

KATHLEEN Z. WISSER, PH.D., RN, CNE, CPHQ

EDUCATION

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| Indiana University of Pennsylvania Ph.D. in Administration and Leadership Studies Departments of Sociology and Political Science | 2010 |
| The Pennsylvania State University State College, PA Master of Science, Major in Nursing, Specialty Adult Health and Addictions | 1988 |
| Thomas Jefferson University Philadelphia, PA Bachelor of Science, Nursing | 1976 |

CERTIFICATIONS and LICENSE

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| Certified Nurse Educator (CNE) | 2012 |
| Certified Professional in Healthcare Quality (CPHQ) | 2002 |
| Certified Addictions Registered Nurse (CARN) | 1996 to 2001 |
| Pennsylvania Licensure RN | |

EXPERIENCE IN ACADEMIA

Alvernia University
400 Saint Bernardine Street
Reading, PA 19607

2006 to present

Associate Dean of Graduate Assessment and Healthcare Program Development July 2014 to present

Primary focus as Associate Dean includes healthcare program development for the university, assessment for the university and Nursing Department, and director of RN to BSN Completion and MSN Programs. This position encompasses the following current responsibilities:

1. Healthcare Program Development

- Developing *post-baccalaureate* Adult-Gerontology and Family Primary Care Nurse Practitioner program of study leading to a Doctor of Nursing Practice (DNP) and *post-master's* DNP Completion Program for current Advanced Practice Registered Nurses (APRN).
- Facilitating strategic alliance with a local nursing diploma program to revise curricula to meet requirements to offer an Associate Degree in Nursing
- Facilitating strategic alliance with a local Surgical Technology program to meet requirements to offer an Associate Degree in Science
- Converting RN to BSN Completion Program courses to an online delivery format
- Marketing liaison for healthcare programs that fall under program director and developer role

2. Assessment University-wide

- Direct assessment activities in university-wide graduate programs and undergraduate and graduate off-site locations
- Collaborate with faculty and professional staff on university-wide general education assessment and institutional effectiveness
- Lead a special committee to identify a process to assess adult learners' professional experience for transfer credits

Assessment in Nursing Department (2006 to present)

- Direct and coordinate assessment and program evaluation activities for all three programs
- Guide faculty to systematically analyze program related data to make informed decisions
- Develop and implement a "*Systematic Plan for Program Evaluation and Assessment of Outcomes*" (since 2006)

- Write in-depth “*Annual Progress Reports*” for each academic year since 2006-07
- Coordinate focus groups for graduating students in all three programs.
- Develop and implement several student surveys, for example: Clinical Lab and Sophomore Expectation Surveys and Evaluation of Scholarship Day

**3. Director of RN to BSN Completion Program Director (2008 to present)
and Director of MSN Program (2010 to present)**

Faculty Supervision

- Hire and evaluate adjunct faculty in both programs
- Supervise approximately 10-12 adjunct faculty members

Coordinating Activities and Advising for 200+ Students

- Responsible for coordinating program activities such as, recruitment, progression, program evaluation and assessment of outcomes
- Handle students’ concerns and grievances
- Interview all MSN applicants and facilitate their admission and orientation process

Curriculum Development

- Developed MSN Nursing Leadership and Healthcare Administration track
- Assisted in the design of the MSN Program in accordance with “*The Essentials of Master’s Education in Nursing*” (1996, 2011)
- Reviewed and revised the RN to BSN Completion Program curriculum to reflect revisions of “*The Essentials of Baccalaureate Education for Professional Nursing Practice*” (2008)
- Collaborated with library staff to develop a one-credit course in academic writing for RN to BSN Completion Program students
- Collaborated with practice partner and developed a one-credit course on evidence-based nursing for the bedside nurse and RN to BSN Completion Program students

Continuing Education

Planned, implemented, and evaluated continuing education conferences, which were also offered as a one-credit *Special Topic Nursing* courses. Conferences attracted 125 participants.

