

Douglas Dascenzo, DNP, RN, CENP, CAVRN, FAONL, FACHE

SUMMARY

As a seasoned healthcare executive with a proven track record in driving innovative initiatives, I am committed to advancing both clinician and patient care experiences through evidence-based methodologies and collaborative interprofessional approaches. My leadership philosophy is rooted in establishing a culture of excellence that prioritizes health justice for the benefit of all.

EDUCATION

DNP , Executive Leadership, <i>University of Detroit Mercy</i> , Detroit, MI	2021
MSN , Nursing Administration, <i>Madonna University</i> , Livonia, MI	2000
BSN , Professional Nursing, <i>Wayne State University</i> , Detroit, MI	1984

CERTIFICATIONS

Certified Acute-Care Virtual Registered Nurse , <i>Medical-Surgical Nursing Certification Board</i>	2026
Executive Nursing Practice , <i>American Organization of Nursing Leadership</i>	2026
Adult Mental Health First Aid USA , <i>National Council for Mental Wellbeing</i>	2025
Caritas Leader , <i>Watson Caring Science Institute</i>	2022
Evidence-Based Practice , <i>University of Michigan</i> , Ann Arbor, MI	2020
Emergency Nurse Specialization , <i>Emergency Nurses Association</i>	1985

LICENSURE

Michigan Registered Nurse

PROFESSIONAL BACKGROUND

Vice President-Nursing Operations

Henry Ford Health, Detroit, MI 2025-Present

A premier, non-profit integrated health system and one of the nation's leading academic medical centers. Headquartered in Detroit, the organization employs approximately 50,000 team members across 550+ sites in Michigan. As a \$3B+ enterprise, it provides a full continuum of care—including 13 acute care hospitals—and is a recognized leader in clinical innovation, research, and health justice.

Accomplishments:

- Led virtual care initiatives throughout multiple clinical settings including ICU, medical-surgical, hospital-at-home, and skilled nursing using a proprietary

playbook that established an evidence-based framework, interprofessional governance, and transformative change strategies, as well as standardized workflows for defined use cases. This adaptable transactional model impacted 235,000 patients, yielding predictable outcomes without increasing labor costs. Results included a 43.9% reduction in agency spend, 32% lower RN turnover, 29% fewer injurious falls, and 51% fewer hospital-acquired pressure injuries. Using an AI-enabled platform, sitter expenses declined by \$367,110 annually in a 220-bed hospital, nurse-driven patient experience domains increased by 20 percentile points, and provider on-call costs decreased by \$30,000 per month in a 190-bed hospital.

- Unified nursing education across 13 hospitals, advancing professional development, research, academic-practice partnerships, and Magnet recognition.

Special Projects Consultant-Assistant to the Dean

University of Detroit Mercy-College of Health Professions

2025-Present

The University of Detroit Mercy is rated #43 in the country and #2 in the state according to the Wall Street Journal/College Pulse 2025 rankings of best colleges in the US. In the Jesuit and Mercy traditions, the university exists to provide excellent student-centered undergraduate and graduate education in an urban context, integrating the intellectual, spiritual, ethical and social development of our students.

Accomplishments:

- Cobranded the Master's Entry Advanced Generalist Nurse and Nurse Anesthesia programs at Trinity Health Grand Rapids Hospital through an academic-practice partnership with Trinity Health Michigan. This initiative established a robust pipeline of master's-prepared general nurses and doctoral-prepared nurse anesthetists, addressing the needs of a community substantially dependent on locum professionals and large sign-on bonuses.

Regional Chief Nursing Officer

Trinity Health – Michigan, Livonia, MI

2016–2025

Trinity Health – Michigan comprises 9 acute care hospitals, 34 medical centers, 22 urgent care centers, 18 senior living communities, 4 home care/hospice agencies, 26,609 employees, 5,587 physicians and advanced care providers, 88,137 surgeries, 10,212 births, 222K home care/hospice visits, and 1,761 senior living residents (2025).

