

SHELLIE SIMONS, PhD, RN
Assistant Professor
Department of Nursing
School of Health and Environment
University of Massachusetts Lowell
Comprehensive Professional Curriculum Vitae

A. EDUCATIONAL AND ACADEMIC QUALIFICATIONS

1. Education

- 2006 Ph.D. University of Massachusetts Boston.
Area of Specialization: Nursing and Health Policy
Dissertation title: *Workplace Bullying Among Newly Licensed Nurses in Massachusetts and the Relationship to Intention to Leave the Organization.*
- 1977 M.S. Boston University
Boston, MA
Area of Specialization: Medical-Surgical Nursing
Concentration: Clinical Specialist
- 1973 B.S. State University of New York, Plattsburgh, N.Y.
Major: Nursing

2. Academic Experience

- 2007-2008¹** University of Pennsylvania
School of Nursing
Post-doctoral Research Fellow
Summer Nursing Research Institute
- 2006- present** Assistant Professor, Department of Nursing
University of Massachusetts Lowell
- 2003- 2006 Assistant Professor, Department of Nursing
Rhode Island College, Providence, RI
- 2004- 2006 Adjunct Instructor, University of Massachusetts Boston
- 2003 Adjunct Instructor, Emmanuel College, Boston, MA
- 2000- 2002 Dean, Health Mathematics and Science

¹ Dates in bold face indicate work undertaken or published since appointment as an assistant professor at University of Massachusetts Lowell.

Bunker Hill Community College, Boston, MA

- 1994- 2000 Chairperson, Division of Nursing and Allied Health
Roxbury Community College, Boston, MA
- 1989- 1994 Assistant Professor
Roxbury Community College, Boston, MA
- 1991- 1994 Instructor, Stanley Kaplan Test Prep Services, Newton, MA
- 1986- 1994 Instructor
Massachusetts Bay Community College, Wellesley, MA

B. PROFESSIONAL ACTIVITIES

1. Professional Association Participation

- 2005- Present** Eastern Nursing Research Society, Member
- 2001-Present** Massachusetts Association of Registered Nurses
Founding member
- 1996- Present** Sigma Theta Tau, National Honor Society in Nursing,
Eta Omega Chapter, Theta-at- Large and Theta Alpha Chapters, member
- 1994- Present** Mass/RI League for Nursing, member
- 1994- Present** National League for Nursing, member
- 1995- Present** American Nurses Association, member
- 1995- 2000 Massachusetts Nurses Association
- 1995- 2001 District 5, Massachusetts Nurses Association
- 1995- 2000 Nursing Archives Associates at Boston University

a. Committees and Offices

- 1995- 2001 District 5, Massachusetts Nurses Association
- | | |
|----------------------|------------|
| Board of Directors | 1997-2000 |
| Nominating Committee | 1996-1997 |
| Awards Committee | 1995- 2001 |

	Chair, Nursing Education & Practice Committee	1996- 1998
1995- 2000	Nursing Archives Associates at Boston University Board of Directors	
1995- 2000	Massachusetts Nurses Association Leader Fellow Task Force	
1994- 2002	National League for Nursing MA/ RI League for Nursing Board of Directors	1997-1999

2. Professional Honors and Awards

2010	Recipient of the 2010 Nursing Department Faculty Teaching Award.
2010	Nominated for the Student Government Association Teacher Award for exceeding excellence in teaching.
2004	Theta-at Large Research Award by Sigma Theta Tau.
2004	Theta Alpha Brenda Cherry Research Grant by Sigma Theta Tau.
2002	ThetaAlpha Chapter Doctoral Scholarship by Sigma Theta Tau International, Inc.
1997	Excellence in Academic Nursing Education Award by District 5, Massachusetts Nurses Association.
1998	Janet Dunphy Scholarship by District 5, Massachusetts Nurses Association.

