

# Curriculum Vitae

**Patricia Frist Avila, DNP, APRN, NE-BC, OCN®, AOCNS®**

**Director of Nursing Practice, IU Health Ball Memorial Hospital**

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## **StrenthsFinder:**

Responsibility \* Harmony \* Connectedness \* Belief \* Input

## **Professional Experience**

July 23, 2017 to  
Present

### **IU Health Ball Memorial Hospital, Associate Chief Nursing Officer – Practice/Director of Nursing Practice**

Advocate and influence approximately 1000 nurses within the Region. Provide leadership to translate evidence into practice to improve quality, safety, and the patient experience; create structures and processes to foster an environment that supports nurses' overall health, well-being, and professional practice; oversee shared leadership to enhance nursing's voice in shared decision-making, and advance nursing professional excellence. Oversight of nurse quality with a 45% reduction in harm avoidance and sustained through pandemic. Direct oversight includes Advanced Practice Clinical Nurse Specialists, Director of Nursing Practice and Ambulatory, Magnet Program Coordinator for East Central Region, Director of Emergency Preparedness, as well as indirect reports for the Cancer Service Line, Inpatient Behavior Health, Spiritual Care and Chaplaincy, Patient Family Liaison Navigator, and Advance Practice Providers. Created and led multiple pandemic initiatives, such as Safety and Support Rounds, Emotional Wellbeing Chair, National Guard assistance, COVID-19 Vaccine clinic volunteer, incident command, and more. Chair, IU Health System ACNO-Practice group. Interim Main OR Director for 6 months.

-Lean activities: 2017 Ambulatory VSA

-Operations: Interim Manager for Main OR for 6 months; Education & Orientation initiative led to \$230,000 savings; Unit Optimization project

July, 2005 to  
July 22, 2017

### **IU Health Ball Memorial Hospital, Cancer Service Line**

#### ***Advance Practice Nurse – Clinical Nurse Specialist***

Expanded roles to regional facilities and outpatient centers. Expanded genetics program and initiated genomics. Professional governance roles expanded to include facilitating councils as well as Magnet steering team. Developed structure to the CNS team.

October, 2000  
to July, 2005

### **IU Health Ball Memorial Hospital, Cancer Service Line**

#### ***Advance Practice Nurse – Clinical Nurse Specialist***

Co-led 5-year strategic plan development. Focused on growth and establishment of specialty programs with research, business plans and implementation: *Partnering for Your Health: Complementary Cancer Therapies*, *Cancer Exercise Program*, and *Hereditary Risk Assessment Program*. Coordinated physician, nurses, and medical personnel education programs. Maintained and coordinated competencies for ACoS accreditation for nursing and Joint Commission competencies. Nursing Administrative roles include participating in Professional Nursing Practice Council and Magnet Core Group.

May 12, 1997 to  
October, 2000

### **Ball Memorial Hospital, Cancer Center**

#### ***Director, Education and Support Services***

Defined new position. Co-led community cancer center strategic plan. Assessed then implemented educational programs for physicians, staff, patients and the community. Support services assessed and implemented, which included support groups, one-on-one counseling, Complement Therapy program,

research studies, and direct physician referrals. Additionally created print and online communication, established website, quarterly survivors' newsletter, and information program guides for new patients, as well as adult prevention packet for community-wide prevention program. Collaborated with Hospice and implemented community Adult and Pediatric grief programs. Created business plan and implemented genetics program.

July 1995 to  
February 1997

**Loma Linda University Medical Center, Medical Hematology/Oncology**

*Staff nurse and clinical coordinator as needed*

August 1996 to  
January 1997

**Loma Linda University, Nursing Undergraduate Department**

*Contract teacher, Medical-Surgical I students.* Lectured and clinical instructor on the orthopedics and general medicine units of Loma Linda University Medical Hospital, Loma Linda, CA.

August 1994 to  
February 1997

**Redlands Community Hospital**

*Staff nurse for float pool and Cardiac step-down unit.*

A member of the Nursing Care Plan committee as the Medical-Surgical representative.

May 1991 to  
August 1994

**Ball Memorial Hospital**

*Muncie, IN 47303-3499*

*Staff nurse, Inpatient Oncology Unit*

August 1991 to  
May 1993

**Southern Adventist University, Health Services**

*Nurse for University campus.*

University Health Service Nurse, treating sports' injuries and triaged emergency medicine.

