

# SUSAN HENLEY HÉBERT, MSMS, RN, CHSE

## Home:

1109 Eleanor St.  
Knoxville, TN 37917

[Susanfanher2@gmail.com](mailto:Susanfanher2@gmail.com)

Cell: (317) 902-9304

## Work:

1200 Volunteer Blvd.  
Knoxville, TN 37996

[sfanche2@utk.edu](mailto:sfanche2@utk.edu)

Office: (865) 974-2137

---

## EDUCATION

**Drexel University**, Philadelphia, PA  
Master of Science in Medical Simulation, May 2017

**Illinois Wesleyan University**, Bloomington, Illinois  
Bachelor of Science degree in Nursing, May 1986

## EXPERIENCE

**Univ. of Tennessee**, College of Nursing, Knoxville, TN

**3/13-Present**

- Simulation Director/Clinical Faculty
- Management of two separate simulation spaces in the College of Nursing including administration, budgeting, marketing, personnel management and other administrative duties
- Implementation of simulation into curriculum
- Faculty simulation development and evaluation
- Planned and developed CON simulation best practices aligning with INACSL Simulation Standards and Society for Simulation in Healthcare (SSIH) accreditation in simulation standards
- Secured and maintained UTKCON SSIH Simulation Accreditation
- Curricular integration of all simulation activities for College of Nursing
- Coordinates/facilitates all simulation activities for undergraduate and graduate nursing students
- Simulation research planning and implementation
- Collaborative partner in Health Innovation Technology in Simulation (HITS) lab for product/process development, research and technology transfer
- Undergraduate Curriculum Committee member for UG program redevelopment of curriculum to be initiated fall 2018
- CON Technology Strategic Planning Committee member
- Simulation Consultant to UT College of Veterinary Medicine
- New building committee consultant for simulation spaces in approved CON building construction which is scheduled to begin late 2018

**Self-employed Private Simulation Consultant**

**8/2017-Present**

- Consult with outside entities who seek simulation content expertise for simulation space design and integration of simulation best practices for accreditation in simulation from SSIH

**Wolters, Kluwer**

- Simulation education consultant

**8/13-Present**

**Univ. of Indiana School of Medicine, Dept. of Pediatrics, Indianapolis, IN 8/11-3/13**

- Simulation Educator
- Plans and coordinates all simulation activities for pediatric residents, neonatology fellows, NNPs, and neonatal transport teams
- Responsible for scenario design and implementation including supplies, set up and technology
- Debriefing scenarios (Attended debriefing training course at CAPE-Center for Pediatric Education at Stanford)
- Neonatal Resuscitation Program Regional Trainer and educator in NRP simulation program planning and implementation for all IUSOM residents and faculty
- Secured 3 patents with Pediatric simulation team for manikin enhancements and task trainers
- Co-author of poster presentation for International Simulation Society in Healthcare

**Middle School Nurse, Noblesville School District, Noblesville, IN**

**10/8 – 8/11**

- Provides care to over 1300 7<sup>th</sup> and 8<sup>th</sup> grade students daily
- District RN liaison providing data/statistical analysis for district health documents
- Developed presentations on various health topics to educate students and staff
- Proficient in Microsoft Office applications

**RN – NICU, Clarian North (IU Health) Medical Center, Carmel, IN**

**8/06 – 10/08**

- Provided direct patient care to neonatal infants in Level III neonatal ICU
- Interacted with physicians, parents, and staff in neonatal ICU and OB setting daily
- Performed staff charge nurse duties (i.e., scheduling, problem solving, and triage)
- Bereavement support nurse

**Substitute School Nurse, Noblesville, School District, Noblesville, IN**

**8/02 – 6/06**

- Performed all duties associated with school nurse at all Noblesville schools

**Developmental Therapist, Janus/First Steps, Noblesville, IN**

**8/02 – 10/04**

- Performed developmental evaluations on children age birth to 3 years
- Provided direct developmental therapy to clients in home setting

**Neonatal Outreach Educator, St. John's Hospital, Springfield, IL**

**2/96 – 5/98**

- Collected and organized statistics on neonatal morbidity and mortality
- Provided outreach education to nurses at regional hospitals in neonatal infant care
- Organized seminars for regional nurses on neonatal and perinatal topics
- Presented morbidity and mortality meetings to medical students and physicians

**RN – NICU, St. John's Hospital, Springfield, IL**

**5/86 – 2/96**

- Provided direct patient care to neonatal infants in Level III neonatal ICU
- Interacted with physicians, parents, and staff in neonatal ICU and OB setting daily
- Performed staff charge nurse duties (i.e., scheduling, problem solving, and triage)

## Professional Affiliations

Member of Society for Simulation in Healthcare  
Member of International Nursing Association for Clinical Simulation and Learning (INACSL)  
INACSL Advanced Practice Nursing Focus Group  
Journal Peer Reviewer for Nurse Education Today  
Tennessee Simulation Alliance Director at Large for East Tennessee  
Honor Society of Nursing, Sigma Theta Tau International(STTI)

## Certifications and Licenses

Licensed Registered Nurse in Tennessee  
Certified Healthcare Simulation Educator  
BLS Instructor

## Presentations

Poster presentation, Byrne, B., Wetzel, L., Mayer, L. & Fancher, S., (Dec. 2012), Developing a New Model for Diagnosis and Treatment of Pneumothoraces in the Neonate, International Meeting of Simulation in Healthcare.

