

Case Name: *In the Matter of* Accrediting Council for Independent Colleges and Schools

Docket No.: 16-44-O

Filing Party: Respondent, Accrediting Council for Independent Colleges and Schools

Exhibit No.: B-O-76

Sarah E. Gabua, DNP, RN

CURRENT ADDRESS:

Home Telephone

CURRENT POSITION:

- Nursing Education and Allied Health Consultant, September 2014 – present
 - Acting Associate Dean/Full-time Faculty, RN-BSN Program Development (Implementation)
 - Course and Curriculum Development
 - Regulatory, BON, Accreditation (Regional and Programmatic)
 - Grant Writing
 - Assessment
 - Veterinary Assistant Program Development
 - Course and Curriculum Development
 - Regulatory, NAVTA
 - Assessment
 - Home Health Aide Program Development (Regulatory)

- Online Adjunct Professor, American Sentinel University Department of Nursing, RN-BSN and RN-MSN program, Denver, Co, September 2013-present
 - Strategic Change and Quality Improvement
 - Leadership and Strategic Planning
 - Nursing: A Critical Voice in Health Care Transformation

- Online Adjunct Professor, Ferris State University Department of Nursing, RN-BSN program, Big Rapids, MI, December 2013-present
 - Leadership and Management
 - Nursing Research
 - Evidence-Based Healthcare (Interdisciplinary)
 - Transition Into Professional Nursing
 - Community Nursing

- Online Adjunct Professor, Utica College Department of Nursing, RN-BSN program, Utica, NY, January 2014-present
 - Leadership and Informatics in Nursing
 - Pathophysiology
 - Pharmacology
 - Community Health Nursing
 - Leadership and Management

- Online Mentor, Thomas Edison State College Department of Nursing, RN-BSN, RN-MSN and ASDN program, Trenton, NJ, January 2014-present
 - Nursing Research

- Nursing Concepts
- Health Policy
- Informatics

EDUCATION:

- Doctorate in Nursing Practice, Walden University, Minneapolis, MN, November 2014
- Certification in Distance Education Program, Thomas Edison State College, Trenton, NJ, May 2014
- Post-Master's Certificate in Nursing with an area of concentration in Education, Walden University, Minneapolis, MN, June 2012
- Master of Science in Nursing with area of concentration in Leadership & Management, Walden University, Minneapolis, MN, August 2011
- Bachelor of Science in Nursing, Chamberlain College of Nursing, Addison, IL, June 2009
- Associate of Applied Science in Nursing, Rock Valley College, Rockford, IL, May 2006
- Practical Nursing Certificate, Rock Valley College, Rockford, IL, July 2004
- Nursing Aide Certificate, Rock Valley College, Rockford, IL, May 2001

PREVIOUS ACADEMIC APPOINTMENTS:

- Online Adjunct Professor, University of Mary Department of Nursing, BSN-MSN, DNP Nursing Administrator Track, Bismarck, ND, July 2013-January 2015
 - Evidence Based Practice and Strategic Healthcare Decision Making
 - Nursing Informatics Advisory Board Member
 - Dissertation Committee Member
- Online Adjunct Professor, Indiana Wesleyan University Department of Nursing, RN-MSN Leadership Track program, Marion, IN, June 2014-January 2015
 - Health Policy
- Academic Coach/Teachers Assistant, Instructional Connections, RN-BSN program, April 2014- November 2014
 - Purdue University, Calumet,
 - Nursing Research
 - Nursing Concepts
 - Family Nursing
 - Community Health Nursing
 - University of North Carolina, Wilmington
 - Health Policy
 - Transcultural Healthcare
 - Pathophysiology
 - Policy and Community Health Capstone
- Online/Residential Adjunct Professor, Rasmussen College Department of Health Sciences and Nursing for PN and ADN programs; September 2011-October 2014
 - Medical Terminology
 - Pathology I & II