## Education

August 2020 to  
May 12, 2023

**Indiana University, Doctor of Nursing Practice - Executive Leadership**

Project focus: Implementation of a Nurse Leader Educational Intervention to Improve Clinical Nurse Specialist Role Utilization

September 1994 to  
December 13, 1996

**Loma Linda University, Graduate School**

Clinical Nurse Specialist, Adult and Aging Family, Oncology emphasis. Fulfilled graduate requirements for nursing education degree.

August 1989 to  
May 1993

**Southern Adventist University**

Associate (1991) and Bachelor of Science (1993) degree in Nursing.

## Certifications

1998 to present

*Oncology Certified Nurse (OCN®)*

#74434, Expires 12/31/2026

November 16, 2012  
to present

*Advance Oncology Certified Clinical Nurse Specialist (AOCNS®)*

#74434, Expires 12/31/2028

May 2021 to  
present

*Nurse Executive certification (NE-BC)*

#2020146865, Expires 05/05/2026

## **Oncology Nursing Society Activity**

Oncology Nursing Society Putting Evidence into Practice (PEP) Fatigue Reviewer, August 2008

“Advanced Oncology Nursing Certification Review Course” pilot reviewer, January 2012

Field reviewer for *CNS Professional Performance*, December 2014

## **Recent Invited Lectures: National, state, and local**

Avila, P, Cox, B., Harmon, R., and Leffler, S. (October 9, 1997). “*Screening Programs*”. VHA presentation. Indianapolis, Indiana.

Avila, P. (March 23, 1998). “*Cancer Prevention*”. Well, Well, Well program, High Street United Methodist Church, Muncie, Indiana.

Avila, P. (April 15, 1998). “*Psychosocial Resources*.” Delaware County Nursing Symposium. Muncie, Indiana.

Avila, P. (April 29, 1998). “*Lowering Your Cancer Risk*. ” Senior Health Focus, Ball Memorial Hospital, Muncie, Indiana.

Avila, P. (October 6, 1998). “*Cancer Prevention*.” Jay County Hospital, Indiana.

Avila, P. (June 24, 1999). “*Skin Cancer Prevention*.” National Cyclist Association, Horizon Center, Muncie, Indiana.

Avila, P. (October 14, 1999). “*It’s All in Your Genes*. ” Breast Cancer Style Show. Ball State University Alumni Center, Muncie, Indiana.

Avila, P. (June 21, 2001). “*Oncology Rehabilitation Program*.” VHA presentation, Indianapolis, Indiana.

Avila, P. (March 24, 2003). “*Complementary Cancer Therapies*.” Well, Well, Well program, High Street United Methodist Church, Muncie, Indiana.

Avila, P. (January 20, 2004). “*Complement Therapies*.” Albany United Methodist Church.

Avila, P. (March, 2004). “*Establishing Complementary Therapies for Your Cancer Center*.” VHA presentation, Indianapolis, IN.

Avila, P. (November 4, 2004). “*Is It a Mere Coincidence?: Hereditary Cancers*”. Indiana Association of Family and Consumer Sciences.

Avila, P. (January 16, 2008). “*Complementary Cancer Therapies and Prostate Cancer*. ” Cancer Services of Delaware Country, Prostate Cancer Support Group meeting.

Avila, P. (April 4, 2008). “*Cancer Exercise Program Overview*. ” From Cardiac to Cancer: The Keys to Program Success, Muncie, IN.

Avila, P. (August – November, 2008). “*OCN Review Course*.” Cancer Services, Muncie, IN.

Avila, P. (April 3, 2009). “*Survivorship*”, Bosom Buddies Support Group, Muncie, IN.

Avila, P. (June 15, 2010). "*Consumer Health Issues: Cancer, Cures and Caution*". Ball State University, Muncie, IN.

Avila, P. (February 8, 2011). "*Predicting the Risk of Compassion Fatigue: An Empirical Study of Registered Nurses at a Teaching Hospital*." VHA Oncology, Indianapolis, IN.

Avila, P. (April 1, 2011). "*Cancer, Cures and Caution*." Bosom Buddies Breast Cancer Support Group, Muncie, IN.

