

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

6901 Bertner Avenue, CSON 712, Houston, TX 77030

713-500-2130 (PH)/713-500-2142 (Fax)

Francine.K.Snow@uth.tmc.edu

EDUCATION

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

LICENSURE & CERTIFICATION

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

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

PROFESSIONAL EXPERIENCE

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

HONORS & AWARDS

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

GRANTS**Research Grant**

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

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

PUBLICATIONS**Peer Reviewed Publications**

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

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

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

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

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

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

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

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

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

Books & Chapters

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

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

Other

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

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

PRESENTATIONS

International

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

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

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

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

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

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

National

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Regional/State

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

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

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

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

Local

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

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

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

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

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

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

PROFESSIONAL SERVICE**Reviews/Consultations**

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

Professional Service

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

Professional Memberships

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

Institutional Service**San Jacinto College Central**

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

Texas Children's Hospital

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

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

UTHealth

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

Cizik School of Nursing

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

Community Service

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