

**EDUCATION**

**Ph.D. in Communication**

Michigan State University

Degree Conferred: August 2007

Dissertation: *Perceptions of the aversiveness of teasing as a function of perceived identity confrontation, aggression, ambiguity & humor, and the perception of the intent to cause harm.*

**M.A. in Communicology**

University of Hawai'i at Mānoa

Degree Conferred: December 2002

Thesis: *Effects of relational context on perceptions of verbally rude messages.*

**B.A. in Communicology**

University of Hawai'i at Mānoa

Degree Conferred December 1999

**PROFESSIONAL APPOINTMENTS**

**July 2017 – Present**

Hawai'i State Center for Nursing

Associate Specialist for Workforce Research

**January 2014 – July 2017**

SMS Research and Marketing Services, Inc.

Director of Research

**August 2007 – May 2014**

East Tennessee State University, Department of Communication

Assistant Professor of Communication & Associate Chair of Curriculum

Undergraduate Courses Taught: Public Speaking, Communication Theory, Interpersonal Relations, Quantitative Method

Graduate Courses Taught: Communication Theory, Dark Side of Close Relationships, Quantitative Method

**2008-2011**

University of Tennessee at Knoxville

Adjunct Instructor: Persuasion, Quantitative Methods

Undergraduate Courses Taught: Persuasion, Quantitative Method

## WORKFORCE RESEARCH

### Publications

Smiley, R. A., Ruttinger, C., Oliveira, C. M., Hudson, L. R., Allgeyer, R., Reneau, K. A., Silvestre, J. H., & Alexander, M. (2021). The 2020 National Nursing Workforce Survey. *Journal of Nursing Regulation*, 12(1), S1–S96. [https://doi.org/10.1016/S2155-8256\(21\)00027-2](https://doi.org/10.1016/S2155-8256(21)00027-2)

### Published Reports Prepared on Behalf of an Organization

Hawai'i State Center for Nursing. (2022). *Hawai'i State Center for Nursing Informational Brief: The state of Hawai'i's Nursing Faculty in 2022*.

Hawai'i State Center for Nursing. (2022). *Hawai'i State Nurse Education Capacity Report, 2020-2021*. [http://www.hawaii-center-for-nursing.org/wp-content/uploads/2022/08/2020-2021-Hawaii-Nurse-Education-Capacity-Statewide-Report-v.Final\\_.pdf](http://www.hawaii-center-for-nursing.org/wp-content/uploads/2022/08/2020-2021-Hawaii-Nurse-Education-Capacity-Statewide-Report-v.Final_.pdf)

Hawai'i State Center for Nursing. (2022). *2021 Hawai'i Nursing Workforce Supply: Hawaii's New Graduate RN Workforce*. [https://www.hawaii-center-for-nursing.org/wp-content/uploads/2022/04/Hawaii-New-Graduate-Nursing-Workforce-v.Final\\_.pdf](https://www.hawaii-center-for-nursing.org/wp-content/uploads/2022/04/Hawaii-New-Graduate-Nursing-Workforce-v.Final_.pdf)

Hawai'i State Center for Nursing (2021). *2021 Hawai'i Nursing Workforce Supply: Wellbeing of Hawai'i's Nurses During the COVID-19 Pandemic*. [http://www.hawaii-center-for-nursing.org/wp-content/uploads/2021/12/2021-Nursing-Wellbeing-During-the-COVID-Pandemic-v.Final\\_.pdf](http://www.hawaii-center-for-nursing.org/wp-content/uploads/2021/12/2021-Nursing-Wellbeing-During-the-COVID-Pandemic-v.Final_.pdf)

Hawai'i State Center for Nursing (2021). *2021 Hawai'i Nursing Workforce Supply Data Tables*. <http://www.hawaii-center-for-nursing.org/wp-content/uploads/2021/11/2021-Hawaii-Nursing-Workforce-Supply-Data-Tables.pdf>

Hawai'i State Center for Nursing (2021). *2021 Hawai'i Nursing Workforce Supply Study Method*. <http://www.hawaii-center-for-nursing.org/wp-content/uploads/2021/11/2021-Supply-Survey-Method.pdf>

