**Debra Barbuto, MSN, BSN, RN**

**SUMMARY**

* **An accomplished and purposeful leader** delivering high-quality care to diverse populations in academic and community settings. Especial skills include continuous improvement, developing discerning nurses, clinical and equipment expertise, administration, and risk mitigation.
* **Communicate with leaders by forming collaborative structures** of dynamic information exchange to help move nursing care forward.
* **Perform intelligent analysis and response** to sensitive situations.
* **Committed to formulating nursing organization cultures of excellence,** including supportive structures, continued professional development, removing barriers, and using evidence-based research to ideate methods and platforms to engage staff and bump up their work life.
* **Well-versed in workforce planning**, as exhibited by partnering with Metro West Vocational school to create a clinical associate pipeline.

**ACCOMPLISHMENTS**

***Nurse Manager***

***Medical-Surgical-Telemetry: C3 unit*** Mar 2021 –

**Winchester Hospital, Beth Israel Lahey Health,** Winchester, MA

* Developed and launched 0745 and 1945 **safety huddles** to exchange patient safety risks, reduce fall incidence, and improve patient satisfaction.
* Developed and launched **purposeful hourly rounding** to improve patient safety and satisfaction scores by encouraging collaboration between clinical nurses and clinical associates, reviewing 6-Ps daily rounding, skilling on necessary remediation steps, and metric methods.
* Designed and **piloted interdisciplinary rounds** with case management and BRG consultants hired to monitor its implementation and process learnings. Successful pilot contributed to its hospital-wide adoption.
* Facilitated a **nurse designed bedside data exchange process** using a new EPIC report reviewed between shift change nurses versus listening to taped notes. Enabled nurse attendance at interdisciplinary rounds.
* Administered B3, 24-bed unit as **interim nurse manager** from 08/22-10/22.
* Supplied project **evidence for four Magnet 2023 recertification** items and wrote descriptions for categories EP1EO, KN7E0, TL3, and TL9EO.
* The unit received a **DAISY Team Award** during my second year of service.

**QUALIFICATIONS**

Master of Science, Nursing, Bouvé College of Health Sciences 2019

Northeastern University, Boston, MA

* GPA 3.9/4.0, Sigma Theta Tau

Bachelor of Science, Nursing 2005

Simmons University, Boston, MA

Medical Surgical Telemetry, Respiratory PCU, C3

Beth Israel Lahey Health 284 Cross Street

Winchester Hospital Winchester, MA 01890

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**PROFESSIONAL EXPERIENCE**

***Nurse Manager***

***C3 Unit Medical-Surgical-Telemetry*** 03/ 2021 –

**Winchester Hospital, Beth Israel Lahey Health,** Winchester, MA 01890

* **Aptitude to recruit, train, and develop** personnel in environments espousing mutual respect, dignity, inclusion, and nurse team love.
* Perform **personalized periodic rounding** to connect with needs of the patientand to strengthen team, coach, and share with staff positive feedback in real-time.

**Employee Engagement**

* Facilitate staff to seek medical surgical RN certification, attend conferences such as Magnet, and submit PNAP applications.
* Facilitate staff participation on the following hospital councils Professional Nurse Development, Falls Prevention (tri-chair leader), Nursing Practice Improvement, Research and Education, and Wound Care.
* Administer monthly tri-chair unit council with staff participation.
* Perform periodic nurse leader rounding, ensuring cleanliness and structure for optimal care delivery services.
* Miscellanea – update the Voices of Our Patients whiteboard, join daily staff huddles, and write a weekly newsletter.

**Infrastructure appropriations,**

* Four vital signs carts to expedite orders and patient discharge.
* A Ricoh performance printer for efficient label and wristband printing.
* New desk chairs for nurse, associate, and doctor workstations.
* Ten room chairs with white wall cables per fall incidence analysis.

***Interim Nurse Manager***

***Medical-Surgical-Telemetry: B3 Unit*** 08/22 – 10/22

* Administered a 24-bed unit with ~65 staff for manager on leave of absence.

***Academic medical center training and experience*** 09/03 – 03/2021

**Beth Israel Deaconess Medical Center, Boston, MA**

***Abstractor, COVID-19 Critical Care Allocation Response Team*** *01/21 – 04/21*

* Temporarily re-allocated to perform daily critical bed space forecasting.

***ICU Nurse, Covid Intensive Care Unit*** *0*4/21 – 06/21

* Temporarily re-allocated to perform full-time frontline ICU nursing.

