

Salina Bednarek EdD, MSN, RN, CNE

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Summary

As an experienced Registered Nurse with a background in adult acute and critical care, I bring extensive expertise in adult patient care, professional nursing practice, nursing education, faculty development, clinical partnerships, project management, and nursing leadership. Since 2020, I have served in a variety of leadership roles within Arizona State University (ASU), including Clinical Assistant Professor and Director/Senior Director of Prelicensure Nursing Programs. Throughout my career in higher education, I have held faculty and college-level leadership roles, contributed to college and university committees, and led initiatives related to nursing program administration, accreditation, faculty development, and organizational change.

After stepping away from formal program leadership, I am now serving as the Assistant Director of Clinical Faculty Development and Partnerships, bringing together my experiences in nursing education, leadership, faculty development, and clinical partnerships. This role allows me to continue contributing to the growth of faculty and strengthening relationships between academic and clinical partners while drawing on the leadership experience I developed throughout my time in nursing education administration.

Education

Doctor of Education: Innovation & Leadership

May 2019

Arizona State University, Tempe, AZ

Dissertation Student Navigator Program: Retention of First Semester Nursing Students

Masters of Science, Nursing: Nursing Education

July 2007

University of Phoenix, Phoenix AZ

Bachelor of Science, Nursing

December 2001

University of Arizona, Tucson, AZ

Professional Experience

Arizona State University, Edson College of Nursing & Health Innovation

July 2026 – present

Assistant Director for Clinical Faculty Development & Partnerships, Clinical Associate Professor

- Develop and sustain strategic clinical partnerships that support high-quality clinical learning experiences and strengthen connections between academic and healthcare organizations; collaborate with new and existing clinical partners to identify placement opportunities, address clinical education needs, and foster sustainable relationships that support student learning and workforce development; lead and support clinical faculty development through mentorship, professional development, and resources focused on effective clinical teaching and student learning; support new clinical faculty in transitioning from clinical practice to the nurse educator role while providing ongoing development opportunities for experienced faculty; foster faculty confidence, engagement, and growth through collaboration, mentorship, and evidence-informed approaches to clinical education; build collaborative relationships among students, faculty, and clinical partners to promote high-quality clinical education and strengthen the preparation of future nurses.

Arizona State University, Edson College of Nursing & Health Innovation

September 2024 – present

Clinical Associate Professor

- Facilitate learning in didactic, experiential, and clinical courses in the traditional and accelerated BSN programs and the master's entry nursing program. Develop curriculum, lesson plan, course design, evaluate psychomotor and cognitive abilities, grade assignments, and implement evidence-based pedagogy in all levels of courses. Responsible for community partnership development as it relates to clinical placement of PL program students.

Arizona State University, Edson College of Nursing & Health Innovation**July 2021 – September 2024**

Senior Director of Prelicensure Programs, Clinical Assistant Professor

- Oversaw and administered a bachelor's degree nursing program, an accelerated nursing program and a master's entry nursing program totaling over 1000 nursing students; provided oversight and leadership for a two Program Directors and a team of individuals who coordinate enrollment, admission, course schedules, registration, clinical placement and marketing of program offerings; supervised, hired, oriented, and evaluated 38 full-time faculty and staff and over 115 part-time faculty associates; collaborated and developed relationships with clinical agencies and clinical partners across Maricopa County; formulate and implements process improvement strategies based on student, faculty, clinical agency and community feedback; maintain accreditation and state board approval requirements, complete annual reports, self-study and site visits; manage student complaint and grievance processes per ASU policy; strategically plan, implement and evaluate nursing curriculum and program development; develop and implement a 2.5-million-dollar annual budget for prelicensure nursing programs.

Arizona State University, Edson College of Nursing & Health Innovation**July 2020 – June 2021**

Program Director, Prelicensure Programs

- Oversee and administer a bachelor's degree nursing program, an accelerated nursing program and a master's entry nursing program totaling over 700 nursing students; provide oversight and leadership for a team of individuals who coordinate enrollment, admission, course schedules, registration, and clinical placement of program offerings; supervise, hire, orient and evaluate 25 full-time faculty and staff and over 95 part-time faculty associates; collaborate and develop relationships with clinical agencies and clinical partners across Maricopa County; formulate and implements process improvement strategies based on student, faculty, clinical agency and community feedback; maintain accreditation and state board approval requirements, complete annual reports, self-study and site visits; manage student complaint and grievance processes per ASU policy; strategically plan, implement and evaluate nursing curriculum and program development; collaborate with university faculty and staff to assist in a systematic, community- based, university-wide systemic response to the COVID-19 pandemic containment effort; develop and implement a 2.5-million-dollar annual budget for prelicensure nursing programs.

