

## Lynn Unruh, PhD, RN, LHRM

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Health Services Administration Program  
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### EDUCATION:

<b>Study Abroad</b>	2011	British healthcare system	Grantham, England
<b>Certificate from study abroad</b>	2010	Globalization & Health	University of Chile
<b>Licensed Health Care Risk Manager</b>	2003	Risk Management	University of Central Florida
<b>PhD</b>	2000	Economics	University of Notre Dame
<b>MA</b>	1997	Economics	University of Notre Dame
<b>BA</b>	1994	Economics	University of Illinois
<b>BSN</b>	1988	Nursing	University of Illinois
<b>Diploma and License in Nursing</b>	1973	Nursing	Bethel Deaconess Hosp., KS

### ACADEMIC EMPLOYMENT:

<b>August 2011 – Present</b>	Professor in Health Services Administration, University of Central Florida, Orlando, Florida.
<b>August 2011 – July 2015</b>	Coordinator, Doctoral Program in Public Affairs Health Management Track
<b>August 2005 – July 2011</b>	Associate Professor in Health Services Administration, University of Central Florida, Orlando, Florida.
<b>August 2000- July 2005</b>	Assistant Professor in Health Services Administration, University of Central Florida, Orlando, Florida.
<b>1997- 1998</b>	Adjunct Faculty, Indiana University Northwest.
<b>Graduate Courses:</b>	Advanced Seminar in Health Services Research (PhD); Microeconomics for Public Policy (PhD), Advanced Seminars in Health Economics (PhD), Health Care Decision Sciences, Health Economics, Healthcare Finance, Issues and Trends in the Health Professions, Managed Care, Risk Management, and Scientific Inquiry in the Health Professions.
<b>Undergraduate Courses:</b>	Introductory Macroeconomics; Managerial Economics, Long Term Care Administration, Managed Care, U.S. Health Care System.

### NURSING EMPLOYMENT:

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

## FELLOWSHIPS:

**August 2010 – August 2011** UCF COHPA Research Fellowship (\$2,500).  
**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 (\$143,454).

## GRANT AWARDS:

**2016** **LIFE at UCF Gerontology Applied Research Award,** (Co-PI) “When the Old Care for the Old: The Burdens and Satisfactions of Caregiving in Older Adults and the Support They Receive,” \$4,200 over 1 year

**2011 -2013** **Agency for Healthcare Research and Quality,** (PI) “Benchmarking Patient Safety and Quality in U.S. Hospitals: the Stochastic Frontier Approach,” \$99,446 over 2 years.

**2009, International** **National Institute of Nursing Research, NIH, FIRCA grant:** (co-PI), “Nursing Home Care Research and Capacity-Building in China,” \$100,000 over 3 years.

**2008** **Florida Center for Nursing:** (PI) “Work Experiences of Newly Licensed RNs in Florida and Retention Strategies,” \$11,400 over 1 year.

**2008** **Robert Wood Johnson Foundation:** (PI) “Transforming Care at the Bedside Business Case,” \$29,800 over 1 year.

**2007** **Florida Center for Nursing:** (PI) “Forecasting LPN Supply in Florida,” August 8, 2007- December 31, 2007, \$15,520.

**2007** **Rutgers Center for State Health Policy:** (PI) “Economics of Nursing Conference Follow-up,” August 8, 2007- December 31, 2007, \$16,870.

**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.

**2004-2006** **Florida Center for Nursing:** (PI) “Forecasting Nursing Supply and Demand in Florida,” January 2004- August 2006, \$90,000.

**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, \$850,000 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:

**2016 - present** **Florida Center for Nursing, (PI)** “Cost-Benefit Analysis of Utilizing APRN Full Scope of Practice in Florida,” \$29,760.

**2013-2014** **National Database of Nursing Quality Indicators:** (Consultant) “Developing a Patient Turnover Measure,” \$1,000.

**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-December 2006, \$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** **University of Central Florida, Health Care Management program:** (Instructor), Quality Management and Patient Safety; Risk Management for Oncology Practice, \$5,000.
- 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.

#### UNFUNDED RESEARCH:

- 2015 -present** Steiss, M., Gurupur, V.P. **Unruh, L.** and Golden, A. Evaluating the Acute Care Needs of Home Based Primary Care Patients: A Retrospective Review

#### HONORS AND RECOGNITONS:

- 2008** Best Paper Award, Academy of Management Meeting, Annaheim, CA
- 2007** Outstanding Nurse Alumnus Award, Bethel College, North Newton, KS
- 2007** Teaching Incentive Performance Award from University of Central Florida
- 2006** Research Incentive Award from University of Central Florida
- 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

#### PEER-REVIEWED JOURNAL ARTICLES:

- Under Review** Asi, Y., **Unruh, L.**, Liu, X. The impact of conflict on well-being: A cross-sectional analysis of health-related quality of life, stress and insecurity in the West Bank. *Medicine, Conflict, and Survival*
- Under Review** Danesh, V. Neff, D. Aroian, K. **Unruh, L.** Andrews, D. Guerrier, L. Venus, S.J., Jimenez, E. Rapid response teams versus proactive rapid response teams: Unplanned escalations in care. *Critical Care Medicine*.
- 62. In Press** **Unruh, L.**, Rice, T., Rosenau, P., & Barnes, A. The 2013 cholesterol guideline controversy: Would better evidence prevent pharmaceuticalization? *Health Policy*.
- 61. In Press** **Unruh, L.**, & Hofler, R. Predictors of gaps in patient safety and quality in U.S. hospitals. *Health Services Research*.
- 60. 2016** **Unruh, L.**, Raffenaud, A. & Fottler, M. (2016). Work-family conflict among newly licensed registered nurses: A structural equation model of antecedents and outcomes. *Journal of Healthcare Management*, 61(2), 129 -147.
- 59. 2016** Paek, S.C., Zhang, N.J., Wan, T.T.H, **Unruh, L.Y.** & Meemon, N. (2016) The impact of State nursing home staffing standards on nurse staffing levels. *Medical Care Research and Review*, 73(1), 41–61.

