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CURRICULUM VITAE**VISION STATEMENT: INTEGRITY FIRST****EXECUTIVE SUMMARY**

Over 15 years of progressive experience providing leadership and consultation in quality & safety, accreditation & regulatory standards, pain and comfort management, critical care, and the patient experience. Leading cultural transformation including theory/framework selection and interpretation. Expertise in facilitating groups in consensus decisions making, development and completion of initiatives, and sustaining ongoing process improvement. Ability to transform abstract concepts into real-life applications for all healthcare profession professionals. Strong track record in building collaboration with key stakeholders, improving engagement with staff while focusing on patient-centered care.

CORE COMPETENCIES

- Pain Management
- Critical Care Clinician
- Clinical Education
- Change Management, Quality & Research
- Communication & Interpersonal Skills
- Design Thinking
- Leadership & Influence
- Flexibility & Adaptability
- Evidence-Based Practice
- Caring Science & Relationship-Based Care® (RBC)
- Engaging Presenter and Speaker

EXPERTISE**PAIN MANAGEMENT EXPERT**

- Executive consultant to senior leadership team on The Joint Commission revised pain standards and Michigan state opioid related laws
- Resolved all nonconformities and sustain regulatory and accreditation standards
- Non-opioid and Non-pharmacologic pain consultant
- Patient-centered holistic Pain Management
- Paradigm shift from Pain to Comfort focus on:
 - Nichols-Nelson Model of Comfort (NNMC) to guide practice, translational research, and scientific inquiry
 - Pain and comfort management focus on all three aspect of evidenced based practice, comfort, improved function, and safety
 - Pain Management for Opioid Use Disorder

CRITICAL CARE CLINICAL EXPERT

- Reduced ventilator days after adaptation and initiation of staff nurse driven early mobility program.
- Decreased D50 use by 50% in 6 months after analysis of hypoglycemic patients recommended and implemented several interventions.
- Increased the use and availability of Post-Resuscitation Cardiac Arrest Therapeutic Hypothermia.
- Increased delirium/dementia/depression identification and management with implement and adaptation of the ABDCE protocol.
- Lead DNV Stoke Re-certification, resolving all non-conformities in 2011 and no identified non-conformities in 2012.

- Earned DNV best practices designation for establishing metrics on the communities' knowledge of Stroke and establishing a documented education plan for nurses (2011, 2012).

EVIDENCE BASED PRACTICE/ FRAMEWORK INTEGRATION

- Increased appropriate allocation of telemetry resource's using evidence based SBAR mnemonic.
- Decrease turnaround time of AMI & Stroke lab processing time by developing *Golden Hour* labs process improvement initiative.
- Achieved 90% or greater compliance of Pneumococcal and Influenza Vaccinations for three consecutive years.
- Reduced sitter cost by 600,000 using *Leading for Accountability Model*®, without increased harm to patients.
- Lead HFWH Nursing Leadership Team in the development of the Nursing Vision and Mission statement, "*I own the Patient Experience*".
- Integrated RBC into the Shared Governance structure in collaboration with the Executive Leadership Team and the Directors of Nursing Education.

PROFESSIONAL EXPERIENCE

WALDORF UNIVERSITY

Waldorf University is a friendly, private liberal arts school located centrally in beautiful Forest City, Iowa. Their four pillars are tradition, passion, community and success.

Program Director-RN to BSN program - JULY 2020

As Program Director for a newly designed on-line RN-BSN completion program, the role has integrated responsibilities of an administrator, faculty, and department head. Currently the program is aggressively moving from paper to a robust and impressive program with a solid on-line infrastructure and aligned processes between and with-in systems across the organization.

Responsibilities: Marketing campaign, building community partnerships, infrastructure development, processes across departments alignment, recruitment, course design, teaching, and accreditation preparation.

MERCY HEALTH SAINT MARY'S – A MEMBER OF TRINITY HEALTH

300 bed catholic health community hospital focused on a commitment to care for the poor. Mercy Health achieved Magnet status in 2012, redesigned in 2018 and has earned an 'A' Grade for Patient Safety in Leapfrog's fall Hospital Safety Score, four year in a row.

