

Curriculum Vitae and Bibliography

Tera Lynn Gross, DNP, RN, CENP, FACHE

Present Academic Rank and Position

Chair, Department of Nursing/Chief Nursing Officer - Mayo Clinic, Jacksonville, Florida	2020 - Present
Assistant Professor of Nursing - Mayo Clinic College of Medicine and Science	04/01/2022 - Present

Education

South Dakota State University, Brookings, South Dakota - BS, Nursing	01/1998 - 05/2001
South Dakota State University, Brookings, South Dakota - MS, Nursing	06/2002 - 12/2008
University of Minnesota, Minneapolis, Minnesota - DNP, Doctorate of Nursing Practice	09/2010 - 11/2013

Additional Education

Thirteenth Annual Nursing Research Conference, Mayo Continuing Nursing Education, Department of Nursing, Mayo Clinic, Rochester, Minnesota	2004
Fourteenth Annual Nursing Research Conference, Mayo Continuing Nursing Education, Department of Nursing, Mayo Clinic, Rochester, Minnesota	2005
Fifteenth Annual Nursing Research Conference, Mayo Continuing Nursing Education, Department of Nursing, Mayo Clinic, Rochester, Minnesota	2006
Sixteenth Annual Nursing Research Conference, Mayo Continuing Nursing Education, Department of Nursing, Mayo Clinic, Rochester, Minnesota	2007
Seventeenth Annual Nursing Research Conference, Mayo Continuing Nursing Education, Department of Nursing, Mayo Clinic, Rochester, Minnesota	2008
Getting to the Heart of the Matter Fifteenth Annual Heart Disease and Stroke Conference for Health Professional, Rochester, Minnesota	2008
Eighteenth Annual Nursing Research Conference, Mayo Continuing Nursing Education, Department of Nursing, Mayo Clinic, Rochester, Minnesota	2009
Third Annual Mayo Transplant Nursing Symposium Mayo Continuing Nursing Education Department of Nursing, Mayo Clinic, Rochester, Minnesota	2009
Fourth Annual Mayo Transplant Nursing Symposium Mayo Continuing Nursing Education Department of Nursing, Mayo Clinic, Rochester, Minnesota	2010
Reflections on Caring 19th Annual Symposium and General Assembly, International Transplant Nurses Society, Minneapolis, Minnesota	2010
Fifth Annual Mayo Transplant Nursing Symposium Mayo Continuing Nursing Education Department of Nursing, Mayo Clinic, Rochester, Minnesota	2011
Rising to the Challenges in Transplant Nursing 21st Annual Symposium, International Transplant Nurses Society, Seattle, Washington	2012

Twenty-first Annual Nursing Research Conference Mayo Continuing Nursing Education Department of Nursing, Mayo Clinic, Rochester, Minnesota	2012
Live, Love, and Lifelong Learning 22nd Annual Symposium, International Transplant Nurses Society, Washington, District of Columbia	2013
One World of Caring 23rd Annual Symposium, International Transplant Nurses Society, Houston, Texas	2014
Transplant Nursing A Journey to the Top International Transplant Nurses Society Summer Symposium, Chicago, Illinois	2015

Certification

Board Certifications

American Association of Critical-Care Nurses (AACN)

Acute/Critical Care Nursing - Adult (CCRN) 2008 - 2011

American College of Healthcare Executives (ACHE)

Fellow of the American College of Healthcare Executives 2023 - 2026

American Heart Association (AHA)

Basic Life Support (BLS) 2001 - 2017

Advanced Cardiovascular Life Support (ACLS) 2005 - 2011

American Nurses Credentialing Center (ANCC)

Nurse Executive (NE-BC) 2014 - 2019

Nurse Executive, Advanced (NEA-BC) 2019 - 2029

American Organization for Nursing Leadership (AONL)

Certified in Executive Nursing Practice (CENP) 2024-2027

Other Certifications

Mayo Clinic Quality Academy

Mayo Clinic Quality Fellow: Bronze Level Certification 2010

Mayo Clinic Quality Fellow: Silver Level Certification 2012

Mayo Clinic Quality Fellow: Gold Level Certification 2015

Mayo Clinic Quality Fellow: Diamond Level Award 2024

Licensure

Minnesota R1545140 (Registered Nurse (RN)) 2001 - 2024

Florida RN9526519 (Registered Nurse (RN)) 2020 - 2025

Honors and Awards

SDSU Graduate School Travel Award - South Dakota State University, Brookings, South Dakota 2008

