

Lynn Unruh, PhD, RN, LHRM

Associate Professor

Health Services Administration Program
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EDUCATION:

Licensed Health Care Risk Manager	2003	Risk Management	University of Central Florida
PhD	2000	Economics	University of Notre Dame
MA	1997	Economics	University of Notre Dame
BA	1994	Economics	University of Illinois
BSN	1988	Nursing	University of Illinois
Diploma and License in Nursing	1973	Nursing	Bethel Deaconess Hospital, KS

FELLOWSHIPS:

August 2006- August 2007 **Robert Wood Johnson Foundation and Rutgers Center for State Health Policy:** Fellowship in Nursing Policy and Philanthropy, Princeton, New Jersey, August 2006- August 2007.

GRANT AWARDS:

2008 **Florida Center for Nursing:** (PI) "Work Experiences of Newly Licensed RNs in Florida and Retention Strategies," \$11, 381.

2008 **Robert Wood Johnson Foundation:** (PI) "Transforming Care at the Bedside Business Case," \$29,796.

2007 **Robert Wood Johnson Foundation:** (Co-PI) "Economics of Nursing Invitational Conference: Paying for Quality Nursing Care." Funds to Rutgers University to hold conference in Princeton, NJ, June 13-14, \$150,000.

2003-2008 **National Institute of Nursing Research, NIH:** (Co-PI) "Nurse Staffing and Nursing Care Quality: Longitudinal Analysis of Nursing Home Deficiencies," T. Wan, PI, \$800,000 awarded for 4 years + no cost extension.

2002 **College of Health and Public Affairs, University of Central Florida In-House Award** (PI) \$3,000.

2001 **University of Central Florida In-House Grant,** (PI) "Alternative Statistical Methods and Models for Analyzing the Impact of Hospital Nurse Staffing on Patient Adverse Events," \$7,500, awarded January 24, 2001

1998-2000 **National Science Foundation:** (PI), dissertation research support, \$13,500, Patrick Mason and Felicia LeClere co-investigators.

1998-2000 **Agency for Healthcare Research and Quality (formerly Agency for Health Care Policy and Research), NIH:** (PI), dissertation research support, \$32,000, Charles Craypo, Felicia LeClere, Patrick Mason and Martin Wolfson, co-investigators.

CONTRACT AWARDS:

- 2007** **Florida Center for Nursing:** (PI) “Forecasting LPN Supply in Florida,” August 8, 2007- December 31, 2007, course reduction support \$15,520.
- 2007** **Rutgers Center for State Health Policy:** (PI) “Economics of Nursing Conference Follow-up,” August 8, 2007- December 31, 2007, course reduction and travel support, \$16,870
- 2005-2006** **Agency for Healthcare Research and Quality/Medstat:** (PI) “Standardized Nurse Staffing Database Feasibility Study,” (year 6 of *Maintain and Expand the Healthcare Cost and Utilization Project*), October 1, 2005- September 22, 2006, \$40,750.
- 2005-2006** **Florida Hospital, Altamonte:** (PI) “Impact of Nurse Absenteeism on Patient Outcomes,” May 2005-present, \$7,500.
- 2005** **Robert Wood Johnson Foundation:** (Consultant) “Planning Phase III of ‘Transforming Care at the Bedside,’” May 2005- September 2005, \$5,000.
- 2004-2006** **Florida Center for Nursing:** (PI) “Forecasting Nursing Supply and Demand in Florida,” January 2004- August 2006, course reduction support \$85,000.
- 2004-2006** **University of Central Florida, Health Care Management program:** (Instructor), Quality Management and Patient Safety; Risk Management for Oncology Practice.
- 2001** **Florida Hospital:** (Co-PI) “The Problem of Uncompensated Care at Florida Hospital-Orlando and Florida Hospital East—Causes, Effects, and Recommendations,” January 2001- June 2001, \$49,000, Trujillo, Fottler, Rotarius, Morrison, and Liberman co-investigators.

