**Michael G. Gates**

Associate Professor & Associate Director

San Diego State University

School of Nursing

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**EDUCATION BACKGROUND**

University of North Carolina, Chapel Hill

Ph.D. in Nursing with a concentration in Health Systems

Committee: Barbara Mark (Chair), Linda Hughes, Cheryl Jones, David Hofmann, & Thomas Ricketts

University of Tennessee, Memphis

B.S. in Nursing

Brown University

B.S. in Applied Mathematics/Economics

**WORK EXPERIENCE**

Associate Director, San Diego State University, San Diego, CA (2017-present)

Interim Associate Director, San Diego State University, San Diego, CA (2016-2017)

Associate Professor, San Diego State University, San Diego, CA (2013-present)

Teach in the Undergraduate Baccalaureate and RN-BSN Nursing Programs

Assistant Professor, San Diego State University, San Diego, Ca (2008-2013)

Teach in the Undergraduate Baccalaureate and RN-BSN Nursing Programs

Assistant Professor, University of San Diego, San Diego, CA (2006-2008)

Taught in the Executive Nurse Leader track as well as the Master’s Entry Program in Nursing

Clinical Assistant Professor, University of San Diego, San Diego, CA (2005-2006)

Taught in the Executive Nurse Leader track as well as the Master’s Entry Program in Nursing

Staff Nurse, Scripps Memorial Hospital, La Jolla, CA (2005-2007)

Provided acute care to patients on an acute medical-surgical unit.

Research Assistant, University of North Carolina at Chapel Hill (2001-2005)

Assisted in all phases of research including literature reviews, conducting empirical research,

data analysis, and manuscript preparation.

Steering Committee Member, The North Carolina Institute of Medicine (2002-2004)

Assisted in all phases of the Task Force on the North Carolina Nursing Workforce including

developing a grant proposal, organizing the monthly task force meetings, conducting empirical

research, analyzing data, and preparing the final report.

Charge Nurse, Veterans Affairs Medical Center, San Diego, CA (1997-1999)

Worked as a charge nurse on the evening shift of a spinal cord injury unit.

Staff Nurse, Veterans Affairs Medical Center, Long Beach, CA (1995-1997)

Provided acute and sub-acute care to patients on a spinal cord injury unit.

Research Assistant, The Urban Institute, Washington, DC (1991-1993)

Provided statistical and economic analysis support for health policy research related to

Medicare and Medicaid reimbursement and health care reform.

**SCHOLARLY ACTIVITY**

Article(s) Published in Refereed Journals

DeSilva, S., Gates, M., & Waczek, A. (2022) Utilization of an Online Education Module and Standardized Patient Simulation Experience to Improve Nursing Student Learning Outcomes with Heart Failure Patients, *Nursing Education Perspectives, 43(3), 178-180.* doi: 10.1097/01.NEP.0000000000000782

Hickey, K. T., Hodges, E. A., Thomas, T. L., Coffman, M., J., Taylor-Pilae, R. E., Johsnon-Mallard, V. M., Goodman, J. H., Jones, R. A., Kuntz, S., Galik, E., Gates, M. G., & Casida, J. M. (2014). Initial evaluation of the Robert Wood Johnson Foundation Nurse Faculty Scholars program, *Nursing Outlook*, 62(6), 394-401. doi:10.1016/j.outlook.2014.06.004

Wilhaus, J., Averette, M., Gates, M., Jackson, & J., Windnagel, S. (2014). Proactive policy planning for unexpected student distress during simulation. *Nurse Educator, 39*(5), 232-235. doi:10.1097/NNE.0000000000000062

Spetz, J., Gates, M., & Jones, C. B. (2014). Internationally Educated Nurses in the United States: Their Origins and Roles. *Nursing Outlook, 62*(1), 8-15.doi:10.1016/j.outlook.2013.05.001

McGills-Hall, L., Gates, M., Peterson, J., Jones, C., & Pink, G. H. (2014). Waiting and watching: Nurse migration trends before a change to the National Council Licensure Examination as entry to practice for Canada’s nurses. *Nursing Outlook, 62*(1), 53-58*.* doi:10.1016/j.outlook.2013.11.003

Faller, M., Gates, M., Connelly, C., & Georges, J. (2012). Attitudes and Motivations of Travel Nurses: A Qualitative Analysis. *Journal of Nursing Management, 43*(7), 42-47. doi: 10.1097/01.NUMA.0000415492.43449.99

Gates, M. G., & Mark, B. A. (2012). Value and demographic diversity, satisfaction, and intent to stay in nursing units. *Research in Nursing and Health, 35*(3), 265-276. doi: 10:1002/nur.21467.