Clinical Nurse Specialist, Pain Management CLINICAL EXPERT- OCT 2015-OCT 2109

Advance Practice Registered Nurse-Nursing Administration

Mission: Cultural transformation from Pain to Comfort by asking the questions "What do we believe "?

- **Facilitated development of MHSM Pain/Comfort Vision statement:** In line with our guiding behaviors, we believe pain is what the patient says it is. Through inter-professional collaboration, we are all keepers of the patient story, and therefore, all accountable for the patient's comfort. Since pain can be more than physical, we partner with the patient and family honoring the pain experience; using a caring holistic approach free from biases, to address emotional, psychological and spiritual comfort.

Patient Care:

- Shift pain management to focus on comfort for life with three objectives:
 - Increasing comfort by mitigating pain, discomfort, and suffering
 - Improve function
 - Maintain maximum safety

- Provided consultation across all patient care delivery locations (e.g. ICU, Peri-anesthesia, Med-Surgical, Oncology, Trauma, Labor, Delivery, Post-partum, Neonatal Nursery, Emergency Department)
- Provided consultation on complex patients including patients with Substance Use Disorder/Opioid Use Disorder
- Increased the use of non-opioid and non-pharmacologic pain management by creating an individualized comfort bundle of interventions
- Provider consultation and support action plans to resolve pain related complaints
- Participate in leader rounds on several inpatient units

Outcomes:

Nursing Professional Practice:

- Lead system-wide team to develop Trinity Health Minimal Pain Competency Standard for Nursing
- Developed Inter-professional continuing education (IPCE) programs for pain (jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC))
- Elevated inter-professional collaboration/partnership within nursing related to pain management.
- Developed Nurse-Nurse Pain Consultation Rounds by Pain CNS
- Lead the nursing leadership team and front-line staff in achieving and maintaining > 90% success in audits to sustain JC standards three years in a row.
- Transition 50% of the departments away from using intensity (mild, moderate, and severe) to prevent therapeutic duplication to using sequencing, scheduling, or ordering medication for a specific reason
- Revised Institutional Pain Policy to a holistic inter-professional pain policy, integrating the latest evidence and adding language to allow for patient preferences of pain medications
- Developed pain management continuing education for both nurses and inter-professional

System/Organization:

- Lead system-wide team to identify top first line non-opioid surgical pain management interventions and corresponding education for patients and clinicians
- Reduce opioid adverse drug events below Michigan Health and Hospital Association (MHA) Keystone mid-west region benchmark
- Led the Inter-Professional Pain Team (IPPT) through a successful 2017 & 2018 Joint Commission Survey, resolving all pain related findings.
- Created guidelines with the IPPT for medication order clarity title "How to write a clear PRN order" avoiding therapeutic duplication.
- Improved Press Ganey Pain Management patient experience scores two years in a row
- Lead development of cross-continuum process to integrate opioid laws into practice
- Creating cultural transformation from Pain to Comfort by asking the questions "What do we believe?" and "How are our beliefs driving our behavior"?
- Committees:
 - MH Inter-professional Pain Team
 - EPIC – Trinity Expert Pain Nurse Committee
 - Expert Pain Assessment Working Education
 - Mercy Health Saint Mary's Inter-Professional Pain Team-Chair
 - Nursing Coordinating Council Shared Governance Coach
 - Professional Practice Council
 - Education Council Shared Governance Coach

- Trinity Health Opioid Utilization Reduction Team-Member
- Trinity Health Multimodal Surgical Patient Pain Team-Member
 - First-line Non-pharmacologic pain interventions - Sub-committee Chair

YWCA –SEXUAL ASSAULT AND DOMESTIC VIOLENCE PROGRAM

NURSE EXAMINER- NOV 2016-PRESENT

- Provide holistic services to the greater Grand Rapids community
- Create and initiate post assault or abuse plan of care and safety plan
- Provide point of care testing, prophylactic treatments, and referrals
- Complete evidence kit including vaginal examination and photographic documentation

HENRY FORD WYANDOTTE HOSPITAL

400 bed community hospital within Henry Ford Health System and 2011 Malcolm Baldrige National Quality Award recipient. Wyandotte, MI, April 2011- Oct 2015

EXECUTIVE CONSULTANT- JAN 2013 – OCT 2015

Clinical Nurse Specialist, Relationship-Based Care® (RBC) – Nursing Administration,

Patient Care:

Provides patient care and consultation services for a variety of health care areas (nursing leadership, quality, ethics, critical care, and the health system patient centered care committee and complex patients). Engaging staff in Participatory Action Research on outcome management of falls, sepsis, CAUTI's, CLABSI, medication errors and staffing engagement. Unit Governance Council Facilitator supporting staff led process improvement initiatives using I2E2 (Inspiration, Infrastructure, Education, and Evidence) cultural transformation model.

