

# Lene Schille

Mount Vernon, WA 98274

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360-840-1487

Accomplished nursing leader with 14 years of successful leadership and departmental growth in all areas of Emergency Services. Proven expertise in emergency nursing administration, fiscal accountability, and quality improvement. Directly responsible for all aspects of operations in busy Emergency departments.

Authorized to work in the US for any employer

## Work Experience

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### **NURSE MANAGER**

EMERGENCY DEPARTMENT - Bellingham, WA

July 2017 to Present

Provided leadership of 48 bed Emergency Department, including multi-service line collaboration, staff development, implementation of standards, quality control measures, and for all clinical and operational activities of the department

- Oversight of Level II Trauma Designation, Primary Stroke Designation, Organizational Tele- Stroke Program, and Sexual Assault Nurse Examiner Program
- Consistently met departmental financial/productivity goals
- Oversaw and managed 155 clinical and staff in patient care activities while maintaining high level of staff morale and professionalism greater than 95% for consecutive years
- Developed robust program for Sepsis Care in the Emergency Department with decreased mortality and increased bundle compliance
- Implemented Express Care within the Emergency Department for low acuity patients, decreasing length of Stay from 280 minutes to 140 minutes
- Developed strong relationships with Emergency Management team members across two counties

### **DIRECTOR**

EMERGENCY SERVICES - Arlington, WA

January 2016 to June 2017

Responsible for direct planning, leading, organization and control of 16 bed Emergency Department, including multi-service line collaboration, staff development, implementation of standards, quality control measures, and for all clinical and operational activities of the department

- Oversight of Level IV Trauma Designation, Level III Stroke Designation, Cardiac Designation, Organizational Tele-Psychiatry Program, and Sexual Assault Nurse Examiner Program
- Organizational Lead for Emergency Preparedness Team, and Safety Committee
  
- Responsible for providing leadership in achievement of successful surveys and inspections
- Monitored and inspected staff processes to eliminate hazards posed for both patients and staff while ensuring continuous compliance with regulations
- Established and continuously optimized unit schedules and individual work assignments

## **OPERATIONS MANAGER OF EMERGENCY DEPARTMENTS**

Swedish Medical Center - Redmond, WA

December 2014 to January 2016

Responsible for direct planning, leading, organization and control of two separate Stand Alone Emergency Departments

- Implemented policies and standard operating procedures for continuous improvement
- Directed activities and initiatives to achieve regulatory compliance, foster good practices and ensure quality standards
- Managed 165 clinical staff by providing comprehensive nursing guidance and maintaining outstanding patient satisfaction and care standards
- Managed program in preparation of managing Ebola patients. Collaborated in facilitation of community wide drill to practice receiving potential Ebola patient

## **DIRECTOR OF NURSING**

Community Bridges Inc - Mesa, AZ

November 2013 to November 2014

- Oversight of 36 individual behavioral health and substance abuse programs throughout the state of Arizona
- Planned develops, implements and evaluates strategic operations and new programs to include a Forensic Act Team and a Suboxone Medication Assisted Treatment Program
- Established new policies and procedures, and updated existing policies to improve standards of care for patients using evidence-based practice
- Anticipated and solved staffing issues in collaboration with nurse managers and human resources
- Established relationships with leaders of other organizations to coordinate the objectives of the business
- Assured facilities met quality standards and were prepared to meet government inspection standards at all times
- Assisted in the development of the operational and capital budget and maintained financial goals

## **RN MANAGER**

Banner Desert Medical Center - Mesa, AZ

May 2010 to November 2013

Quickly responded to situations impacting safety and security to unit, actualizing crisis prevention interventions to control and de-escalate situations

- Addressed disruptions in patient care, including delays in discharge, postponed procedures and discharge equipment unavailability
- Communicated with healthcare team members to plan, implement and enhance treatment strategies
- Collaborated with physician group as department nursing liaison to address concerns and build relationships
- Participated in Door to ICU Sepsis committee, establishing protocols and ultimately driving times from 380 minutes to 97 minutes to improve patient outcomes
- Sustained quality standards by performing routine audits and upholding internal and industry best practices
- Oversaw and managed 25 clinical staff in patient care activities while maintaining staff morale and professionalism

## **REGIONAL CLINICAL SPECIALIST/FLIGHT NURSE**

Native Air, an Omni Flight Company - Mesa, AZ

July 2007 to May 2012

Provided skilled, timely and level-headed emergency response to critically-ill and injured patients in the fixed wing and rotor win environments

- Trained new nurses in proper techniques, care standards, operational procedures and safety protocols to optimize performance and safety
- Participated in education activities, including evidence-based practice project implementation, nursing competency development and nursing simulation activities
- Provided on-going education to partners in the EMS and hospital based communities within the region on advanced critical patient care

## **REGISTERED NURSE**

Providence Everett Medical Center - Everett, WA

April 2005 to June 2007

- Directed patient care activities and provided guidance to the team during shift while delegating assignments and providing treatment
- Maximized team performance by monitoring nursing care, including patient assessment processes and treatment implementations
- Collaborated with doctors and staff members to ensure quality care
- Delegated and prioritized assignments and nursing tasks based on individual staff strengths and expertise
- Managed care for 4 emergency department patients at a time by performing patient assessments and managing various medications and treatments

## **REGISTERED NURSE, DIALYSIS**

Skagit Valley Kidney Center - Mount Vernon, WA

May 2002 to June 2007

- Delivered complete range of RN services and expertise
- Accurately obtained and documented patient history and medication lists, assessed individual conditions and needs, and selected departmental referrals for acute and chronically ill patients
- Prepared equipment for treatment and initiated dialysis treatment in include prescription/machine set-up, cannulation of access and access of double lumen central catheter for treatment
- Worked independently under physician orders and contacted them for orders due to patient condition changes and lab data
- Monitored patient reactions to drugs and carefully documented progress of individuals participating in acute and chronic dialysis

## Education

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### **Doctor of Nursing Practice in Nursing Practice**

Capella University - Minneapolis, MN

2022

### **Masters in Nursing in Nursing**

Grand Canyon University - Phoenix, AZ

2015

## **Masters in Organizational Leadership in Organizational Leadership**

Grand Canyon University - Phoenix, AZ

2013

## **Bachelors of Science in Nursing in Nursing**

Seattle Pacific University - Seattle, WA

2007

## **Associate Degree in Nursing in Nursing**

Skagit Valley College - Mount Vernon, WA

2005

## Skills

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- SKILLS
- Proficient in LEAN Leadership methodology
- Relationship building and retention
- Incidents management
- Staff management
- Multidisciplinary team collaboration
- Continuous improvements
- Accreditation coordination
- Budgeting
- Recruiting and Hiring
- RN
- Emergency Department
- BLS

## Certifications and Licenses

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### **BLS, ACLS**