

# Dixie K. Weber MSN, RN

## Healthcare Executive

Accomplished Healthcare Executive with 25+ years of experience leading business operations, advancing program development, and overseeing clinical performance. Recognized for Service Line development experience, strong clinical programming prioritization, problem-solving skills, decision-making, and negotiation skills with a focus on strategic and organizational results. Known for strong interpersonal skills and communication with individuals at all levels of the organization and patients. Valued for risk mitigation in a fast-paced and ever-changing environment

## PROFESSIONAL EXPERIENCE

**Washington State Department of Health and Human Services** **2023-present**  
**Perinatal Unit, Office of Family and Community Health**  
**Maternal Mortality Review Program, Public Health Consultant**

- Conducts extensive investigations of pregnancy-related deaths and gathered detailed information about each case.
- Synthesize data from case reviews to identify trends and contribute to legislative recommendations aimed at improving maternal, pediatric, and parenting outcomes across the state.
- Workes as a consulting expert for statewide performance improvement projects, collaborating with 56 hospitals to enhance their perinatal services.
- Leads statewide perinatal substance use disorder (SUD) strategy for the Washington State Department of Health, advancing trauma-informed, equitable care models and improving maternal–infant outcomes through policy development, hospital collaboration, and system-level quality improvement initiatives.

**Sumner College** **2023-2026**  
**Adjunct Faculty, Instructor**

- Plan curriculum, teaching schedule, course outline, and instructional advancement in Nursing.
- Keep abreast of current nursing practices by researching nursing journal material to deliver evidence-based practice in the clinical and classroom setting.
- Assess the instructional needs of students in the program and help coordinate developing a plan to address these needs.

**Independent Healthcare Consulting** **2023-present**

- Standard Of Care- Expert review of clinical practice against current evidence professional guidelines and regulatory expectations.
- Perinatal Safety- Assessment and improvement of maternal and neonatal safety practices with emphasis on risk reduction quality and equitable outcomes.
- Service Line Development and Strategic Planning- Design optimization and growth of women’s and children’s services including operations staffing and performance strategy.
- Leadership Development- Coaching and education to strengthen clinical leadership decision making change management and team effectiveness.

**PeaceHealth System** – Vancouver, WA

**2020 to 2023**

**System Service Line Director of Women's and Children's Care**

Set strategic directions for six hospitals and six ambulatory women's and children's healthcare services clinics across Washington, Oregon, and Alaska.

- Secured a \$27M pledge for the new Children's Neurodevelopmental Center.
- Obtained a \$1.1M waiver for the HHS Premier Perinatal Improvement Collaborative, a 5-year performance improvement program for maternal and neonatal clinical care and data collection.
- Created Perinatal Safety Program by implementing root cause analysis, case review, simulation, and disclosure process, resulting in improved patient outcomes and decreased medical litigation.
- Standardized PALS, NRP, and OB-ACLS education expectations reducing total annual nursing education hours by approximately 25%.
- Designed key performance clinical and financial indicators dashboard to promote the use of analytics to guide clinical and programmatic investments.
- Implemented PeriGen Early Warning System AI Software across four hospital settings with the anticipated outcome of reduced NICU admissions, fetal resuscitations, and cesarean sections.
- Guided documentation excellence project to standardize 43 EPIC orders & policies with the expected outcome of decreasing medical errors, increasing compliance with provider order entry, and ensuring compliance with regulatory requirements for clinical documentation.
- Set up System Service Line Steering Council, Clinical Collaboratives, and Value Analysis Councils, increasing provider and clinician engagement in reducing costs, improving patient health, and improving quality of care.
- Designed the clinical model of care and managed the contractual implementation of the obstetrical Hospitalist Program (rural and urban hospitals) to improve perinatal outcomes, reduce the length of stay, and enhance hospital efficiency.
- Researched, designed, and secured funding for a Pediatric Neurodevelopmental and Behavioral Health Center of Care.
- Developed a business plan to implement contracted Maternal Fetal Medicine Services and a High-Risk Pregnancy Management Program to decrease the outflow migration of patients, improve inpatient OB clinical outcomes and provide local clinic access for pregnancy-related conditions.
- Completed comprehensive lactation program assessment and developed a cohesive breastmilk feeding services plan resulting in the alignment of care approaches, standardization of documentation, the establishment of a fee for the services process, and drafting of a future telehealth implementation plan.

