

Kathleen M. Horan, PhD, APRN, CNE
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EDUCATION

2013-2022: Seton Hall University, South Orange, NJ:

- PhD in Nursing Research, with honors, GPA: 3.949
- Recipient of a NFLP Grant

2005-2006: UMDNJ and Ramapo College of New Jersey:

Post-Masters Certification in Nursing Education

1995-1998: Columbia University, New York, NY:

Master of Science in Nursing/Family Nurse Practitioner

1989-1993: Villanova University, Villanova, PA:

Bachelor of Science in Nursing

LICENSURE/CERTIFICATIONS

- RN/Advanced Practice Nurse (APRN) with prescriptive privilege in NJ, thru May 2023
- Family Nurse Practitioner (FNP) certified with the ANCC, thru March 2023
- Certified Nurse Educator (CNE), through the National League for Nursing, thru December, 2026
- CITI Certification in Human Subjects Research, Nursing Research, Minimal Risk Research, thru June 2023.

PROFESSIONAL EXPERIENCE

March 2020-present: **Morristown Medical Center**, Morristown, NJ

Nurse Educator, Per-Diem in Nursing Education, Shared Governance & Magnet Dept.

- Provide educational offerings and support to nursing staff and nurse residents
- Program Coordinator, HIRE Learning Nurse Residency Program: create, revise and implement curricular offerings and one-on-one meetings with nurse residents as they transition to practice.
- Serve on Practice Transition Accreditation Program (PTAP) Advisory Committee and Self-Study Report Writing Sub-Committee

September 2019-present: **William Paterson University**, Wayne NJ

Faculty Member, Full-Time, Nursing Department

- Teach clinical courses in medical-surgical, pediatrics and critical care nursing to pre-licensure nursing students, including in a dedicated educational unit (DEU).
- Utilizing high-fidelity simulation to supplement clinical learning
- Teach Cultural Foundations of Nursing, Nursing Leadership, Advanced Pathophysiology, Curriculum Development and Professional Licensure Prep

Kathleen Horan

online and/or in person to traditional students and WP Online RN-BSN & MSN students

- Mentored a DNP student in their education practicum, 2021-2022
- **Service to the University**
 - Volunteered at Open House and Accepted Students Days, 2021-2022
 - Participated in Virtual Freshman Orientation, October 2020
 - Volunteered on the First Year Retention Work Group, May 2020-present
 - Virtual Open House for Accepted Students, 2020-2021
 - Tours and Recruitment at Scholarship Brunch, February 2020
 - Phone Recruitment of Accepted Students, February-March 2020
 - Assisted as an escort for the CCNE Site Visitors, September 2020
- **Service to the Department**
 - Co-Level Coordinator, Upper Division Curriculum IV, Fall 2021-present
 - Leading an ad-hoc committee to review standardized testing results and curricular mapping to identify gaps & opportunities for revision ahead of Next-Gen NCLEX and new AACN BSN Essentials. Led small-group and full-faculty meetings to discuss findings and recommendations to revise curriculum, standards and promote student success.
 - Curriculum Committee, 2019-present
 - Academic Standards Committee, 2020-2021
 - Actively recruiting and mentoring new DEU Clinical Instructors
 - Updated the undergraduate nursing handbook
 - Updated DEU Clinical Instructor Orientation and provided it via Zoom to new instructors
 - Created, shared and presented a hybrid clinical pilot to address decreased clinical group sizes on site and to keep at home students engaged with direct patient care

August 2015-June 2019: **County College of Morris**, Randolph, NJ

Chairperson of Nursing & Tenured Associate Professor

- Responsible for oversight of all processes in the nursing department including curriculum, accreditation, students, clinical placements, faculty, staff, budget, grants and facilities, including high-fidelity simulation laboratory and equipment
- Worked directly with ACEN and NJBON to create self-study reports and maintain accreditation
- Primary Nurse Planner for CCM Corporate and Community Programs on nursing continuing education programs, including the RN Refresher
- Continued to teach online nursing courses using Blackboard
- Continued to serve on college committees, including Academic Standards and Middle States Accreditation
- Served on the NJ Council of ADN programs

