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There are too many things listed for achievements but I left them on here for ideas about the types of things you can list

email

SUMMARY *Clinical background includes the neonatal, perinatal, mother-baby, pediatric inpatient and outpatient and pediatric critical care settings. Leadership background includes administrative strategic planning, program and project management, interdisciplinary collaboration, fixed and flexible budgeting, shared governance, professional development, quality and risk management, benchmark data management and analysis, research and evidence based modeling, acuity and work load measurements, performance improvement, theory-based and evidence-based best practices, education design and effectiveness measurements, reimbursement regulation, family centered care and Joint Commission Standards.*

EDUCATION **University Name**
City, State (date)
Master of Science in Nursing

University Name
City, State (date)
Bachelor of Science in Nursing

**PROFESSIONAL
EXPERIENCE**

Hospital Name **2007-present**
City, State

Job Title and Unit or Units (where appropriate)

Responsibilities include providing patient care in neonatal, pediatric, family planning antenatal and post-partum patient care environments at health care facilities that include (*name*).

Hospital Name **Dates**
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Job Title and Unit or Units (where appropriate)

Responsibilities include:

Curriculum and Theory presentation for the following three courses:

- *Professional Issues and Advanced Writing*
- *Healthcare across the Lifespan*
- *Child Health Promotion*

Pediatric Clinical instructor responsibilities at

- *Name*
- *Name*

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Nursing Faculty Pediatrics

- Lectured on various theory based topics such as Clinical Reasoning Web, Evidence-Based
- Practice application, outcome based nursing care, medication safety and medication reconciliation among others.
- Responsibilities include: curriculum and content development as well as program evaluation, development of pediatric and maternal-fetal scenarios for SIM lab.
- Provided clinical oversight for traditional and accelerated nursing students on the Navajo Reservation with a focus on healthcare promotion and disease prevention of an adult and pediatric patient population with chronic and complex care issues.

A key successful and strategic accomplishment included the facilitation and fostering of a successful relationship between the University and a Native American reservation-based pediatric and adult chronic care clinical site.

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Director of Clinical Education and Professional Development

Achievements and outcomes include:

- Defined, measured, analyzed and improved the Clinical Education and Professional Development program for both the inpatient and outpatient pediatric and pediatric subspecialty services with subsequent monitoring.
- Developed an educator work load index that provided a basis for department planning and budgeting
- Developed and managed the Center for Nursing Excellence (CNE) from conceptual model to a multi media communication program
- Provided team building initiatives that supported team collegiality and customer satisfaction.
- Successfully developed and submitted the application with related procedures for meeting the provider criteria of organization continuing nursing education
- Managed a centralized team of educators and staff leaders in the development of a very interactive nurse extern program followed with process and outcome measurements.
- Provided leadership that defined, measured, analyzed and enhanced the “Nurse Grad Residency Program” through the integration of evidence based nursing practices into the education curriculums.
- Facilitated and managed a hospital wide staff nurse and leadership team that developed and executed a Professional Nurse Advancement Program utilizing the latest evidence on peer review and theory-based Patient Care Delivery Models.

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- Defined goals and measured education outcomes using a theory based, outcome-focused instrument to determine interdisciplinary education effectiveness. Analyzed data to determine most effective additional support needed for a new and complex pediatric service.
- Mentored and facilitated a collaborative in the definition of numerous policies and procedures using evidence based best practices as a guide e.g. medication safety policy and procedure, medication communication and reconciliation policy and procedure for hospital wide implementation among others. Facilitated controls, for all patient care areas, in the implementation transition process.
- Participated as an active member of JCAHO committee and was responsible for the analysis of specific hospital wide standards.
- Coordinated the undergraduate and graduate student nurse clinical placement at PCH; at least 25 students were on campus daily with a preceptor. All required paperwork was maintained and on file.
- Participated as a member of the Clinical Research and Outcomes Committee as well as various other hospital wide and state committees. Participated in the Nurse scholarship planning committee that provided education and development of selected staff nurses on evidence based practice and nurse research. This initiative was led by faculty from University.

