

# Richard Pullen, EdD, MSN-ed, RN, CNE, CNE-cl, ANEF, FAAN

## Nursing Education Consultant

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### STATEMENT ABOUT NURSING, TEACHING, AND LEADERSHIP

Nursing requires a deep understanding of complex physical and mental health conditions, critical thinking, and clinical reasoning to deliver compassionate care. Nurse educators use their authentic presence and intentional caring to help students learn. I celebrate faculty. Respecting, valuing, inspiring, motivating, and relationship-building are essential leadership characteristics for managing processes to operationalize the mission and vision, and achieving outcomes.

### EDUCATION

<u>Year</u>	<u>Institution - City, State</u>	<u>Degree/Major</u>
1995	Nova Southeastern University Fort Lauderdale, Florida	EdD Higher Education Leadership and Adult Education
1990	West Texas A&M University Canyon, Texas	MSN Nursing Education
1984	West Texas A&M University Canyon, Texas	BSN Nursing
1981	Amarillo College Amarillo, Texas	ADN Nursing
1978	Amarillo College Amarillo, Texas	Vocational Nursing Certificate Nursing

### THESIS AND/OR DISSERTATION

1995	<u>Doctoral Project:</u> Development of the Caring Difference Program at Northwest Texas Healthcare System, Nova Southeastern University, Fort Lauderdale, Florida Committee: Warren Groff, EdD, Anita Barrett, PhD, John Kingsbury, PhD
1990	<u>Master's Thesis:</u> <i>The Relationship Between Chronic Neuropathic Pain and Social Support</i> , West Texas State University, Canyon, Texas. Committee: Leone Plummer, PhD, M. Jolene Walsh, EdD, Kathy Talbott, EdD

### LICENSURE AND CERTIFICATIONS

Current through December 2026	Certified Academic Nurse Educator, NLN
Current through December 2029	Certified Academic Clinical Nurse Educator, NLN.
Current through August 2026	Registered Nurse, Texas Board of Nursing

### PRIMARY AREAS OF EXPERTISE

Nursing: Teaching, Leadership, Mentorship, Medical-Surgical, Oncology, Lupus and lupus-related syndromes, Meniere's disease, Chronic Disease Management.

**PROFESSIONAL EXPERIENCE**

<b><u>Year(s)</u></b>	<b><u>Institution</u></b>	
2025	Nursing Education Consultant ADN and RN to BSN curricula Writing with impact for nursing journals Professional identity in nursing formation Clinical topics: Medical surgical to leadership	Consultant
2016 –2025	Texas Tech University Health Sciences Center Lubbock, Texas, USA <i>Experience Type: Academic - Post-Secondary</i>  Teacher, RN to BSN Program (Courses listed on next page). Director, RN to BSN Program. Acting and Interim Regional Dean in Amarillo  <b><u>Brief Summary of Leadership:</u></b>  Supervise faculty and staff Ensure best practices for online learning Recruit and advise students Quantify, equate, and assign faculty workload Promote faculty development Evaluate faculty performance Chair of Admissions and Progressions Committee Chair of Scholarship Committee Liaison between faculty, staff, and Associate Dean Serve on nursing and university committees Teach in the RN to BSN Program Build community within and external to University	Professor
1993 - 2016	Amarillo College Amarillo, Texas, TX, United States <i>Experience Type: Academic – Post-Secondary</i>  Teacher (1993-2013) (Courses listed on next page). Director of Testing Center and Nursing Lab (1993-1998). Assistant Director ADN Program (2004-2013). Dean of Nursing and ADN Program Director (2013-2016). Tenured Professor  <b><u>Brief Summary Leadership</u></b> (12 years) (As Assistant Director, Director, and Dean) Provide strategic leadership Oversee the curriculum Ensure best teaching practices Coordinate clinical site utilization Create internal and external partnerships Oversee the Systematic Evaluation Plan Develop budget, policies, and procedures Quantify, equate, and assign workload Prepare Self-Study Reports (4 prepared) Prepare reports to BON, ACEN, THECB Evaluate faculty and staff performance Provide professional development for staff Provide mentorship for staff	

Teaching Experience: Texas Tech University Health Sciences Center (All online except NURS 4411)	Teaching Experience: Amarillo College (In-person, hybrid, or online)
<p><b>NURS 4222:</b> Healthcare Teaching  <b>NURS 4322:</b> Evidence-Based Practice  <b>NURS 4343:</b> Foundations of Nursing  <b>NURS 4344:</b> Management and Leadership  <b>NURS 4345:</b> Health Information Technology  <b>NURS 4346:</b> Community and Public Health  <b>NURS 4347:</b> Reducing Risk in Healthcare  <b>NURS 4348:</b> Health Intervention Design  <b>NURS 4332:</b> Chronic Disease Management  <b>NURS 4393:</b> Integrated Nursing Immersion  <b>IPNR 700:</b> Interprofessional Foundations  <b>NURS 4411:</b> Mental Health Clinical (in-person)  <b>Bolded:</b> Lead faculty</p> <p><u>Selected Teaching Strategies:</u></p> <p>Multi-media and technology resources  Competency-based education strategies  Direct clinical learning experiences  Group discussion boards  Individual and group formal papers and projects  Case studies  Self-assessment  Reflection  Escape rooms  Polls such as Poll Everywhere  Peer evaluation/feedback  Multiple choice tests at the application and higher cognitive levels  Quick and substantive feedback on assignments within 24 hours of submission.  I have a strong presence in each online course to establish a connection with my students.  Clinical: Socratic questioning  I create orientation videos for online courses.  LMS: Dare to Learn, Canvas, Sakai</p>	<p>RNSG 1209: Foundations of Nursing  <b>RNSG 1115:</b> Health Assessment  RNSG 1247: Medical Surgical 1  RNSG 1263: Medical Surgical 1 Clinical  <b>RNSG 1248:</b> Medical Surgical II  <b>RNSG 2261:</b> Medical Surgical II Clinical  RNSG 2161: Mental Health Clinical  RNSG 2262: Medical Surgical III Clinical  <b>Bolded:</b> Lead faculty</p> <p><u>Selected Teaching Strategies:</u></p> <p>Mentoring students using my Care Group Model  In-person presentation of concepts with an application scenario every 5 minutes using the Round Robin strategy  Simulation with low, medium, and high-fidelity manikins  Group case study analysis in class, online, and clinical  Flipping the classroom with <u>structured guidance</u> from me  Review of blueprinted test questions: Why the correct answer is correct and why the wrong answers are incorrect  Clinical: A formal paper paralleling the nursing process, replacing the traditional care plan  All in-person didactic videotaped and streamed for students to review (Innovative for the times)  Clinical: Socratic questioning  LMS: Blackboard, Angel, Web-ct.</p>

1984-2006 CE teacher	Amarillo College, Continuing Healthcare Education IV Therapy, Health Assessment, Nursing Assistant	Registered Nurse
1985-1993	Northwest Texas Healthcare System Amarillo, TX United States <i>Experience Type:</i> Professional  Medical surgical and critical care staff nurse, charge nurse, nurse educator, HIV Educator. Integrated Orem's Theory and the Marker Model Structure Standards system-wide	Registered Nurse
1978-1985	Family Hospital Center (Formerly Southwest Osteopathic Hospital} Amarillo, TX United States experience type: professional  Medical surgical and intensive care, staff nurse, charge nurse, supervisor, educator	Registered Nurse Licensed Vocational Nurse

**HONORS**

- 2025 Mentorship Faculty Development Award. Texas Tech University Health Sciences Center
- 2024 Outstanding Faculty Award, Student Government Association. Texas Tech University Health Sciences Center
- 2023 Inducted into the Society of Luther Christman Fellows. American Association for Men in Nursing
- 2022 Fellow, American Academy of Nursing (Focus: Autoimmune diseases and mentorship)
- 2022 Mary Adelaide Nutting Award for Outstanding Teaching. National League for Nursing.
- 2021 Outstanding Faculty Award, Student Government Association. Texas Tech University Health Sciences Center
- 2020 Fellow, Academy of Nursing Education, National League for Nursing (Focus: Excellent teaching)
- 2020 Outstanding Faculty Award, Student Government Association. Texas Tech University Health Sciences Center
- 2019 Author of the Year: MEDSURG Nursing: A clinical review of autoimmune hepatitis
- 2019 Outstanding Faculty Award, Student Government Association. Texas Tech University Health Sciences Center
- 2019 Appointed by the Dean of Nursing to the Council of Distinguished Educators, Texas Tech University Health Sciences Center
- 2018 Outstanding Faculty Award, Student Government Association. Texas Tech University Health Sciences Center
- 2017 Outstanding Faculty Award, Student Government Association), Texas Tech University Health Sciences Center
- 2016 Caring Heart Award, Amarillo College Division of Nursing
- 2015 Administrator of the Year (As Dean of Nursing and Associate Degree Nursing Program Director), Amarillo College. Sole recipient of 30 administrators.
- 2012 Inducted into Texas Nurses Association District 2 Hall of Fame, Texas Nurses Association District 2
- 2009 Piper Professor of Texas: I was one of 10 professors in Texas colleges and universities selected for outstanding teaching through a competitive process. The Piper Professor Program has been the highest teaching award in Texas since 1958, presented by the Piper Professor Foundation in San Antonio, Texas.
- 2007 Author of the Year: Dermatology Nursing: Cutaneous vasculitis in lupus erythematosus
- 2002 Who's Who Among America's Teachers, Marquis Who's Who
- 2000 Community Award as Sponsor of the Student Nurses Association at Amarillo College. Project: The SNAs Most Wanted: Collecting 5,000 stuffed toy animals for children who are victims of domestic violence. Amarillo Police Department
- 1999 Teacher of the Year (John F. Mead Faculty Excellence). Amarillo College.
- 1995 President's Award: Sigma Theta Tau Delta-Delta Chapter at West Texas A&M University

