

RESUME 2025

Cynthia Huff DNP, RN, OCN, CRNI, CNL

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Qualification Summary

I have an extensive knowledge base of ambulatory, hospital, clinic, and home infusion nursing practice and understand the unique partnerships required to ensure patient-centered engagement, safety, and quality outcomes. This skill allows me to partner with unit leaders to steward and optimize the company's resources, develop effective systems, and build a foundation of dedicated staff. As a Clinical Nurse Leader (CNL), I strive to create and advocate best practices through my association with national nursing organizations, the University of San Francisco School of Nursing, and through publication in clinical journals and public speaking. I understand and appreciate that whatever my nursing role is, it is critically important in creating a workplace culture of diversity, equity, inclusion, and belonging.

- 40+ year RN with over 30 years of infusion therapy hands-on experience in hospital, outpatient, infusion clinic, and teaching environments.
- Chemotherapy and Immunotherapy Card
- Oncology Certified Nurse (OCN ®)
- Clinical Nurse Leader (CNL ®)
- Certified Registered Nurse Infusion Therapy (CRNI ®)
- Recent *TalentSmart* 360 feedback survey, scored in the 96th percentile for Emotional Intelligence, rated by 45 of my staff, peers, and executive management.
- Awarded Transformational Leader in November 2019 and 2021 for the organization.
- EPIC (electronic medical records) competency for adult outpatient oncology and infusion services.
- Awarded the "Honoring the Pursuit of Health Justice and Excellence in Nursing Practice" on Oct 17, 2024, from the University of San Francisco School of Nursing and Health Professions

Education

- University of San Francisco, San Francisco, CA – Doctor of Nursing Practice/Population Health Leadership – Graduated 12/2020
- University of San Francisco, San Francisco, CA – Master of Science in Nursing/ Clinical Nurse Leader – Graduated 05/2018
- Santa Ana College, Santa Ana, CA – Associate Degree in Science and Nursing
Graduated – 1982

Professional Experience

UCI Health, Orange, CA

(12/24 – present)_

Nurse Manager, Specialty Teams

Nursing Quality & Education Department

Direct supervision and management of four nursing teams (Alert Team, PICC Team, Diabetes Educators, Wound Ostomy Team) and Clinical Placement and Patient Education Department.

City of Hope, Orange County, CA

(02/2022 to 12/2024)

Clinical Practice Education Specialist– Nursing Administration

Manager, Infusion Center and Ambulatory Clinics

Direct supervision and management of 15 RNs and medical assistants in the infusion center and oncology clinics (multiple specialties). Active in preparation for QOPI and TJC visits to the site (new facility opened 02/2022). Assist in training new employees throughout the regions, most recently for The Lennar Cancer Center in Irvine. Established MDI (managing daily improvement) processes and rounding in three ambulatory clinics and infusion centers, including the radiation oncology department.

MemorialCare Long Beach Medical Center, Long Beach, CA

(02/2019 to 02/2022)

Todd Cancer Institute (TCI), Unit Manager, Adult Ambulatory Infusion Center

Direct supervision, personnel management, and employee engagement activities for 25+ staff members/ 36 chair suite that provides outpatient oncology infusion services; in the context of scheduling, registration, eligibility verification, administration of hazardous medications, regulatory compliance, and staff education in a union environment (CNA). Responsible for daily metrics to manage productivity and track identified service levels utilizing Press Ganey Patient Satisfaction survey data. Provide direct care specific to infusion therapy such as PIV and Port access, specimen collection from central lines, and chemotherapy administration, if needed. Facilitate mini-rapid improvement projects for infusion center and oncology clinics to improve patient safety and quality, reduce waste, and increase value for the patients served.

- Lean Process Improvement to reduce waste and increase value for patients in an outpatient adult oncology setting. A-3's included charge reconciliation for ambulatory infusion / reduced error rates by 94% in the first 60 days, sustained over 24 months at 98% to 100%: improved efficiency of chair time for ambulatory infusion resulting in improved patient scheduling and patient and staff satisfaction by implementing new scheduling templates, a quick chair model for appointments 30 minutes or less, staffing start-time changes, USP <800> roll-out, and establishing guidelines for add-on visits.
- Responsible for data analysis, monthly metrics, and quality improvement initiatives in the cancer center in collaboration with other clinical operations managers and service lines.
- Recent *TalentSmart* 360 feedback survey, scored in the 96th percentile for Emotional Intelligence rated by 45 of my staff, peers, and executive management.
- Awarded Transformational Leader November 2019 and 2022 for the organization.
- EPIC (electronic medical records) competency for adult outpatient oncology and infusion services.

University of San Francisco

(2020 to Present)

Adjunct Professor MSN and DNP programs

Adjunct Professor for MSN and DNP programs: Courses taught include (1) Health Informatics, (2) Population Health Leadership and Teamwork in Project Planning, (3) Assessment Across the Lifespan,

and (4) Knowledge Development and Evidence-Informed Quality Improvement. (Courses are in-person and online). Assist with developing curriculum and delivering instruction to undergraduate and graduate nursing students/work closely with internship students, providing mentoring and career guidance.

Sutter Health Systems

(06/2014 to 02/2019)

- *Sutter Roseville Medical Center/ Lead RN –Oncology Infusion Nurse (06/2016 – 02/2019)*
- *Sutter Infusion Pharmacy – Home Infusion Coordinator/Hospital Liaison (04/2014 – 06/2016)*

Implemented safe, therapeutic, and expert care for patients with complex overt and covert needs associated with cancer regimens and oncology infusion treatments, including oral chemotherapy in a 36-chair, hospital-based infusion center. Assisted staff with the setting of priorities of patients as well as patient population based on acuity, patient need, patient preference, standards, and /or effective intervention. Safely performed, documented, and evaluated appropriate nursing procedures required by patient assignment consistent with scientific principles and evidence-based practice. Administer chemotherapy and other infusions in an ambulatory care setting and access PIVs, PORTS, and other central lines for treatment. Competent in pump set-up for CADD pump, Alaris, and Plum360.

