

Karen A. Stefaniak, RN, PhD
Curriculum Vitae

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EDUCATION

Dates	Institution/Location	Degree/Field of Study
1998	University of Kentucky College of Education, Lexington, KY	PhD, Educational Policy Studies
1982	University of Kentucky College of Nursing Lexington, KY	MSN, Nursing
1967	University of Kentucky College of Nursing Lexington, KY	BSN, Nursing
1965	Lake View Memorial School of Nursing Danville, IL	Diploma, Nursing

LICENSURES AND CERTIFICATIONS

Dates

2010 – present	Distance Learning, Thomas Edison State University
2007 – present	Appreciative Inquiry, Corporation for Positive Change
1977 - present	Registered Nurse, Kentucky Board of Nursing

PROFESSIONAL EXPERIENCE

Academic

Dates	Institution and Location	Title
2010 – present	Thomas Edison State University, Trenton, NJ	Mentor
2008 – present	University of Kentucky College of Nursing, Lexington, KY	Adjunct Assistant Professor (post-retirement appointment)

Dates	Institution and Location	Title
2001 - 2008	University of Kentucky College of Nursing, Lexington, KY	Assistant Dean for Clinical Affairs
1987 – 20080	University of Kentucky College of Nursing, Lexington, KY	Adjunct Faculty
1983 – 1990	American Journal of Nursing Company, New York, NY	Course Instructor, Nursing Boards Review
1982 – 1985	Eastern Kentucky University, Richmond, KY	Assistant Professor, Maternal-Child Nursing, Baccalaureate Nursing
1967 – 1969	Burnham School of Nursing, Champaign, IL	Instructor, Obstetrical Nursing

Clinical/Other

Dates	Institution and Location	Title
2001 - 2008	University of Kentucky Hospital, Lexington, KY	Chief Nursing Officer/ Associate Hospital Director
2000 - 2001	University of Kentucky Hospital, Lexington, KY	Interim Chief Nursing Officer/ Associate Hospital Director
1998 - 2001	University of Kentucky Hospital, Lexington, KY	Service Director, Continuum of Care
1991 - 1998	University of Kentucky Hospital, Lexington, KY	Assistant Director of Nursing
1990 – 1994	University of Kentucky Hospital, Lexington, KY	Acting Nursing Divisional Director of Obstetrics, Women’s Care and Psychiatry
1985 – 1994	University of Kentucky Hospital, Lexington, KY	Divisional Director of Obstetrics
1979 – 1985	Good Samaritan Hospital, Lexington, KY	Staff Nurse, Labor and Delivery
1977 – 1999	Dr. Hicks, Wheeler, Looff	Lamaze Instructor

Dates	Institution and Location	Title
1973 – 1977	Our Lady of Mercy Hospital, Cincinnati, OH	Staff Nurse, Telemetry Unit
1970 – 1972	Lakeview Memorial Hospital, Danville, IL	Staff Nurse and Night Supervisor
1969 – 1970	Thomason General Hospital, El Paso, TX	Head Nurse, Psychiatry
1965 – 1967	Doctor’s Hospital, Carbondale, IL	Staff Nurse

HONORS AND AWARDS

2016	Westville, IL High School Wall of Fame
2007	Lake View College of Nursing Alumnus of the Year Award
2003	Robert Wood Johnson Nurse Executive Fellowship
2001	Diana Weaver Leadership Award nominee
1988	M.J. Dickson Award nominee
1986	University of Kentucky Hospital Employee of the Month
1982	Eastern Kentucky University Honor Society
1982	University of Kentucky College of Nursing May Sanders Award
1981	University of Kentucky Sigma Theta Tau

GRANTS SUBMITTED

2009	Supporting Transition into Practice in Rural Kentucky, Kirschling, J., Baumann, C.G., Beason, C.V., Dees, K., Hill, K.S. Mainous, R.O., Page, C.K., Prevost, S.S., Stefaniak, K., Robert Wood Johnson Executive Nurse Fellows Alumni Association Seed Grant
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PUBLICATIONS

Journal Articles (*Data-based publications)

Peer-Reviewed

Warshawsky, N., Rayens, M., Rahman, R., & **Stefaniak, K.** (2013). The effect of nurse manager turnover on patient fall and pressure ulcer rates. *Journal of Nursing Management*

Stefaniak, K. (2007). Discovering nursing excellence through appreciative inquiry. *Nurse Leader*, 5(2), 42-46.

