**Tonia Torregrossa**

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**Professional** **Summary**

Results- driven and highly qualified Nurse Executive with over 15 years of experience and success in the healthcare industry. Combines excellent organizational skills with in-depth knowledge of the latest trends in healthcare best practices. I have a strong track record of facilitating problem solving meetings and implementing solutions. Strong skill set in Risk Management recovery through Root Cause Analysis and Quality Management; strongly committed to team building, employee engagement and professional development. Versed in Evidence Based Practice, Performance Improvement, Value Based Purchasing and Shared Governance; Desires a challenging leadership role within your organization.

**Core Qualifications**

Patient Satisfaction Service Recovery Infection Prevention

Employee Engagement Shared Governance Magnet Certification

Monitoring Daily Improvement (MDI) Patient Safety FOCUS PDCA/RCA Methodology

Performance Improvement Policy creation & review Compliance/Grievance Investigations

Risk Assessments OIG & HIPPA

RUG III 3.0 Certified Rapid Response Creation

**Experience**

**Chief Nursing Officer**  06/2017 – 6/2019

Select Specialty Hospital (HIH) of Baylor Medical Center Downtown Dallas. Ensure the administration of quality of patient care, guide and mentor the entire nursing staff to ensure the plan of care for the patient population, steering Progressive clinical excellence through staff development, sharing responsibility for employee engagement, recruitment and retention. Providing nursing care to patients with critical care (ICU) and complex medical, surgical conditions. Responsible for clinical cost control and Implementing company standards of care, policies, and procedures.

* Decreased Code Blue events, through increased early interventions and Rapid Response
* Increased HCAPS scores in 3rd & 4th quarter (budget 0.70)- 2nd (0.52), 3rd (0.67) & 4th (1.0)
* Decreased HAPU scores in 3rd & 4th quarter (benchmark 0.70)- 2nd (2.5), 3rd (1.7) & 4th (0.0)
* Decreased CLABI scores in 3rd & 4th quarter (benchmark 0.8)- 2nd (1.2), 3rd (0.0) & 4th (0.0)
* Maintained CAUTI below benchmark in 3rd & 4th quarter (1.8)- 2nd 1.3), 3rd (0.0) & 4th (1.2)
* Maintained Falls Below Benchmark in 3rd & 4th quarter (.40)- 2nd (0.0), 3rd (0.0) & 4th (0.0)
* Reduced agency uses by 11.4% in 3rd & 4th quarter (5.0%)- 2nd 24.3%, 3rd (12%) & 4th (12.9%)
* Achieved awards for performance in 2018: Excellence in Quality, Employee Safety for lowest injury rate and Peers award for Effective and Efficient Performance

**Chief Clinical Officer** 10/2015 – 06/2017

Texas Rehabilitation Hospital of Arlington (Affiliate of Kindred Hospital) Arlington, Texas

Executive Nurse Leader that organizes and administers areas of Patient Care Services. Functions under the direction and supervision of the Chief Executive Officer (CEO) and assumes responsibility and accountability for Nursing and other clinical departments as assigned. In collaboration with the leadership team, develops, implements, interprets and assures compliance with policies and procedures including compliance with federal and state regulations and accreditation standards. Responsible for implementing hospital goals and objectives based on budget parameters.

* Decreased Code Blue events, through increased early interventions and Rapid Response
* Implemented daily Multi-Disciplinary Rounds
* Maintain Patient Satisfaction Scores in the 90th percentile

**Clinical Nurse Manager** 03/2015 – 10//2015

Kindred Hospital Saint Louis, Missouri

Primarily responsible for assessing, planning, implementing and overseeing the operations of a 50-bed capacity LTAC and 90+ FTE's; Continuously review and lead nursing care processes for operational improvement, monitor, audit and report monthly quality data indicators to improve patient outcomes. Worked closely with Respiratory Therapy to increase patient wean rates, to decrease LOS and increase discharge to low level of care. Wins/successes:

* Removed the use of contract agency
* Maintained and sustained hospital acquired infections below target benchmark
* Decreased Acute Care Transfers below target benchmark

**Clinical Nurse Manager** 10/2013 – 08/2014

John Peter Smith Hospital (JPS) Fort Worth, Texas

Primarily responsible for assessing, planning, implementing and overseeing the day-to-day operations of a 36-bed multispecialty Intensive Care Unit, with 140+ FTE’s; Continuously review and lead nursing care processes for operational improvement; Implement, monitor, audit and report quality data indicators to improve patient outcomes, through leadership rounding and observation for excellent performance. Wins/successes:

* Core measure improvement in 9 categories
* Multidisciplinary Collaboration for improved patient care
* Performance improvement for resuscitation readiness
* Decreased unit overtime from 5.63% to 3.29% over three months
* Maintained POC testing at 100% for over 6 months
* Consistent monitoring of CLABSI compliance to prevent infection: 1 event YTD
* Specialty Areas: Level 1 Trauma, Surgery, Medicine, Neurovascular surgery, Cardiovascular surgery and Pulmonology.

