

**Curriculum Vitae
Part I**

PERSONAL DATA

Victoria Hughes, DNS, MSN, RN, CENP

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EDUCATION

Degree Programs

Year	Degree	Institution	Location
1999	DNS	Louisiana State University Health Science Center	New Orleans, LA
1994	MSN	University of Alabama	Birmingham, AL
1989	MA	Troy State University	Troy, AL
1986	BSN	Medical University of South Carolina	Charleston, SC

CURRENT LICENSE AND CERTIFICATION

Year	Source	Type	License Number
2018	AONE Credentialing Center	Certified in Executive Nursing Practice	792
2016	Maryland Board of Nursing	Maryland Registered Nurse	R22644
1998	Florida Board of Nursing	Advanced Registered	ARNP332469

ACADEMIC AND PROFESSIONAL EXPERIENCE

Years	Position	Institution	Location
2016 - Present	Assistant Professor	Johns Hopkins University	Baltimore, MD
2014 - 2016	Associate Professor	Appalachian State University	Boone, NC
2013 - 2014	Chief Nurse Exec	Medical Treatment Facility	Scott AFB, IL
2010 - 2013	Commander (CEO)	Medical Treatment Facility	Hickam, HI
2009 - 2010	Chief Nurse Research	Wright-Patterson Medical Center	AFB, OH
2007 - 2009	Commander/Dean	383d Training Squadron	Sheppard AFB, TX
2006-2007	Adjunct Professor	Okaloosa College School	Niceville, FL

		Of Nursing	
2005 – 2007	Director of Education & Training	Regional Medical Hospital	Eglin AFB, FL
2005 – 2007	Director of Medical Education	Regional Medical Hospital	Eglin AFB, FL
2004 - 2005	Nurse Manager	Family Medicine Residency Clinic	Eglin AFB, FL
2001 - 2004	Director	Health and Wellness Center	Fort Meade, MD
1999 - 2001	Director of Operations	Commissioned Officer Training School	Maxwell AFB, AL
1999	Instructor	Commissioned Officer Training School	Maxwell AFB, AL
1997 - 1999	Chief	Healthcare Integration Alcohol and Drug Abuse Prevention and Treatment	RAF Lakenhealth, UK
1994 - 1997	Psychiatric CNS	Medical Center	Keesler AFB, MS
1987 - 1992	Staff Nurse	Regional Hospital	Eglin AFB, FL
1986 - 1987	Staff Nurse	Psychiatric Hospital	Norfolk, VA

HONORS AND AWARDS

2020	Fellow of the American Academy of Nursing (FAAN)
2019	Nursing Leadership Institute Fellow, University of Maryland
2018	Johns Hopkins Medicine Armstrong Institute Patient Safety and Quality Leadership Scholar
2017	Leadership for Academic Nursing Program (LANP) Fellow
2013	Legion of Merit Medal
2013	Air Force Patient Centered Medical Home of the Year
2012	Air Force Resource Management Team of the Year
2012	Air Force Biomedical Sciences Corps Team of the Year
2011	Department of Defense Ambulatory Clinic Patient Safety Program of the Year
2009	Meritorious Service Medal

2009	Squadron AETC CINC Special Recognition Award
2006	Education and Training Nurse of the Year
2005	American Heart Association Heart Ready Award
2004	Meritorious Service Medal
2003	Small Base Health Promotion Program of the Year
2001	Meritorious Service Medal
2000	Federal Woman of the Year
1997	Commendation Medal
1991	Athlete of the Year
1990	Nurse of the Year
1985	Sigma Theta Tau, National Honor Society
1984	Stom Thurmond Award for Academic Excellence

RESEARCH

Sponsored Projects

2020-present	Renewal, Resilience and Retention for Maryland Nurses. Hughes, V. Co-investigator. NSPIL. \$387,034
2017-2020	New Nurse Faculty Fellowship. Hughes, V. Principal Investigator. Maryland Higher Education Commission. \$20,000.
2009-2010	Assessing performance outcomes of new graduates utilizing simulation in a military nurse transition program. Hughes, R.V. Principal Investigator. TriService Nursing Research. \$60,000.