Komara, C., & **Stefaniak, K.** (1998). Cross-training for obstetrics using an internship program. *Journal for Nurses in Staff Development*, 13(3), 154-158.

Snider, S., & **Stefaniak, K.** (1997). Hospice and university integrate systems through a nurse liaison position. *The American Journal of Hospice and Palliative Care*, 14(3), 114-118.

Stefaniak, K. (1988). Contributing author, *American Journal of Nursing Boards_Review*. NY: Nurseco, Inc.

Stefaniak, K. (1986). Contributing author, *American Journal of Nursing Boards_Review*. NY: Nurseco, Inc.

Stefaniak, K. (1985). Childhood obesity: Myths, facts, prevention, and treatment. *AHN Forum*. 2(1), 10-24.

Stefaniak, K. (1984). Returning to school: A Testimonial. *Point of View*, 21(2), 20.

Stefaniak, K. (1984). Do-it-yourself films. *Childbirth Educator*. 3(2)

Book Chapters

Stefaniak, K., Wood, S. (2008). Nursing excellence the UK way. In D.L. Cooperrider, D. Whitney & J.M. Stavros, *Appreciative Inquiry Handbook* (pp. 83-98). OH: Crown Custom Publishing, Inc.

Other Scholarly Work

Stefaniak, K. (1998). Collaboration among burses: When all else fails. Unpublished Dissertation. University of Kentucky College of Education, Lexington, KY.

PRESENTATIONS (*Data-based presentations)

List presenters, year and month presented, title, type of presentation (poster, paper), conference name, location)

International

09/09/19 *Appreciative Inquiry—A Positive Leadership Strategy Focusing on What Works and Not on What's Broken*. International Veterinary Emergency & Critical Care Symposium (IVECCS-19), Washington DC.

09/20/04 *Nursing Excellence the UK Way*. International Appreciative Inquiry Conference, Miami, FL.

09/20/04 *Creating a Positive Future for Nursing*. International Appreciative Inquiry Conference, Miami, FL.

National

- 11/04/15 *The Doctor of Nursing Practice: Current Trends and Clarifying Recommendations from the Task Force on the Implementation of the DNP.* AACN Webinar (1 hour).
- 05/09/12 *Florence Nightingale, Advocating, Leading, Caring.* Keynote Address: 7th Annual National Nursing Conference, Grand Cayman, Cayman Islands.
- 05/08/12 *Leadership Day: Appreciative Inquiry & Strength Based Leadership.* 7th Annual National Nursing Conference, Grand Cayman, Cayman Islands.
- 04/11/10 *How a DNP can Impact the Healthcare Delivery System.* Bradley, V., Noyes, K., **Stefaniak, K.**, Swartz, C. Poster presentation, AONE, Indianapolis, IN.
- 06/10/09 *Smoke-free Policy and Leadership in Rural Communities.* Riker, C.A., **Stefaniak, K.**, Webb, M., Rayens, M.K., Zhang, M., Durbin, E., Hahn, E.J. Poster presentation, National Conference on Tobacco or Health, Phoenix, AZ.
- 04/17/09 *Transitioning Practice Based Nurse Leaders to Faculty Positions.* NONPF 35th Annual Conference, Portland, OR.
- 02/14/08 *Appreciative Inquiry.* AtStaff Webinar, Durham, NC.
- 02/13/08 *What Keeps CNOs Awake at Night.* AtStaff Sales Meeting, Chapel Hill, NC.
- 10/07/07 *Complexity Science: A Strategy for Implementing Change.* Eclipsys User Network, Kissimmee, FL.
- 05/24/06 *Appreciative Inquiry.* 33rd Annual Course, Society of Gastroenterology Nurses & Associates, Inc., San Antonio, TX.
- 03/24/06 *Use of AI at the University of Kentucky Hospital, and Staff Nurse Decisional Involvement at the University of Kentucky Hospital.* Building Capacity for Better Work and Better Care, Harrisburg, PA.
- 11/12/05 *Appreciative Inquiry as a Leadership Strategy.* CNO Partnership Council, Eclipsys Conference, Chicago, IL.
- 09/23/05 *Appreciative Inquiry as a Strategy to Enhance Recruitment and Retention.* UHC 2005 Quality and Safety Fall Forum, Scottsdale, AZ.
- 07/20/05 *Retention Methods: Keeping Your Talent On Board.* American Strategic Management Institute, Chicago, IL.
- 04/26/05 *Retention Through Appreciative Inquiry.* Nursing Management's Recruitment and Retention Conference, Las Vegas, NV.

