

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

Educational Consultant | Healthcare Faculty Developer | AI-in-Education Strategist | Medical-Legal Expert
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PROFESSIONAL SUMMARY

Educational consultant, health-sciences administrator, and surgical expert with more than two decades of experience bridging clinical practice and instructional innovation. Specializes in helping industry professionals transition into teaching through standards-aligned faculty development, curriculum design, accreditation readiness, and instructional technology—including AI-enhanced teaching and operations. As founder of Bridgent Academy, partners with colleges, K–12 systems, and professional associations to deliver scalable, practical, competency-based solutions that strengthen new educators and institutional effectiveness.

As a senior academic leader, has directed multidisciplinary divisions, launched new degree and certificate programs, secured more than \$3.2M in external funding, and built partnerships that expand student access and workforce readiness. Also provides medical-legal consulting as a Certified Surgical First Assistant and recognized expert in perioperative practice, credentialing standards, and practitioner liability—offering insight-driven support grounded in real-world experience and a commitment to equity, innovation, and academic integrity.

AREAS OF EXPERTISE

Faculty Development & Adult Pedagogy · Curriculum & Program Design · Accreditation & Compliance (CAAHEP, ACEN, CODA, ARC/STSA, CoARC, MAERB) · AI Integration in Teaching & Administration · Academic Leadership & Strategy · Guided Pathways & Student Success · Grant Development (\$3.2M+ secured) · Medical-Legal Expert Testimony · Surgical Sciences Education · Instructional Technology & Online Learning

SELECTED EXPERTISE & IMPACT

- Founder & Principal Consultant, Bridgent Academy — deliver modular, CEU-aligned training for CTE, healthcare, and K–12 educators transitioning from industry roles, focused on pedagogy, accreditation compliance, instructional technology, and AI integration.
- Published author in the surgical sciences — contributor to *The Practice and Principles of Surgical Assisting* (McGraw-Hill, 2025) and author of multiple peer-reviewed articles and continuing-education texts; recognized thought leader in wound management, tissue handling, and intraoperative technique.
- Veteran clinical and academic expert — 20+ years as a Certified Surgical First Assistant (CSFA), Certified Surgical Technologist (CST), association fellow, and educator; nationally recognized as AST Educator of the Year.
- Senior academic leader across disciplines — dean over Health Sciences, Computer Science, and Arts & Humanities at Columbia Basin College; lead academic strategy, cross-disciplinary collaboration, faculty evaluation, and program growth.
- Curriculum architect and program developer — spearheaded high-impact programs including the BAS in Respiratory Therapy, BAS in Community Health, and certificates in substance use disorder counseling, Expanded Functions Dental Auxiliary (EFDA), and Medical Imaging.
- Expert witness and legal consultant — provide testimony in surgical malpractice, credentialing, and scope-of-practice cases nationwide; experienced in report preparation, deposition, and professional-standards review.
- Strategic grant leader and workforce connector — secured more than \$3.2M in external funding for allied-health education; built partnerships with hospitals, school districts, and credentialing boards to expand workforce-aligned education.
- Nationally recognized educator and speaker — frequent presenter at state and national conferences on Guided Pathways, faculty onboarding, and emerging technologies in postsecondary education.

PROFESSIONAL EXPERIENCE

Founder & Principal Consultant

June 2025–Present

Bridgent Academy — Pasco, WA

- Founded and lead a professional-development company providing modular, standards-aligned training for CTE, healthcare, and K–12 educators transitioning from industry roles into teaching.
- Developed the “Bridge” training model—including CTEBridge, HealthBridge, K12Bridge, AIBridge, and PreceptorBridge—offering targeted virtual workshops and credential-aligned learning pathways.
- Design and deliver online seminars, webinars, and mini-academies on pedagogy, instructional design, accreditation compliance, and AI integration in teaching.
- Partner with professional associations, colleges, and certification boards to offer CEU-aligned training supporting faculty onboarding, continuing education, and instructional excellence.
- Conduct market analysis and curriculum research to align services with trends in adult learning, microcredentialing, and workforce development.
- Lead all business strategy, curriculum design, marketing, and client engagement while growing institutional partnerships and scaling digital infrastructure.