Excellence Through Teamwork, Improving Influenza Immunizations Team - Employee Recognition Program, Department of Human Resources, Mayo Clinic, Rochester, Minnesota 2016

Excellence Through Teamwork Award, Discharge MTR Project Team - 2017
Employee Recognition Program, Department of Human Resources, Mayo Clinic,
Rochester, Minnesota

Previous Professional Positions and Major Appointments

Registered Nurse - Gynecological Surgery Unit - Department of Nursing, Mayo Clinic, Rochester, Minnesota 2001 - 2003

Registered Nurse - Inpatient Perinatal Unit - Department of Nursing, Mayo Clinic, Rochester, Minnesota 2003 - 2005

Registered Nurse - Medical Cardiac Intensive Care Unit - Department of Nursing, Mayo Clinic, Rochester, Minnesota 2005 - 2009

Nurse Manager - Organ Transplant Unit (Eisenberg 102) - Department of Nursing, Mayo Clinic, Rochester, Minnesota 2009 - 2015

Instructor of Nursing - Mayo Clinic College of Medicine and Science 11/01/2012 - 03/31/2022

Nurse Administrator - Department of Nursing, Mayo Clinic, Rochester, Minnesota 2015 - 2020

Professional Memberships and Societies

Professional Memberships and Services

Academy of Medical-Surgical Nurses
Member 2016 - 2023

American Association of Critical-Care Nurses
Member 2007 - 2009

American College of Healthcare Executives
Member 2021 - Present

American Nurses Association (ANA)
Member 2021 - Present

American Organization for Nursing Leaders (AONL)
Member 2019 - Present

American Organization for Nursing Leaders (AONL); Nurse Manager Fellowship Selection Committee
Nurse Manager Fellowship Selection Committee
Member 2019 - 2020

Brooks College of Health Dean's Council
Member 2022 - present

Florida Nurses Association (FNA)
Member 2021 – Present

Florida Organization for Nursing Leadership (FONL)
Member 2022- present
Board 2024 – present

Member

Florida State University College of Nursing Community Advisory Board
Member 2022-present

International Transplant Nurses Society
Member 2010 – 2016
President Elect (Local) 2012
President (Local) 2013

Midwest Nursing Research Society
Member 2009

Minnesota Organization of Leaders in Nursing
Member 2012 - 2020

Northeast Florida Organization for Nursing Leadership (NEFONL)

Member	2022
President – Elect	2023
President	2024

Education Interests and Accomplishments

Curriculum and Course Development

Strategies for Care of the Violent or Aggressive Patient Mayo Clinic Care Network (MCCN) Webinar. Developed a 90 minute webinar to be shared live with MCCN members and archived for future use. Provider Relations, Mayo Clinic Rochester, Minnesota	2020
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Teaching

Transplant Patient Education: Assessment of Patient Needs and Development of Teach Back Tools Mayo Clinic Quality Conference: Working Differently across Health Care Rochester, Minnesota	2014
Transplant Patient Education: Assessment of Patient Needs and Development of Teach Back Tools Mayo Nurses' Poster Fair, Department of Nursing, Mayo Clinic Rochester, Minnesota	2014
Advance Nursing Leadership Program Co-presenter: Vickie Ernste Joint Nurse Supervisor/Nurse Manager Meeting, Department of Nursing, Mayo Clinic Rochester, Minnesota	06/18/2015
Professionalism: Securing our Future as the Most Trusted Profession Nurse Residency Program Department of Nursing, Mayo Clinic Rochester, Minnesota	2016 - 2018
Improving Inpatient Influenza Immunizations using Lean Six Sigma Quality Outcomes & Value Based Purchasing Mayo Clinic Quality Conference Rochester, Minnesota	03/2016
Preventing and Responding to Patient Violence Co-presenter Mayo Clinic Care Network Clinical Leadership Symposium Rochester, Minnesota	2017

Mentorship

Krueger RN, Kalan (Registered Nurse) Description: Co-preceptor for orientee Current Status: Staff Coronary Care Unit Outcome: Coronary Care Unit	01/2008
Bumgardner RN, Michelle (Registered Nurse) Description: Nursing Leadership Perspectives Program Mentor Current Status: Staff RN Outcome: Completed Nursing Leadership Perspectives Program	01/2010
O'Connor RN, Jennifer (Registered Nurse) Description: Nursing Leadership Perspectives Program Mentor Current Status: Staff RN Outcome: Completed Nursing Leadership Perspectives Program	01/2010
Loftus RN, Denise (Registered Nurse) Description: Nursing Leadership Perspectives Program Mentor Current Status: Staff RN Outcome: Completed Nursing Leadership Perspectives Program	01/2011