Hawai'i State Center for Nursing (2021). *Hawai'i State Nurse Education Capacity Report, 2019-2020*. <http://www.hawaii-center-for-nursing.org/wp-content/uploads/2021/07/2019-2020-Hawaii-Nurse-Education-Capacity-Statewide-Report-vFinal.pdf>

Hawai'i State Center for Nursing (2021). *2019 Hawai'i Nursing Workforce: Characteristics of Employed RNs by Highest Level of Nursing Education*. <https://www.hawaii-center-for-nursing.org/wp-content/uploads/2021/04/RN-Characteristics-by-Education-Level-1.pdf>

Hawai'i State Center for Nursing (2020). *Hawai'i BSN Forecast, 2020*. <https://www.hawaii-center-for-nursing.org/wp-content/uploads/2020/10/Hawaii-BSN-Forecast-2020.pdf>

Hawai'i State Center for Nursing (2020). *Hawai'i State Nurse Education Capacity Report, 2018-2019*. <https://www.hawaii-center-for-nursing.org/wp-content/uploads/2020/09/2018-2019-Hawaii-Nurse-Education-Capacity-Statewide-Report-vFinal.pdf>

- Hawai'i State Center for Nursing (2019). *Hawai'i's Nursing Workforce Supply 2019*.  
<https://www.hawaiiicenterfornursing.org/wp-content/uploads/2019/12/2019-Nursing-Workforce-Supply-Report-vFinal.pdf>
- Hawai'i State Center for Nursing (2019). *Hawai'i State Nurse Education Capacity Report, 2017-2018*.  
<https://www.hawaiiicenterfornursing.org/wp-content/uploads/2019/09/2017-2018-Hawaii-Nurse-Education-Capacity-Statewide-Report-vFinal.pdf>
- Hawai'i State Center for Nursing. (2018). *Projected Timeline of Hawai'i's Achievement of the 80% BSN Rate*.  
<http://www.hawaiiicenterfornursing.org/wp-content/uploads/2018/08/Hawaii-BSN-Forecast-2018-2.pdf>
- Hawai'i State Center for Nursing. (2018). *Hawai'i State Nurse Education Capacity Report, 2016-2017*.  
<http://www.hawaiiicenterfornursing.org/wp-content/uploads/2018/07/2016-2017-Hawaii-Nurse-Education-Capacity-Statewide-Report-FINAL.pdf>
- Hawai'i State Center for Nursing. (2017). *Hawai'i's Nursing Workforce 2017*.  
<http://www.hawaiiicenterfornursing.org/wp-content/uploads/2017/11/2017-Hawaii-State-Nursing-Workforce-Supply-Report-Final-2-2.pdf>

### **Conference Presentations**

- Oliveira, C. M. (2021, June 8-10). *Native Hawaiian representation in the Hawai'i primary care nurse practitioner workforce*. [Conference presentation]. National Forum of State Nursing Workforce Centers Virtual Annual Conference, Philadelphia, PA.
- Lear, T. & Oliveira, C. M. (2020, June 11-23). *The role of nursing leadership in ensuring successful academic progression of incumbent nurses*. [Conference presentation]. National Forum of State Nursing Workforce Centers Virtual Annual Conference, Philadelphia, PA.
- Oliveira, C. M. & Reichhardt, L. (2018, June 6-8). *Considerations for Improving Workforce Development through Flexible and Responsive Supply Survey Data Reporting*. [Conference presentation]. National Forum of State Nursing Workforce Centers Annual Conference, Chicago, IL.

### **Webinars**

- Oliveira, C. M. (May, 2022). *Hawai'i's New Graduate RN Workforce*. Webinar provided for the Hawai'i State Center for Nursing Continuing Education program. Honolulu, HI.
- Oliveira, C. M. (December, 2021). *Wellbeing of Hawai'i's Nurses during the COVID-19 Pandemic*. Webinar provided for the Hawai'i State Center for Nursing Continuing Nursing Education program. Honolulu, HI.
- Oliveira, C. M. (August, 2021). *Native Hawaiian Representation in the Hawai'i Nursing Workforce*. Webinar provided for the Hawai'i State Center for Nursing Continuing Nursing Education program. Honolulu, HI.
- Oliveira, C. M. & Reichhardt, L. (May, 2021). *A Nuanced Look at Supply, Demand, Recruitment, and Retention in the Hawai'i Nursing Workforce*. Webinar provided for the Hawai'i State Center for Nursing Continuing Nursing Education program. Honolulu, HI.

