



Curriculum Vitae

Theodore T. Urbano, DNP(c), APRN, AGCNS-BC, APHN-BC, HWNC-BC, CMSRN, DipACLM

Current as 17 Aug 2024

Virginia Beach Center, 1881 University Drive, Virginia Beach, Virginia 23453

EDUCATION

D.N.P., Ellmer School of Nursing, Old Dominion University (ODU), Norfolk, VA, 2023-Present

Concentration: Advanced Practice

Capstone: *The Effect of Competency-Based Training on Nurses Confidence of and Self-Efficacy to Deliver Disease Management Services*

Advisor: Dr. Pamela J. Bishop

Post Graduate Certificate, School of Nursing, ODU, Norfolk, VA, 2023-2024

Concentration: Nurse Educator

Advisor: Dr. Karen Karlowicz

Post Graduate Certificate, School of Nursing, ODU, Norfolk, VA, 2021-2022

Concentration: Adult-Gerontology Clinical Nurse Specialist

Advisor: Dr. Pamela J. Bishop

Graduate Certificate, College of Public Health, University of South Florida, Tampa, 2013-2014

Concentration: Humanitarian Assistance

M.A. in Administration, School of Professional Studies, University of the Incarnate Word, San Antonio, TX, 2012-2013

Concentration: Healthcare Administration

B.S.N., College of Nursing, University of Florida, Gainesville, 2007-2011

Thesis: *Organoleptic evaluation of a liquid placebo compared with a liquid dietary supplement in healthy adults*

Advisor: Dr. Suan-joo Yoon

Minor: Aerospace Leadership

LICENSURE AND CERTIFICATIONS

Advanced Practice Registered Nurse

Florida Department of Health, current through 31 July 2026

Virginia Department of Health Professions, current through 31 May 2025

Registered Nurse

Florida Department of Health, current through 30 April 2025

Adult-Gerontology Clinical Nurse Specialist (AGCNS-BC)

American Nurses Credentialing Center, current through 16 March 2028



Advanced Practice Holistic Nurse (APHN-BC)

American Holistic Nursing Credentialing Corporation, current through 17 Aug 2029

Health and Wellness Nurse Coach-Board Certified (HWNC-BC)

American Holistic Nursing Credentialing Corporation, current through 27 Apr 2029

Certified Medical-Surgical Registered Nurse (CMSRN)

Medical-Surgical Nursing Certification Board, current through 31 May 2029

Lifestyle Medicine Professional (DipACLM)

American College of Lifestyle Medicine, current through 2 December 2033

EXPERIENCE**Special Missions Auxiliary Clinic Flight Commander, 316th Medical Group, Washington, DC, 2023-Present**

As the Pentagon Flight Medicine Clinic Manager, leads 19-member, multi-disciplinary Patient-Centered Medical Home deliver services to 2K special duty service members and senior Department of Defense officials

Military Consultant to the Air Force Surgeon General (AF/SG) for Disease Management (DM), 2021-2024

As the topmost Disease Manager for the \$6.1B Air Force Medical Service, served as the subject matter expert to the AF/SG and 76 military medical treatment facilities worldwide. Led 140 nurses in delivering nurse coach DM services to 2.6M beneficiaries in alignment with the 2007 National Defense Authorization Act (NDAA)

Education and Training Fellow, then Chief, Policy and Programming Branch, Education and Training, Defense Health Agency (DHA), Falls Church, VA, 2019-2023

As the Lead Program Manager, drove the development and sustainment of Department of Defense medical training initiatives and academic policy by aligning activities for over 600 military medical treatment facilities under the Defense Health Agency as outlined in the 2017 NDAA

Base Operational Medicine Element Chief, 52d Aerospace Medicine Squadron, and Disease Manager, 52d Medical Group, Spangdahlem Air Base, Germany, 2018-2019

As the Base Operational Medicine Clinic Manager, led 10 medical technicians, directing nursing services for 4 physicians and 1 physician assistant in support of 859 special duty status holders. Additionally provided nurse coaching services in support of 3 Patient-Centered Medical Homes, 9 Primary Care Managers and 6,500 enrollees.

