

Tammy M. Paarlberg

DNP, BSN, RN, CCRN

Curriculum Vitae

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Ethical healthcare professional and educator, inspiring a commitment to academic achievement and providing clinical and didactic teaching to nursing students in a variety of settings. Promote a focus on improving healthcare outcomes and increasing the efficacy of care programs, integrating evidence-based practice and guidelines into nursing practice to close knowledge and skills gaps. Boast over 14 years of experience promoting higher levels of healthcare management through application of evidence-based practice and superb ability to assess and treat chronic and acute medical conditions. Employ a patient-focused philosophy, working collaboratively with faculty to provide comprehensive training in proper assessment procedures, screenings, quality control measures, administration of medications and continued care planning. Elevate clinical care programs through comprehensive training of new healthcare professionals including graduate level and doctoral students. Develop and deliver research-based curricula in Nursing, Cardiovascular for the New Critical Care Nurse, and High-Quality CPR, just to name a few. Excellent supervisory, training and quality assurance skills, with a focus on raising professional capabilities and grooming the next generation of healthcare professionals to respond impartially and decisively within both emergency response and therapeutic environments.

Selected Achievements

- Facilitate student learning within a clinical and didactic environment as an instructor, helping students develop critical judgment skills and clinical decision-making skills to aid in assessing patient needs and responding appropriately to achieve desired outcomes.
- Develop pedagogical strategies, helping students apply critical judgment skills, as an Assistant Professor at Tallahassee Community College. In current role as Nursing Process 2 Instructor, coordinate clinical, simulations and skills lab for upwards of 130 students. Provide curriculum and corresponding pharmacology on the following topics: Gastrointestinal, Endocrine, Reproductive Cancers, Cardiovascular, Integumentary/Burns, Sensory, Neurological, Musculoskeletal and Mental Health.
- Partnered with the Critical Care Unit (CCU) manager in overseeing daily workflow and developing the new graduate nurse critical care program. Redesigned several critical care classes and new graduate nurse classes, successfully training 750+ registered nurses within a 5-year period at two hospitals.
- Revamped the new graduate nursing program, at Providence St. Peter Hospital, embedding evidence-based curriculum and expanding the program from the former 8-week program to a 1-year program that supported all new graduated nurses entering the hospital. Enhanced workforce resilience and reduced turnover among new bedside nurses within their first year.

Education and Credentials

Doctor of Nursing Practice (DNP), Nursing/Executive Leadership

Capella University, Minneapolis, MN (2016)

Dissertation: "Quality Improvement and Translation of Evidence into Practice on Cardiac Monitoring and Alarm Management".

Bachelor of Science, Nursing

Nevada State College, Henderson, NV (2009)

Associate of Applied Science, Nursing

College of Southern Nevada, Las Vegas, NV (2008)

Bachelor of Arts, Psychology

University of Nevada, Las Vegas, Las Vegas, NV (2007)

Academic Appointment

Tallahassee Community College, Tallahassee, FL Nursing Process 2 Instructor

December 2021 – Present

Deliver comprehensive coursework, labs and workshops focused on simulating clinical environments. Provide oversight of proper assessment procedures, screenings, and quality control measures. As the primary lead instructor, develop evidence-based curriculum and manage simulations, labs, and clinical instruction. Contribute to a learning environment that is both challenging and engaging, preparing, and delivering lectures on clinical techniques and skills and medical/surgical nursing and creating critical thinking activities. Employ the use of Next-Generation NCLEX formatting to assist students to prepare for state boards. Work collaboratively with faculty, to enhance student learning, review program initiative, increase program viability and analyze student learning outcomes.

