

Curriculum Vitae

Nancy M. Ballard

Assistant Professor

Kennesaw State University

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EDUCATION

- May, 2015 PhD, University of Kansas, Kansas City, Kansas, Nursing
- May, 1993 MSN, Medical College of Georgia, Augusta, Georgia, Nursing
- May, 1982 BSN, Brenau University, Gainesville, Georgia, Nursing
- May, 1972 ADN, Kennesaw State University

PROFESSIONAL EXPERIENCE

- 7/1/23-Present **Associate Professor Wellstar School of Nursing**
Graduate Faculty in the Masters in Nursing Leadership, Coordinator of the Nursing Administration & Transformational Leadership Track.
- 6/16/16-Present **Assistant Professor Wellstar School of Nursing-**
Graduate Faculty in the Masters in Nursing Leadership, Coordinator of the Nursing Administration & Transformational Leadership.
- 2/12-6/2016 **WellStar Health System, Director of Professional Practice & WellStar Distinguished Faculty at KSU (2014-2016)-** Supported nursing research, Magnet® designation and Clinical Advancement program for a five hospital system with fifty percent of time dedicated to development of a graduate faculty position in the Nursing Leadership program at KSU and improvement in academic practice collaboration.
- 7/08-2/2012 **Wellstar Health Systems, Director Center for Nursing Excellence-** Oversight of operations and system programs for nursing research, shared governance, clinical advancement and Magnet® designation. Provided consultation to nursing leadership and clinical nursing.
- 4/04-7/2008 **WellStar Health Systems, Cardiac Outcomes Coordinator-** Managed data analysis and coordinated multi-disciplinary committees/ teams to review clinical outcomes related to cardio-vascular data for a five hospital system. Planned and implement the department with oversight of budget, staffing, and contracting for data-base participation for four national databases.

- 12/00-4/2004 **WellStar Health Systems, Critical Care Clinical Nurse Specialist-** Responsible for development and coordination of critical care education. Past Chair Nursing Research Committee, Served on the following committees: Co-Chair Code Committee, Human Research Review Committee, Critical Care Committees. Facilitator for practice change and nursing research.
- 3/95-12/2000 **Kennestone Hospital- Clinical Nurse Cardiac Catheterization lab-** Assisted with diagnostic cardiac procedures.
- 1/95-12/2000 **Consultant Cardiac Program Development-** Assisted home health agencies in developing cardiac specialty home care programs. Included policy assessment/development and staff training.
- 2/93-12/1994 **Cardiac Solutions Clinical Manager-** Opened and organized cardiac specialty homecare service in Georgia for a national for-profit company. Provided high quality homecare management for heart failure, cardiac surgery, and other cardiac diagnoses. Decreased heart failure readmissions by 40-60%. Managed operations until the company relocated outside of Georgia.
- 1/89-2/1993 **Kennestone Hospital, Nurse Manager Coronary Care Unit and Phase I Cardiac Rehabilitation Program-** Twenty-four hour accountability for CCU and over-sight of Phase I Cardiac Rehab. Program. Responsible for budget planning and monitoring. Planned and opened a new 12 bed CCU. Collaborated with other critical care managers to implement a shared governance practice model. Developed a staff nurse rotation plan for phase I cardiac rehab program.
- 1/82-1/1989 **Kennestone Hospital, Clinical Coordinator Cardiac Rehabilitation-** Planned, implemented and managed the initial Phase I Cardiac Rehab program. Developed 100% referral of all acute myocardial infarction patients from physician referral base.
- 6/72-1/1982 **Kennestone Hospital & Cherokee Atomedic Hospital-** Clinical nurse in critical care, surgery, and post-anesthesia care

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

American Nurses Association
 Georgia Nurses Association & Northwest Chapter
 Sigma Theta Tau International & Mu Phi at Large Chapter of Sigma Theta
 American Association of Critical Care Nurses
 American Organization of Nurse Leaders
 Association for Leadership Science in Nursing
 Southern Nursing Research Society

HONORS, AWARDS, AND FELLOWSHIPS

Excellence in Nursing Research, 2004 & 2008, WellStar Health System, Marietta Georgia
Beverly Farnsworth Leadership Award, 2011, Mu Phi Chapter Sigma Theta Tau, Kennesaw, Georgia
Distinguished Alumni Award, 2014, Kennesaw State University Alumni Association

