

# CURRICULUM VITAE

## Teresa D. Serratt, RN, PhD

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### EDUCATION

- 2009 The University of California, San Francisco, San Francisco, California**  
Nursing PhD with Health Policy focus, 3/09  
Dissertation: Changes in Staffing Patterns Before and After Mandated Nurse-to-Patient Ratios in California Hospitals
- 2003 The University of Texas at Tyler, Tyler, Texas**  
Master of Science Degree in Nursing, 5/03  
Recipient of the “Graduate Excellence Award”  
Thesis: Professional Nursing Career Desirability: Comparison of Dyads of Currently Employed Nurses and Their Children
- 1998 The University of Texas at Tyler, Tyler, Texas**  
Bachelor of Science Degree in Nursing, 12/98  
Summa Cum Laude, inducted into Sigma Theta Tau (Iota Nu Chapter)
- 1991 Amarillo College, Amarillo, Texas**  
Associate in Applied Science, Associate Degree in Nursing, 5/91

### EXPERIENCE

- 2015-present Associate Professor, Boise State University**  
Boise, ID  
School of Nursing
- 2009-present Assistant Professor, The University of Nevada, Reno**  
Reno, Nevada (8/09-6/15)  
Orvis School of Nursing
- 2009 Adjunct Professor, Samuel Merritt University,**  
Oakland, California (1/09-5/09)  
School of Nursing,  
Courses: Analysis of Health Policy (Masters Level Students)
- 2006-2008 Program Coordinator, Health Policy, The University of California, San Francisco**  
San Francisco, California (7/06-9/08)  
School of Nursing, Department of Social and Behavioral Science, Masters and PhD Programs

- 2008 Teaching Assistant, The University of California, San Francisco**  
San Francisco, California (3/08-7/08)  
School of Nursing, Department of Community Health Systems  
Course: Program Development and Management (Masters Level Students)
- 2007-2008 Teaching Assistant, Health Policy, The University of California, San Francisco**  
San Francisco, California (9/07-1/08)  
School of Nursing, Department of Social and Behavioral Science  
Course: Health Policy Research Utilization (Masters Level Students)
- 2006-2007 Staff Nurse II, Kaiser Hospital**  
South San Francisco, California (9/06-9/07)  
Responsible for the care of acutely ill adult patients admitted to the Intensive Care Unit with a variety of medical and surgical conditions.
- 2006-2008 Product Development Consultant, AcelRx Pharmaceuticals, Inc.**  
Cupertino, California (6/06-1/08)
- 2005-2006 Staff Nurse III, Stanford Hospital and Clinics**  
Palo Alto, California (9/05-9/06)  
Responsible for the care of acutely ill adult patients admitted to the Intermediate Care Unit (B2) with a variety of medical and surgical conditions.
- 2005 Nurse Manager/Special Projects Coordinator, Lake Country Area Health Education Center, Tyler, Texas (4/05-5/05)**  
Responsible for the development and execution of the area geriatric healthcare provider continuing education needs survey. Initiated Community Health Worker/Promotora(s) institutional, individual and instructor certification according to process established by The Texas Department of State Health Services.
- 2004-2005 Adjunct Professor, Department of Nursing and Health Sciences The University of Texas at Tyler, Tyler, Texas (Fall 04, Spring '05)**  
Didactic and clinical education for beginning and senior level bachelorette nursing students.
- 2001-2004 Clinical Education Specialist, Department of Nursing and Health Sciences The University of Texas at Tyler, Tyler, Texas (9/01-5/04)**  
Responsible for precepting senior level bachelorette nursing students in leadership and professional synthesis through the clinical application of theory and observation of others, performing in various nursing roles.
- 2003-2005 Director, Medical and Surgical Services (9/03-3/05)**  
The University of Texas Health Center at Tyler, Tyler, Texas

