

CAREER SUMMARY

- Passionate and results-driven healthcare leader with 14+ years of success providing high-quality patient care, thriving on evidence-based practice, inspiring teams, and improving performance through patient-focused healthcare leadership. Solid educational grounding with Doctor of Nursing Practice (Healthcare Systems Leadership) and Master of Child Health in Nursing.
- Expertise includes: organizational planning, program management, setting short and long-term goals, providing leadership to day-to-day operations, increasing organizational visibility, budget management, information dissemination, team development, and resource optimization.
- Proven ability to build positive work relationships with employees, clinicians, public health professionals, patients, community leaders, partner agencies, vendors, contractors, and various other internal and external stakeholders.
- Self-motivated with a passion for improving health outcomes for the community at large.

AREAS OF EXPERTISE

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| ◆ Vision & Organizational Leadership | ◆ Community Outreach Initiatives | ◆ Information Dissemination |
| ◆ Strategic Planning & Execution | ◆ Grant Writing & Management | ◆ Contract Management |
| ◆ Health Education & Promotion | ◆ Health Policy | ◆ Community-focused |
| ◆ Project Planning & Management | ◆ Culturally Competent | ◆ Team Building Leadership |
| ◆ Strategic Partnerships | ◆ Program Management | ◆ Excellent Interpersonal Skills |

PROFESSIONAL EXPERIENCE

Midland Memorial Medical Center

Aug 2021 – Present

Neonatal Intensive Care Unit Nurse (travel assignment)

Responsible for the direct care and follow-up of patients in 20 bed-Level III Neonatal intensive care unit. Identified patient, unit and organizational priorities and incorporates into the nursing process.

Key Contributions:

- Provided assessment and treatment for patients requiring mechanical ventilation and gestational opioid exposure.
- Collaborated with in-house physicians and occupational therapist regarding patient care and health goals.
- Mentor incumbent nursing staff during transition from level II to level III patient care, including precepting novice nurses during nursing orientation.
- Collaborated with clinical instructors to supervise, instruct, and evaluate student nurse interns during clinical rotations.
- Occupied “resource” nurse role, stabilized and transported neonates from delivery room to the NICU.

Roy Lester Schneider Regional Hospital

Apr 2020 – July 2021

NICU, Nursery, Paediatric, Treasurer of Virgin Islands State Nurses Association

Conduct extensive and routine operational analysis to drive accountability to performance and quality metrics for a facility with 6 bed neonatal intensive care unit and 5 bed paediatric medical surgical unit. Streamlined and improved strategic planning, operations, and quality care in compliance with national standards, organizational policies, and regulatory requirements.

Key Contributions:

- Collaborate with executive leadership in strategic and tactical planning efforts including the development of annual operating plans.
- Manage a budget of \$200K. Responsible for union event planning and orientation to the union of new members
- Mentor nursing staff and students with neonatal care and providing breastfeeding assistance to families.
- Monitor new-born infant’s progress and advise families regarding child’s health, document patient progress.
- Chair breast-feeding committee; collaborate and conduct monthly meetings with nursing administration, physicians, and staff to promote and sustain exclusive breastfeeding during the COVID-19 pandemic.
- Utilize simulation education for nursing staff to implement intraoperative skin-to-skin care during caesarean section deliveries.
- Evaluated and formalized role descriptions for nursing staff and performed quarterly coaching to monitor and measure professional development and ensure retention.

Neonatal Intensive Care Unit Nurse

Responsible for the observation, assessment, nursing diagnosis, planning, intervention, and evaluation of care for this 70+ bed-Level III B Neonatal intensive care unit. Recognized inappropriate and/or ineffective patient care management and resolved issues.

Key Contributions:

- Monitored and recorded patient progress via EPIC computer-based charting.
- Collaborated with in-house physicians and nurse practitioners regarding patient care and discharge goals.
- Occupied “code nurse” role, stabilized and transported neonates from delivery room to the NICU.
- Incorporated knowledge of safety protocols, cost containment and quality improvement throughout the nursing process.
- Served as an educational resource to the patient/family, nursing staff, and provider team.
- Partner closely with the leadership team to effectively execute a wide range of strategic objectives.

**New York Presbyterian-Morgan Stanley Children’s Hospital
Central DuPage Hospital**

Nov 2017 – Feb 2018

Jun 2017 – Nov 2017

Neonatal Intensive Care Unit Nurse (two travel assignments)

Responsible for the direct care and follow-up of patients in 50+ bed-Level IV Neonatal intensive care unit and 40 bed-Level III Neonatal intensive care unit. Identified patient, unit and organizational priorities and incorporates into the nursing process.

Key Contributions:

- Provided assessment and treatment for patients requiring mechanical ventilation and gestational opioid exposure.
- Collaborated with in-house physicians and occupational therapist regarding patient care and health goals.
- Regular float to Neonatal Cardiac Intensive Care Unit, Paediatric Neurology Unit, and Paediatric Intensive Care Unit.
- Demonstrated clinical competency utilizing evidence-based practices/research in all areas of the nursing process: assessment, planning, implementation, evaluation and outcomes.

University of Belize

Jan 2016 – May 2017

Nursing Lecturer/Clinical Instructor

Actively participated in the development of the model UB graduate by developing evidence-based learning materials for nursing students regarding specific predetermined nursing content.