## **SCHOLARLY ACTIVITIES**

### **Funded Grant**

- 2005                    *Nursing the Numbers through Faculty Recruitment and Student Retention (Funded: \$1.38 million + \$379,000.00 leveraged funds from community partners)*. Mueller, S. S & Pullen, R. L. United States Department of Labor. The grant provided tuition, books, fees, stipends, and childcare for 20 associate degree RNs to go through a fast-track MSN program to be nurse educators in Texas. 19 graduated in 2008. I used my Care Group Mentor Model to mentor the MSN students known in the grant as "Scholars."
- (Partners: Angelo State University, West Texas A&M University, BSA Health System, Northwest Texas Healthcare System, Panhandle Coalition of Health Services, Moore County Hospital District).

### **FELLOWSHIPS**

- 2022                    *American Academy of Nursing*, American Academy of Nursing, Washington, DC, Washington, DC
- 2020                    *Academy of Nursing Education*, National League for Nursing, Washington, DC, Washington, DC

### **RESEARCH**

Tornwall, J. (Primary investigator) & Pullen, R. L. (Secondary investigator). Perspectives on doctoral education among nurse educators using Q-Methodology. 2025. In Progress with data analysis and manuscript preparation for the Journal of Nursing Education.

### **PUBLICATIONS**

#### **Published Book Chapters (Peer Reviewed) - International**

- Pullen, R. L. (2025). The role of the nurse educator in mentorship, service, leading, and learner success. In J. C. De Gagne & M. H. Oermann (Eds) *Teaching of Nursing: The Complete Guide to Best Practice in Teaching, Evaluation, and Curriculum Development* 4<sup>th</sup> edition. (pp. 403-424). Springer Publishing. <https://doi.org/10.1891/9780826188922.0021>
- Pullen, R. L. (2014). Helping students to think critically through scholarly writing. *In Innovations in Nursing Education: Leading the Future of Nursing*. (1), 99-105. Washington, DC: National League for Nursing.
- Pullen, R. L., & Shadbolt, L. C. (2014). Mentoring faculty to write for publication. *In Innovations in Nursing Education: Leading the Future of Nursing*. (1), 181-184. Washington, DC: National League for Nursing.
- Pullen, R. L., Cannon, J., Rushing, J., Howard, R., Kidd, J., Mueller, S. S., Messenger, L., & Cummins, D. (2006). Promoting professional development through student and faculty collaboration: In *Annual Review of Nursing Education*: (4), 327-337. New York: Springer.
- Pullen, R. L., Murray, P., & McGee, S. (2003). Using care groups to mentor novice nursing students (In *Annual Review of Nursing Education*. (1), 147-161. *Annual Review of Nursing Education*. (1), 147-161. New York: Springer.

#### **Published Electronic Articles (Non-Peer Reviewed) – International**

- Pullen, R. L., & Robinson, R. (2000). *Men's eating patterns: An evolving theory of human eating*. Indianapolis, Indiana: Virginia Henderson Research Library (Online): Sigma Theta Tau International Honor Society of Nursing, Indianapolis, Indiana.
- Pullen, R. L., & McGee, S. (1998). *The efficacy of online examinations in the nursing testing center at Amarillo College* (10), 58-60. National Council of Instructional Administrators.
- Pullen, R. L. (1993). *An analysis of the governance structure of the Amarillo Hospital District at Northwest Texas Hospital* (vol. ED359412). ERIC Database.

Pullen, R. L. (1993). *Strategic Planning: Delivery of quality care through nursing's commitment to continuous quality improvement at Northwest Texas Hospital*. ERIC Database.

**Published (Selected) – International** (Goal: Teaching) (Total of 160 indexed in PubMed, OVID, CINAHL, ORCID, or Scopus)

Pitts, B., Veasart, A., Pullen, R. L., Gibson, E., Salinas, I. & McMurry, L. (In Review). Crisis leadership during technological failure. *Nursing Management*.

Pullen, R. L. & Hammond, L. E. (In Review). Benign paroxysmal positional vertigo. *Nursing*.

Pullen, R. L., Parsh, B. & Laskowski-Jones, L. (In Progress). Writing with impact in nursing journals. *The Journal for Teaching and Learning in Nursing*.

Pullen, R. L. (In Progress). Professional identity formation. *Journal of Nursing Education*.

Pullen, R. L. (In Progress). Editorial: Reframing professional identity in nursing. *Journal of Nursing Education*.

Pullen, R. L. & Hammond, L. E. (In Progress). Caring for a patient with Meniere's disease. *Nursing*.

Pullen, R. L. & Schroeder, R. M. (In Progress). The intersection of professionalism and professional identity. *Nursing Education Perspectives*.

Pullen, R. L. & Ritchie, S. (In Press). A clinical review of cervical cancer. *Nursing*.

Pullen, R. L. & Schroeder, R. M. (2025). Transforming nursing with professional identity. *Nursing Management*, 56(10), 36-43. <https://doi.org/10.1097/nmg.0000000000000320>

Pullen, R. L. & Schroeder, R. M. (2025). Fostering professional comportment development. *Nurse Educator*, 50(6), 341-242. <https://doi.org/10.1097/NNE.0000000000001959>

Oermann, M. H., Pardue, K. T., Clark, C. C., Foronda, C., Tornwall, J., Lockhart, J. S., Nielsen, A, Blackwood, E. R., Schuller, M., Pullen, R. L., Hagler, D. A., Hoffman, J. J., & Aaliyal, A. A. (2025). A bibliometric analysis of 50 years of publication of *Nurse Educator*. *Nurse Educator*. <https://doi.org/10.1097/NNE.0000000000001971>

Pullen, R. L. & Holter, V. (2025). Nursing management of a patient with prostate cancer. *Nursing*. 55(9), 25-35. <https://doi.org/10.1097/NSG.0000000000000248>

Pullen, R. L. & Canada, K. (2025). Testicular cancer. *Nursing*, 55(6), 17-26. <https://doi.org/10.1097/nsg.0000000000000200>

Pullen, R. L. (2025). Building nurse leaders through mentorship. *Nursing Management*, 55(3), 58-62. <https://doi.org/10.1097/nmg.0000000000000230>

Pullen, R. L. (2025). Caring for a patient with appendiceal cancer. *Nursing*, 55(2), 16-25. <https://doi.org/10.1097/nsg.0000000000000134>

Pullen, R. L. (2025). Breast cancer in males. *Nursing*, 55(3), 18-26. <https://doi.org/10.1097/nsg.0000000000000146>

Pullen, R. L., Harkness, T. L., Sanders, E. D., & Francis-Johnson, P. (2024). An immersion experience for RN to BSN learners using the application practice model. *Nurse Educator*. 49(6), 343-344. <https://doi.org/10.1097/nne.0000000000001730>

Pullen, R. L. (2024). Editorial board spotlight on education. *Nursing*. 54(9), 61. <https://doi.org/10.1097/NSG.0000000000000058>

Pullen, R. L. (2024). Ovarian cancer. *Nursing*, 54(6). 17-28. <https://DOI.org/10.1097/NSG.0000000000000002>

Pullen, R. L. (2024). Bladder cancer: An update. *Nursing*, 54(4), 27-39. <https://DOI.org/10.1097/01.NURSE.0001007608.96581.fa>

Pullen, R. L. & Hammond, L. E. (2023). The nurse's guide to myasthenia gravis. *Nursing Made Incredibly Easy*, 21(6), 20-28. <https://DOI.org/10.1097/nme.0000000000000012>

