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## PROFILE

I am a Registered Nurse with 29 years of comprehensive health care experience in areas including education, acute and long-term care, critical care, emergency, and leadership. I am a self-directed and highly motivated nurse. I have spoken nationally on sepsis and have been nominated for Sepsis Hero. I received certifications with Council of Occupational Education (COE) as well as Integrated Case Management (ICM). I have been on Capella University's President's list throughout my doctoral journey. I have been inducted into Sigma Tau International and the National Society of Leadership and Success. I am enrolled in a Ph.D. program at Capella University, specializing in nursing education. I am dedicated to fostering long-life learning within a universal design methodology while engaging learners. I possess experience with remote and online learning for didactic and clinical courses and use various teaching pedagogies for student evaluation and engagement.

## EDUCATION

**PhD learner**-Capella University-Nursing Education. Anticipated graduation September 2021

**Dissertation Title** Prelicensure Practical Nursing Program Faculty's Perspectives Using Web 2.0 Technologies. A Basic Qualitative Study.

**Masters of Science (MSN)**-specialization in nursing education. 2008  
University of Phoenix-

**Bachelor of Science in Nursing (BSN)** 2005  
University of Phoenix -Cum Laude

**Associate Degree of Nursing (ADN)** 1991  
Bristol Community College. Graduated

## TEACHING EXPERIENCE

**Full-time Lecturer. Adult Education. Coordinator Nursing lab and Clinical ABS Cohort**

University of Massachusetts-Dartmouth, MA 2021-present

Responsible for teaching and developing lesson plans as well as lab activities for the accelerated BSN program. Responsible for didactic instruction for Junior-level traditional students. This role also includes responsibilities listed under the part-time lecturer.

**Part-time Lecturer**

University of Massachusetts-Dartmouth, MA

2018-2021

Didactic courses taught: Senior-level Transition Professional Practice (remote) and Sophomore-level Scholarly Inquiry (remote), taught skills lab for sophomore-level students, and instructor for *medical-surgical nursing* clinical rotations: Sophomore, Junior, Senior, Mentorship, and Second-degree students.

- Traditional and non-traditional student population
- Responsible for assisting students in an accelerated BSN and traditional programs in the skills lab, didactic, and clinical areas
- Instructs remote learning using various applications for 25 to 48 students
- Ability to instruct students with various backgrounds and learning abilities
- Assists with student remediation and educational plans.
- Responsible for developing and integrating lesson plans
- Developed remote (online) course platforms, syllabus, and course content using Blackboard.
- Assists students in meeting clinical objectives through weekly formative and summative evaluations.
- Implements a variety of teaching methods using various technology platforms for student engagement and collaborative learning
- Identifies and provides proactive outreach to at-risk learners including one-on-one support
- Ability to teach, evaluate, and provide learners through Blackboard and Zoom platforms
- Collaborates with program coordinator to implement course objectives and teaching and learning activities
- Received consistently high (4.5-5 of a 5-point scale) end-of-semester ratings from students with positive feedback (comments)
- Uses feedback from peers and students and reflective journaling to make changes to course content.

**Adjunct Clinical Instructor**

2019-2020

Cape Cod Community College, Hyannis, MA

Courses taught: Clinical instruction

- Instructs groups of nine senior-level associate degree nursing students on a medical-surgical unit.
- Implements a variety of teaching strategies to engage learners
- Conducts post-conference critical thinking activities

**Online Flexpath Nursing Tutor**

2019-present

Capella University, Minneapolis, MN

- Uses various methods to connect to learners such as video conferencing and phone
- Assists learners improve with study habits, techniques, and writing skills
- Assists the learner to expand on knowledge by understanding course content
- Meets with learners one-on-one or in groups

- Helps learners in developing and achieving course goals
- Offers collaboration with learners by helping them to think critically
- Participates in monthly professional development
- Completed three of four mandatory applied teaching cour

**Manager of Education**

2016-2019

Southcoast Visiting Nurse Association  
Southcoast Health, Fairhaven, MA

- Responsible for staff development for 305 employees
- Re-organized onboarding of new employees
- Developed professional contact hours from ANA
- Responsible for all discipline orientation such as nurses, aides, therapists, social workers, and chaplains
- Facilitates positive change by re-structuring “skills day” as well as re-structuring the competency skill checklist
- Seeks out professional CEs for all disciplines to meet the licensure requirements of MA and RI
- Develops various methods to teach adult learners, such as hands-on activity, storytelling, and case studies.

