

## **CURRENT AND NOTEWORTHY PROFESSIONAL TITLES AND LEADERSHIP**

Distinguished Fellow, American Academy of Physician Assistants  
President, American Academy of Physician Assistants in Legal Medicine  
Membership Commission, American Academy of Physician Assistants  
President, Board of Directors, Wisconsin Academy of Physician Assistants  
AAPA Delegate, Wisconsin Academy of Physician Assistants  
Board of Directors, Hillside Health Care International Mission Clinic  
Chair, Health & Safety Committee, Three Harbors Council, Boy Scouts of America  
Adjunct Clinical Faculty, University of Wisconsin – Madison PA Program  
Adjunct Clinical Assistant Professor, Marquette University PA Program  
Adjunct Clinical Assistant Professor, Concordia University PA Program  
Adjunct Clinical Assistant Professor, Carrol University PA Program  
Fellow, Society of Emergency Medicine Physician Assistants  
President, PA Experts Network Medicolegal Consulting, L.L.C.  
Founder and Manager, Physician Associates of Wisconsin, S.C.

## **EDUCATION**

### **UNIVERSITY OF WISCONSIN – MADISON**

**Madison, WI**

#### **School of Education**

- Doctor of Philosophy(PhD): Educational Leadership and Policy Analysis, August, 2008  
Dissertation: A Retrospective Study of Medical Malpractice and Safety Comparing Physician Assistants to Physicians and Advanced Practice Nurses. *Summa Cum Laude*, 4.0 GPA

#### **School of Medicine and Public Health**

- Bachelor of Science(BS) – Physician Assistant, May, 1992.

### **UNIVERSITY OF NEBRASKA**

**Omaha, NB**

- Master of Physician Assistant Studies(MPAS), May, 2005.

### **HARVARD UNIVERSITY**

**Cambridge, MA**

- Master of Education(M.Ed.) - Concentrations in International Development and Education Administration. *Magna Cum Laude*, June, 1989.

### **BOSTON COLLEGE**

**Chestnut Hill, MA**

- Bachelor of Science(BS) - Double Major: Biology and Philosophy  
*Magna Cum Laude*, June, 1984.

## **CERTIFICATIONS AND LICENSE**

### **National Commission on Accreditation of Certified Physician Assistants**

Certification with Distinction – Continuous renewal since January, 1993, Certificate #931738

**State of Wisconsin Department of Safety and Professional Services** - PA License #904-23

**Florida Department of Health, Board of Medicine** – PA License # 9110465, Rx # 00013600

**US DEA** Controlled Substances Prescribing Authorization #MN....77

**American Heart Association**, Advanced Cardiothoracic Life Support, Also Former Instructor;  
Basic Life Support with AED

## PROFESSIONAL MEDICAL/CLINICAL EMPLOYMENT HISTORY

### **EMERGENCY ROOM, URGENT CARE and FAMILY MEDICINE CLINICIAN**

#### **Physician Associates of Wisconsin, SC**

**Milwaukee, WI**

Founder, manager and part-time clinician provider of a low-cost community service **family practice** and urgent care clinic designed to meet the needs of the uninsured, from 6/1/13-8/31/14.

#### **Emergency Room Specialists**

**Milwaukee, WI**

Full-time **emergency medicine, urgent care and occupational medicine** clinical practice from October 2010 to present at freestanding emergency and urgent care center.

#### **St. Joseph Hospital Emergency Department**

**Milwaukee, WI**

Full-time **emergency medicine and urgent care** clinical practice July - Nov. 2006 and Nov. 2007 to October 2010. Currently part time, including several other Milwaukee area hospitals (St. Francis, Franklin, Elmbrook) with the staffing group Emergency Medicine Specialists.

*Nine years of additional part time emergency medicine and urgent care* clinical practice from January, 1997 through June, 2006 at the sites listed below, were completed at approximately 40 hours per month while a full PA program faculty member.

