

# Lieutenant Colonel Michael R. Cooper, USA, RET

## CURRICULUM VITAE

### EDUCATION

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1999	Ph.D.	Doctor of Philosophy in Theology, Shalom Bible College and Seminary, West Des Moines, Iowa
2004	MSN-CNS	University of Alabama in Huntsville; Huntsville, AL
1996	MDiv	Shalom Bible College and Seminary, West Des Moines, Iowa
1988	BSN-RNP	Arkansas State University, Jonesboro, AR

### MILITARY EDUCATION/TRAINING

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2022	Healthcare Accreditation Certified Professional (HACP-CMS)
2014	Basic Healthcare Administration Course
2013	AMEDD Executive Skills Course
2012	Defense Strategy Course, U.S. Army War College
2011	DoD Joint Inspector General Course
2009	Advanced Nurse Leadership Course (ANLC)
2006	Basic Instructor Training “5K” Identifier Course
2004	Command and General Staff College
1998	Combined Arms and Services Staff School Phase I and II
1998	AMEDD Health Care Recruiter Course
1997	AMEDD Officer Advance Course
1997	Medical Management of Chemical Casualties
1995	Head Nurse Leadership Development Course (HNLDC)
1992	Critical Care Nursing Course (Skill Identifier 8A)
1990	AMEDD Officer Basic Course

### CERTIFICATION

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2022	Healthcare Accreditation Certified Professional (HACP-CMS)
2018	Arkansas RN License
2009	Lean Six Sigma Training, Yellow Belt Training, Walter Reed Army Medical Center (WRAMC)
2008	Certified Critical Care Registered Nurse (CCRN)
1996	Minister, Bishop, Church of God, Cleveland, TN
1988	Registered Nurse Practitioner (RNP)

Maintain certification in BLS & ACLS

### CURRENT EMPLOYMENT

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August 2023 – Current **Assistant Professor** – Arkansas State University, College of Nursing and Health Professions, PO Box 910, State University, AR, 72467. Serves as faculty, in a tenured track, for the Traditional/Advanced BSN program of study.

- Instructor for Health Care Administration, Traditional BSN Program of Study
- Clinical instructor Traditional/Advanced BSN Program of Study

## **MICHAEL R. COOPER LTC, USA, RET**

April 2021 – July 2023 **Chief Nursing Officer** – Arkansas Continued Care Hospital, Jonesboro, AR 72401 (99 bed Long Term Acute Care (LTAC). (40+Hours/Week)

- Streamlined nursing processes, policies and initiated shared governance processes.
- Initiated Respite Care Unit.
- Established first Recuperative Care Unit in Arkansas.

August 2021 – 2023 **Adjunct Faculty DNP Program** – University of Maryland, 655 W. Lombard St. Suite 442B, Baltimore, MD 21201

- Virtual Course Instructor - Practicum in Practice Leadership.

**August 2018-April 2021 Director of Critical Care Nursing - Doctors Community Hospital, Lanham, MD 20706 (211 bed hospital)** Doctors Community Hospital, 8118 Good Luck Road, Lanham, MD 20706 (211 bed hospital). Lead a staff composed of Unit Clerks, Patient Care Technicians, Registered Nurses and Respiratory Therapist on a 24 bed Surgical and Medical Intensive Care Unit along with an Intermediate Care Unit in a very fast paced, high patient acuity level environment ensuring safe high-quality care is provided. (40+Hours/Week)

- Redeveloped and established Critical Care operations.
- Redefining a culture of excellence.
- ICU representative for Emergency Operations Center and lead the way forward during COVID pandemic.

### **PROFESSIONAL MILITARY EXPERIENCE**

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June 2017 – April 2018 **Chief, External Partnership Program** - Walter Reed National Military Medical Center (WRNMMC) Bethesda, MD: Liaison for all Veterans Affairs (VA) Medical Centers within the greater DC area along with the National Institute of Health. (40+ Hours/Week)

- Coordinates referrals and authorizations for patient care Worldwide. In conjunction with third party billing, completes billing for each Medical Center.
- Liaison with the four major VA Medical Centers within region as their DoD point of contact for medical care within the medical center.
- Primary individual working with the Defense Health Agency on DoD/VA issues within the medical center.

