

## *CURRICULUM VITAE*

**Cynthia Grauvogl, MSN, RN-BC, CADC-1, CEAP, SAP**

### **Educational Preparation:**

<b>Date</b>	<b>Degree</b>	<b>Institution</b>	<b>Major</b>	<b>Areas of concentration/ specialization</b>
2007	MSN	University of California at Los Angeles (UCLA)	Nursing	Healthcare Administration
1995	BSN	California State University, Dominguez Hills	Nursing	Leadership
1984	ADRN	Grossmont College, San Diego, CA	Nursing	

### **Professional Licenses/Certificates:**

<b>Date</b>	<b>Title</b>	<b>Source</b>
1984 – present	Registered Nurse	California Board of Registered Nursing
1996 – present	Public Health Nurse	California Board of Registered Nursing
1997 - present	Certified RN Case Manager	The Commission for Case Manager Certification
1998 – present	Certified Psychiatric and Mental Health Nurse	American Nurses Credentialing Center
2009 – present	Certified Addictions Registered Nurse, Advanced Practice	The Addictions Nursing Certification Board
2005 - 2009	Certified Addictions Registered Nurse	The Addictions Nursing Certification Board
2006 - present	Certified Alcohol and Drug Counselor	California Certification Board of Alcohol and Drug Counselors
2006 - present	Substance Abuse Professional	The National Association for Alcoholism and Drug Abuse Counselors Certification Commission
2006 - present	Certified Employee Assistance Professional	The Employee Assistance Certification Commission

### **Employment History**

**Academic:**

<b>Date</b>	<b>Position</b>	<b>Institution</b>
1/27/10 – present	Adjunct faculty	Concordia University, Irvine, CA
7/7/09 – 8/11/09	Adjunct faculty	California State University, San Marcos
8/21/08 – present	Full-time faculty	California State University, Fullerton
1/17/08 – 5/23/08	Adjunct faculty	California State University, Fullerton
2003 – 2007	Adjunct faculty	Santa Ana College

**Clinical/Professional:**

<b>Date</b>	<b>Position</b>	<b>Institution</b>
2011 - present	*Diversion Evaluation Committee member (evaluate, create treatment plans, monitor RNs with drug/alcohol, and mental health concerns)	Board of Registered Nursing, State of California, Health Professionals Diversion Program (Nurse Diversion)
2006 - present	*Owner of small business providing professional and legal consulting regarding psychiatric and substance abuse concerns *Independent case manager for DOT employees who test positive and are mandated to complete substance abuse rehab prior to return to duty	GreyDove Services
2005 - 2011	*Staff or charge RN, per diem, chemical dependency and psychiatry units	Behavioral Medicine Center at Loma Linda University Medical Center
2004	*Case manager for complex publicly funded agency that addresses special medical needs and rehabilitation of handicapped and severely ill children. Funding eligibility based on California Code of Regulations. *Coordinated care, linked children with appropriate providers and community services	California Children's Service
2004	*Program manager for 19 bed inpatient chemical dependency program, day treatment program, and evening outpatient program *Prepared and managed non-payroll annual budget *Maintained 24hour staffing patterns *Prepared employee performance evaluations *Offered staff counseling and mediation *Provided training and orientation for nursing, counseling and clerical staff of 24 employees *Coordinated weekly clinical staffing meetings *Conducted pre-admission assessments *Maintained unit QI and Joint Commission standards *Participated in hospital safety committee	Hoag Memorial Hospital Presbyterian

