

Curriculum Vitae for Sonia Udod 2015-05-15

1. Personal

Sonia Udod
College of Nursing

2. Academic Credentials

1984	BScN, University of Saskatchewan.
1991	MS, Nursing Administration, Pace University, Pleasantville, NY.
2011	PhD, Science of Nursing Administration, University of Toronto, Toronto, ON.

3. Other Credentials

Credentials

1989 to 1991	Department of Health Services, State of Connecticut
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Certification

2014-11-13 to 2014-11-14	Certificate of Completion, Colorado Center for Nursing Excellence <i>Comment: International Nursing Administration Research Conference</i>
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Licences

1984 to 1985	Registered Nurse, Saskatchewan Registered Nurses Association
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1985 to 1989	Registered Nurse, Manitoba Association of Registered Nurses
1991 to 1995	Registered Nurse, Alberta Association of Registered Nurses
1995 to 2006	Registered Nurse, Manitoba Association of Registered Nurses
2006 to current	Registered Nurse, Saskatchewan Registered Nurses Association

4. Appointments and Promotions

University Appointments

2006 to 2009	Assistant Professor, College of Nursing, University of Saskatchewan <i>Comment: Probationary</i>
2012 to 2017	Member, College of Graduate Studies and Research, University of Saskatchewan
2012 to current	Tenured Assistant Professor, University of Saskatchewan

5. Associate Memberships

5.1 Associate Memberships In Other Departments at the U of S

2012 to current	Member, College of Graduate Studies and Research, University of Saskatchewan
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5.2 Associate or Adjunct Appointments at Other Institutions While Employed at the U of S

2009 to 2015	Research Affiliate, Manitoba Centre for Nursing Research, Faculty of Nursing, University of Manitoba, Winnipeg, MB
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2010 to current	Member Scholar, International Institute for Qualitative Methodology University of Alberta, Edmonton, AB
2013 to 2014	Adjunct Professor, School of Graduate Studies, Trinity Western University, Langley, BC

6. Leaves

2008-06-01 to 2008-06-30 Leave for Personal Reasons

7. Honours and Awards

Personal

1983	Aikenhead Scholarship in Nursing, Melfort Union Hospital <i>Comment: \$500, Melfort, SK</i>
1990	Patient Service Advantage Award, Stamford Hospital <i>Comment: Stamford, CT</i>
2001	Government of Ontario/University of Toronto Foundation Graduate Scholarship in Science & Technology, University of Toronto <i>Comment: \$15,000, Toronto, ON</i>
2001	Lucy D. Willis Scholarship, University of Saskatchewan <i>Comment: \$2,000, Saskatoon, SK</i>
2001	Manitoba Association of Registered Nurses Foundation, Manitoba Association of Registered Nurses <i>Comment: \$750</i>
2001	Margaret M. Cahoon Memorial Scholarship, University of Toronto <i>Comment: \$1,950, Toronto, ON</i>

2002	Michael & Effie Bodnar Scholarship, St. Vladimir's Institute <i>Comment: \$1,000, Toronto, ON</i>
2001	University of Toronto Fellowship, University of Toronto <i>Comment: \$43,000</i>
2004	Gail Donner Fellowship in Nursing, University of Toronto <i>Comment: \$1,100</i>
2005	Ministry of Training, Colleges, and Universities Nursing Faculty Fund, Government of Ontario <i>Comment: \$3,000</i>
2007	Saskatchewan Health Bursary for Nurse Educators, Government of Saskatchewan <i>Comment: \$10,000</i>
2008	Rosenstadt Doctoral Dissertation Award, Lawrence Bloomberg Faculty of Nursing, University of Toronto <i>Comment: \$1,000, Toronto, ON</i>
2013-12-05	Top Researcher in Socio-Health, New Investigator Establishment Grant Award, Saskatchewan Health Research Foundation(SHRF)

8. Previous Positions Relevant to U of S Employment

1984 to 1985	Registered Nurse, Geriatric Assessment Unit, University Hospital, Saskatoon, SK
1985 to 1988	Registered Nurse, Surgery/Trauma, Health Sciences Centre, Winnipeg, MB
1989 to 1991	Registered Nurse, Same Day Admit, Stamford Hospital, Stamford, Connecticut
1992 to 1993	Clinical Supervisor, Urology, University of Alberta Hospitals, Edmonton, AB

1995	Clinical Instructor, Faculty of Nursing, University of Alberta <i>Comment: Unable to accept due to my husband's job transfer to Winnipeg</i>
1996 to 1997	Instructor, Faculty of Nursing, University of Manitoba, Winnipeg, MB
1997 to 2006	Lecturer, Faculty of Nursing, University of Manitoba, Winnipeg, MB

9. Teaching Record

9.1 Scheduled Instructional Activity

YEAR	COURSE	INST	ENRL	YIH	YCSH
2014-15	NURS 422.3, Leadership and Management <i>Comment: A GTF assisted in delivering the course by teaching, marking, and collaborating in the delivery of the course</i>	Lec	88		
2014-15	NURS997.3, Doctoral Seminar <i>Comment: Responsibility for the seminar shared by 5 faculty</i>	Sem	7		
2014-15	NURS422.3, Leadership and Management <i>Comment: A GTF assisted in delivering the course by teaching, marking, and collaborating in the delivery of the course</i>	Lec	86		
2014-15	NURS896.3, Advanced Qualitative Methods <i>Comment: Initially 4 students were enrolled and one withdrew</i>	Sem	3		
2014-15	NURS422.3, Leadership and Management <i>Comment: Taught to the North</i>	DL	10		

YEAR	COURSE	INST	ENRL	YIH	YCSH
2013-14	NURS457.3., Practicum <i>Comment: This is a combined undergraduate and post degree course. The undergraduate course number is 425.3</i>	Prc	12		
2013-14	NURS425.3., Practicum <i>Comment: This is a combined undergraduate and post degree course. The post degree course number is 457.3</i>	Prc	12		
2013-14	NURS400.3., Management in Health Systems <i>Comment: This is a combined undergraduate and post degree course. The post degree course number is 454.3</i>	Lec	108		
2013-14	NURS201.3., Global Context <i>Comment: Distributed Learning to La Ronge and Ile-a-la-Crosse</i>	Online	11		
2012-13	NURS993.3, Publishable Paper <i>Comment: Online learning was successfully combined with 3 face-to-face classes.</i>	Online	12		
2012-13	NEPS 400., Management in Health Systems <i>Comment: Taught NEPS 400 and 454 concurrently for a total of 3 credit hours (previous classes taught with 2 faculty members)</i>	Lec	56		
2012-13	NEPS323.3, Research <i>Comment: Taught concurrently with Section 04 for a total of 3 credit hours</i>	Lec	67		
2012-13	NEPS323.3, Research <i>Comment: Taught concurrently with Section 02 for a total of 3 credit hours</i>	Lec	69		

YEAR	COURSE	INST	ENRL	YIH	YCSH
2012-13	NEPS454.3, Leading and Managing in Health <i>Comment: Taught NEPS 400 and 454 concurrently for a total of 3 credit hours</i>	Lec	45		
2011-12	NURS990., Graduate Seminar Series <i>Comment: Coordinated lectures with Dr. Marie Dietrich-Luerer</i>	Lec			
2011-12	NEPS425.6, Clinical Integration <i>Comment: Facilitated theoretical application and critical thinking for students to their practice through meaningful feedback .</i>	Prc	11		
2011-12	NEPS417.3, Issues in Nursing <i>Comment: Co-taught with Dr. Shelley Peacock</i>	Lec	133		
2011-12	NEPS454.3, Leading and Managing <i>Comment: Co-taught NEPS 400 with Prof. Katherine Ash</i>	Lec	119		
2010-11	Nursing323.3, Research <i>Comment: Co- Teaching with Dr. Lalita Bharadwaj, 6 hours/week in the second half of the term.</i>	Lec	153	36	
2010-11	NEPS425.6, Clinical Integration	Lec	6		
2010-11	NEPS454.3, Leading and Managing <i>Comment: Course Leader, Co-Teaching 400.3 with Professor Katherine Ash</i>	Lec	106	52	
2010-11	NEPS426.3, Health Program Planning	Online	8		
2010-11	NEPS400.3, Management <i>Comment: Course Leader, Co-Teaching 454 with Professor Katherine Ash</i>	Lec	102	45	
2009-10	NEPS454.3., Leading and Managing <i>Comment: Co-taught with Prof. Katherine Ash</i>	Lec	104		

YEAR	COURSE	INST	ENRL	YIH	YCSH
2009-10	NEPS323.3., Research for Professional Prac <i>Comment: Co-taught with Dr. Lalita Bharadwaj</i>	Lec	137		
2009-10	NEPS426.3., Health Program Planning	Online	10		
2009-10	NEPS400.3., Management in Health Systems <i>Comment: Taught in Intersession from June 7 - 25.</i>	Lec	105		
2008-09	NEPS323.3., Research for Professional Prac <i>Comment: Co-taught with Dr. Lalita Bharadwaj</i>	Lec	91		
2008-09	NEPS426.3., Health Program Planning	Online	11		
2007-08	NEPS454.3., Lead.and Manag. in Health Care <i>Comment: Course Leader, Co-Teaching 400.3 with Professor Katherine Ash</i>	Lec			
2007-08	NEPS426.3., Health Program Planning <i>Comment: Blackboard, Term 2</i>	Lec	9		
2007-08	NEPS400.3., Management in Health Systems <i>Comment: 15 hr/week</i>	Lec	84		
2007-08	NEPS317.3., Family Diversity <i>Comment: 4 hr/week, Term 1</i>	Lab	21		
2006-07	NEPS454.3., Management in Health Systems <i>Comment: Co-Teacher. 10 hr/week</i>	Lec	26		
2006-07	NEPS426.3., Health Program Planning <i>Comment: Term 2</i>	Online	15		
2006-07	NEPS400.3., Management in Health Systems <i>Comment: 15 hr/week</i>	Lec	84		

YEAR	COURSE	INST	ENRL	YIH	YCSH
2006-07	NEPS317.3., Family Diversity <i>Comment: 4 hr/week</i>	Facilitating Labs	21		
2005-06	NURS49429., Clinical Practicum <i>Comment: Faculty Advisor</i>		12		
2004-05	NURS49429., Clinical Practicum <i>Comment: Faculty Advisor</i>		12		
2003-04	NURS49429., Clinical Practicum <i>Comment: Faculty Advisor</i>		12		
2002-03	NURS49429., Clinical Practicum <i>Comment: Faculty Advisor</i>		6		
2001-02	NURS49428., Theories in Nursing Practice	Lec			
2001-02	NURS49429., Clinical Practicum <i>Comment: Faculty Advisor</i>		12		
2000-01	Nurs49319., Theoretical Basis in Nursing	Lec			
2000-01	NURS49421., Independent Study in Nursing <i>Comment: Faculty Advisor</i>		1		
2000-01	NURS49421., Independent Study in Nursing <i>Comment: Faculty Advisor</i>		1		

9.2 Unscheduled Instructional Activity

2013	NURS 990, Graduate Seminar Series <i>Comment: Guest Lecture - Power relations between managers and nurses: Practice and policy solutions for nurses' work environments. April 2013.</i>
2013	NEPS 400, Management in Health Systems <i>Comment: Guest Lecture - Leadership Theory: Developing the Nurse Manager Role. June 2013.</i>

- 2012 Nursing 990, Graduate Seminar Series.
Comment: Guest Lecture (Udod, S.A., Ash, K.) - Qualitative research: Challenges and pragmatic solutions. February 2012.
- 2012 Nursing 896.3, Nursing Research
Comment: Guest Lecture - Grounded theory and nursing leadership research: Issues and discussions for new qualitative researchers. January 2012.
- 2012 NURS 990, Graduate Seminar Series
Comment: Guest Lecture - Power relations between managers and nurses: Practice and policy solutions for nurses' work environment.
- 2011 Nursing 997, Doctoral Seminar
Comment: Guest Lecture - Grounded Theory Methodology: Considering issues and Obstacles in Nursing Leadership Studies. March 2011.
- 2011 Nursing 990, Graduate Seminar Series
Comment: Guest Lecture - Critical implications for nurse leaders: Nurse - family relations in oncology work environments. March 2011.
- 2011 Nursing 653.3, Qualitative Research
Comment: Guest Facilitator - Grounded Theory. Master of Psychiatric Nursing, Brandon University, Brandon, MB. 1 Week. February 2011.
- 2010 Nursing 891.3, Concept Clarification
Comment: Guest Lecture - Mobilizing Foucault: Uncovering New Possibilities for Nursing Leadership. November, 2010.
- 2008 NURS 990, Graduate Seminar Series
Comment: Guest Lecture - Critical Competencies for Nurse Managers: Improving Nursing Retention.

