

## CURRICULUM VITAE

**Deborah S. Flourney, Ph.D., APRN, FNP-BC [formerly Bockmon]**

### Education

Post-Master's Program	1994 Family Nurse Practitioner, Northwestern State University, Shreveport, LA
Ph.D.	1985 Nursing, Texas Woman's University, Denton, TX
M.S.	1977 Psychiatric Nursing, University of Wisconsin, Madison, WI
B.S.N. (with highest honors)	1975 Nursing, University of Texas System School of Nursing, Austin, TX

### Dissertation

*Factors involved in changing the health pattern of exercise: A phenomenological inquiry.* August, 1985. Directed by Dr Helen A. Bush.

### Professional Certification/Licensure

Texas—RN, FNP-BC, CNS-P/MH  
Current

Arkansas, Mississippi, Montana, Louisiana, Wisconsin—RN Inactive

American Nurses Credentialing Center (ANCC) certification as a Family Nurse Practitioner, 9/1995-present.

American Association of Marriage & Family Therapists, Clinical Member, 1986-present.

Allied Staff Privileges, New Boston Hospital, 2001-2004.

Allied Staff Privileges, Marshall Regional Medical Center, Marshall, TX, 1995-2000.

ANCC certification as a Clinical Specialist in Adult Psychiatric/Mental Health Nursing, 1986-1991.

ANCC certification as a Clinical Specialist in Child & Adolescent Psychiatric/Mental Health Nursing, 1985-1990.

Licensed Professional Counselor, State of Texas, through 1989.

Allied Staff Privileges, University Park Hospital, Tyler, TX, through 1989.  
[First nurse to be granted these]

## **Employment**

1/11-present Associate Professor, Nursing Graduate Program  
Texas A & M University—Corpus Christi  
College of Nursing & Health Sciences  
6300 Ocean Drive, Unit 5805  
Corpus Christi, TX 78412

11/05-4/2012 Owner/Family Nurse Practitioner  
A Woman's Place  
New Boston, TX  
Family Practice

1/07-8/11 Adjunct faculty, Psychology &  
Clinical Associate Professor, Nursing [starting 8/09]  
Texas A & M University—Texarkana  
College of Health & Behavioral Sciences  
2600 N. Robison Road  
Texarkana, TX

9/06-8/08 Associate Professor  
University of Texas at Tyler  
College of Nursing  
3900 University Blvd.  
Tyler, TX 75701

9/03-8/06 Associate Professor  
Texas A & M University—Texarkana  
College of Health & Behavioral Sciences  
2600 N. Robison Road  
Texarkana, TX

9/02-8/06 Associate Professor, Graduate Faculty  
Director/Graduate Studies & Research in Nursing (9/02-  
8/03)  
Holder, Endowed Nursing Chair (9/02-8/03)  
Northwestern State University

College of Nursing  
1800 Line Avenue  
Shreveport, LA 71101

- 8/01-9/02 Family Nurse Practitioner  
Office of Dennis Flores, M.D. (full-time)  
500 Hospital Drive  
New Boston, TX 75570
- 4/01-8/01 Family Nurse Practitioner  
Completely Fit Health Foundation  
Donald Whitaker, D.O.  
210 East Elizabeth Street  
Jefferson, TX 75657
- 1/95-1/01 Family Nurse Practitioner  
Jefferson Family Health Center  
An affiliate of Marshall Regional Health Center  
Jefferson, TX
- 9/92-12/94 Associate Professor, Graduate Faculty  
Northwestern State University  
Division of Nursing  
Shreveport, LA
- 8/91-8/92 Associate Professor  
The University of Mississippi Medical Center  
School of Nursing  
Jackson, MS
- 9/89-7/91 Associate Professor  
Education Director, Billings Campus [largest campus in  
system]  
Montana State University  
Billings, MT
- 6/88-8/89 Director of Nursing (6/88-1/89) [Chief Nursing Officer  
position]  
Director of Patient Care Services (1/89-8/89)  
University Park Hospital  
Tyler, TX
- 9/81-5/88 Assistant Professor  
Coordinator, Levels 3 & 4 (9/87-5/88)  
University of Texas at Tyler  
Division of Nursing