Academic Dean & Surgical Sciences Professor

June 2014–Present

Columbia Basin College — Pasco, WA

Dean for Health Sciences

April 2020–Present

- Provide strategic leadership over a comprehensive School of Health Sciences—bachelor’s degrees in Nursing, Dental Hygiene, Community Health, and Respiratory Therapy; associate degrees in Surgical Technology, Medical Assisting, Radiologic Technology, Paramedicine, Dental Assisting, Pre-Nursing, and Health Information; and more than a dozen workforce-aligned certificates.
- Spearheaded development of major new offerings including the BAS in Community Health, BAS in Respiratory Therapy, AAS in Dental Assisting, and the Expanded Functions Dental Auxiliary (EFDA) program.
- Serve as curriculum-development expert, writing and revising instructional materials across surgical technology, health sciences, dental assisting, substance-use counseling, and health communication.
- Lead division-wide budgeting, faculty hiring, quarterly scheduling, and strategic planning, ensuring alignment with institutional priorities.
- Guide programmatic accreditation and institutional assessment, including successful site visits and compliance reporting for ACEN, CCNE, CoARC, CODA, CAAHEP, ARC/STSA, CoAEMSP, and MAERB.
- Represent the college on regional healthcare advisory groups focused on community-health workforce alignment; serve as acting administrator for the Vice President of Instruction when needed.

Associate Professor of Surgical Technology

April 2017–Present

- Teach didactic, lab, and clinical courses in surgical technology, health sciences, medical terminology, and emergency care.
- Serve as faculty mentor, advisor, and student-club sponsor; regularly ranked among the top 10% of faculty in student evaluations.

Sterile Processing Technician Instructor

January 2015–Present

- Developed and deliver industry-aligned training for sterile-processing professionals across the Inland Northwest.
- Prepare students for national certification, meeting regional workforce demands in hospital supply and sterilization.

Interim Dean for Computer Science & Cybersecurity

June 2025–January 2026

- Led a division offering associate, BAS, and BS programs in Computer Science, Cybersecurity, and IT.
- Provided academic leadership during the launch of the BS in Computer Science, supporting curriculum development, faculty onboarding, and industry alignment.
- Managed faculty workload, scheduling, budgeting, and division strategy for scalable, high-demand technology programs.

Interim Dean for Arts, Humanities & Communication

September 2024–February 2025

- Oversaw departments in English, Communication, World Languages, Visual Arts, Performing Arts, and Theater.

- Promoted student engagement through the Esvelt Gallery and performing-arts productions, integrating arts programming into community outreach.
- Supported faculty, managed budgets, and aligned course offerings with institutional priorities and student demand.

Dean for Behavioral Sciences

February 2022–October 2023

- Provided leadership over Anthropology, Criminal Justice, Psychology, Sociology, and Social Work.
- Aligned program offerings with regional workforce needs and student outcomes, including Healthcare Sociology for the BAS in Community Health.
- Fostered academic excellence through faculty hiring, mentorship, curriculum assessment, and equity-centered pedagogy.

Program Director, Surgical Technology

June 2014–March 2020

- Directed all aspects of a CAAHEP-accredited Surgical Technology program, including budgeting, accreditation, and curriculum.
- Met and exceeded all programmatic benchmarks in student success, job placement, and employer satisfaction.

Assistant Professor of Surgical Technology

June 2014–April 2017

- Taught core courses in surgical technique, anatomy, patient care, and procedural theory; led accreditation and curriculum-review cycles.

Committee & Institutional Service Highlights

- Co-Chair, AI Committee (2026–Present)
- Faculty Promotion Advisory Committee (2024–Present); Tenure Review Committee (2018–Present); Curriculum Committee member and administrative representative (2015–Present).
- Chair, AI Integration and Education Work Group (2025–2026); Guided Pathways Core Team Leader, Health Sciences (2019–2020).
- Search Committee member and chair (multiple); Curriculum Committee Co-Chair (2015–2017); Faculty Senator (2015–2017); plus Calendar, Environmental Health & Safety, Hazardous Waste, Applied Baccalaureate, AHE Bargaining, and Student Success Leadership committees.

Community Educator

2015–2022

Kadlec Regional Medical Center (Providence Health) — Richland, WA

Affiliated CPR Instructor

2016–2022

- Certified American Heart Association instructor for Basic Life Support, Heartsaver CPR, and First Aid; led in-person training and certification for healthcare professionals and community members.