- 2008 NURS 891.3, Concept Clarification
Comment: Guest Lecture - Implementing a Post-structuralist Perspective in Nursing
- 2007 NURS 990, Graduate Seminar Series
Comment: Guest Lecture - The power behind empowerment: Relations between staff nurses and nurse managers in improving quality of work-life.
- 2006 71.111, Health and Health Professions
Comment: Guest Lecture - Nurses, Nursing and the Healthcare System.
- 2006 49.419 Leadership in Nursing Practice (Web CT)
- 2005 49.431 Nursing Leadership: Issues & Practices (Web CT)
- 2005 49.419 Leadership in Nursing Practice (Web CT)
- 2004 49.431 Nursing Leadership: Issues & Practices (Web CT)
- 2004 49.419 Leadership in Nursing Practice (Web CT)
- 2003 49.431 Nursing Leadership: Issues & Practices (Course development and delivery by Web CT)
- 2003 49.419 Leadership in Nursing Practice (Web CT)
- 2002 49.419 Leadership in Nursing Practice (Web CT)
- 1999 Ethnicity and Family Therapy, Department of Religion
Comment: Guest Lecture - Reflections of a Ukrainian Canadian Professional. University of Winnipeg.

1999 49.419, Leadership in Nursing Practice
Comment: Guest Lectures - i) Performance Management, ii) Time Management & Delegation; iii) Motivation/Team Building; iv) Planning (Strategic/Fiscal/Career); v) Leadership Development. 3 hours each.

9.3 Postgraduate Students Supervised or on Their Committee

Nil

9.4 New or Revised Teaching Materials Developed or Authored

Nil

9.5 Substantially Revised or New Courses Developed and Approved

2011-12 NURS414, Policy Development. As a member of the team I contributed to discussions and together we created the purpose, objectives, evaluative methods, and learning outcomes for the course.

2011-12 NURS422, Issues in Leadership. I chaired this working group and together we developed the purpose, objectives, evaluative methods, and learning outcomes for the course.

9.6 Publications in Journals or Books Related to Teaching Methods

Nil

9.7 Attendance at Teaching Improvement Workshops and Conferences

2015-05-15 Indigenous Land-Based Pedagogies Participant.
Comment: Cancelled due to participants de-registering

- 2015-03-17 to current Best Practices for Teaching Graduate Students Organizer.
Comment: Inquired with Nancy Turner, Gwenna Moss Centre for Teaching Effectiveness, if the Centre could develop workshop for teaching graduate students and enhancing faculty teaching practices
- 2015-05-04 Intro & Go!- Reflecting on Your Teaching Practice Participant.
- 2014-10-09 Attended Lunch n' Learn on How to support Graduate Students by Dr. Donna Zucker, University of Massachusetts, Amherst, MA, USA while she was a Visiting Scholar Participant.
- 2013-04-29 Profesional Development Day: Knowledge Translation and Graduate Projects Workshop (build capacity among committee members to supervise graduate knowledge translation projects) Participant. Langley, BC
- 2010-03 Course Revision and Instructional Adjustment: A Faculty Workshop Participant. The Gwenna Moss Centre for Teaching Effectiveness, University of Saskatchewan, Saskatoon, SK

9.8 Teaching Awards or Recognitions Received

Nil

9.9 Other Teaching Related Activities

Activities

- 2014-05 to current Master of Nursing Course Based Program Committee. The aim of this committee is to modify the course based MN program to include a leadership stream and education stream. Because my area of interest and research are in nursing leadership, I am on the committee. Comment: The master's program in health systems leadership and administration prepares graduates to proactively design a future that will maximize the potential of nurses and other health professionals to participate in leading organizational and system change that can improve the quality of patient care and improve the quality and efficiency of the Canadian healthcare system. This program leverages nursing's unique perspective at the front line of patient care to manage, evaluate, and improve an evolving healthcare delivery system through evidence-based practice. Coursework and practica tailor the graduate student's experience to focus on leadership and administration. The core and cognate courses provide study central to advanced nursing leadership and administration, and the nursing concentration courses offer content and practice in nursing and health care administration, relevant to primary, secondary and/or tertiary settings in rapidly changing times. *Comment: I have taken a leadership role and have met with a faculty member informally to determine appropriate courses from Edwards School of Business, and developed a draft of courses for the leadership stream.*
- 2015-04 Reviewed NFDN 2008, Transition to Practical Nurse Graduate, Practical Nurse Program, Norquest College, Edmonton, AB
- 2015-04 Reviewed KIN 498.3 Leadership and Professionalism in Kinesiology Contexts

- 2014-09 to 2015-04 Mentored Philip McGee, a Graduate Teaching Fellow over the academic year. We collaborated in NURS 422.3 Leadership and Management
- 2014-11 Reviewed NURS 608 Philosophical Foundations of Nursing, Athabasca University
- 2014-10-07 Ad hoc PhD Qualifying Exam Meeting
Comment: Part of a 5 member group to determine expectations for the qualifying exam for students entering the PhD program without a thesis in their master's program
- 2014 Course Review: MGMT 1616, SIAST
Comment: Reviewed a nursing management class to determine if these courses were equivalent to NEPS 400/454 or NURS 422.
- 2013-01-06 to 2013-04-30 Mentoring L.Vogelsang, graduate nursing student, as Teaching Assistant in NEPS 323 Research In Professional Practice
Comment: I provided teaching mentorship to Laura by meeting with her initially to clarify the expectations for the course, and shared resources for teaching. I sought to model professional behaviour in the classroom and act with integrity in my interactions with Laura. I provided constructive feedback, identified strengths, and demonstrated respect and confidence in Laura. We meet approximately 10 times to discuss the course and teaching strategies. I shared techniques and practices in the classroom that were useful, and worked to problem solve teaching issues together. I was readily accessible and provided support to Laura. Recently, Laura was successful in her application for a Limited Term position within the College of Nursing.

- 2013-03-12 Course Review: Nursing Research Course, Athabasca University
Comment: Reviewed course to determine if the course is comparable to NEPS 323 and acceptable for transfer credit to the College of Nursing at the University of Saskatchewan.
- 2013 NURS 882, Practicum
Comment: Preceptored Ira-Joy Macaspac, thesis based graduate student, in using qualitative software and guidance in qualitative data analysis. 3 days, April 2013.
- 2012-12-11 to 2012-12-20 Peer Teaching Evaluation of J. Anonson NURS 812
Comment: Classroom
- 2012-12-04 to 2012-12-05 Course Review: NURS 432, Athabasca University
Comment: Reviewed leadership/management course to determine if it is equivalent to NURS 422, Issues in Leadership and Management: Transformative Practice in Health Care Organizations
- 2012-10-11 Received a formal certificate of appreciation from University Nacional Toribio Rodriguez de Mendoza for welcoming and facilitating the participation of Peruvian nurses in the 400 Management in Health Systems course.
- 2012-09-19 to 2012-09-20 Course Review: BUS 260 and KHS 156, University of Regina
Comment: Reviewed a business course and a kinesiology leadership class to determine if these courses were equivalent to NEPS 454
- 2011 to 2012 Course Review: NURS 432 Management and Leadership in Nursing Practice, Athabasca University
- 2011 Course Review: Nursing 432, Management and Leadership

2007 to 2008	Peer Teaching Evaluation of V. Clarke, NURS 317 <i>Comment: Classroom</i>
2007 to 2008	Peer Teaching Evaluation of K. Ash, NURS 454 <i>Comment: Classroom</i>

10. Theses Supervised

In Progress: Supervisor, Co-Supervisor, Advisory Committee Member, Chair, Other

2015-04 to current	Faculty Advisor, Dawm Affleck, Master of Nursing, College of Nursing
2014-12 to current	Committee Chair, Irene Ostapowich, PhD in Nursing, Controlled Drugs and Substances: Saskatchewan Nurse Practitioners Perceptions of Implications on Practice and Prescribing Patterns, College of Nursing
2014-07 to current	Committee Member, Chidimma Asawalan, Master of Nursing, University of Saskatchewan
2015-03 to current	Committee Member, Kim Toews, Master of Psychiatric Nursing, Brandon University
2014-09 to 2015-01	Committee Member, Laura Tremblay, Master of Nursing, Interprofessional Teams and the Nurse Practitioner Role: A Systematic Review, College of Nursing <i>Comment: Student transferred to another College</i>
2013-12 to current	Student Advisory Committee Chair, Eileen Zaba, Master of Nursing, University of Saskatchewan
2013-10 to current	Committee Member, Jill Friedt, PhD in Nursing, University of Saskatchewan
2013-07 to current	Committee Chair, Mary Ellen Walker, PhD in Nursing, University of Saskatchewan

2014-06 to current	Co-Supervisor, Jacqueline Valois, Master of Nursing, University of Saskatchewan
2013-05 to 2014-05	Faculty Advisor, Amber Burton, Master of Nursing, University of Saskatchewan
2012-09 to 2014-05	Faculty Advisor, Tori Minakakis, Master of Nursing, University of Saskatchewan
2013-01 to 2013-11	Committee Member, Monica Friesen, Master of Science in Nursing, An Evidence Informed Approach to Charge Nurses as Front-Line Leaders, Trinity Western University <i>Comment: Student received the Canadian Nurses Foundation Military Nurses Association Award as well as the 2013 MSN Outstanding Graduate Award. Dr.Astle and I worked well with Monica to ensure she received quality supervision</i>
2012-11 to 2013-03	Committee Member, Nancy Dorion, PhD in Nursing, University of Saskatchewan <i>Comment: Student has transferred to an interdisciplinary doctoral program on campus, and I am no longer on her committee</i>