2003 - 2007	<p>*Presented counseling and educational lectures to patients and family members</p> <p>*Adjunct clinical nurse educator in behavioral health and gerontology, associate degree RN program, working with students from a diverse socio-economic community</p>	Santa Ana College
2000 - 2003	<p>*Case manager, Health Professionals Diversion Program (Nurse Diversion), for California Board of Registered Nursing</p> <p>*Administered the complex, high profile Health Professionals Diversion Program for registered nurses throughout southern California, with support from administrative assistant and travel coordinator</p> <p>*Collaborated with 30 content experts (advisors) in behavioral health to assess, design and monitor treatment programs for rolling caseload of approximately 160 registered nurses</p> <p>*Consulted for and provided technical assistance to hospitals and other employers of nurses regarding prevention, intervention, and treatment of behavioral health concerns</p> <p>*Served as community liaison for Nurse Diversion, provided community education, participated in task forces, committees and professional organizations</p> <p>*Authored a successful proposal to the BRN to open a new Diversion Evaluation Committee, in conjunction with realigning the census in four other committees, and coordinated implementation of this project</p> <p>*Designed an evaluation format to assess nurses' progress</p> <p>*Coordinated proposal to update approved medications lists</p> <p>*Honored by nurse clients and advisors for integrity, fair, consistent, creative decision-making, and ability to prioritize and manage multiple objectives in stressful circumstances</p>	Managed Health Network
1998 - 2000	<p>*Assessed and recommended clinically appropriate and cost-effective treatment and discharge planning for inpatient, outpatient, and partial program treatment</p> <p>*Conducted rate negotiations</p>	Unicare (Blue Cross)
1991 - 1998	<p>*Assessed and recommended clinically appropriate and cost-effective treatment and discharge planning for inpatient, outpatient, and</p>	Private Healthcare Systems

	<p>partial program treatment</p> <ul style="list-style-type: none"> <li>*Collaborated with medical/surgical case management as needed</li> <li>*Conducted rate negotiations</li> </ul> <p>Commended for thorough, clear, concise documentation</p>	
1990-1991	<ul style="list-style-type: none"> <li>*Evaluated physicians' medical orders for accuracy and effectiveness in accordance with Kaiser policy and procedure, entered data, and transmitted orders via computer links to appropriate units or departments</li> </ul>	Kaiser Permanente
1988 - 1990	<ul style="list-style-type: none"> <li>*Relief charge nurse for adult chemical recovery program</li> <li>*Supervised staff, supervised and provided patient care from admission to discharge</li> <li>*Co-facilitated therapeutic individual/group process</li> <li>*Triage crisis calls, provided community referrals</li> </ul>	Tustin Community Hospital, Tustin, CA
1987 - 1988	<ul style="list-style-type: none"> <li>*Relief charge/staff nurse on inpatient eating disorders unit</li> <li>*Monitored patient health status during acute and rehab phases</li> <li>*Co-facilitated individual therapy and group process</li> </ul>	The Rader Institute Garden Grove Medical Center, Garden Grove, CA
1987 - 1988	<ul style="list-style-type: none"> <li>*Education Specialist</li> <li>*Provided client teaching regarding use of pain management units (TENS)</li> </ul>	Medtronic, Inc., Minneapolis, MN
1986 - 1987	<ul style="list-style-type: none"> <li>*Staff RN, part-time, Surgical floor</li> </ul>	St. Joseph of Orange, Orange, CA
1986	<ul style="list-style-type: none"> <li>*Relief Charge RN</li> </ul> <p>Oncology floor, with float to med/surg</p>	Chapman General Hospital, Orange, CA
1985 - 1986	<ul style="list-style-type: none"> <li>*Relief Charge RN</li> </ul> <p>Eating Disorders Unit and Care Unit (chemical dependency unit)</p>	Costa Mesa Medical Center Hospital, Costa Mesa, CA
1984 - 1985	<ul style="list-style-type: none"> <li>*Home Health RN</li> </ul> <p>*Mixed long-term and short-term clients, such as diabetic, quadriplegic, SIDS, oncology</p>	Upjohn Healthcare Services, Santa Ana, CA