Accomplishments:

- Established an executive-led workgroup to decrease hospital-specific Occupational Safety and Health Administration reportable incidents, resulting in top decile performance from 4.99 to 2.76, the lowest across the enterprise.
- Maintained employee engagement at 4 of 5 (5-point Likert scale where 1=lowest and 5=highest) with a 70% participation rate.
- Led a grant-funded Carefront program at a 500-bed hospital, achieving 100% retention of entry-level nurse assistants for one year, up from 65%.

- Leveraged virtual nursing aided by a customized software package and established RN-LPN dyad partnerships to launch a new care delivery model across the enterprise comprised of 92 hospitals, thereby reducing direct care RN worked hours per patient day by 20%, decreasing RN turnover by up to 56%, eliminating external contract use, and decreasing unit labor costs by 8%.
- Introduced two retrieval and delivery robots to two acute care hospitals, thereby reducing labor by 16.8 Full Time Equivalents, returning over 100 hours per week to each clinical care team, and realizing a return on investment in 2.5 years.
- Led a grant-funded introduction to Leaf technology in the intensive care unit and reduced hospital-acquired pressure injuries by 63% over a 13-month period.
- Successfully implemented a Caregiver Navigation program using the Michigan Health & Hospital Association toolkit, which led to an 80% improvement in caregiver mental health outcomes within one month, and 10% reduction in readmissions.
- Designed and led the implementation of a virtual remote safety monitoring program at the Oakland campus, targeting suicidal patients at low and moderate risk residing outside the inpatient psychiatric unit, resulting in a reduction of labor by 8.2 FTEs or \$357,000 annually, and zero harm events.
- Directed a successful Electronic Health Record (Epic) implementation across the region.
- Designed and led the implementation of a virtual bedside report from the Oakland ED, resulting in a 90% reduction in incident reports related to unsafe hand-offs to inpatient units and a 70% reduction in rapid response team activations.
- Launched an LPN program in southeastern and western Michigan in collaboration with Eagle Gate College through an exclusive academic-practice partnership. The inaugural class included 200 students, 75% of whom occupied entry-level positions within the health system, with tuition supported by philanthropic contributions and tuition reimbursement initiatives.
- Awarded the following recognitions (not exhaustive):
 - Thrombectomy Capable Stroke Certification (1st in the nation)
 - Medication Compounding Certification
 - Advanced Palliative Care Certification
 - Get with the Guidelines - Gold Plus Stroke
 - Target: Stroke Honor Roll Elite
 - Target: Type 2 Diabetes Honor Roll
 - Leapfrog Grade B (FY25)
 - American Nurse Credentialing Center Practice Transition Accreditation (FY25)

Chief Executive Officer

Select Specialty Hospital – Downriver, Detroit, MI

2014–2016

A for-profit 40-bed long-term acute care facility specializing in pulmonary, rehabilitation, and complex wound care services.

Accomplishments:

- Elevated clinical quality and safety metrics to top quartile.
- Reduced employee injuries by half.
- Reached 22.16% annual operating margin (target: 22.72%).

Vice President-Patient Care Services/Chief Administrative Officer

Independence Health System Latrobe Hospital, Latrobe, PA

2009–2014

One hundred and eighty-nine-bed community-based acute care facility specializing in orthopedics and neuroscience.

Accomplishments:

- Reduced patient falls by 50% across three hospitals.
- Met "perfect patient" core measures in 96% of cases for major conditions; recognized by The Joint Commission in 2012.
- Johns Hopkins ranked staff responsiveness 4th nationally among similar hospitals.
- Maintained inpatient productivity at 104% of Premier benchmarks; home care and hospice at 100% of Fazzi.
- Shortened inpatient stays from 3.9 to 3.6 days; reduced observation stays from 28 to 20 hours.
- Lowered HF and COPD readmission rates by over 50% using the Re-Engineered Discharge model.
- Achieved operating margins of 9.3% in hospital and 12.4% in home care and hospice Fiscal Year-To-Date.