**St. Luke's Health System** – Boise, ID

**2013 to 2018**

**Service Line Administrator, Women's Health, and Urology**

Responsible for the multi-disciplinary service line encompassing Obstetrics, Perinatology / MFM, Gynecology / Women's Wellness, Neonatal Services, and Prenatal Education Maternal/Neonatal Transport Teams.

- Contribution margin average revenue of \$15M.
- Supported 8 Hospitals, 20+ clinics, 145+ providers, and 443 FTEs.
- Aligned 80% of all perinatal policies across eight hospitals.
- Implemented inpatient and ambulatory EPIC electronic medical records, which improved the ability to diagnose diseases and reduced medical errors, resulting in better patient outcomes.

- Improved patient safety by implementing data-driven online clinical education resulting in an estimated \$67,000 reduction in nursing education hours and a decrease in the rate of postpartum hemorrhage, ICU admissions, and the use of massive transfusion protocols.
- Developed Critical Access Hospital and Rural Health Obstetrical Collaborative
- Implemented Nationally Recognized Family to Family: Unique Families Program
- Established Family Medicine Surgical OB Fellowship Program
- Developed and Implemented New Care Design- Maternal / NICU Care Suites
- Maximized System-Wide Perinatal Affinity Structure to Promote Multi-disciplinary Care Alignment
- Implemented Obstetrical and Gyn-Surgical In-patient Integrative Therapies
- Instituted Substance Use Disorder During Pregnancy Program
- Customized Care for Female Correctional Facility Patients
- Developed Patient Education & In-patient Discharge Teaching Digital App
- Created Inpatient Obstetrical Hospitalist Program

**Family to Family Support Network – Denver, CO**

**2016 to present**

**FAMILY TO FAMILY SUPPORT NETWORK™ – Denver, CO**

*(Concurrent with other duties)*

**2020-present National Healthcare Advisor (Advisor and Trainer)**

**2018-2020 National Director of Healthcare Programs**

**2016-2018, 2023-present National Healthcare Advisor (Advisor and Trainer)**

Served as pro-bono healthcare program advisor and hospital operations expert to support healthcare systems nationally that are implementing the Family to Family: Unique Families Program.

- Trained more than 8000 healthcare providers and clinicians in best practice approaches for respectful, equitable care.
- Recognized by U.S. Senator Mike Crapo of Idaho and nominated by Senator Mary Landrieu of Louisiana for the 2017 Congressional Award- Angels in Adoption® for work as an adoption advocate in Idaho and nationally.
- Received a Congressional Award from the “Congressional Coalition on Adoption” for working as an advocate in Idaho and nationally regarding the care of patients making an adoption plan.
- Trained more than 8,000 healthcare providers and clinicians in best-practice approaches for respectful, equitable care.
- Presented over 34 educational webinars on behalf of the organization.
- Educate healthcare professionals to provide comprehensive, consistent, neutral, and compassionate care to unique families, including adoption and surrogacy arrangements; incarcerated patients; socially complex families, refugees, and immigrants; to those struggling with substance use disorder, sexual assault, and domestic violence.

**Eastern Idaho Regional Medical Center – Idaho Falls, Idaho**

**2011 to 2013**

**Director of Women and Children’s Services**

For-profit facility recognized regionally as the Level III NICU leader. Managed multi-disciplinary service line encompassing Obstetrics, Perinatology/MFM, Gynecology/Oncology Surgical Services, Plastic Surgery, Neonatal Intensive Care, General Pediatric and Pediatric Intensive Care, and Maternal/Neonatal Transport Teams.

- Fiscally responsible for six departments, ninety-four in-patient beds, and 140 FTEs / 200 staff members.
- Opened a new expansive 34-bed Level III NICU and 6-bed PICU.

**Parker Adventist Hospital** – Denver, CO

**2008 to 2011**

**Clinical Nurse Manager**

Clinical Nurse Manager for the N.I.C.U., Newborn Nursery, Transitional Newborn Care Team & Lactation Department was responsible for all aspects of newborn clinical care and business management.

- During two-year tenure, Associate Satisfaction (Press Ganey) scores increased from 10% to 70% in national rankings.

**Metropolitan State College, University of Denver** - Denver, CO

**2010 to 2011**

*(Concurrent to other duties)*

**Affiliate Faculty Clinical Instructor, Department of Nursing**

Clinical oversight, instruction, and preceptorship for nursing students. Clinical teaching in High-Risk Antepartum, Labor and Delivery, Post-partum, Pediatrics, Nursery, and NICU specialties.

**The Children's Hospital** – Denver, CO

**2003 to 2008**

**N.I.C.U Clinical Coordinator of the Department of Education**

- Planned, implemented, and monitored over 15 new graduate nurses and 20+ experienced RNs annually.
- Participated in the clinical architectural planning of the new Colorado Children's Hospital.

