

Curriculum Vitae 2018
Regi Kay Freeman, MSN, RN, ACNS-BC
Clinical Nurse Specialist
Cardiovascular Intensive Care Unit
Samuel & Jean Frankel
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Education

Eastern Michigan University School of Nursing Ypsilanti/Livonia, MI

Masters of Science in Nursing April 2010

Teaching Certificate April 2010

University of Michigan School of Nursing Ann Arbor, MI

Bachelors of Science in Nursing May 1998

Graduated with honors

Training

- Leadership Academy University of Michigan Medical School, Ann Arbor MI 2018.
- Program for Education and Evaluation in Responsible Research and Scholarship (PEERS) for human subjects research University of Michigan Health System Ann Arbor, MI 2014.
- Lean Training University of Michigan Health System Ann Arbor, MI 2011.
- Primary Care Giver Extracorporeal Membrane Oxygenation (ECMO) training University of Michigan Health System Ann Arbor, MI 2010.
- Rx for Change: Clinician-Assisted Tobacco Cessation Training Saint Joseph Mercy Health System Ann Arbor, MI 2009.
- Collaborative Institutional Training Initiative (CITI) for human subjects research Saint Joseph Mercy Health System Ann Arbor, MI 2009.
- Seminar for Intra-Aortic Balloon Pumping Saint Joseph Mercy Health System Ann Arbor, MI 2008.
- Lean Six Sigma Overview Saint Joseph Mercy Health System Ann Arbor, MI 2007.
- Buprenorphine and the Office Based Treatment of Opioid Dependence training Ann Arbor, MI 2007.
- Preparing for Precepting and Advanced Precepting courses at Saint Joseph Mercy Health System Ann Arbor, MI 2002.
- Critical Care Core Classes at Saint Joseph Mercy Health System Ann Arbor, MI 2000.
- Basic EKG interpretation at Saint Joseph Mercy Health System Ann Arbor, MI 2000.
- McDonalds Management Training AIRose Cooperation Ann Arbor, MI 1995.

Certifications & Licensure

- State of Michigan Clinical Nurse Specialist Specialty Certification 2018 to present
- State of Michigan Registered Nurse License #4704216975 1998 to present
- Adult Clinical Nurse Specialist Board Certified #2014007866 2014 to present
- Cardiac Arrest Competency 2010 to present
- Basic Cardiac Life Support 1994 to present
- Advanced Cardiac Life Support 2003 to present
- Pediatric Advanced Life Support 2005 to 2013

Academic Appointments

University of Michigan School of Nursing Ann Arbor, MI

Clinical Adjunct Faculty

July 2013 to Present

Michigan State University School of Nursing Lansing, MI

Clinical Adjunct Faculty

July 2014 to Present

- Mentoring and Precepting graduate and undergraduate nursing students in the clinical setting.
- Assisting student groups with Root Causes Analysis Projects, Evidence Based Practice, and literature reviews.
- Facilitating quality improvement projects with School of Nursing faculty and students to improve clinical outcomes.

Clinical Appointment & Professional Experience

University of Michigan Health Center (Michigan Medicine) Ann Arbor, MI

Clinical Nurse Specialist Cardiovascular Intensive Care Unit

May 2010 to Present

Clinical Nurse Specialist Cardiovascular Intensive Care Unit & Cardiac & Thoracic Surgery Unit

May 2010 to December 2013

- Functioning in an advanced practice leadership role including working with education and staff development in a 24 bed Cardiovascular Intensive Care Unit and previously a 36 bed Cardiac and Thoracic surgery telemetry unit.
- Collaboration with leadership teams for staff interviews, evaluations, product implementation, and education plans.
- Developing action plans for improvement of Nursing Quality Indicators including: pressure injuries, fall reduction, hand hygiene, pain reassessment, medication safety, restraint reduction, ventilator associated events, blood stream infections, catheter associated urinary tract infection, fast track extubation, and other indicators.
- Facilitating Professional Practice Council meetings and working with a multidisciplinary team to improve unit practice, implement evidence based practice and improve compliance with quality improvement.

