

Kathi L Waite RN, MS, CCRN, SCRNP, CNRN

Curriculum Vitae

Qualifications

Forty-five years of professional experience in critical care nursing, including 20 years of leadership and management responsibility in a variety of specialties, including Surgical/Trauma ICU, Burn Trauma ICU, Medical ICU/CCU, CVICU, Cardiothoracic ICU, and Neuro ICU—affiliated with major university teaching and research hospitals.

As a former nurse manager for 10 years, I was responsible for program development, strategic planning, fiscal resources and budget allocation, personnel management, and care-delivery outcomes for the Neurosurgical ICU. Responsibilities in the planning, development, and opening of 3 new ICUs.

Currently practicing as a level IV Clinical Charge Nurse at UHealth Highlands Ranch Hospital – 18-bed Medical/Surgical/Stroke & Trauma ICU.

Education

MS – Nursing Leadership in Healthcare Systems (2007) Regis University
Major in Nursing Leadership and Management, Denver, Colorado
(**Graduate Honors**)

**Inducted into the Honor Society of Nursing, Sigma Theta
Tau International**

Recipient of the 2005 Federal Professional Nurse Traineeship Grant

BSN – Nursing (1980)
University of Nebraska Medical Center Lincoln
Division, College of Nursing
Lincoln, Nebraska. (**Graduate with Distinction**)

University of Nebraska- Lincoln, NE (1976 – 1978) College of
Arts & Science - Pre-Med.

Professional Work Experience

University of Colorado Hospital - UHealth Highlands Ranch Hospital

Clinical Charge Nurse IV – ICU (Feb 28, 2021, to present)

Provide direct patient care and charge responsibilities for patient flow in and out of the unit, staffing, and troubleshooting patient care issues. Respond to Code Blue in the hospital and RRT (rapid response medical emergencies). Educate staff RNs on best practice and standards of care. Instructor for yearly skills competency check-off.

Clinical Nurse IV – ICU (March 2019 to Feb 2021)

Clinical and relief-charge nurse in an 18-bed ICU, Level 3 Trauma, and Primary Stroke center. Caring for patients' post-op Brain & Spine, Head & Neck, Oncology, Ortho, Thoracic, GI, Vascular (CEA/ Fem-Pop bypass/ Arterial Revascularization), and General surgery. Caring for Stroke/TPA/TNK & Intracranial hemorrhage patients as well as Heart Failure, Liver & Kidney failure, Sepsis, Multi-system organ failure, and Trauma patients. Manage NICOM for fluid responsiveness & hemodynamic monitoring. Manages post-cardiac catheter (PCI/IABP/Impella) and manages neuro-interventional and general interventional patients.

Manage CRRT (dialysis) therapy, TTM: targeted temperature management for hypothermia post-cardiac arrest, Massive Blood Transfusions (MTP), ICP management with Bolts and EVD drains, as well as the end-of-life and organ donation procedures.

Trained in advanced Non-violent Crisis Prevention Interventions, Trauma Nurse Core Curriculum, Trauma Care After Resuscitation, NIHSS stroke scale, and Neuro Trauma.

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Maintain Quality and Safety standards and the National Patient Safety Goals for excellence in patient care and outcomes. Promote progressive mobility, safe patient handling, and fall prevention with PT, OT, and SLP therapies. Respond to medical emergencies in the hospital, RRT, Stroke Alerts, & Cardiac Arrests.

University of Colorado Hospital- UCHealth (Aurora, Colorado) AMC

Clinical Nurse IV – Neurosurgical ICU (2013 to 2019)

Responsible for the clinical care and management of Neurocritical care, Stroke, & Spine patients in an academic medical center and Comprehensive stroke center. Managed Complex Neuro critical care patients for Increased ICP's, Intracranial bleeds, Tumors, Ischemic strokes, Subarachnoid aneurysmal bleeds, Seizures, and deep brain monitoring. TBI due to falls, MVA, GSW. Neuro-interventional management for venous thrombosis with intra-arterial TPA, and Treatment for Vasospasm. Cared for complex spine surgeries. Management of patients with ICP bolts, EVD's, Lumbar drains, LICOX, EEG, TCDs, Deep Brain Electrodes, and Intracranial Microcatheters for Cerebral Venous Thrombosis, Sedline & BIZ monitors, TTM hypothermia for ICP control, NICOM for hemodynamic monitoring, and CRRT for dialysis.