**Academic Instruction**

**Courses Taught at CSUF:**

Session/Semester	Course Number / Title	Weighted Teaching Units
Spring 2008	N404L / Mental Health Nursing Lab (2 sections)	12.0
Summer 2008	N357 / Health Promotion: Adult Aged Nursing	3.0
Fall 2008	N410 / Leadership and Management in Nursing (2 sections)	6.0
Fall 2008	N410L / Leadership and Management in Nursing Lab (2 sections)	6.0
Fall 2008	N410L / Clinical Placement / Assigned time	3.0
Spring 2009	N404L / Mental Health Nursing Lab (2 sections)	12.0
Spring 2009	Assigned time: arrange clinical placements for Fall N410L	3.0
Summer 2009	N357 / Health Promotion: Adult Aged Nursing	3.0
Fall 2009	N410 / Leadership and Management in Nursing	3.0
Fall 2009	N410L / Leadership and Management in Nursing (2 sections)	12.0
Spring 2010	N404 / Mental Health Nursing	3.0
Spring 2010	N404L / Mental Health Nursing Lab (2 sections)	12.0
Fall 2010	N322 / Concepts of Professional Nursing	3.0
Fall 2010	N410 / Leadership and Management in Nursing	3.0
Fall 2010	N410L / Leadership and Management in Nursing Lab (2 sections)	8.0
Spring 2011	N404L / Mental Health Nursing Lab (2 sections)	12.0
Spring 2011	N514 / Nursing Service Leadership Practicum I <i>[graduate level]</i>	3.0
Spring 2011	Undergraduate Program Committee & Placements N410L	1.0
Summer 2011	N515B / Nursing Leadership Practicum II-B <i>[graduate level]</i>	3.0
Fall 2011	Leadership Leveling Taskforce	2.0
Fall 2011	N410 / Leadership and Management in Nursing	3.0
Fall 2011	N410L / Leadership and Management in Nursing Lab	4.0
Fall 2011	N322 / Concepts of Professional nursing (2 sections)	6.0
Spring 2012	N404L / Mental Health Nursing Lab	6.0
Spring 2012	N514 / Nursing Service Leadership Practicum I <i>[graduate level]</i>	3.0
Spring 2012	N515A / Nursing Leadership Practicum II-A (2 sections) <i>[graduate level]</i>	6.0
Summer 2012	N515B / Nursing Leadership Practicum II-B <i>[graduate level]</i>	3.0
Fall 2012	N322 / Concepts of Professional Nursing	3.0
Fall 2012	N404 / Psychiatric and Mental Health Nursing Theory	3.0
Fall 2012	N404L / Mental Health Nursing Lab	6.0
Fall 2012	N514 / Nursing Service Leadership Practicum I <i>[graduate level]</i>	3.0
Spring 2013	N404 / Psychiatric and Mental Health Nursing Theory	3.0
Spring 2013	N404L / Mental Health Nursing Lab	4.0
Spring 2013	N452 / Leadership and Management in Professional Nursing	6.0
Spring 2013	N514 / Nursing Service Leadership Practicum I <i>[graduate level]</i>	3.0
Summer 2013	N452 / Leadership and Management in Professional Nursing	6.0
Fall 2013	N452 / Leadership and Management in Professional Nursing	6.0
Fall 2013	N404L / Mental Health Nursing Lab (2 sections)	8.0
Spring 2014	N404L / Mental Health Nursing Lab (2 sections)	8.0
Spring 2014	N470A / Art and Science of Nursing <i>[RN to BSN Program]</i>	6.0
Summer 2014	N470B / Art and Science of Nursing <i>[RN to BSN Program]</i>	6.0
Fall 2014	N305 / Professional Nursing <i>[RN to BSN Program]</i>	4.0
Fall 2014	N404L / Mental Health Nursing Lab (2 sections)	8.0
Fall 2014	N514 / Nursing Service Leadership Practicum <i>[graduate level]</i>	3.0

Spring 2015	N404 / Mental Health Nursing	3.0
Spring 2015	N404L Mental Health Nursing Lab (2 sections)	8.0
Spring 2015	Special Projects	3.0
Summer 2015	N305 Professional Nursing [RN to BSN Program]	3.0
Fall 2015	N404L / Mental Health Nursing Lab (3 sections)	12.0
Fall 2015	N305 Professional Nursing online [RN to BSN Program]	4.0

