

Francine (Kingston) Snow, DrPH, MSN, CNE, NPD-BC

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EDUCATION

| <u>Degree</u> | <u>Institution (location)</u> | <u>Date</u> |
|---------------|--|-------------|
| DrPH | UTHealth School of Public Health (Houston) | 2011 |
| MSN | Cizik School of Nursing at UTHealth (Houston) | 1983 |
| BSN | University of Michigan School of Nursing (Ann Arbor) | 1979 |

LICENSURE & CERTIFICATION

| <u>State</u> | <u>Active or Inactive</u> | <u>Dates</u> |
|--------------|---------------------------|--------------|
| RN-Michigan | Active | 1979-present |
| RN-Texas | Active | 1981-present |

| <u>Professional Certification</u> | <u>Certifying Organization</u> | <u>Dates</u> |
|-----------------------------------|---|--------------|
| Nursing Professional Development | American Nurses Credentialing Center (ANCC) | 1994 – 2024 |
| Certified Nurse Educator | National League for Nursing (NLN) | 2019 – 2024 |

PROFESSIONAL EXPERIENCE

| <u>Institution</u> | <u>Position title</u> | <u>Inclusive Dates</u> |
|---------------------------------------|---|------------------------|
| Mott Children's Hospital Ann Arbor MI | Staff/Charge Nurse | 1979-1981 |
| MD Anderson Hospital Houston TX | Staff/Charge Nurse | 1981-1983 |
| San Jacinto College Pasadena TX | Instructor, Pediatric Course Coord | 1983-1991 |
| Texas Children's Hospital Houston TX | Centralized Nursing Educator | 1991-2003 |
| Texas Children's Hospital Houston TX | Director, Clinical Training & Development | 2003-2014 |
| CSON at UTHealth Houston TX | Assistant Professor-Clinical | 2014-present |
| McGovern Ctr for Humanities & Ethics | Associate Faculty | 2015-present |

HONORS & AWARDS

| <u>Award</u> | <u>Awarding Organization</u> | <u>Date</u> |
|---|--|-------------|
| Millie Field Research Award | CSON @ UTHealth Houston | 1983 |
| Houston's Top 20 Nurses | Texas Nurses Association | 2001 |
| Excellence in Nursing Education | Good Samaritan Foundation | 2011 |
| Research Scholarship | Texas Nurses Foundation | 2011 |
| Belinda E. Puetz Award | Association for Nurses in Professional Development | 2014 |
| Excellence in Nursing Education: Faculty - Bronze | Good Samaritan Foundation | 2021 |

GRANTS**Research Grant**

Nurse Likelihood to Report a Pediatric Medication Error (Dissertation), Texas Nurses Foundation, Francine Kingston, \$1000, 2011-2014.

Cole, L., Snow, F., Stafford, S. & Boss, L. Innovation Competencies and Organizational Culture among Texas' Registered Nurses: An Investigative Study. Dean's Research Award, submitted May 7, 2021 (\$5,000; Not funded)

PUBLICATIONS**Peer Reviewed Publications**

Kingston F., McConnell R,A., & Mauer, M.B. (1996). Toward one standard of care: Sedation of pediatric patients. *Journal of Pediatric Nursing*, 11(1), 69-70.

Kingston, F. (2000). Pediatric sedation: Contributing to evidence-based practice. *Journal of Pediatric Nursing*, 15(2), 127-130.

Kingston, F., Bryant, T., & Speer, K. (2010). Pediatric falls benchmarking collaborative. *Journal of Nursing Administration*, 40(6), 287-292.

Wolf, D.A., Drake, S.A., & **Snow, F.** (2017). Ethical considerations on disclosure when medical error is discovered during medicolegal death investigation. *The American Journal of Forensic Medicine and Pathology*, 38(4), 294-297. DOI:10.1097/PAF.0000000000000343

Nelson-Brantley, H., Bailey, K.D., Batcheller, J., Bernard, N., Caramanica, L., & **Snow, F.** (2019). Grassroots to global: The future of nursing leadership. *Journal of Nursing Administration*, 49(3), 118-120.

