**Anne Elizabeth Dauphinais**

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**Career Profile**

Extensive healthcare experience in both large and small Acute Care Facilities and Surgery Centers with a successful record in organizational transformation resulting in significant revenue growth achieved by:

* **Innovative Problem Solving** that led to major reductions in losses related to waste and increases in operating room utilization and efficiency.
* **Successful Organizational transformation** though the use of Lean Practices such as Toyota Way resulting in significant revenue growth increasing orthopedic surgical volume by over 50%
* **Mentored, coached, and empowered staff** increasing patient, physician and staff satisfaction thereby positioning the organization as an industry leader and the implementation of a universal strategic vision.

Business objectives, as a result, exceeded in areas of financial performance, quality, and customer satisfaction.

**Professional Experience**

**Whitman Partners December 2020- Present**

*Interim Perioperative Educator*

**Howard Memorial Hospital August 2020 – Present**

*Staff Nurse – OR Educator*

*Scrub and Circulate – per diem*

**Core Medical Group August 2019 – November 2020**

*Travel staff nurse – Operating Room*

Scrub and Circulate

**American Mobile March 2018 – June 2019**

*Travel staff nurse – Operating Room*

Scrub and Circulate

**Kaiser Permanente San Rafael October 2017 – March 2018**

*Manager Operating Room*

8 Operating Rooms, 60 Direct Reports.

**St. Joseph Health Petaluma Valley Hospital December 2016 – October 2017**

*Director of Perioperative Services (PAT, Preop, PACU, OR, SPD, Anesthesia)*

5 Operating Rooms, 50 Direct Reports.

Successes

* Implemented multiple process and restructure changes with team collaboration
* Improved physician engagement and commitment
* With use of Toyota Way methods, reorganized and implemented necessary changes in compliance with industry standards for patient and staff safety and TJC/CMS compliance
* Successful TJC survey with no deficiencies

**Sutter Health: June 2013 – December 2016**

*Director Perioperative Services (PAT, Preop, PACU, Infusion Clinic, OR, SPD, Anesthesia) and Manager Environmental Services**(January 2015 – December 2016) Sutter Health Novato Community Hospital*

5 Operating Rooms and 45 Hospital Beds, 50 Direct Reports.

 Successes

* Surgical Services Directors and Managers representative for BCA development
* Surgical Services Directors and Managers lead for development and implementation of Sutter wide Total Joint Verification Process
* Key role in the Total Joint Center of Excellence program
* Remodeled Sterile Processing Department in compliance with industry standards
* Increased O.R. efficiency with team collaboration
* Increased staff willingness to assist in other departments in need
* Improved staff morale as seen by involvement in facility functions outside of work
* Improved physician engagement and commitment
* Improved block scheduling commitment from physicians to level load O.R. schedule and staffing demands on hospital units
* Increased total joint procedures over 50%
* Developed process with support of Anesthesiologists to overlap total joint procedures
* Improved on time starts by 35-55%
* Developed and Implemented entire Environmental Services Program
* Successful TJC survey with no deficiencies

*Clinical Manager of Surgical Services (Preop, PACU, OR, Anesthesia, Sterile Processing, Endoscopy, Surgical Assistants, and Housekeeping (December 2013 – December 2014) Sutter Health St. Luke’s Campus*

5 Operating Rooms, 50 Direct Reports.

Successes

* Implemented multiple process and restructure changes with team collaboration
* Improved physician engagement and commitment
* Facilitated Sutter Wide implementation of Anesthesia Ventilator Machine replacement requiring logistical reorganization collaboration with IT, Facilities, Anesthesia, Materials Management, and Biomedical with the successful use of Toyota Way Lean methods.
* Facilitated Sutter Wide restructure of physician services and new service growth.
* Improved block scheduling commitment from physicians to level load O.R. schedule and staffing demands on hospital units
* Improved staff morale as seen by involvement in facility functions outside of work
* Increased staff willingness to assist in other departments in need
* Familiar with Lean concepts obtaining Module Marathon certification

*Unit Supervisor of Surgical Services (Preop, OR, Anesthesia, Sterile Processing, and Housekeeping June 2013 – December 2013) Sutter Health Pacific Campus*

12 Operating Rooms, 130 Direct Reports

**Massachusetts Avenue Surgery Center (Bethesda, MD) March 2012 – May 2012**

*Interim Director of Nursing*

4 Operating Rooms, 20 Direct Reports.

**First Assist November 2011 – December 2012**

*Travel Staff Nurse – Operating Room*

Scrub and Circulate

**Tower Oaks Surgery Center (Rockville, MD) March 2009 – March 2012** *Administrator/Clinical Manager Services (PAT, Preop, PACU, OR, Anesthesia, SPD, Housekeeping, Materials Management, Billing, Scheduling, Engineering, Biomedical, Licensing, Credentialing, Laboratory, Pharmacy, Radiology, HIM, Risk Management, Quality, and Landscaping).*

Successes

* Reduced operating expenses by over 50% while maintaining same patient case load (negotiating with vendors as needed).
* Implemented new linen process, reducing linen costs by 60%.
* Implemented new materials management process that allows for case costing, inventory management, and inventory ordering.
* Attained 3-year AAAHC credentialing in lieu of the standard 1 year
* Implemented completely electronic process for patient scheduling

**Tower Oaks Surgery Center (Rockville, MD) October 2007 – March 2009**

*Travel Staff Nurse – Operating Room*

Scrub and Circulate

**Georgetown University Hospital (Washington, D.C.) April 2007-March 2009**

*Weekend Charge Nurse – Operating Room*

12 Operating Rooms.

**Progressive Nursing Staffers, Inc./ July 2007 – March 2009**

*Travel Staff Nurse – Operating Room*

Scrub and Circulate

**Core Medical Group January 2004 - July 2007**

*Travel Staff Nurse – Operating Room*

Scrub and Circulate

**Waynesboro Hospital December 2000 – January 2004**

*Staff Nurse – Operating Room*

Scrub and Circulate

**Progressive Nursing Staffers, Inc./ June 1998 – December 2000**

*Travel Staff Nurse – Operating Room*

Scrub and Circulate

**Fastaff February 1998 – June 1998**

*Travel Staff Nurse – Operating Room*

Scrub and Circulate

**St. Mary’s Hospital December 1997 – February 1998**

*Staff Nurse – Operating Room*

Scrub and Circulate

**Mary Washington Hospital December 1995 – December 1997**

*Staff Nurse – Operating Room*

Scrub and Circulate

**Arlington Hospital February 1992 – December 1995**

*Unit Secretary (February 1992 – February 1993); Patient Care Tech (LVN February 1993 – June 1994); Nursing OR Intern October 1993 – June 1994); Registered Nurse, Operating Room (June 1994 – December 1995).*

**Education:**

Bachelor of Science Degree in Nursing - Grand Canyon University, April 2014.

Master of Healthcare Administration - Kaplan University, November 2012.

Bachelor of Arts Degree - George Mason University Fairfax, Virginia June 1990.