

Pamela Fifer MS, RN, CNE
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PROFESSIONAL EXPERIENCE

1/16 - **Academic Coordinator, Health Sciences – Chemeketa Community College**

current Assist with managing all aspects of Health Sciences Programs

- Hire, mentor, and evaluate full and part time faculty
- Monitor workload
- Manage contracts and affiliation agreements
- Recruit students
- Develop and monitor budgets
- Assist with program review and unit planning
- Assist with curriculum planning, revision, and development
- Handle staff and student complaints
- Coordinate accreditation process
- Participate on program, institution, state, and national committees and workgroups

9/04 - **Nursing Faculty - Chemeketa Community College**

12/15 Teach theory and clinical in the first year of the nursing program.

- Program Chair for the first year team (2008-09; 2012-2015)
- Mentor new faculty to the Program and curriculum
- Precept MSN students interested in nursing education
- Member of the NLN LEAD program (2010-2011)
- Faculty accreditation coordinator

4/04 - **Resident Care Manager – Keizer Retirement and Health Care Village**

08/04 Responsible for case management of the skilled nursing residents.

- Completed long term care MDS for all residents.
- Coordinated care of skilled residents with all disciplines, residents and family members.

08/03- **Interim Site Administrator – West Valley Hospital**

12/03 Responsible for day to day operations of a six bed critical access hospital with 120 employees.

- Worked with 18 medical staff and 11 independent ED physicians
- Developed and implemented the Patient Safety Task Force
- Developed relationships with staff, physicians, and community
- Implemented standardization of house wide policies and procedures
- Completed \$2 million renovation project to expand services and update facilities

1/03- **Director of Nursing – West Valley Hospital**

8/03 Responsible for Emergency, Med/Surg and Same Day Surgery Departments, Risk Management, Employee Health, Infection Control, and Utilization Management.

- Successfully completed Critical Access Hospital State Survey, deficiency free
- Increased ED volumes by appx 10% (700 to 800 visits/month)
- Redesigned Same Day Surgery hours to meet volumes and increase efficiencies
- Developed training program for Med/Surg nurses to work as ED 2nd RN
- Developed and led the hospital-wide performance improvement program
- United Way Steering Committee member

- 5/01- **Nurse Manager - Duerksen Care Unit (5/01-5/02) and Float Pool** – Salem Hospital, Salem, OR
 1/03 Manage 70 FTE of RN's, LPN's, CNA's, and unit clerks. Recruit, hire, mentor, coach, discipline and evaluate staff. Develop, implement, and evaluate annual unit goals. Develop and monitor annual budget.
- Prepared for and successfully completed Joint Commission and CCMU surveys.
 - Developed and implemented immunization performance improvement program for DCU population.
 - Developed and implemented the transition plan for closure of DCU, including successful transition of 40 nursing staff to acute care positions.
 - Patient Safety/Patient Identification team leader
 - Assisted with the development, coordination and training of the Salem Hospital Stepping Stones to Leadership modules.
- 8/97 - **Nurse Manager/Nursing Administrative Coordinator** – Salem Hospital, Salem, OR
 5/01 Manage 45 FTE float pool staff of RN's, LPN's, CNA's, and unit clerks for med-surg, maternal-child, and critical care divisions. Recruit, hire, mentor, coach, discipline and evaluate staff. Develop and monitor annual budget.
- Participate in hospital wide, interdisciplinary activities, such as Nursing Administration Redesign team leader, nurse recruitment/retention, CNA advanced tasks, HCFA patient rights standards, Accreditation Compliance Team, clinical communication, and disaster committee.
 - Extensive involvement to recruit, interview, and hire nurses in collaboration with nurse managers.
 - Provide administrative support throughout the hospital to assure best use of resources to meet patient needs.
 - Member of the Joint Commission Accreditation Compliance Team.
 - Led team for Patient Assessment standards.
- 8/95 - **Assistant Nurse Manager – Duerksen Care Unit** - Salem Hospital, Salem, OR
 8/97 40 bed SNF/ICF unit
 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 budget.
- Assisted with the development and implementation of the transition plan for Capitol View staff and residents to DCU. Led the interdisciplinary subacute PI team.
 - Developed and coordinated the interdisciplinary CQI program to assure compliance with regulatory guidelines, resulting in two deficiency-free CCMU surveys.
 - Revised nursing forms to comply with CCMU and JCAHO requirements.
 - Chairman, Nursing Policy & Procedure Committee.
- 7/94 - **Assistant Nurse Manager** – Salem Hospital, Salem, OR
 8/95 23 bed neurology/neurosurgery unit
- Assisted with developing physician preference cards.
 - Participated on the Nursing Policy & Procedure and Falls committees.
- 3/94 - **Assistant Nurse Manager** – Salem Hospital, Salem, OR
 7/94 23 bed urology, renal, med-surg overflow unit
- Modified staffing grid to improve average nurse-patient ratio while remaining within budget.
 - Assisted with reorganization and transition of unit's staff and patient population when unit closed.
- 8/92 - **Registered Nurse** – Salem Hospital, Salem, OR
 3/94 33 bed medical oncology unit.
- Relief charge nurse/resource person

EDUCATION

2015- Doctor of Education, expected graduation Spring, 2018

Present Concentration: Higher Education

1997 **Master of Science in Nursing**

Major: Nursing with emphasis in administration and community health

University of Portland - Portland, OR

GPA: 3.95; Education partly financed by academic scholarships

1992 **Bachelor of Science**

Major: Nursing

University of Portland – Portland, OR

GPA: 3.79; Graduated Magna Cum Laude; Education partly financed by academic scholarships

LICENSE

Oregon RN License #92-000173

CERTIFICATIONS

Certified Nurse Educator (CNE) (2010 – current)

PROFESSIONAL ORGANIZATIONS

National League of Nursing (NLN) member (2004 – current)

Oregon Colleges of Associate Degree Nursing Programs (OCAP) member (2004 – current)

Oregon Nurses Association (ONA) member (2013- current)

Sigma Theta Tau member (1998 – current)

STATE AND NATIONAL INVOLVEMENT

Oregon Action Coalition Education Workgroup (2016 – current)

Accreditation Commission for Education in Nursing (ACEN) Program Evaluator (2015 – current)

NLN CNE Test Development Committee member (2016 – current)

NLN CNE Commission Nominating Committee member (2015 – current)

References available upon request