

Curriculum Vitae

STEFANIE R. HAYNES, DHS, MSN, RN, FNP-C

QUALIFICATIONS

- Nurse educator experience includes the following settings: accelerated post-baccalaureate BSN, MSN, Clinical Nurse Manager/Educator for Apheresis Unit staff nurses
- Experience as a bedside registered nurse in Perioperative, Pediatric Medical-Surgical Intensive Care, Adult Medical Intensive Care, and Transfusion Medicine & Clinical Apheresis settings.

EDUCATION

2018- 2021	Doctorate in Health Sciences Teaching and Learning Track Capstone Project: The Role of Resiliency Training to Reduce Burnout Among Critical Care Healthcare Professionals MCPHS University, Boston, MA
2013- 2015	Master of Science in Nursing – Family Nurse Practitioner MCPHS University, Manchester, NH Graduated Cum Laude
2001- 2005	Bachelor of Science in Nursing University of Massachusetts, Amherst, MA. Graduated Cum Laude

LICENSURE

Advanced Practice Registered Nurse, State of Massachusetts
License # 266318
Exp. Date: 1/3/24

PROFESSIONAL CERTIFICATIONS

Basic Life Support, State of Massachusetts
Expiration Date: 1/2023

PROFESSIONAL POSITIONS

2022-present

Assumption University, Froelich School of Nursing

Full-time Nursing Faculty Member, Professor of Practice

- In conjunction with the Dean, responsible for the development and implementation of the accelerated post-bachelor's nursing program.

2017- 2022

MCPHS University, Division of Nursing, Worcester MA

Full-time Nursing Faculty Member, Assistant Professor

- Instructs via traditional in-class, hybrid, and online settings to accelerated BSN students.
- Teaching methods utilized: lecturing, videos, PowerPoint, group work, Blackboard learning management system, and case studies;
- Proficient in ATI, HESI, ExamSoft, ShadowHealth, and GoReact platforms. Regularly utilizes Microsoft (MS) Office, MS Teams, MS OneDrive, MS Forms, and Zoom;
- Familiar with Commission of Colleges of Nursing Education (CCNE) accreditation standards & Massachusetts Board of Registration in Nursing (MBORN) regulations; contributed to a successful ten-year accreditation visit by CCNE in 2021;
- Courses currently teaching/previously taught:
 - NUR 207/216: Nursing Fundamentals (Course Coordinator)
 - NUR 220: 200-level Seminar
 - NUR 245: Health Assessment (Course Coordinator)
 - NUR 320: 300-level Seminar
 - NUR 422: Mental Health Nursing
 - NUR 504: Provider of Care V: Coordinator of Care (Course Coordinator)
 - NUR 520: 500-level Seminar
 - NUR 703: Advanced Health Assessment

2017-2020

MCPHS University, Division of Nursing, Worcester MA

Lab Manager

- Coordinated scheduling of laboratory sessions for non-class periods to provide individual/group skills practice;
- Assessed student learning needs in the laboratory and makes recommendations for maximum effectiveness of laboratory learning opportunities;
- Assumed responsibility for hiring, onboarding, scheduling, and oversight of adjunct laboratory nursing instructors;
- Coordinated the ordering of equipment and supplies, maintains inventory; including stockroom supplies and equipment drawers;
- Prepared laboratory stations prior to assigned lab time, including breaking down lab equipment and securing items after instruction, and proper labeling and disposing of waste;
- Maintained instrumentation and ensures timely instrument/equipment repairs and servicing.

2016

CVS Minute Clinic, Charlton MA

Family Nurse Practitioner, Retail Medicine

- Provided urgent care to adults and children in a retail medicine setting;
- Administered sports, camp, and DOT physicals.

2015

Reliant Medical Group Ready Med Urgent Care, Auburn MA

Family Nurse Practitioner, Urgent Care

- Provided urgent care to adults and children in an urgent care setting;
- X-ray, EKG, and suturing capabilities on-site;
- Regular collaboration with interdisciplinary team (MA, RN, PA, NP, & MD);
- Triage to hospital-level care as needed.

2010- 2017

UMASS Memorial Hospital, Worcester MA

Staff Nurse, Adult Medical ICU; Apheresis/Transfusion Medicine; Nurse Manager/Educator

2016-2017 Nurse Manager/Educator, Clinical Apheresis/Transfusion Medicine

- Responsible for clinical management, oversight, scheduling, and staffing;
- Developed policies & procedures;
- Collaborated with nursing educators from vendors and within the UMass system to provide current evidence-based training and support to nursing staff;
- Impeccable recording keeping and attention to detail in a highly-regulated environment.