(Invited) Snow, F. (2019). Creativity and innovation: An essential competency for the nurse leader. *Nursing Administration Quarterly*, 43(4), 306-312. DOI:10.1097/NAQ.0000000000000367

Nelson-Brantley, H., Bailey, K.D., Batcheller, J., Caramanica, L., Lyman, B., & **Snow, F.** (2020). Disruptive innovation: Impact for practice, policy, and academia. *Journal of Nursing Administration*, 50(2), 63-65. Doi:10.1097/NNA.0000000000000843

Nelson-Brantley, H. C., Bailey, K., D., Batcheller, J., Caramonica, L., Cherry, B., **Snow, F.**, & Warshawsky, N. (2021). Nurses taking the lead: A look back to move forward. *Journal of Nursing Administration*, 51(3), 120-122. <https://journals.lww.com/ionajournal/toc/2021/03000>
doi:10.1097/NNA.0000000000000980

Prestia, A.S., Bailey, K.D., Caramanica, L., Fischer, S., Stankiewicz Losty, L., **Snow, F.K.**, Udod, S., & Warshawsky, N. (2022, March). ALSN 2021 conference: Nursing science for leadership in the new decade. *Journal of Nursing Administration*, 52(3), 124-126. https://journals.lww.com/ionajournal/Abstract/2022/03000/ALSN_2021_Conference_Nursing_Science_for.2.aspx doi: 10.1097/NNA.0000000000001116

Books & Chapters

(Invited) Kingston, F. (1997). *Nursing orientation: Doing it right and doing it well*. National Nursing Staff Development Organization.

(Invited) Kingston, F. (2012). Case study 1. In Joint Commission Resources, *Benchmarking in health care*, (pp. 46-58). The Joint Commission.

Other

Eagle, F. (1983). Relationship between decision-making control and purpose in life for the hospitalized client with a diagnosis of cancer. Unpublished Master's Thesis. University of Texas Health Science Center at Houston School of Nursing.

Kingston, F. (2011). Nurse likelihood to report a pediatric medication error: Examination of the pre-reporting period. University of Texas Health Science Center at Houston School of Public Health. Ann Arbor Michigan - UMI Dissertation Publishing.

PRESENTATIONS

International

Arnold, J., Wallin, K., & **Kingston, F.** (2010). Building and sustaining a hospital-based multidisciplinary simulation center. Society for Simulation in Healthcare 10th Annual International Medical Simulation in Healthcare Conference. Phoenix, AZ.

Kingston, F. (2013). Nurse likelihood to report a medication error. Sigma Theta Tau International 24th international nursing research congress. Prague, Czech Republic.

Kingston, F. (2016). Curriculum change: Nurse leaders advancing the health of populations. International Nursing Administration Research Conference (INARC). Orlando, FL.

Snow, F. (2019). Creativity and innovation: An essential competency for future nurse leaders. Association for Leadership Science in Nursing (ALSN) 2019 International Conference. Los Angeles, CA.

Cole, L & **Snow, F.** (2019). Project management applied to nursing leadership graduate education. Association for Leadership Science in Nursing (ALSN) 2020 International Conference. Los Angeles, CA.

Snow, F., Cole, L., Vincent, H., and Cron, S. (2021). New strategies to promote nursing student success on a standardized management specialty exam. Sigma Theta Tau, International (Sigma) 46th Biennial Convention, Indianapolis, Indiana.

National

Kingston, F. (1999). Sedation of pediatric patients: Performance measurement. Society for Pediatric Nursing Conference, Dallas, TX.

Kingston, F. (2003). Do staffing levels predict outcomes in a pediatric hospital environment? The Forum on Health Care Leadership Conference, Washington, D.C.

Kingston, F. (2005). Camp discovery: GN retention strategy. Professional Nurse Educator Group (PNEG) Conference, Houston, Texas.

Kingston, F. (2006). Collaborating to enhance educational capacity and increase access to career opportunities. Pediatric Nursing 22nd Annual Conference, Dallas, Texas.

Kingston, F. (2006). Collaborating to enhance education capacity and increase access to career opportunities. ANCC Ninth Annual National Magnet Conference, Miami, Florida.

Kingston, F. (2007). Specialty group collaborations: Are small collaborations possible? Inaugural Conference of the National Database of Nursing Quality Indicators (NDNQI), Las Vegas, Nevada.

Kingston, F. (2007). S-T-R-E-T-C-H goals for your staff development department. Annual Convention of the National Nursing Staff Development Organization (NNSDO), Atlanta, Georgia.

Kingston, F., Bryant, T., and Speer, K. (2007). Pediatric falls: Multi-facility collaboration on process and outcome. Magnet Conference, Atlanta, Georgia.

Invited Kingston, F. (2010). Educator productivity & outcomes. Children's Hospital Association. Children's Hospital Exchange (CHEX) Learning Executives Meeting, Kansas City, MO.

Invited Kingston, F., Fields, H., Speer, K., and Jones, A. (2010). Pediatric falls benchmarking collaborative. New Jersey Hospital Association, New Jersey.