11. Books, Chapters in Books, Expository and Review Articles

Chapter in Book, Non-Peer Reviewed

2004	Udod, S. A., Care, W. D., & West, L. (2004). Staff nurse empowerment: Strategies in the workplace. In <i>Trends and issues in health care. Toronto, ON: McGraw-Hill Ryerson</i> (pp. 178-189).
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Expository, Review or Journal Articles, Non-Peer Reviewed

- 2014-08 Udod, S. A. (2014, August). Promin. *Embracing change: Growing your faith as an Orthodox Woman in 2013, August/September*, 11-12.
Comment: Invited by the Editor, Leona Bridges, to submit an article for the publication venue of the Ukrainian Women's Association of Canada

12. Papers in Refereed Journals

Published

- 2015 Szelest, I., Udod, S. A., Horsburgh, B., & McGrath, P. (2015). Nursing Leadership. *Building nurse manager capacity*.
Comment: In progress
- 2015 Friesen, M., Astle, B., & Udod, S. A. (2015). Nursing Leadership. *Charge nurses as front line leaders*.
Comment: Submitted
- 2015 Udod, S., & Racine, L. (2015). Empirical and pragmatic adequacy of grounded theory in nursing administration research: Advancing nurse empowerment theory. *Journal of Advanced Nursing*.
Comment: Submitted
- 2015 Udod, S. A., Cummings, G., Care, W. D., & Jansen, A. (2015). "Swimming upstream": Role stressors and coping strategies of nurse managers. *Health Care Management Review*.
Comment: Submitted
- 2014 Udod, S. (2014). Seeking connectivity in nurses' work environments: Advancing nurse empowerment theory. *Canadian Journal of Nursing Research*, 46(3), 110-127.

- 2014 Udod, S., & Racine, L. (2014). A critical perspective on relations between staff nurses and their nurse manager: Advancing nurse empowerment theory. *Canadian Journal of Nursing Research*, 46(4), 83-100.
- 2013-04 Racine, L., Springer, R. A., & Udod, S. A. (2013, April). Distributed learning and rapid technological changes: An exploration of faculty development needs. *International Journal of University Teaching and Faculty Development*, 3(3), 1-15.
- 2013 Udod, S. A., & Care, W. D. (2013). "Walking a tight rope": An investigation of nurse managers' work stressors and coping experiences. *Journal of Research in Nursing*, 18(1), 66-78.
- 2012 Udod, S. A. (2012). Process of seeking connectivity: Social relations of power between staff nurses and nurse managers. *Nursing Leadership*, 25(4), 29-47.
- 2011 Udod, S. A., Care, W. D. (2011). Nurse managers' work stressors and coping experiences: Unraveling the evidence. *Nursing Leadership*, 24(3), 57-72.
- 2011 Lobchuk, M, Udod, S. A. (2011). Oncology nurses' perceptions of their relations with family members in an ambulatory cancer care setting: A mixed method study. *Canadian Oncology Nursing Journal*, 21(2), 64-71.
- 2008 Udod, S. A. (2008). The power behind empowerment for staff nurses: Using Foucault's concepts. *Canadian Journal of Nursing Leadership*, 21(2), 77-92.

- 2004 Udod, S. A., & Care, W. D. (2004). Setting the climate for evidence-based nursing practice: What is the leader's role? *Canadian Journal of Nursing Leadership, 17*(4), 64-75.
- 2003 Care, W.D., & Udod, S.A.. (2003). Perceptions of first-line nurse managers: What competencies are needed to fulfill this role? *Nursing Leadership Forum, 7*(3), 109-115.
- 2002 Scanlan, J., Care, W.D., & Udod, S.A.. (2002). Unraveling the unknowns of reflection in classroom teaching. *Journal of Advanced Nursing, 38*(2), 136-143.
- 2002 Udod, S., & Care, W.D.. (2002). Lessons learned in developing web-based graduate courses: A faculty perspective. *Journal of Continuing Education in Nursing, 33*(1), 19-23.
- 2000 Care, W.D., & Udod, S. A.. (2000). Women in distance education: Overcoming barriers to learning. , 14 (2), 3-9. *New Horizons in Adult Education, 14*(2), 3-9.
- 2000 Care, W. D., & Udod, S. A. (2000). Women in distance education: Overcoming barriers to learning. *New Horizons in Adult Education, 3-9.*
Comment: 14 (2)

13. Papers in Non-Refereed Journals

Published

- 2001 Udod, S. A., & Care, W. D. (2001). Nurse manager competency: A summary report. *Nurscene, 26*(3), 24-25.

- 1998 Udod, S. (1998). Print based instruction for distance education. *Faculty of Nursing Newsletter*.
Comment: 2,3
- 1998 Udod, S. (1998). Effective faculty response to the distance learner. *Faculty of Nursing Newsletter*.
Comment: 3,2

14. Invited Papers/Abstracts in Published Conference Proceedings

Papers, Published

- 2007 Udod, S. A., & Doran, D. (2007). The power behind empowerment: Relations between staff nurses and nurse managers in improving quality of worklife. *Ideas that Work*, 19.
Comment: Canada: Canadian Nurses Association, Ottawa, ON
- 2005 Udod, S. A., & Care, W. D. (2005). *The nurse leader's role in evidence-based nursing practice: Individual and contextual factors*. Paper presented at Registered Nurses of Ontario Champion Network, Toronto, ON.
Comment: Invited speaker- teleconference
- 2003 Udod, S. A., & Care, W. D. (2003). Setting the climate for evidence-based practice: What is the leader's role?. *Proceedings of the Faculty of Nursing Research Day*, 11.
Comment: University of Toronto, Toronto, ON
- 2003 Udod, S. A., & Care, W. D. (2003). Setting the climate for evidence-based practice: What is the leader's role?. *Proceedings of the Nursing Leadership Conference*, 11.
Comment: Ottawa, ON

- 2001 Udod, S. A., & Care, W. D. (2001). Assessing the competencies of first line nurse managers: Implications for effective role development. *Proceedings of the WRCAUSN Conference*, 37.
Comment: College of Nursing, University of Saskatchewan, Saskatoon, SK
- 1998 Udod, S. (1998). Nursing research on the Internet: Developmental process. *Proceedings of the 7th Biennial North American Learning Resource Centres Conference*, 32.
Comment: Faculty of Nursing, University of Calgary, Calgary, AB

Abstracts, Published

- 2013-06-20 Racine, L., Ferguson, L., & Udod, S. A. (2013, June 20). An examination of the discourses on racialization and cultural otherness in Saskatchewan's nursing workplaces. [Abstract]. *Proceedings in the 1st Critical Perspectives in Nursing and Health Care International Conference, Vancouver, BC.*
Comment: p 61
- 2013-06 Racine, L., & Udod, S. A. (2013, June). A critical examination of the hegemonic impact of anti-intellectualism in nursing education. [Abstract]. *Proceedings in the 1st Critical Perspectives in Nursing and Health Care International Conference, Vancouver, BC..*
Comment: p 75

- 2007-10 Udod, S. A., & Doran, D. (2007, October). The contribution of Foucault: Possibilities for staff nurse empowerment. In Indiana University School of Nursing [Ed] [Abstract]. *International Nursing Administration Research Conference*, 129.
Comment: Indianapolis, IN
- 2007 Care, W. D., Udod, S. A., & Hultin, D. (2007). Leading the way: An innovative approach to distance education [Abstract]. *Ideas that Work*, 73.
Comment: Canada: Canadian Nurses Association, Ottawa, ON
- 2005 Udod, S. A., & Doran, D. (2005). Staff nurse empowerment: Analysis of interactions at the unit and organizational levels [Abstract]. *Proceedings of the National Nursing Administration Research Conference*.
Comment: College of Nursing, University of Arizona, Tucson, Arizona
- 2003 Care, W. D., & Udod, S. A. (2003). Setting the climate for evidence-based practice: What is the leader's role? [Abstract]. *Proceedings of the WRCASN Conference*, 44.
Comment: Lethbridge, AB

15. Contributed (Non-Invited) Papers/Abstracts in Published Conference Proceedings

Papers, Published

- Racine, L., Udod, S.A., Springer, R.A., Wall, P. (In Press). *The impact of distributed learning strategies in nursing education: Exploring faculty development needs in a Western Canadian university. Proceedings of the 2012 WNRCSN Conference. The Winds of Change: Diversity and Divergence* .
Comment: Lethbridge, AB
- 2011-06 Udod, S.A., Racine, L., Springer, R.A., Wall, P.. (2011, June). *Optimizing faculty skills for distributed learning: Understanding the issues for faculty development*. Paper presented at Society for Teaching and Learning in Higher Education Conference, Saskatoon, SK.
Comment: Saskatoon, SK
- 2011-05 Udod, S.A., & Lobchuk, M.. (2011, May). *Oncology work environment and nurse- family relations: The pivotal role of nurse leaders*. Paper presented at International Council of Nurses Conference, .
Comment: Valetta, Malta
- 2011-02 Racine, L., Springer, R.A., Udod, S., Wall, P. (2011, February). *Distributed learning: Exploring the needs for faculty development in multi sites program delivery*. Paper presented at Programme of the 16th Annual Ethel Johns Nursing Research Forum, Sigma Theta International Honor Society of Nursing, & Xi Eta Chapter, 22, University of British Columbia School of Nursing, Vancouver, BC.
Comment: Vancouver, BC

- 2011 Care, W.D., Udod, S.A. (2011). *Nurse managers' practices and perceptions of a healthy workplace: Stressors and coping strategies*. Paper presented at Caring with Science Conference, .
Comment: Havana, Cuba
- 2009-05 Udod,S.A.. (2009, May). *Seeking connectivity: Power relations between nurses and nurse managers*. Paper presented at Doctoral Research Week, University of Toronto, Lawrence S. Bloomberg Faculty of Nursing, University of Toronto. .
Comment: Toronto, ON
- 2009-02 Udod, S., Care, W.D., & Crozon, B. (2009, February). *Workplace stress and coping experiences of nurse managers: Building competencies for the future*. Paper presented at Nursing Leadership Conference, .
Comment: Toronto, ON
- Udod, S.A., & Doran, D.. (In Press). *The contribution of Foucault: Possibilities for staff nurse empowerment. International Nursing Administration Research Conference, p. 129* .
Comment: Indianapolis, Indiana, USA
- 2007 Udod, S. A. (2007). *Staff nurse empowerment: Relations of power*. Paper presented at Doctoral Research Week, Faculty of Nursing, University of Toronto, .
Comment: Toronto, ON
- 2002 Scanlan, J. M., Care, W. D., & Udod, S. A. (2002). *Unraveling the unknowns of reflection in classroom teaching*. Paper presented at Western Region Canadian Association of University Schools of Nursing Conference, Kelowna, BC.