Vice President of Patient Care Services & Chief Nursing Officer

UPMC South Side Hospital, Pittsburgh, PA

2007–2009

A non-profit 150-bed community-based acute care and academic rehabilitation facility specializing in sports medicine and rehabilitation services.

Accomplishments:

- Led patient care services transition team around merger activity, placing more than 96% of employees in preferential jobs across the system.

Chief Nurse Executive

Neumedicine International, LLC, Novi, MI

2007-2009

Accomplishments:

- Co-authored *Establishing a Stroke Network*; original manuscript acquired by Intouch Health, Santa Barbara, CA.

- Co-designed two outreach models for Ontario's healthcare system to address long-term, critical, and emergency care gaps under contract with the Ministry of Health.

OTHER POSITIONS HELD:

Clinical Director/Patient Care Services, *Trinity Health Oakland*, Pontiac, MI (2004-2007); **Clinical Nurse Education Specialist** *Corewell Health Beaumont Troy Hospital*, Troy, MI (2002-2004); **Administrative Director/Patient Care Services**, *Henry Ford Providence Southfield Hospital*, Southfield, MI, *Henry Ford Providence Novi Hospital*, Novi, MI (1996-2002); **Nurse Manager/Emergency & Level 1 Trauma Services**, *Corewell Health William Beaumont University Hospital*, Royal Oak, MI (1992-1996); **Administrative Supervisor/Nursing Administration**, *Corewell Health Beaumont Troy Hospital*, Troy, MI, (1990-1992); **Professional Registered Nurse, Intensive Care Unit**, *Henry Ford St. John Hospital*, Detroit, MI (1988-1990); **Assistant Clinical Supervisor, Emergency Department**, *Henry Ford St. John Hospital*, Detroit, MI (1986-1988); **Professional Registered Nurse, Emergency Department**, *Henry Ford St. John Hospital*, Detroit, MI (1984-1986)

ADDITIONAL LEADERSHIP POSITIONS

AONL Leadership Competency Committee

American Organization for Nursing Leadership 2025-Present

- Reviewed and updated leadership core competencies including 6 core domains and associated measures affecting 12,000 members and numerous affiliates.

Item Writer (Certification in Executive Nursing Practice exam)

American Organization for Nursing Leadership 2025-Present

- Evaluated the content and structure of 175 exam questions as well as the current evidence to support correct responses.

Faculty-Certification in Executive Practice (CENP) Review Course

American Organization for Nursing Leadership 2025-Present

- Prepared 200-250 CENP exam candidates virtually and in-person as a course facilitator.

Board of Visitors

Wayne State University College of Nursing 2024-Present

- Created an endowed fund to support nursing students facing financial difficulties that hinder their academic progress or graduation.
- Raised \$11K in nursing scholarship funds to support Giving Day.
- Established a recruitment event to assist 130 senior nursing students with employment post-graduation, including resume preparation and mock interviews.

Board of Advisors

College of Health Professions and the McAuley School of Nursing, University of Detroit Mercy 2024-Present

- Advises the dean of the College of Health Professions on matters of academic programming, academic-practice partnerships, and philanthropy.

MHA Keystone Patient Safety & Quality Board Chair

Michigan Health and Hospital Association

2024-Present

- Aligned strategic priorities of Keystone to create synergy with the Michigan Health & Hospital Association's Board of Trustees strategic goals and objectives, representing approximately 200-member organizations and 10.14 million residents.
- Recruited 67 of 74-member birthing hospitals in the Michigan Alliance for Innovation on Maternal Health.
- Sponsored legislation to streamline the process of issuing personal protection orders at no cost to the petitioner in response to the death of a Michigan hospital employee who was a victim of domestic violence.

Advisory Board Member

Doctor of Nursing Practice, Inc.

2024-Present

- Co-founded the Academy of Doctoral-Prepared Nurses, reaching 33,000 members.
- Forged a partnership with Rasmussen University offering DNP nursing education.
- Advised on strategy to increase membership and maintain fiscal solvency.
- Planned annual conferences.

