

# Kathleen Firestone

## **Staff RN/BSN, level 1 trauma and travel experience,**

Scurry, TX 75158

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Willing to relocate to: Dallas-Fort Worth, TX - NC, VA - South Carolina

Authorized to work in the US for any employer

## Work Experience

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### **Surgical Services Manager, Interim.**

First Baptist Medical Center - Dallas, TX

October 2021 to Present

Laparoscopic/Complex bariatric, complex General, Complex Plastic/multi surgeon plastic surgical cases, GYN, Neuro-Spine 5 ORs 100-200 cases per month. Managed daily running of schedule, staffing assignments, all education activities/annual education, time keeping, metric/data reporting.

Facilitated optimal surgical scheduling with physicians and staffing guidelines. Peri-Op 101 and nurse fellow preceptor, planned all educational opportunities and schedules to coincide lesson plans. Remained in staffing, both scrub and circulator roles, 40% of scheduled cases, crossed trained to PACU and Pre-op.

### **Surgical Services Manager**

Methodist Mansfield Medical Center - Mansfield, TX

February 2021 to October 2021

Experienced OR manager currently over 8 ORs with active expansive plan for 4 additional ORs that includes a vascular hybrid suite. 56 direct reports, with thriving specialties of orthopedic, sports medicine orthopedic, cardiac, vascular, supporting growth of expanded Urology program, robust robotic program with 2 Xi systems producing greater than 1000 robotic cases per year. Organized, supported and fiscally expanded financial resources in revived ortho trauma program to align with level II trauma status.

Supports development of internal talent through promotion and role expansion of current staff members. Collaborates with senior hospital admin and physicians to serve as co-chair of several hospital committees to include but not limited to OR Committee, Robotic Steering Committee, Block Allocation and nursing shared governance. Responsive leader with extensive clinical history who also serves as a real time mentor to new and experienced staff. Experienced with annual corporate and facility budgeting, capital allocation, complex variance reporting, annual employee reviews, productivity calculations and FTE allocation, API time keeping.

### **Charge RN, CLIN III, Clinical Leader.**

Baptist Health South Florida - Miami, FL

April 2018 to January 2021

Charge RN, Clinical Nurse Leader at Baptist Health. Strong clinical skill set, scrub/circle all services to include; complex robotic (all specialties), Hepatic, General, Thoracic, GYN, URO. Meticulous attention to detail, proven leader, focused on positive team motivation, OR dynamics and reduction in OR turn over time. Cross trained to PACU.

18 ORs, 3 DaVinci Xi and 1 Si systems.

300+ surgical cases per month. Clin III, preceptor, surgical services safety committee chair, elected position. 2 campuses; Miami from 4/18-6/19, Boca Raton 6/19-1/21.

### **CVOR RN travel assignment**

Palmetto General Hospital - Hialeah, FL  
January 2018 to March 2018

Scrub/circle all CVOR surgical cases to include; minimally invasive and open valve replacement, multi-vessel CABG, TAVR, complex vascular, minimally invasive and open thoracic cases. 4 dedicated heart rooms, 20+ CVOR surgical cases per wk.

### **Assistant Coordinator of Robotic Surgery**

Miami Medical Center - Miami, FL  
June 2017 to November 2017

Started assignment as a traveler, hired permanently 10 wks after start date. MMC was a physician owned and operated accredited medical center.

3 DaVinci XI systems, 20+ robotic cases/wk. scrubbed and circulate all robotic cases in the following specialties; general, thoracic, GYN, URO, URO-GYN, GYN-ONC. Pre-Op and PACU staffing.

Maintained par levels, weekly ordering of all robotic related supplies, frequent meetings with existing and new MD users to allocate and utilize surgical block times, track developing robotic skill set. Trained all clinical staff. Miami Medical Center ceased operations in November of 2017 due to organizational financial constraints.

