

Joy Parchment, PhD, RN, NEA-BC

STRATEGIC EXECUTIVE NURSE LEADER

Nursing Program Designer | Workforce Culture Architect | Outcomes Achiever

Consistent record of transforming nursing cultures to grow and retain nurses in acute care and ambulatory settings. Expert knowledge of and experience with driving outcomes focused on Magnet® recognition, research process, nursing retention, leadership development, professional governance, quality and safety, and innovative models of care.

Utilize a collaborative, team focused, decisive, yet consensus building leadership style that consistently contributes to the bottom line. Possess a broad understanding of nursing and healthcare trends, issues, and implications that drive organizational tactics.

CORE COMPETENCIES

Relationship Building | Strategic Management | Nursing Practice | Systems Thinking | Governance
Leadership Development | Outcome Measurements | Research Methods | Diversity, Equity & Inclusion

EXPERIENCE

2021 – Present

THE PARCHMENT GROUP, LLC, Altamonte Springs, FL

The Parchment Group, LLC provides coaching, speaking, and consulting services for nurse leaders so they can effectively transform their careers and the nursing work culture.

President & Chief Excellence Officer (2021 – Present)

Responsible for coaching nursing leaders, assessing work cultures, designing programs to engage and retain nurses, and creating systems and processes that can result in attainment of organizational priorities.

Selected Accomplishments:

- Developed the evidence-based *ACT Thrive*® Nurse Leader assessment tool.

2020 – Present

UNIVERSITY OF CENTRAL FLORIDA (UCF), COLLEGE OF NURSING, Orlando, FL

UCF's College of Nursing leads the charge in educating the next generation of nurses. Ranked among best in the nation and accredited by Commission on Collegiate Nursing Education.

Assistant Professor Nursing (2022 – Present)

Adjunct Nursing Faculty (2020 – 2022)

Responsible for facilitating the education of master and doctoral level nursing students. Identified course content, revised syllabi, and evaluated student progress toward course completion for nursing courses.

Selected Accomplishments:

- Achieved end of semester student evaluation average score of 4.43 out of 5.00.

2003 – 2020

ORLANDO HEALTH, INC., Orlando, FL

Orlando Health is a not-for-profit 3200-bed healthcare organization composed of 15 wholly owned hospitals, physician/medical groups, as well as urgent care, and rehabilitation centers.

Corporate Director, Nursing Strategy Implementation (2011 – 2020)

Corporate Director, Magnet Program (2013 – 2020)

Program Manager for Nursing & Special Projects (2005 – 2010)

Reported to System Chief Nurse Executive, Vice President of Nursing, with day-to-day responsibility for two corporate departments. Oversight of nursing strategic planning, Magnet® program, nursing leadership development, professional governance, recognition of nurses, professional advancement ladders, workforce metrics, and design of innovative models of care.

Responsible for four direct reports: two System Program Managers for Nursing & Special Projects, one System Manager for Magnet and one Administrative Assistant/Coordinator. Worked with hospital-based Program Managers for Nursing across the system. Fiscal budgetary oversight of \$1.5 million for two departments.

Selected Accomplishments:

- Culture of Excellence:
 - ~ Attained the coveted American Nurses Credentialing Center’s Magnet designation for two hospitals.
 - ~ Served as one of an eight-member committee charged with designing and implementing system level strategic recommendations for diversity, inclusion, and equity (DEI).
 - ~ Achieved overall percentile rank of 87% from clinical nurses on their engagement in decision-making score on the nursing satisfaction survey.
 - ~ Implemented a bedside shift handoff process, which increased nurse-patient communication by 35%.
 - ~ Established evidence-based standards for falls and pressure injuries, which achieved a 20% falls rate decrease.
- Nursing Leadership Development:
 - ~ Guided the design of the “Nurse Manager Transition to Practice Program” with 34 nurse managers starting in first cohort.
 - ~ Directed implementation of developmental needs assessment for nurse leaders with 84% completion rate.
 - ~ Designed nursing leadership curriculum for all frontline and executive nurse leaders with 92% of attendees rating course 4.8 out of 5.
 - ~ Created a professional governance curriculum for council chairs and nurse managers with 97% of course attendees rating the course at a 4.7 out of 5.
 - ~ Developed the acute care clinical ladder framework, within one year 60% of clinical nurses were promoted to the next ladder level.