2014-2015 Per Diem Staff RN, Clinical Apheresis/Transfusion Medicine

- Provided apheresis support services including emergency/on-call procedures for a large academic medical center;
- Proficient in extra-corporeal blood processing procedures for donors and patients;
- Demonstrated critical thinking, flexibility, and collaborative efforts while providing high-level procedural care to acutely ill, complex patient populations;
- Outstanding rapport with patients and healthy blood donors.

2012-2014 Full-Time Staff RN, Adult Medical ICU

- Delivered a complete range of ICU RN competencies and expertise;
- Proficient in telemetry monitoring;
- Maintained a high degree of accuracy to achieve optimal patient acuity monitoring;
- Proficient in CVVHD management;
- Demonstrated excellent abilities for assessment, critical thinking, delegation to assistants, and multi-tasking.

2010-2012 Full-Time Staff RN, Clinical Apheresis/Transfusion Medicine

- Provided apheresis support services including emergency/on-call procedures for a large academic medical center;
- Proficient in extra-corporeal blood processing procedures for donors and patients;
- Demonstrated critical thinking, flexibility, and collaborative efforts while providing high-level procedural care to acutely ill, complex patient populations;
- Outstanding rapport with clinic patients and healthy blood donors.

2007-2009

Children's Hospital Boston, Boston MA

Full-Time Staff RN, Pediatric Medical-Surgical ICU

- Delivered a complete range of PICU RN competencies and expertise;
- Proficient in care of the ECMO patient and patients requiring CVVHD;
- Maintained a high degree of accuracy to achieve optimal patient acuity monitoring;
- Demonstrated excellent abilities for assessment, critical thinking, delegation to assistants, and multi-tasking.

2005-2007

Brigham & Women's Hospital, Boston MA

Full-Time Staff RN, Operating Room

- Proficient in both scrub nurse and circulating nurse responsibilities;
- Quickly recognized for being flexible, adaptable, and quick-to-learn; transitioned to off-shift where responsibilities included perioperative nursing support for all specialty surgical areas.

2004-2005

Holyoke Hospital, Holyoke MA

Per Diem Personal Care Assistant, Medical-Surgical floor

- Assisted RN's with patient care, including activities of daily living;
- Performed 12-Lead EKG's, FSBS, Vital Signs, and other primary patient care as assigned.

PROFESSIONAL MEMBERSHIPS

2022-Present

Online Learning Consortium (OLC)

2022-Present

American Association of Critical Care Nurses (AACN)

2017- Present

National League for Nursing (NLN)

2017-2022

Higher Education Consortium of Central Massachusetts (HECCMA)

2016-2017

American Society for Apheresis (ASFA)

2015-Present

American Association of Nurse Practitioners (AANP)

2015- 2018

Sigma Theta Tau, National Nurses Honors Society

2010- 2014

Massachusetts Nurses Association

PROFESSIONAL COMMITTEES

2022-present

Assumption University Froelich School of Nursing Committees

2017 – 2022

MCPHS University School of Nursing Committees

2021-2022

Committee Founder and Chair, DAISY Award Committee for Faculty and Students

- Collaborated with University Leadership to implement this prestigious award for students and faculty. Plans included formulation of the DAISY committee, drafting mission and bylaws, nomination and scoring processes, and award recognition/presentation.
- Strategized with University Marketing experts to promote the DAISY award and ascertain high-quality candidate nominations for deserving students and faculty.
- Responsible for blinding, tracking, and collaborating with the committee to rank nominations and finalize recipients.

2020-2021

Committee Chair, Faculty Affairs Committee

- To evaluate policies related to faculty matters and to coordinate activities for faculty development.
- Developed and implemented standardized meeting schedule for the School of Nursing with a goal to improve work/life balance for faculty.
- Developed and administered annual Faculty Development Needs Assessment and reported results to the Dean with recommendations for Faculty Development opportunities.
- Revised School of Nursing Faculty Handbook to include a formal mentoring program for new faculty.

2017-2022

Member, Curriculum Committee

- To evaluate and make recommendations for changes in the existing undergraduate BSN curricula.

2019-2021

Member, Outcomes & Assessment Committee

- To conduct ongoing formative and summative evaluation to ensure quality of nursing programs.

2019-2021

Member, Committee Member, Academic Standing Committee

- To review policies and students' academic performance based on standards of admission, progression, retention, graduation, and safe and competent nursing practice.

