

# Devon M. Berry, PhD, MBA, RN

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## OBJECTIVE

To help others achieve their goals with excellence, effectiveness, and efficiency.

## SKILLS

- >Implementing Lean culture & practices in naive settings
- >Leading solution-driven organizational change in complex systems
- >Supporting process improvement
- >Leading strategy deployment
- >Building and leading cross-functional teams
- >Developing talent & optimizing performance

## EXPERIENCES

- >20 years of progressive leadership experience in higher education, last 4 years at executive level
- >8 years of consulting in healthcare-based research
- >3 years consulting in online learning delivery for industry-leading publisher

## WORK HISTORY (selected\*)

### OHSU School of Nursing, Portland, OR — *Executive Associate Dean & Clinical Associate Professor*

August 2015 - August 2019

- Exemplar: Led creation of strategic enrollment management (SEM) using Lean change processes to design and implement cross-functional teams and systems in matrixed organization. Achieved enrollment goals across 90% of programs in Year 1.
- Exemplar: In an interim role, led the successful curriculum revision of 6 programs requiring 7 levels of approval/ accreditation at national, state, university, and school level in 18 months. Although aspired to over the past 10 years, the organization had previously been unsuccessful in this change effort.
- Duties: Led in strategy deployment, operations and performance improvement for a complex organization with five sites, 12 programs, 300 employees, 900+ students and a \$30 million budget; directly managing 16 employees, many doctorally-prepared.

### Wright State University, Dayton, OH — *Leadership Positions*

January 2012 - August 2015

- Director for Strategic Initiatives, Wright State Research Institute (2014-2015). Deployed as internal senior consultant for the Provost's Office, troubleshooting broad array of analytical problems ranging from marketing plans for stadiums to optimizing student enrollment levels for colleges.
- Executive Director for Operations & Strategic Initiatives (2013-2014), Director for Innovation and Community Partnerships(2012-2013), College of Nursing & Health. Led internal change efforts such as the Wright Nurse Project, and external efforts such as the National Disaster Health Certificate program.

## Independent Consulting

2004 - 2014

- Strategy & Product Consultant, Elsevier Health Sciences Division, St. Louis, MO (2012 - 2014). Served as SME for higher education.
- Research Consultant, Kettering Health Network Innovation Center, Kettering, OH (2004 - 2011). Supported clinically-based research.

\*Additional job history at Curriculum Vitae, available upon request

## EDUCATION

### Western Governors University, Salt Lake City, UT — *MBA*

November 2019 - Coursework completed, graduation August, 2020

### University of Washington School of Nursing, Seattle, WA — *PhD*

2001 - 2005

### Case Western Reserve University, FPB School of Nursing — *MSN-FNP*

1995 - 1997

### Cedarville University, Cedarville, OH — *BSN*

1991 - 1995

## LEADERSHIP TRAINING (Selected)

OHSU OPEX Leadership Training - Lean for academic health center leadership, 80 hours

University of Pennsylvania AACN/Wharton Executive Leadership Program - Executive training for academic leaders, 32 hours

Outward Bound Executive Leadership Program - Executive training for leadership and teambuilding, 1 week onsite

## AWARDS, TRAININGS, GRANTS, PUBLICATIONS, AND PRESENTATIONS

Curriculum Vitae available upon request