

LESLIE A. FLOWERS, NBC-HWC

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Wellness Program Leader and Speaker • Board-Certified Health & Wellness Coach
Mindfulness-Based Stress Reduction Instructor • Healthcare Communications Pro

EDUCATION

Duke University Center for Integrative Medicine (2013-2014)

National Board-Certified Health and Well-Being Coach

Brown University Mindfulness Center (2016-2021)

Mindfulness-Based Stress Reduction Qualified Teacher Training

Northwestern University (1984-1988)

Bachelor of Science, Medill School of Journalism

ADDITIONAL TRAININGS AND SKILLS

- Mental Health First Aid Certified
- Question, Persuade, Refer Suicide Prevention Instructor Training
- Mind-Body Skills Facilitator, University of Cincinnati Center for Integrative Health & Wellness

PROFESSIONAL HISTORY

Director of Communications — Indiana University School of Dentistry (2015-Present)

Write, edit, and design external and internal school communications for one of the largest public U.S. dental schools. Align communications with the strategic plans of the dental school and Indiana University. Produce social media, e-newsletters for diverse audiences, and biannual alumni magazine. Write speeches and publications for dental school dean.

Director of Student Wellness — Indiana University School of Dentistry (2018-2023)

Inaugural director of health and well-being programming for DDS, graduate, and allied dental students. Teach stress resiliency and mindfulness tools, including weekly Monday Mindfulness drop-in meditations. Guest lecturer, delivering mindfulness experiences to university faculty, staff, students, and IU Health hospital personnel. Developed and oversaw peer mentoring programs. Founded and advised Student Wellness Coalition. Founder and facilitator of Interprofessional Wellness Coalition, made up of student affairs leaders from IU graduate professional schools.

National Board-Certified Health and Wellness Coach (2014-Present)

As a health and wellness coach, I partner with and motivate people to be their healthiest, most vibrant, and successful selves. My practice combines inner exploration, deep listening, achievable action steps, and accountability and support for clients to accomplish their goals and live their best lives. Certified by the Medical Board of Examiners and National Board for Health & Wellness Coaching.

Qualified Teacher of Mindfulness-Based Stress Reduction (2015-Present)

Instructor of mindfulness-based stress reduction (MBSR) curriculum for Indiana University students, faculty, and staff through Healthy IU, the employer wellness program. Facilitator of community-based 8-week MBSR classes. Frequent presenter on mind-body tools for stress reduction to dental and medical societies, professional organizations, and academic departments. Presenting on ADA SmileCon mainstage in October 2024.

Flowers Communications, Inc. (1993-1996; 1999-2015)

Sole proprietor of health care copy writing, public relations, and strategic marketing communications firm. Event planner for continuing education conferences. Wrote engaging, on-message articles, social media content, white papers, briefs, and blogs, for Fortune 500 companies and national not-for-profits. Clients included Indiana University, Indiana University School of Nursing, Sigma Honor Society of Nursing, St. Vincent Health, Eli Lilly & Co., and Franciscan St. Francis Health.

Indiana Department of Environmental Management (1996-1999)

Press secretary and director of media and communications. Recognition and awards program manager, recognizing exceptional pollution prevention strategies in business and organizations. Manager of pollution prevention roundtable of environmental champions across Indiana.

NorthShore Health (formerly Evanston Hospital Corp.) (1989-1993)

Associate director of public relations for multi-hospital, teaching, and research center. Managing editor of alumni magazine and hospital physician and employee publications.

TEACHING

2016-Present. "Monday Mindfulness" meditation, mindful movement, and reflection offered weekly for students, faculty, and staff of Indiana University on 8 statewide campuses. Employed through Healthy IU, the wellness service of Indiana University.