- 2001 Udod, S., & Care, W. D. (2001). *Assessing the competencies of first-line nurse managers: Implications for effective role development*. Paper presented at WRCAUSN Conference, College of Nursing, University of Saskatchewan, Saskatoon, SK.
- 2000 Udod, S., Scanlan, J., & Care, W. D. (2000). *Understanding reflection: An action research approach*. Paper presented at 21st Annual Research Symposium, College of Nursing, University of Akron, Akron, Ohio, USA.
- 1999 Scanlan, J., Care, W. D., & Udod, S. (1999). *Understanding reflection: An action research approach*. Paper presented at Collaborative Sigma Theta Tau Nursing Research Conference, Faculty of Nursing, University of North Dakota, Grand Forks, North Dakota, USA.

Abstracts, Published

- 2014 Udod, S., Cummings, G., Care, D., Jansen, A., & Hammond-Collins, K. (2014). *'On the Edge': Role Stressors and Coping Strategies of Nurse Managers in Acute Care Organizations in Western Canada. Pioneering through Chaos: Leadership for a Changing World, International Nursing Administration Research Conference 2014*.
- Comment: Abstract accepted July 1, 2014
INARC is the most prestigious international nursing administration research conference*

- Udod, S. A., & Doran, D. (In Press). *The power behind empowerment: Relations between staff nurses and nurse managers in improving quality of work-life. Ideas that Work, pg. 19 .*
Comment: Ottawa, ON
- 2003 Care, W. D., & Udod, S. A. (2003). *Setting the climate for evidence-based nursing practice: What is the leader's role?* Paper presented at Nursing Research & Evidence Based Practice Brown Bag Lunch Seminar, Winnipeg, MB.
Comment: St. Boniface General Hospital
- 2003 Care, W. D., & Udod, S. A. (2003). *Setting the climate for evidenced-based practice: What is the leader's role?* Paper presented at Western Region Canadian Association of University Schools of Nursing (WRCAUSN), Lethbridge, AB.
- 2003 Udod, S. A., & Care, W. D. (2003). *Setting the climate for evidence-based practice: What is the leader's role?* Paper presented at Nursing Leadership Conference, Ottawa, ON.
- 2003 Udod, S. A., & Care, W. D. (2003). *Setting the climate for evidence-based practice: What is the leader's role?* Paper presented at Research Day, Faculty of Nursing, University of Toronto, (cancelled due to SARS), Toronto, ON.
- 1998 Udod, S. (1998). *Nursing research on the Internet: Developmental process.* Paper presented at 7th Biennial North American Learning Resource Centers Conference, University of Calgary, Calgary, AB.

16. Technical Reports Relevant to Academic Field

Nil

17. Book Reviews

Published

- 2009 Pangman, V. (2009). Pangman, V., Canadian leadership and management in nursing. Role of nurse in management (1st ed.). Philadelphia: Lippincott, Williams, & Wilkins [Review of the book *Pangman, V., Canadian leadership and management in nursing. Role of nurse in management (1st ed.)*., by]. .
- 2007 Whitehead, D., Weiss, S., & Tappen, R. (2007). Essentials of nursing leadership and management [Review of the book *Essentials of nursing leadership and management (4th ed.)*. Philadelphia: F.A. Davis, by]. .
- 2000 Dickson, G., & Picard, M. (Eds.) (2000). Voices of nurses in Royal Roads University Leadership Programs [Review of the book *Caring leadership, Victoria, BC*, by]. .

18. Invited Lectures (Outside the U of S) and Invited Conference Presentations

- 2015-05-07 Udod, S., Care, W. D., & Cummings, G. (2015, May 7). *Nurse manager role stressors and coping strategies: Perspectives for solving complex organizational conditions* 2015 RSNA Annual Meeting and Conference RNs Influencing Healthcare and Driving Change, Saskatoon, SK, May 5-7, 2015

- 2015-04-30
Not Approved
- Racine, L., Ferguson, L., Udod, S. A., Maposa, S., Fowler-Kerry, S., & Lu, Y. (2015, April 30). *The strengths of internationally educated nurses in healthcare settings: Evidence from a critical ethnographic study*. Paper presented at Partners in Education and Integration of IENs Conference 2015, Regina, SK.
- 2015-03-26
- Racine, L., Ferguson, L., Udod, S. A., Maposa, T., Fowler-Kerry, S., & Lu, Y. (2015, March 26). *Internationally educated nurses' experiences of racialization and the Canadian health care system in Saskatchewan* Poster presented at the 17th National Metropolis Conference. Broadening the Conversation: Policy and Practice in Immigration, Settlement, and Diversity, Vancouver, BC
- 2015-03-26
- Racine, L., Ferguson, L., Udod, S., Maposa, S., Fowler-Kerry, S., & Lu, Y. (2015, March 26). *Broadening the conversation: Policy and practice in immigration, settlement and diversity* 17th National Metropolis Conference, Vancouver, BC, March 26-29, 2015
- 2015-01-16
- Freisen, M., Astle, B., & Udod, S. (2015, January 16). *An evidence informed approach for charge nurses as front-line leaders* School of Nursing, Trinity Western University, Langley, BC
Comment: Presented to students enrolled in NURS 484 Leadership in Nursing via Skype

- 2014-11-14 Racine, L., Ferguson, L., Udod, S., Maposa, S., Fowler-Kerry, S., & Lu, Y. (2014, November 14). *Building cultural competence in organizations: Nurse manager roles in leading cultural diversity*. The International Nursing Administration Research Conference, Pioneering Through Chaos: Leadership for a Changing World. November 12-15, 2014, Texas Women's University, Dallas, TX, USA.
Comment: Presented by L. Racine
- 2014-11-14 Udod, S., Cummings, G., Care, W. D., Jansen, A., & Hammond-Collins, K. (2014, November 14). "On the edge": *Role stressors and coping strategies of nurse managers in acute care organizations in Western Canada*. The International Nursing Administration Research Conference, November 12-15, 2014, Texas Women's University, Dallas, TX, USA.
- 2014-10-25 Racine, L., Ferguson, L., Udod, S., Maposa, S., Fowler-Kerry, S., Lu, Y., & Smith, M. (2014, October 25). *Integration of internationally educated nurses in the Canadian health care system: Navigating the pitfalls of racialization and Othering* The 40th Annual Conference of the Transcultural Nursing Society, Charleston, South Carolina, USA, October 22-25, 2014.
- 2014-10-02 Udod, S., Cummings, G., Care, W. D., Hammond-Collins, K., & Cave, J. (2014, October 2). *Nurse managers in acute care facilities in Western Canada: Role stressors and coping strategies*. The Irish Association of Directors of Nursing and Midwifery Leadership Symposium, Cork, Ireland.
Comment: Poster presented on behalf of Dr. Udod by Dr. June Anonson, Jennifer Catte, & Taylor Roy.

- 2014-07-07 Racine, L., Ferguson, L., Udod, S. A., Maposa, T., Fowler-Kerry, S., & Lu, Y. (2014, July 7). *Managing cultural diversity in health care organizations: Examining nurse managers' roles in facilitating the professional, social, and cultural integration of immigrant nurses in Western Canada* Paper presented at the 14th International Conference on Diversity in Organizations, Communities, and Nations. Vienna University of Economics and Business, (Wirtschafts Universitat Wien), Vienna, Austria. Presented by L. Racine and Y. Lu
- 2014-10-23 Friesen, M., Astle, B., & Udod, S. (2014, October 23). *An evidence informed approach for Charge Nurses as front-line leaders*. Paper presented at Canadian Association of Perinatal and Women's Health Nurses 4th Annual Conference, Regina, Saskatchewan.
- 2014-07-09 Racine, L., Ferguson, L., Udod, S. A., Maposa, T., & Fowler-Kerry, S. (2014, July 9). *Managing cultural diversity in health care organizations: Examining nurse managers' roles in facilitating the professional, social, and cultural integration of immigrant nurses in western Canada*. Paper presented at 14th International Conference on Diversity in Organizations, Communities, and Nations, Institute for Gender and Diversity in Organizations, Vienna, Austria.

- 2014-05-01 Ferguson, L., Racine, L., Udod, S. A., Maposa, S., & Fowler-Kerry, S. (2014, May 1). *Exploring the integration Experiences of Internationally Educated Nurses and their Canadian Educated Colleagues and Nurse Managers*. Paper presented at Plenary Presentation. In the proceedings of the 8th National Conference, Partners in Education and Integration of Internationally Educated Nurses, Ontario Network of Educators and Supporters of Internationally Educated Nurse, Toronto, ON.
- 2013-06-20 Racine, L., & Udod, S. A. (2013, June 20). *A critical examination of the hegemonic impact of anti-intellectualism in nursing education* Presentation at the 1st Critical Perspectives in Nursing and Health Care International Conference, Vancouver, BC
- 2013-06-19 Udod, S. A., & Racine, L. (2013, June 19). *Applying a critical perspective lens to examine power and empowerment in nurses work environments* Presented at the 1st Critical Perspectives in Nursing and Health Care International Conference, Perspectives, Vancouver, BC, June 19-20, 2013
- 2013-06-19 Racine, L., Ferguson, L., & Udod, S. A. (2013, June 19). *An examination of the discourses on racialization and cultural otherness in Saskatchewan's nursing workplaces*. Presentation at the 1st Critical Perspectives in Nursing and Health Care International Conference, Vancouver, BC

- 2013-03-28 Rohatinsky, N., Ferguson, L., Udod, S. A., & Racine, L. (2013, March 28). *Rural mentorship matters: Challenges and opportunities for rural nursing leadership* Abstract accepted for the Sigma Theta Tau International Honor Society of Nursing 42nd Biennial Convention, Indianapolis, Indiana, November 16-20, 2013
- 2013-03-15 Racine, L., Ferguson, L., Udod, S. A., Maposa, T., & Fowler-Kerry, S. (2013, March 15). *Exploring the roles of nurse managers in the professional, social, and cultural integration of immigrant nurses in a Canadian prairie province.* Abstract accepted for the 39th Transcultural Nursing Society Conference, Albuquerque, New Mexico, October 23-26, 2013
- 2012-12-09 Udod, S. A. (2012, December 9). *Intersection of the Church and the Academy* St. Andrew's College, University of Manitoba, Winnipeg, MB
Comment: Invited Keynote Speaker
- 2012-11-29 Udod, S. A. (2012, November 29). *First Nations & Inuit Health, Health Canada, Regional Nursing Workshop* The Changing Nature of Nurse Managers' Work: Intensifying Leadership Practices, Saskatoon, SK
Comment: Invited Speaker
- 2012-11-05 Udod, S. A. (2012, November 5). *Health care professional-caregiver communication and work life factors* Research Priority Setting Think Tank: Family Caregiver Communication Issues, CIHR, Institute of Health Services and Systems for an Aging Population under the Planning Grants. Winnipeg, MB
Comment: Invited Speaker

- 2012-10-23 Udod, S. A., & Racine, L. (2012, October 23). *New sites for nursing inquiry: Connecting research and pragmatic relevance*. 18th Qualitative Health Research Conference, International Institute for Qualitative Methodology, University of Alberta, Montreal, QC
- 2012-11-05 Lobchuk, M. (2012, November 5). *Family Caregiver Communication Think Tank (CIHR) Two-day workshop* with invited researchers, clinicians, and service agencies to focus on family caregiver communication.
Comment: Invited Speaker Winnipeg, MB
- 2012-02-08 Udod, S.A. (2012, February 8). *Realities of Nursing education and practice in Canada: Issues and opportunities*. Paper presented at 2nd Nursing Symposium, Izmir, Turkey.
Comment: Invited Keynote Speaker

