

CURRICULUM VITAE

Karleen (Kari) B. Goerke, EdD, MSN, RN, NEA-BC

Associate Professor, Loretto Heights School of Nursing

Regis University

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Denver, Colorado 80221

Contact Information

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Education

Grand Canyon University: Phoenix, Arizona

July 2014 to June 2019

Doctor of Education in Organizational Leadership, Healthcare Administration

Dissertation: *The Relationship of Nurse Executive Authentic Leadership Attributes to Work Environment*, Dr. Janet Fauske, Chair

Grade Point Average: 3.92

Regis University: Denver, Colorado

August 1993 to May 1995

Masters of Science in Nursing Administration with Honors, May 1995

Master's Research Project: *Delegation of nursing functions in the Operating Room*, Dr. Nancy Case

Grade Point Average 4.0, Suma Cum Laude

Awards: Outstanding Graduate Student, School of Nursing

University of Wyoming: Laramie, Wyoming

August 1982 to May 1986

Bachelor of Science in Nursing, May 1986

Honoraries: Phi Kappa Phi, Sigma Theta Tau, Mortar Board

Licensure and Certification

Registered Nurse:	State of Colorado	1990 to present
	State of Pennsylvania	2018 to 2021
	State of Washington	2018 to present
	State of Nebraska	active 1986 to 1992
	State of Wyoming	active 1986 to 1992

Nurse Executive Advanced – Board Certification (NEA-BC)

2011 to present

American Nurses Credentialing Center
Certified Nurse Operating Room (CNOR) 1990 to 2005
Competency and Credentialing Center
Certification in Advanced Financial Management (AONE/HFMA) February, 2015

Employment History

Regis University, Loretto Heights School of Nursing August 2013 to present

Director, RN-BSN, RN-MS, and Masters in Leadership October 2017 to present

Began coordination of RN-BSN, RN-MS, and MS Leadership programs for the Loretto Heights School of Nursing as interim position October 2017. Accepted position August 2019. Marketing of existing and potential programs. Involved with course curriculum, operations, faculty assignments, quality monitoring of outcomes, and evaluation of essentials for nursing education. Serve as member of leadership team.

Coordinator, Masters of Leadership Program, Assistant Professor August 2016 to October 2017

Involved with oversight of Masters in Leadership program organizing processes and structures to insure success of students and faculty to fulfill the AACN Essentials of Masters Education in collaboration with the Director, Post Licensure Curriculum Committee and Loretto Heights School of Nursing administration.

Instructor

Involved with the instruction, classroom management, curriculum design, and instruction methods for both pre-licensure and post-licensure courses.

Serve on Masters work group, post-licensure curriculum design, RN-BSN accelerated curriculum work group, interprofessional ethics, and philosophy statement committees for the Loretto Heights School of Nursing

Swedish Medical Center October 1990 to May 2013

Chief Nursing Officer, Vice President of Patient Care Services May 2004 to May 2013

CNO for 368 bed Level I trauma center; directing the delivery of patient care, treatment and services. Responsible for the development of hospital wide patient care programs, policies and procedures, plans for the provision of patient care; and implementation of ongoing program to monitor, evaluate, and improve quality of patient care; ensuring appropriate resource allocation, patient safety and regulatory compliance. Accountable for oversight of approximately 1000 patient care employees, gross revenue of over \$1 billion and \$100 million in expenses.

