

**Margot Hedenstrom**  
Assistant Professor  
Wellstar College of Health and Human Services  
Kennesaw State University  
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## **Education**

PHD, Georgia State University, 2015.  
Major: Nursing

PHD, Georgia State University, 2015.  
Major: Nursing

MBA, Brenau University, 1998.  
Major: Business Administration

MSN, Georgia Regents University, 1989.  
Major: Nursing

BSN, Georgia Southern University, 1984.  
Major: Nursing

## **Professional Positions**

### **Academic**

Assistant Professor, Kennesaw State University. (September 2018 - Present).

### **Professional**

System Director of Professional Practice Center for Nursing Excellence, Wellstar Health System.  
(December 2016 - December 2019).

Senior Vice President/ Chief Nursing Officer/ Chief Patient Safety Officer, Indian River Medical  
Center Vero Beach, FL. (May 2015 - December 2016).

System Chief Nurse Executive, Piedmont Healthcare. (February 2004 - April 2015).

System Chief Nursing Officer, Houston Healthcare. (June 2003 - January 2004).

Chief Nursing Officer (hospital), Piedmont Healthcare. (November 2001 - June 2003).

Chief Nursing Officer (promoted during tenure), Southern Regional Health System. (May 1999 -  
November 2001).

Service Line Administrator (progressive leadership roles), Northeast Georgia Health System.  
(September 1988 - April 1999).

Charge Nurse, Humana Hospital Augusta. (September 1985 - September 1988).

RN staff nurse, St Joseph Hospital Augusta, GA. (September 1984 - September 1986).

## **Licensures and Certifications**

"Fundamentals of Magnet certificate", American Nurses Credentialing Center. (October 1, 2016 - Present).

"Quality and Process Improvement Black Belt", Mercer University and Piedmont Healthcare. (January 1, 2014 - Present).

"Nurse Executive Advanced", American Nurses Credentialing Center. (January 1, 2001 - November 28, 2026).

"RN- Florida". (April 2014 - April 30, 2023).

"RN", Georgia Board of Nursing. (August 30, 1984 - January 31, 2023).

## **Awards and Honors**

Healthcare Worker of the Year, Rotary International. (May 1, 2011).

Leadership Award Georgia Nursing, Georgia Hospital Association/ Georgia Organization of Nurse Leaders. (September 1, 2006).

## **Professional Memberships**

Association for Leadership Science in Nursing

KSU Graduate faculty status, Graduate faculty status

Sigma Theta Tau- Mu Phi, Committee member bylaws

American Organization of Nursing Leadership

## **RESEARCH**

### **Published Intellectual Contributions**

#### **Journal Article, Professional Journal**

Spiva, E. L., Hedenstrom, M. (2021). Nursing Leader Training and Strength-Based Coaching to Impact Leadership Style and Resiliency. *To appear in Nursing Management*, 2(10), 42-50, ., <https://pubmed.ncbi.nlm.nih.gov/34596617/>

Hedenstrom, M., Nalla, A., Sneha, S., Wilson, B. (2021). An integrative review of Nurse/Nursing student perceptions and attitudes toward cancer patients after education and mentoring. *JMIR Cancer*, ., <https://cancer.jmir.org/2021/3/e27854>

Hedenstrom, M. (Published). Aging out of foster care: The experiences of former foster youth who successfully navigated this transition. *Developmental Child Welfare*, .

Spiva, E. L., Davis, S., Case-Wirth, J., Hedenstrom, M., H. V., Box, M., Berrier, E., Jones, C., Thurman, S., Knotts, K., Ahlers, L. (2020). The Effectiveness of Charge Nurse Training on Leadership Style and Resiliency. *Journal of Nursing Administration*, 50(2), 8, .

### **Presentations Given**

Hedenstrom, M., Seminar Series Research- Qualitative Research, "Qualitative research," Wellstar Health System and Kennesaw State, Virtual. (April 2022).