- Medical Assisting I & II
 - Pathophysiology
 - Practical Nursing Seminar
 - Nutrition
 - Critical Thinking, Ethics, and Informatics in Nursing
 - Nursing Seminar
 - Introduction to Professional Nursing
 - Integration of Evidence-Based Practice and Research in Nursing
- Department Chair, Rockford College Department of Nursing, Rockford, IL, December 2012-September 2013
 - Developed the RN-BSN online program
 - Participated with ACEN accreditation Self Study
 - Developed Simulation Laboratory
 - Curriculum & Assessment Committee, Nursing
 - Student Retention Committee, College
 - Freshman Mentor, College & Nursing
 - Student Advisor, Nursing & Pre-Nursing
 - Assessment
- Subject Matter Expert, Course and Program Development, Rasmussen College, October 2012- May 2014.
 - Electrocardiogram Technician, 2 year program
 - Patient Care Technician, 2 year program
 - Introduction to Electrocardiogram, 11 week course & Accelerated 6 week course with lab
 - Comprehensive Pharmacology, ADN program, 11 week course with lab
 - Professional Nursing I, ADN program, 11 week hybrid course with lab, clinical, & simulation
 - Practical Nursing III, PN program, 11 week hybrid course with lab, clinical, & simulation
- Assistant Professor, Rockford College Department of Nursing, August 2012-September 2013
 - Adult Health II theory and clinical
 - Senior Seminar
 - Leadership & Management (including informatics)
 - Community Health Clinical
 - NCLEX Prep
- Adjunct Assistant Professor, Rockford College Department of Nursing, Rockford, IL, August 2011-2012
 - PathoPharmacology II
 - Adult Health I Clinical
 - Participated with ACEN accreditation visit

- Adjunct Instructor; Rock Valley College Department of Continuing Education, Rockford, IL, December 2011-December 2012
 - Advanced CNA Skills: Electrocardiogram (EKG)
- Adjunct Instructor, Rock Valley College Nursing Assistant Program, Rockford, IL, August 2011-December 2011
 - NA Clinical Experience
 - NA Lab Experience

PROFESSIONAL EXPERIENCE:

- School Nurse (Substitute), Rockford Public School District, Rockford, IL, September 2011-2013
 - K-12
- Device Nurse, Rockford Cardiovascular Associates, Rockford, IL, October 2010-June 2011
 - Patient education
 - Test Devices (Pacemakers, Biventricular, and ICD's)
- Staff Nurse, Cath Lab, OSF St. Anthony Medical Center, Rockford, IL, August 2006-October 2010
 - Procedure room nurse, Cardiovascular, Peripheral Vascular, Electrophysiology, and Neurology
 - EPIC super user
 - Quality Resource Nurse
 - PRN Charge Nurse
- Staff Nurse, Nurses PRN, Rockford, IL, March 2005-September 2006
 - Long Term Care
 - Alzheimer Unit
 - Rehabilitation, Traumatic Brain Injury, Ortho, and Stroke care
- Staff Nurse (LPN), Rockford Health Systems, Rockford, IL, August 2004-March 2005
 - Nephrology staff nurse, dialysis
- Patient Care Technician, Swedish American Hospital, Rockford, IL, June 2001-July 2004
 - EKG technician
 - Lab technician
 - Monitor Technician

ACADEMIC HONORS AND AWARDS:

- Golden Key International Honor Society, 2013-present
- DNP Scholarship Recipient, NLN National Education Summit, Washington D.C., September 19-20, 2013
- Sigma Theta Tau, Phi Nu Chapter, 2011-present
- Sigma Theta Tau, Nurse's International Honor Society, 2011-present

PROFESSIONAL LICENSURE AND CERTIFICATIONS:

- Program Specialist Evaluator, Accrediting Bureau of Health Education Schools (ABHES)

- Certified Quality Matters Peer Reviewer, August 2015 – present
- Nursing Licenses:
 - Arizona, RN
 - Florida, RN
 - Illinois, RN
 - Minnesota, RN
 - Tennessee, RN
 - Virginia, RN
 - Wisconsin, RN
 - New York, RN



PROFESSIONAL DEVELOPMENT:

- Building Curriculum with a QSEN Framework, October 2014
- Certificate for Online Adjunct Teaching, June 2014-August 2014
- Deltak’s Online Faculty Training Methods Certification, May 2014-June 2014
- ITNEP (Integrated Technology into Nursing Education and Practice) Grant Participant, University of South Florida College of Nursing, October 2013-2014
- Nuts and Bolts Conference, Minneapolis, Minnesota, August 2-4, 2013
- Mr Sim Man Needs a Nurse, Webinar, September 12, 2012
- Prevention of Medical Errors for Healthcare Professionals, National Healthcare Institute, July 25, 2012
- Simulation: An All Access Pass, Joliet, Illinois, May 24, 2012
- Nurse Expo 2012, Rockford, Illinois, March 22-23, 2012
- Train the Trainer, McHenry, Illinois, September 30 – November 4, 2011
- Nurse Expo 2011, Rockford, Illinois, March 24 – 25, 2011
- Nurse Expo 2010, Rockford, Illinois, March 25 – 26, 2010
- Nurse Expo 2009, Rockford, Illinois, March 26 -29, 2009

PROFESSIONAL ACTIVITIES:

- American Nurses Association (ANA) Advisory Panel Member: Professional Issues Panel on Workplace Violence and Incivility (November 2014 – present)
- Illinois Scope of Practice Focus Group: NW Region (November 2014 – present)
- Webmaster for Professional Nurse Educator Group (PNEG), October 2014 - present
- Freelancer for Pearson in the areas of Medical/Surgical Nursing, 2014-present
- Book reviewer for Pearson in the areas of Nursing Concepts and Medical/Surgical nursing, 2014-present
- Executive Board Member for Illinois Nursing Foundation, December 2013 - present
- Executive Board Member: Secretary for ANA-Illinois, October 2013- present
- 2013 Rural Health Careers Camp, Nursing, June 2013
- Appointed to ANA-Illinois Legislative Committee, January 21, 2013
- Book reviewer for Elsevier in the areas of maternity nursing, pediatric nursing, medical/surgical nursing, and mental health 2012-present

- Subject Matter Expert, Program Development, Patient Care Technician; Electrocardiogram Technician; Rasmussen College, Minneapolis, MN, September 2012-December 2012
- National League for Nurses Ambassador, 2012-2014
- American Nurses Association, 2012-present
- Certified Nurse Aide Evaluator IDPH Workshop, McHenry County College, McHenry, Illinois, November 11, 2011 - present
- National League for Nurses, 2011-present
- Sigma Theta Tau, Phi Nu Chapter, Walden University, Minneapolis, MN, 2011-present
- American Association of Critical-Care Nurses, 2008-2010, 2012 – 2014
- BLS Instructor, St. Anthony Medical Center, Rockford, Illinois, 2006-present
- American Heart Association, Rockford, IL, 2006-2014

PROFESSIONAL PRESENTATIONS AND PUBLICATIONS:

- Gabua.S. (2014). Patient/Visitor Violence Towards Nursing, ProQuest
- Chapter Reviewer for Pearson:
 - Blais: Professional Nursing Practice: Concepts and Perspectives, including the chapters:
Technology and Informatics
Nursing in Global Health
Safety and Quality in Healthcare
- Workplace Violence, Keynote Speaker, Stateline Nurses Network, Rockford, Illinois, October 24, 2013
- Cardiovascular Care of Young Women, Speaker, Life Enrichment Café, Rockford, Illinois, October 23, 2013
- Future of Nursing Education, Breakout Speaker, Student Nurses Association of Illinois, Joliet, Illinois, October 5, 2013
- Chapter Reviewer for F.A. Davis:
 - Jones: Critical Care Notes, 2e, including chapters:
Medications
- Violence at the Bedside, Poster Presenter, DNP National Conference, Phoenix, Arizona, September 25, 2013
- Violence at the Bedside, Poster Presenter, Nuts and Bolts Conference, Minneapolis, Minnesota, August 2-4, 2013
- Chapter Reviewer for Elsevier, 2013-present:
 - Perry: Maternal Child Nursing, 5e, including the chapters:
Reproductive System Concerns, Infertility, Contraception, and Abortion,
Respiratory Dysfunction, Cerebral Dysfunction, and Endocrine Dysfunction.
 - Silvestri: *Saunders Q&A Review of the NCLEX-RN*, including the chapters:
Physiological Integrity
- When Minutes Count, Peterson Meadows, Rockford, IL 2011
- Communication and Teamwork, OSF St. Anthony Medical Center, Rockford, IL 2010
- Women and Heart Disease, Park Tower, Rockford, IL 2009
- When to Call 911, Valley View, Rockford, IL 2009

