

Tammy Starion



DON | LNHA | RN | Certified Wound Care RN | Director of Nursing & LTC Clinical Operations Expert

PROFESSIONAL SUMMARY

Experienced nursing executive and clinician with over a decade of expertise in managing clinical operations for CMS Five-Star Skilled Nursing Facilities. Specializes in infection control, regulatory compliance, and quality improvement, with direct leadership through the COVID-19 pandemic. Proven success in achieving deficiency-free surveys, CARF certifications, and maintaining Joint Commission Accreditation. Extensive clinical background includes ICU and acute care experience, policy development, staff training, and oversight of nursing and ancillary teams. Highly skilled in clinical program management and compliance, making her a strong resource for expert consulting and healthcare litigation support.

EDUCATION & LICENSURE

M.S. of Nursing, 2017
Endicott College
Salem, MA

B.S. Nursing, 199
Salem State College
Salem, MA

LICENSURE

- Licensed Nursing Home Administrator, Massachusetts
- Current BLS certifications.
- Wound Certified Nurse Specialist

PROFESSIONAL EXPERIENCE

Executive Director

2022 – Present

Director of Patient Care Services

2015 – 2022

Brudnick Center for Living, (Peabody, MA)

- Responsible for leading a clinical team through the COVID-19 pandemic.
- Responsible for writing and evaluating policies and procedures under changing guidance.
- Directly responsible for the infection control practices in a 144-bed building.
- Responsible for clinical operations 24/7.
- Responsible for maintaining compliance with DPH standards.
- Responsible for maintaining a Joint Commission Accreditation.
- Managing a staff of 150, scheduling, coordinating, and hiring.

Director of Nurses

Grosvenor Park Nursing Center, (Salem, MA)

2010 – 2015

- Responsible for clinical operations twenty-four hours a day of a five-star facility.
- Responsible for the nursing and ancillary staff within the building.
- Responsible to maintain compliance within DPH standards with five deficiency free surveys.
- Responsible for acquiring and maintaining a CARF certification.



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- Responsible for writing policies and procedures within DPH/CARF guidelines.

Director of Nursing Services

Kindred Healthcare, (Beverly, MA)

2009 – 2010

- Responsible for clinical operations 24/7.
- Responsible for the managing nursing staff and ancillary staff.
- Responsible for managing DPH survey and complying with the standards.

Director of Nursing Services

Healthbridge, (Peabody, MA)

2008 – 2009

- Responsible for clinical operations 24/7.
- Responsible for the managing nursing staff and ancillary staff.
- Responsible for managing DPH survey and complying with the standards.

Assistant Director of Nurses

Woodbriar of Wilmington

2005 – 2008

- Responsible for ensuring compliance with DPH/OSHA/Joint Commission standards and regulations.

Intensive Care/Cardiac Surgery Nurse

North Shore Medical Center, (Salem, MA)

1998 – 2010

- Attended to critically ill patients in a medical ICU.
- Worked with balloon pumps, swan lines, part of the code team.
- Was part of the original team who developed the successful Cardiac Surgical Unit at Salem Hospital.
- Spent three months at Mass General Hospital to train for the successful opening of the Cardiac Surgery Unit along with time at Concord Hospital in Concord, NH, and Cape Cod Hospital. Upon completion of these rotations put together an original model that was very successful for North Shore Medical Center and the Patient.

References & Case Work Available Upon Request