Tyler, TX

- 6/80-7/81    Instructor  
Kilgore College  
Department of Nursing  
Kilgore, TX
- 9/78-5/80    Assistant Professor  
Texarkana Community College  
Department of Nursing  
Texarkana, TX
- 9/77-8/78    Public Health Nurse III & Team Leader  
Texas Department of Public Health  
Region 7, Linden, TX
- 6/77-8/77    Staff Nurse, Obstetrics  
Good Shepherd Hospital  
Longview, TX
- 1/75-8/75    Staff Nurse, Obstetrics  
Seton Hospital  
Austin, TX
- Part-time & consultation positions**
- 11/04-3/05    New Boston Family Health  
New Boston, TX  
Family Nurse Practitioner (Part-time only)
- 9/02-10/04    Office of Dr. Dennis Flores  
New Boston, TX  
Family Nurse Practitioner (Part-time only)
- 8/86-2/88    Meadow Pines Hospital  
Longview, TX  
Nursing Consultant
- 8/86-12/87    Private Practice  
Tyler, TX  
Nurse Therapist
- 8/84-8/86    Counseling & Testing Services of East Texas  
Tyler, TX

Nurse Therapist

11/80-5/81 Longview Family Counseling Center  
Longview, TX  
Nurse Therapist

3/79-7/79 Ark-Tex Center for Human Services  
Texarkana, AR  
Nurse Therapist

## **TEACHING**

### **Graduate Courses**

#### Texas A & M University Corpus Christi

NURS 5364 ORGANIZATIONAL DESIGN & BEHAVIOR IN NURSING PRACTICE ENVIRONMENT [Dr Eve Layman, lead instructor; I shared a portion of course as I was hired after the semester had started]  
NURS 5323, FIN FOR THE NURSE PRACTITIONER  
NURS 5314, RESEARCH DESIGN IN NURSING  
NURS 5624, ADVANCED HEALTH ASSESMENT  
NURS 5644, MGMT ACUTE AND CHRONIC ILLNESS I  
NURS 5645, MGMT ACUTE AND CHRONIC ILLNESS II  
NURS 5746, INTEGRATED CLINICAL PRACTICE

#### Texas A & M University Texarkana

NURS 501 Nursing Theory  
NURS 530 Evaluation: Tests and Measurement in Nursing  
NURS 531 Theoretical Foundations of Nursing Education  
NURS 533 Curriculum Development in Nursing Education  
NURS 536 Teaching Strategies for Nursing Education  
NURS 547 Teaching Practicum in Nursing Education  
NURS 591/595 Research Project/Thesis  
PSY 516 Psychological Theories of Learning

#### The University of Texas at Tyler

NURS 5352 Advanced Health Assessment  
NURS 5356 Health Promotion  
NURS 5341 Special Topics in Nursing Practice: Family Theory for Nurses

#### Northwestern State University

NURS 5010 Research in Nursing

NURS 5120 Theory Oriented Nursing Practice  
NURS 5100 Social Forces and Nursing Practice  
NURG 5830 Role of the Nurse Practitioner in Clinical Practice  
NURS 5090 Curriculum Development in Nursing Education  
NURS 5070 Evaluation of Nursing Education  
NURS 5500 Mental Health/Psychiatric Nursing I  
NURS 5510 Mental Health/Psychiatric Nursing II  
NURS 5630 Role of the Advanced Practice Nurse in Psychiatric/Mental  
Health Nsg.  
NURS 5110 Nursing Administration I  
NURS 5210 Nursing Administration II

University of Mississippi

N595 Family Theory  
N660 Curriculum Development in Nursing  
N661 Instructional Design  
(Also two administration courses)

## **STUDENT RESEARCH DIRECTED**

### **Master's Theses Chaired**

Buckhalter, S. F. (Nov, 1991). *Perceived needs of family caregivers of hospitalized chronically mentally ill patients*. University of Mississippi at the Medical Center, Jackson.

Rajotte, D. A. (Aug. 1993). *A comparison of pre-nursing students' reading comprehension levels after exposure to the SQ3R reading strategy as opposed to traditional study skills*. Northwestern State University (NSU), Shreveport.

Wimberly, E.L.R. ( Feb, 1994). *Job satisfaction and self-esteem in staff nurses and nurse managers*, NSU, Shreveport.

Washington, P. J. (April, 1994). *Cancer knowledge among elderly blacks*. NSU, Shreveport.