Phoenix College, Maricopa Community College District**May 2016 – July 2020**

Department Chair, Residential Faculty

- Oversaw and administered an associate degree-nursing program of over 300 nursing students; coordinated enrollment, admission, registration, course schedules, and clinical placements for PC Nursing; formulated and implemented process improvement strategies based on student, faculty, clinical agency and community feedback; maintained accreditation and state board approval requirements, completed annual reports, self-study and site visits; supervised, hired, oriented and evaluated 16 full-time faculty and staff and over 50 part-time adjunct faculty for PC Nursing; developed and implemented a 1.8-million-dollar annual budget; strategically planned, implemented and evaluated curriculum and program development; managed student complaints and grievances per MCCCCD policy; collaborated with diverse colleagues to develop and implement equity focused student success strategies at scale to improve overall program retention and success rates.

Phoenix College, Maricopa Community College District**July 2007 – May 2016**

Residential Faculty

- Responsible for classroom and clinical instruction of senior level nursing students, planned, implemented and evaluated new curriculum established in collaboration with the MaricopaNursing consortium, developed teaching strategies to meet the needs of diverse, racially minoritized student populations including various instructional delivery systems including collaborative learning, student centered learning, and technology-enhanced classes; coordinated curriculum, skills lab, class and clinical schedules, kept track of student hours, absences, and course progress is experienced; scheduling and evaluating adjunct faculty responsible for student success; coordinated, scheduled, and maintained a simulation lab hospital; developed scenarios for multi-level nursing skills to track progress and evaluate performance in accordance with INACSL standards; developed and implemented a program to bring bilingual nursing students into nursing at Phoenix College.

Mesa General Hospital**October 2004 – May 2008**

Registered Nurse

- Cared for critically ill patients with multiple organ system failure and their families; supervised operations of an 11-bed ICU in the charge nurse role; recovered fresh open-heart patients along with other acutely ill cardiac patients; collaborated with an education coordinator to create and implement educational programs for new graduates and RNs new to the ICU.

American Mobile Healthcare**June 2003 – July 2004**

Registered Nurse

- Cared for critically ill patients and their families in a variety of facilities as I performed in the travel nurse role; experienced nursing in other areas of the country and an appreciation for the multi-cultural and diverse experiences a nurse must possess; filled in as relief charge nurse on occasion

University Medical Center**February 2002 – June 2003**

Registered Nurse

- My career in nursing began in a large transplant, level 1 trauma center. Learned to care for critically ill patients with multiple organ system failure in an advanced technology environment; participated in the care of patients on artificial heart and lung machines while undergoing research studies; completed a 6-month new graduate internship and preceptorship.

Teaching Experience

Arizona State University

Clinical Associate Professor

2025 - present

Clinical Assistant Professor

2020 – 2025

- NUR333 – Experiential Learning Accomplished
- NUR404 – Professional Nurse Concepts: Intermediate
- NUR448 – Transition to Practice
- NUR453 – Integration Concepts in Healthcare
- NUR446 – Nursing Practice in Complex Care Adult
- NUR479 – Transition to Practice
- NUR523 – Interprofessional Collaborations
- NUR593 – Applied Project, Masters Entry Nursing Program

Phoenix College

Residential Faculty

2007-2020

- NUR283 – Nursing Theory & Science IV
- NUR252 – Nursing Theory & Science III
- NUR271 – Nursing Theory & Science IV
- NUR251 – Nursing Theory & Science III
- NUR104 – Structured Nursing Review
- NUR291 – Nursing Clinical Capstone

Peer Reviewed Presentations

Bednarek, S., & Kosanke, H (2025). Enhanced Preceptor Training: Equipping Nurses for an Improved Experience. Sigma Theta Tau Annual Meeting, November 2025 [Podium]

Bednarek, S., Quillman, J., & Scheer, V. (2023). *Teams Model of Clinical Education: Rethinking the Approach*. ATI Educator Summit, April 2023 [Podium]

Bednarek, S. & Barnum, L. (2023). *Teams Model of Clinical Education: Creating Practice Ready Graduates*. Western Institute of Nursing, April 2023. [Poster]

Bednarek, S., Kosanke, H., Schaeffer, R., & Hallberg, C. (2023). *Increasing Student Practice Readiness: Closing the Academic-Practice Gap*. Western Institute of Nursing, April 2023 [Poster]

