

Lynn Varagona, PhD, MSN, MBA, RN

Curriculum Vitae, February 2024

Associate Professor

Kennesaw State University Wellstar School of Nursing
520 Parliament Garden Way, MD 4102, Kennesaw, GA 30144
404-200-8396, lynn.varagona@kennesaw.edu

EDUCATION

- 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

- 2000- Present Licensed Psychologist, GA, PSY 002407
- 1987 - Present Licensed Registered Professional Nurse, GA, RN 084521
- 2015 - 2022 Psychiatric-Mental Health Clinical Nurse Specialist, Board Certified, GA, RN 084521
- 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

- 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

- 2021 – **Associate Professor**, Kennesaw State University (KSU) Wellstar School of Nursing (WSON), Present Kennesaw GA. Coordinate and teach courses to graduate and undergraduate nursing students (Ethics; Theory & Research for Advanced Nursing Scholarship). Generate scholarship related to my program of research (i.e., the impact of team virtuousness and perceived trustworthiness on health care practice environments, teams and patient care). Serve the WSON, KSU, community, and nursing profession.
- 2015 – **Assistant Professor**, KSU WSON, 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 WSON, KSU, community, and nursing profession.
- 2015 – **Psychiatric Mental Health Clinical Nurse Specialist**, Community Advanced Practice 2022 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 WSON, Kennesaw GA. Taught course and clinical mental 2015 health to BSN students and served the WSON, 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 mental 2014 health to baccalaureate nursing students.
- 2007 – **Co-founder and Principal**, Trust Capital Institute, Atlanta GA. Responsible for guiding the Present direction of a consulting firm dedicated to building workplace cultures of trust using a novel, comprehensive, validated, and reliable measure of perceived team trustworthiness built from a theoretical framework and a proprietary Trust Infusion Methodology.
- 2006 – **Senior Practitioner**, Conner Partners, Atlanta GA. Conducted and interpreted leadership and 2007 organizational diagnostics at a strategy execution firm.
- 1997 – **Organizational Psychologist**, BellSouth, Atlanta GA. Conducted organizational, leadership, 2006 and management development at a Fortune 100 Company.
- 1995 – **Researcher**, Yale School of Medicine, New Haven CT. Served as Principle Investigator (PI) of 1997 a study evaluating the effectiveness of interventions designed to increase resilience of pre-med students.
- 1994 – **Consultant**, Organization Change Alliance, Atlanta GA. Provided organizational development 1995 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 funded
1990 program designed to decrease substance use among high-risk youth.
- 1987 – **Registered Nurse**, Piedmont Hospital, Atlanta GA. Provided per diem registered professional
1988 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 registered
1986 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

Association of 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

TEACHING, SUPERVISION & MENTORING

Courses Taught at Kennesaw State University

Theory and Research for Advanced Nursing Scholarship, taught twice

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 Carlee Hutchinson, Kennesaw State University Wellstar School of Nursing graduate student, for a study entitled Risk of health problems in night shift nurses: An integrative review.

Research Preceptor for Samantha House and Katherine Miller, Kennesaw State University Wellstar School of Nursing graduate students, for a study entitled Effectiveness of interventions to address nurses' mental health: An integrative review.

Research Preceptor for Tiffany Styles and Shaleah Prather, Kennesaw State University Wellstar School of Nursing graduate students, for a study entitled Influence of excess sedentary screen media use on sleep and body composition in children under 6: An integrative review.

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.

Thesis Committee Member for Katrina Robinson, graduate student in the WSON MSN in Nursing Leadership Program, for a thesis entitled Nurse satisfaction and professional interactions: The impact of nurses' professional relationships on job satisfaction; successfully defended Fall 2022. Kennesaw State University, Kennesaw GA.

Advisor, NURS 7863 Thesis / Research Project for Janet Givler, graduate student in the WSON Master of Science in Nursing program; ongoing. Kennesaw State University, Kennesaw GA.

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.

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.

Capstone Project Preceptor for Jewell Studstill, graduate Nursing Education student, 2020. Western Governor's University, Salt Lake City UT.

RESEARCH & CREATIVE ACTIVITY

Research Focus

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

PUBLICATIONS

Refereed Journal Articles

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., Nandan, M., & Porter, K. (2023). Utility of Implementation Science frameworks in higher education. [accepted]. *Journal of Faculty Development*.

