**Tara D. Goode** MSML BA BSN, RN

My primary focus has and always will be the health and wellbeing of individuals. I have demonstrated fearlessness in my efforts to tackle difficult conversations and issues related to race, health, education, policy of all kinds, socioeconomic imbalance, and political ideals. I challenge individuals to provide evidence for their opinions and I am a devotee of science. I am a leader of people looking forward to continuing my growth and understanding of individuals, groups, and the places they converge to be thoughtful and productive.

Executive with 20 years of experience in team building, developing organizational culture and staff, addressing diversity, equity, and inclusion, promoting engagement, and development of nurses in the State of Washington. Extensive experience with communications, education, and governmental entities and for profit and non-profit organizations. History of creating education and training to improve outcomes and increase return on investment, staff satisfaction, and staff and stakeholder recruitment and retention. Skilled in program and campaign design and implementation among local and remote teams.

**PROFESSIONAL EXPERIENCE**

UNIVERSITY OF WASHINGTON SCHOOL OF NURSING & HEALTH STUDIES, Bothell, WA December 2020-Current

**Lecturer**

* Hybrid instruction using Canvas & Zoom. History of guest lecturing in multiple universities in WA.
* Focus on local, state, and national advocacy, engagement, leadership, and the business of healthcare.

**Course History**

**BNURS 420** Health Policy and the Organization of Healthcare (5) I&S - Winter 2020 A&C, Spring 2021 A

Overview of health policy and the organization of healthcare systems including structure, financing, and regulation. Introduces roles and approaches for healthcare professionals to participate in organizational, community, governmental health policy activities. Strategies emphasized include collaboration, partnership, and teamwork to affect policy change and improve service access, delivery, and outcomes.

**BNURS 421** Social Justice in Health (5) I&S, DIV - Fall 2021 B

Examines how multilevel societal factors influence differences in health and the provision of health services. Emphasizes impact of power and inequality on health of individuals, families, communities, and populations. Considers principles and actions of social justice and public health ethics to encourage self-exploration of roles to advocate for social change. Prerequisite: B NURS 360.

**BNURS 422** Team Leadership and Care Coordination (5) - Spring 2021 B

Focuses on the professional nurse's role as leader across the continuum of care. Builds skills for team leadership, delegation, and supervision; Applies inter-professional teamwork and communication skills to coordination of care transitions. Emphasizes identification, reflection and giving voice to self as leader. Prerequisite:

B NURS 360; and B NURS 460.

**BNURS 423** Ethical and Quality Nursing Care (5) I&S - Summer 2021 A&B

Explores strategies to promote ethical and quality patient-centered care as an individual provider, team member, and in collaboration with other disciplines. Provides a foundation of ethical frameworks and quality improvement approaches to support accountability for best practice. Prerequisite: B NURS 360; and B NURS 460.

APOCALYPSEINC.COM, Granite Falls, WA January 2019-Current

**Co-owner/Operator**

* Emergency preparedness training and on-line custom vinyl decals.

WASHINGTON STATE NURSES ASSOCIATION, Seattle, WA May 2008-August 2020

**Director of Organizing (April 2017 to August 2020)**

Tasked with developing a functional organizing department within an organization that did not yet have one to support and develop nurses throughout the State of Washington.

