

Tommy R. Mann MSN, RN, CRM

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EDUCATION

Doctorate of Nursing Practice, Organizational Leadership & QI <i>(In Progress)</i>	<i>Expected 2025</i>
<i>Purdue University Global, West Lafayette, IN</i>	
MS in Nursing and Healthcare Administration	2020
<i>University of Alabama in Huntsville, Huntsville, AL</i>	
Graduate Professional Certificate, Healthcare Risk Management	2020
<i>University of Florida, Gainesville, FL</i>	
BS - Nursing	2018
<i>University of Texas at Arlington, Arlington, TX</i>	
AS - Nursing	2016
<i>Florida SouthWestern State College, Fort Myers, FL</i>	

ACADEMIC POSITIONS

Clinical Assistant Professor-Professional Track	Aug 2024 - Present
<i>School of Nursing, University of North Carolina-Greensboro</i>	

- Serve as a simulation champion and expert consultant, facilitating faculty development and implementing best practices in simulation and practice labs across the School of Nursing.
- Collaborate with the SCENE Director and technology specialists to manage equipment, supplies, and lab space scheduling, ensuring operational functionality and effective resource utilization.
- Lead educational initiatives, providing training for faculty on developing, executing, and evaluating simulation scenarios and learning experiences.
- Contribute to strategic planning and assessment of simulation activities, assisting in goal setting, outcome evaluation, and support for grant applications.
- Engage in professional networking and scholarship, acting as a liaison to promote local and national best practices in simulation while managing simulation data platforms for all nursing programs.

Associate Dean, Allied Health and Simulation	Mar 2024 - May 2024
<i>School of Health Professions, Florida SouthWestern State College</i>	

- Provides leadership for and direction to faculty, instructional staff, and program personnel in developing and delivering instruction; For each program of oversight, monitors, and guides for improving instructional quality and achievement of program learning outcomes
- Oversees the administration of all assigned Allied Health programs and the Center of Healthcare Training & Simulation Excellence in accordance with accreditation standards, administrative policies and procedures
- Manages enrollment and oversees the development of class schedules and the College Catalog entries for the Allied Health programs in collaboration with the Dean, Program Directors, and faculty leaders
- Provides effective and efficient systems for the delivery and evaluation of program courses, Simulation Education and continuing healthcare education/training activities
- Monitors the instructional programs and simulation operations and guides the improvement of instructional and Simulation Education quality
- Provides an effective communication system within each program, the Center of Healthcare Training & Simulation Excellence and appropriate external agencies that foster the exchange

of ideas, which provides opportunities for faculty, clinical faculty, Program Directors, and Simulation Center staff will participate in the decision-making process

- Oversees the preparation of the various program budgets with the Program Directors and the Center of Healthcare Training & Simulation Excellence; monitors budget expenditures to maximize utilization of available resources
- Provides for an effective organization through the various program personnel's recruitment, hiring, training, evaluation, and motivation
- Develops and maintains an organizational structure that ensures effective and efficient program operations
- Oversees facility modifications or buildings at various campus sites, including new program development and partnerships, as needed
- Oversees, in conjunction with a certified Administrative Assistant, the criminal background check system
- Develops, grows, and maintains relationships with community groups, agencies, or institutions that provide facilities, state, regional, and national agencies, the Florida SouthWestern State College administration and related health units.
- Provides direct instruction as a professor or guest lecturer in appropriate courses when applicable to advance the goals of the respective program
- Assists the Program Directors and Simulation Center staff in their ongoing role to maintain applicable national and/or state standards for programmatic accreditation; monitors timelines and deadlines with Directors
- Collaborates with the Dean on various projects for the School of Health Professions, including design of space and learning environment enhancements, and planning and delivery of healthcare training initiatives, programs, and staff development opportunities

**Senior Director, Health Professions Administration and Simulation Education
Center of Healthcare Training and Simulation Excellence**