St. Joseph Hospital Emergency Department Milwaukee, WI

Stoughton Hospital Emergency Department Stoughton, WI

Mercy Hospital Emergency Department Janesville, WI

The Monroe Clinic Emergency Department Monroe, WI

Meriter Hospital Emergency Department Madison, WI

Sauk Prairie Memorial Hospital Emergency Department Prairie du Sac, WI

### **STAFF PHYSICIAN ASSISTANT – INTERNAL MEDICINE, FAMILY MEDICINE**

#### **Aurora Psychiatric Hospital**

**Milwaukee, WI**

Provision of **primary care hospitalist services** to address the medical needs of inpatients – *current* and part time (4-5 days per month) since October, 2007.

### **CLINIC MANAGER AND CLINICIAN – FAMILY MEDICINE PRIMARY CARE CLINIC**

#### **The Medical College of Wisconsin and Froedtert Hospital**

**Milwaukee, WI**

Responsibilities included the provision of all aspects of **primary medical care** to a complex patient population. Providers included six physicians, two physician assistants, a nurse and two medical assistants. Managerial responsibilities included the oversight of clinic staff including a physician assistant, nurse, medical assistants, scheduling of medical staff and providers, staff evaluations, ordering of supplies, patient tracking, development of patient care initiatives. This clinic closed due to cessation of the Milwaukee County “GAMP” insurance program at MCW. Dec. 2006 – Nov. 2007

### **FAMILY PRACTICE CLINICIAN**

#### **Family Practice Medical Clinic, Branch of Central Plains Clinic Ltd.,**

**Beresford, SD**

One of two full time certified Physician Assistants, working independently of direct MD supervision, managing the full spectrum of **general practice** patients in a rural, medically underserved setting - all aspects of **family practice and primary care** including emergency medical services. Basic radiology and laboratory evaluation also performed independently of support staff while on-call. Management of nursing home patients and weekly nursing home rounds included. MD on site and 10% chart review approximately one-half day per week. June, 1992 - June, 1994.

## EDUCATIONAL LEADERSHIP AND ACADEMIC EMPLOYMENT HISTORY

### **HEALTH PROFESSION PROGRAM DIRECTOR**

**University of Wisconsin Medical School - Physician Assistant Program      Madison, WI**

Responsibilities included management of all aspects of a twenty-four month PA program for sixty-six students including program accreditation, direct oversight of 12 faculty and staff, securing funding, managing budget, student admissions, and teaching both didactic and clinical curriculum. Annual budget of \$1M. Accomplishments included leading the program to the highest ARC-PA accreditation ranking in its history, development of the nation's only sustainable distance education program for PA certification, development of interdisciplinary partnerships and programs, acquisition and management of \$1.5M in grant funding for new program initiatives, and leadership of the transition of the PA program from a bachelor's to a master's degree program. July 2001 through December, 2006.

### **DIRECTOR OF CLINICAL EDUCATION**

**University of Wisconsin Medical School - Physician Assistant Program      Madison, WI**

Responsibilities included the development and management of student clinical preceptorships, oversight of clinical faculty, curriculum preparation, student clinical supervision and evaluation, classroom and on-site teaching, grant acquisition and management, faculty development, and professional research. Significant leadership role in program initiatives. Major accomplishments included the development of a network of 150 clinical preceptorship sites including the program's first international clinical opportunities and development of the program's first electronic database to manage clinical preceptor appointments, site availability and student assignments. November, 1996 – July 2001.

### **ASSISTANT PROFESSOR**

#### **DIRECTOR OF CLINICAL EDUCATION**

**University of Texas - Southwestern, Physician Assistant Program      Dallas, TX**

Similar duties and responsibilities as employed at the University of Wisconsin. Additional clinical work performed three-four days per month in adult ambulatory medicine at a community oriented primary care clinic. July, 1994 - October, 1996.

### **DIRECTOR OF ADULT BASIC EDUCATION PROGRAMS**

**Concilio Hispano Incorporated**

**Cambridge, MA**

Responsibilities included the creation and management of English as a Second Language, Adult Basic Education, and Immigration Programs for Hispanics and other linguistic minorities; the writing of grant proposals to acquire Federal, State and private funding; contract negotiation; hiring, training and supervising full and part-time teaching staff and interns; preparation of contract fiscal and performance reports and ultimate responsibility for contract performance. 1989-1990.