**University of Colorado** – Denver, CO

**2001 to 2003**

**Staff RN**, Burn-Trauma Intensive Care Unit & Medical Intensive Care Unit.

## **EDUCATION**

**Regis University** – Denver, CO

Master's Degree, Leadership in Healthcare Systems

Post-Master's Certificate, Adult Learning Theory & Healthcare Education

**Washington State University** – Spokane, WA

Bachelor of Nursing Science

## **ADDENDUM**

### **PROFESSIONAL SPEAKER**

Professional Speaking Topics:

- Respect: The 5<sup>th</sup> R of Patient Safety
- Nourishing Bonds: Elevating Maternal-Infant SUD Outcomes with Optimal Nutrition
- Navigating State/National (state specific) Perinatal Mental Health Landscape: Challenges and Opportunities
- Breaking the Cycle: Addressing ACEs in Pregnant and Parenting Individuals: Using Trauma-Informed Care to Improve Outcomes
- Respectful, Equitable Care- A New Approach for Patients During Unplanned Pregnancy, Adoption Placements, Infant Abandonment, and Safe Haven Relinquishment
- The Case for Compassion: Utilizing Compassion as the Antidote to Burnout
- From Boomers to Gen Z: Empowering Every Generation in Healthcare
- Bioethical Decisions in Maternal, Neonatal and Pediatric Healthcare
- Caring for the Unique Family & Neutral, Compassionate Care Approaches
- Intensive Parenting Care Models for High-Risk Infants and Pediatric Specialties

- Why Didn't We Do This Earlier? Innovative Care Models for the NICU (NICU COUPLET CARE)
- Collaborative Approaches in the Care Continuum for Birthing Patients with Substance Use Disorder and Infant's Healing from Perinatal Substance Exposure
- Best Practices for Care: Women in the Correctional Care System & Socially
- Support for the LGBT+ Population and Care for the Transgender Birthing Person
- Safe Haven Use and Policy in Healthcare Settings.

#### **Publications:**

- **Contributor:** *Tappero & Honeyfield's Physical Assessment of the Newborn, Seventh Edition* edited by Catherine L. Witt and Carol M. Wallman, 2024
- **Contributor:** Association of Women's Health, Obstetrics, and Neonatal Nurses (AWHONN) Position Statement: Adoption. 2024

#### **PODCASTS**

- 1/2023 The Woman-Centered Health Podcast. "Safe Haven in the Post-Roe Era." <http://womancenteredhealth.com/safehavens/>
- 5/2021 Woman Centered Health focused on "Neutral, Compassionate Care with Rebecca Vahle and Dixie Weber."
- 1/2020 iLactation- "Lactation Support for the Non-Traditional Family."
- 7/2019 Family to Family Featuring Former Senator Mary Landrieu
- 12/2019 Mindful Birth focused on "The Needs of Unique Families."

#### **A.W.H.O.N.N. - Association of Women's Health, Obstetrics and Neonatal Nursing**

##### **Multiple positions, volunteer**

- 2025–Present: Member, AWHONN Public Policy Committee
- 2024–Present: Secretary/Treasurer, WA AWHONN Section
- 2025,2021, 2018: AWHONN on the Hill Participant
- 2024: Contributor, AWHONN Position Statement on Adoption
- 2023–2024: Coordinator, WA AWHONN Southeast Chapter
- **2020: Distinguished Professional Service Award**
- 2020, 2019, 2018: Candidate, Board of Directors
- 2020, 2019: Member, AWHONN Public Policy Committee
- 2020, 2019: Legislative Coordinator, Idaho AWHONN
- 2014–2018: Section Chair, Idaho AWHONN
- 2013: Emerging Leader

##### **Board of Directors/Recognition**

*2011-2018, 2020-present Family to Family Support Network, Board of Director Advisor & Lead Hospital Program Implementation Specialist (Concurrent to other duties)*

- Serve as pro-bono healthcare program advisor and hospital operations expert to support healthcare systems nationally that are implementing the Family to Family: Unique Families Program.

##### **National Safe Haven Federal Workgroup - Member, 2023-2026**

As a member of the federal workgroup focused on developing federal legislation for state safe haven law minimums, I collaborate with a diverse team comprising lawyers, academic researchers, sociologists, policy experts, and clinicians. Our goal is to create comprehensive and effective guidelines that ensure the safety and well-being of infants and support for parents in crisis.