

# **Renae D. Hale, DNP, RN, MHN-BC**

## **CURRICULUM VITAE**

Clinical Assistant Professor  
University of Illinois Chicago, College of Nursing  
217-971-8081  
[Renae@uic.edu](mailto:Renae@uic.edu)

### **Education**

<b>DNP</b> , Nursing, Health Systems & Leadership Focus Walden University Minneapolis, Minnesota Doctoral Study: Implementation of a trauma informed care program for the reduction of crisis interventions <a href="https://scholarworks.waldenu.edu/dissertations/7148">https://scholarworks.waldenu.edu/dissertations/7148</a>	2014-2019
<b>MSN</b> , Nursing, Health Care Systems Management Loyola University New Orleans, Louisiana	2006-2009
<b>BSN</b> , Nursing, St. John's College of Nursing Springfield, Illinois	1992-1995
<b>AA</b> , Arts, Springfield College Springfield, Illinois	1990-1992

### **Licensure/Board certification**

Registered Nurse, State of Illinois, #041290461	1995-2024
Board Certification for Psychiatric and Mental Health Nurse (MHN-BC) American Nurses Credentialing Center	2020-2025

### **Principle Academic Positions Held**

2022 – Present	Clinical Assistant Professor, Population Health Nursing Science University of Illinois Chicago, College of Nursing, Springfield campus IL.
2019 – 2022	Visiting Clinical Instructor/Clinical Instructor, Population Health Nursing Science University of Illinois Chicago, College of Nursing, Springfield campus I
2017 - 2019	Clinical Instructor, Adjunct Instructor, Mennonite College of Nursing, Normal, IL.
2010 - 2010	Clinical Instructor, Adjunct Instructor, Capital Area Career Center, Springfield, IL.
2009 - 2010	Clinical Instructor, Adjunct Instructor, St. John's College of Nursing, Springfield, IL.

## **Other Positions and Employment**

### **Professional Registered Nurse-PRN**

2022-present

Springfield, Illinois

Responsibilities: Delegation, supervision and provision of nursing care for the adult mental health population through utilization of the nursing process. Providing appropriate care in regard to trauma, nursing care, psychosocial demands and needs, activities of daily living and maintaining a therapeutic milieu. Contribute to quality improvement processes. Adhere to the ANA Code of Ethics and the Illinois Nurse Practice Act. I have worked for this unit combined for a total of 28 years. I recently returned last year to start working in the clinical setting and assisting in ECT recovery room.

### **Professional Registered Nurse-PRN**

2017-2023

Lincoln Prairie Behavioral Health

Springfield, Illinois

Responsibilities: Delegation, supervision and provision of the nursing care for the child and Adolescent mental health population through utilization of the nursing process. Providing appropriate care in regard to trauma, nursing care and activities of daily living. Contribute to quality improvement processes. Adhere to the ANA Code of Ethics and the Illinois Nurse Practice Act

### **Clinical Nurse Manager**

2017-2019

Lincoln Prairie Behavioral Health

Springfield, Illinois

Responsibilities: Knowledge and implementation of psychiatric, medical and nursing procedures that meet standards including, ANA Standards of Practice, Illinois State practice Act, The Joint Commission and Illinois State Public Health. Knowledge of all facets of patient care, nursing and clinical systems. Skill at assessing census and acuity and managing staffing issues within departmental guidelines. Knowledge of mental health laws and practices. Leadership and management of patient care accomplished thru the nursing process. Served as a professional role model to ensure patient outcomes are being met, program schedules are being followed, and nursing staff are providing quality care as described in unit model of care to all patients assigned focusing on patient care excellence for vulnerable children and adolescents. implemented a Trauma Informed Care program to reduce the use of crisis interventions with a reduction of physical holds by 41% and seclusions by 42%.

**Chief Nursing Officer**

2011-2017

Lincoln Prairie Behavioral Health  
Springfield, Illinois

Leadership and strategic planning of all nursing and program services. Ensured needs of the hospital met needs of the community. Ensured hospital performance met goals and objectives. Overall Administrative leadership of all clinical management systems. promotion and maintenance for a therapeutic environment. Strong knowledge of the Joint Commission, OSHA regulations and patient right standards and all other applicable federal and state laws and regulations governing mental health care facilities. ability to interact effectively with the community and local market and network work with other mental health providers.

**Charge Nurse in Adult Psychiatric Services**

2011-2011

Memorial Medical Center  
Springfield, Illinois

Responsible for delegation, supervision and provision of the nursing care for the adult mental health population through utilization of the nursing process. Provided age appropriate care. Participated in research with appropriate and incorporated research findings into evidence-base clinical practice. Contributed to quality improvement processes. Adhere to the ANA Code of Ethics and the Illinois Nurse Practice Act.