- Strategy and Innovation:
 - ~ Launched an electronic patient acuity system, which achieved nursing documentation KPI of 95%.
 - ~ Standardized the Nursing Peer Review process; scores went from 0 to 80% clinical nurse and 45% nurse leader participation at year one.
 - ~ Implemented nursing conference scholarship program for clinical nurses with \$50K awarded to 55 nurses.
 - ~ Co-led the system-wide adoption of an electronic patient education platform.
 - ~ Guided development of the nursing mentor program, which reached 1200 clinical nurses.

2003 – 2005

MD ANDERSON CANCER CENTER ORLANDO, part of ORLANDO REGIONAL HEALTHCARE SYSTEM, Orlando, FL

MD Anderson Cancer Center Orlando is a 90-bed acute care facility with ambulatory services.

Manager, Oncology Clinical Research (2004 – 2005)

Reported to the President of the Cancer Center. Responsible for 15 direct reports and managing the daily operations of the department with a fiscal budget of \$2.2 Million.

Selected Accomplishments:

- Developed the center's first physician-driven protocol, which enrolled 15% of hematology oncology patients in nine months.
- Enhanced the clinical trial oversight process resulting in zero regulatory deficiencies.
- Increased enrollment in clinical trials by 50% through a 14-member team role restructure.

Educator, Community Clinical Oncology (2003 –2004)

Reported to the patient care administrator for Oncology Services. Responsible for assessing, planning, coordinating, and delivering community-based education programs and events. Oversight for department budget of \$750,000.

Selected Accomplishments:

- Expanded the number of educational programs to underserved populations from three times a year to four each month.
- Created individualized oncology patient education pathways for 85% of patients.
- Awarded \$16K Florida Comprehensive Cancer Control Initiative Grant for skin cancer education.

2000 – 2003

PRIORITY HEALTHCARE, Lake Mary, FL

Priority Healthcare provides biopharmaceuticals, complex therapies, and disease treatment programs for patients, payers, physicians, and pharmaceutical manufacturers.

Clinical Research Coordinator

Reported to the Manager of the Cardiopulmonary Program. Provided patient teaching activities to clinical trial and non-clinical trial patients. Coordinated the day-to-day activities of the

cardiopulmonary service unit. Served as a resource and mentor for other non-clinical team members. Supervised the activities of two team members.

Selected Accomplishments:

- Achieved overall patient engagement metric of 95%.

1999 – 2001

FLORIDA HOSPITAL WATERMAN, Eustis, FL, now known as AdventHealth Waterman, Tavares, FL

Florida Hospital Waterman is a 204-bed acute care, medical surgical facility.

Staff Nurse, Flex Pool

Reported to the Department Nurse Manager. Responsible for delivering nursing care to perinatal and pediatric patients.

1993 – 1999

FLORIDA HOSPITAL COLLEGE OF HEALTH SCIENCES, now known as AdventHealth University, Orlando, FL

Florida Hospital College of Health Sciences through its faith-based environment specializes in allied health and nursing education.

Associate Professor of Nursing/Associate Degree Nursing Program Coordinator

Reported to the Chair of the Department of Nursing. Responsible for designing curriculum, teaching, and advising nursing students in first, second, third, and senior level associate degree nursing courses.

Selected Accomplishments:

- Implemented NCLEX predictive methodology for students who were at risk for not passing the NCLEX on the first attempt resulting in a 100% pass rate for four consecutive years.
- Served on a team who successfully obtained National League for Nursing (NLN) accreditation for the associate degree nursing program on the first attempt.

EDUCATION

DOCTOR OF PHILOSOPHY IN NURSING

University of Central Florida, Orlando, FL

MASTER OF SCIENCE IN NURSING

Anna Maria College, Paxton, MA

BACHELOR OF SCIENCE IN NURSING

Andrews University, Berrien Springs, MI

CERTIFICATIONS

- American Nurses Credentialing Center (ANCC) Nurse Executive Advanced-Board Certified (NEA-BC), 2019 – 2024.
- American Nurses Credentialing Center (ANCC), Certificate Holder, Fundamentals of Magnet, 2016.
- Florida Action Coalition & Florida Center for Nursing, Board Service Certified, BoardSource, 2016.
- Institute for Healthcare Improvement, Patient Safety Officer Training, 2015.