Nursing Advisory Council Inaugural Member

Pacific College of Health and Science

2024-Present

- Advises the dean of the College of Health Professions on matters of academic programming and academic-practice partnerships.

Affiliate Faculty

*College of Health Professions – McAuley School of Nursing,
University of Detroit Mercy*

2020–Present

- Established a formal academic-practice partnership with Trinity Health Michigan hospitals to support undergraduate nursing and strengthen the talent pipeline.
- Dedicated one campus to exclusively meet the clinical experiential requirements of 50 MEAGN students (Master's Entry Advanced Generalist Nurse) per cohort.
- Recruited 48 new graduates from the MEAGN program per year and subsidized \$1 million in annual tuition assistance per site, or \$5 million annually across the region.

Master of Science in Healthcare Management Advisory Board

Michigan State University

2018–Present

- Advises Broad School of Business leadership on curriculum.
- Developed a budget for scholarly work activities in partnership with the College of Nursing and Henry Ford Health, including nursing seed grants and doctoral-led research.

- Provided advisory expertise regarding the viability of creating a Detroit campus for medical and nursing students.

Editorial Board

On-line Journal of Issues in Nursing (OJIN) 2016–Present

- Provide guidance on topic selection with quarterly input from subject matter experts responsible for developing the content; the journal receives an average of 136,000 monthly user sessions.

Co-Facilitator-Instructor

Trinity Health 2024-2025

- Facilitated front-line leadership development for 50 nursing leaders from 92 hospitals per session.

At-Large Board Member

American Association for Men in Nursing 2023–2025

- Created access for all men who wished to pursue a healthcare career in nursing and educated the community on men's health issues, reaching approximately 23,000 members.

Community Advisory Board Member

Madonna University College of Nursing and Health 2023-2025

- Established an exclusive academic-practice partnership with the College of Nursing and Trinity Health Michigan.

Mentor

Trinity Health 2021–2025

- Provided formal mentoring support for 27 administrative fellows and healthcare leaders across the enterprise over 9 years.

Adjunct Faculty

Madonna University, College of Nursing 2017-2025

- Supported 12 graduate nursing students as a preceptor.

Board of Visitors

Oakland University 2018–2024

- Advised the Dean of Nursing on matters of curriculum, clinical placements, and job market trends.
- Raised \$1M for nursing scholarships while leveraging the annual Nightingale nurse recognition program.
- Reviewed 36 research proposals for grant funding.

President

Sigma-Kappa Iota Chapter (STTI-KI) 2019–2022

- Oversaw four professional development activities.
- Inducted 140 new honor society members.

- Maintained financial stability.

Secretary

MI-ACHE Diversity, Equity, & Inclusion Committee 2018–2020

- Served on the educational planning committee to promote DEI awareness in the workplace and community and hosted an educational offering for 100 attendees who earned 1.5 face-to-face credits.

President

Michigan Organization for Nursing Leadership (MONL) 2018–2020

- Achieved fiscal solvency by merging eight districts including 190 members, resulting in \$70,000 in assets.
- Recruited 20 new nurse leaders.
- Secured \$30K to fund state-wide nursing leadership education.

President

American Nurses Association – Michigan 2005–2007

- Led the separation of the collective bargaining unit from the state nursing organization, establishing a new board, mission, vision, values, and bylaws.