* Recruited, hired, trained, mentored, and empowered a diverse team of up to 9 organizers to recruit, retain, and engage members in advocacy, education, and practice efforts to ensure nurses had the safest working environment possible. Developed and maintained a department budget, policies, and practice guidelines.
* Developed workflows between departments and worked creatively to develop trainings and technology to support the work. Applied proficiency in CRM and IMIS databases and worked with IT department to develop better function on both the front and back ends of the system.
* Established social media and other digital presence with better than expected outcomes.
* Constructed new ways to recruit and engage leaders as watchdogs and advocates and lobby for policy that would benefit the membership and the profession and the residents of our state and country.
* Organized with the public affairs department to educate, recruit, and engage members in participating in their democracy in professional and civil efforts, locally, statewide, and nationally.
* Instituted effective communications plan for outreach engagement and crisis messaging that resulted in improved overall physical and digital engagement metrics.
* Coordinated with and supported the education department to complete, submit, and defend our application for ANCC accreditation so the organization could be more efficient and effective in producing timely high-quality content for nurses and stakeholders.
* Facilitated identification and assessment of stakeholder needs, developed and delivered qualified content to meet the needs of staff, members, and community partners.
* Initiated outreach program into schools to establish career-long professional support and engagement.
* Led my team in complex problem solving and campaign development.
* Established the foundation for a continuing effort of engagement around diversity, equity, and inclusion within all levels of the organization as evidenced by leading by example and development and implementation of formal training.
* Led interdisciplinary teams ranging from admin support and data entry, to Bachelor’s, Master’s and Doctoral level nursing colleagues, to lawyers, professors, and other highly educated specialists.

***Accomplishments:***

* Team development was my proudest achievement. Developed a department from the ground up and established a model for teamwork and collaboration that included remote and office-based teams.
* Responsible for guiding our organization through a few very difficult periods without losing any staff, mitigated losses within a matter of weeks to resume a steady and unprecedented industry growth.
* Influenced public opinion through education of community and members to win a very public battle for staffing safety.
* Successfully worked on relationship building with competing and collaborating organizations locally and nationally to improve relationships, protect the organization, and join forces for the betterment of our memberships, families, and communities as a whole.
* Guided the natural synergistic momentum of social and professional movements to garner achievements beyond originally set goals and establish long term benefits for all involved.
* Established relationships with non-traditional partners in the community to improve power and reach of messaging to improve engagement and outcomes.
* Led a fund-raising effort for childcare and other essential needs for nurses that has reached $20,000 and continues to grow.
* During the Ebola outbreak and again with COVID-19, quality safety information was very hard to come by. The leadership team worked tirelessly to curate high quality, evidence-based information and was awarded national acclaim across industries.
* Crisis management during pandemic response during initial stages of COVID-19, working with members, local, state, and national experts to develop and make accessible, guidelines for safe practice. Translate complex policy and research content into usable and widely available resources for nurses and other decision makers, and the general public. Promoted same to improve public safety.
* Established and promoted several successful hashtag campaigns in support of nursing and the community at large. Outcome metrics exceeded expectations and empowered nurses and community members to speak out for safety in unprecedented numbers.

WASHINGTON STATE NURSES ASSOCIATION, Seattle, WA May 2008-August 2020

**Nurse Organizer (May 2008 to April 2017)**

Hired to identify issues and target areas where a positive impact could be made toward the goal of improving membership retention, recruitment, and engagement, thus creating power to work on safeguarding and promoting the nursing profession.

* Began as the only full-time (one of two) staff and told to “figure it out.” Grew it into a highly functional part of the organization through essential change management and cultivation of ideas.
* Multifunctional – planned everything from public events and actions, to social networking opportunities, to political and professional mixers to professional conferences and localized events. Developed policies and procedures to create consistency and a positive branding experience for our members.
* Broke down barriers and bias in organizing and recruited nurses to engage fully in their own profession.
* Spoke about the benefits and challenges of unionism and political engagement with an open mind and acceptance of others’ perspectives.
* Learned and expanded best practices for organizing and how to use a conversation to create change.

***Accomplishments:***

* Developed a department from the ground up.
* Engaged bipartisan support for issues and was able to successfully grow leaders from the rank and file membership that have gone on to make a positive impact in communities.
* Crucial conversations around race, religion, politics, and social justice issues eventually opening the door for positive, non-partisan discussions of professional issues.
* Modeled how differing opinions can coexist in an environment of professionalism and ethics and demonstrated the absolute commitment to maintaining a high ethical standard for self and others.
* Crisis management consultant, walking unafraid into situations I knew very little about and was able to quickly assess, plan, and implement favorable outcomes. Develop policies and procedures that supported and protected our staff and members from repercussions and was able to work with our legal department to push the envelope as needed to make necessary change.

