**Kecia Abram MSN, RN, CNML**

313 Lakewood Drive (214) 546-7974

DeSoto, Texas 75115 uniquekecia@yahoo.com

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**Certified Nurse Manager and Leader** with a broad range of health care experience seeking a full time leadership position in the healthcare setting

**Education & Honors**

University of Texas at Arlington Masters of Science in Nursing **2020**

University of Texas at Arlington. Bachelor of Science in Nursing **2011**

Navarro College. Corsicana, Texas Associates of Science in Nursing **1996**

McClennan Community College. Waco, Texas – Licensed Vocational Nurse **1992**

Founder of All Unique Staffing II, Inc**. 2007**

Recipient of Navarro College Outstanding Alumnus Award **2009**

**Volunteer**

TNAD4 - Leadership Succession Committee Chair. **2022-present**

**Work Experience**

**Dallas VA Medical Center 2012-persent**

Nurse Manager MICU/CCU **9/2019-present**

* Scheduling/staffing for 20 bed unit with 70+ employees
* Co-chair Nurse Manager Work Group
* Lead Performance Improvement (PI) projects
* Leadership rounds
* Oversee assistant nurse managers and daily operations
* Staffing methodology
* Budgeting
* Develop policies/procedures /Standard of Practice for critical care unit
* Collaborates with multiple disciplinary teams, chief nurse, and executive leadership. Develops work plans relative to unit needs, patient and staff satisfaction scores
* Manage veteran/staff concerns and refer to executive leadership if necessary
* Conducts interviews
* Team building
* Promotes and encourages diverse workforce by keeping open lines of communication with team members and respecting all cultures in the workforce

Acting Assistant Unit Manager 5A-Tele/5C-100 **11/2015-9/2019**

* Scheduling/staffing for 39 bed unit with 60+ employees
* Data collection /Performance Improvement (PI) projects
* Leadership rounds
* Chart Audits for documentation compliance /research data
* Develop policies/procedures /Standard of Practice for Telemetry/Step Down unit
* Educates staff on policies and procedures/SOP
* Collaborates with multiple disciplines to initiate VOCERA PI project to improve call light response time, SAIL scores, Truth Point data score
* Manage veteran/staff concerns and refer to Nurse Manager when needed
* New employee orientation
* Charge nurse
* Promotes and encourages diverse workforce by keeping open lines of communication with team members and respecting all cultures in the workforce

MICU/CCU **2012- 11/2011**

* Charge Nurse in a 20 Bed Intensive Care Unit
* Collaborated with team member to Implement Self-Scheduling
* Balance schedule and submit to management for approval
* Communicated well with staff /ANM/NM/Physicians to facilitate high quality patient centered care
* Initiated review requirements to write for ICU BEACON award application
* Chart audits and educate staff on appropriate documentation and compliance

**All Unique Staffing II, DeSoto, Tx 2007-2012**

* Founder/Owner Health care staffing agency
* Managed RN and LVN staff
* Recruited and scheduled staff health care faclities
* Accounting
* Payroll
* Staff orientation /education/annual competencies

**Medical City Dallas Hospital Dallas, Texas 2006-2008**

* Registered Nurse in a 14 bed Surgical Intensive Care Unit.
* Provided care to Critically Ill surgical patients
* Pre/Post OP teaching
* Assisting physicians with the placement of Swan Ganz catheter placement
* Hemodynamic monitoring
* Continuous Renal Replacement Therapy
* Wound care
* Initiation of plan of care for critically ill patients
* Preceptor/Nurse educator
* Multiple other duties of an Intensive Care Unit Registered Nurse

**Parkland Health and Hospital System 2001-2008**

* Registered Nurse inLevel 1 Trauma Center 10 Bed Burn Intensive Care Unit.
* Charge nurse/prepared schedule for Manger review/approval
* Staff assignments/Bed Control
* Communication with physicians/Nurse Manager/colleagues to develop a plan of care to promote improved patient outcomes
* Burn Resuscitation /tanking/wound care/critical drips/hemodynamic monitoring
* Assisted physicians with bed side tracheostomies/bronchoscopies/echarotomies
* Assisted physicians with intubation /Swan Ganz catherter placement/Bladder Pressure readings
* Continuous Renal Replacement Therapy
* ED-Critical Care bay- Caring for 3 Critically ill patients/critical drips/intubated in the emergency department until beds available for admission.

**Navarro Regional Hospital 1994-2007**

* Registered Nurse Clinical Coordinator in 144hospital
* Staffed the facility/bed control/Admissiions-Discharges-Transfer coordination
* Communication with Chief Nursing Officer/Chief Executive Officer/Nurse Managers and physicians
* Managed the facility in the absence of the executive team

Kecia Abram

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October 23, 2020

Department of Veterans Affairs

Nursing recruitment,

I am interested in the chief nurse position (VIN# 1727527) listed on the Department of Veteran Affairs job web site. The skills and qualifications you mentioned closely match my experience in this career field.

**Your Needs My Qualifications**

**\***Management experience 1 Yr. Nurse Manger MICU/CCIU

\*RN with minimal 2 years of experience 26 year nursing experience

\*Charge nurse/Leadership experience Charge nurse/ leadership experience

\*BSN MSN Degree

\*ACLS ACLS Certified

Enclosed is my resume for your review and consideration. I believe I am an excellent candidate for this position and look forward to meeting with you to discuss it in greater detail.

Sincerely,

Kecia Abram MSN, RN