Executive Officer to the Commander, 52d Medical Group, Spangdahlem Air Base, Germany, 2017-2018

As the Executive Assistant to the Chief Executive Officer, oversaw correspondence and action items from the CEO and higher headquarters. Provided administrative assistance in the delivery of medical care across 4 departments to 6,500 enrollees with a \$10.8 million budget.

Pediatrics Element Chief, 52d Medical Operations Squadron, 52d Medical Group, Spangdahlem Air Base, Germany, 2016-2017

As the Pediatrics Clinic Manager, led 5 medical technicians and 2 nurses, directing nursing services for a 2-provider pediatric Patient-Centered Medical Home serving 1,700 beneficiaries and over 5,600 outpatient visits annually

Clinical Nurse, then Multi-Service Inpatient Element Chief, 51st Medical Operations Squadron, and Deputy Quality Director, 51st Medical Group, Osan Air Base, Republic of Korea, 2015-2016

Served as a Charge Nurse, then Assistant Head Nurse for 13 staff on a 13-bed multi-service unit primarily supporting General Surgery and Orthopedics. Also, oversaw the patient advocacy and self-inspection programs, and chaired the Performance Improvement Function for a community hospital serving 8K enrollees and 20K beneficiaries.



Pulmonary Services Element Chief, 81st Medical Operations Squadron, 81st Medical Group, Keesler Air Force Base, MS, 2014-2015

As the Pulmonary Clinic Manager, led 3 respiratory therapists and 1 medical technician uphold daily clinic and pulmonary laboratory operations for 2 physicians. Steered nursing services and conscious sedation for bronchoscopy procedures.

Clinical Nurse, then Charge Nurse, Medical Inpatient Flight, 81st Inpatient Operations Squadron, 81st Medical Group, Keesler Air Force Base, MS, 2011-2014

Staff Nurse on 24-bed medical/telemetry/oncology/pediatrics unit providing care to patients across the life span, orienting new accessions, and mentoring new nurse graduates through the Nurse Residency Program. Sustained inpatient capabilities for 27K enrollees and 46K beneficiaries.

TEACHING EXPERIENCE

Collegiate

Courses

Old Dominion University

NURS 709 *Evidence-Based Research and Theories for Nursing Practice*, Teaching Assistant

Description: This course focuses on the development of advanced nursing knowledge related to the utilization of evidence-based research for best practice. The focus is on understanding nursing and non-nursing models, concepts, and theories as the supporting framework for professional nursing practice and research. Emphasis is placed on the evaluation and application of research and evidence for use in advanced practice.

Spring 2024 – (NURS 709-25022) – (Asynchronous) Enrollment 23

K-12 Teaching

Student Teaching Assistant, Westwood Middle School, Alachua County Public Schools, 2008

Assisted in 6th grade mathematics instruction to meet EDF 3110 Human Growth and Development Volunteer Service Project requirements

Staff and Professional Development

Instructor, National Association of Emergency Medical Technicians (NAMET), 2021-Present

Delivers and instructs Tactical Combat Casualty Course-Medical Provider Course in accordance with NAEMT guidance as an affiliate instructor of the 316th Medical Group. Leverages medical modeling and simulation to facilitate trauma skills and patient management.

Master Resilience Trainer, Department of the Air Force, 2020-Present

Delivers and teaches resilience skills to enhance performance and increase resiliency, both individually and collectively. Skills include goal setting, energy management, emotion awareness and regulation, impulse control, de-catastrophizing, putting it in perspective, effective communication, challenging negative beliefs, problem solving, and real time resilience.

Instructor and Instructor Trainer, American Red Cross, 2019-Present

Affiliated with the Military Training Network, teaches First Aid/Cardiopulmonary Resuscitation (FA/CPR), Basic Life Support (BLS), Advanced Life Support, and Pediatric Advanced Cardiac Life Support (PALS) to Military Health System personnel. Mentors and trains instructor candidates in each discipline.

Instructor and Training Site Faculty, American Heart Association, 2014-2019

Affiliated with the Military Training Network, taught BLS, Advanced Cardiac Life Support, and PALS to Military Health System personnel. Mentored and trained instructor candidates in each discipline.