June 2017 – April 2018 **Chief, Telehealth, National Capital Region (NCR)** - Walter Reed National Military Medical Center Bethesda, MD: In conjunction with the above duties, selected to lead a team in the establishment of Telehealth (TH) throughout the NCR. (40+ Hours/Week)

- Aim to standardize TH as an extended care delivery model unified across the services.
- Enhanced Multi-Service Market comprised of the largest beneficiary population in the Military Health System with 450,000 eligible beneficiaries and 240,000 current enrollees.

June 2014 – June 2017 **Service Chief, Critical Care Nursing** – Walter Reed Military Medical Center (WRNMMC) Bethesda, MD (2014-2017): Lead a staff of 200-300 in both locations; leading the operations of the Medical, Pediatric and Surgical ICUs along with Telemetry units, and Dialysis services (40+ Hours/Week)

- Team member for new selection of Department of Defense wide Electronic Medical Records (EMR) system; contributing to over 500 workflow diagrams establishing functionally and integration of services.
- Served as backup/fill in for CNO/Assistant Nursing Officer supporting a staff over 1200 nursing assets.

June 2013 – June 2014 **Director, Outpatient Nursing Services** – Korea: Senior Nurse Executive of a forward deployed Multifunctional Medical Battalion in Korea. (40+ Hours/Week)

## MICHAEL R. COOPER LTC, USA, RET

- Responsible for 500 nursing and medical personnel, to include Soldiers, civilians, and host-nation personnel deployed across Korea in six outlying health clinics.
- Served as principal advisor to the Command on all nursing issues and formulated/executed plans, policies and programs in patient care, readiness, education and research.
- Executed strategic medical plans to fully support Army priorities such as Patient Caring Touch System and Patient Centered Medical Home.

June 2011 – May 2013 **Inspector General** – Fort Belvoir Community Hospital, VA: Served as Facilities Inspector General (IG), Chief of the Evaluation Department, along with two satellite family health centers. Provided direct supervision over Hospital Auditor and oversee the Manager's Internal Control Program. Act as the eyes, ears, voice and conscience of the Command to assess the morale, effectiveness, efficiency and discipline of the Command. Conducted assistance visits, inspections, inquiries, investigations and provided teaching and training as necessary. (40+ Hours/Week)

- Responsible for IG services to approximately 3,400 joint military and DoD personnel along with an enrolled population of 80K and supporting 240K eligible beneficiaries in the National Capital Region.
- Lead for hospital wide policy, procedure and regulatory function that resulted in zero Joint Commission findings. Command Subject Matter Expert/representative at all key Joint Task Force Capital Region Medical Committees and planning sessions. After Base Realignment within the National Capital Region assisted with integration of policies and procedures between FBCH and WRNMMC.

June 2008 – June 2011 **Service Chief, Critical Care Nursing** – Walter Reed Army Medical Center (WRAMC), Washington, DC (**Transitional Chief of Critical Care Nursing**): Lead a staff of 200-300 in the operations of the Medical, Pediatric and Surgical ICUs along with Telemetry units, PACU and Dialysis services. (40+ Hours/Week)

- Served as Critical Care lead for Historic Base Realignment of WRAMC, Fort Belvoir Community Hospital and National Naval Medical Center, Bethesda.
- Coordinated staff training, transition to new locations, and movement of patients, establishment of policies/procedures with a combination of military and civilian services.
- Lead for Critical Care establishing a Bio-containment Unit at WRNMMC during Ebola outbreak. Unit was designated by the Center of Disease Control and the State of Maryland as an Ebola Receiving and Treatment Center for Department of Defense beneficiaries; Full Operating Capability on December 2014.

December 2006 – June 2008 **Chief, Nursing Supervisor and Medical Evacuation Services** – WRAMC, Washington, DC: Led a staff of nursing supervisors at Walter Reed Army Medical Center. I represented the CEO of Nursing after hours providing oversight of personnel in the Emergency Room and 17 inpatient units. (40+ Hours/Week)

- Responsible for efficient utilization of human and material resources, responsive to the needs of over 130,000 beneficiaries and to the Army Medical Department.
- Coordinates elements within WRAMC, Tri-Service facilities, local civilian medical facilities and the worldwide Aeromedical Evacuation System to include care for ill and injured Soldiers from Iraq and Afghanistan. Streamlined the Aeromedical Evacuation System arrival process providing a seamless transition for casualties arriving at WRAMC.
- Served as a coach, mentor and resource for the vast multitude of Charge Nurses and staff at WRAMC.

