

Cheryl Bond

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Second career RN with prior degree in business; completing nursing degree following business career and work as stay at home mom. Worked as CNA in high school (LaSata Senior Living) yet did not pursue nursing initially. History of long term stays with continuing pursuit of increasing skill set. Contracted with Wauwatosa school district 2017 to train clinical portion of CNA training to prepare for WI CNA certification.

Work Experience

physician services

Heartis Village North Shore

June 2019 to Present

June 2019-Present

DON

Collaborated with the Executive Director to open a 96 bed new Pathway to Living Assisted Living and Memory Support community

- Developed efficient and effective systems to determine how the nursing department would function/ protocols and how excellent nursing care could be provided
- Researched preferred health care providers (physician services, back up pharmacy, laboratory service, diagnostic/x-ray, hospice) and obtained contracts
- Responsible for hiring, delegating and training Licensed Nurses and Resident Assistants
- Quickly and efficiently completed numerous assessments, admissions and ISP's as the census grew

Acting Director of Nursing

Heritage Senior Living - Menomonee Falls, WI

February 2018 to June 2019

over two Heritage Senior Living Communities

- Resolved 8 of 8 state nursing citations at the Menomonee Falls community and 7 of 8 state nursing citations at the Elm Grove community that were received prior to employment
- Updated ISP's and held long overdue family meetings vastly improving care, communication and satisfaction with residents and families
- Built a strong 24/7 nursing team. Upon hire only 1 LPN worked at each location
- Oversaw RCAC, Assisted Living and Memory Care communities
- Received the Heritage Excellence in Achievement award for management, providing high quality care and family satisfaction December 2019

RN/LPN's

The Lutheran Home - Wauwatosa, WI

July 2013 to January 2018

Wauwatosa, WI July 2013- January 2018

ADON

Functioned with focus to staff development and employee health

- Implemented EMAR electronic medication administration program; trained all 3 shifts on 4 units comprised of about 70 RN/LPN's
- Developed house wide dementia training for all clinical and non-clinical staff; approximately 450 staff of retirement apartments, assisted living and skilled nursing
- Revamped "Charge Aid" program to train CNA's to assist charge RN to oversee CNA daily assignments and restorative note charting
 - Established monthly meetings to discuss strategy and welcome new people
 - Paired new CNA employees with Charge Aid to feel supported and welcome
 - Led to improved success with restorative notes documentation

Developed new and improved in-service teaching

- Trained nursing staff on skin care using innovative methods and visual aids and techniques
- Set up CNA skin fair using innovative teaching methods
- Developed customer service "Jeopardy" game focused on nursing skills, IV pumps, PICC lines, glucometers, and feeding tubes with "hands on" demonstrations
- Administered and documented all staff flu shots (all clinical and non-clinical staff)
- Conducted facility wide training on upcoming Mega Rule regulations (including housekeeping and maintenance)
- Completed training on handwashing techniques for non-clinical staff and tested for competency

Nurse Manager

Luther Manor

August 2011 to July 2013

- Returned to same 47 bed SNF unit where started as staff RN based on prior relationship with DON
- Took over unit with significant multiple pressure ulcer; improved to no site survey status for unit
- Developed team building exercise; led not only to improved team functionalities plus improved unit organization and efficiencies
- Able to build relationships with difficult families

Luther Manor - Wauwatosa, WI

March 2008 to July 2013

Hospice RN

Luther Manor

November 2009 to July 2011

- Successful segue from out-sourced hospice coverage to on-site unit based on caring for residents under hospice care
- Saw it as opportunity to grow skills based on observance and interfacing with residents being treated by out-sourced staff
- Able to unify team based on existing relationships with on-site staff
- Interfaced and collaborated with medical staff regarding hospice assessment; led to increased census, improved logistics and policies
- Left due to on-call responsibilities (6 death calls one weekend) and work/life balance

Staff RN

Luther Manor

March 2008 to November 2009

RN on 47 bed SNF comprised of dementia and high acuity LTC residents

Education

Associate Degree

Cardinal Stritch University - Milwaukee, WI

2007

Bachelor of Science in Business Administration

Cardinal Stritch University - Milwaukee, WI

1991