

DENISE C. RHEW PhD, RN, CNS, CEN
Curriculum Vitae

Professional Profile

- **Associate Clinical Profession:** Classroom professor in which I design and coordinate multiple courses. Mentor support and facilitate faculty development in the teaching role. Mentors' students. Lead Simulation scenarios for learning opportunities for nursing students. Facilitate classes to help nursing students prepare for the NCLEX exam. Skill Lab Chair for junior students. Serves in a leadership role for local, state, and national professional organizations. Clinical Instructor for med-surg, critical care, and emergency department rotations. Professor for RN-BSN courses and team member on PhD student's dissertations.
- Emergency Department Staff Nurses care for patients across the Lifespan with multiple chief complaints. Currently work as a triage nurse, flex Nurse, Float nurse, and primary care nurse in the ED setting. Care for STEMI, Stroke, Sepsis, Behavioral Health Crisis, to general types of chief complaints such as abdominal pain, sore throats, STDs, lacerations etc. Start IVs, perform general assessments, assist with Codes, and teach ED skills to fellow co-workers such as IO insertions, Ortho appliance applications, EKG interpretations, External Jugular insertions, ACLS, PALS, TNCC, ENPC etc.
- Emergency Department Director Responsible for the direction and leadership of operational, financial, programmatic and personnel activities which includes establishing, meeting and continuously monitoring the goals (Boarders, LWBS, LWCC, AMA, EMTALA, etc.) and objectives while maintaining alignment with the strategic goals and objectives for Cone Health. Range of duties and responsibilities is broad and varied, the position's major responsibility is directing the day-to-day operations, budgeting, financial management, and human resource management. In addition, worked closely with a variety of stakeholders and coordinating the activities of the opening of a new freestanding emergency department. Work in staffing as charge nurse, triage nurse, and staff nurse.
- **Inpatient Nursing Director** facilitates and lead all nursing personnel operations, develop short and long-term goals for the entire nursing department, establish new policies and update existing policies to improve the standard of care for patients. plan and oversee admission, nursing, and patient care processes. maintain department budgets and record of expenses. Responds to any nursing-related issues in a timely manner, coordinate with medical staff and other departments to ensure hospital efficiency., hire and train new nursing staff members, and evaluate staff performance
- **Clinical Nurse Specialist** for Emergency Services at a six-system hospital facilitates collaboration with physicians, ED leadership, and staff to provide clinical expertise to facilitate the integration of evidence-based practice clinical standards, policies/procedures, guidelines, documentation and quality improvement. Involved in achieving hospital certifications as a Comprehensive

Stroke Center, Primary Stroke Center, and Rural Stroke Hospital Center. Provides educational programs, overseeing staff annual competencies, oversees clinical orientation pathways, assists with orientation programs for staff, safety prevention initiatives, and development/revision of policies/procedures.

Developed/Implemented the first ED residency program for five emergency departments.

Teach/Coordinator/Faculty for ACLS, PALS, BCLS, TNCC, ENPC, EKG, Splinting, Phlebotomy, Triage classes, Charge Nurse classes, CEN certification classes, and promotes evidence base practice through research opportunities. Coordinate community outreach programs. Co-teach for the RN-BSN program Pathophysiology for UNCG through the Hospital. Clinical Nurse Specialist Representative on the Stroke, STEMI, and Pediatric Clinical Practice Guideline Council system-wide. Educational facilitator for the hospital's Magnet re-designation committee. Recent Research Chair System-wide and currently on the annual planning committee for the Regional Research Symposium. Member of the NICHE committee and help to provide annual Geriatric Symposiums for the Triad.

- Over 35 years working on hospital projects, nursing initiatives, and hospital programs
- Over 15 years of Six Sigma /Black Belt experience
- Over 20 years of educational experience in the roles of: Podium speaker, Nursing instructor, Nursing assistant instructor I & II, Health Care Technician instructor, Phlebotomy Instructor, 12 Lead ECG Certification Instructor, Certified Medical Assistant Instructor, and a Home Health educator.
- Over 30 years 'experience in the Nursing Profession with 20 years in Managerial/Educational positions.
- Over 10 years proven expertise and achievement in Peri-Operative management; experienced in overseeing large operating budgets, development and implementation of operating policies and procedures, attaining optimal staff resource utilization, and coordination of efficiency and profitability activities within a diverse, multiple facility system.
- Excellent leadership abilities, approachable, effectively delegate responsibilities, resolve concerns/issues, and foster highly positive staff motivation and morale.
- Skilled in troubleshooting to address problems. Obtained a Root Cause Analysis certification. Obtain Six Sigma Black Belt certification. Obtain Health/Wellness Coaching Certification.
- Powerful and effective negotiator when the opportunity arises. Can be very innovative; creative; and a visionary when new projects are needing to be rolled out.
- Respected by peers for having strengths in regard to integrity, communication, and the ability to work with people of all backgrounds with different levels of responsibilities.
- Experienced with writing about sources of evidence, that are required for Magnet certification.
- Adjunct faculty at University at Greensboro, to assist with teaching the cohort RN-BSN program on Cone Health System campus

EDUCATION

- PhD University of North Carolina at Greensboro, PhD in Nursing Philosophy, May 2016
- CNS 2015 NC Nursing Board Recognized
- MSN University of North Carolina at Greensboro, Greensboro, N.C., December, 1999. A graduate nursing education program with emphasizes in research, education and presentation skills. Extra courses taken in the Nursing Administration tract such as: Budgeting, Computer Application and Law and Policy.
- BSN University of North Carolina at Greensboro, Greensboro, N.C. July 1992. A Baccalaureate nursing program, which emphasizes research and management, as well as writing and presentation skills. Received a Minor in Sociology.
- Diploma: Cabarrus Nursing School, Concord, N.C., June 1984. A nursing degree, with emphasis on clinical and holistic care.