- Deliver coursework covering the following systems and specialties:
 - Gastrointestinal
 - Endocrine
 - Reproductive Cancers
 - Cardiovascular
 - Integumentary/Burns
 - Sensory
 - Neurological
 - Musculoskeletal
 - Mental Health

Saint Martin's University, Olympia, WA Adjunct Instructor

January 2017 – December 2020

Develop and deliver comprehensive research-based curricula, facilitating high achievement for students pursuing undergraduate, graduate, and doctoral degrees in Nursing. Heightened quality awareness within nursing systems, enforcing accountability for accurate charting and patient-centered care. Improve competence and professional strength, maintaining compliance with quality standards for health care delivery and creating an educational framework that provides continuous opportunities for professional advancement.

- Infuse real-world know how and experiences into the curriculum, aligning the material perfectly with both State and Joint Commission regulations without deficiencies. Monitor student progress and provide feedback to stimulate continual improvement in areas that require attention.
- Engender a high level of skilled nursing practice and a patient-centered philosophy. Develop core competencies, interweaving these skills throughout the curriculum to ensure students are fully prepared to take on real-world challenges.
- Facilitate student learning within a clinical environment, as a Clinical Instructor, helping students develop critical thinking skills and clinical decision-making skills that will aid them in assessing patient needs and responding appropriately to achieve desired outcomes.
- Support students in community practicum, outlining the nursing role in promoting and protecting the health of a diverse population of patients and developing cultural competence in compliance with the American Nurses Association Scope and Standards of Public Health Nursing Practice.

Providence St. Peter Hospital, Olympia, WA Clinical Nurse RN and Educator, Critical Care Unit

September 2014 – June 2017

Maximized the quality of health care services within the clinical environment, elevating workforce efficiency and providing targeted training in proper assessment procedures, patient screenings, quality control measures and administration of medications. Oversaw the nursing program to ensure proper instruction in triaging patients, proper patient flow and prioritizing patient needs within the Critical Care Unit. Provided instruction for the Post-anesthesia Care Unit (PACU) and Clinical Observation unit.

- Partnered with the Critical Care Unit (CCU) manager in overseeing daily workflow and developing the new graduate nurse critical care program. Redesigned several critical care classes and new graduate nurse classes, successfully training over 30 registered nurses.
- Significantly raised nursing competencies, closing skills gaps, and providing training in the use of new External Ventricular Drains (EVD) and innercool device equipment. Raised competency levels among caregiver staff to create a more patient-oriented focus.
- Revamped the new graduate nursing program, embedding evidence-based curriculum, and expanding the program from the former 8-week program to a 1-year program that supported all new graduated nurses entering the hospital.
- Served on several committees including, CCU Education, CCU UBC, CCU Scheduling, Cardiac Surgery Plan-do-study-act (PDSA), Blue Team and Evidence Based Practice.

Courses taught include:

- Cardiovascular for the New Critical Care Nurse
- Hemodynamic
- Telemetry
- 12-Lead ECG
- Community Nursing
- Cardiac Medications
- Loving Labs – Arterial Blood Gases
- Preceptor – Relationship Based Precepting
- Massive Blood Transfusion – Level 1 Rapid Infuser
- Patient Care Orientation
- High Quality CPR
- Communications
- Pain for the New Graduate Nurse
- Role Transition for the New Graduate Nurse

Professional Experience

Tallahassee Memorial Hospital, Tallahassee, FL

January 2021 – August 2022

Registered Nurse, Labor and Delivery | Cardiovascular/Medical Surgical Intensive Care Unit

Administered nursing care for Labor and Delivery patients, and patients within the Cardiovascular/Medical Surgical Intensive Care Unit. In this multi-functional role, promoted efficiency within the clinical environment, employing evidence-based practices and critical thinking skills. Maintained close communication with physicians, assisting in patient care planning, coordination, and monitoring of patient progress. Articulated clear organizational and wellness goals, adhering to regulatory clinical requirements.