- L., Case-Wirth, J. (Presenter & Author), Hedenstrom, M. (Presenter & Author), American Hospital Association, "Mentoring leaders," AHA. (March 2022).
- Hedenstrom, M. (Presenter & Author), Seminar Series Research- Implementation of EBP and QI, "Implementation of EBP and QI," Wellstar Health System and Kennesaw State, Virtual. (February 25, 2022).
- L., Hedenstrom, M., National Vizient Clinical Workforce conference, "Reengaging your workforce: a Nursing Leadership Mentoring program / Wellness During COVID-19," Vizient. (November 2021).
- Hedenstrom, M., SoTL Summit, "Instructor Presence in a Nursing Cancer Survivorship Elective Course," Kennesaw State University, virtual. (October 7, 2021).
- Hedenstrom, M., Sigma Theta Tau KSU, "Next generation of leaders: Developing and evaluating effectiveness of a Nursing Leadership Mentoring pilot program-," STT. (May 24, 2021).
- Hedenstrom, M., Sigma Theta Tau KSU, "The Effectiveness of Charge Nurse Training on Leadership Style and Resiliency." (May 24, 2021).
- Hedenstrom, M., WSON Professional Development, "The Integrative Review process," WSON, WSON. (January 28, 2021).
- Hedenstrom, M. (Presenter & Author), Spiva, E. L. (Presenter & Author), 2020 Association for Leadership Science in Nursing Virtual International Conference, "Next generation of leaders: Developing and evaluating the effectiveness of a Nursing Leadership Mentoring pilot program," Association for Leadership Science (ALSN), Virtual (due to pandemic). (November 12, 2020).
- Hedenstrom, M., Sigma Theta Tau, "Next generation of leaders: Developing and evaluating the effectiveness of a nursing leadership mentoring pilot program," Jacksonville Florida. (February 11, 2020).
- Hedenstrom, M. (Presenter & Author), Scholarship Sharing- KSU and Italian Healthcare, "Mentoring in Nursing Leadership," Kennesaw State, KSU. (November 11, 2019).
- Hedenstrom, M. (Presenter Only), Hale, G. (Presenter & Author), Mentoring education, "Mentoring overview," WellStar, WellStar Paulding. (October 1, 2019).

## **Contracts, Grants and Sponsored Research**

### **Fellowship**

- Hedenstrom, M., Fellowship, "HMI Fellowship", Sponsored by HMI program, Kennesaw State University, Funded. (May 1, 2021 - December 2021).
- Hedenstrom, M., Fellowship, "HMI Fellowship 2020", Sponsored by Kennesaw State University, Kennesaw State University, Funded. (May 1, 2020 - September 1, 2020).
- Hedenstrom, M., Fellowship, "Start Up research funds (WSON and KSU research funding)", Sponsored by Kennesaw State University WSON, Kennesaw State University, \$5,000.00, Funded. (October 1, 2019 - May 1, 2020).
- Hedenstrom, M., Fellowship, "HMI Fellowship 2019", Sponsored by Kennesaw State University, Kennesaw State University, Funded. (May 1, 2019 - September 1, 2019).

### **Grant**

Hedenstrom, M., Ballard, N. M., Varagona, L. M., Grant, "Nurse Leader mentoring: Using a Team Virtuousness Framework to heal and move forward after Covid 19", Sponsored by AONL/ ALSN, Other, \$10,000.00, Currently Under Review. (2022 - 2023).

## **Other Intellectual Contributions**

### **Book Review**

Hedenstrom, M. (under review). *Book review for Legal and Ethical Issues in Nursing.*

### **Book, Chapter in Textbook-New**

Hedenstrom, M., Dyess, S. (under review). The Coaching and Mentoring Process. *Nurse Leadership and Management: Foundations for Effective Administration* (pp. 40). Springer Publishing company.

### **Journal Article, Academic Journal**

Hedenstrom, M. (In Preparation; Not Yet Submitted). Exploring Teacher Presence In an Online Cancer Survivorship undergraduate nursing elective course.

### **Journal Article, Professional Journal**

Hedenstrom, M., Dyess, S. (under review). What is old is new again. *Nurse Leader*, .

Hedenstrom, M., Spiva, E. L., Hale, G., Thurman, S., Toney, S. (under review). Next generation of leaders: Developing and evaluating the effectiveness of a nursing leadership mentoring pilot program. *Nursing Administration Quarterly*, .

Hedenstrom, M., Spiva, E. L., Sneha, S., Migiro, L., Brown, R., Ikedum, I. (under review). Mentoring Nurse Leaders: An Integrative review., 520 Parliament Way

Hedenstrom, M., Leclerc, L. (Revising to Resubmit). Upstream Thinking in Academia to Improve Downstream Outcomes: Infuse Nurse Executives to Improve RN Output.

## **Research Activity**

Sneha, Sweta, Valero, Maria A, Shahriar, Hossain M, Hedenstrom, Margot, "Interview to WellStar Nurses for the Requirements of a Virtual Nurse to assist the discharge process.", On-Going, Academic.

Hedenstrom, Margot, Sharlene Toney, Kimberly Knotts, Joysline Ndungu, Vicky Hogue, Evan Talton, Charlene Noble, LeeAnna Spiva, Gina Hale, Gita Taasobshirazi, "Mentoring Clinical Nurses: Implementing a pilot mentoring program for clinical nurses at a community hospital", On-Going, Professional.

