

**Dr. Michelle Cox, DNP, MSN, BSN, RN**

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## **EDUCATION**

### **Doctor of Nursing Practice (DNP) August 2019**

#### **Nursing Administration with Additional Educator Role Concentration Option**

Samford University 800 Lakeshore Dr., Birmingham, AL 35229

*Dissertation title: Meeting the Nursing Shortage for Home Health Agencies.*

### **Master of Science in Nursing (MSN) December 2010**

#### **Specialization in Nursing Education**

Walden University 100 S. Washington Ave. #900 Minneapolis, MN 44501

### **Bachelor of Science in Nursing (BSN) December 1994**

Wright State University, Fairborn, OH

## **LICENSE / CERTIFICATIONS**

- Ohio Nursing License RN.256846                      Issue Date: 1/30/1995                      Compact 2023
- CPR certification: active
- Quality Matters (QM)

## **LEADERSHIP & ADMINISTRATION EXPERIENCE**

### **University of Dayton • 300 College Park Blvd. • Dayton, OH 45409**

#### ***Director of Nursing & Clinical Professor***

01/10/2022 to Current

- Lead the program by serving as the catalyst for promoting the mission of the program in support of the University's overall mission.
- Coordinate curriculum development of the program, which is regularly assessed for effectiveness and currency.
- Actively advise BSN Pathway nursing students as necessary.
- Represent the program to the University and the community, serving as its advocate and communication link between its various constituents, including professional contacts, accrediting bodies, advisory committees, and members of the community.
- Attend and participate in department and University activities as appropriate.
- Serve as a member of University, Unit, and Department committees when called upon.
- Maintain active involvement with the nursing professional organization(s).
- Initiate, develop, negotiate, secure and maintain clinical affiliation agreements.
- Initiate, develop, secure, and maintain medical tracking software.
- Review and approve submitted student medical documents to maintain clinical affiliation and accreditation compliance.
- Develop course assessment to assess student learning and achieving course and program learning outcomes.
- Develop, implement, revise, and maintain the program Systematic Plan of Evaluation.
- Initiate and maintain program accreditation through continuous program review and revisions to meet accreditation Standards and Key Elements.
- Lead recruitment and hiring of full-time and adjunct nursing faculty.
- Maintain nursing student compliance with clinical affiliation agreements (medical / professional).
- Maintain preceptor compliance with accreditation Standards and Key Elements.
- Maintain faculty file compliance with accreditation Standards and Key Elements.
- Collaborate with the HSS Department Chair on fiscal responsibility and budget planning.

- Identify, order, and maintain necessary nursing program supplies.
- Participate in recruiting and admission responsibilities including attending events and meeting with prospective students and families.
- Collaborate with book vendors and the UD Bookstore to manage nursing textbook bundles for Sinclair and for UD BSN students.
- Assess and submit the nursing composite each semester.
- Collaborate with HSS Department Admin to create courses in CLSS each semester for billing of Sinclair classes.
- Collaborate with UD and Sinclair advising, Bursars and Registrars to maintain accurate scheduling and billing of Sinclair classes.
- Update the shared UD - Sinclair spreadsheet each semester with student updates.
- Track and report retention, progression, and graduation of all nursing students.
- Disseminate graduate and alumni surveys to BSN pathway graduates, collate, evaluate, and utilize data for program improvement.
- UD Student Nurse Association Advisor.
- Develop, revise, and maintain program handbooks.
- Update and maintain BSN Communication Portal in Isidore.
- Maintain accreditation virtual resource room for future site visits.
- Responsible for developing, maintaining, and revising program policies and procedures in collaboration with UD nursing faculty and HSS Department Chair.
- Propose, revise, and maintain courses for currency in CIM.
- Ensure program websites and published materials are current.
- Collaborate with the SEHS Dean's office for course catalog updates.
- Advise and monitor students on academic probation, out of sequence, dismissed, or transferring out of the UD BSN Pathway Program.
- Audit Degreeworks each semester to verify articulation of Sinclair credits to student transcripts.
- Assist in the promotion and tenure process for NTT Clinical Faculty.
- Develop and maintain curriculum mapping documents to align program learning outcomes with course learning outcomes, AACN BSN Essentials, QSEN Competencies, Nurse Practice Act, and UD ILGs.
- Develop and maintain course build out to identify semester and faculty needs.
- Plan and coordinate the nursing pinning ceremony each spring.
- Collaborate with Sinclair's Department Chair regularly to facilitate seamless student transition and completion of the SC nursing program.
- Maintain active Ohio RN licensure through completion of 24 continuing education hours every two years to maintain accreditation compliance.

