

Tammy McDonald

Registered Nurse

Columbia, SC 29201

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Experienced Director of Nursing/Executive Director/Administrator with a demonstrated history of working in the Assisted Living/Skilled Nursing/Hospice/Home Health/Hospital industry. Strong healthcare service professional with a Masters in Nursing Administration.

Willing to relocate: Anywhere

Authorized to work in the US for any employer

Work Experience

Director of Nursing

PruittHealth-Columbia - Columbia, SC

March 2021 to Present

185 bed facility. 4 Floors. During my time, facility has won the Silver Medal Award, 4 star rating, JACHO accreditation.

Director of Nursing

Saber Healthcare-Autumn Care of Fayetteville - Fayetteville, NC

August 2020 to March 2021

Director of Nursing for a 90 bed SNF. 4 Star Rating.
Infection Preventionalist certified through SPICE

Director of Clinical Operations

Mainstay Senior Living - Columbia, SC

August 2019 to May 2020

Oversee all clinical operations in ALF & SNF at all communities in SC, FL, TN, and GA. Responsible for:

- Quality Measures Outcomes
- 5 Star Initiative Outcomes
- Best Practices Management
- Standards of Care Outcomes and effective action plans
- Falls Program, Pressure Ulcer Program, and Prevention of Weight Loss Program
- Advancing Excellence
- Safety/Risk Management
- Monitors QA Audits and outcomes and ensures the development of effective Plans of Action for certain defined operations.
- Assists with the development of policies and procedures and monitors effective implementation for certain defined operations.
- Monitors proper survey preparedness and survey management, as well as adequate preparation of follow up surveys for certain defined operations.

- Responsible for collaborating on clinically oriented census development opportunities and expense reduction opportunities in conjunction with the regional operating teams.
- Responsible for implementing all company clinical and regulatory strategic goals, including new and revised company systems, policies and procedures and programs.
- Monitors and encourages achievement of goals and objectives consistent with established company philosophy and standards of practice.
- Conducts focus clinical compliance audits as assigned.
- Regularly and consistently reviews clinical performance trends and indicators to identify trends. Provides necessary clinical leadership to address all unfavorable trends and outcomes.
- Gather data, reviews information and provides clinical expertise as assigned.
- Assess continuing education opportunities appropriate to discipline and responsibilities.
- Act in compliance with SHIM, regulatory and professional standards and guidelines.
- Adhere to company policy and procedures and participates in company quality improvement programs.
- Demonstrates a passion for caring as evidenced by interactions with co-workers, residents, families and visitors.
- Participates with the QA&A and Focus Meetings.
- Provides risk management related staff training programs.
- Participates in scheduled conference calls with corporate and regional staff as directed.
- Attends corporate and regional meetings/functions as directed.
- Stand up training and presentations as necessary.
- Reviews potentially adverse incident reports prior to the filing of such reports according to state and federal law.

Chief Nursing Officer

Consultant - Greenville, SC

July 2018 to August 2019

- Assist various SNF in regulatory compliance, audits, plan of corrections, policy review, DHEC, OSHA, QRP, QM, and MDS

Director of Nursing Services

Thrive Assisted Living & Memory Care - Greer, SC

September 2017 to June 2018

Health & Wellness Director. Since my employment at Thrive - I eliminated using agency which they were using for 60% of the nursing team thereby producing a savings of \$50,000 a month. I implemented effective training & orientation thereby reducing employee turnover by 40%. I also procured a new electronic pharmacy group, an In-house doctor group, a podiatrist, an Audiologist & Dentist that all come to the community on a regular basis. I have been involved with community engagement with local doctors and families and assisted with bringing in an average of 5 move ins a month. Created an environment of excellence and quality care. Involved in budgets, profit & losses, spend downs and kept within the defined goals. Assisted in helping other Thrive communities through the US. Assisted in other states and well versed in regulatory standards in 4 states.

Director of Clinical Services

Palmetto Health - Columbia, SC

March 2012 to July 2016

Assisted and Managed most floors of the hospital including: Medical/Surgical, OBGYN, ED, Orthopaedics, ICU, NICU, LTC, Hospice and Oncology.

Accurately reviewed/assisted/trained on all elements of nursing assessment, treatments, medications, discharge instructions, and follow up care.

Utilized strong assessment skills to determine necessary patient care. Assisted with training, scheduling and budgets.

Director of Nursing & Administrator

Ascension Hospice - Columbia, SC

April 2006 to December 2011

Directed company's nursing program including recruitment, enrollment, budgeting and instruction. Trained all medical staff. Decreased turnover rate from 40% to less than 10%.

