
SUMMARY OF QUALIFICATIONS

- **Accomplished nurse executive and board-level advisor** with 20+ years of progressive leadership across academic, clinical, and system-wide nursing professional development, organizational learning, and workforce transformation
- **Proven system-level leader** overseeing Nursing Professional Development & Education, Guest Services, Volunteer Services, and Pastoral Services, aligning enterprise learning strategy with quality, safety, Magnet, and workforce outcomes
- **Architect of innovative nursing education and talent pipelines**, including nurse residency, transition-to-practice, APC fellowships, shared governance, and academic-practice partnerships spanning 25+ schools of nursing
- **Nationally and internationally recognized thought leader and public speaker**, presenting and publishing on nursing professional development, leadership, workforce innovation, and evidence-based education practice
- **Expert in transformational change and performance improvement**, leveraging Lean Six Sigma Green and Black Belt methodology, data-driven decision-making, and evidence-based research to deliver sustainable results
- **Established researcher and academic collaborator**, co-leading funded research and Dedicated Education Unit (DEU) models with university partners to advance preceptorship, clinical education, and nursing science
- **Magnet designated program leader** for Transformational Leadership and Structural Empowerment, advancing professional excellence, shared governance, and nurse engagement at scale
- **Trusted executive partner** to C-suite, Chief Learning Officer, and Chief People Officer, advising on leadership development, succession planning, culture transformation, and system-wide change initiatives

PROFESSIONAL EMPLOYMENT EXPERIENCE

ChristianaCare Health System, Wilmington, DE

2002-present

Vice President, Nursing Professional Development & Education; Associate Chief Learning Officer

2020-present

- Oversaw Guest, Volunteer & Pastoral Services (2022–2024) while leading system-wide nursing professional development, competency assessment, and career growth programs.
- Directed nursing education operations, including orientation, continuing education standards, academic partnerships, and degree-advancement initiatives.
- Led budgeting for staff and patient education, including learning technologies, materials, and software.
- Designed, implemented, and evaluated clinical education initiatives and professional excellence programs for all clinical roles and career stages.

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- Created and reviewed proprietary patient-education content and served as a clinical consultant to patients, families, and staff.
- Led research, evidence-based practice integration, and interdisciplinary performance-improvement teams focused on care quality, safety, and nursing practice.
- Coordinated educational programs across departments, secured guest lecturers, and contributed to grants, lectures, and publications advancing nursing practice.
- Provided leadership across Nursing and system-wide committees, advising the Chief People Officer and supporting major organizational change initiatives.
- Collaborated with the Chief Learning Officer on enterprise learning strategy, organizational development, resource allocation, coaching, leadership development, and IT clinical education (iLEAD) programs.
- Led Magnet Transformational Leadership & Structural Empowerment components and co-led the Center for Nursing Innovation, earning a top-10 international placement at NurseHack4Health (2023).

Director, Nursing Professional Development & Education (Institute for Learning, Leadership, and Development)

2016-2020

- Collaborated with system leaders to assess nurse competencies, identify learning needs, and develop professional development goals and programs.
- Directed nursing education operations, including orientation, continuing education standards, academic affiliations, degree-advancement programs, and AHA/BLS training.
- Managed departmental budgets, overseeing resources, software, and learning materials for staff and patient education.
- Developed and evaluated proprietary patient-education materials for internal distribution.
- Led and participated in interdisciplinary performance-improvement initiatives focused on care quality, safety, and nursing practice.
- Coordinated educational activities across departments, securing guest lecturers and optimizing resource utilization.
- Contributed to grant development, submission, and implementation of funded educational or research programs.
- Provided leadership for system-wide teams and nursing councils, participated in statewide/national NPD initiatives, and led the Structural Empowerment Magnet Model component.

Staff Education Specialist & Advanced Practice Registered Nurse, Clinical Specialist, Nursing Development & Education Department

2012-2016

- Served as a clinical consultant, role model, and mentor, providing expertise in specialty areas and supporting staff development.

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- Developed innovative, cost-effective educational programs and curricula aligned with Nursing and system-wide strategic goals.
- Promoted research and evidence-based practice, integrating methodologies such as Lean Six Sigma into improvement initiatives.
- Led and managed projects supporting nursing staff development, including BSN strategic initiatives, Student Nurse Extern Program, and Magnet readiness efforts.
- Collaborated with nursing leadership, system leaders, staff, and SMEs to enhance patient experience and achieve organizational goals.
- Oversaw education programs for new hires, orientation processes, electronic checklists, and development of effective educational tools for staff readiness.
- Served as liaison for 25+ schools of nursing, managing faculty orientation, clinical contracts, student placements, and preceptorship coordination.
- Identified learning needs and improvement opportunities, developing new education programs, supporting preceptor development, leading committees, and maintaining SharePoint for communication and data tracking.