EXPERIENCE

- Associate Clinical Professor** **Jan. 2023-Present**
University of North Carolina
at Greensboro, NC
- Emergency Department Staff Nurse** **Dec. 2022- Present**
Alamance Regional Cone Health
Burlington, NC
- Nursing Director** **Jan. 2022-Dec. 2022**
Cone Health Free Standing
Emergency Department
MedCenter High Point &
MedCenter Greensboro @
Drawbridge Parkway
- Provides an experience and environment of patient- and family-centered care. Interprets impact of broad scope organizational change for staff and develops change strategies for successful implementation.

- Incorporates Cone Health vision, missions and values in goals and programs within the Emergency Departments. Develops and manages operational initiatives with measurable outcomes.
- Formulates objectives, goals and strategies collaboratively with other stakeholders.
- Prepares and delivers reports to operational leadership outlining progress toward meeting annual goals and objectives, to include performance related to finance, clinical activity, quality, safety, marketing, and human resources.
- Monitors and analyzes financial data and utilizes for decisions regarding FTE's, staffing and operational budget.
- Creates business plan(s), justifying variances and analyzing cost benefit of programs.
- Directs and provides guidance to managers to effectively allocate resources based on patient volume, space availability, budget constraints, and program priorities, goals and objectives.
- Engages staff and other stakeholders in continuous improvement of systems and processes; manages resources for staff participation in improvement work activities.
- Appropriately delegates. Remains current of new trends and best practices and incorporates into the Emergency Department practices and programs.
- Articulates and enforces standards for quality/safe patient care
- Demonstrates achievable and measurable results and develop action plans for improvement.
- Initiates, monitors and enforces regulatory requirements.
- Holds self and others accountable to policy, standards and commitments and provides timely follow through on questions and concerns.
- Ensures development of the Emergency Department initiatives to improve patient satisfaction and family centered care.
- Develops and implements clinical outcome measures for quality improvement, cost and complication reduction, and the implementation of evidence-based medicine.
- Incorporates the use of evidence based practice and appreciative enquiry into program development and improvement activities.
- Actively listens to staff ideas and concerns, assesses others communication styles and adapts to them.
- Creates a culture and systems for recognizing and rewarding staff. Creates and maintains a satisfying workplace that fosters professional growth and job satisfaction for all members of the healthcare team.
- Interviews to select top talent, matching the Emergency Department needs with appropriate skill sets.
- Develops and implements recruitment and retention strategies that support a culture of leadership. Identifies and addresses own professional growth needs.
- Assesses manager and staff development needs, identifies goals and provides resources.

- Identifies lack of competency in performance and establishes a plan which includes goals, interventions and measures.
- Maintains membership in professional organization(s) to develop knowledge and resources through networking, continuing education, and participation in national, regional, and/or local activities.
- Ensures integration of ethical standards and core values into everyday work activities. Provides opportunities to aspiring clinicians and leaders to develop skills to meet career goals.
- Contributes to a learning environment by providing educational and research experiences to students and staff.

**Nursing Director
Neuro-Progressive
36 Bed Dept
Cone Health/Moses Cone
Greensboro, NC**

Dec. 2020- Dec. 2021

- Plans, integrates, controls and evaluates human, material and fiscal resources required to provide patient care in specific departments. Provides leadership in establishing standards, goals, and direction. Facilitates, coordinates, and manages staff, material, and financial resources to achieve patient outcomes/care and to promote professional development/practice of staff. Incorporates the Nursing Department philosophy into leadership and clinical practice. Ensures implementation of departmental and department specific patient care standards and nurse competencies.

- See below Current department True North Scorecard:

Cone Health Division		Threshold	Target	Stretch	Desired Direction	FY20 Results	FY21 Oct.	FY21 Nov.	FY21 Dec.	FY21 Jan.	FY21 Feb.	FY21 Mar.	FY21 Apr.	FY21 May	FY21 Jun.	FY21 Jul.	FY21 Aug.	FY21 Sept.	FY21 Results	
Hospital: Moses Cone																				
Patient Care Unit: 3W																				
FY 2021 True North Scorecard																				
Strategic Priority	Metric																			
People	Turnover	23.7	22.51	21.33		20.14	0	0	0	0	1.56	3.05%	0.00%	3.13%						
	RN Vacancy	42.20%	40.09	37.98	↓	35.87					42.22%	42.22%	42.22%	42.22%	42.22%	42.22%	42.22%			
	Quality: Quarterly Hand Hygiene	80%	85%	90%	↑	69%			91%							90%	92%			
	Quality: Falls	53	36	33	↓	53	4	3	3	2	3	6	5	1	1	1	5			
	Quality: Falls with injury	5	4	3	↓	5	0	0	0	0	0	0	2	0	0	0	0			
	Quality: UAPI	2.21%	2.00%	1.50%	↓	2.21%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
	Quality: Restraints	20.87	19.87	18.87	↓	20.87	50	25	28	22	56	48	40	40	20					
	Service: Rate the Hospital	68.4	69.4	70.4	↑	68.4	46.4	51.2	58.5	62.1	66.7	72.1	71.9	71.8	69.6	71	71.3			
	Nurse Communication	60.5	65.5	72.1	↑	70.1	60.5	62.4	69.9	71.7	72.2	73.5	72.9	72.3	71.2	72.2	72.1			
	Staff Response	45	55	65	↑	53.6	45.3	45.1	53.9	62.1	64.3	59.6	59.8	60.5	58.6	58	56.8			
	Doctor Communication	70	72	73	↑	72.5	70.1	69.8	73.3	77.5	76.8	77.5	77.8	77	75.5	76.3	75.5			
	Discharge Information	86.3	87.3	88.3	↑	86.3	89.3	91	90.4	90	88.9	88.3	87.1	88.4	88	88.9	88			
	Service: ED – Overall Score	83.4	83.7	84.3	↑	85.7	78.8	79.1	79.9	-	-	-	-	-	-	-	-			
	Cost: Operational	100%	102%	105%	↑	105%	104	103	103.5	100	102	99	109	104	103	99	98			
	LOS	5.42	5.15	4.88	↓	4.61			5.42	-	-	-	-	-	-	-	-			