### **Staff RN at Level I Trauma Center**

UVA Medical Center - Charlottesville, VA  
May 2012 to April 2017

Charge experience, 30 OR suites, one shared advanced cardiac hybrid-Cath lab suite, 5 dedicated open heart/thoracic ORs. Nominated for annual nursing award for exemplary nursing care. Scrub and circulate on a wide variety of critical open heart cases with emphasis in adult cardiac such as LVAD/Bi Vad/balloon pump, all valves, mini-mitral and combination cardiac and cath lab in specialized cardiac hybrid suite. Also scrub/circulate in thoracic both open and minimally invasive/robotic surgical cases, all complex vascular cases.

### **Regional Hospital Development Coordinator**

LifeNetHealth - Richmond, VA  
April 2011 to May 2012

Responsible for educational opportunities in critical care units in 7 hospitals, which included level I trauma centers concerning all areas of organ donation, UNOS regulations, brain death declarations. Assisted in managing critical brain dead and cardio-pulmonary death donors.

### **Staff RN, Travel Assignment**

INOVA Healthcare Systems - Alexandria, VA  
December 2010 to February 2011

Crisis travel assignment. 13 wks. Scrub/circle on the following cases; Gen, Gen-Onc, Urology (complex and laparoscopic), GYN-ONC, Vascular, Thoracic. Charge experience during travel assignment as well as Pre-Op

### **Clinical Coordinator of Robotic Surgery, Clinical Nurse III**

Johnston-Willis Hospital - Richmond, VA

August 2009 to November 2010

Managed full nursing aspect of DaVinci surgery program. Clinical training of all OR staff including new MD users, managed facilitation of National DaVinci surgical proctors for robotic program. Created and implemented all policy and procedure as it related to robotic surgery in health system. Bi-monthly meetings with health system executive team; CFO, COO, OR Director, and VP of marketing to strategize and implement program development across regional area.

### **Clinical Coordinator of Robotic Surgery, Clinical Nurse III**

Medical College of Virginia - Richmond, VA

June 2008 to August 2009

Managed establishment and growth of robotic surgery program at MCV. Multiple specialties including robotic heart program created within first 10 months of program inception.

Created policy and procedure at MCV as it related to all robotic surgery and recruitment of national proctors. Created and presented capital budget for robotic program. Established clinical training pathway for development and continued growth of all operating room clinical staff to include new MD users, nurses, physicians assistants, surgical fellows, residents.

### **Staff RN, RN Assist**

Henrico Doctors' Hospital, Forest Campus - Richmond, VA

March 2003 to June 2008

Worked with same team that performed the first daVinci surgery in the country. Scrubbed/circulated/assisted in all robotic cases: general, GYN and urology. Responsible for total patient care in peri-operative suite. Charge experience, Pre-Op and PACU staffing.

### **Staff RN, 18 Operating Room Suite**

St. Mary's Hospital - Richmond, VA

March 2002 to March 2003

Scrubbed/circulated on variety of cases. Majority in orthopedic. Cross trained to Pre-Op and PACU

## Education

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### **Bachelor of Science in Nursing**

Lenoir-Rhyne University - Hickory, NC

May 1996

## Nursing Licenses

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### **RN**

## Skills

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- RN
- Staff Nurse
- Leadership Experience (10+ years)
- Acute Care

- Nursing
- Computer Literacy (10+ years)
- Management Experience
- Negotiation (10+ years)
- Supervising Experience (10+ years)
- Nurse Management
- Hospital Experience (10+ years)
- Dynamic leadership. (10+ years)
- Leadership
- Customer service
- Management
- Critical Care Experience
- ICU Experience
- Medication Administration
- Vital Signs
- Epic
- Strategic planning
- Program development
- Basic IV
- Triage
- Patient monitoring
- Program management
- Cerner
- Recruiting
- Senior leadership
- Employee orientation
- EMR systems
- Patient care
- Care plans
- Documentation review
- Communication skills

## Certifications and Licenses

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### **BLS, ACLS, PALS**

March 2022

### **AED Certification**

### **CPR Certification**

### **Compact State Nurse License**

## Additional Information

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dynamic and seasoned OR nurse currently in a MSN executive leadership program.