

LAURA A. FENNIMORE, DNP, RN

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CURRICULUM VITAE

ACADEMIC EDUCATION

Doctorate of Nursing Practice, University of Pittsburgh, Pittsburgh, PA, 2009. Capstone project: Design, implementation, and evaluation of a leadership development program for nurse managers

Master of Science in Nursing, University of Pittsburgh, Pittsburgh, PA, 1987
American Cancer Society Master's Program in Cancer Nursing Scholarship (1986/1987)
Master's Thesis: A Description of Skin Reactions of the Scalp Due to Radiation Therapy

Bachelor of Science in Nursing, West Virginia University, Morgantown, WV, 1979
Magna Cum Laude, West Virginia University, 1979

PROFESSIONAL EXPERIENCE

Professor

University of Pittsburgh School of Nursing (2015-present)

- Provides instruction and guidance for graduate students pursuing a master's in nursing administration or doctorate of nursing practice (nurse executive)
- Advise and facilitate administrative track student residencies with clinical practice sites
- Serve as chair of DNP capstone projects

Director of Clinical Programs

UPMC Health Plan (2010-2015)

- Collaborated with UPMC Health Plan senior leadership in the development case management strategies and clinical programs to achieve product strategic business and financial goals.
- Provided clinical leadership and direct supervision to the case management staff for adult, maternity, and pediatric populations
- Developed innovative engagement strategies for member who have physical health chronic conditions and behavioral health conditions
- Collaborated with physical and behavioral health providers to develop outreach and education programs that support effective treatment plans

Director of Organizational Development, Nursing Education & Research

University of Pittsburgh Medical Center, UPMC Presbyterian, (2008-2010)

- Oversaw the development of a clinical research program that focuses on patient care and strengthens the nursing research presence within UPMC Presbyterian.
- Lead the planning, implementation, and evaluation of all Nursing Staff Development educational programming at UPMC Presbyterian.
- Influenced departmental, divisional and organizational operations through organizational development by providing consultation, coaching, and education to facilitate the growth of the employees and the organization in order to meet or exceed the strategic business plan and customer's expectations.

Director of Nursing

University of Pittsburgh Medical Center, UPMC Presbyterian, (2006-2008)

- Directed the provision of quality patient care in collaboration with the Vice-President of Patient Care Services in a 700-bed acute and tertiary care hospital by identifying, analyzing and refining clinical and system processes and operations to improve and ensure positive patient outcomes
- Contributed to the development and maintenance of a professional practice environment to achieve positive patient care outcomes and staff satisfaction
- Monitored and directed effective utilization of human and fiscal resources to assure the achievement of financial and operational objectives within the Patient Care Services Division
- Developed policies and goals that support patient care operations

Director of Education

Oncology Nursing Society, Pittsburgh PA (1999-2006)

- Served as a senior staff leader for a national professional association of more than 32,000 oncology nurses and other health care professionals
- Analyzed key trends in oncology, healthcare, and the nursing profession to anticipate education knowledge gaps
- Planned, implemented, and evaluated innovative education programs that prepare oncology nurses to deliver quality cancer care
- Directed project management activities of 13 professional and administrative staff responsible for designing cancer education products
- Developed volunteer leaders through their engagement in education projects
- Ensured adherence to national continuing nursing education accreditation standards
- Represented ONS at national and international cancer care meetings

Director of Oncology Disease Management

University of Pittsburgh Cancer Institute, Pittsburgh PA (1997-1999)

- Collaborated with key physician and administrative leaders to develop and implement clinical practice guidelines within a NCI Comprehensive Cancer Center
- Produced utilization reports reflecting cancer care delivery
- Coordinated the UPCI Quality Management Program including assessment of clinical and patient satisfaction outcomes
- Co-directed an institution-wide customer service initiative to enhance employee recognition and address gaps in quality service

Clinical Director

University of Pittsburgh Cancer Institute, Pittsburgh PA
Montefiore University Hospital (1992-1997)

- Directed quality patient care on 2 medical and surgical inpatient oncology units; Implemented an all RN Primary Nursing Model to support continuity of care for patients with complex physical and psychosocial needs
- Cultivated the professional development of more than 60 oncology nurses and support staff through aggressive recruitment and retention initiatives
- Prepared and monitored personnel, supply and capital budgets for these clinical departments