Wilmington University, New Castle, DE

2013-2018

Adjunct Faculty

- MSN 6500 – Leadership Roles in Advanced Practice Nursing
- MSN 6501/6502 – Advancement of Nursing Science

ChristianaCare Health System, Wilmington, DE

Research Nurse Coordinator– Cancer Research Department

2007-2012

- Recruited and enrolled patients for clinical trial participation
- Submitted clinical data in a timely and accurate manner
- Coordinated with physicians to identify potential patients within the Health System
- Monitored patient progress while on trial and report any issues to physician
- Informed physicians of clinical trial requirements
- Prepared/presented monthly statistics to management and the NCI/NIH regarding The Cancer Genome Atlas Project

Smoking Cessation Counselor/Program Coordinator – Cancer Research Department

2010

- Recruited and enrolled patients and family members for participation in smoking cessation program, collecting clinical data in a timely and accurate manner
- Coordinated with physicians to identify potential patients within the health system
- Counseled and monitored patient and family member progress while in program
- Prepared and maintained statistics and assisted in publication of findings

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Staff Development Specialist – Acute Stroke Unit

2006 – 2007

- Collaborated with nurse manager to provide orientation, training, and assessment of new staff, facilitating their transition into the new position
- Facilitated achievement of individual, unit, departmental, and organizational goals
- Identified learning needs of staff; facilitated, developed and evaluated appropriate learning materials for unit utilizing evidence-based practices
- Guided and supported staff in professional development; served as a professional role model to staff, supported and enhanced preceptor development
- Facilitated unit-based education council

Hematology/Oncology, Bone Marrow Transplant Unit, Medical-Surgical RN

2003 – 2006

- Provided care on a 24-bed acute care inpatient unit
- Provided total care; performing nursing assessments and developing care plans, administering medications such as blood products and chemotherapy, accurately documenting in progress notes, MAR, CIR, admission database, Interdisciplinary plan of care & teaching record, and completion of the social assessments and effective discharge planning and teaching
- Performed charge nurse duties and was preceptor to new nurses and nursing students

University of Delaware's Student Health Center

1999 – 2003

Staff LPN - Student Health

- Cared for students with a variety of illnesses and medical conditions in the 8-bed inpatient unit, assisting RN with admissions and performing competent nursing care including, vital signs, safely administering medications and treatments, proper documentation, accurate deciphering and following doctors' orders, and making the students' stays comfortable

EDUCATION

WILMINGTON UNIVERSITY, New Castle, DE

May 2018

Doctor of Nursing Practice (DNP) Degree

UNIVERSITY OF DELAWARE, Newark, DE

Master of Science in Nursing (MSN) Degree, concentration in Clinical Nurse Specialist

May 2006

Bachelor of Science in Nursing (BSN), Degree with Distinction

May 2003

DELCASTLE TECHNICAL HIGH SCHOOL, Wilmington, DE

Licensed Practical Nurse (Exemplary Certificate and Diploma)

June 1999

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OTHER EDUCATION

Harvard Business School – Managing Healthcare Delivery Program	May 2024
The Health Management Academy GE Fellows Program for Nursing Executives	May 2018

CERTIFICATIONS & LICENSURE

- Certified, Oncology (OCN) (valid through 12/31/28)
- Certified, Advanced Oncology Certified Clinical Nurse Specialist (AOCNS) (valid through 12/31/29)
- Certified, Nursing Professional Development (RN-BC) (valid through 2/9/30)
- Certified, Nursing Executive, Advanced (NEA-BC) (valid through 4/18/28)
- Certified, Current Health Care Provider CPR (valid through 6/2027)
- Certified, Current Health Care Provider Automatic External Defibrillator (AED) (valid through 6/2027)
- Licensed, Registered Nurse, State of Delaware, L1-31595 (valid through 9/30/27)
- Licensed, Advanced Practice Nurse, Clinical Nurse Specialist, State of Delaware, LR-0000107 (valid through 9/30/27)