- Agency for Healthcare Research and Quality, TeamSTEPPS Master Trainer, 2014.
- University of Central Florida, Online Course Delivery Certification, 2020.
- Maxwell Leadership, Speaker, Teacher, Coach, Certification, 2021.
- Maxwell Leadership, Maxwell Method Behavioral Analysis Trainer, Certification, 2021.
- eSpeakers, Certified Virtual Presenter, Certification, 2021 – 2024.
- eSpeakers, Certified Virtual Host, Certification, 2022.
- University of South Florida, Diversity, Equity, and Inclusion in the Workplace, Certificate, 2022.
- Coach Diversity Institute, Professional Diversity Coach, Certification completion October 2022.

PROFESSIONAL MEMBERSHIPS

International Nursing, National and International Interprofessional Associations

- American College of Healthcare Executives (ACHE), 2020 – 2021.
- International Association of Workplace Bullying and Harassment (IAWBH), 2015 – 2021.
- National Speakers Association (NSA), 2021 – Present.
- National League for Nursing (NLN), 2020 – Present.
- Sigma, formerly Sigma Theta Tau International, 2004 – Present.

National Nursing Associations

- American Nurses Association (ANA), 2009 – Present.
- American Organization for Nursing Leadership (AONL), formerly AONE, 2008 – Present.
 - ~ AONL Board of Directors, Appointed Member, 2020 – Present.
 - ~ AONL Awards Taskforce, Chair, 2020 – 2021.
 - ~ AONL Diversity, Belonging, and Inclusion Committee, Co-chair, 2020, 2021, Chair, 2022.
 - ~ AONL Fellow Designation Selection Committee, 2019, 2020, Co-chair, 2021.
- Association of Leadership Science in Nursing (ALSN), formerly CGEAN, 2012 – Present.
 - ~ ALSN Research Committee, 2019 – Present.
 - ~ ALSN Grant Review Taskforce, 2019, 2020, 2021, 2022.
 - ~ ALSN Annual Conference Poster Review Taskforce, 2018, 2019.
- Southern Nursing Research Society (SNRS), 2012 – 2021.

State Nursing Associations

- Florida Nurses Association (FNA), 2010 – Present.
 - ~ Health Policy SIG, 2013 – Present.
- Florida Organization of Nurse Executives (FONE), 2011 – 2021.
 - ~ FONE Strategic Planning Committee, 2013, 2018, 2019.
 - ~ FONE Board, CFONE Representative, 2016 – 2019.
 - ~ FONE Board Member, Region III Director, 2018 – 2019.

- ~ FONE Government Relations Committee, 2019 – 2020.
- ~ FONE Leadership Development Committee, 2019 – 2020.
- Florida Action Coalition Diversity Council, 2014 – 2016.
- Florida Action Coalition, 2014 – 2017.

Local and Regional Nursing and Interprofessional Associations

- Central Florida Organization of Nurse Executives (CFONE), 2011 – 2021.
 - ~ CFONE Secretary, 2013 – 2015.
 - ~ CFONE President, 2016 – 2018.
 - ~ CFONE Past-president, 2019.
- National Speakers Association Central Florida (NSACF), 2021 – Present.
 - ~ NSACF Board of Directors, Director at Large, 2021 – Present.
- Organization for Doctoral Nursing Students (ODSN), 2012 – 2015.
 - ~ Secretary, 2012 – 2013.
- Sigma, formerly Sigma Theta Tau International, Theta Epsilon Chapter, 2004 – Present.
 - ~ Appointed Board Member, 2007 – 2008.