2019-2022

Member, School of Nursing Workload Task Force

2018-2019

Chair, Student Affairs Committee

2017-2021

Member, Scholarship Committee

2017 – 2022

MCPHS University-Wide Committees

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| 2021-2022 | Committee Member, University Veterans Education Team (UVET) <ul style="list-style-type: none">• To encourage, support and provide resources to student veterans and dependents at MCPHS.• UVET team members serve as liaisons between relevant campus departments and services available to veterans. |
| 2020-2022 | FMI Coffee & Community Committee <ul style="list-style-type: none">• Engage in active dialogue with other college-wide faculty to promote a sense of MCPHS University community. |
| 2019-Present | Committee Member, Worcester/Manchester Interprofessional Working Group <ul style="list-style-type: none">• The IPE Working Group provides interprofessional education and collaboration opportunities for students allowing them to actively participate and engage as healthcare team members by demonstrating mutual respect, understanding, and values to meet patient care needs.• The IPE Working Group accomplishes this by working collaboratively to 1) plan and deliver IPE activities in required curricula for multiple programs; 2) routinely assess IPE activities; and 3) sustain IPE activities for the Worcester/Manchester campuses.• The IPE Working Group promotes IPE-related teaching, scholarship and service initiatives for both students and faculty. |
| 2017-2020 | University Safety Committee |

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| 2008-2009 | Children's Hospital Boston – Education Council <ul style="list-style-type: none">• Developed nursing staff education events within the PICU setting• Coordinated and executed annual education day for PICU staff |
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PROFESSIONAL PRESENTATIONS

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| 2022 | Cabrera, E. K. & Haynes, S. (2022, April, 6-8). A phenomenological study of COVID 19's impact upon the critical care nurse [Abstract Presentation and Podium Presentation]. American Association of Critical Care Nurses Region 1 Horizons Conference 2022, Portland, ME |
| 2021 | Haynes, S. (2021, December 2). The role of resiliency training to reduce burnout among critical care healthcare professionals [Doctorate Capstone]. Presented to Doctoral Faculty and student peers |
| 2019 | Blais, C., Haynes, S. (2019). Training the trainer: Utilizing active learning techniques to educate nursing faculty on simulation best practices [Abstract] Accepted by the Evidence Based Practice National Summit hosted by the Helene Flud Health Trust National Institute for Evidence-Based Practice in Nursing and Healthcare for poster presentation November 20-22, 2019 Columbus, OH |
| 2018 | Bachour, J., Haynes, S. (2018, December 6). Using medium-fidelity client simulation to improve therapeutic communication skills for accelerated baccalaureate nursing students [Abstract Presentation and Podium Presentation] American Nursing Conference 2018 Las Vegas, NV |

- 2017 Haynes, S. (2017, May 5). Dietary citrate and plasma ionized calcium: what should we advise our platelet donors? [Podium Presentation] ASFA Annual Meeting. Ft. Lauderdale, FL
- 2015 Haynes, S., Johnson, J. (2015). Hematological malignancy in pregnancy: Treatment options and fetal effects [Abstract] accepted by the National Association of Nurse Practitioners in Women's Health (NPWH) for the NPWH National Conference for poster presentation October 14-17, 2015 Salt Lake City, UT

ORIGINAL RESEARCH

- 2020 "A Phenomenological Study of COVID-19's Impact upon the Critical Care Registered Nurse"
MCPHS University, MA
- Co-investigator
 - Qualitative, phenomenological study aimed at examining critical care registered nurses and experienced mental and physical health trauma while providing nursing interventions to clients affected with the COVID-19 virus during the 2020 COVID-19 pandemic.
- 2017 "A Liquid Calcium + Vitamin D3 Supplement is Effective Against Hypocalcemic Toxicity During Apheresis"
UMass Medical Center, MA
- Co-investigator
 - Quality improvement project that examined whether repeated prophylactic doses of calcium carbonate, or of a liquid preparation containing calcium citrate, calcium phosphate, and vitamin D₃, would be more effective at preventing symptoms of hypocalcemic toxicity for apheresis platelet donors.