3. Reviewer of Refereed Journal Articles

2011	Peer reviewer for the journal <i>International Journal of Occupational and Environmental Health</i> .
2011	Peer reviewer for the journal <i>Industrial Health: The Journal of the National Institute of Occupational Safety and Health</i> .
2011-2012	Peer reviewer for the journal <i>Health Care Management Review</i>

4. Non-Teaching Activities

a. Consultations

- 1999- 2002 National League for Nursing Accrediting Commission (NLNAC) Program evaluator for associate degree nursing programs.
- 1995- 2000 Advisory Board Member
Boston Public Schools
Health Education and Careers Network
- 1998- 2003 Advisory Board Member
Emmanuel College, Boston, MA
- 1998 Curriculum consultant, North Shore Community College, Danvers, MA.
- 1997- 1999 Advisory Board Member
Lasell College, Newton, MA
- 1997 Curriculum consultant, Endicott College, Beverly, MA.
- 1997 Curriculum consultant, Lasell College, Newton, MA.
- 1998-2001 Advisory Board Member
Mass College of Pharmacy & Allied Health,
Division of Nursing, Boston, MA
- 1995- 1997 Advisory Board Member
Nursing Assistant Program
Dimock Community Health Center, Boston, MA

b. Professional Practice

- 2002-2003 Clinical Affiliation Coordinator
Caritas Norwood Hospital, Norwood, MA
- 1983- 1986 In Service Training Coordinator
Professional Care Inc., Boston, MA
- 1977- 1979 Director of Home Care Division and Adult Day Care Center
Greater South Cove Golden Age Center, Boston, MA
- 1973- 1977 Nurse in Charge/ staff nurse
Peter Bent Brigham Hospital, Boston, MA

b. Refereed Presentations

- 2012** **Simons, S.** (May, 2012). Paper presented at the National Conference for Workplace Violence and Management in Healthcare Settings *titled Bullied at work: A qualitative study of coping strategies*. Cincinnati, OH.
- 2012** Abdallah, L., Dowling, J., Knight, M., & Simons, S, (February, 2012). A joint paper presented at the Regional Conference on Assessment in Higher Education, Lowell, MA. Titled *Systematic Assessment of Curriculum Gaps to Improve Student Outcomes*.
- 2009** Simons, S. & Mawn, B. (April, 2009). A Joint Paper presented at the Creating a Culture of Cohesion Among Nurses Ending Horizontal Violence: Conference in Providence, RI. Titled *Bullying among Massachusetts Nurses: Voices from Within*.
- 2006** Simons, S. (2006, November). Paper presented at the Conflict Studies Conference at University of Massachusetts Boston titled *Workplace Bullying Among Nurses in Massachusetts*.
- 2006** Simons, S. (2006, October). Paper presented at Sigma Theta Tau, Theta Kappa Chapter at University of Massachusetts Dartmouth titled *The Bully at Work*.
- 2006 Simons, S. *Workplace Bullying Among Newly Licensed Nurses in Massachusetts and the Relationship to Intention to Leave the Organization*.
- Third Annual International Conference on Workplace Bullying at Trinity College, Dublin, Ireland.
- Sigma Theta Tau Delta Epsilon Chapter's Research Day at University of Rhode Island.
- ENRS 18th Annual Scientific Sessions* Eastern Nursing Research Society, Cherry Hill, NJ.

d. Refereed Poster Presentations

- 2012** **Simons, S. R.** A qualitative study of the coping strategies used by nurses who are bullied at work. *ENRS 24th Annual Scientific Sessions* Eastern Nursing Research Society, New Haven, CT.
- 2011** **Simons, S.** "Nurses who are bullied at work: A qualitative study of the bullying experience using content analysis." Poster presentation at the School of Health and Environment Faculty Research Day at University of Massachusetts Lowell, April 2011.

2011 **Simons, S.**, Abdallah, L & Sacco, M “Where is the Evidence? Bedside Assessment of Nasogastric Feeding Tube Placement” Poster presentation at the 15th Annual Nursing Research and Evidence-Based Practice Conference. NYU Langone Medical Center, NY, June 2011.

e. Invited Presentations

2012 Simons, S. (2012, November). *Workplace bullying experienced by Massachusetts nurses*. One hour presentation at the fall meeting of the Endicott College Honor Society of Nursing, Beverly, MA.

