

Vitae

Michael Cox DNP, MHA, RN

Grayson County College
Director of Nursing (Interim)
6101 Grayson Drive
Denison, Texas 75020
Office Phone: 903-463-8687
cox@grayson.edu
Health Sciences Room B117

Professional Experience Profile

- Result-driven manager with over twenty-five years of leadership experience in small and large objective-oriented organizations worldwide.
- Excellent communication skills, ability to analyze options, create innovative solutions, and develop team members who understand and share the corporate vision.
- Experience performing in high-stress situations such as constrained timelines, organizational change, competing demands, and declining resources.
- Experience and training with equal employment opportunity, sexual harassment, affirmative action, conflict negotiation, union negotiation, arbitration, and with employees from diverse cultural backgrounds.
- Author and editor of 25-year future planning, training, and organizational design publications.
- Developed and defended budget proposals ranging from \$10,000 to \$25,000,000.

Education

DNP, Doctorate of Nursing Practice, May 2020, Samford University, Birmingham, Alabama

MSN, Masters of Nursing, December 2016, The University of Texas at Tyler, Tyler, Texas

MHA, Masters of Health Administration, August 2001, Baylor University, Waco, Texas

BSN, Nursing, May 1993, Stephen F. Austin State University, Nacogdoches, Texas

BS, Bio-Medical Science, May 1987, Texas A&M University, College Station, Texas

Teaching Experience

- Integrated Care of Clients with Common Needs (RNSG 2404) – 2010 to Present
- Clinical-Nursing 2 (RNSG 1461) – 2010 to Present
- Transition to Professional Nursing (RNSG 1227) – 2015 to 2020
- Foundations of Professional Nursing (RNSG 1413) – 2015 to 2020
- Integrated Care of Clients with Complex Needs (RNSG 2414) – 2016 to Present

- Clinical-Nursing 3 (RNSG 2462) – 2016 to Present

Professional Experience

2022 to Present

Director of Nursing (Interim), Grayson College, Denison, TX

Responsible for overall leadership, development, direction, and administration of all aspects of the nursing program ensuring that the program is in compliance with all laws and regulations of the Board of Nursing, and coordinating the nursing curriculum with other degree program requirements.

2010 to 2021

Professor of ADN Nursing, Grayson College, Denison, TX

Provide online, hybrid, and face-to-face instruction and clinical education to nursing students at various clinical sites.

2010 to 2017

Registered Nurse (PRN), (Post Anesthesia Care Unit (PACU), Operating Room, and Pre-Admissions Unit), Texoma Medical Center, Bonham, TX

Provided direct patient care for surgical patients.

2009 to 2010

Director of Surgical Services, Red River Regional Hospital, Bonham, TX

Managed and led a surgical services department consisting of an Endoscopy Suite, Inpatient, and Outpatient Surgical Suite, Post Anesthesia Care Unit, Central Sterile Supply, and Pre-Surgical Admissions.

2007 to 2008

Director of Nursing and Director of Specialty Care: Reynolds Army Community Hospital, Fort Sill, OK

A principal executive directing the day-to-day operations of over 100+ nurses and ancillary staff. Provided oversight for radiology, pharmacy, laboratory, and outpatient services.

2005 to 2007

Director of Perioperative Nursing, Irwin Army Community Hospital, Fort Riley, KS

Led and managed the Perioperative Nursing Section, comprised of a surgical suite, central sterile supply, and endoscopy suite.

2003 to 2005

Associate Dean of Operations, Academy of Health Science, San Antonio, TX

Directed and managed the operations center for the world's largest allied health training organization, which provided Doctorate (Ph.D.) to certificate training for over 30,000 students annually.

2000 to 2003

Director of Clinical Services and Patient Safety Officer, General Leonard Wood Army Community Hospital, Fort Leonard Wood, MO

Provided direction and oversight for all outpatient services. Created and managed the Army's first Patient Safety Program.

Certifications

CPR

Advanced Cardiac Life Support (ACLS)

Certified Nurse Operating Room (CNOR)

Licenses

Licensed Registered Nurse – Texas 2009 - Present

Licensed Registered Nurse – Colorado 1993 – 2009

Honors and Awards

Humanitarian Service Medal (awarded twice for natural disaster relief efforts)

Gamma Eta Chapter of Sigma Theta Tau (scholarship award for poster presentation on Moral Injury)

Recipient of Elizabeth Calhoun Memorial Award for excellence in research

Association Memberships

Association of Perioperative Registered Nurses (AORN)

Army Nurse Corps Association (ANCA)

Grayson College Faculty Association

Sigma Theta Tau International Honor Society in Nursing: Gamma Eta Chapter

Grayson College Committees

Grayson College Veterans Committee

Grayson College Infection Control Representative

Grayson Technology Committee

Nursing Curriculum Committee

Nursing Peer Review Committee

Nursing Testing Committee

Papers/Publications/Conference Presentations

Cox, M, Skjolsvik, V., Rathfon, B., Buckner, E. (2021). Moral Injury in Veterans: Application of the Roy Adaptation Model to Improve Coping. *Advances in Nursing Science* 44(3), 224-237. doi: 10.1097/ANS.0000000000000348

Cox, M., & Skjolsvik, V. (2020, June 4). *Validating the Concept of Moral Injury in Veterans: Application of the Roy Adaptation Model*. Roy Adaptation Association-International 2021 Workshop

and Conference, Los Angeles, CA, United States.