- Pullen, R. L., Hammond, L. E., & Harris, S. (2023). Systemic effects of excessive alcohol consumption. *Nursing*, 53(4), 27-36. <https://doi.org/10.1097/01.NURSE.0000920452.23534.ea>
- Pullen, R. L. (2023). Oral and oropharyngeal cancer. *Nursing*, 53(9), 26-33. <https://doi.org/10.1097/01.nurse.0000946788.57053.35>
- Pullen, R. L. & Hammond, L. E. (2023). Selected nursing interventions in systemic lupus erythematosus. *Nursing Made Incredibly Easy*, 21(5), 5-13. <https://doi.org/10.1097/nme.0000000000000001>
- Pullen, R. L. (2023). Grit and gratitude: Strategies for novice nursing faculty. *Nurse Educator*, 48(4), 223-224. <https://doi.org/10.1097/NNE.0000000000001377>
- Pullen, R. (2023). Alcohol withdrawal syndrome. *Nursing*, 53(7), 20-27. <https://doi.org/10.1097/01.NURSE.0000936760.82108.69>
- Pullen, R., & Hammond, L. E. (2023). Rheumatoid arthritis. *Nursing Made Incredibly Easy*, 21(4), 10-19. <https://doi.org/10.1097/01.NME.0000936408.67405.c6>
- Pullen, R. (2023). Immunodeficiency. *Nursing*, 53(5), 18-24. <https://doi.org/10.1097/01.nurse.0000923656.99987.5d>
- Pullen, R. (2022). Immunocompromised patients during the COVID-19 pandemic. *Nursing*, 52(12), 27-31. <https://doi.org/10.1097/01.NURSE.0000892648.90577.03>
- Pullen, R. (2022). Antinuclear antibodies. *Nursing Made Incredibly Easy*, 20(6), 47-48. <https://doi.org/10.1097/01.NME.0000884112.83689.31>
- Pullen, R. (2022). Outpatient management of adults with COVID-19. *Nursing*, 52(11), 18-24. <https://doi.org/10.1097/01.NURSE.0000884768.80493.fb>
- Pullen, R. (2022). The importance of accreditation. *Nursing Made Incredibly Easy*, 20(3), 47-48. <https://doi.org/10.1097/01.NME.0000824636.94923.af>
- Pullen, R. (2022). The value of certification. *Nursing Made Incredibly Easy*, 20(4), 47-48. <https://doi.org/10.1097/01.NME.0000831800.82903.60>
- Pullen, R. (2022). Hemorrhoidal disease: What nurses need to know. *Nursing*, 52(5), 19-24. <https://doi.org/10.1097/01.NURSE.0000827128.26047.32>
- Pullen, R. (2022). Thrive with diversity and inclusion. *Nursing Made Incredibly Easy*, 20(1), 47-48. <https://doi.org/10.1097/01.NME.0000801680.57990.3e>
- Pullen, R. (2022). Management of anal cancer. *Nursing Made Incredibly Easy*, 20(1), 18-27. <https://doi.org/10.1097/01.NME.0000805380.99627.1f>
- Pullen, R. (2021). Establishing your professional legacy. *Nursing Made Incredibly Easy*, 19(6), 56. <https://doi.org/10.1097/01.NME.0000793092.86484.8f>
- Pullen, R. (2021). Mastering email communication. *Nursing Made Incredibly Easy*, 19(5), 55-56. <https://doi.org/10.1097/01.NME.0000767280.84541.98>
- Pullen, R. (2021). Renal cell carcinoma Part 1: Epidemiology, pathophysiology, genetics, risk factors, histologic characteristics, and imaging. *Nursing*, 51(7), 34-40. <https://doi.org/10.1097/01.NURSE.0000753972.19135.dc>
- Pullen, R. (2021). Renal cell carcinoma Part 2: Classifying, staging, and grading renal masses, signs, symptoms, and treatment overview. *Nursing*, 51(8), 24-29. <https://doi.org/10.1097/01.NURSE.0000757136.98530.F6>
- Pullen, R. (2021). Renal cell carcinoma Part 3: Treatment by tumor stage: Surgical and non-surgical options, immune checkpoint inhibitors, and tyrosine kinase inhibitors. *Nursing*, 51(9), 30-38. <https://doi.org/10.1097/01.NURSE.0000769804.33935.A1>
- Pullen, R. (2021). A look at tubulointerstitial nephritis. *Nursing Made Incredibly Easy*, 19(4), 55-56. <https://doi.org/10.1097/01.NME.0000753064.45665.3c>
- Pullen, R. (2021). Leading your team. *Nursing Made Incredibly Easy*, 19(3), 55-56. <https://doi.org/10.1097/01.NME.0000741664.64935.b7>
- Pullen, R. (2021). Professional identity in nursing practice. *Nursing Made Incredibly Easy*, 19(2), 55-56. <https://doi.org/10.1097/01.NME.0000732012.99855.78>

- Pullen, R. (2021). What is vestibular weakness? *Nursing Made Incredibly Easy*, 19(2), 36-43. <https://doi.org/10.1097/01.NME.0000731984.66449.bf>
- Pullen, R. (2021). Managing mental status changes in patients taking corticosteroids. *Nursing Made Incredibly Easy*, 19(1), 55-56. <http://dx.doi.org/10.1097/01.NME.0000723400.84384.2b>
- Pullen, R. (2020). Living with chronic illness. *Nursing Made Incredibly Easy*, 18(4), 44-49. <https://doi.org/10.1097/01.NME.0000658192.79856.4e>
- Hammond, L. E., & Pullen, R. (2020). Managing chronic illness and loneliness in older adults. *Nursing*, 50(12), 22-28. <https://doi.org/10.1097/01.NURSE.0000721716.40604.19>
- Sanders, E. D., Pullen, R., Hammond, L., & Harkness, T. L. (2020). Strategies to enhance general education competencies in an online RN to BSN Program. *Nurse Educator*, 45(3), 125-127. <https://doi.org/10.1097/NNE.0000000000000717>
- Pullen, R. (2020). Perspectives on autoimmune hepatitis. *Gastroenterology Nursing*, 43(3), E123-E128. <https://doi.org/10.1097/SGA.0000000000000505>
- Pullen, R. (2020). A clinical review of primary biliary cholangitis. *Gastroenterology Nursing*, 43(2), E48-E55. <https://doi.org/10.1097/sga.0000000000000480>
- Pullen, R. L., & Ruiz, G. A. (2019). Management of alcohol-induced peripheral neuropathy. *Nursing Made Incredibly Easy*, 17(6), 28-36. <https://doi.org/10.1097/01.NME.0000585072.80796.bd>
- Harkness, T. L., & Pullen, R. (2019). Quality improvement tools for nursing practice. *Nursing Made Incredibly Easy*, 17(3), 47-51. <http://doi.org/10.1097/01.NME.0000554602.68360.ed>
- Pullen, R., & Francis-Johnson, P. G. (2019). Inside autoimmune liver disease. *Nursing Made Incredibly Easy*, 17(1), 40-50. <https://doi.org/10.1097/01.NME.0000549616.82525.47>
- Pullen, R. (2019). A clinical review of autoimmune hepatitis. *MEDSURG Nursing*, 28(1), 42-47. No DOI for journal. [See reference in SCOPUS](#). Award-winning article presented nationally.
- Pullen, R., & Silvers, C. A. (2018). Helping students embrace HIT. *Nursing Management*, 49(12), 17-21. <https://doi.org/10.1097/01.NUMA.0000547841.89245.BD>
- Francis-Johnson, P., Harkness, L., Pritchard, A., & Pullen, R. (2018). Seven steps to academic shared governance. *Nursing*, 48(10), 11-14. <https://doi.org/10.1097/01.NURSE.0000544229.74469.52>
- Pullen, R.L. & Branson, M. (2018). Congenital Heart Block in Neonatal Lupus Erythematosus. *Nursing Made Incredibly Easy*, 16(5), 44-53. <https://doi.org/10.1097/01.NME.0000542475.38443.B7>
- Silvers, C. A., & Pullen, R. (2018). Evaluating Podcast Reliability. *Nursing Made Incredibly Easy*, 16(4), 6-9. <https://doi.org/10.1097/01.NME.0000534114.83388.d8>
- Pullen, R. (2018). Penile cancer: Providing patient support. *Nursing*, 48(4), 32-39. <https://doi.org/10.1097/01.nurse.0000531005.17471.7d>
- Pullen, R. L. (2018). Cutaneous manifestations in lupus. *MEDSURG Nursing*, 27(2), 92-102. No DOI for journal. [See reference in SCOPUS](#).
- Pullen, R., & Silvers, C. (2018). What nurses should know about online programs. *Nursing*, 48(3), 20-22. <https://doi.org/10.1097/01.NURSE.0000530419.45181.81>
- Pullen, R., & Branson, M. (2018). red flags. Antiphospholipid syndrome during Pregnancy. *Nursing Made Incredibly Easy*, 16(1), 10-14. <https://doi.org/10.1097/01.NME.0000527305.64102.35>
- Pullen, R. L. (2017). Managing lupus nephritis. *Nursing Made Incredibly Easy*, 15(5), 34-43. <https://doi.org/10.1097/01.NME.0000521803.46775.15>
- Pullen, R. L. (2017). Navigating the challenges of Meniere's disease. *Nursing*, 47(7), 38-45. <https://doi.org/10.1097/01.NURSE.0000520504.06428.ce>
- Pullen, R. L. (2017). A prescription for NCLEX-RN Success. *Nursing*, 47(6), 19-24. <https://doi.org/10.1097/01.NURSE.0000515520.69667.15>