## OTHER ADMINISTRATIVE EMPLOYMENT

### **CHIEF EXECUTIVE OFFICER, HILLSIDE HEALTH CARE INTERNATIONAL**

Founding member and first US CEO. Responsibilities included stateside oversight of operations of a mission clinic in Belize, Central America. Specific duties included the continued development of international health education programs for medical students, medical residents, physician assistant students, nurses and therapists from around the world; recruitment of long-term volunteer medical staff, physicians, nurses, therapists; public relations, fund raising; oversight of the Belizean clinic employees; collaboration with US and Belizean organizational partners including educational institutions, the Belize Ministry of Health, and NGOs; and the provision of leadership and reporting to the US board of directors. CEO from July, 2006 - June, 2007.

**Milwaukee, WI**

## OTHER TEACHING AND HUMAN SERVICE WORK EXPERIENCE

### **FATHER MATIGNON HIGH SCHOOL,**

**Cambridge, MA**

**Teacher:** Ninth and Tenth grade theology. 1987-1988.

### **OUR LADY OF THE MOUNTAIN PREPARATORY SCHOOL,**

**Anjara, Jordan**

**Teacher:** English as a Second Language, grades 7-8, 1987.

Completed while in Jesuit novitiate, 1986-1987.

### **ST. JOHN'S COLLEGE,**

**Belize, Central America**

**Teacher:** Eleventh grade mathematics and college physics. **Coach:** Managed the school volleyball team to a championship. **Scoutleader:** Led a parish troop of thirty boys. 1984-1985. Completed as part of the newly formed post-graduate Jesuit International Volunteer Program

### **MIGRANT HEAD-START PROJECT,**

**Fairhope, AL**

**Staff:** Interpreted Spanish for families at day camp for migrant workers' children, created programs to boost staff morale, supervised maintenance of facilities and grounds. Summers, 1982, 1983, 1984.

### **BOSTON COLLEGE JESUIT INTERNATIONAL VOLUNTEER,**

**Mexico City, Mexico**

Participated in social work research and community development projects with Jesuit, Maryknoll and Sisters of Charity mission groups, 2.5 months during the summer of 1982.

## GRANT ACQUISITION AND MANAGEMENT

**PAEA (Physician Assistant Education Association) Research Council Grant \$8500. April 2008,** for dissertation research advancing the PA profession. Application scored first of fourteen submissions.

Managed the Physician Assistant component of the \$1.5M **Robert Wood Johnson Foundation Partnerships for Training Grant for Wisconsin and Minnesota, also known as WisTrec.** Ensured grant success through development of a distance education program for educating Wisconsin students from medically underserved areas, providing access to the PA profession for participants and health care for medically underserved communities. Chaired the Mid-level Provider Utilization Task Force of grant partners to promote the use of NP, PA, and Nurse Midwives. Co-authored an Employment Guide on Midlevel Providers for the hiring and retention of non-physician clinicians.

Acquired and managed **four successful Title VII U.S. Bureau of Health Professions Training Grants for PA Education - 1997, 1998, 2001, 2004.** Total awarded \$1,375,000. Grant initiatives included expansion and enhancements to the distance education PA program; development of a health promotion/disease prevention curriculum; development and utilization of clinical training sites in medically underserved areas; minority student recruitment and retention; development of an evidenced based medicine curriculum; development of a medical informatics CME product for physicians and preceptors; and development of a cultural competency curriculum through web-based learning, standardized patients, and hands-on workshops targeting education about Wisconsin's Native American, African American, Hispanic and Hmong communities.

**Outreach Grants** – Grants from UW-Madison's Office of Continuing Education to fund delivery of three physician assistant program courses to serve non-traditional students through distance education. Awarded 2004-2006, around \$200,000

**International Study Grant** – Grant from UW-Madison's Office of International Students and Programs to support student and faculty participation in clinical preceptorship experiences in Mayan Indian villages of Belize, Central America. Awarded March 2000, \$7500

**Technology Grant** – Grant from UW-Madison’s Division of Information Technology to develop and implement clinical cases in interactive CD ROM format for student assignment during clinical rotations and to monitor student progress through examinations and coding of patient encounters via the internet. Awarded June 2000, \$33,000

**Association of PA Programs Research Grant** – A Survey of Accredited PA Programs to Determine the Magnitude and Distribution of Instructional and Non-Instructional Responsibilities. Awarded October, 2004, \$4000.