- 2002-2003**      **Unit Director (4/02-9/03)**  
**The University of Texas Health Center at Tyler, Tyler, Texas**
- 2001-2002**      **Coordinator, Nursing Education (7/01-4/02)**  
**The University of Texas Health Center at Tyler, Tyler, Texas**
- 2000-2001**      **Critical Care Educator (4/00-7/01)**  
**University of Texas Health Center at Tyler, Tyler, Texas**
- 1999-2000**      **Contract Regional Clinical Educator (9/99-4/00)**  
**Centocor/Retavase, Flower Mound, Texas**
- 1999-2000**      **Contract Critical Care Educator (11/99-4/00)**  
**University of Texas Health Center at Tyler, Tyler, Texas**
- 1999-2000**      **Agency Critical Care Nurse (6/99-1/00)**  
**Advanced Temporaries, Tyler, Texas**
- 1998-2000**      **Cardiovascular Educator (11/98-4/00)**  
**East Texas Medical Center Regional Health System, Tyler, Texas**
- 1995-1998**      **Critical Care Staff Nurse (8/95-11/98)**  
**East Texas Medical Center Regional Health System, Tyler, Texas**
- 1993-1994**      **Critical Care Nurse (10/93-6/94)**  
**Travel Agency, Seattle, Washington**
- 1991-1995**      **Coronary Care Unit Charge Nurse/Staff Nurse (10/91-7/95)**  
**Kootenai Medical Center, Coeur d'Alene, Idaho**
- 1991**              **Critical Care Staff Nurse (5/91-10/91)**  
**St. Mary's Hospital, Lubbock, Texas**

**PROFESSIONAL ACTIVITIES**

- 2013-2015**                      Sigma Theta Tau, Nu Iota Chapter, Leadership Succession and Governance Committee Chair.
- 2009-2011 & 2013-2015**                      Nevada Nurses Association. Legislative Committee Chair.
- 2010**                              Western Institute of Nursing. Session Coordinator-WIN Conference 2010.

**PROFESSIONAL SERVICE**

<b>2015-present</b>	Boise State University, School of Nursing Promotion and Tenure Committee; Member.
<b>2014-2015</b>	Orvis School of Nursing Future's Planning Committee; Member
<b>2013-2015</b>	Academic Progression and Student Affairs Committee; Chair
<b>2010-2013</b>	Academic Progression and Student Affairs Committee; Member
<b>2009-2010</b>	Professional Ethics & Academic Policy Committee; Member
<b>2012-2013</b>	Faculty Senate Bylaws Committee; Member
<b>2011-2013</b>	University-wide Diversity Committee: President's Inter-Cultural Council

## **COURSES TAUGHT**

### **Boise State University**

**NURS 601: Scholarly Project I.** Doctorate in Nursing Practice students. Development of scholarly project draft.

**NURS 606: Constructing Leadership for the DNP.** Doctorate in Nursing Practice students. Integrating leadership skills within the DNP role.

**NURS 618: Quality Improvement and Evaluation Methodology.** Doctorate in Nursing Practice students. Applying evaluation methodology for quality/project improvement with a focus on multi-methods.

**NURS 622: Financial Strategies for Nurse Leaders.** Doctorate in Nursing Practice students. Developing financial and economic skills to lead change within an organization.

### **University of Nevada, Reno**

**NURS 318: Nursing Care of the Individual.** Undergraduate students. Use of nursing process and nursing care of adult individuals.

**NURS 454: Care of Clients with Complex Health Problems: Practice.** Undergraduate students. Application of theoretical concepts related to management, healthcare delivery systems, and interdisciplinary collaboration in the care of clients experiencing complex health problems.

**NURS 445 R; Advanced Leadership and Management for the Professional Nurse.** RN-BSN students. Theoretical foundations and practice of advanced leadership and management in professional nursing.

**NURS 728: Analysis of Healthcare Organizations**, DNP students. An introduction to the analysis of the health/human service organizations as a particular type of complex organization.

**NURS 732 R: The Economics of Health Care Delivery**, DNP students. Addresses basic concepts and techniques for financial management as it relates to clinical practice, clinical teaching, and research in health care programs and organizations.

**NURS: 300 Technical Foundations for Nursing**, pre-nursing students. Mathematics for medication administration, nursing terminology, WebCT, and use of computers in nursing. A prerequisite for admission to the nursing major.

**NURS 100: Exploration of the Nursing Profession**, pre-nursing students. This course explores nursing as a potential career.

## **COURSES DEVELOPED**

### **Boise State University**

**NURS 622: Financial Strategies for Nurse Leaders**. DNP students. A 5 week online course developed to promote expertise in financial and economic principles to facilitate organizational change.

### **University of Nevada, Reno**

**NURS 728: Analysis of Healthcare Organizations**, DNP students. An online course developed for the UNDNP collaborative program (UNR/UNLV). An introduction to the analysis of the health/human service organizations as a particular type of complex organization.

