

# Theresa Farley

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## EXPERIENCE AND WORK HISTORY

### **Director of Clinical Education**

Riverside Health System, Newport News, VA

March 2020 to Present

- Coordinate a team of nine clinical educators and provide oversight of clinical services, professional development and infection control programs for six long term care facilities and four assisted living facilities in a large region of coastal Virginia, resulting in an increase in employment engagement with training of three points within three years, a 100% reduction in educator turnover, and decrease in average number of clinical deficiencies in surveys.
- Lead the division's COVID and Infection Prevention/Control Response teams to support facilities and team members, shoulder to shoulder, during outbreak crises. Assist with staffing, infection prevention techniques, coordination of resources, infection tracking and surveillance, and collaborating with local health department epidemiology teams to enhance response strategies. Assist with coordination of administration of vaccinations to a large population of over 1200 residents throughout the division.
- Operated as the Clinical Lead for implementation of a new EMR, PointClickCare, throughout all post-acute facilities in the division, including coordination of manual entry of over 30,000 provider orders, reestablishing and training on all clinical workflows, and collaboration with all departments, facility leaders, IT, PointClickCare representatives, allowing for a safe transition with no sentinel events, no missed deadlines, and no survey deficiencies related to the transition. This was completed from start to finish in less than six months.
- Established and provide management of regulated training programs for the division, from initial application and V.B.O.N. approval to program expansion and continuing oversight, serving as program coordinator for two nurse aide programs, one registered medication aide program, and a personal care assistant program for home health, hospice, SNF/LTC/ALF, and private duty service lines, producing a fully in-house approach to increasing recruitment efforts, reducing vacancies, and offering a comprehensive career path for current employees.
- Developed and launched several division wide programs and initiatives, such as Wound Champion training, the CHIPs (Champions in Infection Prevention) program, Nursing Leadership Academy, and Preceptor training, using simulation and technology, to better equip nurse leaders and frontline employees with the knowledge and skills to improve patient outcomes, leading to a reduction in survey deficiencies and an increase in quality measures.
- Ensure regulatory compliance and quality improvement by functioning as the division authority for professional development, infection prevention, wound management, nursing informatics, creation and maintenance of policies and procedures, employee engagement, and survey management, with a 100% reduction of training violations since moving into the position.
- Served as onsite clinical leadership during COVID outbreaks, extended vacancies, and as needed for weekly wound assessment, monitoring, action planning, and wound program implementation, infection prevention and control program implementation and response, and clinical operations, with a focus on the efficient use of the electronic medical records.

### **Clinical Educator**

Riverside Health System, Newport News, VA

August 2015 to March 2020

- Managed orientation and ongoing staff development needs and tracked infection control trends for four skilled nursing/long term care facilities and one assisted living facility within the Middle Peninsula/Northern Neck region, resulting in no training deficiencies during surveys.
- Guided new hires through the onboarding process and provided staff with review of policies procedures via guided discussion, lecture, simulation, and direct 'at the bedside' 1:1 education developing positive relationships with team members and improving perception of education.

- Effectively led all class sizes and independently managed multiple administrative tasks, to include recording, tracking, and anticipating all learning activities and needs and ensuring that facilities were complaint with regulations and surveys were easily managed.
- Supported facilities with delivery of clinical care, to include administration of complex treatments, such as negative pressure wound therapy, surgical wound management, ostomy management, administration via central line and venous access, behavioral concerns, and other clinical care items as needed.
- Fostered a mentorship environment to encourage and empower nurses to develop clinical skills, knowledge, shared problem solving, and continuous improvement.
- Performed quality assurance audits with staff members and contributed to QAPI action plans through education and 1:1 training on the unit, resulting in a reduction in staff-related survey deficiencies.
- Adapted teaching style to effectively meet the various demands and abilities of staff members at each facility and fostered a friendly, approachable learning environment, allowing for improved learner experiences.

### **Registered Nurse/Charge Nurse**

*Riverside Health System, Newport News, VA*

*June 2014 – June 2022*

- Provided wound care, bedside treatments, medication administration, admission assessments, initiated transfers, and monitored/encouraged infection control to improve patient outcomes.
- Assessed, planned, and implemented resident care and work within the interdisciplinary team to achieve desired clinical outcomes.
- Proactively followed up on resident, administration, and family concerns and patient changes in condition to provide outstanding resident care and facilitate open communication with family members.
- Exhibited high proficiency with the use of electronic medical records, to include Vision, Centricity, Epic, PointClickCare, as well as accompanying paperwork, achieving a 3.7/4.0 and 4.0/4.0 on Team Member Performance Review, with evaluator commenting; “Excellent assessment and implementation skills. Strong supervisor and an asset to our team.”

### **EDUCATION & CERTIFICATIONS**

**Old Dominion University, Norfolk, VA**

**Bachelor of Science in Nursing**

*Cumulative GPA: 3.8/4.0*

*Graduated in May 2024*

**Virginia Peninsula Community College, Hampton, VA**

**Associate of Science in Nursing**

*Cumulative GPA: 3.7/4.0*

*Graduated in December 2013*

**Tidewater Community College**

**Associate of Science in Social Science**

*Cumulative GPA: 3.6/4.0*

*Graduated in May 2004*

**R.B. Turnbull Jr. M.D. WOC Nursing Education Program**

**Cleveland Clinic, Cleveland, OH**

*Certificate of Completion*

*Completed in August 2025*

**Certification Board of Infection Control and Epidemiology**

*LTC-CIP Certification, Number 142395*

*Expires December 2029*

**Wound, Ostomy and Continence Nursing Certification Board**

*Certified Wound Ostomy Continence Nurse (CWOCN)*

*Expires September 2030*

## **SERVICE & LEARNING ACTIVITIES**

- *Nominated for and selected as the Nancy Littlefield Lifelong Health Champion for overall contributions to the post-acute setting in 2025.*
  - *2022 Integration and Project Management Award for implementation of new EMR.*
  - *American Heart Association BLS Instructor since 2015 and American Heart Association Training Site Coordinator since 2021.*
  - *Daisy Coordinator for the Daisy Foundation recognition program for the post-acute division since 2022.*
  - *Leader of the Riverside Lifelong Health Professional Practice Council and the Riverside Professional Development and Research Professional Practice Council since 2021.*
  - *Geriatric Resource Nurse designation from Nurses Improving Care for Health System Elders (NICHE) since 2017.*
  - *Completed Wound Treatment Associate from Wound, Ostomy, and Continence Nurses Society in 2019.*
  - *Completed LTC Infection Preventionist training program with APIC Virginia training in 2019.*
  - *Virginia Nurses Foundation (V.N.F.) Leadership Excellence award nominee in 2017; Nominated in the category of Direct Patient Care Leader-Patient Safety for work done as an educator around venous access devices in the post-acute setting.*
  - *Positive Approach to Care Trainer (Teepa Snow dementia program) earned in 2022.*
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