

## Curriculum Vitae

**Pamela Fifer, EdD, MS, RN, CNE**

RN License: Oregon, 092000173

### Professional Positions

**George Fox University; Newberg, Oregon 7/17- present**

Associate Dean of Nursing – Full Time

Responsible for managing the operational aspects of the Nursing Program including budget, program improvement, recruitment, outreach, and logistics. Ensure the Program is staffed, resources are used efficiently, and curriculum is current and meets state and national accreditation standards. Develop unit plans, admission requirements, Program Assessment and Review, and Program development in conjunction with faculty and community partners. Hire, recruit, mentor, coach, and evaluate full and part time faculty and staff. Help manage student and staff complaints. Manage contracts and affiliation agreements for the Program. Coordinate curriculum revisions, as well as assist with new program curriculum design. Represent Nursing to the University and community.

**Chemeketa Community College; Salem, Oregon 1/16 – 6/17**

Academic Coordinator – Full Time

Assist the Dean of Health Sciences in managing the operational aspects of various Health Sciences Programs including budget, program improvement, recruitment, outreach, and logistics. Assist the Dean of Health Sciences to ensure that Programs are staffed, resources are used efficiently, and curriculum is current and meets state and national accreditation standards. Assist with developing unit plans, admission requirements, Program Assessment and Review, and Program development. Assist with hiring, recruiting, mentoring, coaching, and evaluating full and part time faculty and staff. Help manage student and staff complaints. Manage contracts and affiliation agreements for Health Sciences. Coordinate curriculum revisions, as well as assist with new program curriculum design. Represent Health Sciences to the community.

**Chemeketa Community College; Salem, Oregon 9/04 – 12/15**

Nursing Faculty – Full Time

Responsible for theory and clinical instruction of first year nursing students in a two year Associate Degree Nursing program (with an LPN option at the end of the first year). I developed and implemented an elective class for incoming students, *Success Strategies for the Nursing Program*, and developed an on line class with a seminar component for spring term to help students transition into the long term care setting, *Transitions to Long Term Care*. I was the Program Chair for the first year team (2010-2015). I mentor new faculty and have precepted MSN students interested in nursing education. I am the Accreditation Coordinator for our Program.

**Avamere Court at Keizer; Keizer, Oregon 4/04 - 9/04**

Resident Care Manager – Full Time

Responsible for managing the care of all skilled residents. This included developing individualized plans of care, on-going communication with the residents, families, nurses,

certified nurse's aides, therapy staff, physicians, social services, dietitian and pharmacy, completion of Minimum Data Set (MDS) paperwork for billing, coordinating care with nursing and other disciplines, discharge planning and delegation and evaluation of nursing staff.

**West Valley Hospital; Dallas, Oregon 8/03 - 12/03**

*Interim Site Administrator-Full Time*

Responsible for personnel, fiscal and day to day operations of a six bed critical access hospital with 120 employees. I worked with 18 medical staff and 11 independent emergency department physicians. I developed and implemented the Patient Safety Task Force; implemented standardization of housewide policies and procedures and completed a \$2 million renovation project to expand services and update facilities.

**West Valley Hospital; Dallas, Oregon 1/03 - 8/03**

*Director of Nursing-Full Time*

Responsible for Emergency, Med-Surg and Same Day Surgery Departments, Risk Management, Employee Health, Infection Control and Utilization Management. During my time as DNS, we successfully completed our first Critical Access Hospital State Survey, deficiency free. Implemented processes to increase ED volumes by appx ten percent (700 to 800 visits/month). I developed and led the hospital-wide performance improvement program and developed a training program for Med-Surg nurses to cross train to ED.

**Salem Hospital; Salem, Oregon 5/01 - 1/03**

*Nurse Manager-Duerksen Care Unit (DCU) (5/01-5/02) and Float Pool-Full Time*

Responsible for managing 70 FTE of RN's, LPN's, CNA's and unit clerks, recruiting, hiring, mentoring, coaching, disciplining and evaluating staff. Responsible for developing, implementing and evaluating annual unit goals and developing and monitoring the annual budget. In addition I prepared for and successfully completed JCAHO and CCMU surveys; developed and implemented an immunization performance improvement program for the DCU population; developed and implemented the transition plan for closure of DCU, including the successful transition of 40 nursing staff to acute care positions. I assisted with the development, coordination and training of the Salem Hospital Stepping Stones to Leadership, a five module course for all hospital employees in or considering leadership positions.