Hedenstrom, Margot, "Exploring Teacher Presence In an Online Cancer Survivorship undergraduate nursing elective course", On-Going, Academic.

Hedenstrom, Margot, Barbara Wilson, Anusha Nalla, Gita Taasobshirazi, "Nursing Student perceptions and attitudes toward cancer and caring for cancer patients through use of an undergraduate elective course", Writing Results, Professional.

Hedenstrom, Margot, LeeAnna Spriva, Gina Hale, Susan Thurman, Sharlene Toney, Gary Gross, Jill Case-Wirth, "Mentoring Nurse leaders: a pilot program", Writing Results, Professional.

LeeAnna Spiva, Stephan Davis, Jill Case-Wirth, Vicky Hogue, Melissa Box, Elizabeth Berrier, Chenille Jones, Susan Thurman, Kimberly Knotts, Lauren Ahlers, "Effectiveness of Charge Nurse Training to Impact Leadership Style and Resiliency", Writing Results, Professional.

Hedenstrom, Margot, "Experiences of Foster Children who age out of foster care", Writing Results, Academic.

## **TEACHING**

### **Teaching Experience**

#### **Kennesaw State University**

HMI 7610, management Ethics & Leadership, 1 course.  
NURS 4428, Cancer Survivorship, 5 courses.  
NURS 4438, Transforming Nursing Ldrshp, 3 courses.  
NURS 4490, Transforming Leadership, 1 course.  
NURS 6150, Ana. Bus Appl & Ldrship Skills, 4 courses.  
NURS 7711, Executive Presence, 2 courses.  
NURS 7745, Theory & Research Apps I, 3 courses.  
NURS 7747, Theory & Research Apps II, 3 courses.  
NURS 7780, Conflict Mgt & Ethics for APNs, 2 courses.  
NURS 7793, Health Policy & Leadership Sem, 2 courses.  
NURS 7863, Thesis/Research Project, 2 courses.  
NURS 8863, Thesis/Research Project, 8 courses.  
NURS 8880, Nursing Admin Practicum I, 1 course.

### **Non-Credit Instruction**

NURS 8880 Nursing leadership practicum site visits. (January 11, 2021 - May 2021).

### **Directed Student Learning**

GRA work on research projects, Department of Information Technology Department. (August 12, 2021 - Present).

Advised: Schoening, Helen

Master's Thesis Committee Member, Wellstar School of Nursing Department. (January 1, 2021 - Present).

Advised: Yelverton, Janai

Master's Thesis Committee Chair, Wellstar School of Nursing Department, NURS, 8863, "Master's Research Integrative review project", In-Process. (September 1, 2020 - Present).

Advised: Johnson, Andi

Master's Thesis Committee Chair, Wellstar School of Nursing Department, NURS, 8863, "Master's Integrative Review research project", In-Process. (September 1, 2020 - Present).

Advised: Barrett, Angelece

Master's Thesis Committee Chair, Wellstar School of Nursing Department, In-Process. (October 1, 2019 - Present).

Advised: Bachman, Belinda

Master's Thesis Committee Chair, Wellstar School of Nursing Department, In-Process. (October 1, 2019 - Present).

Advised: LeBlanc, Regina

Advisor for MSHMI Student capstone project, Coles College of Business - Office of the Dean Department, "Capstone MSHMI project", In-Process. (January 11, 2021 - August 2, 2021).  
Advised: Migiroy, Lorna

Capstone MSHMI project, Coles College of Business - Office of the Dean Department, "Capstone MSHMI project", In-Process. (January 11, 2021 - August 2, 2021).  
Advised: Kairu, Mumbi

Advisor for MSHMI Student capstone project, Coles College of Business - Office of the Dean Department, "Capstone project for MSHMI project", In-Process. (January 11, 2021 - August 2, 2021).  
Advised: Brown, Rodney

Student facilitator for HMI capstone project, In-Process. (May 1, 2020 - August 2, 2021).  
Advised: Ogletree, Rachel

GRA work with student, Coles College of Business - Office of the Dean Department, In-Process. (January 5, 2020 - August 2, 2021).  
Advised: Ikedum, Ijeoma

Master's Thesis Committee Chair, In-Process. (October 1, 2019 - December 7, 2020).  
Advised: Byrd, Mary Lacey

Master's Thesis Committee Chair. (May 2019 - December 31, 2019).  
Advised: Towery, Erica

