

Deborah "Debbie" Cline

6901 Bertner, Rm 660

703-500-2044 tel / 713-500-2171 fax

Deborah.B.Cline@uth.tmc.eduEDUCATION

Degree	Institution (location)	Date
Doctorate of Nursing Practice, Executive Leadership	UTHealth Science Center, Cizik School of Nursing, Houston, Texas	2019
Masters of Science in Nursing, Administration and Leadership	University of Texas Houston Health Science Center, Houston, Texas	2009
Bachelor of Science in Nursing, Cum Laude	University of Texas Houston Health Science Center, Houston, Texas	2000
Associates Degree in Applied Science, Honors	Houston Community College, Houston, Texas	1998
Post Graduate Fellowship		2006 - 2007
Leadership Development Institute	Oncology Nurisng Society	

LICENSURE & CERTIFICATION

Texas- Registered Nurse	Active	06/2000- current
North Carolina- Registered Nurse	Inactive	07/2000- 10/31/2002
Oncology Certified Nurse (OCN)	Oncology Nurse Certification Corporation	Through December 2026
Clinical Nurse Leader (CNL)	Commission on Nurse Certification	Through December 2027
Nurse Executive Advanced (NEA-BC)	American Nurse Credentialing Center	Through December 2025

PROFESSIONAL EXPERIENCE

Wake Forest Baptist Medical Center	Clinical Nurse, Stem Cell Transplant and Hematology ICU	08/2000-01/2002
University Of Texas MD Anderson Cancer Center	Clinical Nurse, G11 Stem Cell Transplantation and Cellular Therapy	02/2002-10/2008
University Of Texas MD Anderson Cancer Center	Project Manager, Nursing Workforce Planning and Development	10/2008 – 12/2012
University Of Texas MD Anderson	Associate Director, Nursing	12/2012 – 10/2022

Cancer Center

Workforce Planning and
Development

UTHealth Cizik School of Nursing

Associate Professor of Instruction

11/2022 – current

HONORS & AWARDS

Award	Awarding Organization	Date
Nursing Excellence Award, Nursing Leadership	UT MD Anderson Cancer Center	<u>2008</u>
Staff Educator of the Month	UT MD Anderson Cancer Center	<u>2010</u>
Welcome Address, Graduation	UTHealth Cizik School of Nursing	<u>2010</u>
Best Boss Award	UT MD Anderson Cancer Center	<u>2015</u>
Spirit Award	UTHealth Cizik School of Nursing	<u>2019</u>

GRANTSNone to date**PUBLICATIONS**Peer Reviewed Publications

Cline, D., La Frenz, K., Fellman, B., Summers, B. & Brassil, K. (2017). Longitudinal Outcomes of an Institutionally Developed Nurse Residency Program. *Journal of Nursing Administration*, 47(7/8), pp 384-390.

Showalter, B. L., Cline, D., Yungclas, J., La Frenz, K., Stafford, S. R., & Maresh, K. J. (2017). Clinical Research Nursing: Development of a residency program. *Clinical Journal of Oncology Nursing*, 21(5), 633–636. <https://doi.org/10.1188/17.CJON.633-636>

McDonald, R., Brooks, K., Cline, D., Tolden, S., Whitcher, C. & Gordon, H. (2019). Design and implementation of a Nursing Resource Pool residency program: implications for practice, *Nursing Management*, January 2019, pp 44- 50.

Cline, D., Curtin, K., & Johnston, P. A. (2019). Professional Organization Membership: The benefits of increasing nursing participation. *Clinical Journal of Oncology Nursing*, 23(5), 543–546. <https://doi.org/10.1188/19.CJON.543-546>

Cline, D. & Crider, N. (2019). Doctoral Clinical Experience Promotes Chapter Revitalization., *Nurse Leader*, December 2019, 17(6), 565-567.

Cline, D. & Showalter, B. (2020). Research Nurse Residency: New Registered Nurses Transition to the Role of a Clinical Trials Nurse., *Asia Pac J Oncol Nurs*, 7(3), 229-231. Invited.

Cline, D., Crenshaw, J. T., & Woods, S. (2022). Nurse Leader: A Definition for the 21st Century. *Nurse Leader*, 20(4), 381–384. <https://doi.org/10.1016/j.mnl.2021.12.017>

Morse, R., Cline, D., & LaFrentz, K. (2022). Creating Direct Care Leaders in the Trenches Instead of the Offices. *Journal for Nurses in Professional Development*, 38(3), 133–138. <https://doi.org/10.1097/NND.0000000000000877>

Cavanaugh, K., Cline, D., Belfer, B., Chang, S., Thoman, E., Pickard, T., & Holladay, C. L. (2022). The positive impact of mentoring on burnout: Organizational research and best practices. *Journal of Interprofessional Education & Practice*, 28, 100521.

