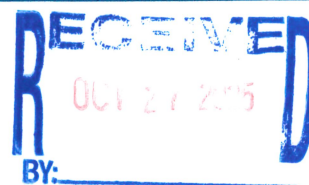
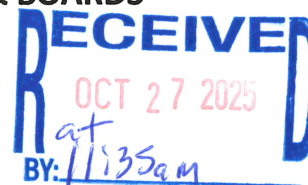


City of Lathrup Village  
27400 Southfield Road  
Lathrup Village, MI 48076  
[www.lathrupvillage.org](http://www.lathrupvillage.org) | (248) 557-2600



### APPLICATION FOR COMMITTEES, COMMISSIONS, & BOARDS

Date of Application: 10/26/2025



Please check the committee for which you are applying for:

- |  |   |
|--|---|
| <input type="checkbox"/> Board of Review                                 | <input type="checkbox"/> Lathrup Village Foundation Board |
| <input type="checkbox"/> Building Authority                              | <input type="checkbox"/> Planning Commission              |
| <input checked="" type="checkbox"/> Downtown Development Authority (DDA) | <input type="checkbox"/> Parks & Recreation Committee     |
| <input type="checkbox"/> Historic District Commission                    | <input type="checkbox"/> Tree Committee                   |
| <input type="checkbox"/> Inclusion, Diversity, & Accessibility Committee | <input type="checkbox"/> Other: _____                     |

Name: Karen Harris

Address: 18826 Cambridge Blvd., Lathrup Village, MI 48076

Phone: 248.227.2963 Street, City, State, Zip Email: KDLH57@gmail.com

Are you at least 18 years of age: YES ☒ NO ☐

Are you a registered voter in Lathrup Village: YES ☒ NO ☐

Have you been a resident of Lathrup Village for 1+ years: YES ☒ NO ☐

**A resume/CV is required with your application. Additionally, please include a letter that covers any additional information that clearly states your qualifications for serving on the committee you selected and why you believe you are the best fit to serve Lathrup Village.**

Signature: [Signature] Date: 10/26/2025

**Applicants must be in good standing with the City to be eligible for committee, commission, or board appointment. Any outstanding violations or payments associated with the applying individual or individuals' property may result in the submitted application being rejected.**

Return completed application to:  
Lathrup Village – City Clerk, 27400 Southfield Road, Lathrup Village, MI 48076

Kelly Garrett  
Mayor

Bruce Kantor  
Mayor Pro-Tem

Jalen Jennings  
Council Member

Jason Hammond  
Council Member

Maria Mannarino  
Council Member

October 26, 2025

Dear Lathrup Village City Council and Downtown Development Authority Members,

I am interested in serving as a member of the Lathrup Village (LV) Downtown Development Authority (DDA).

Having lived in LV for over 34 years (since 1991) my children were raised here, attending public schools and being active members of our community. We were members of Village Athletic Club, and I volunteered for both swim and tennis events. More recently, I have participated in most Parks and Recreation and DDA offerings, as well as volunteered for events of the LV Women's Club, LV Nature Group, LV Tree Committee, and the LV Music Festival.

In desiring to learn more about our LV City government and boards and commissions, I began attending meetings three years ago. My learning was successful, and I feel have a good understanding of the workings of our City Council, Planning Commission, Parks and Recreation, and DDA.

My goal is to contribute to the continuing success of DDA programs, while collaborating to find new initiatives. I believe in strong partnerships among property owners, both business and residential. I bring with me a compelling nursing background, where communication and collaboration are key. I have served at the bedside, educated, and led in my many capacities as a registered nurse, while working with a diverse population and healthcare team. During my 46 years as a nurse, I served on many committees and chaired several.

My background, love of my City, and enthusiasm to keep moving our City forward are key qualifiers for your consideration.