58. 2016 **Unruh, L.** (2016). Productive hours by direct-care providers is the best measure of nurse staffing in relation to patient outcomes. *British Medical Journal: Evidence Based Nursing*, 19 (1), 22 *ebnurs-2015-102083*. Published Online First: 6 Jul 2015
57. 2016 **Unruh, L.,** Chisholm, L., & Zhang, N.J. (2016). Job and professional leaving among newly licensed RNs: a structural equation model. *Western Journal of Nursing Research*, 38(1), 5 -26.
56. 2015 Seblega, B.K., Zhang, N.J., Wan, T.T.H., **Unruh, L.Y.,** & Miller, A. (2015). Health information technology adoption: Effects on patient safety and quality of care. *International Journal of Healthcare Technology and Management*, 15(1), 31-48.
55. 2015 White-Williams, C., **Unruh, L.,** & Ward, K. (2015). Hospital utilization after a telemonitoring program: A pilot study. *Home Health Care Services Quarterly*, 34(1), 1 -13.
54. 2014 Brent-Hotchkiss, R. Fottler, M. & **Unruh, L.** The role, measurement, and impact of volunteerism in hospital settings. *Nonprofit and Voluntary Sector Quarterly*, 43(6), 1111 - 1128.
53. 2014 Barnes, A. **Unruh, L.,** Chukmaikov, A. and Van Ginneken, E. (2014). Accountable care organizations in the USA: Types, developments and challenges. *Health Policy*, 118(1), 1-7.
52. 2014 **Unruh, L.** & Zhang, N. (2014). Hospital work environment and job satisfaction of newly licensed RNs, *Nursing Economics*, 32(6), 296 -305.
51. 2014 Rice, T. **Unruh, L.,** Rosenau, P., Barnes, A., Saltman, R., Ginneken, E. (2014). Challenges facing the current health reform process in the United States, *Bulletin of World Health Organization*, 92(12), 894-902.
50. 2014 **Unruh, L.,** & Zhang, N.J. (2014). Newly Licensed Registered Nurse job turnover and turnover intent. *Journal for Nurses in Professional Development*, 30(5), 220 -230.
49. 2014 Hickey, J., Koithan, M., **Unruh, L.,** Lundmark, V. (2014). Funding big research with small money. *Journal of Nursing Administration*, 44(6), 309 -311.
48. 2014 Hickey, J., **Unruh, L.,** Newhouse, R, Koithan, M., Lundmark, V., Johantgen, M., Hughes, R., & Haller, K. (2014). The quality imperative and the need for credentialing, *Nursing Outlook*, 62 (2), 119-27.
47. 2013 **Unruh, L.,** & Zhang, N.J. (2013). The role of work environment in keeping newly licensed RNs in nursing: a questionnaire survey, *International Journal of Nursing Studies*, 50 (12), 1678–1688.
46. 2013 Zhang, N.J. **Unruh, L.,** & Wan, T. (2013). Gaps in nurse staffing and nursing home resident needs. *Nursing Economics*, 31(6), 289-297.
45. 2013 Falen, T.J., **Unruh, L.,** (2013). Developing a hospital-specific electronic inpatient fall surveillance program: Phase I. *Health Care Manager*, 32(4), 359 – 367.
44. 2013 Zhang, N.J., Seblega, B., Wan, T., **Unruh, L.,** Agiro, A., & Miao, L. (2013). Health information technology adoption in U.S. acute care hospitals, *Journal of Medical Systems*, 37 (2), 9907-9916.
43. 2012 Wu, M., Li, S., Zhang, N., Zhu, Y., Ning, B., Wan, T.T.H., & **Unruh, L.** (2012). Nursing home research in Jinan, China: A focus group approach. *International Journal of Public Policy*, 8, 1/2/3, 21 -30.
42. 2012 **Unruh, L.** & Zhang, N. (2012). RN staffing and patient safety events in hospitals: New variable and longitudinal approaches. *Nursing Research*, 61(1), 3-12.
41. 2011 Wu, M., Li, S.X., Zhang, N., Zhu, A.A, Ning, B., Wan, T.T.H., & **Unruh, L.** (2011). Lifestyles and mental health of elderly who live alone. *Chinese Journal of Public Health*, 27(7), 849-851. (In Chinese).
40. 2011 Wu, M., Li, S., Zhang, N., Zhu, Y., Ning, B., Wan, T.T.H., & **Unruh, L.** Factors associated with mental health status of elderly in Jinan, China. *Journal of Shandong University (Medical Science)*, 49(1), 120-123. (In Chinese).
39. 2011 Zhu, A., Li, S., Wu, M., Zhang, N.J., Ning, B., Wan, T. & **Unruh, L.** (2011). Factors influencing physical health status of elderly in Jinan. *Chinese Journal of Public Health*. 2011, 27(4): 433-435. (In Chinese).