RESEARCH AND CREATIVE ACTIVITY:

PUBLICATIONS

- Varagona, L, **Ballard, N.**, McCartt, P, McEwan, K., & Knotts, K. (2023). Another piece of the practice environment Puzzle-Development and validation of a team virtuousness instrument. *Nursing Administration Quarterly*, 47 (2), 150-160. doi:10.1097/NAQ.0000000000000571
- Wei, H., Haddad, L., Nwokocha, T., Powers, M., Wei, A., Carroll, Q. & **Ballard, N.** (2023). Organizational culture and roles in promoting nurse specialty certifications: A qualitative study in the United States. *International Journal of Nursing Sciences*. 10, 189-198. doi:org/10.1016/j.ijnss.2023.03.00e
- Varagona, L. Ballard, N., & Hedenstrom, M. (2022). Virtue ethics in health care teams; its time has come; Review of the nursing virtue ethics literature. *Journal of Nursing Management*, 30(7), 2394-2402. doi:10.1111/jonm.13757
- Spiva, L., Hedenstrom, L., **Ballard, N.**, Buitrago, P., Davis, S., Hogue, V., Box, M., Tasoobsnirazi, G., & Case-Wirth, J. (2021). Nurse leader training and strength-based coaching: Impact on leadership style and resiliency. *Nursing Management*, 52 (10), 43-50. doi: 10.1097/01.NUMA.0000792024.36056.c0.
- Lovett, L., **Ballard, N.**, VanBrackel, L., Stewart, S., J., Stinnett, L., & Jones-Foster, Z. (2021, Jan.-Feb.). Impact of specific rounding model and an EMR-driven discharge readiness tool on improving length of stay. *Physician Leadership Journal*, 52-53.
- Leclerc, L., Maxwell, R., Peters, Elizabeth, **Ballard, N.**, & VanBrackel, L. (2020). Challenges in conducting a psychometric study to establish sensitivity and specificity of a nurse-driven stroke swallow screen. *SAGE Research Case Reviews*. Online
- Ballard, N.**, Varagona, L., Stilson, R., Knotts, K., Sacerio, J. (2020). Challenges in conducting online survey research of the relationship between unit-level perceived team trustworthiness and clinical and operational outcomes *SAGE Research Case Reviews*. Online. doi: <https://dx.doi.org/10.4135/9781529732719>
- Ballard, N.**, Boyle, D., & Bott, M. (2015). Evaluation of elements of the nursing worklife model using unit level data. *Western Journal of Nursing Research*. Advance online publication. doi:10.1177/0193945915581628
- Ballard, N.**, Bairan, A., Newbwerly, L., VanBrackle, L., & Barnett, G.(2011).Effect of education on a chest pain mnemonic on door-to-ECG Time. *Journal of Emergency Nursing*, 37(3), 220-224.
- Robley, L. **Ballard, N.**, & Holtzman, D. (2010).The experience of stress for open heart surgery patients and their caregivers. *Western Journal of Nursing Research*, 32(6), 794-813
- Ballard, N.** (2010). Factors in success and breakdown of shared governance. *Journal of Nursing Administration*. 40(10), 411-416.
- Ballard, N.**, Robley, L., Barrett, D., Fraser, D. & Mendoza. I. (2006) Patients' recollections of therapeutic paralysis in the intensive care unit. *American Journal of Critical Care.*, 15 (1), 86-94.
- Fraser, D., Robley, L., **Ballard, N.**, & Peno-Green. L (January-March, 2006).Development of an insulin nomogram for intensive insulin therapy. *Critical Care Nursing Quarterly*, 29(1), 96-105.

Newberry, L., Barnett, G, & **Ballard, N.**(2005) A new mnemonic for chest pain assessment. *Journal of Emergency Nursing*. February 31(1), 84-85.

Refereed Chapters in Books:

Ballard, N. M., Tussing, T. E., & Wei, H. (2022). Developing nursing leadership skills and capacity. In H. Wei & S. Horton-Deutsch (Eds.), *Visionary leadership in healthcare: Excellence in practice, policy, and ethics*. Indianapolis, IN: Sigma Theta Tau International.

