

Lynn Varagona, PhD, MSN, MBA, RN

Curriculum Vitae, February 2024

Associate Professor

Kennesaw State University Wellstar School of Nursing
520 Parliament Garden Way, MD 4102, Kennesaw, GA 30144
404-200-8396, lynn.varagona@kennesaw.edu

EDUCATION

2015 Master's in Business Administration concentration in The Business of Health Care, Emory University, Atlanta, GA

2005 Master's in Business Administration, Emory University, Atlanta GA

1997



- Licensed Registered Professional Nurse, GA, RN 084521
Present

2015 - Psychiatric-Mental Health Clinical Nurse Specialist, Board Certified, GA, RN 084521
2022

2012 Certified Gestalt Practitioner – Cape Cod Model, Gestalt International Study Center, South Wellfleet, MA

2011 Certified Spiritual Director, Spring Hill College, Mobile AL

2006 Certified Gestalt Practitioner – Group Track, Gestalt Institute of Cleveland, Cleveland OH

2004 Certified Gestalt Practitioner – Organization and Systems Development, Gestalt Institute of

PROFESSIONAL EXPERIENCE

- 2021 – **Associate Professor**, Kennesaw State University (KSU) Wellstar School of Nursing (WSON),
Present Kennesaw GA. Coordinate and teach courses to graduate and undergraduate nursing students (Ethics; Theory & Research for Advanced Nursing Scholarship). Generate scholarship related to my program of research (i.e., the impact of team virtuousness and perceived trustworthiness on health care practice environments, teams and patient care). Serve the WSON, KSU, community, and nursing profession.
- 2015 – **Assistant Professor**, KSU WSON, Kennesaw GA. Coordinated and taught courses to
2021 undergraduate nursing students (Professionalism and Ethics in Nursing, Mental Health Nursing) and undergraduate Wellstar College of Health and Human Services students (Interprofessional Collaboration and Care). Generated scholarship related to my program of research and served the WSON, KSU, community, and nursing profession.
- 2015 – **Psychiatric Mental Health Clinical Nurse Specialist**, Community Advanced Practice
2022

- 1991 - **Project Manager**, Southern Company, Atlanta GA. Developed and implemented an
1992 organization-wide career development program for a Fortune 500 company.
- 1988 - **Researcher**, Georgia State University, Atlanta GA. Managed evaluation of a federally funded
1990 program designed to decrease substance use among high-risk youth.

Research Preceptor for Janet Givler, Kennesaw State University Wellstar School of Nursing graduate student, for a study entitled Effectiveness of cognitive rehearsal in addressing nursing incivility: An integrative review.

Thesis Committee Member

Givler, J. L., & **Varagona**, L. (2023). Effectiveness of cognitive rehearsal in addressing nursing incivility: An integrative review. [accepted]. *The Journal of Continuing Education in Nursing*.

Hutchinson, C., & **Varagona**, L. (2023). Risk of health problems in night shift nurses: An integrative review. [in review]. *Journal of International Nursing Studies*.

Varagona, L. Effects of perceiving an instructor as (un)trustworthy on nursing students' emotions, attitudes, behaviors, and perceived academic success. [Revising to resubmit]. Wellstar School of Nursing, Kennesaw State University, Kennesaw GA.

Varagona, L., Ballard, N., & Hedenstrom, M. (2022). Virtue ethics in health care teams; its time has come: Review of the nursing virtue ethics literature. (2022). *Journal of Nursing Management*, 30(7), 2394-2402. **Two citations.**

Varagona

Other Published Works

Varagona, L. (2012). Generating trust capital: What does it take?

Varagona, L. (2012). Maximizing return on assets: Adding trust capital to your strategic portfolio.

Unpublished Works

Taylor, L. (1997). *The relation between resilience, coping, coaching skills training and perceived stress during a career-threatening milestone* (Unpublished doctoral dissertation). Georgia State University, Atlanta GA.

Taylor, L. (1997). *The relation between the Personal Resilience Questionnaire and the Big 5 personality factors* (Unpublished doctoral dissertation). Georgia State University, Atlanta GA.

Productions

Varagona, L. (2022). Weekly email reminders increase nursing students' use of empathic communication: A randomized controlled trial. [video abstract]. Varagona publications.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 1 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 23, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 2 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 25, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 3 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 26, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 4 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 29, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 5 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 30, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 6 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. August 31, 2011. Coach Kimberly International Productions.

Varagona, L. (Guest Expert). *Top-performing teams: Episode 7 of 10* [Audio podcast]. Invited International Blog Talk Radio guest speaker. September 1, 2011. Coach Kimberly International Productions.

Workshops

2016 *What's Behind "Best" Teams?*

2019 *Wanted: Therapeutic Communication*. Presenter and contributor. **Varagona, L.** 30th
International Nursing Research Congress. Calgary, Alberta Canada. Poster presentation.

Non-refereed Presentations

2020 *Homeless People's Experiences of Healthcare*. **Varagona**, L. Sigma Theta Tau International Mu Phi At Large Chapter, Atlanta, GA, November. Invited local keynote presentation. One Continuing Education Unit offered for nurses. .

Grants: Funded Projects as PI

2016 *Increasing nursing students' use of therapeutic communication: A randomized controlled study comparing two low-*

- 2018 *Case Studies of Healthcare Consulting That Used the Cape Cod Model*, Kennesaw State University, Office of the Vice President of Research, Co-PIs: Lynn **Varagona** and Nancy Ballard, \$4,215.
- 2018 *The Impact of Trust Infusion[®] Workshops and Coaching on Metrics of Interest at a 152-bed Hospital*, Kennesaw State University, Office of the Vice President of Research, CoPIs: Lynn **Varagona** and Nancy Ballard, \$12,300.

Unfunded Research

- 2016-2017 *Systematic Analysis of the Global Nursing Trust Research Literature*, PI: Lynn **Varagona**, PhD, Co-PIs: Elsin Hagan, MS, Nancy Ballard, PhD,

2014 - *Bylaws Committee*, member. Developed online surveys for the committee and assisted with
2016 reviewing course binders, reviewing the Faculty Handbook and recommending edits.

Profession

2022 - *Member*, Association for Leadership Science in Nursing (ALSN) Membership Committee and
Present International Belonging Committee; *Co-Chair*, ALSN New Member Orientation Committee,
2022.

2021 - *Academic Vice President*, Sigma Theta Tau International Mu Phi at-Large Chapter. Co-led
2023 planning and implementation of the 2023 5th annual Research Day; attended by 98
participants; awarded 5.5 Nursing Continuing Education Units.

2021 *Reviewer* of abstracts submitted to the 2022 American Nurses Credentialing Center (ANCC)
National Magnet Conference[®] and the 2022 ANCC Pathway to Excellence Conference[®].

2020 *Reviewer* of manuscript submitted to the *Journal of Nursing Measurement*.

2019 - *Secretary*, Sigma Theta Tau International Mu Phi at-Large Chapter.

2021

2020 *Reviewer* of manuscripts submitted to *Nursing Administration Quarterly*.

2019 *Reviewer* of abstracts submitted to the 2020 ANCC National Magnet Conference[®].

2018 *Reviewer* of manuscript submitted to the *Kennesaw Undergraduate Research Journal*.

2006 *Reviewer* of a paper submitted for presentation at the International Network for Economic
Research (INFER) annual conference.

2005 *Reviewer* of a paper submitted for presentation at the Western Economic Association

2008 - *Chair, Mayfair Renaissance Architectural Control Committee, Atlanta GA.*
2012
2011 *Board Member,*