Staff Assistant

University of Pittsburgh Medical Center, Pittsburgh PA
Center of Excellence for Nursing Practice (1990-1992)

- Facilitated coordination of policies, procedures, and nursing practice activities following the merger of two large academic medical/surgical hospitals
- Developed and implemented a Clinical Advancement Program designed to recognize and promote the professional growth of registered nurses
- Systematized structural and communication processes for the shared governance activities of nursing councils, committees, and task forces

Director of Nursing Staff Development

Presbyterian-University Hospital, Pittsburgh PA (1989-1990)

- Planned, implemented, and evaluated nursing education activities provided by 18 clinical instructors
- Supervised 4 clinical nurse specialists / liaison nurses in oncology, cardiac transplantation, enterostomal therapy, and diabetes education

Clinical Instructor

Presbyterian-University Hospital, Pittsburgh PA (1982-1989)

- Modeled quality patient care through the clinical supervision and orientation of novice and experienced registered nurses on 2 inpatient surgical units specializing in surgical oncology and solid organ transplantation
- Presented local, regional, & national educational offerings RE: Care of liver transplant patients
- Created patient education materials related to transplantation and surgical patient care

Staff Nurse

Presbyterian-University Hospital, Pittsburgh PA (1979-1982)

- Provided direct care for surgical oncology patients
- Served as a charge nurse, role model, and clinical preceptor for new employees & students

PROFESSIONAL AFFILIATIONS

- Oncology Nursing Society member (1981-present)
- Oncology Nursing Society Board, Director at Large (2009-2010); Treasurer (2010-2012)
- Oncology Nursing Society (1984- Present) Greater Pittsburgh ONS Chapter, President (2009); Secretary (2012-2014); Director at Large (2014-2016); Virtual Community Web Editor (2009-Present); Virtual Community Web Editor – Oral Adherence Focus Group (2014-present)
- Sigma Theta Tau National Nursing Honor Society (1978 - Present)
- Sigma Theta Tau Eta Chapter – Leadership Succession Committee Member (2015-present)
- American Nurses Association (2008 - Present)
- American Organization of Nurse Executives (2015-present)
- Pennsylvania Organization of Nurse Leaders (2015-present)
- Pennsylvania State Nurses Association (2008 –present)
- Council on Graduate Education for Administration in Nursing (2015-present)
- American Case Management Association (2014-present)
- Journal of Continuing Education in Nursing, Review Board Member (2000 - Present)
- Nurse Advocacy Council, (co-chair) University of Pittsburgh Medical Center (2012-present)
- American Society of Association Executives (2000 - 2012)

CONSULTANT ACTIVITIES**UPMC Health Plan: (September 2015- present)**

Provide education consultation regarding professional development, nursing advocacy, and development of competency materials for case management activities.

VOLUNTEER ACTIVITIES

Greater Pittsburgh Chapter of the Oncology Nursing Society, President (2008-2009); Director at Large (2006-2008); Secretary (2012-2014); Director at Large (2014-2016); Web-Master for the GPC-ONS Virtual Community

C-Change Assuring Value in Cancer Care Advisory Committee, ONS representative (2012-present)

Cancer Insurance Checklist Work Group, Oncology Nursing Society representative (2013-present)

ONS Spiritual Care Special Interest Group, Web-Master for the Virtual Community (2012-present)

ONS Oral Adherence Focus Group, Web-Editor for the Virtual Community (2014-present)

Faculty, “*Integrating Palliative Oncology Care into Doctor of Nursing Practice (DNP) Education and Clinical Practice*,” National Cancer Institute (NCI) grant funding to the City of Hope Medical Center and the End-of-Life Nursing Education Consortium (ELNEC) (2013-2016)

Coalition for Quality at the End-of-Life, council member, (2005-2006)

SELECTED PUBLICATIONS

Fennimore, L., & Wolf, G. (2011). Nurse manager leadership development: Leveraging the evidence and system-level support. Journal of Nursing Administration, 41(5), 204-210.

Coyne, P. Paice, J.A., Ferrell, B. R., Malloy, P., Virani, R., & Fennimore, L. A. (2007). Oncology end-of-life nursing education: Consortium training program – Improving palliative care in cancer. Oncology Nursing Forum, 34, (4), 801-807.

Oncology Nursing Society -- Fennimore, L.A., contributing author. (2007) Oncology Nurse Practitioner Competencies.