Cox, M., & Skjolsvik, V. (2020) *Identifying Coping Mechanisms for Veterans Suffering Moral Injury: Using the Roy Adaptation Model*. (DNP project). Available from Sigma Repository database.

<https://sigma.nursingrepository.org/handle/10755/20846>

MSN Capstone Project: Improving Nursing Student Success by Refining the Admission Process

Army Medical Department White Paper, "Transforming Medical Support to a Modular Army." This work, presented and discussed at the highest levels, including the Secretary of Defense and Chief of Staff of the Army, guides the future of the Army Medical Department in its role to support the medical needs of soldiers for the next 25 years.

A Comprehensive Study of the Incentive Award Program at General Leonard Wood Army Community Hospital: *Academy of Health Sciences*, San Antonio, Texas

Mentoring and Preceptor Activity

2021 Preceptor for DNP Graduate Student
Education Focus
Post University

2020 Preceptor for DNP Graduate Student
Education Focus
American Sentinel University

2019 Preceptor for MSN Graduate Student
Educational Focus-Capstone, Admission Criteria
Western Governors University

2018 Preceptor for MSN Graduate Student
Administrative Focus
The University of Texas at Tyler

Community Service

Little League Coach (Fall and Spring) 2009 to Present
Work with youth 6 to 14 years of age

Kitchen Help, St. Lukes Episcopal Church, Denison, Texas
In support of the Grayson County Shelter; providing weekend meals for shelter residents

Animal Foster Care (Including domestic and exotic species) 2010 to Present
Currently provide care for horses, dogs, cats, pigs, and various species of deer and antelope

Member of the Texoma Behavioral Health Council (Meet to discuss local mental health issues affecting the region) 2019 to Present

Professional Development/Expertise

2021 – 21st Annual Roy Adaptation-International Virtual Conference (8 CEU)

2021 – Annual Faculty Education
Bloodborne Pathogens

FERPA for Higher Education
Preventing Phishing
Child Abuse Awareness and Prevention
Preventing Sexual Harassment
Title IX, VAWA, & Clery Act

2020 – Professional Development (Spring 2020)

Unconscious Bias
Diversity, Inclusion, and Belonging
Confronting Bias: Thriving Across Our Differences
Skills for Inclusive Conversations
Communicating about Culturally Sensitive Issues
Communicating Across Cultures

2020 – Evidenced-based Approaches to Nursing Administration and Practice 2020 (2 hours)

2020 – Texoma Community Mental Health Conference (8 Hours)

2019 – Veteran Administration Program (S.A.V.E.) preventing veteran suicide (8 hours)

2019 – Grayson Professional Development (10 Hours)
Medical Emergencies on Grayson's Campus
Breaking the Iron Cage of Poverty, Dr. Donna Beegle

2019 – Grayson College Data Summit

2019 – Annual Mock Trial, Texas Nursing Association, District Four (5 CEUs)

2018 – Principles of Online Teaching (5 hours)

Past Professional Development/Expertise

CANVAS Learning Management System Super User

ExamSoft Testing Administrator

Senior Military Leadership School

APIC, Fundamentals of Infection Surveillance, Prevention, and Control

Contract Officers Representative Course

Nurse Leadership Course

Patient Safety Training

TapRoot: Root Cause Analysis Training

Advanced Military Leadership Training Course

Perioperative Nursing Course

NCLEX Workshop for Educators / Item Development Process

Previous Teaching / Administrative Experience

Over ten years of teaching experience at Grayson College in the Nursing Department. Subject areas include; Perioperative, Gastro-Intestinal, Advanced Pain Management, Congenital Cardiac, Enteral, and Parenteral Therapy, Respiratory, Malnutrition, Central Catheter Management, Chest Trauma, Addictions, Leadership, Delegation, and Fluid and Electrolyte Balance.

Two and one-half years of senior management experience as the Associate Dean for Operations, managing the Academy of Health Sciences operation center, Fort Sam Houston, Texas. The Academy is the world's largest allied health training organization, providing Doctorate (Ph.D.) to certificate level training to over 30,000 students annually.

As the chief clinical consultant, I worked with architects, engineers, and information management personnel in the layout and design of a \$20M Nursing Science building and a \$12M hospital renovation project involving the surgical suites, Same-Day Surgery, Post Anesthesia Care Unit, Intensive Care Units, and Medical-Surgical Ward. As a result, the Nursing Science Building was completed six months ahead of schedule and is currently being used to train Licensed Vocational Nurses, Registered Nurses, and Certified Registered Nurse Anesthetist.

Two years as the project manager for the U.S. Army's first Patient Safety Program at a medical treatment facility.

As Director of Nursing, I lead 100+ nurses and ancillary staff in the day-to-day operations for all nursing services.

Appointed as the Senior Project Officer to supervise and direct the collection and collation of data for the entire Army Medical Department, supporting the Base Realignment and Closure Commission. The work helped support the Commission's decision to select San Antonio, Texas, as the sole medical training site for all armed services branches.

Chosen to represent the Academy of Health Sciences at a strategic off-site to help formulate the plan to transition the Army Medical Department Center and School into the Joint Medical Training Center.

Supervised, planned, and implemented over 100 visit itineraries for Congressional leaders, senior government officials, general officers, and foreign dignitaries.