- Clinical leader for expansion construction project for medical-surgical privatization and specialty unit creation (neurology, spine, orthopedics) neonatal intensive care unit, operating room suite, and creation of Pediatric Intensive Care unit
- Established shared governance structure with implementation of professional nurse practice council, unit based councils, Professional Practice Review committee, charge nurse committee, research committee, evidence based practice subcommittee, quality subcommittee, and Unit Based Council Chair subcommittee
- Clinical Leader/oversight for Disease specific Joint commission certifications in Comprehensive Stroke, Congestive Heart Failure, Acute Myocardial infarction, Coronary Artery Bypass Grafts, Pancreatic Cancer, Lung Cancer
- Clinical leader/oversight for Centers of Excellence: bariatrics, stroke, neurosurgery, interventional radiology, cardiovascular services, high risk obstetrics, Level I trauma center, oncology, geriatric fracture
- Clinical leader for nursing sensitive indicators and core measure compliance; improved core measures to 75th or 90th percentile of all hospitals; reduced falls by 18%
- Participation on Chief Nursing Officer Council for Hospital Corporation of America
- Mentor for CNO Development Program for Hospital Corporation of America (five mentees)
- Strategic growth in volume from average daily census of 245 to 274 and earnings growth of 61% in 5 years
- Leader for improvement in nursing satisfaction measures:
 - Increase in nurse to patient ratios in all medical-surgical units
 - Increase number of RN certifications, 72% in three years
 - Increase pay rate for specialty certification
- Establishment of new grad residency program and nurse mentorship program for both staff and managerial levels
- Clinical leader in operational efficiencies:
 - Reduction of contract labor expenses by 7.5% in 2012, 40% in last four years
 - Current research on models of care, primary nursing
 - Improvement in ED throughput, i.e. holding hours reduced by 41% in 2012.
 - Improvement in OR efficiencies, i.e. on time starts improvement of 14% in 2012

Associate Chief Nursing Officer

June 2003 to April 2004

Associate Chief Nursing Officer for nursing services for the 368-bed Level I trauma center with multiple Centers of Excellence. Served as Clinical leader for education of employees and patients; regulatory compliance, and patient care policies. A liaison for the medical and hospital staff. Served in delegated function in absence of Chief Nursing Officer.

- Restructured/centralized education functions for facility'
- Redesign of nursing supervisor, resource nurse and staffing office roles

Director of Surgical Services

May 1995 to June 2003

Director of Patient Care for 200+ employees in eight surgical departments of a Level I trauma center with revenues of \$40 million, Responsible for fiscal administration of supply contracts, supply utilization, capital acquisition, human resources management and strategic planning.

- Major renovation project with design and construction of twelve room surgical suite with post anesthesia, pre-anesthesia, and central sterile processes of 18 million.
- Renovation of four suite gynecological operating rooms, pre and post anesthesia recovery areas
- Conversion of pack system and supply management in ambulatory surgery center with associated standardized charges
- Renovation of Pre-Admission Clinic
- Growth in Surgical Services volume

Clinical Educator/Specialist for Surgical Services

August 1992 to May 1995

Clinical educator for new and existing surgical services employees in Level I trauma center. Established staff competency assessments and clinical education calendar for both new orientees and existing staff while leading quality improvement activities for patient safety and OR efficiencies. Served as resource for staff on clinical issues.

- Developed policies, procedures, standards of care, and guidelines for the Operating Rooms ensuring regulatory agency compliance
- Developed orientation programs for new procedures and processes, i.e. computerized charting

Specialty Team Leader for Neuro-otology, Otolaryngology, Oral Surgery and Plastic Surgery

August 1991 to August 1992

Team Leader coordinating staffing, clinical excellence, supply and equipment coordination and planning for service lines. Developed relationships with surgeons to grow volume and improve success of programs

October 1990 to August 1991

Registered nurse serving as both a circulator and scrub nurse in all specialty areas.

Regional West Medical Center, Scottsbluff, Nebraska

May 1986 to October 1990

Registered nurse in the Operating Room, serving as both a circulator and scrub nurse in the areas of Gynecology, Orthopedics, Ophthalmology, Urology, Peripheral Vascular, Neurology,

Podiatry, Otolaryngology, Plastic and General Surgery.

Charge Nurse duties starting in January 1988, responsible for scheduling cases, nursing room assignments, and departmental and physician liaison.

Honors and Awards

- Outstanding Alumni Award, School of Nursing, University of Wyoming; 2013, Laramie Wyoming
- Denver Nightingale Luminary Nomination 2012, Denver, Colorado
- Award of Excellence for Perioperative Educator, Association of Operating Room Nurses, May 1994, Denver, Colorado