Avila, P. (October, 2011). *Compassion Satisfaction, Fatigue and Others*." Fall Conference for White River Chapter of American Association of Critical Care Nurses, Muncie, IN.

Avila, P. (October 31, 2011). "*Cancer, Cures and Caution*." Ball State University, Graduate Dietetics Class, Muncie, IN.

Avila, P. (December 2, 2011). "*Advanced Practice Institute: Integrating Clinical and Academic Expertise to Ease Compassion Fatigue in Hospital Nurses*." 34th Annual Nursing Care Research Conference, Indianapolis, IN.

Avila, P. (June 7, 2012). "*Compassion Fatigue*." VHA Medical-Surgical State Meeting, Indianapolis, IN.

Avila, P. and Molino, A. (August. 14, 2012). "*Nurses' Emotional Fatigue: Is It Real?*" Central Indiana Chapter Academy of Medical Surgical Nursing, Muncie, IN.

Avila, P. (September 27, 2012). "*Nurses with Nothing Left to Give: What Do We Do?*" Creating a Healthy Work Environment Conference, Indianapolis, IN.

Avila, P. (October 18, 2012). "*Supportive Care for Treatment, Rehab and Survivorship*." OCN Review Course, Indianapolis, IN.

Avila, P. (October 19, 2012). "*Nurses' Emotional Fatigue: Is It Real?*" Charge Nurse Retreat, Memorial Hospital, South Bend, IN.

Avila, P., Twibell, K. R. and Kidd, M. (May 20, 2013). "*Beyond Tired: Experiences in Prevention and Treatment of Emotional Exhaustion in High Acuity Nurses*." National Teaching Institute, Boston, MA.

Avila, P. (November 1, 2013). "*Beyond Tired: Experiences in Assessment, Treatment and Prevention of Compassion Fatigue in Direct Care Nurses*" VHA Council Meeting of Indiana Chief Nursing Officers and Administrative Directors, Ritz Carlton, Indianapolis, IN.

Avila, P. (December 4, 2014). "*Beyond Tired: Experiences in Assessment, Treatment and Prevention of Compassion Fatigue in Direct Care Nurses*" Memorial Hospital, South Bend, IN.

Avila, P., Twibell, K. R. (December 5, 2013). "*Compassion Fatigue and Compassion Satisfaction: Do Interventions Impact Nurses' Professional Quality of Life?*" Indiana University Health's 38<sup>th</sup> Annual Nursing Research Conference, IU Health Methodist, Indianapolis, IN.

Avila, P. (March 14, 2014). "*Providing Compassionate Care: The Balancing Act of Compassion Satisfaction and Compassion Fatigue*." 8th Annual Creating a Healthy Work Environment, Indiana University Health, Indianapolis, IN.

Avila, P. (April 8, 2014). "*Providing Compassionate Care: The Balancing Act of Compassion Satisfaction and Compassion Fatigue*." Indiana University Health West, Indianapolis, IN.

Avila, P., Twibell, K. R. (May 19, 2014). "*Too Weary to Work: Recognizing, Preventing and Treating Emotional Exhaustion in High Acuity Nurses*." National Teaching Institute, Denver, CO.

Avila, P. (June 17, 2014). *"Beyond Tired: Experiences in Assessment, Treatment and Prevention of Compassion Fatigue in Direct Care Nurses"*. VHA Central Nursing Leadership Institute, Indianapolis, IN.

Avila, P. (October 17, 2014). *"Beyond Tired: Experiences in Assessment, Treatment and Prevention of Compassion Fatigue in Direct Care Nurses"*. Ohio VHA Chief Nursing Officer and Med-Surg/Ortho Council meeting, Columbus, Ohio.

Dorton, B. Avila, P., Kidd, M., Brown, T. (December 4, 2014). *"Is Verbal Abuse Prevalent Among Nurses within a Teaching Hospital in Indiana?"* Indiana University Health 40<sup>th</sup> Annual Nursing Care Research Conference, Indiana University Methodist Hospital, Indianapolis.

Avila, P., Twibell, K.R., Kidd, M. (May 20, 2015). *"Workplace Opportunities: Recognizing, Preventing, and Treating Emotional Exhaustion."* National Teaching Institute, San Diego, CA.

Avila, P. (July 22, 2015). *"Oncologic Emergencies" and "Cancer Treatment Options"*. Indiana University Health, Oncology Nursing Certification Review Course, Indianapolis, Indiana.