PUBLICATIONS

- 2021 Gruenglas, J., Abimbola, O., Asogha-Shemlon, C., Bell, A., Bishop, D., Castronova, S., Chon, T., Dillon, K., Shirley Elee, L., Graham, C., Hamacher, E., Haynes, S., Jones, S., Kasai, D., Levitt, K., Martino, L., Massey, C., Ntori, M., Senneville, E., Taylor, S., Welk, Z., & Ewing, H. (2021). Cross-disciplinary narratives on COVID-19: Local perspectives from global health science graduate students. *International Journal of Nursing and Health Care Research*, 4(2). <https://doi.org/10.29011/2688-9501.101219>
- 2017 Haynes S., Hickson E., Linden J., St.Pierre, P., Ducharme, P., Sulmasy, P., Welch, L., Zhao, Y., Greene, M. Vauthrin, M. & Weinstein, R. (2017). Dietary citrate and plasma ionized calcium: Implications for platelet donors. *Journal of Clinical Apheresis*, 33(3), 222-225. <https://doi.org/10.1002/jca.21575>
- 2017 Weinstein, R., Haynes, S., Zhao, Y., Hickson, E., Linden, J., St.Pierre, P., Ducharme, P., Sulmasy, P., Graves, M., Bailey, J.A., Welch, L., Simard, A., Vauthrin, M. & Greene, M. (2017). A liquid calcium + vitamin D₃ supplement is effective prophylaxis against hypocalcemic toxicity during apheresis platelet donation. *Journal of Clinical Apheresis*, 33(1), 60-64. <https://doi.org/10.1002/jca.21565>

- 2017 Zhao, Y., Ibrahim, H., Bailey, J. A., Linden, J., Hickson, E., Haynes, S., Greene, M., Vauthrin, M. and Weinstein, R. (2017), Therapeutic plasma exchange performed in tandem with hemodialysis without supplemental calcium in the apheresis circuit. *Journal of Clinical Apheresis*, 32(3), 154–157. <https://doi.org/10.1002/jca.21473>
- 2016 Galera, P., Haynes, S., Sulmasy, P., Bailey, J. A., Greene, M., Vauthrin, M., Brettler, D., Liebmann, J., Mark Madison, J. and Weinstein, R. (2016), Physiological measurements corroborate symptomatic improvement after therapeutic leukapheresis in a pregnant woman with chronic myelogenous leukemia. *Journal of Clinical Apheresis*, 31, 393–397. <https://doi.org/10.1002/jca.21410>

HONORS

- 2022 Recommended for promotion to Associate Professor rank by the MCPHS University Promotion Review committee
- 2017 MCPHS University SON ‘Shout Out’ Award for Outstanding New Faculty
- 2015 MCPHS University White Coat Award
- Awarded to the graduating MSN student who has demonstrated a high degree of compassion and has helped the physical, mental, or emotional pains of another
- 2013-2015 MCPHS MSN-FNP Class of 2015 Class Representative

PROFESSIONAL ACTIVITIES

- 2022 Apple Teacher Certified; appointed as Apple Education liaison for the Assumption University Froelich School of Nursing
- 2021 American Association of Colleges of Nursing (AACN) Commission on Collegiate Nursing Education (CCNE) Accreditation Visit
- Rigorously prepared for and assisted with the execution of a successful 10-year accreditation visit by CCNE in 2021
 - Preparation included weekly full-faculty workshops with CCNE preparation consultant and numerous meetings with peer faculty members and School of Nursing Leadership
- 2021 Member, Faculty Search Committee – Boston Lab Manager position
- 2020-2022 Faculty Advisor, Nursing Students Without Borders (NSWB)
- 2020-2022 Formally appointed mentor to new faculty (full-time lab manager)
- 2019-2022 Formally appointed mentor to new faculty (full-time faculty)
- 2019 Member, Faculty Search Committee – Graduate Nursing Program Full-Time Faculty position

2019	Worcester Pipeline Consortium for New Nursing Faculty Membership Program
2019	<p>Graduate Student Preceptor Fall 2019– supervised Framingham State University graduate student completing her degree in nursing education. Supervised student for approximately 60 hours which included:</p> <ul style="list-style-type: none"> • Facilitation and oversight of skills laboratory instruction • Development and execution of one didactic component, including pre-recorded lecture and live class facilitation (circulation & perfusion)
2019	<p>Graduate Student Preceptor Spring 2019– supervised Worcester State University graduate student completing her degree in nursing education. Supervised student for approximately 60 hours which included:</p> <ul style="list-style-type: none"> • Facilitation and oversight of skills laboratory instruction • Development and execution of one didactic component (urinary system) • Mentored student to assist with the revision of the Skills Lab Student Evaluation tool
2017	AABB Professional Engagement Program Mentorship Program