2018, 2019, 2020, 2021, 2022, 2023, 2024. "The Mindful Way." Mindfulness Tools for IU Employees, 7-Week Course, Indianapolis, IN

2017, 2018, 2019, 2021, 2022. "Introduction to Meditation and Mind-Body Wellness," guest lecturer for Professionalism & Ethics for First-Year Dental Students. IU School of Dentistry. Indianapolis, IN

2016. "Evidence-Based Nutrition." First-year dental students, IU School of Dentistry, Indianapolis, IN

PRESENTATIONS

2024. "Mind-Body Tools for Relaxation, Resilience, and Focus" First District Dental Society, Evansville, IN

2024. "Breaking Up with Your Phone and Other Tech Addiction Hacks." Indiana Dental Association Midwest Assembly, French Lick, IN

2024. "Nutritional Psychiatry." Indiana Dental Association Midwest Assembly, French Lick, IN

2024. "Breathing Practices to Reduce Anxiety and Enhance Focus." Indiana Dental Association Midwest Assembly, French Lick, IN

2024. "Mindful Eating." Indiana Dental Association Midwest Assembly, French Lick, IN

2024. "Reversing Inflammation and Its Role in Chronic Disease." Indiana Dental Association Midwest Assembly, French Lick, IN

2024. "Mind-Body Tools for Relaxation, Resilience, and Focus." Indiana Dental Association Midwest Assembly, French Lick, IN

2024. "Question, Persuade, Refer (QPR) Suicide Prevention Training." Indiana Dental Association members, statewide via Zoom.

2024. "Mind-Body Tools for Stress Reduction." Indiana University Department of Medical Genetics, Indianapolis, IN

2023. "Stress First-Aid." Indiana University chapter of the American Association of Women Dentists.

2023. "Mind-Body Relaxation." Indiana University School of Nursing Music Therapy Research Conference, Indianapolis, IN

2023. "Mind-Body Relaxation." IU School of Medicine Ruth Lilly Medical Library staff in-service. Indianapolis, IN

2022. "Mind-Body Tools for Stress Reduction." Indiana District Dental Society Quarterly Meeting, Indianapolis, IN

2022. "Mind-Body Tools for Stress Reduction." The Indiana Network of Healthcare Social Workers Annual Conference, Greenwood, IN

2022. "Mind-Body Tools for Stress Reduction." Indiana University Department of Medical Genetics, Indianapolis, IN

2021. "Mind-Body Tools for Stress Reduction." Boardable – Board Management Software company, Indianapolis, Indiana. Zoom.

2021. "Mind-Body Tools for Stress Reduction." Indiana Louis Stokes Minority Alliances for Minority Participation, offered to underrepresented minority students conducting STEM research at IUPUI. Zoom.

2020. "Mind-Body Tools for Stress Reduction." Continuing education program for Indiana University School of Dentistry alumni and Indiana Dental Association members. Zoom.

2020. "Mind-Body Tools to De-stress." Jack and Jill of America, a youth organization for underrepresented minorities, Indianapolis chapter.

2020. "Mind-Body Tools for Stress Reduction." IUPUI staff advisors. Indianapolis, IN

2019. "Med Talk" for Indiana University School of Medicine. "Ted Talk" style presentation on mindfulness and self-care for medical and dental students. Indianapolis, IN

2019. "Cultivating the Relaxation Response for Enhanced Learning and Patient Care." Department of Medical and Molecular Genetics, Indiana University School of Medicine. Indianapolis, IN

2019. "Cultivating the Relaxation Response." IUPUI Fiscal Officers. Indianapolis, IN

2018. "The Relaxation Response." Indiana University School of Medicine, Department of Pediatric Gastroenterology. Indianapolis, IN

2018. "Encouraging the Relaxation Response for Enhanced Learning." Bepko Learning Center Mentors. IUPUI, Indianapolis, IN. Multiple presentations.

2018, 2016. "Dealing with Stress." Dental Hygiene Students. IU School of Dentistry. Indianapolis, IN

2017. "Mindfulness-Based Stress Reduction." Faculty and staff of the Pediatric Diabetes Research Team at Indiana University School of Medicine Wells Center, Indianapolis, IN

2017. "Mindfulness-Based Stress Reduction." Religions, Conflict, and Peace Themed Learning Community Freshman Seminar. IUPUI, Indianapolis, IN

2017. "Mental and Emotional Wellness." Society for Professionalism and Ethics (dental student chapter). IU School of Dentistry, Indianapolis, IN

2016. "Mindfulness-Based Stress Reduction." McKinney School of Law Students. IUPUI, Indianapolis, IN

RESEARCH

Mintz, C., Ehrlich, Y., Schrader, S., Flowers, L., Warner, N., Spolnik, K. *Comparing brief relaxation period to virtual reality period in reducing dental anxiety prior to root canal treatment; a randomized control trial.* Master's degree thesis submitted for publication.