Saint Joseph Mercy Health System Ann Arbor, MI

October 2010 to May 2011

January 2006 to May 2010

April 2000 to April 2001

Registered Nurse Level II Surgical Intensive Care Unit

- Provided care to critically ill post-operative patients including: vital sign and EKG monitoring, continuous nursing assessments, titrating intravenous fluids and multiple vaso-active medications, sedating, paralyzing, and ventilating patients, assessing cardiac output/index, maintaining intra-aortic balloon pumps, swan ganz catheters, ventric drains, ventricular assist devices (VAD), and Continuous Renal Replacement Therapy (CRRT).
- Contributed to teaching and consoling families of critically ill patients by providing disease specific and post-operative education. Assisted with providing emotional and spiritual support to the patient and family.
- Worked intensely with interdisciplinary team members to provide appropriate care plans for the critically ill postoperative patients with a specialty in cardiothoracic surgery. Other patient populations include major abdominal and vascular surgery, neurosurgery, and trauma patients.
- Performed shift charge nurse responsibilities including staff assignments, nurse to patient ratios, working with a staffing model, and problem solving on a high acuity 20 bed Surgical Intensive Care Unit working with up to 14 staff members.
- Functioned as a unit preceptor educating and training new staff.

Saint Joseph Mercy Health System Ann Arbor, MI

October 2004 to May 2010

Detox Case Manager

- Researched evidence based alcohol withdrawal treatments and created an algorithm for management of alcohol withdrawal. Implemented the alcohol withdrawal algorithm to three facilities and integrated the algorithm into the electronic medical record for use throughout the Trinity Health System.
- Developed an educational module for Saint Joseph Mercy Health System nursing staff to prepare nursing staff to provide care to the alcohol withdrawal patient and utilize the alcohol withdrawal algorithm. Provided ongoing education to both nursing and physician staff through educational lectures.
- Assisted with management of alcohol detoxification patients by rounding, and educating staff to utilize and medicate according to the detoxification algorithm.
- Co-chaired an Addiction Collaborative Practice team with multidisciplinary members working to improve care of patients with substance use disorders.
- Collaborated with several addiction medicine physician specialists to provide evidenced-based care for patients with intractable pain and medication toxicity for transition to buprenorphine by educating nursing staff about the process and medication.
- Developed patient and family educational material for alcohol and tobacco use.

Saint Joseph Mercy Health System Ann Arbor, MI

September 2001 to January 2006

Registered Nurse Level III Medical Progressive Care Unit

- Cared for patients exhibiting multiple medical conditions with emphasis on pulmonary, cardiac, renal, diabetic, and alcohol detoxification patients. Responsibilities Included: telemetry monitoring, medication and blood product administration, care of ventilated patients, and use of antiarrhythmic and antihypertensive agents.

- Collaborated with the interdisciplinary team to provide a continuing plan of care for patients with multiple medical conditions and complications.
- Acted as shift charge nurse with responsibilities including: unit problem solving, determining nurse to patient staffing assignments on a 42 bed unit with up to 18 staff members collaborating. Assisted with patient bed assignments, discharges, admissions, and transfers.

Saint Joseph Mercy Health System Ann Arbor, MI

July 1998 to April 2000

Registered Nurse Level II General and Vascular Surgery Unit

- Developed a vast knowledge for assessing and providing care to general and vascular surgical patients. Duties included: administration of medications, dressing changes, initiation of intravenous therapy, obtaining blood specimens, pain management including epidural and patient controlled analgesia pumps, and blood product administration.
- Worked closely with interdisciplinary team to provide the surgical patient population with plan of care and transition to home.
- Performed charge nurse duties on a 45-bed inpatient unit with up to 10 staff members collaborating.

Visiting Care/Huron Valley Visiting Nurses/Michigan Visiting Nurses Ann Arbor, MI

November 1999 to May 2001

Home Care Visiting RN

- Assisted home bound clients with skilled nursing care needs including intravenous therapy, dressing changes, nursing assessments, and patient/family teaching.

University of Michigan School of Nursing Ann Arbor, MI

1998

Research Assistant

- Preventative Cardiology and Telemedicine.
- Collated data, literature reviews, clerical duties, draft preparations.