- Falls has decrease by 20% from 2020
- Discharge Order written to out the door has decrease from 5 hrs. to 2.3 hrs.
- Length of Stay has decrease for Stroke patients by 1 patient day

- Submitted Abstract to 2022 National Stroke Conference on Door to Discharge for stroke patient
- Hand Hygiene >90%
- No CLASPI, No C-Diff and only 1 CAUTI
- Implement pilot on Team Nursing
- Nominated Charge Nurse as Nurse Excellence Winner
- Nominated Dept Educator as Nurse of the Triad Winner
- Nominated ACNE Great 100 Winner
- Nominated 2 Staff Members throughout the hospital Great 100 Winner

**Clinical Nurse Specialist/Educator/Clinical Support/
Emergency Services**

2008-Dec.2020

**Cone Health, Greensboro, NC
System-Wide Five Emergency Departments**

- **Lean/Throughput Initiatives:**
 - *Left Without Being Seen (LWBS)*
 - *Door to Needle*
 - *Door to Cath Lab*
 - *Door to Endovascular*
 - *Triage 4 &5 out the door within 90 minutes*
 - *Patient Holds (Help to develop a transition unit)*
 - *Door to Triage*
 - *Door to Admit*
 - *Door to Discharge*
 - *Rounding on Staff and Patients*
- **Helped with developing all Evidence Based ED Protocols (Pediatric & Adult)**
- **Work with Executive Director to Open up Med Center HP Free Standing ED**
- **Roll out Yearly Information on EMTALA and Perform Audits**
- **Successful Application writer for Annie Penn's Rural Stroke Hospital Certification (First in the State)**
- **Successful Application writer for ACEP Geriatric Emergency Dept. Med Center HP first Free-Standing ED in the State to be recognized**
- **Successful Application writer for the Lantern Award for Moses Cone ED x 2**
- **CNS for Implementation of the EPIC documentation within all 5 EDs**
- **Work closely with Chief Medical Directors to develop new order sets and protocols**
- **Worked with ED Leadership to Revise, Update, Develop New Policies and Procedures.**
- **Part of the SunQuest Team to help with improving Barriers and improve compliance printing off Labels for Lab tubes**
- **Rolled out the Device to decrease blood culture contamination rates (Saved the hospital 200,000 the first month of implementation)**

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- **Consultant and Clinical resource on Emergency issues for the Emergency departments**
- **Worked as a Second Nurse at the Bedside to help with care and to provide real-time education**
- **Helped with ED yearly competencies/Qualified Observer**
- Recent Chair of Nursing Research Council
- Member of the hospital Institute Review Board (IRB) since 2015
- Community Adjunct UNCG Evaluation team since 2016
- Adjunct Cone Health on-site Faculty for UNCG RN-BSN program
- NICHE Committee member and Planning Committee member for yearly Geriatric Conference since 2013
- Nursing Research Council member and Planning Committee member for yearly Research Symposium since 2011
- Facilitator/PI/ Project Navigator for QI, EBP, and Research studies system-wide
- Community Member on UNCG Course Evaluation Committee since 2017
- Member of the National Geriatric Committee for Emergency Nursing Association 2017& 2018
- Clinical and Classroom educator regarding Cardiovascular, Stroke, Sepsis, BHH and several other Emergency topics
- Black Belt Certified chair for several projects: ED throughput, stroke care improvements, and safety concerns in the ED etc.
- Health Wellness Coach
- Member of the Lean through-put project
- Member of Clinical Performance Improvement teams: Trauma, Stroke, STEMI, and Pediatric
- Committee memberships: System wide Policies, emergency management, safety, ED patient flow, an Ethics
- Nursing Research Chair. Member of the research team planning committee for the annual Triad Research symposium.
- Provide System wide education to the Emergency services and other departments within the hospital on new policies, equipment, protocols, diseases, etc.
- Provide CEUs for educational offerings
- Magnet Facilitator for Education sub-group, Written documentation section for Recertification 2011, 2015, 2019
- Preceptor for RN-BSN students
- Preceptor for Graduate Students: MSN Education, CNS-ECU, MSN Administration, Master's Clinical Leader, DNP
- Volunteer on Dissertation teams UNCG
- Project Navigator
- Lead on four EBP/Research studies within ED setting and one hospital wide
- Project initiatives:
 - Primofit Male Urinary device trial date Oct. 19th (Decrease Foley insertions in Male patients)
 - Member of the application teams for Heart Failure certification, Atrial Fib Certification and LVAD certification

- Implementation of Blood diversion device to decrease Blood contamination rate system-wide in 2 months saved the system over \$200,000
- Team member on applying for Alamance primary Stroke Center
- Translator Study to improve compliance and decrease gap on resources available
- Collection Manger (Lab collection) Standardization/Compliance System-wide
- Wheelchair Standardization System-wide
- NDNQI (Falls, MRSA, CAUTI),
- A3 initiatives for Emergency Services,
- Hospital Certification Applications:
 - Heart Failure certification,
 - Comprehensive Stroke Certification,
 - Atrial Fib certification,
 - Rural Stroke Hospital certification,
 - Magnet document/Education roll-out for current and last 4 re-designations,
- New Product trials (Artic Sun, Level I, Zoll R, EMR, Stretcher Alarms, Blood Culture device, Derma Clip device, etc.),
- True North Safety team, Sharps team,
- Educational Symposium Planning Committee Member
 - Triad Nursing Research
 - Geriatric Symposium
 - Pediatric symposium
 - NC ENA Fall Conference
- New EMR software build for nursing documentation

Legal Nurse Expert Consultant (Self-Employed)

2018-Present

Guildford Technical Community College

2017-2021

- Clinical Rotation Senior Nursing Students 2 Hearts (Post CABG, LVAD, TAVRN)
- Simulation Lab Instructor
- Clinical Instructor: Senior Nursing Students on Neuro-Progressive Nursing Dept

