

CURRICULUM VITAE

KIMBERLY S. COX, MS, RN, NE-BC
COLONEL, RETIRED, UNITED STATES AIR FORCE
22231 Viajes San Antonio, Texas 78261 210-314-8062
KC-COX@HOTMAIL.COM

Senior leader energized by diverse leadership teams positively affecting healthcare through education / training and services delivery.

QUALIFICATIONS:

- Strengths: enterprising leader and speaker; humanistic, team-focused, generationally diverse, change zealot, unifier / diplomatic, creative, fiscally astute, futuristic, decisive, cool / confident / balanced
- Skills: strategic planning, game plan development, program analysis, salvage through accountability and teambuilding, enhancing written products, training, organizing, resourcefulness
- Interests: social determinants of health; healthcare inequity; one entry level for professional nurses; self-improvement; cooking; family

EXPERIENCE:

17 June 2019 – Accredited Provider Program Director, Department of Lifelong Learning, University of Texas Health Science Center at San Antonio, San Antonio, TX

Conducts overall planning, development, implementation, and evaluation of the Nursing Continuing Professional Development activities for the School of Nursing (SON) and as a joint provider of Nursing Continuing Professional Development (NCPD) events with other healthcare professionals, agencies/institutions in accordance with the American Nurses Credentialing Center standards.

- Updated clinical skills checklist for use in the clinical skills laboratory and clinical practicum sites
- Coordinated with SON faculty to place an online medical interpreter course on our Canvas platform, fielded instructor questions, and provided examples of how she might approach certain aspects of the course.
- Streamlined administrative processes for the DLL conference coordinator and senior administrative assistant, who serve as professional development associates working with the lead nurse planner. Pivoted back to using ANCC templates and processes that did not distract from their other duties.
- Maintained NCPD for 10 educational activities simultaneously per year.

8 Jul 2013 – Current Coordinator / Instructor, RN Refresher Course, Department of Lifelong Learning, University of Texas Health Science Center at San Antonio, San Antonio, TX

Delivers RN Refresher Program for nurses out of clinical practice for extended time periods in accordance with the Texas Board of Nursing requirements. Plans, implements, markets and evaluates the RN Refresher Program for a varying number of students per 16-week semester.

- In response to COVID-19 protective measures and the governor's waiver of refresher course requirements; created options to permit currently enrolled RN refresher students to take advantage of the waiver. Also flexed practicum completion as some of our clinical partners suspended clinical practicums in response to COVID-19. Therefore, provided RN refresher students with the options to continue enrollment or disenroll; minimized financial losses; maintained \$35,000 despite the COVID-19 disruptions and the resultant refunds.
- Updated clinical skills checklist for use in the clinical skills laboratory and clinical practicum sites
- Created a plan to offer multiple options for completing the RN Refresher Course; increased revenue stream
- Revamped interview process to allow for better determination of success in the RN Refresher Course
- Provided career and mentoring advice to nurses enrolled in the course
- Versed in Evolve, Blackboard, and Canvas Learning Management Systems

KIMBERLY S. COX, MS, RN, NE-BC

October 2020 – 31 May 2022 – Program Manager for Robert Wood Johnson Foundation Grant (Part-Time Graduate Assistant), University of the Incarnate Word (UIW)

Worked closely and collaboratively with other team members implementing the Robert Wood Johnson Foundation (RWJF) funded “Community Participation for Health and Wellbeing Project (CPHWP)” grant—also known as the Action Research in Support of Community Health and Wellbeing grant (AR4CHW). Served as the main organizer of project activities and logistics, coordinating directly with healthy Neighborhoods, Autism Initiative, and other project actors and UIW actors. Acted as facilitator of key learning activities, and lead (in an oversight role) in documentation and reporting efforts throughout the project. This included working collaboratively and building rapport with participants within the UIW community and community partners. Additionally, acted as a public health liaison with public health leaders within UIW and with partner organizations.

- Managed overall project planning, implementation, learning and evaluation activities.
- Co-designed, with grant principal investigators, and co-facilitated key internal learning activities in support of team learning and evaluation
- Coordinated, planned, and developed agendas, tasks, and activities for various grant moments and meetings
- Conducted analysis on issues and topics directed by internal and external stakeholders
- Developed evaluation and learning reports

Sept 2008 – Aug 2012 Chief Nurse Executive, 59th Medical Wing (59 MDW), Lackland AFB, TX

Led nursing services of 1.4K nursing personnel in Air Force's only Level I Trauma Center/largest medical treatment facility (MTF) w/ \$315M budget. Oversaw 5 ICU's, 5 diverse inpatient units, 40 clinics, ED, OR, SDS Unit, & deployment of 365 RNs/techs/annually. Prioritized/facilitated staff development, readiness, PI & compliance with DoD, Air Force (AF) & civilian regulatory agencies. Appointed member of AF Nurse Corps (NC) Board of Directors/Development Team/Nursing Executive Committee.

