

**Deborah Ann Clickner, DNP, RN, NE-BC**

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**CAREER SUMMARY**

**Senior Nursing and Patient Care Services Executive** demonstrating a sustained record of significant achievements and cultural transformation spanning twenty years of progressive leadership experience. A highly visible and transformational leader serving in an academic affiliated medical center is recognized for producing results, promoting innovation through engaged work teams and establishing collaborative relationships with internal and external stakeholders. Departmental and organizational strategic planning development, execution and evaluation are strengths yielding positive results. Responsibilities have included aspects of operations and professional development with special emphasis leadership development, building professional capacity, promoting innovation, financial stewardship, and performance improvement. A leadership style embracing empowerment, change and excellence fostered a culture and environment resulting in the organization receiving Pathway To Excellence® designation. Provided vision and leadership to establish a VA Nursing Academic Partnership (VANAP) program and a Post Baccalaureate Nurse Residency (PBNR) program that is accredited by the Commission on Collegiate Nursing Education (CCNE). As the chief nursing officer worked collaboratively with the Dean of the affiliated school of nursing in establishing the funded VANAP and PBNR programs and managing the preparation, self-study, and the CCNE accreditation site visit.

**PROFESSIONAL EXPERIENCES**

**Consultant**

June 2016 - present

She is known for her work in leadership development, unifying a discipline of nursing within a service line structure, leading an organization to receive Pathway To Excellence® designation and fostering the establishment of the discipline of nursing's model of care, professional practice model and shared governance structure. She possesses expertise in developing practice and academic partnerships, as evidenced with an established nursing academic partnership with a school of nursing. Provides facilitation and consultation to nursing leaders to develop and cultivate an academic culture within the healthcare organization, in partnership with a college or school of nursing.

**Providence Veterans Administration Medical Center  
(PVAMC), Providence, RI**

September 2004 - May 2016

Providence VA Medical Center (PVAMC) delivers a broad range of services in medicine, surgery, and behavioral sciences and is currently operating 73 of the 119 authorized beds; inpatient services include general medical and surgical services, intensive care and psychiatric. PVAMC is designated a Pathway To Excellence® medical center by the American Nurses Credentialing Center. PVAMC provides service to 34,000 Veterans inclusive of 3,526 admissions, 3,544 discharges and 404,000 out-patient visits. Outpatient services include a robust primary care program and select specialty services at the community-based outpatient clinics in New Bedford, MA, Hyannis, MA, and in Middletown, RI. PVAMC assures personalized care by a team of health care providers representing 32 subspecialty clinics. The medical center is fully accredited by the Joint Commission. Nationally and internationally recognized clinical research programs enhance patient care in health services, dermatology, mental health treatment, pulmonary/vascular, rehabilitation, post-traumatic stress disorder, and alcoholism and drug abuse. PVAMC is academically affiliated with Brown University, Warren Alpert Medical School; and education and training of physicians, nurses, pharmacists and allied health professionals are critical to PVAMC's mission. A unique VA Nursing Academic Partnership Program with Rhode Island College-School of Nursing has been established for several years affording increased student enrollment and a "pipeline of BSN prepared nurses for the medical center. PVAMC embraces Veteran centered care based on the "Planetree" principles.

Associate Director, Patient Care/Chief Nurse Executive

September 2004 –May 2016

(ADPC/NE)

Interim, Medical Center Director

April 2013 - October 2013

Administrative responsibility for departments within nursing services and practice across the medical center, and the departments of sterile processing services, case management, tele-health program, infection prevention, and Professional Development and Education program, VA Nursing Academy, and Intra-Professional Simulation Center. The ADPC/NE is a member of the senior executive leadership team involved with strategic planning, organizational assessment and program development. Possesses full authority and responsibility for establishing standards of nursing practice and ensuring the continuous and timely availability of quality nursing services. FTEE's 350 nurses; 1200 employees.