Childbirth Educator

2015–2017

- Delivered childbirth education on maternal and fetal health, labor and delivery, breastfeeding, and newborn care; taught community courses in babysitting and childcare.

Adjunct Professor of Surgical Technology

2018–2021

Roane State Community College — Oak Ridge, TN

2020–2021

- Taught fully online courses in surgical-technology theory, asepsis, and perioperative patient care using Canvas LMS.

University of Providence — Great Falls, MT

2018–2020

- Delivered online instruction in surgical procedures, sterile processing, perioperative care, and legal aspects of surgical practice; proficient in Moodle LMS and distance-education strategies.

Surgical Technology Educator & Administrator

2011–2014

Concorde Career College

National Chair of Curriculum & Accreditation, Surgical Technology — Mission, KS

2013–2014

- Provided leadership and oversight for 13 surgical-technology programs across the national Concorde system.
- Developed standardized, accreditation-aligned curriculum; oversaw assessment tools, course sequencing, and resource selection.
- Secured a consortium agreement to launch Alaska's first CAAHEP-accredited surgical-technology program; partnered with LMS coordinators to deliver distance education via Blackboard and Canvas.

Surgical Technology Program Director — Portland, OR

2011–2014

- Named 2012 National Educator of the Year by the Association of Surgical Technologists.
- Led faculty development, curriculum revision, and accreditation; achieved the highest graduate-employment and CST pass rates across all Concorde campuses.
- Designed faculty onboarding and training programs and managed all instructional budgets.

Educational Quality Control Specialist, Quality Assurance Team

2011–2014

- Conducted internal audits for compliance with state, federal, and accreditation standards; delivered faculty and administrator training on quality-assurance processes.

Surgical Technology Instructor

2009–2011

San Joaquin Valley College — Fresno, CA

- Delivered classroom, lab, and clinical instruction across a full suite of surgical-technology and health-science courses; maintained high retention, pass rates, and satisfaction scores.
- Spearheaded articulation agreements and led initiatives to integrate digital instructional tools; authored and managed the program blog and website.

EDUCATIONAL & STRATEGIC CONSULTING

Advisory Committee Member — Orion High School (Polytechnic)

May 2025–Present

Pasco, WA

- Serve on the founding advisory board for a new polytechnic high school offering four-year technical-education pathways; represent the health-sciences sector.
- Contribute insights into dual credit, College in the High School, credit for prior learning (CPL), and workforce-aligned curriculum design; collaborate on program outcomes and articulation strategies.

Strategic Advisor — Greater Health Now

August 2024–Present

Kennewick, WA

- Provide strategic guidance to Care Connect Washington and support Medicaid Transformation Project 2.0 initiatives.
- Assist in expanding access to culturally responsive care-coordination services across Central and Southeast Washington; evaluate outcomes and advise on service-delivery improvement.

Curriculum Advisor — Richland School District, Academy of Health Sciences

August 2019–Present

Richland, WA

- Guide curriculum development and alignment with healthcare-workforce standards; support internships, job shadowing, and career-readiness initiatives for high-school students.

Programmatic Accreditation Site Visitor — ARC/STSA

September 2016–Present

Accreditation Review Council on Education in Surgical Technology and Surgical Assisting — Littleton, CO

- Conduct accreditation evaluations for CAAHEP-accredited surgical-technology and surgical-assisting programs nationwide.
- Evaluate curricula, clinical performance, documentation, and compliance through site visits and interviews.

Independent Consultant — Surgical Sciences & Higher Education

2008–Present

- Consult on curriculum design, program accreditation, and instructional alignment in the surgical sciences and allied health.
- Develop and revise coursework and instructional materials for campus and online programs; clients include University of Providence, Concorde Career College, and curriculum publishers (Edmentum, Study Island, McGraw-Hill).

Guided Pathways Coach — WA State Board for Community & Technical Colleges

April 2023–August 2024

Olympia, WA

- Selected by the Washington Student Success Center as a Guided Pathways Coach supporting statewide student-success efforts.
- Completed training through Achieving the Dream and the National Equity Project; advised colleges statewide on implementation strategies focused on closing equity gaps.

Research Consultant — Association of Surgical Assistants

2018–2020

Littleton, CO

- Designed and analyzed a national mixed-methods study on certification in surgical assisting (1,400+ participants); co-presented findings to Joint Commission leadership regarding CMS compliance and certification standards.

