

CURRICULUM VITAE

Demographic Information

Name: M. Karen Kerkhoff Gromada, MSN, RN, IBCLC, FILCA
Home location: 551 Tusculum Avenue, Cincinnati, OH 45226
Work Address: TriHealth Perinatal Programs, 375 Dixmyth Avenue, Cincinnati, OH 45220
Work Title: Nurse-Lactation Consultant Educator; TriHealth Hospitals
Professional Registration: Registered Nurse, state of Ohio
Certification: Fellow, International Lactation Consultant Association, Raleigh, NC (2008); inaugural group (1 of 13 worldwide)
International Board Certified Lactation Consultant (IBCLC) by International Board of Lactation Consultant Examiners, Inc. (IBLCE), Falls Church, VA, 1991; recertification: 1996, 2001 (via exam), 2006
Nursing Child Assessment Satellite Training (NCAST), Seattle, WA, 1991 (no recert.)
Accreditation: Leader by La Leche League International, Schaumburg, IL, 1975-present
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Formal Education

University of Cincinnati, College of Nursing, Cincinnati, OH, 1993, MSN (Masters of Science in Nursing): Adult Psychiatric-Mental Health Nursing
University of Cincinnati, College of Nursing, Cincinnati, OH, 1990, BSN (Bachelors of Science in Nursing), RN to BSN Program
The Jewish Hospital of Cincinnati, School of Nursing, Cincinnati, OH, 1970, Diploma: Nursing

Work Experience

Lactation Consultant Educator & LC Clinician; TriHealth Hospitals, Cincinnati, OH 2004-present
Consultant, Labor Relations; Adams, Nash, Haskell & Sheridan, Ft. Wright, KY, 2000-2004
Adjunct Clinical Instructor, University of Cincinnati, College of Nursing and Health, Cincinnati, OH Community, Administrative & Psychiatric Nursing (CAP) Department, 1995, 1997-2000
Parent-Child Nursing Department, 1997-2000
Lactation Consultant (clinician), University Hospital, Cincinnati, OH, 1999-2000
Director/Owner, Health Education Institute: Breastfeeding Answer Center, Cincinnati, OH, 1992-2004
Program Development and Faculty, Lact-Ed, Inc., Dayton, OH, 1993-1997
Home Health Nurse/Lactation Consultant, Welcome Home Nurses, Inc., Milford, OH, 1991-1993
Publisher/Editor, Double Talk: Newsletter for Parents of Multiples, Amelia, OH, 1981-1993
Contributing Editor, Twins Magazine, Englewood, CO, 1984-1986
Staff Nurse/OB Home Care, The Christ Hospital, Cincinnati, OH, 1987-1989
Staff Nurse/Labor and Delivery:
The Bethesda Hospital, Cincinnati, OH, 1976-1977
The Good Samaritan Hospital, Cincinnati, OH, 1971-1975
The Jewish Hospital, Cincinnati, OH, 1970-1971
Childbirth Education Instructor, The Jewish Hospital, Cincinnati, OH, 1971-1976

Independent Contract Consultation

2007-present babygooroo.com, Article writer

1999-2004 Breastfeeding.com, Internet referral for breastfeeding/lactation consultant information

1995-2001 Lactation consultant services for corporate lactation program, Center for Disease Control (CDC), Cincinnati offices

1999 Greystone.net, Atlanta, GA: Breastfeeding information development with review of existing information to be sold to health care agencies for web sites

1990, University of Cincinnati, GPA of 4.0 of 4.0 index; Summa cum laude

1970, The Jewish Hospital of Cincinnati School of Nursing, Medical Staff Clinical Nursing Award for Medical Nursing

1968, Mt. Notre Dame High School, Reading, OH, Medal of Academic Excellence

Professional Organizations

Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN), Washington, DC
Cincinnati, OH Chapter

International Lactation Consultant Association (ILCA), Raleigh, NC

President, Board of Directors (elected by membership), 1994-1996

Committee Member, FILCA Selection, August 2008-present

Task Force Member: USA Affiliate Task Force, 2005; *Scope of Practice and Education Guidelines*, 2000; *Standards of Practice for Lactation Consultants*, 1995

Guest Editor, ILCA Globe (member newsletter), 1996

La Leche League International (LLLI), Schaumburg, IL

Leader (accredited), 1975-present; Cincinnati Multiples group, 1978-present

LLL Eastern USA Division:

Regional Administrator of the Professional Liaison Department (RAPL), 1980-1984

La Leche League of Ohio

Coordinator/Ohio-South Health Professional Seminars, 1982 & 1985

Area Professional Liaison Leader (APL), 1979-1980

Assistant Area Professional Liaison Leader (AAPL), 1978-1979

Lamaze International, Inc., Washington, DC

March of Dimes Birth Defects Foundation, SW Chapter, Cincinnati, OH, 1996-present

Program Services Committee (PSC)

Midwives Care, Inc.: The Birth Center, Cincinnati, OH, Advisory Council, 1997-2003

Ohio Breastfeeding Alliance (formerly Ohio Breastfeeding Coalition), Williamsburg, OH

Co-Chair, Leadership Committee, 2007-present

Ohio Lactation Consultant Association (OLCA), Columbus, OH

Sigma Theta Tau: International Honor Society for Nurses

Beta Iota Chapter: Bylaws Committee member (1999-2000)

Tri-State Breastfeeding Advocates, Cincinnati, OH

Conference, Continuing Education

Strategic Plan Task Force, Policy and Procedure Task Force

United States Lactation Consultant Association (USLCA), Raleigh, NC

*Publications**

(* This listing does not include citations for lead articles, columns, interviews and editorials for *Twins Magazine*, Englewood, CO or *Double Talk: Newsletter for Parents of Multiples*, Amelia, OH.)

Books

Gromada, K.K. (2007 & all past eds.). *Mothering multiples: Breastfeeding and caring for twins or more* (rev. ed.). Schaumburg, IL: La Leche League International.

Gromada, K.K. & Hurlburt, M. (2001 & past ed.). *Keys to parenting multiples*. NY: Barron's.

Continuing Education Modules

Bowers NA & Gromada KK (2006). *Nursing management of multiple birth families: Pregnancy and birth*. White Plains, NY: March of Dimes.

Gromada KK & Bowers NA (2005). *Nursing management of multiple birth families: Postpartum through infancy*. White Plains, NY: March of Dimes.

Articles or Chapters

Gromada KK (2007; 2001). Breastfeeding twins and higher-order multiples (ch. 27). In R Mannel, PJ Martens & M Walker (Eds.), *Core curriculum for lactation consultant practice*. Sudbury, MA: Jones & Bartlett and ILCA.

Gromada KK (1999). Breastfeeding multiples. In AK Spangler, *Breastfeeding: A parent's guide* (8th ed.). Marietta, GA: Author.

Gromada KK & Spangler AK (1998). Breastfeeding twins and higher-order multiples. *JOGNN*, 27(4), 441-449.

Auer C & Gromada, KK (1998). A case report of breastfeeding quadruplets: Factors perceived as affecting breastfeeding. *Journal of Human Lactation*, 14(2), 135-141.

Gromada KK (1992). Breastfeeding more than one: Multiples and tandem breastfeeding. *NAACOG's (AWHONN's) Clinical Issues in Perinatal and Women's Health Nursing*, 2(4), 656-666.

Gromada K (1984). Breastfeeding and bonding. *Double Feature*, 7, 1 & 3.

Gromada KK (1981). Maternal-infants attachment: The first step toward individualizing twins. *MCN: The American Journal of Maternal Child Nursing*, 6(2), 129-134.

Scripts

Gromada KK (1998). *Double duty: The joys and challenges of caring for newborn twins* [video]. (Available from The Breastfeeding Support Network, Inc., Oshkosh, WI)

Poster Presentations

Gromada KK & Sandora L (2007). *Bottle nipple flow rates: Supporting safe oral behaviors and breastfeeding*. Invited to present at Sigma Theta Tau: Southern Ohio/Northern Kentucky (SONK) Consortium (February).

Gromada KK & Sandora L (2006). *Bottle nipple flow rates: Supporting safe oral behaviors and breastfeeding*. Invited to present at: Riverside Methodist Hospital Annual Conference: Safe Passages, Columbus, OH (November 2).

Sandora L & Gromada KK (2006). *Bottle nipple flow rates: Supporting safe oral behaviors and breastfeeding*. Presented at Dysphagia Conference, Cincinnati Children's Hospital Medical Center (September 29).

