VERONICA ANN HUGHES

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EDUCATION

Concordia University Texas, Austin, TX
Masters of Science in Nursing **2018**
Area of Concentration: Leadership

The University of Texas at Austin
Bachelors of Science in Nursing **2005**

PROFESSIONAL EXPERIENCE

Texas State University
Clinical Assistant Professor **2025- present**
San Marcos Program and Simulation Coordinator
Teaching of didactic, practicum, and simulation courses for all levels of nursing students. Participation in university committees including accreditation and admissions. Development and revision of curriculum. Mentoring new faculty.

Clinical Lecturer **2024-2025**

Concordia University Texas
Affiliate Faculty- Orbis Education **2020- 2023**
Facilitate open lab for student skills practice. Coaching and clarifying expectations. Participate in student skills demonstration testing. Teaching of practicum and simulation courses as needs arise.

Adjunct Clinical Faculty **2018-2020, 2023-2024**
Facilitate effective student learning in the assigned clinical setting. Provide adequate guidance for students. Select and organize learning activities which facilitate the student's attainment of the course objectives. Ensure effective evaluations of student practice. Promote evidence-based practice. Provide a supportive learning environment. Provide feedback on student progress to supervisory personnel. Collaborate with other faculty, administration, healthcare partners and staff.

Adjunct Simulation Faculty

Facilitate clinical skills in the safety of the simulation environment both in person and virtually. Coaching on appropriate interventions in a timely manner. Development and encouragement of teamwork among students including appropriate delegation, prioritization and follow up. Facilitation of pre-brief to properly prepare students for success in the simulation. Facilitation of debrief post simulation to address any areas of improvement, acknowledge positive outcomes and encourage self reflection and growth.

Adjunct Skills Faculty-Course Lead

Facilitate effective student learning in the skills lab environment. Create a learning environment that enhances the student's ability to use conceptual thinking and problem solving skills. Utilize research and literature findings to integrate best practices into the lab instruction. Prepare skills lab demonstrations and simulated learning activities in coordination with faculty. Provide resources in the skills and simulation lab for mastery of psychomotor and clinical reasoning skills. Coordinate and supervise students to ensure that lab experiences meet course outcomes. Work closely with faculty to plan teaching strategies that will increase the student's ability to meet clinical skill requirements. Assist in developing formal lab skill assessments to meet the course outcomes. Provide feedback and evaluate student skills assessments in coordination with faculty. Assist in developing and implementing clinically based scenarios for simulation.

Adjunct Theory Faculty

Instruct classes of approximately 20-90 students in the understanding of Adult Health Theory. Communicate difficult concepts clearly with an emphasis on application of knowledge to the clinical setting. Clear communication of expectations, available resources and strategies for course success through weekly announcements. Patient, supportive and encouraging with students who were struggling with course material. Regular communication and follow up with failing students including development of success action plans to improve performance. Professional collaboration with fellow instructors to develop course presentation and adjust as necessary to ensure student

mastery. Skilled use of LMS to develop content, administer exams, grade assignments and deliver virtual lectures.

Seton Medical Center Austin

House Supervisor **2016-2020**

Managed patient flow and hospital wide staffing for 400 bed medical center. Member of the emergency response team and code team. Representative of leadership when not on site. Implementation of site incident command center during emergencies. Member of network resuscitation steering committee. Coordinate with the hospital network to ensure appropriate distribution of staffing resources. Creation of daily reports on the status of the hospital. Address patient and family concerns and perform service recovery and problem resolution.

Manager- Emergency Department **2015-2016**

Facilitate hiring of qualified emergency department personnel by interview of applicants and making recommendations for employment. Monitored, analyzed and corrected staff performance and worked with nurse director to raise standards of practice. Worked with nurse educator to develop nursing staff through education, evaluation, performance management and competency improvement. Skillfully developed departmental goals, objectives, standards of performance, policies and procedures. Achieved high staff morale and retention through effective communication, prompt problem resolution, proactive supervisory practices and facilitating a proactive work environment. Routinely collaborated with department managers to correct problems and improve services. Confidently managed the overall operation of nursing services and patient care, including financial management, quality assurance, patient care, safety risk management, teammate satisfaction, quality index scores and facility maintenance.

