

Curriculum Vitae

Pamela Fifer, EdD, RN, CNE

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Personal Data

RN License: Oregon, 092000173

Professional Positions

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

Director 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 - present

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 Coordinator for the first year team. 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 - 9/04Resident 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 - 12/03Interim 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 - 8/03Director 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 - 1/03Nurse 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 - 5/01Nurse 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 8/95 - 8/97*Assistant Nurse Manager-Duerksen Care Unit-Full Time*

Assisted with management of this 40 bed unit, comprised of skilled nursing beds and intermediate care beds. 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 developed and coordinated the 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.

Salem Hospital; Salem, Oregon 3/94 - 8/95*Assistant Nurse Manager, Neurology -Full Time*

Assisted with management of the neurology/neurosurgery unit (7/94-8/95) and the urology/renal unit (3/94-7/94). 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

University of Portland 8/88 - 5/92

Bachelor of Science in Nursing Degree (BSN)

University of Portland 6/95 - 8/97

Master of Science in Nursing (MS)

George Fox University 6/15 - 4/18

Doctorate of Education (EdD)

Academic Achievements

University of Portland, BSN 5/92

- Graduated Magna Cum Laude, 3.79 grade point average
- Harriett Osborn Jeckell Award Recipient, 1992

University of Portland, MS 8/97

- Graduated with a 3.95 grade point average

Experience in Education

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 – current) 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.

3/96 - 5/97: Salem Hospital – Taught Quitting For Life and Fresh Start smoking cessation classes for the Salem community.

Local Presentations

6/18/09 – Presented the use of increased technology and innovations in our nursing program, Butler College Nursing Faculty, El Dorado Kansas.

9/23/07 - Presented the use of Breeze Presentations, Chemeketa Community College.

2/19/07 - Presented redesign of first year nursing program, Chemeketa Community College.

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

4/13/93 - Presented basic ABG interpretation to the Oncology Nursing Staff, Salem Hospital.

National Presentations

6/16/09 - Presented Teaching a Hybrid Associates Degree Nursing Program as a webinar for ITC (Instructional Technology Council)

2/23/09 – Presented the use of increased technology and innovations to meet the changing needs of the nursing program, E-Learning, 2009, Portland, OR

11/16/08 -- Presented how our team incorporated technology to enhance our nursing program and meet the changing needs of students and the program, N-OADN National Conference, Myrtle Beach, SC

Written Works

- “Student Perception of Clicker Usage in Nursing Education”, *Teaching and Learning in Nursing*, January, 2012, volume 7, issue 1.
- Assisted with writing the Salem Hospital Patient Identification policy to meet JCAHO standards.
- Revised the Nursing Policy and Procedure manual for Duerksen Care Unit. It was written to meet all federal and state guidelines for CCMU and JCAHO.
- Assisted with reviewing and revising the Salem Hospital Nursing Policy and Procedure manual to comply with state and federal requirements and JCAHO standards.
- “Hodgkin’s Disease: A Nurisng Perspective”, *Salem Hospital Oncology Report*, Winter, 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

2017 – current NLN CNE Test Item Writing Committee member

2016 – 2018 Oregon Action Coalition on Education in Nursing member

2015 – 2017 President’s Advisory Committee (PAC) member

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 Test Development 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, Chemketa 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, West Valley Hospital, Chair

2003 Medical Executive Staff Committee, West Valley Hospital

2003 Utilization Management Committee, West Valley Hospital, Chair

2003 Performance Improvement Committee, West Valley Hospital, Chair

2001- 2003 United Way Steering Committee, Salem/West Valley Hospital

2001 - 2003 Patient Safety Committee, Salem Hospital, Team Leader

2001 - 2003 Patient Assessment Committee, Salem Hospital, Team Leader

2001 Johnson & Johnson Nursing Administration Redesign team, Salem Hospital, Team Leader

1999 - 2001 Patient Rights Standards Committee, Salem Hospital

1997 - 2002 Accreditation Compliance Team, Salem Hospital

1995 - 1997 Continuous Quality Improvement Committee, Duerksen Care Unit, Chair

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

Professional Seminars/ Course Work; a Sampling

6/2015-4/2018 – EdD in Educational Leadership courses

9/17-9/20/14 – “*The NLN Education Summit*”. Phoenix, Arizona 13 hrs

9/18-9/21/13 – “*The NLN Education Summit*”. Washington D. C. 14 hrs

1/10-12/13 – “*The NLN Leadership Conference*”. Phoenix, Arizona 8 hrs

6/5-9/11 – “*The 2011 NLN Immersion Experience: Leadership in Nursing Education*”. Baltimore, Maryland 22.5 hrs