Presentations

Refereed

- Western Institute of Nursing: *Student perceptions on graduate courses integrating constructivism learning theory*, April 8-11, 2025, Spokane, Washington.
- Nurse Educator Conference in the Rockies: *Awareness to action: Strategies for diverse student retention*, July 24 -28, 2024, Breckenridge, Colorado
- World Virtual Summit on Nursing Education & Healthcare: *Super-hybrid, Meeting students where they are*, March 18, 2024, virtual conference.
- Colorado Center for Nursing Excellence, Leadership Diversity Conference: *Does leader authenticity create staff satisfaction*. November 4, 2022, Denver, Colorado.
- Nursing Diversity, 2021: *Superhybrid: Meeting students where they are*, October 4-7, 2021, virtual conference.
- Nurse Educator Conference in the Rockies: *Does leader authenticity create staff satisfaction*, May 1-31, 2021, virtual conference
- Nurse Educator Conference in the Rockies: *Role transition: Experiences of nursing faculty members*, July 18, 2014, Breckenridge, Colorado
- Sigma Theta Tau, Alpha Kappa Chapter at Large Annual Fall Program: *The Effect of Nurse Staffing on Hospital Outcomes: Panel Discussion*, October 1, 2007, Denver, Colorado
- Society of Otorhinolaryngology and Head-Neck Nurses, Inc. 25th Annual Congress and Nursing Symposium: *Ballistics 101: From Vietnam to Columbine High School*, September 11, 2001, Denver, Colorado
- Far West Texas & Southern New Mexico Regional Advisory Council on Trauma Annual Trauma Conference: *Domestic Terrorism: When can Columbine happen in your hometown, Internal Triage in the Acute Care Setting*, September 7, 2001, El Paso Texas.
- Association of Operating Room Nurses 47th Annual Congress: *Ballistics 101: From Vietnam to Columbine High School*, New Orleans, Louisiana, April 2, 2000
- St. Luke's Regional Medical Center Trauma Conference: *Ballistics 101: From Vietnam to Columbine High School*, February 10, 2001, Boise, Idaho

- Colorado Geriatric Education Center: *Peri-operative care of the older adult*, May 24, 1996, Denver Colorado.
- HealthONE Internal Trauma Course: *Perioperative care of the trauma patient*, Fall 1994, Englewood, Colorado

Non-Refereed

- Catholic Charities Leadership Development Training, *Leadership in teamwork*, January 14th and 21st, 2019
- Loretto Heights School of Nursing, Blessing of the Hands Ceremony, *Reflections of career*, May 2018, Denver, Colorado
- Loretto Heights School of Nursing, Nursing Faculty Organization: *What keeps CNOs awake at night*, March 2015, Denver, Colorado
- Fay Whitney School of Nursing, College of Health Sciences, University of Wyoming Convocation Speaker, May 11, 2013, Laramie, Wyoming
- ENDOW Catholic Professional Women’s Luncheon: *Columbine: Tragedy and triumph*, March 19, 2009, Denver, Colorado
- Regis University, Dinner and Dialogue Series, Leadership Development Program: *Columbine tragedy, a lesson in leadership*, March 17, 2008, Denver, Colorado
- University of Colorado School of Nursing, OR Externship Class: *Perioperative care*. January 1993, Marilyn Krajicek course facilitator.

Publications

- Co-authored with Dr. Emily Wang, November 2020. “Integrating GoReact platform into distance education”, *Nurse Educator*, 43(3), 148, doi:10.197/NNE.0000000000000944
- Co-authored with Dr. Theresa Buxton, Dr. Lora Claywell, and Dr. Karen Pennington, July, 2019. “Dual enrollment: Learning in an accelerated 5 week RN-BSN hybrid format”, *Teaching and learning in nursing*, 14 (3), 141-144
- Dissertation: *Correlation of Nurse Executive Authentic Leadership Attributes to Work Environment*, ProQuest Dissertations 2019, #13900534

Grants

- Co-authored with Dr. Emily Wang and Dr. Jody Yeman, November 2020. “Satisfaction with video-based assessment tools in distance learning. Awarded from Sigma Theta Tau.

