

# CURRICULUM VITAE

2/1/2022

## **Elizabeth Scala, MSN/MBA, RN, HNB-BC, RYT200**

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### **EDUCATIONAL BACKGROUND:**

<u>College/University</u>	<u>Date</u>	<u>Degree</u>
Basic Horticulture Technician Certificate Program Community College of Baltimore County	Present	Technician
Nurse Leadership Institute at the University of Maryland School of Nursing	2019	Fellow
Johns Hopkins University School of Nursing/Carey Business School Baltimore, MD	2009	MSN/MBA
University of Delaware School of Nursing Newark, DE	2005	BSN
University of Delaware Newark, DE	2003	BA Psychology
<u>Certification/Training</u>	<u>Date</u>	<u>Degree</u>
Registered Yoga Teacher	2021	RYT 200
Holistic Nurse Baccalaureate Board Certified	2018	Board Certified Holistic Nurse
Karuna Reiki Method	2012	Karuna Reiki Master
The Institute for Integrative Nutrition, New York City Professional Training and Certification Program	2012	Certified Health Coach
Reiki Usui Shiki Ryoho Method	2012	Reiki Master
Wellcoaches® Corporation	2011	Certified Health and Wellness Coach

### **CURRENT LICENSES:**

Registered Nurse	Maryland
Board Certified Holistic Health Practitioner	American Association of Drugless Practitioners

### **ENTREPRENEURIAL ACTIVITIES:**

Founder and Host: Art of Nursing Virtual Conference <a href="http://artofnursing.com/">http://artofnursing.com/</a>	2014-2018
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Owner: Living Sublime Wellness LLC <a href="http://www.elizabethscala.com">www.elizabethscala.com</a>	2011-present
Founder: Rejuvenation Collaboration www.rejuvenationcollaboration.com (website removed)	2012-2014
Podcaster: Your Next Shift <a href="https://itunes.apple.com/us/podcast/id1025968665">https://itunes.apple.com/us/podcast/id1025968665</a>	2015-2020
Radio Show Host: Blog Talk Radio Show <a href="http://blogtalkradio.com/reikiradiorxforselfcare">http://blogtalkradio.com/reikiradiorxforselfcare</a>	2012-2015
Inspirational Writer: Nursing from Within™ Blog <a href="http://elizabethscala.com/blog/">http://elizabethscala.com/blog/</a>	2011-2020
Motivational Speaker and Presenter Interviewed on numerous radio shows and guest presenter at workshops for various holistic companies	2012-present

**SPEAKING PRESENTATIONS:**

“Develop Nursing Research Leaders: A Clinical Nurse Profile and Motivating Factors”  
Podium presentation at the Sigma Theta Tau 45th Biennial Convention: Washington, DC (November, 2019)

“What Nurses Are Engaged in Nursing Research? Qualitative Research Describes Motivators and Profile”  
Podium presentation at 8th Annual EBP & Research Symposium: Hunt Valley, MD (November, 2019)

“Holistic Self Care: Your Secret Power for Enhancing Patient Care”  
Keynote Speaker for the American Holistic Nurses Association Regional Conference: Las Vegas, NV (November, 2018)

“Holistic Self Care: Your Secret Power for Enhancing Patient Care”  
Keynote Speaker for the American Holistic Nurses Association Regional Conference: Denver, CO (October, 2018)

“Nursing from Within™: The Heart of Caring for Self and Others”  
Keynote Speaker for the 15<sup>th</sup> Annual Helen Kelly Forensic Nursing Conference: Green Lake, WI (May, 2018)

“Nursing from Within™: A Purposeful Way to Resilience”  
Keynote Speaker for the Annual Oncology Nurses’ Day: Louisville, KY (May, 2018)

“Nursing from Within™: Caring for the Caregiver”  
Keynote Speaker for the Nurse Family Partnership State Meeting: Harrisburg, PA (May, 2018)

“Burnout Proof: Lower Stress, Prevent Burnout, & Build a More Ideal Career”  
Keynote Speaker for the Nurse Family Partnership State Meeting: Harrisburg, PA (May, 2018)

“Nursing from Within™: Stand Tall and Be the Light”  
Keynote Speaker for the Nebraska Medicine State of the Art Nursing Conference: Omaha, NE (March, 2018)

“Burnout Proof: Lower Stress, Prevent Burnout, & Build a More Ideal Career”  
Keynote Speaker for the Nebraska Medicine State of the Art Nursing Conference: Omaha, NE (March, 2018)