- Pullen, R. L. (2017). Climb high! Career ladders. *Nursing Made Incredibly Easy*, 15(3), 25-29. <https://doi.org/10.1097/01.NME.0000514213.30887.78>
- Pullen, R. L., & Pinter, K. (2016). Waging a war on warts. *Nursing Made Incredibly Easy*, 14(5), 43-50. <https://doi.org/10.1097/01.NME.0000489903.16209.89>
- Pullen, R. L. (2016). Leadership in nursing practice. *Nursing Made Incredibly Easy*, 14(3), 26-31. <https://doi.org/10.1097/01.NME.0000481442.05288.05>
- Pullen, R. L., & Alley, K. (2016). Does your professional image need a makeover? *Nursing*, 46(4), 54-56. <https://doi.org/10.1097/01.NURSE.0000473412.68586.16>
- Pullen, R. L., & Alley, K. (2015). Professional Image. *Nursing Made Incredibly Easy*, 13(4), 22-27. <https://doi.org/10.1097/01.NME.0000465774.35876.4F>
- Pullen, R. L. (2015). What are immunoglobulins? *Nursing Made Incredibly Easy*, 13(2), 20-23. <https://doi.org/10.1097/01.NME.0000460365.19164.10>
- Pullen, R. L. (2015). Assessing mental status in corticosteroid therapy. *Nursing Made Incredibly Easy*, 13(1), 13-16. <https://doi.org/10.1097/01.NME.0000457291.47089.93>
- Pullen, R. L. (2014). Communicating with patients from different cultures. *Nursing*, 12(6), 6-8. <https://doi.org/10.1097/01.NME.0000454772.77545.13>
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#### **Published Journal Articles (Non-Peer Reviewed) - National**

- Pullen, R. L. (2001). Being a man in nursing: Compassion and service are gender neutral. *Imprint: National Nurses Student Association*, 48(3), 61-63.

#### **Published Other Publications (Peer Reviewed) - National**

- Pullen, R. (2019). *Interviewed for Interdisciplinary Collaboration To Enhance Patient Care: Coordination of care is easier when the healthcare providers are committed to working and growing as a team* (5th ed., vol. 6, pp. 20). Physician Leadership Journal. [http://American Association for Physician Leadership](http://AmericanAssociationforPhysicianLeadership) (October 2019). Physician Leadership Journal. Interview for the article: Interdisciplinary Care to Enhance Patient Care. URL: <https://www.physicianleaders.org/news/interdisciplinary-collaboration-patient-care>

#### **PRESENTATIONS**

##### **International: Podcasts (Being interviewed)**

- Pullen, R. L. & Holter, V. Prostate Cancer: To Screen or not to Screen Podcast (2025). *Nursing: Peer Reviewed Journal of Clinical Excellence*. June 23, 2025. [Podcast](#).
- Pullen, R. L. Breast Cancer in Males Podcast (2025). Texas Tech University Health Sciences Center. May 2, 2025. [Podcast](#).

Pullen, R. L. (2024, March 1). Why mentoring is crucial for a career in nursing Podcast. Nursing2024. Wolters-Kluwer Publishing. [Podcast link](#).

Pullen, R. L. Demystifying Autoimmune Diseases. Nursing Made Incredibly Easy Podcast (2022). [Link to Podcast](#).

Pullen, R. L. Sanders, E.D., Hammond, L.E., & Harkness, T. L. Nurse Educator Journal Podcast. General Education Competencies in an RN to BSN Program (2020) [Podcast link](#).

Pullen, R. L. Curriculum, Teaching, and Faculty, Nurse Educator Journal, Podcast, "Curriculum, Teaching, and Faculty," (2017). [Podcast link](#).

### **(Presentations) - National**

Pitts, B., Veasart, A., Pullen, R., Gibson, E., Salinas, I. & McMurry, L. (Poster). Crisis Leadership During Technological Failure. Sigma Theta Tau International. Seattle, WA. July 18-20, 2025.

Pullen, R. L. Writing With Impact in Nursing Publications (Webinar). National RN-Baccalaureate Faculty Forum. October 15, 2024. Attendance: 28.

Pullen, R. L. Sanders, E. D., & Johnson, P. (Podium). An Immersion Experience for RN to BSN Students using the Application Practice Model. Texas Nurses Association State Convention. San Antonio, TX. June 1, 2024. Attendance: 35.

Pullen, R. L., Harkness, L. & Sanders, E. D. (Poster). A Theory-Driven Immersion Experience for RN to BSN Students. Nurse Educator Conference in the Rockies. Breckenridge, CO. June 2024.

Hammond, L. E., Moseley, K., and Pullen, R. L. (Poster). A Roadmap to the Integration of the AACN Essentials and Competency-Based Education in an RN to BSN Program. Nurse Educator Conference in the Rockies. Breckenridge, CO. June 2024.

Pullen, R. L. (Poster). Autoimmune hepatitis. Academy of Medical Surgical Nursing Conference. Chicago, IL. September 2019.

Pullen, R. L. & Harkness, T. L. (Poster). Quality Improvement Tools for Educators. Nurse Educator Conference of the Rockies. Vail, CO. July 2019.

Pullen, R. L. (Poster): Meniere's Disease. National Nurse Practitioners Association, Boston, MA. April 2009.

Pullen, R. L. (Poster), Recruitment and Retention Strategies in Nursing Education. Organization for Associate Degree Nursing, Las Vegas, NV, "Nursing the numbers through faculty recruitment and student retention." (November 2007).

Pullen, R. L. (Poster), Nursing the numbers through faculty recruitment and student retention, National League for Nursing, Phoenix, AZ, "Nursing the numbers through faculty recruitment and student retention." (September 2007).

Pullen, R. L. (Podium), Dermatology Nursing Journal Annual Conference, Dermatology Nursing Journal, Las Vegas, NV, "Managing cutaneous vasculitis in a patient with lupus erythematosus." (March 2007). Attendance: 65.

### **(Presentations) – Local and State**

Pullen, R. L. (Marketing Video). The RN to MSN Expressway. Texas Tech University Health Sciences Center. Lubbock, Texas. September 2024. [Video](#)

Pullen, R. L. (Podium). Update: Integration of the Essentials and CBE in the RN to BSN Program. Faculty Retreat. Texas Tech University Health Sciences Center. August 2023. Attendance: 25.

Pullen, R. L. (Television). Panhandle Great 25 Nurses and Scholarship Banquet Summary: The Morning Show: KFDA News Channel 10. July 2023. [Interview](#).