Adjunct Faculty RN-BSN

2012-2021

University of North Carolina at Greensboro

- Co- teach Anatomy and Physiology
- 2020 & 2021 NUR 705 Research On-Line DNP Students Summer 2020
- Senior Nursing Clinical Instructor -Emergency Department

Adjunct Faculty **2011-2019**
Condensed Curriculum
A & T University

- Teach Certified EKG Technician Course,
- Medical Assistant Certification Course (CMA skills, Phlebotomy, EKG)

Adjunct Faculty Nursing **2017- 2018**
Winston Salem State University

- NUR 3303—01-04 Nursing Research
- Preceptor for RN-BSN Students

Clinical Instructor **2014-2016**
Alamance Community College- Graham, NC

- Supervision of students in the clinical setting

Staff Nurse/Emergency Room **2006-2015**
High Point Regional Health System High Point, NC

- Utilize assessment skills to collect pertinent data on all age populations.
- Provided care to all Triage level patients
- Implemented protocols for STEMI, SEPSIS, STROKE, TRAUMA etc
- Preceptor for all new employees and Senior college nursing students.
- Set priorities in planning/organizing patient care based on nursing assessments.
- Directs/implements teaching for all patient population for discharge from the ER and Adult Health clinic.
- Assist with insertion of Triple lumen catheters, Picc lines, peritoneal catheters, suturing of patients, casting limbs, and pelvic exams.
- Welsoft super user for the ED's new computer charting program.
- Preceptor for new ED employees.
- Hazmat team member
- PIT/Discharge crew member
- ACLS and BCLS instructor
- Member of Trauma team

Director of Surgical Services **2004-2006**
High Point Regional Health System High Point, NC

In the Peri-Operative setting coordinated with sales representatives to offer in-services for needed new and older equipment. Provided monthly in-services with CEUs provided. Developed orientation pathways for all new employees. Worked closely with the Peri-OP educator to develop annual competency and skill labs. Worked on several projects to help decrease cost and to enhance quality of patient outcomes.

- Managed six operating budgets; Operating room, Anesthesia, PACU, Day Hospital, Endoscopy, and Central Sterile supply.
- Worked closely with Purchasing Director to successful complete conversion with Custom packs, switching from Ethicon to US surgical products and suture.
- Successfully assisted with the installation of the Accu-dose machines in the OR Arena.
- Actively researched and assisted with the change of a new OR documentation system.
- Requested and got approval for over 600,000 dollars of Capital expenditure needs.
- Assisted the HOS to up fit current Cysto Room and purchased a Seimen's bed.
- Actively involved in the selection of new EKG monitoring equipment for the Operating room and PACU department.
- Developed a new committee called the Operational Support Committee that actively involved Surgeons, Medical Staff VP, Surgical Service VP, Anesthesia physicians and OR management team to address operational needs of the OR and to disseminate information to the monthly Surgeons meetings to get their corporation on needed changes.
- Established three new services: Bariatric, Novasure and Robotic Surgery.
- Research and assisted with the conversion of switching from sterile powder gloves to sterile powder free gloves.
- Researched and implemented the switch from Ethicon products to US Surgical products
- Involved in the recruitment of new Surgeons.

Assistant Director of Surgical Services

2002-2004

High Point Regional Health System High Point, NC

- Co-Manager Operating room, Post-Anesthesia Care Unit, Day Hospital, Endoscopy Lab, Anesthesia, and Central Sterile Supply Department.
- Work closely with physicians to communicate pertinent data in a clear, concise and accurate manner to maintain daily operations.
- Work closely with the Materials Management Director to maintain contracts and purchases for Surgical Services to maintain daily operations.
- Merged the Central Sterile Supply department into the Surgical Services department.
- Initiated the use of Reprocessing of items for both Operating room and Central Sterile Supply Department.
- Assisted with the implementation of the PMM system in the Central Supply to Manage Inventory location to capture patient charge and Non-patient charge items.
- Monitor budgetary projections, capital expenditures and inventory control for Central Sterile Supply and now entire Surgical Service Departments.
- Performs Annual Employee Evaluations

- Initiated and Chairs the SAVE committee to monitor request for new supplies for Cost containment and patient care.
- Offers Advance Cardiac Life Support classes and CPR classes to Surgical Service staff and Hospital wide.
- Committee membership: TAC committee, SAVE committee, Target Excellence team, Infection Control, Sterilization committee, Chair for Clinical Performance committee, and Peri-operative team.

Clinical Manager

2001-2002

Carolina Cardiology Associates, High Point, N.C.

- Managed/Supervised five freestanding offices.
- Managed clinic, testing and research staff
- Responsible for staffing, managing and educational needs of all staff
- Instrumental in opening 3 clinics
- Initiated PTT clinic for patient care
- Initiated Health Care clinics for surrounding businesses for; Cholesterol checks. BP checks, Blood sugar checks, EKGs, fat analysis, and client education.
- Worked with staff to assess clinic patient, research clients, Congestive Heart Failure clients, Nuclear Med. Clients and phone triage.
- Maintained OSHA requirement, Infection Control requirements and Employee Health requirements.

Director of Perioperative Services

1998-2001

Community General Hospital Thomasville, NC
Thomasville Medical Center

- Managed Operating Room, Day Hospital, Post- Anesthesia Care Unit, Endoscopy Lab, Anesthesia department, Central Sterile Supply, Pain Management clinic, Outpatient Oncology clinic, Outpatient Gastroenterology clinic, and Outpatient Urology clinic.
- Monitor budgetary projections including Capital expenditures, project analyses, comparative cost studies, and inventory control for several different cost centers.
- Instrumental in planning and implementation of expenditure reduction projects:
 - * Team Chair of linen task force over saw project for “disposal to reusable”.
 - * Initiated the start of reprocessing for hospital wide utilization (250,000 dollar savings first year)
 - * Developed a surgical team to address inventory control/standardization to decrease inventory on hand by 150,000 dollars
- Project Manager responsible for building plans and purchasing of equipment for a

brand new Pre-operative unit. Worked closely with Material Management Director and Vice President to oversee completion of project consisting of 4 OR rooms, 1 Cysto room, 1 Endoscopy lab, PACU phase 1 and PACU phase II, Day hospital, Out patient Oncology clinic, Outpatient Urology and Gastroenterology Clinic.

