

Shirley Adriance, MSN, RN, CPHQ, HACP
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Objective: Professional career growth in a growing dynamic organization I share values and vision with.

Skills:

Administrative:

I successfully managed a 30 bed medical-surgical unit for over 12 years. I have and still work as a Nursing Supervisor. I have covered for the Chief Nursing Officer during their absence at intervals for the past 10 years. As the Director of Quality Management I have worked with physicians and all department heads as well as administration to improve patient outcomes while still meeting the hospital financial requirements. I have a strong ability to work with all departments. I have a clear understanding of the vision and mission of this organization.

Financial:

I am experienced in preparing and adhering to unit based budgets. I currently assist in the management of budgets for two areas. I used creative measures to reduced overtime usage and staffing expense as a Nurse Manager. I possess a clear understanding of how finances, resource utilization and productivity impact patient outcomes. I hold a minor in informatics which supports my technical skills in financial management.

Leadership:

I led Val Verde Regional Medical Center in the process for preparation for the last Joint Commission survey resulting in the highest score ever received. I have led the organization in the process of developing housewide aggregate data and analysis of this data. My leadership style as a nurse manager contributed to my unit being the unit of choice for employment. I have served as Team Leader for various teams over the past 35 years, each of which has succeeded in meeting the goals set. I interact and communicate successfully with employees, staff, and physicians on a daily basis. I am frequently consulted regarding how to monitor or obtain compliance with various standards, processes, or personnel issues by those in my organization and those from other organizations. When our organization interacts with outside agencies my leadership skills are readily noted and called upon.

Clinical:

I have a wide range of clinical expertise including being a Certified Professional in Healthcare Quality, Healthcare Accreditation Certified Professional and until last year maintained Board Certification as a Medical Surgical Nurse.. I have experience working in all areas of the hospital, ICU, Post Partum, Nursery, Labor and Delivery, ED, Recovery Room, Medical-Surgical, IV Therapy, Supervisor, Manager, Infection Control, Case Management and Director of Quality Management. I have assisted as the relief or interim CNO during the last three vacancies. I was told that I was not chosen to fill the position the two times I applied due to being too valuable in my current position, that it was easier to fill the CNO slot than the position I currently filled.

Professional:

I have one year experience as a Nurse Aide, nine years as an LVN, and twenty-seven years as an RN. Each change has been preceded by education for professional growth.

- Del Rio C.I.S.D for the LVN program
- Howard Junior College for the ADN program
- Southwest Texas Junior College for the Associate in Applied Science Degree – Applied Business Management
- University of Texas Health Science Center at San Antonio for the BSN and the MSN program.

I have served as adjunct faculty for multiple LVN to RN programs to assist in promoting the growth of the Register Nurse profession.

I have sought and obtained certification in each area I have been responsible for, Medical-Surgical Nursing with Board Certification, Quality Management with Certified Professional in Healthcare Quality and Healthcare Accreditation Certified Professionals.

I am a member of the American Society for Quality, Academy of Medical – Surgical Nurses, Sigma Theta Tau International Honor Society of Nursing, American Management Association, Association for Healthcare Accreditation Professionals, The Association for Professionals in Infection Control & Epidemiology, American Nurses Association and the Texas Nurses Association.

Work History:

Val Verde Regional Medical Center formerly Val Verde Memorial Hospital

- 1977 - 1986 - LVN staff nurse and relief Charge Nurse
- 1986 - 1988 - RN staff nurse and relief Nursing Supervisor
- 1988 - 2002 – Nurse Manager Medical- Surgical Unit(s)
- 2002 - 2004 – Performance Improvement / Accreditation Coordinator
- 2004 – 2010 – Director Quality Management
- 2010 – present – Director Performance Improvement

Additional History

- 1998 – 2001 – Adjunct faculty for Graceland University.
- 2001 – 2002 – Adjunct faculty for Graceland University.
- 2002 – 2010 – Adjunct faculty for San Antonio College

Educational Credentials:

- 1977 – Del Rio C.I.S.D. LVN program completed.
- 1986 – Howard Junior College – Associate Degree in Nursing
- 1994 – Southwest Texas Junior College – Associate in Applied Science Degree – Applied Business Management
- 2000 – University of Texas Health Science Center at San Antonio –
 - Bachelor of Science in Nursing
 - Master of Science in Nursing (Major Community & Health Care Systems in Nursing , Minor in Informatics)

Awards and Special Recognition;

- Certified Professional in Healthcare Quality
- Member of Metropolitan Executive & Professional Registry (inclusion is limited to those individuals who have demonstrated outstanding leadership or achievement in their occupation, industry or profession.)
- Sigma Theta Tau International
- Nursing Daisy award for Quality in Nursing