OTHER HONORS AND AWARDS:

- 2008** Best Paper Award, Academy of Management Meeting, Anaheim, CA
- 2007** Outstanding Nurse Alumnus Award, Bethel College, North Newton, KS
- 2005** Most Outstanding Abstracts Award, AcademyHealth Meeting, Boston
- 2005** Best Paper Award for Academy of Management Meeting, Hawaii
- 2003** Sigma Theta Tau
- 1998** Nominated for Excellence in Teaching, Indiana University Northwest
- 1994** Graduate School Fellowship, University of Notre Dame
- 1994** BA in Economics with College Honors, University of Illinois
- 1992** Level IV Staff Nurse, Children’s Memorial Hospital, Chicago, IL
- 1991** Phi Beta Kappa
- 1988** BS in Nursing with College Honors, University of Illinois

OTHER CONSULTATIONS AND SERVICES:

- August 2007-present** **Policy, Politics and Nursing Practice.** Guest editor, special issue August, 2008.
- 2007** **Colorado Governor’s Nurse Workforce and Patient Care Task Force.** Consultant, October 26, 2007 meeting on nurse retention
- 2007-present** **American Nurses Credentialing Center.** Research Council member
- 2007** **Economics of Nursing Conference: Paying for Quality Nursing Care.** Co-convenor with Sue Hassmiller, PhD, RN, FAAN, and Susan Reinhard, PhD, RN, FAAN, Robert Wood Johnson Foundation and Rutgers Center for State Health Policy, Princeton, NJ, June 13-14.
- 2006** **American Nurses Credentialing Center.** Expert researcher participant, “Summit Meeting on the Empirical Foundations for the Forces of Magnetism,” January 11-12, 2006, Silver Spring, Maryland.

- 2005-2006** Center for Health Services and Nursing Research, Catholic University Leuven, Belgium, and Center for Health Outcomes and Policy Research, University of Pennsylvania, USA. International expert panel member, "Database Quality of Nursing Care," Delphi study, Nov. 2005-Feb. 2006.
- 1999** Illinois Nurses Association. Instructor, four hour Spring Retreat class on Health Care Economics, April 12 and 13, 1999.
- 1998- 1999** Wisconsin Federation of Nurses and Health Professionals. Statistician, nurse staffing survey development and analysis.

ACADEMIC EMPLOYMENT:

- May 2005 – Present** Associate Professor in Health Services Administration, University of Central Florida, Orlando, Florida. Courses taught same as next entry.
- 2000- May 2005** Assistant Professor in Health Services Administration, University of Central Florida, Orlando, Florida. Courses taught at the Graduate level: Health Economics, Healthcare Finance, Issues and Trends in the Health Professions, Managed Care, Microeconomics for Public Policy (PhD), Risk Management, and Scientific Inquiry in the Health Professions. Courses taught at the Undergraduate level: Long Term Care Administration, Managed Care, U.S. Health Care System.
- 1997- 1998** Adjunct Faculty, Indiana University Northwest. Courses taught: Introductory Macroeconomics; Managerial Economics, Health Care Restructuring

NURSING EMPLOYMENT:

- 1997- July 2000** Staff Nurse, Renal Unit, St. Joseph Regional Medical Center, South Bend, IN
- 1995- 1997** Staff nurse, Visiting Nurses Association, Mishawaka, IN
- 1983- 1994** Staff Nurse/Charge Nurse, PICU, Children's Memorial Hospital, Chicago, IL
- 1974- 1979** Charge Nurse, Pediatric Unit, St. Francis Hospital, Wichita, KS
- 1979-1982 and 1973-1974** Staff Nurse, NICU, Children's Mercy Hospital, Kansas City, MO

PEER-REVIEWED JOURNAL ARTICLES:

- 2008** Unruh, L., Russo, A., Jiang, J., Stocks, C. (2008). Can state databases be used to develop a standardized, national hospital nurse staffing database? *Western Journal of Nursing Research*, 30(6),
- 2008** Unruh, L., Hassmiller, S., & Reinhard, S. (2008). The importance and challenge of paying for quality nursing care. *Policy, Politics and Nursing Practice*, 9(2), 68-72.
- 2008** Zhang, N., Unruh, L., and Wan, T.H. (2008). Has the Medicare prospective Payment system led to increased nursing home efficiency? *Health Services Research*, 43(3), 1043-1061.
- 2008** Unruh, L. (2008). Nurse staffing and patient, nurse, and financial outcomes. *American Journal of Nursing*, 108(1), 62-71.
- 2007** Unruh, L., Joseph, L., & Strickland, M. (2007). Nurse absenteeism and workload: negative effect on restraint use, incident reports, and mortality. *Journal of Advanced Nursing*, 60(6), 673-681.
- 2006** Wan, T., Zhang, N., Unruh, L. (2006). Predictors of resident outcome improvement in nursing homes. *Western Journal of Nursing Research*, 28 (8), 974- 993.
- 2006** Welton, J., Unruh, L, Halloran, E.J. (2006). Nurse staffing, nursing intensity, staff mix, and direct nursing care costs across Massachusetts hospitals. *Journal of Nursing Administration*, 36 (9), 416 – 425.
- 2006** Unruh, L. Zhang, N.J., Wan, T.H. (2006). The impact of Medicare reimbursement changes on staffing and the quality of care in nursing homes. *International Journal of Public Policy*, 1(4), 421-434.

