

Tommy R. Mann

MSN, RN, CHSE, CHSOS, CRM

Clinical Assistant Professor, Professional Track | Director, Simulation and Clinical Learning Laboratory

School of Nursing, University of North Carolina at Greensboro

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EDUCATION

Doctor of Philosophy in Nursing (In Progress)	Expected 2028
<i>University of North Carolina at Greensboro, Greensboro, NC</i>	
Master of Science, 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>	
Bachelor of Science in Nursing	2018
<i>University of Texas at Arlington, Arlington, TX</i>	
Associate of Science in Nursing	2016
<i>Florida SouthWestern State College, Fort Myers, FL</i>	

ACADEMIC APPOINTMENTS

Director, Simulation and Clinical Learning Laboratory	Jan 2025 – Present
<i>School of Nursing, University of North Carolina at Greensboro</i>	

- Lead operational management of UNCG Simulation and Practice Laboratories across main and Union Square campuses, ensuring efficient functionality and consistent learning environments.
- Provide expertise in simulation integration, methodologies, and emerging technologies to support evidence-based educational experiences at graduate and undergraduate levels.
- Collaborate with course faculty and program leadership to design, implement, and evaluate simulation and laboratory learning activities aligned with course objectives and student learning outcomes.
- Lead faculty development and consultation on simulation pedagogy, instructional design, and responsible integration of emerging technologies including artificial intelligence.
- Contribute to strategic planning, goal setting, outcome evaluation, and support for grant applications related to simulation programming.
- Serve as CBE Champion, supporting the School of Nursing's transition to Competency-Based Education in alignment with the AACN 2021 Essentials: Core Competencies for Professional Nursing Education, with new curriculum deployment planned for Spring 2027.

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

- Serve as instructor of record and laboratory instructor across undergraduate and graduate nursing courses in laboratory, didactic, and practicum formats.
- Courses taught: NUR 220L (Nursing Assessment of Well Individuals Lab), NUR 340 (Health and Illness: Infants, Children, and Adolescents), NUR 380 (Nursing Skills, multiple sections), NUR

611 (Health and Illness: Infants, Children, and Adolescents, graduate), NUR 611L (Practicum, graduate).

- Integrate high-fidelity simulation, standardized performance checklists, and guided debriefing techniques to support clinical reasoning and skill acquisition.
- Incorporate AI tools into instructional practice, including the creation of course-specific podcasts, voiceover presentations, and digital flashcards to support diverse learning styles and content delivery.
- Guide students in the responsible and effective use of AI tools to deepen content understanding and develop stronger study habits.
- Provide academic advising to undergraduate nursing students in support of degree progression and program compliance.

Associate Dean, Allied Health and Simulation

Mar 2024 – May 2024

School of Health Professions, Florida SouthWestern State College

- Provided leadership for faculty, instructional staff, and program personnel across Allied Health programs and the Center of Healthcare Training and Simulation Excellence.
- Oversaw administration, accreditation compliance, enrollment, scheduling, and budget management for all assigned programs.
- Collaborated with the Dean on space design, learning environment enhancements, and healthcare training initiative planning.

Senior Director, Health Professions Administration and Simulation Education Jan 2022 – Feb 2024

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

- Oversaw 11 Allied Health programs with 11 direct reports and a combined team of 38 personnel, including Respiratory Therapy, Radiological Technology, Cardiovascular Technology, Dental Hygiene, Health Information Technology, Physical Therapy Assistant, Advanced Medical Assisting, EMT, Paramedic, Fire Sciences, and Human Services.
- Secured philanthropic donations and grant funding in support of capital projects and programmatic initiatives.
- Coordinated programmatic accreditation timelines with agencies including SACSCOC, HLC, ACEN, CCNE, CAHIIM, JRCERT, CoARC, CoAEMSP, CAAHEP, CODA, CAPTE, and SSH.
- Led creation of two new accredited programs (Advanced Medical Assisting and Physical Therapy Assistant).
- Established the first community-facing American Heart Association Training Center in Southwest Florida.
- Co-created the inaugural SWFL Mini-SUN Simulation Conference in collaboration with Laerdal, hosted at FSW.