***Patient Relations Nurse, Health Care Quality and Safety*** *2015 – 2021*

* Dealt with complex patient case management through conflict resolution.
* Partnered regularly with department chiefs and risk management to assess facts, establish a course of action, and write determination letters.

**PROFESSIONAL EXPERIENCE (continued)**

***Clinical Nurse II, Neurological-Surgical Intensive Care Unit*** 2015 – 2021

* Continued work as an ICU nurse ensuring bedside skilling, technical equipment training, and perform annual skills requirement training.
* Performed 24 per diem shifts per year.

***Clinical Nurse II, Neurological-Surgical Intensive Care Unit*** 2005 – 2015

***Clinical Nurse II*, Cardiovascular-Thoracic Unit**  09/03 - 2005

***Staff Nurse, Beverly Hospital*** 2002 - 2003

**Committee appointments:**

* COVID-19 Critical Care Allocation Response Team 2021
* American with Disability Universal Access Committee 2015 - 2021
* Respect and Dignity Workgroup 2015 - 2021
* Codify Our Practice of Respect Workgroup 2018 - 2018

**ACADEMIC FACULTY APPOINTMENTS**

***Adjunct Faculty***

**Bouvé College of Health Sciences, School of Nursing** 2007 - 2018

**Northeastern University**, Boston, MA

Depending on course requirements,

* Performed weekly in-person 1.5-hour pedagogical lectures.
* Delivered 3-hour practicums with 3-5 students by case type.
  + Beth Israel Deaconess Medical Center, 330 Brookline Ave, Boston, MA.
* Provide students with personalized and letters of recommendation.

**NURSING CULTURE INTERNSHIP**

**Internship, Atrius Health,** Newton, MA 2018 - 2019

1. Performed evidence-based research to design and co-author with Dr. Stacey Hutton Johnson, ***Building a Patient Safety Culture by Incorporating a Just Culture****.*
   1. Facilitated two 20+ participant implementation sessions.
2. Indexed outdated nursing policies, procedures, and protocols.
   1. Determined 93% of existing nursing documents required revision.
   2. Designed assessment framework included, Assessed structure, findings, definitions, main policy provisions, exceptions, enforcement, and stylistic concerns.
   3. Codified policies with red, yellow, and green with assessment matrix.

**CONFERENCES AND PRESENTATIONS**

Massachusetts Alliance for Communication and Resolution… 2019

Following Medical Injury (MACRMI).

Panel participant at 7th Annual CARe Forum, Waltham, MA.

Massachusetts Health Policy Forum ` 2019

Panel participant standing for Northeastern University

Northeastern University, Boston, MA

**CONFERENCES AND PRESENTATIONS (continued)**

To Hug or Not? 2018

Avoiding the perception of sexual misconduct in a clinical setting.

Northeastern University, Boston, MA

Massachusetts Alliance for Communication and Resolution… 2017

Following Medical Injury (MACRMI).

Panel participant at 5th Annual CARe Forum, Waltham, MA.

Preventing Harm with *The Practice of Respect* 2016

Poster and team presentation.

BIDMC Silverman Institute for Healthcare Quality and Safety Symposium

Preventing insults to Dignity 2016

* Panel participant.
* Bailey, M.(2016, May 3). Boston Globe. Retrieved from: <https://www.statnews.com/2016/05/02/beth-israel-deaconess-mistakes-after-death/>

**CERTIFICATIONS AND LICENSES**

* Advanced Cardiovascular Life Support (ACLS) 2006 - 2023
* Basic Life Support (BLS) 1994 – 2023
* Massachusetts Nursing License Number, RN252173 2002 - 2024

**ADVISING & MENTORING**

**Name Institution Department Mentoring Focus Date**

ChrisC Winchester Staffing Effective 11/21 – 4/22

Hospital communication

EmilyB ibid. B3-Unit Manager Preceptor 11/21 – 4/22

**AWARDS & HONORS**

**Sigma Theta Tau**, Intl. Honor Society of Nursing, Gamma Epsilon Chapter Active

**Barbara Goodfellow** Scholarship Award 2019

Northeastern University, Boston, MA

**Lois E. Silverman** Nursing Scholarship for Academic Achievement 2018

Beth Israel Deaconess Medical Center, Boston, MA

**PROFESSIONAL AFFILIATIONS**

* Sigma Theta Tau, Gamma Epsilon Chapter, Intl. Honor Society Nursing 2019 –
* American Organization of Nurse Executives 2018 -
* American Association of Critical Care Nurses 2010 -