- 10/17/04 *Using Appreciative Inquiry to Maintain and Enhance a Magnet Culture.* 8th Annual Magnet Conference, Sacramento, CA.
- 12/12/02 *Staffing Strategies to Improve Patient Safety.* Joint Commission Resources National Conference on Quality and Safety in Health Care, Chicago, IL.
- 05/21/02 *Solving the Nursing Shortage: Strategies for the Workplace and the Profession.* Joint Commission of Healthcare Organizations, Washington, D.C.
- 03/21/97 *Hospice and University Integrate Systems through a Nurse Liaison Position.* National Conference on Hospice Care Palliative Medicine, National Hospice Organization, Miami, FL.
- 10/08/92 *Empowerment. Making of Champions.* National Symposium, University of Kentucky, Lexington, KY.

Regional/Local

- 06/04/20 *Nurse Executive and Leadership Review.* University of Kentucky Continuing Education Webinar, Lexington, KY.
- 04/20-26/20 *The Human Side of On Line Learning.* University of Kentucky College of Nursing Continuing Education, Lexington, KY.
- 05/09/19 *Professionalism.* University of Kentucky College of Nursing 15th Annual Faculty Development Workshop, Lexington, KY.
- 04/13/19 *Nursing's Sacred Bundle.* Sigma Delta Psi Chapter 42nd Annual Induction, University of Kentucky, Lexington, KY.
- 03/21/19 *Learned Positivity for Emotional and Physical Well-Being.* Pediatric Nursing Update, University of Kentucky College of Nursing Continuing Education, Lexington, KY.
- 04/20/18 *Empowering Team Members.* Midway University 2018 Continuing Education Event and Alumni Luncheon, Midway University, Midway, KY.
- 01/05/18 *Unleashing the Power of Appreciative Inquiry through Storytelling.* University of Kentucky College of Nursing Faculty/Staff Mini Retreat, Lexington, KY.
- 09/15/17 *Using Appreciative Inquiry to Improve Staff Nurse Engagement.* 22nd Annual Research Symposium, Baptist Health, Lexington, KY.
- 08/09/17 *Nurse Executive Competencies.* University of Kentucky College of Nursing Continuing Education, Lexington, KY.

