

Deborah R. Freemantle

2000 East Broadway, #220

Columbia, MO 65203

Cell: 573-694-6213

Email: freemantled@umsystem.edu

Professional Summary

Registered Nurse with 11 years of experience at MU Health in various roles.

Experience: Med/Surg nursing. Residency through MU CED & Medical Specialties. Non-healthcare management including direct and indirect supervisory roles and new hire training/coaching in retail staffing, cosmetics, and with academic administrators. Facilitator, caregiver, and resource on unit when charge nursing/staff nursing and management of patient care and delegation. Precepting, teaching and coaching of nursing and nursing support staff as nurse, tech, and patient service representative. 2 years customer service management in retail roles initiating new hires with policy/procedure assimilation. 5.5 years in church leadership as Deacon and in various adult teaching positions. 4 years of training Columbia College Campus Directors on college policy and processes. Proficient in Microsoft Office Suite and various software programs.

Personality Traits: Even keeled. Flexible and prepared under pressure. Compassionate. Equitable. Highly motivated. Dependable. Responsible. Dedicated. Enthusiastic about serving patients and educating them to prevent decline. Prompt communication with providers for status changes. Empowers patients in their individual independence for improved mobility, wellbeing, and care.

Work Experience

2020-Present

University of Missouri Medical Specialties

Clinical Educator – Part Time - Center for Education and Development

- Identifies training needs based on current strategic organizational and departmental goals in collaboration with organizational leaders, Unit-based/Facility Educators, and other content experts.
- Delivers and participates in house-wide education and training activities for nurses/clinical staff (i.e. Clinical Nursing orientation, UAP, AHA classes, regulatory training)
- Utilizes a variety of teaching methodologies to enhance nursing/clinical programs including but not limited to, instructor led, simulation, scenarios, role playing, online training, and blended learning to integrate concepts of adult learning into education.
- Continually evaluates own knowledge and skills and develops/pursues a professional development plan that includes ongoing education, research, networking, and review of evidence-based-practice.

2020-Present

University of Missouri Medical Specialties

Registered Charge Nurse/Staff Nurse II - Night Weekend Program

- Charge Nurse as assigned; Creates staffing/assignments in Clairvia for opposing shift based on acuity, fairness, and nursing skill/bedside manner, Performs safety checks and updates critical stock levels. Utilizes Teletracking and patient placement in coordination with Admissions and pages providers. Expedient IV starts, teaches/reminds staff of Navex P&P re: pharmacy, labs, and scopes of practice for roles per Navex grid. Partners with nurses during med-pass. Records and communicates during Tiger Teams to close loop. Ensures Staff Assists run smoothly, including post-emergent event debrief/informal discussions with staff involved. Orders supplies via Distribution. Mentors staff with technical skills as per

Mosby's and Navex standards as needed. Manages personal patient assignments during charge shifts.

- Assessment, planning, implementation, and evaluation of clinical care
- Collaborates with interdisciplinary staff on patient care decisions
- Preceptor for GNs and onboarding existing/established RNs.
- Supports efficient and timely delegation of support staff, fellow nurses and supervisors as changes and needs arise

2017-2020

University of Missouri Medical Specialties

Care Team Associate Clinical

- Performed all tasks/duties of a nursing aide/nursing support
- Upheld detailed documentation expectations of duties
- Anticipated needs for patient arrivals, transfers and discharges and prepared patients/rooms accordingly
- Assisted on codes, staff assists, and tiger teams as needed

2014-2017

University of Missouri Dermatology

Columbia, MO

Patient Service Representative/CCMA

- Shared all patient care duties with clinic RN within scope of CMA practice
- Admission, Depart, and full Revenue Cycle-trained and proficient and supported all other front desk duties as needed per shift.
- Managed clinical supplies, sterile instrumentation, rotation of stock, samples, and proper care of in-clinic lab, tools, functioning equipment, computers and inventory per regulatory standards. Liaised with appropriate Hospital channels for all Providers, nursing and ancillary staff at Woodrail Dermatology Clinic location.
- Prepared for biopsies and supported attending and resident doctors with biopsies, procedures, handled and recorded patient specimens
- Entered thorough patient histories when residents were absent
- Practiced and maintained infection control standards in patient areas
- Educated patients with wound care and follow-up instruction from doctors

2013-2014

University of Missouri Campus

Columbia, MO

SOS Temporary Staffing – Medical Office Assistant, Dermatology

- Assisted doctors and nurses during clean and sterile procedures
- Performed pregnancy tests, suture removals and wound care
- Obtained fast and accurate patient histories during multiple clinics
- Improved organization and stocked patient rooms during daily clinics
- Ordered and managed clinic stock and instruments in collaboration with nursing supervisor
- Responsible for sterile instrument preparation using autoclave, cavitation, and proper PPE

2012-2013

Dillards Inc.