Gromada KK & Sandora L (2006, research poster award). *Bottle nipple flow rates: Supporting breastfeeding oral behaviors*. To be presented at the Lamaze International Annual Conference, Boston, MA (September 9).

Sandora L & Gromada KK (2005). *Trial to identify commercial bottle teats having flow rates supportive of breastfeeding oral behaviors if an infant is given a bottle-fed supplement*. Presented at the International Lactation Consultant Association Annual Meeting and Conference, Chicago, IL (July 9).

Course – Development & Primary Presenter

2007-present TriHealth, Perinatal Programs, seven-day workshop, *Breastfeeding Support Course* with Suzanne Crable, MEd, IBCLC, Angela Dewald, RN, IBCLC & Lisa Sandora, MA, CCC-SLP, IBCLC; complete program agenda available upon request.

Speaker Presentations (Last 10 years only)

- 2009 (Invited) Western Kentucky Breastfeeding Coalition, Conference, Owensboro, KY (August 6). *Maternal history of sexual abuse: Implications for breastfeeding; Safe & breastfeeding-compatible oral behaviors for the infant receiving a bottle; Multiple birth experience – one size does NOT fit all: Parts I & II.*
- (Invited) International Lactation Consultant Association (ILCA), Annual Conference, July 22. Orlando, FL. *Clinical skills rotation: Bottle-feeding techniques that preserve breastfeeding.*
- Ohio Lactation Consultant Association (OLCA), Breastfest, Columbus, OH (March 21). *Facilitating breastfeeding in late preterm newborns (2 part presentation).*
- 2008 Beaumont Healthcare, Breastfeeding Seminar, Troy, MI (December 2). *Safe & breastfeeding-compatible oral behaviors for the infant receiving a bottle; Facilitating breastfeeding in late preterm newborns; Breastfeeding multiples; Codependence in healthcare professionals.*
- Parents of Multiple Births Conference, Canada, Toronto, ONT (October 17 & 18). *Multiple births: One size does NOT fit all; Attachment formation with two or more infants.*
- Arizona Department of Health Services WIC, Phoenix (August 5) and Tucson (August 6). *Facilitating breastfeeding in late preterm newborns and Breastfeeding & PPMD.*
- Breastfeeding Task Force of Greater Los Angeles, LA, CA (May 19). *Breastfeeding & sexual abuse history; Facilitating breastfeeding in late preterm newborns; Safe & breastfeeding-compatible oral behaviors for the infant receiving a bottle; Breastfeeding multiples.*
- LLL of Kentucky-Tennessee, Area Conference, Louisville, KY (April 4-5). *The magic of milk production; Plastic parenting.*
- New Mexico Breastfeeding Task Force, Albuquerque, NM (March 13-14). *Breastfeeding twins and higher-order multiples; Facilitating breastfeeding in the near-term newborn.*
- La Leche League (LLL) of MD-DE-D.C., Health Care Provider Seminar, Columbia, MD (March 7). *Safe and breastfeeding-compatible oral behaviors for the infant receiving a bottle; Breastfeeding problem solving: A solution-oriented approach.*
- 2007 Ohio Valley Breastfeeding Coalition, Portsmouth, OH (November 3). *Maternal history of sexual abuse: Implications for breastfeeding; Facilitating breastfeeding in the near-term newborn; Breastfeeding problem solving: A solution-oriented approach.*
- LLL of Northern California-Hawaii, Area Conference, Sacramento, CA (October 12-13). *You can lead a baby to the breast, but you can't make him latch: Understanding the ineffectively breastfeeding infant; Providing ongoing support for the mother breastfeeding multiples; Bottle nipple flow rates: Reinforcing breastfeeding oral behaviors; Codependence in LC caregivers and Solution-oriented breastfeeding problem solving.*
- Lamaze International, Annual Conference, Scottsdale, AZ (September 6-9). *Multiple birth: One size does NOT fit all and Facilitating breastfeeding for the near-term infant.*
- ILCA, Annual Conference, San Diego, CA (August 15-19). *Safe and breastfeeding compatible oral behaviors for the infant receiving a bottle (with Lisa Sandora, MA, CCC-SLP, IBCLC).*
- La Leche League International (LLLI), International Conference, Chicago, IL (July 23). *Breastfeeding multiples.*
- Bright Future Lactation Resource Centre: Lactation Management and Exam Preparation Course, Dayton, OH (May 4). *Breastfeeding multiples.*