Non-Sponsored Projects

2017-2020	Historical and Qualitative study of the 8 former Air Force Nurse Corps Chiefs exploring leadership development and strategies within the military culture
2017-2020	Qualitative study of 19 nurse leaders from European island countries exploring leadership development within the cultural context

PRACTICE

Practice Initiatives

- 2019 Involvement with Operation Rainbow to provide educational opportunities for nurses in Africa and develop community outreach program for "Stop the Bleed"
- 2018 Conducted educational workshop for 40 local surgeons and 23 local nurses in Addis Ababa, Ethiopia. Designed, taught, and led course content on empowerment, effective teams, cultural sensitivity, and crucial conversations.
- 2017 International clinical site placement for nursing students to provide primary care services to 800+ patient through a rural mountain village in Haiti, on site nurse manager (5 students)
- 2016 Deployed with Non-Governmental Organization for Disaster Relief to Ecuador following earthquake that killed 700 and severely injured 6,000 people. Provided hands-on patient care for trauma and post-surgical patients in the 20-bed ward, clinical oversight and mentoring for 4 Ecuadorian nursing students, and guidance on patient flow for assessing and treating an average of 100 patients and perform 10 operations per day during the first time the organization deployed the Air Force Modular Hospital.

SCHOLARSHIP

Publications Peer Reviewed

1. Turkson-Ocran, R.N., Aryitey, A.A., Erol, D., Hwang, D.A., Nkimbeng, M.J., and **Hughes, V.** (2020). Promoting interpersonal and intrapersonal relationships in clinical care. *Journal of Christian Nursing* accepted for publication with recommended changes.
2. **Hughes, V.**, Chow, S., Flanagan, E.D. (2021). Air Force Executive Nurse Leadership Impact: Brigadier General Diann Hale O'Connor, Air Force Nurse Corps Chief From 1982-1985. *Military Medicine*.
<https://doi.org/10.1093/milmed/usabo45>
3. **Hughes, V.**, Priode, K., Wenzel, J. (2020). Trouble-making, transformation, and tradition: A transcultural review of nurse leaders' perspectives in the Republic of Ireland. *Athens Journal of Health and Medical Sciences*, 7(4), 187-196. Doi:10.30958/ajhms.7-4-1.
4. **Hughes, V.**, Trojanowski, M. & Priode, K. (2020). Living up to the job: Confessions of a Brigadier General on the lived experiences of becoming a leader in the Air Force Nurse Corps. *Nursing Outlook*, doi:
<https://doi.org/10.1016/j.outlook.2020.05.002>
5. **Hughes, V.**, Delva, S., Nkimbeng, M. Spaulding, E., Turkson-Ocran, R., Cudjoe, J., Ford, A., Rushton, C., D'Aoust, R., & Han, H. (2020). Not missing the opportunity: Strategies to promote cultural humility among future nursing faculty. *Journal of Professional Nursing*, 36(1), 28-33. <https://doi.org/10.1016/j.profnurse.2019.06.005>.
6. Chaus, M., Tijones, R., Irimaghan, B., Defabachew, W., Lemma, M., & **Hughes, V.** (2019). Building sustainable international nursing collaborations, *COJ Nursing and Healthcare*, 5(3), 543-546.
doi: [10.31031/COJNH.2019.05.000616](https://doi.org/10.31031/COJNH.2019.05.000616)
7. **Hughes, V.**, Pollitt, P., Coke, L.A., & D'Aoust, R.F. (2019). Advocacy: An essential competency of the clinical nurse specialist, *Issues in Advanced Practice*, 30(4).
8. **Hughes, V.** & Gray, T. (2019, Oct 1). The first female Hispanic General in the United States Air Force was a nurse: Brigadier General Carmelita Vigil Schimmenti. *Nurse Leader*, 17(5), 457-460.