- Provide leadership in achieving standards of care
- Completed the Deming Leadership (14 classes)
- Collaborating with physicians and other team members
- Demonstrate development of staff as evidenced by continual improvement at department level with : orientation and mandatory education attendance, customer satisfaction ratings and ownership/leadership of changes
- Development and updating of department polices and procedures
- Maintain constructive relationship with peers, superiors, subordinates, medical staff
- Coaching/counseling
- Develop job descriptions and personal learning plans; give and receive feedback
- Implementation of the competency, feedback, development and progressive discipline processes.
- Mentor other leaders
- Demonstrate skill development in interviews. selection process and team building
- Managed staffing/scheduling, payroll and purchasing processes
- Knowledge of how to access and use the computer system and implementation of the Lawson system to manage perioperative inventory control

Charge Nurse/Post Anesthesia Care Unit
Community General Hospital, Thomasville, NC

1995-1998

- Coordinator of post and pre-operative patients
- Staffing scheduling
- Enhancing education opportunities
- Employee evaluations
- Develop and initiate QA and Invasive committee
- Preceptor/member of Preceptor Committee
- Member Of Lead VI Operative and Invasive Committee
- Updated policy and procedure for the Perioperative Department per JCAHO requirements
- ACLS Instructor
- BCLS Instructor
- Offer EKG interpretation classes
- Assist with Endoscopy procedures
- Scrub assistant
- Assist with pain management
- Member of Code Blue Review Team

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- Supervisory relief for hospital
- Staff competency

Nursing Assistant/Health Technician Instructor **1995-1999**
Davidson County Community College, Thomasville, NC

- Supervised of nursing assistants and HCT students while in clinical settings
- HCT classroom instructor

Charge Nurse ICU/CCU **1984-1995**
Community General Hospital, Thomasville, NC

- Member of code team
- Educational inservices
- Patient Care
- Delegation of job responsibilities
- Interpretation of EKG rhythms
- Ventilator care
- Preceptor
- Ostomy care and educator
- Assisted with insertion of Invasive lines such as Swan-ganz and Central lines
- Assisted with insertion of Pacemakers and ablation procedures

Nursing Instructor **1992-1996**
Guildford Technical Community College, Jamestown, NC

- Class instructor for fundamental skills
- Clinical instructor for 1st and 2nd year students
- Evaluation of student performance
- Assist with development of clinical curriculum

Home Health Nurse **1991-2005**
Liberty Home Care, Thomasville, NC

- Patient supervisory visits
- Venipunctures
- Patient and family education

Charge Nurse/Nursing Home **1985-1986**
Davidson Nursing Home, Thomasville, NC

- Charge nurse of nursing home
- Medication Nurse

- Treatment Nurse

Publications:

Brown, A.N., Reed, C.D., Prescott, M.C., & Rhew D.C. (2023). Randomized controlled study in the use of aromatherapy for pain reduction and to reduce opioid use in the emergency department. *Journal of Emergency Nursing*.

Deskin, P.D., Letvak, S., Kennedy-Malone, L., Rowsey, P.J., Bedini, L. & Rhew, Denise. (2022). Caregiving during a pandemic: African American Caregivers. *HealthCare*, 10(1).

Rhew, D., & Childress, W. (2021). Decreasing Blood Culture Contamination Rates when Using an Initial Peripheral IV: Implementing the 5 P's and Using a Closed System Device. *Nursing and Primary Care*, 5(3), 1-6.

Rhew, D.C., Turner-Mitchell, M., Banks, M. & Hamilton, B. (2020). Reduce your liability: Use Interpretative Services. *Nursing and Primary Care*, 4(5), 1-4.

Rhew, D.C., Richards, R.H., Upham, J., & Keslar, R. (2019). Management of an Inpatient Unit by Emergency Department Staff: An Exploration of Improvement in Patient Throughput. *Journal of Comprehensive Nursing Research and Care*, 4(155), 1-4.

Rhew, D.C., & Upham, J. (2019). Decreasing Falls in the Emergency Department by Implementing the use of Voice Activated Stretcher Alarm Pads. *Nursing and Health Care*, 10(2), 1-4.

Rhew, D., Letvak, S., & McCoy, T.P. (2017). The Effects of an Educational Intervention on Emergency Nurses' Attitude, Knowledge, and Care Behaviors toward Older

Adults. *BioMedical Journal of Scientific & Technical Research*, 1(7).

Rhew, D., Owens, S., Kueider, S., & Buckner, J. (2017). A Rural Hospital's Journey to Becoming a Certified Acute Stroke Ready Hospital. *Journal of Emergency Nursing*, 43(1), 33-39. DOI: <https://doi.org/10.1016/j.jen.2016.10.016>

Letvak, S. & **Rhew, D.** (2015). Assuring quality health care in the emergency department. *Healthcare*, 3, 726-732. doi:10.3390/healthcare3030726

Book Contribution:

Hinkle and Cheever: Brunner and Suddarth's Textbook of Medical-Surgical Nursing, 15th edition Currently Revising Chapter 8 Care of the Older Adult.

Hinkle and Cheever: Brunner and Suddarth's Textbook of Medical-Surgical Nursing, 16th edition Currently Revising Chapter 8 Care of the Older Adult. (**Currently working on revision**).

Poster/Podium Presentations:

Bailey, J. Reed, C., & **Rhew D.C. (Poster, Sept. 2022)**. Appropriate EMS Admission to a Free-Standing Emergency Department. National Emergency Nursing Association Conference, Colorado, Nevada.