2011 Simons, S. (2011, October). *Coping strategies used by nurses who are bullied at work*. One hour presentation at the fall meeting of the Eta Omega Chapter of Sigma Theta Tau. Lowell, MA.

2011 Simons, S. (2011, April). *A qualitative study of workplace bullying among nurses*. One-hour presentation at the spring meeting of the Rho Phi Chapter of Sigma Theta Tau. Framingham, MA.

2011 Simons, S. (2011, April). *Workplace hostility: An examination of lateral violence and bullying*. One-hour presentation at the New England Chapter of the American Psychiatric Nurses Association. Nashua, NH.

2010 Simons, S. (2010, May). *Workplace Bullying Among Newly Licensed Nurses in Massachusetts*. One-hour presentation at Massachusetts General Hospital Research Group, Boston, MA

2010 Simons, S. (April, 2010). Panel presentation at the 9th Annual Spring Conference, “*Lateral Violence in the Workplace: Reflections on Lessons Learned.*” Massachusetts Association of Registered Nurses.

2009 Simons, S. (April, 2009). “*Blueprinting Teacher-made Exams for Content Validity,*” First Choice Training Institute. Salem, N.H.

2009 Simons, S. (January, 2009). *Workplace Hostility: Why are nurses still eating their young?* Two-hour presentation to nursing staff at Veteran’s Administration Medical Center, Northhampton, MA.

2008 Simons, S. (December, 2008). *The Bully Among Us: An Examination of Workplace Hostility*. One hour presentation to staff at Franciscan Children’s Hospital. Brighton, MA.

- 2008** Simons, S. (October 2008). *Nurses Eating Their Young: Exploring Workplace Hostility and Horizontal violence*. Two-hour presentation to nursing staff at Shriners Hospital for Children, Boston, MA.
- 2008** Simons, S. (October 2008). *Caregiver vs Caregiver: We're all on the Same Team; Strategies to Improve the Relationship Between Nursing Professionals*. One-half day workshop for the Western Massachusetts Nurses in Staff Development Organization (WMNSDO).
- 2008** Simons, S. (August 2008). "Test construction and evaluation: Making your tests measure", First Choice Training Institute. Salem, N.H.
- 2008** S. Simons (June, 2008). *Workplace Bullying: Are Nurses Still Eating their Young?* Nursing Education Conference. Drexel University, Atlantic City, N.J.
- 2008** Simons, S. (2008, November). *Workplace Bullying Among Newly Licensed Nurses in Massachusetts and the Relationship to Intention to Leave the Organization*. Nursing PhD Colloquia, University of Massachusetts Lowell.
- 2006 Simons, S. (2006, March) *Using a Test Blueprint to Increase Exam Validity*. Rhode Island College, Department of Nursing.
- 2005 Simons, S. (2005, November) *Using the Item Analysis to Revise Your Exams*. Rhode Island College, Department of Nursing.
- 2005 Simons, S. (2005, October) *Introduction to the Item Analysis*. Rhode Island College, Department of Nursing.
- 2002 Simons, S. (2002, September). *Change in Time of Uncertainty: Research & Theory Based Empowerment to Retain Nurses*. Boston College Connell School of Nursing.
- 2002 Simons, S. (2002, April) *Bridging the NCLEX-RN Divide: Strategies for Success*. Massachusetts Community College Conference on Teaching and Learning
- 1999 Simons, S. (1999, April). *Drop Out, Flunk Out, Wash Out: Creative Strategies for Academic Success*, Nurse Educator Conference, Cape Cod Community College.
- 1997 Simons, S. *Test Construction and Evaluation*. Lasell College, Newton, MA.

f. Textbook Reviews

- 2009** Hornveldt. (2010). *Calculating Dosages Safely: A Dimensional Analysis Approach* F. A. Davis.
- 2008** *Contemporary Medical-Surgical Nursing*. (2008). Thompson Delmar Learning.

g. Professional Development (15 contact hours/ 2 years mandated for re-licensure)

