

## **CAMILLE Y PARSEE, DNP, RN, NE-BC**

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### **DIRECTOR OF NURSING**

Skilled nursing professional with extensive experience in hospital, psychiatric, and juvenile correctional systems. Exceptional talent in leadership and communication to promote patient safety, quality, evidence-based care, patient experience, associate experience, retention, and staff engagement. Repeated success driving healthcare team management processes, counseling and educating patients and staff on disease prevention and diagnosis management, and swiftly responding to emergencies to optimize patient well-being and recovery. Recognized for ability to transition from one critical task to the next, deliver patient-centered quality care, achieve zero-incident records, translate evidence into practice to maximize systems of care, and raise outcome measures.

### **KEY SKILLS**

Patient Care | Nurse Personnel Supervision | Patient Relations | Cross Collaboration | Growth Mindset  
Medical Records | Administrative Functions | Efficiency | Ability to Meet Deadlines | Attention to Detail

### **PROFESSIONAL EXPERIENCE**

**Ascension Seton Healthcare System, Round Rock, Texas**

**04/01/2024 – Present**

#### **Nurse Director – Acute Care Services/Nursing Administration**

- Participate in the Market Falls Reduction Committee.
- Executive Sponsor – site Falls Reduction Committee, PCT Shared Governance Council.
- Coordinate clinical rotation schedules with higher education institutions.
- Served as Chief of Logistics on the Hospital Incident Management Team during the May 2024 cyber-attack event.
- Span of control – 240 associates.
- Manage Discharge Lounge project – coordinated and facilitated re-establishment. During the first month of operations, utilization went from an average of <1 patient/day to >15 patients/day.
- Manage the DAISY Award and BEE Award program.
- Co-investigator and site data collection leader on the Pasero Opioid Sedation Scale (POSS) research study.

**Ascension Providence Healthcare System, Waco, Texas**

**01/17/ 2017 - 12/02/2023**

#### **Nurse Director - Behavioral Health**

- 0% turnover rate for RNs within the first year of hire for over two years.
- 8.52% overall RN turnover rate from 38.24%.
- Patient Experience scores - 90<sup>th</sup> % since January 2023 in "Overall Satisfaction with Nursing Care, Overall Quality of Care, and Likelihood to Recommend." 90<sup>th</sup> % for all other domains except "Quietness of Hospital" for the last six months.
- Improved pain documentation compliance - from 75% to 92% compliance rate in 12 months.
- Improved compliance with barcode medication scanning - a 95% compliance rate within two years.
- Implemented Zero Suicide risk initiatives to ensure compliance with TJC and CMS guidelines.
- Participated in the Emergency Department Stakeholder Committee.
- Implemented PI project to reduce ED psych patient throughput to admit—results: an average of 810 minutes to 778 minutes in 12 months.
- Maintained departmental productivity standards at > 100% fiscal YTD.
- Participated in the Market Fall Reduction Committee.
- Direct reports - 41 FTEs.

#### **Nurse Manager - Behavioral Health**

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- Received the "5-Star Patient Experience Award" in 2022 for both inpatient units.
- Ensured compliance with regulatory and accreditation standards – One citation total in the past two TJC surveys.
- Developed sitewide suicide risk policy to meet TJC National Patient Safety standards and CMS guidelines.
- Instituted Unit Based Council to promote a shared governance model.
- Developed and implemented policies and procedures.
- Worked with physicians, nursing, and psychosocial leadership to streamline processes and remove obstacles to meet TJC, CMS, organizational, and financial standards. Projects - Suicide Risk Assessment Policy implementation
- Nominations - 2022 Ascension Texas Nurse Leader of the Year.
- Direct reports - 42 FTEs.

**Baylor Scott & White Hillcrest, Waco, Texas**

**01/07/2007 - 12/31/2016**

**Nurse Director - Oncology, Renal, General, Ortho/Trauma Neuro Med-Surg Units**

- Served as Facilitator of hospital-wide Falls Committee.
- Developed departmental goals, plans, and standards to meet organization objectives and initiatives.
- Ensured compliance with regulatory and accreditation requirements.
- Organized and directed activities related to staffing, staffing development, and professionalism.
- Worked collaboratively with physicians, nursing leaders, and executive leaders to streamline processes to guarantee efficient and effective delivery of health services.
- Collaborated with the Risk Management Department to manage complaints and achieve quality performance objectives. Collaborated with the Magnet steering committee to implement councils in preparation for the Magnet journey. Managed and maintained department budgets to ensure compliance with budget guidelines.
- Direct reports - 4 FTEs.

**Nurse Manager - Progressive Care Unit, Nursing Administration, Float Pool**

- Ensured compliance with regulatory and accreditation requirements for Stroke Certification.
- Implemented Unit Practice Council and unit-specific Patient Satisfaction Team.
- Instituted changes to enhance and develop the charge nurse role.
- Achievements - Improved HCAHPS® "Rate the Hospital" by 2.8% for FY13.

**Assistant Nurse Manager - Level 2 Trauma Emergency Department**

- Managed assignments for staffing appropriateness and ensured compliance with budget guidelines.
- Reduced patient-to-nurse staffing ratio to 3:1.
- Participated in the organization's first Value Stream Mapping (VSM) project.

**Registered Nurse (Charge/PI Nurse) - Level 2 Trauma Emergency Department**

- Provided nursing care for patients of all ages at a fast-paced Level 2 Trauma ED.
- Managed and maintained patient flow as a charge nurse.
- Ensured compliance with procedural sedation, resuscitation, and pain assessment practice standards as a PI nurse.

## OTHER RELEVANT EXPERIENCE

**The University of Texas at Tyler, Tyler, Texas | Adjunct Faculty**  
**The University of Texas at Arlington, Arlington, Texas | Accelerated Online BSN Program Clinical Instructor**  
**McLennan Community College, Waco, Texas | Vocational Nursing Program Clinical Instructor**  
**The University of Texas Medical Branch, Marlin, Texas | Licensed Vocational Nurse Shift Leader**  
**Texas Tech University Health Sciences Center | Licensed Vocational Nurse**  
**North Texas State Hospital, Vernon, Texas | Licensed Vocational Nurse**  
**Wilbarger General, Vernon, Texas | Licensed Vocational Nurse**

## EDUCATION & LICENSURES & PROFESSIONAL AFFILIATIONS

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**Doctor Of Nursing Practice (April 2023)** | University of Texas at Tyler, Tyler, Texas  
**Master Of Science in Nursing** | Texas Tech University Health Sciences, Center, Lubbock, Texas  
**Nurse Executive Fellowship** | Southern Methodist University Baylor Scott & White, Dallas, Texas  
Certificate of Completion  
**Bachelor Of Science (BS) in Nursing** | Texas Tech University Health Sciences, Center, Lubbock, Texas  
**Associate in Applied Science (AAS)** | McLennan Community College, Waco, Texas  
Ranger College, Ranger, Texas | Vocational Nursing  
Registered Nurse | Texas Board of Nurse Examiners  
Licensed Vocational Nurse | Texas Board of Nurse Examiners  
Certified Nurse Executive | American Nurses Credentialing Center (ANCC)  
Basic Life Support Certification | American Heart Association  
American Nurses Association (ANA)