Outcomes:

- Enhance understanding and application of accountability model Responsibility, Accountability, and Authority (R+A+A), with both leadership and staff affirmation of how the model increases clarity and mutual expectations.
- Integration of I2E2 into nursing 2015 strategic plan by CNO and Shared Governance as a cultural transformation model to improve and sustain improvements in the patient experience.
- Co-Facilitated multi-disciplinary “See me as a person” (SMAAP) Therapeutic Relationship Classes, Certified SMAAP Facilitator. First time the organization has design an education program with over 1/3 Physician attendees in each session.
- Increase the awareness and the importance of self-care as evident by development of Restoration rooms and self-care day for staff.
- Engaged all the Henry Ford Health System CNO's in reading SMAAP which lead to the development of a system-wide patient-centered model directed at increasing Press Ganey Scores.
- Developed RBC budget based on 12% of staff
- Developed Culture of Caring classes and presented to over 1200 employees.
- 5-10% increase in nursing patient satisfaction score across many nursing units.

2014 Henry Ford Health System Quality Expo Poster presentation:

- Translation from Theory into Practice: one Hospital's Journey to keeping patients safe an free from harm 2014
- The future of process improvement: data outcome management-a new look at fall prevention
- Caring Science Study: Implementing the RBC Model and Creating a Flexible and Efficient Workforce at Henry Ford Wyandotte Hospital (HFWH) IRB 8070

Committees:

- Medications Safety
- Shared Governance

- Nursing Leadership
- Results Council Committee
- System Formulary Committee
- Conversation Ready - Community Outreach
- Diversity Council Committee
- Ethics Committee

Clinical Nurse Specialist, Critical Care-Professional Practice, April 2011-August 2013

Patient Care:

Providing clinical expertise to multiple clinical areas to advance the professional practice of staff at the point of care using evidence based practice: quality & safety, process improvement, practice based evidence, and research. Areas of responsibilities: ICU/IMCU, CCU/IMCU, 4 Med-Surg Telemetry, Stroke Certification, Cardiology, Core Measures and Relationship-Based Care[®]

Outcomes:

- Developed Accredited Nurse Planner Program and served as Nurse Planner providing over 15 continuing education activities including a critical care review program according to ANCC
- Identified cost savings and new evidence to continue with cloth incontinence pads. Avoided \$40,000 or more increase in cost.
- Developed comprehensive Oral Care program from pre-op to discharge, general care to critical care.
- Decreased missed medications for time sensitive core measures (CHF, AMI and Pneumonia).
- Improved RN-MD communication using SBAR to assist RN's in identification of patients that met telemetry discharge criteria. The result:
- Improved allocation of telemetry resources
- Decrease holder time in the Emergency Department from 141 minutes to an avg. 45 minutes.
- Decreased length of stay 3.5 days to 2.8 days resulting in 300,000 dollars reduction in cost for the hospital annually.
- Improved post-cardiac arrest use of Therapeutic Hypothermia by development of patient management guide, protocol, hypothermia carts and educational tools.
- Implementation of ABDCE protocol for dementia identification and management including early mobility and adaptation of ABCDE protocol to general care.
- Mentor to Critical Care Clinical Nurse Specialist
- 2011 Henry Ford Health Systems Quality Expo Poster presentation:
 - Golden Hour labs-Process improvement to decrease turn around time of AMI & Stroke lab processing time.
 - Community Stroke Knowledge Assessment and Plan-Process improvement in measuring the communities' knowledge of stroke identification and treatment.
 - Excellence in Vaccination Compliance: 90% or greater for 3 years for Pneumococcal and Influenza Vaccination
- 2012 Henry Ford Health Systems Quality Expo Poster presentation:
 - Automatic Stop Order (ASO) for Cardiac Monitor telemetry
 - Implementing a comprehensive Oral Hygiene Program at HFWH
 - HFWH Increasing the Safety of Insulin Concentrate U-500
- 2013 Henry Ford Health System Quality Expo Poster presentation
 - Translation from Theory into Practice: one Hospital's Journey to keeping patients safe and free from harm 2013 ABCDE Beyond Critical Care