**Director of Hospice Operations**

2003-2011

Alterna-Care Home Health System  
Springfield, Illinois

Responsible for Regulatory issues and compliance that follow state and federal guidelines. Evaluated each patient through assessment and communication with entire hospice team. Met and communicated with members of hospice team regarding potential or current needs of patient and families. Interviewed and orientated new employees to the field of hospice with a focus on holistic care especially through physical and spiritual assessment. Overall maintained and over saw all operations of the hospice program.

**Clinical Nursing Instructor at CACC**

2011-2011

Capital Area School of Practical Nursing  
Springfield, Illinois

Responsible for maintaining current knowledge in generalized areas of nursing. Assign students to appropriate patients during clinical rotation. Ensure clinical instruction and experiences are current and relevant to student objectives. Serves as a professional role model. Engaged students in comprehensive, individualized instruction in the observation, assessment, decision-making, and health care teaching of clients, including maintenance of client health or prevention of illness and disease.

**Nursing Instructor; Theory in Nursing Practice**

2010-2010

St. Johns College of Nursing  
Springfield, Illinois

Instruct senior level BSN nursing students on current issues within professional practice. instruction in the practice of nursing including nurse practice act, scope of practice, standards of practice, nursing care models and standards of care that transform nursing practice and future of nursing education.

**Nursing Instructor; Mental Health in Nursing Practice**

2009-2010

St. Johns College of Nursing  
Springfield, Illinois

Instruct junior level BSN nursing students in psychiatric nursing. Instruction on the nursing approach with a focus on health promotion, maintenance, illness, care and rehabilitation with individual and families across the lifespan experiencing acute and chronic mental illness.

**Psychiatric Home Health Nurse**

2000-2003

Alterna-Care Home Health  
Springfield, Illinois

Responsible for evaluating potential patients for psychiatric home health services. required documentation in accordance with state and federal guidelines. Care plan management with a multidisciplinary team. Medication management, safety evaluation, therapy management with a holistic approach.

**Charge Nurse on Child and Adolescent psychiatric unit**

1995-2000

Memorial Medical Center  
Springfield, Illinois

Admission and discharge assessments. Perform educational groups in relation to patient's age and needs. Perform deescalating techniques for out-of-control patients. dispensed and educated patients on prescribed medications. Maintain safety of unit, patients and staff always.

**Honors and Rewards**

Employee of the year, Memorial Medical Center  
UIC Faculty Excellence Award

1999

2021; 2022

**Publications**

**Hale, R. Wendler, M.C.** (2020, published). Evidence Based Practice: Implementing Trauma-Informed Care for Children and Adolescents in the In-Patient Psychiatric

Setting. *Journal of American Psychiatric Nursing Association*.  
<https://pubmed.ncbi.nlm.nih.gov>

Morris, K., Reese, C., **Hale, R.**, Wendler, M.C. (2021).  
Journeying through the DNP Project: A qualitative descriptive study. *Professional Nursing* 37(5): 1004-1010 <https://pubmed.ncbi.nlm.nih.gov>

Scoggins, L., **Hale, R.**, McPherson, S., Wendler, C. (2023 manuscript in review). Destress before the test. *Journal of Education Scholarship*

Hale, R & Wendler, C. (2024 Manuscript in progress. Mental Health Services Intake: Creating Sacred Space for Transgender and Gender-Expansive People.

## **Presentations**

### **Invited National Podium Presentations**

**Hale, R.** (2019). Implementation of a Trauma-informed Care program for the reduction of seclusion and restraint. Two-hour podium presentation at the 32<sup>nd</sup> annual American Psychiatric Nurses Association, New Orleans, LA, October 2<sup>nd</sup> -5<sup>th</sup>

**Hale, Renae D.** (2023) Submitted and accepted to present podium presentation at 37<sup>th</sup>. annual American Psychiatric Nurses Association in Orlando Florida on October 7<sup>th</sup>, 2023. Creating Sacred Space between nurse and patient in the LGBTQ population.

### **Invited Presentations**

**Hale, R.** (2019). HSS Faculty Retreat, Ignite presentation on January 9<sup>th</sup>, 2019.

**Hale, R.** (2021). Compassion fatigue. One-hour presentation for faculty at university of Illinois Chicago, Springfield campus, March 8<sup>th</sup>, 2021

**Hale, R.** (2021). Compassion fatigue. One-hour presentation at Lincoln Prairie Behavioral Health to their workforce. Springfield, IL. April 28<sup>th</sup>

**Hale, R.** (2021). "Mommy why did God make me this way?" One-hour presentation on the parenting an ADHD as a professional. Lincoln Prairie Behavioral health to mental health workers and schoolteachers in Illinois. Springfield, IL. October 2<sup>nd</sup>

**Hale, R.** (2020) Guest Speaker for NURS 532 on Trauma Informed Care (Dr. Natasha Pierre) on 11/17/20

**Hale, R.** (2021) Guest Speaker for NURS 532 on Trauma Informed Care (Dr. Sara Fitz) on 4/29/21

**Hale, R.** (2021) Faculty retreat; Guidelines to address microaggressions in clinical and classroom settings: Introduction and plan for fall pilot implementation on August 18<sup>th</sup>,

