

CARLA M. TILLEY

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SUMMARY

Accomplished **Facilitator / Educator** possessing formal education in 6 distinct fields of knowledge and diverse experience on national, provincial and local levels. Recognized for developing effective curriculums and educational programs in a variety of health care disciplines. Excellent communicator who excels working in a team environment. Demonstrated success utilizing education and experience to foster the development of trans-disciplinary teams in achieving, goals, benchmarks and effective, sustainable change.

EDUCATION / PROFESSIONAL DEVELOPMENT

- Candidacy, PhD, Philosophy (Nursing), University of Victoria, BC, June 2012
- "What does support look like for Internationally Educated Nurses"
- **MN**, Master of Nursing, Specialty in Education, University of Victoria, BC
- High Yield Training – Virtual Instructor Led Training. Dr. C. Gottfredson, 2012
- Indigenous Cultural Competency Training, 2010
- Canadian Evaluation Society, Levels 1 – 4, 2012
- Lean Design Practitioner, Yellow Belt Training, 2009
- Graduate Certificate, ART of Leadership, Royal Roads University, 2008
- Project Management Institute, Level 1 – 3, 2010
- Critical Care Specialty, 2001
- Critical Care Speciality, CNCC(C), Canadian Nurses Association, 2005
- Supervisor / Management Certification A.A.R.C., Grant MacEwan College, AB, 1986
- Rehabilitation Practitioner, Basic Skills Training, Grant MacEwan College, AB, 1986
- First Aid / CPR Instructor (All levels of certification), St. John Ambulance

PROFESSIONAL EXPERIENCE

VANCOUVER ISLAND UNIVERSITY, Nanaimo, BC

2012 – Present

Department Chair – Practical Nursing Program

Manage coordination and delivery of practical nursing program on two regional campuses. Role consists of 50% Chair and 50% active teaching/facilitation.

VANCOUVER ISLAND HEALTH AUTHORITY, Victoria, BC

2007 – 2012

Project Coordinator

2012

“People and Organizational Development – Strategic Solutions” Team

Manage project coordination of “Employee Engagement” and “Aspiring Leaders” programs for the organization.

- Design organizational programs with a new methodology and new educational program to support the learning needs of health authority leaders.

Practice Consultant, Professional Practice Office

2007 - 2012

Managed a variety of different tasks, assignments and projects, including developing provincial educational programs for specific health care disciplines and offering practice supports to frontline staff and leaders.

- Designed and implemented “Health Care Aide Transition into Acute Care” curriculum that has been adopted provincially.
- Engaged as an organizational leader in a systems transformation process – “Care Delivery Model

Redesign” that has been adopted provincially and has some national implications.

- Plenary speaker / facilitator at several provincial forums for the “Care Delivery Model Redesign” project.
- Successful in facilitating an interdisciplinary team in achieving substantial reductions in overtime and sick time, resulting in increased staff retention and other cost benefits.
- Effectively facilitated an interdisciplinary team toward significant change, resulting in a team nomination for a provincial health care award.

UNIVERSITY OF VICTORIA, Victoria, BC

2010 – Present

Nursing Faculty, Sessional

Sessional instructor in the Faculty of Nursing. Primary focus is distance education for returning RN students. Courses include nursing research, nursing leadership and community health and practice.

- Designed and implemented new curriculum changes for nursing research and nursing leadership courses to reflect current research and frameworks. This curriculum is still being utilized for these courses.
- Consistently maintain high faculty performance scores based on student assessment processes.

ROYAL ROADS UNIVERSITY, Victoria, BC

2008 – 2009

Research Assistant

Research Assistant for 2 specific research initiatives – 1 federal project, 1 provincial project.

- Instrumental in contributing to Provincial Health Care Leadership research project, which has been used to inform ongoing development of LEADS framework and the adoption of the LEADS framework for many BC Health Care organizations.
- Key research contributor for National Physician Engagement research project, which has been used to inform ongoing development of physician engagement strategies for all BC Health Care organizations.

**VANCOUVER ISLAND HEALTH AUTHORITY –
COWICHAN DISTRICT HOSPITAL**, Duncan, BC

2000 – 2002 / 2005 – 2007

Clinical Nurse Educator

2005 – 2007

Medical, Surgical, New Grad Initiative

- Member of a team that initiated and developed the New Grad Initiative program that has demonstrated sustainability and ongoing relevance of curriculum and program.

Registered Nurse, Surgical Unit, Medical Unit

2001 – 2002

- Active participant in all unit, hospital and regional initiatives, improving quality and safety within patient care. Initiatives included the development of inter-professional care teams.
- Assumed a “charge” or “lead” nurse role on each shift, supporting quality patient care.
- Supported the inter-professional code blue response time by assuming the primary responsibilities for the “Code Blue” team for the unit.

Registered Nurse, Palliative Care Unit

2000 – 2001

- Fostered relationships with other multidisciplinary care team members (Pastoral care, Hospice, etc), enhancing quality of patient care at the end of life.

**VANCOUVER ISLAND HEALTH AUTHORITY –
VICTORIA GENERAL HOSPITAL**, Victoria, BC

2002 – 2005

ICU Registered Nurse, Adult Intensive Care Unit

- Actively participated in research initiatives within the team, resulting in the adoption of new policies, procedures and drug protocols.
- Assumed a “lead” or “charge” nurse role within unit shifts and “Code Blue” activities.
- Ensured skills and certifications were kept current by consistently maintaining all levels of additional certification (ACLS, CPR(C), etc).

CRESTON VALLEY HOSPITAL, Creston, BC

1999 – 2000

Registered Nurse

Diverse practice experience within a small rural hospital setting that included pediatric, geriatric, ER and ICU patients.

- Active participant in quality and safety initiatives at the local and regional community level, including the development of a “quick response team” to respond to ER emergencies at night.

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HONOURS AND AWARDS

- University of Victoria – PhD Fellowship (\$18K), 2010
- Institute for Healthcare Improvement – Scholarship to attend 2011 International Forum on Quality and Safety in Healthcare, Amsterdam, The Netherlands, 2011
- Nursing Honor Society, Sigma Theta Tau, inducted 2007

RESEARCH / SCHOLARLY ACTIVITIES

- PhD, Philosophy (Nursing), Grounded Theory methodology utilized to explore the transition of Internationally Educated Nurses into Canadian practice settings. Research commencing September 2012.

AFFILIATIONS / ASSOCIATIONS / MEMBERSHIPS

- CRNBC, Practicing membership
- Nursing Honor Society, Practicing membership
- BC Network for Aging Research, Active membership
- BC Environmental & Occupational Health Research Network, Active membership
- Centre for Aboriginal Health Research, Active membership
- Canadian Evaluation Society, Active membership

COMMUNITY SERVICE WORK

- CIHR Synapse Volunteer Mentor – various projects / programs
- 'Dream Catcher Program' – Volunteer mentor for youth in the North (Yukon and Nunavut). Promoting Health Careers in Canada
- Intercultural Association of Victoria, Volunteer presenter
- Cowichan Valley Hospice Society, Past Board Member

PUBLICATIONS / PATENTS

- "*Support for Internationally Educated Nurses Transitioning into Practice: An Integrative Literature Review*" – Master of Nursing Project Document. University of Victoria, 2010
- The Fourth Western Nurse Leaders Forum, Winnipeg, MB, 2007
 - Submitted 2 abstracts for consideration: (1) *Navigating the Nomenclature of Nursing Practice – A Guide to Support Internationally Educated Nurses*, and (2) *Educator Development – Building our house of learning*. Both abstracts / projects were accepted and I presented them in Winnipeg, MB at the leadership forum