

## **Florence U. Johnson, Ph.D., MSN, MHA, CDP**

University of Michigan School of Nursing  
Ann Arbor, MI 48109  
860-214-8144  
fjohnso@umich.edu

### **EDUCATION AND TRAINING**

- 2023 Doctor of Philosophy in Nursing, University of Michigan, Ann Arbor, Michigan
- 2010 Master of Science, Nursing, and Master of Healthcare Administration University of Phoenix, Phoenix, Arizona
- 1990 Bachelor of Science in Nursing, University of Connecticut, Storrs, Connecticut

### **CERTIFICATIONS AND LICENSURE**

- Postdoctoral Short Course on College Teaching in STEM, the University of Michigan Center for Research on Learning and Teaching (CLRT)
- Mixed Methods Research Certificate, the University of Michigan School of Social Work (2021)
- Montreal Cognitive Assessment, USJOHFL7075228-01
- Registered Nurse, Michigan Dept. of Licensing and Regulatory Affairs, 4704364211, exp. 08/2025
- Registered Nurse, Connecticut Dept. of Public Health, E53618, exp. 11/2025
- Certified Dementia Practitioner, National Council of Certified Dementia Practitioners, 231524, exp. 10/2024
- Lean Six Sigma Green Belt Certification (2017)
- Certified INTERAct Educator (2013)

### **ACADEMIC, ADMINISTRATIVE, AND CLINICAL APPOINTMENTS**

- 2010-2019 Consulting Manager (2016–2019). Quality Improvement Consultant (2011-2016), Nurse Consultant, Home Health (2010-2011), Qualidigm (healthcare consulting and research), Rocky Hill, CT
- 2020–2023 Graduate Research Assistant, Robinson-Lane Lab, University of Michigan School of Nursing, Ann Arbor, MI
- 2019-2020 Director of Quality, Hebrew Health Center for Health and Rehab, West Hartford, CT
- 2001-2011 Clinical Nurse Coordinator, State of Connecticut Department of Developmental Services, East Hartford, CT
- 1994-2011 Home Care Nurse/Hospice Nurse (2011-2016), Weekend Supervisor (2009-2011), Baylor Nurse/Relief Supervisor/Hospice Nurse (2007-2009), Baylor Nurse/Hospice Nurse (1994-2004), Home & Community Health Services, Inc., Enfield, CT
- 2023-2025 Clinician Scholar at the Institute for Healthcare Policy & Innovation, Research Fellow, University of Michigan School of Nursing, Ann Arbor, Michigan
- 2021-2022 Instructional Assistant, HS 700 Applied Biostatistics for Clinical Practice, University of Michigan School of Nursing, Ann Arbor, Michigan
- 2021-2024 Michigan Center for Contextual Factors in Alzheimer's Disease, Summer Data Immersion Program, Ann Arbor, MI
- 2016–2017 Adjunct Instructor, Goodwin College, East Hartford, CT
- 1990-1997 Staff nurse (1990-1995), Staff Nurse/Charge Nurse (1995-1997), Manchester Memorial Services, Manchester, CT

1994 Nursing Supervisor (weekends), Trinity Hill Care Center, Hartford, CT  
 1992-1994 Staff Nurse, Caring Nurses, Inc. (nursing home staffing agency), Windsor, CT

## RESEARCH INTERESTS

I am a dedicated health services nurse scientist specializing in dementia caregiving. My mission is to improve the mental health-related stress experienced by unpaid Black family caregivers of individuals living with dementia in the community. Through mixed-methods research, targeted dementia education, and robust community engagement initiatives. I strive to develop supportive resources and foster resilience among caregivers. I aim to enhance their well-being and the quality of care they provide.