University of Michigan Health System Ann Arbor, MI

November 1996 to May 1998

Central Staffing Resource Nursing Assistant

- Assisted with nursing care and charting on 32-bed inpatient units with a focus on pulmonary, oncology, pediatrics, and general medicine units including: blood sugar monitoring, turning and positioning, catheterization, and obtaining vital signs.
- Prepared approximately 25 adult and pediatric patients per day for doctors' outpatient visits including: vital signs, charting, computer work, obtaining 12 lead EKG's, assisting with procedures including OBGYN exams, colonoscopy, specimen collection and prep, and clerical duties.

Visiting Care/Huron Valley Visiting Nurses/Michigan Visiting Nurses Ann Arbor, MI

April 1995 to September 1995

Home Health Aide

- Provided nursing care in the home setting by assisting with daily activities such as bathing, mobility and housekeeping.

Research/Practice Interests & Research Conducted

- Cardiac Transplantation
- Mechanical Circulatory Support
- Extracorporeal Membrane Oxygenation
- Pressure Injury Prevention
- Medication Safety
- Early Mobility in the ICU
- **Freeman, R.** (2009-2010). “Nurses’ Attitudes Related to Caring for Patients with Alcohol Use Disorders”. MSN field study research. Eastern Michigan University and Saint Joseph Mercy Hospital Ypsilanti, MI.

Grants

- Koerner, E., **Freeman, R.**, Ferguson, A., Clark, C., Green, S., Miller, J., Haggitt, L. (2016). “Mobility Aid/Early Ambulation in CVICU”. Frankel Cardiovascular Center Clinical Value Innovation Challenge Award \$100,000 University of Michigan Health System Ann Arbor, MI.
- **Freeman, R.**, Croocks, R., Dickinson, S. (2014). “Can Linens Reduce Pressure Ulcers in High Risk Patients?” Fostering Innovation Grant \$40,000 University of Michigan Health System Ann Arbor, MI.
- Haverstick, S., Goodrich, C., & **Freeman, R.** (2013). “Increasing Patient Hand Hygiene to Reduce the Spread of Infection”. Fostering Innovation Grant \$2350 University of Michigan Health System Ann Arbor, MI.
- **Freeman, R.** (2010). “Lighting the Way to Medication Safety: Reducing Interruptions During Medication Administration in CardioThoracic Surgery”. Fostering Innovation Grant \$5350 University of Michigan Health System Ann Arbor, MI.

Honors & Awards

- Michigan Medicine Nursing Poster Day Clinical Innovation First Place Award, Ann Arbor, MI 2019.
- Michigan Medicine Nursing Poster Day Evidence Based Practice First Place Award, Ann Arbor, MI 2019.
- Institute of Professional Nursing Leadership Award Ann Arbor, MI 2019.
- Silver Beacon Excellence Award from American Association of Critical Care Nurses CVICU. Michigan Medicine, Ann Arbor, MI 2019.
- Fellowship National Association of Clinical Nurse Specialist 2019.
- Michigan Medicine Advanced Practice Nursing Award Clinical Practice Clinical Nurse Specialist 2018.
- Michigan Medicine Advanced Practice Nursing Award Leadership Clinical Nurse Specialist 2017.
- CVICU 365 Day No Falls Award 2017 and CVICU 365 Days No CAUTI Award 2016 and 2019.
- Silver Beacon Excellence Award from American Association of Critical Care Nurses for CVICU University of Michigan Health System, Ann Arbor, MI 2016.
- University of Michigan Frankel Cardiovascular Center Inaugural Directors Award of Excellence Ann Arbor, MI 2015.

- Saint Joseph Mercy Health System Research Forum poster presentation 2nd place Ann Arbor, MI 2010.
- Tuomy Nursing Scholarship Award Saint Joseph Mercy Health System Ann Arbor, MI 2008.
- Sigma Theta Tau Eta Rho Chapter Induction 2008.
- American Case Management Association Most Innovative Topic poster session award 2007.
- Nursing Spectrum Excellence Award for Clinical Care in the Midwest 2006.
- Oakland University Nightingale Award for Nursing Excellence in Education/Research Nominee 2006.
- National Honor Society 1994.
- Saline Community Hospital Scholarship, Edna Mead Scholarship and Caroline O'Donnell Memorial Scholarship 1994.