- Ohio Lactation Consultant Association (OLCA), Columbus, OH (February 17 [Part I] & June 10 [Part II]). *Breastfeeding multiples – Parts I & II.*
- 2006 Ohio Occupational Therapy Association (OOTA), Annual Conference, Cincinnati, OH (September 29). *How the OT can facilitate breastfeeding behaviors* (with Lisa Sandora, MA, CCC-SLP, IBCLC & Angela Dewald, RN, IBCLC)
- Lamaze International, Annual Conference, Boston, MA (September 9). *Helping couples prepare for and initiate breastfeeding with multiple newborns.*
- Tri-State Breastfeeding Advocates, Cincinnati, OH (August 25). *Reinforcing breastfeeding oral behaviors when the breastfed baby receives a bottle* (with L. Sandora).
- ILCA, Annual Conference, Phila, PA (July 14). *Breastfeeding Multiples: Integrating research and clinical anecdote for problem solving.*
- Ohio WIC Symposium, Columbus, OH (May 4). *Mental health issues during pregnancy and postpartum.*
- La Leche League of Ohio, Leader Enrichment Workshop, Mason, OH (March 19). *Foremilk and hindmilk and pumps, oh my!*
- La Leche League of Ohio, Health Professional Seminar, Mason, OH (March 18). *Breastfeeding multiples and The noncompliant newborn: Facilitating direct breastfeeding in the near term, compromised or other newborn that “refuses” to cooperate!*
- Ohio Speech and Hearing Association (OSHA), Annual Conference, Columbus, OH (March 11), co-presenter. *Facilitating breastfeeding and developmental care in the NICU and Bottle nipple flow rates: Supporting infant oral behaviors and breastfeeding.*
- Kentucky Mothers of Twins Clubs, Annual Conference, Louisville, KY (March 4). *Taking care of yourself and your relationships.*
- 2005 TriHealth Hospitals Breastfeeding Seminar (October 7). *Maternal history of sexual abuse: Implications for breastfeeding.*
- Northern Kentucky University, RN-BSN Nursing Program, Highland Heights, KY (October 4). *Career opportunities for nurses.*
- OVRWA Writers’ Retreat, Oxford, OH (May 13). *Using guided imagery to explore character.*
- Ohio WIC Statewide Breastfeeding Coordinators Meeting, Columbus, OH (April 28). *Postpartum Depression and Breastfeeding and Breastfeeding Multiples.*
- Bright Future Lactation Resource Centre: Lactation Management and Exam Preparation Course, Dayton, OH (May 5). *Breastfeeding Multiples.*
- Women’s & Newborn Health IWK Health Centre two-day workshop, Halifax, Nova Scotia (March 3 & 4; sole presenter). *Clinical management of the breastfeeding dyad: An evidence-based approach*; complete program agenda available upon request.
- 2004 La Leche League (LLL) of Ohio Leader Enrichment Workshop (September 11). *Anger management and Breastfeeding case studies: Positioning, latch and suckling issues.*
- 2003 March of Dimes, Ohio Chapter - Greater Cincinnati/ NKY Division (November 7). *Nursing management of multiple birth families: Preconception through postpartum.*
- LLL of Ohio Area Conference (October 4). *Helping the breastfeeding mother affected by a postpartum emotional or behavioral disorder.*
- Kentuckiana Lactation Improvement Coalition (KLIC) Conference: Focus on Multiples, Louisville, KY (Sept. 27). *Initiating breastfeeding for pre- and full-term twins and higher-order multiples & Providing ongoing support for the mother breastfeeding multiples.*
- Mothers of Twins Clubs (MOTC) of Kentucky, Convention, Newport, KY (May 17). *I’m normal, having multiples is NOT!*