RELATED PROFESSIONAL AFFILIATIONS AND COMMUNITY SERVICE ACTIVITIES

- American Organization for Nursing Leadership (AONL)
 - Nominations Committee Member 2024-2026
- Past-President Delaware Organization for Nursing Leadership (DONL) 2024
- Nurse Advocacy Day participation – Delaware Nurses Association, Legislative Hall, DE 2024
- Nurse Advocacy Day participation – American Nurses Association, Washington, DC 2024
- President Delaware Organization for Nursing Leadership (DONL) 2023
- Nurse Advocacy Day participation – Delaware Nurses Association, Legislative Hall, DE 2023
- Guest Editor for DNA Reporter, Fall 2023 Edition 2023
- President-Elect Delaware Organization for Nursing Leadership (DONL) 2022
- Volunteer Nurse, BMW Golf Event 2022
- Juran Lean Six Sigma Black Belt Certification Course 2016 – 2018
- Juran Lean Six Sigma Black Belt Team Member 2014 – 2015
- Juran Lean Six Sigma Green Belt Certification course 2015 – 2016
- Member – American Nurses Association 2015-present
- Member – Delaware Nurses Association 2015-present
- Member – Oncology Nursing Society International 2006-present
- Member – Delaware Diamond Chapter of the Oncology Nursing Society 2006–present
- Member – Delaware Organization of Nurse Leaders 2016-present

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- President – Delaware Diamond Chapter of the Oncology Nursing Society 2014-2016
- President Elect – Delaware Diamond Chapter of the Oncology Nursing Society 2013-2014
- Nursing Advisory Board/Council Member, Salem Community College 2012-present
- Nursing Advisory Board/Council Member, Cecil Community College 2012-present
- Nursing Advisory Board/Council Member, Delaware Technical Community College, Stanton & Terry Campuses 2012-present
- Nursing Advisory Board/Council Member, University of Delaware 2012-present
- Nursing Advisory Board/Council Member, Neumann University 2012-present
- Nursing Advisory Board/Council Member, Wesley College 2012-present
- Nursing Advisory Board/Council Member, Wilmington University 2013-present
- Nursing Advisory Board/Council Member, Delaware State University 2015-present
- Member – Nursing Professional Development Organization National & Delaware Valley Affiliate 2012-2019
- Volunteer for annual Skin Cancer Screenings at Christiana Care Health System 2001-2012
- Volunteer Project CURE 2023-present
- Volunteer Nurse for Special Olympics Delaware 2002-present
- Member Sigma Theta Tau, Beta Xi Chapter 2001-present
- Member Sigma Theta Tau, International 2001-present

AWARDS AND HONORS

- 2nd place winner for the 2025 Vinod Sahney Award at the HSPI 2025 Conference 2025
- Abstract reviewer for Training Magazine/Conference 2022, 2023
- Training Magazine Top 5 Emerging Training Leader Award 2021
- Delaware Business Times (DBT) Top 40 under 40 Delaware Achievers and Innovators 2019
- The Health Management Academy GE Nurse Fellows
 - Program for Nurse Executives 2017-2019
- Wilmington University Audrey K. Doberstein Award for Leadership 2018
- University of Delaware 50 Stars of Nursing Alumni
 - Clinical Nurse Education Leader Award 2018
- Honorable Mention for May 2016 *Delaware Today* Top Nurse Award 2016
- Finalist for 2015 Excellence in Nursing Practice Awards for the State of Delaware (Educator—Staff Development category) 2015
- Focus on Excellence Silver Award Winner – Strengthening the Student Nurse Extern Onboarding Experience 2015
- Rising Star Educator/Faculty Award 2013
- Nursing Excellence Award for Christiana Care Health System 2006
- 1st Place Poster Presentation Award “A Survey of Sun Protection Practices in Delaware State Licensed Day Care Centers” – Living Nursing Research: Idea to Outcome conference sponsored by Delaware Nurses’ Association, Sigma Theta Tau – Beta Xi and

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- Omicron Gamma Chapters, and Wesley College Nursing Honor Society 2003
 - Sigma Theta Tau International – Beta Xi Chapter Certificate of Appreciation in recognition of my hours of service in tutoring and mentoring undergraduate nursing students 2003
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PUBLICATIONS

- Chisholm, T., Lee, N., & **Painter, J.** (2025) [Elevate Your Expertise: Nursing Professional Development Practitioner Advancement](#), *NPD in Motion: Reflections on an Expansive 2024*, 2/11/25 Issue 1.
 - **Painter, J.** (2023) Inspiring Nurse Leaders: Empowering transformational change in healthcare. *DNA Reporter*, 48(4) 1,16.
 - Sutor, A., & **Painter, J.** (2020) Nurse Residency Programs: Providing organizational value. *The Delaware Journal of Public Health*. 6(1), 58-61. <https://doi.org/10.32481/djph.2020.04.013>
 - Maxwell, L., MHCDS, & **Painter, J.**, DNP (2020). Advanced Practice Clinician (APC) Fellowships: A Strategic Approach to a High-Quality, Stable APC Workforce. *Delaware journal of public health*, 6(1), 52–53. <https://doi.org/10.32481/djph.2020.04.011>
 - **Painter, J.**, Sebach, A., & Maxwell, L. (2019). Nurse practitioner transition to practice: Development of a residency program. *The Journal for Nurse Practitioners*, 15(9), 688-691. <https://doi.org/10.1016/j.nurpra.2019.05.003>
 - Lyons, D., **Painter, J.**, Crannell, C., Mooney, R., Bucher, L., Joseph, R., Schwandt, C., Siano, S., Marandola, B., Keiser, S., & Bayne, L. (2013). The people in your neighborhood: Impact of physician cohorting on nursing units. *MEDSURG Nursing*, 22(5) 281 – 289. PMID: 24358568
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PRESENTATIONS