- Hale, R.** (2022). Compassion Fatigue. One-hour presentation at Lincoln Prairie Behavioral Health to mental health workers in Illinois. Springfield, IL. January 14<sup>th</sup>, 2022
- Hale, R.** (2022). Personality disorders in children. 90 minutes presentation at Lincoln Prairie Behavioral Health to mental health workers in Illinois. Springfield, IL. September 16<sup>th</sup>, 2022
- Hale, R.** (2022) Pride in Practice November 18<sup>th</sup>, 2022

## **Current Scholarship**

Hale, R., & Wendler, M.C., (in process). Mental Health Services Intake: Creating Sacred Space for Transgender and Gender-Expansive People

Hale, R. (in process). Teaching non mental health nurses to perform a suicide risk assessment.

## **Professional Service**

### **Service to UIC-Population Health Department**

- |                |  |
|----------------|--|
| 2020 - Present | Microaggression Task Force   |
| 2019 - Present | Faculty Advisor, Student Nurses' Association, Springfield Campus     |
| 2021 - 2021    | Equity and Inclusion Committee, Springfield, regional representative |
| 2021- 2023     | Academic Professional Evaluation Committee, co-chair                 |
| 2022-2024      | Undergraduate Admissions & Academic standards                        |
| 2022-Present   | Essential PN Workgroup-CON   |
| 2023 - 2025    | Equity and Inclusion Committee, Springfield, regional representative |
| 2023-Present   | Faculty Fellow Honors College  |
| 2023-Present   | PMHNP Graduate Advising  |

### **Professional Memberships**

- |   |              |
|---|--------------|
| American Psychiatric Nurses Association | 2011-Present |
| ANA Illinois – Nominating Chair         | 2020-2023    |
| Sigma Theta Tau                         | 2021-Present |

ANA

2021-present

**Community Service**

Board Member of St. John’s Alumni Association  
President of St. John’s Alumni Association

2005-2007  
2007-2008

**Manuscript Review**

Journal of Peri Anesthesia Nursing  
ANCC National Magnet Conference

2022  
2022

**Teaching**

**Courses taught: 2019-2022 UIC**

#	Semester	Course #	Course Title	Team taught (Yes/No)	Credit Hours	Required/ Selected/ Elective	Enrollment
1	Fall 2019	NURS 304	Professional Nursing 3	YES	4	REQ	41
2	Fall 2019	NURS 361	Nursing Care of Population	YES	3	REQ	41
3	Fall 2019	NURS 212	Health Assessment/ Communication	YES	3	REQ	49
4	Spring 2020	NURS 351	Mental Health	YES	3	REQ	41
5	Spring 2020	NURS 354	Professional Nursing 4	YES	4	REQ	41
6	Fall 2020	NURS 221	Foundations Nursing Practice	YES	3	REQ	49
7	Fall 2020	NURS 212	Health Assessment/ Communication	YES	3	REQ	49
8	Fall 2020	NURS 304	Professional Nursing 3	YES	3	REQ	41
9	Fall 2020	NURS 341	Care of Children Families- Clinical	YES	3	REQ	41
10	Spring 2021	NURS 354	Professional Nursing 4	YES	4	REQ	41
11	Spring 2021	NURS 351	Mental Health Nursing	YES	3	REQ	49

12	Summer 2021	NURS 414	Integrated Health Care Mental Health	YES	2	REQ	90
13	Fall 2021	NURS 221	Foundations Nursing Practice	YES	3	REQ	50
14	Fall 2021	NURS 304	Professional Nursing 3	YES	4	REQ	50
15	Fall 2021	NURS 341	Care of Children Families-Clinical	YES	3	REQ	41
16	Spring 2022	NURS 354	Professional Nursing 4	YES	4	REQ	41
17	Spring 2022	NURS 351	Mental Health Nursing	YES	3	REQ	40
18	Summer 2022	NURS 414	Integrated Health Care Mental Health	YES	2	REQ	90
19	Fall 2022	NURS 304	Professional Nursing 3	YES	4	REQ	40
20	Fall 2022	NURS 221	Foundations Nursing Practice-clinical	YES	3	REQ	40
21	Fall 2022	NURS 221	Foundations Nursing Practice-lab	YES	3	REQ	40
22	Spring 2023	NURS 351	Mental Health Nursing	YES	3	REQ	35
23	Spring 2023	NURS 351 Chicago	Mental Health Nursing	YES	3	REQ	104
24	Spring 2023	NURS 354	Professional Nursing 4	YES	4	REQ	35
25	Fall 2023	NURS 221	Foundations Nursing Practice-clinical	YES	3	REQ	35
26	Fall 2023	NURS 304	Professional Nursing 3	YES	4	REQ	35
27	Fall 2023	NURS 553	Strategic Financial Planning	YES	3	REQ	92



28	Spring 2024	NURS 354	Professional Nursing 4	YES	4	REQ	35
29	Spring 2024	NURS 341	Care of Children Families-Clinical	YES	3	REQ	35