Rhew, D., Minter, R., SN, Eastwood, J., Keslar, R., Owens, S., Kueider, S. (**Poster, Sept. 2020**). Can Using the Inpatient Clinical Frailty Score Tool Provide the Same Benefits in the Emergency Department? National Emergency Nursing Association Conference, Las Vegas, CA.

Brown, A., Reed, C., **Rhew, D.**, Adkins, C., Tai, M. (**Poster, Sept. 2020**) Randomized Controlled Study in the Use of Aromatherapy for Pain Reduction and to Reduce Opioid Use in the Emergency Department. National Emergency Nursing Association Conference, Las Vegas, CA.

Rhew, D., Childress, W., & Upham, J. (**Poster, Oct. 2019**). Dropping our Blood Culture Contamination rates to "ZERO. 8th Annual Cone Health Research, Evidence Based Practice and Quality Symposium. Greensboro, NC. (Received Honorable Mention)

Rhew, D. (Podium, Oct. 2019). Using Craft Materials to Enhance 12 Lead ECG Interpretation. National Emergency Nursing Association Conference, Austin, Texas.

Rhew, D., Kueider, S., Owens, S., & Kendrick, J. **(Poster, Oct. 2019)** "Impacting Stroke Outcomes in the Emergency Department by Becoming the First Stroke Certified Rural Hospital in North Carolina," National Emergency Nursing Association Conference, Austin, Texas.

Rhew, D., Childress, W., & Upham, J. **(Poster, Oct. 2019).** Dropping our Blood Culture Contamination rates to "ZERO". National Emergency Nursing Association Conference, Austin, Texas.

Rhew, D., Turner Mitchell, M., Banks, M.L., & Hamilton, R. **(Poster, Oct. 2019).** "What are the barriers in not using required Interpretative Services within our Emergency Departments?" National Emergency Nursing Association Conference, Austin, Texas.

Childress, W., & **Rhew, D. (Poster, Oct. 2019)** How an Effective Care Handoff Process Can Improve Emergency Department Throughput. National Emergency Nursing Association Conference, Austin, Texas.

Rhew, D & Upham, J. (Poster, Oct. 2019). How a 6S Lean Project Impacted: Staff, Finances, Efficiency. National Emergency Nursing Association Conference, Austin, Texas.

Rhew, D. (International, Podium, Aug. 2019). Walk in their shoes: Delirium versus Dementia. 4th Nursing World Conference (NWC). **London UK** Theme: In Pursuit of Viable Quality Healthcare

Rhew, D. & Upham, J. (International, Podium, Aug. 2019) Successful retention initiatives influencing the vacancy rate from 30% to zero in a busy trauma level II emergency department. 4th Nursing World Conference (NWC). **London UK** Theme: In Pursuit of Viable Quality Healthcare

Rhew, D. (International, Podium, Aug. 2019). Effects of an Educational Intervention on Emergency Nurses' Attitudes, Knowledge and Care Behaviors Toward Older Adults. 4th Nursing World Conference (NWC). **London UK** Theme: In Pursuit of Viable Quality Healthcare

Rhew, D. (Poster/ Silver Award, August 2019). Decreasing Falls in the Emergency Department. 10th Annual Quality & Patient Experience Sharing Day at the Charlotte Convention Center. Charlotte, NC.

Upham, J. & **Rhew, D. (Poster, Aug. 2019)**. How a 6S Lean Project Impacted: Staff, Finances, Efficiency. 4th Nursing World Conference (NWC). **London UK** Theme: In Pursuit of Viable Quality Healthcare

Rhew, D. (Podium July 2019). Changing Tides in Emergency Management of Acute Ischemic Stroke Patients. 5th Annual Riding the Wave Conference, Myrtle Beach SC.

Rhew, D. (International, Podium, July 2019). Effects of an Educational Intervention on Emergency Nurses' Attitudes, Knowledge and Care Behaviors Toward Older Adults. World Congress on Nursing and Healthcare. **Rome, Italy**.

Rhew, D. (International, Podium, July, 2019). Walk in their Shoes: Dementia versus Delirium. World Congress on Nursing and Healthcare. **Rome, Italy**.

Rhew, D., Turner Mitchell, M., Banks, M.L., & Hamilton, R. **(Poster, 2019)** "What are the barriers in not using required Interpretative Services within our Emergency Departments?" North Carolina Organization of Nurse Leaders Conference, Greensboro, NC.

Rhew, D., Childress, W., & Upham, J. **(Poster, March 2019)**. Dropping our Blood Culture Contamination rates to "ZERO". North Carolina Organization of Nurse Leaders Conference, Greensboro, NC.

Rhew, D. (Podium, Oct. 2018). Walk in their shoes: Delirium versus Dementia. Geriatric Symposium, Greensboro, NC.

Rhew, D. (Podium, Sept. 2018). Recognizing a STEMI on a 12 Lead ECG. National Emergency Nursing Association Conference, Pittsburg, Pennsylvania.

Rhew, D. (Podium, Sept. 2018). Walk in their shoes: Delirium versus Dementia. National Emergency Nursing Association Conference, Pittsburg, Pennsylvania.

Rhew, D, Kendrick, J., Buckner, J., Kueider, S., & Owens, S. **(Poster, October. 2018)**. Impacting Stroke by Becoming a Stroke-Certified Rural Hospital, **Magnet Conference**, Denver, Colorado.

Meadows, G, Kubecka, K, Hunt, D., Harris, C., Clum, J., **Rhew, D. (Poster, Sept. 2018)**. Dissolving Barriers to Re-perfuse a Community Hospital Code Stroke Program. National Emergency Nursing Association Conference, Pittsburg, Pennsylvania.

Newsome, S. & **Rhew, D. (Poster, 2018)**. Bridging the Knowledge Gap of Emergency Nurses by Mastering Acuity Settings at Triage: Getting it Right for Patients. NACNS 2018 Annual Conference, Austin, Texas.

