

CURRICULUM VITAE

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EDUCATION

Fielding Graduate University	PhD, Human, Organizations and Systems
Harvard Business School	Certificate Strategic Perspectives in Nonprofit Management
San Diego State University	BS, Nursing
OR License	#201504661RN (Current)
CA License	#221694 (Current)

FACULTY

2015-present	Linfield University	Assistant Professor, School of Nursing <ul style="list-style-type: none"> - Coordinator, Nursing Management and Leadership - Faculty for final semester clinical rotations - Faculty for online graduate program - Student Advisor - Visiting Scholar, School of Business - Developed course in innovative leadership and systems thinking, Co-taught course (2022) - Editorial consultant for graduate students at University of Yangzhou, China
2010-2015	Brandman University	Adjunct Professor, Nursing and MHA <ul style="list-style-type: none"> - Developed online curriculum for Quality Management in Healthcare and Innovations courses - Teach Transition to Professional Practice, Community Nursing, Healthcare Public Policy, Diffusion of Innovations - Expertise in online curriculums and teaching strategies - Member of community Advisory Committee - Approved mentor for RN-BSN transition course
2000-2009	Cal State University, Fullerton	Adjunct Faculty/Distance Nursing Program <ul style="list-style-type: none"> - Courses include Transition to Professionalism, Leadership and Management - Graduate student preceptor
1980-2007	University of California, Los Angeles	Assistant Clinical Professor (WOS) Department of Nursing <ul style="list-style-type: none"> - Courses include Leadership and Management (Graduate) - Graduate student preceptor

1980-1989	Cal State University, Long Beach	Assistant Professor, Department of Nursing - Nursing Leadership Certificate program (extension)
1977-1980	University of California, San Francisco School of Nursing	Assistant Clinical Professor Department of Biological Dysfunction - Clinical preceptor for new graduates and nursing students - Lecturer for nursing process, theory, clinical management

PROFESSIONAL EXPERIENCE

2010-2015	AccessOC, Southern CA	CEO/Executive Director
Responsible for the management and daily operations of a 501c3 non-profit that provides free surgeries and access to specialty medical care for the uninsured. Recruited five hospital care partners and over 900 clinical volunteers and facilitated training at 25 community clinics. Comprehensive patient care coordination provided to every patient referred from health clinics. Managed million dollar budget, human resources, Board recruitment, development and governance, and fiscal responsibilities.		
1996-present	EKW & Associates	President/CEO
EKW & Associates specializes in facilitating the development of organizations and people. The culture of the organization is based on a customized approach that provides positive and individualized outcomes for each client.		
2008-2010	Camp Fire USA	CEO, Orange County Council
Responsible for the management and daily operations (\$1.5 million budget) of a non-profit council of a nationally recognized organization. Leadership of over 45 teaching staff, managers; management of federal, state and foundation grants; board recruitment and development; grant writing; fund development and business planning. Recruited and developed 8 new board members in 2 years; provided guidance for Board development to strengthen governance for organization.		
2001-2005	Laguna Beach Community Clinic	Executive Director
Responsible for overall management of clinic operations. Responsibilities included leadership and team building for a multidisciplinary staff of 50-75 (physicians, nurses, technicians, medical records, support services and volunteers) and oversight of all clinic programs that provided over 20,000 encounters/year. Board recruitment and development, community outreach and fund development.		
1986-1996	Irvine Medical Center	Vice President, Patient Care Services
Primary clinician on design and development team for a new hospital in Irvine, CA (originally owned by AMI, then Tenet, now Hoag Presbyterian). Hired to development team 7 years prior to opening, helped design all clinical departments, including innovative patient care services delivery model (media termed the model a "hospital without walls"). Facilitated recruitment, hiring and training of over 700 employees including physicians, nurses, pharmacy, support staff and all other clinical departments prior to opening. Coordinated successful opening and managed clinical operations of all patient care services. Participated on executive management and clinical operations teams at the corporate level.		
1980-1986	Miller Children's Hospital	Assistant Director Nursing Clinical Instructor/Education
Responsible for management of 175-bed Pediatric hospital, including NICU, ICU, med-surgical services, outpatient clinics and community outreach. Member of executive nursing team of Memorial Health services, strategic planning for business growth, peer review and clinical ladder for professional nursing team and transition to unionized staff.		

1976-1980 University of California, San Francisco Assistant Director Nursing
 Instructor/Education and Research

Facilitated development of 200+ standardized care plans utilizing a multidisciplinary approach and collaborative practice model for patient centered care. Successfully transitioned 1500+ care caregivers to the standardized care planning system. Helped design and implement a peer review system, one of the first in the nation, for the professional nursing team.

Clinician Children's Hospital and Health Center Charge Nurse, Rehabilitation
 San Diego, CA

Clinician Kuakini Hospital, Honolulu, HI Staff/Charge Nurse

MEMBERSHIP IN ORGANIZATIONS/COMMUNITY SERVICE

2015-present Northwest Organization of Nurse Executives (NWONE)

1998-present Girl Scouts of America
 - Girl Scouts Oregon Southwest Washington (GSOSW)
 - 2016-present: Board of Directors
 - 2016-present: Fund Development Committee
 - Orange County, CA Council
 - Leadership Roles: Council leadership team, troop leader, international travel patrol leader (India, Italy, Switzerland, United Kingdom)

2019-2022 The Lund Report/Oregon Health Forum
 - Board of Directors
 - Secretary
 - Chair, Governance Committee

2015-2017 Oregon Center for Nursing
 - Action Coalition Member

2005-2014 Camino Health Center Auxiliary/Board of Directors
 - 2012-14: President

2005-2009 Y-ME National Breast Health Organization (Board of Directors)