Invited Kingston, F. (2013). Educator functional description and workload survey. Children's Hospital Association.

Kingston, F. (2013). Documenting our practice in nursing professional development. Association for Nursing Professional Development Annual Convention. Dallas, TX.

Kingston, F. (2014). ENGAGE, ADDIE, and SAM: Can they work together? Children's Hospital Association, Atlanta, GA.

Invited Kingston, F. (2014). Documenting our practice in nursing professional development. Children's Hospital Association Learning Executives Conference, Atlanta, GA.

Kingston, F. (2016). Curriculum change: Nurse leaders advancing the health of populations. American Association of Colleges in Nursing, Annual Master's Conference. Houston, Texas.

Invited Pre-Conference Workshop Kingston, F. (2017). Productivity & outcomes: Linking nursing professional development to the business of the organization. Association for Nursing Professional Development (ANPD) 2017 Annual Convention July 18-21 New Orleans, LA.

Hong, Y and **Snow, F.** (2019). Instructional design for developing a high-quality online course. National League for Nursing, The 2019 NLN Education Summit. Washington, D.C.

Hong, Y.F, **Snow, F.K.**, and McEwen, M. (2021). Evaluation of an innovative instructional design course for nurse educators. Poster presented at the NLN Education Summit, September; National Harbor, MD.

Regional/State

Kingston, F. (2001). Renovation projects provide state-of-the-art caring environments for children and unique system-wide challenges for the training team. Children's Hospital Association of Texas (CHAT) Conference, Dallas, TX.

Kingston, F. (2005). WINNER - Workforce increases in nurses and nursing faculty: Excellence in resource collaboration. Children's Hospital Association of Texas (CHAT) Conference, Houston, Texas.

Invited Kingston, F. (2014). Documenting our practice in nursing professional development. Seton System, Austin, TX.

Invited Snow, F. (2017). Advanced skill development in outcome metrics, productivity, and return on investment for the nursing professional development specialist. Covenant Health, Lubbock, TX.

Local

Lindy, C. and **Kingston, F.** (2004). Peer review panel – It's your call. Texas Nurses Association District 19, Houston, TX.

Invited Kingston, F. (2007). S-T-R-E-T-C-H goals for your staff development department. National Nursing Staff Development Organization (NNSDO) Local Houston Affiliate, Houston, Texas.

Snow, F. (2019). Emerging issues in health care. Summer Health Professions Education Program. Houston, TX.

Cole, L. & **Snow, F.** (2019). Project management applied to nursing leadership graduate education. Texas Educator's Academies Collaborative for the Health Professions – Southeast, Galveston, TX.

Snow, F. (2020). Leadership in a VUCA environment. Summer Health Professions Education Program. Houston, TX.

Snow, F. (2021). Leading in a VUCA environment. Summer Health Professionals Education Program. Houston, TX.

PROFESSIONAL SERVICE**Reviews/Consultations**

| <u>Organization</u> | <u>Role</u> | <u>Inclusive dates</u> |
|---|-----------------------------|------------------------|
| Sigma Theta Tau International Publisher - Book: <i>Staff Educator's Guide to Professional Development</i> | Invited Book Reviewer | 2015 |
| Jones & Bartlett Learning Publisher – Book: <i>Nursing ethics: Across the curriculum and into practice</i> | Invited Book Reviewer | 2016 |
| Journal of Pediatric Nursing – Manuscript: <i>Call to action: Addressing pediatric fall safety in ambulatory environments</i> | Invited Manuscript Reviewer | 2021 |

Professional Service

| <u>Organization</u> | <u>Role</u> | <u>Inclusive dates</u> |
|--|------------------------|------------------------|
| Children's Hospital Association (CHA) Children's Hospital Knowledge Exchange (CHEX) Learning Executives | Member | 2003-2012 |
| (CHEX) Learning Executives | Chair | 2004-2006 |
| Metrics Special Interest Group (SIG) | Lead | 2009-2010 |
| Learning & Performance Advisory Board | Member | 2012-2014 |
| Texas Nurses Association (TNA) Continuing Nursing Education (CNE) Committee | Nurse Peer Reviewer | 2012-2020 |
| Louisiana State Nurses Association (LSNA) Continuing Nursing Education (CNE) Committee | Nurse Peer Reviewer | 2020-present |
| Association for Leadership Science in Nursing – ALSN (formerly CGEAN) ALSN Membership Committee | Chair | 2015-2020 |
| ALSN Programs Committee | Member | 2017-2020 |
| Succession Committee | Member | 2020-2021 |
| Board of Directors (BOD) | Secretary | 2021-present |
| | Chair Bylaws Committee | 2021-present |