December 2004 – December 2006 **Clinical Head Nurse, Medical/Pediatric Intensive Care Unit (ICU)** – WRAMC, Washington, DC: Served as leadership for a 12-bed combined Medical/Pediatric ICU. I managed an annual operating budget of \$1,283,000 which included contracting oversight for nursing care along with military and civilian nursing staff. (40+ Hours/Week)

- Served as instructor for the ICU course and ACLS instructor along with teaching for annual ICU skills fair.

## MICHAEL R. COOPER LTC, USA, RET

- Met the constant challenge of maintaining a combined ICU with adult/pediatric patient populations while always ensuring the appropriate nursing skillset was maintained for staff.

February 2003 – June 2003 **Critical Care Nurse** – Deployment Kuwait and Iraq (Operation Enduring Freedom & Operation Iraqi Freedom): Served as Charge and staff nurse in ICU. (40+ Hours/Week)

May 2001 – January 2003 **Chief of Readiness, Education, Training and Security** – Fox Army Health Center (FAHC) Huntsville, AL: Served as principal advisor to the Health Center Director for the coordination and management of issues related to readiness, education, training and security for FAHC workforce of approximately 300 active-duty soldiers, civil servants and contract personnel. (40+ Hours/Week)

- Established the security for the Health Center during the 9/11 crises. Enhancing and re-enforcing the security of this facility.
- Established the Continuing Education Nursing (CEN) and Medical program for the facility. Established FAHC as a CEN awarding facility with the Alabama Board of Nursing.
- Served as FAHC representative for Huntsville, Alabama's Hospital Disaster Planning. Assisted with the updating of this state policy and appropriate utilization of FAHC's resources in the event of a state disaster.

May 1998 – May 2001 **Army Medical Health Care Recruiter** – Nashville, TN: Served as an Army Medical Recruiter for all medical specialties for the state of Kentucky which stationed in Nashville, TN. (40+ Hours/Week)

- Selected as Team Commander, 2000-2001, over all the recruiting stations within the five states region including TN, KY, MS, part of AR and GA. Provided the necessary training and leadership to ensure yearly mission was met without fail.

1990-1998 **Clinical Staff Nurse to Head Nurse** – TX, CO, GA: Served as a Clinical Staff ICU Nurse to Nurse Manager, US Army and in local community hospitals during this time. (40+ Hours/Week)

- Served as Subject Matter Expert for Nursing with new Army Electronic Medical Record (EMR) templates and served as expert to launch/implement this new EMR.

## PROFESSIONAL CIVILIAN EXPERIENCE

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2003-2004	Master's Program – Adult/Critical Care Clinical Nurse Specialist (GPA 4.0) Clinical Rotations: 1. Wound Care and Diabetes Management, VA Birmingham, AL 2. CICU, UAB Medical Center, Birmingham, AL 3. Diabetic and Lipid Center of North Alabama, Decatur, AL 4. Education Coordinator, Crestwood Medical Center, Huntsville, AL
2003-2004	Performance Improvement, Restraints Review Crestwood Medical Center, Huntsville, AL
2002-2003	Clinical Staff/Charge Nurse, Intensive Care Unit & Emergency Room Crestwood Medical Center, Huntsville, AL
1998-2002	Clinical Staff/Charge Nurse, Intensive Care Unit & Emergency Room Southern Hills Medical Center, Nashville, TN
1989-1990	Clinical Staff Nurse, Sub-Acute Coronary Care Unit Baptist Medical Center, Memphis, TN
1988-1990	Clinical Charge Nurse/House Supervisor, Intensive Care Unit Cross County Community Hospital, Wynne, AR

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## **MICHAEL R. COOPER LTC, USA, RET**

### **AFFILIATIONS AND PROFESSIONAL ORGANIZATION MEMBERSHIP**

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American Association of Critical Care Nursing (AACN)  
National Association of Clinical Nurse Specialist  
The Army Nurse Corps Association (ANCA)  
Sigma Theta Tau International Honor Society of Nursing  
38th Parallel Nurses Society  
Military Officers Association of America (MOAA)  
Minister, Bishop – Church of God, Cleveland, TN

### **COURSES DEVELOPED/INSTRUCTED (MILITARY EXPERIENCE)**

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2014-2018    ACLS Instructor and Basic Dysrhythmia Course Instructor – WRNMMC

2012-2013    Instructor Enlisted Medication Administration Course (EMAC)  
Fort Belvoir Community Hospital (FBCH), VA