Also, function in the relief-charge RN role and preceptor roles. Respond to in-house and pre-hospital stroke alert patients and care for neuro-interventional, neuro-trauma, brain tumor, and complex spine surgery patients. Maintain Quality and Safety standards and the National Patient Safety Goals for excellence in patient care and outcomes. Promote progressive mobility and safe patient handling in conjunction with PT, OT, and SLP therapies. Work with CRRT (dialysis) therapy, targeted temperature management for hypothermia, and end-of-life and organ donation procedures.

- 2016 Uexcel promotion to Level IV Clinical Nurse
- 2015 August Employee of the Month- Neuro ICU
- 2015 AACN Denver Chapter Recipient of Circle of Excellence Award from AACN
- 2014 AACN Denver Chapter Recipient of Circle of Excellence Award - AACN

Nurse Manager (March 2003 to 2013)

Neuro ICU

Responsibilities include leadership and management of a 10-bed Neuro ICU with accountability for daily operations, budget, and supervision of a team of 45 registered nurses, technicians, and clerical staff, with an operating budget of \$2.6 million. Maintain a high commitment to promoting and sustaining quality patient care delivery, capacity management, and professional growth of charge nurses and staff. Ability to manage unit within budget constraints with low turnover among charge nurses and staff; build strong collaborative relationships with manager peers, medical and ancillary staff to attain strategic goals and initiatives while maintaining a high level of visibility and accessibility.

Member of Strategic planning committee for new 24 bed Neurosurgical/Stroke ICU.

- 2012 President's Award- Exceptional Partnership in Leadership
- 2011 Nightingale Luminary Nominee
- 2011 President's Award for Working Together
- 2006 You Amaze Us Award- presented by the Neuro ICU Staff
- 2005 Nursing Excellence Team Award- Neuro ICU
- 2004 Nursing Excellence in Leadership Award recipient

2011 Received AACN GOLD Beacon Award for ICU Unit of Excellence

Neuro ICU Charge RN (2003)

Managed Complex neurocritical care patients for Intracranial bleeds, Tumors, Ischemic strokes,

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Subarachnoid aneurysmal bleeds, Seizures, and deep brain monitoring. TBI due to falls, MVA, GSW. Neuro-interventional management for venous thrombosis with intra-arterial TPA, and complex spine surgeries.

As a level IV charge nurse, I worked with staff and multidisciplinary teams to develop a Neuro ICU cost center, separate from the SICU. Led and participated in the writing/revising of Neuro ICU guidelines for practice, admission & discharge criteria, scope of practice, and pre-printed MD admit and discharge orders. Managed cross-unit scheduling while recruiting for new Neuro-based staff. Worked with strategic planning, finance, risk management, and many other departments to troubleshoot and optimize unit functioning.

SICU Charge RN (1994-2003) (Moved from 14-bed unit to new 24-bed unit)

As a **level III and IV charge nurse**, I provided direct patient care to critically ill patients on a 24-bed surgical ICU while performing the functions of the charge nurse role.

- **President Elect – UCH Charge Nurse Leadership Council (2004)**
- Charge Nurse taskforce developing the CN role and job description. (1996)
- Participated in the design, move planning, and actual move to the new CCT (1995)
- Restraint PI team and Falls committee
- Editor & Chief of the SICU/Neuro/BTU Newsletter (1994 – 2006)

Staff RN SICU (1991 to 1994)

Provided direct care to critically ill patients in a 14-bed Surgical ICU in the old 5N. Performed relief-charge nurse duties, trained new staff, and provided education for staff through classes and in-services. Cared for Major Trauma victims (MVA, GSW) and open-heart surgery. Managed IABP, HeartMate, LVAD, & BiVAD circulatory devices. Heart, Lung, & Liver Transplant patients and complex GI, Renal, and pulmonary surgeries. Managed Neurological patients with TBI, Tumors, Bleeds, and complex spine surgery.

Sun Towers (El Paso, TX, 1990-1991) Staff and relief charge nurse for an 11-bed ICU/CCU with an emphasis on cardiothoracic surgery.

Doctor's Hospital (Mesquite, TX, 1987-1991) Staff and relief charge responsibilities for a 19-bed ICU/CCU, as well as an **active participant in the development of the cardiothoracic surgery program**.

Presbyterian Hospital (Dallas, TX, 1986-1987), Staff RN in a 10-bed Cardiothoracic Surgery ICU caring for adult and pediatric patient populations. Promoted to 11-7 **clinical manager** responsible for the scheduling, staffing, and evaluation of all 11-7-night staff.

Parkland Hospital (Dallas, TX, 1985-1986) Level 1 Trauma Center. Staff nurse in the surgical, trauma, and neurosurgical ICU. As a member of the standards committee, I was involved in developing, reviewing, revising, and maintaining policies, protocols, procedures, and guidelines for the standards of care in the SICU, and participated in the staff development committee.