2006 Zhang, N.J., Unruh, L., Liu, R., Wan, T.H. (2006). Minimum nurse staffing ratios for nursing homes. *Nursing Economics*, 24(2), 78-85, 93.

2006 Unruh, L., & Fottler, M. (2006). Patient turnover and nursing staff adequacy. *Health Services Research*, 41(2), 599-612.

2006 Oetjen, D., Fottler, M., & Unruh, L., Rehman, Z. (2006). Consumer determinants of the use of health plan information in health plan selection. *Health Services Management Research*, 19(2), 232-250.

2005 Unruh, L., & Fottler, M. (2005). Projections and trends in nursing supply: What do they tell us about the nursing shortage? *Policy, Politics and Nursing Practice*, 6(3), 171-182.

2005 Unruh, L., Rudner, N., White, S., & Byers, J. (2005). Managed care and patient safety: risks and opportunities. *Health Care Manager*, 24(3), 245-256.

2005 Unruh, L., (2005) Employment conditions at the bedside: A cause of and solution to the RN shortage. *Journal of Nursing Administration*, 35(1), 11-13.

2005 Unruh, L., & Rudner, N. (2005). Guest Editorial: Patient safety: What's managed care got to do with it? *Journal for Healthcare Quality*, 27(1), 1, 58, 60.

2004 Unruh, L., & Wan, T. (2004). A systems framework for evaluating nursing care quality in nursing homes. *Journal of Medical Systems*, 28(2), 195-213.

2003 Oetjen, D., Fottler, M., Unruh, L. (2003). Determinants of the use of health plan information in health plan selection. *Health Marketing Quarterly*, 20 (3), 55-79.

2003 Unruh, L., Fottler, M., & Talbott, L. (2003). Improving nurse staffing measures: discharge day measurement in 'Adjusted Patient Days of Care.' *Inquiry*, 40 (3), 295-304.

2003 Unruh, L. (2003). The effect of LPN reductions on RN patient load. *Journal of Nursing Administration*, 33 (4), 201-208.

2003 Unruh, L. (2003). Licensed nurse staffing and adverse events in hospitals. *Medical Care*, 41 (1), 142-152.

2002 Unruh, L., and Byers, J.F. (2002). Hospital downsizing: International experiences and perspectives. *Nursing and Health Policy Review*, 1(2), 117-151.

2002 Unruh, L. (2002). Trends in adverse events in hospitalized patients. *Journal for Healthcare Quality*, 24 (5), 4-10, 18.

2002 Unruh, L. (2002). Nursing staff reductions in Pennsylvania hospitals: Exploring the discrepancy between perceptions and data. *Medical Care Research and Review*, 59 (2), 197-214.

2002 Rotarius, T., Trujillo, A., Unruh, L., Fottler, M., Liberman, A., Morrison, S., Ross, D., Cortelyou, K. (2002). Uncompensated care and emergency department utilization: A local study having national implications. *Healthcare Manager*, 21 (1), 1-38.

2001 Unruh, L. (2001). Licensed nursing staff reductions and substitutions in Pennsylvania hospitals, 1991-1997. *Journal of Public Health Policy*, 22 (3), 302-396.

Under Review Unruh, L., Russo, A., Jiang, J., Stocks, C. Measuring up: Are hospital nurse staffing measures adequate for health services research?

Work in Progress Spetz, J., & Unruh, L., Can wage increases end nursing shortages? A reexamination of the supply curve of registered nurses.