9. Brackett, Lauren & **Hughes, V.** (September 30, 2019). Air Force executive nurse leaders: Expanding nursing leadership during 1995-1999, *OJIN: The Online Journal of Issues in Nursing*, 24(3), manuscript 5. DOI: 10.3912/OJIN.Vol24No03Man05.
10. **Hughes, V.** (2019 April). Nurse leader impact: A review. *Nursing Management*, 50(4): 42-49. Doi: 10.1097/D1.NUMA.0000554338.47637.23
11. **Hughes, V.**, Busch, D., Trautmann, J., & Sloand, E. (2019). Key Components for Successful Nurse Practitioner Student Service Learning in International Clinical Settings, *COJ Nursing & Healthcare*, accepted for May Season Special Issue.
12. **Hughes, R.V.** (2019). Air Force Nursing Executive Leadership Impact on healthcare 2004-2008. *Nursing Outlook*, 67(2): 161-168.
13. **Hughes, R.**, Wright, R., & Cassar, M. (2018). Nurse leadership development in Malta. *Journal of Transcultural Nursing*. doi:10.1177/1043659618811918.
14. **Hughes, V.**, Priode, K., & Carnevale, T. (2018). Views on healthcare: The Hispanic migrant worker study in rural Appalachia. *COJ Nursing & Healthcare*, 4(2), 1-5.
15. Raipuria, H., Lovett, B., Lucas, L., & **Hughes, V.** (2018). A literature review of midwifery-led care in reducing labor and birth interventions. *Nursing For Women's Health*, 22(5), 387-400. doi: 10.1016/j.nwh.2018.07.002
16. **Hughes, R.V.** (April, 2018). An interview with Major General (Retired) Melissa Rank: The evolution of Air Force Nurse Corps Leaders, *Military Medicine*, usy058, <https://doi.org/10.1093/milmed/usy058>.
17. **Hughes, V.** (April/June 2018). Authentic leadership: Practices to promote integrity. *Journal of Christian Nursing*, 35(2), E28-E31.
18. Wilkowsky, H., Mackin, A., Lucus, L., and **Hughes, V.** (2018). Why doulas need to be the norm, not the exception, *Journal of Nursing and Healthcare*, 3(1), 1-6.
19. **Hughes, V. (2017)**. Standout leader: What's in the research? *Nursing Management*, 17-24
20. **Hughes, V. (2017)**. What are the barriers to effective nurse leadership? *Athens Journal of Health*, 4(5), 1-11.
21. **Hughes, V.** and Cassar, M. (**July, 2017**). Bridging the gap in international leadership. *Advances in Doctoral Education in Nursing*, 6(2), 3-8.
22. **Hughes, V. (2017)**. Leadership strategies to promote nurse retention, *Scientific Journal of Nursing & Practice*, 1(1), 001-005.
23. **Hughes, V.** (2016). Selflessness and dedication of military nurses. *American Nurse Today*, 11(11), 30-31.
24. **Hughes, V.** (2016). Safe night shift work. *Nursing Management*, 47(8), 30-36.
25. **Hughes, V.** (2016). Leading through loss. *American Nurse Today*, 11(6), 2-5.
26. **Hughes, V.** (2016). Is there a relationship between night shift and errors? What nurse leaders need to know. *Athens Journal of Health*, 3(3), 217-228.

27. **Hughes, V.** (2016). Nurses who have served in the North Carolina Legislature. *Tar Heel Nurse (Legislative Issue)*, 78(3), 13-13.
28. **Hughes, V.** (2016). Leading through failure. *American Nurse Today*, 11(2).
29. **Hughes, R. V.** (2015). Leadership strategies to reduce risks for night shift workers. *GSTF Journal of Nursing and Health Care*, 3(1), 128-137.
30. **Hughes, R. V.** (2015). Health risks associated with nurse night shift work: A systematic review. *GSTF Journal of Nursing and Health Care*, 2(2), 39-44.
31. **Hughes, R. V.,** Smith, S. J., Sheffield, C. M., & Wier, G. (2013). Assessing performance outcomes of new graduates utilizing simulation in a military transition program. *Journal for Nurses in Professional Development*, 29(3), 143-148.
32. **Hughes, R. V.** (1999). *Comparing the inpatient alcohol rehabilitation center program with the alcohol partial hospitalization program* (Doctoral dissertation) Louisiana State University Health Science Center, New Orleans, LA.