Bednarek, S., Schaeffer, R. & Kosanke, H. (2023) *Practice Readiness Pilot Project*. Sigma Theta Tau International Annual Convention, November 2023 [Podium]

Karshmer, J. & Bednarek, S. (2022). Keynote for Mayo Clinic Nurses Week Professional Development Day [Podium]

Bednarek, S. & Lee, S. (2022). ATI Nurse Educator Summit. Clinical Education: Rethinking the Approach [Poster]

Bednarek, S., Lee, E., Quillman, J., & Scheer, V. (2022). AzNA Annual Convention. Teams Model of Clinical Education: Rethinking the Approach. [Poster]

Bednarek, S., Laser, C., & Trinder, N. (2022) AACN Transform Conference. Teams Clinical Model: Rethinking the Approach. [Podium]

Bednarek, S. (October 27, 2020). In the Wake of the Pivot. Virtual Nurse Educator Conference #4-Making a Difference. [Podium]

Bednarek, S. Fay, J. Newton, C. (2020). *Achieving Transformational Change in Higher Education: Considering the Human Element*. League for Innovation in the Community College Innovations Conference [Podium]

Peer Reviewed Publications

Bednarek, S. Kosanke, K., Schaeffer, R., & Hallberg, C. (2025). Empowering Preceptors and Preparing Practice-Ready Nurses: Evidence from the Maricopa County Practice Readiness Program. *Arizona Nurse Quarterly*.

Kosanke, H., Bednarek, S., Schaeffer, R., & Hallberg, C. (2023). Closing the Academic-Practice Gap with Enhanced Preceptor Training. *Journal for Nurses in Professional Development*, 00(0), DOI: 10.1097/NND.0000000000001021

Bednarek, S. & Friberg, E. (2023). *Conceptual Foundations: The Bridge to Professional Nursing Practice* (8th Ed). Chapter 2: Academic Progression. Elsevier, St. Louis, MO.

Bednarek, S., Karshmer, J., Kenny, K., & Brewer, M. (2022). Teams Model of Clinical Education: An Innovative Approach. *Nursing Administration Quarterly*, 46(3), E24-E29. DOI: 10.1097/NAQ.0000000000000527

Bednarek, S. (2019) *Student Navigator Program: Retention of First Semester Nursing Students* (Doctoral dissertation).

Grants and Research

Co-Investigator/Grant Writer

Accelerated BSN Grant

Arizona Department of Health Services - BPM004850

Award Amount: \$5,598,123.12

2023-2029

Closed IRB Protocol

Clinical environment's effect on prelicensure nursing student self-confidence and anxiety (Teams vs. Traditional Model)

2023 – 2025

Data collection complete; article draft in progress

Open IRB Protocol

Influencing Factors on New Graduate Nurse Application Decisions

2024 – present

Data collection complete

Closed IRB Protocol

Practice Readiness in Senior Practicum Nursing Students

2022 – 2025

Data collection complete; article draft in progress

Service Activities & Professional Associations

Edson College Committees

- Academic Standards Committee, Ex-Officio Member 2020-2024
- Undergraduate Curriculum Committee, Ex-Officio Member 2020-2024
- Faculty Appointment and Search, member 2020-2024
- Diversity, Equity, Inclusion & Belonging Committee, member 2021-2023

Arizona Nurses Association, Chapter 6 Vice President

Lead Board of Directors Special Interest Group, Nurse Educators

Elected president for 2021-2026 and currently serving as Vice President 2026-2028

Arizona Nursing Faculty Expansion Project (AZNFEP) Advisory Committee

Participate as an employer partner, 2023-present

Nursing Workforce for the Center Development of Arizona

ASU representative as a workforce development workgroup member, 2024-present

Global Nursing Exchange

Individual representative on an international workgroup as a nursing professional, 2024-present

Phoenix Bioscience Core Healthcare Roundtable Committee

Participate as a clinical partnership representative to all ABOR schools and healthcare internship and clinical placement initiative work

Honor Health New Graduate Advisory Board Member

Participate as an academic partner 2025-present

Professional Associations & Memberships

- Sigma Theta Tau International, Nurse Leader member
- National Association of Hispanic Nurses, member
- Arizona Nurses Association, member & Chapter 6 Vice President
- Arizona League for Nurse Educators, member

Professional Recognitions & Honors

American Association of Colleges of Nursing Elevating Leaders in Academic Nursing (ELAN)

October 2021- May 2022

Nominated and competitively selected for year-long fellowship for development as a nurse leader