- Pullen, R. L. (Video). Panhandle Great 25 Nurses and Scholarship Banquet Ceremony Co-Chair. November 2022. Attendance: 425. [Event Video](#).
- Pullen, R. L. (Television). Panhandle Great 25 Nurses and Scholarship Banquet Summary: The Morning Show: KFDA News Channel 10. November 2022, "Panhandle Great 25 Nurses and Scholarship Banquet." (November 5, 2022). [Interview](#).
- Pullen, R. L. (Podium). Integration of AACN Essentials in the RN to BSN Program. Texas Tech University Health Sciences Center, Lubbock, Texas. May 2022. Attendance: 45.
- Pullen, R. L. (Virtual). Presentation of Faculty Development Awards and DAISY Award. Texas Tech University Health Sciences Center School of Nursing. May 2021. Attendance: 145.
- Pullen, R., Second Town Hall Meeting in the School of Nursing, Texas Tech University Health Sciences Center, Lubbock, Texas. (Virtual) "Implementing the New Essentials and Competency Based Education in the RN to BSN Program," (July 19, 2021). Attendance: 165.
- Pullen, R., First Town Hall Meeting, Texas Tech University Health Sciences Center, Lubbock, Texas. (Virtual) "Implementing the New Essentials and Competency-Based Education in the RN to BSN Program," Invited. (June 28, 2021). Attendance: 201.
- Pullen, R. L. (Podium) Non-Traditional Undergraduate Programs Annual Retreat, Texas Tech University Health Sciences Center, Lubbock, Texas 79430, Lubbock, Texas, "Course Survey: Interpreting Gap Analysis Values and Student Comments." (September 14, 2019). Attendance: 35.
- Pullen, R. L. (Podium). Connecting with Students using Animation. Texas Tech University Health Sciences Center. Lubbock, TX. June 2017. Attendance: 55.
- Pullen, R. L. (Podium), Guest Speaker: Legal and Ethical Aspects of Nursing Practice, Amarillo College (Nursing course: RNSG 2221: Professional Nursing: Leadership and Management, Amarillo, Texas, "Legal and Ethical Aspects of Nursing Practice." (April 2016). Attendance: 85.
- Pullen, R. L. (Podium), Guest Speaker: Amarillo College Vocational Nursing Program Guest Presenter, Amarillo College, Amarillo, Texas, "Endocrine Disorders," (March 2016). Attendance: 52.
- Pullen, R. L. (Podium). The Associate Degree Nursing Program NCLEX-RN pass rates for two consecutive years: Initiatives in advising, teaching, testing, and remediation. The Amarillo College Board of Regents and Community Stakeholders August 2016. Attendance: 175.
- Pullen, R. L. (Podium), Moore County Council, Amarillo College, Dumas, Texas, ""Bringing Nursing Education to Rural Communities of the Texas Panhandle", (April 27, 2016). Attendance: 75.
- Pullen, R. L. (Podium), Amarillo College Nursing Division Advisory Board, Amarillo College, Amarillo, Texas, "Advisory Board Annual Meeting," (April 20, 2016). Attendance: 45.
- Pullen, R. L. (Podium), Amarillo College Annual General Assembly, Amarillo College, Amarillo, Texas, "Nursing Division Priority Initiatives," (January 27, 2016). Attendance: 150.
- Pullen, R., Weber, S. (Podium), Preparing for Professorial Rank, Amarillo College, Amarillo, Texas, "Preparing for Professorial Rank," (January 18, 2016). Attendance: 35.
- Pullen, R. L. (Podium): Step up to Success: Men in Nursing: Compassion and Service are gender neutral. Amarillo Independent School District. The focus of this presentation was career mobility for male students in high schools representing minority populations. March 2016. Attendance: 275.
- Pullen, R. L. (Podium). The Processes and Politics of Writing for Publication. Coastal Bend College, Beeville, Texas. June 2016. Attendance: 12.

- Pullen, R. L. (Podium). Mentoring Faculty: The Processes and Politics of Writing for Publication. August 2015. Attendance: 20.
- Pullen, R. L. (Podium), Amarillo College Board of Regents Meeting, Amarillo College, Amarillo, Texas, "State of the Nursing Program." 2015. Attendance: 145.
- Pullen, R. L. (Podium). Coping with Chronic Autoimmune Disease. Staff Development. Allergy and Rheumatology Specialist. Amarillo, Texas. (May 2014). Attendance: 30
- Pullen, R. L. (Podium). Men in Nursing: HEroes, Amarillo College, Amarillo, Texas, "Men in Nursing: Compassion and Service are Gender Neutral." (April 2013). Attendance: 60.
- Pullen, R. L. (Podium). Congenital heart block in neonatal lupus erythematosus. Amarillo College (Continuing education). BSA Health Care System and Northwest Texas Health Care System (Nursery, PICU, and Pediatric staff). August 2013. Attendance: 40
- Pullen, R. L. (Podium). Using the Care Group Mentor Model to Promote Student Success in the Health Professions. South Plains College. Levelland, Texas. May 2013. Attendance: 20.
- Pullen, R. L. (Podium). Preparing Students for leadership. Texas Panhandle Coalition of Nursing. September 21, 2011. Attendance: 25.
- Pullen, R. L. (Podium), An End-of-Life Care Interdisciplinary Team Clinic Simulation Experience, Amarillo College, Amarillo, Texas, "An End of Life Care Interdisciplinary Team Clinical Simulation Experience at Amarillo College." (January 2011). Attendance: 160.
- Pullen, R. L. (Podium): Scholarly Writing to Promote Critical Thinking. Amarillo College, General Assembly. August 2010. Attendance: 150.
- Pullen, R. L. (Podium). Lupus is About Inflammation. A one-hour lunch and learn for nursing students. Frank Phillips College, Borger, Texas. October 2010. Attendance: 25.
- Pullen, R. L. (Podium), Promoting Gender Equity in Higher Education, Texas Higher Education Coordinating Board, Lubbock, Texas, "Men in Nursing." (November 2009). Attendance: 90
- Pullen, R. L. (Podium), Student Retention Strategies, University of Texas Health Sciences Center at Houston, Houston, "Using the Pullen Care Group Model to Mentor Novice Nursing Students." (April 2007). Attendance: 115.
- Pullen, R. L. (Podium). Antiphospholipid Syndrome. Vasculitis, thrombosis, and fetal loss. University Medical Center. Lubbock, Texas. May 2006. Attendance: 35.
- Pullen, R. L. (Podium). Nursing the numbers through faculty recruitment and student retention. Texas Panhandle Coalition of Nursing. January 18, 2006. Attendance: 27.
- Pullen, R. L. (Podium): RNs apply for the Nursing the Numbers Grant: Portfolio Requirements: Department of Labor Grant. October 2005. Amarillo College. Attendance: 235.
- Pullen, R. L. (Podium), Autoimmune and Infectious Diseases, Amarillo College, Annual Medical Surgical Conference. Amarillo, Texas. April 2005. Attendance: 55.
- Pullen, R. L. (Poster). Care Groups: A Model to Mentor Novice Students. Sigma Theta Tau Delta-Delta Chapter Research Day. Amarillo, Texas. April 2002.
- Pullen, R. L. (Podium). Conducted Sigma Theta Tau Delta-Delta Chapter Induction of 37 Undergraduate and 12 Graduate Students Ceremony as President of the Chapter. May 9, 2002. West Texas A&M University, Canyon, Texas Attendance. 140.
- Pullen, R. L. (Podium). Conducted Sigma Theta Tau Delta-Delta Chapter Induction of 40 Undergraduate and 15 Graduate Students Ceremony as President of the Chapter. May 10, 2001. West Texas A&M University, Canyon, Texas. Attendance. 100.
- Pullen, R. L. & McGee, K. S. (Podium). Test Item Construction and Analysis Using Par-System. The Amarillo College Board of Regents, Faculty, and Staff. August 28, 1997. Attendance: 60.

Pullen, R. L. (Podium). Clinical Decision-Making Paradigm Shift. Texas Higher Education Coordinating Board Workforce Education Course Manual. Chair Think Tank. Corpus Christi, Texas. June 1997. Attendance: 40.

Pullen, R. L. (Podium). Nursing as a Career. Palo Duro High School. Career Day. Amarillo, Texas, April 16, 1996. Attendance: 200.

### MEDIA CONTRIBUTIONS (Selected)

Dr. Richard Pullen. Building Leaders in Nursing with Mentorship. American Association of Colleges of Nursing (March 2025). [Newsletter](#).

Pullen, R. L. (Television). Panhandle Great 25 Nurses and Scholarship Banquet Summary: The Morning Show: KFDA News Channel 10. July 2023. [Interview](#).

Pullen, R. L. (Video). Panhandle Great 25 Nurses and Scholarship Banquet Ceremony Co-Chair. November 2022. Attendance: 425. [Event Video](#)

Dr. Richard Pullen Honored for Teaching and Leadership: National League for Nursing: <https://www.nln.org/detail-pages/news/2022/08/15/nln-honors-nln-award-winners>. (October 12, 2022). [Press release](#).

Dr. Richard Pullen. The MSN Expressway for RN to BSN Students at Texas Tech University Health Sciences Center. 2022. [Video](#).

Dr. Richard Pullen Recognized for Advancing Nursing (October 20, 2022). [Press release](#).

Dr. Richard Pullen and Dr. Alyce Ashcraft inducted as Fellows in the American Academy of Nursing. (September 25, 2022). [Press release](#).

Pullen, R. L. (2017). Texas Board of Nursing Newsletter (October 2017). The Texas Board of Nursing used my curriculum success strategies. ([Newsletter](#)). ([Article](#)).

Amarillo College: Texas Board of Nursing Commends Nursing Program. October 28, 2015. [Press release](#). (At a time when I did some of my best leadership work).

Amarillo College Excelling after Board of Nursing Warning. KFDA Channel 10. October 31, 2015. [Press release](#). (At a time when I did some of my best leadership work).

### **Podcasts: Nurse Educator Journal Authors I am the interviewer (A few below from 125)**

Enhancing Cultural Humility in AI-Generated Patient Education. ([Interview](#)).

