

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.

PROFESSIONAL EXPERIENCE

Executive Director / Director Of Patient Care Services, Brudnick Center For Living

2015 – Present

Peabody, Massachusetts

- Executive Director (2022 – Present)
- Director of Patient Care Services (2015 – 2022)
- 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

2010 – 2015

Salem, Massachusetts

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

Director Of Nursing Services, Kindred Healthcare

2009 – 2010

Beverly, Massachusetts

- 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

2008 – 2009

Peabody, Massachusetts

- 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

Wilmington, Massachusetts

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

Intensive Care / Cardiac Surgery Nurse, North Shore Medical Center

1998 – 2010

Salem, Massachusetts

- 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.

EDUCATION

M.s. Of Nursing

2017

Endicott College, Salem, Massachusetts

B.s. Nursing

1999

Salem State College, Salem, Massachusetts

LICENSURE & CERTIFICATIONS

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

References and case experience available upon request.