Local

- ChristianaCare – quarterly updates to Nursing Executive Council (2023-present)
- ChristianaCare – Interprofessional Teamwork & Communication
 - Interactive workshop for New Resident Orientation (June 2023)
- ChristianaCare – Health Services Board of Directors Presentation –
 - Center for Nursing Innovation (January 2023)
- ChristianaCare – Diamond Experience Faculty – Extraordinary People (2020)
- Delaware Organization of Nurse Leaders (DONL) – Emerging Nurse Leaders Workshop - Healthy Work Environment Presentation (October 2017 & February 2018)
- Delaware Technical Community College (DTCC)- Nurse Educator Update
 - Pathways Presentation (June 2017)
- Christiana Care Health System Nursing Education Council and Professional Nurse Council Retreats – The value of a BSN Degree (October 2015/January 2016)
- University of Delaware – Resume and Interviewing skills

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- Senior Nursing Students (March 2015)
- Christiana Care Health System RN III Spring Education Day - Nursing Professional Development & Education Roles & Responsibilities Panel Discussion (March 2014)
- Christiana Care Health System Professional Nurse Council Retreat –
 - The Value of Peer Feedback (January 2014)
 - Christiana Care Health System Taking Action: Nursing Education Council Annual Retreat
 - Driving the Bus...Back to School (October 2013)
- Christiana Care Health System 21st Century Visions of Nursing Conference - The Perils of Back to School...A Panel Discussion (September 2013)
- Christiana Care Health System Nursing Education Council Retreat - Nurse Practice Act, Code of Ethics for Nurses, Scope & Standards of Nursing Practice, & Hospital Policy - UNDERSTANDING THE DIFFERENCE! (March 2013)
- Christiana Care Health System Professional Nurse Council Retreat - Growing your Career – Continuing Education Opportunities (January 2013)

National

- Healthcare Systems Process Improvement Conference (HSPI 2025) February 19-21, 2025, Atlanta, GA presentation - *Optimizing Nurse Staffing: A Case Study in Forecasting Model to Address Post-COVID-19 Shortages and Improve Recruitment* (Odai Dweekat presented on behalf of team)
- The Health Management Academy, San Francisco, CA November 19, 2024 – Joint CLO and Nurse/Rotating Fellows Session – Joining Forces to Bring Clinical IT Education to Providers and Caregivers for a Successful EMR go-live (with Tabassum Salam, MD)
- American Organization for Nursing Leadership (AONL), New Orleans, LA, April 7-11, 2024 – Panel Presentation – *Nominations Committee Session*
- Doctor of Nursing Practice Conference, Palm Springs, CA, September 27-29, 2018 – Poster Presentation - *Development & Evaluation of a Primary Care Nurse Practitioner Residency Program*
- ANCC Pathway to Excellence Conference, West Palm Beach, FL, May 1-3, 2018 – Poster Presentation - *A Transformational Journey in Nursing Professional Development*
- ANCC Pathway to Excellence Conference, Louisville, KY, May 14-15, 2015 – Poster Presentation - *Onboarding Starts Now: Engaging Student Nurses*
- Drexel University Nursing Education Institute (DUNEI), Myrtle Beach, NC, June 16-19, 2014 – Poster Presentation *Onboarding Starts Now: Engaging Student Nurses*
- ANCC National Magnet Conference, Dallas, TX, October 8-10, 2014 – Podium Presentation - *Innovating Technology: Connecting Care with Mobile Device Use at the Bedside*
- Halogen Customer Conference, Henderson, NV, September 22-24, 2013 – Podium Presentation – *How Christiana Care's Talent Management Strategy Supports Nurse Development*
- Association for Nursing Professional Development (ANPD), Dallas, TX, July 16-20, 2013 – Podium Presentation - *Nursing Research: Reading, Verbalizing, & Embracing!*

International

- Sigma Theta Tau's International Nursing Research Congress, San Juan, Puerto Rico, July 23-27, 2015 – Poster Presentation – *Dedicated Unit and Preceptor Model: An Innovation on Precepting*