Review by Outside Bodies

- Co-writer for CCNE Self-Study Documents: RN to BSN and MSN (2014) and MSN Program initial accreditation (2011)
- Wrote *Third Annual Report of the MSN Program* for approval of program by Pennsylvania Department of Education (2010)

**Assistant Professor of Nursing
2006 to present**

The role as Assistant Professor of Nursing encompasses/(d) the following responsibilities:

Classroom and Clinical Teaching

- Currently teach in RN to BSN Completion and MSN Programs, as needed
- Acted as Course and Clinical Coordinator for a six credit didactic and clinical course in the pre-licensure BSN. Routinely supervised six clinical adjunct faculty
- Served as clinical faculty in four settings-- acute and chronic mental health, addiction treatment, and community health since Spring 2006
- Developed several clinical lab experiences

Advising and Mentoring

- Routinely advise 15 to 40 pre-licensure and MSN nursing students
- Served as a member of a DNP Capstone Research/Scholarly Project committee and PhD dissertation
- Facilitated students' progress in the development, implementation, and evaluation of a mixed methods research study for undergraduate honors theses

Student Organizations

- Served as an advisor to the Alvernia University Student Nurse Association (ASNA, 2008-2012)
- Facilitated students' writing and presenting Resolutions at the Student Nurse Association of Pennsylvania (SNAP) Annual Conference (2009-2013)

**Student Learning Undergraduate Assessment University-wide
2009 to 2014**

Prior to *Associate Dean* title, in addition to *Assistant Professor* role in the Nursing Department I served as the Director of university-wide student learning undergraduate assessment activities. Responsibilities and accomplishments included:

- Chair of an institutional committee, Academic Assessment Committee (2009 to 2014)
- Chair of numerous ad-hoc assessment committees, such as Writing Proficiency, Review of Assessment Plans, and Summaries of Student Learning Outcomes
- Guided programs and departments in the completion of Student Learning Assessment Plans
- Contributing writer for Middle States Commission on Higher Education Reports
- Developed and implemented numerous faculty workshops that focused on academic assessment activities
- Trainer for the Tk20 system, which involved learning the system and coordinated implementation within departments and programs

TEACHING EXPERIENCE

MSN Program

NUR 630 Measuring Educational Outcomes
NUR 635 Leadership in Advanced Administrative Practice Roles

RN to BSN Completion Program

NUR 303 Preparation for Professional Writing
NUR 307 Concepts and Theories
NUR 419 Introduction to Research Methods

NUR 490ST Scholarly Writing (2011)
 Surviving Facilitation (2011, 2006)
 Advancing End-of-Life Care: Part 1 (Fall 2010; Spring 2008; Fall 2007)
 Traumatic Brain Injury (2009)
 Chronic Nature of Substance Abuse (2008)

Pre-licensure BSN Program

NUR 313/317 Nursing and Human Responses II (Behavioral Health and Chronic Illnesses)
NUR 408 Introduction to Research Methods

Interdisciplinary –Behavioral Health Studies

BH 203 Neuropharmacology

PROFESSIONAL EXPERIENCE

Eagleville Hospital
Eagleville, PA

2006 to 2009

Per Diem Registered Nurse

Employed as a per diem professional RN at Eagleville Hospital, which is an alcohol and other drug treatment facility in Eagleville, PA.

Commonwealth of PA
Department of Public Welfare

2000 to 2006

Office of Developmental Disabilities (formerly Office of Mental Retardation)

Quality and Risk Management

Responsible for directing and coordinating quality and risk management for the Office of Mental Retardation in the Department of Public Welfare.

New Vitae Partial Hospitalization Program **1998 to 2001**
Limeport, PA

Accreditation Consultant

Responsible for coordinating quality management activities for a small behavioral health agency. Ensured the agency remained in compliance with the Joint Commission for Accreditation of Healthcare Organizations Standards for Behavioral Health Care.

Alvernia College
Reading, PA

Adjunct Instructor **2000 and 2001**

Over a span of six weeks taught behavioral health to Associate Nursing degree students. Responsible for providing 35 hours of classroom instruction and clinical supervision in a variety of behavioral healthcare settings.

Penn Foundation, Inc.
Sellersville, PA

Director of Quality Improvement **1996 to 2000**

Directed and coordinated quality management activities for an organization that served over 20,000 outpatient and 45 residential consumers across a continuum of behavioral health services

Director of Recovery Center **1990 to 1996**

Responsible for administrative and management activities for a program that provided outpatient and residential alcohol and other drug and mental health services.

Residential Coordinator **1988 to 1990**

Responsible for overseeing nursing activities for persons in early recovery from alcohol and other drugs and experiencing symptoms of mental illness. Provided individual and group therapy for persons in early recovery.

Caron Foundation
Wernersville, PA

1987

Staff Nurse

Responsible for responding to persons experiencing withdrawal symptoms from alcohol and other drugs.