### Research Funding

#### 2024 and Active

Michigan Center for Contextual Factors in Alzheimer’s Disease. Development of Strategies to Improve the Awareness of and Accessibility to Adult Day Services Among Black Caregivers of Persons Living with Dementia in the Community  
**\$30,000 (Role: PI)**

#### 2022-2023

University of Michigan Center for Occupational Health, Safety, and Engineering. Use of Community-based Support Services Among Black Family Dementia Caregivers  
**\$17,000 (Role: PI)**

## HONORS AND AWARDS

2007 Nominee, Nurse of the Year, State of Connecticut Department of Developmental Services, East Hartford, CT  
 2016 Congressional Certificate of Special Recognition for extraordinary commitment and dedication to the Northern CT Black Nurses Association  
 2020 Distinguished Service Award, the University of Connecticut School of Nursing  
 2020-2022 Fellow, NIH/NINR T32 Training Grant #NR016914 Complexity: Innovations in Promoting Health and Safety. (M. Titler, PI)  
 2021 Lynne Edward Research Scholarship, National Black Nurses Association  
 2022 Excellence in Mentorship, Sigma Theta Tau, Rho Chapter  
 2022 Health Services Student Travel Award, Gerontological Society of America (GSA)  
 2022-2023 Center for Occupational Health and Safety Engineering, NIOSH Pilot Project Research Training program, University of Michigan  
 2023 Distinguished Abstract: “Association of Community Support Services with Mental Health of Black Family Caregivers of People Living with Dementia in the Community.”  
 2023 Commencement Speaker, University of Michigan School of Nursing  
 2023 Winter Commencement Student Speaker, University of Michigan  
 2024 PhD Dissertation Award, Gerontological Nursing Science Research and Implementation Interest Group (RIIG) Midwest Nursing Research Society  
 2024 Health Services Student Travel Award, Gerontological Society of America (GSA)

2024-2025 Michigan Center for Contextual Factors in Alzheimer's Disease (MCCFAD) AD-  
Research Center for Minority Aging Research (RCMAR) Research Scientist Enrichment  
Program, University of Michigan

### **MEMBERSHIPS IN PROFESSIONAL SOCIETIES**

2009–Present University of Connecticut Alumni Association  
2011–Present Sigma Theta Tau, Rho Chapter  
2011–Present University of Phoenix Alumni Association  
2011–Present American Nurses Association  
2011–Present Connecticut Nurses Association  
2013-Present National Black Nurses Association  
2022-present Chi Eta Phi

### **COMMITTEE, ORGANIZATIONAL, AND VOLUNTEER SERVICE**

2013-present National Black Nurses Association (Mentoring Committee) Lifetime member  
2013–present Northern Connecticut Black Nurses Association (Vice-President, 2016; President,  
2017-2020)  
2014-2019 Member, Connecticut Patient Engagement Board, Qualidigm, Wethersfield, CT  
2017–2019 Mentor, undergraduate, MSN, and DNP students, Qualidigm, Wethersfield, CT  
2017-2020 Board Member, North Central Area Agency on Aging (Finance Committee Chair  
2019; Vice President, 2020), Hartford, CT  
2018-2020 Board Member, Capital Community College. Hartford, CT  
2018-present Education Committee member, CT Alzheimer's Association. Southington, CT  
2020-2023 Peer Advisor Committee. University of Michigan School of Nursing, Ann Arbor, MI  
2021 Wolverine Pathways Public Health and Policy Simulation Program, University of  
Michigan, Ann Arbor, MI  
2021-2024 Midwest Nursing Research Society, Gerontologic Research Interest Group  
(Student Representative and Student liaison)  
2021 Advocated for and Successfully Brokered Increase in Graduate Stipend,  
University of Michigan PhD Program.  
Led efforts to negotiate and secure a stipend increase for all PhD students,  
enhancing financial support and well-being  
2021-present Michigan Dementia Coalition. Ann Arbor, MI  
2021-present Alzheimer's Association Michigan Chapter, public policy committee. Southfield, MI  
2022-2024 Board of Directors Emerging Scholar Representative, Midwest Nursing Research  
Society  
2022-2023 Write-in session lead, Gerontological Society Association

- 2022-2023 Ambassador, International Society to Advance Alzheimer's Research and Treatment Annual Conference, San Diego, CA
- 2022 Moderator, *Addressing Health Disparities to Promote Diverse Perspectives in ADRD Conference*. Alzheimer's Association. Washington, D.C
- 2022-2024 Midwest Nursing Research Society Board member (Student Representative)  
2024 Graduation Marshal, University of Michigan School of Nursing
- 2023 National Clinician Scholars Program (NCSP) Annual Meeting Planning Committee Member
- 2024 Graduation Marshal, University of Michigan Rackham
- 2024-2026 Midwest Nursing Research Society Board member-at-large
- 2024 Panel Member, Grantmakers in Aging Event  
Sponsored by the Rosaly Carter Institute for Caregivers, Detroit, MI.