PUBLICATIONS

Book Chapters

Urbano, T.T. (2023). Fluid/Electrolyte/Acid-Base imbalances. In W. Woodall (Ed.); H. Craven & J. Kennedy (Assoc. Eds.), *Core curriculum for medical-surgical nursing* (6th ed., pp.435-454) Academy of Medical-Surgical Nurses.

Publications

Yoon, S. L., Grundmann, O., Keane, D., Urbano, T., & Moshiree, B. (2012). Clinical evaluation of liquid placebos for an herbal supplement, stw5, in healthy volunteers. *Complimentary Therapies in Medicine*, 20(5), 267-274.

Refereed Abstracts

Keane, D., Urbano, T., Yoon, S.L., & Grundmann, O. (2011). Organoleptic evaluation of a liquid placebo compared with a liquid dietary supplement in healthy adults. *Proceedings of the 25th Annual Conference of the Southern Nursing Research Society*, CD-ROM, Abstract #PS1-41.

Presentations

Urbano, T. & Bishop, P. (2024, July 11). *Nurse coaching and lifestyle medicine: Optimizing evidence-based self-management strategies* [Presentation]. American Holistic Nurses Association Nurse Coaching Webinar Series, Topeka, Kansas.

Urbano, T. T., Bishop, P. J., & Pacho, A. J. (2024, April 2-5). *Improving nurse-led disease management services with competency-based training: A pre-experimental pilot study* [Poster Presentation]. Nursing Practice Oversight Course Conference, Orlando, Florida.

Urbano, T. & Bishop, P. (2023, May 12). *Clinical nursing applications supporting team-based care* [Presentation]. Lifestyle and Performance Medicine Lecture Series. Defense Health Agency Continuing Education Program Office, Silver Spring, MD, United States.

Urbano, T. T., Tuazon, N., & Urton, M. S. (2021, November 11). *Men in nursing* [Panel presentation]. Med-Surg Nurses Month 2022 On Demand Education, Academy of Medical-Surgical Nurses. Pitman, NJ, United States.

Urbano, T.T. (2020, July 23). Efficacy of utilizing nurses coaches for readiness and chronic disease management. In Urbano, T.T., & Dockery, J.M. (Chairs), *The role of disease managers in the military health system* [Panel presentation]. Clinical Communities Speaker Series: Health Innovations and Promising Practices, Defense Health Agency Continuing Education Program Office, Silver Spring, MD, United States.

Keane, D., Urbano, T., Yoon, S.L., & Grundmann, O. (2011, February 16-19). *Organoleptic evaluation of a liquid placebo compared with a liquid dietary supplement in healthy adults* [Poster presentation]. Southern Nursing Research Society. Jacksonville, FL, United States.

RESEARCH INTERESTS

Chronic disease management and lifestyle medicine

Complementary and alternative medicine (CAM)

Holistic nurse coaching

Resiliency and mindfulness-based stress reduction

Staff and professional development

RESEARCH EXPERIENCE

Doctoral Student, Ellmer School of Nursing, ODU, Norfolk, VA, 2023-Current

Designed and planned one-group pretest-posttest pre-experimental study to meet the Capstone Project



requirements to receive the Doctor of Nursing Practice

Research Assistant, College of Nursing, University of Florida, Gainesville, 2010-2011

Assisted Associate Professor in their CAM research in managing irritable bowel syndrome, conducted an experiment according to IRB guidelines, created a poster presentation for the Southern Nursing Research Society Annual Conference, and published a manuscript

HONORS, AWARDS, AND PRIZES

“40 Under 40” Class of 2024, ODU Alumni Association

Awarded to those alumni achieving exceptional feats and creating an indelible legacy before age 40

Nurse Coach Fellowship, American Holistic Nursing Credentialing Corporation (AHNCC), 2024

Fellows are selected to strengthen and expand the specialized role of nurse coaching by broadening sociocultural awareness in order to enhance AHNCC’s ability to provide optimal holistic care that is inclusive to all

Graduate Nursing Advocacy Award, Ellmer School of Nursing, ODU, 2024

Awarded to the DNP student that has developed and implemented programs to improve the health and well-being of patients and populations.