- Tackled fill of \$40 million-dollar nursing contract; partnered with Contracting Squadron; 71% to 91% filled within 6 months; trauma pipeline maintained
- Handpicked member of the AF NC senior leader think tank; delivered 3-year plan
- Validated NC colonel positions with Headquarters AF; created a senior nurse research position description and first developmental lieutenant colonel deputy chief nurse executive for the 59 MDW
- Senior NC consultant for \$1.1 billion-dollar Base Realignment Commission (BRAC) AF/United States Army MTF merger into San Antonio Military Medical Center; raised /monitored Scope of Practice issues to AF NC
- Delivered/created first 59 MDW wide-range NC recognition event—Lamp Lighter Award Banquet
- Received Joint Commission and Health Services Inspection teams; flawless nursing rating from The Joint Commission
- Launched Uniformed Services University Family Nurse Practitioner practicum program across clinical group; prevented program failure with rapid Training Affiliation Agreement revision

Jul 05 – Aug 08 Commander, 39th Medical Group (MDG), Incirlik AB, Turkey

Commanded 238 officer, enlisted, contract, host national contract, and civilian personnel. Led operational effectiveness, strategic planning, and resourcing for all military healthcare provided throughout Turkey including six Geographically Separated Units (GSU).

- Prioritized “people” as Job 1; clinched 14 major command (MAJCOM) and AFMS (Air Force Medical Service) annual awards; bested 2006 recognition, clinched 22 wing/MAJCOM/Air Force level awards
- Medical surety leader! 2007 Limited Nuclear Surety Inspection (NSI) and 2008 NSI MDG Personal Reliability Program flawless—pivotal to wing's highest possible rating; Inspector General (IG) lauded process management
- Secured 39 Air Base Wing 2006 NSI success; “Excellent” PRP/Emergency Response; 12 year best
- Led Group to #1 OCONUS MTF for customer service; one-stop physicals, DOD dental customer satisfaction 99%, access to care greater than 95%
- AFSSO-21'ed Medical Right Start; one-stop-shop; health metrics met; saved over 2K man-hours/year
- Surpassed 2004 MDG performance, “Outstanding” on 2007 Unit Compliance Inspection; key to wing best score on record
- Revived base unit health monitor initiative; provided squadrons with door-to-door service; closed 3-month backlog; 265 labs/Preventive Health Assessments; readiness soared to 93%
- Robust leadership led to MAJCOM program rating of “virtually flawless”; surety SAV was perfect

KIMBERLY S. COX, MS, RN, NE-BC

- Led first medical treatment facility in the AFMS comprised of no squadrons; delineated group leadership for wing interface, no service gaps
- Orchestrated medical support for 1714 Lebanon NEO evacuees; maintained clinic operations 24/7
- Steered ship in untested air space—achieved first ever Accreditation Association for Ambulatory Health Care 3-year accreditation for Incirlik

Jul 04 – Jul 05 Executive Nursing Fellow, Headquarters USAF, Bolling AFB, DC

Competitive Selection: Representative for General Officer Nurse Corps Chief, facilitated interactions with Congress, Tri-Service Corps directors, and high-level federal/national/civilian agencies. Coordinated policy support for executive decisions. Assisted with policy formulation, management of Force Development program for NC officers, enlisted and civilians affecting 19K AD/AFR/ANG nursing personnel.

- Endless skill/energy; solid gold leader, team builder, negotiator, arbitrator—gained win-win results every time
- Authored 2-star responses for national nursing journal interview; gave civilians insight to military nursing
- Developed FY05 NC recruiting program policy/guidance; clarified skill mix to help recruiters meet goals
- Reviewed Medical Incident Investigations; determined competency of nursing action; maximized due process
- Analyzed Healthcare Integrity & Protection Data Bank cases; guaranteed AF/Surgeon General reported appropriate cases

Jul 02 – Jul 04 Deputy Group & Aeromedical-Dental Squadron (ADS) Commander Hickam AFB, HI

Competitive Selection: Directed medical/dental services for 13,800 beneficiaries with 250 personnel, \$34M infrastructure/O & M budget. Ensured quality of care/service for 60K outpatient visits, 16K dental visits, 109K pharmaceuticals, and 3.2K aeromedical evacuation patients and attendants annually. Commanded 15th ADS.

- Transformed ADS into razor sharp team; #1/3 squadrons in 15 MDG
- Executed \$6.8M program flawlessly; \$750,000 End of Fiscal Year led to enhanced first responder and increased clinical capability
- Partnered with community; optometry externship program added 1,000-plus exams/appointments; saved \$44,000 in referral costs
- Migrated diverse clinics into one machine; expedited pre-deployment processing; 350+ cleared within minutes notice
- Initiated “Let’s Make It Happen Work Group” to address opportunities identified in Chief of Staff of the AF survey; jumpstarted team/empowered Non-commissioned officer chair; assisted work group with inputs to Executive Staff; resulted in greater Group morale and performance
- Facilitated 1st ever United States Navy & USAF water vulnerability assessment; prevented SARS introduction into Hickam
- Delivered tremendous service enhancements; access to routine care best in Pacific Command 2003...#1/9 MTFs
- Slashed administrative bureaucracy; focused leaders; greater performance; proof in surveys, patients 96% satisfied, 100% clinic endorsement
- Prioritized group, equaled or exceeded AFMS standards on 13/14 healthcare-related metrics; MDG #1 in Pacific Command

Feb 00 – Jul 02 Medical Operations Squadron Commander/Chief Nurse, Goodfellow AFB, TX

Competitive Selection: Direct command authority for 98 military/civilian personnel. Supervised 4 flight commanders. Led specialists in primary and aerospace medicine, dental, pediatrics, behavioral health, optometry, public health & wellness, and bioenvironmental engineering with annual budget of over \$5M. Accountable for standard of care, standards of practice, and licensure/certification/education.