Arizona State University Peer Leadership Academy (PEER LA)

September 2021 – August 2021

Nominated and competitively selected for year-long cohort-based leadership development program

The Academy – The Chair Academy

August 2017 – May 2018

Nominated and competitively selected for a year-long fellowship as an academic program leader out of worldwide leadership development in higher education organization

National Institute for Staff and Organizational Development (NISOD)

Teaching & Leadership Excellence Award - May 2014 & May 2013

League for Innovation in the Community College

John & Suanne Roueche Excellence Award 2014 & 2012

Licensure & Certifications

Arizona State RN Licensure

RN#117537

Certified Nurse Educator

National League for Nursing

Original certification 2012

Recertified in 2017 & 2022

Basic Life Support

American Heart Association

2024-2026

Professional Development & Continuing Education

Academic Year 2025-2026

ASU Grand Rounds – Dr. David Spetzler

Hospice of the Valley Dementia Experience

Act Now: The Data Behind Student Readiness You Haven't Seen Yet – HealthStream Webinar

Benner Institute Clinical Faculty and Educator Certificate Course, HRSA 22

Mayo Clinic Arizona Faculty Development Day

3rd Annual Arizona Healthcare Workforce Summit

Clinical Coaching: Prime Opportunities to Teach Clinical Reasoning with Dr. Chris Tanner

Academic Year 2024-2025

National Association of Hispanic Nurses - Promoting Transformative Health Equity

Mary Lou Fulton Teachers College - Bridging the Generation Gap with Gen Z

Edson College Impact Summit

ATI Proctoring Course

ASU Health & Elsevier – A day of engagement and exploration

Leadership Retreat for Colleges of Nursing (ASU, NAU, UA)

Faculty Intensive – Exam Writing Hackathon

Academic Year 2023-2024

American Association of Colleges of Nursing - Competency Based Education Workshop

Arizona Nurses Association - Annual Convention

Nurse Tim - NextGen Tour Clinical Judgment for Faculty

Sigma Theta Tau International - Biennial Conference

American Association of Colleges of Nursing – Transform Conference

National Councils of State Boards of Nursing - Data Symposium

Academic Year 2022 - 2023

Western Institute of Nursing - Annual Conference
Assessment Technologies Institute - Nurse Educator Summit
American Association of Colleges of Nursing - Competency Based Education Workshop for Faculty
Mary Lou Fulton Teachers College - Exploring our Students: Gen Z and What do they Bring to your Classroom?
Arizona Nurses Association - Annual Convention
American Association of Colleges of Nursing - Transform Conference

Academic Year 2021 - 2022

Dignity Healthcare - Design Thinking Workshop for Interprofessional Primary Care
Beyond Flexner Alliance – Beyond Flexner 2022 Conference
Assessment Technologies Institute – Nurse Educator Summit
Az National League for Nursing – Education Conference
Arizona Nurses Association – Annual Convention
American Association of Colleges of Nursing – Transform Conference

Academic Year 2020 - 2021

AARP - Diversifying the Nursing Workforce: Mentoring for Student Retention and NCLEX Success at Hispanic Serving Institutions/Minority Schools of Nursing Joint Learning Collaborative
National Councils of State Boards of Nursing - Preparing for Next Generation (NGN): Writing NGN Test Items.
Beyond Flexner Alliance - Beyond Flexner 2021 Conference.
NASEM - The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity.
Nurse Achieve - Preparing Now for the Next Generation NCLEX (NGN).
Mayo Clinic Hospital - Mayo Clinic Hospital DEU Training.
Nurse Tim - 13th Annual Nuts & Bolts Conference.
American Association of Colleges of Nursing - Beginning Steps for Building a Competency-Based Curriculum/Holistic Admission Workshop/Transform Conference/Mentoring Joint Learning Collaborative for Diversifying the Nursing Workforce

Academic Year 2019 - 2020

League for Innovation in the Community College - Annual Meeting. Seattle WA.
APHA - Reopening Colleges and Universities during COVID-19: Keeping Students and Communities Healthy
Assessment Technologies Institute - Nursing Simulation - What we have learned from the Pandemic
Apple Inc. - Educating Nurses and Healthcare Professionals. Webinar
National Councils of State Boards of Nursing - NCLEX Next GEN Conference
Vestigo Healthcare Solutions - Virtual Nurse Educator Conference #4-Making a Difference
Arizona State University - ASU Online Faculty Showcase for Excellence in Online Teaching.
American Association of Colleges of Nursing - Diversity Symposium/ Faculty Forum.