Master's Thesis Committee Chair, Wellstar School of Nursing Department, NURS, 8863, 0.0 credit hours, "Camp Nursing: The Potential Effects on a Nurse's level of compassion fatigue and resiliency", Proposal. (January 1, 2019 - December 31, 2019).  
Advised: Gibson, Katie, Towery, Erica

GRA and work on capstone project, Coles College of Business - Office of the Dean Department, Completed. (May 15, 2019 - December 12, 2019).  
Advised: Nalla, Anusha

Directed Individual/Independent Study. (May 1, 2019 - December 12, 2019).  
Advised: Chmiel, Edyta

Master's Thesis Committee Chair, Wellstar School of Nursing Department, NURS, 8863, 0.0 credit hours, "Exploring Factors and Consequences of Nurse Fatigue in Nurses who work on-call shifts", Proposal. (January 1, 2019 - December 12, 2019).  
Advised: Mitchell, Erin

## **SERVICE**

### **Institutional Service**

#### **University**

Committee Member, Digital Learning Advisory Committee (combined DLAC and DLEC), elected. (August 2021 - Present).

Committee Member, DLAC Subcommittee Online course facilitation best practices. (August 2021 - Present).

Committee Member, DLAC Organizational Bylaws subcommittee member, elected, Pro Bono. (April 2021 - Present).

Chairperson, Distance Learning Advisory Committee, approximately 10 hours spent for the year, elected, Pro Bono. (August 2020 - September 2021).

Committee Member, Distance Learning Advisory Committee, approximately 10 hours spent for the year, elected, Pro Bono. (August 2019 - August 2020).

### **Department**

Committee Member, WSON Bylaws, elected, Pro Bono. (May 2021 - Present).

Committee Member, MSN Advisory committee, approximately 10 hours spent for the year, appointed, Pro Bono. (August 2019 - Present).

Committee Chair, MSN Advisory Committee, approximately 15 hours spent for the year, elected, Pro Bono. (August 2020 - August 2021).

Committee Member, Graduate MSN curriculum and program evaluation committee. (August 2019 - August 2021).

Committee Member, Undergraduate Curriculum Committee, appointed. (August 2018 - August 2020).

### **Professional Service**

Committee Member, Sigma Theta Tau Mu Phi- Leadership Succession committee, appointed, Pro Bono. (June 2021 - Present).

Committee Member, Association for Leadership Science in Nursing- Research Committee, approximately 15 hours spent for the year, appointed, Pro Bono, International. (March 2021 - Present).

Reviewer, Ad Hoc Reviewer, American Nurses Credentialing Center- Magnet Appraiser. (July 2019 - Present).

Reviewer, Ad Hoc Reviewer, Sigma Theta Tau International Nurse leader reviewer, International. (June 2019 - Present).

Reviewer, Ad Hoc Reviewer, Sigma Theta Tau- Chapter Key award. (June 1, 2019 - Present).

Mentor/facilitator for new appraisers, American Nurses Credentialing Center- Pathway to Excellence, Silver Spring, MD, approximately 10 hours spent for the year, appointed, Compensated, National. (January 1, 2015 - Present).

Reviewer, Ad Hoc Reviewer, American Nurses Credentialing Center- Pathway to Excellence, Silver Spring, Maryland, approximately 20 hours spent for the year, appointed, Compensated. (March 1, 2010 - Present).

Chairperson, ALSN conference poster presentation award judging, appointed, Pro Bono, International. (October 2021).

Moderator National conference session, Association for Leadership Science in Nursing, approximately 5 hours spent for the year, appointed, Pro Bono, International. (October 2021).

Committee Member, Sigma Theta Tau- Mu Phi Chapter- Bylaws, Kennesaw, GA, United States,

appointed, Pro Bono. (December 1, 2018 - June 1, 2021).

Committee Member, Sigma Theta Tau- Mu Phi Chapter Governance committee. (September 1, 2018 - May 30, 2021).

Reviewer, Grant Proposal, AONE Foundation research review committee, Chicago, Illinois, approximately 10 hours spent for the year, appointed, Pro Bono. (February 1, 2019 - December 2020).

Reviewer, Ad Hoc Reviewer, Kennesaw State University, Kennesaw, GA, approximately 5 hours spent for the year, Pro Bono, Local. (December 3, 2020).

Reviewer, Ad Hoc Reviewer, American Nurses Credentialing Center Pathway to Excellence conference 2018 and 2019. (June 1, 2018 - July 30, 2019).

Reviewer, Ad Hoc Reviewer, WellStar Health System, Oncology Nurse Award (Crump award). (March 1, 2018 - March 30, 2019).

Reviewer, Ad Hoc Reviewer, National Conference Undergraduate research reviewer. (January 1, 2019 - February 1, 2019).