Podium presentation, Implementing a Faculty Development, Program, (Nov. 2013), TN Sim Alliance.

Podium presentation, Fancher, S., & Hancock, C. (Nov. 2013), Painless Injection: Integrating EHRs into Simulation Scenarios, TN Sim Alliance.

Poster presentation, (June 2014), Undergraduate Nursing Students as Simulation Educators: Bringing Awareness to Cultural Diversity, INACSL 2014.

Podium presentation, Fancher, S., Bailey C., & Wyatt, T. (June 2014), Developing a Faculty Program to Enhance Simulation at your College, INACSL 2014.

Podium presentation, Mixer, S., Fancher, S., & McArthur, P. (Oct. 2014) , Undergraduate Nursing Students As Simulation Educators: Developing Cultural Competence, Transcultural Nursing Assoc. 2014 Conference.

Podium presentation, Wyatt, T. & Fancher, S., (June 2014). Bridging EHRs and Simulation to Promote Patient Safety. 5<sup>th</sup> International Nurse Education Conference: NETNEP 2014. Noordwijkerhout, Netherlands. Presented by Dr. Tami Wyatt.

Podium presentation, Fancher, S., Wyatt, T., & Bailey, C. (Nov. 2014), Keeping the Ball Rolling: Advanced Faculty Simulation Development Program, TN Sim Alliance.

Podium Presentation, (Jan. 2015), Healthcare Simulation Education, Univ. of Tennessee Chancellor's Associates Breakfast.

Poster presentation, Fancher, S., Mixer, S. J., & McArthur, P. M. (February 16, 2015). *The innovative magic that transforms nursing students as simulation educators*. University of Tennessee Provost's Faculty Appreciation Luncheon. Knoxville, TN.

Podium presentation, Li, X., Fancher, S., & Wyatt, T. (May 2015), Design and Development of an Electronic Fetal Monitoring App, Industrial and Systems Engineering Research Conference.

Podium presentation, Fancher, S., & Bailey, C. (June 2015)., The Journey: Transitioning from Make-Shift Simulation to Simulation Excellence : INACSL Standards of Best Practice put into Practice, INACSL 2015.

Poster presentation, Mixer, S. J., Bland, T., Fancher, S., Gaylord, N., & Clevenger, L., (Oct. 2016), Collaborative Care for Chronically-ill Children (C<sup>4</sup>): Using inter-professional education and simulation to provide culturally competent care for children with multiple chronic conditions and their families. 41<sup>st</sup> Annual Conference of the (International) Transcultural Nursing Society, Portland, OR.

Podium presentation. Fancher, S., & Hopper, S., (Nov. 2015), Engage the Senses: Creating Realism with Moulage and Logistics of Incorporating Simulation into Curriculum, Tennessee Simulation Alliance Conference.

Poster presentation, Berg, T., Chyka, D., Fancher, S., & Hopper, S.,(Jan. 2016), Integrating medical simulation, nurse education and systems engineering to reduce error in medication delivery, International Meeting on Simulation in Healthcare (IMSH 2016).

Poster presentation, Fancher, S., Gaylord, N., Bland, T. and Clevenger, (June 2016), L., Collaborative Care for Chronically Ill Children: Inter-professional Education to Care for Children with Multiple Chronic Conditions and Their Families, International Nursing Association for Clinical Simulation in Nursing Conference.

Poster presentation. Fancher, S. L., Gaylord, N. Bland, T., Clevenger, L., Mixer, S.J. (Oct. 2016). Collaborative Care for Chronically ill Children: Inter-professional Education to Care for Children with Multiple Chronic Conditions and their Families. Tennessee Nurses Association/Tennessee Association of Student Nurses Joint Conference.

Podium presentation. Fancher, S., & Hopper, S. (Nov. 2016), Implementing Standardized Patients: Improving a Nursing Program with increased fidelity. Tennessee Simulation Alliance Conference.

Poster presentation: Myers, C.R., Fancher, S., Hardesty, P., Lasater, K. (January 2017). New uses of simulation to enhance competencies in population health. *Teaching Health Policy in Graduate Nursing Education: Giving Wings to Innovation*. San Diego, CA.

