# CURRICULUM VITAE

Asma A. Taha, Ph.D., R.N.

# **EDUCATION**

Ph.D. Nursing Science	Azusa Pacific University July/ 2009	
M.S.N.	Azusa Pacific University July/2004 CNS Maternal Child Health Pediatric Nurse Practitioner Azusa, California	
B.S.N.	Jordan University Nursing, 1989 School of Nursing Amman, Jordan	
HONORS		
Excellence in Nursing Education	June 2015 Gamma Alpha Chapter. Loma Linda University, School of Nursing	
Sigma Theta Tau: Faculty Leadership Academy	February 2012 - November 2013	
Huda Sosebee Healing Spirit Award	September, 2011 Palestinian Children Relief Fund Annual Gala Orange County, California	
Advisor of the year Award	June, 2011 California State University San Bernardino	
Good Samaritan Award	April, 2011 Loma Linda University Medical Center	
Prince Muna Scholarship Graduate Award	2008 Azusa Pacific University	
Graduate Honors	1989	

#### Jordan University, Jordan

### LICENSURES/CERTIFICATIONS

Registered Nurse & Midwife	RN 1948 Amman, Jordan
Registered Nurse	RN 529980, 1995-present State of California
CCRN (active)	0145561, 1999-present AACN
PNP	Nurse Practitioner 15377 State of California
CNS	Clinical Nurse Specialist 2177 State of California
CPNP-Primary Care	Pediatric Nursing Certification Board License # 20060024
CPNP- Acute Care	Pediatric Nursing Certification Board License #20060380
Pediatrics CNS-Certified	ANCC ID# 2011004894

#### **PROFESSIONAL EXPERIENCE**

January 2005- present	Pediatric Nurse Practitioner
	Pediatric Neurosurgery
	Loma Linda University Medical Center

Responsibilities/Activities

- Collaborate with the pediatric Neurosurgery medical staff in the evaluation, diagnosis, treatment, and management and coordination of care for pediatric neurosurgery patients.
- Provide age specific and developmentally appropriate care to pediatric neurosurgery population.
- Serve as a liaison and a resource for healthcare team members, patients, and families.
- Provide holistic care to neurosurgery pediatric population with in the scope of PNP practice.
- Teach quarterly for the Neonatal Intensive Care Unit: Neural tube defects.

- Participate in teaching pediatric classes for the school of nursing as a guest speaker.
- Mentor new graduate nurses who are enrolled through the pediatric residency program.
- Preceptor for Loma Linda University clinical nurse specialist and nurse practitioner graduate nursing program.

# August 2014-PresentAssociate Professor of Nursing<br/>California State University, Fullerton.

- Resource faculty: Pediatric Nursing
- Oversees clinical rotation, collaborate with clinical instructors, and clinical sites
- Teaches in undergraduate, master and doctoral nursing program
- o Chair or serve as a committee member for DNP projects
- Member of undergraduate, graduate nursing and evaluation committees.

# May 2013- August 2014Nursing Program Director and Chief Nurse<br/>Administrator- Associate Professor

- Directs and administers educational program in Department of nursing: Assists in preparation of budget, and administers program within budgetary limitations.
- Defines and interprets aims and policies of school.
- Interviews and appoints faculty and administrative staff.
- Participates in planning curriculums and schedule of instruction.
- Participates in establishing qualifications for faculty, staff, and students and in recruiting eligible candidates.
- Arranges with hospital and other institutions and agencies for students to use their facilities, under faculty supervision, for clinical experience.
- Maintains student records of educational experience and achievement.
- Advise institutions on educational problems.
- Facilitates the accreditation self-study report and processes in collaboration with faculty and Associate Dean
- Serves on appropriate committees such as the Undergraduate Student Affairs, Undergraduate Curriculum and Evaluation Committee, and special Taskforces
- Serves as a bridge between faculty and school administration
- Coordinates with Department Chair and College of Natural Sciences Dean in ensuring compliance of University policies including the limiting of overload teaching
- Signatory on departmental forms requiring Dept director approval
- Participates in students' activities as appropriate
- Collaborates with Office of Student Services and Associate Dean as needed to expedite registration, academic advising, progression and graduation for undergraduate students

• Collaborates with students, faculty, and Graduate coordinator regarding data collection and analysis related to academic programs