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Interim Manager/Operational Nurse Consultant, Pediatric Intensive Care Unit, And Critical Care Transport

- Provided interim leadership and prepared for a summer 2004 JCAHO review. Foci and successful strategies for the PICU review included: the environment, patient safety and interdisciplinary plan of care documentation.
- Supported the departments of Risk Management and Quality with education follow-up on the tracer method and the ongoing monitoring.
- Provided leadership for the definition, measurement, data collection and appropriate change implementation that improve compliance with all national safety goals.
- Collaborated with the medical team on initiatives that required their support.
- Supported the compliance with California State mandated minimum staffing requirements.
- Strategized with staff nurse leaders on complex PICU and transport issues. These workshops were successful in problem solving as well as in promoting staffing cohesiveness and staff satisfaction.

This PICU has a high acuity with a complex patient skill mix that includes: trauma; small bowel, liver, renal, lung, heart and bone marrow transplants; ventricular assist devices; CRRT; plasmaphoresis; ECMO and other critical care sub-specialties.

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The Transport Team supported the designated Pediatric Trauma status of the Stanford Medical Center.

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Assistant Vice President for Professional Development and Infant Services

- Provided leadership for all infant/neonatal services >70 beds at two facilities, an integrated pediatric and neonatal transport program, a dispatch program with dedicated staff, a satellite nurse led provider team located 200 miles into the Rio Grande Valley area as well as 2 in-house teams providing 24 hr coverage for critical pick up and back transfers via land, copter and fixed wing.
- Provided professional practice development over all nursing services.
- Mentored and coached five service- specific clinicians whose responsibilities included: quality improvement, incorporating EBP, and outcome-based clinical consulting for various services across the care continuum
- Additional responsibilities included oversight of a multi-site Healthy Families Program and a multi-site Name Service (the largest hospital based multi-functional WIC program in the country).

Total direct FTE reports were 12 and included directors, managers and clinicians.

Achievements and outcomes include:

- Initiated and successfully managed the practice council program that incorporated *Evidence-Based Best Practice* into quality “outcome – focused” care initiatives
- Managed the development and delivery of a hospital wide, interdisciplinary, evidence-based and outcome-based documentation initiative for all inpatient and outpatient settings. Blueprinting for electronic program transfer was developed. This program assured DCH renewal of liability insurance carrier coverage.
- Chaired the Standards committee and provided leadership oversight for the policy, procedure and guideline review process that incorporated Evidence Based Practices.
- Collaborated with senior leadership and provided the clinical expertise for a high risk perinatal initiative that would enhance the Driscoll referral base to the NICU.
- Collaborated with a physician in the writing and development of a proposal for a federal grant to support parity in perinatal care and parenting in South Texas. (Teen Maria Program). Grant was successfully obtained and the program was implemented.

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- Collaborated, developed and submitted a business plan to support the construction of a Breast Milk Center. Managed and collaborated on the construction and closely monitored the construction to completion. Hired the necessary lactation and support staff to support the first Breast Milk Center in South Texas.
- Oversaw the management of several federal and private grants that supported WIC and healthy families initiatives.
- Provided oversight of five cost centers with total operating and capital budget expense greater than 16 million dollars. Worked with the managers and directors to flex costs with the variable stats in their respective service areas. Used electronic program (Lawson) for monitoring and managing expenses.
- Defined, designed and collaborated in the implementation and successful execution of a *hospital-wide patient classification program*. Coached and mentored the ‘Special Project Coordinator’ on theory behind the program including validity and reliability testing. As part of design development, collaborated with all managers and relevant staff and reviewed rating criteria and content for appropriateness to all pediatric patient care areas The successful execution of this program provided an initial and ongoing cost savings for the hospital. (If purchased, a start-up cost of >\$150,000 would have been incurred.) Ongoing monitoring of patient driven needs and nurse driven outcomes allowed for the redistribution and reallocation of budgeted resources. This successful hospital-wide program execution provided the outcome so that DCH met the legislated outcome requirement for *staffing effectiveness*.
- Chaired the Professional Clinical Ladder program and facilitated the platform development for the program.
- Participated in staff nurse satisfaction initiatives.

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Interim – Director (Consultant) for NICU Services

Responsibilities include: Overall management of two NICU sites within the Hospital Name system with a total capacity of 66+ infants and Neonatal Transport Services.

