

NICHOLAS C. SNOW, DNP, MS-HPL, BSN, RNC, NEA-BC

EXECUTIVE PROFILE:

Nurse executive and nationally recognized ambulatory care leader with enterprise-level responsibility for multi-specialty clinical operations, complex regulatory programs, and high-growth service lines. Proven record of accomplishment leading nurse-driven care models that expand access, improve quality, and generate sustainable financial performance. Trusted advisor to executive leadership and policymakers; influential voice in national nursing organizations advancing ambulatory practice, governance, and innovation.

Selected Impact: \$83M+ downstream revenue • 49% program growth • Nurse-led access expansion • 90% reduction in response times • National governance leadership

EDUCATION:

- **Doctor of Nursing Practice (DNP)** – Organizational Leadership (*Nursing Informatics Certificate*), University of Utah College of Nursing
- **M.S. Health Policy & Law**, UC San Francisco & UC Hastings College of Law
- **B.S. Nursing (BSN)**, University of Utah
- **B.S. Health, Society & Policy**, University of Utah

PROFESSIONAL EXPERIENCE:

University of Utah Health – University Hospital – Salt Lake City, UT

Nurse Manager – Multi-specialty ambulatory portfolio including Infectious Diseases, Immunology, International Travel, Endocrinology, and the University of Utah Health Transgender Health Program (2021 – Present)

Oversee multi-specialty ambulatory clinics and the enterprise Transgender Health Program, providing strategic, operational, and clinical leadership. Lead ~19–35 nurses and staff; collaborate with physicians and executives on quality, safety, and growth initiatives; manage budgets and ensure compliance with all regulations and standards.

- **Transgender Health Program Leadership:** Accountable for operational and nursing leadership of the enterprise Transgender Health Program, supporting \$83M+ in downstream revenue and sustaining consistent double-digit

year-over-year growth (49% at peak) through workforce redesign, care coordination infrastructure, and standardized clinical workflows.

- **Innovative Care Models:** Designed and implemented multiple nurse-led care models (PrEP-RN, express STI testing and treatment, Expedited Partner Therapy, antimicrobial allergy de-labeling), expanding access, reducing provider burden, and establishing scalable ambulatory practice standards.
- **Operational Improvements:** Led workforce planning and role redesign across RN, MA, and support staff, aligning staffing models to patient growth, acuity, and nurse-led care delivery.
- **Quality & Compliance:** Ensure sustained compliance and operational integrity for complex funding and regulatory programs, including Ryan White HIV services, Utah's only Free PrEP grant, and transgender health funding, mitigating organizational risk while preserving patient access.
- **Service Expansion:** Expanded and integrated specialty services, including Clinical Immunology and Immunodeficiency, Endocrinology, and a centralized coordination structure for Infectious Diseases across multiple sites—improving access, consistency, and scalability across the system.

Nurse Care Manager – Women & Children's Services (Maternal-Fetal Medicine) – SUPeRAD Clinic (2019 – 2021)

Coordinated interdisciplinary care for high-risk pregnant and postpartum patients (Substance Use and Pregnancy, Recovery, Addiction, Dependency Clinic). Developed protocols and partnerships to improve outcomes for vulnerable perinatal populations.

- Created and implemented a coordinated **high-risk obstetric surgical protocol** (cesarean hysterectomy involving 5 specialties) that elevated U of U Health's profile as a referral **center of excellence** for complex OB cases.
- Managed care for **500+ high-risk obstetric patients**, streamlining case management and establishing partnerships (with correctional facilities and community rehab centers) to transition justice-involved mothers into postpartum treatment and support.
- Co-developed a **postpartum Hepatitis C treatment pathway** for new mothers with OUD, closing a critical gap in continuity of care.

Clinical Nurse – Labor & Delivery, Women & Children's Services (2016 – 2019)

Provided full-spectrum nursing care to high-acuity obstetric patients and their newborns through labor, delivery, and recovery. Precepted nursing students and supported process improvements in the unit. Key duties included managing complex maternal conditions (preeclampsia, diabetes, substance use disorders, and fetal anomalies), assisting in operative procedures (C-sections, intrauterine fetal transfusion, and other high risk obstetric procedures), performing neonatal resuscitation, and educating patients and families for safe antepartum, intrapartum, discharge, and postpartum care.

LEADERSHIP AND SERVICE: (National • State • Organizational)

- **Emerging Professional Voices Honoree (2026)** – American Organization of Nurse Leaders
- **Board Fellow (2025)** – Selected as the *Board Fellow* with the American Academy of Ambulatory Care Nursing (AAACN).
- **Magnet Commissioner (2018–2022)** – Appointed to the ANCC Commission on Magnet Recognition (4-year national term reviewing and conferring Magnet status to hospitals worldwide).
- **Women’s Health Task Force (2022 – 2024)** – Member of Utah State Committee improving women’s health outcomes.
- **Opioid Use Disorder Safety Committee (2022 – 2024)** – Statewide perinatal opioid safety bundle committee member addressing OUD in pregnancy.
- **Nursing Practice Council** – Co-Chair for University Hospital’s shared governance council on nursing practice.
- **Hospital M&M Board** – Member of University Hospital’s Morbidity & Mortality review board.
- **Medication Improvement & Documentation Committees** – Lead member driving EHR nursing documentation improvements and medication safety initiatives.

TEACHING AND ACADEMIC CONTRIBUTIONS:

Translating complex clinical practices, quality improvement, and nurse-led innovation into education and scholarship.

- **Guest Lecturer – University of Utah College of Nursing (2018 – Present):** Provide guest lectures and clinical instruction in maternal-newborn nursing, translating front-line experience and evidence-based practice into nursing education.
- **Presentations:** Delivered invited talks including *“Wellness: Rediscovering You”* (Park City Therapeutic Endoscopy Course, 2023), *“OUD in Pregnancy & MAT”* (Univ. of Utah PA Program & College of Nursing, 2022), and *“High-Risk Obstetrics: The Good, The Bad, The Messy”* (Univ. of Utah Nursing Grand Rounds, 2021).
- **Publications:** Co-authored articles such as *“Nurse and Patient Satisfaction”* (Journal of Nursing Administration), and a pilot study on postpartum wellness calls, demonstrating commitment to nursing research and quality improvement.

AWARDS AND RECOGNITION:

- **Emerging Professional Voices Honoree (2026)** – American Organization of Nursing Leadership (national rising nurse leader award).
- **Staff Excellence Award Nominee (2026)** - University of Utah Health
- **Staff Excellence Award Winner (2024)** – University of Utah Health (top 8 of 16,000+ employees).
- **Early Career Nurse Innovator Award** – Sigma Theta Tau International Honor Society (Recognition for Nursing Innovation).

CERTIFICATIONS:

- **Nurse Executive Advanced, Board Certified (NEA-BC)** – ANCC
- CITI Human Research Certification