With appreciation,



Karen Harris  
18826 Cambridge Bld.  
Lathrup Village, MI. 48076

# Karen D. Harris, MSN, RN, ACNS-BC, Caritas Coach

18826 Cambridge Blvd., Lathrup Village, MI 48076

248.227.2963

Kdlh57@gmail.com

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## EDUCATION

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University of Detroit Mercy, Detroit, MI – MSN in Nursing Education, Clinical Nurse Specialist	2011
University of Detroit Mercy, Detroit, MI – BSN	2005
Henry Ford Hospital School of Nursing, Detroit, MI – Registered Nurse	1979

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## PROFESSIONAL EXPERIENCE

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Henry Ford West Bloomfield Hospital, MI	Nurse Education Specialist	2022-2023
<ul style="list-style-type: none"><li>▪ Provided leadership and worked in partnership with nursing, the health care team, and system leaders</li><li>▪ Supported professional nursing practice and quality patient care</li><li>▪ Responsible for education needs of novice and experienced nurses, as well as nursing assistants<ul style="list-style-type: none"><li>○ Developed highly successful interactive Skills Fairs for inpatient RNs and NAs</li><li>○ Created a curriculum for Nurse Residency Program to include Dr. Jean Watson's Theory of Human Caring</li></ul></li></ul>		
University of Detroit Mercy, Detroit, MI	Assistant Professor, McAuley School of Nursing (MSON)	2016-12/2020
University of Detroit Mercy, Detroit, MI	Director Pre-Licensure Nursing, MSON	07/2019-08/2020
University of Detroit Mercy, Detroit, MI	Instructor, MSON	2014-2016
University of Detroit Mercy, Detroit, MI	Term Faculty, MSON	2013-2014
<ul style="list-style-type: none"><li>▪ MSON Director Pre-Licensure Nursing, July 1, 2019-August 15, 2020<ul style="list-style-type: none"><li>▪ Inaugural role (new 2019)</li><li>▪ Responsible for all Pre-Licensure Nursing Tracks<ul style="list-style-type: none"><li>○ Traditional Nursing – Detroit and Grand Rapids campuses</li><li>○ Part Time Nursing – Detroit campus</li><li>○ Second Degree Option Nursing – Detroit campus</li></ul></li><li>▪ Those reporting to me, in this role<ul style="list-style-type: none"><li>○ Coordinator, Detroit</li><li>○ Site Director, Grand Rapids</li><li>○ Grand Rapids Administrative Support</li></ul></li><li>▪ Accomplishments<ul style="list-style-type: none"><li>○ Created/maintained MSON Undergraduate (UG) Students Blackboard site<ul style="list-style-type: none"><li>▪ Set up with all UG students as a whole, and by cohort in the three nursing tracks</li><li>▪ Held several student forums for answering questions (once COVID arrived)</li></ul></li></ul></li></ul></li></ul>		



- Site used by various administrators and faculty for communication with students
- Met with/mentored many students
- Met with/worked with MSON faculty
- Developed process for and oversaw 4 UG nursing scholarships
- Created new nursing student award (Sr. Judith Mouch)
- Led Mentee/Mentor program for new College of Health Profession faculty
- Mentored 4 adjunct didactic faculty
- Created agenda for all MSON UG Assemblies; was reviewer and first revisor for all MSON UG Assembly minutes; implemented use of Zoom for all assemblies for all year; Improved the MSON UG Assembly minutes for clarity and conciseness
- Worked on admission criteria; MSON Admissions Committee
- Revised and led all monthly Information Sessions for PT/SDO tracks
  - Converted all sessions to Zoom once COVID arrived, with great success
  - Created a power point presentation to include and compare all UG nursing tracks
- Collaborated with DM Office of Admissions on admission process
- Collaborated with Assistant Deans and Compliance Officer on student issues, implementation of MSON UG policies
- Collaborated with Marketing & Communication (MarCom) on promotion of new PT track
- Collaborated with Assistant Dean in developing and participating in W20 orientation for PT and SDO tracks, January 2020 Convocation for All students, combined PT/SDO/Transfer orientation for F20, all SOAR events in Summer 2020
- Revised Unsuccessful Student form; used results to track all unsuccessful students (midterm and final), and follow up with these students
- Participated in Detroit Mercy Visit Days; took lead for the 2/27/20 session
- Collaborated with Office of Financial Aid
- Monitored NCLEX scores, collated into aggregate data
- Active in MSON UG Handbook revisions for 2019/2020 and 2020/2021; worked with administrative assistant in actual formatting of the document
- Assisted Grand Rapids Site Director in writing the MSON BON self-study; worked with administrative assistant in formatting of the document
- Developed pass-out to showcase Traditional/PT/SDO UG nursing tracks at events
  - Macomb Community College transfer fair
  - Macomb University Center counselor update
- Collaborated with Faculty Lead and Assistant Dean on Medication Calculation policy revision, mentored Faculty Lead in the role of faculty over Medication Math
- Developed SDO interview process; reviewed all candidates; conducted all SDO interviews
- Attended meetings with Cornerstone University, collaborating with Dean Malone-Carter
- Attended AACN conference in Orlando (11/2019)
- Served as Veterans Affairs Nursing Academic Partnership (VANAP) Director (for Detroit Mercy side)
- Assisted Assistant Dean in planning Advising session for faculty; presented at the Advising session; helped faculty when needed regarding advising their students
- Participated in the Higher Learning Commission mock and site visit at Henry Ford Hospital
- Developed process for donated used scrubs by students for students