UNIVERSITY OF WASHINGTON MEDICAL CENTER, Seattle, WA September 2002-May 2008

**Staff Registered Nurse, Cardiothoracic Intensive Care Unit**

This was the regional cardiothoracic/transplant unit for 5 states: WA, WY, AK, MT, and ID.

* Received the patients and admitted them, worked them up (history and physical), developed a care plan, supported patients and families, and coordinated care and all contact for staff and diagnostic needs.
* Worked closely with the health care team from housekeeping to MDs and administrators to ensure patients received high quality care, often volunteering to care for the most complex or difficult patients.
* Challenged with high tech devices every day. Used as many as a dozen different types of mechanical heart, ventilators, transport monitors, and other cardiac and respiratory devices; maintained proficiency on, and eventually taught as part of a preceptor/mentor program.
* Worked with students to expose them to the possibilities and challenges of the profession and helped guide them in their learning and decision making process before and after graduation.

***Accomplishments:***

* Nurses historically began on medical surgical units until they gain the skills and confidence to step up to critical care, this position was offered upon graduation based on effort shown during senior practicum.
* Honored to be selected by the chief thoracic surgeon to be primary nurse for the very first heart/lung combo transplant done at University of Washington Medical Center.
* Was written up in hospital wide newsletter as having used the J-thrust maneuver to save a colleague who was choking in the break-room.
* Volunteered to sit on committees and panels to create and teach cutting edge skills. Stayed current on pharmacology that occasionally would include the use of up to a dozen IV medications simultaneously.
* Crisis management skills developed with an innate ability to help others deal with volatile and delicate situations.
* Worked with multidisciplinary care teams to develop and implement sound, evidence-based protocols for improved outcomes. Teams included researchers and practitioners at all levels of hospital care and contact.
* Worked in collaboration with researchers to implement several different studies on select patients under my care. Examples: cardiac and renal medications trials, established 1st time protocols for cardiac and respiratory care devices, and established the efficacy of the temporal thermometer for public use.

**EDUCATION / CERTIFICATION**

* PhD student Industrial & Organizational Psychology, Adler University, On-line, 06/21-est. Completion 2024
* eCornell Certificate Program: Diversity and Inclusion, on-line, 11/20
* Master of Science degree, Management and Leadership, Western Governors University, On-line, 10/19
* Bachelor of Science degree in Nursing (BSN), University of Washington, Seattle, WA, 06/02
* BSN Pre-requisites, Olympic Community College, Bremerton, WA, 06/98

Phi Theta Kappa Honor Society, Dean’s List

* Bachelor of Arts degree in Social Sciences, Washington State University, Pullman, WA, 12/95

Emphasis: Psychology, Women’s Studies

* Beth Becker Digital Bootcamp, digital marketing, communications, strategy development seminar
* OSHA10 Safety Training, Current
* Basic Life Support/CPR/AED/First Aid, Current
* Registered Nurse (RN), Washington State 2002-Current, maintain avg. 15 hours per year continuing ed

**PROFESSIONAL MEMBERSHIPS**

The American Association for the Advancement of Science (AAAS); National Association for Female Executives (NAFE); International Association of Women (IAW); American Nurses Association (ANA); Washington State Nurses Association (WSNA); Northwest Region Nurses Association (NWRNA); American Humanist Association (AHA), Society for Industrial and Organizational Psychology (SIOP)

**VOLUNTEER**

Member of the Board of Advisors at Northwest University Buntain College of Nursing October 2020-Current

Elected member of Faculty Council, University of Washington, 1 yr term September 2021-22

**PUBLISHED WRITINGS**

“Don’t call me hero, call me scientist.” WA Nurse Magazine, summer 2020

“What does it mean to be a nursing leader?” WA Nurse Magazine, winter 2020

“What does professional activism look like?” WA Nurse Magazine, fall 2019

“Incrementalism, good or bad?” WA Nurse Magazine, winter 2019

“The power of one.” WA Nurse Magazine, summer 2018

“Will you stand with me?” WA Nurse Magazine, winter 2018