Memberships in Professional Societies

- Michigan Association of Clinical Nurse Specialist since 2010
- National Association of Clinical Nurse Specialists since 2009
- Sigma Theta Tau International member since 2008
- American Case Management Association members 2007 to 2009
- American Association of Critical-Care Nurses member since 2006
- Michigan/America Nurses Association member 1999-2000 & since 2007

Editorial Positions, Boards, & Peer-Review Service

- Peer Review American Association of Critical Care Nurses Journal *Critical Care Nurse* 2015.
- Peer Review American Association of Critical Care Nurses Journal *Critical Care Nurse* 2013.

Teaching Experience

- Mentor/Advisor for the University of Michigan Staff Nursing Evidence Based Practice Fellowship Michigan Medicine Ann Arbor, MI 2016.
- CVICU Workshop 3 eight hour days University of Michigan Health System Ann Arbor, MI 2014.
- CVICU New Staff Orientation Presentation University of Michigan Health System, Ann Arbor, MI 2011 to present.
- Clinical Mentorship and Precepting of Undergraduate and Graduate level nursing students from University of Michigan, Michigan State University, and Eastern Michigan University 2011 to present.
- Eastern Michigan University School of Nursing Student teaching Undergraduate Nursing Courses (165 hours) Ypsilanti, MI 2009.
- New RN orientation education Managing Alcohol Withdrawal Saint Joseph Mercy Hospital Ann Arbor, MI 2008 to 2010.
- New resident orientation education Managing Alcohol Withdrawal Saint Joseph Mercy Hospital Ann Arbor, MI 2005-2007.

Committee, Organizational, & Volunteer Services

- Gateway Lead Governance Committee Co-Chair with CNE Michigan Medicine, Ann Arbor, MI 2018 to present.
- Evidence Based Standards Committee University of Michigan Health System Ann Arbor, MI 2015 to 2018.

- Research and Translation Committee University of Michigan Health System Ann Arbor, MI 2013 to 2015.
- Adult Medication Safety Committee University of Michigan Health System Ann Arbor, MI 2011 to present.
- Cardiovascular Symposium Planning Committee Chair University of Michigan Health System Ann Arbor, MI 2011, 2013, 2015, 2017 & 2019.
- American Case Management Association Poster Session Planning Committee Member 2007-2009.
- Volunteer at Hamilton House Engagement Center providing health assessments for clients with addiction and mental health diagnoses Ypsilanti, MI 2009 to 2012.
- Welcoming Committee for fall move-in at the University of Michigan Ann Arbor, MI 1997.
- Volunteer flu shot administrator at the University of Michigan Ann Arbor, MI fall 1997.

Bibliography Publications

Peer-Reviewed Journals and Publications

Casida, J. M., Abshire, M, Widmar, B., Combs, P., **Freeman, R.**, Baas, L. (2019). Nurses' Competence Caring for Hospitalized Patients With Ventricular Assist Devices. *Dimensions of Critical Care Nursing*, 38(1), 38-49. doi: 10.1097/DCC.0000000000000332

Freeman, R. & Koerner, E. (2018). Instituting a Standardized Mobility Aid in the Cardiovascular Intensive Care Unit. *Crit Care Nurs Q*, 41(3), 289-296. doi: 10.1097/CNQ.0000000000000208

Freeman, R., Smith, A., Dickinson, S., Tschannen, D., James, S., Friedman, C. (2017). Specialty lines and pressure injuries in high-risk patient in the intensive care unit. *AJCC*, 26(6), 474-481. doi: 10.4037/ajcc2017530. Attributed cost reduction of 62 PIs led to a potential cost savings of \$3,929,312.

Haverstick, S., Goodrich, C., **Freeman, R.**, James, S., Kullar, R., & Ahrens, M. (2017). Patient Hand Washing and Reducing Hospital Acquired Infection. *Crit Care Nurs*, 37(3):e1-e8. doi: 10.4037/ccn2017694.

Freeman, R., Koerner, E., Clark, C., & Halabicky, K. (2016). The path from heart failure to cardiac transplant. *Crit Care Nurs Q*, 39(3), 207-213. doi: 10.1097/CNQ.0000000000000114.

Freeman, R., Koerner, E., Clark, C., & Halabicky, K. (2016). Cardiac Transplant Postoperative Management and Care. *Crit Care Nurs Q*, 39(3), 214-226. doi: 10.1097/CNQ.0000000000000116.