Saint Joseph Medical Center, Reading, PA
Pennsylvania Hospital, Philadelphia, PA

Various nursing positions over a 10 Year Span

SCHOLARLY ACTIVITIES

PODIUM and POSTER PRESENTATIONS

- October 2013. "*The Effect of a Quality and Safety On-Campus Clinical Activity on BSN Student Understanding of Causes of Medical Error and Accountability.*" Berks Research Alliance, Reading, PA (Poster Presentation)
- May 2013. "*The Effect of a Quality and Safety On-Campus Clinical Activity on BSN Student Understanding of Causes of Medical Error and Accountability.*" QSEN Institute: Embracing New Heights, Atlanta, GA. (Poster Presentation)
- February 2012. "*Evaluating Program Effectiveness Through the Use of Quality Improvement Tools.*" AACN 2012 Master's Education Conference, San Antonio, TX.
(Invited Speaker, Plenary Session—National Conference)
- September 2011. "*Shifting the Focus of Addiction Treatment from an Acute to Chronic Care Model.*" International Nurses Society on Addiction 35th Annual Educational Conference. Tucson, AZ.
(Podium—International Conference)
- February 2011. "*Evaluating Program Effectiveness Through the Use of Quality Improvement Tools.*" 2011 Master's Education Conference. Scottsdale, AZ. (Podium—National Conference)
- October 2010. "*Shifting the Focus of Addiction Treatment from an Acute to Chronic Care Model.*" Pennsylvania Sociological Society Annual Conference. Mansfield, PA.
(Podium—State Conference)
- September 2009. "*The Use of Logic Modeling in Outcomes Measurement.*" National Association for Healthcare Quality 34th Annual Conference, Grapevine, TX.
(Podium—National Conference)
- September 2009. "*Surviving As a Successful Team Facilitator.*" National League for Nursing Summit, Philadelphia, PA. (Poster—National Conference)
- February 2009. "*Achieving Success through the Team Process.*" American Association of Colleges of Nursing (AACN) 2009 Master's Education Conference. Orlando, FL.
(Poster—National Conference)
- November, 2008. "*Using Incident Management Data as a Quality of Life Measure.*" Pennsylvania Sociological Society Annual Conference. Harrisburg, PA.
(Podium—State Conference)
- October 2008. "*The Use of Logic Modeling in Program Evaluation.*" PA. State Nurses Association 105th Annual Summit. State College, PA. (Poster--State Conference)

- June 2008. *"Learning and Serving in the Real World of Community Health Nursing."* AFCU Conference, Reading, PA. (Podium—National Conference)
- November 2006. *"Surviving Facilitation: How to Achieve Success Through the Team Process."* Presented to Berks Visiting Nurse Association, management staff. Reading, PA. (Half Day Workshop)
- November 2006. *"Pitfalls and Pratfalls of Outcomes Measurement in Human Services."* Council on Chemical Abuse 2006 Annual Conference. Reading, PA. (Podium—Regional Conference)
- October 2006. *"Development of an Outcomes Measurement System."* Community Care Behavioral Health Fall Conference, Living Recovery. Harrisburg, PA. (Podium—Regional Conference)
- June 2006. *"Identifying Indicators and Measures to Improve Programs."* 2006 Nonprofit Management Training. Bee, Bergvall, & Co., Warminster, PA. (Half Day Workshop)
- June 2006. *"Measuring Outcomes. A Path to a Sustainable Future,"* and *"Identifying Indicators and Measures to Improve Programs"*. Non-Profit Management Series sponsored by Bee Bergvall & Co., Warminster, PA. (Half Day Workshop)
- September 2005. *"Using Quantitative and Qualitative Data to Eliminate the Need for Restraints."* Alliance for Full Participation Summit 2005 Washington, DC. (Podium—National Conference)
- May 2005. *"Integrating Consumers' Voices in an Outcomes Based Measurement System in State Government."* First International Congress on Qualitative Inquiry. University of Illinois, Urbana-Champaign, IL. (Podium—International Conference)
- November 2004. *"Measuring Performance in Human Services"*. PAR Solutions Conference 2004: Pathways to a Sustainable Future. Sponsored by Pennsylvania Association of Resources for People with Mental Retardation (PAR), Harrisburg, PA. (Podium—State Conference)
- September to November 2004. *"Using Information that Supports Quality Management"*. Office of Mental Retardation. Various locations across the Commonwealth of Pennsylvania. (Podium—State Workshop)
- November 2003. *"Quality Management Tools for Incident Management Data Analysis"*. Everyday Lives Conference sponsored by the Office of Mental Retardation, Harrisburg, PA. (Podium—State Conference)
- October 2003. *"Building a Road Map for Quality Management within an Organization"*. Sponsored by Pennsylvania Community Providers Association (PCPA), Seven Springs, PA. (Podium—State Conference)