38. 2011 Zhu, A., Li, S., Wu, M., Zhang, N.J., Ning, B., Wan, T. & **Unruh, L.** (2011). Factors influencing self-perceived physical health of elderly in Jinan. *Chinese Health Services Management*. 2011, 6: 474-475. (In Chinese).
37. 2011 Falen, T., **Unruh, L.**, & Segal, D. Electronic falls surveillance system (FSS) model, *Healthcare Manager*, 30(4), 342-351.
36. 2011 **Unruh, L.**, & Nooney, J. (2011). Newly Licensed RNs' Perceptions of Job Difficulties, Demands and Control: Individual and Organizational Predictors. *Journal of Nursing Management*, 19(5), 572-584.
35. 2011 **Unruh, L.**, Agrawal, M., & Hassmiller, S. (2011). The business case for TCAB among the TCAB 10 and lessons learned. *Nursing Administration Quarterly*. 35(2), 97-109.
34. 2010 Wu, M., Li, S., Zhang, N., Zhu, Y., Ning, B., Wan, T.T.H., & **Unruh, L.** (2010). Qualitative study of nursing home services and staffing in Jinan, China. *Chinese Health Service Management*, (11), 729-730. (In Chinese).
33. 2010 Cortelyou-Ward, K., **Unruh, L.** & Fottler, M. (2010). The effect of work environment on intent to leave the nursing profession: a case study of bedside registered nurses in rural Florida. *Health Services Management Research*, 23(4), 185-192.
32. 2010 Nooney, J., **Unruh, L.**, & Yore, M. (2010). Should I stay or should I go? Career change and laborforce separation among registered nurses, *Social Science and Medicine*, 70, 1874 – 1881.
31. 2010 Seblega, B., Zhang, N J., **Unruh, L.**, Breen, G-M. Paek, S.C., & Wan , T.T.H. (2010). Changes in nursing home staffing levels, 1997 to 2007, *Medical Care Research and Review*, 67(2), 232-246.
30. 2010 Zhang, N.J., Wan, T.T.H., Breen, G.M., **Unruh, L.**, Marathe, S. Li, S., Jia, L. (2010). Comparison of nursing home care between the USA and China. *International Journal of Public Policy*, 5(2/3), 121 – 132.
29. 2009 **Unruh, L.**, Russo, A., Jiang, J., & Stocks, C. (2009). Measuring up: Are hospital nurse staffing measures adequate for health services research? *Advances in Health Care Management*, 8, 115-154.
28. 2009 Brent Hotchkiss, R., Fottler, M., **Unruh, L.** (2009). Valuing volunteers: The impact of volunteerism on hospital performance. *Health Care Management Review*, 34 (3), 119-28.
27. 2009 **Unruh, L.**, Russo, A., Jiang, J., Stocks, C. (2009). Can state databases be used to develop a standardized, national hospital nurse staffing database? *Western Journal of Nursing Research*, 31(1), 66-88.
26. 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.
25. 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.
24. 2008 **Unruh, L.** (2008). Nurse staffing and patient, nurse, and financial outcomes. *American Journal of Nursing*, 108(1), 62-71.
23. 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.
22. 2007 Byers, J, Genovich-Richards, J., & **Unruh, L.** (2007). Guest Editorial: It's time for a comprehensive, interdisciplinary patient safety taxonomy. *Journal for Healthcare Quality*, 29(4), 2, 11.
21. 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.
20. 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.

19. 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.
18. 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.
17. 2006 **Unruh, L.**, & Fottler, M. (2006). Patient turnover and nursing staff adequacy. *Health Services Research*, 41(2), 599-612.
16. 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.
15. 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.
14. 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.
13. 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.
12. 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.
11. 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.
10. 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.
9. 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.
8. 2003 **Unruh, L.** (2003). The effect of LPN reductions on RN patient load. *Journal of Nursing Administration*, 33 (4), 201-208.
7. 2003 **Unruh, L.** (2003). Licensed nurse staffing and adverse events in hospitals. *Medical Care*, 41 (1), 142-152.
6. 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.
5. 2002 **Unruh, L.**, and Byers, J.F. (2002). Hospital downsizing: International experiences and perspectives. *Nursing and Health Policy Review*, 1(2), 117-151.
4. 2002 **Unruh, L.** (2002). Trends in adverse events in hospitalized patients. *Journal for Healthcare Quality*, 24 (5), 4-10, 18.
3. 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.
2. 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.
1. 2001 **Unruh, L.** (2001). Licensed nursing staff reductions and substitutions in Pennsylvania hospitals, 1991-1997. *Journal of Public Health Policy*, 22 (3), 302-396.

#### **INVITED PAPERS, REPORTS, AND PEER-REVIEWED CONFERENCE PAPERS:**

21. 2015 Rice, T., Rosenau, P., Barnes, A. & **Unruh, L.** (November, 2015). Healthcare and the 2016 Presidential Race.  
<http://www.hspm.org/countries/unitedstatesofamerica18112013/countrypage.aspx>
20. 2015 **Unruh, L.** & Barnes, A. (2015). Medicaid Fee Bump Reversal. 450 word health policy update for the Health Systems and Policy Monitor.  
<http://www.hspm.org/countries/unitedstatesofamerica18112013/countrypage.aspx>

19. 2014 Rosenau, P. Barnes, A., Rice, T & **Unruh, L.** (2014). Exemptions to the Health Law Mandate to Obtain Health Insurance. 450 word health policy update for the Health Systems and Policy Monitor.  
<http://www.hspm.org/countries/unitedstatesofamerica18112013/countrypage.aspx>
18. 2014 **Unruh, L.** (2014). Return to narrow networks? May 12, 2014, 450 word health policy update for the Health Systems and Policy Monitor.  
<http://www.hspm.org/countries/unitedstatesofamerica18112013/countrypage.aspx>
17. 2013 Barnes, A. & **Unruh, L.Y.** (2013). Latest developments in Accountable Care Organizations (ACOs), November 19<sup>th</sup>. 450 word health policy update for the Health Systems and Policy Monitor.  
<http://www.hspm.org/countries/unitedstatesofamerica18112013/countrypage.aspx>
16. 2013. **Unruh, L.Y., &** Barnes, A. (2013). Accountable Care Organizations growing in number, November 19<sup>th</sup>. 100 word log for the Health Systems and Policy Monitor.  
<http://www.hspm.org/countries/unitedstatesofamerica18112013/countrypage.aspx>
15. 2013. **Unruh, L.Y., &** Rosenau, P. (2013). ACA insurance cancellations fix: Individuals can "keep their plans if they like them" for one more year. November 19<sup>th</sup>. 450 word health policy update for the Health Systems and Policy Monitor.  
<http://www.hspm.org/countries/unitedstatesofamerica18112013/countrypage.aspx>
14. 2013. Rosenau, P., **Unruh, L.Y., &** Rice, T. Cancellation of individual policies under the Affordable Care Act, November 19<sup>th</sup>. 100 word log for the Health Systems and Policy Monitor.  
<http://www.hspm.org/countries/unitedstatesofamerica18112013/countrypage.aspx>
13. 2013 Rice, T., Rosenau, P., **Unruh, L,** Barnes, A., Saltman, R., & Ginneken, E. (2013). The United States health system: Transition towards universal coverage. *Eurohealth: Quarterly of the European Observatory on Health Systems and Policies*, 19(3), 41 -44.
12. 2012 Lundmark, V., Hickey, J., Haller, K., Hughes, R., Johantgen, M., Koithan, M., Newhouse, R., & **Unruh, L.** (2012). *A National Agenda for Credentialing Research in Nursing*, Report for the American Nurses Credentialing Center. Available: <http://www.nursecredentialing.org/CredentialingResearch>
11. 2009 **Unruh L &** Agrawal M. (2009). *The Business Case for TCAB: A Cost-Benefit Analysis*. Robert Wood Johnson Foundation, February 2009. Available: <http://www.rwjf.org/pr/product.jsp?id=50009>
10. 2008 Nooney, J., **Unruh, L.** Danesh, V. & Cantiello, J. (2008). *Forecasting Supply, Demand, and Shortage of RNs and LPNs in Florida, 2007-2020*. Report for the Florida Center for Nursing. Available: [http://www.flcenterfornursing.org/files/RN\\_LPN\\_Forecasts.pdf](http://www.flcenterfornursing.org/files/RN_LPN_Forecasts.pdf)
9. 2008 Nooney, J., **Unruh, L.** Danesh, V. & Cantiello, J. (2008). *Technical Report: Use of HRSA's Nurse Supply and Demand Models in Florida*. Report for the Florida Center for Nursing. Available: [http://www.flcenterfornursing.org/files/RN\\_LPN\\_Forecasts\\_Tech.pdf](http://www.flcenterfornursing.org/files/RN_LPN_Forecasts_Tech.pdf)
8. 2007 **Unruh, L.** (2007). Economics of Nursing Invitational Conference: Paying for Quality Nursing Care. Report published: June 13, 2007. Available: <http://www.rwjf.org/files/research/economicsinnursing2007.pdf>
7. 2007 **Unruh, L.** (2007). Analysis of workforce survey data from the 1rst RN cohort renewing in 2007. Report for Florida Center for Nursing. Available at: [http://www.flcenterfornursing.org/files/2007\\_Workforce\\_Survey\\_Report.pdf](http://www.flcenterfornursing.org/files/2007_Workforce_Survey_Report.pdf)
6. 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>
5. 2005 **Unruh, L., &** Fottler, M. (2005). Measures of nurse staffing: Should we Account for Patient Turnover? *Academy of Management Best Conference Paper*.
4. 2005 **Unruh, L.** (2005). Forecast of Nursing Supply and Demand in Florida: Development of a Plan to Implement a Forecasting Model. Available at: [http://www.flcenterfornursing.org/files/Forecast\\_Model\\_Plan.pdf](http://www.flcenterfornursing.org/files/Forecast_Model_Plan.pdf)