- Worked with Outreach Nursing Coordinator and Assistant Dean to review 60 potential PT/Traditional transfer/SDO candidates
  - Collaborated to complete table of MSON UG faculty choice for new Mode of Delivery for Fall 2020, due to COVID-19
  - Revised entire University of Detroit Mercy Nursing UG website, collaborating with MarCom
- Full time faculty in the MSON, 2013-2020
  - Completed *Caritas Coach Education Program*, Watson Caring Science Institute
    - Cohort 21, April 2019-October 2019
    - Approved, Endorsed, and Certified by Jean Watson, PhD, RN, AHN-BC, FAAN
  - Courses Taught:
    - NUR 2100 (Introduction to Nursing Practice in Mercy and Jesuit Traditions)
    - NUR 2520 (Nursing Skills Lab)
    - NUR 3250 (Transition to the Professional Nurse)
    - NUR 3251 (Transitions into Professional Practice in the Mercy & Jesuit Traditions)
    - NUR 3255 (Leadership in Transformational Practice)
    - NUR 3255 (Leadership in Transformational Practice, Revised)
    - NUR 3256 (Leadership in Nursing Practice)
    - NUR 3265 (Pathophysiology for the Practicing Nurse)
    - NUR 3270 (Concepts in Pharmacology Management for the Practicing Nurse)
    - NUR 3420 (Advanced Health Assessment for the Practicing Nurse)
    - NUR 4225 (Evidence-Based Research Practice for the Practicing Nurse)
    - NUR 3260 (Project Development 1: Choosing Your Research Focus)
    - NUR 3275 (Project Development 2: Implementation Plan)
    - NUR 4230 (Project Development 3: Methods Implementation Plan)
    - NUR 4245 (Project Development 4: Research Dissemination)
    - NUR 4246 (Integration Seminar for BSN Completion)
    - NUR 4300 (Community Health Nursing)
    - NUR 4350 (Community Health Nursing Practicum)
    - NUR 4500 (Nursing Research and Evidence Based Practice)
    - NUR 5780 (Nursing Curriculum and Instruction in Adult Education)
    - NUR 5860 (Instructional Methods)
    - HLH 2550 (Population Health & Epidemiology)
  - Courses Developed:
    - NUR 3255; NUR 3260; NUR 3275; NUR 3251; NUR 3256
  - Excellent student evaluations every semester 2013-2020
  - Collaborated in developing new curriculum for RN-BSN Completion Program (for Fall 2016)
  - Faculty Advisor and Mentor for Students in the Second-Degree Option Program (SDO)
    - Inaugural role in the McAuley School of Nursing (September 2018-August 2019)
    - I was approached to lead this innovative way of mentoring students in the accelerated nursing track
      - 42 students advised in Fall 2018
      - 72 students advised in Winter 2019
    - Administrate the Assisting Second-Degree Students in Nursing Transformation (ASSENT). This is a SDO student-mentoring-student program, which I oversee, mentoring the leaders
    - This role will continue into 2019/2020
  - Faculty Advisor for 30-63 BSN Completion students per semester, from 2013-2018
  - Mentor for new faculty, adjunct faculty, and students
    - Formal Mentor for new faculty member 2017-2019

- Informal mentoring of numerous adjunct faculty 2013-2018
- Mentored graduate students in their teaching practicum-Summer 2014, Fall 2014, Winter 2017
- Guest lecturer in Mental Health class on *Grief, Dying, and Death* (02/2019; 10/2019; 11/2019)
- Clinical Nurse Specialist role at the VA, Detroit with successful work on pressure injury prevention
- Speaker on bias, privilege, and spirituality at several venues
- Speaker on end-of-life in classroom
- Planned several events (with CEs) for Sigma Theta Tau International, Lambda Zeta chapter
- Presenter at the 29<sup>th</sup> Annual State of Michigan KCP Equity Within the Classroom Conference, Saginaw Valley State University, 03/2019