Director, Simulation and Special Projects

Apr 2021 – Jan 2022

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

- Developed and executed the vision for free-standing simulation centers serving the School of Health Professions, partners, and the community across a \$6 million, 28,000 sq. ft., three-county initiative.
- Initiated drive toward INACSL endorsement and SSH accreditation for all three simulation sites.
- Implemented a cross-training model for employees that reduced operational downtime by 25%.
- Opened new revenue lines via consulting and in situ training programs with 25% quarter-over-quarter growth.

- Served as simulation consultant for Lee Health at Gulf Coast Medical 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

- Developed, scheduled, and coordinated simulation programming aligned with curriculum and education plans.
- Developed and facilitated a mentor program with educational pathways for instructors and facilitators based on current evidence-based practices.
- Applied ADDIE and Bloom's instructional design models to improve student clinical simulation performance and skills outcomes.

Clinical Coordinator I, Simulation | Clinical Instructor

Jan 2019 – Oct 2020

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

- Trained faculty and staff on Laerdal, Gaumard, CAE, and LifeCast simulation equipment and software.
- Coordinated nursing students' clinical education, simulation events, and clinical unit assignments within partner facilities.
- Oversaw 75+ Clinical Instructors and coordinated associated assignments within partner facilities.

Adjunct Faculty, Department of Nursing

Jan 2019 – May 2024

Florida SouthWestern State College

- Taught varied undergraduate nursing courses averaging 36 students per course, including Fundamentals of Nursing, Adult Health Nursing I and II, Pharmacological Nursing, Mental Health Nursing, Health Assessment, Pediatric Nursing, and Clinical Preceptorship.

SCHOLARSHIP AND CREATIVE ACTIVITY

Grants and Funded Research

- Nurse Education, Practice, Quality and Retention – Workforce Expansion Program (NEPQR-WEP). Department of Health and Human Services, Health Resources and Services Administration (HRSA). Award #1 TR8HP55279-01-00. PI: Yvonne Eaves, PhD, RN. Role: Key Personnel – Simulation Lead (10% effort, 1.2 calendar months, Years 1–4). Project Period: September 30, 2025 – September 29, 2029. Year 1 Award: \$979,449. Total Projected 4-Year Award: ~\$3.84 million. Federal Award Date: September 10, 2025. Responsibilities include leading AI and simulation content and experiences integrated into BSN and prelicensure MSN courses and providing simulation for NEPQR Scholars.

Simulation-Based Creative Work

- I.M.P.A.C.T. (Interprofessional Mass Casualty Preparedness and Crisis Training). UNCG School of Nursing, Greensboro, NC. Lead educational designer for a large-scale, interprofessional disaster preparedness simulation and skills experience. October 2025.
- Mass Casualty Simulation. UNCG School of Nursing, Greensboro, NC. Design and execution of a single-day disaster simulation and skills event for senior-level nursing students. October 2024.

Presentations

- Mann, T. R. Strengthening Communities Through Simulation: The I.M.P.A.C.T. Mass Casualty Preparedness Model. 16th Annual Beyond the Manikin Conference. 2026.
- Grand Rounds, Pediatric. Sick Cell Disease (SCD) and Immune Thrombocytopenic Purpura (ITP). Lee Health, Fort Myers, FL. 2020.

- Grand Rounds, Pediatric ED and NICU. Quiet Time: Decreasing Environmental Patient Stimuli. Lee Health, Fort Myers, FL. 2019.
- Grand Rounds, All Call. Staff Turnover and Retention: Impacts and Incentives. Lee Health, Fort Myers, FL. 2019.

Selected Media and Interviews

- *These Lifelike Patients Bleed and Cry (but Never Die)*. (March 23, 2026). The New York Times. Subject matter expert interview; UNCG SON simulation center referenced.. <https://www.nytimes.com/2026/03/23/well/medical-manikins.html>
- *How UNCG's School of Nursing Is Leading in AI Integration*. (March 20, 2026). AI@Work in Nursing Series. University of North Carolina at Greensboro.. <https://www.uncg.edu/news/ai-at-work-nursing-uncg/>
- *Hurricane-Scenario MCI Drill Puts N.C. Nursing Students, EMS Partners to the Test*. (November 9, 2025). EMS1.. <https://www.ems1.com/ems-training-and-education/hurricane-scenario-mci-drill-puts-n-c-nursing-students-ems-partners-to-the-test>
- *I.M.P.A.C.T. Interprofessional Mass Casualty Preparedness and Crisis Training [Video]*. (October 29, 2025). YouTube. Lead educational designer.. <https://youtu.be/EPbsbe7BODY>
- *UNCG Is Hosting an All-Day Training Simulation on Campus*. (October 29, 2025). WFMY News 2.. <https://www.wfmynews2.com/article/news/local/uncg-is-hosting-an-all-day-training-simulation-on-campus-simulation-impact/83-86304917-06ed-4e88-ac5c-5b94109dbd05>
- *Nursing Students Build Experience in Disaster Simulation*. (February 25, 2025). University of North Carolina at Greensboro, Featured Article.. <https://www.uncg.edu/featured/nursing-students-disaster-simulation/>