1/7-8/11 – “*The NLN Leadership Conference*”. Chapel Hill, NC 8 hrs

8/5-6/10 – “*Willow Creek Leadership Summit, 2010*”. Simulcast in Salem, Oregon 12 hours

10/14-15/09 – “*NLN Self Study Forum*”, Las Vegas, NV. 10 hrs

8/6-7/09 – “*Willow Creek Leadership Summit, 2009*”. Simulcast in Salem, Oregon 12 hours

2/21 – 2/24/09 – “*eLearning 2009*”, Portland, OR 22 hrs.

11/14 – 11/16/08 – “*N-OADN National Nursing Education Conference*”, Myrtle Beach, SC.10.8 hrs

8/7-8/08 – “*Willow Creek Leadership Summit, 2008*”. Simulcast in Hillsboro, Oregon 12 hours

7/19-21/07 – “*18th Annual International Nurse Educators Conference In the Rockies*”, Breckenridge, Colorado. 8.0 hrs

7/19/07 - “*Managing Incivility and Other Challenging Student Situations*”, Breckenridge, Colorado. 2.0 hours

9/20/07 – “*Test Writing Seminar*”, Chemeketa Community College 8.0 hours

8/9-11/07 - “*Willow Creek Leadership Summit, 2007*”, Simulcast in Hillsboro, Oregon. 16 hours

10/5/06 - “*Simulation Technology in the Classroom*”, Webcast from Starlink, Salem, Oregon. 1 hour

8/10-12/06 - “*Willow Creek Leadership Summit. 2006*”, Simulcast in Hillsboro, Oregon. 16 hours

2/1/06 - “*Pain Management Seminar with Chris Pasero, RN, MS, FAAN*”, Salem, Oregon. 7 hours

10/30-11/1/03 - “*Essentials in Healthcare Risk Management*”, American Society for Healthcare Risk Management, Nashville, Tennessee. 21 hours

Spring, 2001 - “*RAI/MDS Training*”, Senior and Disabled Services, Wilsonville, Oregon. 16 hours

6/9/00 - “*Mock Trial-Understanding Legal Aspects of Nursing*”, Salem Hospital, Salem, Oregon. 3 hours

(More continuing education upon request)

Volunteer Work

2015 – Present volunteer ACEN Site Evaluator

2011 – volunteer for NCSBN RN Item Writing Panels July 18-21 and October 17-20.

2007 – 2013 Assisted with coordinating and providing an annual free health clinic every November for the local underserved community.

1993 - Present Volunteer for church. Volunteer in multiple roles, including Nursery, Drama, Service Planning, Event Planning.

1994 - 1996 Volunteer for American Cancer Society. Assisted with organizing the Relay for Life in Salem.

References

Available on request

Pamela Fifer**Goal Statement**

I worked for many years in acute care nursing, beginning as a staff nurse in med-surg and working into management roles. I also have had the opportunity to work in long term care. Throughout my career I have always enjoyed teaching, whether it be precepting students, mentoring new hires or training future leaders. As I advanced into administrative roles, I continued to have a passion for teaching.

I moved into a full time teaching role in 2004. I believe my diverse background in med-surg, long term care and administration gives me a strong experiential base to draw from for education. I enjoy working with students and faculty, preparing the next generation of competent, high quality nurses. I have experience with curriculum development, accreditation, and NCLEX test writing. I want to continue developing my educational and leadership skills, constantly improving, learning, and growing.

My current goal is to utilize my leadership and educational abilities to work on innovative ways to improve education in order to meet today's student needs. I am interested in an administrative position such as a program director or dean.

I would like to thank you for taking the time to review my Curriculum Vitae.