MEMORANDUM

Date: July 24, 2015

To: Dr. Martha Saunders, Executive Vice President and Provost
   Division of Academic Affairs

From: Dr. Michael T. Huggins, Dean
      College of Science, Engineering and Health

Subject: Tenure as a condition of hire for Dr. Randal Johnson

After careful review of the credentials provided for Dr. Johnson, I fully support the recommendation of the Department of Nursing to award tenure to Dr. Randall Johnson as a condition of hire. Dr. Johnson comes to UWF from Cedarville University (OH) where he served as the assistant dean and director of graduate nursing. Prior to his appointment at Cedarville, Dr. Johnson was a Professor of Nursing at Florida Hospital College of Health Sciences in Orlando, FL. Dr. Johnson comes to UWF for the position as for the Chair of the Department of Nursing based on a national search conducted during the 2014-15 academic year.
July 20, 2015

Dear Dean Huggins:

I am writing this letter in support of Randall L. Johnson, PhD, MSN, ARNP, for tenure in the Department of Nursing at UWF. Dr. Randall Johnson has come to us from Cedarville University, Cedarville, Ohio where he held the rank of full Professor. His academic career spans 18 years, beginning as an adjunct clinical faculty in 1997 and moving into fulltime academia in 1999. He has served in leadership positions as Director of the RN-BSN program at Florida Hospital College of Health Sciences in Orlando, Florida, and at Cedarville University in Cedarville, Ohio, he was first Coordinator of the online RN-BSN program and subsequently the Assistant Dean and Director of Graduate Nursing.

Teaching

Due to the small size of the universities where Dr. Johnson was employed, he continued to teach both undergraduate and graduate nursing education classes. Although the expectation was for a minimal teaching assignment, when Dr. Johnson saw a need in which he was prepared, he answered the call to action and developed or taught the class. The breadth of his teaching included pediatrics, intensive care, disease prevention, pathophysiology, pharmacology, nursing leadership, health care policy, and nursing research, among others topics.

Dr. Johnson’s student and faculty peer evaluations were consistently very good or excellent. He employed interactive strategies for learning in both live and online courses and updated resources annually. It is of note that his interest and expertise in using technology resonates with his students and with this focus, he consistently requires the use of internet searches for the most updated evidence from students.

In his role as director, he was responsible for development of the online RN to BSN completion program for Cedarville University, which included both curriculum and course development. While at Adventist University (Florida Hospital College), he was actively participated in curriculum development. While at Cedarville University he was integral in leading overall curriculum redesign that met requirements for accreditation as defined in the AACN Essentials for Professional Baccalaureate Nursing Education. Additionally, he was part of the faculty team who wrote the self-study that ultimately secured a 10 year full period of accreditation from the Commission on Collegiate Nursing Education.

It should be noted that Dr. Johnson recently served as Chair of a Master’s Project regarding Measuring Health Literacy among Somali Men over the age of 45. In this time of global movement of refugees, this is such a timely project to mentor a student through. The outcome of this type of project can not only improve the lives of these male refugees but it can alleviate some of the financial burden of their health care.
**Scholarship**

Dr. Johnson has had three peer-reviewed published abstracts in the area of ventilated associated pneumonia (VAP) and endotracheal cuff pressures. He has presented both podium and poster presentations on the subject in venues that included Pediatric Critical Care conferences, Southern Nursing Research Society, Sigma Theta Tau International Honor Society of Nursing, and Society of Critical Care Medicine. Since ventilator acquired pneumonia is such a financial issue both in cost of care and reduction in quality of life, research in this area is highly sought after.

Dr. Johnson has one book chapter regarding nursing care of a child with hematologic disorders in its second edition. *Essentials of Pediatric Nursing (2nd ed.)*. This is a highly regarded nursing textbook used by many nursing schools as a cornerstone of pediatric undergraduate education.

He is second author in one peer-reviewed publication in a high impact nursing journal, *AACN Advanced Critical Care*. Additionally, he has one publication currently in submission, and has mentored one graduate student manuscript submission. While at Adventist University (Florida Hospital College), he was awarded a research grant to support some of his research with VAP.

**Academic Service**

In his administrative role at Cedarville University, Dr. Johnson was expected to participate in existing and develop new service activities both within and external to the university. As expected, Dr. Johnson’s participation in School of Nursing committees is broad including Curriculum Committee, Graduate Division Nursing Committee, and Progression Committee.

Dr. Johnson’s most recent university service is robust including the Technology Advisory Council, Learning Spaces Committee, Research Review IRB, and Faculty Academic Advisory Council.

Community engagement activities include such things as collaboration with clinical health agency administrators regarding research roles in evidenced based practice. Currently the creation of academic-practice partnerships is highly sought by the nursing accreditation agencies. One specific example is Dr. Johnson’s collaboration with Dayton Children’s Hospital and administration of the University to establish an academic-practice relationship where graduate students will have a research role in evidence based practice projects for the hospital.

Additionally, Dr. Johnson actively participates in his church community by serving as Sparks Director AWANA for kindergarten through second grade and is part of the worship team, sing for worship.

