

SPECIAL ACHIEVEMENTS/AWARDS:

- Developed house wide Peritoneal Dialysis Catheter Placement Discharge Instructions Sheet.
- Collaborated with Cardiac Catheterization Lab to revise Pre-Procedure Orders to alleviate confusion and promote compliance with Medicare guidelines.
- Eliminated the use of Standing Orders.
- Initiated physician office use of Rightfax for orders. (Cardiac Catheterization Lab and Radiology)
- Decreased occurrences of HOP OFIs as a productive member of SCIP/HOP Committee. (Cardiac PM/ICD/Vascular)
- Participated as an active member of the GE CVOP CVOR Process Improvement Team developing go/no go criteria increasing on time starts.
- Developed THI/CVOP Patient Education Information Sheet.
- Developed criteria for Central Line unit – including process, forms, and items needed to successfully implement.
- Collaborated with intra-professional team to create a tool for metrics related to staff productivity.
- Facilitated LEAN Processes implemented on Cardiovascular Outpatient to increase the number of on time 1st case starts and Cooley 6 B Post Interventional Unit to enhance patient flow.
- Facilitated and encouraged staff on patient readiness average time now 35-39 minutes.
- Oversaw patient care supplies within budget (previously over budget).
- Cardiac/Vascular Certification 2007.
- 2013 Employee Engagement Score 5.38 above 75th percentile ranking and hospital wide engagement
- 2013 NDNQI RN Satisfaction Score Job Enjoyment 66.37 (hospital mean 57.82 / CHI-St.Luke's Mean 56.6)
- 2013 NDNQI RN Satisfaction Score RN-RN Interaction 82.77 (hospital mean 70.68 / CHI-St. Luke's Mean 69.70)
- 2014 Active Member of the Direct Admit Process Team – developing the algorithm for direct admissions into the hospital
- 2015 Clinical Process Improvement – provided leadership and staffing to open a newly 18 bed preop and recovery unit.
- 2015 Opened 4 bay Pre-Admission Testing for Cardiac Cath and Cardiovascular Surgery (satellite location)
- 2015 Betty Trotter Excellence in Nursing Award Recipient
- 2016 Opening 20 bed Observation Unit – reopening 2019 16 bed Observation Unit

ACADEMIC PROFESSIONAL EXPERIENCE

June 2020 - present

Houston Community College Houston, Texas

Adjunct Clinical Instructor (OB)

- Plan clinical assignments in accordance with classroom material
- Provide supervision and feedback to students during simulation settings and clinical settings
- Preclinical and Postclinical conferences
- Collaborative partner with didactic instructors

August 2019 – present

Houston Baptist University Houston, Texas

Adjunct Clinical Instructor (Level I & Level II)

- Plan clinical assignments in accordance with classroom material
- Provide supervision and feedback to students during simulation settings and clinical settings
- Preclinical and Postclinical conferences
- Collaborative partner with didactic instructors

PROFESSIONAL EXPERIENCE

August 2012 to present

Baylor St. Luke's Medical Center Houston, Texas

Nurse Manager Cardiovascular Outpatient (08/2012 –Present)

Nursing Manager Monitor Techs (10/2018 –Present)

Nursing Manager Float Pool and Monitor Techs (10/2018 – 05/2019)

Nursing Manger 6 Cooley B (03/2017 – 12/2017)

Nurse Manager General Observation Unit (2016 - 2017)

- Employment engagement score above Hospital target.
- Responsible for holding staff accountable to high nursing standards and performance measures to achieve expected outcomes.
- Change agent as we integrate from St. Luke's Episcopal Hospital to a Catholic Health Initiatives facility
- Development and maintenance of unit budget.
- Creating and discussing corrective action with follow up.
- Monitoring room utilization and unit staff efficiency with follow up.
- Performing annual appraisals and crucial conversations.
- Staff role modeling.
- Encouraging autonomy with staff to make clinical decisions within scope of practice.
- Raising the unit's overall job satisfaction and employee engagement rates.
- Proactively striving for excellence in customer satisfaction.
- Providing assistance and unit coverage during staffing shortages.
- Providing a caring environment for patients and staff through the use of Faithful, Loving Care using AIDET supporting the facilities mission and values.
- Managing human resource issues and concerns for combined 70-120 plus FTE (Full Time Employees).
- Preparing the unit to achieve regulatory compliance by meeting Joint Commission, CMS, and DNV standards.
- Auditing and enforcing high standard, cost-effective care, while being a customer care leader.