- 2012** *ENRS 24th Annual Scientific Sessions.* Eastern Nursing Research Society (15.75 contact hours) New Haven, CT
- 2011** *Creative Teaching Strategies for the Nurse Educator* PESI Healthcare (6.3 contact hours). Waltham, MA
- 2011** 3rd Annual Bariatric Conference: *The growing epidemic-systemic and cultural effects.* Winchester Hospital (7.0 contact hours).
- 2010** *Visiting Nurse Faculty Parkinson's Disease Program- A Strategy to Move Forward in Parkinson's Disease Patient Care,* Edmond J. Safra Foundation, Sponsored by a collaboration with Boston University, Johns Hopkins University and the University of Pennsylvania.
- 2010** *ENRS 20th Annual Scientific Sessions.* Eastern Nursing Research Society (15.75 contact hours) Providence, RI
- 2009** *ENRS 20th Annual Scientific Sessions.* Eastern Nursing Research Society (15.75 contact hours) Boston, MA
- 2008** *Instant Teaching Tools for Faculty* (6.0 contact hours) Mass/ RI League for Nursing. Sutton, MA.
- 2008** *Nursing Management of the Pediatric Burn Patient.*(2.5 contact hours). Shriners Hospital for Children. Boston, MA.
- 2008** Qualitative Research 3 credits; Department of Nursing University of Massachusetts Lowell.
- 2008** *“Bridging the Gap: From Theory to Practice.* (4.2 contact hours). Delmar Cengage Learning. Boston, MA.
- 2007** *Nursing Management of the Pediatric Burn Patient.*(2.5 contact hours). Shriners Hospital for Children. Boston, MA.
- 2007** *Nursing Educators Symposium* (4.0 contact hours) Lippincott Williams Wilkins. Warwick, RI.
- 2007** *Supervision and Delegation in the Long Term Care Setting: Models for Instruction* (1 contact hour). Massachusetts Extended Care Federation. Worcester, MA.

- 2007** *Leading the Way: A New Model of Nursing in Gerontological Care Settings* (1.5 contact hours). Massachusetts Extended Care Federation. Worcester, MA.
- 2007** *ENRS 19th Annual Scientific Sessions*. Eastern Nursing Research Society (5.75 contact hours) University of Rhode Island. Providence, RI
- 2006 *ENRS 18th Annual Scientific Sessions*. Eastern Nursing Research Society (15.5 contact hours) University of Pennsylvania. Cherry Hill, NJ
- 2006 *Long Term Care Trends: Implications for Research and Policy*(1.0 contact hour) Distinguished Scholar Lecture. University of Massachusetts Boston. Boston, MA
- 2006 *Nursing Research: Innovations and Implications for Education and Practice*. (4.2 contact hours) Sigma Theta Tau, Delta Epsilon Chapter at-Large. University of Rhode Island. Kingston, RI
- 2004 *ENRS 16th Annual Scientific Sessions*. Eastern Nursing Research Society (5.5 contact hours) University of Massachusetts.
- 2003 *ENRS 15th Annual Scientific Sessions*. Eastern Nursing Research Society (15.5 contact hours) University of Rhode Island.

C. RESEARCH

1. Research Grants

- 2011** Simons, S. *Nurses who are bullied at work: A qualitative study of the bullying experience using content analysis*. Research funded by Eta Omega Chapter Sigma Theta Tau.

Award Amount \$1000

The purpose of this qualitative study is to explore nurses' perception of being bullied at work and to examine strategies that nurses who were bullied used to ameliorate the bullying behavior. A qualitative descriptive design was used to explore the question, "What strategies did you use to cope with or stop the bullying?" The goal is to formulate effective evidence-based interventions to eliminate this behavior from the nursing workplace.

Role: Principal Investigator

- 2006** Simons, S. *Workplace Bullying Among Newly Licensed Nurses in Massachusetts and the Relationship to Intention to Leave the Organization*. Research funded by Theta at Large & Theta Alpha Chapters Sigma Theta Tau

Award Amount \$4000

This study identifies the presence of bullying behavior within a population of newly licensed registered nurses (RNs); examines whether newly graduated RNs (less than 36 months) are bullied more than more experienced non-managerial RNs; tests the association between those who are bullied and those who are not with intention to leave the organization; and finally analyzes the characteristics that predict intention to leave.