**Salem Hospital; Salem, Oregon 8/97 - 5/01**

*Nurse Manager-Float Pool/Nursing Administrative Coordinator-Full Time*

Responsible for managing 45 FTE float pool staff of RN's, LPN's, CNA's and unit clerks for med-surg, maternal-child and critical care divisions. Responsible for developing, implementing and evaluating annual unit goals and developing and monitoring the annual budget. In addition I was the hospital nurse recruiter. As Nursing Administrative Coordinator I provided daily administrative support throughout the hospital to assure best use of resources to meet patient needs. As a member of the Accreditation Compliance Team, I assisted the hospital in a successful JCAHO survey and led the team for the Patient Assessment standards.

**Salem Hospital; Salem, Oregon 3/94 - 8/97***Assistant Nurse Manager, Neurology -Full Time*

Assisted with management of various med-surg and subacute units. Assisted staff with coordinating patient care, supervised and directed unit activities. Acted as a resource person/mentor. Hired and evaluated staff. Assisted in developing and monitoring the budget. In addition I assisted with developing physician preference cards.

**Salem Hospital; Salem, Oregon 8/92 - 3/94***Staff Nurse-Medical Oncology Unit -Full Time*

Staff nurse and relief charge nurse for evening shift on the 33 bed medical oncology unit. Responsibilities included providing direct patient care, staffing, scheduling and problem solving unit issues.

**Education**

George Fox University 6/15 – 4/18

Doctorate of Education (EdD), with a focus on higher education leadership

University of Portland 6/95 - 8/97

Master of Science in Nursing (MS), with a focus on leadership and community health

University of Portland 8/88 - 5/92

Bachelor of Science in Nursing Degree (BSN)

**Experience in Education**

2017 – current: George Fox University Associate Dean, College of Nursing

- Responsible for day to day operations and planning for the College of Nursing

2016 – 2017: Chemeketa Community College Academic Coordinator of Health Sciences

- Assist the Dean of Health Sciences with day to day operations of all Health Sciences Programs

2004 - 2015: Chemeketa Community College Nursing Program, First Year Faculty

- Teach clinical in acute care, long term care, and ambulatory care facilities for first year students.
- Teach theory content including Documentation, Pharmacology, Lab and Diagnostic Tests, Professionalism, Leadership, Pain Management, Oncology, Infectious Neuro, and Ethics.
- Teach in NUR 106: Fundamentals of Nursing; NUR 108: Care of Acutely Ill Patients and Developing Families 1; and NUR 109: Care of Acutely Ill Patients and Developing Families 2
- Developed and taught NUR 171: Nursing Program Success Strategies (Fall, 2008 – 2016) and NUR 261: Transitions to Long Term Care (Spring, 2009 – 2015).

2001 - 2003: Salem Hospital

- Assisted with the development of curriculum, coordination and training for Stepping Stones to Leadership, a five-module course for all hospital employees in or considering leadership positions.

### **Local Presentations**

Fifer, P. & Milburn, C. (November, 18, 2019). *Managing Difficult Conversations*. Willamette Valley Medical Center, McMinnville, OR.

Fifer, P. & Milburn, C. (November, 13, 2019). *Introduction to Nursing Leadership*. Willamette Valley Medical Center, McMinnville, OR.

9/26/19 – Panel Presenter for A Clinician’s Guide to Re-conceptualizing Death, Dying, and Suffering: The Art of Practicing Thoughtful and Compassionate Care. Panel Presenter. George Fox University, Newberg, OR.

7/18/18 – Presented Dissertation Research and Process at EdD Colloquium, George Fox University.

Fifer, P. & Hughes, M. (June 18, 2009). *The Use of Increased Technology and Innovations in Nursing Education*. Butler College. El Dorado, KS.

Fifer, P. (September 23, 2007). *The Use of Breeze Presentations*. Chemeketa Community College Faculty Development Session. Salem, OR

Fifer, P. (February 19, 2007). *Redesign of the First Year Nursing Program*. Chemeketa Community College Professional Development Session. Salem, OR.

10/06/98 – Presented a review of the RN Scope of Practice and the OAR's for The Parish Nursing Training Course, Salem Oregon.

### **National/International Presentations**

Blum, T., Krautscheid, L., Fifer, P., & Hernandez, R. (November 7, 2021). *Untethered Lecture Capture: Investigating an education innovation among at risk student nurses*. Poster Presentation. Sigma Theta Tau International 46<sup>th</sup> Biennial Convention. Indianapolis, Indiana.

Krautscheid, L., Fifer, P. (September 25, 2020). *Untethered Teaching & Lecture Capture: Theory and Technology Integration Facilitating Active Learning*. Presentation. Virtual NLN Education Summit

Fifer, P. (July 28, 2019). *The Influence of Age, Employment, and Race on Nursing Students’ Perceptions of Instructor Caring*. Presentation. Sigma International Nursing Research Congress, Calgary, Alberta, Canada.

Fifer, P. (August 3, 2018). *Nursing Students' Perception of Instructor Caring and Implication for Nurse Educators*. Poster presentation. Nuts & Bolts for Nurse Educators, Minneapolis, MN.