Avila, P. (September 15, 2015). *"Providing Compassionate Care: The Balancing Act of Compassion Satisfaction and Compassion Fatigue."* VHA Central Nursing Leadership Institute Workshop, Indianapolis, IN.

Avila, P. (August 5, 2016). *"Oncologic Emergencies" and "Cancer Treatment Options"*. Indiana University Health, Oncology Nursing Certification Review Course, Indianapolis, Indiana.

Avila, P. (August 18, 2016). *"Beyond Tired: Experiences in Prevention and Treatment of Emotional Exhaustion in High Acuity Nurses."* Academy of Medical Surgical Nurses, East Central Chapter, Anderson, IN.

Avila, P., Delaney, L., Kidd, M. (August 9, 2016). *"From Curiosity to Podium: Abstract Writing Tips and Advice."* Nursing Grand Rounds, IU Health Ball Memorial Hospital Janice B. Fisher Learning Center Conference Room, Muncie, IN.

Avila, P., Twibell, K.R. (November 29, 2016). Innovative Forum Speaker *"The Effect of a Self-Care Educational Intervention on Nurses' Professional Quality of Life and Self-Care Behaviors"*. Indiana University Health 42<sup>nd</sup> Annual Nursing Care Research Conference, Indiana University Methodist Hospital, Indianapolis.

Avila, P. (August 4, 2017). *"Oncologic Emergencies" and "Cancer Treatment Options"*. Indiana University Health, Oncology Nursing Certification Review Course, Indianapolis, Indiana.

Renee Twibell, PhD, RN, CNE; Debra Siela, PhD, RN, CCNS, ACNS-BC, CCRN-K, CNE; Patricia Avila, MSN, RN, OCN® AOCNS®, Lori Delaney, MS, APRN, BC; Gena Coers, BS, RN; Allison Spradlin, BS, RN, OCN; Sharon Adams, DNP, RN, CRRN, CNE; Holly Jones, MSN, RNC-OB, RN-BC. *"Engagement in Fall Prevention Plans among Adult In-patients with Cancer: A Mixed Methods Study"*. Indiana University Health 43<sup>rd</sup> Annual Nursing Care Research Conference, Indiana University Methodist Hospital, Indianapolis.

Avila, P. (August 3, 2018). *"Oncologic Emergencies" and "Cancer Treatment Options"*. Indiana University Health, Oncology Nursing Certification Review Course, Indianapolis, Indiana.

Avila, P. (July 10, 2019). *"You Matter: Strategies to Putting YOU on the Priority List"*. DC Wellness Group, Muncie Chamber of Commerce, Muncie, Indiana.

Avila, P. (August 2, 2019). *"Oncologic Emergencies" and "Cancer Treatment Options"*. Indiana University Health, Oncology Nursing Certification Review Course, Indianapolis, Indiana.

Avila, P. (November 5, 2020). *“Oncologic Emergencies” and “Cancer Treatment Options”*. Indiana University Health, Oncology Nursing Certification Review Course, Indianapolis, Indiana.

Patricia Avila & Heather Demaree. (2021). Poster presentation: *Harm Reduction: Interprofessional Advancement of Evidence-based Practice*. AONL 2021 All-Virtual National Conference, July 13-14, 2021.

Patricia Avila, Lori Delaney, Tamera Brown. (2021). *Poster Presentation: Interprofessional Translation of Evidence into Practice: Reducing Hospital Acquired Infections*. IU Health East Central Region Nursing Research Spring Conference 2021; 47<sup>th</sup> Annual Indiana University Health Nursing Research Conference 2021.

Avila, P. (April 25, 2023). *Implementation of a Nurse Leader Educational Intervention to Improve Clinical Nurse Specialist Role Utilization*. Nursing Excellence in Action: Review of Doctor of Nursing Practice Projects at IU Health Ball Memorial Hospital.

Avila, P. (September 6, 2023). *Implementation of a Nurse Leader Educational Intervention to Improve Clinical Nurse Specialist Role Utilization*. IU Health East Central Region Nursing Research Conference 2023 - Inquire, Inspire, Innovate.

