

Deborah Roybal, RN MS PhD

• droybal@regis.edu •

Curriculum Vitae

Innovative Educator • Influential Leader • Social Justice Advocate Astute Problem-Solver • Human Motivator

Accomplished university educator with demonstrated ability to curate high-quality, relevant learning experiences in both university and professional settings. Strong track record of scholarly activities including publications and presentations. Extensive experience in management and leadership including executive-level and board of director service. Deep theoretical, applied and practical knowledge of:

- Adult learning theory
 - Multiple delivery formats
 - Course, curriculum and program design
 - Organizational behavior and design
 - Human motivation theory
 - Change management
 - Transformational leadership
 - Organizational culture
 - High-performing team dynamics
 - Social justice and common good
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Experience

Regis University, 2007 – Present

Rueckert Hartman College for Health Professions (RHCHP)

- **Associate Professor, 2020 to Present**
- **Affiliate Faculty, 2015 - 2020**
- **Assistant Professor, 2013 – 2015**
- **Instructor, 2007 – 2013**

Currently serve as Associate Professor in the Loretto Heights School of Nursing (LHSON) and as adjunct faculty in the Division of Health Services Education. Responsible for curriculum and program planning, development and implementation. Focus areas include graduate level leadership and public health policy.

- Spearhead the 2025 LHSON strategic planning effort.
- Design and deploy experiential learning methods for graduate students to foster intellectual and spiritual development – Student evaluations consistently rate at highest deciles for both course design and quality of instruction.
- Enhance student learning experiences through a variety of delivery formats including fully asynchronous, synchronous (including face-to-face and virtual), and blended approaches.
- Maintain currency in organizational management and leadership through own research, scholarship, consulting and teaching.
- Current school and university service:
 - LHSON Graduate Curriculum Committee: Member, 2020 to present
 - LHSON Master of Science Workgroup: Member, 2020 to present
 - LHSON Program Development Workgroup - PhD in Nursing: Member, 2022 to present
 - RHCHP Public Health Policy Committee: Member, 2023 to present
 - RHCHP Academic Council: Member 2023 to present
- Previous school and university service:
 - LHSON Nursing Faculty Organization: Chair; 2021 to 2023
 - Division of Counseling and Family Therapy - Faculty Search Committee: Member, 2023
 - RHCHP Academic Council: Member, 2011 to 2013; Chair, 2013 to 2015

- Regis University Academic Council; Member, 2021 to 2023
- Community service and outreach:
 - Westminster Public Schools – Ranum Reimagined Project – Advisory Board:
Serve as an advisor for an innovative approach to career technical education through facility and program design of state-of-the-art learning experiences for high school and adults seeking to build skills that potentiate a thriving wage.
 - Civic Canopy Associate Program:
Serve as a member of a leadership practitioner network seeking to amplify effective ways to build communities, engage residents and build a stronger community culture of collaboration in solving complex societal problems.

Roybal & Blanc, LLC
President & Founder

2019 to Present

Provide comprehensive coaching and consulting across a range of industries. Expertise includes executive coaching, emerging leader development, team effectiveness, organizational culture and employee engagement, change management.

Developed and currently leverage evidence-based, innovative tools for building impactful, high-performing teams that drive results. Focus areas for skill-building include critical thinking, results-oriented communication, change management and human motivation, productive conflict, creative tension, problem solving and adaptation, performance management and coaching as a leadership strategy.

CHI St. Vincent, Little Rock, Arkansas

2018 – 2019

Market Vice President, Mission Integration (Public Policy, Population Health, Leadership Development)

Served as member of market-level senior executive team with strategic and operational oversight for a network of hospitals, clinics and supplemental healthcare programs. Responsible for leadership development, organizational culture, employee relations and community partnerships.

- Served as “culture ambassador” and advisor to market CEO to foster alignment between strategic and operational initiatives and organizational values/mission.
- Led organizational development team in building leadership effectiveness program that contributed to significant improvements in key performance indicators including employee retention, employee safety and patient-focused quality measures.

SCL Health, Broomfield, Colorado

2015 – 2018

System Vice President, Ministry Formation (Leadership Development)

Served as member of hospital senior executive team with rapid advancement to system-level leadership. Responsible for development, design and delivery of high-quality leadership development and employee training programs in response to identified organizational needs.

- Developed and deployed a learning needs assessment with senior-level system leaders; researched organizational needs and best-practices; applied information to program design; leveraged deep knowledge of learning styles to address a wide range of learner needs.
- Designed and facilitated in-person classroom activities for large and small groups, including audiences ranging from board of directors and senior-level executives to front line staff. Applied evaluation data and outcomes assessment for program improvement and revision.
- Led leadership development team through program design, delivery and evaluation; built follow-up activities to maintain ongoing momentum in alignment with business metrics.

- Collaborated with human resources business partners, quality management teams and strategic leaders to design an effective hospital-based leader development program that contributed to improved performance in key operational metrics including quality, safety and patient experience.
- Applied adult learning theory to create programs that met the needs of a wide variety of learning needs and styles.
- Developed and deployed resident-physician training program with both in-person and virtual delivery components

Education

PhD, Human Services

Capella University - Minneapolis, Minnesota
Graduate with Distinction

Doctoral studies emphasized social and behavioral sciences with focus in leadership, organizational effectiveness, change management and strategic and operational planning, design and implementation. Focused study and research in human sociology and psychology imparts detailed understanding of human behavior in the organizational context including organizational culture and values. Published dissertation research titled, "A Correlation Study of Organizational Values, Ethical Climate and Teamwork in the Healthcare Setting".