Bedford, L. S. (May, 1994). *Spiritual care: A phenomenological approach*. NSU, Shreveport.

DeBarry, E. D. (Aug, 1994). *Job satisfaction, job stress, and anticipated turnover in urban hospital nurses*. NSU, Shreveport.

Jackson, M. B. (Nov., 1994). *Coping strategies employed by second year nursing students in an associate degree program: A phenomenological approach*. NSU, Shreveport.

Boulet, S. J. (Nov, 1994). *Friendship as experienced by women with breast cancer: A phenomenological study*. NSU, Shreveport.

Landry, K.A. (Dec, 1994). *The relationship of serum levels of total cholesterol and selected risk factors in clients diagnosed with a cerebrovascular accident*. NSU, Shreveport.

Williams, S. R. (1995). *The perception of mental illness in the Chinese American population: An ethnography*. NSU [started as chair of this thesis; left NSU semester before it was completed.]

Delavan, E.M. (2010). *A comparison of nursing curriculums: The Johns Sealy School of Nursing 1890 and the University of Texas Medical Branch School of Nursing 2010*. TAMUT, Texarkana.

Smith, M. J. (2011). *Lived experience of CCRN Certification: Perceived value and effect on nursing practice and patient outcome*. TAMUT, Texarkana.

### **Master's Professional Papers Chaired**

Hattaway, L.G., McKie, P.M., Novak, K. V., & Sinclair, K. H. (August, 2003). *A comparison of the effects of long acting insulin and intermediate acting insulin in Hgb A1c and quality of life in children with Type I Diabetes Mellitus*. NSU, Shreveport.

Guntharp, D., Joiner, H., & Williams, A. (December, 2003). *Nurses' perceptions of noise and its effects on critically ill infants in the neonatal intensive care unit*. NSU, Shreveport

Durr, S., Garland, E. & Willis, R. (December, 2003). *A human becoming inquiry: Explicating the practice framework of the family nurse practitioner*. NSU, Shreveport

Darty, R.M., Eichler, V., Johnson, B. C., & Thomas, A.S. (November, 2004). *Coping mechanisms of parents with chronically ill children*. NSU, Shreveport

Parker, M. & Paul, R. (August, 2004). *Nurses' and parents' perceptions regarding visitation policies in the pediatric intensive care unit*. NSU, Shreveport

Hickman, D., Harrell, R., & Pritchard, T. (February, 2005). *The relationship of exercise and sense of belonging on the prevalence of depression in older adults*. NSU, Shreveport

Bordelon, A., Hines, J., Parker, L., & Pearce, L. (April, 2005). *Effects of adult day services on caregiver quality of life: A qualitative study*. NSU, Shreveport

Dungan, S., Hebert, H., Little, J., & Mitchum, S. (2005). *Quality of life in patients awaiting heart transplant: A phenomenological study*. . NSU, Shreveport

Carroll, B. J., Harper, M. A., & Whitmore, S. S. (May, 2005). *The incidence of falls in nursing home residents determined to be at high risk for falls as compared to those at low risk for falls*. . NSU, Shreveport

Dallas, P. & Gallow, L. (July, 2005). *Do nurse practitioners/physicians have better outcomes than physicians only in treatment of hypertension?*. NSU, Shreveport

Richardson, D. (May, 2011). *The diabetes puzzle: Finding the pieces and making them fit*. TAMU, Texarkana.

## **SCHOLARLY/CREATIVE ACHIEVEMENTS**

### **Refereed Publications**

Bockmon, D. F. (1988). Facilitating health pattern change in exercise. *Journal of Holistic Nursing*, 6(1), 21-24.

Bockmon, D. F. & Riemen, D. J. (1987). Qualitative versus quantitative nursing research. *Holistic Nursing Practice*, 2(1), 71-75. [Invited paper]

### **Non-Refereed Publications**

Bockmon, D.F. (May, 1990). A tale of nursing from the 21st century. *Heartbeat, Student Newsletter*, Montana State University.

Bockmon, D.F. (November, 1984). Women and depression. *Positive Pulsations*, 49, Newsletter, District 19 Texas Nurses' Association.

Bockmon, D.F. (Review of Womanpower and Health Care by M. Grissum & C. Spengler.) Topics in Clinical Nursing, 1983, (Jan.), 80-81.