Clinical Nurse Supervisor, Charge Nurse, RN IV- Emergency Department **2009-2015**

ACLS, PALS, ENPC and TNCC Certification, Primary Preceptor

Seton Northwest Hospital **2005-2009**

Unit Educator Medical/Surgical Unit
Identify nurses' and staff training needs and devise training programs to close gaps.

Charge Nurse, RN IV Medical/Surgical Unit
Chemotherapy/Biotherapy Certification with ONS
Certified Medical-Surgical Nurse
ACLS Certification

RELATED EXPERIENCE

Concordia Undergraduate Nursing Readmission Committee
Member **2020-2022**
Worked with fellow staff and faculty to review and assess appropriateness of readmission for students into the Accelerated and Traditional Undergraduate Nursing programs after failing out of the program.

Concordia Undergraduate Curriculum Review Committee
College of Health Sciences
Member **2021-2023**
Work with fellow staff and faculty to assure that the curriculum of the nursing program is of high quality, meets standards for accrediting bodies, and that it is in line with mission and goals of the program. Updated committee purpose and functions to include transition to the College of Health Sciences.

Peer Assistance Care Team (PACT)
Member **2016-2017**
Trained to provide emotional support for peers following significant work related events such as an unexpected outcome, workplace violence or medical error

Seton Leadership Pilgrimage
Graduate **2016**
Provides leaders an opportunity to reflect on their personal identity and work through a yearlong program that includes three retreats. The goal is to renew their spirit and revitalize their understanding and practice of leadership

Hospital Emergency Response Team (HERT)

Site Lead **2015 – 2016**

Creation, recruitment, organization and development of hospital emergency response volunteer team. Management and organization of federally supplied emergency equipment. Planning and implementation of disaster drills at site and regional level. Assignment and coordination of additional training. Organized and hosted FEMA disaster training for region (CBRNE class).

CERTIFICATIONS

Basic Life Support *Expires May 30, 2024*

RESEARCH

Utilizing the Power of Patient Education to Achieve Stage 3 Meaningful Use Compliance

2018

Graduate Project- Concordia University Texas

Completed literature review, business case proposal and project management plan in relation to increasing patient portal registration for patients discharged from the hospital in line with meeting CMS requirements for meaningful use.

VOLUNTEER WORK

Dripping Springs Christian Academy **August 2020- 2022**

Ambassadors in Action

Student Council

National Honor Society/National Junior Honor Society

Parent Lead

Parent representative on my children's school volunteer board. Worked with administration and teacher leads to arrange volunteer opportunities for students and families within the community including raising money for water wells in Africa, providing gifts for needy children, and creating game packs for foster families.

Parent Advisor for student council including supporting student leadership in following bylaws, holding elections and holding monthly meetings

Created the DSCA Chapter of the National Junior Honor Society and National Honor Society including application for membership, creation of bylaws, selection of faculty council and assisting in selection of student members. Inducted first members Spring of 2021.

Can Do Missions- Medical Mission Trip **January 2018**

Participant

Participated in office and free clinic in remote border towns in West Texas. Primarily urgent care and chronic disease management.

Community First **Spring/Fall 2016**

Volunteer

Served a meal to residents of formerly homeless community in East Austin and participated in fundraising efforts and community outreach

Praying Pelican Missions- Haiti **Summer 2009-2012**

Assistant Trip Leader, Participant

Helped lead teams of volunteers to do various service projects in multiple communities in the aftermath of the devastating earthquake of 2010

Praying Pelican Missions- Haiti **Summer 2009-2011**

Participant

Member of a team of volunteers to do various service projects in multiple communities in the aftermath of the devastating earthquake of 2010

AWARDS

Seton Nurse Scholarship **2017**