**SOPHIA M. TENNISON**

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**OBJECTIVE**

Registered Nurse, Nurse Educator, and Nurse Manager looking to utilize leadership skills, teaching abilities, and critical thinking to help optimize the quality of patient care.

**PROFESSIONAL EXPERIENCE**

Providence Mother Joseph Care Center, Olympia, WA

**Nurse Manager/Clinical Educator,** June 2018 – Current

* Develop, assign, implement, and track company curriculum to meet evidence-based practice, organizational, community, state, national law requirements, and preparation for state survey audits.
* Direct compliance and education for 250+ employees in a 142 bed facility.
* Provide orientation education and support to all new staff, students, and agency contractors on facility policies, protocols, and processes. Provide focused education and skills validation to all nurses and nursing aids upon hire and as needed throughout employment.
* Evaluate effectiveness of educational programs and give guidance to staff and key leaders based on evaluation results.
* Assess skills competencies of nurses and nursing aids to maintain current best practice standards of care on an ongoing/annual basis.
* Implement skills competency evaluations and developed skills fairs based on performance measures.
* Create course curriculum for programs to teach educational focus areas for the facility.
* Develop educational strategies to execute regional education programs and collaborate with corporate leadership to implement regional educational trainings and standardization of comprehensive staff education plans.
* Act as liaison for community partnerships with colleges and universities for partnerships as a clinical site for students.
* Rotate as weekend Nursing Manager overseeing building wide nursing staff and patient care concerns, admissions and discharge matters, incident investigations, and other patient/staff needs.
* Proficient in the use of Health Stream Software to implement and track electronic education.
* Utilize multiple electronic tools for communication, education, patient charting, and unit management. Proficient in Microsoft Office applications, Share Point, Zoom, TEAMS, and EPIC.

Providence Mother Joseph Care Center, Olympia, WA

**Nurse Manager Transitional Care Unit/Long Term Care Unit**, Nov 2016 – June 2018

* Managed 70+ nurses and nursing aid employees including regular review of job performance, staff discipline, and success recognition in a short stay rehabilitation focused unit and long term care unit.
* Ensured protocol staffing levels through interviewing, hiring, and terminating employees.
* Maintained unit budgets for supplies and staffing hours.
* Oversaw and streamlined unit processes to improve workflow and patient care.
* Executed routine audits of staff charting and patient care to ensure quality.
* Performed investigations for incident reports and ensured all documentation and care was completed as required or needed.
* Implemented Process Improvement Plans required to maintain compliance for local and state regulations and to ensure continual readiness for state survey audits.
* Navigated difficult family and patient situations, provided de-escalation and follow up as needed.
* Performed Wound Care Nurse duties by assessing weekly moderate to severe and complex patient wounds, recommending treatment, and ensured treatment orders were implemented.
* Routinely reviewed psychotropic medications for all patients to ensure optimal effectiveness.
* Communicated efficiently with the interdisciplinary team for all aspects of patient care.

Providence Mother Joseph Care Center, Olympia, WA

**Registered Nurse/Charge Nurse Transitional Care Unit**, Sep 2014 – Nov 2016

* Executed care of patients through the nursing process of assessment, diagnosis, planning, implementation, and evaluation.
* Developed proficiencies in clinical nursing skills such as medication administration, IV management, tubes/drains, time management with a heavy patient load, wound/ostomy care, tube feed, TPN, respiratory treatment, change in condition assessment, and provider communication.
* Completed care planning, charting, physician order transcription and implementation as required.
* Collaborated closely with the interdisciplinary team on case management and discharge planning.
* Navigated dynamic, complex, and difficult patient and family interactions.
* Successfully provided patient care on day shift, swing shift, and night shift.

Providence St. Peter Hospital**,** Olympia, WA

**Registered Nurse Student,** Sep 2012 – June 2014

* Executed care of patients through the nursing process in all departments of the acute setting; medical surgical, telemetry, neurology, oncology, emergency department, cardiac step down, intensive care unit, wound/ostomy care, mental and behavioral health, pediatrics, operating room, and birthing unit.
* Successfully completed a residency on a medical-telemetry unit.
* Developed care plans, concept maps, and completed clinical journals to track patient care the progress of student work.
* Demonstrated proficient usage of electronic charting using EPIC, medication administration, interdisciplinary communication, and the ability to manage a full patient load independently.

Home Health, Olympia, WA

**Nurse Delegated Caregiver**, Apr 2007 – Dec 2011

* Performed 24 hour live-in care to a bed-bound patient with residual effects of a stroke.
* Administered medications, tube feedings, wound care, suction, transfers, bathing, positioning, occupational therapy, physical therapy, mental health care, and social interaction.
* Assessed patient for change of condition, communicated with family and health care providers for treatment.
* Worked with the Home Health interdisciplinary team to provide all care necessary to maintain the patient’s optimal health.

**CERTIFICATIONS**

**Basic Life Support** (BLS) Mar 2020 – Mar 2022

**Advanced Cardiac Life Support** (ACLS) Jul 2021 – Jul 2023

**Certified Rehabilitation Registered Nurse** (CRRN) Jun 2018 – Jun 2023

**LICENSURES**

**Registered Nurse** (RN) Arizona State June 2021 – Current

**Registered Nurse** (RN) Washington State July 2014 – Current

**Licensed Practical Nurse** (LPN) Sept 2013 – Mar 2015

**Certified Nursing Assistant** (CNA) May 2012 – Mar 2015

**EDUCATION**

**Bachelor of Science in Nursing** (BSN), University of Washington Jun 2014 – Jun 2016

**Associate Degree in Nursing** (ADN), South Puget Sound Community College Sep 2012 – Jun 2014

**CNA Certificate,** South Puget Sound Community College Jan 2012 – May 2012