**TEACHING EXPERIENCE**

- 2024 University of Michigan Medical School, Ann Arbor, MI  
Patient Safety Mystery Theater, Health System Science, (year 2)  
Presentation: Quality Improvement Processes and Plan, Do, Study Act cycle.
- 2024 Youngstown State University School of Education, Youngstown, OH  
Diversity and Equity in the Classroom (undergraduate)  
Presentation: Reflections of personal experiences within educational systems in the United States.
- 2024 University of Michigan School of Public Health, Ann Arbor, MI  
The History of Racism in the U.S. Healthcare System (undergraduate)  
Presentation: The Evolution of Black Nurses During Reconstruction.
- 2024, 2025 University of Michigan School of Nursing, Ann Arbor, MI  
Behavioral Health (undergraduate)  
Presentation: Neurocognitive disorder, focus on dementia and dementia care

**SERVICE**

- 2022 Chi Eta Phi Detroit, Highway clean up, Juneteenth Day at the park
- 2022 University of Michigan, Ann Arbor, Negotiated a higher stipend for doctoral students.
- 2022 Alzheimer's Association of Michigan, Ann Arbor, Annual Walk.
- 2023 African American Advisory Council (Alzheimer's Association of Michigan), community forum.
- 2023 Alzheimer's Association of Michigan, Detroit Zoo, Annual Walk.
- 2024 Wolverine Express: Western International High School, Detroit, Educational Outreach
- 2024 Alzheimer's Association of Michigan, Ann Arbor, Annual Walk.

**PRESENTATIONS**

- 2022 Alzheimer's Association of Michigan. Race, Ethnicity, Depressive Symptoms, and the ADRD Spousal Caregiver. Annual Walk, Ann Arbor, MI.
- 2023 Alzheimer's Association of Michigan. Race, Ethnicity, Depressive Symptoms, and the ADRD Spousal Caregiver. Annual Walk, Detroit, MI.
- 2024 The Kalamazoo Promise and Alzheimer's Association. Community-Based Support Services Use, and Mental Health in Black Family Caregivers of People Living with Dementia. Kalamazoo, MI.
- 2024 Silver Club. Managing Challenging Behaviors and Self-care for Family Caregivers of People Living with Dementia in the Community. Ann Arbor, MI
- 2024 National Black Postdoctoral Association. Black Family Dementia Caregivers and Mental Health. UT Southwestern Medical Center, Dallas, TX.
- 2024 Alzheimer's Association of Michigan. The Influence of Care Needs on the Mental Health of Black and Latinx Caregivers: An Analysis of NHATS and NSOC Data. Annual Walk, Ann Arbor.
- 2024 Alzheimer's Association of Michigan. The Influence of Care Needs on the Mental Health of Black and Latinx Caregivers: An Analysis of NHATS and NSOC Data. Detroit Zoo, Annual Walk.
- 2025 Alzheimer's Association of New England. Enhancing Well-Being for Dementia Caregivers: Strategies for Support and Resilience. Hartford, CT (Webinar)

**PEER REVIEW EXPERIENCE**

- 2022 SAGE Publishing
- 2023 BMJ Open
- 2023 University of Michigan School of Nursing: Research Day
- 2023 University of Michigan School of Nursing: Honors program applications
- 2024 Alzheimer's Association International Conference Abstracts
- 2024 Gerontological Society of America
- 2024 The Gerontologist

**CONSULTING POSITIONS**

- 2011-2016 Quality Improvement Consultant, Qualidigm (leading national healthcare consulting and research organization), Wethersfield, CT
- 2018 Independent Nurse Consultant, State of CT Department, Hartford, CT

**INVITED PRESENTATIONS**

- Johnson, F.U.** (2015, September 25). *Skin Fair Workshop*. Oral presentation to the 13<sup>th</sup> Annual Training Fund Conference, Service Employees International Union, Hartford, CT.
- Johnson, F.U.** (2019, March 14). Master Facilitator, *Train-the-Trainer Skills Fair in Basic Infection Prevention & Control Practices*. Oral presentation to the CT Department of Public Health, Hartford, CT.