PROFESSIONAL SERVICE

- Editorial & Nonprofit Boards:
 - ~ Nursing Administration Quarterly (NAQ), 2021 - Present.
 - Guest Editor, NAQ 48.3 Issue, 2022 - 2023
 - ~ Heart of Florida United Way, Healthy Children and Families Cabinet, 2017 to 2019.
- Innovation Challenge Reviewer:
 - ~ Johnson and Johnson Innovation Labs, Nurses Innovate QuickFire COVID-19 Challenge, 2020.
- Manuscript Reviewer:
 - ~ Lippincott Wolters Kluwer, Nursing 2019, Nursing 2020, Peer Reviewer, 2019 – Present.
 - ~ Lippincott Wolters Kluwer, Nursing Administration Quarterly (NAQ), Peer Reviewer, 2021 – Present.
 - ~ Lippincott Wolters Kluwer, Nursing Management, Peer Reviewer, 2022 – Present.
 - ~ Healio, Journal of Continuing Education in Nursing, Peer Reviewer, 2019 - Present.
 - ~ Wiley & Sons, Nursing Forum, Peer Reviewer, 2019 – Present.
 - ~ Wiley & Sons, Journal of Nursing Management, Peer Reviewer, 2019 – Present.
 - ~ Western Schools, Continuing Education Peer Reviewer, 2016
- National Conference Abstract Reviewer:
 - ~ American Nurses Credentialing Center, Magnet Conference Abstract Reviewer, 2018.

- ~ American Organization of Nurse Executives, Annual Conference Abstract Reviewer, 2017, 2018, 2019.
- Expert Panel Participant:
 - ~ Wolters Kluwer Nursing Management Congress, Planning Panel, 2020, 2021.
 - ~ American Nurses Association, Professional Issues Panel, End Nurse Abuse Advisory Committee, 2018.
- Mentor, Preceptor, Advisor:
 - ~ Mentor for clinical nurses, nurse managers, and executive nurse leaders, 2004 – 2020.
 - ~ Orlando Health Emerging and Advanced Leader Programs, Mentor, 2012 – 2018.
- Doctor of Philosophy in Nursing, dissertation committee member, 2019 – 2021.
 - ~ Eugene Waterval, MSN, RN, NE-BC, The Effect of Acuity-based Nurse Staffing on Nursing Medication Errors, graduated 2020.
 - ~ Angela Keith, MSN, RN, Generational Membership, Practice Environment, and Nurse Manager Job Satisfaction, graduated 2021.
- Doctor of Nursing Practice, Leadership program, practicum preceptor and project committee member, 2018 – 2020.
 - ~ Jayne Willis, MSN, RN, NEA-BC, CENP, University of Central Florida, Developing Transformational Skills in Nurse Leaders, graduated 2020.
 - ~ Norma Ortiz, MSN, RN, NE-BC, Capella University, Prevention or Reduction of 30-day Heart Failure Readmissions using the Teach Back Method, graduated 2020.
 - ~ Carmen Williams, MSN, RN, Chamberlain University, Implementation of the CALM tool to Increase Nursing Knowledge of Antepartum Nurses, graduated 2018.
- Master of Science in Nursing, Leadership & Management program, practicum preceptor and thesis project advisor, 2009 – 2020.
 - ~ Nadine Garcia, BSN, RN, University of Central Florida, Implementation of a Transition to Practice Program for Nurse Managers, graduated, 2018.
 - ~ Cynthia Tinder, BSN, RN, Jacksonville University, Reducing Length of Stay for Cesarean Section Patients, graduated 2014.
 - ~ Jennifer Stoeke, BSN, RN, Walden University, Examination of Gynecological Re-admission Rates, graduated 2013.
 - ~ Helen Abreu, BSN, RN, University of Central Florida, Graduate Nurses, is a Residency Program an Effective Tool, graduated 2012.
 - ~ Andrea Schuermann, BSN, RN, CPN, University of Cincinnati, A Proactive Rapid Response Team for a Pediatric and Women’s Hospital, graduated, 2012.
 - ~ Marie Downey, BSN, RN, University of Central Florida, Development of a Nursing Leadership Curriculum, graduated 2009.

PRESENTATIONS

- International Podium:

- ~ Parchment, J. "Are Nurse Managers Recipients of the Harmful Negative Acts of Workplace Bullying". International Nursing Administration Research Conference (INARC), Orlando, FL (2016). Refereed breakout session.
- National Podium:
 - ~ Parchment, J. "Diversity, Equity, and Inclusion: What's Next"? Future Voices: College of Nursing Diversity, Equity, and Inclusion Forum, June 8, 2022. University of Colorado Anschutz. Invited virtual presenter.
 - ~ Parchment, J. "Healthcare Trends, Innovations, and Solutions for Nurse Leaders". AMN Healthcare, CNO Academy Executive Nurse Retreat. March 27-30, 2022. Oral Presentation, San Antonio, TX. Invited presenter.
 - ~ Parchment, J. "Fireside Chat: Evolving Healthcare Changes", March 14, 2022. Qventus. Invited virtual presenter.
 - ~ Parchment, J. "Super-sized Strength Needed: Can We Thrive"? Association of Rehabilitation Nurses Conference, Virtual Presentation, November 12, 2021. Refereed on-demand breakout session.
 - ~ Parchment, J. "Compassionate Leadership Practice through Diversity & Inclusion". Daisy Foundation & Kirby Bates Virtual Presentation, August 3, 2021. Invited presenter.
 - ~ Parchment, J. "The Changing World of Nursing". Podcast: Reboot Forward, April 6, 2021. Invited guest. <https://rebootforward.com/joy-parchment>
 - ~ Parchment, J. "Showing your Presence: Career Planning in Healthcare". Podcast: Working in Oncology, (2021). Invited presenter. <https://blog.bioplusrx.com/oncology-podcast/career-planning-joy-parchment>
 - ~ Parchment, J. "Closing the Knowledge-Complexity Gap". Nursing Management Virtual Congress (2020). Invited virtual breakout session.
 - ~ Parchment, J. "Innovative Staffing Models, Facilitated Discussion". American Organization for Nursing Leadership Virtual Conference (2020). Invited virtual presenter, breakout session.
 - ~ Parchment, J. "Engaging, Empowering, and Elevating Clinical Nurses through Shared Governance". Nursing Management Congress, New Orleans, LA (2019). Refereed breakout session.
 - ~ Parchment, J. "Best Practices in Nursing Leadership: 2019 AONE Award Recipients". American Organization of Nurse Executives Annual Conference, San Diego, CA (2019). Invited presenter, breakout session.
 - ~ Parchment, J. "Nurse Managers, Contributory Work Environment Factors, and Workplace Bullying". American Nurses Credentialing Center 2017 Magnet® Conference, Houston, TX (2017). Referred breakout session.
- Regional, State, and Local Podium:
 - ~ Parchment, J., "Nursing: Is There a Fun Side"? Veterans Health, Orlando, FL (2022). Invited virtual presenter.
 - ~ Parchment, J., "Thriving: Reframing Hopes and Dreams". Facebook Live: Thriving Conversations, Orlando, FL (2022). Invited virtual presenter.

- ~ Parchment, J., "Journey from Shared Governance to Professional Governance". Memorial Health System, Fort Lauderdale, FL (2021). Invited virtual keynote.
- ~ Parchment, J., "Supersized Strength Needed: Will We Thrive". Florida State Association of Rehabilitation Nurses, Orlando, FL (2020). Invited virtual keynote.
- ~ Parchment, J., "Journey to Professional Governance". Orlando Health Nursing Leadership Challenge Conference, Orlando, FL (2020). Invited keynote.
- ~ Parchment, J., "Developing the Transformational Leader in You". Florida State Association of Rehabilitation Nurses, Orlando, FL (2019). Invited keynote.
- ~ Parchment, J. "Human Trafficking: Healthcare Providers Making a Difference". Florida Nurses Association Membership Assembly, Howie in the Hills, FL (2019). Invited breakout session.
- ~ Parchment, J. "Building Resilient Nurses". Orlando Health Dr. P. Phillips Hospital Nursing Practice Council Retreat, Orlando, FL (2018). Invited keynote.
- ~ Parchment, J., Gonzalez, L., Purcell, T., & Zelle, L. "Nurses: Connecting to the Past and Future". Orlando Health Nursing Excellence Conference, Orlando, FL (2018). Invited breakout session.
- Posters:
 - ~ Hemmali, M., Garcia, N., Stinson, A., Parchment, J. "The Governance Table – Moving from Nurse Leader Driven to Clinical Nurse Driven", American Organization for Nursing Leadership, Shared Governance Conference, Ft. Worth, TX (2019). Refereed poster session.
 - ~ Bradley, L., Hemmali, M., Garcia, N., & Parchment, J. "Engaging, Empowering, and Elevating Nurses through Shared Governance", American Organization of Nurse Executives, Shared Governance Conference, Pittsburgh, PA (2018). Refereed poster session.