Fifer, P., & Hughes, M. (June 16, 2009). *Teaching a Hybrid Associates Degree Nursing Program*. Webinar presentation. Instructional Technology Council.

Fifer, P. (February 23, 2009). *The Use of Increased Technology and Innovations to Meet the Changing Needs of Nursing Education*. Presentation. E-Learning, 2009, Portland, OR.

11/16/08 – Fifer, P. & Hughes, M. (November 16, 2008). *Incorporation of Technology and Hybrid Courses to Meet the Changing Needs of Students in an ADN Nursing Program*. Presentation. N-OADN National Conference, Myrtle Beach, SC.

### **Publications**

Fifer, P. (2019). Associate Degree Nursing Students' Perceptions of Instructor Caring. *Teaching and Learning in Nursing, 14* (2).

Fifer, P. (2012). Student Perception of Clicker Usage in Nursing Education. *Teaching and Learning in Nursing, 7* (1).

Fifer, P. (1995). Hodgkin's Disease: A Nursing Perspective. *Salem Hospital Oncology Report, Winter, 1995*.

Fifer, P. (1995). Patient Fatigue in Hodgkin's Disease. *Salem Hospital Oncology Report, Summer, 1995*.

### **Professional Organizations**

2017 – current American Association of Colleges of Nursing (AACN)

2012 – current Oregon Nurses Association (ONA)

2004 - 2017 Oregon Colleges of Associate Degree Nursing Programs (OCAP)

2004 - current National League of Nursing (NLN)

1998 – current Sigma Theta Tau International

### **Committees/ Organizational Leadership**

2020 – current George Fox College of Nursing Curriculum, Simulation, and Clinical Committees

2020 – current Oregon Center for Nursing Board member (President 2021-current)

2020 – current NLN Certification Commission (Vice Chair, 2020; Chair 2021-present)

2019 – 2020 – Certified Nurse Educator-Novice task group member

2018 – current George Fox University IRB Committee member

2018 – current George Fox University Admissions Review Committee member

2017 – current NLN Certified Nurse Educator (CNE) Test Development Committee member (Vice Chair CNEcl 2019-current)

2016 – 2018 Oregon Action Coalition on Education in Nursing member

2015 – 2017 President’s Advisory Committee (PAC) member, Chemeketa Community College  
 2015 – 2017 Accreditation Commission for Education in Nursing (ACEN) Site Evaluator  
 2015 – 2017 NLN Certified Nurse Educator (CNE) Commission Nominating Committee member  
 2016 – current NLN CNE Item Writing Committee member  
 2014- 2017 Performance Management and Accountability Action Team, Chemeketa Community College  
 2012 – 2015 Nursing Department Team I Program Coordinator, Chemeketa Community College  
 2010 – 2017 ACEN accreditation coordinator, Chemeketa Community College, Nursing  
 2009 – 2010 Learning Management System Review Committee, Chemeketa Community College  
 2008 – 2010 Scheduling Grid Revision Committee, Chemeketa Community College  
 2008 – 2009 Nursing Department Team I Program Coordinator, Chemeketa Community College  
 2003 Patient Safety Task Force Chair, West Valley Hospital  
 2003 Medical Executive Staff Committee member, West Valley Hospital  
 2003 Utilization Management Committee Chair, West Valley Hospital  
 2003 Performance Improvement Committee Chair, West Valley Hospital  
 2001- 2003 United Way Steering Committee, Salem/West Valley Hospital  
 2001 - 2003 Patient Safety Committee, Team Leader, Salem Hospital  
 2001 - 2003 Patient Assessment Committee, Team Leader, Salem Hospital  
 2001 Johnson & Johnson Nursing Administration Redesign, Team Leader, Salem Hospital  
 1999 - 2001 Patient Rights Standards Committee, Salem Hospital  
 1997 - 2002 Accreditation Compliance Team, Salem Hospital  
 1995 - 1997 Continuous Quality Improvement Committee Chair, Duerksen Care Unit  
 1994 - 1997 Medication Management Committee, Salem Hospital  
 1993 -1997 Nursing Policy and Procedure Committee, Salem Hospital, Chair (1995-97)  
 1993 - 1994 Ethics Committee, Salem Hospital  
 1992 - 1994 Falls Committee, Salem Hospital

**Volunteer Work**

2015 – 2017 volunteer ACEN Site Evaluator  
 2011 –NCSBN RN Item Writing Panels July 18-21 and October 17-20.  
 2007 – 2013 Assisted with coordinating and providing an annual free health clinic  
 1993 – present Volunteer for church. Volunteer in multiple roles, including nursery, drama, Service Planning, Event Planning.  
 1994 - 1996 Volunteer for American Cancer Society. (Salem Relay for Life)