Administrator & Webmaster — Surgical Assistant Resource

2009–2017

Clovis, CA

- Founded and managed a nationally recognized informational website serving surgical assistants and perioperative professionals; consulted on scope-of-practice and certification issues.

Blogmaster & Website Administrator — Association of Surgical Assistants

2010–2016

Littleton, CO

- Managed ASA's website and technical communications; advised the Board of Directors on digital engagement and professional standards.

MEDICAL-LEGAL EXPERT WITNESS CONSULTING**Legal Consultant & Medical Expert Witness**

2010–Present

Hughes Education & Legal Consulting — Pasco, WA

- Provide expert analysis, reports, and sworn testimony in medical-malpractice cases involving surgical technologists and first assistants.
- Consult on retained foreign bodies, credentialing lapses, and scope-of-practice disputes; extensive experience drafting legal reports and testifying in depositions under oath.

CLINICAL HEALTHCARE EXPERIENCE**Tissue Recovery Specialist — Community Tissue Services**

Nov 2012–Jun 2014

Portland, OR

- On-call surgical specialist recovering donor skin, bone, joint blocks, tendons, veins, fascia, cartilage, heart valves, and other tissues for transplant; trained procurement staff and international specialists.

Surgical Technologist / Surgical First Assistant

2006–2012

Tuality Community Hospital — Hillsboro, OR

Apr 2012–Nov 2012

- Assisted in neurology, spine, orthopedic, and general-surgery procedures on a per-diem basis; supported perioperative staff-development initiatives.

Orthopaedic Associates (Orthopedic & Spine) — Boise, ID

Nov 2008–Jul 2009

- Delivered perioperative care including positioning, prepping, intraoperative assistance, wound closure, and postoperative immobilization; specialized in total joint arthroplasty, trauma, spinal fusion, and sports medicine.

Mercy Medical Center — Nampa, ID

Mar 2007–Jul 2009

- Key team member in orthopedic, gynecologic, ENT, bariatric, general, and laparoscopic surgeries; specialized in instrumented spinal fusion and computer-navigated total-joint procedures.
- Served as on-call endoscopy technician and interim sterile-processing manager—led an infection-control improvement initiative, redesigned workflow, and served on the hospital's Infection Control Board.

University Medical Center — Fresno, CA

Nov 2006–Apr 2007

- Managed decontamination and sterilization of surgical instruments for the trauma center, OR, ED, and burn unit.

Clinical Internships — Kaiser Permanente & Madera Community Hospital, CA

2006

- Assisted in orthopedic, general, thoracic, and OB/GYN procedures; gained experience in general, laparoscopic, OB/GYN, and endoscopic surgeries.

EDUCATION

Advanced Professional Development in Artificial Intelligence

AI Automation and Agentic AI Certification

2026

Washington State University, Carson College of Business — Pullman, WA

- Focus areas: identifying high-impact automation opportunities, leveraging AI tools to build automated workflows, and leading adoption and implementation.

League AI Fellowship (Cohort 4)

2026

League for Innovation in the Community College & Strategies by Design — Chandler, AZ

- Advanced expertise in AI strategy, organizational readiness, responsible implementation, and change leadership — translating emerging AI capabilities into sustainable, high-impact solutions for higher education.
- Applied AI leadership principles to design and implement an institutionally aligned AI initiative, incorporating opportunity assessment, stakeholder engagement, ethical considerations, and implementation planning.

AI Microcredentials & Certificates

- AI Ethics Certification — League for Innovation AI Fellows program (2026).
- Microsoft — Generative AI for Education Administration; Generative AI for Teaching and Learning; Introduction to Generative AI for Education (July 2026).

Degrees & Formal Credentials

Doctor of Education (EdD), Educational Leadership

2022

Washington State University — Pullman, WA

- Emphasis in Higher Education Administration. Dissertation: Buy-in and Risk Aversion Among Community College Faculty During Guided Pathways Implementation (Chair: Shannon Calderone, PhD).
- Research areas: organizational culture and learning, Guided Pathways, faculty engagement, and clinical education in health sciences. Graduated with distinction — GPA 3.97.