Chair’s Award, Ellmer School of Nursing, ODU, 2024

Awarded to the DNP students with the highest GPA and scholastic achievement

Interprofessional Community Healthcare Scholar, Ellmer School of Nursing, ODU, 2024

Designation to prepare healthcare students to provide care to the community through exposure to diverse, rural, and underserved populations while optimizing the collaboration among different healthcare professions.

Omicron Delta Kappa National Leadership Honor Society, ODU Circle Inductee, 2024

Membership extended to those with an academic standing in the top 35% of your class and demonstrate leadership in one of the Five Pillars of Campus Life

316th Medical Group Staff Field Grade Officer of the Year, 2023

Holistic Nursing Rising Star Award, American Holistic Nurses Association, 2023

Recognizes a new nurse who dedicates themselves to a holistic path, applies creative holistic practices, and epitomizes holism in their personal and professional life.

Sigma Theta Tau International Honor Society, Epsilon Chi Chapter Inductee, 2023

Membership extended to those graduate-level nurses who’ve completed 1/4 of their program, a minimum 3.5 GPA, and surpass the expectation of academic integrity

SALUTE Veterans National Honor Society, Old Dominion University Chapter Inductee, 2023

Membership extended to graduate students who qualify as military/veteran student under locally-derived and maintained definitions, completed at least 9 credit hours, and hold at least a 3.5 GPA,

Air Force District of Washington Outstanding Achievement in Nursing Force Development, 2022

Nurse in Washington Internship (NIWI) Grant Recipient, Academy of Medical-Surgical Nurses, 2022

Selected out of >10K eligible members and sponsored to attend the NIWI, a three-day conference held annually in March in the Washington D.C. area that provided nurses and nursing students the opportunity to learn how to influence health care through the legislative and regulatory processes.

Nightingale Challenge Leadership Development Program, Academy of Medical-Surgical Nurses, 2020



Completed 12-month program facilitated by the AMSN that offered young nurses an opportunity to be part of a global movement that will equip and empower the next generation to be advocates in health.

The Order of the Sword & Shield National Honor Society, University of South Florida Inductee, 2014

Membership extended to those graduate students who've completed 1/2 of their program, a minimum 3.5 GPA, and recommended by a current member, dedicated exclusively to homeland security, intelligence, emergency management and all protective security disciplines

Honors Program, College of Nursing, University of Florida, 2011

Dean's List, University of Florida, Spring 2008

MEMBERSHIP IN PROFESSIONAL SOCIETIES

National Association of Clinical Nurse Specialists

American Holistic Nurses Association

Academy of Medical-Surgical Nurses

Sigma Theta Tau International Honor Society

American College of Lifestyle Medicine

PROFESSIONAL SERVICE

Legislative and Advocacy Committee Member, AMSN, 2024-Present

Supports and implements the AMSN strategic mission, vision, goals and plans through professional legislative and regulatory advocacy at the state and federal levels.

Education Approver Committee Member, AHNA, 2022-Present

Reviews applications for holistic continuing education activities presented by nurses and other health professionals that meet AHNA and ANCC criteria for high-quality continuing education.

Clinical Practice Committee Member, AMSN, 2020-2022

Addressed medical-surgical nursing clinical practice issues including developing statements or guidelines, and moderated and responded to clinical inquiries and discussions on the AMSN Hub

Scholarship & Awards Committee Member, AMSN, 2015-2017

Distributed \$40,000 annually in scholarships, grants, and awards to advance the nursing profession by rewarding excellent medical-surgical practice and by providing financial support for medical-surgical nurses

Convention Innovations Task Force Member, AMSN, 2014

Hand-picked committee member to enhance the 2014 National Conference attendees' experience through planned activities, raffles, giveaways, and social media

COMMUNITY ENGAGEMENT

Licensed/Credentialed Volunteer, American Red Cross, Fort Belvoir, VA, 2020-Present

Supports the Red Cross Service to the Armed Forces (SAF) program at A.T. Augusta Military Medical Center. Provided nursing care on the medical/telemetry unit, and currently augments the emergency department, hospital education and training, and other special projects for 100K enrollees and 250K beneficiaries



Volunteer Staff Nurse, Bethel Free Health Clinic, Biloxi, MS, 2012-2014

Performed triage and intake assessments, and delivered patient education to an uninsured and underinsured population of 6K people in a needs-based ambulatory care setting