- Lactation Management and Exam Preparation Course, Dayton, OH (May 2). *Breastfeeding multiples.*
- OVRWA Writers' Retreat, Oxford, OH (April 13). *Using guided imagery to set the scene.*
- 2002 Lactation Consultant Exam Prep Course, Columbus, OH (May 18). *Research for lactation consultants.*
- Lactation Management and Exam Preparation Course, Dayton, OH (May 9). *Breastfeeding multiples.*
- Baystate Health System, 7th Annual Breastfeeding Conference, Springfield, MA (May 2). *Initiating breastfeeding for pre- and full-term twins and higher-order multiples & Providing ongoing support for the mother breastfeeding multiples*
- La Leche League of Ohio Leader, Annual Leader Enrichment Workshop, Mason, OH (April 28). *The high-risk pregnancy and breastfeeding & Bringing the preterm baby home: Breastfeeding after hospital care of the premature newborn.*
- 2001 London House Science Centre & Middlesex-London Breastfeeding Committee, Annual Conference: Breastfeeding Challenges, London, ONT, Canada (May 3 & 4). *Maternal history of sexual abuse: Implications for breastfeeding; Ineffective breastfeeding—A neonatal emergency?; Factors affecting breastfeeding initiation with twins or higher-order multiples; & Supporting the mother breastfeeding pre- and full-term multiples; & Fussing, fatigue and feelings: Psychosocial effects of multiple births on families.*
- La Leche League of Michigan Health Providers Seminar, Farmington Hills, MI (March 16). *Outcome-based performance criteria: Planning breastfeeding care for early discharge and home follow-up & Telephone triage: Assessment, intervention and liability.*
- Ohio Valley Romance Writers of America, Cincinnati, OH (January). *Handling rejection.*
- 2000 La Leche League of Ohio, Annual Leader Enrichment Workshop, Cleveland, OH (October 8). *The long haul: Leaders working with long-term or difficult helping situations & Helping hands for mothers with full arms.*
- La Leche League of Ohio, Annual Area Conference, Cleveland, OH (October 6 & 7). *Ineffective breastfeeding—a neonatal emergency?; Postpartum emotional and behavioral disorders: Implications for breastfeeding and lactation; Multiple births & Am I blue?*
- Penn State Geisinger Health System, Hershey Medical Center, Annual Breastfeeding Conference, Hershey, PA (May 5). *Initiating breastfeeding with pre- and full-term twins or higher-order multiples & Supporting the mother breastfeeding multiples in the postpartum years.*
- Ohio Lactation Consultant Association, Annual Breastfest, Columbus, OH (April 8). *Initiating breastfeeding with pre- and full-term twins or higher-order multiples & Supporting the mother breastfeeding multiples in the postpartum years.*
- Perinatal Outreach Program, University of Michigan Health Center Annual Breastfeeding Conference, Ann Arbor, MI (February 11). *Ineffective breastfeeding—a neonatal emergency?; Maternal history of sexual abuse: Implications for breastfeeding; Initiating breastfeeding with twins or more & Supporting the mother breastfeeding multiples.*
- 1999 Ohio Lactation Consultant Association, Quarterly Meeting Program, Columbus, OH (November). *Codependence as an Issue for Lactation Consultant Care Providers.*
- La Leche League International, Schaumburg, IL. Lactation Specialist Workshop Series XIV, Denver, CO, Long Island, NY, Minneapolis, MN (April) and Atlanta, GA, Baltimore, MD, Boston, MA, Chicago, IL (October). *Initiating breastfeeding with pre- and full-term twins or higher-order multiples & Supporting the mother breastfeeding multiples in the postpartum years.*

Association of Women's Health, Obstetrics and Neonatal Nursing (AWHONN), Satellite Teleconference, Dallas, TX (September). *High Risk Perinatal Patient: Twins and Higher-order Multiples – The More the Merrier?*

International Lactation Consultant Association Annual Conference, Scottsdale, AZ (August). *Breastfeeding multiples: Facing the next feedings.*

La Leche League International 16th International Conference, Orlando, FL (July). *Mothering multiples: Practical tips for breastfeeding and nurturing twins or more & Case studies.*

Carilion Roanoke Community Hospital, Annual Perinatal Conference, Roanoke, VA (March). *Fussing, fatigue and feelings: Psychosocial effects of multiple pregnancy & Feeding frenzy: Managing mealtime for newborns that arrive as a group.*

St. Luke's Hospital, Cedar Rapids, IA (March). *Feeding, fussing, fatigue and feelings: Discharge planning for multiple-birth families (Parts I & II).*

Continuing Education (pertinent programs attended)