Technology Showcase: Fancher, S., Taylor, S., Li, X., & Wyatt, T. (January 2017). Simulated Electronic Fetal Monitoring Application Spectrum of Ideas Showcase Recipient, International Meeting of Simulation in Healthcare Conference.

Podium presentation: Myers, C.R., Hardesty, P., Fancher, S., Hopper, S., & Lasater, K. (June 2017). Using simulation to foster understanding of the Triple Aim for population health. *International Nursing Association for Clinical Simulation & Learning Simulation 2.0 Designing the Future conference*. Washington DC.

Podium presentation: Fancher, S. & Campbell, E. (Aug. 2017). Innovative Technology: Doubling the Distance in Simulation Education. SimGhost US Conference, Raleigh, NC.

Podium presentation: Fancher, S. (Aug. 2017). Engage Me: Nursing Education in the 21<sup>st</sup> Century, Tennessee Educator Institute sponsored by the Deans and Director Assoc. of TN, Murfreesboro, TN.

Poster presentation: Fancher, S. (Nov. 2017). High stakes communication assessment in graduate level advanced practice nursing programs with use of standardized patients, Sigma Theta Tau International Research Day, University of Tennessee Knoxville College of Nursing, Knoxville, TN.

Poster presentation: Fancher, S., Li, X., Wyatt, T., Taylor, S., Greer, J., Delorey, D., Tourville, J., Thompson, K., Spurgeon, M., & Hopper, S., (Nov. 2017). Neonatal outcomes with simulation training using the SEFM App, Sigma Theta Tau International Research Day, University of Tennessee Knoxville College of Nursing, Knoxville, TN.

Podium presentation: Fancher, S., Errichetti, A. (Jan. 2018). Standardized Patient Communication Assessment in Medical and Advanced Practice Nursing Education: Two Perspectives, International Meeting of Simulation in Healthcare (IMSH), Society of Simulation in Healthcare annual conference, Los Angeles, CA.

Poster presentation: Lasater, K., Fancher, S., & Morgan, K. (April 2018). Readiness to practice: OSCE Summative Assessments for FNP students, National Organization of Nurse Practitioner Faculties Annual Conference, Indianapolis, IN.

## Publications

Wyatt, T. H., Li, X. & **Fancher, S.** (2015). *Electronic fetal monitoring in simulation. International Journal of Childbirth Education*. Summer. 30% contribution.

Lowe, S., Wyatt, T.H., Li, X. & **Fancher, S.**(2015). Trans-disciplinary Partnerships in IT Health Software Development: The Benefits to Learning. *Visible Language*, April. 15% contribution.

## Published Book Chapter

McArthur, P. M., Mixer, S.J., & Fancher, S. (2015). *Flipped Cultural Simulation*. In M.R. Jeffreys. Teaching cultural competence in nursing and health care (3<sup>rd</sup> ed.). New York, NY: Springer Publishing Company.

## Development

HITS (Health Information Technology in Simulation) Lab Collaborator on project Electronic Fetal Monitoring Application for Tablets, 2014-present, submitted to UTRF Nov. 2014.

HITS (Health Information Technology in Simulation) Lab Collaborator on project Interactive Debriefing Application, 2014-present, submitted to UTRF Nov. 2014.

Health Innovation Partnership Program (HIPP) collaborator with Healthcare Technology in Simulation (HITS) Lab partners and East Tennessee Children's Hospital on problem identification, process design and innovative solutions including simulation, Jan.-Dec. 2018.

## Research

**Fancher, S.,** Wyatt, T., Xueping, L., Taylor, S., Tourville, J., Thompson, K., Greer, J., Delorey, D., & Spurgeon, M. (2017-18) Neonatal Outcomes with Simulation Training Using the SEFM App. University of Tennessee, Knoxville, College of Nursing/Naval Medical Center Portsmouth. **Role: Project Investigator.**

**Fancher, S.,** (2017) High Stakes Communication Assessment in Graduate Level Nursing with Use of Standardized Patients, University of Tennessee, Knoxville, College of Nursing. **Role: Project Investigator.**

Nye, C., **Fancher, S.,** Campbell, S., Short, M., & Short, C., (2018) Simulation Use in Advanced Practice Nursing Programs in the United States and Canada, Virginia Commonwealth University, Richmond, VA. **Role: Co-Investigator.**

Koszalinski, R., Taylor, S., **Fancher, S.,** Wyatt, T., Li, X., & Tourville, J. (2017) Feasibility of the Simulated Electronic Fetal Monitoring Application to Teach Interpretation, University of Tennessee, Knoxville, College of Nursing. **Role: Co-Investigator.**

Xueping, L., Wyatt, T., Fancher, S., Lowe, S., & Kim, H. (2015) Interactive Debriefing Application (IDA) for Simulation, University of Tennessee, Knoxville, Colleges Of Engineering, Nursing and Arts and Architecture. **Role: Co-Investigator.**