Gates, M. G. , Parr, M., B., & Hughen, J. (2012). Enhancing nursing knowledge using high-fidelity simulation. *Journal of Nursing Education, 51*(1), 9-15*.* doi: 10.3928/01484834-20111116-01.

Faller, M., Gates, M., Connelly, C., & Georges, J. (2011). Burnout, Job Dissatisfaction and Intent to Leave Among Travel Nurses. *Journal of Nursing Administration, 41*(2), 71-77*.* doi: 10.1097.NNA.0b013e3182059492.

McGillis-Hall, L., Pink, G., Jones, C.B., Leatt, P., Gates, M., Seto, L., & Peterson, J. (2009). Gone south: Why nurses migrate to the U.S. from Canada. *Healthcare Policy, 4(*4), 91-106.

McGillis-Hall, L., Pink, G., Jones, C.B., Leatt, P., Gates, M., Petersen, J., & Seto, L. (2009). The grass is always greener: Canadian-Trained nurses in the U.S. *International Nursing Review, 56*(2), 198-205.

Jones, C., & Gates, M., (September 30, 2007). The costs and benefits of nurse turnover: A business case for nurse retention. *OJIN: The Online Journal of Issues in Nursing, 12*(3), manuscript 2, Available:

www.Nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/TableofContents/Volume122007/No3Sept07/Nurseretention.aspx

Jones, C.B., & Gates, M. (2004) Gender-based wage differentials in a predominantly female profession: observations from nursing. *Economics of Education Review, 23*, 615-631.

Holahan, J. Wade, M. Gates, M., & Tsoflias, L., (1993). The impact of Medicaid adoption of the Medicare fee schedule. *Health Care Financing Review, 14*(3), 11-23.

Miller, M. E., Zuckerman, S., & Gates, M., (1993). How do Medicare fees compare with private payers? *Health Care Financing Review, 14*(3), 25-38.

Book(s) Published

Loprest, P. & Gates, M., (1993). *State-level data book on health care access and financing*. Washington, D.C.: The Urban Institute Press.

Book Chapter(s) Published

Fried, B. J., & Gates, M. G., (2015). Recruitment, selection, and retention. In B. J. Fried and M. D. Fottler (Eds.), *Human Resources in Healthcare: Managing for Success*. Chicago: Health Administration Press.

Grant(s) and Contract(s) Awarded:

San Diego State University, Center for Virtual Immersive Teaching and Learning (VITaL) Research Grant: Nursing Skills Remediation and Assessment & [Social-Emotional Skills Development for Nurses](https://docs.google.com/document/d/1pmxL42SFALW4EE5PPdv8im9jC3lexRykcSLO62xhWag/edit#heading=h.sjckrjpg40vo), AY2022/2023 $15,000

Robert Wood Johnson Foundation, Nurse Faculty Scholar Program:

Exploring issues surrounding the use of supplemental nurses in the hospital work environment 09/2009-08/2012 $349,659

San Diego State University, University Grants Program Award:

Fault-lines in Acute Care Nursing Teams: How Multiple Dimensions of Diversity Align to Affect Nursing Outcomes 1/2009-6/2010 $5,968

Grant(s) and Contract(s) Submitted:

San Diego State University Imperial Valley School of Nursing Nurse Education, Practice, Quality and Retention-Mobile Health Training Program (NEPQR-MHTP) Funding Opportunity Number: HRSA-22-056

Grant(s) and Contract(s) Submitted But Not Awarded:

Hoyt, H., Hauze, S., Keckler, M., Gates, M., Williams, S. & Nava, V. San Diego State University: School of Nursing & Instructional Technology Services. Project Funding Agency Alliance Healthcare Foundation (AHF) 2022 Innovation Initiative (i2) $1 Million Challenge Grant

Greiner, P. & Gates, M.“Imperial Valley Consortium for Nursing Workforce Development Competitive Renewal.” Project Funding Agency DHHS/HRSA/BHPr/Division of Nursing. 2017-2020

University Collaborations

Hoyt, H., Carlson, B., & Gates, M. San Diego State University Imperial Valley Rise Center (Research, Innovation, and Student Engagement). This collaboration was started over four years ago and was established as a center in Spring of 2021. The Center looks to create an academic and community partnership bringing together a wide variety of stakeholders across multiple sectors to bring about data-driven solutions to problems facing the Imperial Valley.

Gates, M., Greiner, P., & Groth, J. SDSU Accelerated BSN Program. This collaboration between the School of Nursing and Global Campus will establish an accelerated BSN program. This collaboration has resulted in a curricular proposal that has been approved the CSU Chancellor’s Office. The next step will be to gain clinical placement support from one our local practice partners and the Board of Registered Nursing.