Avila, P., Twibell, K. (October 16, 2024). *Poster Presentation: Confused About Clinical Nurse Specialists? Clarifying the Role for Leaders*. IONL Fall Conference: 50 Years Strong!, Indiana Organization for Nurse Leaders.

Avila, P., Shay, A., Twibell, R., & Conley, A. (December 6, 2024). *Implementation of a Leader Educational Intervention to Improve Clinical Nurse Specialist Role Utilization*. 50<sup>th</sup> Annual IU Health Nursing Research Conference, Indiana University Health, Indianapolis, IN.

Avila, P., Twibell, R., Shay, A., & Conley, A. (March 11, 2025). *Improving Knowledge of Leaders About the CNS Role and CNS Utilization in Acute Care Organizations*. NACNS 2025 Annual Conference, Boston, MA.

Avila, P. (July 9, 2025). *Improving Knowledge of Leaders About the CNS Role and CNS Utilization in Acute Care Organizations*. Missouri-Kansas CNS Affiliate Board Meeting, Virtual.

Avila, P. (August 28, 2025). *Improving Knowledge of Leaders About the CNS Role and CNS Utilization in Acute Care Organizations*. Indiana Association of Clinical Nurse Specialist, Webinar.

## **Publications**

Avila, Patricia. *Ball Memorial Hospital Cancer Center Patient Information Booklet*. Ball Cancer Center. August 1997 1<sup>st</sup> edition, May 1999 2<sup>nd</sup> edition.

Avila, Patricia (Ed.). *Cancervivors' News*. (1998). Ball Cancer Center.

Barton, M., Nicholas, D., Avila, P. (1999, October). **Breast Cancer Support Groups: Does Length of Treatment Make A Difference?** Poster presented at the Pam American Congress of Psychosocial and Behavioral Oncology meeting, New York, NY.

Content reviewer for *“Cancer and the Family Life Cycle”* by Don Nicholas, Teresa Veach and Marci Barton. January 1999.

Board and content reviewer for *“What if Someone I Love Has Cancer?”* January 2004.

Hanna, L., Avila, P.F., Meeter, J., Kaminisky, L., Nicholas, D. *"The Effects of a Comprehensive Exercise Program on Physical Function, Fatigue, and Mood in Patients with Various Types of Cancer."* Oncology Nursing Forum. May, 2008.

Avila, Patricia, Twibell, K. Renee, Siela, Debra. *"Predicting the Risk of Compassion Fatigue: An Empirical Study of Registered Nurses at a Teaching Hospital."* Poster presented at the 36<sup>th</sup> Annual Nursing Research Conference held at Methodist Hospital on December 3, 2010.

Avila, Patricia, Twibell, K. Renee. *"Compassion Fatigue and Compassion Satisfaction: Do Interventions Impact Nurses' Professional Quality of Life?"* Poster presented at the 8<sup>th</sup> Annual Indiana University Health Ball Memorial Hospital Scholarly Activity & Research Symposium held at Indiana University Health Ball Memorial Hospital on May 31, 2013.

Dorton, B. Avila, P., Kidd, M., Brown, T. *"Is Verbal Abuse Prevalent Within the Organization Surveyed?"* Poster presented at the Douglas A. Triplett Memorial Research Symposium at Indiana University Health Ball Memorial Hospital on April 25, 2014.

Avila, P., Twibell, K.R., Dorton, B., Duncan, K., and Rook, G. *"The Effect of an Educational Intervention on Nurses' Professional Quality of Life and Self-Care Behaviors"*. Poster presented at the Douglas A. Triplett Memorial Research Symposium at Indiana University Health Ball Memorial Hospital on April 28, 2017.

Avila, P., Twibell, K.R., Dorton, B., Duncan, K., and Rook, G. *"The Effect of an Educational Intervention on Nurses' Healthy Behaviors, Compassion Fatigue and Compassion Satisfaction"*. Poster presented at the Sigma Theta Tau International, Honor Society of Nursing 44<sup>th</sup> Biennial Convention on October 28, 2017.

Bethany Radecki MSN, RN, ACNS-BC<sup>1</sup>; Patricia Avila MSN, RN, OCN® AOCNS®<sup>2</sup>; K. Renee Twibell PhD, RN, CNE<sup>2</sup>; Linda Chase PhD, RN, NEA-BC<sup>1</sup>; Joyce Pittman PhD, RN, ANP-BC, FNP-BC, CWOCN<sup>1</sup>. *"A System Approach to Selecting an EBP/Research Model."* Poster presented at the 43<sup>rd</sup> Annual Nursing Research Conference held at Methodist Hospital on December 1, 2017.