Professional Memberships

| <u>Organization</u> | <u>Role</u> | <u>Inclusive dates</u> |
|--|-------------|------------------------|
| Sigma International Zeta Pi Chapter | Member | 1983-present |
| Association for Nursing Professional Development | Member | 1994-present |
| American Society for Training & Development | Member | 1995-2015 |
| Health Services Steering Committee – Greater Houston Partnership | Member | 2000-2013 |
| American Nurses Association | Member | 2003-present |
| Texas Nurses Association | Member | 2003-present |
| Society for Simulation in Healthcare | Member | 2007-2011 |
| Association for Leadership Science in Nursing | Member | 2014-present |
| American Organization for Nursing Leadership | Member | 2021-present |
| AcademyHealth | Member | 2021-present |

Institutional Service**San Jacinto College Central**

| <u>Committee</u> | <u>Role</u> | <u>Inclusive dates</u> |
|-------------------------------|-------------|------------------------|
| Curriculum Committee | Member | 1985-1991 |
| Nursing Peer review Committee | Member | 1987-1991 |
| College Goals Committee | Member | 1989-1991 |

Texas Children's Hospital

| <u>Committee</u> | <u>Role</u> | <u>Inclusive dates</u> |
|-------------------------------|------------------|------------------------|
| Nursing Peer Review Committee | Co-Chair | 1991-2003 |
| Nursing Peer Review Committee | Chair | 2003-2014 |
| Education Council | Member | 1991-2003 |
| Education Council | Director Advisor | 2003-2014 |
| Sedation Oversight Committee | Member | 1991-2014 |
| CPR Committee | Member | 1994-2014 |
| Magnet Planning | Member | 2001-2014 |
| Nursing Coordinating Council | Member | 2003-2014 |

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|---|------------------|-----------|
| Patient Care Coordinating Council | Member | 2003-2014 |
| Falls Benchmarking Collaborative | Lead | 2003-2009 |
| Interdisciplinary Education Council | Director Advisor | 2003-2014 |
| Simulation Center Design & Build Team | Nursing Lead | 2006-2009 |
| Simulation Advisory Group | Member | 2009-2014 |
| Recruitment & Retention Council | Member | 2013-2014 |
| Falls Hospital Acquired Conditions (HAC) Team | Co-lead | 2013-2014 |

UTHealth

| <u>Committee</u> | <u>Role</u> | <u>Inclusive dates</u> |
|--|-------------|------------------------|
| UTHealth CPHS Committee | Member | 2015-present |
| Campus-Wide Ethics & Humanities Committee | Member | 2017-present |
| Interfaculty Council (IFC) | Member | 2018-2020 |
| Institutional Conflicts of Interest (ICOI) Committee | Member | 2019-present |
| Quality Enhancement Program Leadership Team | Member | 2021-present |

Cizik School of Nursing

| <u>Committee</u> | <u>Role</u> | <u>Inclusive dates</u> |
|---|---------------|------------------------|
| Baccalaureate Council (BC) | Member | 2014-2021 |
| Master's Council (MC) | Member | 2014-present |
| QSEN task Force | Member | 2014-2016 |
| CNE Nurse Planner | Nurse Planner | 2015-present |
| BC Faculty Advisement Task Force | Member | 2015-2017 |
| Faculty Life Committee (FLC) | Member | 2015-2017 |
| FLC Faculty Development Committee (FDC) | Chair | 2015-2017 |
| FLC FDC Faculty Development Day | Chair | 2015-2017 |
| BC Retreat Task Force | Chair | 2015-2016 |
| BC Admissions Committee | Member | 2017-2019 |
| MC Online Course Evaluation Committee | Member | 2018-2020 |
| Faculty Assembly | Chair-Elect | 2018-2019 |
| Faculty Assembly | Chair | 2019-2020 |
| DNP Council (DNPC) | Member | 2019 – present |
| MC Task Force on Health Policy | Member | 2020-present |

Community Service

| <u>Organization</u> | <u>Role</u> | <u>Inclusive dates</u> |
|---|---|------------------------|
| Girl Scouts of America – San Jacinto Council | Volunteer troop leader | 1997-2001 |
| RARE Pearls Foundation Girls’ Mentoring Program | Volunteer -girl mentor/ session facilitator -program evaluation -transition to online programming - metrics: program outcomes & effectiveness | 2014-present |
| City of Seabrook (TX) Ethics Committee | Member | 2015-2017 |