# **Heather Mathias**

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## EDUCATION

# **Institution**

# Northcentral University Anticipated Graduation Summer 2022

# **Doctor of Philosophy; Nursing Education Currently in candidacy status**

# South University

# **Master of Science in Nursing**

# Hawaii Pacific University

# **Bachelor of Science in Nursing**

## LICENSURE and CERTIFICATIONS

# **State License Number Expiration**

# SC 205251 4/30/2022

OR 201802476RN 2/17/2021

BLS CPR/AED 2/2023

## PROFESSIONAL EXPERIENCE

**Doctor’s Hospital of Augusta**

Augusta, GA **09/2021- Present**

**Director of Surgery; Burn Operating Room**

* Provide administrative oversight by managing staff and resources for surgery for number one burn OR in the United States, number two worldwide, performing over 16,000 surgeries a year
* Specialty services include burn, plastics and reconstruction
* Focus on stability, staff development, education and optimization of resources
* Improved on time starts and turnover times by defining team roles and responsibilities
* Established service line leaders improving morale and accountability
* Nurtured shared governance model within teams; improved employee engagement scores by 30% within 3 months
* Lead preference card project, improving surgeon satisfaction and decreasing supply cost Improved productivity by 20% in burn OR
* Provides leadership in curriculum design, instructional delivery, for surgical competencies
* Process improvements includes cross training of operating room staff, productivity optimization

**South College 12/2020- Present**

Nashville, TN

**Subject Matter Expert/ Professor**

Advanced Nursing Theory

Population Health

Community Health

Leadership

* Design DNP curriculum and coursework for new online DNP program
* Teaching DNP and BSN Coursework as assigned online

**Aiken Regional Medical Centers**

Aiken, SC **03/2021- 09/2021**

**Surgical Services Manager**

* Provide administrative oversight by managing staff and resources for surgery including main OR, out-patient surgery center, and anesthesia services
* Specialty services include Robotics, Total Joints, Neuro Surgery
* Process improvements included cross training of operating room staff, productivity optimization, and re-initiation of surgical executive team
* Focus on stability, staff development, education and optimization of resources
* Improved on time starts and turnover times by defining team roles and responsibilities

**OHSU Hillsboro Medical Center 02/2019- 03/2021**

Hillsboro, OR

**Surgical Services Manager**

* Provide administrative oversight by managing staff and resources for surgery including main OR, out-patient surgery center, and anesthesia services
* Specialty services include Robotics, Total Joints, Neuro Surgery
* Process improvements included cross training of operating room staff, productivity optimization, and re-initiation of surgical executive team
* Focus on stability, staff development, education and optimization of resources
* Improved on time starts and turnover times by defining team roles and responsibilities
* Established service line leaders improving morale and accountability
* Visit Surgeon to ensure understanding of needs and perspective and nurtured shared governance model within teams; improved employee engagement scores by 30%
* Lead preference card project, improving surgeon satisfaction and decreasing supply cost Improved productivity by 20% in Main OR
* Provides leadership in curriculum design, instructional delivery, for surgical competencies
* Developed nurse residency program for Intraop
* Expert in policy writing; transitioned corporate and departmental policies and chair of the Policy Committee for the Clinical Practice Council
* COVID-19 Team: wrote curriculum and educated perioperative staff to work on floors; initiated PPE super users to observe staffing donning and doffing techniques.
* Developed and launched COVID donning and doffing education statewide; this information was also shared with physicians in Algeria who translated information into Arabic, French and Spanish- education was then used in Southern Europe and Northern Africa to train medical professionals in doffing and donning.

**Concordia University 05/2018- 02/2019**

Portland Oregon

**Program Director ABSN Program, Associate Professor**

* Provide administrative oversight by managing staff and/or resources of the Accelerated BSN Program.
* Responsible and accountable for ensuring the fulfillment of educational goals and objectives, and ensuring program compliance with Oregon State Board of Nursing as well as maintaining full accreditation through the Commission on Collegiate Nursing Education (CCNE).
* Responsible for budget planning and resource allocation for ABSN program.
* Directs all aspects of the nursing program, including the admission, orientation, advising, progression, graduation and, when necessary, the probation, appeal and dismissal of students.
* Provides leadership in curriculum design, instructional delivery, accreditation, and assessment activities.
* Applies/adopts best practices to promote effective teaching and learning strategies.
* Evaluates adjunct nursing faculty and staff
* Employs appropriate enrollment management, retention and completion strategies
* Develops, assembles, and recommends annual budgets by researching, reviewing, and analyzing historic information and projecting future needs.
* Participates in faculty hiring committees and other committees as needed. Serves on all system nursing admissions and grievance committees, and facilitates system- wide nursing faculty meetings
* Facilitates the development of revised and new curriculum and program elements that stay current with OSBN requirements for nursing practice
* Establishes and maintains collaborative working relationships with business and industry partners, agencies, community organizations and/or education institutions
* Works with appropriate personnel to mediate student and faculty concerns and resolve conflicts; follows chain of command; follows college procedures for grievances. Facilitates student appeals; manages student class and clinical issues. Orients all new students to nursing program; coordinates student information and orientation sessions