- Tako-tsubo Cardiomyopathy: Broken Heart Syndrome, OSF St. Anthony Medical Center, Rockford, IL 2009
- EKG II, OSF St Anthony Medical Center, Rockford, IL June 2007-September 2010

UNPUBLISHED WORK:

- Master's Project
 - Creating a Culture of Safety

SERVICE TO COMMUNITY:

- Volunteer Polar Express Play, Costume Supervisor and Usher, 2012- present
- American Heart Association, Passion Committee, 2012- 2013
- American Heart Association, Heart Walk Committee, 2012- 2013
- Nurse Expo, Awards Chair, 2012- 2013
- American Heart Association, Health Fair, Volunteer, September 2012
- Northern Illinois Food Bank, Volunteer, 2012
- Nurse Expo, Publicity & Photo Chair, 2009 - 2013
- Alzheimer's Association Walk, 2008
- Girl Scout Leader, Troop 3482/3131, 2008 - 2012
- Volunteer American Heart Association, 2007-2008
- American Heart Association Heart Walk, Spring 2007 - present
- Volunteer OSF Health/Safety Fair, Fall 2006 – 2007

PROFESSIONAL REFERENCES:

- Marti Kessack PhDc, MSN, RN email: (b)(6)@gmail.com
- Amy Matthys phone: (b)(6)
- Theresa Thompson MSN, RN email: tathomps@utica.edu
- Linda Matheson PhD, RN email: Linda.K.Matheson@OSFHealthcare.org

Crystal L. Warner CST, CSA

Objective

To expand my career as a surgical technologist/first assistant, in a position that is both challenging and rewarding, offering opportunity to use my education and skills to promote the profession of surgical technology and surgical assisting.

Education

Madisonville Community College Surgical Assistant Certificate Graduation Date: May 2008	Madisonville, KY GPA 4.0
Miami Jacobs Career College AAS Surgical Technology Graduation Date: April 2007 with Honors	Dayton, OH GPA 4.0

Awards

ARC/STSA Educator Scholarship recipient, Virginia College Rookie of the Year Award, President's List-Virginia College, NSAA Student Scholarship Recipient 2008, President's List-Miami Jacobs, President's Award-Miami Jacobs, Perfect Attendance-Miami Jacobs

Qualifications

- Advanced knowledge of surgical techniques
- Advanced knowledge of surgical procedures and instrumentation
- Ability to close surgical incisions/apply appropriate dressings
- Strong leadership and critical thinking characteristics
- Familiar with accreditation standards programmatically and institutionally
- Detail oriented with strong organizational skills
- Handle stressful situations with confidence

Certifications/Committees

Certified Surgical Assistant #3270, Certified Surgical Technologist #107149, Basic Life Support, DaVinci Patient Side Assist Certification, NBSTSA Item Writing Committee, NBSTSA Job Task Analysis Committee, NBSTSA Practice Exam Review, AST CE Review Committee, ASA Surgical Assistant Core Curriculum Revision Committee, ACICS Evaluator, ARC/STSA Site Visitor, ABHES Site Visitor, AST Alabama State Assembly-Vice President

Professional Employment

Surgical Technologist/Surgical Assistant Baptist Hospital	2014-Current
President/Program Director Surgical Assisting Warner Institute for Surgical Excellence, Inc.	2013-Current
Program Director Surgical Technology Virginia College	2012-Current
Assistant Director Surgical Technology Miami-Jacobs Career College	2010-2012
Operating Room Technician, Surgical Tech and Assistant Reid Outpatient Surgery & Endoscopy	2008-2010
Operating Room Technician, Surgical Tech and Assistant Good Samaritan Hospital, Dayton, OH	2008-2009
Operating Room Technician, Surgical Tech and Assistant Wayne Hospital, Greenville, OH	2006-2009

Jennie Mison Williams, LMT

Summary of Qualifications

- EMT.
- CPR instructor.
- Massage therapist and massage therapy instructor, focusing on Anatomy & Physiology studies.
- NASM certified personal trainer and geriatric exercise specialist.
- Certified Nurse Assistant

Education

DELAWARE TECHNICAL COLLEGE Nursing	STANTON, DE 2013-2016
THOMAS JEFFERSON UNIVERSITY Paramedic Program,	PHILADELPHIA, PA 2010.
DELAWARE LEARNING INSTITUTE Massage Therapy,	WILMINGTON, DE 2001