Fall 2008-August 2015: **County College of Morris**, Randolph, NJ

Tenured Assistant Professor, Nursing,

- Taught didactic and clinical courses in fundamentals, medical-surgical, and pediatric nursing. Regularly utilized low and high-fidelity simulation to supplement clinical learning
- Involved in curriculum revision and outcomes assessment
- Involved in human patient simulation
- Regularly utilized Blackboard in nursing core courses
- Presenter/Lecturer in the CCM Nurse Refresher Program

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- Served on multiple college and department committees and active in academic advisement
- Co-Chaired the NLN Accreditation Visit (February 2012) which involved interpreting the NLN-AC Standards and Criterion, applying it to our nursing program and writing/editing our Self-Study Report

September 2006-January 2010: **County College of Morris**, Randolph, NJ

Assistant Chairperson/Weekend Nursing Program Coordinator

- Ran this grant funded alternate study track for the entirety of the program
- Selected students, recruited and evaluated faculty members in cooperation with the Nursing Department Chairperson
- Taught didactic, campus lab and clinical in fundamentals of nursing
- Taught two on-line courses: Nursing Transitions and Nursing Colloquium, utilizing Blackboard

Fall 2003-Fall 2008: **County College of Morris**, Randolph, NJ

Full-Time Instructor, Nursing

- Taught didactic and clinical courses in medical-surgical and advanced medical surgical nursing. Implemented the initial high-fidelity simulation activities into clinical courses.
- Served on multiple committees and was involved in academic advisement
- Chosen for and completed the CCM Employee Leadership Academy
- Actively involved in incorporating high fidelity simulation into medical-surgical courses

2002 Academic Year:

Adjunct Nursing Faculty/Clinical Instructor, County College of Morris

- Taught advanced medical-surgical nursing and critical care at Morristown Memorial Hospital

Adjunct Nursing Faculty/Head Clinical Instructor, Columbia University

- Taught BS-RN students in their medical-surgical rotation at Columbia-Presbyterian Medical Center
- Worked in the nursing skills laboratory
- Supervised other clinical instructors

1998-2002/2006-2008:

Nurse Practitioner, Mid-Atlantic Cardiology/Comprehensive Cardiovascular Consultants, Morristown, NJ

- Completed histories and physical exams on cardiac and internal medicine patients
- Managed these patients in the hospital and office setting in collaboration with physicians in the practice
- Supervised stress testing and medication management in the office setting
- Developed broad assessment skills and the ability to handle an unpredictable environment
- Served as a preceptor for multiple nurse practitioner students

1995-1997:

Registered Nurse, Overlook Hospital, Summit, NJ

- Provided nursing care on the telemetry/stepdown unit with floating to ICU/CCU

Kathleen Horan

- Became certified in arrhythmias and ACLS
- Acted as a mentor and preceptor to new graduate nurses and students

1993-1995:

Registered Nurse, Overlook Hospital, Summit, NJ

- Provided nursing care on the gynecology/surgical unit with floating to mother-baby/pediatrics
- Collaborated on the hysterectomy critical pathway
- Developed flow sheets for central line maintenance protocols
- Organized and taught a pre-op hysterectomy class for 1 year

Past Nursing Volunteer work/Community Service:

Registered Nurse, Intercultural Nursing, INC, Dominican Republic, October 1994

- Provided nursing care in mobile clinics to underserved areas

Registered Nurse, Camp AmeriCares, Newburgh, NY, August 1997

- Provided nursing care in a camp for children with HIV disease and their siblings

Volunteer: Salt Brook Parent Teacher Association, Girl Scouts, Boy Scouts, New Providence Soccer Club, Corpus Christi Parish.

RESEARCH

An Exploration of Novice Nurses Transitioning to Practice during the COVID-19 Pandemic, Morristown Medical Center, research team member, qualitative, complete. 2020. Manuscript draft complete.

Burnout and Psychological Capital in Baccalaureate Nursing Students Enrolled in Clinical Rotations, Seton Hall University, dissertation research, quantitative, complete. 2022. Submitted to ProQuest.