Non-Peer Reviewed Publications

Robichaux, C., Owens, C., Cline, D., Tellson, A., Villaneuva, L., Gibson, E., Zolnerek, C., & Bernardorn, J. (2022). *Promoting Nurse Well-Being*. Issue Brief. Texas Nurses Association, <https://www.texasnurses.org/page/nursingpolicy>

Books & Chapters

None to date

Media & Other Creative Products

EurekAlert! (2008, May 15). M. D. Anderson nurses find empowerment in PACTs: Ad hoc, multidisciplinary teams see major growth in participation [Press release]. <https://www.eurekalert.org/news-releases/574200>

Tichich, E. (2019, March). Recruitment and Retention Efforts Address Oncology Nursing Shortage. *Oncology Nursing News*. <https://www.oncnursingnews.com/view/recruitment-and-retention-efforts-address-oncology-nursing-shortage>

Sweeten, V. (2019, March 10). Nursing job market expected to grow, *Houston Chronicle*.

Peer Reviewed Abstracts

Brandert, M., Cline, D., Johnston, P., Causton, C., & Meyers, A. (2006). The Development of a Patient Classification Tool on an Inpatient Blood and Marrow Transplant Unit. *Biology of Blood and Marrow Transplantation*, 12(2), 158-159 and *Oncology Nursing Forum*, 33(2), 423

Cline, D., & Johnston, P. (2007). A Shared Governance Model--The Nursing Practice Congress. *Oncology Nursing Forum*, 34(2), 481–482.

Cline D, & Johnston P. (2008). Pacts -- Professional Action Coordinating Teams. *Oncology Nursing Forum*, 35(3), 485.

Cline, D., Keller, J., La Frenz, K. (2011). Rising Stars: Leadership Development for Direct Care Clinicians. *Oncology Nursing Forum*, 38(2), 423.

Other

None to date

PRESENTATIONS

International

Delacruz, B.P., Dieffenbach, C., & Cline, D. (2006, February and May). *Do You Know Your FACTs? How your QI Council Helps You with FACT Accreditation*. [Poster presentation]. BMT Tandem Poster Presentation, Honolulu, HI, February 2006 and ONS, Boston, MA, May 2006.

Brandert, M., Cline, D., Johnston, P., Causton, C., & Meyers, A. (2006, May). *The Development of a Patient Classification Tool on an Inpatient Blood and Marrow Transplant Unit*. [Poster presentation]. BMT Tandem Poster Presentation, February 2006. ONS, Boston, MA.

McLane, S., Cline, D., & Falk, J. (2007, February). *Developing Professional Portfolios: Chronicling Our Journey*. [Poster presentation]. University of Texas MD Anderson Cancer Center 2nd Annual Oncology Nursing Symposium Poster Presentation, Houston, TX.

Cline, D., & Johnston, P. (2007, April). *A Shared Governance Model – The Nursing Practice Congress*. [Poster presentation]. Oncology Nursing Society 32nd Annual Conference Poster Presentation, Las Vegas, NV.

Cline, D., & Johnston, P. (2007, February). *The First Nursing Practice Congress Is Now in Session*. [Poster presentation]. University of Texas MD Anderson Cancer Center 2nd Annual Oncology Nursing Symposium Poster Presentation, Houston, Texas.

Cline, D., & Johnston, P. (2008, May). *PACTs- Professional Action Coordinating Teams*. [Poster presentation]. Oncology Nursing Society 33rd Annual Conference Poster Presentation, Philadelphia, PA.

Cline, D. & Johnston, P. (2008, October). *Nursing Practice Congress*. [Conference session]. American Nurses Credentialing Center National Magnet Conference 2008 Podium Presentation, Salt Lake City, NV.

Grue, M. Cline, D. Collins, B. (2010, May). *Battling the Nursing Shortage*. [Conference session, invited]. Oncology Nursing Society 35th Annual Conference Podium Presentation, San Diego, CA.

Cline, D., Keller, J., La Frenz, K. (2011, April). *Rising Stars: Leadership Development for Direct Care Clinicians*. [Conference session]. Oncology Nursing Society 36th Annual Conference Podium Presentation, Boston, MA.

Cline, D., La Frenz, K. (2017, May). *Ten Year Outcomes of an Institutionally Developed Nurse Residency Program*. [Conference session]. 2017 Global Academic Conference Podium Presentation, Houston, Texas.

Cline, D., Garza, V. (2017, May). *Nurse Engagement and Retention Strategies*. [Conference session]. 2017 Global Academic Conference Podium Presentation, Houston, Texas.