Marshall Medical Center, Placerville, CA

(04/2013 to 06/2014)

- *Hematology/Oncology RN (small rural care oncology practice/4 physicians)*

Provided infusion therapy in a 12-chair infusion center associated with Marshall Hospital Medical Center for four oncologists with various specialties. Assisted in managing the office staff and other duties related to the hematology/oncology population. Planned, directed, and evaluated the orientation of new staff/ temporary personnel in collaboration with the clinical manager/physician.

Coram Healthcare

(11/2011 to 4/2013)

- *Home Infusion Nurse and Nurse Educator/Mentor*

Provided home infusion services to patients with various health needs. Administered TPN, IVIG, antibiotics, and other specialty medications and taught patients how to self-administer medications. Independent in scheduling and follow-up of patients, coordinated care with pharmacy and case managers of insurance companies and hospitals to ensure the safe delivery of infusion care in the home setting.

Eisenhower Medical Center/ Lucy Curci Cancer Center

(4/2008 to 11/2011)

- *Department Manager, Ambulatory Infusion Center*

Managed all staff working in the 24-chair infusion suite. Recruited, interviewed, and hired qualified infusion nurses to keep up with clinic growth and expansion. Implemented new nurse shift schedules to accommodate after-hours and weekend appointments, ensuring coverage to meet the patient's needs. Maintained nursing inventory management and organization system. Led department through state and The Joint Commission surveys. Multiple project management initiatives to improve access to cancer care and treatment. Assisted in developing the Arnold Palmer Prostate Center and implemented critical roles within the cancer center (Breast Nurse Navigator, Radiation Oncology Nurse Educator, and cancer center outreach program manager role).

Specialized Nursing Solutions/Infusion Nursing Solutions

(2006 to 2011)

Owner of private duty concierge nursing services providing physicians and their clients with high-quality nursing staff and infusion services.

Heartland Home Health Care and Hospice (HCR Manor, Inc.)

(1995 to 2004)

- *Parent-branch Director of busy Medicare Certified Home Health Agency in Riverside, CA.*

Branch operations and oversight of Home Care, Private Duty, Home Infusion, and Hospice divisions.

Kaiser Permanente Hospital – Anaheim, CA

(1985 to 1995)

- *Assistant Department Administrator Ambulatory Care Clinics*

Various roles within the organization, including inpatient settings (Emergency Department, Labor & Delivery, Neonatal Intensive Care Unit). Provided support for all outpatient departments in the Euclid Medical Offices as a nurse manager.

Professional Organizations

- American Nurses Association (ANA)
- Oncology Nursing Society (ONS)
- Infusion Nurses Society (INS)
- International Clinical Nurse Leaders Association (CNLA)

Publications

- Huff, C. (2020). Oral chemotherapy: An educational framework for providers, patients, and caregivers. *Clinical Journal of Oncology Nursing*, 20(24), 22-30. DOI: 10.1188/20.CJON.22-30
- Huff, C. (2020). Hazardous drug residues in the home setting. *Journal of Infusion Nursing*, 43(10), 15-18. DOI: 10.1097/NAN.0000000000000354
- Huff, C., Thakkar, N., & Westlake, C. (2022). Oral chemotherapy laboratory monitoring and follow-up: A review of the literature. *Clinical Journal of Oncology Nursing*, 26(5), 487-494. DOI: 10.1188/22.CJON.487-494
- Huff, C. (2023). Leveraging eHealth Technology for Oral Chemotherapy Management: A Literature Review. *Clinical Journal of Oncology Nursing*, 27(3), 281-288. DOI: 10.1188/23.CJON.281-288

Other Accomplishments

- Peer reviewer for the Journal of Infusion Nursing
- Subject matter expert for the Hazardous Drug Administration section of the 2021 and 2023 Journal of Infusion Nursing Standards of Practice
- National speaker in 2019 for the Infusion Nurses Society
- Research committee chairperson from 2018 to 2021/ Infusion Nurses Society
- Transformational Leadership Award/ Long Beach Memorial Hospital 2019 and 2022
- Cost reduction project during COVID - \$125K savings with the development of a mini port access kit
- 2022 Recipient of Nursing Research Scholarship – City of Hope – Research project to implement oral chemotherapy questionnaire into MyChart for longitudinal tracking of patient self-reported outcomes
- National Speaker for ONS Bridge 2024 on Oral Chemotherapy Lab Monitoring

Leadership Projects

Multiple quality improvement projects completed and/or in progress at Long Beach Memorial Hospital/ Todd Cancer Institute

- USP <800> Hazardous Drug Administration Project – Project Manager

- Advance Care Planning – Team Member
- Oral Chemotherapy Lab Test Monitoring and Follow-up Project – Project Manager
- Barriers to Cancer Care Committee – Member
- Social Needs Assessment Survey Project – Project Manager
- Infusion Charge Capture Project – Co-Chair Project Manager

City of Hope Projects

- 2024 – Hemolysis and Peripheral IV Labs
- 2024 – RQI (Resuscitative Quality Improvement) Program Development
- 2024 – Development of Nursing Education and Patient Education materials
- 2024 – Implementation of a Clinical Case Review (CCR) in the Infusion/Research departments to improve nurses' critical thinking
- 2024 – Research Study – Determine the feasibility of using an application within the electronic health record for oral chemotherapy patients – (PROMS Study)

References upon Request