**Sinclair Community College • 444 West Third St. • Dayton, OH 45402**  
***Nursing Program Administrator, Nursing Professor***

1/01/21 to 1/07/2022

- Lead the department by serving as the catalyst for promoting the mission of the department in support of the division and the college's overall mission.
- Manage the day-to-day operations of the department serving as the steward of the department's human, fiscal, and physical resources.
- Coordinate curriculum development on the class and program level, which is regularly assessed for effectiveness in meeting community needs, as well as program and general education outcomes.
- Represent the department to the college and community, serving as its advocate and communication link between its various constituents, including professional contacts, accrediting bodies, advisory committees and/or transfer institutions.
- Supervise and evaluate the full-time and adjunct faculty and staff within the nursing department.
- Assist colleagues across the campus with student and workforce development, recruiting and retaining students and helping them achieve their goals of graduation, skills training, transfer, or personal enrichment.
- Encourage and facilitate staff and faculty development that improves student learning and the vitality of the curriculum.

- Serve as advocate for the students, faculty, staff, and administration of the college, mediating conflicts and providing a bridge between the various constituents of the college.
- Attend and participate in division and college activities as appropriate.
- Serve as a member of college-wide committees when called upon, to meet the college's strategic initiatives and continuous service to the community.

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***Associate Program Administrator***

4/19/17 to 1/1/2021 (Interim 8/15/16 to 4/18/17)

Responsibilities are to assist the Department Chairperson with the following:

- Monitor compliance with the standards and the laws and rules of Ohio Board of Nursing (OBN), specifically chapter 4723-5 of the Ohio Administrative Code.
- Monitor outcome data and implement strategies to improve student learning and program outcomes.
- Collaborate with the chairperson of the nursing department to assure department alignment with college as well as local, state, national, and professional nursing and education standards.
- Review and communicate updates of the OBN law and rules.
- Review and communicate pertinent information from the accrediting body.
- Maintain currency of the program Systematic Plan for Evaluation including the ACEN standards and criteria and law and rules of the OBN.
- Complete self-studies for OBN approval, accreditation, and the college annual and five-year program reviews.
- Assist the Department Chair with completion of the NLN, OBN, and ACEN annual reports.
- Monitor statistical data regarding standardized testing and NCLEX-RN success rates.
- Monitor statistical data regarding program completion rates and employment.
- Meet and assist students with concerns on an as needed basis.
- Mentor nursing faculty in peer to peer and faculty to student interactions.
- Maintain compliance with preceptor documentation and license verification.

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***Clinical Coordinator***

August 2013-January 2022

- Maintain clinical sites for nursing students each term, identifying new clinical sites and generating contracts in compliance with the college, OBN, and the accrediting body.
- Serve as liaison between faculty, nursing department, and clinical agencies for education updates, support of faculty at clinical sites, and transition of adjunct faculty to clinical sites.
- Maintain currency of clinical affiliation agreements and implement new agreements as needed.
- Initiate, develop, negotiate, secure and maintain clinical affiliation agreements.

**FACULTY EXPERIENCE**

***May 2024 - present - Adjunct Faculty - Kettering College***

- Online course design and development: NRS 540 Financial Management & Healthcare Economics & NRS 550 Human Resources in Healthcare
- Facilitation of NRS 540 & NRS 550 Fall 2024

***January 2022-present-Clinical Professor - University of Dayton***

- Course development: NSG 401, 404, 405, 406, 407, and 408
- Course revision: HSS 197, HSS 202, HSS 203, and HSS 301
- Collaboration with Dr. Hunter for revision of HSS 428 to meet nursing accreditation standards.
- Collaboration with the Center for Online Learning in course site development.