St. Joseph's Hospital /Creighton University Hospital (Omaha, NE, 1982-1985): As a staff nurse in a trauma center with a 25-bed combined ICU/CCU, I provided care to all categories of critically ill patients. I was a preceptor for new employees and a member of the IABP team. I also functioned in the role of relief charge.

St. Elizabeth's Regional Medical Center – BURN TRAUMA unit (Lincoln, NE, 1980-1984). As a staff nurse in the Burn Trauma Unit, I was a member of the transport team. I stabilized and transported burned & traumatized patients from surrounding communities to our BTU via helicopter, fixed-wing, and

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ground transport. I also acted as a nurse recruiter for the unit for 2 years. I was a presenter at local and regional workshops and seminars, speaking to lay and professional groups on the acute and comprehensive care of burned patients.

Homestead Nursing Home (Lincoln, NE, 1978) Relief Charge Nurse for Skilled Care

Teaching Experience

University of Colorado Hospital (Aurora, Colorado)

Presenter for “*Nurse Initiated Quality Improvement Project for Acute Spine Precautions: Promoting best practice in the care of the Acute Spine Precaution patient*”. Educational PowerPoint to multiple ICUs and inpatient units that admit spine patients. June 2017

Presenter for education on “Accuracy in EKG monitoring for the bedside ICU RN”

Former Critical Care Course Instructor, ACLS Instructor & BLS instructor

St. Elizabeth’s Regional Medical Center (Lincoln, Nebraska)

Presenter at local and regional workshops/seminars, speaking on the acute and comprehensive care of the burned patient to both lay and professional groups. Instructor and speaker in community-based outreach programs for EMS, firefighters, ED staff, and the laypublic.

Educational Activities

- Development and implementation of a statewide Neuro Conference on Brain Injury. Organized and implemented our first neuro education conference with a team of peers and national speakers. Developed a flyer that was advertised to the RockyMountain region, organized speakers, developed CE and evaluation materials, and
- Organized a lecture series for the RNs and MDs with Speaker Barry Barnhill from Integra Neurosciences on managing patients with the Licox Brain TissueOxygen Monitoring catheter.
- Monthly “Neuro Ed Luncheons” were planned for staff education. Short CEs were given on some of the topics. Speakers included Dr. Lillehei on minimally invasive endoscopic neurosurgery, Dr. Ojemann on deep brain stimulators, and Dr. Neumann on neuro assessments and traumatic brain injury.
- I coordinated and applied to be a test site at UCH for the CNRN certification exam. Obtained test site approval for the CNRN exam and offered it to all Neuroscience RNs in the community. 4 UCH RNs were certified and recognized in the Feb 07 Hospital Newsletter “STAT.”

Licenses and Specialty Certifications

State of Colorado Registered Nurse License (expires 9/ 2026)

CCRN Critical Care Registered Nurse July 1984 to present (exp. 6/ 2027)

NE-BC ANCC Nursing Executive Board Certification (2006 to 2016)

CNRN Certified Neuroscience Registered Nurse 2011 to present (exp. 12/2026)

SCRN Stroke Certified Registered Nurse 2013 to present (exp. 12/ 2029)

TNCC- Trauma Nurse Core Course 2019-2029, Emergency Nurses Association

CLNC- Certified Legal Nurse Consultant- 2018 -2027, Vicki Milazzo Institute

TCAR -Trauma Care After Resuscitation -2019-2027, Emergency Nurses Assoc.

Professional Affiliations/Memberships

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Emergency Nurses Association 2025 – 1/31/2029

Association for Vascular Access 2025- present

Society of Trauma Nurses 2019-2020

American Association of Critical-Care Nurses (AACN) – Member 43 years

American Association of Critical-Care Nurses (AACN) Denver Chapter Member, 2011- present.

American Association of Neuroscience Nurses AANN) 2003 – present

Neurocritical Care Society 2012 to 2020

American Nurses Association – Past Member

American Organization of Nurse Executives (AONE) – Past Member, past Board member.

Society of Critical Care Medicine (SCCM) – Member 2004-2012, 2023

Colorado Organization of Nurse Leaders (CONL) –Past Member

Sigma Theta Tau International – Alpha-Kappa Local Chapter 2004 to 2011

American Burn Association (ABA) – former member 1980 – 1988

Professional Activities/Committees

UCHealth Highlands Ranch Hospital Co-Chair Charge Nurse Council 2024 to present. Help organize and lead monthly house-wide Charge Nurse meetings. Bring in speakers, updates, and education to this leadership group.