Role: Principal Investigator

2. Unfunded Research

- 2010** Simons, S., Abdallah, L & Sacco, M. *Bedside Assessment of Nasogastric Feeding Tube Placement*.

The use of nasogastric enteral feeding has been a common practice since the Levine tube was introduced in 1921. Since that time, nurses have been responsible for confirming the correct placement of these tubes prior to feeding or administration. However, current practice does not always reflect the best known evidence. The purpose of this study is to determine if the best known evidence is what is currently found in nursing textbooks and being utilized in practice.

Role: Principal Investigator

- 2008** Simons, S. Pilot study: The Transition of Newly Graduated Nurses from Student to Registered Nurse: A Phenomenological Approach.

The purpose of this phenomenological study is to explore the transition of newly graduated nurses from student to Registered Nurse, with particular focus on

negative workplace behaviors. This study extends what is known about horizontal violence and workplace bullying among nurses in the United States.

Role: Principal Investigator

2002 Simons, S. *Massachusetts Colleagues in Caring Collaborative 2002 Senior Nursing Student Survey*. Published on the Commonwealth of Massachusetts Division of Professional Licensure website: www.state.ma.us/reg August 2002.

Role: Principal Investigator

3. Training Grants

2011 Melillo, K.D. (PI), Dowling, J. (Co-PI), Abdallah, L., Knight, M. & Simons, S. (Co-Investigators). (submitted Dec 2010). *Bring diversity and leadership to nursing (BDLN)*, Continuation of the HRSA Nursing Workforce Diversity Grant

The purpose of the University of Massachusetts Lowell Department of Nursing's proposed project, *Bring Diversity and Leadership to Nursing (BDLN)*, is to recruit, retain and graduate students from educationally and economically disadvantaged backgrounds (including racial and ethnic minorities underrepresented among RNs). The BDLN project will provide access for these students into the nursing profession through pre-entry and recruitment efforts that reach out to local elementary, middle and high schools, rigorous retention efforts that provide tailored educational experience, leadership opportunities, and well-coordinated mentoring system; and financial support that helps qualified disadvantaged students to become professional nurses. This grant, though it obtained a high score of 90 was not funded.

Role: Co-investigator

3 year award, \$996,584. Funded 2012-2015.

4. Research and Scholarship Awards

- 2002 ThetaAlpha Chapter Doctoral Scholarship by Sigma Theta Tau International Honor Society in Nursing Inc.
Award Amount \$1000
- 1998 Janet Dunphy Doctoral Scholarship by District. V, Massachusetts Nurses Association.
Award Amount \$1000

D. ACADEMIC AND PROFESSIONAL PUBLICATIONS

1. Refereed Publications

- 2013** **Simons, S. R.** & Remington, R. (2013). The percutaneous endoscopic gastrostomy tube: A nurse's guide to PEG tubes. *MEDSURG Nursing: The Journal of Adult Health*, 22(2), 77-83.
- 2012** **Simons, S. R.,** & Abdallah, L. (2012). Bedside assessment of enteral feeding tube placement: Aligning practice with evidence. *American Journal of Nursing*. 112(2), 40-47.
- 2011** **Simons, S. R.,** Stark, R. & DeMarco, R. (2011). A new, four-item instrument to measure workplace bullying. *Research in Nursing & Health*, 34, 132-140.
- 2010** **Simons, S. R.** & Mawn, B. (2010). Bullying in the workplace: A qualitative study of newly licensed nurses. *AAOHN American Association of Occupational Health Nurses Journal*, 58(7), 305-311.
- 2008** **Simons, S.** (2008). Workplace bullying experienced by Massachusetts registered nurses and the relationship to intention to leave the organization. *Advances in Nursing Science*, 31(2).E48-59.

2. Manuscripts in Press

- 2013** **Simons, S. R.** & Sauer, P. (in press). An Exploration of the Workplace Bullying Experience: Coping Strategies Used by Nurses. *Journal of Nurses in Staff Development*.