- Givler, J. L., & **Varagona, L.** (2023). Effectiveness of cognitive rehearsal in addressing nursing incivility: An integrative review. [accepted]. *The Journal of Continuing Education in Nursing*.
- Hutchinson, C., & **Varagona, L.** (2023). Risk of health problems in night shift nurses: An integrative review. [in review]. *Journal of International Nursing Studies*.
- Varagona, L.** Effects of perceiving an instructor as (un)trustworthy on nursing students' emotions, attitudes, behaviors, and perceived academic success. [Revising to resubmit]. Wellstar School of Nursing, Kennesaw State University, Kennesaw GA.
- 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. **Two 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). **Two 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). **One citation.**
- 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.
- Varagona, L., & Hold, J.** (2019). Nursing students' perceptions of faculty trustworthiness Thematic analysis of a longitudinal study. *Nurse Education Today, 72*, 27-31. **Eighteen 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. **One citation.**
- 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. **Six citations.**
- Talerico, L., & Diers, D.** (1988). Nursing intensity outliers. *Journal of Nursing Management, June 19*(6), 27-35. **Six 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. **Three 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, Kennesaw GA, December.
- 2012 *Using the PRINT® to Make Our Organization Even Greater.* Georgia Campaign for Adolescent Power and Potential, staff development workshop, Atlanta GA, August.

Refereed Conference Presentations

- 2023 *Faculty Decisional Involvement Scale Development.* Co-presenter and Co-contributor. Ballard, N., & **Varagona, L.** Association for Leadership Science in Nursing 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.
- 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. International symposia presentation.
- 2017 *Trust ad 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. 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. 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 symposiapresentation.

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.* 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: Lynn **Varagona**, PhD, CoPI: Rachel Myers, 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, \$602,000.

Grants: Funded Projects as Co-PI

2020 *Correlation of Hospital Work Environments as Measured by the PTT[®] with Clinical Outcomes, HCAHPS, and Turnover*. Kennesaw State University, Office of the Vice President of Research, Co-PIs: Nancy Ballard, PhD and Lynn **Varagona**, 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: Lynn **Varagona**, PhD and Nancy Ballard, \$3,100.

2018 *Hospital Study - Communication Plan and Copy Development*, Kennesaw State University, Wellstar College of Health and Human Services, Co-PIs: Lynn **Varagona**, PhD and Nancy Ballard, PhD, \$3,000.

2016 *Patient Navigator Program*, PI: Monica Nandan, PhD, Kennesaw State University, CoPIs: Dwayne Hooks, PhD, Mary Beth Maguire, DNP, Kandice Porter, PhD, Judith Slater- Moody, LCSW, Lynn **Varagona**, 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: Lynn **Talerico**, 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: Lisa Hedenstrom, PhD, Nancy Ballard, PhD, and Lynn **Varagona**, PhD, \$10,000.

2021 *WellStart Resiliency Training and Coaching Program*, Health Resources and Services Administration (HRSA), Co-PIs: Susan Beidler, Lynn **Varagona**, and Monica Nandan, 1,702,993.00.

2020 *The 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: Lynn **Varagona** and Nancy Ballard, \$10,000.

2018 *The Impact of Trust Infusion[®] Workshops and Coaching on Metrics of Interest in a Community Hospital*, American Organization for Nursing Leadership, Co-PIs: Nancy Ballard and Lynn **Varagona**, \$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: Lynn **Varagona** and Nancy Ballard, \$4,215.
- 2018 *The 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: Lynn **Varagona** and Nancy Ballard, \$12,300.

Unfunded Research

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

SERVICE

Kennesaw State University (KSU)

- 2020 - 2022 *Institutional Review Board (IRB)*, Kennesaw State University; reviewed research proposals submitted to the IRB at Kennesaw State University.
- 2017 - 2019 *University Adult Learning Committee*, Wellstar College of Health and Human Services (WCHHS) representative; served as liaison between WCHHS and Kennesaw State University on matters that pertain to adult learning at KSU.

KSU Wellstar College of Health and Human Services

- 2021 - 2023 *College Faculty Awards Committee*, Wellstar School of Nursing (WSON) representative. Review and evaluate College Faculty Awards submissions and determine award recipients.

- 2019 – *Undergraduate Scholarship Committee*, Wellstar School of Nursing (WSON) representative. Review and evaluate WCHHS undergraduate scholarship applications.
- 2021
- 2016 – *Interprofessional Education Collaborative (IPEC) Team*, member of a WCHHS interprofessional team that co-developed and co-teaches NUR 4413 Interprofessional Collaboration and Care and co-writes and co-publishes manuscripts related to research components of the course.
- 2022