Freeman, R. & Maley, K. (2013). Mobilization of intensive care cardiac surgery patients on mechanical circulatory support. *Crit Care Nurs Q*, 36(1), 73-88. doi: 10.1097/CNQ.0b013e31827532c3.

Freeman, R., McKee, S., Lee-Lehner, B., & Pesenecker, J. (2013). Reducing interruptions to improve medication safety. *J Nurs Care Qual*, 28(2), 176-185. doi: 10.1097/NCQ.0b013e318275ac3e.

Freeman, R., Nault, C., Mowry, J. & Baldrige, P. (2012). Expanded resources through utilization of a primary care giver ECMO model. *Critical Care Nursing*, 35(1), 39-49. doi: 10.1097/CNQ.0b013e31823b1fa1.

Oral Presentations

- Freeman, R.** (2019). Innovation Challenge Mobility. Leaping Forward Stitching Evidence into Practice. Ann Arbor, MI.
- Freeman, R.** & Koerner E. (2018). Advanced Heart Failure Treatment: Mechanical Circulatory Support and Transplant. American Association of Critical Care Nurses National Teaching Institute. Boston, MA.
- Freeman, R.** & Koerner, E. (2017). “It Matters: Heart Failure Treatment Across the Continuum from Diagnosis to Transplant”. American Association of Critical Care Nursing National Teaching Institute Conference, Houston, TX.
- Freeman, R.** (2017). “Mechanical Circulatory Support in Cardiac Failure”. Leaping Forward in Critical Care: Stitching Evidence into Practice, Ann Arbor, MI
- Freeman, R.** “Can Linens Reduce Pressure Ulcers in High Risk Patients?” Magnet Site Visit (2015) and University of Michigan Health System Michigan Quality Systems Executive Leadership, Ann Arbor, MI (2016).
- Armijo, J. & **Freeman, R.** (2016). “The Use of Leptospermum Scoparium Honey Dressings in Adult Cardiac Surgery Patients to Reduce Surgical Site Infections”. Magnet Site Visit University of Michigan Health System, Ann Arbor, MI.
- McNeice, J., **Freeman, R.**, Title, C., Ferguson, A., Barrientes, M. (2014). “Cardiovascular Intensive Care Unit Preceptor Workshop”. University of Michigan Health System, Ann Arbor, MI.
- Freeman, R.** (2012). “Pressure Ulcer Prevention in High Risk Cardiovascular Surgery Patients”. Leaping Forward Stitching Evidence into Practice Critical Care Conference Ann Arbor, MI.
- Freeman, R.** (2011). “Lighting the Way to Medication Safety: Reducing Interruptions During Medication Administration in CardioThoracic Surgery”. University of Michigan Quality Month Ann Arbor, MI.
- Freeman, R.** (2009). “The Challenges of Pain Management in the Addicted Patient”. Schwartz Center Rounds Saint Joseph Mercy Health System Ann Arbor, MI.
- Freeman, R.** “Managing Alcohol Withdrawal”. Presented at the Addiction Monthly Series at Saint Joseph Mercy Health System Ann Arbor, MI (2008 to 2009), Evidence Based Practice Conference Ann Arbor, MI (2007), Eastern Michigan University Sigma Theta Tau Eta Rho Chapter Ypsilanti, MI (2007), American Case Management Association Chapter Conference Chicago, IL (2007), Trinity Health Fall Conference Dearborn, MI (2006), Internal Medicine Physician Noon Conferences at Saint Joseph Mercy Health System Ann Arbor, MI (2005 to 2007) and Nursing Resource Pool Day at Saint Joseph Mercy Health System Ann Arbor, MI (2005).

Posters

- Jensen, A., **Freeman, R.**, Mason, L., Worley, A., Gray, S., Combs, C., Gabler, M., Horning, C., Lemmon, T., Sanchez, C., Shrouf, J., Kaplan, J., Ayeta, M., Arnold, P., & Giachandani, R. “Insulin Infusion Calculator in the CVICU”. Michigan Medicine Nursing Poster Day, Ann Arbor, MI (May

2019).