PUBLICATIONS

Horan, K. "Burnout and Psychological Capital in Baccalaureate Nursing Students Enrolled in Clinical Rotations" (2022). *Seton Hall University Dissertations and Theses (ETDs)*. 2996. <https://scholarship.shu.edu/dissertations/2996>

Dimino, K., **Horan, K.**, & Stephenson, C. (2020). Leading our frontline heroes through times of crisis with a sense of hope, efficacy, resilience, and optimism. *Nurse Leader*, 18(6), 592–596. <https://doi.org/10.1016/j.mnl.2020.05.011> ***noted as one of Nurse Leader's top cited articles since 2018.

Horan, K., & Dimino, K. (2020). Supporting novice nurses during the COVID-19 pandemic. *AJN, American Journal of Nursing*, 120(12), 11–11. <https://doi.org/10.1097/01.naj.0000724140.27953.d1>

Horan, K. (2009). Using the human patient simulator to foster critical thinking in critical situations. *Nursing Education Perspectives*, 30(1), 28–30.

PRESENTATIONS

- Horan, K. & Sabatini, R. (2022).** *Learning to Fly During the First Surge: A Qualitative Study of Novice Nurse Experiences and Advice for Future Nurses.* Poster Presentation. 34th Annual Reinkemeyer Research Day, Seton Hall University.
- Horan, K. & Foley, S. (2021).** *Adapting to the COVID-19 Pandemic: Implementation of a Pilot Hybrid Clinical Model.* Podium Presentation, Hybrid Sigma Theta Tau 46th Biennial Convention (Hybrid), Indianapolis, IN.
- Sabatini, R. & Horan, K. (2021).** *Learning to Fly During a Pandemic Surge: Newly Licensed Nurses' Experiences Working in COVID-19 Units.* Podium Presentation, Hybrid Sigma Theta Tau 46th Biennial Convention, Indianapolis, IN.
- Sabatini, R., Silverstein, W., McKnight, A., Thomas, J., Stroh, L. & Horan, K. (2021).** *Novice Nurses' Experiences Caring for COVID-19 Patients During the First Surge,* Poster Presentation, Morristown Medical Center, Nursing Research Day.
- Horan, K. & Elliott, E. (2021).** *Enhancing Empathy in Nursing Students.* Podium Presentation, New Jersey League for Nursing Virtual Convention.
- Horan, K. (2020).** *COVID-19 Critical Care Crash Course,* Morristown Medical Center. Morristown, NJ.
- Horan, K. (2014).** *Care of the Cardiology and Oncology Patient for the RN Refresher Student.* County College of Morris. Randolph, NJ.
- Horan, K. (2009).** *Chest Pain, Action Stat.* Community and Professional Programs at County College of Morris. Randolph, NJ.

AWARDS

- **Sigma Theta Tau International, Gamma Nu Chapter, Scholarship Award, 2021**
- **PRIDE in Action Award,** for demonstrating Atlantic Health System's behaviors and values, April 2020
- **NJLN and NurseTim Scholarship Award for Excellence in Nursing Education, 2019**
- **NISOD Award for Teaching and Leadership Excellence, 2017**

PROFESSIONAL INVOLVEMENT & ASSOCIATIONS

- **Advisory Board Member:** County College of Morris Nursing Advisory Committee, Randolph, NJ, 2020-present.
- **Advisory Board Member:** Practice Transition Accreditation Program, Morristown Medical Center, 2018-present.
- **Advisory Council Member, state appointment:** NJ Collaborating Center for Nursing, 2016-2019
- **New Jersey Council of Associate Degree Nursing Programs Member, 2015-2019**
- **American Nurses Association, Sigma Theta Tau International, New Jersey League for Nursing, Eastern Nursing Research Society, Association for Nursing Professional Development, American Association of Critical-Care Nurses, Member**
- **Past Peer Reviewer for *Western Journal of Nursing Research*.**