Non-Peer Reviewed

1. **Hughes, R. V.** (2015). *Redesign of Nursing Research Course, Designing Significant Learning Experiences*. Retrieved from <http://www.designlearning.org/examples-of%20design/examples/>

Presentations

International

Hughes, V. (2020). Air Force Nursing Executive leadership impact on health care 2004–2008. Virtual presentation at European Sigma Theta Tau Conference, May 28, 2020, concurrent session zoom room 6, 3:10 pm – 4:40 pm.

Hughes, V. (2020). Trouble-making, transformation and tradition: A transcultural review of nursing leaders' perspectives in the Republic of Ireland. Virtual presentation at ATINER Conference, May 4, 2020, at 8:00 pm.

Hughes, V. (2019). Stop the Bleed Program: Opportunities to impact Traffic Fatalities in Africa. Podium presentation at ATINER Conference, Athens Greece on May 6, 2019.

Hughes, V. (2018). Title: Nursing leadership development in the cultural context of Malta t STTI 29th International Nursing Research Congress in Sydney, Australia on July 22, 2018.

Hughes, V. and Morgan-Smith, V. (2018). Innovative problem-based learning approach to develop pre-licensure student leadership, podium presentation at STTI 4th Biennial European Conference, Cambridge, United Kingdom, June 4, 2018 (Presenter).

Hughes, V. (2017). Leadership insights of senior nurse executives, podium presentation at STTI 28th International Nursing Research Congress in Dublin, Ireland, on July 30, 2017.

Hughes, V. (2017). What are the barriers to effective nurse leadership? A review, podium presentation at Athens Institute for Education and Research Nursing Conference in Athens, Greece on May 1, 2017.

Hughes, V. (2017). The impact of nursing leadership on outcomes: A review, podium presentation at 3rd World Congress on Nursing in Barcelona, Spain on April 5, 2017.

Hughes, V. Hispanic migrant worker perception of healthcare. STTI 27th International Nursing Research Congress, Cape Town, South Africa, July 2016 (Podium)

Hughes, V. Is there a relationship between night shift and errors? What nurse leaders need to know, Athens Institute for Education and Research Nursing Conference, Athens, Greece, May 2016 (Podium)

Hughes, R. V. Night shift work: A systematic review. International Conference on Cancer Nursing, Vancouver, BC, July 2015 (Presenter)

Hughes, R. V. Health risks associated with nurse night shift work: A systematic review, 3rd Annual Worldwide Nursing Conference, Singapore, June 2015 (Podium)

Hughes, R.V. Air Force Nurse Transition Program Student Quantitative Medical Simulation Performance, 4th Asian-Pacific Military Nursing Symposium, Pullman Bangkok King Power, Thailand, August 2011 (Presenter)

Hughes, R.V. Air Force Nurse Transition Program Student Quantitative Medical Simulation Performance, 3th Asian-Pacific Military Nursing Symposium, Manila, Philippines, August 2010 (Poster)

National

Hughes, V. Characteristics of great nurse leaders: A systematic review. American Psychiatric Nursing Association's 30th Annual Conference, Hartford, CT, October 2016 (Abstract, Podium Presentation)

Hughes, V. Leading through loss. Sigma Theta Tau Leadership Connection, Indianapolis IN, September 2016 (Abstract, Podium Presentation)

Hughes, R. V. Health risks of nurses working the night shift, Sigma Theta Tau International's 43d Biennial Convention, Las Vegas, NV, November 2015 (Podium)

Hughes, R.V. Air Force Nurse Transition Program Student Quantitative Medical Simulation Performance. 2010 Air Force Medical Service Symposium, Washington, DC, August 2010 (Presenter)