St. John Providence Park Hospital, Novi, MI                      Special Care Nursery                      2008-2014

- Staff Nurse
- Care of preterm/ill full term neonates in a Level II family centered environment
- Research Mentor for Unit-Based, Staff Nurse Driven Nursing Research project
- Provided education and support for the families of the neonatal population
- Researched and wrote evidence-based policies and procedures
- Preceptor, mentor and educator for nursing staff and nursing students
- Played instrumental role in setting up a new unit in a new hospital

Oakland Community College, Waterford, MI                      Adjunct Faculty                      2012-2013

- Clinical faculty for nursing students enrolled in an Associate Degree in Nursing program
- Educator of fundamental subject matter for a cohort of nursing students

University of Detroit Mercy, Detroit, MI                      Course Work for MSN Program                      2010-2011

- 280 clinical hours working with an Oncology Clinical Nurse Specialist, in a hospital setting
  - developed a brochure for diabetic patients, encouraging self-management
  - mentored nursing staff, participating in oncology education for new RNs
  - participated in hospital wide initiative for both fall and pressure ulcer prevention
- 230 hours collaborating with an Internal Medicine physician, in a community setting
  - developed a patient-centered medical home group visit, for patients with diabetes
  - managed group visits, providing follow up and then evaluation of the project
- 150 hours as Student Professor in a Pathophysiology course for student nurses, university setting
  - planned and implemented participatory lecture for 112 students
  - wrote exams, graded papers and exams
  - coached and mentored students
  - collaborated with professors, students, and fellow graduate students
- Recipient of MSON Nursing Education Program Award for Academic Excellence

St. John Providence Hospital, Southfield, MI	Neonatal Intensive Care Unit	1994-2008
<ul style="list-style-type: none"> <li>▪ Staff Nurse</li> <li>▪ Responsible for the care of the preterm/ill full term neonate in a Level III NICU</li> <li>▪ Provided education and support for the families of the neonatal population</li> <li>▪ Role of preceptor, educator, mentor, and charge nurse for both nurses and nursing students</li> </ul>		
Providence Hospital, Southfield, MI	Staff RN	1985-1994
<ul style="list-style-type: none"> <li>▪ Staff Nurse</li> <li>▪ High Risk OB <ul style="list-style-type: none"> <li>○ Provided care for postpartum and high-risk antepartum women, and healthy newborns</li> </ul> </li> <li>▪ Intermediate Intensive Care Unit <ul style="list-style-type: none"> <li>○ Care of a diverse patient population; telemetry, peritoneal dialysis, complex medications</li> </ul> </li> <li>▪ Oncology Unit <ul style="list-style-type: none"> <li>○ Physical, technical, emotional, spiritual, educational support of oncology and medical patients and their families; Preceptor of new nurses and nurses new to unit</li> </ul> </li> </ul>		
Visiting Nurses Association, Oak Park, MI	Flu Buster Program	1996-2001
Staff Builders, Parma Heights, OH	Staff RN	1982-1985
Henry Ford Hospital, Detroit, MI	Staff RN	1979-1982

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## CERTIFICATIONS / MEMBERSHIPS

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RN-State of Michigan – License # 4704128588	Expires: 01/25/2026
Clinical Nurse Specialist in Adult Health – Certification # 2011012124	Expires: 02/14/2027
Certified Nurse Educator – Certificate # NLN 409287	Expired: 12/31/2024
Caritas Coach, Caritas Coach Education Program	Since: 04/2019
AHA Heart Code BLS – Certificate # IMP228TCVK8H	Expired: 03/08/2024
Sigma Theta Tau International – Lambda Zeta Chapter	Since: 12/05/2005
Southfield Lathrup High School Medical Academy Advisory Board Member	08/2011-06/2017



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## SCHOLARSHIP

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### Publications (Peer Reviewed)

- Harris, Karen. (2025). Sepsis today: What nurses should know (a Continuing Education Module). Developed for the *Michigan Nurses Association*.
- Harris, K. D. (2019). Herpes simplex virus keratitis. *Home Healthcare Now*, 29(1), 281-284.
- Saunders, M. M., Harris, K. D, & Hale, D. L. (2017). Clinical nurse specialists' perceptions of spiritual care: Nurses need support, care falls short. *Journal of Christian Nursing*, 34(3), 176-181.
- Saunders, M. M., Hale, D. L., & Harris, K. (2016). Clinical nurse specialists' perceptions of care for vulnerable patients. *Holistic Nursing Practice*, 30(2), 64-69.