Work in Progress Unruh, L., Zhang, N., & Lee, K.H. RN staffing and patient safety events in Florida hospitals 1996-2004: New variable and longitudinal approaches

Work in Progress Unruh, L., & Nooney, J. Faculty salaries and the nurse faculty shortage.

Work in Progress Unruh, L., & Zhang, N.J. Registered nurse educational level and the decision to work as a hospital staff nurse.

INVITED PAPERS:

- 2007 Unruh, L., & Hassmiller, S. (2007). Economics of nursing invitational conference addresses quality and payment issues in nursing care. *On-line Journal of Issues in Nursing*, December 20, 2007. Available at: <http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/Columns/Legislative/EconomicsandQuality.aspx>
- 2004 Unruh, L. (2004). Who wants to be a Nurse?: What to do about the nursing shortage. A policy brief for Illinois legislators. Paper prepared for the conference *Causes and Consequences of the Nurse Shortage: Developing a Solution in Illinois*, Chicago, IL, June 17, 2004.
- 2003 Unruh, L. (2003). The effect of LPN reductions on RN patient load in Florida hospitals. *White Paper for the Florida Center for Nursing*, June 6, 2003. Available: <http://www.flcenterfornursing.org/>
- 2002 Byers, J. and Unruh, L. (2002). Impact of hospital restructuring and downsizing on nursing and patient outcomes, *White Paper for the Florida Center for Nursing*, June 24, 2002. Available: <http://www.flcenterfornursing.org/>

PEER REVIEWED BOOK CHAPTERS:

- 2002 Unruh, L. & Fottler, M. (2002). Nurse staffing and nursing performance: A review and synthesis of the relevant literature. *Advances in Health Care Management*, 3, 11-44.

INVITED BOOK CHAPTERS:

- 2008 Unruh, L., & Danesh, V. (2008). Forecasting a state supply and demand of RNs using the revised 2005 HRSA models, in Dickson, G., and Flynn, L *Nursing Policy Research: Turning Evidence-Based Research into Health Policy*, NY: Springer Publishers.
- 2006 Unruh, L. & Spetz, J., Health economics, Chapter 14 in 5th edition of Mason, D.J., Leavitt, J.K., Chaffee, M.W., eds., *Policy & Politics in Nursing and Health Care*. Washington D.C.: Saunders.
- 2004 Unruh, L. (2004). Impact of nurse staffing on patient safety, Chapter 4 in Byers, J.F., and White, S., eds. *Patient Safety: Principles and Practice*. MD: Lippincott.

BOOKS:

- In progress: Rice, T., and Unruh, L. (2009). *The Economics of Health Reconsidered*, 3rd edition, HAP Press: Chicago.

PEER-REVIEWED PRESENTATIONS:

- 2008 Seblega, B., Zhang, J., Unruh, L., Wan, T. "Nursing Homes Staffing Trends: 1997 to 2005." Oral presentation at the Gerontological Society of America Annual Meeting, Washington, D.C., November 22-24, 2008.
- 2008 Unruh, L. "Nurse Staffing, and Patient, Nurse and Financial Outcomes." Oral presentation at the American Public Health Association Annual Meeting, San Diego, CA, October 25-29, 2008.
- 2008 Hotchkiss, R., Unruh, L., Fottler, M., "Valuing Volunteers." Oral presentation at the Academy of Management Annual Meeting, Anaheim, CA, August 10-13, 2008.

