Hafid A. Guerrero, PhD, MSN-Ed, RN
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Curriculum Vitae

Education

PhD in Education, Nursing Education Specialization – Capella University, 2023.

Master of Science in Nursing, Nursing Education – University of Texas at El Paso, 2013.

Bachelor of Science in Nursing, Cum Laude – University of Texas at El Paso, 2007.

Academic Appointments

Assistant Director of Operations/Global Programs & Clinical Associate Professor, Texas State University (July 2026 – Present)

Provide operational and administrative support for the St. David's School of Nursing, including simulation operations, faculty onboarding, clinical compliance, accreditation activities, and global program initiatives. Collaborate with faculty, staff, and clinical partners to support student success and program operations. Teach RN-to-BSN courses.

Dean of Nursing, El Paso Community College (December 2023 – June 2026).

Interim Dean of Nursing, El Paso Community College (August 2023 – December 2023).

Associate Professor (Tenured), El Paso Community College (2020 – 2026).

Assistant Professor, El Paso Community College (2015 – 2020).

Nursing Instructor / Lecturer, El Paso Community College (2013 – 2015).

Adjunct Nursing Instructor, El Paso Community College (2012 – 2013).

Clinical Instructor, Texas Tech University Health Sciences Center – Hunt School of Nursing (2017 – 2023).

Leadership & Administrative Experience

Provided leadership for district-wide ADN, LVN-to-ADN, and Vocational Nursing programs serving approximately 350 students across two campuses.

Managed instructional and operational budgets totaling over $5 million.

Supervised 66 faculty, 11 staff, and program coordinators across multiple instructional sites.

Oversaw curriculum review, program evaluation, accreditation, faculty hiring, onboarding, mentoring, and performance evaluation.

Maintained compliance with ACEN, Texas Board of Nursing, and district policies and procedures.

Coordinated and negotiate clinical affiliation agreements and articulation agreements with 4-year universities.

Supported high-fidelity simulation and innovative instructional strategies.

Served on institutional committees, including Distance Learning Committee and Rio Grande Campus Improvement Team.

Secured over $500,000 in funding for an expansion of lab facilities and over $800,000 for replacement of high-fidelity simulation equipment.

Led initiatives that have led to over 30% decreased attrition in the ADN program in the last two years, while maintaining NCLEX first-time pass rates.

Balanced instructional budgets across disciplines and secured additional funding for nursing faculty supplements, as well as hiring and retention bonuses for new faculty, decreasing turnover.

Led the development of a new VN program evening/weekend track aimed at working individuals, with the first cohort starting in the summer of 2025.

Led the implementation of a new Seamless Transition from VN to ADN Pathway, which allows direct entry into the LVN-to-RN Transition Program for VN graduates.

Leading a proposal to implement a new embedded medication aid certificate to provide an additional employment opportunity to ADN and VN students.

Teaching Experience

Over 12 years of nursing education experience across VN, ADN, LVN-to-ADN, and BSN levels.

Courses taught include: Foundations for Nursing Practice, Adult Health, Dosage Calculations, Transition to Professional Nursing, Common and Complex Adult Concepts, Community Nursing, Health Assessment, Chronic Care, Preceptorship Experience, and Acute Care.

Experienced in didactic, hybrid, online, simulation-based, and clinical instruction.

Course coordinator for multiple ADN and LVN-to-RN transition didactic and clinical team-taught courses.

Daisy Faculty Team Award Honoree – Texas Tech University Health Sciences Center (2020).

Nominated for Outstanding Faculty Teaching Award in 2020 and 2021.

Faculty Senate – Nursing Division Senator (2018-2022)

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Accreditation & Compliance

Led successful Texas Board of Nursing program review for the Vocational Nursing Program (2025).

Participated in successful Accreditation Commission for Education in Nursing (ACEN) review for the ADN Program in 2021.

Oversee comprehensive regulatory and accreditation compliance, including annual reporting, audit readiness, and site visit coordination for the Texas Board of Nursing and the Accreditation Commission for Education in Nursing.

Externally Funded Projects (Primary Investigator)

THECB Nursing Shortage Reduction Program (2024) – Awarded $29,971.76.

THECB Nursing Shortage Reduction Program (2025) – Awarded $43,104.11.

THECB Nursing, Allied Health & Other Health-Related Fields Grant (2025) – Awarded $149,976.

Texas Workforce Commission – Building Capacity in Healthcare Fields (2025) – Awarded $100,333.

THECB Nursing Shortage Reduction Program (2026) – Awarded $249,673.01.

Collaborator with grants management team – Carl Perkins Federal Grant (Yearly) – Award varies

Research, Scholarship & Creative Activities

Dissertation: *Academic Challenges of Second-Generation Hispanic Male Nursing Students.*

Research interests: Innovative teaching modalities, simulation-enhanced learning, global nursing education, and promoting success among diverse student populations.

Poster presentation: *Multipatient Simulation in a Medical–Surgical Course* – EPCC Leadership Academy.

Committed to expanding scholarly output within a university environment.

Service & Community Engagement

Advisory Board Member – TTUHSC Hunt School of Nursing, El Paso, Texas

Advisory Board Member – Ysleta Early College High School, El Paso, Texas.

Advisory Committee Member – Franklin High School Medical Sciences P-TECH Program

Advisory Committee Member – Silva Health Magnet High School

Practice Transition Advisory Board Member – University Medical Center Nurse Residency Program.

Keynote Speaker – Project ARRIBA Graduation, 2025.

Member – American Association for Men in Nursing.

Member – National League for Nursing.

Member and Former Elected Board Member – Texas Nurses Association, District 1.

Clinical Experience

Charge Nurse & RN III – Orthopedic/Neurology/Bariatric & Medical-Oncology Units, The Hospitals of Providence (September 2007 – March 2017).

Director of Nursing / Perioperative RN – Bassett Surgery Center (July 2008 – September 2012).

Member of Code Blue, Quality Improvement, and Peer Review Committees.

Nurse Residency lecturer and preceptor.

Named Medical-Surgical Nurse of the Year in 2012.

Licensure, Certifications, & Skills

Registered Nurse, Texas – License #747292 (unencumbered).

Blackboard Ultra and Blackboard Learn Certifications.

Graduate Nursing Clinical Education Specialist designation by the University of Texas at Arlington.

Nursing Education Graduate Certificate by the University of Texas at El Paso.

Competent in use of ATI, Banner 9, Zoom platform, and Microsoft Teams.

Competent in Microsoft Office Suite – Outlook, Word, Excel, PowerPoint.