**Faculty-Full-time**

2015-2017

Diman Regional School of Practical Nursing  
Fall River, MA

- Team teach: Teaching Foundations of Nursing, Growth, and Development, and Medical/surgical nursing I and II for 90 students
- Responsible for maintaining accurate and complete student records as required by laws, district policies, and administrative regulations
- Develop, administered, and conduct item analysis for unit exams to evaluate students’ progress.
- Act as a positive role model for students and colleagues
- Apply various didactic and clinical teaching modalities
- Ability to instruct students with various backgrounds
- Develop and revise course content
- Assists with student engagement and participation in class and lab
- Works positively with another faculty to meet the departmental nursing mission
- Understands the curriculum framework and the MA Teacher evaluation tool

**Faculty-Full-time**

Upper Cape Cod Regional Technical School, Bourne, MA  
Practical nurse instructor

2007- 2009

- Responsible for didactic/clinical teaching for the practical nurse curriculum for 60 students.
- Assists with the design and development of curriculum for the nursing program.
- Assisted with student remediation and educational plans.
- Selected textbooks, equipment, and other instructional supplies
- Developed implementation course guides and exam/test maps
- Faculty for summer Certified Nursing Assistant program

### COMMUNITY SERVICE

Co-chair for leadership Succession for Theta Kappa Chapter of Sigma Theta Tau International - 2021

Member of National Society of Leadership 2021-present

Member of University of Massachusetts – Student Support and Policy Committee 2021-present

Former Member of the Upper Cape Cod Regional Technical School Committee (Vice-Chair) 2010-2014

Participated in the *Budget subcommittee, negotiating subcommittee* involved in teacher and administrative contract negotiations, *policy and procedure and sick bank* subcommittees  
 Attended National Conference for School Board Members 2011, 2012, 2013

### ACCREDITATION/AFFILIATIONS/LICENSES

- Basic Life Support (BLS) certified Active
- Certificate in Dementia training 2016-present
- Yellow Belt for Six Sigma Present
- National Honors Society: Nurses, Sigma Theta Tau International 2005-2008; 2018-present
- Certificate from the Center for Domestic Preparedness (CPD) from FEMA 2011
- Obtained Certification in Integrated Care Management (ICM) 2017
- Member of National League for Nursing Active
- Certified Pound® fitness instructor Active
- Certified Barre fitness instructor Active

### AWARDS AND RECOGNITION

- Southcoast Health Systems: President's award (Sepsis) 2014
- National Finalist for the Sepsis Alliance for a Sepsis Hero Award (1 out of 6) 2014
- Guest Speaker for Cheetah-Medical to Board of Trustees 2014
- Nominated for Individual President's Award 2013
- Guest Speaker on sepsis for the Critical Care Conference in Denver Colorado 2014
- Developed an educational article for Cheetah-Medical's website 2014

Consultant for various hospitals to assist in the development of sepsis programs within the US

### **Publications**

Development and Implementation of a Sepsis Program. *Journal of Emergency Nursing*, November 2013  
396(60), 625-629.

### **RELEVANT COURSE WORK: Capella University**

#### **Curriculum Development**

##### Proficiencies

- Integrated the role of faculty and accreditation process into curriculum development
- Illustrated the components of the traditional curricula model at the undergraduate level.
- Communicated through scholarly knowledge.
- Analyzed the essential components of a nursing curriculum.
- Explored the role of learning within the undergraduate nursing curriculum.
- Synthesized evaluation methods and assessments within program evaluation.
- Critiqued and analyzed concept-based and competency-based curriculum models.

#### **Program Evaluation**

##### Proficiencies

- Prepared developed, and implemented a proposed comprehensive program evaluation for an orientation program for a Visiting Nurse Association
- Maintained ethical considerations such as informed consent, storage of data, and confidentiality of sensitive information
- Participated in program evaluation meetings writing minutes and maintaining project management timelines
- Designed interview and survey questions using the Joint Commission on Standards and American Evaluation Association principles
- Identified vital stakeholders and interested participants through a needs assessment
- Conducted interviews and lead focus groups with participants and stakeholders
- Developed, utilized, and quantified data collection instrumentation
- Collected data through the qualitative and quantitative methodology
- Entered, maintained, and analyzed program related data accurately and effectively per Joint Commission Education Evaluation standards
- Prepared and presented the program evaluation's reports, outcomes, and findings promptly
- Ensured the validity, credibility, and reliability using Appreciative Inquir

## **The Nurse Educator: Faculty Roles and Responsibilities**

### Proficiencies

- Critically examined the historical and current trends in higher education and nursing education and the influences of social, economic, political, and institutional forces
- Collaborated with outside constituencies
- Evaluated student issues in clinical and classroom settings
- Evaluated the role of faculty
- Developed ethical decision-making skills.
- Communicated in a manner that is scholarly, professional, and consistent with expectations for members of the education professions.