**NURS 732 R: The Economics of Health Care Delivery**, DNP students. An online course developed with Jeanne Wendel, PhD, an economics professor at UNR for the UNDNP collaborative program (UNR/UNLV). Addresses basic concepts and techniques for financial management as it relates to clinical practice, clinical teaching, and research in health care programs and organizations.

## **PROFESSIONAL PRESENTATIONS**

Nursing and Institutional Ethics Committees: The Original Odd Couple? Tyler, Texas, February 1999, Department of Nursing, The University of Texas Health Center at Tyler.

Alternative Therapies: Effective Option or Costly Hype, Tyler, Texas, February 2000, Kiwanis.

Implementing a Computer-Based Charting System, Tyler, Texas, December 2000, The University of Texas at Tyler.

Everything You Wanted to Know About a Career in Nursing, Tyler, Texas, October 2000- January 2003 (Fall/Spring semesters), Winona Schools Health Career.

Emergency: Stroke, Tyler, Texas, October, 2000, Nursing Grand Rounds, The University of Texas Health Center at Tyler.

Tikosyn: Issues and Strategies, Tyler, Texas, February, 2001, Cardiovascular Update, The University of Texas Health Center at Tyler.

Nursing Service Retention Plan: Strategies For Keeping Our Nurses at the Patients' Bedside, Tyler, Texas, June, 2001, The University of Texas Health Center at Tyler.

Pain Management: Updated JCAHO Standards, Tyler, Texas, February, 2002, Nursing Grand Rounds, The University of Texas Health Center at Tyler.

Nursing: 2002 and Beyond, Tyler, Texas, February, 2002, The University of Texas Health Center at Tyler.

ANCC Magnet Hospital Designation: Are We Ready?, Tyler, Texas, February, 2002, The University of Texas Health Center at Tyler.

Progressive Care Units: The Answer to the Acuity Gap?, Tyler, Texas, February, 2003, The University of Texas Health Center at Tyler.

Staffing Needs and Scheduling: Policies for Optimal Nursing Care, Tyler, Texas, February 2003, The University of Texas at Tyler.

Professional Nursing Career Desirability: Comparison of Dyads of Currently Employed Nurses and Their Children, Tyler, Texas, April 2003, The University of Texas at Tyler.

Professional Nursing Career Desirability: Comparison of Dyads of Currently Employed Nurses and Their Children, Tyler, Texas, May 2003, The University of Texas Health Center at Tyler.

Professional Nursing Career Desirability: Comparison of Dyads of Currently Employed Nurses and Their Children, Tyler, Texas, May 2003, Sigma Theta Tau, Iota Nu Chapter, poster presentation, The University of Texas at Tyler.

Role Transitions: Expertise a.k.a. Work Realities, Tyler, Texas, December 2004, The University of Texas Health Center at Tyler.

Nevada Nurses Association, 2010. Convention. October 2010. Nurses and Political Activity.

Nevada Nurses Association, 2011. Legislative Meet & Greet. March 2011. Communicating your health care issues to your political representatives.

Nevada Nurses Association/Nevada Organization of Nurse leaders, 2014. Conference. November 2014. Nevada's Staffing Committee Legislation: Panel Discussion.

## **SCHOLARLY PRESENTATIONS**

Sigma Theta Tau-Nu Iota Spring Meeting and Induction, April, 2010. Exploring Workplace Issues through Research: Mandated Nurse-to-Patient Ratios in California's Acute Care Hospitals (podium).

Western Institute of Nursing. WIN Conference 2010. April, 2010. Staffing Changes Before and After Mandated Nurse-to-Patient Ratios in California's Acute Care Hospitals (poster). Abstract published in conference proceedings.

AcademyHealth. Boston, Massachusetts, June, 2010, AcademyHealth Annual Research Meeting. Staffing Patterns and Nurse-to-Patient Ratio in California's Hospitals (poster). Abstract published in conference proceedings.

APHA (American Public Health Association), October, 2012. Academic, Nurse and Non-nurse Staffing Patterns Before and After Mandated Nurse-to-Patient Ratios, APHA, San Francisco, CA. Abstract published in conference proceedings.

46th Annual WIN Communicating Nursing Research Conference, April 11, 2013. Academic, California's Nurse-to-Patient Ratios: Eight Years Later, What Do We Know? Western Institute of Nursing, Glendale, AZ. Abstract published in conference proceedings.