Using a Template to Develop Clinical Reasoning through Case-Based Learning ([Interview](#)).

Virtual Reality Simulation in Nursing Education. ([Interview](#)).

Taking a Closer Look at Incivility in Prelicensure Education. [Interview](#).

Men in Nursing Academia: Recruitment and Retention. ([Interview](#))

Interdisciplinary Panel: Marginalized Patients ([Interview](#))

Trauma-Informed Care. ([Interview](#))

Improving Student Diversity. ([Interview](#)).

Popcorn, Peanuts, and Next-Generation NCLEX ([Interview](#))

Systematic Process to Align Curriculum with AACN Essentials ([Interview](#))

Promoting Health and Active Learning with Social Media ([Interview](#))

Teaching Clinical Judgment: Current Practices ([Interview](#))

Communication Role Play. Take two. [Interview](#)

Three Strategies to Combat Free-Riding in Group Work [Interview](#)

Wellness Wheel with Prelicensure and Graduate Students. [Interview](#)

Setting Observers Up for Success in Simulation. [Interview](#).

Faculty Practice as an Educational Strategy. [Interview](#).

### Selected Recent Professional Development and Continuing Education (2023-Present)

Activity	Date	Provider	Hours
Sigma Theta Tau Research Conference: Pharmacology confidence levels Factors in person-centered care Positive organizational practices Chatbot-facilitated HPV education Urinary incontinence in women with diabetes Student incivility in nursing education Childhood immunization management Prostatectomy and quality of life Insufficient milk supply in breastfeeding Robotic pets for older adults Professional identity in nursing	7.18.2025 to 7.21.2025 In-person Seattle, WA	ANCC	12
Nurse Educator Conferences in the Rockies: Evidence-based practice models Electronic health records AACN Essentials integration Integrated nursing immersion model	6.2024 to 6.28.2024 In-person Vail, CO	ANCC	18
Texas Nurses Association Conference: Nurse staffing summit Keynote: Humor in nursing Keynote: Nursing history Neuroscience of trust Experiences of BSN students Nurses leading change Maximizing faculty efficiency Navigating tragedy Synthesis of nurse burnout	5.30.2024 to 6.1.2024 In-person San Antonio, TX	ANCC	21
Rural Health and Nursing Care	5.17.2025 virtual	ANCC	15
Promoting Health of Sexual Minorities	5.13.2025 virtual	ANCC	5
Texas nursing jurisprudence and ethics	3.3.2025 virtual	ANCC	2
Families of Patients with Chronic Illness	4.16.2025 virtual	ANCC	10
Chronic Cough in Adults	1.12.2025 virtual	ANCC	10
Human Exploitation and Trafficking	10.1.2025 virtual	ANCC	5
Psychiatric Treatment Options in Older Adults	10.31.2025 virtual	ANCC	5
The Chief Nursing Officer Institute: Strategic leadership Problem-solving	5.21.23 to 5.24.2023 In-person Dallas, TX	American Association of Addictions	20
Course: Designing learner-centered and equitable online courses	8.1.23 to 10.1.2023 virtual	The Association of College and University Educators	48
AACN: Competency-based education for RN to BSN Programs	9.15.2023 In-person Los Angeles, CA	ANCC	6
Lippincott Virtual Conference: Alcohol use disorder stigma Alcohol withdrawal syndrome Arterial blood gas analysis Brain trauma Analyzing chest X-ray Sepsis	9.1.23 to 9.5.2023 virtual	ANCC	16
American Association for Men in Nursing Annual Conference: Civility in the workplace History of men in nursing	10.22.23-10.23.2023 In-person New Orleans, LA	ANCC	11

**SERVICE****PROFESSIONAL**

- 2004- Present Nurse Educator Journal [Editorial Board Member](#). Podcast coordinator. I have conducted 125 podcasts. Dare to Share Annual Article Award task force Chair. Manuscript reviewer.
- 2008-Present Nursing Made Incredibly Easy Journal [Editorial Board Member](#). Manuscript reviewer. Proposed in 2018 that journal adopt AMA in-text citation format to elevate the scholarly reputation of journal (Approved in 2020).
- 2019 – Present  
2003-2008 Nursing: Peer Reviewed Journal of Clinical Excellence. Journal [Editorial Board Member](#). Identification of authors to write to prepare manuscripts based on journal needs annually. Manuscript reviewer. Proposed that journal broaden the scope of its audience to include original research articles (Approved in 2021).
- 2017-Present MEDSURG Nursing Journal [Manuscript Review Board](#).
- 2020-2022 Texas Tech University Health Sciences Center, El Paso. External peer reviewer of promotion dossiers for two faculty.
- 2024-2025 The Ohio State University. External peer review of promotion dossiers one faculty.

**PUBLIC**

- 2025 Endowed Scholarship. Established the Dr. Richard Pullen and Mr. Mark Rowh \$25,000.00 Endowed Nursing Scholarship through Institutional Advancement at Texas Tech University Health Sciences Center in Amarillo to provide a resource for students to pursue their studies and celebrate our longevity in healthcare education and practice in the Texas Panhandle.
- 2021 Endowed Scholarship. Established the Dr. Richard Pullen and Mr. Mark Rowh \$10,000.00 Endowed Scholarship through Institutional Advancement at Amarillo College to provide a resource for students to pursue their studies and celebrate our longevity in healthcare education and practice in the Texas Panhandle.
- 2016-2025 Panhandle Great 25 (G-25) Nurses and Scholarship Co-Chair. Dr. Valerie Kiper asked me in 2014 “Will you help me establish a Panhandle Great 25 Nurses Committee?” I said “Sure!”. We honor 25 RNs and award 7-12 \$2,000.00 scholarship for nursing students. Since its inception, the G-25 has awarded about \$100,000.00 in scholarships. Of this amount, I sponsored \$23,000.00. I also had the brilliant idea to visit with a close friend about the G-25 who graciously sponsored \$20,000.00 over four years. The rest of the sponsorship dollars was secured by the Sponsorship Committee. I created the first drafts of all forms on the G-25 for committee to review, edit, and revise. I created another award called “The Legacy Award” recognizing esteemed leaders in the Texas Panhandle. I interviewed the Legacy honorees in their homes and prepared a graphics presentation and speech to honor them during the annual G-25 presentation. I created “The Dr. Valerie Kiper Doctoral Leadership Scholarship.” I was also instrumental initiating conversation about LVN’s being celebrated during the annual celebration. This came to fruition in the November 2025 event. [Example of one G-25 Event from 2022](#).
- 2002-Present Mentor: Writing for Publication. I mentor first-time authors in preparing their first manuscript. I have mentored at least 50 first-time authors, including those at Amarillo College, Texas Tech University Health Sciences Center, and community nurses, in their first manuscripts. My goal is for nurses to disseminate knowledge in peer-reviewed publications and presentations. I always tell novice and experienced authors, “Who is your audience?” and then select an appropriate journal from the list of journals on the [International Academy of Nursing Editors Website](#).

- 2013-2024 Mentor. I served as a mentor to 10 students from Palo Duro High School in Amarillo who aspired to a career in healthcare. I served as a mentor to my former student at Amarillo College and then Texas Tech University Health Sciences Center. He wanted to write an article with me on some aspect of alcohol Use Disorder ([see article reference](#)). After he earned his BSN, we developed a plan for him to be a CRNA. He graduated from a DNP program in nurse anesthesia in 2024. I mentored a graduate student in translating her graduate school research into her first manuscript for a peer-reviewed journal ([see article reference](#)). I mentored another graduate school student to translate her graduate school project into her first published manuscript ([see article reference](#)).
- 1995-2006 Student Nurses Association (SNA). Role modeling service as the sole faculty sponsor of the Amarillo College SNA meant preparing students for practice. It was also an opportunity for me to be in the trenches with students in local, state, and national activities. I was the motivating force to help the SNA in community activities. The SNA budget was not sufficient. I gladly made significant financial contributions over 11 years to make an activity or experience for the students the best.
- 1995-1998 Water Class Instructor. I conducted water exercise classes Monday, Wednesday, and Friday (5 PM to 6 PM) at Amarillo Athletic Club (eventually Gold's gym). Most classes included older adults with chronic disease.
- 1989-1992 Panhandle AIDS Support Organization (PASO). I collaborated with Mr. Stuart Shuman, PASO Director, to bring education to Northwest Texas Healthcare System staff about instituting system-wide education about the global impact of HIV and AIDS. The hospital instituted an HIV Counseling program for patients. I was one of the counselors who visited with patients when a physician ordered HIV testing and obtained written permission from the patient to for testing. I recall all the wonderful patients and their family members I visited with.

#### UNIVERSITY TTUHSC

##### 2016-2025

- 2023 WEAVE analysis: Day-long analysis of program benchmarks (volunteer)
- 2022 President's Awards Task Force.
- 2019-2025 Council of Distinguished Educators.