CONTINUING EDUCATION, WORKSHOPS, & CONFERNCES

2022	Online Learning Consortium: Nursing Mastery Series October-November 2022
2022	Online Learning Consortium: Online Teaching Certificate Program July-September 2022
2022	ExamSoft Virtual Conference. Reconnecting for Success: From Inspiration to Impact. June 22-23 2022
2022	NLN Taking Aim: Beyond Diversity and Between Equity & Inclusion Webinar May 24, 2022
2022	ATI Faculty Development Workshops: NGN Item Writing, Developing Clinical Judgement (2.5 CE/ 2.75 CE) May 18-19, 2022
2022	AACN Update Your Practice with the 2021 Sepsis Guidelines Webinar (1 CE) May 12, 2022
2022	AACN Prevalence of Coping Strategy Training in Nursing School Curricula (1 CE) May 12, 2022
2022	AACN Curriculum Evaluation and Integration of Competencies: An Undergraduate Program Experience Webinar (1 CE) May 11, 2022
2022	AACN Essentials Implementation: Creating a New Future Together Webinar (1 CE) April 14, 2022
2022	<p>AACN Regional Horizons Conference, Portland ME April 4-7, 2022</p> <ul style="list-style-type: none"> • CCRN Review (6.25 CE) <ul style="list-style-type: none"> ○ Pulmonary 1 ○ Pulmonary 2 ○ Renal ○ Cardiovascular ○ Neuro • Oral Research Presentations (Podium Speaker & Attendee 1.25 CE) • Poster Presentations (Presenter & Observer 0.55 CE)

- 2022 Rayfield Associates NextGen NCLEX Item-Writing 3-day workshop March, 2022
- 2021 Frontotemporal Dementia Contact Hour Course (2 CE) December 16, 2021
- 2021 Fibromyalgia Contact Hour Course (3 CE) December 2, 2021
- 2021 Smoking and Secondhand Smoke Contact Hour Course (10 CE) December 2, 2021
- 2021 Pain Management Pearls: Opioids and Culture Contact Hour Course (2 CE) December 1, 2021
- 2021 Training and Education in Sexual and Domestic Violence (in Compliance with MA Chapter 260) November 22, 2021
- 2021 Know B4 Training - Your Role: Internet Security and You March 30, 2021
- 2020 AANP Introduction to Leadership Course (12 CE) April 27, 2020
- 2020 AANP A Detailed Review of Systems: The Backbone of Practice (1 CE) March 10, 2020
- 2020 CITI Training Certificates
- Survey, Educational, & Social/Behavioral Research Basic
 - Health Information Privacy and Security (HIPS) for Students and Instructors
- 2020 A perfect ten: 5 ways to live longer and 5 keys to lasting happiness (1.05 CE) April 15, 2020
- 2020 Coach's Corner: Communication Issues and Strategies in Atopic Dermatitis (1 CE/0.26 pharm) April 15, 2020
- 2020 Fitzgerald Family Nurse Practitioner Certification Exam Review & Advanced Practice Update Live January 3-4, 2020 (16 CE/8 pharm); post-live (18.2 CE, 9.1 pharm)
- 2019 Pri-Med Primary Care Conference December 4-7, 2019
- Primary Care Updates (5 CE/ 1.9 pharm)
 - Going with the Flow: New Considerations in Type 2 Diabetes Management for Patients (1 CE/0.66 pharm)
 - East Annual Conference at Pri-Med East (12.75 CE/2.44 pharm)
 - Basal Insulin in Type 2 Diabetes: Therapy Choices and Adjustments that are "Just" (0.27 CE/0.27 pharm)
- 2019 Taking Aim Against Shingles: Strategies for Success. PriMed Podcast (0.32 CE/0.23 pharm)
- 2019 Integrating PCSK9 Inhibitors in Primary Care: Current Guidelines and Strategies; PriMed Webcast (0.82 CE/0.74 pharm)
- 2019 New England Regional Nurse Practitioner Conference, Newton MA May, 2019 (13.5 CE/5.1 pharm)
- 2018 American Nurse Conference, Las Vegas NV December, 2018
- 2017 Kaplan Nursing Nurse Educators Success Workshop at Holyoke Community College October, 2017
- 2017 American Society for Apheresis (ASFA) Annual Meeting and Educational Sessions Ft. Lauderdale FL May, 2017

- 2015 NRCME Training Program: Certified DOT Examiner. December 27, 2015 (7.75 CE)
- 2015 SCOPE of Pain: Safe and Competent Opioid Prescribing Education. (2 CE/2 pharm)
- 2015 Boston College School of Nursing Suturing Workshop November, 2015 (6 CE)
- 2015 Fitzgerald Family Nurse Practitioner Certification Exam Review & Advanced Practice Update May, 2015
- 2014 UMass Memorial Nurse Practitioner Professional Seminar April 2014
- 2010 American Society for Apheresis (ASFA) Annual Meeting and Educational Sessions New Orleans, LA, 2010

References available upon request