UCHealth System-wide Critical Care Nurse Practice Council, 2018 to present. Review, research, and provide feedback for practice change requests. Vote on practice changes to be rolled out system-wide in all ICUs. Take the practice change information to bedside ICU nurses and collect feedback to send back to our board for consideration.

UCHealth Highlands Ranch Hospital Stroke Committee, 2020 to present. I bring committee information back to the ICU staff. I also teach stroke core measures, audit stroke admissions, conduct chart reviews, and serve as a subject-matter expert in neurocritical care and stroke.

UCHealth UEXCEL Board - Highlands Ranch Hospital Clinical Ladder Advisor 2019 - present

UCHealth UEXCEL Board- **Co-Chair 2018**

Denver Regional Nightingale Association & Selection Committee – 2017- 2022.

Colorado Metro Nightingale Selection Committee- 2013 to 2017

AACN Denver Chapter Board Member, 2015 to present. Subcommittee member for education planning for CCRN & PCCN certification reviews, full-day educational seminars, and monthly board meetings.

AACN Hospital Ambassador – 2013 to present

PAST Committee work

Preceptor Council Neuro ICU -2013 to 2019

Interprofessional Informatics Committee 2011 to 2015

An active UCH Magnet Hospital steering committee member – working with a nursing team to accomplish magnet re-designation at the University of Colorado Hospital, 2010to 2014.

Board Member—Colorado Organization of Nurse Leaders (CONL) worked with nurse leaders throughout the state for SWOT analysis and strategic planning sessions to develop CONL's future direction. Participated

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in planning for the 2008 Winter Symposium and ongoing projects.

- 2007 CONL Delegate to the Colorado Federation of Nurse Organizations

Uexcel Board – as a member of the Uexcel board, worked in conjunction with a nursing team on the *Leadership Taskforce* to rewrite the Uexcel leadership and performance standards and evaluations for level I to IV RNs and Charge Nurses (2003-2004)(2016-2018)

Led the Neuro ICU move-activation team to plan, develop, and implement the transfer and move of critically ill patients, medical equipment, staff, and offices in preparation for the entire hospital's move from Denver to Anschutz Medical Campus in June 2007—member of the Employee Stakeholder group.

Co-chair of the Nurse Week planning committee (2009) – co-directing a team of volunteers responsible for the budget, planning, and implementation of the Nurse Week activities for 2009.

As a member of the Supply Performance Improvement Team, I evaluated processes and strategies for improving lost charges and Par-X compliance for tapping.

NIC/NOC task force and HED ICU Charting task force - Member of the plan of care team writing the NIC/NOC language for the ICUs, the Admin Rx task force, and the Grey MAR subcommittee.

Informatics Committee member – a multidisciplinary team committed to ongoing evaluation and improvement of computerized documentation process and outcomes.

Chair of the Neurocritical Care Quality Improvement Committee - Hold monthly interdisciplinary Neuro QI meetings to evaluate and improve quality care, patient safety, and unit performance to meet operational benchmarks.

Member of the Stroke Council - actively contributed to and supported the planning, data maintenance, and quality standards to obtain JCAHO Stroke Center Certification. I updated order sets, streamlined the stroke alert process and logbook, and worked with the stroke coordinator to meet the requirements for certification from the Neuro ICU end—completed Stroke education competencies and documentation.

Member Retention & Recruitment Committee

Past Active member of the Critical Care Quality Improvement Team (CCQI) – a multidisciplinary team of critical care practitioners who develop and implement evidence-based practice and best practice patient care delivery methods; measure and evaluate outcomes related to these measures to promote quality, safety and cost-effectiveness. The patient care delivery methods developed by this group were identified as “Better Performers” by the University Health Systems Consortium in 2006, recipient of the Patient Safety Award from the Colorado Patient Safety Coalition, and received the 2007 Critical Care Excellence Award from Healthgrades, Inc.

- Chair of the CCQI Sub-Committee Taskforce on Critical Success Factor 4 to evaluate and improve employee satisfaction, engagement, and professional growth. This group developed ICU guidelines of care.
- Member of the VAP subcommittee - Multidisciplinary group creating a standardized Ventilator-Associated Pneumonia prevention algorithm and protocol.

Benchmarking & Data Access Taskforce – member of a multidisciplinary team evaluating the types of data collected and how it is used in the organization. (2006)

Identified a need for, and subsequently defined and implemented, the role of the Outcomes Co-coordinator for Neuro ICU. This enabled charge nurses to spend less time on unit-based audits and more time on patient care and staff, thereby increasing patient and staff satisfaction.

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Participate and provide resources for unit-based research and quality improvement activities, resulting in practice changes and renewed staff enthusiasm and morale.