Master of Science, Nursing Leadership

Regis University - Denver Colorado

Bachelor of Science, Nursing

University of Phoenix – Colorado Campus

Publications

Roybal, D. (2017). What we say, what they hear: Perceptions of organizational values and ethical climate in the healthcare setting. *Nurse Leader*, 15(4), 251-257. doi: 10.1016/j.mnl.2017.05.002

Roybal, D.L. (2016). A correlation study of organizational values, ethical climate and teamwork in the healthcare setting. [Doctoral dissertation] Capella University, School of Public Service Leadership. ProQuest Dissertations Publishing.

Hanselin, M. R., **Roybal, D.L.**, & Leininger, T.B. (2017). Ethics and oncofertility: A call for religious sensitivity. *Journal of Oncology Practice*, 13(7). doi: 10.1200/JOP.2016.020487

Suit, L., Winkler, P., Campbell, L., Pennington, K., Szutenbach, M. P., **Roybal, D.**, Haight, R., & McCollum, M. (2015). A correlation study of communication skill level and electronic social network usage among health care students. *Journal of Nursing Education*, 54(4), 207-213. doi: 10.3928/01484834-20150318-04

Research and Publications in Progress

Liska, H., Bentzoni, M., Donovan, C., Gaibel, B., Hueth, A., Johnson, A., Shepler, M., **Roybal, D.** & Mealer, M. (2023 – in process). Correlation of mindfulness practices, resilience and compassion satisfaction in hospital-based healthcare workers: A randomized controlled trial. Under peer review with academic journal.

Roybal, D. DeCola, C., Donnelly, L. & Ginsberg, J. (2023 – in process). A correlation study of nurse burnout, psychological well-being and motivation: Practical solutions for nurse leaders. Manuscript in progress

Roybal, D., Polson, K. & Yu, Y. (2023 – in process). Where have all the nurses gone? A correlation study of nurses' work experiences and turnover. Manuscript in progress

McCormick, J., Kinsinger, F., Patal, R., Wicklund, G. & **Roybal, D.** (2023 – in process). Reducing the ED patient flow bottleneck: A quality improvement initiative. Under editorial review with academic journal

Presentations

Roybal D. & Gordon, A. (2023). Follow the Yellowdig road: The Path to the Emerald City of Multigenerational Learner Engagement. Education 3.0, Yellowdig National Learning Conference. <https://www.yellowdig.co/learning-conference-2023>

Roybal, D.L. (2022). Managing change despite the chaos: Resilience as a proverbial needle in a haystack. Lutheran Medical Center – Nurse Leader Conference, Denver, Colorado.

Roybal, D.L. (2022). Looking for a needle in a haystack: Fortitude in the face of extraordinary challenges, obstacles, and challenges. Centura Health – Nurse Leaders Conference, Denver, Colorado

Roybal, D.L. & Fazendine, R. (2019) Fostering vision and building team power [Keynote Presentation]. CHI St. Vincent – Nursing Leaders Conference, Little Rock, Arkansas.

Roybal, D. L. (2018) What leaders say, what employees hear: Organizational culture in the compliance context. [Opening keynote]. Healthcare Financial Management Association (HFMA), Colorado Chapter Annual Conference. Denver, Colorado.

Suit, L., Winkler, P., Campbell, L., Pennington, K., Szutenbach, M. P., **Roybal, D.**, Haight, R., & McCollum, M. (2015). A correlation study of communication skill level and electronic social network usage among health care students. [Poster Presentation, L. Suit] 48th Annual Communicating Nursing Research Conference, Western Institute of Nursing, Albuquerque, NM. April 2015

Roybal, D.L. (2014) Moral theory: Thirteen ways of looking at a blackbird. Medical Executive Committee Update, Saint Joseph Hospital, Denver, Colorado

Abbott, J. & **Roybal, D. L.** (2013). Bedside, Boardroom, and Boulevard: Ethics at the Intersections. [Workshop presentation]. Colorado Healthcare Ethics Forum, Annual Conference, Denver, Colorado

Abbot, J. & **Roybal, D. L.** (2011) Exploring new ways of thinking about decision-making: What's new in the literature? [Workshop presentation]. Colorado Healthcare Ethics Forum, Annual Conference, Denver, Colorado

Roybal, D. L. (2011). Bioethics series: The basics part 1 – In principle... [Workshop presentation]. Colorado Healthcare Ethics Forum, Annual Conference, Denver, Colorado

Roybal, D.L. (2009). Building your ethics toolkit. Physician CME. Exempla Lutheran Medical Center, Denver, Colorado

Additional Community Outreach and Service

Randy E Roybal Foundation, Inc.

President and Co-Founder, 2017 to present

Established non-profit organization with a charitable mission of youth development in Colorado's most vulnerable school districts; promotes education and life-enhancing activities that foster economic mobility and civic engagement for at-risk children and families.

Westminster Public Schools

Member, Ranum Innovation Campus Advisory Board, 2022 to present

Project Cure, 2016-2017

Member, Ambassador Board

Hope House of Colorado, 2008 – 2011

Board of Directors

Chair, Strategic Planning Committee

Board Secretary

Professional Associations

Colorado Organization of Nurse Leaders

- Member, 2024 to present
 - Member, Legislative Committee – 2024 to present
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Honors / Awards

Regis University – Alpha Sigma Nu (Jesuit Honor Society) – Honorary Faculty Inductee, May 2023

Daisy Foundation – DAISY Award for Excellence in Nursing, July 2007

Daisy Foundation – DAISY Award for Excellence in Nursing, June 2006