Master of Arts in Education (MAEd), Curriculum & Instruction

2011

California State University, Fresno, Kremen School of Education — Fresno, CA

- Focus: educational-technology integration, educational psychology, and higher-education leadership. Graduate project: Surgical Wound Care and Management for the Surgical First Assistant. Graduated with distinction — GPA 4.0.

Bachelor of Applied Science (BAS), Surgical Technology

2009

Boise State University, Larry Selland College of Applied Technology — Boise, ID

- Emphasis in Surgical Technology and Educational Practices; coursework in educational psychology, counseling, student assessment, and classroom management. Graduated cum laude.

Certificate in Surgical Assisting

2008

Meridian Institute of Surgical Assisting — Nashville, TN

- Graduated with honors (GPA 4.0); clinical training at Vanderbilt University and Saint Alphonsus Medical Center; specialization in trauma orthopedics, spinal therapies, and computer-navigated joint replacement.

Associate of Science (AS), Surgical Technology

2007

San Joaquin Valley College — Fresno, CA

- Graduated with honors (GPA 3.85); clinical rotations at Madera Community Hospital and Kaiser Permanente; capstone published in The Surgical Technologist.

Additional Certificates: Sterile Processing & Materials Management, Purdue University (2006) · Phlebotomy, Phlebotomy Learning Center (2005) · Emergency Medical Technician (EMT), Utah Valley University (2005) · Nursing Assistant (CNA), CNA Educational Services (2005).

GRANTS & SPONSORED FUNDING

More than \$3.2M in competitive and sponsored funding secured for allied-health education and workforce initiatives.

SBCTC Hospital Employee Education & Training (HEET 18) Program Grant — \$250,000 to the CBC School of Health Sciences, in partnership with SEIU Healthcare Training Fund, for development of the Respiratory Therapy program (2026).

SBCTC Hospital Employee Education & Training (HEET 18) Program Grant — \$250,000 to the Clover Park Technical College–CBC Surgical Technology Consortium, in partnership with SEIU Healthcare Training Fund, for a statewide Surgical Technology cohort (2026).

GESA Credit Union — GESA Local Heroes Grant — \$18,000 for CBC Respiratory Therapy laboratory-equipment needs (October 2025).

SBCTC Hospital Employee Education & Training (HEET 17) Program Grant — \$250,000 to the CBC School of Health Sciences, in partnership with SEIU Healthcare Training Fund, for the Respiratory Therapy program (2025).

SBCTC Hospital Employee Education & Training (HEET 16) Program Grant — \$198,367 to the CBC School of Health Sciences, in partnership with SEIU Healthcare Training Fund, for the Respiratory Therapy program (2024).

Premiera Blue Cross — LPN Academic Progression Grant — \$1,780,824 to support the CBC Nursing LPN-to-BSN pathway (October 2021–September 2024).

Washington State — Workforce Development Grant — \$150,000 to the CBC Radiologic Technology program for laboratory imaging equipment (2023–2024).

Washington State — Workforce Development Grant — \$94,741 to the CBC Dental Hygiene program for curriculum development (July 2022–June 2023).

Washington State — High Demand Funding Grant — \$102,648 to the CBC Nursing program for simulation equipment and curriculum development (March–June 2022).

SBCTC — Professional/Technical Programs Restart Grant — \$200,000 to the CBC Nursing and Dental Hygiene programs for simulation and curriculum development (2020–2022).

Columbia Basin College — Guided Pathways Frontier Set Grant (2017).

HONORS & AWARDS

CBC Board of Trustees — Celebrating Excellence Honoree, Outstanding Accreditation Outcomes in Surgical Technology (February 2026).

Fellow of the Association of Surgical Assistants (FASA) (October 2024).

Fellow of the Association of Surgical Technologists (FAST) (May 2023).

CBC Board of Trustees — Celebrating Excellence Honoree, Outstanding Service on the Emergency Management Committee during the COVID-19 Pandemic (April 2023).

CBC Board of Trustees — Celebrating Excellence Honoree, Outstanding Leadership in Nursing Program Education (March 2023).

CBC Board of Trustees — Celebrating Excellence Honoree, Outstanding Leadership in Dental Hygiene Education (February 2023).

CBC Foundation — Administrative Excellence Award (2022).

Washington State University — Paula Gmelch Scholarship in Educational Leadership (2020–2021).