Professional Presentations National-Level

Hoyt, H., Carlson, B., & Gates, M. (2020, November). SDSU-IV Center for Multi-sector, Rural, Border Health Disparities Research and Innovation. Paper presentated at the virtual RE: Border Conference: Our Border on the Move Reimagining Mobility and Migration in the Transborder Region, San Diego, CA.

Broksch, E. A., Nakahara, W. H., Ehrhart, M. G., Kath, L. M., Stichler, J. F., & Gates, M. (2019, April). Stressors, stress appraisals, and strains: The buffering role of resilience. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Nakahara, W. H., DiStaso, M., Ehrhart, M. G., Kath L. M., Gates, M., & Stichler, J. F. (2019, April). Stress management climate as a buffer of stressor-strain relationships. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Hoyt, H., Gates, M., & Hauze, S. (April, 2018). Augmented reality: Using the Microsoft Hololens ® to promote student success. Poster presented at the National League for Nursing 2018 Nursing Education Research Conference, Washington, DC.

Gates, M., & Torres, H. (May, 2016). Ambulatory care boot camp: A service-academia collaborative. Paper presented at the 41st Annual American Academy of Ambulatory Care Nursing Conference, Palm Springs, CA.

Gates, M. (May, 2014). Robert Wood Johnson Foundation Funding Opportunities for Nursing. Presentation at the American Thoracic Society International Conference, San Diego, CA.

Gates, M., Stichler, J., Kath, L., Erhart, & Shirey, M. (November, 2013). Predictors, buffers, and outcomes of nurse leader workplace stress. Paper presented at the International Nursing Administration Research Conference (INARC): Implementing Innovation Across the Health Care Continuum, Baltimore, MD.

Gates, M., Jones, C., & Faller, M. (April, 2012). The examination of wage premiums for unionized and travel nurses. Poster presented at the 45th Annual WIN Communicating Nursing Research Conference, Portland, OR.

De La Cruz, R., & Gates, M. (April, 2012). Nurse managers perceptions of their work and their effects on outcomes. Paper presented at the 45th Annual WIN Communicating Nursing Research Conference, Portland, OR.

Gates, M., & Jones, C. (October, 2011). Gender and race-based wage differentials: The examination of wage premiums for men and minorities in nursing. Paper presented at the International Nursing Administration Research Conference (INARC): Transforming Nursing Leadership Through Evidence and Education, Denver, CO.

Gates, M., & Faller, M. (October, 2011). Job, career, or calling: Should the distinction be used for the recruitment and retention of staff nurses. Paper presented at the International Nursing Administration Research Conference (INARC): Transforming Nursing Leadership Through Evidence and Education, Denver, CO

Jones, C., Gates, M., Mark, B., & Pink, G. (October, 2011). An analysis of mobility in the nursing workforce. Paper presented at the International Nursing Administration Research Conference (INARC): Transforming Nursing Leadership Through Evidence and Education, Denver, CO.

Hatton, D., Fisher, A., & Gates, M. (October, 2011). Nursing in jails and prisons: An integrative literature review. Paper presented at the American Public Health Association 139th Annual Meeting and Exposition, Washington, D.C.

Stichler, J., Kath, L., Erhardt, Gates, M. & Shirey, M. (April, 2011). Predictors of Nurse Manager Workplace Stress. Paper presented at the 44th Annual WIN Communicating Nursing Research Conference, Las Vegas, NV.

Faller, M., Gates, M., Georges, J., & Connelly, C. (April, 2011). What Motivates Nurses to Become Travel Nurses. Poster presented at the 44th Annual WIN Communicating Nursing Research Conference, Las Vegas, NV.

Gates, M. & Faller, M (April, 2011). Job, Career, or Calling: Can the Distinction be Useful for the Nursing Profession . Poster presented at the 44th Annual WIN Communicating Nursing Research Conference, Las Vegas, NV.

Gates, M. (May, 2010). Leadership and career development in a changing healthcare landscape. Presented at the 2010 USPHS Scientific and Training Symposium, San Diego, CA.

Gates, M., Parr, M., Hughen, J., & Hatton, D. (April, 2010). Experiential learning in simulation: Impact on knowledge for decision making. Poster presented at the 2010 at the 43rd Annual WIN: Communicating Nursing Research Conference, Glendale, AZ.

Gates, M. (Aug. 2008). Developing a simulation center for your nursing school. Paper presented at the Technology Integration in Nursing Education and Practice Conference, Durham, NC.

