Supervisors, Subordinates, Nursing Peers, and Non-Nursing Colleagues – A Global Systematic Review*, Presenter and co-contributor. **Varagona, L.** & Hagen, E. Sigma Theta Tau International 28th International Nursing Research Congress, Dublin Ireland, July, 2017. International poster presentation.
- 2017 *Horizontal integration of interprofessional competencies into healthcare and non-healthcare undergraduate curricula: The power of partnerships*. Co-contributor. Hooks, D., Nandan, M., **Varagona, L.**, Maguire, M. B., Porter, K., Slater-Moody, Sigma Theta Tau International 27th International Nursing Research Congress, Cape Town, South Africa, July, 2017. International Symposia presentation.
- 2016 *Interprofessional Collaboration: A Changing Perspective*. Presenter: Slater-Moody, J. Contributors: Nandan, M., Hooks, D., Maguire, M. B., Porter, K., & **Varagona, L.** National Organization for Human Services 2016 National Conference, Tampa, FL, October. National symposia presentation.
- 2016 *How strong are your student-faculty relationships? Elements of trustworthiness from research with nursing and MBA students*. **Varagona, L.** Kennesaw State University Research on Teaching and Learning Summit, Kennesaw GA, October. National symposia presentation.
- 2016 *Nursing students' perception of trust in the student-faculty relationship*. **Varagona, L.**, & Hold, J. Sigma Theta Tau International Honor Society of Nursing 2016 Nursing Education Research Conference, Washington DC, April. National symposia presentation.
- 2009 *Assessing Resilience: A Springboard for Advancing Social Capital*. **Varagona, L.** 2009 Assist Social Capital World Forum, New Lanark Scotland, June. International symposia presentation.
- 2007 *Leadership, Context, & Culture Resilience: Social Capital Redefined*. **Talerico, L.** (2007, October). 9th International Network for Economic Research (INFER) Conference, Loughborough, United Kingdom, October. International symposia presentation (cited in The United States Commission on Helping to Enhance the Livelihood of People Around the Globe: *Beyond Assistance: The HELP Commission Report on Foreign Assistance Reform*, 2007).
- 2005 *Development Economics: Explaining Some Unexplained Residual*. **Taylor, L.** Western Economic Association International Annual Conference, San Francisco CA, July. International symposia presentation.

Non-refereed Presentations

- 2020 *Homeless People's Experiences of Healthcare.* **Varagona, L.** Sigma Theta Tau International Mu Phi At Large Chapter, Atlanta, GA, November. Invited local keynote presentation. One Continuing Education Unit offered for nurses.
- 2016 *Gaining peace in challenging relationships: The role of discernment and spiritual growth.* **Varagona, L.**, 4th Annual Restore Joy Now Conference, Jacksonville FL. October. Invited regional symposia presentation.
- 2013 *CMO Vision: Trust as a Catalyst for Growth.* **Varagona, L.** BrandSprout Advisors Breakfast Series, Atlanta GA, January. Invited local keynote presentation.
- 2005 *Application of an Organizational Resilience Model to Developing Nations.* **Taylor, L.** 2005 Gestalt International Study Center international conference, Cape Town, South Africa, August. Invited international podium presentation.
- 2004 *The World Café as a Forum for Ethics Discussions.* **Taylor, L.** Industrial/Organizational Psychology Study Group continuing education program session, Atlanta GA, August. Invited local keynote presentation.
- 2002 *Organizational Behavior.* **Taylor, L.** Georgia State University Department of Psychology Guest Lecture Series, Atlanta GA, February. Invited local symposia presentation.
- 2002 *Open Space Technology as a Forum for Ethics Discussion.* **Taylor, L.** Industrial/Organizational Psychology Study Group continuing education program session, Atlanta GA, March. Invited local keynote presentation. Three Continuing Education Units offered for psychologists.
- 2002 *Measuring the impact of organizational development.* **Taylor, L.** Society for Human Resource Management (SHRM) monthly meeting, Atlanta GA, May. Invited local keynote presentation.
- 2001 *Measuring the Impact of Change.* **Taylor, L.** BellSouth Corporation annual human resource conference, Atlanta, GA, May. International symposia presentation.
- 1999 *Nuestros Valores y Principios Éticos.* **Taylor, L.** BellSouth International annual human resource conference, Miami, FL, May. Invited international symposia presentation.
- 1998 *Managing Change Effectively.* **Taylor, L.** BellSouth International annual human resource conference, Atlanta, GA, May. Invited international symposia presentation.
- 1997 *Vision Statements.* **Taylor, L.** BellSouth International annual human resource conference, Atlanta GA, May. Invited international symposia presentation.
- 1996 *Resilience and the Five-Factor Model of Personality.* **Talerico, L.** Organization Change Alliance monthly meeting, Atlanta, GA, February. Invited local keynote presentation.
- 1987 *Altered Body Image.* **Talerico, L.** Yale School of Medicine Grand Rounds, New Haven CT, May. Invited local symposia presentation.