Jan 2022 – Feb 2024

School of Health Professions, Florida SouthWestern State College

- Developed and administered credit, non-credit, certificate, and workforce programming offered through the School of Health Professions (SHP)
- Oversaw 11 programs and supports 11 direct reports and a combined team of 38 personnel
Oversight, management, and support of the following programs:
Allied Health Programs-Respiratory Therapy (RT), Radiological Technology (RAD), Cardiovascular Technology (CVT), Dental Hygiene, Health Information Technology (HIT), Physical Therapy Assistant (PTA), Advanced Medical Assisting (AMA), Emergency Medical Technology (EMT), Paramedic, Fire Sciences, Human Services (HUS)
- Collaborative oversight of the Associate of Science Degree in Nursing (ASN) program with the Associate Dean of Nursing
- Secured philanthropic donations in support of capital projects and programmatic initiatives for the School of Health Professions and Center of Healthcare Training and Simulation Excellence by cultivating donor relationships and grant proposals to state agencies, foundations, and corporations.
- Assisted the Program Directors and Simulation Center staff, in their ongoing roles, to maintain applicable national and/or state standards for programmatic accreditation by coordinating accreditation timelines and outcome expectations with the Dean, Program Directors, College Leadership, and faculty while working with various accrediting agencies such as SACSCOC, HLC, ACEN, CCNE, CAHIIM, JRCERT, CoARC, CoAEMSP, CAAHEP, CODA, CAPTE, SSH
- Collaborated and executed the creation of two new accredited programs (AMA) and (PTA)
- Created the first community-facing American Heart Association (AHA) Training Center in Southwest Florida
- In collaboration with Laerdal, created the inaugural SWFL Mini-SUN Simulation conference, hosted at FSW
- Managed SHP programs' personnel and financial activities, including recruitment, hiring, training, evaluation, motivation, budget development, expenditures, and utilization of available resources, and provides reporting to the Dean
- Managed and oversaw enrollment of the programs, the creation of class schedules, and FLAC for the School of Health Professions

- Provided an effective communication system and organizational structure within each SHP program, the College, and appropriate external agencies, which fosters the exchange of ideas and provides opportunities for faculty, clinical faculty, Program Directors, and Simulation Center staff to participate in the decision-making process and build efficient program operations
- Monitored the instructional programs and simulation operations and guided instructional and Simulation Education quality improvement
- Developed and implemented simulation projects utilizing capital funding and philanthropic donations, including procuring equipment, constructing new facilities, renovating existing infrastructure, and cultivating community partnerships

Adjunct Faculty

Jan 2019 – May 2024

Department of Nursing, Florida SouthWestern State College

- Create and deliver course curriculum and team projects to ensure students complete the course with an understanding of the course goals and learning objectives
- Teach varied Nursing courses, averaging 36 students per course
- Creates a dynamic, learner-centered environment that supports the diverse learning needs of the student population based on educational theory and evidence-based teaching practices
- Establishes a mutual learning plan to achieve stated goals
- Meets with program faculty to review the course and make recommendations for improvements
- Refers students to appropriate learning and support resources
- Guest lecture in classes related to Emergent Assessment and Care, Pediatrics, and HIPAA

Director, Simulation and Special Projects

Apr 2021 – Jan 2022

Center of Healthcare Training and Simulation Excellence, Florida SouthWestern State College

Florida SouthWestern State College's Center of Healthcare Training and Simulation Excellence is a \$6 million group of three simulation centers residing in three counties in Florida. The three simulation centers encompass 28,000 sq. ft. of Simulation, education, and meeting spaces. The simulation centers contain \$3.5 million of equipment utilized seven days a week, 10-12 hours daily.

- Developed and executed the vision of free-standing simulation centers that service the School of Health Professions, our partners, and the community
- Led the rebranding and marketing from FSW's Simulation Center to the Center of Healthcare Training and Simulation Excellence
- Oversaw the preparation and utilization of simulation budgets to maximize utilization of available resources
- Initiated drive towards INACSL endorsement and SSH accreditation for all three sites by 2025
- Created multiple staff and faculty-focused Canvas simulation training courses in collaboration with Laerdal, CAE, and LifeCast
- Implemented a cross-training model for employees that reduced downtime by 25%
- Strategically positioned the simulation centers to offer simulation training and services for the state of Florida and unlocked the capability to conduct training and education with nationwide offerings
- Opened new lines of revenue via consulting and in situ training programs that have a 25% growth quarter over quarter
- Evaluated available and emerging technologies to identify use case scenarios for the Simulation Center, faculty, and staff
- Collaborated with leadership to establish a business plan to maintain a long-term outlook and budget for the development of the simulation center and simulation education, including potential funding sources and personnel structure
- Introduced and initiated Interdisciplinary Simulation throughout the School of Health Professions
- Promote interprofessional relationships among Allied Health departments and Nursing departments
- Simulation consultant, including hardware, software, and curriculum design, for Lee Health at Gulf Coast Medical Center Simulation Center, HealthPark OHICU, and Golisano Children's Hospital of Southwest Florida

Clinical Coordinator II, Simulation

Oct 2020 – Apr 2021

Center of Healthcare Training and Simulation Excellence, Florida SouthWestern State College