- 04/4/17 *Appreciative Inquiry as a Leadership Strategy to Create a Healthy Work Environment and Improve Quality Outcomes.* Baptist Health Spring Leadership Development, Richmond, KY.
- 03/21/17 *Positive Organizational Scholarship & Appreciative Inquiry.* Bluegrass Chapter, Kentucky Nurses' Association, Lexington, KY.
- 03/17/17 *The Power of Appreciative Inquiry as a Leadership Strategy to Create a Healthy Work Environment and Improve Quality Outcomes.* Nursing Leadership Conference, University of Kentucky College of Nursing, Prestonsburg, KY.
- 06/16-17/16 *Clinical Leadership Projects and Examples: Integrating DNP Essentials.* DNP Faculty Development Workshop, University of Kentucky College of Nursing, Lexington, KY.
- 03/09/16 *Nurse Executive Competencies.* University of Kentucky College of Nursing Continuing Education, Lexington, KY.
- 07/31/15 *Strength Based Authentic Leadership Conference.* University of Kentucky College of Nursing Continuing Education, Lexington, KY.
- 05/12/15 *Internships: Developing the Next Generation of Nurse Researchers, Practitioners, and Educators.* (Panel Discussion), 11th Annual Faculty Development Workshop: Challenges in Clinical Teaching and Education, University of Kentucky, Lexington, KY.
- 08/18/14 *Interactive Groups.* Faculty Development, Lake View College of Nursing, Danville, IL.
- 06/12/14 *Strength Based Authentic Leadership Conference.* University of Kentucky College of Nursing Continuing Education, Cadiz, KY.
- 05/15/14 *How to Develop Interactive Group work for Both Online and Face-to-Face Classes.* 10th Annual Faculty Development Workshop, University of Kentucky College of Nursing, Lexington, KY.
- 11/06/13 *Creating an Environment of Compassion, Caring & Appreciation.* Health Leadership Conference, University of Cincinnati, Cincinnati, OH.
- 09/12/13 *Compassionate Work Environment.* Advanced Practice Nursing: Day 1 Emerging Evidence for Acute and Primary Care, University of Kentucky College of Nursing, Lexington, KY.
- 04/17-18/13 *Strength Based Authentic Leadership: Advanced Education for Charge Nurses.* Drake Center, Cincinnati, OH
- 04/12/13 *Strength Based Authentic Leadership.* University of Kentucky College of Nursing Continuing Education, Carrollton, KY.

- 05/23/12 *The Timeless Practice of Florence Nightingale: Advocating, Leading, Caring.* Hospice of the Bluegrass, Lexington, KY.
- 01/30/12 *School Nurses' Leadership Day,* Lincoln County, KY.
- 05/12/11 *Transition into Practice Residency Program.* Nurse Educator Conference and Annual Meeting, Kentucky League for Nursing, Carrollton, KY.
- 05/11/10 *Engaging/Educating the Current Generation of Students.* Sixth Annual Faculty Development Workshop: Cutting Edge Nursing for the 21st Century, University of Kentucky, Lexington, KY.
- 04/06/10 *Appreciative Inquiry, Spiraling Upward for Nurse Retention and Quality Care.* State College, PA
- 02/07/10 *Putting Appreciative Inquiry into Practice—Nurse Retention and Quality Care,* with Wood, S., Master's in Applied Psychology, University of Pennsylvania, Philadelphia, PA.
- 10/09/09 *Appreciative Inquiry.* Hendricks Regional Health Professional Development, Danville, IN.
- 09/08/09 *Finding the Wizard within You: Collaborative Leadership in a Complex Adaptive System.* Baptist Hospital East, Louisville, KY.
- 08/25/09 *Affirmative Nursing Leadership II.* Central Baptist Hospital, Lexington, KY.
- 05/19/09 *Appreciative Inquiry as a Medium for Educating Students.* 5th Annual Faculty Development Workshop: Focus on Evidence, Collaboration and Civility, Berea College and University of Kentucky, Lexington, KY.
- 04/09/09 *Collaborative Leadership in a Complex Adaptive System.* Developing, Inspiring & Meaningful Leadership Qualities, University of Kentucky College of Nursing Continuing Education, Elizabethtown, KY.
- 04/10/19 *Business Planning for the Delivery of Patient Care.* Developing, Inspiring & Meaningful Leadership Qualities, University of Kentucky College of Nursing Continuing Education, Elizabethtown, KY.
- 12/03/08 *Collaborative Leadership in a Complex Adaptive System.* Developing Inspiring & Meaningful Leadership Qualities, University of Kentucky College of Nursing Continuing Education, Carrollton, KY.
- 12/03/08 *Business Planning for the Delivery of Patient Care.* Developing Inspiring & Meaningful Leadership Qualities, University of Kentucky College of Nursing Continuing Education, Carrollton, KY.