- 2008** Ward-Kortelyu, K., Unruh, L., Fottler, M., “The Effect of Work Environment on Intent to Leave the Nursing Profession: A Study of Bedside RNs.” Oral presentation at the Academy of Management Annual Meeting, Anaheim, CA, August 10-13, 2008.
- 2007** Zhang, N.J., Unruh, L., & Wan, T. “The Gap between Nurse Staffing and Changing Demands of Nursing Home Resident Care: A Challenge for Quality Improvement.” Oral Presentation at 2007 GSA Annual Meeting, San Francisco, CA, November 17, 2007.
- 2007** Unruh, L., Nooney, J., Zhang, N.J. “Will Raising Faculty Salaries Help Alleviate the Nursing Faculty Shortage?” Oral presentation at American Public Health Association Annual Meeting, Washington, D.C., November 4-7, 2007.
- 2007** Unruh, L., Zhang, N., Lee, K. “Nursing Staff Reductions, Workload Increases, and Adverse Events in Florida Hospitals 1996-2004: New Variable and Longitudinal Approaches.” Oral presentation at American Public Health Association Annual Meeting, Washington, D.C., November 4-7, 2007.
- 2007** Unruh, L., Zhang, N.J. “Registered Nurse Educational Level and the Decision to Work as a Hospital Staff Nurse.” Oral Presentation at International Health Economics Association Meeting, Copenhagen, Denmark, July 8-10, 2007.
- 2007** Unruh, L., Nooney, J., Zhang, N.J. “Will Raising Faculty Salaries Help Alleviate the Nursing Faculty Shortage?” Oral presentation at 5th Annual Conference of Nursing Workforce Centers, San Francisco, CA, June 6-8, 2007.
- 2007** Unruh, L., & Zhang, N.J. “Registered Nurse Educational Level and the Decision to Work as a Hospital Staff Nurse.” Oral Presentation at Interdisciplinary Research Group in Nursing Issues Meeting, AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
- 2007** Zhang, N.J., Unruh, L., & Wan, T. “The Gap between Nurse Staffing and Changing Demands of Nursing Home Resident Care: A Challenge for Quality Improvement.” Oral Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
- 2007** Zhang, N.J., Unruh, L. & Wan, T. “Are Nursing Staff Adequate to Meet the Changing Resident Demands in Rural Nursing Homes.” Oral Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
- 2007** Zhang, N.J., Paek, S., Unruh, L. & Wan, T. “Cross-validation of Aggregate Nursing Home Quality Measurements Based on State Surveillance and Self-Reported Data.” Poster Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
- 2007** Zhang, N.J., Unruh, L. & Wan, T. “Developing A Pay for Quality-Adjusted Efficiency System: A Skilled Nursing Home Balanced Scorecard Approach.” Poster Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
- 2007** Wan, T., Zhang, N.J., & Unruh, L. “Organizational and Management Factors Affecting Quality Improvement in Nursing Homes: Growth Curve Modeling of Resident –Based Outcomes.” Poster Presentation at AcademyHealth Annual Conference, Orlando, FL, June 2-5, 2007.
- 2006** Zhang, N., Unruh, L., Wan, T.H. “Has the Medicare Prospective Payment System Led to Increased Nursing Home Efficiency?” Oral presentation at the Gerontological Society of America Annual Meeting, Dallas, TX., November 16-20, 2006.
- 2006** Zhang, N., Unruh, L., Wan, T.H., "Impact of Medicare Reimbursement Changes on Nursing Home Efficiency" Oral presentation at the American Public Health Association Annual Meeting, Boston, MA, November 4-8, 2006.
- 2006** Unruh, L., Jiang, J.H., Stocks, C., Russo, A.C., “An Evaluation of the Availability and Quality of State-Level Hospital Nurse Staffing Data.” Poster presentation at the Academy Health State Research and Policy Interest Group Meeting, Seattle, WA, June 24, 2006.