- Provided triage care for obstetrical patients and neonates. Assisted in the triage for preterm labor, active labor, rupture of waters, pregnancy complications and co-existing issues.
- Conducted fetal and neonate assessment and monitoring to promote healthy growth and progress, administer medication and immunizations and assist with coordination of services for fetal demise.
- Worked collaboratively with care management team, including anesthesiologist, physician or midwife, lactation nurse and charge nurse to coordinate supplemental mother and neonate care.
- Educated families on labor and delivery options and assist during the labor and delivery process including induction, epidural, pain management and delivery support.
- Coordinated efforts with medical team in the operating room, providing integral support during cesarean sections, tubal ligation, and emergency obstetric and gynecological procedures.
- Delivered pre and post-delivery education concerning medications, labor expectations, pushing, delivering and postpartum care for mother and baby.
- Administered care to adult patients during the critical phase of recovery from cardiac and thoracic surgery, conducting complex invasive hemodynamic monitoring.
- Treated and evaluated preoperative and postoperative surgical patients, including rhythm interpretation, hemodynamics, airway management, pain management, medication management and initiating the rehabilitation process.
- Performed post operative temporary epicardial pacing, open cardiac arrest management and Pulmonary Artery (PA) catheter removal.

**Providence St. Peter Hospital, Olympia, WA
Clinical Nurse Manager**

June 2017 – December 2020

Aligned all capabilities with organizational needs, supporting and interdisciplinary team of physicians and medical staff and standardizing both administrative and clinical practices to ensure equitable and quality care management across 2 hospitals and several regional clinics. Provided leadership, conducting utilization reviews, weighing the effectiveness and necessity of procedures and treatments, and ensuring compliance with healthcare delivery guidelines.

- Realigned the department with outlined contract objectives and policies, developing team goals annually and consistently elevating caregiver satisfaction scores for three consecutive years.
- Rebranded the Float Pool to Resource Float Team, empowering more ownership and autonomy within their practice. Uplifted team morale, creating a collaborative and patient-focused culture and promoting a “Together Everyone Achieves More” philosophy that united the team in pursuit of shared organizational goals.
- Developed a new graduate program and innovative workflows to successfully manage throughput. Defined operational surge plan, establishing a medical procedural unit (MPI) that decompressed the emergency department as needed.
- Exceeded operational improvement plan metrics within the first year, surpassing goals to reach \$250,000 with actual revenues of \$495,000. Increased utilization by 15% and implemented a PICC suite that reduced central line infection and nurtured partnerships with community resources to expand patient care options.
- Spearheaded the development of a line algorithm policy, leading a multidisciplinary team and translating evidence into practice. Streamlined 15 existing policies into four policies, promoting ease of use. Fostered relationships with provider groups to garner support for vascular line algorithms and partnered with key departments to reduce central line infections.
- Developed and integrated a new Southwest Service Area Agency (SWSA) Centralized Scheduling Team that migrated 2100 caregivers and 50 departments between two hospitals to centralized scheduling. Engaged and partnered with outside vendors to source and quality new caregivers and provided progress reports on utilization and costs to leadership team.

**Providence St. Peter Hospital, Olympia, WA
Registered Nurse, Resource Nurse Critical Care Unit**

December 2014 – September 2015

Optimized evidence-based care, enhancing patient encounters and managing the entire treatment process to ensure successful health care outcomes.

- Delivered excellent patient care, creating strategies to improve and manage patient health and assessing the outcomes for various therapeutic interventions.
- Engaged patients and families, providing in depth education on treatment procedures and continued care plans and services, extended emotional, psychological and bereavement support.
- Promoted a healthy, clean, and safe work environment that adhered to healthcare procedures and regulations, particularly in respect to infection-control protocols.

**John C. Lincoln Health Network, North Mountain, Phoenix, AZ
Registered Nurse, Cardiovascular Intensive Care Unit (CICU)**

June 2012 – December 2014

Administered nursing care within crisis and intervention management environments. Provided progressive support for non-ambulatory patients and those convalescing from surgical procedures. Elevated the efficiency and safety of the medical environment and delivered outstanding care, accurately diagnosing illnesses, and managing the care life cycle from initiation to continued care planning and discharge.

