

## CURRICULUM VITAE

Allison Lee Ferro (Cowper)  
 Lieutenant Colonel, U.S. Army Nurse Corps  
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**AREA OF CLINICAL SPECIALTY:** Nursing administration and leadership

**LICENSURE:** Texas Registered Nurse License exp: 3/31/2025

**CERTIFICATIONS:** Fellow in the American College of Healthcare Executives

**EDUCATION:**

<u>Dates</u>	<u>Institution</u>	<u>Degree</u>
2019-2023	The University of Texas at Austin	Doctor of Philosophy in Nursing Science
2013- 2015	Trident University, CA	Master's of Science in Health Care Administration
2004-2008	Molloy College, NY	Bachelor's of Science in Nursing

**MILITARY EDUCATION:**

<u>Dates</u>	<u>Institution</u>	<u>Course</u>
2019	U.S. Army Command and General Staff College	Command and General Staff Officer Course
2016	U.S. Army North	Pre-Command Course
2014	Defense Military Readiness Training Institute	Combat Casualty Care Course
2013	U.S. Army Medical Center of Excellence	Captain's Career Course (Advanced Course)
2013	U.S. Army Medical Center of Excellence	Basic Healthcare Administrators Course
2012	U.S. Army Medical Center of Excellence	Clinical Nurse Officer in Charge Leadership Development Course
2011	Civilian Human Resources Agency	Supervisor Development Course
2008	Tripler Army Medical Center	BG(R) Anna Mae Hays Clinical Nurse Transition Program
2008	U.S. Army Medical Center of Excellence	Basic Officer's Leadership Course
2003-2007	St. John's University	Reserve Officer Training Corps

**EMPLOYMENT:**

<u>Dates</u>	<u>Institution</u>	<u>Position</u>
September 2023-Present	US Army Baylor Program	Assistant Professor
December 2017-August 2019	US Army Institute of Surgical Research	Chief, Department of Clinical Education
May 2016-November 2017	Brooke Army Medical Center	Company Commander

June 2015- May 2016	Brooke Army Medical Center	Clinical Staff Nurse, Progressive Care
May 2013- May 2015	8 <sup>th</sup> BDE ROTC HQ, JBLM	Reserve Officer Training Corps Brigade Nurse Counselor
August 2011- March 2013	Tripler Army Medical Center	Clinical Nurse Officer in Charge
March 2013- August 2011	Tripler Army Medical Center	Charge Nurse, Preceptor, Telemetry
August 2010- March 2011	US Army CENTCOM	Staff Researcher (Joint)
October 2008- August 2010	Tripler Army Medical Center	Clinical Staff Nurse, Telemetry
June 2008- August 2008	St John's University	Gold Bar Recruiter

**SKILLS CERTIFICATION:**

<u>Expiration</u>	<u>Organization</u>	<u>Type</u>
January 2024	American Heart Association	Basic Life Support Provider

**PROFESSIONAL ORGANIZATIONS:**

2020-Present	Sigma Theta Tau International Honors Society of Nursing
2017-Present	American College of Healthcare Executives
2011-Present	Army Nurse Corps Association

**ACADEMIC AND PROFESSIONAL HONORS:**

<u>Year</u>	<u>Name</u>
2006	Daughters of the American Revolution Distinguished Cadet Award, St. John's University Army ROTC, New York
2008	Distinguished Military Graduate, St. John's University Army ROTC, New York
2008	Outstanding Physical Fitness Award, Basic Officer Leadership Course, Ft. Sam Houston, Texas
2011	Graduate Medical Education Nurse of the Year Award, Tripler Army Medical Center, Hawaii
2013	Outstanding Physical Fitness Award, Captain's Career Course, Ft. Sam Houston, Texas
2013	Distinguished Nurse Graduate Award, Captain's Career Course, Ft. Sam Houston, Texas
2019	Commander's Fitness Award, Command and General Staff College, Redstone Arsenal, Alabama
2021	Molloy College Alumni Association Service Award, Molloy College, Rockville Centre, New York
2021	Fellow, American College of Healthcare Executives
2022	Sigma Theta Tau: Epsilon Theta Chapter recipient of the Billye J. Brown Award for Excellence in Leadership, The University of Texas at Austin, Austin, Texas

**SPECIAL PROJECTS:**

<u>Dates</u>	<u>Location</u>	<u>Project</u>
May 2022- May 2023	The University of Texas at Austin	Grant # 11166-N22-B02 Determining the Relationships Between Nurses' Perceptions of Managerial Coaching, Role Ambiguity, and Quality and Safety Competencies; Principal Investigator