- Facilitated program management by developing, scheduling, and ensuring programming in the simulation environment is coordinated with curriculum and education plans
- Executed hands-on, virtual, interdisciplinary, and transdisciplinary training related to simulation learning activities and curriculum implementation utilizing varying fidelity of manikins, training equipment, and environments
- Developed and facilitated a mentor program containing educational pathways for instructors and facilitators to strengthen simulation execution approaches and teaching methodologies based on the most current evidence-based practices
- Facilitated the transition of all simulation centers to a fully accredited cloud-based scenario platform
- Developed and maintained records that evaluate student learning outcomes (SLO) in simulation experiences as well as performance measures in the delivery of simulation education conducted by the instructional faculty and staff
- Provided guidance and direction to assigned clinical instructors|clinical associates for proper evaluative and instructional techniques, including pre-briefing, simulation execution, evaluations, and debrief
- Worked with interdisciplinary teams and faculty to develop a curriculum to improve student clinical simulation performance and skills outcomes based on targeted instructional design methods associated with ADDIE and Bloom's models
- Worked directly with simulation technology vendors from Laerdal, CAE, LifeCast, Gaumard, and others

Clinical Coordinator I, Simulation | Clinical | Clinical Instructor

Jan 2019 – Oct 2020

School of Nursing | Center of Healthcare Training and Simulation Excellence, Florida SouthWestern State College

- Supported development of technical knowledge of the Simulation Center capabilities and procedures to ensure that curriculums are accurate and appropriately executed utilizing INACSL, SSH, and ASPE guidelines, standards, and best practices
- Assisted with scheduling simulation center utilization times
- Trained faculty and staff on Laerdal, Gaumard, CAE, and Lifecast simulation equipment and software
- Coordinated nursing students' clinical education, simulation events, and floor|unit assignments within partner facilities
- Created assignments and exercises that permitted measurement of performance relative to standardized learning objectives
- Participated in program curriculum planning and development for School of Health Professions programs
- Oversaw 75+ Clinical Instructors and coordinated associated assignments within partner facilities

TEACHING EXPERIENCE

NUR 1020C | Fundamentals of Nursing

- This didactic, lab, and clinical course provides students with key concepts fundamental to nursing practice. The wellness-illness continuum will lay the foundation for future study. Students are introduced to the nursing process as a problem-solving method with communication and interpersonal relationships as central components. Serious attention is given to skills that are essential to safe nursing practice. Supervised practice will provide the student with opportunities to assist patients. Theoretical instruction and clinical experience in adult and geriatric nursing are incorporated, as well as HIPAA regulations and their implications for healthcare.

NUR 2211C | Adult Health Nursing I

- This required didactic and clinical nursing course is an introduction to assessing and managing chronic health problems of adult and geriatric individuals within a multicultural society. Application of theoretical and conceptual frameworks, intra- and interprofessional communication, clinical|critical decision-making, and evidence-based therapeutic interventions to provide safe, high-quality care.

NUR 2092 | Introduction to Pharmacological Nursing

- This course focuses on the pharmacologic aspects of nursing practice. A foundation of knowledge is built with pharmacokinetics, pharmacodynamics, and pharmacotherapeutics of drug therapy. The nurses' role in error prevention and patient safety during medication administration is carefully examined.

NUR 2144 | Pharmacological Nursing

- This course introduces the student to the basic pharmacologic concepts and principles related to the safe administration of therapeutic agents by nurses to clients of all ages. It is designed to facilitate the student's understanding of the mechanisms of drug actions and provide a safe approach to drug administration. Students learn major drug classifications and selected prototypes along with principles and techniques of safe, effective administration of drugs and other therapeutic agents, drug interactions, legal responsibilities, and nursing considerations for specific drugs affecting all body systems.

NUR 2213C | Adult Health Nursing II

- This required didactic and clinical nursing course allows the development of assessment and management skills for complex health problems of adult and geriatric individuals within a multicultural society. Utilization of theoretical and conceptual frameworks, intra- and interprofessional communication, clinical critical decision-making, and evidence-based therapeutic interventions to provide safe, high-quality care.

NUR 1511C | Mental Health Nursing

- Mental health nursing focuses on concepts related to the care of individuals and families experiencing mental health disorders. This course provides clinical and simulation experiences for students to apply the concepts related to the care of individuals and families experiencing mental health disorders.

NUR 1068C | Health Assessment

- This didactic and lab course focuses on the health assessment of individuals within a multicultural society. Biopsychosocial and spiritual dimensions of health are assessed. Using scientific methods as a framework, communications, critical analysis, and clinical decision-making are emphasized in assessing psychological and physiological health status throughout the lifecycle. The basic skills of interviewing, history taking, data collection, and physical examination are employed to derive nursing diagnoses and determine priorities and therapeutic nursing interventions.

NUR 2310C | Pediatric Nursing

- This didactic and clinical course utilizes a developmental approach to study the child's nursing care from birth through adolescence. Emphasis is placed on wellness, growth and development, and the child's nursing care with physical and mental health alterations.