KSU Wellstar School of Nursing

- 2023 – *Essentials Domain Team 10*, Member. Serving on Essentials Domain Team 10 to integrate the American Association of Colleges of Nursing's (AACN's) new Essentials into the Wellstar School of Nursing (WSON) undergraduate and graduate curricula.
- Present
- 2023 *Essentials Domain Team 9*, Member. Served on Essentials Domain Team 9 to integrate the AACN's new Essentials into the WSON undergraduate and graduate curricula. Mapped Domain 9 to NURS 3302 – Professionalism and Ethics in Nursing and NURS 7776 – Theory and Research for Advanced Nursing Scholarship.
- 2023 *Presenter of Candidates*, WellStar School of Nursing Master of Science in Nursing Hooding Ceremony.
- 2019 – *Department Faculty Council*, Co-Chair: 2021 – Present; Chair: 2020 – 2021, Co-Chair: 2019 – Present Promote collegiality and effective shared governance of the Wellstar School of Nursing by increasing the transparency and two-way communication between the faculty and the Director regarding development and implementation of policy.
- 2022 - *Promotion & Tenure Committee*, Member. Review and discuss portfolios submitted for 3rd year reviews or going up for promotion to Associate Professor and tenure. With other committee members, compile feedback and recommendations in the form of a letter to the faculty member up for review.
- Present
- 2022 – *Department Evaluation and Review Committee*, Chair. Compiled and chaired committee responsible for reviewing the tri-annual online, anonymous faculty and staff review of the WSON Director and sharing interpretation of report with the Dean of the WCHHS.
- 2023
- 2020 – *Undergraduate Program Evaluation Committee*. Assisted with committee's program evaluation responsibilities and engagement in continuous improvement efforts. Updated graphs of TAB data with 2019-2020 data to depict trends.
- 2021
- 2018- *Faculty Development Committee*, member. Assisted with generation and implementation of WSON faculty development initiatives.
- 2019
- 2017 – *Fiscal and Physical Resource Committee*, Co-chair 2018 - 2019. Coordinated and reviewed applications for departmental funding requests related to teaching students.
- 2019
- 2015 - *Undergraduate Program Evaluation Committee*, Co-Chair, 2016 – 2017; Chair 2017 - 2019. Led and guided or assisted with the committee's program evaluation responsibilities and engagement in continuous improvement efforts.
- 2019
- 2016 – *Undergraduate Curriculum Committee*, member. Assisted with review and revision, as needed, of the BSN curriculum and supporting documents.
- 2018

2014 - *Bylaws Committee*, member. Developed online surveys for the committee and assisted with
2016 reviewing course binders, reviewing the Faculty Handbook and recommending edits.

Profession

2022 - *Member*, Association for Leadership Science in Nursing (ALSN) Membership Committee and
Present International Belonging Committee; *Co-Chair*, ALSN New Member Orientation Committee, 2022.

2021 – *Academic Vice President*, Sigma Theta Tau International Mu Phi at-Large Chapter. Co-led
2023 planning and implementation of the 2023 5th annual Research Day; attended by 98 participants; awarded 5.5 Nursing Continuing Education Units.

2021 *Reviewer* of abstracts submitted to the 2022 American Nurses Credentialing Center (ANCC) National Magnet Conference[®] and the 2022 ANCC Pathway to Excellence Conference[®].

2020 *Reviewer* of manuscript submitted to the *Journal of Nursing Measurement*.

2019 - *Secretary*, Sigma Theta Tau International Mu Phi at-Large Chapter.

2021

2020 *Reviewer* of manuscripts submitted to *Nursing Administration Quarterly*.

2019 *Reviewer* of abstracts submitted to the 2020 ANCC National Magnet Conference[®].

2018 *Reviewer* of manuscript submitted to the *Kennesaw Undergraduate Research Journal*.

2006 *Reviewer* of a paper submitted for presentation at the International Network for Economic Research (INFER) annual conference.

2005 *Reviewer* of a paper submitted for presentation at the Western Economic Association International annual conference.

1999 - *Reviewer* of papers submitted for presentation at the Society for Industrial-Organizational
2003 Psychology annual conference.

2012 *Reviewer* of book chapters for *Perspectives on Coping and Resilience*. Delhi, India: Authors Press.

2002 *Book reviewer* for Kirkpatrick, D. L. (2002). *How to Manage Change Effectively*. San Francisco, CA: Jossey-Bass.

Community

2011 – *Spiritual Director*, Atlanta GA.

Present

2009 – *Facilitator*, Ignatian Spirituality Project retreats for homeless women in recovery.

2019

1999 – *Interviewer* of undergraduate applicants to Yale University, New Haven CT.

2018

1987 - *Hotline Counselor*, Georgia Council on Child Abuse.

1988

1994 - *Organizational Development Consultant*, Organization Change Alliance, Atlanta GA.

1995

- 2008 - *Chair*, Mayfair Renaissance Architectural Control Committee, Atlanta GA.
2012
- 2011 *Board Member*, Wise Women Speak Foundation, Atlanta GA.
- 2009 – *Board Member*, Catholic Campaign for Human Development, Archdiocese of Atlanta, GA.
2010
- 1999- *Parish Council Member*, Cathedral of Christ the King, Atlanta GA.
2003