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***Professional Profile* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

* 30 years of experience as a Nurse in the acute care adult hospital setting with experience in CVICU, SICU, Telemetry/Progressive Care and the Emergency Room.
* Committed to improving patient care experiences and health outcomes. Participates in staff development and training.
* Utilizes the use of innovative technology and evidence-based practices.

***Professional Experience\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_***

***Clinical Manager ICU/CVICU*** *Aug. 08’ – Aug. 14’, May 15’ - present*

***Interim Sr. Clinical Manager PCU/Stroke Unit.*** *Aug. 14’ - May 15’*

*Banner Estrella Medical Center (317-bed hospital)*

*Magnet® recognition and Joint Commission accredited medical center providing full-service medical care including heart care, emergency services, orthopedic surgery, and comprehensive maternity care to the surrounding community.*

* Complete and monitor budgets, complete evaluations, oversee performance improvement activities, staff development initiatives, monthly schedules, and oversee any special projects for the unit.
* Responsible for maintaining the daily flow of the 24-bed unit by collaborating with physicians, nurses, case management, and social services.
* Provide motivation, guidance, and leadership for team as well as conflict resolution, including staff conflicts, physician conflicts and patient complaints.
* Resource nurse for all nursing staff, physician’s, patients and families.
* Work closely with the doctors and P.A’s assisting with bedside procedures as needed.
* Care for critically ill patients with multi-system failure and severe sepsis.
* Proficient in recovering cardiothoracic patients as well as other surgical patients

directly out of the O.R. autonomously.

* Proficient with IABP, Impella, Rotoprone, manual proning, EKOS, and CRRT patients.
* Continuously monitor and interpret various lab data and relate it to patient conditions.
* Provides supervision of campus workflow, unit staffing, bed management, and ancillary department operations. Responds to emergency situations and initiates the notification process preparing communication with stakeholders.
* Collaborates with the multidisciplinary team to improve patient outcomes. Develops a supportive environment for the growth of non-clinical and clinical staff through precepting and mentoring. Assists in the development of clinical skills for new graduate nursing staff.
* Ability to manage stressful situations involving patients and family members. Also, providing direction and support for conflict resolution.

**Director of Cardiac Care Unit/ICU Dec. 06’ – Aug. 08’**

*Abrazo West Campus (179-bed hospital)*

* Responsible for the financial outcomes and overall operations for a 32-bed cardiac service unit (post CABG, AAA, post-cardiac stents, RVR, any cardiac disease) and supervise 55+ FTE’s.
* Developed and implemented best practice standards for the nursing staff, program development, completing and monitoring budgets, completed evaluations, oversee performance improvement activities, staff development initiatives, and oversee any special projects for the unit.
* Developed financial accountability by variance reporting and offering strategies for improvement.
* Coordinated the development, and implementation or an organizational culture change with an interdisciplinary collaboration with physicians, administration, ancillary staff, and peers.
* Responsible for helping design and implementing new policies.
* Provide motivation, guidance, and leadership for team as well as conflict resolution, including staff conflicts, physician conflicts and patient complaints.
* Benchmarking against established indicators.
* Decreased vacancy rate from 67% to 10%.
* Implemented nurse staffing ratios from 5:1 to 4:1, PCA ratio’s from 16:1 to 10:1, and was able to get a telemetry cockpit approved.

**Clinical Day Supervisor Sept. 05’- Dec. 06’**

* Responsible for maintaining the daily flow of 151 – bed hospital.
* Collaborates with a variety of departments, physicians, and surrounding facilities to meet the healthcare needs of the patient.
* Provides supervision for unit staffing, bed placement, and campus operations.
* Responds and assesses all code and crisis situations. Implements interventions and continually evaluates the situation. Utilizes organizational policies and chain of command as appropriate.

 **Cardiovascular Surgical Intensive Care Unit July 02’- Aug. 05’**

*Boston Medical Center (514-bed Level 1 trauma hospital)*

* Proficient in recovering cardiothoracic patients as well as transplant patients

 directly out of the O.R. autonomously.

* Managed IABP, LVAD, RVAD patients.
* Interpreted swan-ganz catheter data and titrated multiple IV drips
* accordingly.
* Worked closely with the doctors and P.A’s assisting with bedside procedures as needed.
* Cared for critically ill patients with multi-system failure and severe sepsis.
* Performed CVVHD and CAPD.
* Cared for patients with ventriculostomies, and ICP monitoring.
* Continuously monitored and interpreted various lab data and related it to patient conditions.

**Charge Nurse/Weekend Supervisor Dec. 97’ – June 02'**

*Vencor Hospital*

**Charge Nurse** **Dec. 91’- Dec. 97’**

*Sutton Hill Rehabilitation*

**EDUCATION**

**Grand Canyon University Phoenix, AZ**

**Bachelor of Science in Nursing**

**Middlesex Community College Bedford, MA**

**Associate of Science in Nursing**

**Greater Lowell Regional Tech Tyngsboro, MA**

**LPN Diploma**

**Accomplishments**

**Sigma Theta Tau International Honor Society**

**AACN Member**

**CCRN April 2018**

**NIHSS Exp. 5/21**

**ACCLS exp. 3/21**

**BLS exp. 3/21**

**Professional and Personal references furnished upon request.**