**Fortis College- Columbia 03/2013- 12/2017**

# Columbia, SC

# **Simulation Coordinator/ Nursing Faculty**

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# **Simulation**: *(Wrote and conducted Simulation in Fundamentals, Medical Surgical I &II, Maternity, Pediatric, Mental Health, & Transitions to Practice Nursing Courses)*

# Caring for Children

# Mental Health Nursing

# Health Assessment

# Transitions to Nursing Practice (Senior Mentor)

# Medical Surgical Nursing

# Nursing Informatics

# Medical Surgical Nursing I & II

# Ongoing development, coordination, and implementation of Associate Degree in Nursing Program both didactic and clinical components

# Supports all clinical learning lab and simulated patient care learning experiences for students with appropriate resources to successfully complete evidence-based learning opportunities in simulated patient care environment

# Facilitate faculty and College leadership with initiatives involving clinical simulation research and effective teaching strategies in a simulated patient care environment

# Develop and implements detailed clinical based scenarios for the computerized simulators; operates and maintains computerized simulation equipment

# Participates in planning and scheduling for students and faculty by ensuring open lab and structured lab utilization times are available and communicated and appropriately resourced

* Coordinates and supervises students to ensure that lab experiences meet course objectives; provides individual oversight to students for practice and/or remediation on technical skills as requested by faculty and students
* Facilitates simulation equipment care and maintenance, including troubleshooting and repair as required

# Member of the student admission review board, new student orientation and curriculum committees

# Collaborative development of a comprehensive Senior Seminar RN Transitions Course to assist students in their transition to the Professional Registered Nurse role and NCLEX review preparation

# Formulate student assignments to reflect course content and objectives; Utilizes the seven principles of teaching, Bloom’s taxonomy and learning theory to facilitate knowledge and skill development to support student achievement and self-esteem.

# Maintenance of student records and committees as required by the South Carolina Board of Nursing, NLNAC, and clinical partners.

# **Fortis College Online 07/2016- 01/2018**

Dayton, Ohio

**Online Nursing Education PN and RN Programs**

# Concepts of Community Based Nursing

Leadership in Nursing

* Teaching LPN and RN program coursework as assigned online
* Course content delivery include online via blackboard
* Utilizing sound teaching strategies enhancing student understanding of difficult concepts.
* Working with teams to provide and improve course implementation.
* Facilitating a positive, collaborative learning environment for students including valuing diversity, integrity, accountability, ethics and professional behaviors.
* Actively mentoring and supporting students throughout the nursing curricula.
* Serve on college and/or university committees or other professional organizations

**Wright State University 08/2016 to 05/2017**

Dayton, OH

**Nursing Clinical Faculty**

Critical Care Across Lifespan

Nursing Women and Childbearing Family

Nursing Simulation Laboratory

* Provides clinical care for patients on CVICU and Cardiac Units and managing 8 students.
* Provides clinical care for patients on postpartum and newborns and managing 8 students, rotating students to the labor and delivery unit as able.
* Teaching BSN program coursework as assigned.
* Course content delivery include didactic, laboratory, and off-campus clinical instruction.
* Utilizing sound teaching strategies enhancing student understanding of difficult concepts.
* Working with teams to provide and improve course implementation.
* Facilitating a positive, collaborative learning environment for students including valuing diversity, integrity, accountability, ethics and professional behaviors.
* Actively mentoring and supporting students throughout the BSN curricula as assigned, including supervising independent studies or honors projects
* Serve on college and/or university committees or other professional organizations

**Ohio Institute of Allied Health 06/2015-08/2016**

# Huber Heights, Ohio

# **Director of Nursing Education PN and RN Programs**

# Caring for the Community

# Nursing Management for Personal and Professional Growth

# Professional Transitions

# Integrated Microbiology and Environmental Nursing

# Pathophysiology

# LPN to RN Transitions

# Nursing Informatics

# As Director of Nursing Education responsible for the development, organization and management of a Practical Nursing Program and Registered Nursing Program. Provide oversight in all areas of the Nursing programs, ensuring compliance with all State of Ohio Board of Nursing rules and regulations, COE, ACICS and working towards ACEN accreditation

# Plan all student nurse clinical experiences for all PN and RN program and provide direction in establishing clinical objectives and outcomes within the framework of each course

# Establish relationships with new clinical site and obtain and maintain contracts with facilities

# Communicate clinical objectives to students, faculty and staff at the clinical sites

# Provide orientation to students and faculty to clinical sites, including introduction to clinical staff

* Work with the School Director to develop and revise curriculum, ensure compliance with all accreditation and academic regulatory requirements, and responsible for all facets of nursing student academic progress.