### **SUMMARY**

#### Educational Examples

- Provides educational knowledge through didactic and clinical instruction
- Proficient in a variety of didactic and clinical teaching modalities.
- Developed and revised the curriculum and course content
- Experience with remote and online learning
- Experience with team teaching: teaching Foundations of Nursing, Growth, and Development, Anatomy and Physiology, Medical/surgical nursing I and II, and Family-centered nursing
- Facilitator for student learning in the lab as well as within the clinical environment including Fundamentals, Med-Surg I and II, Community and Leadership.
- Developed and revised the student handbook for a PN program
- Installed regulatory changes to meet chapter 70/71 requirements for financial aid.
- Responsible for conducting entrance exams, interviewing students for entrance into the program and offering acceptance letters
- Assisted with the advisory boards as well as attended other advisory boards
- Coordinated new orientation/poor performance meetings and developed educational plans when necessary
- Development of medication administration exam for new hires
- Facilitator and developer for multiple in-services, nursing grand rounds, and including a Contact Education Unit (CEU) programs.
- Clinical coordination
- Development and implementation of educational plans for student remediation
- Development of lesson plans, syllabus, competencies, and exam questions
- Coordinated new orientation/poor performance meetings and developed educational plans when necessary
- Assisted with unit-based rollouts and competencies at or above the 90% compliance with evidence of attendance and skills day participation.
- Development of computer-based learning modules for all RN
- Acts as a mentor to nursing students as well as returning nurses for advanced degrees
- Knowledge and involvement in nursing accreditation/regulation policies and guidelines

- Basic Life Support instructor to all staff.
- Teaching students across the lifespan

## **LEADERSHIP EXPERIENCE**

### **Sepsis Coordinator**

2012-2015

South Coast Health, New Bedford, MA

- Responsible for educating and informing all staff of the sepsis initiative and sepsis bundle requirements to promote early recognition and appropriate treatment of sepsis.
- Functioned as a clinical nurse specialist as evidence by assisting in the assessment, identification, and treatment of septic patients by improving recognition and standardizing the response to sepsis across three hospitals.
- Responsible for reducing the mortality rate from 24% to below 10% within a two-year cycle • Responsible for cost-saving techniques by evidence of shorter length of stay (LOS): Average (before initiative) for a sepsis diagnosis was seven days. Within two years, LOS was reduced to 2.5 days
- Responsible for development of online competency modules
- Responsible for education for all physicians, nurses, and nurse's aids throughout the system
- Availability by pager to assist in the care of the septic patient (ED, ICU, and Nursing units)
- Change agent; responsible for compliance at the nursing and physician level
- Responsible for maintenance of data and report this data monthly to Physician-in-chief
- Responsible for the development of policies, procedures, and order sets
- Co-Chair for the sepsis steering committee

**Clinical Nursing Supervisor:** South Coast: Tobey Hospital

January 2015- Current

**Clinical Nurse Manager ICU and bed flow facilitator**

November 2010-Nov 2012

- Twenty-four-hour responsibility for a 10-bed intensive care unit while coordinating patient care services with physicians and multidisciplinary departments
- Responsible for developing and maintain a balanced budget for my unit
- Development of job description and yearly evaluations
- Supervised and managed 50 staff members
- Responsible for bed flow and room assignment in a 100-bed facility and assessing for bed flow capacity
- Maintained a safe patient-centered environment.
- Completed evaluation/behavior plans before termination
- Collaborated with the leadership team in developing and supporting clinical practice and innovations in care of patients

Participated in regular reviews and implementation of Joint Readiness surveys. Participated in two surveys; one as a Joint Commission Scribe

Approached by Physician-in-Chief to spearhead a new system initiative (sepsis program). I was hired as the sepsis coordinator within the tri-site hospital system