Guthmiller RN, Martha (Nurse Manager) Description: Co-Preceptor for Nurse Manager Role Current Status: Nurse Manager Outcome: Nursing Manager Role	01/2012
Bitz RN, Melissa (Registered Nurse) Description: Nursing Leadership Perspectives Program Mentor Current Status: Staff RN Outcome: Completed Nursing Leadership Perspectives Program	01/2014
Kochevar RN, Brenda (Registered Nurse) Description: Nursing Leadership Perspectives Program Mentor Current Status: Staff RN Outcome: Completed Nursing Leadership Perspectives Program	01/2014
Joswiak , Kendra (Registered Nurse) Description: University of Wisconsin - Eau Claire, Doctorate of Nursing Practice Student Advisor Current Status: Staff RN Outcome: Completing DNP Program	09/2016
DiTommaso, Molly (Registered Nurse) Description: University of Minnesota, Doctorate of Nursing Practice Student Community Partner Current Status: Staff RN Outcome: Successful completion of DNP Program	09/2016 - 05/2018
Kent, Ashley (Registered Nurse) Description: Nursing Leadership Perspectives Program Mentor Current Status: Program Coordinator Outcome: Completed Nursing Leadership Perspectives Program	01/2017
Boege, Monica (Nurse Manager) Description: Rush University, Mentor for DNP Program Current Status: Nurse Manager Outcome: Successful completion of Aggressive/violent Patient/Visitor Simulation Project	11/2018 - 06/2019
Sanger, Julie (Nurse Manager) Description: Winona State University, Mentor for Masters Degree Current Status: Ambulatory Nurse Manager Outcome:	04/2019 - 12/2019

Academic Career Development

National Teaching Institute American Association of Critical - Care Nurses Chicago, Illinois	2008
Project Management Using leadership skills to manage a complex project. Human Resources Education and Development, Mayo Clinic Rochester, Minnesota	2008
Crucial Conversations Improving communication techniques for difficult situations. Human Resources Education and Development, Mayo Clinic Rochester, Minnesota	2009
Nursing Leadership Perspectives Program Participant Department of Nursing, Mayo Clinic Rochester, Minnesota	2009
Advanced Nursing Leadership Perspectives Program Participant	2014 - 2015

Department of Nursing, Mayo Clinic Rochester, Minnesota	
2015 Fall Conference Minnesota Organization of Leaders in Nursing Duluth, Minnesota	2015
AONE Annual Meeting 2016 American Organization of Nurse Executives Fort Worth, Texas	2016
AONE Annual Meeting 2017 American Organization of Nurse Executives Baltimore, Maryland	2017
2017 MOLN Fall Leadership Conference	10/2017
2018 Magnet Conference ANCC National Magnet Conference Denver, Colorado	2018
2018 Vizient Vizient Connections Summit Las Vegas, Nevada	2018
AMSN Annual Convention 28th Academy of Medical-Surgical Nurses Convention Chicago, Illinois	2019
AONE Annual Meeting 2019 American Organization of Nurse Executives San Diego, California	2019
2021 Magnet Conference ANCC National Magnet Conference Atlanta, Georgia	2021
AONL Annual Meeting 2023 American Organization of Nurse Executives Anaheim, California	2023

Institutional/Departmental Administrative Responsibilities, Committee Memberships and Other Activities

Mayo Clinic

Department of Education Administration Mayo Clinic College of Medicine and Science Quality Academy Faculty Member	09/2017 - Present
Emergency Management Steering Group Chair	02/2022 - Present
Mayo Clinic College of Medicine and Science, Quality Academy, Quality Conference Planning Committee Abstract Reviewer	2016 - Present
Mayo Clinic Committees Mayo Clinic Care Network COPD Readmission Reduction Collaborative Member Participated in a collaborative including 17 health systems that are part of the Mayo Clinic Care Network with the aim to reduce readmissions for patients with COPD exacerbations.	09/12/2016 - 10/10/2017
Mayo Clinic Clinical Practice Committee Mayo Clinic Specialty Councils Endocrinology Specialty Council	