Key Contributions:

- Evaluated student understanding of content by conducting assessments based on classroom content.
- Utilized online teaching systems to communicate with students and conduct assessments.
- Supervised, instructed, and evaluated students in the hospital, and clinical lab simulation providing experiences for student nurses.
- Addressed the diverse needs of all students such as learning differences by incorporating effective teaching strategies coupled with digital technology.
- Mentored and encouraged students by co-establishing the Garifuna Wagia student cultural club that allow students to develop a deeper appreciation of indigenous traditions.

St Mary’s Hospital for Children

Aug 2015 – Nov 2017

Nursing Supervisor (per diem)

Manages the plan of care through evaluation, modification and documentation according to the patient’s response to therapy. Acted as a preceptor and mentor to support the development of nursing staff.

Key Contributions:

- Implemented and maintained professional and hospital standards to support outcome-based care and evidence-based nursing practice in a 103-bed paediatric long term care facility.
- Managed staffing to ensure an appropriate staffing plan to all nursing personnel.
- Assisted with health promotion of residents by overseeing resident care with staff nurses and ancillary staff.
- Complied with governmental regulations by ensuring medical care is conducted within specific guidelines.
- Expertly examined the needs of staff and patients, as well as trends in workflow, and suggested solutions to ongoing patient care and system problems.

Mount Sinai Beth Israel Medical Centre

Nov 2014 – Jul 2015

Nurse Manager, Neonatal Intensive Care Unit

Provided direct supervision to nursing staff, ensuring appropriate assessment and treatment of patient health. Acted as the problem-solving resource for staff and patient issues.

Key Contributions:

- Maintain nursing staff by recruiting, selecting, orienting, and collaboration with nursing education to prepare nurses and auxiliary staff.
- Hired, trained, and motivated a team of nursing professionals and consistently mentored them to deliver exceptional performance. Furnished training opportunities and knowledge exchanges as well as team building activities.
- Maintained nursing supplies inventory by studying usage reports; identifying trends; anticipating needed supplies; approving requisitions and cost allocations.

Neonatal Critical Care/Paediatric Nurse Educator

Implemented a variety of teaching strategies tailored to the learner's characteristics learning needs, cultural perspectives, and outcome objectives. Educated graduate nurses for the launch of the paediatric medical surgical unit.

Key Contributions:

- Assisted with planning and implementing Labour and Delivery graduate nurse residency program utilizing didactic and simulation which incorporate concepts of multicultural and multigenerational education.
- Collaborated with nursing administration to implement Hospital Incident Command System and onboard nursing staff during state emergency.

C.L.A.S.P International

Nov 2011 – Jun 2014

Neonatal Program Manager

Led a team of registered nurses and respiratory therapist to Zambia, Uganda and Kenya, Africa on a biannual travel with C.L.A.S.P International to educate and evaluate clinical outcomes. Coordinated medical team to participate in community outreach focusing on HIV/AIDS prevention.

Key Contributions:

- Provided evidenced-based didactic and simulation education for the neonatal intensive care unit nurses.
- Collaborated with speech language pathologist and hospital administration to compose a neonatal intensive care curriculum for novice nurses.
- Implemented effective systems to track scaling progress, regularly evaluated program components, and reported out on outcomes to measure. Prepared and oversaw monthly reports and annual budgets.
- Mentored neonatal intensive care staff to create educational programs.
- Established process improvement initiatives to achieve established goals and targets.

EARLY PROFESSIONAL EXPERIENCE

Lenox Hill Hospital, New York, NY

2011 – 2014

Neonatal Critical Care Assistant Nurse Manager

Northshore University Hospital, Manhasset, NY

2010 – 2011

Neonatal Intensive Care Unit Nurse

Women's and Children's Hospital in Buffalo, Buffalo, NY

2007 – 2009

Neonatal Intensive Care Unit Nurse

LICENSES, CERTIFICATIONS, AND PROFESSIONAL DEVELOPMENT

Doctor of Nursing Practice in Healthcare Systems Leadership

Paediatric Nurse Practitioner

Registered Nurse

Simulation Instructor

Neonatal Resuscitation Program

S.T.A.B.L.E

Basic Life Support

Paediatric Advance Life Support

Certified Lactation Counsellor

Crisis Prevention Institute

HONORS AND RECOGNITIONS

Sigma Theta Tau- Pi Pi Chapter, August 2020

Northshore Long Island Jewish Health System Spectrum Magazine Article, May 2014

Northshore Long Island Jewish Health System Quarterly Spectrum Magazine, July 2013

Northshore Long Island Jewish Health System Presidents' Award Nominee, June 2013

Buffalo News for Women's and Children Hospital of Buffalo, April 2008

EDUCATION

Doctor of Nursing Practice in Healthcare Systems Leadership, 2018 – 2021

Chamberlain University, Chicago, IL

Master of Child Health in Nursing, 2007 – 2009

SUNY University at Buffalo, Buffalo, NY

Bachelor of Science in Nursing Science, 2004 – 2007
D'Youville College, Buffalo, NY

TECHNICAL SKILLS

MS Office Suite (Word, Excel, PowerPoint, Outlook), Cerner, EPIC, PRISM, MediTech, Epsi budgeting system, Moodle, Blackboard