

Nadya Shor

SENIOR ASSISTANT NURSE MANAGER

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Macedon, NY

Objective

A dedicated nurse leader with a proven track record of improving patient care delivery through clinical leadership, performance monitoring, and staff engagement, seeking to leverage extensive direct patient care experience and strong leadership skills to build and motivate a high-performing nursing team, fostering a collaborative work environment to ensure optimal patient care delivery.

Education

2022 - Present	University of Rochester SON Master of Science (M.S) Major: Clinical Nurse Leader – in progress Graduation Date: May 2025
2000 - 2002	St. John Fisher College Bachelor of Science in Nursing Minor in Psychology
1998 - 2000	Monroe Community College Associate degree Liberal Arts, Psychology
1994 - 1996	Belgorod's Institute of Technology, Russia Studies in Chemistry

Honors and awards

2023	ICARE Bronze Star Brief description
2022	ICARE Bronze Star Brief description

Leadership Experience

Managing a team of nurses, overseeing administrative tasks, recruiting, hiring, and training, coordinating operations, overseeing patient care delivery, and promoting staff development, Coordinating Flex Team assignments and managing nurse schedules, facilitating communication between nurses and other healthcare professionals on a variety of Critical Care units, and implementing policies and procedures.

2021 - Present	<p>Assistant Nurse Manager, Team Lead, University of Rochester, Rochester, NY</p> <ul style="list-style-type: none">• Developed ICU Flex Mission and Vision• Implemented Longevity program• Scheduling requirements• Team building/Retreats/logo• Improve team communication and visibility/Newsletter/Padlet• Initiated and implemented equal opportunity for staff Professional Development/charge/ preceptor/level advancement• Implemented staff rounds/meetings• Improved new member onboarding process/team and unit orientation• Improved staff assignments process and distribution• Initiated staff working with capstone students• Improved equal opportunity for continuous learning and inspired spirit of inquiry/continuous distribution of new learning activities (service or unit-based)/support with mandatory education• Advocate for team members' inclusion in unit activities/fair assignments/scheduling/Recognition
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**Clinical
Experience**

2021 - 2021	University of Rochester Medical Center , Rochester, NY RN Level 3, Intensive Care Flex Team <ul style="list-style-type: none">• Lead the team in maintaining compliance with mandatory education. Monitor and assign education, maintain the education grid, attend monthly meetings, and communicate updates to the team
2003 - 2020	RN Level 2 <ul style="list-style-type: none">• Providing nursing care in a variety of critical care units
2002 - 2003	RN Level 2 , Med/Surg Flex Team <ul style="list-style-type: none">• Provide direct patient care on a variety med/surg and step-down units