Ballard, N. Rhythm recognition and ekg interpretation. In Newberry, L. & Criddle, L. (eds), *Sheehy's Manual of Emergency Care* (6th ed) 2005.

PRESENTATIONS

Refereed Conference Presentations:

Robinson, K., **Ballard, N.**, Varagona, L., Adewuyi, M. (November, 2024). Nurse Satisfaction and Interprofessional Interactions. Poster presentation. The Association for Leadership Science in Nursing 2024 International Conference, Impact of Nurses' Professional Relationships on Job Satisfaction. Podium Presentation Sigma Mu Phi at Large Research Day. Podium Presentation, Kennesaw, Ga.

Robinson, K., **Ballard, N.**, Varagona, L., Adewuyi, M. (September, 2024). Nurse Satisfaction and Interprofessional Interactions. Poster presentation. The Association for Leadership Science in Nursing 2024 International Conference, Impact of Nurses' Professional Relationships on Job Satisfaction. Dallas, Texas.

Brown, L. F. & **Ballard, N.** (June 2024). *Integrative Review: Best Practices for Educating and Engaging Care Partners of Patients with New Ostomies*. Accepted Poster Presentation. WOCNEXT Conference-2024. Wound Ostomy Continence Nurses Society. Cleveland, Ohio.

Varagona, L. & **Ballard, N.** (March, 2024). *What Matters Most? Novel findings from an innovative measure of coworker interrelations on nursing units*. Accepted Podium Presentation. 2024 Creating Healthy Work Environments Conference. Sigma Theta Tau International. Washington, D.C.

Spinks, M., Eaves, Y., **Ballard, N.** Oct. 2023). *Modern Perceptions of Leadership as an Influential Factor in Nursing Retention: A Phenomenological Study*. Presented at Association for Leadership Science in Nursing 2023 International Conference, Birmingham, Ala.

Ballard, N., Varagona, L., Hedenstrom, M., Adewuyi, M., A & Keen, D. (2023). Faculty Decisional Involvement. Poster Presentation at Association for Leadership Science in Nursing 2023 International Conference, Birmingham, Ala.

Spiva, L., Box, M., Hedenstrom, M., **Ballard, N.**, et al. (Oct. 2023). *Nurse Manager Training and Positive Impact on Leadership Style and Resiliency*. Presented at Annual Magnet & Pathways to Excellence Conference. American Nurses Credentialing Center, Chicago Ill.

Merritt, A., Edd, J., & **Ballard, N.** (Sept., 2023). Large Vessel Occlusion-Stroke Destination. Presented at Sigma Mu Phi at Large Research Day, Kennesaw, Ga.