Committees:

- Critical Care Quality
- Stroke Committee
- Medication Safety
- Pharmacy and Therapeutics
- Nursing Leadership

- Shared Governance

UNIVERSITY OF MICHIGAN HOSPITALS & HEALTH CENTERS

899 bed teaching and trauma center that is nationally rank in several specialties. The health center includes over 120 outpatient clinics and approximately 40 health centers. Ann Arbor, MI, 1991- 2016

INTENSIVE CARE

Medical Intensive Care Unit

Unit Based Temp Clinical Nurse, 2012-2016

- Care for critically ill patients and mentor staff.

Clinical Nurse II, 2002-2010

- Provide nursing management for critically-ill clients as a multidisciplinary team member, charge nurse, and preceptor.
- Act as Unit Pain Management Liaison, Workload Committee Chair, and Member of Operational Coordinator Committee, Clinical Practice Committee, and Leadership Council.
- Facilitated staff nurse awareness of workload issues, including training, downsizing and utilizing Workload Committee to resolve issues and their involvement via email notification of agenda items and meeting minutes.
- Developed checklist for residents and nurses for appropriate documentation when care progresses from maximum life support to comfort care.
- Developed pain management and neurological assessment quality improvement monitors for chart audits to assess standards of care.

Intermediate Care Unit

Educational Consultant, 10/08 – 6/09

- Mentored nurses on 8D Intermediate Care unit to facilitate development of critical thinking with chronic ill population.
- Developed educational plan based on the standards of the University of Michigan Health System Clinical Simulation Center to introduce nursing staff to care for chronically ventilated patients.

Clinical Nurse I, Medical Intensive Care Unit, 2001-02

Clinical Nurse I, Medical Intensive Care Unit, 1991-94

CARE COORDINATION AND ADMINISTRATION

Practice Management Coordinator/ Discharge Planner 2007-2010

- Coordinated discharge planning process for assigned services and complex patients.
- Screen patients for alternate level of care needs.
- Establish initial, interim, and final level of care discharge plans.
- Engage patient/family members to actively participate in the discharge plan of care.
- Provide team leadership during rounds, case conferences, service meetings and recommend ethic reviews
- Consultant to inter-professional team on understanding coding/DRG/InterQual requirements/guidelines to improve overall quality and completeness of clinical documentation in the patient medical record and to meet next level of care requirements.

Interim Nurse Externship Program & Clinical Placement Coordinator, Center for Professional Development, Research & Innovation in Nursing Ann Arbor, MI, 2004-06

- Oversaw development of online application process, maintained website, screened applicants, coordinated interviews, and facilitated hiring.
- Developed and coordinated preceptors' orientation and four specialties focus orientations (OB, ICU, Pediatric and Medical-Surgical).
- Supervised, evaluated, and developed externs and preceptors.
- Developed ADN program to meet grant requirements including Cultural Competency seminars.
- Coordinated annual requests from 25+ nursing schools nationwide for 1200+ nursing students for preceptorship and graduate nurse clinical placements.
- Collaborated on joint project with Corporate Compliance revising affiliation agreement and policy.

- Developed graduate student Advance Practice Nurse Placement process including a 4-hour orientation.
- Developed and presented Nursing Faculty/Instructor Orientation.
- Developed Clinical Placement process to meet all regulatory and corporate compliance guidelines, enhancing communication between eight departments including requirements for Advance Practice student nurses.
- Educational Nurse Coordinator for Clinical Nurse Instructor Orientation, Student Nurse Preceptor Orientation, and Student Nurses Critical Care and Specialty Orientation 2004-06
- Developed and administered educational plan for faculty-clinical nursing instructors and graduate nursing students.
- Provided overview of UMHS Clinical Home Page and Updates to Launchpad, CareWeb, CreateDoc, Discharge Navigator, Paging, Policies and Procedures, GroupWise, CareLink, MLearning – Institutional Requirements, and Instructor’s Check List

Clinical Care Coordinator, Home Med, 1997-98

- Provided nursing care and assessment, evaluation, training, and monitoring for surgical, cancer, adult, ambulatory, obstetrical, and medical patient population requiring home intravenous infusion.
- Collaborated with case management, insurances, and discharge planning to ensure coverage prior to discharge
- Provided consultation to nursing and other health care staff along the care continuum.
- Triage problems with hospitalized patients’ pre-discharge. Provided post-discharge case management follow-up and telephone triage.
- Trained and precepted nursing staff.