Bockmon, D.F. (Review of Health Care of Women: A Nursing Perspective by C.I. Fogel & N.F. Woods.) Topics in Clinical Nursing, 1983, (Jan.), 79-80.

### **Presentations at Professional Meetings**

The Use of Phenomenology to Investigate Topics of Interest to Educators: An Example of Distance Education Students' Lived Experiences of Caring and Non-Caring Faculty. Educational Leadership, Curriculum, and Instruction Conference: Engaging Culture & Elevating Disciplined Inquiry, October, 24, 2015 (scheduled), Corpus Christi, TX

Human Caring and Non-Caring Behaviors in Distance Education: Students' Lived Experience. (International Presentation). South Africa International Caritas Consortium, Johannesburg, S. Africa, Sept. 16-18, 2015.

The Process of Closing a NP Owned Practice (Poster Presentation). American Association of Nurse Practitioners 50<sup>th</sup> Annual Conference, June 9-14, 2015, New Orleans, LA

"Closing a NP Owned Practice", Texas Nurse Practitioners 25<sup>th</sup> Annual Conference, September, 2014, The Woodlands, TX

"Bravely into the Future: Independent Nurse Practitioner Practice", Sigma Theta Tau, Beta Chi Chapter, Research Day, Northwestern State University College of Nursing, Spring 2006, Shreveport, LA

"Mental Health Care: The Red Headed Stepchild of the Health Care System", Sigma Theta Tau, Beta Chi Chapter, Research Day, Northwestern State University College of Nursing, Spring 2004, Shreveport, LA

"Nurturing the Human Spirit in the Workplace: Caring for the Nurse," Tenth Annual Caring Research Conference, Boca Raton, Florida; May 2, 1988.

"Factors Involved in Changing the Health Pattern of Exercise: A Phenomenological Inquiry," University of South Florida College of

Nursing's Fifth Annual Research Conference, Tampa, Florida;  
February 8, 1986.

"Male/Female Differences in Changing The Health Pattern of Exercise: A Phenomenological Inquiry," Texas Women Scholars Symposium: Contemporary Perspectives, School of Social Work, University of Texas, Austin, Texas; April 3, 1986.

"Using Ethnic Music to Teach Caring in Psychiatric Nursing," Eight Annual Caring Research Conference, Menlo Park, California; April 28, 1986

### **Honors and Awards**

Selected participant in "Leadership for a New Century", sponsored by the Outstanding Young Women of America, 1981.

Certificate of Merit for Masters in Nursing Thesis, Parent Child Nursing Research Day Award, University of Wisconsin—Madison School of Nursing and Beta Eta Chapter, Sigma Theta Tau, 1978.

Who's Who in American Nursing, 1986-87.

Sigma Theta Tau, 1974.

Mensa, 1971.

### **Grants**

Awarded Texas A & M University Corpus Christi New Faculty Research Grant for Phenomenological Study on "The Lived Experience of Patients with Chronic Fatigue Syndrome" (11/28/2011-08/2012).

Worked with Federal Nurse Traineeship Grants while an administrator at Northwestern State University (9/02-8/03) & Montana State University (9/89-7/91).

Awarded Montana State University College of Nursing Block Grant Funding for Phenomenological Study: "Staff Nurses' Perceptions of Caring/Noncaring Managers," 1990-1991.

Awarded University of Mississippi Medical Center School of Nursing Seed Grant (with co-investigator Dr. Donna Packa) for Phenomenological

Study: "Managers' Perceptions of Caring/Noncaring Actions toward Staff," 1992.

Awarded University of Texas at Tyler School of Mathematics and Sciences  
Faculty Development Funding for Phenomenological Study:  
"Nurturing the Human Spirit in the Workplace: Caring for the  
Nurse," 1988.

### **Scholarly Works in Progress**

Data analyzed for phenomenological inquiry, "Caring and non-caring behavior of faculty in distance education programs". Two presentations done or scheduled. Paper in progress, Fall 2015.

"Closing a NP owned practice", presentation submitted for the annual AANP conference in Summer, 2015, New Orleans, LA. If accepted, will be notified in January, 2015. Also working on a paper for publication as this is a gap in the literature to be completed in Fall, 2015.

"The role of the FNP consultant in merging physical care with existing psychiatric care: Integrative health." Paper to be finished by Fall, 2015.