Avila, P., Twibell, K.R., Dorton, B., Duncan, K., and Rook, G. *"The Effect of an Educational Intervention on Nurses' Healthy Behaviors, Compassion Fatigue and Compassion Satisfaction"*. Poster presented at American Organization of Nurse Executives National Conference, Indianapolis, IN April 2018.

Patricia Avila MSN, RN, OCN, AOCNS; K. Renee Twibell PhD, RN, CNE; Bethany Radecki MSN, RN, ACNS-BC; Joyce Pittman PhD, RN, ANP-BC, FNP-BC, CWOCN *"Selecting an Evidence-Based Practice Nursing Model For A Healthcare System: A Novel Systematic Approach"*. Poster presented at the Douglas A. Triplett Memorial Research Symposium at Indiana University Health Ball Memorial Hospital on April 27, 2018.

Twibell, R., Siela, D., **Avila, P.**, Delaney, L., Coers, G. *"From the Viewpoint of the Vulnerable: A qualitative Analysis of Fall-related Perceptions of Oncological Inpatients"*. Poster presented at the Douglas A. Triplett Memorial Research Symposium at Indiana University Health Ball Memorial Hospital on April 27, 2018.

Twibell, R., Siela, D., **Avila, P.**, Delaney, L., Coers, G., Spradlin, A. *"Fall-Related Perceptions of Adult Inpatients with Cancer: Test of a Brief Assessment Tool"*. Poster presented at the Douglas A. Triplett Memorial Research Symposium at Indiana University Health Ball Memorial Hospital on April 27, 2018.

Twibell, R., Delaney, L., Spradlin, A., Coers, G., Siela, D., & **Avila, P.** *"Test of a Brief Tool to Assess Fall-related Perceptions Among High-Risk Adults on Medical-Surgical Units"*. Poster presented at AMSN Conference in Chicago, Illinois, September 26-29, 2019.

Twibell, R., Siela, D., Delaney, L., **Avila, P.**, Spradlin, A. (2020). “*Perspectives of Inpatients with Cancer on Engagement in Fall Prevention*”. *Oncology Nursing Forum*, 47(4), 457-468.

Avila, P., Reed, B. (September 14-17, 2020). “*Preventing Hospital-acquired Infections: Interprofessional Collaboration for Evidence-based Care Delivery*”. 2020 Vizient Connections Education Summit. Las Vegas, NV and Virtual platform. Poster with 20-minute recorded presentation.

Avila, P. (November 5, 2020). “*Interprofessional Translation of Evidence into Practice: Reducing Hospital-acquired infections*”. Central Indiana Organization of Clinical Nurse Specialist Conference. Poster. Virtual platform, Indianapolis, Indiana.

Avila, P., Reed, B., Brown, T., Delaney, L., & Demaree, H. (July 2021). Preventing Hospital-Acquired Infections: Interprofessional Collaboration for Evidence-Based Care Delivery. Abstract published in the *American College of Medical Quality Journal*, 36, Supplement 4S, Supplement 1 2021.

Avila, Patricia and Thompson, Rachel. (2021). “*IU Health Ball Memorial Hospital Implements COVID Wellness Buddy Support System*”. *The Bulletin*, 47(2), February, March, April 2021, 7.

Frist Avila, P., Twibell, K. R., & Demaree, H. (2022). Preventing Health Care-Associated Infections Through Implementation of an Interprofessional Visual Management Safety Tracker. *Journal of nursing care quality*, 37(3), 231–237. <https://doi.org/10.1097/NCQ.0000000000000621>

Twibell, R., Rook, G., McMillan, J., Goldsby, El, Jones, J., Lester, E., **Avila, P.**, Maxymuik, J., Brunswick, C. “*Exploring Stigma: Attitudes and Beliefs About Mental Illness and Substance Use Disorder Among Health Care Team Members*”. Poster presented at the 4<sup>th</sup> Annual East Region Indiana University Health Ball Memorial Hospital Nursing Research Conference, September 12, 2025.