# Formulate student assignments to reflect course content and objectives; Utilizes the seven principles of teaching, Bloom’s taxonomy and learning theory to facilitate knowledge and skill development to support student achievement and self-esteem.

# Counseling and advisement of students

# Maintenance of student records and committees as required by the Ohio Board of Nursing, and clinical partners

# **Hondros College 10/2014- 05/2015**

# Fairborn, OH

# Lead Nursing Faculty

# Guide to Role Transition

# Professional Nursing Issues

# Simulation Laboratory

# Ongoing development, coordination, and implementation of Associate Degree in Nursing Program both didactic and clinical components

# Curriculum review and development, Curriculum Committee

# Facilitator that provides students enrolled in the course hands on instruction, practice during on campus lab, clinical, and teach medical surgical nursing concepts and nursing informatics.

# Counsel and advisement of students

# Collaborative development of a comprehensive Medical Surgical Nursing Courses and Professional Nursing Issues course to include syllabus, course outcomes, power point lecture handouts, clinical expectations, clinical case studies, and NCLEX format evaluation tools

# Collaborative development of a comprehensive RN Transitions Course to assist students in their transition to the Professional Registered Nurse role

# NCLEX review preparation with the development of review courses for current graduating students and former students to attend

# Formulate student assignments to reflect course content and objectives; Utilizes the seven principles of teaching, Bloom’s taxonomy and learning theory to facilitate knowledge and skill development to support student achievement and self-esteem.

# Maintenance of student records and committees as required by the Ohio Board of Nursing, NLNAC, and clinical partners

# **South University 08/2010- 03/2013**

# Columbia, SC

# **Nursing Faculty**

# Fundamentals of Nursing Practice

# Fundamentals of Nursing

# Principles of Assessment

# Caring for Adults I, II, III, IV

# Caring for Children

# Managed Care Hybrid/Online Course

# Ongoing development, coordination, and implementation of Bachelorette Degree in Nursing Program both didactic and clinical components

# Counseling and advisement of students

# Provided instruction in nursing theory, simulation lab and clinical practice in accordance with the school’s philosophy and objectives to a diverse student population.

# Plan, develop, evaluate, and revise program curriculum with colleagues.

# Work collaboratively with faculty to prepare for teaching by developing current syllabi, examinations, and learning activities. Create a supportive learning environment in the classroom and clinical setting by being responsive to students’ academic needs

# Formulate student assignments to reflect course content and objectives; Utilizes the seven principles of teaching, Bloom’s taxonomy and learning theory to facilitate knowledge and skill development to support student achievement and self-esteem.

# **Blue Cross Blue Shield of South Carolina 06/2012- 02/2013**

# Columbia, SC

# **Manager of J11 Contract**

# Oversaw the accurate processing of Medicare Part A Appeal claims to review for medical necessity

# Ensured compliance with nationally recognized standards; local, state, and federal laws and regulations

# Identified and implemented process improvement opportunities; instated weekly mass assignment for case load for RNs and new printing for the Qualified Independent Contractors to be routed to print shop to allow for mass printing to meet timeliness with metrics

# Managed a staff of 90+ individuals

# **Lexington Medical Center 05/2009- 11/2011**

# Columbia, SC

# **Clinical Coordinator /Assistant Manager**

# Coordinated daily clinical operations for outpatient surgery center

# Responsible for Quality Assurance and Performance Improvement program; managed all key indicators

# Acted as nurse manager in the absence of Nurse Manager

# Provided nursing care for surgical patients preoperatively, intraoperatively and postoperatively

# **Coram Infusion Company 03/2007-02/2009**

# San Antonio, TX

# **Executive Director**

# Exceeded EBITDA/contribution plan by over 20% for FY 07/08, by exceeding budget goals for cost of goods and overall cost of service, through strategic sourcing, vendor contracting, implementation of strong formulary management programs and staff development processes

# Exceeded operational goals and objectives for the division’s core services of immune globulin, hemophilia factor-clotting agents, and Alpha-1 Proteinase Inhibitor therapies, resulting in a 30% growth in revenue over 3 years

# Addressing a flat specialty biologics revenues in the prior year, implemented strategic programs that supported new marketing initiatives, thus contributing to a 30% YOY revenue growth in 2008 for our specialty biologics program

# In conjunction with the marketing team achieved both Sales and Managed Care contract objectives through the implementation of the company’s proprietary therapy/disease management programs. Established operational procedures for capturing vital outcome data and coordinating program goals

