

## SUMMARY

Master Level Nurse with over 35 years of progressive leadership experience. Strong leadership skills with the proven ability to build, manage and motivate teams. Demonstrated success in developing strategic plans that improve patient safety, increase patient and staff satisfaction scores. Extensive clinical expertise with a proven track record for maintaining high levels of quality and productivity.

## PROFESSIONAL EXPERIENCE

- FLORIDA PERINATAL QUALITY COLLABORATIVE, USF, Tampa, FL** **2024-present**  
*Coach Mentor*  
Provide coaching, mentoring, consultation and support activities to hospitals and teams participating in identified perinatal quality improvement activities in Florida.
- ECPI UNIVERSITY-ORLANDO COLLEGE OF NURSING, Lake Mary, FL** **2016- 2022**  
*Clinical Faculty*  
Provide clinical leadership, supervision, instruction and education for BSN nursing students.
- REMINGTON COLLEGE SCHOOL OF NURSING, Lake Mary, FL** **2014-2016**  
*Clinical Faculty*  
Provide clinical leadership, supervision, and education for BSN nursing students completing their Obstetric and Pediatric nursing course work.
- DuRant HEALTHCARE CONSULTING, INC. Longwood, FL** **2012-current**  
*President*  
Provide interim leadership for Women's and Children's Services for contracted facilities. Assess, implement and evaluate services and compliance to regulatory standards. Lead patient safety initiatives, mentor and develop new leaders.
- COORS HEALTHCARE SOLUTIONS, INC, Charlotte, NC** **2012-2013**  
*Interim Director for Women's and Children's Services (at Grace Hospital, Morganton, NC)*  
Responsible for directing, coordinating and administering obstetrics services in assigned facilities; assessing, implementing and evaluating compliance to regulatory agency standards; leading patient safety initiatives; completing assigned special projects and providing leadership as a change agent.
- FLORIDA HOSPITAL, Orlando, FL** **2005 - 2010**  
(Florida Hospital operates on 8 campuses with 2,188 beds and 7,800 deliveries.)  
*Assistant Vice President for Women's and Medical/Surgical Services*  
Responsible for Women's Services; obstetric service line development, implementation and evaluation; monitoring compliance to regulatory guidelines and standards of care. Acted as system representative, chaired multiple system committees and participated in campus committees. Served as executive sponsor and Joint Commission liaison for pain management. Participated in marketing initiatives in support of system-wide hospital strategic plans.
- Managed 35 employees and supervised 7 direct reports.

- Standardized policies and procedures, created clinical competencies, ensured compliance, and created the vision for OB services at four hospitals
- Consulted with nursing leaders at eight hospitals.
- Initiated perinatal safety activities, resulting in improved patient outcomes. Activities included the design and use of an OB scorecard to measure improvements, and conducting simulation drills on nursing units.
- Secured funding for a new infant security system and provided oversight for its successful installation and activation.
- Created an OB triage acuity tool which improved patient flow in the OB triage area.
- Secured funding for and provided oversight and management for several grants including: Komen, Andersen, and HRSA.
- Formed and managed a Geriatric Assessment Team comprised of a Geriatric Fellow, Geriatric Nurse Practitioner and Pharmacist to consult with admitting physicians regarding the care of hospitalized geriatric patients.
- Created the role of a Geriatric Resource Nurse.
- Developed a pain management curriculum to support unit based pain resource clinicians

**ROCKDALE MEDICAL CENTER, Conyers, GA (138 beds, 2000 deliveries)**

**2002 - 2004**

***Senior Director of Patient Care Services, Senior Director of Women's Services***

Responsible for directing and coordinating professional, clinical, fiscal administration and operations of all nursing services: L&D, Mother/Baby, Admission Nursery, NICU, Emergency Services, Minor Care, Observation, Perioperative Services, Pain Management, Endoscopy, ICU, Medical/Telemetry, Surgery/Oncology, Outpatient Chemotherapy, Dialysis Services, ICU, and Home Health for a total of 450 FTEs. Monitored compliance with Joint Commission, CMS and other regulatory agency standards.

- Developed a hospital-wide nursing strategic plan for the professional growth and development of nursing leaders.
- Created a clinical ladder program for the nursing staff. Established internship programs, thereby decreasing agency use by 25%.
- Procured funding for two grants: Susan G Komen and SPRANS; and provided management oversight for subsequent activities.
- Implemented unit based committees to foster staff involvement in unit growth, thereby decreasing the nurse turnover rate on units with committees in place.
- Initiated a peer interviewing process for new applicants interested in staff positions which improved staff satisfaction scores.
- Met weekly with architects during the design and planning phase of a new patient tower.

**SHADY GROVE ADVENTIST HOSPITAL, Rockville, MD (320 beds, 4,800 deliveries)**

**1997 - 2001**

***Regional Director of Women's Services***

***Director of Women's Services***

***Director of Labor & Delivery, Antepartum, and Lactation Services***

Responsible for directing the operations for Obstetrics services at two hospitals by overseeing over 200 FTEs in Labor & Delivery, Antepartum, Mother/Baby, Admission Nursery, Level II Nursery, OB/Gyn, and Lactation Services. Monitored compliance with Joint Commission and other regulatory agency standards.