- Implement evidence based teaching and learning strategies in the online classroom.
- Collaboration with professional colleagues to incorporate facilitation of classroom content and guest speakers.
- Create, maintain, and revise course syllabi, formative and summative assessments, and course content to maintain currency in the curriculum.
- Orient and serve as a mentor to new faculty.
- Demonstrate and maintain teaching, clinical and/or professional practice, and service responsibilities.
- Update course maps at the end of each term to assess meeting of course and program learning outcomes.

***August 2019-January 2022-Professor of Nursing - Sinclair College***

***August 2014-August 2019 Associate Professor of Nursing - Sinclair College***

***January 2008-August 2010 Assistant Professor of Nursing - Sinclair College***

- Collaboration with peers in the development of a concept-based curriculum starting with the foundation course, implemented fall, 2015.
- Served as course group leader for the foundations in nursing course, 2015-2016 academic year.
- Utilized evidence-based flipped classroom techniques to engage students and facilitated application of content in the classroom, laboratory, and clinical learning environments.
- Collaboration with nursing peers to develop a medication/dosage calculation component to each foundation skills lab to enhance knowledge of dosage calculations and reduce medication “near misses” and “errors” in future courses.
- Implemented a variety of online teaching strategies including discussion boards, rubrics, embedded sites and videos, gradebook, attendance, assessments, and course notifications.
- Taught fundamental nursing students in the classroom, laboratory, and clinical settings. Course included: introduction to foundational nursing concepts and nursing process, application of knowledge from general education courses to assist students to plan and implement nursing care of individuals across the lifespan and develop communication, assessment and basic psychomotor skills.
- Prepared course materials such as e-syllabus, homework assignments, reflections, and handouts.
- Assessed students’ class work, laboratory and clinical work, assignments, and papers.
- Planned, evaluated, and revised curricula, course content, course materials and methods of instruction through a systematic program and course evaluation tool.
- Initiated, facilitated, and moderated didactic discussions.
- Served as a mentor for adjunct faculty members.
- Prior experience teaching in the first acute care medical surgical course, the LPN to RN transition course, and served as a faculty mentor to capstone nursing students.
- In response to retention of students in the first semester, I collaborated with a faculty peer to create and implement the NSG 1200: Introduction to Nursing course to prepare nursing students for the limited enrollment nursing courses.

## **COURSE DEVELOPMENT & FACILITATION**

***University of Dayton 2022-present***

1. HSS 197: Introduction to Healthcare Delivery, fall semester
  - i. Revised; Facilitated
2. HSS 202: Healthcare Professionalism and Contemporary Issues Seminar I, fall semesters
  - i. Revised, Facilitated
3. HSS 203-Healthcare Professionalism and Contemporary Issues Seminar II, spring semesters
  - i. Revised; Facilitated
4. HSS 301-Healthcare Professionalism and Contemporary Issues Seminar III, fall semesters

- i. Revised; Facilitated
- 5. NSG 200 - TEAS Independent Study Course
  - i. Developed; Teaching Fall 2024
- 6. NSG 401: Professional Roles & Standards, fall semester
  - i. Developed; Facilitated
- 7. NSG 402: Interdisciplinary Health Assessment
  - i. Developed
- 8. NSG 404: Nursing Informatics and Healthcare Technology
  - i. Developed
- 9. NSG 405: Systems Based Leadership, spring semester
  - i. Developed; Facilitated
- 10. NSG 406: Activism & Advocacy
  - i. Developed; Facilitated
- 11. NSG 407: Population Health
  - i. Developed
- 12. NSG 408: BSN Capstone
  - i. Developed

***Sinclair College 2008 - 2021***

- 1. NSG 1200: Introduction to Healthcare Delivery
  - i. Developed; Facilitated
- 2. NSG 1130 / NSG 1131 - Transition to Registered Nursing I & II
  - i. Revised; Facilitated
- 3. NSG 220 - Promoting Healthy Responses to Specific Stressors
  - i. Facilitated
- 4. NSG 2200 - Promoting Healthy Responses to Specific Stressors I
  - i. Developed; Facilitated
- 5. NSG 1400 - Health & Illness I: Foundational Concepts in Nursing
  - i. Developed; Facilitated
- 6. NSG 1500: Transition from Licensed Practical Nurse to Registered Nurse
  - i. Facilitated
- 7. NSG 1600 (lab) - Health & Illness II: Health & Wellness Concepts
  - i. Facilitated