SERVICE

University Service

- Member, Academic Computing Committee, University of North Carolina at Greensboro. 2025.
- Member, Emergency Planning and Response Team (EPART), University of North Carolina at Greensboro. 2025.
- Volunteer, University Commencement Ceremony. May 2025.
- Admitted Spartans Day SCENE Simulation Tours and Science Everywhere Outreach. March – April 2025.
- Chance Resource Fair and Camp Med Simulation Outreach. July 2025.

School of Nursing Service

- Member, Task Force for Alignment of SON Mission, Vision, and Values with the University Forward Together Strategic Plan. September – November 2025.
- CBE Champion, School of Nursing Competency-Based Education Curriculum Development Initiative. 2025 – Present.
- Nursing Students Study Nights (2nd Shift) Academic Support. December 2025.

Professional Associations

- Society for Simulation in Healthcare (SSH). 2024 – Present.
- International Nursing Association for Clinical Simulation and Learning (INACSL). 2024 – Present.
- Emergency Nurses Association (ENA).
- American Heart Association (AHA) – Board Chair, Leadership Recruiting. 2024 – Present.
- NC AHEC, North Carolina Area Health Education Centers. 2024 – Present.
- NC IPELC, North Carolina Interprofessional Education Leaders Collaborative. 2024 – Present.

Community Service

- Stop the Bleed Training and Live Exercise, Campus and Community Emergency Preparedness. January 2025.
- Sigma Theta Tau Induction Ceremony Volunteer. March 2025.
- Medical Missions Specialist, Sus Hijos | His Children. 2020 – 2025.
- Homeless Veteran Count, Lee County Homeless Coalition. 2016 – 2024.
- Medical Staff, Galloway Captiva Triathlon. 2018.

LICENSURE AND CERTIFICATIONS

Licensure

- Registered Nurse, North Carolina Board of Nursing. Certificate No. 388167. Issued: March 25, 2026. Current.
- Registered Nurse, Multi-State (Florida Board of Nursing 9436513). Current.

Simulation

- Certified Healthcare Simulation Educator (CHSE), Society for Simulation in Healthcare. Certificate #261197. Issued: May 25, 2026. Expires: May 25, 2029.
- Certified Healthcare Simulation Operations Specialist (CHSOS), Society for Simulation in Healthcare. Certificate #264009. Issued: February 10, 2026. Expires: February 10, 2029.

Clinical and Emergency

- Basic Life Support (BLS); Advanced Cardiovascular Life Support (ACLS); Pediatric Advanced Life Support (PALS); Emergency Nursing Pediatric Course (ENPC); Trauma Nursing Core Course (TNCC).
- Stop the Bleed Instructor (I-STB), American College of Surgeons and Department of Defense.

Risk, Privacy, and Compliance

- Healthcare Risk Management and Patient Safety, University of Florida. 2020 – Present.
- Healthcare Data Security, Privacy, and Compliance, Johns Hopkins University. Credential ID: GUQW9H9ARVQR.
- HIPAA-CP, Management and Strategy Institute.
- General Data Protection Regulation (GDPR).

Emergency Management (FEMA and DHS)

- FEMA: IS-800.b National Response Framework; IS-700.a National Incident Management System; IS-200.b Initial Action Incident; IS-100.b Introduction to Incident Command System; IS-100.b Incident Command Healthcare and Hospitals.
- DHS: Medical Preparedness and Response for Bombing; Disaster Response and Emergency Preparedness.

HONORS AND AWARDS

- ENA Lantern Award, Golisano Children's Hospital of Southwest Florida Emergency Department. 2019.

CERTIFICATES

- Mental Health First Aid – Adult, University of North Carolina at Greensboro. 2026.
- FSW Leadership Academy Graduate, Florida SouthWestern State College. 2024.
- Charge Nurse Leadership Graduate, Lee Health. 2019.
- Malignant Hyperthermia, Lee Health. 2019.
- Culturally Competent Nursing Care, Lee Health. 2019.