#### NURSING TTUHSC

##### 2016-2025

- 2016-2025 RN to BSN Program Council. Member. Chair (2018-2019; 2024-2025)
- 2017-2025 RN to BSN Program Curriculum Leadership Group. Member.
- 2021-2025 RN to BSN Program Admissions and Progressions Committee. Chair.
- 2019-2023 Faculty Council. Chair (2021-2023). Chair-elect; Awards Coordinator (2019-2021).
- 2023-2025 Professional Development Council. Chair (2023-2025). Task Force: Modifying the tenure and promotion criteria (2023-2024).
- 2023-2025 Coordinating Council. Member. Co-chair elect (2023); Chair (2024-2025)
- 2017-2023 Academic dismissal (Student appeals). Member.
- 2021-2025 RN to BSN Program Scholarship Committee. Member.
- 2021-2024 Essentials and CBE Integration Coordinator, RN to BSN Program.
- 2017-2025 General Education Competencies Task Force RN to BSN Program.

2017-2019	Accelerated BSN Program Interviews (Potential students).
2021-2023	RN to BSN Program Applied Practice Model Task Force. Chair.
2021-2023	QIRB Project: Strategies to market the RN to BSN Program. Chair.
2025	QIRB Project: Nursing Faculty Mentoring Program: Mentorship Matters: A Blueprint and Model for Growth and Success. Member
2020-2024	Recruitment in Abilene, Lubbock, Amarillo, Hereford, Borger, Perryton, and Pampa. I joined the Marketing Department.
2020-2021	APA Task Force: RN to BSN Program.
2022-2023	Rubric Task Force: RN to BSN Program.
2024-2025	APA Task Force: RN to BSN Program.

#### AMARILLO COLLEGE

##### **College Wide: 1993-2016**

2014 - 2016	Rank and Tenure Appeals: Chair.
2010 - 2016	Academic Affairs: Amarillo College. Member
2012 - 2014	Developmental Education. Member.
2008 - 2010	Academic Technology: Member.
2002 - 2009	Faculty Mentor
2006 - 2008	New Faculty Academy: Teacher.
2002 - 2006	Andragogy 101: Amarillo College. Teacher.
2004- 2008	Wellness. Member. Chair.
2004- 2006	Faculty Senate. Member.
2002 - 2004	Rank and Tenure: Amarillo College. Chair.
2000 - 2002	Rank and Tenure: Amarillo College. Member.
1998 - 2000	Faculty Senate. Secretary.
1996 - 1998	Faculty Development. Member.
1994 - 1996	Faculty Handbook. Member.

##### **Nursing 1993-2016**

2002 - 2016	Faculty Writing for Publication Care Groups. Coordinator.
1993 - 2016	Nursing Faculty Organization. Member. Chair.
2014 - 2015	Texas Board of Nursing Self Study: Chair.
2010 - 2013	Analytics: Chair.
2004 - 2013	Clinical Site Coordinator.
2000 - 2013	Introduction to Nursing Care Groups Coordinator.
2008 - 2012	Curriculum: Member. Chair.
2008 - 2012	Technology: Member.
2006- 2010	Research and Program Effectiveness: Member.
2010 - 2011	Accreditation Commission for Education in Nursing Self Study Teams. Chair.
2002 - 2006	Testing: Member. Chair
1998 - 2006	Curriculum: Member.
1995 - 2009	Sponsor Student Nurses Association. <u>Sole</u> faculty Sponsor.
1996 - 2004	Student Activities: Chair.

2002 - 2003	Accreditation Commission for Education in Nursing Self Study Teams. Chair.
1996 – 2006	Research and Program Effectiveness: Chair.
1993—1996	Student Activities: Member.
1994—2001	Testing: Member.
1994--1995	Task Force: Combining ADN and VN skills checklists.

### **PROFESSIONAL MEMBERSHIPS**

2022 - Present	American Academy of Nursing: Health Behavior Expert Panel.
2016- 2025	American Association of Colleges of Nursing. Member.
2025-Present (1993-2016)	Organization for Associate Degree Nursing. Member.
2012- Present	Academy of Medical Surgical Nursing. Member.
1993 - Present	National League for Nursing. Member.
2015 - Present	American Association for Men in Nursing. Member.
2018-Present	Rheumatology Professional. American College of Rheumatology. Member.
2016-Present	Rheumatology Nurses Association. Member.
1989 - Present	Sigma Theta Tau (Iota Mu Chapter & Delta-Delta Chapter) (STT). President (2000-2002); President-Elect (1998-2000); Chair of Nominations (2002-2006); Secretary (1996-1998). Note: Officer in Delta-Delta Chapter only in previous sentence. Philanthropy Committee Iota Mu Chapter (2025-2027).
1988 - Present	American Nurses Association (ANA). Member.
1988 - Present	Texas Nurses Association District 2 (TNA District 2). Board Member (1996-1998; 2004-2006); Secretary (2002-2004); Nominations Chair (1990-1992; 2012-2014).
1993 - 2016	Texas Community College Teachers Association. Member.

THE FOLLOWING PAGES SHOWCASE SELECTED ACCOMPLISHMENTS AT AMARILLO COLLEGE AND TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER

SELECTED ACCOMPLISHMENTS: AMARILLO COLLEGE 1993-2016	
1994	<b>Grant: Testing Center.</b> The Nursing Division received a \$40,000.00 grant from the Helene Fuld Foundation to purchase 30 computers for our new Testing Center for online testing. Online testing was emerging as an innovative testing strategy. I was the Director of the Testing Center and collaborated with the ADN Program Director and Assistant Director in the expansion of the Testing Center.
1994	<b>Testing Center.</b> The Nursing Division received a Helene Fuld grant to purchase 40 computers equipped with Par-System (Par-Test & Par-Score) for all module exams. I was the Director of the Testing Center and created policy, procedure, and a master plan for students (N = 500) to take all exams on the computer. The college was one of few nationally that converted to totally online testing. Innovative for the time. Published.
1995	<b>Scholarly Writing.</b> I was charged by the Program Director to create a better way to do nursing care plans. I created the "Scholarly Paper" in the capstone medical surgical clinical course paralleling steps in the nursing process using APA format. After an evaluation of the pilot project with the paper, I proposed the paper begin in the first medical surgical course and progress in complexity in subsequent semesters. I met with resistance by many faculty who said "Formal writing doesn't belong in an ADN program." Medical-Surgical I required the "Concept Paper", Medical-Surgical II required the "Application Paper" and Medical-Surgical III required the capstone "Scholarly Paper." Published.
1995	<b>ACEN Self-Study (Formerly NLNAC and NLN).</b> I was assigned by the Program Director to write a portion of the NLNAC Self-Study and edit the first full draft of all sections written by faculty teams. My edited version went to the Program Director for review and revision. This self-study was a wonderful way to continue learning about the curriculum and set the stage for three more self-studies in subsequent years.
1996	<b>Nursing Lab and Testing Center.</b> A \$6 million city bond election allowed the Nursing Division to redesign the nursing lab and testing center in a new building. The Program Director, Associate Director, and I worked with the contractors about the layout of the lab and testing area. We also secured state-of-the-art beds, pumps, manikins, and computer to be ready for the opening on October 6, 1997.
1997	<b>Creator of the Pullen Care Group Mentor Model.</b> I created the Model in the Foundations course because the attrition was as high as 60%. Students had difficulty demonstrating basic skills, including medication administration. I created the Model to promote consistency in teaching and grading and help students feel more confident when they performed basic skills and develop a professional identity and image. Attrition dropped to 20%. The model was adopted throughout Texas to promote the retention of students and increase the number of graduates. An additional 2800 new ADN graduates, particularly in rural communities with vulnerable populations in Texas, represent the direct outcome of this initiative since its inception. I adapted my mentoring model to help first-time authors in ADN and BSN programs to write their first manuscript. Published
1997-2000	<b>Workforce Education Course Manual (WECM) THECB Task Force.</b> Developed common nursing course titles and descriptions to promote transferability of student work in the 55 community colleges in Texas. The task force initiated its work in June 1997 in Corpus Christi, Texas with 30 community college educators and conducted 12 additional meetings in Austin, Houston, San Antonio, and Dallas over 3 years. Dr. Carol Boswell, TTUHSC SON Professor Emeriti, was on the task force with me.
1998	<b>Distance Education Course.</b> I created the first distance education course in the health sciences in 1998. Health Assessment was delivered by synchronous video conferencing to Frank Phillips College in Borger, Texas for VN students planning to transition into the ADN Program. I also taught another section of the course face-to-face. By 2002, all of my videos were streamed and placed on the Internet, supplemented with a discussion board in the course. Innovative for the time.
1995-2006	<b>Sole Sponsor of the Student Nurses Association.</b> One of the most rewarding aspects of my career has been teaching students how to advocate for the nursing profession and for one another. Activities included car washes, flu shots, lip sync performances, health fairs, and service to homeless shelters, hospices, and hospitals in the Texas Panhandle. I was also responsible for organizing the annual Amarillo city-wide Wellness Fair at the college with my SNA Officers, who were only two or three students, faculty sponsors, and students from other health professions at the college.