- Created first-ever Squadron Commander forum at Goodfellow; designed framework for building consensus/strong partnerships
- Energized staff to improve clinical accounting practices; extra \$51,000 generated for use across enterprise
- Led Wing conversion to 911 civilian ambulance service; elevated standard of care; saved \$150K/year
- Deployed combined Anthrax/Suicide Prevention training program in less than 2 weeks; wing-wide success
- Operationalized student clinic; 900 students seen to date; improved continuity of care/maximized training
- Revitalized customer satisfaction program; new feedback form returns elevated by 25%; increased satisfaction 18%

KIMBERLY S. COX, MS, RN, NE-BC

- Leveraged joint services/training group to improve student healthcare; Medical Treatment Facility opened new student clinic; decreased student time out of training, optimized student healthcare, “best practice” Air Education and Training Command Primary Care Optimization Staff Assistance Visit

Jul 82 – Feb 00 Various Inpatient Clinical and Management Positions in the United States Air Force

- Chairman of Nursing Quality Improvement Committee and Nurse Intern Preceptor, 1st Medical Group, Langley AFB, VA
- Requested by Medical College of Virginia to become a Baccalaureate Nursing Program honorary instructor
- Officer Accessions Flight Commander, Air Force Recruiting Service: Program manager for all officer recruitment and procurement operations for a three-state region, which included 288 medical facilities and 52 educational institutions. One of 28 select positions worldwide.
- Medical Services Flight Commander in only American clinical facility in an overseas location; provided leadership in designing and improving health care services for adult, obstetric, gynecological, pediatric and emergency patients; supported and enhanced a collaborative health care team approach

FORMAL EDUCATION:

1991 MS Medical College of Virginia, Virginia Commonwealth University
Richmond
1982 BSN University of North Carolina, Greensboro

POST GRADUATE EDUCATION/TRAINING:

2009 Executive Medical Capstone Symposium, Arlington, VA
2007 AFSSO21 Senior Leader Workshop, Ramstein Air Base, GE
2005 Interagency Institute for Federal Healthcare Executives, George Washington University, DC

PROFESSIONAL MILITARY EDUCATION:

2005 Medical Group Commanders Orientation to Aerospace Medicine Course, Brooks City Base, TX
2005 Air Force Group Commander Course, Maxwell AFB, AL
2003 Joint Medical Executive Skills Course, Honolulu, HI
2001 Air War College, Correspondence, USAF Air University, Maxwell AFB, AL
1994 Air Command & Staff College, Associate Seminar, USAF Air University, Maxwell AFB, AL
1988 Squadron Officer School, Non-Residence & In-Residence, USAF Air University, Maxwell AFB, AL

CURRENT CERTIFICATION: American Nurses Credentialing Center, Certified in Nursing Administration

CURRENT LICENSURE: Texas Nursing License #830564 (Active) (Compact)

PRESENTATIONS:

Title: Exploring Trust and Transparency in Building Relationships Within a Community-Based Participatory Action Research Project
Conference: Research on Women and Education (RWE), American Educational Research Association SIG, 46th RWE Annual Virtual Fall Conference: Advancing Gender and Racial Equity During a Global Pandemic (22 – 23 October 2021)

Title: Storytelling for Social Justice: Helping Parents of Children with Disabilities Discover Services and Support Through Action Research In San Antonio, Texas
Date of Presentation: 6 August 2021
Presenters: Michelle Vasquez, Kimberly Cox, Jeffery Neal
Conference: Stories of Truth and Transformation: Compassion, Solidarity in Civic Engagement, Teaching Social Justice (4 – 6 August 2021)

Title: Storytelling for Social Change: Helping Parents of Children with Disabilities

KIMBERLY S. COX, MS, RN, NE-BC

Discover Services and Support through Action Research

Date of Presentation: 21 May 2021

Presenters: Michelle Vasquez, Kimberly Cox, Jeffery Neal, and Alfredo Ortiz Aragon

Conference: 17th Conference of International Congress of Qualitative Inquiry (19 – 22 May 2021)

PLANNING COMMITTEE MEMBERSHIP/PARTICIPATION:

Cultural Inclusion Institute Conference Annual Planning Committee, UT Health SA: (2019, 2021, 2022)

Neonatal Abstinence Symposia Annual Planning Committee, UT Health SA: (2019, 2020, 2021, 2022)

Cardio Renal Connections Annual Conference Planning Committee, UT Health SA: (2019, 2021, 2022)

Practical Applications of New Agents in Oncology (PANA) Symposium Annual Planning Committee, UT Health SA: (2019, 2021, 2022)