Dr. Johnson has been an active member of several local, national, and international professional organizations. He is currently active in Sigma Theta Tau Internal Honor Society of Nursing and the National League for Nursing. It will be expected that he renew his association with the Florida Nurses Association, Southern Nursing Research Society, and the Florida Association of Colleges of Nursing.
Considering Dr. Johnson’s performance in teaching, research, and service, I strongly support his position as associate professor with tenure. My judgment is based on Dr. Johnson’s excellence as a leader in curriculum design and development, his program of research, and consistently effective service to his department, college, and community.

Sincerely,

Dr. Ermalynn M. Kiehl, PhD, ARNP, CNS
Associate Dean of Health
Chair and Associate Professor
Department of Nursing
University of West Florida
CURRICULUM VITAE

Randall L. Johnson, Ph D, RN
Professor of Nursing
Cedarville University
School of Nursing

I. EDUCATION

<table>
<thead>
<tr>
<th>Year</th>
<th>Degree of Course</th>
<th>Institution</th>
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<tbody>
<tr>
<td>1980</td>
<td>Associate of Science (AS)</td>
<td>University of Wisconsin – Barron County Campus, Rice Lake, WI</td>
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<tr>
<td>1985</td>
<td>Bachelors of Science Nursing (BSN)</td>
<td>Cedarville College (University), Cedarville, OH</td>
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<tr>
<td>1996</td>
<td>Masters of Science Nursing (MSN)</td>
<td>University of Pennsylvania, Philadelphia, PA</td>
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<tr>
<td>2007</td>
<td>Doctor of Philosophy in Nursing (PhD)</td>
<td>University of Central Florida, Orlando, FL</td>
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II. LICENSURE/CERTIFICATION

RN Ohio, 212713
ARNP Florida, 3205692

III. EMPLOYMENT

ACADEMIC APPOINTMENTS:
08/2009-Present  Assistant Dean and Director of Graduate Nursing
Professor of Nursing
Lead Developer and Coordinator RN to BSN (Online)
Cedarville University, Cedarville, OH

08/2008 – 07/2009  Professor of Nursing
Level IV Coordinator – Director of the Bachelors in Science in Nursing Program RN to BSN (Online)
Florida Hospital College of Health Sciences, Orlando, FL

08/99-07/2008  Associate Professor of Nursing,
Florida Hospital College of Health Sciences, Orlando, FL

01/97-05/97  Adjunct Faculty, Clinical Instructor,
Atlantic Community College, Atlantic City, NJ
COURSES TAUGHT

Cedarville University
NSG 3030 – Care of Children

NSG 3110 – Pharmacology

NSG 2060 – Clinical Immersion

NSG 2000 – Roles in Disease Prevention

**NSG 5010 – Advanced Physiology and Pathophysiology

**NSG 5070 – Policies and Strategies for Health Care Delivery

Florida Hospital College of Health Sciences
NRSG 212 - Parent and Child Nursing/ NRSG 241 - Nursing Care of the Child and Family

NRSG 310 - Adult Health III

NRSG 311 - Nursing Leadership

NRSG 210 - Adult Health II

*DNRS 497 - Nursing Research

*DNRS 328 - Principles of Pathophysiology

*DNRS 329 – Pharmacology

**MSNA 523 – Advanced Pharmacology
*Indicates online course
** Graduate Level

CLINICAL APPOINTMENTS:

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<th>Title</th>
<th>Institution</th>
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<tr>
<td>08/99-8/2003</td>
<td>Staff Nurse, (Supplemental Staff), Pediatric Intensive Care Units, Pediatric Unit</td>
<td>Florida Children’s Hospital, Orlando, FL, and East Orlando</td>
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<tr>
<td>09/97-08/99</td>
<td>Clinical Nurse Specialist, Pediatric Intensive Care Unit, and Pediatrics</td>
<td>Florida Children’s Hospital, Orlando, FL</td>
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<tr>
<td>11/92-8/97</td>
<td>Clinical Manager Pediatrics, Staff Nurse, Pediatrics, Pediatric Step</td>
<td>Atlantic City Medical Center, Atlantic City, NJ</td>
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Down, Adult Trauma Intensive Care
Unit, House Supervisor
09/90-11/92 Clinical Manager, School-age,
Adolescent, Head Injury Unit Health Hill Hospital,
Cleveland, OH
09/87-11/92 Clinical Nurse, Pediatric Intensive
Care Unit, Per Diem in 09/90 Rainbow Babies and Children’s
Hospital, University Hospitals,
Cleveland, OH
09/85-08/87 Staff Nurse, Medical, Surgical Unit
and Pediatric Intensive Care Unit Texas Children’s Hospital,
Houston, TX

IV. PUBLICATIONS and PAPERS

PUBLICATIONS:
(Eds.), Essentials of Pediatric Nursing (2nd ed.). Philadelphia: Lippincott Williams &
Wilkins.

Essentials of Pediatric Nursing. Philadelphia: Lippincott Williams & Wilkins.

endotracheal tube cuff pressure: how difficult can it be? AACN Advanced Critical Care 19,
(2), 235-243.