3. 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.
2. 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/>
1. 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/>

#### BOOKS:

4. 2016 Rice, T., & **Unruh, L.** (2016). *The Economics of Health Reconsidered*, 4th edition, Chicago: Health Administration Press.
3. 2013 Rice, T., Rosenau, P., **Unruh, L.**, Barnes, A. (2013). *Health Systems in Transition Series: U.S. Health System Review*. World Health Organization, on behalf of the European Observatory on Health Systems and Policies. Available on-line at: <http://www.euro.who.int/en/who-we-are/partners/observatory/health-systems-in-transition-hit-series/countries-and-subregions/united-states-of-america-hit-2013>
2. 2010 Wan, T.T.H., Breen, G., Zhang, N.J., & **Unruh, L.** (2010). *An Evidence-Based Approach to Improving the Quality of Care in Nursing Homes*, Baltimore: Johns Hopkins University Press.
1. 2009 Rice, T., & **Unruh, L.** (2009). *The Economics of Health Reconsidered*, 3<sup>rd</sup> edition, Chicago: Health Administration Press.

#### BOOK CHAPTERS AND MONGRAPHS:

6. 2012 **Unruh, L.** & Spetz, J., (2012). Health economics, Chapter 14 in 6<sup>th</sup> edition of Mason, D.J., Leavitt, J.K., Chaffee, M.W., eds., *Policy & Politics in Nursing and Health Care*. Washington D.C.: Saunders.
5. 2010 **Unruh, L.** (2010). Toward a Sustainable Nursing Workforce. *Futurescan 2010: Healthcare Trends and Implications*. Chicago: Health Administration Press.
4. 2008 **Unruh, L.Y.**, and Fottler, M.D. (2008). Projections and trends in RN supply: What do they tell us about the nursing shortage? adapted and part of Chapter 6, Labor Issues, in Harrington, C. & Estes, C.L. (2008). *Health Policy: Crisis and Reform in the US Health Care Delivery System*. Boston: Jones & Bartlett.
3. 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.
2. 2006 **Unruh, L.** & Spetz, J., A primer on health economics, Chapter 14 in 5<sup>th</sup> edition of Mason, D.J., Leavitt, J.K., Chaffee, M.W., eds., *Policy & Politics in Nursing and Health Care*. Washington D.C.: Saunders.
1. 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

#### PEER-REVIEWED PRESENTATIONS:

68. 2016 Steis, M.R., Gurupur, V.P., **Unruh, L.**, Golden, A Evaluating the Acute Care Needs of HBPC Patients: A Retrospective Review. Poster Presentation at Orlando VA Medical Center (VISN 8) Research Week, Orlando, FL, May,
67. 2015 Asi, Y., **Unruh, L.** "Is conflict a factor in a population's quality of life? A cross-sectional study in the Palestinian Territories," Poster presentation at the American Public Health Association Meeting, Chicago, IL., October 31 – November 4, 2015.