Columbia, MO

Sales Associate/Estee Lauder Business Manager

- Hired, onboarded, scheduled, and provided ongoing training/mentoring to staff
- Coached diverse associates to meet and exceed monthly sales goals
- Increased Estee Lauder counter quarterly sales by 50%
- Was responsible to support 5 direct-report associates ensuring they upheld professional practice standards
- Routinely met with regional and upper management to develop and implement service and sales improvement initiatives
- Liaised with district manager on marketing launches
- Managed budget and inventory levels

2007-2011

Columbia College

Columbia, MO

Administrative Assistant to Executive Deans

- Served on Science Lab Development program and Address Committee
- Led classes to Campus Directors/faculty on systems and contracts
- Wrote college policy updates to 35 nationwide campuses
- Expanded and upgraded office manual of position duties, and reports
- Advocated for and justified Administrative Assistant II position creation
- Created graphic tutorials of systems entry guides for all campus sites
- Obtained several advanced courses; Excel, Customer Service, Phone, Business etiquette, and other technology on-job trainings/seminars
- Assisted Deans with bulk mailings, memos, student complaint calls, managed executive deans' calendars, edited board reports, compiled revenue and enrollment reports, conducted several other clerical tasks
- Collaborated with systems analyst for department-related technology upgrades.

Education/Certification

2018-2020

Columbia College

Columbia, MO

- **Associate of Science in Nursing**
- Received Clinical Excellence Award at Graduation

2002-2016

Columbia College

Columbia, MO

- **B.S. Biology**
- Minor in Chemistry
- Pre-Med 1-Year Track

2015-2023

MU/American Red Cross

Columbia, MO

- **Basic Life Support (BLS) Recertified every 2 years**

2017-2019

National Healthcareer Association

Fulton, MO

- **Certified Clinical Medical Assistant**

Clinical Volunteering/Shadowing

2013-2015

Cardiac Teams & PA Shadowing

Columbia, MO

Shadowed at University of Missouri & VA Hospital

- MU Hospital Cardiac Testing – 8 hrs
- MU Hospital Cardiac Cath Lab/Operating Room – 7 hrs
- Misha Holte, PA at JC Dermatology – 16 hrs
- Maggie Brown, PA at VAMC Dermatology – 7 hrs
- Linda S. Fields, PA at VA Hospital ER – 5 hrs

2011-2012

University of Missouri Hospital ER

Columbia, MO

ER Volunteer – Part-Time Evenings

- Cleaned after trauma bay patients, observed trauma procedures
- Re-stocked patient bay rooms, fixtures, drawers, and bagged linens
- Assisted nurses and techs in moving patients to other floors
- Aided patients and families during stay, per nurse approval

2011-2012

MU Women's & Children's Child Life

Columbia, MO

Child Life Volunteer (PEDs/Adolescents) – Part-Time Weekends

- Cleaned toys and playrooms regularly per infection control standards
- Assisted patients under special precautions with nurse call as per nurse approval, cared for infants' sleep
- Accompanied patients while parents left for meals

MU Committee Meetings

- Attend and participate in meetings and seminars including Shared Governance, Practice & Quality Council, and Skin Team.

Voluntary Work/Service

Deacon for 2 years: led international/stateside missions, oversaw \$100K budget, and 13 worldwide missionaries' performance. 2.5 years leading adult church curriculum for weekly community study. 4 years Children's Ministry leadership; curriculum and activities. Founder and leader for 5.5 years of local writers' group.

Interests

Hiking, kayaking, riding horses, cycling, blogging, novel-writing, short-story life-style and fiction writing, screen-writing, and filming. Adapting drama stories into Stage plays. Leads monthly writers meeting. Restoring, renovating, and landscaping my historic home.