- Johnson, F.U.** (2017, April 6). *Quality Assurance Performance Improvement for Administrators*. Oral presentation to the Connecticut Alzheimer's Association, Uncasville, CT.
- Johnson, F.U.** (2019, April 4). *Diversity and Inclusion*. Oral presentation at Connecticut Alzheimer's Association Annual Education, Uncasville, CT.
- Johnson, F.U.** (2019, March 12). *Quality Assurance Performance Improvement for Frontline Staff*. Service Employees International Union, 1199 Training Fund (Labor-Management Collaboration). Wethersfield, CT.
- Johnson, F.U.** (2020, May 14). *Social Determinants of Health: A Panel Discussion*. Oral presentation to the Connecticut Alzheimer's Association Family Caregivers, Southington, CT.
- Johnson, F.U.** (2020, July 28). *Healthy Brain Initiative Road Map Action Institute (Cohort 2)*. Oral presentation to the Connecticut Department of Public Health and Connecticut Alzheimer's Association. Virtual.
- Johnson, F.U.** (2022, October 9). *Race, Ethnicity, Depressive Symptoms, and the ADRD Spousal Caregiver*. Oral presentation to the Ann Arbor Annual Walk to End Alzheimer's, Ann Arbor, MI.
- Johnson, F.U.** (2022, November 15). *The Journey to Becoming a Nurse Researcher*. Oral presentation to the Michigan Alzheimer's Association, virtual.
- Johnson, F.U.** Robinson-Lane, S.G., Struble, L., Ray, T., Munro-Kramer, M., (2022, November 10). *Health For All Near and Far*. Oral presentation to the University of Michigan School of Nursing, Ann Arbor, MI.
- Johnson, F.U.**, Maikala, R., Huynj, T., Omari, A., West, C., Walch, O., (2023, March 24). *Community Support Services and the Working Dementia Family Caregivers*. Guest lecture, EHS556 Interprofessional Perspectives in Occupational Health, University of Michigan School of Public Health, Ann Arbor, MI.
- Johnson, F. U.**, Mickus, M., Mangi, J., (2023, September 18). *Caregiving Challenges in Alzheimer's Care in African American Communities*. Oral presentation at the Alzheimer's Association's A Meaningful Life with Alzheimer's Disease Conference, Livonia, MI.
- Johnson, F. U.** (2023, October). First-year Clinician presentation. Poster presentation at the National Clinical Scholars Program Annual Meeting, New Haven, CT.
- Johnson, F.U.** (2024, February). Race, Ethnicity, Depressive Symptoms, and the ADRD Spousal Caregiver. Oral presentation to the Michigan Alzheimer's Disease Center.
- Johnson, F.U.** (2024, March). Race, Ethnicity, Depressive Symptoms, and the ADRD Spousal Caregiver. Poster presentation, Michigan State University, College of Nursing Research Day, East Lansing, MI.
- Johnson, F.U.** (2024, April). Race, Ethnicity, Depressive Symptoms, and the ADRD Spousal Caregiver. Poster presentation, University of Michigan School of Nursing Research Day, Ann Arbor, MI.
- Johnson, F.U.** (2024, June). Do Care Needs Affect the Mental Health of Black and Latinx Caregivers? Alzheimer's Association Women Conquer Alz., Birmingham, MI.
- Johnson, F.U.** & Robinson-Lane, S. (2024, November). Exploring Use of Community Support Services by Black Family Dementia Caregivers: Facilitators and Barriers. Gerontological Society of America Annual Conference. Seattle, WA.
- Johnson, F.U.** (2024, November). Community Support Services and Mental Health of Black Family Caregivers. National Clinicians Scholar Program Annual Meeting. Los Angeles, CA.
- Johnson, F.U.** (2024, November). The Evolution of Black Nurses During Reconstruction. Guest Lecture, School of Public Health, University of Michigan, Ann Arbor, MI