Gates, M., Mark, B., & Randel, A. (Aug, 2006). Value and demographic diversity, satisfaction, and intent to stay in nursing units.  Paper presented at the 2006 Academy of Management conference, Atlanta, Georgia.

Jones, C.B., Belyea, M., & Gates, M. (Oct, 2005). Differential patterns of nursing employment: An analysis of race in the nursing workforce. Paper presented at the National Nursing Administration Research Conference, Tucson, AZ.

Gates, M., & Mark, B. (Oct, 2005). Person-unit fit as a moderator of the relationship between demographic diversity and workplace outcomes. Paper presented at the National Nursing Administration Research Conference, Tucson, AZ.

Jones, C.B., Mark, B., Gates, M., & Eck, S. (Oct, 2005). Manager and staff perceptions of vacancy tolerance. Paper presented at the National Nursing Administration Research Conference, Tucson, AZ.

Jones, C.B., Belyea, M., & Gates, M. (May, 2005). Who leaves and who stays? Analysis of nurses in the southeastern region of the U.S. Paper presented at the 23rd Quadrennial ICN Congress 2005.

Jones, C.B., & Gates, M. (June 2004). Educational preparation and registered nurse turnover. Paper presented at the 2004 Annual Research Meeting of the Academy of Health, San Diego, CA.

Jones, C.B., & Gates, M. (February 2004). Differential patterns of nursing employment. Paper presented at the 18th Annual Conference of the Southern Nursing Research Society, Louisville, KY.

Professional Presentations Local-level

Gates, M. (April, 2015). Ambulatory Care Boot Camp. Presentation at the 2015 Kaiser Service Academia Collaborative, Pasadena, CA

Gates, M., Parr, M., Hughen, J., & Hatton (October, 2010). Experiential learning in simulation: Impact on knowledge for decision making. Paper presented at the 2010 Joint Southern California Sigma Theta Tau International Chapters Nursing Odyssey Conference, San Diego, CA

**AWARDS**

Sigma Theta Tau International Gamma Gamma Excellence in Clinical Teaching Award (2012 & 2013)

Mortar Board 2011-2012 Outstanding Faculty and Staff Award

Most Influential Faculty in the USD MEPN Program (2006, 2007, & 2008)

T32 Predoctoral Research Training Grant: Quality Health Care & Patient Outcomes (1T32NR008856-01) (2004-2005)

University of North Carolina Graduate Student Scholarship (2004-2005)

Mary P. Speight Scholarship (2002-2004)

University of North Carolina Merit Assistantship (2001-2002)

Faculty Award for Academic Excellence (1994)

Elinor F. Reed Award for Clinical Excellence (1994)

Captain of Brown University varsity basketball team (1990/1991 season)

State finalist for Rhodes Scholarship competition (1991)

Joel and Anne Friedman Scholarship (1987-1991)

**UNIVERSITY AND PROFESSIONAL SERVICE**

***University Service***

Member, Fowler College of Business Dean Search Committee, San Diego State University (2020/2021)

Member-Co-Chair, College of Health and Human Services Inter-Professional Education Task Force (Graduate and Professional Group), San Diego State University (2018-present)

Member, General Education Reform Task Force, San Diego State University (2018-present)

Member, University Discussion Group on Class Size, San Diego State University (2018-present)

Member, College of Health and Human Services Dean Search Committee, San Diego State University (2016/2017 & 2017/2018)

Member, School of Nursing Search Committee, San Diego State University (2013-present)

Member, School of Nursing Peer Review Committee, (2014-present)

Member, College of Health and Human Services Curriculum Committee, San Diego State University (2015-2017)

Member, Faculty Senate, San Diego State University (2009-2012 & 2017-present)

Member, Faculty Senate Committee on Committee and Elections, San Diego State University (2009-2012 & 2017-present)

Chair, School of Nursing Undergraduate Program Committee, San Diego State University (2013-present)

Member, School of Nursing Informatics Committee, San Diego State University (2008-present)

Chair, School of Nursing Informatics Committee, San Diego State University (2010-2014)

***Professional Service***

National League for Nursing Research Review Panel (2014-present)

On-Site Evaluator, Commission on Collegiate Nursing Education (2013-present)

Board Member, La Jolla High Foundation (2013-2019)

Board Member and Faculty Counselor, Sigma Theta Tau International Gamma Gamma Chapter (2009-present)

Member, Service-Academia Partnership for Ambulatory Care, Kaiser Permanente (2014-present)

Ad Hoc Reviewer for the Journal of Nursing Management & Nursing Outlook (2010-present)

External Advisory Board for Duke University's TIP-NEP (Technology Integration Program for Nursing Education and Practice) Program (2007-2009)