Item writer for national exam, American Nurses Credentialing Center- Nurse Executive Certification, Silver Spring, MD, approximately 20 hours spent for the year, appointed, Pro Bono, International. (January 1, 2015 - December 1, 2015).

## **Public Service**

Isolation Site Case Manager Volunteer, Georgia Department of Public Health, GA, approximately 100 hours spent for the year, appointed, Pro Bono, State. (January 21, 2021 - Present).

Volunteer, Fox Theatre, Atlanta, GA, approximately 20 hours spent for the year, Pro Bono. (June 1, 2017 - July 1, 2021).

Kennesaw State University, Kennesaw, GA, Compensated. (January 2021 - May 2021).

Board Member, Georgia Board of Nursing, Macon, GA, United States, approximately 25 hours spent for the year, appointed, Pro Bono, State. (January 1, 2012 - May 1, 2015).

Board Member, Fayette Care Clinic, Fayetteville, GA, approximately 30 hours spent for the year, appointed, Pro Bono. (January 1, 2008 - January 1, 2013).

## **Development**

Collaborating on Quality course for MSN program with Myers and Ballard Faculty/Staff Involved. (March 1, 2019 - Present).

New Course Proposed, NURS4428 Cancer Survivorship, approximately 1 Faculty/Staff Involved. (November 1, 2018 - Present).

New Course Proposed, NURS7711 Executive presence in Nursing, approximately 1 Faculty/Staff Involved. (October 1, 2018 - August 11, 2020).

New Course Proposed, NURS 4438 Transforming leadership formerly NURS 4490 course Faculty/Staff Involved. (August 1, 2019 - February 13, 2020).

## **Development Activities Attended**



Conference Attendance, "American Organization of Nurse Leaders Annual meeting 2021," AONL. (July 10, 2021 - Present).

Seminar, "Making Data Work for Nursing: Using Nursing Research and Evidence based Practice to Affect Nursing Outcomes," Jones Bartlett Learning. (March 17, 2021 - Present).

Conference Attendance, "Scholarship of Teaching and Learning," Bowling Green State University, Bowling Green, Ohio, United States. (July 26, 2021 - July 27, 2021).

Faculty Fellowship, "KSU CETL Scholars program May 2020 to May 2021," Kennesaw State University CETL, Kennesaw, GA. (May 1, 2020 - June 1, 2021).

12 week book club and writing accountability group, "Writing your Journal Article in 12 weeks book club and writing accountability group," Kennesaw State University CETL. (August 2020 - December 2020).

Conference Attendance, "ALSN International Virtual Conferense," Association for Leadership Science in Nursing. (November 12, 2020 - November 14, 2020).

Seminar, "Teaching to Trespass," Kennesaw State CETL. (September 3, 2020).

Seminar, "Mindfulness," Kennesaw State University CETL. (August 19, 2020).

Conference Attendance, "Next Generation in Nursing: 2020 Nursing Research Symposium," Sigma Theta Tau International North America Central Region 7 and Lambda Rho Chapter-at-large, Jacksonville, FL. (February 21, 2020).

Conference Attendance, "Baccalaureate Education Conference," American Association of Colleges of Nursing, Orlando, FL. (November 21, 2019 - November 23, 2019).

Continuing Education Program, "Opening Days webinar CETL." (August 17, 2019).

New Faculty Orientation 3 days, "KSU New Faculty Orientation August 2019 (3 days)," KSU. (August 12, 2019 - August 15, 2019).

Self-Study Program, "HMI fellowship," HMI program Coles. (May 1, 2019 - August 1, 2019).

Conference Attendance, "ANCC Pathway to Excellence Continuing Education workshop," ANCC, Washington, DC. (April 23, 2019 - April 24, 2019).

Workshop, "Online course facilitation program Section 1 Spring 2019," KSU, Kennesaw, GA. (February 1, 2019 - March 4, 2019).

Conference Attendance, "2019 Master's Education Conferece," American Association of Colleges of Nursing, Tampa, FL. (February 21, 2019 - February 23, 2019).

Workshop, "CETL- Effective Online facilitation," CETL- KSU, Kennesaw, GA. (October 1, 2018 - October 30, 2018).

Workshop, "Accessibility basics Fall 2018 Session 2," KSU, Kennesaw, GA. (September 1, 2018 - October 30, 2018).

Workshop, "CETL- Online Course Development," KSU/ CETL, Kennesaw, GA. (September 1, 2018 - September 30, 2018).

Conference Attendance, "Fundamentals of Magnet certificate course," American Nurses

Credentialing Center, Silver Spring, MD. (October 1, 2016 - May 1, 2017).