Page, G. D., **Hughes R. V.**, & Graham, C. Depression in the Military: BDI-II Results from a Nonclinical, Multiservice Sample, 5th Annual Force Health Protection Conference and the Second Annual DoD Population Health and Medical Command Clinic Management Conference, Baltimore, MD, May 2002 (Poster)

Regional

Hughes, R. V. (2015). Shift work: A systematic review, STTI Region 6 Annual Research & Evidence-Based Practice Conference, Shreveport, LA, April 2015 (Presenter)

Local

Hughes, V. Leadership recommendations from retired military executive nurses, Sigma Theta Tau, Phi Psi Chapter, Boone, NC, February 2016 (Presenter)

Hughes, V. Military leadership track, Appalachian Leadership Conference, Boone, NC, November 2016 (Presenter)

Hughes, V. How to recognize and obtain resources for substance abuse issues, Three Forks Baptist Association, Boone, NC, October 2016 (Presenter)

Hughes, V. (2016). The multi-dimensional cost of substance abuse, Keri's House Banquet, Boone NC, September 2016 (Keynote)

Hughes, R. V. Veterans continue to serve after retirement in their communities, Boone's Veteran Day Celebration at the Mall, November 2015 (Keynote)

Hughes, R. V. Leadership strategies to reduce risk for night shift workers, North Carolina Nursing Association Annual Conference, Concord, NC, October 2015 (Poster)

Hughes, R. V. Teambuilding Techniques. 21st Annual Florida Association of Business Tax Officials Conference, Orlando, FL, April 2009 (Presenter)

EDITORIAL ACTIVITIES

Reviewer

2020 Journal of Professional Nursing

2020 Journal of Psychiatric Nursing

2018-2019 International Journal of Nursing and Health Care Research

2017 Galvin Publishers, International Journal of Geriatrics and Gerontology.

PROFESSIONAL ACTIVITIES

Memberships

American Academy of Nursing

American Nurses Association

American Organization of Nurse Executives

Military Officers Association of America

Society of Air Force Nurses

Sigma Theta Tau

Society/Association leadership

2018 American Organization of Nurse Executives (AONE) Education Committee Member

2017 Board member, Military Officers Association of America, Uniform Services Nurse Advocates, Virtual Chapter

2016 President, Rotary Club of Boone

- 2016 Vice-President, Military Officers Association of America, High Country Chapter
- 2016 Psychiatric Nursing Counsel, North Carolina Nursing Association
- 2016 Historical Nursing Counsel, North Carolina Nursing Association
- 2016 Sigma Theta Tau, Phi Psi Chapter, Governance Committee Member
- 2005 Founding Board Member, Cross Roads Medical Mission

Advisory Panels

- 2015-present Board Member, Congresswoman Virginia Foxx's Service Academy Selection Committee: reviews candidate applications, interviews & makes recommendations for congressional nomination to West Point, Air Force Academy, & Naval Academy appointments
- 2017-2019 Board Member, Kari's Home (Women's Long-term, Residential, Substance Abuse Treatment Program)

Consultations

National

- 2019-2020 Consultant for Traumatic Brain Injury proposal development for an exercise intervention with special operations military units

International

- 2017-2020 *Director, Health & Medical Sciences Division, ATINER*

Curriculum Vitae Part II

EDUCATIONAL ACTIVITIES

Classroom Instruction

Johns Hopkins University, School of Nursing

Fall 2020

NR.120.513 Leadership for Professional Nursing, Graduate, 60 students. Course Coordinator.

NR.120.513 Leadership for Professional Nursing, Graduate, 58 students. Course Coordinator.

NR.210.804.8201.FA20 Organizational and Systems Leadership for Quality Care, Graduate, 46 students. Course Coordinator

Summer 2020

NR.120.513 Leadership for Professional Nursing, Graduate, 82 students. Course Coordinator.

NR.120.513 Leadership for Professional Nursing, Graduate, 82 students. Course Coordinator.

NR.894.8201.DNP Practicum, Doctoral, 8 students. Coordinator/project advisor.

NR.896.8201, Problem Identification, Doctoral, 8 students. Coordinator/project advisor.