“The Individual Nurse’s Role in Self-Care: Reiki as a Resilience Tool”  
Morristown Medical Center Certified Nurses Day: Morristown, NJ (March, 2018)

“Nursing from Within™: A Purposeful Way to Resilience”  
Keynote Speaker for the Morristown Medical Center Certified Nurses Day: Morristown, NJ (March, 2018)

“Nursing Research: Resources & Tips for Study Team Members”  
Podium presentation at Nursing Scholars Day: Baltimore, MD (December, 2017)

“Leading from Within: Shifting Perspectives to End Burnout”  
18th Annual Healthcare Horizons: Grand Forks, ND (October, 2017)

“Nursing from Within™: A Purposeful Way to Take Care of You”  
Keynote Speaker for the 10th Annual Medical-Surgical Consortium Fall Conference: Norman, OK (October, 2017)

“Nursing from Within™: Care for the Nurse. Care for You.”  
Community Hospital North Department of Nursing Professional Development Series Kickoff: Indianapolis, IN (September, 2017)

“Nursing from Within™: Authentic Practice Sustains Service”  
Keynote Speaker for the Health Care Education & Training Wisconsin Department of Public Health Annual Training Day: Wausau, WI (September, 2017)

“Nursing from Within™: Self-Care for the Holistic Nurse”  
Tristate New Jersey AHNA Chapter: Patterson, NJ (September, 2017)

“Nursing from Within™: Leadership from the Inside Out”  
Levine Cancer Institute Carolinas HealthCare System Leadership Series: Charlotte, NC (September, 2017)

“Burnout Proof: Lower Stress, Prevent Burnout, Build a More Ideal Career”  
Kaiser Permanente of Maryland Nurse’s Week (May, 2017)

“Fighting Healthcare Burnout and Retaining Clinicians in the Field”  
Vizient Southeast Nurse Executive Council and Physician Leadership Network Meeting (February, 2017)

“Nursing from Within™: Leadership from the Inside Out”  
NES Healthcare Group, Inc. Nurse Leader Conference: Annapolis, MD (November, 2016)

“Burnout Proof: Lower Stress, Prevent Burnout, build a more Ideal Career” WellStar Health System Nurse Leader Retreat: Atlanta, GA (November, 2016)

“Practice the Art of Nursing: Reconnect to the Nurse Within” National Association of PeriAnesthesia Nurses Annual PeriAnaesthesia Conference Keynote Speaker: Toronto, Canada (November, 2016)

“Nursing from Within™: How to Keep You & Your Patient Safe” Idaho Nurses Association Annual Convention Keynote Speaker: Boise, Idaho (November, 2016)

“Nursing from Within™: An Rx for Health & Empowerment” Resurrection University Nursing Honors Society Keynote Speaker: Chicago, IL (October, 2016)

“The Power of Podcasting”  
National Nurses in Business Association Pre-Conference Workshop: Las Vegas, Nevada (October, 2016)

“Nursing from Within™: Leadership from the Inside Out”  
Clinical Nurse Leader Annual Conference Keynote Speaker: Charlotte, North Carolina (September, 2016)

“Navigating a Shifting Landscape: Blending Art with Science in Nursing”  
Carolinas Healthcare System 5<sup>th</sup> Annual Research Symposium Keynote Speaker: Concord, North Carolina (April, 2016)

“Nursing from Within: Leadership from the Inside Out”  
Wyoming Nurse’s Association Annual Convention Keynote Speaker: Casper, Wyoming (September, 2015)

“The Individual Nurse’s Role in Self-Healing through Reiki”  
Annual Trauma Injury Prevention Conference: Washington DC (May, 2015)

“State of Mind of the Reiki Practitioner: Integrate Care through Natural Flow”  
Celebration of Reiki Conference: Boston, Massachusetts (April, 2015)

“Nurse Entrepreneurs and Best Practices in Health”  
National Nurse’s Health Institute Conference: Las Vegas, Nevada (October, 2014)

“Be the Catalyst in Nursing Practice: Applications of the Nurse Within Model”  
South Dakota Nurse’s Association Annual Convention Closing Talk: Rapid City, South Dakota (October, 2014)

“The Individual Nurse’s Role in Self-Care: Reiki as a Self-Empowerment Tool”  
South Dakota Nurse’s Association Breakout Session: Rapid City, South Dakota (October, 2014)

“Nursing from Within: Leadership from the Inside Out”  
South Dakota Nurse’s Association Keynote Speaker: Rapid City, South Dakota (October, 2014)