Sigma Theta Tau International's 25<sup>th</sup> Nursing Research Congress. HIV Pilot Program for Chinese College Students: Differences by Gender. STTI, Hong Kong. (July 2014). Podium presentation. Abstract published in conference proceedings.

## **FUNDED RESEARCH**

**Serratt, T.** (Consultant). Effectiveness of a Structured Educational Program for Meeting New Hospital-Based Inpatient Psychiatric Services (HBIPS) Core Measures Compliance Scores. Project conducted at and funded by The University of Oklahoma Medical Center, Edmonton.

**Serratt, T.** (P.I.) Principle Investigator: Changes in Nurse-sensitive Patient Outcomes Following the Implementation of Nurse-to-Patient Ratios. Orvis School of Nursing; Smernoff Nursing Research Award, August 2010 (\$7,500).

**Serratt, T.** (P.I.) Nevada Nurse Staffing Survey: A Follow Up. Nevada Nurses Association, Private Donor and Orvis School of Nursing; Smernoff Research Award, Dec. 2012 (\$9,250).

## **PEER-REVIEWED PUBLICATIONS**

## Journals

**Serratt, T.**, Harrington, C., Spetz, J. & Blegen, M. (2011). Staffing changes before and after mandated nurse-to-patient ratios in California's acute care hospitals. *Policy, Politics and Nursing Practice*, DOI: 10.1177/1527154411417881

**Serratt, T.**, Spetz, J., Harrington, C. (2012). Internal and external environment factors as predictors of nurse staffing changes after mandated nurse-to-patient ratios in California's hospitals. *Nursing Economic\$, 30(6)*, pp. 339-346.

**Serratt, T.** (2013). California's nurse-to-patient ratios: Eight years later, what do we know about nurse level outcomes? *Journal of Nursing Administration, 43(9)*, pp. 475-480. DOI: 10.1097/NNA.0b013e3182a23d6f

**Serratt, T.** (2013). California's nurse-to-patient ratios: Eight years later, what do we know about hospital level outcomes? *Journal of Nursing Administration, 43(10)*, pp. 549-553. DOI: 10.1097/NNA.0b013e3182a3e906

**Serratt, T.** (2013). California's nurse-to-patient ratios: Eight years later, what do we know about patient level outcomes? *Journal of Nursing Administration, 43(11)*, pp. 581-585. DOI: 10.1097/01.NNA.0000434505.69428.eb

Medina, A., **Serratt, T.**, Brancamp, T. & Pelter, M. (2014). Decreasing central line-associated bloodstream infections in the non-ICU population. *Journal of Nursing Care Quality, 29(2)*, pp. DOI: 10.1097/NCQ.0000000000000034

**Serratt, T.**, Meyer, S. & Chapman, S. (2014). Enforcement of Nurse-to-patient ratios: Stalemate or Stagnation? *Policy, Politics and Nursing Practice, 15(21)*, pp.21-29. DOI: 10.1177/1527154414532502

Tung, W.C., Serratt, T. & Minggen, L. (2014, accepted: in production). Evidence-based HIV Pilot Program for Chinese College Students: Differences by Gender. *Nursing & Health Sciences*,

## Books

Wendel, J., O'Donohue, W. & **Serratt, T** (2013). *Understanding Health Care Economics: Managing Your Career in an Evolving Healthcare System*. Taylor & Francis Group, LLC: Boca Raton, FL. ISBN 13:978-1-4822-0397-4

## Manuscripts in Review

### Peer-reviewed Journals

**Serratt, T.** (in progress: *Journal of Nursing Regulation*). Nevada's Nurse Staffing



Committees: What Can We Learn?

**PROFESSIONAL MEMBERSHIPS**

**Sigma Theta Tau**, Iota Nu Chapter & Nu Iota Chapter; Succession and Governance Chair, Aug. 2013-present.

**American Nurses Association**, member

**Nevada Nurses Association**, Legislative Committee Chair Oct. 2009-Oct 2011 & Nov. 2013-present.

**AcademyHealth**, member

**Western Institute of Nursing**, member and session coordinator WIN Conference 2010

**American Association of Critical Nurses**

Certified Adult Critical Care Nurse (CCRN) until 2006

**National Nursing Staff Development Organization**

Board Certified in Continuing Education/Staff Development (BC) until 2007