- Oliveira, C. M. & Hussey, L. (January, 2021). *Virtual Learner Engagement Strategies*. Webinar provided for the Hawai'i State Center for Nursing Continuing Nursing Education program. Honolulu, HI.
- Dickow, M. & Oliveira, C. M. (August, 2020). *The Role of Nursing Leadership in Ensuring Successful Academic Progression of Incumbent Nurses*. Webinar provided for the Hawai'i State Center for Nursing Continuing Nursing Education program. Honolulu, HI.
- Oliveira, C. M. (January, 2020). *2019 Hawai'i's Nursing Workforce Supply: Review of Key Findings and Tips for Making State Workforce Data Relevant to Your Organization*. Webinar provided for the Hawai'i State Center for Nursing Continuing Nursing Education program. Honolulu, HI.
- Oliveira, C. M. (2018). *Increasing Utilization of Nurse Education Capacity Data*. Webinar provided on behalf of the Hawai'i State Center for Nursing. Honolulu, HI.

### **Invited Lectures & Presentations**

- Oliveira, C. M. (February, 2023). *The State of Hawai'i's Nursing Workforce*. Presentation to the Queen's Medical Center Clinical Education Department. Honolulu, HI.
- Oliveira, C. M. (February, 2021; December 15, 2021). *Piloting the Practice Change*. Presentation to the Hawai'i State Center for Nursing 2020 Clinician Evidence-Based Practice Internship Cohort. Honolulu, HI
- Oliveira, C. M. (November, 2020). *Academic Progression in Nursing Data Update*. Presentation at the November Meeting of the Hawai'i State Center for Nursing Academic Progression in Nursing (APIN) Committee. Honolulu, HI.
- Oliveira, C. M. (March, 2020). *Bivariate Statistical Analysis and Interpretation*. Presentation to the 2019-2020 Queen's Nursing Research Fellowship Cohort. Honolulu, HI.
- Oliveira, C. M. (February, 2020). *Using Excel for Data Analysis and Displays*. Presentation to the Hawai'i State Center for Nursing 2019 Clinician Evidence-Based Practice Internship Cohort. Honolulu, HI.
- Oliveira, C. M. (December, 2019; December 2021). *Evaluating the Practice Change*. Presentation to the Hawai'i State Center for Nursing 2019 Evidence-Based Practice Internship Cohort. Honolulu, HI.
- Oliveira, C. M. & Reichhardt, L. (November, 2019). *2019 Nursing Workforce Supply Overview*. Presentation to the Healthcare Association of Hawai'i Healthcare Workforce Initiative Working Group. Honolulu, HI.
- Oliveira, C. M. (October, 2019; December, 2021). *Data Management for Nurse Researchers*. Presentation to 2019-2020 Queen's Nursing Research Fellowship Cohort. Honolulu, HI.
- Oliveira, C. M. (September, 2019). *2019 Key Nursing Workforce Findings*. Presentation to the Nursing Leaders Hui. Honolulu, HI.
- Oliveira, C. M. (July, 2019). *New Graduate Nurse Job Outlook & Overview of the Hawai'i State Center for Nursing*. Presentation to University of Hawai'i at Mānoa School of Nursing and Dental Hygiene Graduate-Entry Program in Nursing Students. Honolulu, HI.

- Oliveira, C. M. (April, 2019). *New Graduate RN Job Outlook & Overview of the Hawai'i State Center for Nursing*. Presentation to University of Hawai'i at Mānoa School of Nursing and Dental Hygiene NURS 460. Honolulu, HI.
- Oliveira, C. M. (2018). *Leveraging Hawai'i's Nursing Workforce Data for Your Institution*. Presentation to Hawai'i Pacific University Advisory Board. Honolulu, HI.
- Oliveira, C. M. (2018). *Hawai'i's Nursing Workforce & The Hawai'i State Center for Nursing*. Presentation to University of Hawai'i at Mānoa School of Nursing and Dental Hygiene NURS 460. Honolulu, HI.
- Oliveira, C. M. (2018). *Hawai'i State Center for Nursing 2017 Nursing Workforce Report*. Presentation to the Healthcare Association of Hawai'i Healthcare Workforce Initiative Work Group. Honolulu, HI.
- Oliveira, C. M. (2017). *2017 Nursing Workforce Supply Highlights*. Presentation to the Hawai'i State Center for Nursing Advisory Board. Honolulu, HI.