19. Contributed (Non-Invited) Papers/Abstracts at Conferences

Abstracts-Oral

- 2013-11-13 Racine, L., & Udod, S. A. (2013, November 13). *Managing cultural diversity: Defining nurse managers' roles in improving the professional, social, and cultural integration of immigrant nurses in western Canada*. Paper presented at International Nursing Administration Research Conference, Baltimore, MD, USA.
Comment: INARC most prestigious international nursing administration research conference

- 2013-10-23 Racine, L., Ferguson, L., Udod, S. A., Maposa, S., & Fowler-Kerry, S. (2013, October 23). *Promoting culturally competent care: Exploring the roles of nurse managers in the professional, social, and cultural integration of immigrant nurses in a Canadian prairie province*. Paper presented at 39th Transcultural Nursing Society Conference, Albuquerque, NM.
- 2013-06-19 Udod, S. A., & Racine, L. (2013, June 19). *Applying a critical perspective lens to examine power and empowerment in nurses' work environments*. Paper presented at 1st Critical Perspectives in Nursing and Health Care International Conference, Vancouver, BC.
Comment: p 67
- Racine, L., Ferguson, L., & Udod, S. A. (In Press). *An examination of the discourses on racialization and cultural otherness in Saskatchewan's nursing workplaces. Proceedings in the 1st Critical Perspectives in Nursing and Health Care International Conference, Vancouver, BC*.
Comment: p 61
- 2013-03-08 Udod, S. (2013, March 8). *Leaders in Managing*. Paper presented at Courage to Lead: Nursing, A Leading Force for Change, Nursing Leadership Conference, Saskatoon, SK.
Comment: Invited to host discussions for the World Cafe interactive sessions

2013-03-08
Not Approved

(2013, March 8). *Leaders in Managing*. Paper presented at Courage to Lead: Nursing, a Leading Force for Change, Nursing Leadership Conference, Saskatoon, SK.

Comment: Invited to host discussions for the World Cafe interactive sessions

2012-03

Udod,S.A., Care, W.D. (2012, March). *Nurse managers' work stressors and coping experiences: Re-aligning role expectations*. Paper presented at The Quality Worklife-Quality Healthcare Collaborative 's 6th Annual Summit, Vancouver, BC.

2007

Hultin, D., Care, W. D., & Udod, S. A. (2007). *Putting the northern voice first: Rethinking distance delivery for Aboriginal learners*. Paper presented at University College of the North Northern Voices, Northern Realities Conference, .

Comment: Thompson, MB

2002

Care, W. D., & Udod, S. A. (2002). *Teaching leadership in an asynchronous learning environment*. Paper presented at 18th Annual Conference on Distance Teaching and Learning, Madison, Wisconsin, USA.

2001

Udod, S., Care, W. D., & Beaton, J. (2001). *Professionalization of the Head Nurse-Unit Manager role: 1950's - 1990's*. Paper presented at Canadian Association for the History of Nursing Conference, Faculty of Nursing, University of Manitoba, Winnipeg, MB.

- 1999 Udod, S., & Care, W. D. (1999). *Women in distance education: Overcoming barriers to learning*. Paper presented at Technology/Pedagogy/Politics: Critical Visions of New Technologies in Education Conference, Department of English, Mount Royal College, .

Abstracts-Poster

- 2013-12-05 Udod, S., Cummings, G., Care, D., & Hammond-Collins, K. (2013, December 5). *Role Stressors and Coping Experiences of Nurse Managers in Rural and Urban Acute Care Facilities in Saskatchewan and Alberta*. Poster presented at 2013 SHRF Sante! Awards, Saskatoon, SK.
- 2013-11-16 Rohatinsky, N., Ferguson, L., Udod, S. A., & Racine, L. (2013, November 16). *Rural mentorship matters: Challenges and Opportunities for Rural Nursing Leadership*. Poster presented at Sigma Theta Tau 42nd Biennial Convention, Indianapolis, IN.
- 2013-11-13 Udod, S. A., & Racine, L. (2013, November 13). *Seeking power through resistance: Practice and policy solutions for nurse managers in nurses' work environments*. Poster presented at International Nursing Administration Research Conference, Baltimore, MD,USA.
Comment: INARC is the most prestigious international nursing administration research conference
- 2008 Udod, S.A., Doran, D.. (2008). *The contribution of Foucault: Possibilities for staff nurse empowerment*. Poster presented at College of Nursing Research Day, University of Saskatchewan, .
Comment: Saskatoon, SK

- 2007-02 Care, W.D., Udod, S.A, Hultin, D.. (2007, February). *Leading the way: An innovative approach to distance education*. Poster presented at Nursing Leadership Conference, .
Comment: Toronto, ON
- 2005 Udod, S. A., & Doran, D. (2005). *Staff nurse empowerment: Analysis of interactions at the unit and organizational levels*. Poster presented at National Nursing Administration Research Conference. College of Nursing, University of Arizona, Tucson, Arizona.
Comment: Accepted but unable to attend

20. Patents Granted

Nil

21. Research Grant and Contract Information

Grants, Awarded (Peer-Reviewed)

- 2015-06 to 2015-08 Udod S (Principal Investigator). Undergraduate Student Research Assistantship (USRA), University of Saskatchewan. Total: \$2,000.00 for 2015-06 to 2015-08
Comment: Mentoring a post degree nursing student with a keen interest in pursuing graduate education and an academic position in nursing. Including her in research discussions, data analysis, and manuscript preparation.

2013-08 to 2016-07

Udod S (Principal Investigator), Cummings G (Co-investigator), Care W (Co-investigator). Role Stressors and Coping Strategies of Nurse Managers in Acute Care Facilities in Saskatchewan and Alberta, SHRF Establishment Grant. Total: \$119,433.00 for 2013-08 to 2016-07

Comment: Received 4.5/5 "Outstanding " category on the peer review.

Awarded June 25, 2013, and project is meeting projected timelines: data collected and analyzed in SHR , half of data collected in AB, and beginning data collection in PNRHA this Fall, as we go into year 2 of a 3 year project

Rohatinsky N (Principal Investigator), Rennie D (Co-investigator), Udod S (Co-investigator), Anonson J (Co-investigator). The Development of a Rural-Specific Mentorship Program for Registered Nurses, Nurse Practitioners and Physicians in Saskatchewan, Saskatchewan Health Research Foundation, New Investigator.

Comment: Under review

Udod S (Principal Investigator), McGrath P (Co-principal Investigator), Lobchuk M (Co-investigator), McPherson C (Co-investigator), Abou-Setta A (Co-investigator), Cummings G (Co-investigator), Kumaran M (Co-investigator), Donaldson J (Co-investigator), Huckstep S (Co-investigator), Lamont L (Co-investigator), Walker S (Co-investigator). Strategies Used by Chief Nurse Executive and Middle Nurse Managers in Meeting Family Caregiver Communication Needs: A Continuum of Healthcare Contexts in Saskatchewan, Canadian Institute of Health Research.

Comment: Not funded

Goodridge D (Principal Investigator), Rotter T (Co-principal Investigator), Harrison E (Co-investigator), Willoughby K (Co-investigator), Udod S (Co-investigator), Teare G (Co-investigator), Samdu M (Collaborator), Westhorp G (Collaborator). Lean Implementation in Saskatchewan: Impact on Patient Safety Outcomes, The overall aim of this interdisciplinary project is to investigate the impact of the implementation of Lean on patient safety in Saskatchewan, Health Research Foundation.

Comment: Not funded

Rotter T (Principal Investigator), Goodridge D (Co-principal Investigator), Dobson R (Co-investigator), Grimshaw J (Co-investigator), Kinsman L (Co-investigator), Quinlan E (Co-investigator), Sari N (Co-investigator), Stacey D (Co-investigator), Stempien J (Co-investigator), Taljaard M (Co-investigator), Teare G (Co-investigator), Udod S (Co-investigator), Smadu M (Collaborator), Westhorp G (Collaborator). Evaluation of Lean Transformation in Saskatchewan Health Care, Our project addresses the over-arching question: “What are the effects of the implementation of Lean on patient safety, quality of care, and cost-effectiveness in the Saskatchewan health care system?” The hypothesis we propose to test, developed from our baseline study of Lean in Saskatchewan, is that: Empowerment of staff and changes to leadership practices are intermediate outcomes of Lean and the primary mechanisms by which Lean generates improvements in patient safety and system efficiency. CIHR- Partnerships for Health System Improvement.

Comment: Under review

- 2014-06-01 to 2014-08-31 Udod S (Principal Investigator). Undergraduate Student Research Assistantship (USRA), University of Saskatchewan. Total: \$2,000.00 for 2014-06-01 to 2014-08-31
Comment: Mentoring an post degree nursing student with a keen interest in pursuing graduate education and an academic position in nursing. Including her in research discussions, manuscript preparation, and a poster for an international symposium in Ireland
- 2012-10 to 2014-09 Racine L (Principal Investigator), Ferguson L (Co-principal Investigator), Udod S (Co-investigator), Maposa S (Co-investigator), Fowler-Kerry S (Co-investigator). Understanding Internationally Educated Nurses' Professional, Cultural, and Social Integration in Canadian Nursing Workplaces: Designing Culturally Competent and Evidence-Based Retention Programs, CIHR and the Regional Partnership Program. Total: \$152,080.00 for 2012-10 to 2014-09
Comment: Project is ongoing

- 2010-08 to 2013-07 Teare GF (Principal Investigator), Baker GR (Co-principal Investigator), Goodridge D (Co-investigator), Griffiths P (Co-investigator), Quinlan E (Co-investigator), Sales A (Co-investigator), Sari N (Co-investigator), Sari O (Co-investigator), Verrall T (Co-investigator), Woods P (Co-investigator), Udod S (Collaborator), Burns T (Collaborator), Lewis S (Collaborator), MacLeod B (Collaborator), Samdu M (Collaborator), Willoughby K (Collaborator), Wodchis W (Collaborator). Impact of releasing time to care: The productive ward-relationship of outcomes and context on a nurse-led health care improvement innovation (2010-13), Canadian Institutes of Health Research \$399, 447 and Saskatchewan Health Research Foundation \$100,000. Total: \$499,447.00 for 2010-08 to 2013-07
- 2011 Udod S (Principal Investigator). Workplace stress and coping experiences: The practices and perceptions of nurse managers, University Publications Fund. Total: \$621.00 for 2011
- 2010 to 2012 Udod S (Principal Investigator). Understanding the dynamics of emotional intelligence and empowerment from employee perspectives: Implications for leadership, President's SSHRC. Total: \$6,106.00 for 2010 to 2012
- 2008 to 2009 Udod S (Co-principal Investigator), Lobchuk M (Co-principal Investigator). Family caregivers: Are they a barrier or facilitator of the quality of nurses' work life in oncology settings, Canadian Association of Nurses in Oncology Research Award. Total: \$5,000.00 for 2008 to 2009

- 2005 to 2007 Care WD (Principal Investigator), Udod S (Co-principal Investigator). Reaching out: Addressing needs of remotely located students in northern Manitoba, <http://www.umanitoba.ca/nursing/Outreach/outreach.html> Social Sciences and Humanities Research Council. Total: \$46,500.00 for 2005 to 2007
- 2003-09 to 2004 Udod S (Collaborator). Quality of Work Environments for Nursing, Compiled Qualitative Research Summary Report, Research Assistant, Ministry of Health and Long Term Care, Ontario. Total: \$997,535.00 for 2003-09 to 2004
Comment: Submitted Research Summary Report to Dr. Linda McGillis Hall and Dr. Diane Doran, Faculty of Nursing, University of Toronto, Toronto, ON
- 1999 to 2000 Udod S (Principal Investigator), Care WD (Co-investigator). Competencies of First Line Nurse Managers, Implications for Effective Role Development University Grants Program, University of Manitoba. Total: \$2,247.00 for 1999 to 2000

Grants, Awarded (Non-Peer-Reviewed)

- 2014-04 to 2015-06 Udod S (Principal Investigator), Ward H (Principal Investigator), Sheppard S (Co-principal Investigator), McGrath P (Co-investigator), Rohatinsky N (Co-investigator), Baerg K (Co-investigator), Molnar G (Co-investigator), Gander L (Co-investigator). Designing Our Care delivery Review and design Survey of the Interprofessional Environment, Saskatoon Health Region. Total: \$5,000.00 for 2014-04 to 2015-06
Comment: aim is to apply improvement process of lean and make changes to care delivery to better respond to patient and family needs and improve provider satisfaction through interprofessional practice.