"Existential angst as evidenced by contemporary writing: A phenomenological analysis of selected popular literature." Paper to be completed by Winter, 2015; also will submit for presentation.

### **Other Research & Creative Activities**

Reviewer for the American Association of Marriage & Family Therapists Annual Conference: Research & Presentations; 1/2012; 1/2014

Reviewer for the American Holistic Nursing Association Annual Conference: Research Posters; 12/2011; 12/2015 (scheduled)

Reviewer for the American Holistic Nursing Association Annual Conference: Presentations; 9/2011; 9/2013; 10/2015.

Reviewer for Sigma Theta Tau 37<sup>th</sup> Biennial Convention—Evidence Based Practice Contest; 2002

Session Chairperson, Sixth Annual Caring Research Conference, University of Texas, Tyler, Texas; April 7, 1983.

### **Unpublished Research**

Bockmon, D. F. (1984). *Factors involved in changing health patterns: A descriptive inquiry*. Tyler, TX.

Bockmon, D. F. (1989). *Caring vs. uncaring nurse managers: A phenomenological inquiry*. Tyler, TX.

Bockmon, D. F. (1992) *Caring vs. uncaring nurse managers: A phenomenological inquiry*. Jackson, MS

### **Research Consultant**

2011 Reviewed research proposal for Drs. David Miller & Christell Bray prior to IRB submission.

1992 Dr Maureen Propst's research team, Jackson, MS. Consulted on phenomenological design, data collection, and data analysis [paid consultant]

## **PROFESSIONAL SERVICE**

### **Service Activities for the Component, College, University**

#### **Texas A & M University—Corpus Christi**

2014-16 Faculty Senate member representing CONHS  
Subcommittee Budget member 2014  
Subcommittee Faculty Affairs member 2015

2014-15 Ad hoc Graduate Nursing Chair Search Committee

2012-2014 University Research Committee

2014-16 College of Nursing & Health Sciences Research Enhancement  
Chairperson

2011-12 College of Nursing & Health Sciences Research Enhancement  
Committee

2011-present Nursing Department Graduate Committee  
Subcommittee on Development of Curriculum for a DNP in Family  
Practice

2011-present Family Nurse Practitioner Committee

2011-present CONHS Faculty of the Whole

### **Texas A & M University—Texarkana**

Faculty Senate Committees:

2003-04	Faculty Evaluation
2004-05	Summer Pay Issue
2005-06	Psychology Search Committee

University Committee:

2010-11	Online Testing Alternatives [ad hoc—Appointed by Provost]
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Nursing Department Committees:

2003-04	Admissions
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MSN Program Development

	Curriculum
2004-05	Admissions
	Curriculum
2005-06	Admissions
	Curriculum
2009-2011	MSN Curriculum
	BSN
	Graduate Nursing Scholarship

### **Service to the Profession**

American Nurses Association  
Member, 1975-1988; 2013-present

American Academy of Nurse Practitioners  
Member, 1995-present

Texas Nurse Practitioners  
Member, 1995-present

American Association of Marriage and Family Therapists  
Clinical Member, 1986-present  
Reviewer of Conference Presentations (national)

American Holistic Nurses' Association  
Charter Member, 1983-present  
Member Policy Committee (national)  
Reviewer of Conference presentations, research & other posters (national)

Sigma Theta Tau (nursing honorary society)  
Member, 1974-present  
Charter President, Iota Nu Chapter, The University of Texas Tyler.

**Service to the Community** [A sample of my presentations]:

"Behind Every Cloud There is a Rainbow," Texas Eastern School of Nursing, Student Nurses' Association, Tyler, Texas; October 20, 1981.

"Trends in Nursing," Longview Regional Hospital's Nurse Appreciation Banquet, Longview, Texas; October 28, 1981.

"Stress Management," University of Texas, 8-5 Forum, Tyler, Texas, November 6, 1981; Alpha Chi Lecture, University of Texas, Tyler, Texas, December 9, 1981; Talented Youth Seminar, University of Texas, Tyler, Texas, February 23, 1982; Mid-City Kiwanas Club, Tyler, Texas, April 15, 1982; General Audience, Tyler Public Library, Tyler Texas, November 12, 1984; Homemaker's Day, College at the University of Texas at Tyler, Tyler, Texas, February 22, 1985; Business and Professional Women's Club, Hollytree County Club, Tyler, Texas, March 2, 1985; Trinity Lutheran Church Professional Women's' Group, Tyler, Texas, October 8, 1987.