- Led the organization to the achievement of Pathway To Excellence® by the American Nurses Credentialing center in March 2014.
- Developed innovative partnership with Rhode Island College-School of Nursing (RICSON) to establish a VA Nursing Academic program. Resulting in RICSON increasing enrollment by forty students the first five years of the program, and ensuring a supply of BSN nurses to care for the Veterans and to satisfy the IOM Future of Nursing initiatives.
- Led the establishment of a Case Management department that serves both in- and outpatients.
- Supervised the establishment and continued expansion of the tele-health program inclusive of clinical video technology, "myHealth-eVet, and tele-health monitoring. This program ensures primary and specialty services are provided to Veterans at remote community based clinics and in the home.
- Assumed responsibility for Sterilization and Processing Services and ensured the program satisfied VHA standards. Led the implementation of ISO 9001 standards and related technology.
- Ensured programmatic resources to develop an intra-professional simulation center.

**Rhode Island College-School of Nursing, Providence, RI**

September 2013 - 2016

Adjunct Faculty

Requisite nursing course "Writing and Research"

**University of Rhode Island-College of Nursing, Providence, RI**

September 2013 - 2016

Adjunct Faculty

Nursing Leader Preceptor

**Bath Veterans Administration Medical Center (VAMC), Bath, NY**

Associate Director, Patient Care/Chief Nurse Executive (ADPC/NE)

September 2000 - August 2004

Interim Quality Management Department Manager

January 2001 – September 2002

Responsible for departments within nursing services and practice across the medical center and Professional Development and Education program. The ADPC/NE is a member of the senior executive leadership team involved with strategic planning, organizational assessment and program development. Possessed full authority and responsibility for establishing standards of nursing practice and provided leadership to "break down" silos and to integrate nursing practice across the service lines. Provided leadership for the quality management program to integrate the multiple program components (utilization management, patient safety, patient advocacy, risk management, hospital safety program) and satisfy The Joint Commission standards while developing a team and workforce engagement.

**Albany Veterans Administration Medical Center (VAMC) Albany, NY**

Nurse Educator Utilization Management Coordinator	January 1989 – August 2000 September 1987 - January 1989
<b>New York Veterans Administration Medical Center (VAMC) New York, NY</b>	
Quality Management Department Coordinator	September 1986 – September 1987
<b>Brooklyn Veterans Administration Medical Center (VAMC) Brooklyn, NY</b>	
Utilization Management/Quality Assurance Specialist	April 1986 – September 1986
<b>New York Veterans Administration Medical Center (VAMC) New York, NY</b>	
Nurse Educator	July 1984 – April 1986
<b>St. Mary’s Hospital Hoboken, NY</b>	
Assistant Director of Nursing	December 1983 - June 1984
<b>Brooklyn Veterans Administration Medical Center (VAMC) Brooklyn, NY</b>	
Coordinator / Supervisor Special Care Units	January 1980 - December 1983 July 1975 - January 1980

**PROFESSIONAL CREDENTIALS**

Professional Registration: New York No. 274151  
ANCC Certification: Nurse Executive Certification # 0388975  
Certificate Program in Health Care Finance for Nurse Executives

**EDUCATION**

Degree	Institution	Major
DNP	University of Southern Indiana Evansville, IN	Organizational and Systems Leadership April 2012
M.Ed.	Teachers College Columbia University New York, New York	Nursing Services Administration May 1980
M.A.	Teachers College Columbia University New York, New York	Nursing Supervision May 1980

B.S.

Wagner College                      Nursing  
Staten Island, New York      May 1975

### RESEARCH

Co-principal Investigator: “Nurse Staffing and Patient Outcomes in VA” (9024 HRR&D funded), Anne Sales, PhD, RN Co-Principal Investigator, December 2002 approval date.

Co-Principal Investigator: “Investigation of the Relationship of Personal Characteristics, Risk Factors and Nursing Practices to Back Injuries among Nursing Personnel.” 1987-1989  
(HSR&D Funded)

Principal Investigator: “Nursing Research Conferences: Benefit or Burden” 1993

Co-Investigator: “Reducing Lower Back Injuries in VAMC Nursing Personnel”, IIR 94.136. Completed, August 2000.