Washington State University — Zeno and Kay Katterle Doctoral Scholarship (2020–2021).

Association of Surgical Technologists — Annual Galaxy Star Award, presented to the Surgical Technology program (2009–2020).

CBC — Exceptional Faculty Award & Grant (November 2018; January 2018).

CBC Board of Trustees — Celebrating Excellence Honoree (November 2018; May 2017; March 2015).

NBSTSA — Award of Merit, 93% CST pass rate (2015) and 91% CST pass rate (2014), presented to the CBC Surgical Technology program.

Association of Surgical Technologists — State Assembly Leadership Award (2015).

Medical Technology Schools — Named among the nation’s “15 Top Surgical Technology Professors” (2015).

Concorde Career College — National Performer Award (2014).

AST Foundation for Surgical Technology — 2011 Didactic Educator of the Year Award & Scholarship (2012).

AST Foundation for Surgical Technology — 2011 New Instructor of the Year Award (2012).

CSU Fresno, Kremen School — Graduate Dean's Medalist Candidate; Outstanding Master's Degree Candidate; Outstanding Master's Project Award (2012).

Phi Kappa Phi National Honor Society — Inductee & Member (2012).

Academic honor rolls: CSU Fresno President's List (2011); Boise State Dean's List (2009); San Joaquin Valley College Dean's List (2006, 2007); Golden State Academic Excellence Award with High Honors in Economics (1998).

PUBLICATIONS

Hughes, D. J. (2025). The surgical wound. In R. Hall (Ed.), *The practice and principles of surgical assisting* (pp. 173–197). New York, NY: McGraw-Hill.

Hughes, D. J., & Hall, R. (2025). Intraoperative tissue care and handling. In R. Hall (Ed.), *The practice and principles of surgical assisting* (pp. 153–171). New York, NY: McGraw-Hill.

Hughes, D. J., & Hall, R. (2025). Wound closure techniques. In R. Hall (Ed.), *The practice and principles of surgical assisting* (pp. 199–209). New York, NY: McGraw-Hill.

Hughes, D. J., & Hall, R. (2025). Wound dressings and drains. In R. Hall (Ed.), *The practice and principles of surgical assisting* (pp. 211–218). New York, NY: McGraw-Hill.

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

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

Hughes, D. J. (2022). *Buy-in and risk aversion among community college faculty during Guided Pathways implementation* (Publication No. 29397498) [Doctoral dissertation, Washington State University]. ProQuest Dissertations & Theses Global.

Hughes, D. J. (2014). *Surgical first assistant exam review*. Dallas, TX: Edmentum – Northstar Workforce Readiness.

Hughes, D. J. (2014). Taking the next step: Advancement into the field of surgical assisting. *The Surgical Technologist*, 46(2), 78–80.

Hughes, D. J. (2012). Overcoming professional uncertainty. *IDSAST Newsletter*, 4(2), 4.

Hughes, D. J. (2011). The importance of ACLS in providing high-quality patient care. *The Surgical Assistant*, 17(4), 1–2.

Hughes, D. J. (2011). McSleepy advances: Automated anesthesia and natural orifice transluminal endoscopic surgery. *The Surgical Technologist*, 43(8), 350–357.

Hughes, D. J. (2011). *Surgical technologist exam review*. Dallas, TX: Northstar Learning.

Hughes, D. J. (2010). Malpractice insurance for the nonphysician surgical assistant. *Association of Surgical Assistants News*, 16(1), 3.

Hughes, D. J. (2009). Integrating technology into the classroom: SJVC Surg Tech blog. *AST Instructor's News*, 12(4), 4–5.

Hughes, D. J. (2007). Bronchospasm and laryngospasm during anesthesia. *AST Student Association News*, 14(1), 6.

Hughes, D. J. (2007). Total abdominal hysterectomy. *The Surgical Technologist*, 39(4), 156–163.

Peer & Textbook Reviews

Bishop-Beall, J. (In press). *Medical terminology for health professionals*. Cognella Publishing.

Sheets, S. D. (2024). *Surgical notes* (3rd ed.). Philadelphia, PA: F. A. Davis.

Rutherford, C. J. (2023). *Surgical equipment and supplies* (3rd ed.). Philadelphia, PA: F. A. Davis.

Junge, T. J. (2017). *Practical pharmacology for the surgical technologist*. New York: Cengage.