Fennimore, L. (2002). Delivering Distance Learning. In Puetz, B. E., & Aucoin, J.W. (Eds.), *Conversations in Nursing Professional Development*, (pp. 317-327).

Fennimore, L. (1998). Disease Management: Megatrend or Passing Fancy. *Oncology Nursing Society. Greater Pittsburgh Chapter Newsletter*, March/April 1998, Vol. 15, No. 4.

Geary, P.A., Formella (Fennimore), L.A., & Tringali, R. (1994). Significance of the insignificant. Critical Care Nursing Quarterly, 17(3), 51-59.

Whiteman, K., Biondo, M., Formella (Fennimore), L., & Nachtman, L. (1990). Liver transplantation: Nursing care issues. American Journal of Nursing, 90(6), 68-72.

RESEARCH ACTIVITIES

Integrating Palliative Oncology Care into Doctor of Nursing Practice (DNP) Education and Clinical Practice. Supported by a grant #1R25CA171960 from the National Cancer Institute to the City of Hope National Medical Center in collaboration with the American Association of Colleges of Nursing Grant (2012-2016; Served to develop curriculum and present content; B. Ferrell, Principle Investigator).

Development, Implementation, and Evaluation of a Leadership Development Program for Nurse Managers. (Doctoral Capstone Project, University of Pittsburgh School of Nursing), August 2009.

Oncology Nursing Education in End of Life Care. National Cancer Institute R25 Grant (2003-2007, (Co-investigator with B. Ferrell, PhD, Principal Investigator, City of Hope Medical Center, Duarte, CA).

Social Support in Critically Ill Adults. (Co-investigator with P. Geary, PhD and R. Tringali, MSN University of Pittsburgh, Pittsburgh, PA),1991.

A Description of Skin Reactions of the Scalp Due to Radiation Therapy, (Master's Thesis - University of Pittsburgh, Pittsburgh, PA).1987.

AWARDS

ONS/Lilly Chapter Educational Grants – on behalf of the Greater Pittsburgh Chapter of the Oncology Nursing Society. (Two \$2,500 grants to support a collaborative education program related to “Medication Adherence” awarded September, 2013 and “Assisting Parents with Seriously Children”, September 2014). Oncology Nursing Society, Pittsburgh, PA

Joseph Schafer Award (Greater Pittsburgh Chapter Award for contributions to the growth and development of the local chapter,, December 2012), Greater Pittsburgh Chapter of the Oncology Nursing Society, Pittsburgh, PA.

ONS Foundation Collaboration Award -- on behalf of the Greater Pittsburgh Chapter of Oncology Nursing Society. (\$10,000 grant to support a collaborative education program with local nursing specialty organizations entitled “All Nurses Need to Know”, September 2011). Oncology Nursing Society Foundation, Pittsburgh, PA

Elizabeth Norian Nursing Scholarship Award. (\$500 scholarship awarded, September, 2008). University of Pittsburgh School of Nursing, Pittsburgh, PA

Cameo of Caring Scholarship. (\$1500 scholarship awarded, November, 2008) University of Pittsburgh School of Nursing, Pittsburgh, PA

Gail A. Wolf Graduate Nursing Leadership Award. (\$1,292 scholarship awarded June, 2007). University of Pittsburgh School of Nursing, Pittsburgh, PA

Beckwith Foundation Innovation Award (\$10,000 to support a project “ Enhancing the Patient Experience through Relationship-based Care: A Pilot Project”, awarded May 2007). University of Pittsburgh Medical Center, Pittsburgh, PA

BOARDS

Oncology Nursing Society, Director-at-Large, (2009 - 2010), Treasurer (2010-2012)

Oncology Nursing Society, Greater Pittsburgh Chapter, Director at Large (2014-2016); Virtual Community Editor (2009-present); Secretary (2012-2014); President (2008-2009)

Journal of Continuing Education in Nursing, Review Board Member, (1990 – Present)

SELECTED PRESENTATIONS

Strategies to Improve Adherence to Oral Oncolytics. Scripps Cancer Care Symposium, San Diego, CA. (October 2015).

Care Coordination: What the Health Plan Can Do For You? UPMC Nursing Grand Rounds. Pittsburgh, PA (October 2015).