Hutchinson, K., **Rhew, D.**, & Fencil, J. (**Podium 2017**). An Interprofessional Collaboration Project between Nurses and Public Safety Officers. 6th Annual Research Symposium, Greensboro, NC

Nease, A., & **Rhew, D.** (**Podium 2017**). What We Did After One of Our Own Got Hit. 6th Annual Research Symposium, Greensboro, NC

Rhew, D. (**Poster, 2017**). Can a Geriatric Workshop for Emergency Nurses Change their Knowledge, Attitudes, and Behaviors in Caring for Older Adults? Magnet Conference, Houston Texas.

Hasz, F., **Rhew, D.**, & Upham, J. (Poster, 2017). Detecting and Preventing Sepsis in Immunocompromised Oncology Patients. Magnet Conference, Houston Texas.

Rhew, D. (**Podium, 2017**). Identifying Clues on a 12 Lead ECG. (3hr). National Emergency Nursing Association Conference, St. Louis

Rhew, D. (**Podium, 2017**). Engaging Stretcher-side Nurses in Doing Research. National Emergency Nursing Association Conference, St. Louis

Rhew, D. (Poster, 2017). What We Did After One of Our Own Got Hit. National Emergency Nursing Association Conference, St. Louis

Belcher, B., Philipps, T., Fonshill, L., Resh, K., Queen, C., & **Rhew, D.** (Poster, 2017). Four Didactics to Improve Proper Blood Draw and Decrease Rejections. National Emergency Nursing Association Conference, St. Louis

Rhew, D. (**Podium, 2017**). Elder Maltreatment Assessment in the Emergency Setting. NICHE Conference in Austin, Texas.

Rhew, D. (**Podium, 2017**). Can a Geriatric Workshop for Emergency Nurses, Change their Knowledge, Attitudes, and Behaviors in Caring for Older Adults? NICHE Conference in Austin Texas.

Rhew, D. (**Podium, 2017**), Engaging Stretcher-side Nurses in Doing Research. NC Emergency Nursing 4th Annual Conference in Raleigh, NC.

Rhew, D. (**Podium, 2016**). Can a Geriatric Workshop for Emergency Nurses Change their Knowledge, Attitudes, and Behaviors in Caring for Older Adults? National Emergency Nurses Association Conference in LA.

Rhew, D. (**Poster, 2016**). Can a Geriatric Workshop for Emergency Nurses Change their Knowledge, Attitudes, and Behaviors in Caring for Older Adults? National Emergency Nurses Association Conference in LA.

Rhew, D. (Podium, 2016). Can a Geriatric Workshop for Emergency Nurses Change their Knowledge, Attitudes, and Behaviors in Caring for Older Adults? Cone Health 5th Annual Research Symposium Greensboro, NC.

Rhew, D. Newnam, K., & Clark, S. (Poster, 2014). Really, Did a Code Stroke Simulation Improve Compliance in Patient Care Requirements? National Emergency Nurses Association Conference. Orlando, FL

Rhew, D. Kueider, S., Owens, S., & Eastwood, J. (Poster, 2014) Making a Difference with using a Diversional Activity Cart. National Emergency Nurses Association Conference. Orlando, FL

Upham, J. **Rhew, D.**, Gustaveson, M., Resh, R. (Poster, 2014). Nurse Driven Protocols to Improve Throughput! National Emergency Nurses Association Conference. Orlando, FL

Rhew, D. Newnam, K., & Clark, S. (Poster, 2014). Really, Did a Code Stroke Simulation Improve Compliance in Patient Care Requirements? Cone Health 3rd Annual Regional Research Symposium, Greensboro NC

Rhew, D. Kueider, S., Owens, S., & Eastwood, J. (Poster, 2014) Making a Difference with using a Diversional Activity Cart. Cone Health 3rd Annual Regional Research Symposium, Greensboro NC (Placed 3rd in Research)

Upham, J. **Rhew, D.**, Gustaveson, M., Resh, R. (Poster, 2014). Nurse Driven Protocols to Improve Throughput! Cone Health 3rd Annual Regional Research Symposium, Greensboro NC

Ashcraft, S., Clark, K, Mintmier, R., Britt, D., & **Rhew, D.** (Poster, 2013). The positive impact of role definition and communication on door to needle times in acute stroke patients receiving intravenous alteplase. International Stroke Conference, Honolulu, Hawaii

Brown, L., **Rhew, D.**, Berman, R., Cook, A., Down, P., Finch, C. (Poster, 2013). Let Me Help You Wait. Emergency Nursing Conference- Nashville, TN

Rhew, D., & Clark, K. (Poster, 2013). Bust That Clot! Alteplase within 60 minutes: See It! Own It! Do It,” Emergency Nursing Conference- Nashville, TN.

Summerell, N., & **Rhew, D.** (2013). The academy of emergency nursing. Emergency Nursing Conference, Nashville, TN.

Rhew, D. & Toben, S., Blue-Matthews, J. (2012). Simply Educate Me....Decreasing blood culture contamination rates. Emergency Nursing Association Conference. San Diego, Ca.

Toben, S. & **Rhew, D.** (Poster, 2011) CAUTI (Catheter Associated Urinary Tract Infection) caused in the ED? National Emergency Nurses Association Conference. San Diego, California

Toben, S. & **Rhew, D.** (Poster, 2011). CAUTI caused in the ED? Moses Cone Health System's Annual Nursing Research Day, -Greensboro, NC

Rhew, D. & Toben, S. (Podium, 2011). CAUTI caused in the ED? A & T Research Day-Greensboro, NC.

Toben, S. & **Rhew, D.** (Poster, 2011). CAUTI caused in the ED? NCONL. Raleigh, NC.

Rhew, D., Summerell, N., Brown, T., Fero, L., French, A., Glosson, S. (Poster, 2011). Supporting nursing research through an internship program. Emergency Nursing Association National Conference. Tampa, FL

Glosson, S., **Rhew, D.**, Brown, T., Fero, L., French, A., Summerell, N. (Poster, 2011). Beaming staff nurses to the next galaxy: Growing research through a nurse internship program. Forsyth Medical Center's 5th Annual Nursing Research Symposium. Winston Salem, NC.

