

DEBORAH JEAN FLEISCHMANN, MPA, RN, NEA-BC

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QUALIFICATIONS PROFILE

Experienced director with strong leadership and project management skills in the acute care hospital setting

- Skilled in operationalizing vision to develop and implement new programs that are aligned to hospital strategic plan.
- Administrative experience in managing personnel and operations in a variety of care environments.
- Excellent public speaking and presentation skills.
- Demonstrated ability to forge, lead, and motivate outstanding healthcare teams that provide top-quality patient care.
- Outstanding interpersonal and communication skills, and skilled in establishing relationships and rapport with key physician leadership.

Certifications

Certifications: Nurse Executive Advanced, American Nurses Credentialing Corporation,

PROFESSIONAL EXPERIENCE

HOWARD COUNTY GENERAL HOSPITAL, COLUMBIA, MD.

Director, Education and Professional Development

1/2009 –present\

Responsible for oversight of clinical education programs for clinical and non-clinical programs for hospital personnel. Manage a department of ten clinical nurse educators which also includes the Nurse Mentor/RN Fellowship Program grant. Also responsible for management of the Infusion Center and provide administrative oversight to the Sexual Assault and Treatment Program/Grant and the Primary Stroke Center.

- Responsible for strategic planning, program development, budget planning and development, personnel management.
- Responsible for writing, submitting and reporting on selected grants.
- Provide administrative oversight to the nurse scholarship program.
- Participate in multidisciplinary committees and workgroups focused on quality improvement projects and program development.
- Represent the hospital to coordinate data submission to national nursing quality database (NDNQI).
- Develop infrastructure for nursing excellence that will lead to application for Magnet Program designation via the American Nurses Credentialing Corporation (ANCC).

HOWARD COUNTY GENERAL HOSPITAL, COLUMBIA, MD.

3/2002-1/2009

Administrative Director, Emergency Services

Direct activities of the Emergency Department, Pediatric Emergency Department and Inpatient Unit, Infusion Clinic and Primary Stroke Care Center. Responsible for strategic planning, program development, budget planning and development, personnel management. Support managers to maintain unit operations.

- Provide strong contributions as key member of unit quality assurance program designed to identify and evaluate problems, manage patient census, and allocate staff assignments.
- Exhibit motivation and dedication by providing the highest quality of care to each patient

HOWARD COUNTY GENERAL HOSPITAL, COLUMBIA, MD.

1/1997-3/2002

Nurse Manager, NICU and Pediatrics

- Implemented and coordinated ongoing staff education program.
- Contributed substantially to successful JCAHO accreditation within the department.

HOWARD COUNTY GENERAL HOSPITAL, COLUMBIA, MD.

10/1992-1/1997

Nurse Manager, NICU

Delivered a complete range of RN services and expertise. Accurately obtained and documented patient history and medication lists, assessed individual conditions and needs, and selected departmental referrals for acute and chronically ill patients. Prepared equipment and assisted physicians during patient examinations and treatments. Monitored patient reactions to drugs and carefully documented progress of individuals participating in clinical trials.

- Repeatedly commended by patients and supervisors for outstanding quality of care; received consistent mention in care-survey responses.
- Maintained a high degree of accuracy to achieve optimal patient acuity monitoring.
- Significantly improved facility's public image by ensuring exceptional patient satisfaction.

HOWARD COUNTY GENERAL HOSPITAL

1989-1992

Registered Nurse

Staff nurse in newborn nursery and NICU, providing nursing care to critically ill newborns and premature infants through convalescence. Rotated through charge nurse duties. Oversaw parent education and served as unit trainer for parent education in infant CPR.

CHILDRENS HOSPITAL NATIONAL MEDICAL CENTER, WASHINGTON DC

1977-1979

Registered Nurse

rovided triage, referrals, direct nursing care, and medication administration to incarcerated population. Organized and managed regular clinics involving external physicians, including ophthalmology, ENT, Med/Surg, orthopedics, and podiatry professionals. Scheduled and managed external medical consultations in concert with security and other necessary personnel. Created, managed, and maintained patient medical and health records.

- Selected to serve as Infection Control Coordinator, maintaining tuberculosis and hepatitis standards and conducted screenings and preventive activities.
- Organized and facilitated meetings with security managers to ensure infection-control policy compliance.

EDUCATIONAL BACKGROUND

Master of Public Administration, MPA (2002)

UNIVERSITY OF BALTIMORE, BALTIMORE, MARYLAND

Bachelor of Science in Nursing, BSN (1977)

UNIVERSITY OF MARYLAND SCHOOL OF NURSING, BALTIMORE, MARYLAND

Licensure

Registered Nurse (RN), State of Maryland

Registered Nurse (RN) District of Columbia (inactive)