

**José Reyes DNP, MSN, RN, CCRN, NPD-BC**

Pronouns: (he/him/él)

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I am a nurse leader with over a decade of progressive experience in acute and critical care, clinical education, and educational management. I have a proven track record in managing unit operations, budgeting, and staff development in both academic and hospital settings. I am skilled in leading interdisciplinary teams, collaborating with others, and enhancing patient and student outcomes.

**EDUCATION**

- Bachelor's in Science of Nursing  
University of Washington - 06/2015
- Master's of Science in Nursing – Leadership and Management  
Western Governor's University - 01/2020
- Doctor of Nursing Practice – Population Health and Systems Leadership  
University of Washington – 03/2025

**Clinical Assistant Professor of Nursing**

**09/2025-Present, Pacific Lutheran University**

- Delivered and managed courses in-person, hybrid, and online formats, continuously reviewing and improving course design and content.
- Designed, implemented, and evaluated student learning activities, collaborating with faculty on didactic, lab, and clinical instruction and assessment.
- Supervise and mentor students in lab and clinical settings while providing academic advising and maintaining effective communication with stakeholders.
- Contribute to program and university initiatives through committee participation, faculty meetings, and collaboration with leadership to ensure program continuity and outcomes.

**Associate Dean of Nursing & Allied Health**

**09/2021-09/2025, Everett Community College**

- Develop, monitor, and manage nursing and allied health program budget. Including determination of lab fees and oversight of program grants.
- Keep current on the Accreditation Commission for Education in Nursing (ACEN) policies and requirements and ensure compliance with ACEN Standards and Criteria.
- Monitor, manage, and assess the department's effectiveness and promote data-driven decision-making.
- Collaborating, developing, and implementing work on the Systematic Evaluation Plan.
- Responsible for staffing courses and overseeing the recruiting and hiring of nursing faculty.
- Provide development opportunities to enhance the quality of instruction and student engagement.
- Observe and evaluate nursing faculty in their teaching in accordance with the faculty union contract.
- Serve as administrative representative on Appointment Review Committees.
- Establishing new and maintaining community partnerships.
- Maintaining program compliance with the Washington State Board of Nursing.

**Student Intern**

**03/2024-03/2025, Public Health Seattle King County**

- Work with underserved communities in navigating the healthcare system.
- Assist refugees with navigating federal compliance guidelines.
- Implement public health programs to support underserved youth.
- Develop and implement public health evaluation programs.

**Nursing Instructor Teaching Assistant**

**06/2024 – 12/2024, University of Washington**

- Adapting to various teaching situations, including working effectively in other teaching environments, and an ability to teach in more than one area of the program curriculum (Clinical ABSN and Population Health course).

- Handling difficult or sensitive situations with students in the course.
- Assisting the professors with grading and answering questions relating to the course.
- Connecting theory and application to practice in the clinical environment.

**Interim Manager of Progressive, Critical Care and Central Monitoring Unit**

**06/2021- 09/2021, Skagit Valley Hospital**

- Maintain/supports staff compliance with DNV Standards, WDOH, CMS, Practice Acts, and National Patient Safety Goals.
- Set unit standards through research, evidence-based care, benchmarks, and recognized standards of care.
- Collaborate with the ICU Medical director to improve unit outcomes.

**Assistant Nurse Manager of Progressive and Critical Care**

**10/2020 – 06/2021, Skagit Valley Hospital**

- Maintain/support staff compliance with DNV Standards, WDOH, CMS, Practice Acts, and National Patient Safety Goals.
- Set unit standards through research, evidence-based care, benchmarks, and recognized standards of care.
- Performance management, recognition, mentoring, and coaching.

**Clinical Nurse Educator**

**02/2019 – 10/2020, Providence Regional Medical Center**

- Provide education services to caregivers in the general medical/ surgical, telemetry, and critical care settings.
- Demonstrate leadership in promoting education and use innovative strategies to achieve educational outcomes and implement clinical changes.
- Function as a consultant, collaborating with unit staff, management, organizational leadership, and the academic community to ensure competency, promote staff development, and advance the profession of nursing.

**Nursing Instructor – Associate Faculty**

**01/2018 – 09/2021, Everett Community College**

- Adapting to various teaching situations, including working effectively in other teaching environments, and an ability/willingness to teach in more than one area of the program curriculum.
- Handling difficult or sensitive situations, using sound independent judgment within legal guidelines
- Relating and inspiring students, ranging from reaching out to those who need help to challenging the best support
- Collaborating, developing, and implementing work on the Systematic Evaluation Plan.

**Registered Nurse Medical Intensive Care Unit**

**07/2016 – 02/2019, Providence Regional Medical Center**

- Manage critically ill patients while collaborating and communicating effectively with the patient care team.
- Working with nursing staff and education to develop best practice standards for critically ill patients.
- Providing intensive care patients with specialized therapies, pronation, and renal replacement therapy.

**Registered Nurse Medical Surgical 5A**

**09/2014 – 07/2016, Providence Regional Medical Center**

**QUALIFICATION/AFFILIATIONS**

- CPR/BLS – Current
- Critical Care Registered Nurse (CCRN) Certification
- Nursing Professional Development Specialist Certification (NPD-BC)
- Fluent in written and spoken Spanish.

**VOLUNTEER**

- So, you want to be a Professor Speaker – Washington Center for Nursing – 2022-2025
- Latinx Student Union Advisor- 2022-2025
- Lippincott Advisory Board Member-2022- 2025
- Medical Intensive Care Unit Practice Council Chair – 10/2017 – 01/2018
- Providence Regional Medical Center Nursing Governance Coordinating Council Chair – 01/2018 – 09/2018

- Providence Regional Medical Center Everett -Nursing Governance Practice Council Chair –10/2015 – 12/2017
- Dominican Republic Medical relief trip 2013

**COURSE LIST**

- NURS 308 Clinical Practicum I F25, SPR 26
- Simulation Educator F25, SPR 26
  - NURS 308 Clinical Practicum I
  - NURS 316 Clinical Practicum II
  - NURS 403 Clinical Practicum III

**PRESENTATIONS**

- Identifying Barriers and Facilitators to Retention in Nursing Education among BIPOC Students – 03/2026

**AWARDS**

- Latinx Center for Health Fellowship 2023-2024
- Everett Community College Faculty Member of the Year 2022
- Sue Hohn Nursing Memorial Scholarship 2013