Professional, Scientific, Honorary Associations or Societies

Membership

Alpha Sigma Nu	May 2019 to present
Nurses on Boards Coalition	April 2013 to present
Sigma Theta Tau	1986 to present
Colorado Organization for Nurse Leaders	2005 to present

American Organization of Nurse Executives	2005 to present
Phi Kappa Phi	1986 to present
Association of Operating Room Nurses	1986 to 2010
<ul style="list-style-type: none"> • Award for Excellence for Perioperative Educator - May 1994 • Chapter Delegate to National Congress - 1989 • President of Chapter ·June 1988 to May 1990 	

Positions, Committees, Task Forces

Sigma Theta Tau: Scholarship committee	2017 to 2021
Sigma Theta Tau: Leadership Succession Committee	2014 to 2017
Association of Operating Room Nurses, Chapter President	1988 to 1990

Service

Service to the College/University

Regis University Alpha Sigma Nu chapter and Counselor	Spring 2021 to present
Regis University Community College Relations Committee	Fall 2019 to Fall 2022
Graduate RU Commencement Ceremony Marshall	Spring 2017
RHCHP: Academic Council, Elected Chair,	Fall 2016 to August 2023 July 2019 to July 2021
RHCHP: Committee on Rank	Fall 2021 to present
RHCHP: Faculty Assembly Chair Elect	2023-2024 Academic Year
RHCHP: Service Learning Committee	Fall 2015 to July 2018
Interprofessional Ethics Committee, volunteer participation	Spring 2015 to July 2017
Rank selected Exemplar: Instructor to Assistant Professor	Fall 2016
LHSON: RN-DNP Work Group	Spring 2021 to present
LHSON: Students Affairs Committee	Fall 2019 to present
LHSON: Post Licensure Curriculum Committee	Fall 2013 to present
LHSON: RN-BSN Work Group Chair	Fall 2013 to present
LHSON: MS Leadership Work Group Chair:	Fall 2017 to present
LHSON Dean Search Committee	Spring 2015 to Fall 2016
Accelerated RN-BSN Workgroup	Spring 2015 to Fall 2017

Service to the Community

Colorado Center for Nursing Excellence	
Acton Coalition for Future of Nursing 2020-2030 Taskforce #7	July 2022 - present
Craig Hospital Board of Directors	March 2018 – present
Past Chair	March 2024 - present
Chairman of Board	April 2023 – March 2024
Executive Committee	April 2020 – present

Executive Committee, Secretary	April 2020 – March 2023
Compliance and Risk Committee	April 2023 – March 2024
Finance Committee	April 2023 – March 2024
Medical Care Administrative Committee	March 2018 – June 2020
Nominating and Governance Committee	April 2023 - present
Quality and Patient Safety Committee, Chair	July 2020 – April 2023, October 2024 - present
CEO Search Committee	March – August, 2019
Strategic Planning Committee	summer, 2018
Child Care Volunteer, Catholic Charities Marisol Home	June 2017 to 2020
Catholic Charities Board of Directors	August 2012 to July 2018
Executive Committee	August 2016 to July 2018
CEO Search Committee	Spring 2018
Life Committee: charter member	October 2015 to July 2018
Parish Committee	Fall 2014 to Fall 2015
Sam’s Supper of Hope Awards Presenter (Good Samaritan House)	September, 2016
Friends of the Fay Whitney School of Nursing, University of Wyoming	June 2013 to July 2018
Endow Catholic Women’s Organization Board of Directors:	May 2012 to October 2015
Development Committee	June 2013 to October 2015
Regis University Alumni Board Member	January 2007 to December 2011
Caring Pregnancy Center, Boulder, Colorado	2003 to 2007

Teaching Responsibilities

Responsibilities for instruction in both pre-licensure and post-licensure programs:

- Accelerated Bachelors (BSN) – 2013- 2016
- RN-BSN, online, off site, and classroom: 2013- May 2025
- Masters: Leader/educator, 2014 to present; Family Nurse Practitioner (FNP), Neonatal Nurse Practitioner (NNP), Critical Care Certificate, (online, off site, and classroom) – 2014 to 2017
- DNP: Strategic Planning and Finance/ Health System Decision Making – 2020- present

Spring 2025:

- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, Super Hybrid
- NR 709 Health System Decision Making

Fall 2024:

- NR 614 Foundations of Financial Management for Nursing Leaders, Super Hybrid

Spring 2024:

- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, Super Hybrid
- NR 709 Health System Decision Making

Fall 2023:

- NR 614 Foundations of Financial Management for Nursing Leaders, Super Hybrid

Spring 2023:

- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, Super Hybrid
- NR 709 Strategic Planning and Finance

Fall 2022:

- NR 614 Foundations of Financial Management for Nursing Leaders, Super Hybrid

Spring 2022:

- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, Super Hybrid
- NR 709 Strategic Planning and Finance

Fall 2021:

- NR 614 Foundations of Financial Management for Nursing Leaders, Super Hybrid

Spring 2021:

- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, Super Hybrid
- NR 709 Strategic Planning and Finance

Fall 2020:

- NR 614 Foundations of Financial Management for Nursing Leaders, Super Hybrid

Summer 2020:

- NR712 Organization and Systems Design

Spring 2020:

- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, Super Hybrid

Fall 2019:

- NR 614 Foundations of Financial Management for Nursing Leaders, Super Hybrid

Spring 2019:

- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, Super Hybrid

Fall 2018:

- NR 614 Foundations of Financial Management for Nursing Leaders, Super Hybrid

Spring 2018:

- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, Super Hybrid

Fall 2017:

- NR 614 Foundations of Financial Management for Nursing Leaders, NNP
- NR 614 Foundations of Financial Management for Nursing Leaders

Summer 2017:

- NR 614 Foundations of Financial Management for Nursing Leaders, FNP

Spring 2017:

- NR 480R Leadership and Management, Accelerated Cohort, Morgan Community College (MCC)
- NR 485R Leadership in Nursing, Capstone, Accelerated Cohort, MCC

Fall 2016:

- NR 614 Foundations of Financial Management for Nursing Leaders, (online)
- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks (online)
- NR 614 Foundations of Financial Management for Nursing Leaders

Summer 2016:

- NR 614 Foundations of Financial Management for Nursing Leaders, FNP
- NR 614 Foundations of Financial Management for Nursing Leaders, (online)
- NR 620 Health Care Organization and Systems Leadership

Spring 2016:

- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks
- NR 422 Clinical Leadership in Professional Nursing, BSN
- NR 485R Leadership in Nursing, Capstone (online)

Fall 2015:

- NR480R Leadership and Management, (online)
- NR 614 Foundations of Financial Management for Nursing Leaders, NNP
- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks (online),

Summer 2015:

- NR 614 Foundations of Financial Management for Nursing Leaders, FNP

- NR 615 Advanced Financial Management for Nursing Leaders
- NR 620 Health Care Organization and Systems Leadership

Spring 2015

- NR 614 Foundations of Financial Management for Nursing Leadership
- NR 422 Clinical Leadership in Professional Nursing, BSN
- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks

Fall 2014

- NR 422 Clinical Leadership in Professional Nursing, BSN
- NR 485R Leadership in Nursing, Capstone, St Joseph's Hospital Cohort
- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, Critical Care Certificate Program

Summer 2014

- NR 420 Evidence-Based Practice and Health Care Informatics, BSN
- NR 485R Leadership in Nursing, Capstone, St Anthony's Hospital Cohort
- NR 485R Leadership in Nursing, Capstone, St Anthony's Hospital Cohort
- NR 620 Health Care Organization and Systems Leadership

Spring 2014

- NR 480R/NR600 Leadership and Management Advanced Nursing Practice, Leadership and Theoretical Frameworks St. Anthony's Hospital Cohort
- NR 422 Clinical Leadership in Professional Nursing, BSN
- NR 480R Leadership and Management, St. Anthony's Hospital Cohort
- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks
- NR 608 Health Care Policy Issues

Fall 2013

- NR 422 Clinical Leadership in Professional Nursing, BSN
- NR 620 Health Care Organization and Systems Leadership
- NR 444R Professional Role Development
- NR 625, The Legal Environment (audited)

Course Resource Faculty for the following:

- NR 480R Leadership and Management, August, 2014 – July 2019
- NR 485R Leadership in Nursing, Capstone, August 2014 – July 2019
- NR 600 Advanced Nursing Practice, Leadership and Theoretical Frameworks, acquired January 2014
- NR 614 Foundations of Financial Management for Nursing Leaders, acquired August 2015
- NR 615 Advanced Financial Management for Nursing Leaders, acquired August 2015 to

July 2019

- NR 620 Healthcare Organization and Systems Leadership, acquired August 2016 to July 2019
- NR711 Organization and Systems Design, acquired June 2020