# To further establish the company as a true specialty pharmacy provider, implemented operational programs resulting in the successful launching of three different limited distribution drug products for chronic, high-touch disease states

# Created and executed action plans that allowed for an increase in sales by bringing sales and operations teams together for goal setting sessions, team building thus giving ownership to staff

# A recognized leader- selected to mentor and train new Branch and Nurse Managers; selected as an acting executive director as needed for other branches throughout southwestern region

# Manage of staff of 40+ employees; pharmacy, nursing, warehouse, delivery, intake and customer service staff at different locations at a time; 4 direct reports

# Member on mock survey team; worked with other branches to ensure regulatory compliance for nursing and pharmacy departments

# Managed and monitored all performance improvement indicators and risk management activities

# As a result of good customer relations, provided clinical support for sales; secured 18 inotrope (Primacore) patients with termination of Heart Clinic at the McAllen Heart Hospital

# Recognized CE speaker; traveled throughout Southwestern Region giving CEU’s on various IV therapies, transitioning patients from hospital to home and line care

# Improved customer retention by over 40% in the 1st year through innovative customer service programs and field education initiatives for clinical staff

# Assisted in growing area sales by 50% in FY07/FY08; enhanced operational staffing support, and moved area operations into a larger facility to meet business growth needs. Consistently met or exceeded cost of service and revenues targets

# Provided direct nursing care for infusion patients in the home and infusion center

# **San Antonio Surgery Center 07/2005- 02/2007**

# San Antonio, TX

# **Perioperative Nurse**

# Charge Nurse, responsible for daily operations of Ambulatory Surgery Center

# Integral to the design and development of new ASC (Texas Center for Athletes)

# Developed policy and procedures and designed charting documents for pre-op, intra-op and post-op

# Responsible for the Quality Assurance program; managed all key indicators to include infection control, core measures and employee health,

# ENT Clinician; responsible for ENT surgical service

# Provided nursing care for surgical patients (ENT, Orthopedics, Plastic, Gynecology and Pain Management) preoperatively, intra-operatively and postoperative

# **Methodist Hospital 04/2003- 07/2005**

# San Antonio, TX

# **Perioperative Nurse**

# Charge Nurse, responsible for daily operations of main OR

# Responsible for the Quality Assurance program; managed all key indicators to include infection control, core measures and employee health,

# ENT Clinician; responsible for ENT surgical service

# Provided nursing care for surgical patients preoperatively, intra-operatively and postoperative

# **Kaiser Permanente 12/2002- 03/2003**

# Honolulu, HI

# **Pediatric RN/ PICU RN**

* Provided care for pediatric and adolescence with a wide-range of ailments, from common childhood diseases to life-threatening illnesses.
* Provided well baby checks in home to newborns 24 hours post vaginal delivery and 36 hours post caesarian section.
* Provided IV therapy in the home for pediatrics and adolescence.

**Kahumalama Nursing Agency 03/2000- 03/2003**

# Honolulu, HI

# RN/CNA

# Provided care for pediatric, adolescence and adult patients in a variety of settings throughout the island of Oahu. Assignments included medical surgical floor, pediatric floor and psychiatric.

## United States Air Force 01/1996-01/2000

# Communications/ Navigations

Conducted and directly supported flying operations, including combat, combat support, and training missions for CINCPF and CINCPAC commanders. Supervised and performed staff functions such as inspection, contingency planning, and policy formulation for the 15th ABW.

## PROFESSIONAL AFFILIATIONS

# 2020- Present National Society of Leadership and Success

# 2013- Present International Nursing Association for Clinical Simulation and Learning

# 2011- Present National League of Nursing

# 2011- Present Sigma Theta Tau International

# 2011- Present American Nursing Association

# 2000- Present Academy of Medical Surgical Nurses

2003- Present Association of periOperative Registered Nurses

## LEADERSHIP ACTIVITIES/ VOLUNTEER

# 2020-2021 Assisted with COVID education worldwide to train over 300+ volunteers in

# Southern Europe and North Africa regions

# 2015- 2016 Webmaster for Sigma Theta Tau International, South University

# 2010- 2015 Speaker for the South Carolina Make-A-Wish Foundation

# 2010- 2015 Actively involved in the South Carolina Leukemia Lymphoma Society

# 2001- Present Work with homeless families, triage care to free clinics

# 1999- Present Volunteer for the Harvest Hope Food Bank

## PUBLIC SPEAKING ENGAGEMENTS

# 03/11/2009 Prime, Inc. & University of South Florida Dinner; San Antonio, TX

# Cased-Based Nursing Solutions for Patients with Immune Mediated Inflammatory Diseases