- 66. 2014** **Unruh, L.,** Fottler, M., and Raffenaud, A. "Conflict Between Work and Family Among Newly Licensed Registered Nurses: A Structural Equation Model of Antecedents and Outcomes", Oral presentation at the American Public Health Association Meeting, New Orleans, November 16 -19, 2014.
- 65. 2014** **Unruh, L.,** Zhang, J. and Chisholm, L. (2014). "A Structural Equation Model of Job and Professional Leaving Among Newly Licensed Registered Nurses", Poster presentation at the American Public Health Association Meeting, New Orleans, November 16 -19, 2014.
- 64. 2013** Hofler, R. & **Unruh, L.** "Benchmarking Patient Safety and Quality: The Stochastic Frontier Approach," Oral presentation at the Southern Economic Association Annual Conference November 23 -25, 2013, Tampa, FL.
- 63. 2013** **Unruh, L. &** Hofler, R. "Benchmarking Patient Safety and Quality: The Stochastic Frontier Approach," Oral presentation at the American Public Health Association Meeting, Boston, November 3-6, 2013.
- 64. 2013, International** **Unruh, L. &** Zhang, N. "Turnover Among Newly Licensed RNs," Oral presentation at the International Health Economists meeting, **Sydney, Australia,** July 7 -10, 2013.
- 63. 2013, International** **Unruh, L. &** Hofler, R. "Benchmarking Patient Safety and Quality: The Stochastic Frontier Approach," Oral presentation at the International Health Economists meeting, **Sydney, Australia,** July 7 -10, 2013.
- 62. 2013** **Unruh, L. &** Zhang, N., "Keeping Newly Licensed RNs in Nursing: the Role of Work Environment," Organized Session presentation at the Midwest Business Administration Association International Conference, Chicago, IL, February 27 – March 1, 2013.
- 61. 2012** **Unruh, L. &** Zhang, N., "The Hospital Work Environment and Job Satisfaction of Newly Licensed RNs," Poster presentation at Academy Health Annual meeting, Orlando, FL, June 23 -26, 2012.
- 60. 2012** **Unruh, L. &** Zhang, N., "The Hospital Work Environment and Job Satisfaction of Newly Licensed RNs," Oral presentation at American Society of Health Economists biannual meeting, Minneapolis, MN, June 10 -13, 2012.
- 59. 2011** **Unruh, L.,** "Keeping Newly Licensed RNs in Nursing: the Role of Work Environment," Poster Presentation at AcademyHealth Annual Conference, Seattle, WA, June 11-14, 2011.
- 58. 2011** **Unruh, L.,** "The Role of Job Orientation in Retention of Newly Licensed RNs," Poster Presentation at AcademyHealth Annual Conference, Seattle, WA, June 11-14, 2011.
- 57. 2010** Wu, M., Li, S., Zhang, N.J., Wan, T., & **Unruh, L.** "Nursing Home Care Research in Jinan, China: a Qualitative Study". Oral presentation at the International Forum on Chinese Gerontology, Beijing, China, July 14-15, 2010.
- 56. 2010** **Unruh, L., &** Nooney, J. "What Predicts Perceptions of Job Difficulties Among Newly Licensed RNs?" Oral presentation at Academy Health Annual Meeting, Boston, MA, June 27- 29, 2010.
- 55. 2010** **Unruh, L.** "The Business Case for Transforming Care at the Bedside: Lessons Learned." Oral Presentation at 8<sup>th</sup> National Conference of Nursing Workforce Centers, Dearborn, MI, June 9 -10, 2010.
- 54. 2009** Zhang, N.J., **Unruh, L.,** Paek, S.C., & Wan, T. "State Nurse Staffing Policy and Quality of Care in Nursing homes," Oral presentation at the 62th Annual Scientific Meeting of The Gerontological Society of America, Atlanta, Georgia, November 18-22, 2009.
- 53. 2009** **Unruh, L.,** "Work Experiences of Older Newly-Licensed RNs. Oral presentation at the 7<sup>th</sup> National Conference of Nursing Workforce Centers, Biloxi, Mississippi, March 23-26, 2009.
- 52. 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.
- 51. 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.

50. 2008 Hotchkiss, R., **Unruh, L.**, Fottler, M., "Valuing Volunteers." Oral presentation at the Academy of Management Annual Meeting, Anaheim, CA, August 10-13, 2008.
49. 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.
48. 2008 Nooney, J. and **Unruh, L.** "Workforce Attrition of Older Nurses: A Survival Analysis of Retrospective Data." Oral presentation at Annual Conference of Nursing Workforce Centers, Denver, CO, June, 2008.
47. 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 Gerontological Society of American Annual Meeting, San Francisco, CA, November 17, 2007.
46. 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.
45. 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.
44. 2007, **International** **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.
43. 2007 **Unruh, L.**, Nooney, J., Zhang, N.J. "Will Raising Faculty Salaries Help Alleviate the Nursing Faculty Shortage?" Oral presentation at 5<sup>th</sup> Annual Conference of Nursing Workforce Centers, San Francisco, CA, June 6-8, 2007.
42. 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.
41. 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.
40. 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.
39. 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.
38. 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.
37. 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.
36. 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.
35. 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.

- 34. 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 AcademyHealth State Research and Policy Interest Group Meeting, Seattle, WA, June 24, 2006.
- 33. 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 AcademyHealth Annual Meeting, Seattle WA, June 25-27, 2006.
- 32. 2006** Zhang, N., **Unruh, L.,** Wan, T.H., “Has the Medicare Prospective Payment System Led to Increased Nursing Home Efficiency?” Poster presentation at the AcademyHealth Annual Meeting, Seattle WA, June 25-27, 2006.
- 31. 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.
- 30. 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.
- 29. 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 4<sup>th</sup> National Conference of Nursing Workforce Leaders, Jersey City, April 27, 2006.
- 28. 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.
- 27. 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.
- 26. 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.
- 25. 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.
- 24. 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.
- 23. 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.
- 22. 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.
- 21. 2005, International** **Unruh, L. &** Fottler, M. “Patient Turnover and Nursing Staff Adequacy.” Oral presentation at the Academy of Management Meeting, **Hawaii**, August 5-10, 2005.
- 20. 2005, International** **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.
- 19. 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.
- 18. 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.

17. 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.
16. 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.
15. 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.
14. 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.
13. 2004 **Unruh, L.,** “Future Supply and Demand for Nurses in the State of Florida: Florida Center for Nursing Projections of the Nursing Workforce 2020,” Oral presentation for Florida Nurses Association Summit, September 11, 2004, St. Petersburg, FL.
12. 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.
11. 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, Aug. 1-6, 2003.
10. 2003, **International** **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).
9. 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.
8. 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.
7. 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.
6. 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.
5. 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.
4. 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.
3. 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.
2. 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.
1. 1999 **Unruh, L., and LeClere, F.,** “Pennsylvania Hospital Staffing Changes 1991-1997.” Poster presentation, AcademyHealth Annual Meeting, Chicago, June 27-29, 1999.