2005-2007 Association of Women in Healthcare Administration

2000-2001 Organization Development Network of OC

2001-2005 American Association of University Women (AAUW)
 - Board of Directors
 - Laguna Beach Foundation, President

1983-2000 Organization of Nurse Executives - California (ACNL)

- 1975-1998 Association for the Care of Children's Health (ACCH)
 - 1993-1995: President, National Executive Board
 - 1985-1990: Secretary, National Executive Board (2 terms)
- 1995-1998 Irvine Senior Foundation - Board of Directors
 - 1996-98: Vice President
- 1997-1999 Orange County Business Forum
- 1976-present Sigma Theta Tau, Alpha Eta Chapter, XiMu Chapter
- 2013-present Brandman University Chapter
- 1992-1995 Irvine Chamber of Commerce - Board of Directors
- 1990-1993 Mardan Center for Educational Therapy - Board of Trustees
- 1986-1993 Irvine Child Care Project (JPA, City of Irvine)
 - 1990-93: President
- 1985-present Who's Who of Nursing Professionals
- 1981-present Who's Who of American Women

CONSULTATIONS/PRESENTATIONS

- November, 2023 Podium Presentation
 - Facilitating Patient Engagement in High-Tech Care Environments: Professionals and Students Need New Competencies
 - 2nd Annual International Forum on Geriatric Nursing, Yangzhou, China
- June, 2022 Webinar keynote presentation
 - 9th Annual Beijing International Webinar of Traditional Chinese Medicine Nursing Care TCM and Patient Care Delivery in the United States
- June, 2021 Webinar keynote presentation
 - Facilitating Patient Engagement in High-Tech Care Environments: The Patient's Perspective
 - Global Nursing 2021 (cancelled due to pandemic), Berlin, Germany
- 2017 Oregon Nurses Association (ONA)
- 2016-2017 Nurses on Boards (OCN) - Coos Bay, La Grande, Medford, Bend
- 2014 Western Governor's University
- 2013 Eisner Pediatric Family Medical Center

- 2011 Communities Joined in Action National Conference
- ACHI National Conference
- 2001-2009 Camp Fire USA OC Council
CalOptima
Taller San Jose
Children and Families Commission of OC
Institute for the Advancement of Health
Immunization Coalition (LINK registry system)
Coalition of Orange County Community Clinics
Saddleback Memorial Medical Center
Mission Hospital and regional Medical Center
- 2000 Coalition of Orange County Community Clinics
Saddleback Memorial Medical Center, Laguna Hills, CA
Beverly Hospital, Whittier, CA
Memorial Medical Center, Long Beach, CA
Anaheim Memorial Medical Center, Anaheim, CA

Prior to 2000 please see ekwconsulting.net

RESEARCH ACTIVITIES

2020-2021 Linfield University IRB FWA#00004163, IORG# 0002606. Student's Perceptions of the use of Technology and Equipment in Care Delivery

Dissertation (2017), "The Patient's Perception of the Nurses Use of Technology in Care Delivery".

Student reader/dissertation committee: "Capacity building and sustainability in a community disconnected from main stream supports", The Fielding Institute, Santa Barbara, CA.

Co-investigator of Job Satisfaction Study Related to Implementation of Primary Nursing in a General Pediatrics Unit, Miller Children's Hospital, Long Beach, CA.

Co-investigator, "A Comparison of Pediatric Nurse's Role Expectations and Their Behaviors" - poster session participant at Recent Advances in Nursing Science, Sigma Theta Tau, Los Angeles, CA.

Co-investigator, "A Comparative Study of Parent Satisfaction Pre- and Post- Implementation of Primary Nursing in Pediatric Intensive Care Unit".

Primary investigator, Patient Care Planning Project. Designed and implemented research project to investigate the effectiveness of utilizing Standardized Nursing Care Plans as a permanent part of the medical record.

PUBLICATIONS

Zhu, P., Wu, Q., Xinyi, L., Waidley, E., Ji, Q., and Xu, T. (2021). Gender Bias and the Lack of Equity in Pandemic Nursing in China: A Qualitative Study. International Journal of Environmental Research and Public Health. 18, 10273. <https://doi.org/10.3390/ijerph181910273>

Zhu, P., Wu, Q., Xinyi, L., Waidley, E., Ji, Q., and Xu, T. (2021). Gender Bias and the Lack of Equity in Pandemic Nursing in China: A Qualitative Study. *International Journal of Environmental Research and Public Health*. 18, 10273. <https://doi.org/10.3390/ijerph181910273>

Waidley, E. (2019). The Importance of patient's perceptions of technology: Reminders for Nursing Care. *The Journal of Continuing Education in Nursing*. Vol 50, No X.

Current: Grant writing, case statements, media releases, marketing, Board communications, community outreach, annual reports, job descriptions.

AccessOC, 2007, 2010-2015. Developed marketing and branding for start-up organization, designed patient education information; returned to establish non-profit status, developed strategic and marketing plans.

Waidley, E. (2000-2001). Weekly online column for professional nurses. *WebMD/WebRN*.

Waidley, E. (1997-1999) "Good Question". *Nurseweek*, published in CA and TX.

Waidley, E. (1981, rev 1996,2001). Radiologic Procedures. Jane.A. Fox (Ed.) *Primary Health Care of the Young*. New York: McGraw-Hill.

Waidley, E. (1985). The Use of Pediatric Patient Education Booklets and Parent Involvement, *American Journal of Nursing*, July.

Waidley, E. (1981). Surviving the Role of Referee. *RN*, September.

Waidley, E. (1977) Preparing Children for Radiology Procedures. *Journal of the Association for the Care of Children's Health*. Summer.