## ACADEMIC RESEARCH

### Publications

- Oliveira, C. M. & Levine, T. R. (2008). Lie acceptability: A construct and measure. *Communication Research Reports*, 25, 282-288.
- Donohue, W. A., Lindsey, L. M., Maginnis, J.A., & **Oliveira, C. M.** (2006). *Communicating and Connecting: Functions of Human Communication, 3<sup>rd</sup> Edition*. Dubuque, IA: Kendall/Hunt.

### Conference Presentations

- Buerkle, C. W. & Oliveira C. M. *According to, student motivations . . . : A theory of planned behavior investigation of students' intention to orally cite sources*. Paper presented at the annual meeting of the National Communication Association, Washington, D.C. November 2013.
- Shaw, A. S., **Oliveira, C. M.**, & Zorzie, M. C. *The effect of prenatal androgen exposure on the development of neural reactivity systems: A study of the HEXACO personality inventory*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA. January 26-28, 2012.
- Poppo, A. L. & **Oliveira, C. M.** (2009). *Generating better mentoring through attraction: An investigation of the role of interpersonal attraction in developing successful mentoring relationships*. Paper presented at the annual meeting of the Southern States Communication Association, Memphis, TN.
- Oliveira, C. M. *Perceptions of tease aversiveness as a function of identity confrontation, aggression, ambiguity and humor*. Paper presented at the annual meeting of the Southern States Communication Association, Savannah, GA. April 2-6, 2008.
- Oliveira, C. M. & Levine, T. R. *Lie Acceptability: A construct and measure*. Paper presented at the annual meeting of the International Communication Association, Montreal, Quebec, Canada. May 22-26, 2008.
- Kerr, N. L., Boster, F. J., Callen, C. R., Braz, M. E. & **Oliveira, C. M.** (2007). *Emotional bias and jury nullification: Can better instructions help?* Paper presented at the 79<sup>th</sup> annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Kim, R. K., Guan, X., Klein, K. A., Dibble, J., Raile, A. N. W., **Oliveira, C. M.**, Foregger, S., & Levine, T. R. (2006, November). *Replication of the precarious couple effect with specific communication variables*. Paper presented at the annual meeting of the National Communication Association, San Antonio, TX.

## **Invited Lectures, Presentations, & Colloquia**

- Oliveira, C. M. (October, 2010). *Basics of Survey Research in the Study of Organizations*. Guest lecture presented to East Tennessee State University's Communication in Organizations course.
- Oliveira, C. M. (November, 2009). *Belongingness and Rejection*. Guest-lecture presented to the Foundations course in the Masters in Professional Communication, East Tennessee State University.
- Oliveira, C. M. (October, 2009). *Developing and Measuring Objectives and Outcomes in Education*. Workshop conducted with East Tennessee State University's Health Communication course.
- Oliveira, C. M. (October, 2009). *Basics of Survey Research*. Guest lecture presented to East Tennessee State University's Communication in Organizations course.
- Oliveira, C. M. (June, 2008). *Toward a Predictive Model of Perceptions of Aversive Messages*. Colloquium presented to University of Tennessee's School of Communication Studies.
- Oliveira, C. M. (June, 2008). *Relationship Development in Online Contexts*. Guest lecture presented to University of Tennessee's School of Communication Studies Interpersonal Communication graduate seminar.
- Oliveira, C. M. (November, 2007). *That Hurt My Heart!: Factors Influencing the Perceived Negativity of Teasing*. Colloquium presented to the East Tennessee State University Honors College as part of the Great Room colloquium series.
- Oliveira, C.M. (November, 2002). *Communication in Close Relationships*. Guest lecture presented to University of Hawaii's Department of Psychology Human Sexuality course.

## **PROFESSIONAL MEMBERSHIPS**

- National Forum of State Nursing Workforce Centers  
Research Committee (Member: 2017-present)
- National Education Progression in Nursing Collaborative (NEPIN)  
Incumbent ADN RN Special Interest Group (Member: 2018-2021)