- Brown, L. F. & **Ballard, N.** (Sept. 2023). *An Integrative Review: Best Practices for Educating and Engaging Care Partners of Patients with New Ostomies*. Presented at Sigma Mu Phi at Large Research Day, Kennesaw, Ga.
- Ballard, N. M.**, Wei, H., Gorsuch, P., Tussing, T. E., (November 3, 2022). *Nurse Leaders' Perceptions of Challenges and Strategies in a Post-Covid-19 Environment*. Poster presentation at Association for Leadership Science in Nursing International Conference 2022, Cleveland Ohio.
- Vargona, L., **Ballard, N.**, Hedenstrom, M. (November 2, 2022). *A new framework for rebuilding healthy practice environments: What team virtuousness looks like in healthcare teams*, Presented at Association for Leadership Science in Nursing International Conference, Cleveland, Ohio.
- Hedenstrom, M., **Ballard, N.**, (November 2, 2022). *New Solutions for supporting development of nurse executive presence: Implementation of a graduate level nursing executive presence course*, Presented at ALSN International Conference 2022, Cleveland, Ohio.
- Varagona, L. & **Ballard, N.** (2021, November). *A novel component of hospital unit practice environments related to staff engagement: Team virtuousness*. Presented at Association for Leadership Science in Nursing International Conference. Virtual in lieu of planned site, Charlotte, N.C. due to Covid
- Varagona, L. **Ballard, N.** (2021, July). *Another piece of the puzzle: Measuring a new practice environment element*. Presented at American Organization of Nurse Leaders (AONL) National Conference. Virtual in lieu of planned site Washington, D.C. due to Covid.
- Ballard, N.** & Lovett, L. VanBrackel, L., Stewert, J., Stinnett, L. & Jones-Foster, Z. (2021, July). *Specific rounding model + EMR-driven discharge readiness tool = decreased LOS*. Poster presentation at American Organization of Nurse Leaders (AONL) National Conference. Virtual in lieu of planned site Washington, D.C. due to Covid.
- Sapp, J. & **Ballard, N.** (2021, June). *Are we communicating the same Message?* Poster presentation at Case Manager Society of America Annual Conference. Virtual due to Covid.
- Maxwell, R., Peters, E., Leclerc, L. **Ballard, N.**, & VanBrackel, L. (2019, November). *Establishing sensitivity and specificity of the maxwell swallow screen*. Invited Poster from Best of AHA Specialty Conferences Presented at Scientific Sessions sponsored by the American Heart Association, Philadelphia, PA.
- Maxwell, R., Peters, E., Leclerc, L. **Ballard, N.**, & VanBrackel, L. (2019, February). *Establishing sensitivity and specificity of the maxwell swallow screen*. Presented at International Stroke Conference of the American Heart/American Stroke Association, Honolulu, HI.
- Ballard, N.** & Varagona, L. (2017, September). *Development of a perceived team trustworthiness indicator*. Presented at the International Nursing Administration Research Conference conducted by the Council on Graduate Education for Administration in Nursing of the American Association of Nursing Leaders.
- Garlow, L., Ulbricht, L., Johnson, A., Van Ness, J., Petefish, J., Petrucci, S., Coetzee, A., Ritter, T., Renz, B., Moton, L., & **Ballard, N.** (2017, September). *Trauma nurse fellowship: developing the novice trauma nurse*. Poster Presentation at Emergency Nursing Conference sponsored by the Emergency Nurses Association, St. Louis, MO.
- Ballard, N.**, Gajewski, B., Park, S., Miller, P., Popkess-Vawter, S., & Bott, M. (2017, July). *Association of catheter associated urinary tract infection with the practice environment at the unit level*. Presented at International Research Congress sponsored by Sigma Theta Tau International, Dublin, Ireland.
- Ballard, N.** (2016, February). *Building a nursing research program in a community hospital system*. Presented at 30th Annual Conference sponsored by the Southern Nursing Research

- Ballard, N.**, Gajewski, B., Park, S., Miller, P., Popkess-Vawter, S., & Bott, M. (2016, March). *Association of catheter associated urinary tract infection with the practice environment at the unit level*. Presented at Connecting Quality, Safety and Staffing to Improve Outcomes sponsored by the American Nurses Association, Lake Buena Vista, Fla.
- Joyce, K. & **Ballard, N.** (2015, May) *Nurse Grief in the ICU: A Descriptive Study* Presented at National Teaching Institute Sponsored by the American Association of Critical Care Nurses, San Diego, CA.
- Ballard, N.**, Adkins, B., & Platt, A. (2014, March) *Primary care nurse practitioners' experience with weight management*. Poster Presentation at 38th Annual Research Conference sponsored by Midwest Nursing Research Society, St. Louis, MO.
- Ballard, N.**, Boyle, D. & Bott, M. (2013, February). *Evaluation of selected components of the nurse worklife model*. Presented at the NDNQI National Quality Conference sponsored by the American Nurses Association, Phoenix, AZ.
- Ballard, N.**, Boyle, D. & Bott, M. (2013, February). *Evaluation of selected components of the nurse worklife model*. Presented at SNRS Annual Research Conference, Little Rock, AK
- Robley, L., **Ballard, N.**, & Holtzman, D. (2009, February). *The experience of stress for the open-heart surgery patients and caregiver*. Presented at SNRS Annual Research Conference sponsored by the Southern Nursing Research Society, Baltimore, MD
- Ballard, N.** (2008) *The effect of a new chest pain Mnemonic on door to EKG times on patients arriving by self-transport*. Poster presentation at the National Cardiac Data Registry Annual Meeting sponsored by the American College of Cardiology, Washington, D.C.
- Ballard, N.** (2007) *Maintaining the Quality of Your Quality Outcomes*. Poster presentation at the National Cardiac Data Registry Annual Meeting sponsored by the American College of Cardiology, Washington, D.C.
- Ballard, N.**, Robley, L. Barret, D. Fraser, D, and Mendoza, I. (2006, May). *The experience of the patient receiving neuro-muscular blocking agents in the icu*. Poster presentation at the National Teaching Institute sponsored by the American Association of Critical Care Nurses, Anaheim, CA.
- Ballard, N.** & Robley, L. (2006. May) *Learning research together: A community/academic partnership*. Poster presentation at the National Teaching Institute sponsored by the American Association of Critical Care Nurses, Anaheim, CA