“Reiki Practice for Stress Reduction”  
Jacksonville Senior Center, Maryland (June, 2014)

“Reconnect with the Art of Nursing: Prevent Burnout with Nursing from Within”  
Keynote Speaker, Union Hospital Nurse’s Week (May, 2014)

Healthcare Collaboration Panel Member  
Mid-Atlantic Reiki Conference, Columbia MD (November, 2013)

“A Sampling of Activities to Balance Your Day”  
Nursing Leadership Forum, Johns Hopkins Hospital (October, 2013)

“Essential Steps to Living the Life You Enjoy!”  
Chelsea Senior Living Nurses’ Retreat, Crystal Springs Resort (October, 2013)

“Exploring Possibilities in Nursing: Expanding Care through the Nurse Coach Role”  
Maryland Nurses Association Annual Convention (October, 2013)

“Appreciative Inquiry: A Transitional Care Intervention for Medication Management”  
Maryland Nurses Association Annual Convention (October, 2013)

“Rejuvenate ME! FASTrack to Total Well-Being”  
Philadelphia Chapter AHNA Meeting (October, 2013)

“AHNA Nurse Entrepreneurs Meeting”  
Facilitated Initial Networking Meeting Discussion for 70+ members (June, 2013)

“Using Appreciative Inquiry as a Transitional Care Intervention”  
Presenter at Scholar’s Day, Johns Hopkins Hospital (May, 2013)

“Reiki as a Complementary Therapy: A Pilot Study”  
Presenter at Palliative Care Conference, Johns Hopkins Hospital (April, 2013)

“Essential Steps to Becoming a Well Being”  
Guest Speaker at the Mainline Chapter of Philadelphia AHNA Meeting (March, 2013)

“Self Care is Healthcare”  
Presenter at the Physician’s Roundtable Conference, Florida (January, 2013)

“Rejuvenation Translations: Energize the Body, Ignite the Spirit, Balance the Mind”  
Guest Speaker at the Maryland Holistic Association Chapter meeting (January, 2013)

“Reiki as a Self-Care Modality for Nurses”  
Presenter at the Johns Hopkins Hospital Department of Psychiatric Nursing (July, 2012)

“Mind Body & Soul Presentation”  
Workshop Presenter at the Maryland Athletic Club (March, 2012)

“Create Wellness for Self Calls”  
Hosts Monthly Wellness Workshop Webinars on Creating Space for Your Own Self-Care (Continuous)

### **POSTER PRESENTATIONS:**

“What Nurses Are Engaged in Nursing Research? Qualitative Research Describes Motivators and Profile”  
Poster presentation at 8th Annual EBP & Research Symposium: Hunt Valley, MD (November, 2019)

“Nurses Engaged in Research? Qualitative Research Describes Motivators and Profile”  
Poster presentation at Nursing Scholars Day: Baltimore, MD (October, 2019)

“Understanding Barriers and Facilitators to Nonpharmacological Pain Management on Adult Inpatient Units”  
Poster presentation at Nursing Scholars Day: Baltimore, MD (October, 2019)

“Engagement in Research: A Clinical Nurses Profile and Motivating Factors”  
Poster presentation at the Greater Washington Area Chapter of the American Association of Critical Care Nurses  
34th Annual Spotlight on Acute and Critical Care Conference: Fairfax, VA (September, 2019)

“Non-pharmacological Pain Management Best Practice at Johns Hopkins Hospital: An Evidence-Based Practice Project”  
Poster presentation at Nursing Scholars Day: Baltimore, MD (October, 2018)

“Engaging Clinical Nurses in Research: An Integrative Review”  
Poster presentation at Nursing Scholars Day: Baltimore, MD (November, 2016)

### **WORKSHOP FACILITATION & TRAINING:**

Reiki Level I Courses at the Johns Hopkins Hospital School of Nursing, Reiki Master Teacher (2015)

Reiki Level II Courses at the Johns Hopkins Hospital, Reiki Master Teacher (2014)

Reiki Level I Courses at the Johns Hopkins Hospital, Reiki Master Teacher (2014, 2013)

“Healing Pathways for the Health Care Professional Course”  
Co-Facilitator for 8 Week Course in Self-Care for Health Care Professionals (2012)

### **ONLINE BUSINES PUBLICATIONS:**

*Stop Nurse Burnout: What to Do When Working Harder Isn't Working* ([Print Book](#))

*Your Next Shift: How to Kick Your Nursing Career into High Gear* ([Print Book](#))