Grants: Funded Projects as PI

- 2016 *Increasing nursing students' use of therapeutic communication: A randomized controlled study comparing two low-cost interventions*, PI: **Varagona**, L. PhD, Co-PI: Myers, R., PhD, Sigma Theta Tau International Mu Phi Chapter, \$500.

Grants: Proposals Submitted but not Funded as PI

- 2023 *Well-Start Resiliency Program for First Responders' Families*. Cobb County Georgia 2022 American Rescue Plan Act (ARPA) Grant, PI: **Varagona**, L., PhD, \$602,000.

Grants: Funded Projects as Co-PI

- 2020 *Correlation of Hospital Work Environments as Measured by the PTI[®] with Clinical Outcomes, HCAHPS, and Turnover*. Kennesaw State University, Office of the Vice President of Research, Co-PIs: Ballard, N., PhD, & **Varagona**, L., PhD. \$9,500.
- 2018 *Correlation of the Trust Capital Index[™] to clinical outcomes, HCAHPS, and Turnover*, Kennesaw State University, Office of the Vice President of Research, Co-PIs: **Varagona**, L., PhD, & Ballard, L., \$3,100.
- 2018 *Hospital Study - Communication Plan and Copy Development*, Kennesaw State University, Wellstar College of Health and Human Services, Co-PIs: **Varagona**, L., PhD, & Ballard, N., PhD, \$3,000.
- 2016 *Patient Navigator Program*, PI: Monica Nandan, PhD, Kennesaw State University, CoPIs: Hooks, D., PhD, Maguire, M. B., DNP, Porter, K., PhD, Slater-Moody, J., LCSW, & **Varagona**, L., PhD, Betty and Davis Fitzgerald Foundation, \$50,000.
- 1988-1990 *Impact of the SUPER II Program in Decreasing Drug Usage Among High-Risk Youth*, PI: Jim Emshoff, PhD, Georgia State University, Co-PI: **Talerico**, L., MSN, U.S. Office of Substance Abuse Prevention.

Grants: Proposals Submitted but not Funded as Co-PI

- 2022 *Nurse leader mentoring: Using a team virtuousness framework to heal from COVID-19 and move on*. Association of Leadership Science in Nursing (ALSN). Co-PIs: Hedenstrom, L., PhD, Ballard, L., PhD, & **Varagona**, L., PhD, \$10,000.
- 2021 *WellStart Resiliency Training and Coaching Program*, Health Resources and Services Administration (HRSA), Co-PIs: Beidler, S., **Varagona**, L., & Nandan, M. 1,702,993.00.
- 2020 *Impact of Trust Infusion[®] Workshops and Coaching on Metrics of Interest in a Community Hospital*, Versant Center for the Advancement of Nursing, through the Association for Leadership Science in Nursing, Co-PIs: **Varagona**, L., & Nancy Ballard, \$10,000.
- 2018 *Impact of Trust Infusion[®] Workshops and Coaching on Metrics of Interest in a Community Hospital*, American Organization for Nursing Leadership, Co-PIs: Ballard, N., & **Varagona**, L., \$10,000.

- 2018 *Case Studies of Healthcare Consulting That Used the Cape Cod Model*, Kennesaw State University, Office of the Vice President of Research, Co-PIs: **Varagona, L.**, & Nancy Ballard, \$4,215.
- 2018 *Impact of Trust Infusion® Workshops and Coaching on Metrics of Interest at a 152-bed Hospital*, Kennesaw State University, Office of the Vice President of Research, CoPIs: **Varagona, L.**, & Ballard, N. \$12,300.