Awards and Recognition

2023 AACN Denver Chapter Recipient of Circle of Excellence Award from AACN
2022 The Daisy Award for Extraordinary Nurses
2019 AACN Denver Chapter - Circle of Excellence Award Leadership Development -AACN
2017 AACN Denver Chapter - Circle of Excellence Award from AACN
2016 Uexcel promotion to Level IV Clinical Nurse
2015 August Employee of the Month- Neuro ICU
2015 AACN Denver Chapter Recipient of Circle of Excellence Award from AACN
2014 AACN Denver Chapter Recipient of Circle of Excellence Award from AACN
2012 UHealth President's Award- Exceptional Partnership in Leadership
2011 Nightingale Luminary Nominee
2011 UHealth President's Award for Working Together
2007 CONL Leadership Recognition- Director-at-Large
2008 UHealth President's Award for Working Together
2006 Colorado Patient Safety Award to UCH for VAP Prevention – Acceptance team
2004 Recognition for Service on the UEXCEL Board- Professional Clinical Ladder
2004 Recognition for Service for lecturing in the UCH Critical Care Courses
CCRN Certificate of Achievement - 38 years as CCRN

Publications:

Zwink, J., Dzialo, M., Fink, R., Oman, K., Shiskowsky, K., **Waite, K.**, DeVine, D., Sanders, C., Le-Lazar, J. (2013). Nurse Manager Perceptions of Role Satisfaction and Retention at an Academic Medical Center. *JONA*, 43 (3), pp. 135-141. doi: 10.1097/NNA.0b013e318283dc56

Research and QI Projects

Nurse Initiated Quality Improvement Project for Acute Spine Precautions: Promoting best practice in the care of the Acute Spine Precaution patient. July 2017

Rapp, K., Adler, T., Graves, A., Casper, C., Cox, S., Jones, W., Newsome, F., Neumann, R., Smith, D., & **Waite, K.** A Quality Improvement Project to Improve Stroke Assessment Adherence After Surgical or Interventional Radiology Intervention. Poster abstract, International Stroke Conference 2014, February 12, 2014.

Rapp, K., Adler, T., Graves, A., Casper, C., Cox, S., Jones, W., Newsome, F., Neumann, R., Smith, D., & **Waite, K.** A Quality Improvement Project to Improve Stroke Assessment Adherence After Surgical or Interventional Radiology Intervention. Poster abstract, Rocky Mountain Interprofessional Research and Evidence-Based Practice Symposium, March 6 & 7, 2014.

Co-investigator for UCH research project, "Nurse Manager Perceptions of Role Satisfaction and Retention at an Academic Medical Center" (2013)

Co-investigator for UCH research project, "A Study Evaluating Patient Information Boards." (October 2008)

Participant in AACN Grant research project, "Nursing Directed Interventions to Reduce Ventilator-Associated Pneumonia in the ICU" (2006)

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Presentations

Podium (oral) Presentations

Nurse Initiated Quality Improvement Project for Acute Spine Precautions: Promoting best practice in the care of the Acute Spine Precaution patient - American Association of Neuroscience Nurses National Symposium (March 2019)

Nurse Initiated Quality Improvement Project for Acute Spine Precautions: Promoting best practice in the care of the Acute Spine Precaution patient - 29th Annual Rocky Mountain Regional Multidisciplinary Research and Evidence Based Practice Symposium (April 2017)

Nurse Initiated Quality Improvement Project for Acute Spine Precautions: Promoting best practice in the care of the Acute Spine Precaution patient – Denver Chapter of American Association Critical Care Nurses Monthly board meeting and educational offering. (January 2017)

Prevention of Ventilator-Associated Pneumonia in the ICU – Rocky Mountain Chapter of the American Association of Neuroscience Nursing (April 2006)

Evidence Based Practice – Guest lecturer - BSN program EBP course NR460R, Regis University (2006)

Prevention of Ventilator Associated Pneumonia in the ICU – 16th Annual Rocky Mountain Regional Multidisciplinary Research and Evidence Based Practice Symposium (March 2005)

Poster Presentations

“A Study Evaluating Patient Information Boards” – 20th Annual Rocky Mountain Regional Multidisciplinary Research and Evidence-Based Practice Symposium (March 2009)

Service Learning/ Community Service

CWCA Civic Association Board Member, Volunteer, Neighborhood Clean-up Team, Welcome Committee for new homeowners.

BuCu Chilifest for “Hands Only CPR” for the layperson
Project Cure

Sacred Heart House

Peace in the Streets Health Fair & Stout Street Clinic

Past member of the Medical Response Team for Cherry Hills Community Church