

MADOLON KOSTYK, RN, BSN, CNOR

Lancaster, CA 93536 | 951-231-7535 | madelonk68@gmail.com | LinkedIn Profile

OPERATING ROOM MANAGER & CLINICAL HEALTHCARE PROGRAM DIRECTOR

Resourceful, knowledgeable, and patient-focused Clinical Leader with 24+ years' experience driving excellence within clinical operations, program optimization, team leadership, administration, and communication. Brings a strong ability to develop and maintain successful relationships with healthcare professionals and patients. Ensures system-wide compliance with procedures and documentation requirements; highly skilled in care transition management, performance management, strategic planning, and safety.

CORE COMPETENCIES

Strategic Planning | Clinical Operations Management | High-Quality Care & Compliance | Personnel Development | Staff Leadership
Joint Commission Compliance | Program Management | Process Improvements | Cost Savings | Scheduling | Organization
Best Practices | Patient Safety | Administration | Documentation | Resource Allocation | Training | Communication | Reporting

CLINICAL EXPERIENCE

INTERIM OR MANAGER | BAKERSFIELD MEMORIAL HOSPITAL 03/ 2021 TO 08/2021

- Oversaw all daily operations within the 15 PACU beds and 10 Operating Rooms (OR).
- Led, scheduled, mentored, and coordinated a team of 70+ FTEs.
- Designed audit tools to enhance compliance and patient quality of care. Drive process improvements and accountability.
- Identify, prioritize, and resolve complex issues among surgeons, healthcare administration, patients, and vendors.
- Provided the open-heart team with 2 Cath labs. Supported TAVRs and EVARs for high-risk patients.
- Maintained an "always-ready" environment for The Joint Commission surveys by preparing staff with mock surveys and providing tools and resources on protocols and best practices.
- Led the planning and procedural development of the Shared Governance Committee.
- Partnered with interventional radiology and facilitated high-quality patient care.
- Trained the Sterile Processing Department (SPD) on quality of instrument sterility and efficiency.
- Collaborated with the GI lab to coordinate post-procedure care within PACU.
- Worked closely with radiology on surgical procedures requiring radiology intraoperatively.

CONSULTANT/INTERIM DIRECTOR | SAN GABRIEL VALLEY HOSPITAL | SAN GABRIEL, CA 12/2020 TO 02/2021

- Reported directly to the CEO, addressed issues, and wrote a summary brief on issues within SPD; coordinated with the director of engineering to get proposals for stated issues.
- Oversaw the GI lab, Endo, SPD, OR, and pre-and post- op.
- Enabled staff for success with new tools and instruments, including purchasing new scopes to handle caseload.
- Managed the flow of patients and ensured smooth operations within the PACU.
- Coordinated with radiology for the use of interoperative procedures, including c-arm and x-ray.
- Drove efficiencies within daily clinical operations to improve the patient experience, utilization, and care coordination.

OPERATING ROOM MANAGER | ANTELOPE VALLEY HOSPITAL | LANCASTER, CA 02/ 2020 TO 12/2020

- Managed the planning, scheduling, administration, reporting, and coordination of 9 ORs.
- Built strong relationships and delivered clear communication to boost performance and morale with 70 FTEs.
- Worked closely with labor and delivery; provided staff members to assist with surgical procedures.

(CONTRACT) STAFF RN | MEDICAL STAFFING SOLUTIONS | KAISER DOWNEY & SAN JOSE 02/2019 TO 05/2020

- Worked with a patient-focused team of 20 staff supporting 7 Operating Rooms.
- Planned and managed personnel allocation and utilization based on patient populations, criticality, and priorities.
- Fostered a culture of collaboration and communication.

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CLINICAL EXPERIENCE

ASSISTANT NURSE MANAGER | KAISER PERMANENTE MEDICAL CENTER | SAN FRANCISCO, CA 03/2018 TO 06/2018

- Supported daily clinical operations in a fast-paced 10-suite Operating Room while managing 20+ staff and administration.

ASSISTANT NURSE MANAGER | KAISER PERMANENTE MEDICAL CENTER | SAN RAFAEL, CA 08/2016 TO 01/2018

- Led day-to-day clinical operations, including staffing for a team of 40+ FTE's, payroll, fiscal management, quality management, and practice standards within 5 Operating Rooms.
- Conducted routine audits in the OR. Monitored patient quality, safety, and care while ensuring cost-effective service.
- Oversaw the internal corporate compliance and training programs for Healthstream and KP Learn.
- Served as the Management Representative on the Perioperative Safety Committee.

STAFF NURSE/CHARGE NURSE | KAISER PERMANENTE MEDICAL CENTER | ANAHEIM, CA 08/2007 TO 07/2016

- Managed both emergency and booked cases in a 5-bed Operating Room.
- Served as the point of contact to 3+ technicians; coordinated and delivered world-class patient care in the OR.
- Consistently met performance goals. Earned 2x "Recognition for Outstanding Patient Safety."

PERIOPERATIVE NURSE | KAISER PERMANENTE MEDICAL CENTER | FONTANA, CA 07/2005 TO 07/2007

PERIOPERATIVE NURSE | SUTTER MEDICAL CENTER | SANTA ROSA, CA 02/2004 TO 11/2004

PERIOPERATIVE NURSE | TRAVEL NURSE INTERNATIONAL | SAN FRANCISCO, CA 01/2002 TO 01/2004

PERIOPERATIVE NURSE | TRAVEL NURSING CORPORATION | DENVER, CO 01/2000 TO 01/2002

PERIOPERATIVE NURSE | INDIAN HEALTH SERVICES 09/1999 TO 10/2000

PERIOPERATIVE NURSE | UNIVERSITY OF CALIFORNIA SAN FRANCISCO 08/1998 TO 08/1999

PERIOPERATIVE NURSE | KAISER PERMANENTE | OAKLAND, CA 10/1997 TO 08/1998

AFFILIATIONS

Member, (AORN) Association of Perioperative Registered Nurses

TECHNICAL SKILLS

Electronic Health Records, Epic, Microsoft Office Suite

EDUCATION

(MS) Master of Science, Nursing, Executive Leadership, Drexel University (expected fall of 2022)

(BSN) Bachelor of Science, Nursing, Chamberlain University (08/2021), graduated with President's Honors

(BA) Bachelor of Arts, Economics, Temple University

(AS) Associate Degree, Nursing, Hahnemann University

LICENSURE & CERTIFICATIONS

(RN) Registered Nurse, State of California, License #537708

CNOR Certified, exp. 2025

BLS Certified, exp. 07/2023 | **PALS Certified**, exp. 07/2022 | **ACLS Certified**, exp. 07/2022