September 2003. *"Quality Management in the Mental Retardation System"*. Managing Disability: Prospects and Partnerships Conference. Pennsylvania Association of Rehabilitation Facilities (PARF), State College, PA. (Podium—State Conference)

Spring 2003. *"Quality Management Planning and Methodology"*. Office of Mental Retardation. Various locations across the Commonwealth of Pennsylvania (Podium—State Workshop)

November 2002. *"Enhancing a Culture for Quality"*. Pennsylvania Association of Resources for People with Mental Retardation (PAR). PAR Solutions 2002 Conference: Integrating Business and Mission, Harrisburg, PA. (Podium—State Conference)

October 2002. *"Developing Quality Plans for MR Services"*. Pennsylvania Association of Rehabilitation Facilities (PARF), Harrisburg, PA. (Podium—State Conference)

April 2002. *"Embedding Quality Management"*. 17th Annual Building Bridges Developmental Disabilities Conference. Sponsored by ARC, Reading, PA. (Podium—State Conference)

PUBLICATIONS

Wisser, K. (October 2006). "Empowering People to Ensure Change." *Nursing Spectrum*.

RESEARCH

May 2013. *"The Impact of a Clinical Safety Educational Strategy on Undergraduate Baccalaureate Nursing Students' Knowledge, Skills, and Attitudes about Patient Safety and Systems Thinking."* Co-Investigator. Not funded.

March 2013. *"Integrating Students' Voices in Curriculum Redesign for Program Evaluation Purposes."* Principle Investigator. Not funded.

June 2012. *"Integrating RN to BSN Completion Program Students' Voices in Curriculum Redesign for Program Evaluation Purposes."* Principle Investigator. Not funded.

March 2012. *"The Effect of a Quality and Safety Campus Clinical Activity on Nursing Students' Understanding of Causes of Medical Errors and Accountability."* Principal Investigator. Not funded.

July 2011. *"The Effect of Education on Evidence-Based Practice, Attitudes, Knowledge/Skills and Use."* Co-Investigator with Director of Nursing Research affiliated with a local medical center. Not funded.

July 2010. *"A Comparative Study of Family-Centered Home Based and Traditional Addiction Treatment Approaches."* Dissertation. Not funded.

April 2010. "Integrating Pre-Licensure Baccalaureate Nursing Students' Voices in Curriculum Redesign for Program Evaluation Purposes. Principle Investigator." Not funded.

August 2009. "Structured Exercise Programs in a Psychosocial Rehabilitation Setting: A Pre and Post Exercise Study of Blood Pressure, Resting Heart Rate, and Perceived Quality of Life." Faculty Advisor for Senior Nursing Student's Honors Thesis.

INTERVIEW

Interviewed as an expert in addiction and its impact on the family for a video produced by Mennonite Media with Faith and Values Media. The video entitled "Finding Hope in Recovery: Families Living with Addiction" was broadcasted on the Hallmark and ABC Channels in November and December 2007.

RECENT BOOK REVIEW

August 2013. Melynck, B. M., & Fineout-Overholt, E. (2014). *Evidence-based practice in nursing & healthcare: A guide to best practice* (3rd ed.). Philadelphia, PA: Wolters Kluwer/Lippincott Williams & Wilkins.

SERVICE TO THE PROFESSION AND COMMUNITY

***Various service-related activities sponsored by
Alvernia University***

Since 2006

***Pennsylvania League for Nursing
Treasurer (Elected Position for a 3 Year Term)***

2014 - 2017

ANCC Pathway to Excellence® Appraiser

Since 2011

***Board of Trustees Member
Hamburg Public Library***

2009 to 2014

CONSULTATION ACTIVITIES

***Penn Foundation, Inc.
Sellersville, PA***

June to August 2007

Provided program evaluation expertise to a behavioral health agency in SE PA and tasked to complete an evaluation of Wraparound Services with particular attention

to the following: 1) supervisory structure, 2) work flow processes, and 3) cost-benefit analysis.

MEMBERSHIPS

- National League for Nursing (NLN [through Alvernia University])
- Pennsylvania League for Nursing (PLN)
- Pennsylvania State Nurses Association (PSNA)
- Sigma Theta Tau International (Upsilon Zeta Chapter—Alvernia University)

CONTACT INFORMATION

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