#### **Courses Taught at Concordia University Irvine:**

Spring 2010	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0
Summer 2010	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0
Spring 2011	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0
Summer 2011	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0
Spring 2012	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0
Summer 2012	N413 / Leadership / Management Theory	3.0
Summer 2012	N396 / Psychiatric / Mental Health Nursing Lab (4 sections)	16.0
Fall 2012	N413 / Leadership / Management Theory	3.0
Spring 2013	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0
Summer 2013	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0
Summer 2013	N413 / Leadership / Management Theory	3.0
Fall 2013	N413 / Leadership / Management Theory	3.0
Spring 2014	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0
Summer 2014	N413 / Leadership / Management Theory	3.0
Summer 2014	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0
Fall 2014	N413 / Leadership / Management Theory	3.0
Spring 2015	N396 / Psychiatric / Mental Health Nursing Lab (2 sections)	8.0

#### **Courses Taught at Santa Ana College:**

Fall 2003 through Fall 2007	201L Psych/Mental Health Nursing Clinical
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#### **Journals (peer reviewed)**

2014 McNeese-Smith, D. K., Faivre, C. L., Grauvogl, C., Kurzbard, M. A., & Nipa, U. S. W. Substance abuse treatment processes and outcomes in day/outpatient health maintenance organization. *Journal of Addictions Nursing*, 25(3), 130-136.

#### **Journals (non-peer-reviewed)**

2008 Grauvogl, C. (2008, January 14). A tribute to UCLA's Donna McNeese-Smith. *Nurseweek (California edition)*, 26-27.

2007 Grauvogl, C. (2007). *Mental illness and substance abuse treatment in emergency departments: The history, challenges, and solutions*. (white paper) St. Joseph Health System: Orange, California.

2006 Grauvogl, C. (2006). *The politics of health policy through the eyes of the California Society of Addiction Medicine*. Manuscript for publication by California Society of Addiction Medicine.

2005 Grauvogl, C. (2005). A non-punitive approach for impaired nurses. *Addiction Professional*, 3, 35-38.

## Research & Grants:

- 2008-2010      Position: Research Coordinator; Study Title: Substance Abuse Treatment Processes and Outcomes in Day/Outpatient Setting; Funding Source: UCLA School of Nursing and Kaiser Permanente
- 2007-2009      Position: Research Assistant; Study Title: Risk Among Insured Substance Abuse Treatment Clients; Funding Source: UCLA School of Nursing

## Presentations:

- 2015              Invited panelist (2015, November). *Academic Teaching Panel*. CSUF School of Nursing, MSN Nurse Education Concentration, Instructional Design in Nursing Education course.
- 2014              Poster presentation (2014, April). Grauvogl, C. *Substance abuse treatment processes and outcomes in day/outpatient health maintenance organization*. (Research authors: McNeese-Smith, D. K., Faivre, C. L., Grauvogl, C., Kurzbard, M. A., & Nipa, U.). American Psychiatric Nurses Association/California 2014 conference.
- 2014              Guest lecturer (2014, February). *Impaired Nurses*. CSUF School of Nursing, N507 Advanced Decision Making: Nursing Issues course.
- 2012              Keynote speaker. ( 2012, September). *Therapeutic Communication for Really Busy Bedside Nurses*. 1st Nursing Symposium *A Path to Excellence for the Clinical Nurse*. St. Joseph Health System, Mission Hospital, Mission Viejo, CA.
- 2012              Invited speaker. (2012, May). *Chemical Dependency Complicated by a Psychiatric Diagnosis*. Mission Hospital Laguna Beach, Laguna Beach, CA
- 2012              Poster presentation (2012, May), Grauvogl, C. & Grauvogl, S. *Comparison of Nursing Recruitment, Satisfaction, and Aging Within Two Healthcare Systems: Germany and the United States*. Nursing Poster Day, VA Long Beach Medical Center.
- 2011              Guest lecturer (2011, December). *Impaired Nurses*. CSUF School of Nursing, EL-MSN Professional Concepts in Nursing course
- 2011              Guest lecturer (2011, October). *Impaired Nurses*. UCLA School of Nursing, Graduate Nursing Administration Program
- 2010              Guest lecturer (2010, November). *Writing a Resume and Cover Letter*, CSU Fullerton, School of Nursing, EL-BSN Leadership course
- 2010              Guest lecturer (2010, December). *Impaired Nurses*, UCLA School of Nursing, Graduate Nursing Administration Program

