

Constance D. Hill PhD, RN

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EDUCATION

UNIVERSITY OF WISCONSIN, Milwaukee, Wisconsin
Doctoral of Philosophy in Nursing, 2012

OLIVET NAZARENE UNIVERSITY, Kankakee, Illinois
Master of Science in Nursing, Education/Community Health, 2005

ST. FRANCIS UNIVERSITY, Joliet, Illinois
Bachelor of Science in Nursing, 1991

LICENSURE & CERTIFICATION

- State of California, Active
- Certified in Pediatric Advanced Life Support (PALS), Current
- Certified in Neonatal Resuscitation (NRP), Current

PROFESSIONAL ACADEMIC EXPERIENCE

SAN JOSE STATE UNIVERSITY, San Jose, California 2012 - Present
Assistant Professor

Provide clinical and classroom instruction to nursing students enrolled in BSN and DNP program at Valley Foundation School of Nursing

- Evidence Based Practice (NURS 128)
- Pediatric Theory (NURS 126)
- Pediatric Clinical (NURS 146)
- Senior Synthesis (NURS 148)
- Leadership (NURS 583)

ILLINOIS BENEDICTINE UNIVERSITY, Lisle, Illinois 2010, 2012
Adjunct Instructor

Provided Nursing Research instruction to RN/BSN completion student

- Nursing Research

OLIVET NAZERENE UNIVERSITY, Kankakee, Illinois 2005 - 2015
Adjunct Instructor

- Online part-time instruction to MSN students in the following courses
 - Evidence Based Research
 - Health Promotion and Disease Prevention
 - Leadership Role Development

CLINICAL EXPERIENCE

ANN AND ROBERT H. LURIE CHILDREN'S HOSPITAL (formerly CHILDREN'S MEMORIAL HOSPITAL)
Chicago, Illinois

A 270-bed medical center and is the region's top provider of pediatric specialty care, and Illinois' only freestanding hospital exclusively for kids. Responsible for the, strategic planning, coordination, budget management, and evaluation of systems and processes that support the operations for Critical Care Services. Accountable for 224.5 FTEs in the Pediatric Intensive Care, Neonatal Intensive Care, and Cardiac Intensive Care Units.

Administrator, Critical Care Services

2010 - 2012

- Created LEAN workflows to enhance patient throughput, family-centered rounding, and discharge optimization for the new Lurie's Children 23-floor, 288-bed licensed facility opening June 9, 2012. Developed zone concept and Team Leader role (budget neutral) to support family centered rounding and staff nurses in new decentralized care environment.
- Developed staffing model for the new Lurie's Children 42-bed Comprehensive Cardiac Care Unit (CCU). Mentored CCU Leadership to successfully recruit 90% experienced RN staff in 2 months.
- Co-Magnet Program Director (MPD) and led nursing staff to receive 3rd Magnet re-designation August 2010. Children's Memorial was the first freestanding children's hospital in the nation, to receive the prestigious Magnet Award for Nursing Excellence.
- Established partnership with the Chicago City Colleges to create RN mentorship program for nursing students interested in a career in pediatrics. Twenty- five nursing students have been partnered with RN mentors and 10 students were hired into RN externship program.

Director, Pulmonary/Allergy/Transitional Care Unit

2002 – 2010

- Responsible for executing leadership, fiscal control, customer satisfaction, quality care, and overall direction for a 30-bed pediatric inpatient unit. Managed a staff of 52.8 FTEs.
- Nursing turnover less than 6.75%. Patient Satisfaction Press Ganey Nursing score average 91.0.
- Developed and facilitated Medically Complex Discharge Task Force to address social and community concerns for patients with a Length of Stay (LOS) totaling 20 days or more. The LOS for medically complex patients decreased from 63.1 days to 54.3 days in 3 quarters with a cost savings of \$104, 200.
- Spearheaded Illinois Consortium for the Medically Complex Child. The consortium was established as a coalition of medical professionals, governmental agencies, community activists and parents dedicated to enhancing the quality of life for children with special health care needs. The consortium was spotlighted in *American Journal of Nursing (AJN)*, Osterlund, H (2006). "Helping them get home: A Chicago nurse makes a difference for children with medically complex needs." *AJN*, 106(6), 102-103.
- Led Institute for the Healthcare Improvement (IHI)/ Robert Woods Johnson Foundation *Transforming Care at the Bedside (TCAB)* initial pilot program at Children's Memorial.
- Developed a 15-minute chair massage program for Inpatient frontline nurses; it has successfully expanded to 23 departments and serves 1,200 employee throughout the institution.

