**Daleen Penoyer**

Daleen Penoyer, PhD, RN, CCRP, FCCM is the director for the Center for Nursing Research and Advanced Nursing Practice at Orlando Health. She has served in various roles at Orlando Health, including critical care educator, critical care clinical nurse specialist, and director of advanced practice nursing and nursing research. She has led the Nursing Research Committee and served on the Orlando Health IRB for over 20 years and actively promotes engagement of nurses in all settings in research. Dr. Penoyer is a distinguished nursing scholar and educator who served on the faculty at University of South Carolina, University of Florida, University of Central Florida, Florida Southern University, and Valencia Community College. An expert in critical care, physiology, building multidisciplinary teams, and quality improvement processes, for more than 30 years, she has conducted nursing research in these areas with over 40 publications in refereed journals and textbooks and recipient of grant funding at the local, state, and national level.   
Dr. Penoyer was awarded the 2012 American Association of Critical Care Circle of Excellence Award, 2015 Nursing Research award from the Florida Nurses Association, and Society of Critical Care Medicine Nursing Excellence award. She is a fellow in the Society of Critical Care Medicine, board certified as a clinical research professional, and is an active member in professional organizations, including the Society of Critical Care Medicine, American Association of Critical Care Nursing, Sigma Theta Tau, Florida Nurses Association, and National Association of Critical Care Nurses. Dr. Penoyer serves as a trustee on the Florida Nurses Foundation Board. She has been an invited speaker at local, state, national, and international programs

Dr. Penoyer has served as a mentor to nurses at all levels of practice and leadership over her career. She led initial efforts for shared governance and the nursing practice council at Orlando Regional Medical Center in 2003, and partnered with leadership across Orlando Health to develop the corporate nurse practice council structure in 2007. As a former Clinical Nurse Specialist, she has promoted the advanced practice nursing role at the organization, and developed a team of clinical nurse specialists and clinical nurse leaders at Orlando Health to drive excellence in clinical practice across Orlando Health. Dr. Penoyer serves as an active member of the corporate quality team, and is the lead for the organization’s surviving sepsis initiative.