Cline, D. & Elgar, S. (2018, May). *Succession Planning for Direct Caregivers: Filling the Knowledge Gap*. [Conference session, invited]. ONS 43rd Annual Congress Podium Presentation, Washington, DC.

Showalter, B. & Cline, D. (2018, October). *A research nurse residency program for new graduates: cultivating the future*. [Conference session]. International Association of Research Nurses, Arlington, Virginia.

Dorado, Ri., Cline, D., Dains, J., Tolden, T. (2019, May). *Building Oncology Nurse Pipelines Impacting Retention & Recruitment*. [Conference session]. Global Academic Programs Conference, Houston, TX.

National

Summers, B. L., Nelson, B., Adornetto-Garcia, D., Bowman, Cline, D. (2012, January). *Clinical Nurse Leader: The Strategic Advantage in Transforming Nursing Practice*. [Conference session]. Clinical Nurse Leader Summit Podium Presentation, Tampa, FL.

Adornetto-Garcia, D., Summers, B. L. Bowman, G., Cline, D. (2012, January). *Implementation of the CNL Role: An Innovative Approach*. [Conference session]. Clinical Nurse Leader Summit Podium Presentation, Tampa, FL.

Cline, D., Summers, B. L., Adornetto-Garcia, D., Bowman, G. (2012, January). *Partnering: Ensuring a Successful Academic Partnership*. [Conference session]. Clinical Nurse Leader Summit Podium Presentation, Tampa, FL.

Cline, D., Bowman, V., Nelson, B., Adornetto-Garcia, D., Summers, B.L. (2013, January). *Staff Experiential Day: Preparing for a New Care Delivery Model Incorporating the CNL Role*. [Conference session]. Clinical Nurse Leader Summit Podium Presentation, New Orleans, LA.

Sandesara, K., Cline, D. Brassil, K., Adornetto-Garcia, D., Summers, B. (2015, July). *Supporting the Pursuit of Doctoral Nursing Education Through a Novel Workplace Mentoring Program*. [Poster presentation]. 2015 ANPD Annual Convention Poster Presentation, Las Vegas, NV.

Feliu, J., Cline, D., Showalter, B. (2019, July). *Evolving Recruitment Strategies through the Development of a Research Nurse Residency Program for New Graduates*. [Poster presentation]. Association of American Cancer Institute's Clinical Research Innovation Meeting, Chicago, IL.

Cavanaugh K, Belfer B, Cline D, Holladay C, Pickard T, Thoman E, Chang S. (2021, June). *The positive impact of mentoring on burnout: organizational research and best practice interventions for cancer hospital employees*. [Poster presentation]. American Society of Clinical Oncology (ASCO) annual meeting (virtual).

Regional/State

Cline, D., LaFrentz, K. (2019, February). *Simulation: integration and development of simulation in a methodical manner for nurse residents*. [Conference session]. The University of Texas System Kenneth I. Shine, M.D., Academy of Health Science Education - 2019 Annual Meeting, Austin, TX.

Feliu, J., Cline, D., Showalter, B. (2020, February) *Evolving Recruitment Strategies through the Development of a Research Nurse Residency Program for New Graduates*. [Poster presentation]. 2020 Innovations Conference, Austin, TX.

Local

Cline, D., & Johnston, P. (2007, December). *Technology: Improving Outcomes in the Nursing Practice Congress*. [Conference session]. Podium presentation at Go for the Gold. Houston, Texas.

Cline, D. LaFrentz, K., Semien, R., Green, R., Tollerson, A. (2009, April). *Nurturing Nurses...Let Us Help You Bloom*. [Poster presentation]. University of Texas MD Anderson Education Week Poster Presentation. Houston, TX.

Cline, D., LaFrentz, K., Semien, R., Green, R., McAfee, A. (2010, April). *The Sky's The Limit... Nursing Workforce Planning and Development*. [Poster presentation]. University of Texas MD Anderson Education Week Poster Presentation. Houston, TX.

Cline, D. & Brassil, K. (2018, April). *MSN, DNP, PhD. . . XYZ: Determining the Best Degree Program to Foster Research and Evidence Based Practice*. [Conference session]. Nursing Science at the Bedside Conference, Advancing Nursing Science in the Clinical Setting, Houston, TX.