Unfunded Research

- 2016-2017 *Systematic Analysis of the Global Nursing Trust Research Literature*, PI: **Varagona, L.**, PhD, Co-PIs: Hagan, E., MS, & Ballard, N., PhD, Kennesaw State University, Kennesaw GA.
- 2012 – 2018 *Relationship between trust, cooperation, innovation, engagement, satisfaction, commitment, team identity, and team performance*, PI: **Varagona, L.**, PhD, Trust Capital Institute, Atlanta GA.
- 2004 *Understanding engagement issues in a 100-person product commercialization organization*, PI: **Taylor, L.**, PhD, BellSouth, Atlanta GA.
- 2001 *Comparison of the organization design of seven Fortune 100 companies in the services industry*, PI: **Taylor, L.**, PhD. BellSouth, Atlanta GA.
- 2001 *Impact of a human resource management development program on perceived competence among human resource professionals*, PI: **Taylor, L.**, PhD, BellSouth, Atlanta GA.
- 2001 *Improving customer service skills in a 250–person call center organization*, PI: **Taylor, L.**, PhD, BellSouth, Atlanta GA.
- 2000 *Effectiveness of online vs. instructor-led training in learning a new job application system*, PI: **Taylor, L.**, PhD, BellSouth, Atlanta GA.
- 2000 *Engagement issues between two payment remittance operations in a Fortune 100 company*, PI: **Taylor, L.**, PhD, BellSouth, Atlanta GA.
- 1999 *Engagement issues in a 250-person international headquarters company*, PI: **Taylor, L.**, PhD., BellSouth, Atlanta GA.

SERVICE

Kennesaw State University (KSU)

- 2025 - Present *Graduate Policy and Curriculum Committee*. Kennesaw State University. Evaluate new graduate program proposals and changes to existing graduate curriculum, review and recommend changes in graduate policies and procedures, oversee graduate curriculum development and review process, and ensure faculty-led curriculum decisions are aligned with system and university level policies.

- 2020 - *Institutional Review Board (IRB)*, Kennesaw State University. Evaluated research proposals involving human participants submitted to the IRB at Kennesaw State University; assessed risk versus potential benefits; and voted to approve, conditionally approve, disapprove, or table research projects.
- 2022
- 2020 - *Office of Undergraduate Research Symposium of Student Scholars*, Judge. Evaluated assigned symposium presentations according to the rubric criteria of visual presentation, content, and oral communication; submitted scores and brief qualitative feedback, supporting student scholarship by offering professional, constructive input.
- 2021
- 2020 - *Kennesaw Journal of Undergraduate Research Manuscript Reviewer*. Reviewed and rated assigned manuscripts submitted to the Kennesaw Journal of Undergraduate Research and provided anonymous, unbiased, constructive feedback based on rubric criteria.
- 2021
- 2017 - *Adult Learning Committee*, Wellstar College of Health and Human Services (WCHHS) representative. Supported system-level coordination as KSU's representative in the University System of Georgia's Adult Learning Consortium and the Regents' Academic Committee on Adult Learning; advocated for adult learners and credit for prior learning within KSU, representing adult-focused needs across campus.
- 2019

KSU Wellstar College of Health and Human Services (WCHHS)

- 2024 - *Promotion and Tenure Committee*. Reviewed faculty applications for promotion in rank within the college, evaluating teaching effectiveness, scholarship or creative activity, service and community engagement, and professional contributions; conducted thorough portfolio evaluations, ensuring each candidate's portfolio met the criteria outlined in KSU's promotion and tenure guidelines and departmental expectations; and provided feedback and recommendations.
- 2025
- 2023 - *New Faculty Orientation Series Co-Presenter*. Invited to co-deliver a workshop with Dr. Rachel Myers on Developing and Maintaining Resiliency and Work-Life Balance for faculty new to the College of Health and Human Services.
- 2024
- 2021 - *Faculty Awards Committee*, Wellstar School of Nursing (WSN) representative. Participated in the annual awards process for faculty in categories such as teaching, research and creative activity, service and community engagement, and early career contributions. Reviewed and evaluated submitted materials based on award criteria. Voted on award recipients in each category.
- 2023
- 2019 - *Undergraduate Scholarship Committee*. Served as the Wellstar School of Nursing (WSN) faculty representative; reviewed and evaluated undergraduate scholarship applications and evaluated applicants based on award criteria; made independent, objective decisions and shared recommendations.
- 2021