Major Achievements and outcomes:

- *Completed a compliance assessment of federal and state regulatory and non-regulatory standards; including review of the required federal standards for reimbursement, and development of a plan with strategies and recommendations to improve compliance and optimize outcomes.*
- *Reduced the vacancy rate from 67% to 10 % within one year by aggressively recruiting and hiring nurses. Reduced the turnover rate from 25% to <10% by empowering nurses in various areas and by providing professional leadership*

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that encouraged growth of expert practice within various differentiated neonatal practices. Increased staff satisfaction in neonatal services

- *Collaborated with medical consultants from Name, NACHRI< and CHCA to define goals, measure product and risk, and analyze alternatives to the integrated provision of patient care based on benchmarked data.*

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Nursing Manager for Pediatric Critical Care

Responsibilities included overall management of a twenty-four + bed critical care unit with 90 FTE's including pediatric ECMO, with a high volume of trauma, transplants and cardiovascular surgery.

Achievements and outcomes:

- Participated in the development of clinical pathways for bone marrow, heart and kidney transplants, cardiac surgical procedures VSD, ASD.
- Developed a liaison with the NICU to promote continuity and staffing effectiveness for optimal patient outcomes.
- Defined, measured, and improved processes across various hospital wide systems that decreased barriers to optimal patient outcomes.
- Provided leadership that facilitated clinical and operational changes resulting in a successful JCAHO review.
- Collaborated in the development of strategies with academic centers to improve nurse recruitment to the Critical Care Units; such as, the Senior Practicum and Mentor Program. A critical outcome of this program was the recruitment and subsequent retention of these new graduate nurses in a clinical setting that was notorious for low retention of new graduate nurses

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Consultant

- Functioned as a consultant to neonatology in the areas of case management, budgeting and professional development.

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Nursing Manager – Critical Care Nurseries

Responsibilities included overall management of a fifty-four + bed, level 3+ Tertiary NICU, with 130 FTE's including the transport program, ECMO and in-unit surgery. Worked with perinatal and fetal-newborn services in the development of the new high-risk perinatal ICU, maternal - fetal center and facilitated the collaborative initiative to integrate all the neonatal support services.

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Achievements and outcomes:

- Defined, measured and analyzed the Family Centered approach in practice across all disciplines. Facilitated a collaborative multi-disciplinary approach to the family centered and patient-focused care model with continuous process monitoring and adjustments as indicated.
- Participated as an active member of the parent advisory board.
- Participated as an active member of the fetus and newborn committee that focused on outcome improvement.
- Provided clinical input for the construction of the new LDRP suite.
- Participated in the definition and design of the case manager role in the NICU.
- Collaborated in the development of RN recruitment strategies with academic institutions (scholarship incentives)
- Decreased the nurse vacancy rate from 40% to 10%. Improved staff nurse satisfaction from 2.6 to 4.0 on a 5 pt Leikert scale
- Defined, measured, analyzed and improved a competency-based Orientation Skills Checklist.
- Facilitated and implemented a weekly NICU staff/parent support group.
- Participated in Ethics Committee meetings and reviews.
- Organized a multi-disciplinary approach to a successful JCAHO review for responsible patient care areas and designated JCAHO standards.
- Mentored thirteen experienced staff nurses in portfolio development and professional advancement.
- Developed, implemented, monitored and redefined numerous policies and procedures to improve patient outcomes.
- Facilitated and managed a program for Cross Training of nursing staff between various critical care units.
- Defined, measured, analyzed the pediatric program for integrated caregivers (pt. care techs.)
- Designed and facilitated the implementation of a patient acuity (classification) system based on time motion studies in the neonatal services. (note: precursor to the DCH classification in 2002)
- Successfully combined two separately staffed nurseries with staff of varying skill levels.
- Managed three budgets totaling >8 million dollars
- Facilitated the data collection and analyzed subsequent metrics from benchmarked results with name, CHCA, PRISM and NACHRI.

***PROFESSIONAL
CREDENTIALS***

RN License: State # (permanent). Exp. Date
RN License: California #, (temporary). Exp.Date
RN License: State # , (compact state) Exp.Date
Sigma Theta Tau inducted date; Nu Beta Chapter inducted Dates
AONE (Maryland) Dates

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***PROFESSIONAL
ACTIVITIES***

Presentations:

- Evidence-Based Practice presentation: Name; Organization; City, State; Date
- “Title”; Organization, City, State. Dates

Poster Presentation

- “Title” Name of conference, Date

Submitted Abstracts

- “Title” Name of publication, year

Continuing Education

- Title, Conference, Dates
- Course Name, Educational Institution, Year(s).

Activities

Activity, Organization, Dates