Maintained greater than 95% approval rating through corporate quality assurance process.

Developed & maintained quality care systems & standards, including but not limited to, creating and improving medical protocols/guidelines.

Maintained budget to ensure financial objectives were met.

Coordinated the review, revision, and creation of Operational Policies.

Prepared for HIPAA, JCAHO, DHEC, all federal & state regulatory agency reviews, ensuring all requirements were met. Reduced deficiencies from 22 to 3 for 2 surveys in a row. Deficiency free surveys 3 years.

Director of Nursing

COLUMBIA CARE CENTER - Columbia, SC

February 2004 to April 2006

Promoted optimum health standards by overseeing the health status of the patients, coordinated the delivery of health services, medication safety, and grievances.

Monitored and improved QA process & implemented policy and procedures.

Provided leadership & managed staff by conducting meetings, training, orientation, in-services & evaluations.

Increased morale and retention of nurses.

Director of Nursing Services & Administrator

Kathwood Place Assisted Living & Skilled Nursing - Columbia, SC

September 2002 to February 2004

Created annual goals, objectives, & budget and made recommendations to reduce costs.

Served as liaison between management, clinical staff and the community.

Implemented standards and methods to measure the effectiveness of agency activities.

Assisted in building census to 98% occupancy from 62%.

Carefully selected, developed & retained qualified staff, as well as trained new staff annually.

RN Case Manager

Care Pro Home Health Agency - Columbia, SC

May 2000 to September 2002

Recorded patients' medical history, vital statistics & test results in medical records.

Delivered high quality & compassionate treatment to indigent & low-income patient community.

Performed all tasks with a patient-centered focus while seeking opportunities for improvement of processes & treatments.

Managed a team of medical support personnel.

Provided necessary health education training to patients.

Managed a caseload of 20 clients, providing education, treatments, IV therapy, venipuncture, & wound care.

Education

BS in Nursing

University of South Carolina-Columbia - Columbia, SC
1997 to 2000

BS in Biology & Chemistry

University of South Carolina-Columbia - Columbia, SC
1994 to 1997

MSN in Nursing

University of South Carolina-Columbia - Columbia, SC
2002

Nursing Licenses

RN

Expires: April 2022

State: SC

RN

Skills

- Extensive computer skills & software knowledge. Excellent communication skills, both written and verbal. Wrote policy & procedure manuals; assisted with orientation training of nurses, social workers, certified nursing aides, chaplains, medical directors and volunteers. Maintained budgets, profit and loss statements. Maintained state and federal standards of care. Nursing skills include but not limited to: emergent care, triage, IV infusions, injections, phlebotomy, respiratory treatments, cardiac monitoring, cateter care, Trach care, chest tube, Itravenous antibiotic and immune globulin infusions, wound care & dressing changes, Patient teaching. (10+ years)
- Nursing Home
- Home Health
- Skilled Nursing
- Assisted Living
- Critical Care Experience
- Hospice Care
- Infection Control Training
- Memory Care
- ICU Experience
- Venipuncture
- Hospital Experience
- Patient Care
- Quality Assurance
- Vital Signs
- Medication Administration

- Home Care
- Microsoft Word
- Leadership
- Management
- MDS
- Supervising experience
- Accounts payable
- Customer service
- Microsoft Excel
- Microsoft Powerpoint

Awards

Graduated Magna Cum Laude

Academic Scholarship Receptient
Sigma Theta Tau Honor Society
Dean's List
Who's Who of American College Students

Certifications and Licenses

BLS for Healthcare Providers

Advanced Cardiovascular Life Support (ACLS)

CRCFA

Infection Control

Oncology Certified Nurse

Bloodborne Pathogens

CPR Certification

Groups

American Hospice & Palliative Care

NHPCO

National Hospice & Palliative Care Organization

Additional Information

I am a strong leader. I love to train nurses and empower them. My retention rate of maintaining employees in the work place is one of the highest in the industry. I understand budgets and spend

downs and consistently produce below the budget. I enjoy marketing, doing tours and guiding families to the community with a proven track record to close the deal.

Compassionate. I have held patients as they said their last breath. I have help navigate family members through crisis and loss. Hard worker. I have always been the first one to work and the last to leave. I am quick to learn. I graduated top in my class and retain knowledge extremely well. My nursing skills are excellent. I go on yearly medical mission trips to Guatemala every year with Catholic Charities. I love nursing and it shows.