### PUBLICATIONS

Clickner, D. & Shirey, M. (2013). Professional comportment: The missing element in nursing practice. *Nursing Forum*, 48 (2), 106-113. DOI: 10.1111/nuf.12014

Higdon, K., Clickner, D., Gray, F., Woody, G., Shirey, M. (2013). Business case for Magnet® in a small hospital. *Journal of Nursing Administration*, 43(2), 113–118. DOI: 10.1097/NNA.0b013e31827f2208

Caska, B.; Patnode, R.; Clickner, D. (2000) Implementing and using a nurse staffed lift team: preliminary findings. *Journal of the Association of Occupational Health Professionals in Healthcare*, 20(2), 42-5.

Clickner, D.; Martin, M.; Newton, M.; Yablon, D. (1998) Nursing research conferences: benefit or burden. *Journal of the New York State Nurses Association*, 29(1), 9-12.

Caska, B.; Patnode, R.; Clickner, D. (1998) Feasibility of a nurse staffed lift team. *AAOHN*, 46(6), 283-288.

Garrett, B.; Singiser (Clickner), D.; Banks, S. (1992) Injuries among nursing personnel: The relationship of personal characteristics, risk factors and nursing practices. *AAOHN*, 40(11), 510-6.

### MANUSCRIPT REVIEWER

*Nursing Forum*

Peer Reviewer  
August 2012 – present

*Contemporary Nurse*

Peer Reviewer  
July 2016 – present

### ACADEMIC / PROFESSIONAL DEVELOPMENT

Veterans Health Administration Office  
Evidence Based Leadership Practice Programs

Faculty  
August 2013 - present

VHA Annual Nursing Leadership Conference  
National conference for 200 participants across  
the Veterans Health Administration, inclusive

Chairperson, VHA Planning Committee  
2004 – 2009; 2016

of Chief Medical and Nursing Officers

## PRESENTATIONS

Presentation: “Evidence Based Practice Culture: Nationally Inspired, Locally Grown” April 29, 2016; ANCC Pathway To Excellence Conference®, Philadelphia, Pennsylvania.

Poster Presentation. “The Chief Nursing Officer’s Role in Creating and Sustaining an Evidence-Based Practice Culture.” May 14 -15, 2015. Pathway To Excellence Annual Conference, Louisville, Kentucky.

“Health Care Informatics in Rhode Island: Building on Success.” June 3, 2013, Panel Member, Rhode Island College, School of Nursing, Providence, Rhode Island.

“Nursing Research at Providence VA Medical Center.” May 8, 2013, Providence VAMC First Nursing Research Program, Providence RI.

“Strategic Planning for the Discipline and Practice of Nursing at Providence VA Medical Center.” January 9, 2013. Providence, RI.

“Implementation of a Nursing Peer Review Program with Professional Comportment as a Foundational Element.” Poster Presentation. November 15, 2012, Miriam Hospital, Warwick, RI.

“The Next Top Model: Care Delivery Model, Professional Practice Model, Model of Care.” June 27, 2012, Providence VA Medical Center (Cranston, RI).

“Implementation of a Nursing Peer Review Program with Professional Comportment as a Foundational Element.” April 8, 2012, University of Southern Indiana, Evansville, IN.

“Bridging Veteran Centered Care with Workforce Excellence.” June 29, 2011. Providence VA Medical Center (Newport, RI).

Providence VA Medical Center-Rhode Island College, School of Nursing – VA Nursing Academy, November 4, 2008, VISN 1 Nurse Manager Conference, Kennebunkport, ME.

“Providence VA Medical Center-Rhode Island College, School of Nursing Academy”, at Nursing Education and Practice: Partnering for Change, State Conference, June 13, 2008, Warwick, RI

Panel Member, Future of VA Nurse Leadership, VISN 1 Nurse Manager Conference, North Conway, NH, April 26, 2007.