GRANTS AND CONTRACTS

Funded Projects as CoPI:

Correlation of the Trust Capital Index™ to clinical outcomes, HCAHPS, and Turnover. (Pilot study) **Ballard, N.**, Varagona, L., Knotts, K., Thurman, S. KSU OVPR, \$3100, AY-2018.

Correlation of Hospital Work Environments as Measured by the PTI® with Clinical Outcomes, HCAHPS, and Turnover (Intervention Study). Varagona, L., **Ballard, N.** KSU OVPR, \$9500, AY 2020.

Projects not Funded as CoPI:

Correlation of the Trust Capital Index™ to HCAHPS and Turnover, Varagona, L., **Ballard, N.** (Pilot Study). KSU OVPR, AY 2016

The Impact of Trust Infusion® Workshops and Coaching on Metrics of Interest in a Community Hospital, Varagona, L., **Ballard, N.** & Thurman, S. American Association of Nurse Executives, \$12,300, 2017.

Effectiveness of Nursing Leadership Training and Strength-Based Coaching to Impact Leadership Style, Capabilities and Patient Outcomes, Spiva, L., Hedenstrom, L., **Ballard, N.**, Buitrago, P., Davis, S., Hogue, V., Box, M., Tasoobsnirazi, G., & Case-Wirth, J. American Association of Nurse Leaders, \$48,887, 2018

surefhir 2019 (software communication product development application pilot for hospitals), Gomez del Campo, A., Lovett, L., **Ballard, N.**, Copeland, R. Georgia Research Alliance, \$48,770, 10/21/19. Collaboration with WellStar.

Nurse leader mentoring: Using a team virtuousness framework to heal and move forward after COVID-19. Hedenstrom, M., **Ballard, N.**, Varagona, L. American Association for Leadership Science in Nursing, \$10,000, March, 2022.

PROFESSIONAL SERVICE

KENNESAW STATE UNIVERSITY

University:

Institutional Review Board Appointment- August 2018 to 2020

Faculty Senate- August 2023-present

College:

Chaired Search Committee for WSCHHS Associate Dean – July, 2017

Department or Program:

Chair of MSN Admission, Progression, & Graduation Committee 6/2016 to present

Graduate Program Evaluation Committee member– 2014 & 2015

Graduate Program Evaluation & Curriculum Committee- 2016-Present, Chair 7/2017-Present

Faculty Search Committee- 9/2018-May 2019.

Impaired Nursing Student Policy Task Force – May 2018-Dec.2018

Committee Simplification Task Force- Oct. 2023-Present

Department Faculty Committee- August 2024-present

Promotion & Tenure Committee- August 2023-present

THE PROFESSION

Service to Journal

Reviewer for:

Wiegand, D., Carlson, K. (eds) AACN Procedure Manual for Critical Care. (2005)

Journal of Emergency Nursing 2009 – present

Applied Nursing Research 2021-Present

Western Journal of Nursing Research 2016-present

International Journal of Quality in Healthcare 2023-present

Service to Professional Organization:

American Nurses Association- Appraiser and Team Leader for American Nurses Credentialing Center supporting the Magnet® Designation Program – 2004 to the present

American Nurses Association – Reviewer for abstracts submitted for the Annual Nursing Quality Conference and Magnet Conference 2018-Present

Sigma Theta Tau International, Mu Phi At Large Chapter- Past president, Chair Succession Committee. Research Committee 2020-Present

Association for Leadership Science in Nursing- Education Committee; Conference Abstract Reviewer. 2017-Present