PROFESSIONAL DEVELOPMENT

- 16th Annual Beyond the Manikin Conference. 2026. Topics included AI integration, virtual reality applications, psychological safety, clinical judgment development, and interprofessional education.
- Leadership Development, The Global Institute for Leadership and Organizational Excellence with Angel Nix. September 2025 – Present.
- CBE in Focus: Designing, Teaching, and Assessing for Competency. August 2025.
- Laerdal Simulation Training, Advanced Simulation Operations and Instructional Use. August 2025.
- Faculty Retreat, UNCG School of Nursing. August 2025.
- Gaumard Super Tory Training Day, High-Fidelity Simulation Technology and Scenario Execution. September 2025.
- Using Healthcare Simulation Standards of Best Practice to Support Competency-Based Education (Webinar). June 2025.
- Anatomage Training, Instructional Applications of Anatomy Visualization Technology. March 2025.
- RCDP Research Simulation Training. January 2025.
- ATI Canvas Integration Training. January 2025.
- OMS Simulation Technology Integration Training. January 2025.
- AI Faculty Retreat, UNCG School of Nursing. August 2024.
- SON Leadership Retreat, UNCG School of Nursing. August 2024.
- Laerdal SWFL Mini-SUN Simulation Conference. 2023.

TEACHING EXPERIENCE

University of North Carolina at Greensboro

- NUR 220L – Nursing Assessment of Well Individuals Lab. Laboratory instruction and psychomotor skills assessment. Summer 2024, Summer 2025.
- NUR 340 – Health and Illness in Infants, Children, and Adolescents. Undergraduate didactic instruction. Summer 2025.
- NUR 380 – Nursing Skills (multiple sections). Skills instruction, simulation-based learning activities, and competency assessment. Summer 2025.
- NUR 611 – Health and Illness in Infants, Children, and Adolescents. Graduate-level instruction. Summer 2025.
- NUR 611L – Practicum for Health and Illness in Infants, Children, and Adolescents. Graduate practicum supervision and evaluation. Summer 2025.

Florida SouthWestern State College (selected)

- NUR 1020C – Fundamentals of Nursing.
- NUR 2211C – Adult Health Nursing I.
- NUR 2213C – Adult Health Nursing II.
- NUR 2092 – Introduction to Pharmacological Nursing.
- NUR 2144 – Pharmacological Nursing.
- NUR 1511C – Mental Health Nursing.
- NUR 1068C – Health Assessment.
- NUR 2310C – Pediatric Nursing.
- NUR 2942C – Clinical Preceptorship.

TECHNICAL SKILLS

- Learning Management and Student Information Systems: Banner, Canvas, Moodle, Pulse, Blackboard, Google Classroom.
- AI Tools: Claude, ChatGPT, Gemini, NotebookLM, Canva AI, Pictory, ElevenLabs, DALL-E, Midjourney, HeyGen, Microsoft Copilot.
- Simulation Technologies: Laerdal LLEAP, Gaumard Vitals, iSimulate, CAE Maestro, UbiSim, Oxford Medical (OMS).
- Office and Productivity: Microsoft Office Suite (Excel, Outlook, PowerPoint, Teams, Word), Google Suite, Adobe, Zoom, Canva, Articulate, 360 Learning, SilkRoad, Monday (PM).
- Electronic Health Records: Epic, Cerner.

INDUSTRY EXPERIENCE

Emergency and Critical Care Nurse Leader

May 2016 – Apr 2021

Lee Health, Fort Myers, FL

- Primary roles included Pediatric and Adult Emergency Department Charge Nurse, Disaster Nurse, and committee chair for Education and Lean Care.
- Collaborated to introduce simulation-based education to Pediatric critical care units through the Scenarios in Seconds initiative.
- Conducted Grand Rounds education presentations in pediatric emergency care and staff development.
- Served as nurse across Adult ED, Pediatric ED, Trauma, NICU, PICU, and ICU settings.

Director of Operations and Deployments

Mar 2006 – Jun 2012

Sentrics E3, Austin, TX

- Managed all projects with approximately six direct reports and six teams of 20 personnel per team.
- Delivered turn-key healthcare solutions for EMR, patient education, and entertainment across domestic and international sites.
- Managed budgets ranging from \$1 million to \$45 million.