May 2021- August 2021	The University of Texas at Austin	IC2 Research Institute's regional COVID-19 recovery team; Regional team leader
September 2020- September 2022	The University of Texas at Austin	Grant # grant number HT9404-13-1-TS06 Exploring the Behavioral Health of Military En Route Care Nurses; Research Assistant
March 2018- January 2019	Institute for Surgical Research, Burn Center	Award No. W81XWH-15-2-0085 and the US Army Combat Casualty Care Research Program RAD 2 -A3_061_2017_USAISR; Team member
January 2012- January 2013	Tripler Army Medical Center	Infected Wound Healing Rates with multimodel dressings: A swine model; Research Assistant
July 2011- March 2013	Tripler Army Medical Center	Grant # R13HS017892 Evidence Based Practice Project: Decreasing Length of Stay for Inpatient Adults; Team Leader
March 2011- August 2011	Tripler Army Medical Center	Protocol #TAMC 2H11: Spousal Deployment During Pregnancy: The Impact on Medical Utilization and Obstetrical Outcomes; Principal Investigator
March 2011- August 2012	Tripler Army Medical Center	Preventing Hospital Readmission by Providing High Quality Patient Education; Team Leader
September 2010- March 2011	Kandahar, Afghanistan	Life Saving Interventions on the Battlefield; On-site Principal Investigator
September 2010- March 2011	Kandahar, Afghanistan	Damage Control Vascular Surgery; On-site Principal Investigator
July 2010- July 2011	Tripler Army Medical Center	Outcomes of Implementing Relationship Based Care in a Medical Telemetry Setting; Team Leader

### SCHOLARLY PRESENTATIONS:

**Ferro, A., & Yoder, L.** (2023, November 11-15). *Nurses' Perceptions of Coaching, Role Ambiguity, and Quality & Safety Competencies* [Podium presentation]. Sigma Theta Tau 47th Biennial Convention.

**Ferro, A., & Yoder, L.** (2023, August 14-17). *How Role Ambiguity is Affecting Military Nurses' Ability to Enact Their Roles and What That Means for Readiness* [Poster presentation]. Military Health System Research Symposium.

**Ferro, A.** (2023, May 18). *Nurses' Perceptions of Coaching, Role Ambiguity, and Quality and Safety Competencies*. [Lightning round presenter]. TSNRP Symposium Celebrating Nurses Week: Championing Nursing Research and Evidence-Based Practice within the DHA.

- Ferro, A., & Yoder, L.** (2023, April 4-6). *Determining the Relationships Between Nurses' Perceptions of Managerial Coaching and Quality and Safety Competencies* [Poster presentation]. Tri-Service Nursing Research Program Research Dissemination Course.
- Ferro, A., Yoder, L., Jones, T.** (2023, January 11). *Career Development Relationships to Enhance Your Career as a Medical-Surgical Nurse* [Podcast]. MEDSURG Nursing Journal Podcast Series.
- Ferro, A., & Yoder, L.** (2022, March 11). *Over Sea, Land & Air: Supporting EBP in Operational Environments and Military Treatment Facilities*. [Panelist] Triservice Nursing Research Program's Evidence-Based Practice Virtual Summit.
- Ferro, A., & Yoder, L.** (2021, September 13-15). *Post Traumatic Growth Among Military Enroute Care Nurses: A Secondary Analysis* [Podium presentation]. Tri-Service Nursing Research Program Research Dissemination Course (Virtual).
- Ferro, A., & Yoder, L.** (2021, September 13-15). *Graduate Nurses' Education and Use of QSEN Competencies: A Critical Review of Literature* [Poster presentation]. Tri-Service Nursing Research Program Research Dissemination Course (Virtual).
- Ferro, A., & Yoder, L.** (2021, February 18-20). *Graduate Nurses' Education and Use of QSEN Competencies: A Critical Review of Literature* [Poster presentation]. Sigma Theta Tau Creating Healthy Work Environments Event (Virtual).
- Ferro, A., & Parker, C.** (2020, February 26) *The Effects of Military Culture on Health* [Poster presentation]. St. David's Center for Health Promotion 18th Annual Conference, Austin, TX.
- Ferro, A., VanFosson, C., Colston, P., Valdez-Delgado, K., King, B., & Mann-Salinas, E.** (2018, November 8-11). *Development of a Standardized Competency Program for Combat Medical Readiness* [Poster Presentation]. Southern Regional Burn Conference, Mobile, Alabama.
- Ferro, A., Barr, S., & Prion, S.** (2015, August 31- September 3). *Leadership and nursing competencies: A comparison and case example* [Podium presentation]. Tri-Service Nursing Research Program Research Dissemination Course, San Antonio.
- Barr, S., Ferro, A., & Prion, S.** (2015, August 31- September 3). *An innovative academic-service partnership to enhance the development and training of military nurses* [Podium presentation]. Tri-Service Nursing Research Program Research Dissemination Course, San Antonio, Texas.
- Prion, S., Ferro, A., Barr, S.** (2015, August 31- September 3). *Importance of early leader development and evaluation of key skills; A case example* [Poster presentation]. Tri-Service Nursing Research Program Research Dissemination Course, San Antonio, Texas.
- Ferro, A., & Mullens, K.** (2014, September 15-18). *Decreasing Length of Stay; An Evidence Based Approach* [Podium and Poster Presentation]. Tri-Service Nursing Research Program Research Dissemination Course, San Antonio, Texas.
- Ferro, A., & Mullens, K.** (2013, November 3-8). *Decreasing Length of Stay; An Evidence Based Approach* [Podium presentation]. Association of Military Surgeons of the United States Annual Meeting, Seattle, Washington.