Spring 2020

NR.110.605.8101 Leadership and Management in Health Care, Graduate, 33 students. Course Coordinator.

Fall 2019

NR.120.513 Leadership for Professional Nursing, Graduate, 58 students. Theory Course Coordinator.

NR.120.513 Leadership for Professional Nursing, Graduate, 61 students. Theory Course Coordinator.

NR.210.610 Health Promotion and Risk Reduction Across the Lifespan, Doctoral, 60 students. Theory Course Coordinator.

Summer 2019

NR.120.513 Leadership for Professional Nursing, Graduate, 68 students. Course Coordinator.

NR.120.513 Leadership for Professional Nursing, Graduate, 73 students. Course Coordinator.

NR.120.527 Integrated Clinical Management: Synthesis Practicum, Graduate, 48 students. Theory Course Coordinator

NR.120.527 Integrated Clinical Management: Synthesis Practicum, Graduate, 49 students. Theory Course Coordinator

Spring 2019

NR.120.527 Integrated Clinical Management: Synthesis Practicum, Graduate, 141 students. Theory Coordinator.

Fall 2018

NR.120.513 Leadership for Professional Nursing, Graduate, 50 students. Course Coordinator.

NR.120.513 Leadership for Professional Nursing, Graduate, 49 students. Course Coordinator.

Summer 2018

NR.120.513 Leadership for Professional Nursing, Graduate, 50 students. Course Coordinator.

NR.120.527 Integrated Clinical Management: Synthesis Practicum, Graduate, 128 students. Theory Course Coordinator

Spring 2018

NR.120.527 Integrated Clinical Management: Synthesis Practicum, Graduate, 138 students. Theory Course Coordinator

Fall 2017

NR.120.513 Leadership for Professional Nursing, Graduate, 50 students. Course Coordinator.

NR.120.513 Leadership for Professional Nursing, Graduate, 49 students. Course Coordinator.

NR.120.510 Health Promotion and Risk Reduction Across the Life Span, Graduate, 43 students. Course Coordinator

Summer 2017

NR.120.527 Integrated Clinical Management: Synthesis Practicum, Graduate, 86 students. Theory Course Coordinator

NR.120.513 Leadership for Professional Nursing, Graduate, 66 students. Course Coordinator.

NR.120.513 Leadership for Professional Nursing, Graduate, 69 students. Course Coordinator

Spring 2017

NR.120.510 Health Promotion and Risk Reduction Across the Life Span, Graduate, 132 students. Course Coordinator.

International Teaching

- 2019 L-Universita ta' Malta, Department of Nursing, Masters-Level Leadership course. Led on-line Section on Ethics in Nursing and Student Discussions via Zoom (10 students)
- 2018 L-Universita ta' Malta, Department of Nursing, Masters-Level Leadership course. Led on-line Sections on Ethics in Nursing with Student Discussion (10 students)
- 2018 L-Universita ta' Malta, Department of Nursing, Masters-Level Leadership course. Led online Section on Cultural Sensitivity with Student Discussion (10 students).
- 2017 Virtual Class Room Lecture and Discussion between JHSON Graduate and Doctorate students and L-Universita ta' Malta, Department of Nursing Graduate and Doctoral student, Session Lecturer and Facilitator for class discussion (60 students)

ACADEMIC SERVICE

JHSON Committees

- 2020-Present MEN Progressions Committee, voting member
- 2019-Present Faculty Assembly Steering Committee member
- 2019-Present HSM Representative, voting member MEN Curriculum Committee
- 2019 Task force chair for values identification, provided input to the strategic planning task force
- 2018-2020 JHSON Faculty Grievance Committee
- 2018-2019 JHSON Peer Review Teaching Task Force
- 2017-2019 MEN Curriculum Committee voting member

MENTORING AND ADVISEMENT

Faculty Mentor

- 2019-Present Student Nurses Association
- 2018-Present Fellowship of Christian Nurses

Advisor

- 2020 Project Advisor for 8 DNP Students
- 2020 Advisor for 1 HSM Student