1. Other publications

- 2012** **Simons S.R.** & Mawn, B. (2012). Bullying in the workplace: A qualitative study of newly licensed registered nurses. In D. Holmes, T. Rudge & A. Perron (Eds). *(Re)Thinking violence in health care settings: A critical approach*. (pp. 177-188). Surrey, UK: Ashgate Publishing Limited.

- 1999 Simons, S., (contributing author) "Cardiovascular Nursing". In Linda A. Silvestri (Editor), *Saunders Comprehensive Review for NCLEX- RN*. (1999). W.B. Saunders: Philadelphia.
- 2000 Author: Application to Board of Higher Education for new Roxbury Community College Practical Nursing Certificate Program, February 2000.
- 1996 Author: Self Study Program Report for Initial Accreditation to the National League of Nursing Accreditation Commission, April, 1996.

2. Citations of Peer Reviewed Publications

- Publication** Simons, S. R. (2006). *Workplace bullying experienced by Massachusetts registered nurses and the relationship to intention to leave the organization*. Doctoral. dissertation, University of Massachusetts Boston. Available at: <http://proquest.com> (Publication No. AAT 3221377).
- Cited in Altman, B. A. (2010). Workplace bullying: Application of Novak's (1998) Learning Theory and implications for training. *Employee Responsibilities and Rights Journal*, 22, 21-32.
- Cited in: Johnson, S. L. (2009). International perspectives on workplace bullying among nurses: A review. *International Nursing Review*, 56, 34-40.
- Cited in: Johnson, S. L. & Rea, R. E. (2009). Workplace bullying: Concerns for nurse leaders. *Journal of Nursing Administration*, 39, 84-90.
- Cited in: Laschinger, H. K., Grau, A. L., Finegan, Joan & Wilkw, Piotr (2010). New graduate nurses' experiences of bullying and burnout in hospital settings. *Journal of Advanced Nursing*, 66, 2732-2742.
- Cited in Lindy, C. & Schaefer, F. (2010). Negative workplace behaviours: An ethical dilemma for nurse managers. *Journal of Nursing Management*, 18, 285-292.
- Publication** Simons, S. R. (2008). Workplace bullying experienced by Massachusetts registered nurses and the relationship to intention to leave the organization. *Advances in Nursing Science*, 31, E48- E59.
- Cited in Berry, P. A., Gillespie, G. L., Gates, D. & Schafer, J. (2012). Novice nurse productivity following workplace bullying. *Journal of Nursing Scholarship*, 44(1), 80-87.

- Cited in Abe, K., A. & Henly, S. J. (2010) Bullying (Ijime) among Japanese hospital nurses: Modeling responses to the Revised Negative Acts Questionnaire. *Nursing Research*, 59(2), 110-118.
- Cited in Cleary, M., Hunt, G. E., Horsfall, J. (2010) Identifying and addressing bullying in nursing. *Issues in Mental Health Nursing*, 31(5), 331-335.
- Cited in Duffield, C., Roche, M., O'Brien-Pallas & Catling-Paull, C. (2009). The implications of staff 'churn' for nurse managers, staff and patients. *Nursing Economics*, 27(2), 103-110.
- Cited in Dumont, C. Riggleman, K., Meisinger, S. & Lein, A. (2011). Horizontal violence survey. *Nursing*, 41, 9-10.
- Cited in Fitzpatrick, M. E., Cotter, E. W., Bernfield, S. J., Carter, L. M., Kies, A., & Fouad, N. (2011). The importance of workplace bullying to vocational psychology: Implications for research and practice. *Journal of Career Management*. Advance online publication. doi: 10.11177/0894845310390035
- Cited in Han, G. & Jekel, M. (2011). The mediating role of job satisfaction between leader-member exchange and turnover intentions. *Journal of Nursing Management*, 19, 41-49.
- Cited in Johnson, S. L. (2011). An ecological model of workplace bullying: A guide for intervention and research. *Nursing Forum*, 46(2), 55-63.
- Cited in King-Jones, M. (2011). Horizontal violence and the socialization of new nurses. *Creative Nursing*, 17,(2), 80-87.
- Cited in Luperall, S. (2011). Incivility in nursing: The connection between academia and clinical settings. *Critical Care Nurse*, 31(2), 92-95.
- Cited in O'Donnell, S., MacIntosh, J., Wuest, J. (2010). A theoretical understanding of sickness absence among women who have experienced workplace bullying. *Qualitative Health Research*, 20, 439-452.
- Cited in Sauer, P. (2012). Do nurses eat their young? Truth and consequences. *Journal of Emergency Nursing*, 38(1), 43-38.
- Cited in Walrath, J. M., Dang, D. & Nyberg, D. (2010). Hospital RNs experiences with disruptive behavior: A qualitative study. *Journal of Nursing Care Quality*, 25(2), 105-116.
- Cited in: Johnson, s. L. (2009). A discussion of two articles on workplace bullying. *Advances in Nursing Science*, 32, 2.

