

Contact

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Top Skills

Healthcare Management

Leadership

Nursing Management

Certifications

Certified Executive of Nursing
Practice

LEAN BRONZE CERTIFICATION

Tammy Keesey, MSN, RN, CENP

Nurse Executive/Director Patient Care Services
Greater St. Louis Area

Summary

Organizationally-driven and healthcare -focused leader with the ability to direct and oversee all aspects of outpatient operations, P&L/fiscal management, strategic growth initiatives, organizational optimization for multiple departments, and patient services. Adept in driving long-term business planning, regulatory requirements, direct nursing/staff oversight, policy/procedure development, organizational performance, and team management. Ability to manage department requirements analysis, the identification of deficiencies, and the development of solutions for enhancing services, spearheading growth, driving long-term value and increasing the quality of patient services, while maximizing patient flow, and managing the activities of administrative and medical staff.

- Clinic/Healthcare Operations
- Performance Measurement
- Program Development
- P&L Management
- Organizational Assessment
- Strategy Planning & Analysis
- Cost Analysis & Reduction
- Continuous Improvement
- Infrastructure Optimization
- Patient Service Management
- Budgeting

Experience

Shriners Hospitals for Children-St. Louis
Nurse Executive-Director Patient Care Services
October 2018 - Present (1 year 10 months)
Greater St. Louis Area

University of Missouri-Saint Louis
Clinical Adjunct Professor
January 2017 - December 2018 (2 years)
Greater St. Louis Area

Deliver the clinical teaching, instruction and oversight of junior and senior BSN students during adult health clinical rotations, to include the assessment of each student's clinical skills within a hospital setting for safe care delivery and the evaluation of care planning, concept mapping, and clinical research skills.

- Provide service to the university through committee work, curricula design/review, and org. representation.
- Review professional journals and conduct simulation lab training and evaluation.

SSM Health St. Louis
19 years

Director Of Nursing Critical Care/Emergency and Trauma Services,
Palliative Care, Stroke Services
2012 - October 2018 (6 years)
Lake Saint Louis, Missouri

Provide all aspects of leadership, strategic direction and oversight in the accomplishment of strategic and operational objectives of nursing and business operations for Emergency Services, Trauma, Stroke Services, Palliative Care and the Intensive Care Unit, to include establishing strategic, fiscal/budget and tactical plans for clinical services, new programs and HR allocation.

- Drive the operations of a 27-bed Level III Trauma Center with 47,000 annual visits and a 10-bed ICU with 2900 annual admissions; lead nursing teams to ensure quality outcomes.
- Directly oversee the management of 100 ED clinicians, 40 ICU clinicians, two team leaders, stroke coordinator, trauma manager and data analyst, and Palliative Care team.
- Oversee all aspects of nurse staffing/hiring and education to ensure adequate and knowledgeable care is provided; monitor on-going staff development programs for all nursing personnel.
- Drive all patient engagement and employee engagement metrics for ED/ICU; initiated the My Point Patient Satisfaction tool in 2016 with up to 90% utilization.
- Serve as team chair for Entity HCAHPS domains of nursing communication/noise reduction; chaired the Network ED Leadership Committee 2014-2016, initiated the TCAB program, and co-chaired TCAB II;

- Lead the direction of the ED collaborative care experience across all entities, while maintaining cohesive leadership standards; facilitate and oversee the ED Intermittent Unit to improve hospital throughput
- Maintained 98-100% core measure success in cardiac measures for ED 2011-2017 and perfect STEMI (DTB) measures 2011-2015.
- Launched a successful “Quick ED” (QED) program in 2015 building on fiscal and operational algorithms to produce an efficient means of care for lower acuity patients; achieved 90-97% patient satisfaction.
- Provided oversight of teams during the 2013 State Trauma Recertification, the 2017 State STEMI Recertification, and the 2016 Joint Commission Stroke Certification.

Team Lead Emergency Services

2008 - 2012 (4 years)

Lake Saint Louis, Missouri

Directed and oversaw the day-to-day operational oversight of a Level III trauma facility, to include the delivery of direct nursing care to Emergency Department patients in accordance with established policies and procedures. Collaborated with nursing staff, healthcare teams, patients and families in head-to-toe assessments and the planning, implementation, evaluation, delegation and coordination of treatment plans and plans of care.

- Assisted in coordinating the activities and providing clinical and administrative leadership for the department to ensure the provision of safe, effective and efficient patient-centered care.
- Partnered in the development of both long and short-range goals, while ensuring the implementation of plans and the meeting of goals, compliance and quality improvement measures.
- Led the productivity of human resources regarding staffing and budget alignment, while managing responsibility for all department patient and employee satisfaction metrics.
- Oversaw initiatives that achieved significant department growth and EMS volume.
- Successfully coordinated and facilitated construction projects for the triage and pediatric departments.

Staff Registered Nurse

1999 - 2008 (9 years)

Greater St. Louis Area

STAFF REGISTERED NURSE, Emergency Department (2004-2008)

STAFF NURSE, CV-ICU (1999-2002)

Delivered and administered all aspects of total nursing care to patients, to include the head-to-toe assessment of patients, planning, developing and implementing individualized plans of care, addressing emergency situations quickly and calmly, and evaluating patient response to care. Served as preceptor of new graduates and new team members.

- Coordinated nursing shift activities/schedules related to patient care and enforced established standards of care; acted as the designated charge nurse with shift supervision of staff.
- Organized and oversaw the delivery of patient care by administering care, assigning and supervising personnel, and collaborating with internal staff.
- Conducted medication administration, patient monitoring, and wound and treatment care; notified physicians and faculty team members of needs and changes in patient status.
- Partnered in coordinating the discharge planning process; counseled patients and provided triage, education and consultation to patients, families and significant others according to protocol and established guidelines.

Education

Truman State University

Bachelor of Science - BS, Nursing · (1992 - 1996)

University of Phoenix

Master of Science - MS, Nursing Education · (2005 - 2008)

University of Missouri-Saint Louis

Nursing Education · (1999 - 2000)