- 2010 Poster presentation (2010, October), Grauvogl, C. & Grauvogl, S. *Shared Challenges in Nursing: Germany and the United States*. Joint Southern California Sigma Theta Tau Chapters International Odyssey 2010 Conference.
- 2009 Invited speakers, McNeese-Smith, D. & Grauvogl, C. (2009, November). "Substance Abuse Treatment Processes and Outcomes in Kaiser Permanente." In *8<sup>th</sup> Annual Translational Research Conference "Achieving the Forces of Magnetism Through Translational Research."* Conference conducted by Kaiser Permanente Nursing Pathways Southern California Nursing Research Committee, Pasadena, CA.
- 2009 Guest lecturer (2009, July). *Alcohol, the Legal Drug*, CSU San Marcos, Department of Nursing, Accelerated BSN Program
- 2008 Guest lecturer (2008, September). *Benzodiazepines*, CSU Fullerton, Department of Nursing, BSN Program
- 2006 Guest lecturer, *Mentorship for Professional Advancement*, UCLA School of Nursing, Masters Entry Clinical Nurse Program

### **Service**

#### **University**

- 2011 - 2014 Faculty Advisor, CSUF BSN 11 Cohort
- 2008 - 2010 Department Affairs Committee, member, CSU Fullerton, Department of Nursing
- 2008 – 2009 Untenured Faculty & Full-time Lecturers Organization, member, CSU Fullerton

#### **Profession**

- 2013 - 2014 Facilitated implementation of nursing student exchange program between University College Sealand, Campus Rothskilde, Copenhagen, Denmark, and California State University, Fullerton
- 2003 - 2010 Member, Association of California Nurse Leaders
- 2011, November 3 U.S. Department of Health and Human Services, Health Resources Services Administration. Nursing Partner Day, Panel Member, Seattle, WA
- 2007 – 2011 Consultant for Ministry of Health, Denmark & Municipality of Copenhagen, Denmark
  - Institute non-punitive approach to assisting impaired health professionals
- 2005 - 2010 Member, California Association of Alcoholism and Drug Abuse Counselors
- 2014 - present Member, International Nurses Society on Addictions
- 2005 - 2009
- 2005 - 2007 Chair, Peer Assistance Committee



- Task force addressing the concerns of nurse colleagues who experience challenges related to misuse of alcohol and other drugs, and life stresses that may impact their professional performance and quality of life

2005 - 2006 Member, Board of Directors, International Nurses Society on Addictions

2005 - 2008 Member, National Association of Alcoholism and Drug Abuse Counselors

### **Community**

2006 - 2008 Guest, California Society of Addiction Medicine  
Public Policy Committee  
Lobby Days Planning Committee, 2007

2000 - 2006 Member, American Association of University Women

2002 - 2006 Board of Directors, National Council on Alcoholism and Drug Dependence  
Orange County, California

### **Honors/Awards**

2013 DAISY Award Nomination *by students* for extraordinary service as faculty member at California State University, Fullerton, School of Nursing

2009 Letter of commendation from Federal Aviation Administration (FAA) for exceptional psychiatric/behavioral assessment of FAA pilot and professional presentation of behavioral data

2007 Academic Scholarship award from Hessen International Summer University, Fulda University of Applied Sciences, Fulda, Germany, for study during Summer 2007

2007 Academic Scholarship award from the Association of California Nurse Leaders for outstanding achievement in UCLA Graduate Nursing Administration Program