Rodriguez, M. (2017). *Microbiology for surgical technologists* (2nd ed.). New York: Delmar Cengage.

Certified Surgical First Assistant Online Exam Review (2014) and *Certified Surgical Technologist Online Exam Review* (2011). Destin, FL: Dynamic WordWorks.

SELECTED LECTURES & PRESENTATIONS

- Hughes, D. J. Healthcare Workforce Roundtable: Panel Discussion. Career Connect Washington, Future of the Health Workforce Summit. Walla Walla, WA. September 2024.
- Hughes, D. J., & Briggs, B. Building Academic Partnerships: An Educator's Perspective. GCACH, Future of Health Workforce Summit. Walla Walla, WA. July 2022.
- McBurney, M., Barboza, L., Hughes, D. J., & Stevens, K. L. Assessment Methods: A Panel Discussion of Best Practices. Columbia Basin College Teaching & Learning Workshop. Pasco, WA. February 2020.
- Hughes, D. J., & Rogers, S. M. PhotoVoice: Increasing Student Buy-in and Retention. CBC Teaching & Learning Workshop. Pasco, WA. June 2019.
- Hughes, D. J., & Rogers, S. M. Laparoscopic Surgery. Eastern Washington University Scrubs Camp. Richland, WA. February 2018.
- Stover, D., Hughes, D. J., & Greg, S. Who's Behind That Mask? Limiting Liability Beyond the Credential. American Society for Healthcare Risk Management, Annual Conference. Seattle, WA. October 2017.
- Hughes, D. J. Together We Will Succeed: Lowering Attrition in Surgical Technology Programs. AST 48th Annual National Conference. New Orleans, LA. June 2017.
- Hughes, D. J. Exploring Careers in Healthcare: Surgical Technology. MESA Healthcare STEM Conference. Pasco, WA. October 2016.
- Hughes, D. J. Surgical Assisting: Is This Rung on the Career Ladder Right for You? WSA-AST Fall Workshop. Yakima, WA. March 2016.
- Hughes, D. J., & McRae, L. Hot Topics: Standards of Practice in Surgical Technology. WSA-AST Spring Workshop. Lakewood, WA. March 2016.
- Hughes, D. J. The State of Surgical Assisting in Washington. WSA-AST Spring Workshop. Renton, WA. March 2015.
- Hughes, D. J. Marketing Yourself as a Professional. ASA Educational Workshop. Phoenix, AZ. March 2015.
- Hughes, D. J. Surgical Technology: Professionals on the Cutting Edge. MESA Healthcare STEM Conference. Pasco, WA. October 2014.
- Hughes, D. J. How to Become a Surgical First Assistant. Oregon AST Fall Workshop. Portland, OR. October 2013.
- Hughes, D. J. Core Curriculum for Surgical Technology: Review of the 6th Edition. Concorde Program Director Training Summit. Aurora, CO. June 2013.
- Hughes, D. J. Surgical Laboratory Values. ASA Chicago Educational Workshop. Chicago, IL. October 2012.
- Hughes, D. J., & Witherspoon, W. Preparing to Teach: Effective Strategies. Concorde Instructor Workshop. Portland, OR. September 2012.
- Hughes, D. J. Teaching Surgical Technology with Computers. SJVC Advisory Committee. Fresno, CA. March 2011.
- Hughes, D. J. Stitching Your Program to the Blogosphere. AST 41st Annual National Conference, Instructor's Forum. Grapevine, TX. May 2010.

PROFESSIONAL AFFILIATIONS & SERVICE

Chair / Member, Subcommittee on Accreditation for Surgical Assisting (SASA) — ARC/STSA *2017–2024*
Littleton, CO

- As Chair (2021–2024), oversaw national accreditation review for all surgical first-assistant programs in the U.S., leading collaborative review with institutions, program directors, and regulators to ensure compliance with ARC/STSA and CAAHEP standards.
- As Member (2017–2021), supported site evaluations and accreditation determinations and collaborated with the ARC/STSA Board on programmatic quality assurance.

Credentialing Board Service — NBSTSA *2011–2020*

National Board for Surgical Technology and Surgical Assisting — Littleton, CO

- CSFA Job Task Analysis Committee (2011–2020); CST and CSFA Exam Item Writer (2011–2019); CSFA Self-Assessment Exam Committee (2012)—contributed subject-matter expertise and authored/audited national exam items.