### Peer Reviewer

- Peer review of manuscript for *Home Healthcare Nurse*, Maureen Anthony PhD, RN, Editor
- Peer review of manuscripts for *Nursing Forum*, Patricia S. Yoder-Wise, RN, EdD, NEA-BC, ANEG, FAAN, Editor

### Presentations

- Community Presentation (03/22/2025)
  - "Medical Decision Making, Advance Directives, and Advocacy"
  - Presented to residence of Lathrup Village through their Parks and Recreation Committee
  - Engaging discussion surrounding end of life decisions, ethics, and autonomy
  - Presented as a power point with engaging questions for the audience
- Poster Presentation (10/22-23/2020)
  - "Creating a Caring Environment Within a New Leadership Structure in a School of Nursing"
  - Presented at the 26<sup>th</sup> International Caritas Consortium (virtual conference due to COVID-19)
  - Included a voice recording
- Poster Presentation (10/20/2019)
  - *Creating a Caring Environment Within a New Leadership Structure in a School of Nursing*
  - Podium presentation at the Caritas Coach Education Program, San Francisco, CA
- Developer and Facilitator of "Implications of Nurses with Addictions: Saving the Professional License" (03/26/19)
  - A presentation for Lambda Zeta, Detroit Mercy's chapter for Sigma Theta Tau International
  - Planned and Facilitated this event, attended by students, faculty, administration
  - Developed objectives, secured nursing CEUs
  - Addictions counselor spoke; Followed by RNs sharing their personal addictions stories

- Coordinated and Facilitated *“Impact of the Holocaust: One Family’s Story” (2019, 2017)*
  - A presentation for Lambda Zeta, Detroit Mercy’s chapter for Sigma Theta Tau International
  - Recognized an opportunity and the importance of presenter telling this story of her mother as a child survivor of the Holocaust
  - Collaborated with the presenter
  - Developed objectives, secured nursing CEs
- Podium presentation titled *“Tender Courage”* at the *29<sup>th</sup> Annual State of Michigan KCP Equity in the Classroom Conference* at Saginaw Valley State University (03/18/2019) on the topic of *“Courageous Conversations: More Than Just Talk”*
- UDM Colleague Development Days, August 2017
  - *A Continuing Series of Small Indignities*
    - Short film and discussion on race perceptions today, with emphasis on social justice and personal bias
    - Incredibly successful discussion, where all audience members participated
  - *Resources for and Approaches to Incorporating Integrative Theme IT-5 (Spirituality and Meaning as it Relates to Personal Development)*
    - Focus on resources, principles of discernment, engagement of content in courses
    - Asked to share my successful and creative practices for including IT-5 in a course I developed
- I was invited to present *A Continuing Series of Small Indignities*, relating it to bias, social justice, and microaggressions for these audiences:
  - Samaritan Counseling Center of SE Michigan, Farmington Hills, MI (09.20.18)
    - 12 counselors in attendance
    - Rich discussion after film
  - McAuley Center, Farmington Hills, MI (06.29.18)
    - 17 Sisters of Mercy in attendance
    - Dynamic discussion after film

## Grants

- Recipient of Detroit Mercy Mission Micro Grants
  - 2018: \$75.00 toward Fall 2018 Classroom Speaker Series
  - 2018: \$75.00 toward Winter 2019 Classroom Speaker Series
  - 2018: \$100.00 in support of the Second-Degree Option nursing student mentoring meetings

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## SERVICE

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### Clinical Service

- John Dingell Veterans Administration Medical Center, Detroit (in CNS role) as part of the VA Nursing Academy Partnership with UDM 12/15-04/17
  - Work Without Compensation (WOC) status
  - Worked with staff on three patient units on pressure injury prevention
  - Met weekly to biweekly with staff; Met frequently with interdisciplinary team
  - New pressure injuries dropped dramatically
  - Current pressure injuries either healed or were in the process of healing