CLINICAL EXPERIENCE (continued)

Clinical Manager, Pulmonary/Allergy/Transitional Care Unit 1996 - 2002

- Coordinated patient care delivery utilizing staff expertise, patient acuity, and budgetary guidelines.
- Collaborated with Director and Educator to assess and provide educational activities for staff.
- Implemented and monitored team projects in collaboration with staff.

Staff Nurse, Allergy/Endocrinology/Immunology Unit 1991 - 1996

- Coordinated care for neonatal, pediatric, and adolescent patients with pulmonary, immunology, and endocrine disorders.

RECOGNITION & HONORS

- Featured in *Bounce Forward: The Extraordinary Resilience of Nursing Leadership* (ISBN-978-1-55810-591-1) by Ellie Allison-Napolitano and Daniel Pesut, 2015
- Featured in medical publication, *The Future of Nursing: Leading Change, Advancing Health* (ISBN-10: 0-309-15823-0) by the RWJF Initiative on the Future of Nursing, 2011
- Child Health Corporation of America (CHCA) Faculty Advisor for *Revitalizing Bedside Care*, 2010
- Recipient, Shaw Grant Award \$15,000 for *Listening to the Voices of Emerging Adults: The experience of living with perinatally acquired HIV (PHIV)*, 2009
- Recipient, Ann and Robert H. Lurie Children's Hospital Nurse Researcher Exemplar Award, 2008
- Honoree, Northwestern Memorial Hospital *Speaking of Women in Health*, 2007
- Recipient, Shaw Grant Award \$25,000 for *Development of an instrument to measure mothers' caregiving for their children assisted with medical technologies: An application of functional caregiving*, 2007
- Recipient, Sigma Theta Tau, Kappa Sigma Chapter, Student of Excellence Award, 2005
- Nominee, CMH Nurse Exemplar for Nursing Leadership Award, 2000

PROFESSIONAL AFFILIATIONS

- American Organization of Nurse Executives
- Sigma Theta Tau International
- Midwest Nursing Research Society (MNRS)

PRESENTATIONS

- 2015 Listening to Voices of Emerging Adults: The Experience of Living with Perinatally Acquired HIV
Podium Presenter
National Black Nurses Association Annual Conference
Atlanta, Georgia
- 2015 Emerging Adults Living with Perinatally Acquired HIV
Poster
Society for the Study of Emerging Adulthood Conference
Miami, Florida

PRESENTATIONS (CONTINUE)

- 2013 *Community Based Participatory Research*
Podium Presenter
Global Service Learning Program
National League of Nursing
New York, New York
- 2008 *Development of an Instrument to Measure Mothers' Caregiving for their Children Assisted With Medical Technologies: An Application of Functional Caregiving*
Poster and Discussion
Midwest Nursing Research Society Meeting
Indianapolis, Indiana
- 2005 *Collaborative Advocacy for Children with Special Health Care Needs*
Poster
National Association of Children Hospital and Related Institutions Annual (NACHRI) Meeting
Indian Wells, California
- 2004 *Discharge Process Improvement for Children with Social, Financial, and Medical Needs*
Poster
NACHRI Meeting
Miami, Florida
- 2001 *Implementation of a Shared Governance Leadership Model*
Poster
Nursing Congress Annual Meeting
Orlando, Florida
- 2000 *Collaborative Approach in Improving Asthma Care in Chicago Public Schools*
Poster
Nursing 2000 Convention
Orlando, Florida

PUBLICATIONS

Walker-Vischer, L, Hill, C, and Mendez, S (2015) The experience of Latino parents of hospitalized children during family – centered rounds (FCR), *Journal of Nursing Administration* 45(3), 152-7.

COMMUNITY AFFILIATIONS

- Board Member, Provident Foundation (Future Doctors/Future Nurses Program) 2009 - 2012
Chicago, Illinois
- Global Outreach NFP and B•Unity Christian Summer Health Missions 2007 - Present
Zimbabwe and Kenya
- Representative, Churches United to Fight Against AIDS (CUFAA) 2006 - 2007

COMMUNITY AFFILIATIONS (CONTINUE)

<i>Executive Board Member, Regional Care HIV/AIDS Center</i> Joliet, Illinois	2005 - 2006
<i>Ruth Rothstein CORE Center – HIV/AIDS Initiatives w/the</i> City of Chicago Community Colleges	2004 - 2006
<i>Alpha Kappa Alpha Sorority Incorporated, Chi Omega Omega Chapter</i> Health and Education Initiatives in the Bronzeville and Englewood Communities	2003 - 2007
<i>Family Congregational Nurse, Alpha Missionary Baptist Church</i> Bolingbrook, Illinois	1998 - 2012