PAIN MANAGEMENT

Clinical Nurse II, Pain Management Liaison and Consultant, Department of Anesthesia 1998-2004

- Develop Pain Nurse order-sets with standing orders covered by the Anesthesia
- Pain nurses led protocol development to start complex patients on chronic medication regimen prior to surgery
- Complete initial pain assessments on complex patient including equal analgesic conversion from IV to oral medication to prepare for interpersonal rounds lead by Anesthesia
- Provided assessment, intervention and evaluation for adult patients with patient-controlled analgesia, regional blocks, and epidural catheters for pain management.
- Educated patients, nurses and doctors regarding pain management.
- Developed conscious sedation standards.
- Acted as liaison between hospital inpatient departments and the Acute Pain Service.
- Assisted with transforming the Acute Pain Service into a 24-7 program.
- Developed and conducted Quality Improvement studies.
- Identified unbilled patients to facilitate lost revenue recovery

CARDIOLOGY

Cardiology Float RN, Ambulatory Care and Catheter Lab, 1997-2000

- Provided conscious sedation for TEE’s and performed Dobutamine Stress tests.
- Handled pre-operative preparation and recovery, and cardiopulmonary hemodynamic monitoring and assessment.

Clinical Nurse I, Cardiac Catheterization Lab, 1994-97

- Charge nurse and on-call after hours for ambulatory diagnostic and interventional cardiology lab.
- Trained nursing staff and auxiliary personnel.
- Developed recovery guidelines for personnel to follow during femoral catheter removal.
- Provided pre- and post-op preparation and recovery, and conscious sedation during patient diagnostic and interventional cardiac catheterization.
- Arranged hospital transfers.
- Responsible for cardiopulmonary hemodynamic monitoring and assessment.

- Infection Control Liaison; Chair, Policy and Procedure Committee; Educational Record Coordinator; and Chair, Professional Practice Model Education and Research Committee.

CARDIOLOGY AND CRITICAL CARE

ST. JOSEPH MERCY HOSPITAL

537-bed teaching hospital is at the forefront of many clinical specialty areas. As a member of the Trinity Health-Health Care system this hospital has been designated as a top 100 hospital.

Intensive Care Unit Float Nurse, St. Joseph Mercy Health System, Ann Arbor, MI, 2006-09

Per Diem Nurse, Cardiac Catheterization Lab, Stress Lab and Medical Intensive Care Unit, 2000-04

- Provided nursing management for critically ill clients and cardiopulmonary hemodynamic monitoring in a primary nursing framework.
- Prepared medication for Presantine and Dobutamine stress test. Collaborated with Exercise and Radiology technician to complete client's history and physical.
- Assisted with development of nursing protocols and computerized pharmacy charting.

SALINE COMMUNITY HOSPITAL Acute Care Unit, Saline, MI Medical-Surgical Nurse, 1997-2000

Per Diem Visiting Nurse, HURON VALLEY VISITING NURSES, Ann Arbor, MI, 1993-94

Live-In Registered Nurse, Lathrup Village, Southfield, MI, 1990-91

Per Diem Nurse, HUTZEL HOSPITAL, DETROIT, MI, 1991-1994

Staff Nurse, OB/Maternal Special Care Unit, HUTZEL HOSPITAL, Detroit, MI, 90-91

TEACHING EXPERIENCE

Madonna University School of Nursing, Livonia, MI

- **Clinical Instructor, Nursing 3810** Holistic Nursing Care of the Adults and Families, 1/2012-2014

University of Michigan School of Nursing, Ann Arbor, MI

- **Teaching Assistant, Nursing 217**, Assessments of Health and Illness throughout the Lifespan, 1/10-2010
- **Research Assistant, The Genesis Project** (Gaining Excellence in Nursing Education: Students Intensifying Scholarship), 1/09/2010
 - Develop critical thinking sessions that integrate skill development for junior and senior level nursing students in The Genesis Project. Learning strategies included simulations, case studies, and role-playing.