- 2016 – *Interprofessional Education Collaborative (IPEC) Faculty Team*. Served as a
 2022 founding member of the WCHHS interprofessional team that collaboratively designed, developed, implemented and evaluated course modules, activities, assignments and assessments for NUR 4413: Interprofessional Collaboration and Care that were designed to bring together undergraduate students from multiple professions in the college to learn about, from and with each other in small group settings.

KSU Wellstar School of Nursing (WSON)

- 2025 - *Graduate Admission, Progression and Retention Committee*. Review, evaluate and
 Present document Psychiatric Mental Health Nurse Practitioner (PMHNP) Post Graduate Certificate Program applicants' evidence of meeting program admission criteria; conduct a gap analysis and make and communicate acceptance or conditional acceptance decisions; monitor academic standing and progression for PMHNP students and apply progression policies and procedures as needed.
- 2024 - *Faculty Search Committee*. Member. Evaluated applicant materials for open
 2025 positions within the Wellstar School of Nursing against stated criteria; recommended candidates to be invited for interviews; participated in initial video interviews and ensured consistency in interview questions and evaluation rubrics; voted on whether candidates should advance to on-campus interviews; and voted on final candidates whose on-campus interviews I attended in person or via live video.
- 2023 – *Essentials Domain Teams*, Member. Served on Domain 9 and Domain 10 teams to
 Present assist in revising the graduate and undergraduate curriculums to align with the American Association of Colleges of Nursing's new Essentials. Mapped Domain 10 to NURS 3302: Professionalism and Ethics in Nursing and NURS 7776: Theory and Research for Advanced Nursing Scholarship. Helped draft Domain 10 progression indicators. Provided feedback on the AACN's draft of Domain 4 progression indicators.
- 2023 *Presenter of Candidates*, WellStar School of Nursing Master of Science in Nursing
 Hooding Ceremony. Invited by the WSON Master of Science in Nursing Program Coordinators to formally present each graduate candidate to the College, ushering in the symbolic hooding of their master's regalia.
- 2019 – *Department Faculty Council*, Co-Chair: 2021-2024; Chair: 2020-2021, Co-Chair 2019-
 2024 2020. Co-led promotion of collegiality and effective shared governance in the WSON by facilitating transparent, two-way communication between WSON faculty and administration on matters affecting departmental functioning and faculty welfare; advised the WSON Director on departmental concerns, priorities, and planning.
- 2022 - *Department Promotion & Tenure Committee*, Member. Reviewed portfolios submitted
 2024 by faculty for 3rd year review or promotion and tenure; assessed alignment of teaching, scholarship and creative activity, and service with the WSON and WCHHS guidelines; voted on recommendation for tenure and promotion; assisted with generating a detailed letter for each candidate backed by evidence in their portfolio.

- 2022 – *Department Evaluation and Review Committee*, Chair. Formed and chaired the
2023 committee responsible for overseeing the WSON faculty and staff multi-year review of the WSON Director; analyzed anonymous quantitative and qualitative data obtained by an external consulting firm and identified themes; compiled and presented summary report to the Dean of the Wellstar College of Health and Human Services
- 2022 *WSON Mission, Vision, & Values Task Force*. Gathered input from faculty and staff and facilitated discussion and integration of thoughts and ideas pertaining to the Wellstar School of Nursing's mission, vision, and values and how they might be worded.
- 2015 – *Undergraduate Program Evaluation Committee*, Chair 2017-2-21; Co-Chair 2016-
2021 2017; Member, 2015-2016. Participated in then later co-led and led oversight of the collection, analysis, and interpretation of multiple assessment data sources to inform undergraduate curricular and program revisions; ensured validity and reliability of assessment methods aligned with the Total Assessment Blueprint (TAB); created TAB graphs to depict data trends and updated annually; presented annual findings, implications, and recommendations to undergraduate nursing faculty.
- 2018- *Faculty Development Committee*, member. Gauged Wellstar School of Nursing
2019 faculty development interests and needs; planned and co-delivered workshops and lunch-and-learn sessions to support identified needs; solicited and reviewed participant evaluation feedback to assist future planning.
- 2017 – *Fiscal and Physical Resource Committee*, Co-chair 2018 - 2019. Annually collected
2019 and reviewed faculty applications for departmental funding requests pertaining to teaching; reviewed related WSON operating budget; made resource allocation recommendations to the WSON director based on assessment findings.
- 2016 – *Undergraduate Curriculum Committee*, member. Helped map undergraduate
2018 curriculum; analyzed and documented how and where required competences were addressed, duplicated, or not addressed across the program; recommended revisions to the undergraduate curriculum based on findings.
- 2014 - *Bylaws Committee*, member. Developed online surveys to facilitate gathering of
2016 WSON committee bylaws data; annually reviewed WSON bylaws to confirm clear specification and appropriate representation of faculty and student committee involvement; facilitated faculty approval of proposed committee bylaws changes by presenting revisions and overseeing voting