**Ferro, A., & Randall, S.** (2013, April 15-18). *Preventing Hospital Readmissions by Providing High Quality, Focused Patient Education on Common Diagnoses* [Podium presentation]. 17th Biannual Phyllis J. Verhonick Nursing Research Course, San Antonio Texas.

**Ferro, A.** (2011, March 30 -April 01). *Select Unit Based Outcomes after Implementation of a Professional Practice Model* [Podium presentation]. Pacific Institute of Nursing Research Conference, Honolulu, Hawaii.

**Cowper, A.** (2010, 26-29 April). *Select United Based outcomes after Implementation of a Professional Practice Model* [Podium presentation]. 16th Biannual Phyllis J. Verhonick Nursing Research Course, San Antonio, Texas.

**Cowper, A. & Siaki, L.** (2010, March 29) *Outcomes of Implementing Relationship Based Care in a Medical Telemetry Setting* [Poster presentation]. Pacific Institute of Nursing Advancing Practice, Education, and Research Conference, Honolulu, Hawaii.

**Cowper, A., & Siaki, L.** (2009, November 15-20). *Primary Nursing; A Care Delivery Model in a Medical Surgical Telemetry Unit* [Poster presentation]. Association of Military Surgeons of the United States Karen Rieder Federal Nursing Poster Session, St Louis, Missouri.

#### **SELECTED INVITED PRESENTATIONS:**

<u>Date</u>	<u>Location</u>	<u>Event</u>	<u>Role</u>
May, 2023	The University of Texas at Austin	School of Nursing Commencement	Commencement Speaker
December, 2023	N/A	Medical Surgical Journal (MSJ) Podcast	Invited Guest Speaker
August, 2018	Brooke Army Medical Center	U.S. Army Cadet Command Nurse Summer Training Program	Graduation Guest Speaker

#### **CONTINUING EDUCATION PRESENTATIONS:**

<u>Date</u>	<u>Location</u>	<u>Title</u>	<u>CEUs Awarded</u>
January 2019	Joint Trauma System	Increasing the Rate of Combat Medical Readiness	1.0
January 2013	Hawaii State Center for Nursing	Evidence Based Practice; A Partnership Program	0.5
December 2012	Nursing Grand Rounds, Tripler Army Medical Center	Decreasing Length of Stay; An Evidence Based Approach	1.0
May 2011	Nursing Grand Rounds, Tripler Army Medical Center	Children at War	1.0

February 2011    NATO Role 3, Kandahar    Research for Dummies    1.0  
Afghanistan

**PUBLICATIONS:**

**Ferro, A., & Yoder, L.** (in press) A scoping review of graduate nurses' education and use of QSEN competencies. *Military Medicine*.

Yoder, L. H., **Ferro, A. L.**, & Rivers, F. (2023). Post traumatic growth among military enroute care nurses: A secondary analysis. *Archives of Psychiatric Nursing* 45, 139-175.

Barr, S., **Ferro, A.**, & Prion, S. (2019). An innovative academic-practice partnership to enhance the development and training of military nurses. *Journal of Professional Nursing*, 35(5), 369-378.

**Ferro, A.** (2018) *U.S. Army ISR Burn Center as a Pre-deployment Training Platform*. The Army Nurse Corps Newsletter, April-June Edition, 2018.

**Ferro, A.**, Mullens, K., & Randall, S. (2014). Decreasing Inpatient Length of Stay at a Military Medical Treatment Facility. *Nursing Clinics of North America*, 49(3), 309-320.

**Ferro, A.**, Rivers, F. (2011) *Research in Theater; Past, Present, and Future*. Tri-Service Nursing Research Program Newsletter, Spring/Summer Edition, 2011.