## INVITED PRESENTATIONS:

- 52. 2015** **Unruh, L.**, Moderator for "Writing Successful Grant Proposals – A Magnet Exemplars Panel." ANCC Research Symposium, October 6, 2015, Atlanta, GA.
- 51. 2015** **Unruh, L.**, Moderator for "Meet the Funders" ANCC Research Symposium, October 6, 2015, Atlanta, GA.
- 50. 2014, International** **Unruh, L.**, Rice, T., Rosenau, P. Barnes, A. "Better Prevention or Pharmaceuticalization? The Case of Statin Guidelines & Implications for Health Policy." Presentation to the Health Systems and Policy Monitor Network Meeting, October 30- 31, 2014, **Berlin, Germany.**
- 49. 2014** **Unruh, L.**, Moderator for: "Assessment of Evidence-Based Practice (EBP) Guidelines: Tool Development and Application." ANCC Research Symposium, October 7, 2014, Dallas, TX.
- 48. 2013** **Unruh, L.**, "GMO Food: From Frankenfood to Frankenpeople?" Presentation at the Science Café, Orlando Public Library, December 10, 2013.
- 47. 2013, International** **Unruh, L.**, 2013, "Response to: 'Better Health Services for Less Money through Cooperative Governance by Objectives: the Austrian Health Reform 2013 Wants It All,' by Maria Hofmarcher." Discussion of a presentation at the Health Systems and Policy Monitor Network Meeting, October 22, 2013, **Lisbon, Portugal.**
- 46. 2013, International** Barnes, A., Rice, T., **Unruh, L.**, Rosenau, P., "The U.S. Health System After the Affordable Care Act: Achievements and Challenges in Accessibility," 16<sup>th</sup> European Health Forum, **Gastein, Austria**, October 2 -4, 2013
- 45. 2013** **Unruh, L.**, Moderator for: " Displaying Data for Practice, Presentations, and Publications." ANCC Research Symposium, October 1, 2013, Orlando, FL.
- 44. 2013** **Unruh, L.**, Moderator for: " Advancing Research in Children’s Hospitals. ANCC Research Symposium, October 1, 2013, Orlando, FL.
- 43. 2013** **Unruh, L.**, "Genetically Modified Food: Franken food to Franken people? Impact of Corporate Food Production on Health." Presentation to the Florida School for Holistic Living, Unitarian Church, Orlando, FL, June 8, 2013
- 42. 2012** **Unruh, L.**, & Hofler, R. "Benchmarking Quality & Safety in U.S. Hospitals: The Stochastic Frontier Approach," College of Health and Public Affairs Brownbag Presentation, University of Central Florida, March 20, 2013.
- 41. 2012** **Unruh, L.**, & Hofler, R. "Benchmarking Quality & Safety in U.S. Hospitals: The Stochastic Frontier Approach," Department of Economics Brownbag Presentation, University of Central Florida, November 15, 2012.
- 40. 2012** **Unruh, L.**, & Koithan, M. "Research Basics—Concepts, Designs, Methods," speaker for session RS05 at the American Nurses’ Credentialing Center Research Symposium, Los Angeles, October 9, 2012.
- 39. 2012** **Unruh, L.**, "Effect of Hospital Unions on Staffing and Patient Outcomes in California," Discussant for paper at American Society of Health Economists biannual meeting, Minneapolis, MN, June 10-13, 2012.
- 38. 2012** **Unruh, L.**, "Social engagement and Information Use in Part D Decision Making," Discussant for paper at American Society of Health Economists biannual meeting, Minneapolis, MN, June 10-13, 2012.
- 37. 2012** **Unruh, L.** & Fottler, M., "Healthcare Reform—What Should the Supreme Court Do?" Part of Great Debate series at the University Club of Winter Park, March 20, 2012.
- 36. 2011** **Unruh, L.**, "Research with Large Data Sets," Discussant for two papers presented at the American Nurses Credentialing Center Magnet Conference Research Symposium, Baltimore, MD, October 2 -3, 2011.
- 35. 2011** **Unruh, L.**, "Facts on the Affordable Care Act." Town Hall Meeting sponsored by Hispanic Health Initiatives, Casa de Puerto Rico, 3001 Curry Ford Road, Orlando, FL., May 24, 2011.
- 34. 2011 Keynote Address** **Unruh, L.**, "Nurse staffing and patient turnover: Impacts on nursing workload and patient outcomes." Nurse Alliance of Pennsylvania, SEIU Healthcare, Spring educational meeting, Keynote Address, Pittsburg, PA, May 10, 2011.

33. 2011 **Unruh, L.**, “Facts on the Affordable Care Act.” Town Hall Meeting sponsored by Federation of Congregations United to Serve (FOCUS) and Hispanic Health Initiatives, Engelwood Neighborhood Center, 6123 La Costa Dr., Orlando, FL., March 22, 2011.
32. 2010 **Unruh, L.**, “The Business Case for Transforming Care at the Bedside: Lessons Learned.” Presentation at Educational Conference Annual Membership Meeting, Florida Organization of Nurse Executives , Ft. Lauderdale, FL, Nov. 18 & 19, 2010.
31. 2010 **Unruh, L.**, & Nooney, J. “What Predicts Job Difficulties Among Newly Licensed RNs?” University of Alabama Birmingham Visiting Faculty Seminar, co-sponsored by Lister Hill Center for Health Policy/ UAB School of Nursing Center for Nursing Research, Birmingham, AL., September 21, 2010.
30. 2010 **Unruh, L.**, “The Economics of Health Reconsidered,” University of Alabama Birmingham Visiting Faculty Seminar, Birmingham, AL, September 20, 2010.
29. 2010 **Unruh, L.**, “Some Thoughts on ‘Making Sense of Magnet’ by Jerome-D’Emila, et al.” Discussant at the Interdisciplinary Research Group on Nursing Issues at the Academy Health Annual Research Meeting, Boston, MA, June 26, 2010.
28. 2010 **International Keynote** **Unruh, L.**, “Nursing in the U.S.” Keynote speech to nursing students at Xiandai College, **Shandong Province, China**, May 25, 2010.
27. 2010 Bricout, J. & **Unruh, L.** “A Developing Tool for Bringing More Resources to Our Social Impact Efforts: The Blended Value Proposition,” University of Central Florida College of Health and Public Affairs Research Council Brown Bag Lunch Presentation, March 25, 2010
26. 2010 **Unruh, L.**, “No Mission No Margin: Fiscal Responsibility.” Guest lecturer for UCF class HSC4652 Healthcare Ethics
25. 2010 **Unruh, L.**, “Conducting Multisite Research Studies: Challenges and Recommendations,” Florida Magnet Research Conference, Naples FL, February 13, 2010.
24. 2009 Newhouse, R. & **Unruh, L.**, “Empirical Outcomes: What's the Difference between Research and Quality Improvement?” 2009 ANCC National Magnet Conference, Louisville, October 2, 2009,
23. 2009 **Unruh, L.** “Work Experiences of Newly Licensed RNs,” Sigma Theta Tau, UCF Chapter, Florida Hospital, June 24, 2009.
22. 2009 **Unruh, L.** “Work Experiences of Newly Licensed RNs,” University of Central Florida College of Health and Public Affairs Research Council Brown-Bag Lunch Presentation, March 19, 2009.
21. 2009 **Keynote Address** **Unruh, L.** “Nurse Staffing: Key to Good Patient, Nurse and Financial Outcomes.” Keynote address, at the Nurse Alliance of SEIU Healthcare, Train the Trainer Meeting: *Change that Works: A Prescription for Quality Affordable Healthcare*, Miami, Florida, March 12-13, 2009.
20. 2009 **Unruh, L.** “Impact of Patient Safety Initiatives on Nursing Workflow and Productivity,” Agency for Healthcare Research and Quality Invitational Conference, San Francisco, CA, January 13-14, 2009. Panel discussion of methodologists.
19. 2008 **Keynote Address** **Unruh, L.** “Nurse Staffing, and Patient, Nurse and Financial Outcomes.” Key Note Address, and CNE presentation, Florida Organization of Nurse Executives, Jupiter Beach, Florida, November 13 -14, 2008.
18. 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.
17. 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.
16. 2007 Rutherford, P., **Unruh, L.**, Spragens, L. Break-out session on “TCAB Business Case” at Transforming Care at the Bedside (Institute for Healthcare Improvement and Robert Wood Johnson Foundation) meeting, Appleton, WI, September 26-27, 2007.