Appreciative Inquiry: Co Creating Meaningful Futures & Creating Partnerships for Safe, Efficient, Compassionate Practice, Washington DC, April 18, 2007. (Co-Presenter)

The Magnet Journey, Providence Experience, VISN 1 Nurse Manager Conference, South Yarmouth, MA, May 3-5, 2006.

Poster Presentation: *Effects of Perceived Danger and Safety on Injuries and Attitudes* NYSNA Convention 1999 (Lake Placid, New York)

Poster Presentation: *Effects of Perceived Danger and Safety on Injuries and Attitudes* Stratton VA Medical Center Research Day, March 30, 1999.

Poster Presentation: *Nursing research conferences: benefit or burden.* NYSNA Convention 1997. (Rochester, New York); Stratton VA Medical Center Research Day April, 1997.

Paper Presentation: *Nursing research conferences: benefit or burden.* Albany VAMC, (April, 1996).

Poster Presentation: *Planetree: nurses and patients in caring*. NYSNA Convention 1992. (Rochester, New York).

Poster Presentation: *Investigation of the relationship of personal characteristics, risk factors, and nursing practices to back injuries among nursing personnel*. NYSNA Convention 1991. (Long Island, New York).

Paper Presentation: *Investigation of the relationship of personal characteristics, risk factors, and nursing practices to back injuries among nursing personnel*; Northport VAMC (March, 1991); Area Research Teaching Day, at Canandaigua VAMC (September, 1991) and Albany VAMC (November 1991).

### PROFESSIONAL ACTIVITIES

National Nurse Practitioner Residency & Fellowship Training Consortium Member, of the Accreditation Commission	2018 - present
Rhode Island College – School of Nursing, Dean’s Advisory Council.	2009 - present
Delta Upsilon Chapter at Large Sigma Theta Tau, Vice President	2013 - 2017
Delta Upsilon Chapter at Large Sigma Theta Tau, Program Planning Committee,	2007 – 2017
Delta Upsilon Chapter at Large Sigma Theta Tau, member	2004 - present
Sigma Theta Tau, member	1981 - present
Hospital Associate Rhode Island (HARI) Nurse Executive Council	2004 – 2016
American Organization of Nurse Executives, current	2001 - present
Rhode Island State Nurses Association	2004 - present
Massachusetts State Nurses Association	2019

### PROFESSIONAL RECOGNITION

Secretary of Veteran Affairs Award for Nursing. Nurse Executive for Nursing Excellence in the Advancement of Nursing Programs	2015
The Louisa White Honorary Recognition Award for Excellence in Nursing, Sigma Theta Tau, International Honor Society of Nursing.	April, 2011
Rhode Island Nurses’ Association, Nurse Leader Award	October, 2007

### Veterans Healthcare Agency (VHA)/Department of Veterans Affairs Medical Centers Awards:

Special Contribution Award	October 2013
Commendation Award	December 16, 2002
Special Contribution Award	September 2002
Special Contribution Award	August 2001
Service Award	July 1998
Certificate of Appreciation	September 1996
Certificate of Appreciation	May 1996
Special Contribution Award	January 1996
Special Advancement for Performance	May 1992
Special Contribution Award	September 1991
Special Advancement for Performance	August 1990
Special Advancement for Performance	December 1987

Special Contribution Award  
Special Advancement for Performance  
Special Advancement for Performance

January 1986  
January 1986  
May 1983

### COMMUNITY AND CHARITABLE ACTIVITIES

Barrington Baptist Church (BBC) Women's Ministry Leader,	2018 – 2020
BBC Visitation & Care Ministries Program Leader	2016 – 2020
BBC Prime Time (Senior Ministry )Program Leader)	2016 – 2020
Hameho Garden Club, Member	2018 – present
Hameho Garden Club, Secretary	2021 - present