- Cited in Olender-Russo, L. (2009). Creating a culture of regard: An antidote for workplace bullying. *Creative nursing*, 15(2), 75-81.
- Cited in Olender-Russo, L. (2009). Reversing a bullying culture. *RN*, 77(8), 26-29.
- Cited in Stanley, K. M. (2010). Why so many names for bad behavior? *The South Carolina Nurse*, 17(1), 2.
- Publication** Simons, S. R. & Mawn, B. (2010). Bullying in the workplace: A qualitative study of newly licensed nurses. *AAOHN American Association of Occupational Health Nurses Journal*, 58(7), 305-311.
- Cited in Gaffney, D. A., DeMarco, R., Hofmeyer, A., Vessey, J., Budin, W. C. (2012). Making things right: Nurses' experience with workplace bullying- A grounded theory. *Nursing Research and Practice*, 2012.doi:10.1155/2012/243210
- Cited in Okanli, A., Karakas, S. A., & Ozkan, H. (2011). The relationship between mobbing and assertiveness in nurses. *HealthMED*, 5(3), 609-615.
- Cited in Vessey, J. A., Demarco, R. & Difazio, R. (2010). Bullying, harassment and horizontal violence in the nursing workforce: The state of the science. *Annual Review of Nursing Research*, 28(1), 133-157.

E. INSTRUCTION RELATED ACTIVITY

1. Teaching: University of Massachusetts Lowell- Baccalaureate Level Number of Students/ fall semester

Course #	Course Title	Credit	F 08	F 09	F 10	F 11	F12	
33.410	Clients with Acute and Life Threatening Illnesses Across the Lifespan	2.5	65	62	80	80	82	
33.411	Clients with Acute and Life Threatening Illnesses Across the Lifespan, Practicum	4 (12h)	6	6	6	6	6	

*Note: Class was divided; this course was taught twice in one semester.

Number of Students/ spring semester

Course #	Course Title	Credit	Spr 08	Spr09	Spr10	Spr 11	Spr12	Spr13
33.314	Health Promotion and Risk Reduction of Families II- Medical Surgical section	2.5	65	65	70			
33.315	Health Promotion and Risk	4	14	12	*			

	Reduction of Families II- Medical Surgical section practicum	(12h)						
33.413	Role Transition Practicum	4(12h)				9**	10	11
33.412	Selected Topics in Nursing	3						25

* Awarded pre-tenure course reduction

**Awarded course reduction for research productive faculty by the Dean

2. 33.733 Graduate Student Projects

Spring 2013 Research Project Advisor for student enrolled in 33.733
Ashley Lowery, BS RN
Qualitative study on International Volunteerism

Summer 2010 Research Project Advisor for students enrolled in 33.733:
Marie Sacco BSN, RN
Bedside monitoring of feeding tube placement: Where is the evidence?

Fall 2009 Research Project Advisor for students enrolled in 33.733:
Alicia M. Earley BSN, RN
PEG Tube Care: Best Practices

3. Guest Lectures- Baccalaureate Level

Spring 2009-11 Simons, S. (2010, April). Tips, Strategies and Practice with Alternate Item and Management of Care NCLEX-RN Questions. . Guest lecturer for 33.413 Role Transition, UML (Dr. Dowling).