Rhew, D., Tobin, S., & Blue-Matthews, J. (2011). Simply educate me....Decreasing blood culture contamination rates. Rural Community Evidence-Based Annual Symposium. Wyent, NC. **Came in First Place**

Brown, T., Fero, L., Summerell, N., French, A., Glosson, S., **Rhew, D.** (Poster, 2010). Establishing a nursing research internship program. NCONL Conference, Raleigh, NC.

Brown, T., Fero, L., Summerell, N., French, A., Glosson, S., **Rhew, D.** (Poster, 2010). Supporting nursing research through an internship program. Rural Community Evidence-Based Practice Symposium. Wyent, NC.

Honors/Awards

- **Chair of North Carolina Emergency Education Committee 2023**
- **Recipient of the 2020 ENA Nursing Competency in Aging Award Las Vegas**
- **Recipient of the 2020 Nurse Excellence Cone Health**
- **Recipient of the 2019 Nursing Practice and Professionalism Award for the NC Emergency Nursing Association**
- Recipient of **Sliver Award for Poster** "Decreasing Falls in Emergency Department, Safety Atrium Conference Aug. 2019, Charlotte NC.
- NC Emergency Nursing Association **Delegate for National conference years 2017, 2018, 2019**
- **2019 Moderator @ 4th Nursing World Conference (NWC) Aug, 2019**
London UK Theme: In Pursuit of Viable Quality Healthcare

- **2019 Silver Touchstone Award-Atrium Health on Fall Prevention in the Emergency Department.**
- Selected to serve on the **National ENA Geriatric Committee** 2017 and 2018.
- **Recipient of the 2017 Clinical Nurse Specialist for National Emergency Nursing Association (Receive honor Sept. 15th, 2017 in St. Louis)**
- **Recipient of the 2017 Nurse of Distinction Award given by NCNA, Winston Salem Journal and Greensboro News and Record**
- **2016 Recipient Gerontological Dissertation of the Year Award for UNCG**
- **Recipient of the 2015 NCNA Nurse Practice Award of the year**
- Placed Third in Poster Award for Research at 4th Annual Cone Health Research Symposium
- Recipient of the Mary Lewis Wyche Fellowship Scholarship which is administered by the North Carolina Foundation for Nursing-2015
- Past and Present 2016 Piedmont ENA Chapter Secretary
- Past President of the Piedmont Emergency Nursing Chapter
- Dean's List at UNCG
- Nurse Excellence Award Cone Health 2012
- Past President Great 100 Alumni committee 2012-2013
- Recipient of the Great 100 Nurse Award 2005
- Sigma Theta Tau Member-Gamma
- Zeta Chapter 1994 –present
- Marshall at Cabarrus 1993
- Dean's list at UNCG BSN GPA 3.7/ MSN GPA 3.8
- Vice President of NCNA Chapter 9 2003-2004
- President Elect NCNA Chapter 9 2004-2005
- President of NCNA Chapter 9 2005-2006
- Received Purple Cow Award at HPRHS 2006
- Received Certification in Central Sterile Processing Distribution 2005
- Delegate for AORN congress 2005 and 2006
- Elected Board Member for AORN chapter of the Piedmont 2006

Professional Affiliations

- Emergency Nursing Association (Piedmont Chapter and National ENA)
- Clinical Nurse Specialist (NACNS)
- Sigma Theta Tau Association (National and Local Gamma Zeta)
- North Carolina Nursing Association/American Nursing Association
- Great 100 Nurse of North Carolina (Alumni)
- Cardiovascular Nursing Association (Cardinal Chapter)
- University of North Carolina at Greensboro Alumni
- Cabarrus School of Nursing Alumni

Certifications

- **Certified Emergency Nurse (Renewal 2022)**
- **Certified Wellness/Health Coach 2014 On-Going**
- **Six Sigma Black Belt**
- **Stop the Bleed**
- Trauma Nurse Core
- Emergency Nurse Pals
- Basic Cardiac Life Instructor
- Advance Cardiac Support Instructor
- First Aide
- Central Sterile Processing Distribution 2000-2010

Community Involvement/Volunteer

- **2020 Member of Dissertation team (Qualitative Study: Male Caregivers) at University of North Carolina at Greensboro 2020**
- **2020 Mentor DNP East Carolina Study Improving Advance Directives being scanned in directly in the patient's medical record in the ED**
- **2020 House Delegate for Emergency Nursing Association 2016, 2017, 2018, 2019**
- Mentor/ Precept Students from Queens College (CNL students), University North Carolina at Greensboro (Nursing Administration, Nursing Education, DNP, PhD students, Winston Salem State (RN-BSN students), Liberty University (Nursing Education), Capella University (Nursing Education), East Carolina University (Clinical Nurse Specialist)
- 2019 Board Member for the Clinical Nurse Specialist Program at ECU
- 2019 Community Day, Health Fair, Greensboro, NC
- 2019 Member of the Executive Board for the Clinical Nurse Specialist program at East Carolina University (ECU)
- 2019 Moderator for London Nursing World Conference
- 2018, 2019, Board member for the University of North Carolina at Greensboro (UNCG) Nursing Evaluation Committee
- Member of the Geriatric Committee for Emergency Nursing Association 2017, 2018
- Moderator for 2018 National Clinical Nurse Specialist Conference in Austin, Texas
- **Abstract Reviewer for 2018 ANCC Magnet Conference**
- Special Olympics
- Athletic Booster Club member/past secretary
- Hospitality Coordinator, Church
- CPR Instructor at local nursing homes, churches, home health agencies, and Daycares
- ACLS/BCLS instructor

- Cheerleader coach For Trinity Basketball
- Church Secretary for Church
- Children's Church Teacher
- Actively involved in raising donations for local food shelters and animal shelters
- Chair of Silent Auction for Great 100 to raise money for nursing scholarships

References

Submitted upon request.