Profession

- 2022 - *Association for Leadership Science in Nursing (ALSN) Membership Committee*.
Present Chair 2025-Present, Co-Chair of conference New Member Orientation 2022, member 2022-2023. Lead efforts to increase international and national membership in alignment with the Board of Directors' strategic priorities (e.g., 2025-2026 International Ambassador Pilot Program, Mentoring Program, organizational and student membership).

- 2025 *Invited Book Reviewer*, Middle Range Theory for Nursing (5th ed., M. J. Smith, P. R. Liehr, & R. D. Carpenter, Eds.). Springer Publishing Company, 2023. Evaluated the scholarly merit, clarity, and applicability of the text; assessed accuracy, organization, and theoretical contributions; and provided constructive, evidence-based feedback to the editors to enhance content quality and relevance for nursing education and practice.
- 2025 *American Association of Colleges of Nursing (AACN)*, Peer Reviewer of Essentials Domain 4 Progression Indicators draft. Evaluated the Domain 4 progression indicators for content accuracy and relevance, clarity and language, developmental progression, alignment with the AACN Essentials Framework, feasibility and applicability, and identification of gaps or redundancies; provided concrete, actionable suggestions for improvement supported by examples.
- 2020 - *Professional Journal Manuscript Reviewer*. Assess the scientific, scholarly, or clinical merit of manuscripts; apply the journal's specific criteria or scoring rubric; provide clear, balanced, and constructive comments to help authors improve the manuscript; make a clear recommendation supported by objective rationale aligned with comments. (BMC Nursing, Kennesaw Journal of Undergraduate Research, Nursing Administration Quarterly, Nursing and Health Sciences, Journal of Nursing Management, Journal of Nursing Measurement)
- 2024 *Professional Conference Moderator*. Completed moderator training; reviewed speaker bios, confirmed working audio/visual equipment, met presenters, and reviewed logistics prior to starting; welcomed attendees and introduced each presenter; kept the session on schedule; facilitated respectful, inclusive, and intellectually open engagement; closed the session by thanking the speakers and offering brief, concluding remarks. (Sigma Theta Tau International Creating Healthy Work Environments Conference).
- 2021 – *Sigma Theta Tau International Mu Phi at-Large Chapter*, Academic Vice President,
2023 Co-led planning and implementation of the 2023 5th annual Research Day attended by 98 participants; awarded 5.5 Nursing Continuing Education Units.
- 2019 - *Secretary, Sigma Theta Tau International Mu Phi at-Large Chapter*, Secretary.
2021 Handled official Chapter correspondence; accurately recorded Board minutes and ensured they were approved and archived; maintained up-to-date rosters of officers, committees, and membership; promoted meeting events; prepared annual reports.
- 1999 - *Professional Conference Abstract Reviewer*. Evaluate submitted abstracts to ensure
2022 they meet the conference's standards for quality, relevance, and clarity; ensure fair, unbiased, and consistent application of review materials; provide clear, specific, and constructive comments in a respectful and professional tone (2022 American Nurses Credentialing Center (ANCC) National Magnet Conference; 2022 ANCC Pathway to Excellence Conference; 2021 National Conference on Undergraduate Research; 2020 ANCC National Magnet Conference; 2006 International Network for Economic Research (INFER) annual conference; 2005 Western Economic

Association International annual conference; 1999, 2000, 2001, 2002, and 2003 Society for Industrial-Organizational Psychology Conference).