"Adult Education," Inservice Directors' Branch of the American Hospital Association, Tyler, Texas, February 11, 1982; University of Texas Health Center Nurse Preceptors, Tyler, Texas, April 23, 1982.

"Nursing Issues and Trends," Texas Eastern School of Nursing Faculty Inservice, Tyler, Texas; May 6, 1982.

"Communication Skills in the Peer Review Process," Good Shepherd Hospital, Longview, Texas; October 19, 1982.

"Lifestyle Changes," Talented Youth Seminar, University of Texas, Tyler, Texas; February 13, 1983.

"An Introduction to Holistic Health," Health Services Division at Tyler Junior College, Tyler, Texas; August 26, 1983.

- "Group Processes," Association of Operating Room Nurses, Tyler, Texas; February 14, 1984.
- "Health Options for Women: What Can I Do For My Health?" Women in Focus, University of Texas, Tyler, Texas; April 13, 1984.
- "Coping Techniques in Chronic Illness," Huntington Chorea Support Group, Tyler, Texas; September 9, 1984.
- "Assertiveness Mini-Series," Association of Operating Room Nurses, Tyler, Texas; September 11, 1984; October 9, 1984.
- "Holistic Health," Talented Youth Seminar, University of Texas, Tyler, Texas, January 31, 1984; District Meeting, Texas Nurses' Association, Tyler Texas, April 28, 1987; Licensed Vocational Nursing Class, Tyler Junior College, Tyler, Texas, May 24, 1987.
- "Assertiveness for Nurses," Titus County Memorial Hospital, Mount Pleasant, Texas; May 7, 1985; August, 1985.
- "The Human Spirit & Health," Christ Episcopal Church, Tyler, Texas; March 10, 1987; March 17, 1987; Adult Forum Unitarian Church, Tyler, Texas, September 14, 1986.
- "Women's' Health," Lon Morris College Women, Jacksonville, Texas; October 7, 1987.
- "Emotional Energy," American Association of University Women, Tyler, Texas; March 19, 1988.
- "Maladaptive Behavior," Tyler Junior College Vocational Nursing Class, Tyler, Texas; May 24, 1988.
- "Forgiving Ourselves & Others to Promote Life-Style Changes," Medical Center Hospital, Tyler, Texas; July 12, 1988.
- "Management Skills Series," Trinity Valley Hospital, Athens, Texas; January 7, 1989; January 14, 1989; January 21, 1989.
- "The Value of Touch to the Elderly," Mother Francis Hospital Prime Care, Tyler, Texas; March 16, 1989.
- "Careers in Health Care," Arp High School Seniors, Arp, Texas; April 20, 1989.
- "Anger," Forum for Ministers, Tyler, Texas, May 9, 1988.

- "Psychosocial Aspect of Critical Care," St. Vincent's Hospital, CCRN Course Review, Billings, Texas; January 27, 1990.
- "Shared Governance," Regional Neonatal Nursery Nurse Managers, Jackson, Mississippi; September 11, 1991.
- "Handling Difficult Employees," University of Mississippi Medical Center Hospital Management Course, Jackson, Mississippi; December 12, 1991.
- "Facilitating Health Pattern Change: An Example from Exercise," University of Mississippi Medical Center Nursing Research Brown Bag, Jackson, Mississippi; January 24, 1992.
- "Philosophy of Management; Development as a Manager; Problem-Solving; Conflict Resolution; and Time Management," University of Mississippi Medical Center Hospital Management Course, Jackson, Mississippi; February 27, 1992.
- "Self-Esteem/Stress Management," Operating Room Nursing Staff Inservice, University of Mississippi Medical Center, Jackson, Mississippi; March 4, 1992.
- "Understanding Psychotropic Medications," A World for Children [inservice for foster parents], Maud, Texas; November 29, 2010.
- "Diabetes Care", part of a daylong workshop sponsored by the Texas Extension Service, Texarkana, TX, 3/10/2011.
- "Breast Self-Exam", part of a workshop sponsored by the Texas Extension Service, New Boston, TX, 8/27/2011.

### **OTHER**

Completed university sponsored course, peer evaluation, and evaluation by the Office of Distance Education to achieve all certificates in Distance Education.