#### September 2012-May 2013 Assistant Program Director California State University San Bernardino

- Report to, and be accountable to, the Chief Nurse administrator/Program Director.
- Serve as a collaborative member of the Department of Nursing within the College of natural Sciences. Model and encourage mutual respect and collegiality.
- Provide leadership to foster effective teaching and scholarship within the department.
- Maintain responsibility for faculty recruitment and development, including adjunct faculty, and managing employment needs in relation to teaching needs as assigned by program director.
- Make recommendations to the Director of Nursing regarding appointment or termination of faculty and other personnel within the department.
- Ensure syllabi for programs are current and follow University guidelines and that appropriate curricular process is followed for all curricular proposals, delegating as appropriate to Program Directors.
- Assist, as appropriate, in student recruitment and retention.
- Foster effective student advising and the maintenance of advisement files

#### November 2012-Present

# Nurse Scientist

# Kaiser Permanente Volunteer position

- Provide guidance and mentorship to the nursing research council
- Serve as a reviewer for KP nursing institutional research board (IRB)

# May 2013- August 2014Associate Professor of Nursing<br/>California State University San Bernardino

# September 2010- May 2013

#### Assistant Professor California State University San Bernardino

- Lead faculty: Pediatric Undergraduate core class
- Oversees clinical rotation, collaborate with clinical instructors, and clinical sites
- Clinical faculty for nursing leadership courses.
- Teaches Advance Practice Roles as a graduate nursing course
- Chair of E-books task force
- Member of graduate nursing and recruitment committees.
- Ensure syllabi for programs are current and follow University guidelines and that appropriate curricular process is followed for all curricular proposals, delegating as appropriate to Program Directors

# October 2009- October 2010 Adjunct Faculty West Coast University/ Ontario

- Lead faculty: Promoting Pediatric Wellness in the Family and the Community & Pathophysiology
- Oversees clinical rotation, collaborate with clinical instructors, and clinical sites

#### July 2001-2005

#### Clinical Coordinator PICU and Pediatrics Fountain Valley Regional Hospital and Medical Center Fountain Valley, California

- Supervise PICU and Pediatrics activities on a daily basis
- Responsible for meeting productivity standards for PICU and Pediatric
- sCollaborate with unit managers to interview and select new employees, ensure completion of competency-based orientation of new employees, completion of unit competencies by all staff, completion of annual performance evaluations for PICU and Pediatrics, and timely execution and documentation of disciplinary actions
- Collaborate with physicians, Clinical Nurse Specialists and Clinical Educators to establish unit goals and educational opportunities for staff
- Participate in multidisciplinary unit meetings
- Oversee the establishment and staff training in pediatric hematology oncology and moderate sedation units
- o Report to the Chief Nursing Officer and Chief Operating Officer

#### October 1999- June 2001

#### Clinical RN, PICU Fountain Valley Regional Hospital and Medical Center Fountain Valley, California

• Provided direct patient care including care plan development and patient/family teaching and counseling Provided information for patient and family members and participated in multidisciplinary patient rounds in PICU

#### January 1999- October 1999

### PICU Traveler RN Premier Nursing Services Long Beach, California

 Provided direct patient care at UCI Medical Center: PICU and Burn ICU, Long Beach Memorial Hospital: PICU, and Fountain Valley Regional Hospital: PICU

March 1998- January	1999
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Acting Assistant Director of Nursing Hamad Medical Corporation Doha, Qatar

- Administrative management of pediatric department and PICU, which included pediatric surgery, medical floor, short stay, and sub-acute unit
- Approved monthly schedules and performance evaluations for 68 RNs and 3 unit secretaries in PICU
- Planned and coordinated monthly nursing rounds, monthly staff meetings, and monthly environmental round
- Planned and participated in PICU workshops and orientation of new employees. Functioned as clinical instructor for nursing students from Qatar University
- Assisted Nurse director with yearly budget, equipment evaluation, and the setting of unit goals and philosophies
- Developed and participated in policy and procedure committees
- Relief Educator in hospital staff development
- Participated in the first Qatari pediatric conference

# January 1995- March 1997 Charge Nurse PICU Hamad Medical Corporation

- Managed a 22 bed PICU, responsible for patient/nurse assignments, and coordinated transports
- Wrote monthly schedules and annual performance evaluations for 68 RNs and 3 unit secretary
- Assisted in the planning and implantation of the expansion of PICU from 10 beds to 22 beds
- Participated in the development of policies and procedures for the new PICU
- Participated in infection control committee