Washtenaw Community College, School of Nursing and Health Sciences, Ann Arbor, MI

- **Clinical Instructor, Nursing 224**, Acute Care Nursing II, 1/2011-3/2011
- **Clinical Instructor, Nursing 103**, Fundamentals of Nursing, 9/03-5/08
- **Clinical Instructor, Nursing 124**, Acute Care Nursing I, 1/04-8/04
- **Clinical Instructor, Nursing 224**, Acute Care Nursing II, 1/04-8/04

RESEARCH

- **PRIMARY INVESTIGATOR:** "Caring Science Study: Implementing the RBC Model and Creating a Flexible and Efficient Workforce at Henry Ford Wyandotte Hospital" (IRB# 8070)
Approved 4/2013-10/ 2015 Co - Primary Investigator: Dr. John Nelson
- **Research Assistant, FMRI BREASCA study: Brain Function and Breast Cancer Survivors**, University of Michigan School of Nursing, May 2009 - August 2010
Principal Investigator – Dr. Bernadine Cimprich
 - Cognitive problems such as loss of attention and memory have been reported following chemotherapy for breast cancer. This study uses functional magnetic resonance imaging

(fMRI) to learn whether changes in attention and working memory are the source of cognitive problems and complaints of 'chemo brain' associated with chemotherapy for breast cancer.

PROFESSIONAL & STAFF DEVELOPMENT

Presenter:

- Substance Use Risk and Pain Management, ASPMN Great Lakes Chapter Webinar, 2019
- The Effect of Civility on the Healthcare Environment, Staff, and the Care of Patients, ANA Creating a Healthy Workplace Environment, New Orleans 2019
- Mental Health: In Our Patient's Footsteps Pain & Mental Health: Substance Use Disorder, 2018 MHSM - Nursing Symposium, Grand Rapids, MI.
- Practice Stories Inspired a Multidimensional Comfort Model for Pain Management, Clinical Practice, and Research, ASPMN 28th National Conference, Bonita Springs, FL, 2018
- Cascading Effect of Civility on Professional Clarity, Job Satisfaction and Caring for Patients, International Association for Human Caring, Edmonton AB Canada, 2017
- Using a partnership model to demonstrate collaboration between a DNP Student and a PhD prepared Nurse. 22nd International Caritas Consortium, Brigham and Women's Hospital 2016 Co-presented with Dr. John Nelson.
- Mercy Health Saint Mary's 2016 Pain Series:
 - Pain & Sepsis: assessment, sedation, and hypotension
 - Patient pain assessment & preventing over sedation: The Cardiovascular Patient
 - Patient pain assessment & preventing over sedation: The Psychiatric Patient
 - Patient pain assessment & preventing over sedation: The Geriatric Patient
 - Patient pain assessment & preventing over sedation: The Neurological Patient
 - Patient pain assessment & preventing over sedation: The Patient with Cancer
- The Therapeutic Use of Self: an intervention for Pain Management. MHSM Nursing Symposium 2016, Grand Rapids, MI.
- Caring Science – the Transformation of Self American Psychiatric Nurses Association Michigan Chapter Annual conference: The Psychiatric Nursing Interventions to Enhance Safety & Mental Health Recovery System, Lansing, MI. 2017.
- The Construct of Comfort: Moving from Pain to Comfort, 2016 Caring International Research Collaborative (CIRC) Caring Collaboration in Practice – International Perspectives', Glasgow, Scotland
- How beliefs impact pain management; culture, nonpharmacological and adjuvant pain interventions. American Association Critical Care West Michigan Chapter Spectrum Health Conference Center 3/21/16.
- What do we believe? 2016 multiple venues
- What is in a vision?, 2014, 2015 multiple venues
- Nursing Culture of Caring, to all staff reporting to nursing, Henry Ford Wyandotte, 2014-15
- Translation from Theory into Practice: one Hospital's Journey to keeping patients safe and free from harm 2013 Carolinas Center for Medical Excellence (CCME) Continuing Nursing Education CNE Webinar.
- Therapeutic Hypothermia: S/P Cardiac Arrest Pathophysiology of Ischemia and the Evidence behind the Therapy 2013, Henry Ford Wyandotte
- ABCDEs of Delirium Evaluation/Treatment and Early Mobility and Exercise 2012-2013
- Acute versus Chronic pain management: assessment, treatment and review of treatment for over sedation. Staff development presentation continuing education credit offered, Henry Ford Wyandotte 5/11, 12, 27, 2011 and in Chicago, IL for Quality and Accreditation Nursing Network 9/16/2011.
- “Diabetic Ketoacidosis Versus Hyperglycemic Hyperosmolar Syndrome: Can an Insulin Dependent Type II Diabetic Have Diabetic Ketoacidosis?” staff development presentation, continuing education credit offered, St. Joseph Mercy Hospital, 12/08.