- 11/21/08 *Passion of Appreciative Inquiry Leadership*. Pikeville Medical Center, Pikeville, KY.
- 10/21-22/08 *Appreciative Inquiry as a Celebration: Celebrating 114 Years of Nursing Education, 20 Years of Baccalaureate Nursing*. Lakeview College of Nursing, Danville, IL and repeated at Eastern Illinois University, Charleston, IL.
- 10/08/08 *Affirmative Nursing Leadership*. Central Baptist Hospital, Lexington, KY.
- 10/02/08 *Collaborative Leadership in a Complex Adaptive System*. Developing Inspiring & Meaningful Leadership Qualities, University of Kentucky College of Nursing Continuing Education, Prestonsburg, KY.
- 10/02/08 *Business Planning for the Delivery of Patient Care*. Developing Inspiring & Meaningful Leadership Qualities, University of Kentucky College of Nursing Continuing Education, Prestonsburg, KY.
- 01/15/08 *Appreciative Inquiry as Leadership Strategy*. Nurse Leadership Web Course Series, University of Kentucky, Lexington, KY.
- 12/16/06 Keynote Graduation Address, Lake View College of Nursing, Danville, IL.
- 03/10/06 *Appreciative Inquiry as a Leadership Strategy*. Massachusetts Organization of Nurse Executives (MONE), Boston, MA.
- 03/02/06 *Appreciative Inquiry*. Statewide Organization Approaches to Retention Strategies (SOARS) Academy of Leadership Excellence, Kentucky Hospital Research and Education Foundation, Elizabethtown, KY.
- 10/07/05 *Appreciative Inquiry*. Kentucky Organization of Nurse Leaders, Louisville, KY.
- 09/26/02 *Paths to Leadership*. Sigma Theta Tau, Delta Psi, Lexington, KY.
- 09/30/98 *The Continuum of Care*. University of Kentucky Hospital Department of Nursing, Lexington, KY.
- 05/30/96 *Clinical Pathways in Home Care*. Kentucky Home Health Association and Kentucky Associate of Hospices, Lexington, KY.
- 09/18/95 *Regulatory Issues in Home Care*, Lexington, KY.
- 09/07/95 *Where Does Nursing Fit into Managed Care?* University of Kentucky, Lexington, KY.
- 04/21/95 *Managing Change*. Supervisory Academy, University of Kentucky Hospital, Lexington, KY.
- 08/04/94 *Negation*. Supervisory Academy, University of Kentucky Hospital, Lexington, KY.

- 02/28/91 *Deontology*. Ethics Seminar, University of Kentucky, Lexington, KY.
- 11/26/90 *Deontology*. Ethics Seminar, University of Kentucky, Lexington, KY.
- 9/25/90 *Differentiated Practice*. Midway College, Midway, KY.
- 09/17/90 *Women's Health*. Trinity Methodist Church, Lexington, KY.
- 06/15/90 *Case Management*. Women's Hospital, Boston, MA

PROFESSIONAL MEMBERSHIPS

Robert Wood Johnson Executive Nurse Alumni
 American Nurses Association (ANA)
 Kentucky Nurses Association (KNA)
 Sigma Theta Tau (Delta Psi Chapter)
 American Organization of Nurse Executives (AONE)
 UK College of Nursing Alumni Association

SERVICE

Consulting

- 10/19 - 11/19 Baptist Health Lexington-Emergency Services Leadership: Team Building
- 01/03/19 University of Kentucky College of Nursing: True Color Assessment and Team Building.
- 08/15/18 University of Kentucky College of Nursing Strategic Planning 2018: Strategic Thinking for 2025: Inspiration to SOAR with Excellence.
- 02/07 – 05/14/18 Baptist Health Lexington-Cancer Outpatient Services: Team Building.
- 07/19 – 09/20/17 Thomas Edison State University: CCNE DNP accreditation preparation and meeting with CCNE team during visit.
- 02/09 – 02/12/17 North Carolina State College of Veterinary Medicine: Develop Strategies to Improve Veterinary Technician and Veterinary Doctor Job Engagement and Satisfaction.
- 2016 – 2017 Baptist Health Lexington: Strategy Development to Improve Staff Satisfaction in a high Turnover Unit and New Nursing Manager.
- 2016-2018 Thomas Edison State University: Graduate School Council Member; DNP Course Development; CCNE Accreditation Preparation.

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