2011-2013    Newcomer’s Orientation “Role/Function of Inspector General” (Monthly)  
FBCH, VA

2011-2013    ACLS Instructor – FBCH

2005-2011    ACLS Instructor - WRAMC

2009-2011    Charge Nurse Course, Roles the Bed Manager vs. Nursing Supervisor - WRAMC

2006-2011    Acute Respiratory Distress Syndrome, Critical Care Nursing Course - WRAMC

2006-2011    Cellular Physiology, Critical Care Course - WRAMC

2005-2010    Basic Dysrhythmia Course, Rhythms Originating in the Atria with CNE’s awarded.  
Walter Reed Army Medical Center, DC

2005-2010    12 Lead ECG Interpretation, ECG Change (Drug/Electrolytes) with CNE’s awarded.  
Walter Reed Army Medical Center, DC

2005-2006    Critical Care Nursing Section Skill Fair, instructed approximately 125 employees on ABG Interpretation  
Walter Reed Army Medical Center, DC

2005            Reviewer of the Walter Reed Army Medical Center quarterly newsletter.

2004            Patient Care Service Quarterly Newsletter, Article: Negative Pressure Positive Results, VA Hospital  
Birmingham, AL.

2004            Pamphlet: Tips on Using the V.A.C. (Vacuum Assisted Closure). VA Hospital Birmingham, AL.

2002            Lead developer of the Health Center’s Emergency Management Plan (EMP) and primary instructor of  
new protocol to be utilized. Fox Army Health Center, Huntsville (FAHC), AL

2002            Developed first EMT course offered at FAHC initiating the 91W transition. FAHC

2001            Assisted in the development of Alabama Local Consolidated Area Hospital Disaster Planning, creating  
the policy and procedure to be utilized for Alabama disasters.

## MICHAEL R. COOPER LTC, USA, RET

- 2001 Established CE/CME program for Health Center. Approving authority via AL Board of Nursing. Provided monthly training for readiness, education, and training for the facility. FAHC
- 1999-2001 Instruct all aspects of Army Medical Recruiting to MS/TN AMEDD recruiting team on a monthly bases Nashville, TN
- 1997 Developed Intensive Care Unit Skills Lab - Martin Army Community Hospital, Fort Benning, GA
- 1997 Clinical Information System – Workshop assisted with initial development of ICU templates. Brief/instructions to DON - Martin Army Community Hospital, Fort Benning, GA
- 1996 Basic EKG Interpretation, presented for Nursing Education with CE's awarded. Martin Army Community Hospital, Fort Benning, GA

### DECORATIONS AND AWARDS (MILITARY)

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| 2018 | Legion of Merit                             | WRNMMC, Bethesda, MD                       |
| 2014 | Meritorious Service Medal                   | Korea                                      |
| 2014 | Oversee Ribbon                              | Korea                                      |
| 2014 | Korean Service Ribbon                       | Korea                                      |
| 2013 | Defense Meritorious Service Medal           | Fort Belvoir Community Hospital, VA        |
| 2012 | Meritorious Service Medal                   | WRAMC, DC                                  |
| 2012 | Army Achievement Medal                      | Fort Belvoir Community Hospital, VA        |
| 2011 | Army Superior Unit Award                    | WRAMC, DC                                  |
| 2007 | Army Achievement Medal                      | WRAMC, DC                                  |
| 2006 | Army Achievement Medal                      | WRAMC, DC                                  |
| 2004 | Army Commendation Medal                     | 86 <sup>th</sup> CSH, Iraq                 |
| 2003 | Expeditionary Medal in support of OEF/OIF   | 86 <sup>th</sup> CSH, Iraq                 |
| 2003 | Army Commendation Medal                     | FAHC, AL                                   |
| 2002 | Extra Mile Club                             | FAHC, AL                                   |
| 2002 | Bronze star, National Defense Service Medal | Fort Campbell, KY (Deployment)             |
| 2002 | Army Commendation Medal                     | FAHC, AL                                   |
| 2001 | Military Outstanding Voluntary Award        | Fort Gillem, GA; attached to Nashville, TN |
| 2001 | Meritorious Service Medal                   | Fort Gillem, GA; attached to Nashville, TN |
| 2001 | Recruiting Badge                            | Fort Gillem, GA; attached to Nashville, TN |
| 1999 | Driver Wheel Badge                          | Fort Gillem, GA; attached to Nashville, TN |
| 1998 | Meritorious Service Medal                   | Fort Benning, GA                           |
| 1998 | Army Commendation Medal                     | Fort Benning, GA                           |
| 1998 | Army Superior Unit Award                    | Fort Benning, GA                           |
| 1997 | Excellence in Nursing award                 | Fort Benning, GA                           |
| 1996 | Excellence in Nursing award                 | Fort Benning, GA                           |