Member	02/02/2015 - 01/2019
Hospital Internal Medicine Specialty Council	
Member	02/2018 - 2020
Obesity Liaison Specialty Council	
Member	05/2016 - 01/2019
Mayo Clinic Commodity Committee	
Member	2014
Medical Product Review Team	
Member	2014
Mayo Clinic Enterprise	
Hospital Internal Medicine Specialty Council	
Member	02/2015 - 2020
Mayo Clinic Kern Center	
Kern Center Affiliate - Mayo Clinic faculty, allied health staff or research temporary professionals	12/17/2018 - Present
Mayo Clinic Nursing Executive Committee	
Member	02/2020 - Present
Patient Care Communication (PCCS) Steering Group	
Co-Chair	08/2022 - Present
Mayo Clinic in Rochester	
Department of Facilities & Support Services	
Hazardous Chemical Management Committee	
Hazardous Medication Subcommittee	
Co-Chair	2014
Department of Internal Medicine	
Division of Hospital Internal Medicine	
Quality Committee	
Member	02/2015 - 2020
Endocrine Practice Committee	
Member	02/2015 - 01/2019
Hospital Internal Medicine Practice Committee	
Member	02/2015 - 2020
Department of Medicine Hospital Practice Committee	
Member	02/2015 - 2020
Department of Nursing	
Department Committees	
Education Tiering Project	
Education Tiering Workgroup	
Member	2011 - 2012
Hazardous Medication Workgroup	
Co-Chair	2012 - 2014
Magnet Champions	
Magnet Oversight Group	
Member	2014
Magnet Oversight Committee	
Member	2018 - 2020
Nursing Leadership Perspectives Program	
Advanced Nursing Leadership Perspectives Program Workgroup	

Member	2011 - 2012
Nursing Research Conference Planning Task Force	
Member	2005 - 2009
Nursing Value Analysis Coordinating Committee	
Member	2014
Operational Committees	
Nursing Health Unit Coordinator Practice Committee	
Member	01/01/2012 - 12/31/2012
Co-Chair	01/01/2013 - 12/31/2013
Nursing Recruitment and Retention Committee	
Member	2011 - 2012
Standing Committees	
Nurse Executive Committee	
Member	2015 - 2020
Nurse Manager/Nurse Supervisor Operations Subcommittee	
Data Management Subgroup	
Member	07/29/2013 - 2014
Department of Nursing Specialty Committees	
Medical Specialty Nursing Practice Committee	
Advisor	2015 - 2020
Division Committees	
Critical Care Nurse Practice Committee	
Member	2007 - 2009
Co-Chair	2008 - 2009
Endocrine Executive Committee	
Member	02/2015 - 01/2019
Mayo Nursing Transplant Education Committee	
Member	2011 - 2014
Medical I Division	
Chair	02/2015 - 01/2020
Medical Specialty Executive Committee	
Advisor	01/2017 - 01/2020
Medical Specialty Staff Development Preceptor Committee	
Advisor	01/2016 - 01/2020
Surgical Specialty Staff Development	
Member	2010 - 2011
Unit Committees	
Eisenberg 10-2 Coordinating Council	
Advisor	01/01/2014 - 04/10/2015
Eisenberg 10-2 Kidney, Liver, Pancreas Continuous Improvement Committee	
Chair	2009 - 2012
Eisenberg 10-2 Physician Liaison Meeting	
Voting Member	2009 - 2014
Eisenberg 10-2 Unit Operations Committee	
Advisor	2009 - 2013
Mary Brigh 4DE Charge Nurse Committee	
Member	2009
Mary Brigh 4DE Practice Committee	

Member	2006 - 2009
Co-Chair	2007 - 2009
Department of Rochester Human Resources Office of Organizational Leadership and Development Leadership Foundations Program Mentor	2017 - 2020
Mayo Clinic Rochester Committees Patient Family Advisory Council Member	2013 - 2014
Transplant Center Kidney Transplantation Standardized to Value Member	2013 - 2014
Mayo Clinic in Florida	
Clinical Practice Quality Oversight Subcommittee - Florida Ad Hoc Member	02/2020 - Present
FLA-Admin Services Department of Nursing Nursing Leadership Team Member	03/2020 - Present
Florida Executive Operations Team Member	02/2020 - Present
Hospital Practice Executive Committee Member	2020 - Present
Mayo Clinic Practice Administrative Leadership Team Member	2020 - Present
Mayo Clinic Florida Committees Clinical Practice Committee - Florida Advanced Practice Provider Subcommittee Member	2020 - Present
Executive Board Member	03/2020 - Present
Hospital Practice Subcommittee - Florida Member	02/2020 - Present
Jacksonville Administrative Committee Member	02/2020 - Present
Mayo Clinic Florida Nurse Executive Committee Chair	01/2020 - Present
Outpatient Practice Subcommittee Ad Hoc Member	03/2021 - Present
Patient Safety Oversight Committee Safety Culture Work Group Member	01/2021 - Present
STAR Taskforce Committee Member	04/2020 - 08/2020

