

Elizabeth Ciais

RN, BSN, MBA-HCM

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Organized Nurse leader bringing excellent communication skills and proactive nature, with proven history of performing with integrity and efficiency. Committed to optimizing administrative resources to meet business objectives and leveraging strengths to maximize team performance. Offering 4 years of experience in leadership and administrative support roles.

Authorized to work in the US for any employer

Work Experience

Interim Emergency Department Manager

Providence Mount Carmel Hospital - Colville, WA

September 2022 to Present

- Maintain patient flow in a 10 bed ED using established processes and backup systems
- Responsible for agency staff use, scheduling, payroll, and daily processes of ED
- Provide strong leadership and guidance to nurses.
- Facilitate goals aimed at increasing satisfaction and improving outcomes through compassionate, precise and high-quality nursing care.
- Collaborating with all levels of staff to improve patient care.

Administrative Supervisor

Providence Mount Carmel Hospital and Providence St. Joseph's Hospital - Colville, WA

December 2021 to Present

- Implement established policies and procedures and promote a just culture
- Work cooperatively and collaboratively with all levels of staff and other disciplines for problem solving.
- Maintain patient flow using established processes and backup systems
- Admit capability/Patient Placement
- Demonstrate flexibility by readily adapting to different situations to complete work.

Inpatient Nurse Manager

Shriners Hospital for Children - Spokane, WA

March 2019 to December 2021

- Applied clinical judgment and comprehensive knowledge of facility policies to assist floor nurses with patient care decisions in a Perioperative, Phase 2 recovery, and Inpatient setting.
- Evaluated patient needs and preferences to build and update tailored treatment plans.
- Managed performance of 25 person nursing staff
- Monitored staff performance and provided coaching and formal counseling to staff.
- Performed personnel interviewing, hiring, disciplinary actions and dismissals.
- Mentored and coached nursing staff, listening to concerns and providing counsel.
- Established and maintained positive relationships with residents, physicians, hospital staff, patients and families. Established rapport with medical and clinical staff and administration.

- Collaborated with department managers to correct problems and improve services.
- Delegated clinical and managerial responsibilities to staff.
- Maintained quality care systems, standards and HIPAA confidentiality.

Pediatric Registered Nurse

Shriners Hospital for Children - Spokane, WA

August 2015 to February 2019

- Reviewed physician orders and administered therapies, treatments and medications.
- Explained treatment procedures, medication risks, special diets and physician instructions to patients.
- Reviewed physician orders and participated in medication management to optimize patient safety.
- Collaborated with interdisciplinary healthcare professionals to create, implement and adapt individualized care plans.
- Prioritized patient care assignments based on patient conditions to achieve optimal outcomes.
- Instructed patients, families and caregivers on diagnoses, chronic disease management and medication self-management.
- Mentored new nurses on practices and procedures to drive patient outcome goals.

Registered Nurse-Emergency Department

Deaconess Medical Center - Spokane, WA

December 2013 to June 2018

- Updated physicians on patient test results and assisted in developing care plans.
- Monitored and managed various treatment and care interventions.
- Prioritized nursing tasks and assignments and accurately reported patient status.
- Trained new RN hires and ancillary staff members to meet patient service goals, champion standards of care and improve patient overall satisfaction.
- Used feedback and clinical data to improve care quality and patient outcomes.
- Monitored and recorded patient condition, vital signs, recovery progress and medication side effects.
- Performed blood and blood product transfusions and intravenous infusions to address patient symptoms or underlying causes.
- Collected lab specimens, ordering and interpreting diagnostic tests and lab results.

Registered Nurse-Ortho/Neuro

Deaconess Medical Center - Spokane, WA

November 2012 to November 2013

- Monitored and recorded patient condition, vital signs, recovery progress and medication side effects.
- Pain management for postoperative patients
- Promoted patient autonomy by involving patient with developing an individualized care plan
- Collaborated with interdisciplinary healthcare professionals to create, implement and adapt individualized care plans.
- Performed NIH scale on acute stroke patients

Licensed Practical Nurse

Providence St. Joseph Care Center - Spokane, WA

August 2011 to February 2013

- Communicated concerns regarding clients' status, care and environment to nursing supervisors, clinical care supervisors and case managers.
- Followed rehabilitation and treatment care plans to accelerate patient recovery, minimize pain and optimize patient outcomes.

- Answered patient and family questions to educate on optimal treatment procedures.
- Addressed patient care needs, collected vitals, dressed wounds and managed catheters.

Education

MBA in Healthcare Management

Western Governors University - Salt Lake City, UT
April 2022

Bachelor of Science in Nursing

Western Governors University - Salt Lake City, UT
October 2018

Associate of Science in Nursing

Spokane Community College - Spokane, WA
December 2012

Associate of Arts

Spokane Falls Community College - Spokane, WA
June 2006

Skills

- Training and coaching
- Effective Communication
- Emergency Nursing
- Inpatient Services
- Proficient in EPIC, Cerner, and Meditech
- Nurse Management
- Acute Care
- Ambulatory services
- Created effective strategic business plan that significantly impacted efficiency and improved operations during staffing crisis.
- Daisy Nominee
- TNCC
- ACLS
- PALS
- BLS
- Nursing
- Critical Care Experience
- Pain Management
- Hospital Experience
- Triage
- Medication Administration

- EMR Systems
- Patient Care
- Vital Signs
- Medical Records
- Primary Care Experience
- Experience Administering Injections
- Venipuncture
- Management

Links

<http://linkedin.com/in/elizabeth-ciais-mba-hcm-rn-bsn-72825885>

Certifications and Licenses

TNCC Certification

RN License

PALS Certification

LPN

ACLS Certification