- 2008 International Lactation Consultant Association (ILCA), Annual Conference, July 23-25. Las Vegas, NV.
- 2007 Lamaze International, Annual Conference, September 7-9. Phoenix, AZ.
- 2007 ILCA, Annual Conference, August 15-18. San Diego, CA.
- 2007 LLLI, 50th Anniversary International Conference, July 21-21. Chicago, IL.
- 2006 Lamaze International, Annual Conference, September 7-10. Boston, MA.
- 2006 ILCA, Annual Conference, July 12-16. Philadelphia, PA.
- 2005 ILCA, Annual Conference, July 8-12, Chicago, IL.
- 2004 Contemporary Forums, Developmental Interventions in Neonatal Care, Nov 7-10, Seattle, WA.
- 2002 AONE (American Organization of Nurse Executives), Annual Conference, April 6-8, Orlando, FL.
- 2002 Rollins College Graduate Studies in Counseling, April 5, Winter Park, FL. *Brief solution-oriented family focused therapy*; guest presenter: B O'Hanlon, solution-oriented therapist & author.
- 1999 ILCA, Annual Conference, July 31-August 3, Scottsdale, AZ.
- 1999 LLLI, 16th International Conference, (July), Orlando, FL.
- 1998 Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN), Annual Convention, June 7-10, San Antonio, TX.
- 1997 LLLI, 15th International Conference, Washington, D.C. (July 4), July, Washington, D.C.
- 1996 Australian Lactation Consultants' Association (ALCA), National Conference, August 16-18, Hobart, Tasmania, Australia.
- 1996 ILCA, Annual Conference, July 11-14, Kansas City, MO.
- 1996 AWHONN, Annual Convention, June 2-6, Anaheim, CA.
- 1995 ILCA, Annual Conference, July 13-16, Scottsdale, AZ.
- 1995 Crozer-Chester Medical Center, The Breastfeeding Center, April 1-2, Philadelphia, PA. *Lactation consultant in private practice.*
- 1994 ILCA, Annual Conference, July 7-10, Atlanta, GA.
- 1994 AWHONN, Annual Meeting, June 26-30, Cincinnati, OH.
- 1993 The Brief Therapy Center of Cincinnati, September 23-24, Cleveland, OH. *Reclaiming the self: Resolving sexual abuse*; guest presenter: YM Dolan, solution-focused therapist & author.
- 1992 ILCA, July 9-12, Chicago, IL. *Breastfeeding—supporting the present, nurturing the future.*
- 1993 Good Samaritan Hospital, April 3-4, Cincinnati, OH. *Groups: Process and practice*, guest presenters: MS Corey & G Corey, coauthors of *Groups: Process and practice.*

Formal Teaching Experience

All courses listed were taught to undergraduate nursing students at the University of Cincinnati College of Nursing. Accelerated or RN/BSN groups are noted. Two- to six-day courses developed and taught for Lact-Ed, Inc. or as an independent contractor are listed with "Presentations" above.

Community, Administrative & Psychiatric Nursing (CAP) Department

Clinical Practicums

Nursing in the Community 29-566-464

1995: Fall quarter

1997: Winter quarter

1997: Fall quarter

1998: Winter quarter

1998: Fall quarter

1999: Winter quarter (accelerated students)

Transition to Professional Practice in the Community 29NURS406

2000: Spring quarter

2000: Summer quarter (accelerated students)

Theory

Nursing in the Community 29NURS464

2000: Winter quarter (RN/BSN students, Clermont College)

Parent-Child Nursing Department

Clinical

Nursing Care of Childbearing Family 29-571-354

1997: Fall quarter

1998: Winter quarter

1998: Spring quarter

1998: Summer quarter (out-of-sequence students)

Health Patterns A: Childbearing Families/OB 29NURS325

1999: Winter quarter

1999: Spring quarter

2000: Winter quarter

2000: Spring quarter

Health Patterns III (Obstetrics) 29-560-318

1999: Fall quarter, Part 1

1999: Fall quarter, Part

Other

Clinical

Role Transition 29-595-491

1997: Spring quarter (RN/BSN students)

(assumed first week of May for injured professor)

Preceptoring

Nursing Leadership (role transition)

2005; 2006; 2007; 2008: Spring semesters; Northern Kentucky University

Senior student (RN): final course prior to BSN