PROFESSIONAL AFFILIATIONS

- **American College of Healthcare Executives (ACHE)**
- **American Organization for Nursing Leadership (AONL)**
- **American Nurses Association – Michigan (ANA-Michigan)**
- **Michigan Organization for Nursing Leadership (MONL)**
- **American Association for Men in Nursing (AAMN)**
- **Sigma Nursing (Lambda Chapter)**

AWARDS & HONORS

- **Fellow (FACHE)**, American College of Healthcare Executives (2025)
- **Fellow (FAONL)**, American Organization for Nursing Leadership (2025)
- **Spirit Award**, College of Health Professions, *University of Detroit Mercy* (2025)
- **College of Health Professions/McAuley School of Nursing Alumni Lifetime Achievement Award**, *University of Detroit Mercy* (2025)
- **MHA Grassroots Champion** (advocacy), *Michigan Health & Hospital Association* (2024)
- **Innovation Award**, *American Nurses Association – Michigan* (2024)
- **Distinguished Alumnus**, *Madonna University College of Nursing and Health* (2024)
- **Health System Chief Nursing Officers to Know**, *Becker's Hospital Review* (2023, 2024)
- **Nursing Leadership Impact Award**, *University of Detroit Mercy* (2022)
- **Sigma Leadership Award**, *Kappa Iota Chapter* (2022)
- **Nightingale Award, Excellence in Executive Administration**, *Oakland University* (2019)

- **Fine Award – Silver**, “Reducing Observation Status Wait Times,” *Jewish Healthcare Foundation* (2012)
- **Gail Wolf Scholarship**, *University of Pittsburgh* (2012)
- **Excellence in Nursing Practice**, *Corewell Health and Oakland University* (2004)

ADDITIONAL EXPERIENCES THAT DEMONSTRATE IMPACT

Advocacy and Legislative Engagement

Advocacy Committee Membership

Since 2019, served as an active member of the Advocacy Committee within the Michigan Organization of Nursing Leadership. Responsibilities include monitoring nursing and healthcare legislation in Michigan and organizing an annual advocacy event in partnership with the Michigan Health & Hospital Association.

Legislative Advocacy Efforts

Support for Nurse Licensure Compact (2025)

In 2025, provided testimony before the Michigan State Legislature in favor of HB 4246, which proposed Michigan's entry into the Nurse Licensure Compact. This initiative was designed to expand the registered nurse workforce by facilitating mobility and access to qualified nursing professionals across state lines.

Opposition to Mandated RN-to-Patient Ratios (2023)

In 2023, testified before the Michigan State Legislature to oppose HB 4550, a bill proposing mandated RN-to-patient ratios. The testimony emphasized that such mandates do not account for vital factors, including patient acuity and the experience level of nursing staff. It was noted that implementing these ratios would require 13,000 additional nurses during a workforce shortage, potentially leading to diversion of emergency departments and the closure of approximately 5,100 hospital beds statewide. These outcomes would ultimately restrict patient access to care. Additionally, advocacy efforts included engagement with 33 state legislators to demonstrate how innovation can improve patient care and outcomes.

Support for Emergency Nurse Staffing Flexibility (2021)

In 2021, gave testimony supporting SB 759, which allowed out-of-state licensed nurses to work in Michigan during declared nursing shortages without needing to obtain a Michigan license. This measure helped address urgent staffing needs and ensured continuity of patient care during critical periods.

Doctor of Nursing Practice (DNP) Scholarly Project Committee Advisement

Served as an advisor on four DNP scholarly project committees, providing mentorship and guidance to doctoral candidates from various universities:

- **Enhancing Patient Communication about New Medication**

University of Michigan, 2024–2025

- Advised a project focused on improving how patients receive and understand information regarding new medications, aiming to promote medication adherence and patient safety.

- **Fall Reduction via Standardized Patient Education with TIPS**

Chamberlain University, 2024

- Guided the implementation of a standardized educational approach using the TIPS framework to reduce patient falls, emphasizing consistent and effective patient instruction.

- **Replication Study: Quality Improvement for Virtual Remote Monitoring of Suicidal Patients in the Emergency Department**

University of Detroit Mercy, 2022

- Served as advisor for a replication study based on a previous quality improvement initiative, which utilized virtual remote monitoring to enhance the safety of suicidal patients in the emergency department.

- **Nurse Retention Strategies Across Generations**

Madonna University, 2022

- Provided oversight for a project investigating strategies to improve nurse retention rates by addressing the unique needs and motivations of different generational cohorts within the nursing workforce.