- “Mock Code and Bioterrorism with Disaster planning,” guest lecture, Washtenaw Community College, Nursing 281, 3/08.
- “Hemodynamic monitoring,” guest lecture, Washtenaw Community College, Nursing 281, 11/07.
- “Patient-Controlled Analgesia Documentation Standards,” hospital-wide education in-service for nurses, University of Michigan Hospital, 1-2/03 & 04.
- “Epidural Pain Management for Bariatric Surgery Patients,” staff RN in-service, Medical Intensive Care Unit, University of Michigan Hospital, 1/00-12/00.
- “Pain as the Fifth Vital Sign,” poster in-service, Medical Intensive Care Unit, University of Michigan Hospital, 5/00.
- Developed and administered education plan to facilitate nursing staff preparation for ACLS certification, including ECG analysis and identification of patients requiring transfer to St. Joseph Mercy hospital for cardiac management, 1999.

Poster Presentation

- The Therapeutic Use of Self: an Intervention for Pain Management 22nd International Caritas Consortium, Brigham and Women's Hospital, Boston, 2016
- ABCDE beyond Critical Care, Comprehensive Oral Care: Critical Care to General Care
 - HFHS 8th Annual Nursing Research Conference-Nursing Research and Health Care Equity 2/13
 - University of Michigan SICU - Leaping Forward: Stitching Evidence into Practice 2013
 - University of Michigan SON 15th Annual Evidence-Based Practice Conference 2013
- How SBAR+R facilitated implementation of a Nurse Driven Automatic Stop Telemetry Policy.
 - HFHS 8th Annual Nursing Research Conference-Nursing Research and Health Care Equity 2/13
 - University of Michigan SICU - Leaping Forward: Stitching Evidence into Practice 2013
 - University of Michigan SON 15th Annual Evidence-Based Practice Conference- 2013
- Translation from Theory into Practice: one Hospital's Journey to keeping patients safe and free from harm. National Relationship-Based Care Symposium, Huron, Ohio 2013
- Nursing Staff ACLS Certification, poster presentation, Saline Community Hospital, 4-6/99.

Publications

- Nichols, T. (2019). The role of the Doctor of Nursing practice in promoting nonpharmacologic pain and comfort management. *Creative nursing*, 25(04), publication approved.
- Nichols, T. M. (2019). 1D Practice Stories Inspired a Multidimensional Comfort Model for Pain Management, Clinical Practice, and Research. *Pain Management Nursing*, 20(2), 94.
- Nichols, T. (2018). Comfort as a Multidimensional Construct for Pain Management. *Creative nursing*, 24(2), 88-98.
- Lombard, K., Wright, D. & Nichols, T. (2017). Chapter 7: Embedding Relational Competence *Advancing Relationship-Based Cultures*, (Ed) Mary Koloroutis, RN; David Abelson, MD, 2017
- Nelson, J., Nichols, T. and Wahl, J. (2017). The cascading effect of civility on outcomes of clarity, job satisfaction, and caring for patients. *Interdisciplinary Journal of Partnership Studies*
- Nichols, T. (2017). *See me as a Person Therapeutic Practices: Core Competencies applied to pain and comfort*. Koloroutis, M. & Abelson, D. Eds. *Advancing Relationship-Based Cultures*. Creative Health Care Management.