- 2006 Unruh, L., Zhang, N., Lee, K. "Nursing Staff Reductions, Workload Increases, and Adverse Events in Florida Hospitals 1996-2004: New Variable and Longitudinal Approaches." Poster presentation at the Academy Health Annual Meeting, Seattle WA, June 25-27, 2006.
- 2006 Zhang, N., Unruh, L., Wan, T.H., "Has the Medicare Prospective Payment System Led to Increased Nursing Home Efficiency?" Poster presentation at the Academy Health Annual Meeting, Seattle WA, June 25-27, 2006.
- 2006 Unruh, L., Zhang, N., Lee, K. "Nursing Staff Reductions, Workload Increases, and Adverse Events in Florida Hospitals, 1996-2004: New Variable and Longitudinal Approaches," Oral presentation at the American Society of Health Economists Meeting, Madison, WI, June 4-7, 2006.
- 2006 Lee KH, Roh CY, Unruh L. "Effects of Hospital Competition on Hospital Costs and Revenues in Florida." Oral presentation at the 67th American Society for Public Administration (ASPA) National Conference, Denver, CO, March 31-April 4, 2006.
- 2006 Unruh, L., Brunell, M.L., Danesh, V., Phillips, K. "Forecasting the Supply and Demand of RNs in Florida Using the Revised HRSA Models." Oral Presentation at the 4th National Conference of Nursing Workforce Leaders, Jersey City, April 27, 2006.
- 2005 Unruh, L. & Fottler, M. "Patient Turnover and Nursing Staff Adequacy." Oral presentation at the American Public Health Association annual meeting, Philadelphia, December 10-14, 2005.
- 2005 Unruh, L., "Forecasting the Supply and Demand of RNs in Florida." Poster presentation at the American Public Health Association annual meeting, Philadelphia, December 10-14, 2005.
- 2005 Unruh, L. Zhang, N.J., Wan, T.H. "The Impact of Medicare Reimbursement Changes on Staffing and the Quality of Care in Nursing Homes." Oral presentation at the American Public Health Association annual meeting, Philadelphia, December 10-14, 2005.
- 2005 Zhang, J., Unruh, L., & Wan, T., "Minimum Nurse Staffing Ratios for Nursing Homes." Oral presentation at the American Public Health Association annual meeting, Philadelphia, December 10-14, 2005.
- 2005 Unruh, L. Zhang, N.J., Wan, T.H. "The Impact of Medicare Reimbursement Changes on Staffing and the Quality of Care in Nursing Homes." Oral presentation at the Gerontological Society of America Annual Meeting, Orlando, November 18-21, 2005.
- 2005 Zhang, J., Unruh, L., & Wan, T., "Minimum Nurse Staffing Ratios for Nursing Homes." Oral presentation at the Gerontological Society of America Annual Meeting, Orlando, November 18-21, 2005.
- 2005 Unruh, L., & Spetz, J., "Can Wage Increases End Nursing Shortages? A Reexamination of the Supply Curve of Registered Nurses." Poster Presentation at Second Annual Health and Public Affairs Research Conference of the College of Health and Public Affairs, University of Central Florida, October 21, 2005.
- 2005 Unruh, L. & Fottler, M. "Patient Turnover and Nursing Staff Adequacy." Oral presentation at the Academy of Management Meeting, Hawaii, August 5-10, 2005.
- 2005 Unruh, L., & Spetz, J., "Can Wage Increases End Nursing Shortages? A Reexamination of the Supply Curve of Registered Nurses." International Health Economics Meeting, Barcelona, Spain, July 10-14, 2005.
- 2005 Unruh, L. Zhang, N.J., Wan, T.H. "The Impact of Medicare Reimbursement Changes on Staffing and the Quality of Care in Nursing Homes." Poster presentation at the AcademyHealth Annual Meeting, Boston, June 25-28, 2005.
- 2005 Zhan, J., Unruh, L., & Wan, T., "Minimum Nurse Staffing Ratios for Nursing Homes." Poster presentation at the AcademyHealth Annual Meeting, Boston, June 25-28, 2005.