Professional Development. UPMC Health Plan Health Professionals Celebration Keynote Address. Pittsburgh, PA (April 2015).

Why Health Policy Matters & Why UPMC Nurses Care About It? (Poster presentation with M. Hayden). UPMC Nurses Week Celebration. Pittsburgh, PA (April 2015).

Palliative Care and Oncology Nursing. ONS Congressional Briefing, Washington, DC (September 2014).

Changes in Health Care. University of Pittsburgh School of Nursing Faculty Forum, Pittsburgh, PA (September 2014).

Value & Nursing. White Coat Ceremony Keynote Address. University of Pittsburgh School of Nursing. Pittsburgh, PA (August, 2014).

Delivering High Quality Cancer Care. Greater Pittsburgh Chapter ONS, Pittsburgh, PA (June 2014).

Creative and Resourceful Interprofessional Clinical Experiences in the Community Setting. Altogether Better Health Conference. Fennimore, L., Dujak, L. & Hoffann, R. L. Pittsburgh, PA (June 2014).

Adherence to Oral Cancer Treatment: What do we know and how can we use it? P. Ginex, L Fennimore. ONS Annual Congress, Anaheim, CA (May 2014).

Emergency Room Diversion Strategies. Health Education Advisory Committee. UPMC for You, (April 2013).

Outside of the Box. Southwest Nurse Practitioner Association Annual Meeting, Pittsburgh, PA (May 2012).

What's Hot in Oncology Nursing? National Student Nurses Association Annual Meeting, Pittsburgh, PA (April 2012).

Out of the Box Thinking: Future Nursing Opportunities. University of Pittsburgh School of Nursing, Faculty Retreat. Pittsburgh, PA (January 2012).

Chapter Revitalization: Restoring Strength to the Backbone of ONS. Metro Atlanta Chapter of ONS. Atlanta, GA (January 2012).

Oncology Nursing Update, 2011. Association of Community Cancer Centers. Pittsburgh, PA. (December 2011).

Health Care Delivery Systems. University of Pittsburgh School of Nursing. Pittsburgh, PA (December 2011).

Nursing Specialty Organizations: Panel Presentation. National Student Nurse Association. Memphis, TN. (October 2011).

Influence. University of Pittsburgh School of Nursing. Pittsburgh, PA (July 2011- 2015).

Shaping Healthy Work Environments. University of Pittsburgh School of Nursing. (June 2011-2013).

The importance of advocacy for patients with cancer. National Student Nurse Association. Orlando, FL (April 2010)

Shaping the future: Crafting evidence based unit manager competencies. American Organization of Nurse Executives. Poster presentation, (April 2009).

Prior presentations available upon request.

SELECTED PROFESSIONAL EDUCATION

Maternal/Child Health Leadership Academy, Mentor. Sigma Theta Tau. Indianapolis, IN. (June 2014- November 2015).

Oncology Nursing Society Congress. Oncology Nursing Society. Orlando, FL (April 2015).

Oncology Nursing Society Congress. Oncology Nursing Society. Anaheim, CA. (May 2014).

eforpharma in Oncology. Boston, MA (March 2014).

Oncology Nursing Society Congress. Oncology Nursing Society. Washington, DC (May 2013).

Leading Care in an Age of Complexity. University of Pittsburgh School of Nursing. Pittsburgh, PA (June 2012).

So You Want to Be a Leader in Health Care. Institute of Healthcare Improvement. Cambridge, MA (November, 2012)

Quality Education Series. University of Pittsburgh School of Medicine. Pittsburgh, PA. (October, 2012 - March, 2013)

Special Populations in Cancer Pain. Oncology Nursing Society. Pittsburgh, PA (September, 2012)

Oncology Nursing Society Congress. Oncology Nursing Society. New Orleans, LA (May 2012).

Association of Community Affiliated Plans. Pittsburgh, PA (November 2011)

Medicare/ Medicaid Conference. America's Health Insurance Plans. Washington, DC (September 2011)

Oncology Nursing Society Congress. Oncology Nursing Society. Boston, MA (May 2011)

Nurse in Washington Internship. American Nurses Association. Washington, DC (February 2011)

Medicare/Medicaid Conference. America's Health Insurance Plans. Washington, DC (September 2010)

Oncology Nursing Society Congress. Oncology Nursing Society. San Diego, CA (May 2010)

Prior professional education participation available upon request.

September 2015