**Johnson, F.U.** (2025, April). The Relationship Between Community-based Support Services Use and Mental Health in Black Family Caregivers of People Living with Dementia. Guest Lecture, School of Public Health, University of Michigan, Ann Arbor, MI

## PEER-REVIEWED PUBLICATIONS

- Stamm B, Wang J, Mangus CW, **Johnson FU**, Marzolf B, Tipirneni R. Challenges and Policy Considerations of the Medicaid Unwinding for People with Disabilities. *J Gen Intern Med*. 2025 Feb 26. Doi: 10.1007/s11606-024-09172-0. Epub ahead of print. PMID: 40011417.
- Robinson-Lane SG, **Johnson FU**, Tuyisenge MJ, Jackson J, Qurashi T, Tripathi P, Giordani B. "It Isn't What I Had to Do, It's What I Get to Do": The Experiences of Black Family Caregivers Managing Dementia. *J Fam Nurs*. 2024 Nov;30(4):304-316. doi: 10.1177/10748407241288606.
- Johnson, F.U.**, Robinson-Lane, S. G.(2024). Race, Ethnicity, Depressive Symptoms, and the ADRD Spousal Caregivers. **In review**.
- Harris-Gersten, M., **Johnson, F. U.**, Granner, J., Hastings, **S.**, (2023, August 07). "Welcome to Our World": Experiences of Persons Living with Dementia Prior to and During the COVID-19 Pandemic." *OBM Neurobiology* 2023, Volume 7, Issue 3, doi:10.21926/obm.neurobiol.2303178.
- Johnson, F.U.**, Robinson-Lane, S.G., & Veliz, P. (2022). Dementia spousal caregiving. *Alzheimer's & Dementia* 18(S9), e068344. DOI: 10.1002/alz.068344.
- Robinson-Lane, S., Leggett, A. N., **Johnson, F.U.**, Leonard, N., Carmichael, A.G., Oxford, G., Miah, T., Wright, J., Blok, A.C., Iwashyna, T.J., Gonzalez, R. (2022). Caregiving in the COVID-19 pandemic: Adaptations following an intensive care unit hospitalization. *Journal of Clinical Nursing*. DOI: <https://doi.org/10.1111/jocn.16560>.
- Liu, Y., Song, Y., **Johnson, F.U.**, Lei, L., Choi, S., Antonucci, T.C., Robinson-Lane, S.G. (2022). Characteristics and predictors of sleep among spousal dyads living with chronic conditions. *Journal of Gerontology: Social Sciences*. DOI: 10.1093/geronb/gbac096
- Robinson-Lane, S., **Johnson, F.**, Leggett, A., Carmichael, A., Leonard, N., Gonzalez, R. (2022). Unexpected caregiving: Life after a COVID-19 Intensive Care Unit Hospitalization. *Innovation in Aging* 6(S1), 119. DOI:10.1093/geron/igac059.474
- Robinson-Lane, S.G., **Johnson, F.U.** & Williams, L.S. (2022). Chapter 4: Cultural influences on nursing care. In L.S. Williams & P.D. Hopper (Eds.), *Understanding Medical-Surgical Nursing*, (7th ed.). Philadelphia: FA Davis.
- Johnson, F.**, Robinson-Lane, S.G., Lei, L., Liu, Y., Song, Y., Choi, S.E., Antonucci, T. (2021). Predictors of sleep among spousal care dyads living with chronic conditions. *Innovation in Aging* 5(S1), 978. doi: 10.1093/geroni/igab046.3520
- Polick, C.S., Harris, M.L., Granner, J.R., **Johnson, F.U.**, Lee, H., Lenko, R., Liestenfeltz, B., Webster, K.E., Youmans, A., & Zhou, W. (2021). The future speaks: The next generation of nurse scientists' perspectives on team science as the discipline's future. *Nursing Outlook*, S0029-6554(21)0081-6. <https://doi.org/10.1016/j.outlook.2021.03.008>.
- Robinson-Lane, S. **Johnson, F.**, Mazzara, N., DeMarco, M., Dinov, I. (2021). Preliminary findings of a national survey of Black ADRD family caregivers 5(S1), 277-278. DOI: 10.1093/geroni/igab046.1079
- Field T.S., Fouayzi, H., Crawford, S., Kapoor, A., Saphirak, C., **Johnson, F.U.**, et al. (2021). The association of nursing home characteristics and quality with adverse events after a hospitalization. *Journal of the American Medical Directors Association*, 22(10), 2196–2200. <https://doi.org/10.1016/j.jamda.2021.02.027>
- Pandolfi, M., Wang, Y., M., Spenard, A., **Johnson, F.**, Bakullari, A., Elwell, T.M., et al. (2017). Associations between nursing home performance and hospital 30-day readmissions for acute myocardial infarction, heart failure, and pneumonia at the healthcare community level in the United States. *International Journal of Older People Nursing*, 12(4), e12154. <https://doi.org/10.1111/opn.12154>
- Dubeau, C., Field, T., Gurwitz, J. H., **Johnson, F.**, Lemay, C., Mazor, K., Pandolfi, M., Spenard, A., & Sreedhara, M. (2016). Use of indwelling urinary catheters in nursing homes: Implications for