Shaw, P., Flowers L., Stetzel, L. *A Wellness Needs Assessment: Indiana University School of Dentistry.* April 2017. Institutional Review Board-approved research to establish a baseline and determine dental student health and wellness needs.

PUBLICATIONS

Book

Flowers Leslie (Author, Editor), Dean Marion E. Broome (Editor, Epilogue) Patricia D'Antonio (Foreword). *A Legacy of Leadership: Indiana University School of Nursing 1914-2014*. Bloomington: Indiana University Press: June 16, 2014

Publications - Editor

IU School of Dentistry *Alumni Bulletin Magazine*. Two editions/year, 2015 to present.

IU School of Dentistry *News Bites*. Weekly internal newsletter, 2015 to present.

IU School of Dentistry *Alumni Update*. Quarterly alumni e-newsletter, 2015 to present.

IU School of Dentistry Social Media: Facebook, Instagram, LinkedIn, YouTube, 2015 to present.

Indiana Department of Environmental Management quarterly newsletter, annual report, 1996-1999.

Evanston Hospital Corporation *PILOT Magazine*. Quarterly development magazine. 1989-1992.

Magazines – Reporter/Writer

Journal of the Indiana Dental Association

Flowers L. (2021 Vol 4) Cultivating calmness and choice: mind-body tools for relaxation and reflection at Indiana University School of Dentistry. p.34-39.

Indiana University School of Nursing

Flowers L. (2010, Summer). IUSON Alumna spends vacation healing Haitians. *The Pulse of Indiana Nursing*, Volume 4, Issue 2.

Flowers L. (2008). *The Case for Support Donor Solicitation*.

Flowers L. (2008). Preparing Next Generation Scientists; Nursing Informatics Brings Health Tools Directly to Patients; Simulation in Nursing Education: Super Users. *Research: Making an Impact/ Compassionate answers to rigorous questioning*

Flowers L. (2008). IUSON scholars lead national studies. *Research: Making an Impact/Compassionate answers to rigorous questioning*, p. 5.

Nursing Spectrum/Nurse Week

Flowers L. for Dickenson-Hazard, N. (2007). Managing the needs of the second-career nurse. *Nursing Spectrum/NurseWeek Pathways to Professional Development*, p. 26-27.

Flowers L. for Dickenson-Hazard, N. (2007). Eight skills for a healthy nursing career. *Nursing Spectrum/NurseWeek Career Fair*, p. 32-34.

Flowers L. for Dickenson-Hazard, N. (2007). Planning an active retirement. *Nursing Spectrum/NurseWeek Career Fair*, p. 132-134.

Flowers L. for Dickenson-Hazard, N. (2008). Mentoring grows both mentor and mentee. *Nursing Spectrum/NurseWeek Career Fair*, p. 70-72.

Flowers L. for Dickenson-Hazard, N. (2008). Nurse on board. *Nursing Spectrum/NurseWeek Career Fair*, p. 78-80

Flowers L. (2008). Cancer Risk on the Night Shift, p. 16-17

American Nurse Today/American Nurses Association

Flowers L. (2008, February). Leadership: A conversation with Joanne Disch, AARP Board Chair. *American Nurse Today/American Nurses Association*, p. 28-29.