- 2012 *Book Chapter Reviewer*, Perspectives on Coping and Resilience. Delhi, India: Authors Press. Critically assessed the chapter's quality; ensured the chapter aligned with the goals, tone and academic level of the book; evaluated the accuracy of information, evidence, and citations; provided clear, specific, respectful feedback; offered formal recommendations to the book editor.
- 2002 *Book Reviewer*, How to Manage Change Effectively. San Francisco, CA: Jossey-Bass. Read the book in its entirety with attention to central themes, arguments, structure and organization, clarity and style, accuracy and credibility of content, and originality and relevance to the field; evaluated the book fairly and professionally while considering its intended purpose and audience; provided a clear, constructive, balanced critique.

Community

- 2011 – *Spiritual Director*, Atlanta GA. Provide a safe, confidential, nonjudgmental space
Present for a directee to speak freely; practice attentive, contemplative listening, allowing the Holy Spirit to guide the conversation; remain present and open to how God is at work in the life of the directee; help the directee become aware of, understand, and respond to the movements of consolation and desolation; support the directee in discerning God's will in daily life, decisions, and relationships; encourage reflection on daily experiences, desires, prayer, and spiritual growth.
- 2009 – *Facilitator*, Ignatian Spirituality Project retreats for homeless women in recovery,
2019 Atlanta GA. Foster a welcoming, compassionate, and nonjudgmental environment where all participants feel valued and heard; support emotional and spiritual safety, especially given the vulnerability of participants' lived experiences (homelessness, addiction, trauma); guide prayer, reflection, and sharing activities rooted in Ignatian principles; model vulnerability and spiritual strength; offer compassionate listening and presence; collaborate with retreat team members; prepare logistically and spiritually.
- 1999 – *Interviewer of undergraduate applicants*, Yale University, New Haven CT. Promptly
2018 contacted assigned students to set up an interview; created a positive and welcoming experience; represented Yale in a respectful, inclusive, and enthusiastic manner; asked insightful and relevant questions designed to evaluate intellectual curiosity, academic interests, extracurricular activities, initiative, leadership, maturity, motivations, and character; wrote a confidential, thoughtful report that synthesized and summarized impressions; assigned overall rating; submitted report by deadlines.

- 1987 - *Hotline Counselor*, Georgia Council on Child Abuse. Contributed to a preventive
1988 model of child abuse intervention, empowering families to make protective choices before incidents occurred; provided immediate, trauma-informed support to parents in crisis, including those expressing fears of harming their children; conducted structured, empathic conversations to help caregivers de-escalate emotions and develop safe, concrete strategies to reduce risk of child maltreatment.
- 1994 - *Pro Bono Organizational Development Consultant*, Organization Change Alliance,
1995 Atlanta GA. Provided pro bono consulting services to nonprofit and mission-driven organizations, helping them navigate organizational challenges such as strategic planning, team development, or culture change.
- 2008 - *Chair*, Mayfair Renaissance Architectural Control Committee, Atlanta GA. Led
2012 efforts to plan scheduled update to limited common elements; reviewed nearby condominium properties to benchmark amenities; developed and administered a survey to assess owners' interests in possible use of common element space then made recommendations to the Board of Directors; interviewed professional interior designers and made a recommendation to the Board; collaborated with the selected design firm to develop and refine renovation plans for shared space.
- 2009 – *Board Member*, Catholic Campaign for Human Development (CHHD) Archdiocese
2010 of Atlanta, GA. Evaluated community-based grassroots projects; reviewed and discussed local grant applications; helped ensure compliance with eligibility requirements; voted to award or deny grant proposals.
- 1999- *Parish Council Member*, Cathedral of Christ the King, Atlanta GA. Served as part of a
2003 consultative body to assist the pastor, through prayerful dialogue and discernment, regarding pastoral matters, ministry, priorities, and parish planning. Initiated a theater ministry; solicited and shared testimonials of the positive impact the ministry had on participants' lives.