Gaylord, N., Bland, T., Mixer, S., **Fancher, S** (2014-2017) Collaborating in Caring for Chronically-ill Children (C4): Inter-professional Education to Care for Children and Families with Multiple Chronic Conditions, University of Tennessee Knoxville, College of Nursing. **Role: Co-Investigator**

**Fancher, S.L.,** Wyatt, T., Li, X. (2013-14) Electronic Fetal Monitoring Application for Tablets, University of Tennessee Knoxville, College of Nursing. **Role: Project Investigator**

**Fancher, S.L.** & Hancock, C.M. (2013-2014). Measuring the Impact of Educational EHRs on Simulation Competencies, University of Tennessee Knoxville, College of Nursing. Goal: measure outcomes of state-of-the-art simulation training integrated with educational electronic health records (EHR) in students completing a pre-licensure nursing program. **Role: Co-Investigator.**

Byrne, B., Wetzel, E., **Fancher, S.,** Meyer, L. (2012-2013). Evaluating the Teaching Effects of Simulation Pneumothorax Manikin Model to Diagnose and Treat Pneumothoraces in the Neonate, Indiana University, School of Medicine. **Role: Research personnel.**

## Grants

Transforming RN Roles in Community-Based Integrated Primary Care through Academic Practice Partnership (TRIP). DHHS-Health Resources and Services Administration #18-012. **Mixer, S. J. (PD),** Beebe, L. (Lead Faculty), Thompson, K., Elliot, L., Turley, D., Niederhauser, V., Farr, G., Raynor, H., Fancher, S., Myers, C., Davis, S., & Hadjiharalambous, S. Funding Amount requested \$2,659,027. Submitted January 26, 2018.

Healthcare Innovation Partnership Program (HIPP), Collaboration with Health Innovation in Technology Simulation (HITS) Lab, University of Tennessee and East Tennessee Children's Hospital (ETCH), Wyatt, T., Xueping, L., Lowe, S. & **Fancher, S.** 2017-2019, \$150K..

Simulated Electronic Fetal Monitoring App, Health Information in Technology Lab University of Tennessee, **Fancher, S.(Co-PI)** , Li, X., Wyatt, T. 2014. \$5000 mini-grant, 1 year funded.

Collaborative Care for Chronically-ill Children (C<sup>4</sup>), Gaylor, N. (PI), Bland, T., Clevenger, L., Peeden, J., **Fancher, S. (Co-PI).** 2015. HRSA, 3 yrs. funded, \$1.3M,

Improving Clinical Education for Advanced Practice Nurses through Academic-Practice Partnerships, Lasater, K., (PI), Morgan, K., Niederhauser, V., Morrow, J., Myers, C., **Fancher, S., (Co-PI)**, Mixer, S. 2015. HRSA, 3 yrs funded, \$2.0M.

Research and Refinement of Simulated Electronic Fetal Monitoring (SEFM).PI-Wyatt, T., Co-Is-Li, X., **Fancher, S.,** & Taylor, S. 2016. University of Tennessee, College of Nursing, Office of Research Administration, \$10,000, 1 year funded.

Transforming RN Roles in Community-Based Integrated Primary Care through Academic Practice Partnership (TRIP). DHHS-Health Resources and Services Administration (HRSA Grant NO: UK1HP31710). Mixer, S. J. (PD/PI), Beebe, L. (Lead Faculty), Thompson, K., Elliot, L., Turley, D., Niederhauser, V., Farr, G./Wheeler, J., Raynor, H., **Fancher, S.,** Myers, C., Davis, S., & Hadjiharalambous, S. Funding Amount \$2,659,027. 4 yrs funded, Project period: 7/1/2018-6/30/2022.

## Awards

2018 NLN Leadership Development for Simulation Educators Fellowship

Fancher, S., Li, X., Wyatt, T., & Lowe, S. (2017) University of Tennessee Research Foundation/Wolters Kluwer Health Option Agreement for Technology Transfer of Interactive Debriefing Application.

Allison & Patrick Harrison Nursing Innovation Award, University of Tennessee, College of Nursing (Aug. 2017).

Academic Excellence, Highest Student Program Award, Master of Science in Medical Simulation, Drexel University School of Medicine (May 2017).

Li, X., Wyatt, T., Fancher, S. & Taylor, S. (2016). University of Tennessee Research Foundation Innovation Award, Simulated Electronic Fetal Monitoring Application (SEFM) Technology Transfer.

Li, X., Fancher, S., & Wyatt, T. (May 2015), Design and Development of an Electronic Fetal Monitoring App, Industrial and Systems Engineering Research Conference Top Award for New Application Development.

2014 Tennessee Simulation Alliance Fellowship