
Biosketch – GAYLE H. THEAR, MSN, RNC-NIC

NAME Gayle H. Thear, MSN, RNC-NIC, NE-BC	POSITION TITLE Clinical Education Specialist II, NHRMC Clinical Education Specialist, NEATCap Medical, LLC		
eRA COMMONS USER NAME			
EDUCATION/TRAINING			
INSTITUTION AND LOCATION	DEGREE	MM/YY	FIELD OF STUDY
Del Mar College, Corpus Christi, TX	Associates	05/84	Nursing
Cedar Crest College, Allentown, PA	B.S.	05/04	Nursing
Cedar Crest College, Allentown, PA	M.S.	05/11	Nursing Administration

A. Personal Statement

Ms. Gayle Thear MSN, RNC-NIC, NE-BC, has been a NICU nurse since 1984. Her professional interest is in neonatal developmental outcomes, family-centered care, and nursing research. She is a member of Sigma Theta Tau and the National Association of Neonatal Nurse Practitioners. Her MSN Thesis was “Effective Methods to Decrease Noise for the Premature Infant in the NICU.”

Ms. Thear is presently NICU & Pediatric Clinical Education Specialist for New Hanover Regional Medical Center in Wilmington, NC, and is Partner, Clinical Education Specialist for NEATCap Medical, LLC. Previously, she was the manager of St Luke’s Hospital and Health Network NICU at Bethlehem and Allentown campuses for 7 years.

As Clinical Education Specialist, Ms. Thear is involved in on-going continuing education for nursing staff including orientation, competency validation, and enhancement of knowledge and skills through in-service programs, evidence-based projects, Lean quality projects, and developing nursing research projects in women’s and children’s services

Ms. Thear has been principal investigator of multiple NICU nursing research projects, including the use of cyclic lighting in the Neonatal Intensive Care Unit to promote age-appropriate developmental care and better sleep patterns; improvement of work practices to decrease noise in the NICU; and reducing opioid-induced oversedation using the pasero opioid-induced sedation scale on the pediatric population. She was also lead of a performance improvement project for Retinopathy of Prematurity titled Watchful Eye program.

B. Positions and Honors

1985-1994 Children’s Hospital of Buffalo, Buffalo, NY, Staff RN NICU Nurse Level III
1994-1995 St. Luke’s Hospital, Bethlehem, PA, Staff RN Part-time OB-GYN & Per Diem RN NICU
1995-1997 St. Luke’s Hospital, Bethlehem, PA, Charge Nurse Evening Shift NICU
1997-2004 St. Luke’s Hospital, Bethlehem, PA, Clinical Coordinator NICU
2004-2011 St. Luke’s Hospital, Bethlehem, PA, Patient Care Manager NICU
2011-present New Hanover Regional Medical Center, Wilmington, NC, Clinical Education Specialist II

Certifications

2012-present PALS instructor
2008-present RNC, Certification in Neonatal Nursing
2008-present NE-BC, Certification in Nursing Administration
2001-present NRP regional instructor
2000-present BCLS instructor

Professional Licenses

2011-present North Carolina Registered Nurse

Professional Activities

- Operations Council NICU, St. Luke's Hospital
- Development Council NICU, St. Luke's Hospital
- Network Standards and Professional Practice Council, St. Luke's Hospital
- Co-Chair, NICU department Sub Committee, St. Luke's Hospital
- Evidence Base Practice Council, St. Luke's Hospital
- Academy of Neonatal Nurses (ANN), Member
- Sigma Theta Tau, Member
- National Associates of Neonatal Nursing (NANN), Member
- Association for Nursing Professional Development, Seaside Affiliate, President

C. Selected Publications

1. Thear, G., Wittmann-Price, R.A. (2006). Noise buster in the NICU. American Journal of Nursing, 106(5):64AA-64EE.
2. Thear, G., Wittmann-Price, R.A. & Scott, C. (2008). Keeping a watchful eye on ROP. Neonatal Network, 27(5), 355-357.
3. Thear, G., Wittmann-Price, R.A. (2008). And two become one: Unit integration. Nursing Management, 39, 20-23.
4. Quinlan-Colwell, A., Thear, G., Miller-Baldwin, E., Smith, A. (2017). Use of Opioid-induced Sedation Scale (POSS) in Pediatric Patients, J Pediatric Nursing, 33, 83-87.

Presentations

- Thear, G., Waltemyer. Noise in the NICU. Presented at the AWHONN local Chapter Conference on Prematurity in a Maternal and Neonatal Perspective.
- Thear, G. Emotional Intelligence. Presented at the ANPD Seaside Affiliate Meeting 2015.
- Thear, G. Emotional Intelligence. Presented at the NHRMC Nursing grand rounds 2016.
- Thear, G., Johnson, N. Neuman Systems Model and the Premature Infant. Presented at the 13th Biennial International NSM Symposium. Allentown, PA.
- Thear, G., Wittmann-Price, R., Scott, C. "Keeping a Watchful eye on ROP. Presented at the 5th National Advance Practice Neonatal Nurses Conference. Miami, Florida
- Thear, G., Wittmann-Price, R. Unit Integration. Presented at the PSNA 105th Annual Conference Penn State University.
- Thear, G. Reducing Opioid-induced Oversedation Using the Pasero Opioid-induced Sedation Scale on the Pediatric Population research results 2015. Presented at the American Society for Pain Management Nursing National Conference.
- Thear, G. Reducing Opioid-induced Oversedation Using the Pasero Opioid -induced Sedation Scale on the Pediatric Population research results. To be presented at the 20th International Conference on Neonatology and Perinatology Madrid Spain, December 2017.

D. Clinical Research Projects:

- *Principle Investigator* of a research project, IRB approved, research completed, and manuscript pending publication, regarding use of cyclic lighting in the Neonatal Intensive Care Unit to promote Age Appropriate Developmental Care and Better Sleep Patterns
- *Principle Investigator* for a utilization performance Improvement research project to decrease noise in the NICU
- Principle Investigator of a research study on reducing opioid-induced oversedation using the Pasero Opioid-induced Sedation Scale on the pediatric population

Other Projects:

NHRMC: Started and chair women's and children's research committee to assist nurses with research

NHRMC: Designed new graduate NICU and Pediatric orientation program

NHRMC: Facilitated conference for the Mother Baby Staff

NHRMC: Introduced Team STEPPS to NICU staff using high fidelity simulation with a multidisciplinary team

NHRMC: Introduced Finnegan inter-observer reliability program to contribute toward standardization of scoring the neonatal abstinence syndrome infant population

ST Lukes: Started development program in the NICU including:

- development clinic for graduate NICU babies
- Four certified NIDCAP nurses
- hired a Pediatric Physical Therapist
- facilitated staff education on development care for preemie “Wee Care”
- designed and remodeled 5 NICU bed spaces to be environmentally sound for developmental appropriate outcomes