

Douglas J. Hughes, EdD, CSFA, CST, CRCST, FASA, FAST

Educational Consultant | Healthcare Faculty Development | Curriculum & Accreditation | AI in Education
doug@bridgentacademy.com • (509) 205-4721 • Pasco, WA • www.bridgentacademy.com

ABOUT

Bridgent Academy helps colleges, health systems, and professional associations turn expert practitioners into effective educators. Founded by Dr. Douglas Hughes—a healthcare educator, academic dean, and accreditation site visitor with more than two decades of experience—Bridgent delivers practical faculty development, curriculum and program design, accreditation readiness, and AI integration. Our flagship program, HealthBridge, is purpose-built for the practitioner-to-educator transition, and every engagement is grounded in real classrooms, real accreditation standards, and real workforce needs.

HOW I HELP

- **Faculty Development & the Practitioner-to-Educator Transition** — Turn strong clinicians into confident instructors through cohort training and coaching in pedagogy, assessment, adult learning, and classroom management—delivered on-site or virtually through the HealthBridge and Bridge program models.
- **Curriculum & Program Design** — Design or revitalize courses, programs, and learning-outcome frameworks aligned to accreditation standards and credentialing-exam blueprints—from a single course to an entirely new degree.
- **Accreditation Readiness & Compliance** — Pre-visit program reviews, documentation audits, self-study support, and action plans so your team walks into a site visit prepared. Former ARC/STSA site visitor with CAAHEP, ACEN, CODA, CoARC, and MAERB experience.
- **AI Integration for Teaching & Operations** — Practical, responsible adoption of AI across course design, instruction, and administration—grounded in a League AI Fellowship and university AI certifications, focused on results rather than hype.
- **Academic Leadership & Student-Success Advising** — Guidance on program strategy, Guided Pathways implementation, dual credit and credit-for-prior-learning, and workforce alignment—informed by dean-level leadership and statewide student-success coaching.

SIGNATURE PROGRAM: HEALTHBRIDGE

A live, cohort-based faculty-development program that guides industry practitioners through the transition to educator—ten units over five weeks, built around accreditation-ready teaching, assessment design, and engagement strategies. Offered to individual faculty and as private, in-house cohorts for programs and institutions.

SELECTED IMPACT & RECOGNITION

- More than \$3.2M in external grants secured for allied-health education and workforce initiatives.
- AST National Educator of the Year; Fellow of the Association of Surgical Technologists (FAST) and the Association of Surgical Assistants (FASA).
- Published author, *The Practice and Principles of Surgical Assisting* (McGraw-Hill, 2025), plus numerous peer-reviewed articles and exam-review texts.
- Dean over Health Sciences, Computer Science, and Arts & Humanities at Columbia Basin College; launched multiple new degrees and certificates.
- ARC/STSA accreditation site visitor and former Chair, Subcommittee on Accreditation for Surgical Assisting.
- League AI Fellow (2026) and holder of WSU AI Automation & Agentic AI, AI Ethics, and Microsoft Generative AI (Education) credentials.

AI LEADERSHIP

Chairs his college's AI Integration and Education Work Group and completed the League for Innovation AI Fellowship and WSU's AI Automation & Agentic AI certification. Advises institutions on responsible AI strategy, policy, and workflow automation, and helps faculty integrate AI into course design and assessment in ways that reduce workload and strengthen learning.

CREDENTIALS & EDUCATION

Education: EdD, Educational Leadership (Washington State University) · MAEd, Curriculum & Instruction (CSU Fresno) · BAS, Surgical Technology (Boise State University)

Clinical Credentials: CSFA, CST, CRCST · Fellow (FAST, FASA)

AI Credentials: League AI Fellowship · AI Automation & Agentic AI (WSU) · AI Ethics · Microsoft Generative AI for Education (2026)

SELECTED PUBLICATIONS

Hughes, D. J. (2025). The surgical wound; Intraoperative tissue care and handling; Wound closure techniques. In *The Practice and Principles of Surgical Assisting*. New York, NY: McGraw-Hill.

Hughes, D. J. (2023). Using AI technology to augment surgical technology curriculum. *The Surgical Technologist*, 55(5), 224–228.

Hughes, D. J. (2023). AI-powered leadership: Harnessing ChatGPT for managerial and administrative efficiency in educational leadership.

Also available: medical-legal expert-witness services in surgical malpractice, credentialing, and scope-of-practice matters, provided separately through Hughes Education & Legal Consulting.

Let's work together.

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