Presentations Extramural

National or International

Invited

Cultivation of Nursing Management 09/27/2022
Joanna Medical Leadership Series

Oral

Reducing Length of Stay for Kidney Transplant Patients: Care Across the 06/2015
Continuum
International Transplant Nurses Symposium
Chicago, Illinois

Managing Behavioral Dyscontrol in the Hospital: Success in Maximizing Safety with 03/2018
Better Outcomes and Shorter Lengths of Stay
Mayo Clinic Upper Midwest Quality Conference
Rochester, Minnesota

Practice Solutions to Managing Aggressive and Violent Patients 10/2018
2018 Vizient Connections Summit
Las Vegas, Nevada

Strategies to Successfully Manage Violent Patient Behavior 04/2019
2019 AONE Ignite Poster Session
American Organization of Nurse Executives (AONE) Annual Meeting
San Diego, California

Poster

Inpatient Post-Organ Transplant Education Improvement Through the Use of Teach- 09/2014
Back
International Transplant Nurses Symposium
Houston, Texas

Regional

Poster

Patients' Psychological Adjustment to an Implanted Cardioverter Defibrillator 2009
Nursing Research: Promoting Social Justice and Human Rights Midwest Nursing
Research Society (MNRS).
2009 MNRS 33rd Annual Research Conference.
Minneapolis, Minnesota

Complex Intervention Unit: Redesigning Safety for Aggressive/Violent Patients 09/2018
24th Mayo-Karolinska Institute Annual Scientific Research Meeting
Rochester, Minnesota

Clinical Practice, Interests, and Accomplishments

I have a strong interest in leadership development of nurse leaders and staff nurses. I am also interested in creating a culture of safety for bedside nurses.

Research Interests and Accomplishments

Completion of a thesis project to obtain the Master of Science degree from South Dakota State University. Thesis titled "Patients' Psychological Adjustment to an Implanted Cardioverter Defibrillator." This descriptive correlational design study examined the extent which age, sex, time since implantation, and shocks predicted patients' psychological adjustment to an implanted cardioverter defibrillator (ICD). I am interested in research pertaining to leadership development and creating a culture of safety for nurses and patients.

Bibliography

Peer-reviewed Articles

1. Larson LA, Finley JL, **Gross TL**, McKay AK, Moenck JM, Severson MA, Clements CM. Using a Potentially Aggressive/Violent Patient Huddle to Improve Health Care Safety. *Jt Comm J Qual Patient Saf.* 2019 Feb; 45 (2):74-80 Epub 2019 Jan 10 PMID: 30638871 DOI: 10.1016/j.jcjq.2018.08.011
2. Zorn CK, Pascual JM, Bosch W, Thiel DD, Francis D, Casler JD, Nassar A, Parkulo MA, Dunn AN, Waters TS, Hasse CH, Zargham B, **Gross TL**, Johnson CJ, Rigdon AW, Bruce CJ, Thielen KR. Addressing the Challenge of COVID-19: One Health Care Site's Leadership Response to the Pandemic. *Mayo Clin Proc Innov Qual Outcomes.* 2021 Feb; 5 (1):151-160 Epub 2020 Dec 14 PMID: 33521584 PMCID: 7833323 DOI: 10.1016/j.mayocpiqo.2020.11.001
3. Stellpflug C, Pierson L, Roloff D, Mosman E, **Gross T**, Marsh S, Willis V, Gabrielson D. Continuous Physiological Monitoring Improves Patient Outcomes. *Am J Nurs.* 2021 Apr 1; 121 (4):40-46 PMID: 33755624 DOI: 10.1097/01.NAJ.0000742504.44428.c9

Abstracts

1. Practical Solutions to Managing Aggressive and Violent Patients *American Journal of Medical Quality.* 2019; 34(2). Epub 2019 May 15.

* Indicates the primary author was a mentee of this author.

Indicates the authors contributed equally.