- 2005 Unruh, L., & Spetz, J. "Can Wage Increases End Nursing Shortages? A Reexamination of the Supply Curve of Registered Nurses." Oral presentation at AcademyHealth Meeting, Boston, June 25-28, 2005. Received Most Outstanding Abstracts Award.
- 2004 Zhan, J., Unruh, L., & Wan, T., "Minimum Nurse Staffing Ratios for Nursing Homes." Poster presentation at the First Annual Public Affairs Research Conference of the College of Health and Public Affairs, University of Central Florida, October 29, 2004.
- 2004 Wan, T., Zhan, J., & Unruh, L., "A Balanced Approach to the Quality of Care in Nursing Homes: Growth Curve Modeling." Poster presentation at the First Annual Public Affairs Research Conference of the College of Health and Public Affairs, University of Central Florida, October 29, 2004.
- 2004 Unruh, L. & Fottler, M., "Patient Turnover and Nursing Staff Adequacy." Oral presentation at the AcademyHealth Annual Research Meeting, San Diego, CA, June 6-8, 2004, 2004.
- 2003 Unruh, L., "Too Few Nurses: A Patient Safety Concern." Oral presentation at the American Public Health Association Annual Meeting, San Francisco, November 15-19, 2003.
- 2003 Oetjen, D., Fottler, M., Unruh, L., "Determinants of the Use of Health Plan Information in Health Plan Selection Intentions." Oral presentation at the Academy of Management Annual Meeting, Seattle, Washington, August 1-6, 2003.
- 2003 Wan, T.T.H., Unruh, L., "A Systems Framework for Evaluating Nursing Care Quality in Nursing Homes." The INFORMS meeting, Istanbul, Turkey, (July 7-10, 2003).
- 2003 Byers, J.F., Unruh, L., "Impact of Hospital Downsizing on Nursing and Patient Outcomes in the United States and Canada." Poster presentation at the Southern Nursing Research Conference, Orlando, FL, February 14, 2003.
- 2002 Unruh, L., Fottler, M, Talbot, L., "Improving Nurse Staffing Measures: Exploring Adjustments to 'Adjusted patient Days of Care.'" Oral presentation at the American Public Health Association Annual Meeting, Philadelphia, November 9-13, 2002.
- 2002 Unruh, L., "The Erosion of Nurse Staffing and Its Impact on Patient Care Quality." Oral presentation at the American Nurses Association Convention, Philadelphia, July 1, 2002.
- 2001 Unruh, L., and Byers, J.F. "Hospital Downsizing: International Experiences and Perspectives." Oral presentation at the American Public Health Association Annual Meeting, Atlanta, October, 2001.
- 2000 Unruh, L., "Licensed Nursing Staff Reductions and Substitutions in Pennsylvania Hospitals, 1991-1997." Oral presentation at the American Public Health Association Annual Meeting, Boston, Nov, 2000.
- 2000 Unruh, L., "The Impact of Licensed Nursing Staff Reductions on Adverse Events in Hospitals." Oral presentation at the American Public Health Association Annual Meeting, Boston, November, 2000.
- 2000 Unruh, L., "The Impact of Hospital Restructuring on Nurse Staffing and the Quality of Patient Care." Oral presentation at the American Economic Association annual meeting, Boston, January 7, 2000.
- 1999 Unruh, L., "The Impact of Hospital Nurse Staffing on Patient Outcomes." Oral presentation at session on "The Relationship Between Staffing and Quality of Care," at the American Public Health Association annual meeting, Washington D.C., November, 1999.
- 1999 Unruh, L., and LeClere, F., "Pennsylvania Hospital Staffing Changes 1991-1997." Poster presentation at the Association for Health Services Research Annual Meeting, Chicago, June 27-29, 1999.

INVITED PRESENTATIONS:

- 2008 Unruh, L. "Nurse Staffing, and Patient, Nurse and Financial Outcomes." Key Note Address, Florida Organization of Nurse Executives, Jupiter, Florida, November 13 -14, 2008.
- 2007 Unruh, L., "Nurse Staffing: Key to good patient, nurse and financial outcomes." Bethel College Nurse Alumni Meeting CNE presentation, North Newton, KS, October 5, 2007.
- 2007 Unruh, L., "I'm Glad I Chose a Career in Nursing," 2 hour lecture to Bethel College nursing classes, North Newton, KS, October 5, 2007.
- 2007 Rutherford, P., Unruh, L., Spragens, L. Break-out session on "TCAB Business Case" at Transforming Care at the Bedside meeting, Appleton, WI, September 26-27, 2007.
- 2007 Unruh, L., Joseph, L., Strickland, M. "Nurse Absenteeism and the Quality of Nursing Care." Poster presentation at the *Celebration of Nursing Excellence: A Stellar Experience*, Florida Hospital Healthcare System Poster Show: Promoting the forces of Magnetism, Altamonte, FL., May 2, 2007.
- 2007 Unruh, L., "Calculating the Cost Savings of Reduced Nurse Turnover." Presentation and leadership of Break-out session at the Transforming Care at the Bedside Meeting, Houston, TX, February 7-9, 2007.
- 2006 Unruh, L., Bolton, L., "The TCAB Business Case: Where to Start?" Presentation and leadership of Break-out session at the Transforming Care at the Bedside Meeting, Miami, FL, October 17-19, 2006.
- 2006 Unruh, L., "Improving Patient Safety Through Work Environment Changes: the Theory, the Practice, and the Evaluation." presenter at Florida Community College 3rd Annual Excellence in Nursing Conference, May 5, 2006.
- 2006 Lee KH, Roh, CY, Unruh L. "Effects of Hospital Competition on Hospital Costs and Revenues in Florida." Oral presentation at the Central Florida Chapter of the American Society for Public Administration 2006 Conference: Rising to the Challenges of Public Management in the State of Florida, Orlando, FL, May 5, 2006.
- 2006 Research expert at the Summit Meeting on the Empirical Foundations for the Forces of Magnetism, American Nurses Credentialing Center, Silver Spring MA, January 11-12, 2006.
- 2004 Unruh, L., Respondent to talk by Dr. Michael Munger, "Policy Dilemma and Public Affairs Research." at the First Annual Public Affairs Research Conference of the College of Health and Public Affairs, University of Central Florida, October 2, 2004.
- 2004 Unruh, L., "The Nursing Shortage: Who Wants to Be a Nurse." Oral presentation at the conference *Causes and Consequences of the Nurse Shortage: Developing a Solution in Illinois*, Chicago, IL, June 17, 2004
- 2004 Unruh, L., "Should Nursing Staffing Ratios Be Mandated?: Pro or Con." Debate for University of Central Florida School of Nursing undergraduate course "Issues in Healthcare Policy," May 18, 2004.
- 2004 Unruh, L., "Diversity in Nursing." Oral presentation at the University of Central Florida College of Health and Public Affairs Brown Bag Lunch, April 14, 2004.
- 2004 Unruh, L., "Licensed Nurse Staffing and Adverse Events in Hospitals." Oral presentation at the Research Consortium on Epidemiology and Cost of Adverse Events, Tampa, FL, March 18, 2004.
- 2004 Unruh, L., "Is Health Care a Right?: Philosophical Underpinnings of the Health Care Reform Debate." Presentation at the Rollins College University Philosophy Club, Winter Park, FL, February 24, 2004.
- 2004 Unruh, L., Rudner, N., White, S., & Byers, J. "Patient Safety: What's Managed Care Got to Do with It?" Presentation at the Central Florida Healthcare Information Management Association (CFHIMA) quarterly meeting, Orlando,