15. 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.
14. 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 (Institute for Healthcare Improvement and Robert Wood Johnson Foundation) meeting, Houston, TX, February 7-9, 2007.
13. 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 (Institute for Healthcare Improvement and Robert Wood Johnson Foundation) meeting, Miami, FL, October 17-19, 2006.
12. 2006 **Unruh, L.,** "Improving Patient Safety through Work Environment Changes: the Theory, the Practice, and the Evaluation." presenter at Florida Community College 3<sup>rd</sup> Annual Excellence in Nursing Conference, May 5, 2006.
11. 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, Orlando, FL, May, 2006.
10. 2006 **Unruh, L.** 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.
9. 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, UCF, October 2, 2004.
8. 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*, University of Illinois, Chicago, IL, June 17, 2004
7. 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.
6. 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.
5. 2004 **Unruh, L.,** "Licensed Nurse Staffing and Adverse Events in Hospitals." Oral presentation at the University of South Florida Research Consortium on Epidemiology and Cost of Adverse Events, Tampa, FL, March 18, 2004.
4. 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.
3. 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.
2. 2004 **Unruh, L.,** "Health Care Professionals: Nurses." Presentation to the UCF undergraduate class HSA2930, February 17, 2004.
1. 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.

#### INTERVIEWS:

- December 10, 2015** Pod Cast with Vicki Conn, editor of Western Journal of Nursing concerning "Job and Professional Leaving among Newly Licensed RNs: A Structural Equation Model," (published Jan 2016, podcast released 12/23/15): <http://sagenursing.sage-publications.libsynpro.com/webpage/category/Western%20Journal%20of%20Nursing%20Research>
- December 16, 2013** With Alicia Mandingo, WMFE, Orlando Public Radio, "ACA Deductible Sticker Shock"

**November 5, 2013** With Alicia Mandingo, WMFE, Orlando Public Radio, "ACA Premium Sticker Shock"  
**October 1, 2013** With Alicia Mandingo, WMFE, Orlando Public Radio, "ACA Exchange Update"  
**September 27, 2013** With Alicia Mandingo, WMFE, Orlando Public Radio, "Preparing for ACA Exchanges"  
**July 18, 2008** Interviewed by the Orlando Sentinel regarding the cost savings of prevention.  
**May 28, 2008** Interviewed on WMFE-TV's "This Week" program regarding Florida Certificate of Need Bill.

**INTRAMURAL SERVICE:**

**University Level:**

**2004 -2005** Provost's Evaluation Advisory Committee  
**2002 -2003** University Course Review Committee member

**College Level:**

**2013- present** Chair dissertation committees  
**2012 - 2015** PAF Health Management & Research track coordinator  
**2007- 2012** COHPA Research Council  
**2007- 2009** PhD in Public Affairs Coordinator for Health Management and Informatics  
**2004 -2006** COHPA Faculty Council  
**2004 -2005** PhD in Public Affairs Standards and Evaluation Committee  
**2004 -2005** School of Nursing Standards and Evaluation Committee  
**2003 - present** Member dissertation committees  
**2002- 2003** New Faculty Appointment Interviews

**Department Level:**

**2014 -2015** Chair, HMI faculty search committee for 2 tenure-track and 2 instructor/lecturer positions  
**2012 - present** Chair, HMI P & T committee  
**2011- 2012** HMI Search Committee (for Chair)  
**2004 -2009** Health Professions Tenure and Promotion Committee  
**2004 -2005** HSA faculty search committee  
**2004 -2010** HSA Graduate Admissions Committee  
**2002 -2005** Library Representative

**Miscellaneous:**

**All years** MSHSA Student Orientation  
**All years** Share syllabi and extensive websites for media-enhanced classes with adjuncts and others teaching sections of my classes  
**Accreditation years** MSHSA accreditation materials and meetings  
**2002-2003** MSHSA Capstone class. Wrote managed care portion.

**EXTRAMURAL SERVICE:**

**Grant Reviews:**

**October 2011 – June 2015** **Agency for Healthcare Research & Quality** Health Systems and Value Research study section review, **Standing Member reviewer.** Reviewed grants 3 times a year with meeting in Washington DC area.