# April 1990- January 1995Registered Nurse, PICUHamad Medical Corporation

- Provided direct patient care including care plan development patient/family teaching
- Chair of overseas transport committee
- Participated in five transports to England, two to USA, and one to Bahrain
- Relief charge nurse
- Participated in the orientation of new employees
- Provided and arranged unit in-services education monthly in collaboration with staff development department
- Clinical instructor for Qatar University, School of Nursing: supervised student activities in PICU rotation

June 1989- April 1990

Registered Nurse, Pediatric Oncology Ward Jordan University Hospital Amman, Jordan

- Provided direct patient care
- Prepare and administer chemotherapeutic agents and blood products and participate in family teaching
- Participated in planning and organizing the first Oncology ICU (4 beds) and acted as a unit in charge

### PROFESSIONAL MEMBERSHIPS

2014-Present	Society of Pediatric Nursing
1999- Present	American Association of Critical Care Nurses
2005- Present	Sigma Theta Tau International, Honor society of Nursing
2008- Present	Western institute of Nursing Research
2011-2012	Pediatric Hematology and Oncology Nursing association

#### **COMMITTEES & ACADEMIES**

#### Sigma Theta Tau International:

• February 2012- November 2013 Nurse Faculty Leadership Academy

#### **CSUSB Department Committees:**

- o 2009-2012 Graduate committee
- o 2009-2012 Recruitment committee
- o 2011-2014 Lead Faculty
- o E-book task force- California State University San Bernardino

#### **CSUSB** University Committees:

 2013- 2015 Faculty Fellow, Center for Health Disparities Research & Training California State University San Bernardino
 2010-2015 Board member Center of Islamic and Middle Eastern Studies California State University San Bernardino

#### **Clinical Practice:**

2015/ Jan.-Present Neonatal neurodevelopmental committee

	Loma Linda University Children's Hospital
2005-2012	Pediatric Policy and Procedures: Reviewer for Loma Linda
	University Children's Hospital
11/09- 9/ 10	West Coast University nursing curriculum committee
2/2010-9/2010	West Coast University Science/ Undergraduate committee
1/2010-9/2010	West Coast University Test items writing committee
1999-2005	Fountain Valley Regional Hospital Committees
	<ul> <li>Medication Task Force Committee</li> </ul>
	• Policy and Procedure Committee
	• Quality improvement

Pharmacy & therapeutics 0

#### CERTIFICATION

ACLS 2016 PALS 2016 BLS 2016

#### **PUBLICATIONS**

- Taha AA, Westlake C, Badr L, Mathur M. Mannitol versus 3% NaCl for management of severe pediatric traumatic brain injury. The journal for nurse practitioners: JNP. 2015 May; 11(5):505-510.
- Badr LK, Taha A, Dee V. Substance abuse In Middle Eastern adolescents living in two different countries: spiritual, cultural, family and personal factors. J Relig Health. 2014 Aug; 53(4):1060-74. PubMed PMID: 23526183.
- Taha A, Ballou MM, Lama AE. Utilization of national patient registries by clinical nurse specialist: opportunities and implications. Clin Nurse Spec. 2014 Jan-Feb; 28(1):56-62. PubMed PMID: 24309578.
- Qilian H, Smith-Stoner M, Robinson O, Taha AA. Stranger in a strange land. American Nurse Today. 2013 August; 8(8).
- Bouz P, Zouros A, Taha A, Sadanand V. Neonatal intracerebral hemorrhage: mechanisms, managements, and the outcomes. Transl Stroke Res. 2012 Jul; 3(Suppl 1):6-9. PubMed PMID: 24323859.
- Westlake C, Taha AA. The institutional review board: purpose and process. Clin Nurse Spec. 2012 Mar-Apr; 26(2):66-70. PubMed PMID: 22336931.
- Taha AA, Badr L, Westlake C, Dee V, Mudit M, et al. Effect of early nutritional support on intensive care unit length of stay and neurological status at discharge in children with severe traumatic brain injury. J Neurosci Nurs. 2011 Dec;43(6):291-7. PubMed PMID: 22089405.