- Spearheaded cross-training program within the trauma intensive care unit and emergency department, elevating competencies and equipping medical staff to better adapt to rapidly changing circumstances.
- Administered medication and treatment, monitored patient response and overall treatment outcomes, and worked collaboratively with healthcare teams to adjust care plans as needed.

**United States Public Health Service, Arizona
Registered Nurse, Intensive Care Unit (ICU) and Charge Nurse**

November 2008 – June 2012

Administered emergency triage measures within the ICU, mitigating adverse developments and ensured accurate dispensation of medications. Elevated efficiency within the medical environment, overseeing workforce management and providing comprehensive training to a team of 15-30 Registered Nurses and Certified Nursing Assistants (CNA) in proper assessment procedures, screenings, quality control measures and administration of medications.

- Conducted patient assessments and delivered patient education in accordance with unit standards for all patients, raising awareness to cultural and gender sensitivity. Devised healthcare goals, employing a holistic approach aligned with patient and family needs.
- Implemented evidence-based practice, nursing competency development program and nursing simulation activities. Trained new nurses in proper techniques, care standards, operational procedures, and safety protocols to optimize daily operations.

**Desert View Regional Medical Center, Pahrump, NV
Nurse Apprentice and Registered Nurse**

June 2007 – November 2008

Exhibited thorough observation skills, evaluating, and recording patient symptoms, assisting in wound care and wound prevention, and maintaining the safety of the medical environment. Worked alongside experienced nursing professionals, gaining valuable experience.

Professional Certifications

Registered Nurse (RN), State of Florida, Washington, and Arizona (compact state)
November 2024

Certified Critical Care Registered Nurse (CCRN)
January 2026

Basic Life Support (BLS)
April 2025

Advanced Life Support (ACLS)
April 2025

Neonatal Resuscitation Program (NRP)
April 2023

Six Sigma Green Belt Certified

Certified in Operational Level Response to HazMat/WMD

Professional Development Training

Crucial Conversations and High Reliability Training

Officer Basic Courses of the United States Public Health Services (USPHS)

Incident Command FEMA classes

The National Council of State Boards of Nursing (NCSBN) Test Writing Certification

Next Generation Test Writing Certification

Publications

1. Donohue, Brad, & Paarlberg, Tammy M. (1999). Different Types of Abuse. *Encyclopedia of Stress*, 734. file:///C:/Users/Tammy.Paarlberg/Downloads/vdoc.pub_encyclopedia-of-stress-three-volume-set.pdf
2. Paarlberg, T., Hall, T., Wellborne, M., Carpin, K., Martin, S., & Donohue, B. (1999). Who's More Dissatisfied in the Relationship, Parents, or their Maltreated Children? *Poster presented at the Western Psychological Association's Annual Conference. Irvine, CA.*

Grants

1. **Awarded a Biim Ultrasound Technology grant for \$26,500** for the purchase of five bedside Biim ultrasound machines. Program extended dwell peripheral intravenous catheters (PIV) with less complications.
2. **Awarded \$15,000 grant** for the purchase of a CPR mannequin for training. Use of the equipment empowered new healthcare workers (registered nurses and certified nursing assistants) with the capabilities needed to succeed. Elevated confidence levels in cardiopulmonary resuscitation (CPR) within one year.
3. **Awarded a \$650,000 for the Nurse Technician (NT) Program.** Program was developed and implemented at two hospitals in Washington and provided comprehensive training and practical experience to student nurses. Program shortened the orientation experience for the newly graduated healthcare professional and expanded upon their organizational, critical thinking/judgment skills and capabilities.

Awards

- Isolation and Hardship Award with the United States Public Health Services (USPHS)
- Outstanding Recognition Award for Performance with the United States Public Health Services (USPHS)