PROFESSIONAL DEVELOPMENT, 2017-2022

- 34th Annual Reinkemeyer Research Day, Seton Hall University, March 2022
- Sigma Theta Tau 46th Biennial Convention (Hybrid), November 2021
- Atlantic Health System, Research Day, October, 2021
- Morristown Medical Center, Nursing Research Day, September 2021
- The Journey to Joy in Healthcare Today: Shortcuts to Foster Resilience, Certified Nurses Day, Atlantic Health System, March, 2021
- New Jersey League for Nursing Virtual Convention, March 2021
- Next-Gen NCLEX: Preparing Practice Ready Nurses Webinar, Elsevier, March 2021
- Virtual Escape Room Teaching Modalities Webinar, Association for Nursing Professional Development, December, 2020
- 7th Annual Pediatric Update Symposium, Rutgers University, November 2020.
- ANCC's Practice Transition Accreditation Program Virtual Conference, November, 2020
- How to Get Your Simulation Groove Back, Webinar presented by Laerdal, October 2020
- Childhood Trauma: What Are We Seeing? What Can We Do to Prevent Substance Use & Abuse, Webinar Presented by The Partnership for a Drug-Free New Jersey, Webinar, October 2020
- The COVID-19 Pandemic: Catalyst for Re-Envisioning Nursing Education, Webinar presented by Teachers College, Columbia University, August 2020.
- COVID-19 Pulmonary, ARDS and Ventilator Resources Course, America Association of Critical Care Nurses, June 2020
- Developing Clinical Judgment for Professional Nursing and the Next-Generation NCLEX-RN Examination, Webinar with Donna Ignatavicius, June 2020
- Morristown Medical Center, Culture Day, May 2020
- Teaching and Learning Workshops, William Paterson University May 20-22, 2020:
 - Polls, Simulations, Games and other Newly Found Tools
 - Creating Engaging and Inclusive Classes Online and In-Person
 - Dynamic Lecturing
 - Using Feedback to Improve Student Learning
 - The Flipped Classroom and Techniques to Increase Class Participation
- Advisement Workshops, William Paterson University, May 20-21, 2020
- Cardiac Arrest after Cardiac Surgery: An Evidence-Based Resuscitation Protocol, April 2020
- Pain Management and the Facts on Opioids, April 2020
- Unconscious Bias Workshop, William Paterson University, February 2020
- Clinical Judgement and the Next-Generation NCLEX Conference with Dr. J. Herrman, Monmouth University, January 2020.
- WPU Online Two-Day Workshop, January 2020
- Defining Hope: What Makes Life Worth Living, Carolyn Jones, Morristown Medical Center, April 2019
- Safe Opioid Prescribing: Strategies, Assessment and Education, March 2019
- Pain Assessment and Management, March 2019
- ENRS 30th Annual Scientific Sessions, Newark, NJ, April 11-13th, 2018
- 31st Annual Reinkemeyer Research Day, Seton Hall University, March 2018
- 30th Annual Reinkemeyer Research Day, Seton Hall University, March 2017
- ENRS 29th Annual Scientific Sessions, Philadelphia, PA, April 5th-7th 2017
- Helping Migraine Suffers: Updates on Diagnosis, Prevention and Treatment in the Primary Care Setting, December 2017
- Is it Child Abuse? December 2017
- Management of Osteoarthritis of the Knee, December 2017

Kathleen Horan

- Preventative Medicine that Works: Adult Immunization, December 2017
- Update in HIV, December 2017
- New Approaches in Treating Clostridium difficile Infection, December 2017
- Advances and Options in Female Contraception, December 2017
- Sports Concussions in Children, December 2017
- Noninvasive Evaluation of Coronary Artery Disease, December 2017
- Advances in Management of Heart Failure, December 2017
- The Management of Multiple Sclerosis in the Primary Care Setting, December 2017
- IBD in Pediatrics, December 2017
- Therapeutic Considerations in the Management of Childhood Obesity, December 2017
- Anticoagulation for the Prevention of Venous Thromboembolism and Stroke Due to Atrial Fibrillation, December 2017
- Emerging Infections, The Wrath of Zika, December 2017