Ejike JC, Mathur M, Bahjri K, Huard LL, Tiras K, Taha A, Lopez MR, & Moores DC. Outcomes in Children managed with an open abdomen. *The American Surgeon*: supplement proceeding of the fifth world Congress on Abdominal Compartment Syndrome. August 2011.

#### **PRESENTATIONS**

Taha, A. (2015, April 22-25). *Mannitol vs. 3% NaCL in Management of Pediatric Severe Traumatic Brain Injury*. Poster presented at The Western Institute of Nursing's 48th Annual Communicating Nursing Research Conference, Albuquerque, NM.

Taha, A., Zouros, A. & Baerg, J. (2015, April16-19). *Cervical Spine Injuries in Children with Inflicted Trauma: Nursing Implications*. Podium presented at 25th Annual Society of Pediatric Nursing meeting, Anaheim, CA.

Taha, A. (2015, February 19-21). *Caring in a Conflict Zone*. Podium presented at 3rd Annual Middle Eastern Nurses and Partners in Caring Science conference, Aqaba, Jordan.

Taha, A. (2015, January 3-6). *Dress Rehearsal: Simulation in the Classroom*. Poster presented at Elsevier Faculty Development Conference, Scottsdale, AZ.

Taha, A & Westlake, C. (2014, November 13-14). *Nurses in Conflict Zone: The Lived Experience of Palestinian Nurses*. Podium presented at The 19th Southern California STTI Annual Odyssey Conference: Lead globally, serve locally, and transform regionally, Ontario, CA.

Taha, A. & Canary, C. (April 9-12, 2014). *The lived experience of nurses' working in the occupied territory of the West*. Podium Presentation at the Western Institute of Nursing's 47th Annual Communicating Nursing Research Conference, Seattle, WA.

J Baerg, R Vannix, J Fam, A Taha, A Zouros. (January 17–19, 2014). *Cervical Spine Injuries in Children with Inflicted Trauma*. Podium Presentation. 2014 Annual Scientific Meeting, Southern California Chapter of the American College of Surgeons. Santa Barbara, CA

Koh, J & Taha, A. (11/22/2013). *Employment, Environmental Stability and Associated Disparities in Child Maltreatment*. Podium Presentation. Sustainable Goods Move.ment Maintaining the Environment, Economy and Equity Symposium, Palm Desert, CA.

Ruiz, M., Taha, A., Carter, S & Klakovich, M. Sustained Collaboration: Creating Connections Through a Southern California Joint STTI Chapters Nursing Odyssey Consortium. Symposium Presentation 11/17/2013. Honor Society of Nursing Sigma Theta Tau International 42nd Biennial Convention, Indianapolis, IN. Taha, A., D'Errico, E & Forrester, A. Pediatric Team-Based Participatory Simulation in Undergraduate Nursing Education. Poster Presentation 11/16/2013. Honor Society of Nursing Sigma Theta Tau International 42nd Biennial Convention, Indianapolis, IN.

Taha, A. & Badr, L. Religion, family & adolescents substance abuse: A myth or reality? Poster Presentation 10/31/2013. Joint Southern California STTI Chapters: Nursing Odyssey Conference 2013, San Diego, CA.

Taha, A., Badr, L., & Dee, V. (5/8/2013). Substance Abuse in Middle Eastern Adolescents Living in Two Different Countries: Spiritual, Cultural, Family and Personal Factors. Poster Presentation. 14<sup>th</sup> Annual Research Conference, Loma Linda University Medical Center, Loma Linda, CA.

Patient registries: relevance for advanced practice nurses. Ballou, M. & Taha, A. Poster presentation 11/2012. Joint Southern California STTI Chapters: Nursing Odyssey Conference 2012, Ontario, CA.

Nursing's Preferred Future in the USA: Reflections and Challenges. Dee, V; & Taha, A. Accepted for a poster presentation 9/2012. Fulbright Academy for Science and Technology: Abu Dhabi- United Arab Emirate.

Clinical Patient Data Registries: Implication for Evidence-Based Practice. Ballou, M. & Taha, A. Poster presentation May 2012. 13<sup>th</sup> Annual Nursing Research Conference. Loma Linda University Medical Center, Loma Linda, CA.

Advance Practice Roles: The US experience. An International Conference on Nursing Education & Traininig in a Global Context. Oral Presentation (March 28, 2012). Dayananda Sagar Institution. Bangalore, India.