National & State Association Leadership — ASA and AST

2010–2016

- Vice President (2011–2015) and Treasurer (2010–2011), Association of Surgical Assistants—executive leadership for a national nonprofit; co-led bylaws, member services, education, and advocacy; chaired Credentials and Teller’s committees.
- AST Washington State Board of Directors & Legislative Affairs Co-Chair (2014–2016) and Oregon State Assembly Government & Public Affairs Committee (2013–2015)—advanced legislative initiatives for surgical-technologist education and credentialing.

Professional Memberships

- Association of Surgical Technologists (AST) — Fellow (2023–Present), Active Member (2006–Present).
- Association of Surgical Assistants (ASA) — Fellow (2024–Present), Active Member (2008–Present).
- Healthcare Sterile Processing Association (HSPA) — Active Member (2006–Present); EDUCAUSE — Organizational Member (2021–Present); Phi Kappa Phi National Honor Society.

CERTIFICATIONS & LICENSURE

- Fellow of the Association of Surgical Assistants (FASA), 2024–Present; Fellow of the Association of Surgical Technologists (FAST), 2023–Present.
- Certified Surgical First Assistant (CSFA) and Certified Surgical Technologist (CST), NBSTSA.
- Certified Registered Central Service Technician (CRCST), HSPA.
- BLS for Healthcare Providers CPR and BLS/CPR Instructor, American Heart Association; Registered Surgical Technologist (RST-WA), WA DOH.
- CMS National Provider Identifier (NPI); FEMA ICS-100 and ICS-200 certified; HIPAA certified; HIV/AIDS certified (WA DOH); HyFlex Course Design certified (EDUCAUSE).
- Prior credentials: Certified Surgical Assistant (CSA, NSAA); ACLS; CNA (ID & UT); Certified Phlebotomy Technician (CPT, NHA).

LANGUAGES

English — native. Spanish — high proficiency (speaking, reading, and writing).

COMMUNITY & VOLUNTEER SERVICE

- Boy Scouts of America, Ore-Ida Council — Bear Scout Leader, coordinating youth activities and advancement (2008–2009).
- National Kidney Foundation — Community health volunteer / phlebotomist for kidney-health screenings (2005).
- Children’s Hospital Central California — 400+ hours of volunteer service in sterile processing supporting infection control (2006–2007).
- Church of Jesus Christ of Latter-day Saints — Full-time missionary and district leader, Las Palmas de Gran Canaria, Spain; managed operations and provided translation and ESL instruction (1999–2002).

CONFERENCES, WORKSHOPS & CONTINUING EDUCATION

Selected recent professional development (AI and higher-education focus noted):

Agentic Automation and Agentic AI Basics. Washington State University, Carson College of Business. August–September 2026.

League AI Fellows, Cohort IV Artificial Intelligence Fellowship Program. Strategies by Design. January–August 2026.

Generative AI in Business. Washington State University in partnership with T-Mobile. Richland, WA. September 2025.

How to Set the Right AI Rules for the Campus. The Chronicle of Higher Education, virtual conference. June 2025.

Diversity, Equity, & Inclusion 101. Academic Impressions. June 2025.

How to Write a ChatGPT Policy for Your Higher-Ed Institution. CareerLearning webinar. January 2024.

ChatGPT for Managers. CareerLearning webinar. April 2023.

National Guided Pathways Collaborative Coach Training. Achieving the Dream. August 2023.

Guided Pathways Coach Orientation and Student Success Institute. SBCTC & National Equity Project. 2023.

ARC/STSA Accreditation Fundamentals for Educators. Norfolk, VA. November 2023.

Future of the Health Workforce Summit. Career Connect Washington. Walla Walla, WA. September 2024.

Designing Hybrid-Flexible (HyFlex) Courses to Support Multimodal Learning. EDUCAUSE. 2021.

Leading with Racial Equity, Becoming Justice; Crucial Conversations. Virtual workshops. 2021.

2020 Assessment Institute Virtual Conference. IUPUI. October 2020.

Extensive additional continuing education across surgical-sciences accreditation, item writing, and clinical practice (ARC/STSA, NBSTSA, AST, and ASA workshops and national conferences, 2006–2026) available on request.