OR Manager

- Flowers L. Do Medicare's latest code changes help or hurt ASCs. 2017 Aug;28-31.
- Flowers L. ASC quality reporting deadlines moved up in 2019. 2018 Jan;29-31.
- Flowers L. Mobile devices: A menace to propriety and patient privacy. 2017 Sept; 33-35.
- Flowers L. Walk the talk: Words matter when it comes to patient safety. 2017 Nov;29-31.
- Flowers L. Peer review inspires high performances from providers. 2017 Dec;26-28.
- Flowers L. CMS proposes delay for mandatory implementation of OAS CAHPS Survey. 2017 Oct;29-31.
- Flowers L. Your ASC is for sale - what is next? 2018 Feb; 28-31.
- Flowers L. Bonus plans reward peak performance. 2007 Feb;23(2):23, 25, 28.
- Flowers L. Profitable ASCs also provide charity care. 2006 Nov;22(11):27, 29, 31.
- Flowers L. Conduct codes address OR behavior. 2006 Oct;22(10):23-5.
- Flowers L. ASC leaders see bigger salary increases. 2006 Oct;22(10):29-31.
- Flowers L. Inexpensive ideas to keep staff happy. 2006 Sep;22(9):30.
- Flowers L. Best practices for retaining your 'sages'— nursing staff over age 50. 2006 Sep;22(9):1, 16, 19.
- Fernsebner B, Flowers L. OR leaders grapple with shortage; two-thirds hiring new grads. 2006 Sep;22(9):1, 9-13.
- Flowers L. Efficient ASCs are designed that way. 2006 Aug;22(8):26-7, 29-30.
- Flowers L. Tips for enforcing patient escort policies. 2006 Jul;22(7):25-7.
- Flowers L. Being prepared for emergency transfers. 2006 Jul;22(7):28-9.
- Flowers L. Successful managed care contracting. 2006 Jun;22(6):26-8.
- Flowers L. Performing effective quality improvement studies. 2006 May;22(5):24-5, 29-30.
- Flowers L. ASC safety begins with patient selection. 2006 Apr;22(4):25-7.
- Flowers L. Teach-back improves informed consent. 2006 Mar;22(3):25-6.
- Flowers L. Insurers heat up propofol controversy. 2006 Mar;22(3):32-3, 35-6.
- Flowers L. Eye center switches to all oral sedation. 2006 Feb;22(2):24, 26, 28.
- Flowers L. Are your elderly patients safe to go home? 2006 Jan;22(1):21, 23, 25.
- Flowers L. Coding correctly for full reimbursement. 2006 Jan;22(1):27.
- Flowers L. A positive approach to negative people. 2006 Mar;22(3):22, 26.
- Flowers L. Being open about errors is norm at Children's Hospital. 2005 Jun;21(6):14, 16.
- Flowers L. Credentialing: what managers need to know. 2005 Dec;21(12):23, 25, 27.
- Flowers L. A plan for managing problem employees. 2005 Nov;21(11):29-30.
- Flowers L. What's needed to mentor new leaders? 2005 Oct;21(10):24, 26, 28.
- Flowers L. ASCs voice concerns to CMS on Medicare reimbursement. 2005 Oct;21(10):40, 42, 44.
- Flowers L. ASC managers earn less but more satisfied. 2005 Oct;21(10):36, 38, 40.
- Flowers L. OR team helps to win Baldrige award. 2005 Sep;21(9):25, 27.
- Flowers L. Getting nurses on board the change train. 2005 Aug;21(8):20.
- Flowers L. Uniform preop review for high-risk patients. 2005 Jul;21(7):20-1.
- Flowers L. Recovering from an 'oops': best ways to make amends. 2005 Jun;21(6):1, 12-4.
- Flowers L. Meeting patients' language needs. 2005 Feb;21(2):20, 22, 24.
- Flowers L. Giving culturally competent care another element in patient safety. 2005 Feb;21(2):1,17-8,24.
- Flowers L. Benchmark data drives QI projects. 2004 Nov;20(11):24-5, 28.
- Fernsebner B, Flowers L. ASC managers juggle competing demands. 2004 Oct;20(10):33-4, 37.
- Flowers L, Maddi S. "Hardy nurses" less likely to burn out. 2004 Sep;20(9):22-3.
- Flowers L. What it takes to meet the goal of being nation's 'safest hospital'. 2004 Jul;20(7):1, 14-6.