EDUCATION AND TRAINING

University of Minnesota

DNP Health Innovation and Leadership

Concentration: Healthcare Design certificate – May 2020

University of Michigan, Ann Arbor, MI

M.S., Adult-Gerontology (Acute & Critical Care) and B.S.N

Concentration: Education-Teaching certification

Nurse in Washington Intern

Highland Park Community College, Highland Park, MI - A.D.N.

Oakland University, Rochester, MI - B.A., Psychology

RESEARCH INTERESTS: How does clarity of self, role and system improve safety and quality? How does effective use of time, functioning in purpose lead to density? Quantum physics and nursing. How does are believes drive our behaviors (change initiatives should focus on identifying beliefs)? Creating a Paradigm shift from pain to comfort.

LICENSURE & CERTIFICATIONS:

- Advanced Practice Registered Nurse, Certification
 - Critical Care Clinical Nurse Specialist AACN
 - Adult-Gerontology Clinical Nurse Specialist ANCC
- ANCC Standard Setter for the Adult-Gerontology Clinical Nurse Specialist certification and exam 2014 & 2017
- Registered Nurse Pain Management ANCC
- Registered Nurse, State of Michigan
- Registered Nurse, State of Iowa
- Advance Registered Nurse Practitioner, State of Iowa

MEMBERSHIPS

- American Nurses Association-Current
- International Association of Human Caring – Current
 - Board Member
- American Society of Pain Management Nurses – Current
 - ASPMN Great Lakes President and Charter Member
- Critical Care Nurses Association-Current
- International Association of the Study of Pain - Current
- Rho Chapter University of Michigan Sigma Theta Tau-Current
- Michigan Association of Clinical Nurse Specialists -Current
- National Association of Clinical Nurse Specialists-Current
- Alpha Kappa Alpha Sorority Charter Member, Nu Phi Chapter, Oakland University
- Alpha Kappa Alpha Sorority – Theta Chi Omega Grand Rapid, MI Chapter
- Michigan Nurses Association
 - Chapter Eight Board Member, 2000
 - Chapter Representative, Congress of Health Care and Economics, 2001
 - Chairperson, Nomination Committee, 2001-2003
 - Programming Committee Member, assisted with the development of educational programs to provide continuing education credits, 2003-2005
 - Chapter Eight, UAN and ANA Delegate, 2001-2004

AWARDS AND RECOGNITION

- MHSM 2017 Nominee for the Nursing Excellence Visionary Award
- Sigma Theta Tau International Honor Society Induction – Rho Chapter University of Michigan School of Nursing 2014
- HFHS 2014 Focus on People Award for the Care Coordination Team-Conversation Ready Project
- 2013, 2014 & 2015 Nominee for the Clara Ford Award for Nursing Excellence, Henry Ford Health System
- Dorothy Fletcher Green Award, University of Michigan Rackham Graduate School, awarded by Dean and Executive Committee, 2010.

- Friends Scholarship, University of Michigan, annual stipend and full tuition awarded by Friends of the University of Michigan Health System, 1990-94.
- Aliene Carrington Ewell Scholarship, awarded by Admissions Office at Oakland University, 1985-1987.
- Alpha Kappa Alpha Sorority Scholarship, Oakland University, 1985.
- Samaritan Health Center Scholarship, awarded by Samaritan Health Center, Detroit, Michigan, 1984-1986.

COMMUNITY SERVICE

- AKA Ivylettes Lead Senior Advisors – Mentorship of females 8th -12 grade, 2019
- Kent County Opioid Task Force, 2016-present
- Kent Technical Career Center – Advisory Board Member, 2016-present
- Community Stroke Awareness: Stroke Awareness Month Seminar Henry Ford Wyandotte Hospital 2011-2015.
- Wyandotte and Trenton Fair measuring the community knowledge of stroke 2012-2014
- Speaker for City Year International -Topic Health & Hygiene, presented at Howe School of Excellence 8th graders, Chicago, Ill. 2012.
- Boy Scouts of America: Cubmaster, Webelos Den Leader and Den Leader Awards, 2001
- Boy Scouts Troop 1: Secretary and Adult Leader, Merit Badge Counselor, 2002-2004
- Cub Scouts Pack 26: Advancement Chair and Bear Den Leader, Wolf Den Leader, Webelos Den Leader, 1995-1996
- Cub Scouts Pack 33: Founder, Cubmaster, Webelos Den Leader, 1997
- Eagle Scout Mother, 2007