Hou, L., **Freeman, R.**, Laczynski, L., Chaignot, A., Geltz, A., Courtney, C., Scheich, R., & Duffy, E., “Facilitating Fast Track Extubation in Isolated Coronary Bypass Surgical Patients in CVICU”. Michigan Medicine Nursing Poster Day, Ann Arbor, MI (May 2019).

Hou, L., **Freeman, R.**, Geltz, A., Laczynski, L., Courtney, C., Scheich, R., & Duffy, E., “Facilitating Fast Track Extubation in Isolated Coronary Bypass Surgical Patients”. University of Michigan School of Nursing Research Day Ann Arbor, MI (April 2019).

Hou, L., Zick, M., Phillion, J., Hines, J. Li, E., & **Freeman, R.** “Literature Review for Clinical and Technical Interventions to Reduce Depressions and Anxiety in Left Ventricular Assistive Device Patients”. Michigan Council of Nurse Practitioners Conference Detroit, MI (March 2019) and Michigan Medicine Nursing Poster Day, Ann Arbor, MI (Oct, 2017).

Geltz, A., **Freeman, R.**, Loik, P., Engoren, M., Laczynski, L., & Wolverton, J. “Fast Track Extubation after Cardiac Surgery”. Michigan Medicine Quality Month and Nursing Poster Day, Ann Arbor, MI (Oct, 2017).

Armijo, J., **Freeman, R.**, Geltz, A., McCloskey, D., Chaignot, A., Andreoli, J., Zick, M., Poplaskie, W., Nomides, N. “The Use of Leptospermum Scoparium Honey Dressings in Adult Cardiac Surgery Patients to Reduce Surgical Site Infections”. University of Michigan Health System Quality Month, (Oct, 2016) and Nursing Poster Day, Ann Arbor, MI (Sept, 2016).

Freeman, R., Smith, A., Dickinson, S., Friedman, C. “Evaluation of Specialty Linens to Reduce Pressure Ulcers in High Risk Intensive Care Unit Patients”. University of Michigan Health System Frankel Cardiovascular Center Celebration of Excellence, Ann Arbor, MI (June, 2016); American Association of Critical Care Nurses National Teaching Institute, New Orleans, LA (May, 2016); University of Michigan Health System Quality Month (Oct, 2015) and Nursing Research Poster Day, Ann Arbor, MI (Sept, 2015).

Freeman, R., James, S., Tiner, M., Engoren, M. “Evaluation of a Tool for Post Extubation Nursing Bedside Swallow Screening”. American Association of Critical Care Nurses National Institute, New Orleans, LA (May 2016); University of Michigan Health System Quality Month, (Oct, 2015) and Nursing Research Poster Day, Ann Arbor, MI (Sept, 2015).

Koerner, E., **Freeman, R.** “Standardization of Line Maintenance to Reduce CLABSI in the Cardiovascular Intensive Care Unit”. University of Michigan Health System Quality Month (Oct, 2015) and Nursing Research Poster Day, Ann Arbor, MI (Sept, 2015).

Freeman, R., Garner, C., Elliot, A., Robbins, M., Barrientes, M., & Friedman, C. “Nurse Driven Quality Improvement to Enhance Standards of Skin Care in the Cardiovascular Intensive Care Unit (CVICU)”. Cardiovascular Symposium, Ann Arbor, MI (Sept, 2015); University of Michigan Health System Frankel Cardiovascular Center Celebration of Excellence, Ann Arbor, MI (June, 2015); National Association of Clinical Nurse Specialist Conference, Coronado, CA (March, 2015); University of Michigan Health System Quality Month (Oct, 2014); University of Michigan Health System Nursing Research Poster Day Ann Arbor, MI (Sept, 2014) and Leaping Forward Stitching Evidence into Practice Critical Care Conference Ann Arbor, MI (Feb, 2014).

Freeman, R., McNeice, J., Jennings, T., Robbins, M., & Martinez, G. “Satisfied Nurses Lead to Improved Outcomes”. Cardiovascular Symposium, Ann Arbor, MI (Sept, 2015); National Association of Clinical Nurse Specialist Conference, Coronado, CA (March, 2015); University of Michigan Health System Quality Month (Oct, 2014) and Nursing Research Poster Day Ann Arbor, MI (Sept, 2014).