Twibell, R., Rook, G., McMillan, J., Goldsby, El, Jones, J., Lester, E., **Avila, P.**, Maxymuik, J., Brunswick, C. “*Stigma Toward Mental Illness and Substance Use Disorder: A Descriptive Study in a Regional Health Care System.*” Poster presented at the 48<sup>th</sup> Biennial Nursing Conference, Sigma Theta Tau, November 9, 2025.

## Other

*Educational/Research Consultant, Expert Review of a Research Instrument for an IRB-approved Study, Ball State University, College of Health, March, 2024.*

*CNS Value and Visibility Task Force, co-lead, National Association of Clinical Nurse Specialists, June 2024 – 2025.*

*Indiana Association of Clinical Nurse Specialists, Practice Partners Taskforce, June 2025 to present.*

## Awards

*Indiana University Health, East Central Region Value Teams Award – Workplace Violence, September 2025.*

*Indiana University Health, Presidential Value Leadership Award in Nursing, 2016, awarded March 2017.*

*Indiana University Health, East Central Region Value Leadership Award in Nursing, Dember 13, 2016.*

*Selected Clinical Nurse Specialist for Indiana University Health Ball Memorial Hospital for the inaugural Advance Practice Institute, March 2011.*



*Ellen J. Gilbert Nursing Award for Outstanding Leadership Ability, School of Nursing, Southern University, 1993.*

## **Grants**

### ***IU Health Grant Recipient, 2023***

Awarded \$10,000 for Academy of Nursing Excellence 20<sup>th</sup> anniversary

Awarded \$3000 for employee well-being and wellness materials

### ***Ball Brother's Grant Recipient, Fall 2021***

Awarded \$6600 for nursing well-being and wellness retreat

### ***DAISY Grant Recipient, December 2012***

Funding provided for falls related study in the inpatient Oncology setting. R. Twibell lead PI.

### ***VSA Grant Recipient September 2008***

Funding provided for one year to compensate music therapy services for the in- and out-patient setting.

### ***Indiana Art Grant \$6300, July 2004***

Art grant awarded to fund a found art wall for Survivors.

### ***Cancer Services - Little Red Door of Delaware County, Research Grant***

Awarded \$2500 to evaluate CAM services within the Hospital and in the city.

### ***CancerHelp Recipient 1997-1999***

June 2003, Little Red Door Grant recipient for community assessment of Complementary therapies usage and preferences.

## **Community Involvement**

*American Red Cross – 2016 to present*

*Cross Street Christian School Board – July 2025 to present*

*Anderson Seventh-day Adventist Church Board – 2012 to December 2017, July 2024 to present*

*Anderson Seventh-day Adventist Church Clerk – 2012 to December 2017*

*Cross Street Girls and Boys Club, volunteer – Feb. 2017 to April 2017*

*Coronary Health Improvement Program, volunteer, 2002 to 2014*

*Cross Street Christian School, Board Chairperson, 2008 to 2012*

*Indiana Academy Alumni Board Member, 2008 to 2011*

*Cross Street Christian School, Board Member, 2006 to 2008*

*Cancer Survivors Day of Delaware County, 2000*

*Community Campaign, Education Chair, 2000*

*Cancer Survivors Day of Delaware County, 1997 – 1999, Chair*

*Indiana Academy Alumni, Vice President, 1997 – 1999*

*Indiana Academy Alumni, President, 1999 – 2000*

*American Cancer Society, 1997 – 2000*

## **Board**

### ***IU Health Ball Memorial Hospital***

*Quality and Safety Committee Board of Directors*

March 2019 to  
Present

## **Professional Organizations**

1997 to 2000

**American Cancer Society, Delaware County Unit**  
*Board of Directors*

1994 to Present

**Oncology Nursing Society**

1996 to Present

**Sigma Theta Tau**  
*Loma Linda, CA*  
*Muncie, IN*

2005 to 2007;  
2012 to Present

**National Association of Clinical Nurse Specialist**

2012 to Present

**Central Indiana Oncology Nursing Society Chapter**

January 2013 to  
Present

**Central Indiana Clinical Nurse Specialist/Indiana Organization of Clinical Nurse Specialists**

August 2017 to  
Present

**American Organization of Nurse Executives/Leaders & Indiana Organization of Nurse Executives/Leaders**

March 2020 to  
Present

**American Nurses Association & Indiana State Nurses Association**