Fall 2008 Simons, S. (2006, November). Successful test-taking: How to ace those nasty nursing exams! Guest lecturer for 33.310 Health Promotion and Risk Reduction of Families I, UML (Dr. Dowling).

Fall 2007 Simons, S. (2006, November). Successful test-taking: How to ace those nasty nursing exams! Guest lecturer for 33.310 Health Promotion and Risk Reduction of Families I, UML (Dr. Dowling).

Spring 2007 Simons, S. (2007, April). Health Education Systems, Inc. (HESI) examination review for senior nursing students. Care of the client with cardiac disease. Guest lecturer for 33.413 Role Transition, UML (Dr. Dowling).

Fall 2006 Simons, S. (2006, November). Successful test-taking: How to ace those nasty nursing exams! Guest lecturer for 33.310 Health Promotion and Risk Reduction of Families I, UML (Dr. Dowling).

4. Guest Lectures- Graduate Level

Fall 2009-2011 Simons, S. (2009, October and December). Classes on Strategies to Promote Active Learning and Critical Thinking and Exam Development and Evaluation. Guest Lecturer for doctoral level Curriculum and Teaching course (Dr. Houde).

F. SERVICE ACTIVITIES

1. Service to the University

2009 Faculty Marshall at Commencement

2. Service to the Community Related to Professional Field

2008-present Flu Clinic, Town of Southborough Health Department

November, 2006-2007 Flu Clinic, City of Lowell Health Department

1985- present Making Strides for Breast Cancer, American Cancer Society. Community Volunteer.

3. Committee Activities

a. University of Massachusetts Lowell

2009-present Faculty Senate, Member

b. School of Health and Environment

2010- present Professional Education Committee

c. Department of Nursing Committee Activities

d.

2010- present Baccalaureate Curriculum Committee, Chairperson

2009-present Strategic Planning Committee

2008-present Undergraduate Nursing Faculty Search Committee

2007-present Professional Review Committee

- 2006-present** Departmental Affairs Committee, Member
- 2006-present** Baccalaureate Program Committee, Member
- 2006-2010** Baccalaureate Curriculum Committee, Member

3. Other Service to the University of Massachusetts Lowell

a. Academic Advising

- 2006-present** Advise 25 Baccalaureate students annually.

b. Recruitment

- November 2011** UML School of Health and Environment Fall Preview Day.
- November 2009** UML School of Health and Environment Academic Exploration Day
- April 2009** UML School of Health and Environment Accepted Student Open House
- October 2008** UML School of Health and Environment Student Open House.
- April 2007** UML School of Health and Environment Accepted Student Open House.
- October 2007** UML School of Health and Environment Student Open House.

c. Faculty Mentoring

- 2008 – 2010** Mentor new faculty Dr. Dorothy Brewin

4. Community Activities related to professional Field

- 2013-** Dissertation Committee Member for Kathleen Lehmann, PhD candidate at Liberty University (Lynchburg, VA). Dissertation topic: Horizontal Violence in Nursing.
- 2010-2011** Committee member and content expert for Gino Chisaro, MGH Institute DNP candidate completing his capstone project on "*Bullying Among Student Nurses.*" Dr. Chisari graduated June, 2011.

2010-present

Content expert for Lynda D. Olender, PhD candidate at Seton Hall University completing her dissertation. *The Relationship between Staff Nurses' Perceptions of Nurse Manager Caring Behaviors and their Perception of Exposure to Workplace Bullying Within Various Healthcare Settings.*

2011-

Content expert for Penny Sauer, doctoral student at The University of North Carolina at Greensboro who is interested in studying bullying among nurses. In the fall, she is completing a course titled, "Nurse Scientist in Academia and Industry II", which allows students to work with a nurse scientist who is working in her area of interest.

Fall 2011

Preceptor for graduate student, Heidi Gerostergios, who is completing an Internship placement as a requirement for a Masters degree in nursing education at Endicott College.