## **PROFESSIONAL ACTIVITIES, SCHOLARSHIP, LEADERSHIP**

### **Leadership and Committee Positions**

Chair - Health and Safety Committee, Three Harbors Council, Boy Scouts of America  
Board Member – Hillside Health Care International, 1999-Present, former Stateside Director  
Chief Clinical Instructor/Preceptor, St. Joseph Regional Medical Center Emergency Department  
Adjunct Clinical Faculty, University of WI – Madison Physician Assistant Program  
Adjunct Clinical Assistant Professor, Marquette University Department of PA Studies  
Adjunct Clinical Associate Professor, Carrol University PA Program  
Adjunct Clinical Associate Professor, Concordia University PA Program  
Distinguished Fellow, American Academy of Physician Assistants (AAPA)  
President - Wisconsin Academy of Physician Assistants, two terms, 15 years Board Member  
President - Wisconsin Academy of Physician Assistants Foundation: 2003-2007  
WI Representative, House of Delegates, American Academy of Physician Assistants, six terms  
President - American Academy of Physician Assistants in Legal Medicine, currently  
Executive Council, voting member - Department of Family Medicine, UW-Madison  
Advisory Board Member - Task Force on Medical Education and Workforce of the  
Wisconsin Medical Society and Wisconsin Hospital Association  
Committee Member - International Health Advisory Committee, UW Medical School  
Committee Member – Appeals and Grievances Committee, UW Medical School  
Chair - PA, NP and CNM Utilization Task Force - Robert Wood Johnson Foundation  
Partnerships for Training “WisTREC” Project, 1998-2002  
Member - Governing Board (Steering Committee) and Advisory Committee  
for the Robert Wood Johnson “WisTREC” Project, 1998-2002  
PA Program Representative - Wisconsin AHEC (Area Health Education Centers) system  
Consortia Chair - Association of Physician Assistant Programs, Midwest Region, 1998-99  
Medical Director - Town of Beresford Volunteer Ambulance Service, 1992-94

### **Scholarship**

Article: Physician Assistant and Nurse Practitioner Malpractice Trends, *Medical Care Research and Review*, Published June 13, 2016, pp. 1-12.  
Article: Commentaries on Health Services Research, *Journal of the American Academy of Physician Assistants*, Vol. 30(9) Sept. 2017.  
Article: Commentaries on Health Services Research, *Journal of the American Academy of Physician Assistants*, Vol. 28(1), Jan. 2015.  
Publication: Book, "Physician Assistant Medical Malpractice in the Healthcare Workforce", ISBN 978-3-8465-3983-5, Lambert Academic Publishing, 10-27-2011  
Publication: Co-author, Physician Assistant portion of “Physician Assistants, Nurse Practitioners, Certified Nurse Midwives: Employment Guide.” December, 1999, updated annually  
Article: Does the Employment of Physician Assistants and Nurse Practitioners Increase Liability? *Journal of Medical Licensure and Discipline*, Vol. 95 Number 2, Fall 2009  
Article: A Study of Malpractice and Safety Comparing PAs to Physicians and APNs, *The Spectator*, Official Publication of the Wisconsin Academy of Physician Assistants, February, 2009

Presentations: *“Risk Management and Patient Safety for Physician Assistants,”* American Academy of Physician Assistants Annual Conference, Atlanta, Las Vegas, Boston, May, 2010, 2013, 2014; Wisconsin Academy of Physicians Assistants May, 2009 and April 2010; South Carolina Academy of Physician Assistants, October 2010; Nebraska Academy of Physician Assistants, April 2011, Maryland Academy of Physician Assistants, October, 2011, Marquette University PA Program (with an additional focus on malpractice insurance), July 2010, 2012-2014, Concordia and Carrol University PA Programs, 2012-2017.