2007 Udod S (Principal Investigator). Workplace stress and coping experiences: The practices and perceptions of nurse managers, Start Up Research Funds – Operating Funds, University of Saskatchewan. Total: \$5,000.00 for 2007

22. Artistic Exhibitions or Performances

Nil

23. Professional Practice

Professional Practice

2015-02 to 2015-06 **Synergy Project.** Invited by Dr. Maura McPhee, Associate Professor, University of British Columbia, to provide local support for any initiatives the Regina Qu'Appelle Health Region requires related to evaluating the client needs assessment tool in long term care settings. This invitation was supported by Dr. Marlene Smadu, Vice-President of Quality and Transformation.

2014-10 to 2015-06 **Building Nurse Manager Leadership Capacity.** Building partnerships with practice to enhance nurse manager leadership capacity
Comment: Ongoing collaborating with Dr. Beth Horsburgh's office by providing expertise and guidance in cultivating leadership capacity for nurse managers. I have met with Beth, Betty Mutwiri, Tammy Vornbrock, and Izabela Szelest to provide direction on a literature search for best practices in building leadership capacity, and to explore opportunities for best practices for training programs

2012-12 to current

Research mentor for Dr. Noelle Rohatinsky. I have participated in Noelle's mentorship meetings, and we meet regularly to discuss her program of research. We have begun a research relationship whereby we include each other in conference presentations, and we are working towards future publications and grants to establish her program of research. I have assisted Noelle with setting goals, and acknowledged her accomplishments. I am open, approachable, and supportive of her research endeavours. I share what I have learned as a researcher, and continue to identify workshops and opportunities that are relevant and will enhance her professional development.

2014 to current

Professional Practice. My professional practice focuses on nursing leadership and its effect on the quality of nurses work environments leading to improved patient, nurse and organizational outcomes. The value of leadership theory is an important tool to influence health care and policy as well as the future role of professional nursing. The transition from student to leaders and managers is a process that requires knowledge, skills and experience. The current conditions in health care require nurse leaders to possess essential nurse leader competencies that can influence the work environment and decisions about safe, quality patient care. As such, my professional practice aims to support the competencies and skills required for nurse leaders to participate in leading organizational and system change that can create work environments conducive to improving the quality of care, improve nurse outcomes, and improve organizational outcomes.

- 2014 to current **Administrative Nurse Professional Practice Group.**
Focus of group: professional and educational development, and sharing emerging trends in nursing administration and management. I am continuing my involvement in the group
Comment: Invited to present at a workshop for nurses in managerial and administrative roles(date to be determined)
- 2015-05-14 **Building Nurse Manager Leadership Capacity.**
Attended Kaizen Event in the Saskatoon Health Region
Comment: Invited by Betty Mutwiri, Director, Organizational Learning and Leadership, to participate in creating a manager orientation and ongoing manager development
- 2015-01 to 2015-03 **The Development of a Pilot Rural-Specific Mentorship Program for Registered Nurses, Nurse Practitioners, and Physicians in Saskatchewan.**
Comment: Completed a thorough and indepth review for Dr. Noelle Rohatinsky's grant proposal for the Saskatchewan Health Research Foundation, New investigator Grant (8 hours)
- 2014-12 to 2015-01 **Submission for Dr. Louise Racine for the Effie Feeny Award for Excellence in Nursing Research.**
Comment: Completed the nomination form, contacted 4 people for letters of support, wrote a letter of support, provided examples from letters of support in how the nominee met the criteria, developed the citation, coordinated the application with the administrative support of Roxanne Cossette (8-10 hours)
- 2014-12-08 to 2014-12-17 **Abstract Reviewer.** 2015 Qualitative Methods Conference
Comment: Reviewed 7 abstracts

- 2014-11 to 2014-12 **SSHRC Grant Reviewer.**
Comment: Completed a SSHRC Insight Development Grant internal review
- 2014-07 to 2014-08 **SSHRC Grant Reviewer.**
Comment: Completed a SSHRC Insight Grant internal review
- 2014-05-14 to current **Proposal in Progress.** Udod, S.A (PI), Lobchuk, M., McPherson C, Cummings, G, & McGrath, P. Chief nurse executive and middle nurse managers perspective on meeting caregiver communication needs within healthcare organizations.
Comment: CIHR Knowledge Synthesis Grant (November, 2014 submission)
- 2013 to current **Manuscript in progress.** Racine, L., & Udod, S.. A critical examination of the hegemonic impact of anti-intellectualism in nursing education of the 21st century.
Comment: Nursing Philosophy
- 2014-07-04 to 2014-07-10 **Abstract Reviewer.** 20th Annual Qualitative Health Research 2014 Conference
Comment: Reviewed 5 abstracts in June, 2014
- 2014-05-13 to 2014-06-04 **Abstract Reviewer.** 7th International Symposium of Safety & Health in Agricultural & Rural Populations Conference
Comment: Reviewed 5 abstracts
- 2014-06 **Learning from the past: Leading for the future - 20th Qualitative Health Research Conference.** Invited to present updated information on my abstract "New Sites for Nursing Inquiry: Connecting Research and Pragmatic Relevance" which I presented at the Qualitative Health Research Conference in Montreal in 2012, however I am unable to attend in October 2014.

- 2014-05-24 **College of Nursing 75th Anniversary Gala.** Was invited to submit posters to be displayed during the events. The posters "Seeking power through resistance: Practice and policy solutions for nurse managers in nurses' work environments" and "Role stressors and coping strategies of nurse managers in acute care facilities in Saskatchewan and Alberta" were displayed.
- 2013-12 **Knowledge Sharing.** As a recipient of the 2013 SHRF award, I was invited to share my experience in developing the SHRF application with future applicants within the College of Nursing.
- 2013-12 **Interview.** Research for Health (2013). When the stress of health care takes its toll. Saskatchewan Health Research Foundation, Issue 1, p. 29-31.
Comment: As a 2013 SHRF Establishment Grant recipient and recipient of the Top Researcher in Socio-Health, I was interviewed on my current research for the initial issue of the journal.
- 2013-06-10 to 2013-06-21 **Abstract Reviewer.** 19th Annual Qualitative Health Research 2013 Conference
Comment: Reviewed 6 abstracts
- 2013-05-13 **Updates to Tri-agency Funding/University Internal Review Processes.** Workshop regarding tri-council funding
- 2013-04-24 **Invited to attend the Care Delivery Review and Design Workshop for the Saskatoon Health Region.**
Comment: Invited to a Think Tank on the roles, alignment, and models of care for RNs and LPNs relative to the right mix and ratio of provider to patient within the practice setting. I was invited to provide a leader/manager perspective for the proposed initiative.

- 2013-02-27 to 2013-03-13 **Abstract reviewer. 1st Critical Perspectives in Nursing and Healthcare International Conference.**
Comment: reviewed 10 abstracts
- 2013-02-28 to 2013-03-06 **Peer Reviewer. International Journal of Qualitative Methods.**
- 2013-01-16 to 2013-02-05 **Transition from nursing student to clinical nurse: Nurse manager strategies.** Invited peer reviewer for Journal of Nursing Management
- 2013-01-03 to 2013-02-01 **So, you must be a leader- everyone is.** Invited peer reviewer for Journal of Healthcare Leadership
- 2012-09 to 2013-01 **Consortium of faculty interested in the health sciences to pursue collaboration with medical universities in Ukraine.**
Comment: Involved in interdisciplinary planning and strategizing for medical assistance in Ukraine. Focus currently on HIV.
- 2012-11-11 **Journal of Nursing Management.** Invited by Dr. Greta Cummings to contribute to a special issue on Leadership and Patient Outcomes she was editing.
- 2012-10-25 **Leading and Managing in Canadian Nursing, First Canadian Edition.**
Comment: Invited to review the draft manuscript for the book but declined.
- 2012-08-31 **Invited reviewer.** Canadian Essentials of Nursing Research (3rd ed). Loiselle, C., Profetto-McGrath, J., Polit, D., & Beck, C.

- 2012-07-09 to 2012-07-25 **Shirey, M. (2012). Review: “Walking a tight rope”:
An investigation of nurse managers’ work stressors
and coping experiences. Journal of Research in
Nursing,18 (1), 80-81.
DOI:10.1177/1744987112438650..**
*Comment: Dr. Shirey, RN, PhD, FACHE, FAAN, is a
renowned scholar in evidence-based leadership and
management practice. Her research focuses on the
nurse manager role, and her work in explicating the
relationship between authentic leadership and the
practice environment of nurses is considered a seminal
contribution to nursing literature. Dr.Shirey’s expertise
lends support to the study by Udod & Care (2012)
suggesting their work makes a valuable contribution to
the evidence supporting nurse manager role
complexity.*
- 2011 **Abstract Reviewer: 2011 Qualitative Health
Research Conference.** International Institute for
Qualitative Methodology (IIQM), University of Alberta,
October 24-27, 2011, Vancouver, BC.
- 2011 **Presentation to College of Nursing Faculty,
University of Saskatchewan.** Racine, L., Springer,
R.A., Udod, S.A., Wall, P., Shutko, C., Spence, C.,
Buld, F. (2011). Assessment of faculty needs for
support and training within a distributed learning
delivery model.
- 2011 Assisted D. Flahr, Educator, Equipment & Product
Standardization Nurse-Skin & Wound, Saskatoon
Health Region, Saskatoon, SK., with developing a
structured observation data collection tool for pressure
ulcer prevention in ICU.