PUBLICATIONS

- Peer Reviewed:
 - ~ Keith, A., Warshawsky, N., Neff, D., Loerzel, V., Parchment, J. (accepted for publication). Critical Appraisal of Electronic Surveys: An Integrated Literature Review. *Journal of Nursing Measurement*.
 - ~ Keith, A., Warshawsky, N., Neff, D.; Loerzel, V., Parchment, J., Grandfield, E. The Impact of Generation on Nurse Manager Job Satisfaction. *JONA: The Journal of Nursing Administration*, 52(7/8), 435-441. doi: 10.1097/NNA.0000000000001166
 - ~ Parchment, J. (2022). Mindfulness: A Necessary Leadership Competency. *Nursing Made Incredibly Easy*. 20(2), 17-20. doi: 10.1097/01.NME.0000816540.82548.88
 - ~ Lyman, B., Parchment, J., George, K. (2022). Diversity, Equity, Inclusion: Crucial for Organizational Learning and Health Equity. *Nurse Leader*, 20(2), 193-196. doi: <https://doi.org/10.1016/j.mnl.2021.10.012>
 - ~ Galura, S., Horan, K., Parchment, J., Penoyer, D., Schlotzhauer, S., Dye, K., Hill, E. (2022). Frame of Reference Training for Content Analysis with Structured Teams (FORT-CAST): A Framework

for Content Analysis of Open-Ended Survey Questions Using Multidisciplinary Coders. *Research in Nursing and Health*, 1-11. <https://doi.org/10.1002/nur.22227>.

- ~ Parchment, J. (2022). *Professional Practice Models*. In D. L. Huber and M. L. Joseph (Eds.), *Leadership & Nursing Care Management*, 7th edition, (pp. 268-288). St. Louis: Elsevier. ISBN: 978-0-323-69711-8.
- ~ Joseph, M.L., Chipps, E., Alexander, C., Caramanica, L., Frank, B., Hand, M., Lyman, B., Nelson-Brantley, H., Parchment, J., Ward, D., Weatherford, B. (2022). Building the Science to Guide Nursing Administration and Leadership Decision Making. *JONA: Journal of Nursing Administration*, 52(1):19-26. doi: 10.1097/nna.0000000000001098
- ~ Hand, M.W., Alexander, C., Lyman, B., Parchment, J., Joseph, M.L., Chipps, E. (2021). Filling the Knowledge Gap for Nurse Leaders: Next Steps Following Covid-19. *Nurse Leader*, 19(1), 616-621. doi: 10.1016/j.mnl.2021.07.005
- ~ Chipps, E., Joseph, M.L., Alexander, C., Lyman, B., McGinty, L., Nelson-Brantley, H., Parchment, J., Rivera, R., Schultz, M., Ward, D., Susan Weaver, S. (2021). Setting the Research Agenda for Nursing Administration and Leadership Science: A Delphi Study. *JONA: Journal of Nursing Administration*, 51(9), 430-438. doi: 10.1097/NNA.0000000000001042
- ~ Keith, A., Warshawsky, N., Neff, D., Loerzel, V., Parchment, J. (2020). Factors That Influence Nurse Manager Job Satisfaction: An Integrated Literature Review. *Journal of Nursing Management*, 29(3):373-384. doi:10.1111/jonm.13165
- ~ Parchment, J. & Stinson, A. (2020). Leading Through the Complexity of Human Trafficking. *Nursing Administration Quarterly*, July/September, 44(3), 235-243. doi: 10.1097/NAQ.0000000000000423.
- ~ Parchment, J. & Andrews, D. (2019). *The Incidence of Workplace Bullying and Related Environmental Factors Among Nurse Managers*. *JONA: Journal of Nursing Administration*, 49(3):132-137. doi: 10.1097/NNA.0000000000000726.
- ~ Parchment, J. (2016). *Protecting Patient Safety: Preventing Medical Errors*, 2nd edition. Western Schools, Brocton, MA: S.C. Publishing.
- Editor Reviewed:
 - ~ Lyman, B., Parchment, J. (2020). *Sustaining Exemplary Practice: Leading Through the Lens of Organizational Learning*. *JONA: Journal of Nursing Administration*, 50(11): 557-559. doi: 10.1097/NNA.0000000000000935.
 - ~ Nelson-Brantley, H., Beckman, D., Parchment, J., Smith-Miller, C., Weaver, S. (2020). *Magnet and Pathway to Excellence: Focusing on Research and Evidence-based Practice*. *JONA: Journal of Nursing Administration*, 50(5), 245-247. doi: 10.1097/NNA.0000000000000877.
- Consumer:
 - ~ Alexander, A., Parchment, J. & Sisco, V. (2020). *Nursing Excellence: Rising to the Challenge: 2019 Nurse Connection Newsletter*. Orlando Health.
 - ~ Alexander, A., Parchment, J. & Sisco, V. (2019). *Inspiring a New Century, 100 Years, A Legacy of Caring: 2018 Nurse Connection Newsletter*. Orlando Health.
 - ~ Hemmali, M., Bradley, E., Garcia, N., Wilde, K. & Parchment, J. (2018). *Vital Signs Position Paper*. Published internally, Orlando Health.