*Nursing from Within: A Fresh Alternative to Putting Out Fires and Self-Care Workarounds* ([Print Book](#), Workbook, and Audio Book)

*Reiki Practice: A Nurse's Rx for Self-Care* (Kindle eBook)

*Bring Back the ART of Nursing: Reconnect to Your Nurse Within* (Kindle eBook)

*Learning through Experience: An Inspirational Resource Booklet of Expert Interviews* (Print Book)

*Back to the Basics: A Nurse's Pocket Guide to Self-Care* ([Print Book](#))

All print and eBooks available via Amazon Author Page ([Click here](#))

Lunch Menus for a Month: Quick and Easy Recipes for the Busy Nurse (Workbook)

7 Steps to a Healthier You (Workbook)

Holistic Health Articles and Newsletters (2011-present)

*Used for distribution to clients and email subscribers*

Monthly contributor for the website <http://onlinenursepractitionerprograms.com/> (2015-2018)

Monthly contributor for the website [www.nursetogether.com](http://www.nursetogether.com) (2011-2016 when website shut down)

Monthly blog writer for various websites

*(Examples include: [www.rnfmradio.com](http://www.rnfmradio.com); [www.healthcareers.com](http://www.healthcareers.com); [www.thenerdynurse.com](http://www.thenerdynurse.com))*

Contributor for [Scrubs Magazine](#) (2012-2015)

Contributor to Working Nurse Magazine (online and in print) <http://www.workingnurse.com/articles/3-Ways-to-Move-Your-Nursing-Career-Forward>; <http://www.workingnurse.com/articles/10-Ways-to-Be-a-Better-Nurse-in-2017>; <http://www.workingnurse.com/articles/Six-Savvy-Ways-to-Beat-Nurse-Burnout>

### **PEER REVIEWED JOURNAL PUBLICATIONS:**

Johnson, A. A., Berry, A., Bradley, M., Daniell, J. A., Lugo, C., Schaum-Comegys, K., ... & Whalen, M. (2021). Examining the effects of music-based interventions on pain and anxiety in hospitalized children: An integrative review. *Journal of Pediatric Nursing*, 60, 71-76.

Scala, E., Alderfer, M. E., & Milburn, R. L. (2020). Beyond terminology confusion: Creating a culture of nursing inquiry. *Journal for Nurses in Professional Development*, 36(3), 156-162.

Jackman, K. M., Scala, E., Nwogwugwu, C., Huggins, D., & Antoine, D. G. (2020). Nursing attitudes toward patients with substance use disorders: A quantitative analysis of the impact of an educational workshop. *Journal of Addictions Nursing*, 31(3), 213-220.

Warren, C., Jaisankar, P., Saneski, E., Tenberg, A., & Scala, E. (2020). Understanding barriers and facilitators to nonpharmacological pain management on adult inpatient units. *Pain Management Nursing*, 21(6), 480-487.

Scala, E., Whalen, M., Parks, J., Ascenzi, J., & Pandian, V. (2019). Increasing nursing research program visibility: A systematic review and implementation of the evidence. *JONA: The Journal of Nursing Administration*, 49(12), 617-623.

Scala, E., Patterson, B. J., Stavarski, D. H., & Mackay, P. (2019). Engagement in research: A clinical nurse profile and motivating factors. *Journal for nurses in professional development*, 35(3), 137-143.

Day, J., Lindauer, C., Parks, J. & Scala, E. (2017). Exploring the best practices of nursing research councils in Magnet® organizations: findings from a qualitative research study. *The Journal of Nursing Administration*, 47(5), 253-258.

Scala, E., Price, C., & Day, J. (2016). An integrative review of engaging clinical nurses in nursing research. *Journal of Nursing Scholarship*, 48(4), 423-430.

Scala, E. & Costa, L. (2014). Using appreciative inquiry during care transitions: An exploratory study. *Journal of Nursing Care Quality*, 29(1), 44-50.