June 2010 – October 2011	<b>Agency for Healthcare Research &amp; Quality</b> HSA grant study section review, Ad Hoc reviewer.
January 2013 - Dec 2015	<b>American Nurses Credentialing Center</b> Magnet Research grant reviewer.
January 2010 - Dec 2015	<b>American Nurses Credentialing Center</b> National Magnet Conference abstract reviewer.
2005 International	Merit review panelist for a Request for Proposal from the <b>Canadian Health Services Research Foundation</b> , April 26.
2004	NIH Special Emphasis Panel grant proposals, November 4, 2004.
2004, International	The Health Foundation, an independent <b>UK healthcare charitable foundation</b> , grant proposal for a Nursing and Allied Health Professionals Fellowship Award.

**Extramural Standing Committees:**

2007- December 2015	<b>American Nurses Credentialing Center.</b> Research Council member. Met face-to-face twice a year and monthly by phone.
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**Journal and Conference Session Reviews:**

2015	<i>Health Services Research</i> manuscript (1)
2015 International	<i>International Journal of Nursing Studies</i> manuscript (1)
2013	<i>International Journal of Nursing Studies</i> manuscript (1)
2012	<i>International Journal of Nursing Studies</i> manuscript (1)
2012	<i>Journal of Nursing Management</i> manuscript (1)
2012, International	<i>International Journal of Nursing Studies</i> manuscripts (3)
2011, International	<i>International Journal of Nursing Studies</i> manuscripts (2)
2011	<i>Policy, Politics and Nursing Practice</i> manuscript (1)
2010	<i>Western Journal of Nursing Research</i> manuscript (1)
2010	<i>Health Affairs</i> (1)
2010 International	<i>International Journal of Nursing Studies</i> manuscripts (2)
2009 International	<i>International Journal of Nursing Studies</i> manuscripts (2)
2008 International	<i>International Journal of Nursing Studies</i> manuscripts (2)
2008	<i>Health Affairs</i> (1)
2008	Academy Health Annual Meeting workforce session abstracts
2007	<i>Medical Care Research and Review</i> manuscript
2007	<i>Western Journal of Nursing Research</i> manuscript
2006	<i>Health Affairs</i> manuscript
2006	<i>Medical Care Research and Review</i> manuscript
2005	<i>Western Journal of Nursing Research</i> manuscript
2004 International	<i>International Journal of Public Policy</i> manuscript
2004	<i>Health Services Research</i> manuscript
2003	<i>Health Services Research</i> manuscript

**Miscellaneous Extramural Service:**

June 2015 - present	Member <b>Florida Action Coalition</b>
November 2013 – present	Update U.S. healthcare system page for the <b>Health Systems and Policy Monitor Network</b> website (sponsored by WHO): <a href="http://www.euro.who.int/en/about-us/partners/observatory/health-systems-in-transition-hit-series/health-systems-and-policy-monitor">http://www.euro.who.int/en/about-us/partners/observatory/health-systems-in-transition-hit-series/health-systems-and-policy-monitor</a>
October 1, 2013	Moderator for two sessions (“Advancing Research in Children’s Hospitals” and “Displaying Data for Practice, Presentations and Publications”) at the <b>Research Symposium of the American Nurses’ Credentialing Center</b> , Orlando Florida.
June 2013 – June 2014	<b>Patient turnover project</b> with Shin Hye at the University of Missouri KC and the National Database of Nursing Quality Indicators (NDNQI).
February 2011 – 2012	Member and speaker, Central Florida Health Care for All
March 2009	<b>Service Employees International Union</b> , Train the Trainer consultant on nurse staffing issues
October 2008 – August 2009	<b>Hepatitis Consortium of Orange County</b> , Cost-Benefit Analysis of Additional

<b>Oct. '08 – June '09, Interntl.</b>	Hepatitis Services in Orange County
<b>August 2007- June 2008</b>	<b>Sigma Theta Tau International.</b> Advisory Council on Policy member
<b>October, 2007</b>	<i>Policy, Politics and Nursing Practice.</i> Guest editor, special issue August, 2008.
	<b>Colorado Governor's Nurse Workforce and Patient Care Task Force.</b>
	Consultant, October 26, 2007 meeting on nurse retention.
<b>2007</b>	<b>Economics of Nursing Conference: Paying for Quality Nursing Care.</b>
	Organizer of the conference and co-convener with Sue Hassmiller, PhD, RN, FAAN, & Susan Reinhard, PhD, RN, FAAN, Robert Wood Johnson Foundation and Rutgers Center for State Health Policy, Princeton, NJ, June 13-14.
<b>2006</b>	<b>American Nurses Credentialing Center.</b> Expert researcher participant,
	“Summit Meeting on the Empirical Foundations for the Forces of Magnetism,” January 11-12, 2006, Silver Spring, Maryland.
<b>2005-2006 International</b>	<b>Center for Health Services and Nursing Research, Catholic University Leuven, Belgium, and Center for Health Outcomes and Policy Research, University of Pennsylvania, USA.</b> International expert panel member, “Database Quality of Nursing Care,” Delphi study, Nov. 2005-Feb. 2006.
<b>2005-present</b>	Resource for nursing workforce issues with the Florida Center for Nursing:
<b>2000-2006</b>	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.
<b>1999</b>	<b>Illinois Nurses Association.</b> Instructor, four hour Spring Retreat class on Health Care Economics, April 12 and 13, 1999.
<b>1998- 1999</b>	<b>Wisconsin Federation of Nurses and Health Professionals.</b> Statistician, nurse staffing survey development and analysis.
<b>1996-2000</b>	Member, <b>Higgins Labor Research Center,</b> University of Notre Dame, IN.
<b>1997</b>	Co-developer of three-day economics course for the <b>George Meany Center, AFL-CIO.</b>
<b>1992-1994</b>	Chair, <b>Health Policy Assembly, Illinois Nurses Association.</b>
<b>1990-1994</b>	Chair, <b>Political Concerns Committee, District 21, Illinois Nurses Association.</b>
<b>1990-1994</b>	Member of, and edited newsletter for <b>Nurses for National Health Care.</b>

#### PROFESSIONAL MEMBERSHIPS:

AcademyHealth  
 American Nurses Association  
 American Public Health Association  
 American Society of Health Economists  
 Florida Nurses Association  
 Health Systems and Policy Monitor Network (sponsored by WHO).  
 International Health Economics Association  
 Physicians for a National Health Program