- ~ Alexander, A., Courtney, K., Parchment, J. & Sisco, V. (2017). *Pillars of Strength: 2017 Nurse Connection Newsletter*. Orlando Health.
- ~ Parchment, J. & Penoyer, D. (2017). *Purposeful Rounding Position Paper*. Published internally, Orlando Health.
- ~ Alexander, A., Courtney, K., Parchment, J. (2016). *Touching Hearts, Saving Lives: 2016 Nurse Connection Newsletter*. Orlando Health.

RESEARCH

- Grant Supported Research
 - ~ Chipps, E., Weatherford, V., Frank, B.; Lyman, B., Alexander, C., Nelson-Brantley, V.; Parchment, J., Glassman, K., Caramanica, L., Hand, M., Weaver, S. *Development of the 2020 Nursing Research Priorities*, protocol IRB approved, Co-Investigator, (2020).
 - ~ Parchment, J. *Nurse Managers, Work Environment Factors and Workplace Bullying*. University of Central Florida, doctoral dissertation, protocol IRB approved, *Principal Investigator*, (2015).
 - ~ Penoyer, D., Parchment, J., Danesh, V., Solomita, J. *Assessment of the Needs of Older Nurses and Factors that Would Delay Retirement: A Mixed Methods Study*, protocol IRB approved, *Co-Investigator*, (2010).
- Non-grant Supported Research
 - ~ Penoyer, E., Parchment, J., Warshawsky, N., Ehrhart, M., Galura, S., Horan, K. *Evaluation of Nurse Perceptions and Needs During the Corona Virus Pandemic, a Mixed Methods Approach*. Protocol IRB approved, Co-investigator, (2020).
 - ~ Penoyer, E., Parchment, J., Lorezel, V., Arkin, L., Schuermann, A., Montemayor, J., Edmondson, K., Eden, C. *Nurses Perceptions of Safety Culture, in their Own Words*. IRB protocol approved, *Co-Investigator*, (2019).
 - ~ Parchment, J., Gibson, L., Warrington, W. *The Perceived Value of National Specialty Certification at a Community based health care system*, IRB protocol approved, *Principal Investigator*, (2010).

AWARDS AND GRANTS

- Awards
 - ~ National Speakers Association Central Florida, President's Outstanding Service Award, 2022.
 - ~ National Speakers Association Central Florida, Speakers Academy Achievement Award, 2021.
 - ~ Florida Organization of Nurse Executives, Excellence in Nursing Leadership, 2020.
 - ~ University of Central Florida, College of Nursing, Noble Knight Award, 2020.
 - ~ American Organization of Nurse Executives, Mentor Award, 2019.
 - ~ Onyx Magazine, Onyx Profile, 2018.
 - ~ University of Central Florida, College of Nursing, Nightingale Scholarship, 2013.
 - ~ Florida Organization of Nurse Executives, Education Scholarship, 2012.
- Grants

- ~ Florida Organization of Nurse Executives, Research Grant, \$2000, (2015).
- ~ Florida Nurses Foundation, the Evelyn Frank McKnight Research Fund and the Frieda Norton Research Fund, \$1700, (2015).
- ~ University of Central Florida, College of Nursing, Knightingale Scholar Fund, \$330, (2015).

COMMUNITY SERVICE

- Florida Abolitionist, Human Trafficking Speaker's Bureau, 2018 – 2019.
- Toastmasters International, Orlando Health Resonators, 2012 – 2013.
- HOPE Food Pantry, 2012.
- Toastmasters International, Orlando Conquerors 1066, 1994 – 2004, President, 2002.
- Orlando Junior Academy, School Board Chairperson, 1998 – 2002.