## MICHAEL R. COOPER LTC, USA, RET

1995	Excellence in Nursing award	Fort Benning, GA
1993	Army Commendation Medal	Fort Sam Houston, TX
1991	National Defense Ribbon	Fort Sam Houston, TX
1990	Army Service Ribbon	Fort Sam Houston, TX

### CIVILIAN AWARDS

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2004	Honor graduate, dean's list each semester (GPA 4.00)	University of Alabama in Huntsville, School of Nursing
2003	Selection for fully funded Long Term Health Civilian Training – Master's Program	University of Alabama in Huntsville, School of Nursing
1999	Graduated Magna Cum Laude MDiv. & Ph.D.	Shalom Bible College & Seminary, Iowa

### PEER REVIEWER

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2011-2014	Selected to serve as a manuscript reviewer for ICU Director (ICUD), which is a bi-monthly peer review journal for critical care unit directors, intensivists, and ICU managers, offering practical information regarding clinical management and unit operations. ICUD addresses effective practice assurance, enhancing leadership and team building, policy development and implementing change, finances and planning, staffing and retention, quality improvement and safety, education and regulatory compliance.	
2010	Selected to serve on the Army Nurse Leader Academy Advisory Board	
2005	Member of the Walter Reed Army Medical Center Nursing Newsletter Staff	

### PRESENTATIONS

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2008	Thurmond, V.A., Patrician, P., <b>Cooper, M.</b> , & Boyle, D. (2008, 12-15 May 2008). Evaluating the Presence of Compassion Fatigue Among Health Care Providers Caring for Traumatic Amputees Paper presented at the 15 <sup>th</sup> Biennial Phyllis J Verhonick Nursing Research Course, San Antonio, TX	
2006	Thurmond, V.A., Mark, D., & <b>Cooper, M</b> (2006, 24-25 August). Compassion Fatigue Among Nurses in a Military Facility. Poster presentation at the 19 <sup>th</sup> Annual Pacific Nursing Research Conference, Honolulu, HI.	
2004	Styles, B., Baker, G., Christian, T., <b>Cooper, M.</b> , Green, A., Lanz, A., Pettis, A. The Impact of Nurses Working Overtime on Medication Errors in the Intensive Care Unit (2004). Sigma Xi Student Research Day, University of Alabama in Huntsville, Poster presentation.	

### FUNDED RESEARCH STUDIES

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Date	Title	Funding Amount	Funding Source
2008-2010	Compassion Fatigue Study Continues, Primary Investigator		
	Compassion Fatigue Among Nurses in Military	1,000	Walter Reed Army Medical

## MICHAEL R. COOPER LTC, USA, RET

2005-2007 Facilities  
Position: Research Assistant

Center Department of  
Clinical Investigation

### **OTHER RESEARCH EXPERIENCE**

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- 2009 Completed refresher course, Collaborative Institutional Training Initiative (CITI)
- 2006 “Impact of Hand Hygiene on Nosocomial Infections and Costs” supported research project in the Medical Intensive Care Unit and completed survey. Study was conducted by Columbia University and Walter Reed Army Medical Center.
- 2006 Participated in recorded interview “Exploration of Ongoing Processes of Evidence to Practice”, which was a small group discussion on the process involved in developing Walter Reed Army Medical Center’s evidence-based PE/DVT policy.
- 2006 Participated in recorded interview “Clinical Knowledge Development of Nursing in an Operational Environment”. Small group discussion on lessons learned while providing patient care during Operation Iraqi and Enduring Freedom. Facilitated by Dr. Patricia Benner and Dr. Richard Benner.
- 2005 Completed all Collaborative IRB Training Initiative (CITI) program requirements for the Basic CITI Course in the Protection of Human Research Subjects (Department of Clinical Investigation) Required by Walter Reed Army Medical Center to participate in research activities.

### **VOLUNTEER**

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Served as Pastor, Heritage Crest Community Center, outreach ministry, and provided church services for the residents; 2014 to 2021. Serves as a Minister, since 1996, and evangelized since this time throughout military career and return to Arkansas.