**Clinical Nurse Manager** 11/2011 - 09/2013

Barnes Jewish Hospital Saint Louis, Missouri

Primarily responsible for assessing, planning, implementing and overseeing the operations of a 58-bed capacity unit and 160+ FTE's; Continuously review and lead nursing care processes for operational improvement; Second lead for planning and creating a Geriatric Service design. Implement, monitor, audit and report monthly quality data indicators to improve patient outcomes, utilizing Evidence Based Practice and active participant of Nursing Leadership and Magnet certification. Wins/successes:

* Performance Improvement through MDI and Gamba walk
* Decrease LOS of Geriatric Trauma patients improved day-to-day through-put and PT/OT services
* Improved HCAPS scores by 20% to meet FY stretch goal in the 90th percentile
* Hardwired hourly/leadership hourly/daily rounding

Areas of service: Surgery/Burn/Level 1Trauma/Bariatric/Geriatric Unit

**Clinical Nurse Manager** 08/2009 - 11/2011

St. Louis University Hospital Saint Louis, Missouri

Primarily responsible for assessing, planning, implementing and overseeing the operations of a 11-bed capacity Intensive Care Unit and a 22 bed Medicine in-patient unit and 110+ FTE's. Continuously review and lead nursing care processes for operational improvement; Implement, monitor, audit and report monthly quality data indicators to improve patient outcomes, utilizing Evidence Based Practice and Chair of Hospital Shared Governance Committee, in a teaching facility. Wins/successes:

* structured unit practice councils
* 100% of FTE's filled for 20 months
* reduced CLABSI infection rate to 3% for 15 months
* improved prevention and monitoring of HAPU in the ICU
* participated, planned and implemented Versant Nurse Residency Program
* participated, planned and implemented EPIC electronic medical record

**Clinical Nurse Manager** 09/2005 - 07/2009

Kindred Hospital Saint Louis, Missouri

Primarily responsible for assessing, planning, implementing and overseeing the operations of a 60-bed capacity LTAC and 185+ FTE's; Continuously review and lead nursing care processes for operational improvement, monitor, audit and report monthly quality data indicators to improve patient outcomes. Worked closely with Respiratory Therapy to increase patient wean rates, to decrease LOS and increase discharge to low level of care. Wins/successes:

* Removed the use of contract agency, saving $300,000.00+ dollars
* Implemented critical care training to nursing staff; ACLS certification for RN's and LVN's
* Created and implemented Rapid Response Team
* Increased LVN bridge to RN, for 90% of care provided by RN's
* Implemented the use of monitor technicians in the high observation unit
* Increased in-house volume for dialysis services

**Staff/Charge Nurse** 05/2002 - 09/2005

Barnes Jewish Hospital Saint Louis, Missouri

Provide excellent patient care to critically ill patients in the Surgery, Burn, and Trauma 24 bed Intensive Care Unit. Participated in the building structure to obtain Magnet Status and develop Shared Governance; Performed as a charge nurse overseeing 16 staff members; Participated in the UBC to increased employee engagement and quality advancement. Participated in research processes as a teaching facility to develop Evidence Based Practice; Assisted with the Journal Cub. Patient experience:

* Neurology r/t Trauma
* Transplants/organ donation
* Skin grafting- pig skin
* Orthopedic trauma
* General surgery

**Education**

Master of Science of Nursing: Leadership and Management, Western Governors University

Austin, Texas

Bachelor of Science: University of Phoenix - Nursing

Saint Louis, Missouri

Associate of Science: Jewish College of Nursing & Allied Health - Nursing

Saint Louis, Missouri,

Barnes Jewish College of Nursing, Alumni

**Professional Affiliations/Certifications/Training/License**

University of Phoenix, Alumni Texas RN License - Active

CPR certified Missouri RN License - Inactive

ACLS certified Illinois RN License - Inactive

DDI training ANA- member

Studer Group Leadership Training

Just Culture Training

**Reference Upon Request**