- FL, February 19, 2004.
- 2004** Unruh, L., "Health Care Professionals: Nurses." Presentation to the UCF undergraduate class HSA2930, February 17, 2004.
- 2003** Unruh, L. "Impact of Nurse Staffing on Patient Safety." Educational Session at Florida Organization of Nurse Executives Spring Conference, Sarasota, FL, May 15-16, 2003.

SERVICE:

- 2005-present** Resource for nursing workforce issues with the Florida Center for Nursing:
2000-2006 Resource for nurse staffing and patient utilization issues with Florida Hospital:
 Research contract to study nurse absenteeism and patient outcomes. Research consultant on critical care education project.
- 1996-2000** Member, Higgins Labor Research Center, University of Notre Dame, IN.
1997 Co-developer of three-day economics course for the George Meany Center, AFL-CIO.
- 1992-1994** Chair, Health Policy Assembly, Illinois Nurses Association.
1990-1994 Chair, Political Concerns Committee, District 21, Illinois Nurses Association.
1990-1994 Member of, and edited newsletter for, Nurses for National Health Care.

PROFESSIONAL REVIEWS:

- 2008** Review of *International Journal of Nursing Studies* manuscript
2008 Review of *Health Affairs* manuscript
2008 Review of Academy Health Annual Meeting workforce session abstracts
2007 Review of *Medical Care Research and Review* manuscript
2007 Review of *Western Journal of Nursing Research* manuscript
2006 Review of *Health Affairs* manuscript
2006 Review of *Medical Care Research and Review* manuscript
2005 Review of *Western Journal of Nursing Research* manuscript
- 2005** Merit review panelist for a Request for Proposal from the Canadian Health Services Research Foundation, April 26
- 2004** Review of a manuscript for *International Journal of Public Policy*
2004 Review of NIH Special Emphasis Panel grant proposals, November 4, 2004.
2004 Review of a grant proposal for a Nursing and Allied Health Professionals Fellowship Award. Review was conducted for The Health Foundation, an independent UK healthcare charitable foundation. March 24, 2004.
- 2004** Review of a manuscript for *Health Services Research*
2003 Review of a manuscript for *Health Services Research*

PROFESSIONAL MEMBERSHIPS:

- AcademyHealth
- American Nurses Association
- American Organization of Nurse Executives
- American Public Health Association
- American Society of Health Economists
- Florida Nurses Association
- International Health Economics Association
- Physicians for a National Health Program
- Sigma Theta Tau, Theta Epsilon Chapter