Early Reconstruction, Instrumentation and Fusion of an Anterior Thoracic Meningocele via Trans-Thoracic Approach "Case Report. Oral Presentation (March, 12 2012). Second World Congress on Spina Bifida Research and Care. March 11-14, 2012. Las Vegas, NV

Global outreach course in undergraduate nursing education. Poster presentation. Joint Southern California STTI Chapters: Nursing Odyssey Conference 2011, Cerritos, CA.

Closing the Gap: Increasing Access and Equity to health. Oral Presentation. (July 2011) International Nurses Week, Nursing Council of Jamaica

Effect of nutrition on pediatric traumatic brain injury outcomes. Poster presentation, 10/28-29 2010. Sigma Theta Tau international conference. San Diego, CA.

Nutrition and the Pediatric Traumatic Brain Injury Patient. Poster Presentation. (2010). 11th Annual Research Conference. Loma Linda University Medical Center, Loma Linda, CA.

Stay Cool; Temperature Regulation in the Neurosurgical Patient. Podium Presentation. (2010). Annual Neuroscience Symposium; Loma Linda University Medical Center. Loma Linda, CA.

Factors Impacting LOS in ICU and Disposition Status in Children with Severe Traumatic Brain Injury. (2009). Poster presentation. Western institute of Nursing Research. Salt Lake City, UT.

Factors Influencing Outcomes in Children with Severe Traumatic Brain Injury. (2009). Podium Presentation. The International Society of Pediatric Neurosurgery: Nursing Section. Pasadena, CA.

Evaluation of timing of nutritional supplement on length of stay in ICU and disposition status at discharge in children with severe traumatic brain injury. (2009). Pediatric Critical Care Nursing Conference. Nashville, TN.

Health in segregation: A snapshot of Palestinian children's health. (2007). Poster presentation. Fulbright Academy of Science and Technology. Panama.

Management of severe traumatic brain injury in children admitted to a pediatric ICU compared to adult ICU. (2007). Poster presentation. Congress of Critical Care Medicine. Geneva.

# **DISSERTATION COMMITTEES**

June 2013- 2015. Janet Koh, Loma Linda University, School of Public Health. Title: Environmental stability, intimate partner violence and associated disparities in child maltreatment. Chair: Patti Herring, PhD, RN, Jerry Lee, PhD & Asma Taha, PhD, RN.

2015-Present. Yvonne Gallegos, California State University Fullerton, School of Nursing. Title: Contrast Induced Nephropathy. Chair: Asma Taha, PhD, RN; Dana Rutledge, PhD, RN; Margret Brady, PhD, RN.

# **GRANTS**

# Funded Grants:

SBRNSP 2015. Song Brown Grant: *Enhancing Simulation for Clinical Preparation* Co-PI with Ruth Mielke \$124,999

SBRNSP-2013-California State University, San B-029 Taha (PI) Improve Simulation Capacity in Undergraduate Nursing Educational Palm Desert Campus. Song Brown Capitation Grant. Requested \$ 124,000 funded \$85,000

#### Submitted, Not Funded Grants:

March 2014. Song Brown Special RN Work Force Grant. \$ 240,000

January 2014. HRSA. RN 2 BSN CSUSB HRSA NWD 14-1. \$ 250,000

### **PROFESSIONAL SERVICE**

**Oct. 2014- present** Research Committee Chair: Upsilon Beta Chapter, Sigma Theta Tau International Nursing Honor Society

**April 2011-Nov 2014** President Rho Beta Chapter, Sigma Theta Tau International Nursing Honor Society

**June 2011-June 2012** Vice President Elect Gamma Alpha Chapter: Sigma Theta Tau International Nursing Honor Society

Feb. 2012-present	Member: Gamma Lambda chapter of Phi Beta Delta: The honor society for international scholars
Jan. 2011- present	Nurse Scientist Kaiser Permanente: Moreno Valley
Nov. 2010-Oct 2014	Planning Committee Member: Southern California Sigma Theta
	Tau International Nursing Honor Society joint chapters Odyssey annual nursing research conference
July/ 2014	Abstract reviewer: Odyssey annual nursing research conference
July/ 2013	Abstract reviewer: Odyssey annual nursing research conference
July/ 2012	Abstract reviewer: Odyssey annual nursing research conference
July/ 2011	Abstract reviewer: Odyssey annual nursing research conference
2011-current	Reviewer for Journal for Specialists in Pediatric Nursing
2011-Current	Kaiser Permanente Nursing IRB Committee Member & Reviewer