Research Poster Presentation: *Medical Malpractice: The Physician Assistant Factor* presented at the American Academy of Physician Assistant Annual Conference, Atlanta, May, 2010.

Radio Interviews: ReachMD Satellite Radio XM160, *“What PAs Need to Know About Malpractice Coverage,”* November 15, 2010, and *Risk Management Strategies for Physician Assistants,* May 31, 2010.

Editor: *Physician Assistant Employment Guide,* 2002, 2004, 2006, 2009 editions

Article: Hillside Health Care Clinic: A Rural Belize International Preceptorship, *Journal of Physician Assistant Education,* Vol. 18, No. 1, 2007

Article Reviewer and Article Editor – *Perspectives on Physician Assistant Education* 1999-2005

Article: Guidelines of Program Collaboration on the Use of Clinical Training Sites in *Perspective on Physician Assistant Education,* Vol. 10, No. 3, Summer 1999

Article: The Physician Assistant Expert Witness & Consultant: A Guide for Attorneys and Experts at [www.PAexperts.com](http://www.PAexperts.com) and older edition at [www.lectlaw.com/files/jnexp01.htm](http://www.lectlaw.com/files/jnexp01.htm)

Editor: American Diabetes Association, Dallas-Fort Worth Hospital Council, *Manual of Nutritional Therapy,* 1996

Editor: Chronicle Guidance Publications, Inc. *Occupational Brief on Physician Assistants,* 2002.

Research Poster Presentation: First Place Award, American Academy of Physician Assistants, *“PA Program Graduates Choosing Employment in Medically Underserved Areas,”* 1996

Workshop Leader: *“Computer Literacy for Clinical Practice,”*  
American Academy of Physician Assistants Annual Conference, 1997, 1998

Presentation: Association of PA Programs, *“Medically Underserved PA Employment,”* 1996

Presentation: *“Effective Utilization of PAs, NPs, and CNMs”* at the Robert Wood Johnson Foundation Partnerships for Training Conference, 1998

Presentation: *“Keeping Track of Distance Students’ Clinical Competencies”* WisTREC Partnerships for Training Conference, March 6, 2003

Faculty Development Workshops– *“Eliciting Feedback,” “Effective Precepting,”* 1996, 1998

Examination writer and reviewer - Association of Physician Assistant Programs, 1999-2000

### **Consultant Positions**

President and Founder, The PA Experts Network, Medicolegal Consultants for Physician Assistant Practice, ongoing

Title VII Federal Training Grant - Proposal Reviewer: U.S. Dept. of Health and Human Services, 1998

Distance Education Course Reviewer, Robert Wood Johnson Foundation, 2002

### **OTHER HONORS, ABILITIES, COMMUNITY INVOLVEMENT**

Assistant Scoutmaster – Boy Scout Troop 61, 2006-2012

Youth Ministry Group Leader – Middle School Boys, St. Maria Goretti Church 2001-2005

Chair - Evangelization Committee, Saint Maria Goretti Church, Madison, 1999-2001

Church Lector, St. Jude the Apostle Parish, 2006-2014

International Medical Volunteer – Belize, 1999-2010

Member - Knights of Columbus, 1992 - 1996

Chair, United Way fundraising campaign for the town of Beresford, 1994

The Dr. Ben Lawton Memorial Student Scholarship Award - from the Wisconsin Academy of Physician Assistants, 1991.

The Massachusetts Academy of Physician Assistants Student Scholarship Award, 1991  
The State of Arizona Physician Assistant Academy Student Scholarship Award, 1991  
The Albert McGuinn S.J. Award - for excellence in dual disciplines, Boston College, 1984  
Order of Cross and Crown - excellence in academics/human service, Boston College, 1984  
*Alpha Epsilon Delta* - pre-medical honor society, 1982-1984  
First Place, History research paper, Rensselaer Polytechnic Institute competition, 1981  
Eagle Scout, National Eagle Scout Association, since 1979  
Eagle Scout Project Mentor and Health Committee Chair, Three Harbors Council, BSA since 2006  
Spanish communication ability  
Significant computer/educational technology literacy

References for any aspect of Dr. Nicholson's clinical, academic, research, legal or employment consulting experience available upon request.