***Kettering College 2024 - present***

- 1. NRSNG 540: Financial Management and Healthcare Economics
  - i. Developed; Facilitate August 2024
- 2. NRSNG 550: Human Resources in Health Care
  - i. Developed; Facilitate October 2024

**PROFESSIONAL PRACTICE**

**Hospice of Dayton • 324 Wilmington Ave • Dayton, OH 45420**

***Manager: Education, Employee Health, Infection Control***

August 2005-December 2007

**Greene Memorial Homecare • 1141 N. Monroe Dr. • Xenia, OH 45385**

***Homecare Staff Nurse***

August 2004-July 2005

**Myriad Genetics, Inc. • 320 Wakara Way • Salt Lake City, UT 84108**

***Account Representative***

September 2002-July 2004

**Digestive Care • 75 Sylvania Drive • Beavercreek, OH 45440**

***Clinical Nurse Manager***

***Float Nurse***

September 1999-August 2002

Clinical Nurse Manager

Float Nurse

**Kettering Health Network • 3535 Southern Blvd. • Kettering, OH 45429**

***Charge/Staff Nurse***

April 1995-September 1999

**ADDITIONAL LEADERSHIP**

- Women's Institute for Leadership Development Class of 2021
- Health Science equity and inclusion initiative: student dialogue sessions on identity and social stigma, first year student meet & greet, Premier Health diversity presentation.
- Collaborated with college wide faculty to initiate student dialogues on identity, diversity, and inclusion across the college to improve student experiences and educate faculty and staff on areas of development.

**SERVICE**

**Institutional:**

- Doctoral Dissertation in Practice Committee: Wilson, S. (2024). Medical sexism and the effect on female cardiology patients. Committee members: Wronowski, M. L. (chair), Cox, M., & Jarmon, T.

**SEHS Unit:**

- Member, SEHS UAAC (2022 - present)
  - Chair in Training spring 2024

**HSS Department:**

- Member, Curriculum Review Committee (spring 2022 - present)
  - Secretary (spring 2023 - present)
- Member, Professional Faculty Promotion Committee (spring 2022 - present)
  - Chair (fall 2023 - present)
- Member, Program Advisory Committee (spring 2022 - present)

**Nursing Program:**

- Chair, Nursing Community Advisory Council (spring 2022 - present)

**Professional:**

- Member, UD and Miami Valley Hospital Health Symposium Planning Committee (2022 - present)
- Member, Ohio Council of Deans and Directors (2022 - present)
- Member, Greater Dayton Area Hospital Association Nurse Executive Committee (2020 - present)
- Member, Greater Dayton Area Hospital Association Nurse Educator Committee (2019 - present)
- Member, National RN-Baccalaureate Faculty Forum (2022 - present)
- SAGE Publishing Journal Peer-Reviewer (December 2023)
- Ohio Department of Higher Education MSN new program proposal Shawnee State University (October 2023)

- Member, Sigma Theta Tau (2019 - present)
- Member, American Nurses Association (2015 - present)
- Member, National League for Nursing (2010 - present)
- Member, The Dayton Ohio Organization for Nurse Leaders (2021 - present)
- Member, Dayton Area Nurse Educators (2019 - present)
- Peer reviewer: Accreditation Commission for Education in Nursing (ACEN) (2015 - 2021)
- Evaluation Review Panel for Accreditation Commission for Education in Nursing (2019 - 2021)

### **AWARDS / RECOGNITIONS**

- 2020 recipient of The League for Innovation Teaching Excellence Award
- 2014 recipient of the SOCHE (Southwestern Ohio Council for Higher Education) Teaching Excellence Award

### **STUDENT ADVISING & MENTORING**

#### ***Academic Advising & Mentoring (UD)***

- Fall 2023 - 47 BSN students
- Spring 2023 - 45 BSN students
- Spring 2022 - 56 BSN students
- Fall 2022 - 45 BSN students