# LOCAL OUTREACH

- 2015 Participated and fund raised for Spirit of Christmas Celebration. Loma Linda University Children Hospital
- 2010- present Member of planning committee for annual spina bifida walk and fund raising event
- 2010-2014 Member planning committee for annual American Heart Association walk: Inland Empire Chapter (Riverside & Palm Spring) Coordinate volunteer activities and engage California State University San Bernardino in planning and participating in local events.
- 2009-Present Organize annual food drive for San Bernardino Food Bank

# **GLOBAL OUTREACH**

#### 2015-2016 Member planning committee: Hope In Sight - Vision for Holy Land Children Vision medical mission trip planned for March 2016 Service to children in East & West Jerusalem and the West Bank

#### December 2015: West Bank Craniofacial Mission/ Ramallah Duration: 8 days

# Organization: Palestinian Children Relief Fund

- Screened patients with pediatric craniofacial disorders needs with a team from Loma Linda University Medical Center
- Collaborate with local team for planning needed surgeries and recovery of patients.
- Assist in recovering patients and ICU care and monitoring
- Teach and mentor local staff nurses on care needed for care of craniosynostosis repair
- Presented a lecture on neurological assessment at Ministry of Health Flagship Medical Complex

# July 2014 West Bank Neurosurgical Mission/ Nablus

# July2014 Gaza Strip Neurosurgical Mission

# Duration: 10 days

# **Organization: Palestinian Children Relief Fund**

- Screened patients with pediatric neurosurgery needs with a team from Loma Linda University Medical Center
- Collaborate with local team for planning needed surgeries and recovery of patients.
- Assist in recovering patients and ICU care and monitoring
- Teach and mentor local staff nurses on care needed for such complex cases

# September 2013 Gaza Strip Cardiac Mission

# Duration: 2 weeks Medical Outreach

# **Organization: Palestinian Children Relief Fund**

- Screened patients with congenital cardiac anomalies with a team from Loma Linda University Medical Center
- Collaborate with local team for planning needed surgeries and recovery of patients.
- Assist in recovering patients and ICU care and monitoring
- Teach and mentor local staff nurses on care needed for such complex cases

# March 25-31/2012 India, Bangalore Dayananda Sagar University

- Participated at the international outreach program at DSI that included nursing students from the US and Finland.
- Supervised students while practicing at the local university hospital.

- Collaborated with the Dayananda Sagar University -school of nursing faculty on curriculum development
- Presented at their annual educational conference on advance practice role model.

### July 2011: Jamaica Nursing Council & Ministry of Health Jamaica

- Outreach trip with eight students from California State University, San Bernardino
- Attended and presented at the nurses' week celebration held by the nursing council
- Visited the University of the West Indies. Reviewed plans for integrating simulation into the curriculum.
- Attended few sessions of summer school
- Worked and assisted staff nurses at Port Antonio Hospital in the pediatric unit
- Volunteered in health care centers and provided basic nursing care

#### May 2010; West Bank

# Duration: 2 weeks/ Medical Outreach

# **Organization: Palestinian Children Relief Fund**

- Screened patients with pediatric neurosurgery needs with a team from University of Arkansas
- Performed pre and post operative evaluation
- Participated in teaching the local staff in Pediatric ICU, Cardiac pediatric ICU
- Patient and family education

#### November 2008; Jericho

• Assisted with Japanese pediatric plastic surgery team

#### June 2008; Jerusalem

- Assisted with a cardiac surgery team from the United Kingdom
- Assisted in caring for pediatric patient post open heart surgeries
- Educated the local staff on post operative care

#### November 2007; West Bank

• Assisted with a pediatric neurosurgery team in performing surgeries on children

#### January 2007; West Bank

• Participated in organizing the first Pediatric Neurosurgery mission to the West Bank area/ RamAllah

#### July 30, 2006 - August 30, 2006; Wazir Akbar Khan Hospital. Kabul, Afghanistan

- Participated in teaching the local nursing staff
- Developed policies that help guide nursing practice

• Participated in developing leadership competencies and evaluation process