DISSERTATION:
Johnson, R. L. (2007). Evaluation of an educational intervention on the head of bed elevation in
the pediatric intensive care unit: University of Central Florida.

PUBLISHED ABSTRACTS:
Cuff Pressures, Society of Critical Care Medicine.

Tube Cuff Pressures, Southern Nursing Research Society.

Intensive Care Unit, Southern Nursing Research Society.

DOCTORAL PAPERS:
care unit: University of Central Florida.


V. PRESENTATIONS

INVITED (NON-REFEREED) REGIONAL/STATE/LOCAL:


Johnson, R. L. (1998). Pediatric Clinical Care, classes at: Florida Children’s Hospital, Orlando, FL.

VI. GRADUATE STUDENT PROJECT CHAIR


VI. AWARDS

2007 Faculty Merit Award - Scholarship
2007 Sigma Theta Tau, Theta Epsilon Chapter; Research Grant

VII. PROFESSIONAL ACTIVITIES & COMMUNITY SERVICE

PROFESSIONAL ORGANIZATIONS:
Florida Nurses Association, 2005 -2009
Southern Nursing Research Society, 2005-2009
Sigma Theta Tau, Theta Epsilon Chapter, 2002-Present
National League for Nursing, 2003-Present
Florida Hospital College of Health Sciences Nursing Honor Society, 2003-2009

Community Training Center and PALS Coordinator, 1999
Staff Development Classes, 01/98-12/98

PROFESSIONAL DEVELOPMENT WORKSHOPS:

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<tr>
<td>4/5/2013</td>
<td>Critical Thinking and Test Item Writing</td>
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<td>2/3/2012</td>
<td>Laerdal Sim-Baby</td>
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<td>4/11/2011</td>
<td>Online RN to BSN Program Development Webinar</td>
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<tr>
<td>2010-2011</td>
<td>Inventive Professor through Center for Teaching and Learning</td>
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<td>11/18/2010</td>
<td>Scholarship of Teaching and Learning</td>
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<td>2009-2010</td>
<td>Faculty Integration and Tenure Seminars</td>
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<tr>
<td>11/4/2008</td>
<td>Wimba 5.2 in ANGEL software</td>
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<td>11/12/2007</td>
<td>Technology Showcase</td>
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<td>Portfolio Review</td>
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<td>9/24/2007</td>
<td>Learning Outcomes</td>
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<td>7/23/2007</td>
<td>Educational Technology</td>
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<td>5/21/2007</td>
<td>Advising</td>
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<td>10/30/2006</td>
<td>Learning Outcomes</td>
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<td>9/25/2006</td>
<td>Service Learning</td>
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<td>1/23/2006</td>
<td>Learning Institution</td>
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SEMINARS ATTENDED:
AACN Metropolitan Orlando Chapter, Emergent Pediatric Burn Care, July 2008
Pediatric Critical Care, 2007
Southern Nursing Research Society, 2007
SCHOLARSHIP:
2011- Present Development of an online RN to BSN completion program for Cedarville University: includes curriculum development, and course development.
2012- Present Dayton Children’s Hospital Evidenced Based Nursing collaborative practice venture, initiated relationship between clinical agency and university research interests.

SERVICE:
1999-2008 Faculty Consultant for Florida Hospital College Nursing Student Association
2000-2006 Faculty Consultant Student Submissions of Resolutions to Florida Student Nurses Association
2006-2007 Student Nursing Forum – Faculty Chair

UNIVERSITY COMMITTEES:
2012-Present Faculty Academic Advisory Council (FAAC)
2009-Present Technology Use Committee
2009-Present Technology Committee
2000-2009 Faculty Handbook Committee
2001-2009 Faculty and Staff Social Committee

NURSING DEPARTMENT COMMITTEES:
2010-Present RN to BSN Development Team (Chair)
2009-Present MSN (Graduate) Committee
2009-Present Nursing Curriculum Committee
2007 - 2009 Chair, Nursing Baccalaureate Faculty and Curriculum
2006 Nursing Faculty Mentorship
2006-2009 Nursing Department Testing Committee
2001-2009 Department Curriculum
2001-2009 Nursing Faculty Handbook
2001-2009 Student Handbook Supplement
1999-2009 AS Faculty and Curriculum

MENTORSHIP & ADVISING:
2011-Present Academic Advisement for Masters of Science Nursing Students
2009-Present Academic Advisement for Bachelors of Science Nursing Students
2007- 2009 Academic Advisement for Bachelors of Science Degree Nursing Students
1999-2007 Academic Advisement for Associate Degree Nursing Students
2001-Present  Faculty assistance for technology

LEADERSHIP:
2006  Chair: Nursing Student Forum
2007  Level 4 Coordinator – Responsible for B. S. N. courses and faculty (Online)

CONSULTATION:
2007  Pediatric Graduate Nurse Program – Seizures in Children
      Disney’s Florida Children’s Hospital, Orlando, FL
2006  Pediatric Intensive Care Core
      Florida Children’s Hospital, Orlando, FL
2000  Pediatric Intensive Care Transition Education
      Florida Children’s Hospital, Orlando, FL