June 2008 – August 2012

St. Luke's Episcopal Hospital Houston, Texas

Assistant Nurse Manager Cardiovascular Outpatient

- Responsible for supporting management to achieve expected outcomes.
- Assisting in development and maintenance of unit budget.
- Creating and discussing corrective action with follow up.
- Monitoring room utilization and unit staff efficiency with follow up.
- Performing annual appraisals and crucial conversations.
- Assisting in staff role modeling.
- Assisting in holding staff accountable to high nursing standards and performance measures.
- Encouraging autonomy with staff to make clinical decisions within scope of practice.
- Assisting in raising the unit's overall job satisfaction and employee engagement rates.
- Proactively striving for excellence in customer satisfaction.
- Providing assistance and unit coverage during staffing shortages.
- Providing a caring environment for patients and staff through the use of Faithful, Loving Care using AIDET supporting the facilities mission and values.
- Assisting in managing human resource issues and concerns for 24 plus FTE (Full Time Employees).
- Preparing the unit to achieve regulatory compliance by meeting Joint Commission, CMS, and DNV standards.
- Auditing and enforcing high standard, cost-effective care, while being a customer care leader.
- Report to Manager, AVP of the Cardiovascular –Transplant Services, and AVP of Surgical, Emergency Services, and Endoscopy.

January 2002 – June 2008

St. Luke's Episcopal Hospital Houston, Texas

Staff Nurse – 6 Cooley B Post-Interventional Telemetry Unit

- Utilized best practice to deliver care for cardiovascular patients, specializing in interventional patients, with a multidisciplinary team.
- Post interventional specific assessment: groin management, sheath removal, and interventional complications management.
- Clinical Preceptor for newly hired staff.
- Received several accolades from patients, family members, and leaders for compassionate care.
- Pan Management Resource Nurse
- Diabetes Resource Nurse
- Geriatric Resource Nurse
- Staff Nurse Professional Practice Council Representative
- Alternate Charge Nurse

February 1999 – January 2002

St. Luke's Episcopal Hospital Houston, Texas

Patient Care Assistant II

- Routine vital signs

La Shanti G. King, RN, MSN, MBA

Lashanti.king@hccs.edu

- Alerted primary nurse as applicable

PER DIEM PROFESSIONAL EXPERIENCE

August 2019 – present

**Season's Hospice & Palliative Care
Houston, Texas**

March 2005 – July 2014

Nursefinders Staffing Agency Houston, Texas

Registered Nurse – Various assignments

- Seasonal Flu Clinics
- Employee Health Fairs
- Home medication administration and patient teaching
- Med/Surg units in various facilities providing safe nursing care for ratios up to 1:6
- Multiple Shifts at Vitas Hospice @ Memorial Hermann Katy
- 3 month contract (May – July 2012) with American Hospice – responsibilities included primary RN for 20-23 patients with weekly visit and as needed visits

2008 - 2009

Houston Hospice Houston, Texas

Inpatient Unit Registered Nurse Per Diem

2005

Vitas Hospice Houston, Texas

Registered Nurse – Per Diem (Home Visits)

2004

Girling Home Health Agency Houston, Texas

Registered Nurse – Per Diem (Home Visits)

CORE COMPETENCIES

- Following the Texas State Board of Nurses Examiner's standards of care
- Application of critical thinking skills

PROFESSIONAL NURSING COMPETENCIES

- Dysrhythmia interpretation
- Xylocaine administration
- Administration of IV Conscious sedation
- Removal arterial/venous sheaths
- Administration of IIb/IIIa inhibitors (blood thinners) and other cardiac drips
- BLS Certification exp. 03/2022
- ACLS Certification exp. 02/2021

LEADERSHIP ATTRIBUTES

- Accountable
- Assertive and fair
- Ability to solve problems by thinking analytically, creative, and/or out of the box and make decisions
- Change Agent
- Excellent communication (written and verbal)
- Active listener
- Team oriented and willingness to embrace staff ideas
- Ability to multi-task