**PROFESSIONAL COMMITTEES:**

American Holistic Nurses Association	President	2021-2021
American Holistic Nurses Association	President-elect	2019-2021
American Holistic Nurses Association	Board of Director at Large	2014-2019
AHNA Nurse Entrepreneur Chapter	Chapter Leader	2014-2019
American Holistic Nurse Association	Member	2012-present
Patient Satisfaction Psychiatric Departmental Committee	Unit Representative	2006-2010
Continued Quality Improvement Psychiatric Departmental Committee	Unit Representative	2006-2010
Nursing Leadership and Governance Committee: Unit Based	Member	2007-2010
Magnet Unit Representative: Central Nursing	Unit Representative	2007-2010

**SCIENTIFIC AND PROFESSIONAL SOCIETIES**

American Holistic Nurses Association	2012-present
American Psychiatric Nurses Association	2007-2010
Sigma Theta Tau, Johns Hopkins University	2008-2010; 2018-2020

**AWARDS**

Sigma Theta Tau Award for Scholarship, Leadership, and Service	October, 2009
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**RESEARCH GRANTS**

**Sub-Investigator**

An Implementation Science Study of Nursing Use of Music for Pain (M4P) (Scala, co-PI)  
 Johns Hopkins University Catalyst & Discovery Awards 2019-20 (one yr. no-cost extension)  
 Role: Co-principal investigator

Medication Management: Transition from Hospital to Home (Costa, PI)  
 Dorothy Evans Lyne Fund for Collaborative Nursing Research 2011-12 (one yr. no-cost extension)  
 Role: Co-investigator

**UNFUNDED RESEARCH**

**Principal Investigator**

A qualitative study of nurse leaders who support clinical nurses in scholarly activities PI (2020)  
 Development and validation of the Constant Observation Resource Assessment (CORA) tool in the clinical setting PI (2020)  
 Understanding the barriers and facilitators to non-pharmacological pain management on inpatient hospital units: a pilot study PI (2018-2020)  
 Engaging clinical nurses in research: an exploratory study PI (2016-2019)  
 READI (Readiness Evaluation and Discharge Interventions): Implementation as a standard of nursing practice for hospital discharge PI (2015-2018)

**Sub-Investigator**

Music listening as a Postanesthesia Care Unit (PACU) nursing intervention after laparoscopic radical prostatectomy co-I (2019-2020)  
 Factors associated with travel nurses intention to leave an assignment prior to completion co-I (2019-2020)  
 Usability of a physical activity mobile app for hematopoietic stem cell transplant patients co-I (2018-2020)  
 A survey of Magnet designated hospital nursing research committee best practices co-I (2014-2017)  
 Medication management: Transition from hospital to home co-I (2011-2017)  
 Nurses' perceptions of art as reflective of practice: An exploratory study co-I (2010-2015)

## **CLINICAL POSITIONS HELD:**

Johns Hopkins Hospital  
Baltimore, MD

Research Program Coordinator

2010-2021

The Research Program Coordinator is responsible for coordinating departmental and unit-based nursing research and inquiry work. The coordinator serves as the consultant to and liaison between nursing departments and other health care disciplines. The coordinator is responsible for operations within the nursing research program which include: planning, implementing and evaluating defined projects in the department. The coordinator connects with nursing staff to educate, improve performance and disseminate scholarly work.

In this role, I chaired the central nursing research committee. I operationalized the vision the Nurse Scientist and other nursing leadership put forth for the hospital. I planned for, conducted and led the Research Scholars Cohort (a group of eight clinical nurses from various departments across the hospital). Under my leadership, this group successfully completed and disseminated an evidence-based practice project. I also led the group in submitting a research protocol and receiving Institutional Review Board approval on a qualitative research study. I have been Principal Investigator (PI) over my own research and have published and presented various types of scholarly work.

Maryland Athletic Club  
Baltimore, MD

Registered Nurse of Healthy Start

2010-2014

I was responsible for coordinating a program for brand new exercisers, out of condition exercisers, or physician referred exercisers. I conducted medical intakes/assessments, monitored weekly exercise workouts, and followed up with check in appointments with the clients and their providers. I also brought monthly wellness workshops to this facility and mentored non-clinical staff in areas of well-being.

Johns Hopkins Hospital  
Baltimore, MD

Nurse Clinician III

2005-2010

I was responsible for coordinating the total scope of care for a group of psychiatric patients on the unit. I provided direct patient care based on the nursing process, and mentored and managed others to promote quality and excellence of care. I worked collaboratively with, and provided leadership for, a multidisciplinary health care team to optimize team performance. I promoted improvement in unit and organizational systems to benefit patient care.

In addition to my clinical work, I ran charge nurse, conducting nursing rounds and worked closely with the interdisciplinary teams as a nurse leader. I was chair of several unit-based committees, departmental representative for the Patient Satisfaction committee and precepted/supervised a number of less experienced nurses. As the departmental representative to the Patient Satisfaction committee, I championed a project related to noise reduction on the unit and implemented it not only on my unit but across the entire department. I presented numerous posters and podiums at our national psychiatric nursing conference and presented a leadership poster at an international nurse manager conference.