### Nursing Service

- Sigma Theta Tau International-Lambda Zeta Chapter (Honor Society of Nursing)
  - Vice-President 09/18-08/20
  - Secretary 09/15-09/18
  - Electronic Delegate 09/13-08/15
  - Developed and Planned Events
    - *Implications of Nurses with Addictions: Saving the Professional License* 2019
    - *Impact of the Holocaust: One Family's Story* 2017 and 2019
  - Assisted with Sigma Induction yearly 2014-2019

### Community Service

- Indexing artifacts for the Lathrup Village Historical Society 11/24-Present
- Am a community facilitator on end-of-life care, navigating the health care system 09/85-Present
- Service in Lathrup Village, MI
  - Parks, City Hall, and Children's Garden beautification
  - Tree planting
  - Volunteer for the Lathrup Village Music Festival (2024, 2025)
  - Assist neighbors with navigating healthcare 1995-Present
- Presented "*Making Medical Decisions, Advance Directives, and Advocacy*" in a community setting 03/22/25
- Assisted Clintondale High School seniors in learning about and completing scholarship applications 04/16/19
- Consultant in meeting management for Clintondale Community Schools C Club (Sports Support) and Educational Foundation (Teacher/Classroom Support) 06/2018-12/2020
- Southfield Lathrup High School Medical Academy Advisory Board member 08/11-06/17
- Participated in Medical Career Exploration Day 02/27/14
  - Held at Oakland Community College; For high school students
  - Represented the nursing profession, University of Detroit Mercy



## University of Detroit Mercy Service

### University Service

- McNichols Faculty Assembly (MFA) member 2018-2020
- MFA Undergraduate Standards and Enrollment Management Committee 2018-2020
  - Secretary
  - Active Participation
- MFA Faculty Development Team 2018-2019
  - Secretary
- Detroit Mercy Mission/Urban/Social Justice Team 2015-2017
  - Secretary 2016-2017
  - Active Participation
- Commencement Faculty Marshal, representing McAuley School of Nursing 2017, 2019
- The Institute for Leadership and Service PTV 2017 08/24/17
  - Accompanied first year students in their day of service
  - Cleared an alley in the Fitzgerald neighborhood, west of UDM
- Reviewer for *Jesuit Community Summer Stipend* 2016, 2017

### College of Health Professions Service

- College of Health Professions (CHP) Faculty Resource and Development Committee 08/14-05/19
  - Chair of FRAD 2016/17, 2017/18
  - Developed and Implemented CHP New Faculty Orientation 2017, 2019
  - Planned, implemented, and evaluated faculty development sessions
    - 5 sessions in 2016/17
    - 10 sessions in 2017/18
  - Updated and maintained faculty scholarship showcase, with electronic retrievable record 2014-2018
  - Kept CHP Faculty Exchange Café Blackboard site updated 2014-2019
  - Developed a new tool for faculty peer evaluation 2017/18
  - Developed, implemented, evaluated CHP Environmental Survey form 2017
    - Gathered data and disseminated to CCNE, Deans, CHP Assembly
- CHP *Ad hoc* Tenure Task Force 2017/18, 2018/19
- CHP *Ad hoc* Committee for Committees 2018

### McAuley School of Nursing (MSON)

- MSON Faculty Search Committee 2018/2019
- MSON Achieving Student Success and Excellence in Testing (ASSET) Committee 2018/2019
  - Engaging work to support students prepare for the NCLEX exam
- MSON RN-BSN Completion Program Team 2013-2019
  - Redesigned curriculum for this program
  - Active member with teaching and advising
- MSON Performance Evaluation and Improvement Team (PEIT) 2017/18
  - Revised MSON Program Satisfaction Survey form

<ul style="list-style-type: none"> <li>▪ MSON Commission on Collegiate Nursing Education (CCNE) Workgroup               <ul style="list-style-type: none"> <li>○ Participated in writing the self-study for accreditation visit</li> <li>○ Participated in the accreditation visit, as a Workgroup member</li> </ul> </li> </ul>	2016-2017
▪ MSON Professional Role Quality Team	2015-2017
▪ MSON Undergraduate Curriculum Committee	2014-2016
▪ MSON Foundations Quality Team	2014-2015
▪ Assists with the MSON Spring Transitions Ceremony every year	05/14-Present
▪ Mentoring <ul style="list-style-type: none"> <li>○ New faculty to the MSON</li> <li>○ Graduate students in their teaching practicum</li> </ul>	2017/18, 2018/19 Winter 2017 Fall 2014 Summer 2014