- 2009 **SSHRC Consultation: Reaching out: Addressing needs of remotely located students in northern Manitoba.** Our SSHRC research team was consulted by Valerie Neaves, Northern Lakes College, Alberta regarding their research project for Alberta-North in developing best practices for attracting and retaining under-represented groups in northern communities.
- 2007 **Udod, SA, Care,WD. Student guide for online learning.** 15 pages, Social Sciences and Humanities Research Council, Grant #502-2005-0007, <http://www.umanitoba.ca/nursing/Outreach/outreach.html> Faculty of Nursing, University of Manitoba
- 2007 **Student guide for online learning.** Faculty of Nursing, University of Manitoba, 15 pages (Social Sciences and Humanities Research Council, Grant #502-2005-0007). Website: <http://www.umanitoba.ca/nursing/Outreach/outreach.html>.
Comment: Udod,S.A., & Care,W.D.
- 2006 **Abstract Reviewer.** Western Region of the Canadian Association of Schools of Nursing Conference 2007, Saskatoon, SK.
- 2006 Setting the climate for evidence-based nursing practice: What is the leader's role? In the Know, 1(1), http://www.fcrss.ca/research_themes/pdf/pages_from_in_the_know_nursing_issue_1_eng.pdf
- 2004 **Abstract Reviewer.** WRCASN Conference 2005. Winnipeg, MB.
- 1997 **Abstract Reviewer. Clinical Nursing Research Conference.**
Comment: Winnipeg, MB

Continuing Education - Learner

- 2015-05-25 **Patient Oriented Research (POR): Saskatchewan Style.**
Comment: Workshop for patients, clinicians, researchers and policy makers (3 hours)
- 2015-04-29 **Writing Winning Grants.** Communicate Your Research Excellence for Maximum Impact
Comment: Presented by Butlers & Associates, Vancouver, BC assisting researchers in all disciplines to secure over \$1.1 billion in research funding (2 hours)
- 2015-04-23 **CIHR Town Hall Forum.** Dr. Jane Aubin, Chief Scientific Officer and Vice-President
Comment: Dr. Aubin spoke about CHIHR's strategic plan and the Foundation and Project grants (2 hours)
- 2014-12-11 **SHRF Funding Facts.**
Comment: Focus on funding opportunities, policies, and peer review process
- 2014-10-31 **SSHRC Insight Development Grant Workshop.**
Comment: 4 hours
- 2014-07-30 **SHRF Collaborative Innovation Development Grant.**
Comment: 1 hour
- 2014-06-05 **Kaizen Basics (formally Introduction to Continuous Improvement).** Conducted by the Saskatoon Health Region, and attended to enhance my understanding of Lean philosophy and management system and increase my contributions to the Lean research team (4 hours)
- 2014-05-12 **Developing your Research Program Workshop.** Presented by Dr. Kelli Stadjuhar, University of Victoria
- 2014-04-24 **Show Me the Funding! Writing Winning Grants.** A hands-on research grant workshop

- 2014-02-18 to 2014-02-19 **Realist Evaluation and Synthesis Training Workshop.** Research Methodology Training for Lean Project
Comment: Presented by G. Westhorp, Australia
- 2012-08-21 to 2012-11-13 **Certificate of Completion for TCPS 2: CORE as a Panel member on Behavioural Research Ethics Board.** Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans
Comment: Course on research ethics
- 2012-10-18 **Writing for Publication in Nursing Workshop.**
Comment: Facilitator: Dr. Marilyn Oermann
- 2011-12 **Scientist Knowledge Translation Training Course.** University of Saskatchewan, Saskatoon, SK
- 2011-11 **Research Mentorship Workshop.** University of Saskatchewan, Saskatoon, SK
- 2011-03 **What Makes a Course Student Centered?.** College of Nursing, University of Saskatchewan, Saskatoon, SK
- 2010 **Effective Grant Writing.** University of Saskatchewan, Saskatoon, SK
- 2009 **Writing for Publication.** Lawrence S. Bloomberg, Faculty of Nursing, University of Toronto, Toronto, ON
- 2009 **Grant Writing.** Lawrence S. Bloomberg, Faculty of Nursing, University of Toronto, Toronto, ON
- 2008 **NVivo 7 Workshop.** Department of Sociology, University of Saskatchewan, Saskatoon, SK
- 2008 **Annual SSRHC Writing Seminar.** University of Saskatchewan, Saskatoon, SK
- 2007 **Workplace Integration of New Nurses Conference.** Edmonton, AB

2007 **Thinking Qualitatively Workshop Series: Grounded Theory.** International Institute for Qualitative Methodology University of Alberta, Edmonton, AB

2007 **NVivo 7 Workshop.** International Institute for Qualitative Methodology, University of Alberta, Edmonton, AB

Continuing Education - Presenter

2011 **Critical implications for nurse leaders: Nurse-family relations in oncology work environments.**
Saskatchewan Cancer Agency
Comment: Saskatoon, SK.

Manuscript Review (Peer Review Process)

2015-02 to current **Canadian Journal of Nursing Research.**
Comment: Volunteered to review manuscripts

2015-04 **Nursing Leadership.**
Comment: Invited by Dr. Carol Wong, Editor for Research, to review an article. Dr. Wong is a well known researcher in leadership and management in nursing and health services (3 hours)

2015-02 to 2015-03 **Academy of Management Annual Conference, Organizational Behavior Division.** The Academy is a premier network of scholars who are united by an abiding passion for excellence in the creation and dissemination of management and organization knowledge
Comment: Reviewed 3 manuscripts consisting of 30-40 pages (4 hours x 3= 12 hours)

- 2015-02 to 2015-03 **Academy of Management Annual Conference, Health Care Management Division.** The Academy is a premier network of scholars who are united by an abiding passion for excellence in the creation and dissemination of management and organization knowledge
Comment: Reviewed 3 manuscripts consisting of 30-40 pages (4 hours x 3= 12 hours)
- 2014-12 **Journal of Nursing Management.**
Comment: Reviewed 3 manuscripts
- 2014-01-14 to 2014-02-21 **Peer Reviewer.** Academy of Management 2014 Annual Meeting August 1-5, Philadelphia, PA, USA
Comment: Reviewed 2 papers
- 2013-09-10 to 2013-12-19 **Canadian Journal of Nursing Leadership.**
Comment: Reviewed 2 manuscripts
- 2013-11-01 to 2013-11-25 **Healthcare Policy.**
Comment: Reviewed 1 manuscript
- 2013-08-14 to 2013-09-05 **International Journal of Qualitative Methods.**
Comment: Reviewed 1 manuscript
- 2013-07-23 to 2013-08-08 **Peer Reviewer: Journal of Healthcare Leadership.**
Comment: 1 manuscript
- 2013-05-15 to 2013-06-01 **Western Journal of Nursing Research.**
Comment: Reviewed 1 manuscript
- 2013-05-14 to 2013-05-30 **Nurse manager span of control: A pilot study.**
Invited peer reviewer for Nursing Leadership
- 2013-04-22 to 2013-05-15 **The perceived barriers to communication and teamwork among professional and unlicensed nursing staff.** Invited peer reviewer for Journal of Nursing Management

- 2013-02-13 to 2013-02-28 **Understanding the link between leadership style, employee satisfaction and absenteeism.** Invited reviewer for Neuropsychiatric Disease and Treatment
- 2012-11-19 to 2012-12-05 **Nursing Leadership.**
Comment: Reviewed 1 manuscript
- 2012-09-25 to 2012-10-03 **Collaboration among physician and nurse in intensive care units: A qualitative study.** Invited peer reviewer for Journal of Healthcare Leadership
- 2012-08-15 to 2012-09-05 **Moving knowledge to action: A qualitative study.** Invited peer reviewer for Nursing Leadership
Comment: Reviewed manuscript twice (initial review of manuscript required major revisions)
- 2012 **Work engagement, burnout and health re-examined: A new evidence-based framework.** Manuscript reviewer for 2012 Academy of Management Conference -Health Care Management Division. For 2012 Academy of Management Meeting, August 3-7, Boston, MA.
- 2012 **The experiences of mid-career point-of-care nurses participating in a regional emerging nurse leader pilot program.** Invited reviewer for Canadian Journal of Nursing Research.
- 2012 **The crisis in leadership in the context of the nursing shortage and the increasing prevalence of nursing unions.** Journal of Healthcare Leadership
- 2012 **Pilot program to mentor nurse leaders for the future.** Invited reviewer for Nursing Research and Practice.

- 2012 **Nursing Leadership.** Enrolled as a manuscript reviewer for the journal. The goal of the journal is intended to serve the information needs of those in leadership positions in nursing management, practice, education and research.
- 2012 **International Journal of Qualitative Methods.** Accepted as a reviewer for the journal. The goals of the journal are to advance the development of qualitative methods and to disseminate methodological knowledge.
- 2012 **Finding your calling in the formal economy: Sustaining your calling in the informal economy.** Manuscript reviewer for 2012 Academy of Management Conference -Health Care Management Division. For 2012 Academy of Management Meeting, August 3-7, Boston, MA.
- 2012 **2012 Academy of Management Conference,-Health Care Management Division.**
Comment: Reviewed 1 manuscript consisting of 30-40 pages
- 2010 to 2011 **The role of power and influence in creating a professional practice environment..** 2011 Academy of Management Conference -Health Care Management Division. For 2011 Academy of Management Meeting, August 12-16, San Antonio, TX.
- 2011 **Predicting retirement upon eligibility: An embeddedness perspective.** . 2011 Academy of Management Conference –Human Resource Division. For 2011 Academy of Management Meeting, August 12-16, San Antonio, TX.

- 2011 **Leadership in Indian organizations: Emotional intelligence and appreciative inquiry behaviors..**
2011 Academy of Management Conference
–Organizational Behaviour Division. For 2011
Academy of Management Meeting, August 12-16, San
Antonio, TX.
- 2010 **Self esteem as a moderator between job characteristics, justice and nurses’ organizational commitment.** 2010 Academy of Management Conference -Health Care Management Division. For 2010 Academy of Management Meeting, August 6-10, Montreal, QC.
- 2007 **Organizing nurses in the Australian public health-care sector..** Academy of Management Conference. Health Care Management Division. August 3-8, Philadelphia, PA

Grant Reviews

- 2014-12 to 2015-01 **Sigma Theta Tau/Canadian Nurses Foundation Collaborative Grants.**
Comment: Reviewed 4 grant proposals
- 2014-12 **SSHRC Insight Development Grant.**
Comment: Completed an internal review of a grant application
- 2012-07-05 to current **Social Sciences and Humanities Research Council.**
Comment: Invited by Dr. Linda McMullen to be a member of the College of Reviewers for SSHRC internal reviews.