SELECTED ACCOMPLISHMENTS: AMARILLO COLLEGE 1993-2016	
2003	<b>ADN Faculty Workload Model.</b> The Program Director and I were co-authors of the ADN Faculty Workload Model. The purpose of the Model was to quantify and equate faculty workload. The college's general workload policy did not equate classroom and clinical load the same way. For example, a clinical rotation of 96 contact hours X 16 weeks on a 1:1 ratio would = 6.0 workload hours. However, the college allowed only 0.6 workload hours for clinical = 3.6 workload hours. Clinical is the most tiring responsibility a faculty has, but the college was allowing less compensation. It was finally 1:1 in 2015.
2003	<b>ACEN Self-Study (Formerly NLNAC and NLN).</b> I was Co-coordinator with the Program Director of faculty writing teams to write and edit drafts of the self-study. I was also assigned to manage the agenda for college and community stakeholders to meet with the ACEN Team. The process started 14 months in advance of the Team arriving to the campus in October 2003. Published.
2003	<b>Andragogy 101.</b> Co-creator and teacher of a six-week course to help new faculty without a teaching background in industry or graduate school the art and science of helping adults learn.
2005	<b>Grant.</b> Co-Author and Co-Project Director of the U.S. Department of Labor \$1.38 Million Grant. The grant provided funds for 20 RN's in the community to become nurse educators in the Texas Panhandle. The project was titled "Nursing the numbers through faculty recruitment and student retention" with \$500,000 leverage funds from stakeholders. The 20 RNs received tuition, books, fees, childcare, and incremental stipends during the 24-month fast track to the MSN at West Texas A&M University or Angelo State University. I also included a mentoring component in the grant. Two RNs, called "Scholars", were assigned to one ADN faculty as a mentor. The 10 mentoring teams worked with me and academic advisors. Faculty mentors received a \$500.00 stipend each month. We graduated 19 new nurse educators by January 2008. Published.
2006	<b>End of Life Care Model.</b> Created the end-of-life-care inter-professional team simulation Model. The model joins nursing students, students in the health sciences, faculty, community, and hospice agencies for a day-long simulation each year about how to manage the multiple dimensions of suffering at the end of life. Published.
2007	<b>New Faculty Academy.</b> Co-creator and teacher of New Faculty Academy. A required four-week course to help all new college faculty orient to their roles as faculty.
2008	<b>Nursing Resource Center and Simulation Center.</b> A multi-million-dollar bond election resulted in the planning, construction, and opening of the three-story Jones Hall <u>August 1, 2010</u> . I was on the task force to plan the layout of the faculty offices on the second floor and the 12,000 square feet Nursing Resource Center and Simulation Center. The bond provided for state-of-the-art high-fidelity and low-fidelity manikins, computers, hardware, software, and other supplies to provide students with simulation experiences in all clinical courses.
2011	<b>ACEN Self-Study (Formerly NLNAC and NLN).</b> I was Co-coordinator with the Program Director of faculty writing teams to write and edit drafts of the self-study. I was also assigned to manage the agenda for college and community stakeholders to meet with the ACEN Team. The process started 14 months in advance of the Team arriving to the campus in October 2011. Published.
1994-2013	<b>Creator of the Graduate and Faculty Extravaganza.</b> A celebration party for nursing graduates with a lip sync of famous performers by 15-20 nursing faculty such as Elvis, Patsy Cline, Andrews Sisters, Spice Girls, Temptations, Shania Twain, Kool and The Gang, Beatles, Supremes, and ZZ Top. One faculty dressed as Florence Nightingale as the host of the show. The "Extravaganza" became known in the community and performed for schools and hospitals in the Texas Panhandle. Faculty Students and faculty knew me as a teacher who could also put on a costume and be a "Village Person", "Beatle", and "Diana Ross" in The Supremes. Over the years, a total of 90 people (faculty, students, and community members) joined me in the Extravaganza at the college, hospital celebrations, and high schools in the Texas Panhandle. From 1994-2016 we had 67 performances. Published.

SELECTED ACCOMPLISHMENTS: AMARILLO COLLEGE 1993-2016	
2013	<b>Tutoring Center.</b> I presented a proposal to college administration to renovate a portion of a building to establish a tutoring center for nursing students. The Tutoring Center opened in 2014. I mandated all students who failed an exam receive a prescription for tutoring before they take the next exam. The center is staffed with 3 full-time tutors. I assigned faculty tutor workload in the center to promote their ownership in the process. The Tutoring Center was one of my strategies to improve NCLEX-RN pass rates.
2015	<b>Moore County Campus.</b> After years of discussion without results that started in 2002, I decided it was time to establish an ADN branch campus at the Moore County Campus in Dumas, Texas. Discussion with administration, community leaders, nursing faculty, and data analysis resulted in approval and renovation of a building at the Moore County Campus of the college. Funding for computers, beds, and supplies turned into classrooms and a laboratory setting. A partnership with the Moore County Hospital District provided additional funds. 30 students are admitted annually and are able to complete the first two courses at the Moore County hospital.
2012-2016	<b>Texas Board of Nursing Warning.</b> I was appointed Interim ADN Program Director and Dean of Nursing in 2013. I accepted the position in 2013 at a time when the program was experiencing challenges: Mandates from THECB to reduce total program semester hours from 72 to 60, increased rigor of NCLEX-RN, and gaps in teaching and testing rigor in the program led to a decline in NCLEX-RN pass rates (2013: 79.02%, 2014: 77.6%) that resulted in a TBON warning. Improvement strategies in admission, progression, and graduation policies resulted in a dramatic turnaround in NCLEX -RN pass rates: 94.78% (2015) and 95.15% (2016). After these two stellar years, I decided to embark on another journey, having spent 23 wonderful years at the college. I published the curriculum improvement strategies with the approval of the college President. <a href="#">Read my article, which tells the story.</a> I consider this four-year period to be some of my best work as a leader, alongside a dedicated faculty. Transparency, resiliency, authenticity, and steadfastness were key.
ACCOMPLISHMENTS: TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER: 2016-PRESENT	
2018	<b>Diseases Attacking the Immune System (DAISY) Award.</b> The Dean asked me to create a process to honor a faculty member annually for this humanitarian award. The DAISY Foundation provided direction for the development of the policy and rubric for the award. However, the criteria for the award <u>I created</u> is more rigorous than the DAISY Foundation: 70% of the rubric is related to “Exceptional Compassion in the role of faculty” and 30% is related to service and scholarly activities in the faculty roles. I am an advocate for people with autoimmune diseases. My platform was approved by the School of Nursing Executive Council.
2022	<b>Exceptional Mentorship Faculty Development Award.</b> <u>I created</u> the award as chair of the Faculty Council to honor exceptional faculty mentors who represent the five regional campuses each year. I created the award because one did not exit on mentoring.
2021-2025	<b>AACN Essentials and Competency-Based Education (CBE).</b> I coordinated the integration of the New AACN Essentials and CBE in the RN to BSN Program.
2022	<b>RN to MSN Expressway.</b> I facilitated the integration of the new MSN-Expressway in the RN to BSN Program for students who are seeking dual enrollment in the RN to BSN Program and Master’s Degree Program majoring in administration, informatics, or education. <a href="#">See video.</a>
2022	<b>Applied Practice Model.</b> I led a task force to develop a model for RN to BSN students, enabling them to create a nursing theory-driven proposal for change in practice based on their area of interest. I wanted the proposal for change to be theory-driven so students will understand “Why nurses do the things they do”. Published model
2023-2024	<b>Modified the Tenure and Promotion criteria.</b> I am co-chair of a task force as chair of the Professional Development Council to redesign this process. The purpose of this arduous project was to ensure incremental rigor in rank, serve as a guide for professional development, and promote consistency in dossier preparation among individual faculty members and evaluation by their peers. Council, administration, and faculty reviewed, suggested changes, and approved the criteria.
2024	<b>Coordinate the Dean’s Distinguished Lecture Series.</b> This series was developed to promote professional and scholarly development among faculty members and is housed within the Professional Development Council. I was chair of the Council.
2016-2025	<b>Mentoring Undergraduate Faculty.</b> I have mentored 16 undergraduate faculty members in preparing their first manuscripts. All have been published in 4 peer-reviewed journals.