Certifications

CERTIFIED NURSE ASSISTANT <i>State of Delaware Licensing Board</i>	(1990), 2015 <i>Wilmington, DE</i>
CPR INSTRUCTOR <i>American Heart Association</i>	(2013) 2015 <i>Philadelphia, DE</i>
EMT- PARAMEDIC <i>National Registry Board</i>	2011 <i>Philadelphia, PA</i>
NATIONALLY CERTIFIED MASSAGE THERAPIST, <i>National Certification Board Massage and Bodywork</i>	(2001) 2009 <i>Wilmington, DE</i>
NATIONALLY CERTIFIED PERSONAL TRAINER, <i>National Academy of Sports Medicine</i>	(2009) 2012 <i>Wilmington, DE</i>
NATIONALLY CERTIFIED HYPNOTHERAPIST, <i>National Guild of Hypnotists</i>	2004 <i>Nashua, NH</i>

Specialty Certifications:

Manual Lymphatic Drainage	2014, <i>Academy of Lymphatic Studies</i>
Arvigo Technique Mayan Abdominal Massage	2012, <i>pending</i>
Lomi-Lomi Massage	2011, <i>Hawaiian Experience</i>

Russian Massage	2004, <i>Deep Muscle School of Massage Therapy</i>
Sports Massage	2003, <i>Deep Muscle School of Massage Therapy</i>
Geriatric-Medical Massage	2002, <i>Day-Break Institute</i>
Thai Massage	2001, <i>Institute of Thai Massage, Chiang Mai, Thailand</i>

Employment History

FIRE AND BONES Wellness Coach, CPR instructor	WILMINGTON, DE 2004 to present
SUMMIT HEALTH SYSTEMS EMT, Biometric Screener,	NOVI, MI 2011 to 2013
PROVANT HEALTH SYSTEMS EMT, Biometric Screener,	PROVIDENCE, RI 2011 to 2013
PHILADELPHIA SPORTS CLUB Personal Trainer/Massage Therapist	PHILADELPHIA, PA 2004 to 2011
SCHOOL OF MEDICAL MASSAGE Instructor: Anatomy & Physiology,	PHILADELPHIA, PA 2006
DPT BUSINESS SCHOOL Instructor: Anatomy & Physiology,	PHILADELPHIA, PA 2004-2005
VA HOSPITAL Health Tech: Med/Surg ward,	ELSMERE, DE 2002-2004

Volunteer Work

BELVEDERE FIRE COMPANY Volunteer Firefighter- <i>EMT</i>	WILMINGTON, DE 2015
CONTACT LIFELINE Sexual Assault Advocate	WILMINGTON, DE 2012-2015
VETERAN'S ADMINISTRATION HOSPITAL Massage Therapist: Pain Management Department,	ELSMERE, DE 2002
HONORS: 2002 employee of the month award for dedication to the service of veterans.	

The Board of Certification
of the
National Academy of Sports Medicine

Has conferred the certificate of
Certified Personal Trainer

Upon

Jennie Williams

Who has honorably fulfilled all of the requirements prescribed by the National Academy of Sports Medicine. This certificate is granted with all the rights, privileges and responsibilities pertaining thereto.

In testimony whereof the seal of the NASM Board of Certification is affixed.

1435822

Certificate Number

09/30/2014

Expiration Date



(b)(6)

President and Chief Executive Officer



**Star Technical Institute – EMS Training Center
Certificate of Attendance**

is hereby granted to:

Jennie Williams

To verify that they have successfully completed 240 hours in a
Emergency Medical Technician – Basic Course in accordance
with the National Standard Curriculum and the Pennsylvania
Department of Health

Date: June 04, 2009



(b)(6)

Edward Gordon, EMT-P
Program Coordinator

National Registry Emergency Medical Technicians

Herby Certifies

Jennie M. Williams

as a

Paramedic

duly registered together with all the rights and privileges appertaining thereto

in consideration of having satisfied the prescribed national standards for certification.

In Testimony Whereof, the seal of the National Registry of Emergency Medical Technicians

and the signatures as authorized by the Board of Directors are herewith affixed

this Fourth day of June, 2011 A.D.

(b)(6)

Chairman of the Board



(b)(6)

Executive Director