quality improvement efforts. *Journal of the American Geriatrics Society*, 64(11), 2204-2209.  
doi:10.1111/jgs.14464

Meehan T.P., Qazi D., Van Hoof T.J., Ho S.Y., Eckenrode S., Spenard A., Pandolfi M., **Johnson F.**, Quetti D. (2015). Process evaluation of a quality improvement project to decrease hospital readmissions from skilled nursing facilities. *Journal of the American Medical Directors Association*. 16(8), 648-53.

#### PEER-REVIEWED PRESENTATIONS

**Johnson, F.U.**, Mudrazija, S., Cantu, P., Robinson-Lane, S., & Fashaw-Walters, S. (2023, November 9). *Relationships between distress and neighborhood characteristics for Mexican American caregivers*. Poster presentation at the Gerontological Society of America's annual conference. Tampa, FL.

**Johnson, F. U.**, Robinson-lane, S. & Veliz, P. (2023, July 17). *Community support services use and Black family caregiver mental health outcomes*. Poster presentation at the Alzheimer's Association International Conference, Amsterdam, Netherlands.

**Johnson, F.U.**, Robinson-Lane, S., & Veliz, P. (2023, March 29). Distinguished Abstract: *Association of community support services with mental health of Black family caregivers of people living with dementia in the community*. Podium presentation at the Midwestern Nursing Research Society, Des Moines, IA.

Leggett, A.N., Baker, E., Lee, H., Webber, A., Wallace, S., Fang, T., & **Johnson, F.U.** (2022, November 4). *Dementia family caregivers' experiences using community-based and health care services during COVID-19*. Poster presented at the Gerontological Society of America's annual meeting, Indianapolis, IN.

**Johnson, F.U.**, & Robinson-Lane, S. (2022, August 2). *Race, ethnicity, depressive symptoms, and the ADRD spousal caregiver*. Hybrid presentation to the Alzheimer's Association International Conference. San Diego, CA. [virtually and in person].

Harris, M., **Johnson, F. U.**, Granner. (2022, March 31). *Perceptions and experiences of people living with dementia and the impact of the COVID-19 pandemic*. Postcard presentation to the Midwest Nursing Research Society Annual Conference, Schaumburg, IL.

**Johnson, F.U.**, Liu, Y., Song, Y., Lei, L., Choi, S., Antonucci, T.C., Robinson-Lane, S.G. (2021, November 12). *Characteristics and predictors of sleep among spousal care dyads living with chronic conditions*, Poster presented to the Gerontological Society of America Annual Conference, Phoenix, AZ.

**Johnson, F.U.** (2018, December 13). *Partnership to reduce unnecessary antipsychotic medications*. Poster presented to the Centers for Medicare Medicaid Services Quality Conference, Baltimore, MD.

**Johnson, F. U.**, Pandolfi, M., & Spenard, A. (2011, September 22). *INTERACT bootcamp for skilled nursing facilities*. Oral presentation at the Centers for Medicare and Medicaid Services-Quality Improvement Organization, Learning in Action Network Conference, Southington, CT.