- 2014-03-03 to current **Proposal in Progress..** Rotter, T, Goodridge, D, Smadu, M., Kinsman, L, Harrison, L, Sari, N, Teare, G, Westthorp, G, Udod, S, Bourassa, C, Szelest, I, Haver, C, Stempien, J, Willoughby, K, Grimsahw, J, Stacy, D, Dobson, R, Taljaard, M, &Quinlan, L. Lean implementation in Saskatchewan: Impact on patient safety outcomes. I am part of a large research study investigating the implementation of Lean in the province under Dr. Thomas Rotter, Chair in Health Quality Improvement Science. My contribution to the grant and team is nursing leadership.
Comment: CIHR PHSI (October 2014 submission)
- 2013-01-17 to 2013-02-22 **Michael Smith Foundation for Health Research.** External reviewer for BCNRI (British Columbia Nursing Research). Vancouver, BC.
Comment: Reviewed three (3) proposals
- 2011 to 2012 **President's Social Sciences and Humanities Research Council.** As a member of the Adjudication Committee, I contributed to reviewing, scoring, and discussing the quality of each grant. Total grants reviewed are 9 (reviews now are assigned with a first and second reviewer)
- 2012 **Michael Smith Foundation for Health Research.** External reviewer for BCNRI (British Columbia Nursing Research Initiative). The role of physical activity in nurses workplace health. Vancouver, BC

24. Consulting Work Undertaken

Nil

25. Departmental and College Committees

- 2011-07 to current Member, Search Sub-Committee, College of Nursing
- 2007 to current Member, Search Committee

Sonia Udod

2013 to current	Member, Fourth Year Committee (BSN), College of Nursing
2011-07 to current	Chair, Social Functions Committee, College of Nursing <i>Comment: Hosted a spontaneous "Act of Kindness Coffee Party" in the spirit of being kinder to one another and improving quality of work environment</i>
2014-08	Member, Scholarship and Awards Committee, Special Terms Continuing Scholarship <i>Comment: A sub-committee reviewing applications for students continuing their studies at the University of Saskatchewan- 3 awards- 25 each?</i>
2014-03 to current	Member, Academic Integrity Committee, College of Nursing
2007-07 to 2014-06	Member, Local Safety Committee, College of Nursing
2010-07 to 2014-06	Chair, NEPS Fourth Year Committee, College of Nursing
2010-07 to current	Member, Undergraduate Scholarships & Awards Committee, College of Nursing
2011-07 to current	Chair, Social Functions Committee, College of Nursing
2010 to 2013-06	Member, Post Degree BSN Committee, College of Nursing
2010 to 2013	Member, Nominations Committee, College of Nursing
2011-09 to 2012-12	Member, Master of Nursing Program Review, College of Nursing
2007 to current	Member, Human Resource Committee for Project 2011
2012	Member, Adhoc 990 Working Group, College of Nursing
2008 to 2011	Member, Third Year Committee, College of Nursing

Sonia Udod

2011	Alternate, Associate Dean Search Committee, College of Nursing
2009 to 2010	Member, Faculty Development Committee, College of Nursing
2010	Member, Teaching-Learning Approaches Committee, College of Nursing
2010	Chair, Distributed Learning Committee, College of Nursing
2009	Member, Year I Concepts Working Group, College of Nursing
2007 to 2009	Member, Post Registration Committee, College of Nursing
2007 to 2009	Member, Project 2011 Committee, College of Nursing
2007 to 2009	Member, Second Degree Entry Option Committee, College of Nursing
2008 to 2009	Co-Chair, Second Degree Entry Option Committee, College of Nursing
2007 to 2008	Member, Local Safety Committee
1998 to 2006	Member, Foundations Teaching Team, Faculty of Nursing, University of Manitoba
2005 to 2006	Member, Student Promotions and Awards Committee <i>Comment: University of Manitoba</i>
2003 to 2005	Member, Learning Resource Advisory Committee, Faculty of Nursing, University of Manitoba
2003 to 2005	Member, Admissions Committee, Faculty of Nursing, University of Manitoba
1999 to 2001	President-Elect, Sigma Theta Tau, Xi Lambda, Faculty of Nursing, University of Manitoba

1999 to 2001	Member, Nominating Committee, Faculty of Nursing, University of Manitoba
1999 to 2001	Chair, Theory Working Group, Faculty of Nursing, University of Manitoba
2000 to 2001	Member, Four Year Baccalaureate Program Committee, Faculty of Nursing, University of Manitoba
1997 to 2000	Member, Student Promotions and Awards Committee, Faculty of Nursing, University of Manitoba
1998 to 2000	Co-Chair, Student Promotions and Awards Committee, Faculty of Nursing, University of Manitoba
1989 to 1999	Member, Travel Committee, Faculty of Nursing, University of Manitoba

26. University Committees

2012-10 to 2015-09	Member, Behavioural Research Ethics Board, University of Saskatchewan
2013-09 to current	Member, SSHRC College of Reviewers, University of Saskatchewan
2013-07 to 2014-06	Member, Scholarship & Awards Committee, Graduate Studies <i>Comment: Spent significant time reading and critiquing scholarship applications for graduate students. There are approximately 25 applicants each member reviews for each scholarship</i>
2013-07 to 2014-06	Vice-Chair, Scholarships and Awards Committee <i>Comment: I have chaired a meeting and assumed a leadership role in the absence of the Chair, and worked diligently to support the goals of this university committee</i>

2010-07 to 2013-06	Member, Scholarship & Awards Committee, University of Saskatchewan
2013-04 to 2013-05	Member, Entrance Awards with Subjective Terms Sub-Committee, Scholarship & Awards Committee, University of Saskatchewan
2009-07 to 2012-06	Member, President's SSHRC Committee
2011	Member, Entrance Awards with Subjective Terms Sub-committee, Council Scholarships & Awards Committee

27. Professional and Association Offices and Committee Activity Outside University

External Committees

2014-07 to current	Board Member, Canadian Journal of Nursing Research
2009	Member, Model of Nursing Clinical Practice Steering Group, Saskatoon Health Region
2004 to 2005	Member, Abstract Committee, WRCASN Conference
1998 to 2001	Member, Mission/Human Resource Committee, Youville Centre

Professional Associations and Societies

2015-01 to 2015-06	Member, Canadian Association of Nursing Research <i>Comment: 3 year membership</i>
2013-07 to current	Member, Canadian Association for Nursing Research
2002 to current	Member, Council on Graduate Education for Administration in Nursing (CGEAN)
1995 to current	Member, Sigma Theta Tau, Xi Lambda, Faculty of Nursing, University of Manitoba

Sonia Udod

1998 to current	Member, Western Region Canadian Association of University Schools of Nursing
2006 to current	Member, Saskatchewan Registered Nurses Association
1984 to current	Member, Canadian Nurses Association
2001 to current	Member, Academy of Management
2006 to current	Member, Sigma Theta Tau, Zeta Omega, Westchester/Rockland at-large, New York
2002 to current	Member, Council on Graduate Education for Administration in Nursing
1991 to 2002	Member, Sigma Theta Tau, Zeta Omega
1998 to 2001	Member, Manitoba Association for the History of Nursing
2001	Member, Registration/Program Committee, Canadian Association for History of Nursing Conference
1995 to 2001	Member, Development Committee, Manitoba Nursing Research Institute
1995 to 2001	Member, Manitoba Nursing Research Institute
1997 to 1999	Vice President, Sigma Theta Tau, Xi Lambda
1997 to 1999	Chair, Program Committee, Sigma Theta Tau, Xi Lambda
1998 to 1999	Voting Delegate, Manitoba Association of Registered Nurses, Eastman Region
1998 to 1999	Voting Delegate, Manitoba Association of Registered Nurses, Eastman Region
1997	Member, Joint Research Conference Committee

1995 to 1997	Member, Program Committee, Sigma Theta Tau, Xi Lambda
1997	Member, Joint Research Conference Committee, Sigma Theta Tau, Xi Lambda
1991 to 1995	Member, Alberta Association of Registered Nurses
1991 to 1995	Member, Sigma Theta Tau, Mu Sigma
1991 to 1995	Member, Alberta Association of Registered Nurses
1993 to 1994	Chair, Public Relations, Sigma Theta Tau, Mu Sigma
1992 to 1993	Member, Public Relations Committee, Sigma Theta Tau, Mu Sigma
1993	Member, Campaign Committee, Sigma Theta Tau, Mu Sigma
1992 to 1993	Member, Urology Interest Group
1989 to 1991	Member, State of Connecticut, Department of Health Services
1984 to 1986	Member, Saskatchewan Registered Nurses Association

28. Public and Community Contributions

Non-University Related

2011 to current	Provincial Executive, Women's Issues, Ukrainian Women's Association of Canada, Hanka Romanchych Branch, Saskatoon, SK
2011 to current	National Executive, Women's Issues, Ukrainian Women's Association of Canada
1991 to current	Member, Ukrainian Women's Association of Canada, Olena Pchilka Branch, North Battleford, SK

Sonia Udod

- 2003 to current Member, Silent Auction Committee, Fall Social, North Battleford Ukrainian Orthodox Parish District, North Battleford, SK
- 2011-11 to current Board Member. St. Petro Mohyla Institute, Saskatoon, SK
Comment: Ukrainian Orthodox student residence associated with the University of Saskatchewan
- 2014-09-19 to 2014-09-20 St. Petro Mohyla Institute
Comment: Actively participated in a 2 day strategic planning session
- 2011 to current Contributing Editor on Women's Issues. Ukrainian Women's Association of Canada, Hanka Romanchych, Saskatoon, SK
- 2013-05-28 2013 Ukrainian Self Reliance League Conference, Paper presented at the 58th Biennial National Conference, Saskatoon, SK, August 21-25, 2013
Comment: Invited Keynote Speaker
- 2012-10-27 Blending Orthodoxy and nursing in the academy. CYC/USRL: Renewal or Revitalization. Ukrainian Self-Reliance League of Canada, Saskatchewan Provincial Executive- 2012 Provincial Convention, Saskatoon, SK.
Comment: Invited Keynote Speaker
- 2012-07-12 to 2012-07-15 Member, Organizing Committee, Glaslyn Ukrainian Orthodox Parish 85th Anniversary, Glaslyn, SK
- 2011 to current Board Member, St. Petro Mohyla Institute, Saskatoon, SK
- 2011-08-11 to 2011-08-14 Ukrainian Canadian Congress/ Ukrainian Self-Reliance League National Convention, Edmonton, AB.

- 2008-10 Faith and healing: An Orthodox Christian perspective in nursing. Paper presented at the Central Diocese Annual General Meeting, Ukrainian Orthodox Church of Canada
Comment: Invited Speaker, Saskatoon, SK
- 2007-08 Leadership Development Workshops presented to the Convention, Ukrainian Orthodox Youth at the Ukrainian Self-Reliance League of Canada
Comment: Invited Speaker, Winnipeg, MB
- 2006 Is science posing as religion in the Academy? Paper presented at the Ukrainian Self-Reliance League National Symposium
Comment: Invited Speaker, Regina, SK
- 2003 How to enact a mission statement. Presented at the Ukrainian Canadian Youth Association, Ukrainian Orthodox Church of Canada
Comment: Invited Speaker, Calgary, AB

29. Extension Publications and Activities

Articles

- 2014-08 Udod, S. (2014, August). Embracing change: Growing your faith as an Orthodox woman in 2013.
Promin, August/September, 11-12.

Extension Activities

- 2014-01-23 News Article: NB (North Battleford) nurse to undertake research into stress. The Battlefords Regional Optimist Newspaper
Comment: Reporter Jayne Foster