*Krampf L. Dolphins, not sharks, needed for leadership. 1996 May;12(5):27-8.
Krampf L. Secrets of successful self-managing teams. 1996 Jan;12(1):22-4.
Krampf L. Managers tell how they made the top 100 hospitals list. 1995 Mar; 14-15.
Krampf L. Nurse liaison supports family during surgery. 1994 Sep;10(9):25-6.
Krampf L. Small rural hospitals meet efficiency goals. 1994 Aug;10(8):21-2.
Krampf L. Experienced RNs elusive for rural hospitals. 1994 Mar;10(3):24-5.
Krampf L. California hospitals, ORs respond to earthquake. 1994 Mar;10(3):1, 18.
Krampf L. 'Systems thinking' helps avoid the short-term fix. 1994 Jan;10(1):15-6.
Krampf L. Self-directed work teams empower staff. 1993 Sep;9(9):21.

Delicious! Magazine

Krampf L. (1996, February). Wash away your worries. p. 46-48.
Krampf L. (1996, September). Baby your baby's skin. p. 66-68.
Krampf L. (1996, July). Treasures from the sea. p. 38-39.
Krampf L. (1996, March). Get a jump on jet lag. p. 36-37.
Krampf L. (1996, August). Vitamins & minerals. p. 28-32.
Krampf L. (1996, April). Green giants: the new superfoods. p. 26-28.
Krampf L. (1996, May). 12 ways to younger skin. p. 66-69.
Krampf L. (1995, October). Serene, stress-free skin. p. 46-48.

Business & Health/Solutions in Managed Care Magazine

Krampf L. When companies get together, do not let benefits fall apart. 1996 Sept;41-46
Krampf L. Do you have what it takes to self-insure? 1995 Dec;13(12):17-8, 20, 24-6.
Krampf L. When employers get tough about unhealthy habits. 1996, March;21-28.

University of Colorado Alumni Association Magazine: *Inside Colorado Magazine*

Krampf L. (1995, April). Coming home CU alumnus Hank Brown to give up Senate seat. p. 20.
Krampf L. (1994, February). Ken Rutherford tries to make a difference in war-torn Somalia, p. 21.
Krampf L. (1994, February). The costs of divorce, p. 20.
Krampf L. (1996, March). Training to be agents for social change, p. 8-9.
Krampf L. (1994, July). Volunteers for the '90s. p. 17-21.

Provenant Health Partners, Denver, CO: *In Step with the Community Magazine*

Krampf L. (1995, Fall). Developing leaders with heart., p. 21-24.

Boulder Community Hospital, Boulder, CO: *Care Magazine*

Krampf L. (1994, Fall/Winter). The changing faces in medicine. *Care*, p. 2-7.

Other Magazines:

Krampf L. (1996, September). Eating greens, shedding pounds. *Veggie Life*, p. 52-53.
Krampf L. (1996, May). Year 'round vegetables. *Veggie Life*, p. 44-47.
Krampf L. Provider-owned HMOs target unsaturated markets. *Health Care Strategic Management*. 1995 Mar;13(3):1, 24-7.
Krampf L. (1994, November/December). A soulful feast. *Yoga Journal*, p. 36-40.
Krampf L. (1994, November). Natural help for hypothyroidism. *Vegetarian Times*, p. 122.
Krampf L. (1993, October). Maiden voyagers. *Women's Sports & Fitness*, p. 15.

**Krampf is Leslie's maiden name*

Newspapers – Reporter/Writer

Chicago Tribune

Krampf L. (1991, January 2). Gifted youths learn how to be real-life scientists. *Chicago Tribune*, p. 2-4.

The Christian Science Monitor

Krampf L. (1995, October 26). A lesson in how the world lives, p. 3.

Krampf L. (1995, September 14). Colorado towns find gambling is a roll of the dice. p. 3.

Boulder County Business Report

Krampf L. (1994, Nov). Boulder's omega tech ferments 'good' fat. p.4

Krampf L. (1994, August). 'Lone Eagles' connect to world on their own business terms. p. 2A

Krampf L. (1994, April). OSHA shifts safety security. p. 1