NUR 2942C | Clinical Preceptorship

- This is the culminating experience for the student nurse where the focus is clinical experience and the transition of the student from the educational setting into the role of the clinical professional Registered Nurse. Faculty will provide the final preparation for students to take the NCLEX-RN.

HONORS AND AWARDS

- **ENA Lantern Award** | *Golisano Children's Hospital of Southwest Florida Emergency Department* **2019**

LICENSES

- Multi-State | Registered Nurse (FBON – 9436513) | Current

CERTIFICATIONS

- BLS
- ACLS
- PALS

- CHSE - Expected Fall 2024
- ENPC
- TNCC
- Stop the Bleed Instructor (I-STB) | American College of Surgeons | Department of Defense
- Healthcare Data Security, Privacy, and Compliance | Johns Hopkins University | Credential ID: GUQW9H9ARVQR
- HIPAA-CP | Management & Strategy Institute
- General Data Protection Regulation (GDPR)

Federal Emergency Management Agency (FEMA)

- IS-00800.b - National Response Framework
- IS-00700.a - National Incident Management System
- IS-00200.b - Initial Action Incident
- IS-00100.b - Introduction to Incident Command Systems
- IS-00100.b - Incident Command-Healthcare and Hospitals

U.S. Department of Homeland Security (DHS)

- Medical Preparedness and Response for Bombing
- Disaster Response and Emergency Preparedness

CERTIFICATES

FSW Leadership Academy Graduate <i>Florida SouthWestern State College</i>	2024
Charge Nurse Leadership Graduate <i>Lee Health</i>	2019
Malignant Hyperthermia <i>Lee Health</i>	2019
Culturally Competent Nursing Care <i>Lee Health</i>	2019

TECHNICAL SKILLS

- Student Information/Learning Management Systems: Banner, Canvas, Moodle, Pulse, Blackboard, Google Classroom
- Microsoft Office Suite: Excel, Outlook, PowerPoint, Teams, Word
- Simulation: LLeap, Gaumard Vitals, iSimulate, CAE Maestro, UbiSim, Oxford Medical(OMS)
- Other: Adobe, Canva, Google Suite, Zoom, Sling, Epic, Cerner, Monday (PM), Articulate, 360 Learning, SilkRoad

PROFESSIONAL SERVICE & ASSOCIATIONS

- Emergency Nurses Association (ENA)
- Society for Simulation in Healthcare (SSH)
- Chairman's Board Member - American Heart Association (AHA)

PRESENTATIONS

Lee Health

- **Grand Rounds | Pediatric | Sick Cell Disease (SCD) & Immune Thrombocytopenic Purpura (ITP)** **2020**
- **Grand Rounds | Pediatric ED and NICU | Quiet Time – Decreasing Environmental Patient Stimuli** **2019**
- **Grand Rounds | All Call | Staff Turnover and Retention – Impacts and Incentives** **2019**

TRAINING AND CONFERENCE ATTENDANCE

Laerdal SWFL Mini SUN

2023

- *Simulation conference focused on the foundations of simulation, simulation awareness, and beyond-simulation topics*

COMMUNITY INVOLVEMENT

American Heart Association

2023 - Present

Medical Missions Specialist | *Sus Hijos / His Children*

2020 - Present

Medical Staff | *Galloway Captiva Triathlon*

2018

Homeless Veteran Count | *Lee County Homeless Coalition*

2016 – May 2024

INDUSTRY EXPERIENCE

Emergency | Critical Care | Nurse Leader

May 2016 – Apr 2021

Lee Health, Fort Myers, FL

- Primary Role | Pediatric/Adult ED Charge Nurse
- Disaster Nurse
- Ensured Lee Health's mission, values, and guest-centered culture were executed
- Chair-Education Committee, Chair-Lean Care Committee
- Assisted in developing and implementing Lean and Kanban processes
- Conducted Grand Round education presentations and training
- Collaborated to bring simulation to the Pediatric critical care units – Scenarios in Seconds
- Nurse for Adult ED, Pediatric ED, NICU, ICU, MedSurg, and PICU

Director of Operations and Deployments

Mar 2006 – June 2012

Sentrics E3, Austin, TX

Managed all projects, approximately six direct reports, and six teams of 20 personnel per team. Negotiated hardware and software vendor agreements. Assisted sales with contract negotiations. Reported to the CEO.

- Delivered turn-key healthcare solutions for EMR, patient education, and entertainment
- Directed multiple domestic and international projects simultaneously in all life cycles
- Managed budgets ranging from \$1 to \$45 million
- Increased operational and safety efficiencies for clients
- Managed multiple healthcare projects simultaneously in all life cycles

Contact Information

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