PROFESSIONAL SERVICE

Editorial Boards/Panels (past to current)

Journal	Role	Inclusive dates
<i>Western Journal of Nursing Research</i>	Ad Hoc Reviewer	2020, by request

Professional Service

Organization	Role	Inclusive dates
Oncology Nursing Society	Education Advisory Panel	2010, 2011, 2012, 2013

Oncology Nursing Foundation	Congress Scholarship Reviewer	2010, 2011, 2012, 2013, 2014, 2018
Oncology Nursing Society	Field Reviewer, Leadership competency	2012
Oncology Nursing Society	Web course Writer, Collaboration, Teamwork, and Dynamics; Web course Reviewer	2012
Oncology Nursing Foundation	Emerging Chapter Leaders Scholarship Reviewer	2015
Houston Organization of Nursing Leadership (Previously Houston Organization of Nurse Executives)	President	2018-2019
	Past-President	2020-2021
	Secretary	2014-2015
Oncology Nursing Foundation	Masters Scholarship Reviewer	2019, 2021
Texas Organization of Nursing Leadership	Workgroup member: Redefining Nurse Leader	2020-2021
Texas Nursing Association	Workplace Violence Workgroup	2020
American Nurses Association	Nurse of the Year Reviewer	2021
Oncology Nursing Foundation	Doctoral Scholarship Reviewer	2021
Texas Nursing Association	Nurse Wellness Workgroup	2021

Professional Memberships

Organization	Role	Inclusive dates
Sigma Theta Tau	Member	2000 - current
Oncology Nursing Society	Member, Volunteer	2005 – current
Clinical Nurse Leaders Association	Member	2012-2017
Houston Oncology Nursing Society	Member	2008 – current
Houston Organization of Nursing Leadership previously Houston Organization of Nurse Executives	Member, board member	2007-2015 and 2018 - current
Texas Organization of Nursing Leadership	Member, Volunteer	2015, 2018 - current
Texas Nursing Association	Member, Volunteer	2014 - current
American Nurses Association	Member, Volunteer	2014 - current

Institutional Service

UTHealth Cizik

DNP Council	Member	November 2022 -
MSN Council	Member	November 2022 -

MD Anderson Cancer Center

Background Check Committee	Member	2016 - 2022
BeWell Nurse Network	Co-Lead	2022
Clinical Nurse Leaders (CNL) Education	Co-Lead	2011-2012
Continuous Bladder Irrigation PACT	Co-lead	2007
CREWS Council	Member	2019 - 2020
Division Wellness Lead	Member	2021
Education Council	Member	2016-2017
Education Operational Priority Task Force	Member	2017 - 2018
EHR Nursing Officer and Superuser	Member	2014 - 2016
Employee Engagement Council	Member	2021
Institutional Chemotherapy/Biotherapy Committee	Member	2008
Chemotherapy\ biotherapy Nursing Policy Development	Lead	
Institutional Order Set Workgroup	Member	2006 , 2009
LVN Scope of Practice	Member	2009
Medical Practice Committee	Member	2007 - 2008
Mentoring Council	Member	2022
NPC Database Workgroup	Member/Lead	2006 - 2008
Nurse Staffing Advisory Committee	Member	2009 – 2011
	Sponsor	2020 - 2022
Nurse to Nurse Handoff	Member	2006
Nurses Month	Co-lead/lead	2020 - 2022
Nursing Assistant Task Force	Co-chair	2011
Nursing Assistant Tier Workgroup	Team Lead	2009
Nursing Excellence Award	Reviewer	2007 – 2022
	Lead	2020 - 2022

Nursing Practice Congress	Elected member	2006 – 2008
	Elected chair	2008 - 2010
Nursing Professional Portfolio Project	Member	2006 – 2008
Patient Care Delivery Model	Member	2008 - 2009
Patient Care Partner Advisory	Co-chair	2014
Patient Care Partner Steering Committee	Co-chair	2012
Patient Classification Project	Unit Lead	2005 – 2008
Peer Review	Co-Chair	2008 – 2011
Primary Team Nursing	Co-Lead	2011 -2012
Research Nursing Residency Program	Co-lead	2016
Residency Advisory Committee	Member	2013 - 2022
Retention Committee	Co-chair	2013
Shared Governance Workgroup	Member	2006-2013
Staffing and Scheduling- Retention and Incentives	Co-lead	2017
UT Arlington School Liason, BSN coordinator	Lead	2010
Veteran Transition to Nursing	Member/Mentor	2018

Community Service

Organization: Williams Elementary

Committee	Role	Inclusive dates
Volunteer	1-1 reading with high-risk students	2006
	Annual Carnival Fundraiser: Booth work and set up	2010-, 2011, 2012

Organization: Polly Ryon Middle School

Volunteer	Power Point developed for Movie Night Fundraiser to recognize sponsors	2013
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Organization: Reading Junior High

Volunteer	Oktoberfest Volunteer, Kids Zone lead and volunteer organizer for 10-hour fundraiser for honors band event	2014
Organization: Houston National Invitational		
Volunteer	volunteered at international gymnastic meet for ½ day	2014, 2015, 2016