### **ADMINISTRATIVE ACTIVITIES**

#### **CCNE Accreditation**

- October 2022 successful initial accreditation - site visitor report all Standards and Key Elements met; no areas for development
  - Author and coordinator of the self-study report and site visit (300 + hours) (2022)
  - Developer of CCNE accreditation virtual resource room in Isidore (2022)
  - Primary coordinator for the onsite survey visit
- Strengths identified by accreditation site visitors
  - Leadership and strength of the nursing program director
  - Support from the University
  - High commendations from students and community partners
  - Uniqueness of the program collaboration with Sinclair College to meet healthcare community needs
- Development of UD Faculty Handbook
- Development of UD Preceptor, Student, & Faculty Handbook

### **RESEARCH / SCHOLARSHIP**

- Invited Presentation: LaDuca, B., Cox, M., Lecklider, B., Morris, W. IV, & Moning, L. (2023, January). Scaling a multidisciplinary resiliency curriculum. *University of Dayton*, Dayton, OH
- Workshop presentation at the League for Innovation in the Community College, Seattle, WA, February 2020. *Doors Open to the Clinical Setting with 360° Media*.
- Poster presentation at the national ACEN conference, Atlanta, GA, July 2018. *The Systematic Plan of Evaluation: A Tool for Continuous Improvement*.
- Poster presentation: *A Recruitment and Retention Plan: Meeting the Nursing Shortage for Home Health Agencies*, Samford University, May 2019.
- Sinclair Faculty Development presentation: *Doors Open to the Clinical Setting with 360° Media*. February 2019.

- Civic Engagement Dialogue on Equity and Diversity in the Health Sciences programs, 2018-2019.
- Sinclair Faculty Development presentation: *Assessment, Tell Me How!* August 2018.

### **CONTINUING EDUCATION**

<b>Education</b>	<b>Contact Hours</b>	<b>Education</b>	<b>Contact Hours</b>
5/10/24: Institute for Brain Potential: The Immune System: The Mind-Body Connection: Who Gets Sick and Who Stays Well	6	5/3/24: Kettering Health: Legislative Updates 2024	1
2/21/24: Rutgers: Distinguished Nurse Leadership Series: Journeys to Success in Nursing Leadership: Timeless Takeaways	1	9/14/23: ANA: Creating a Healthy & Supportive Nurse Work Environment Key Steps	1.5
4/5/24: Case Western Reserve: AACN Essentials - Part2: Future Implications and Curricular Impact	1.5	11/14/23: AACN: Implementing a Substance Use Course into RN-BS Curriculum	1
4/18/24: AACN: Addressing the Harmful Effects of Gaslighting in Academic Nursing	1	1/29/24: AACN: Academic Writing: Entering the Conversation	1
3/23-3/25, 2024 AACN Deans and Directors Conference	10.75	8/4/23: Wild Iris Medical Education: Ohio Nurse Practice Act Law and Rules (Category A)	1
1/31/23: The Ohio Hospital Association OAC 4723-14 Rules for Continuing Nursing Education Webcast	1	2/1/23: ChatGPT for Educators	NA
3/25-27, 2023: AACN Deans & Directors Meeting	8	9/21/23: 2023 NCSBN NCLEX Conference	5.1
ELNEC Undergrad/New Grad: 4/11/23: Module 1: Intro to Palliative Care Nursing - 1 CE 4/12/23: Module 2: Communication in Palliative Care - 1 CE 4/13/23: Module 3: Pain Management in Palliative Care - 1.5 CE 4/13/23: Module 4: Symptom Management in Palliative Care - 1 CE 4/14/23: Module 5: Loss, Grief, and Bereavement - 1 CE 4/17/23: Module 6: Final Hours of Life - 1.5 CE	6	2/22/23: NLN: Integrating a Framework into Curricula to Foster Clinical Judgment Development	1
3/1/23: Distinguished Nurse Leadership, Nursing Staffing Crisis: Where to From Here?	1.5	5/8/23: Sigma Theta Tau: Promoting Resilience: Mindful Practice	1



<p>5/8/23: Sigma Theta Tau: Professional Identity in Nursing: Nursing Students and their Professional Identity in Nursing formation: How can we foster it?</p>	<p>1</p>	<p>2/2/23: ANCC: Mentorship Nursing CE Course</p>	<p>1</p>
<p>4/1 - 5/3, 2023: OSU Wellness Wednesday Webinar Series</p>	<p>2.5</p>		