Freeman, R., Payer, S., VanBlarcom, A., Weinberg, K., Wojack, C., & McNeice, J. (Sept, 2015). “A Patient & Family Centered Care Approach to Transferring Accountability of Patient Care in the Cardiovascular Intensive Care Unit”. Cardiovascular Symposium, Ann Arbor, MI (Sept, 2015); University of Michigan Health System Frankel Cardiovascular Center Celebration of Excellence, Ann Arbor, MI (June, 2015); National Association of Clinical Nurse Specialist Conference. Coronado, CA (March, 2015); University of Michigan Health System Quality Month (Oct, 2014) and Nursing Research Poster Day Ann Arbor, MI (Sept, 2014).

Haverstick, S., Goodrich, C., **Freeman, R.,** & Ahrens, M. (May, 2015). “Increasing Patient Hand Hygiene to Reduce the Spread of Infection”. American Association of Critical Care Nurse National Teaching Institute, San Diego, CA (May 2015); University of Michigan Health System Nursing Research Poster Day Ann Arbor, MI (Sept, 2014); Cardiovascular Symposium, Ann Arbor, MI (2013); University of Michigan Health System Quality Month (2013) and Nursing Research Poster Day Ann Arbor, MI (2013).

Caylor, S., McNeice, J., & **Freeman, R.** “Evaluating Clinical Mentorship at the Bedside”. University of Michigan Health System Nursing Research Poster Day Ann Arbor, MI (2014).

Freeman, R. & Maley, K. “An Innovative Reallocation of Resources to Reduce Pressure Ulcer in the CVICU”. Cardiovascular Symposium, Ann Arbor, MI (2013); University of Michigan Health System Quality Month (2013); University of Michigan Health System Nursing Research Poster Day, Ann Arbor, MI (2013); Evidence Based Practice Conference Ann Arbor, MI (2013); National Association of Clinical Nurse Specialist Conference San Antonio, TX. (2013).

Maley, K., **Freeman, R.,** McNeice, J., Loik, P., Engoren, M., Geltz, A., & Thakur, M. “Using Evidence Based Practice to Reduce Ventilator Associated Pneumonia in the Cardiovascular Intensive Care Unit”. Cardiovascular Symposium, Ann Arbor, MI (2013); University of Michigan Health System Quality Month (2013) and Nursing Research Poster Day, Ann Arbor, MI (2013).

Freeman, R., Stieve-Swarup, S., Czernik, A. et al. “Pressure Ulcer Prevention in High Risk Cardiovascular Surgery Patients”. American Association of Critical Care Nurses National Teaching Institute Orlando, FL (2012); Cardiovascular Symposium: Clinical Excellence and Innovation in Cardiovascular Care Ann Arbor, MI (2011) and University of Michigan Health System Quality Month Ann Arbor, MI (2011).

Freeman, R., Lee-Lehner, B., McKee, S. & Pesenecker, P. “Lighting the Way to Medication Safety: Reducing Interruptions During Medication Administration in CardioThoracic Surgery”. Cardiovascular Symposium: Clinical Excellence and Innovation in Cardiovascular Care Ann Arbor, MI (2011); University of Michigan Health System Quality Month (2011); University of Michigan Health System Fostering Innovative Grants (FIGs) Poster Day (2011) and University of Michigan Health System Nursing Research Poster Day Ann Arbor, MI (2011).

Freeman, R., Mowry, J., Baldrige, P. et al. (2011). “ECMO Resources Expanded with the Primary Care Giver ECMO Model in the Cardiovascular Intensive Care Unit”. Cardiovascular Symposium:

Clinical Excellence and Innovation in Cardiovascular Care Ann Arbor, MI (2011); University of Michigan Staff Works Conference Ann Arbor, MI (2011); Evidence Based Practice Conference Ann Arbor, MI (2011) and University of Michigan Health System Quality Month Ann Arbor, MI (2010).

Freeman, R. “Nurses’ Attitudes Related to Caring for Patients with Alcohol Use Disorders”. Saint Joseph Mercy Health System Research Forum Ann Arbor, MI (2010).

Freeman, R. & Callahan, C. “Managing Alcohol Withdrawal”. Poster Presentation Eastern Michigan University Scholarly Achievement Day Ypsilanti, MI (2008) and American Case Management Association & National Institute for Case Management poster presentation Miami, FL (2007).