- Collaborated with Marketing on strategic planning and marketing initiatives for Women's Services.
- Established an internship program and decreased agency usage by 90 % in 18 months.

- Restructured OB by opening an 11 bed high risk obstetric unit and creating a new nurse manager position which successfully met the needs and challenges of increasing volumes.
- Expanded the perinatal program by placing a perinatologist at a second hospital and opening a weekly high risk OB clinic.
- Collaborated with faculty of the Family Practice Residency program at George Washington University to provide electronic fetal monitor education.
- Developed an inpatient lactation program and outpatient breast pump rental program.
- Managed construction projects in the Newborn Nursery, L&D and Mother/Baby units at two hospitals.
- Administered and managed all activities for the Crenshaw Grant Initiative. This was a state grant earmarked for the education of resident physicians, EMTs and OB health care workers in Montgomery County.
- Developed and implemented a perinatal bereavement program.
- Mentored new managers and staff nurses.

**INOVA ALEXANDRIA HOSPITAL**, Alexandria, VA (318 beds, 3,500 deliveries) **1990 - 1997**

*Assistant Vice President of Nursing*, Women's & Children's Services

*Director of Nursing Care*, Labor & Delivery, Women's Specialty Unit, Perinatal Diagnostic Center, Mother-Baby

*Director of Nursing Care*, Labor & Delivery

Responsible for directing operations, professional, clinical, and fiscal administration for the women's and children's service line, by providing oversight for 185 FTEs in the following clinical areas: Labor & Delivery, Mother/Baby, GYN Antepartum, Lactation Services, NICU, Admission Nursery, Perinatal Diagnostic Center, Pediatrics, and Family Centered Education. Collaborated with Marketing to develop and implement the women's and children's services business plan. Monitored compliance with Joint Commission and other regulatory agency standards.

- Established a neonatal transport team.
- Successfully managed construction projects in the following areas: L&D, Mother Baby, Nursery and NICU.
- Designed, developed and established a Perinatal Diagnostic Center, including recruitment of a Perinatologist, designing the workspace, developing and setting up all aspects of fee structure and billing as well as hiring and training staff.
- Created L&D, NICU and Pediatrics internship programs and a high risk obstetrics course in response to staff education needs.
- Established a Lactation Center and lactation program for both in and outpatients that included a breast pump rental program, and outpatient lactation consultation.
- Restructured women's and children's services by closing an 18 bed GYN unit, redeploying staff, and eliminating one manager position.

### **EDUCATION**

- MSN, University of Alabama in Birmingham, Birmingham, AL
- BSN, East Carolina University, Greenville, NC
- BA, University of North Carolina at Chapel Hill, Chapel Hill, NC

### **PROFESSIONAL ASSOCIATIONS**

- Florida Organization of Nurse Leaders
- Central Florida Organization of Nurse Leaders

- Association of Women's Health Obstetric and Neonatal Nurses
- Florida Perinatal Quality Collaborative

### **PUBLICATIONS**

Paisley, K.S., Wallace, R., DuRant, P.G. (2011). The Development of an Obstetric Triage Acuity Tool. *MCN The American Journal of Maternal Child Nursing*, 36(5), 290-296.

### **AWHONN VOLUNTEER ACTIVITIES**

**Public Policy Committee:** 2025

**Host Committee Chair:** 2025

**Ethics Committee:** 2025

**Finance Committee:** corresponding member 2024, member 2014, 2007-2008

**Section Advisory Committee:** Chair 2023, member 2020-2023

**Florida Section Conference Planning Committee:** current

**Bylaws Revision Task Force:** Co-Chair 2020

**National Retired Members Task Force:** 2018

**Florida Section Secretary Treasurer:** 2016-2019

**National Membership Committee:** 2015

**Florida Section Membership Chair:** 2012-2016

**National Program Committee:** 2014 Host Committee Chair

**Leadership Development Conference Planning Committee:** 2012

**Florida Section Chair:** 2008-2011

**Florida Georgia Section Conference Planning Committee:** 2005-2011

**National Nominating Committee:** 2006

**Host Committee for National Convention:** 2007

Member of Expert Panel for the development of the OB Triage Acuity Tool

Presentations at National Convention, Section Conventions/Conferences and Chapter Meetings

Additional Volunteer activities for AWHONN include Chapter Coordinator, Chapter Secretary Treasurer and are available upon request.

### **NON AWHONN LEADERSHIP ACTIVITIES**

**Florida Organization of Nurse Leaders: Education Committee: Chair** 2014-2017

**Florida Organization of Nurse Leaders Board of Directors: Member** 2014-2017

**Florida Perinatal Quality Collaborative: Steering Committee:** 2009-2012