



Carolyn Parker

Emergency Room Nurse

ED Charge Nurse with 12 years of emergency and flight nursing experience and 4 years leading shifts in a 58-bed Level I trauma center. Owns staffing, flow, and clinical escalations for night shift. Built a preceptor program that cut first-year RN turnover from the high 20s to under 14%.

CONTACT INFORMATION



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EDUCATION

- **MASTER OF SCIENCE IN NURSING, NURSING LEADERSHIP, UNIVERSITY OF MINNESOTA, 2021**
- **BACHELOR OF SCIENCE IN NURSING, COLLEGE OF ST. SCHOLASTICA, 2012**
- **CERTIFICATIONS: CEN, CFRN, TNCC, ENPC, ACLS, PALS, BLS**

KEY SKILLS

- **Shift charge and staffing**
- **Patient flow and capacity management**
- **Level I trauma response**
- **Preceptor program development**
- **Critical care transport**
- **RSI and airway support**
- **Peer feedback and coaching**
- **Epic ASAP / Cerner**
- **Mass casualty incident command**
- **Magnet documentation**
- **Conflict resolution**
- **Quality and safety reporting**

PROFESSIONAL EXPERIENCE

CHARGE NURSE, EMERGENCY DEPARTMENT | NORTHERN LAKES UNIVERSITY HOSPITAL, MINNEAPOLIS, MN | 2020 - PRESENT

- Run nightly charge for a 58-bed Level I ED averaging 310 visits per 24 hours, supervising 14-18 RNs and 6 techs per shift.
- Rebuilt the ED preceptor program: trained 22 senior nurses as preceptors and brought first-year RN turnover from 28% to 13.5% over two years.
- Lead activation for trauma, stroke, and STEMI; pulled median trauma bay readiness time to under 4 minutes from page.
- Sit on the hospital's capacity command call twice per shift, negotiating holds and transfers with house supervisor and ICU charge.
- Manage disciplinary documentation and peer feedback for night-shift staff in partnership with the ED nurse manager.

FLIGHT NURSE | HEARTLAND AIRMED, ROCHESTER, MN | 2017 - 2020

- Crewed rotor and fixed-wing transports for adult and pediatric critical care, averaging 38 flights per quarter.
- Managed ventilated, sedated, and post-arrest patients independently with paramedic partner on scene flights.
- Maintained 100% currency on RSI, chest tube, and central line skills checks across all 3 years.
- Trained 8 new flight nurses through a 6-month orientation and check-ride process.
- Co-authored the program's updated stroke transport protocol with the medical director.

SENIOR ED STAFF NURSE | LAKESHORE COMMUNITY HOSPITAL, DULUTH, MN | 2014 - 2017

- Worked as relief charge and primary preceptor in a 26-bed community ED.
- Took the highest-acuity assignments including resuscitation room patients on most shifts.
- Led quarterly mock code drills for nursing and respiratory therapy, 4 drills per quarter.
- Selected as unit representative for the hospital's Magnet redesignation site visit.

EMERGENCY ROOM NURSE | LAKESHORE COMMUNITY HOSPITAL, DULUTH, MN | 2012 - 2014

- Hired into a 12-month new grad ED residency and stayed on as a full-time night nurse.

- Carried 4-5 patient assignments across all acuity levels in a mixed adult and pediatric ED.
- Earned CEN within 24 months of hire.
- Mentored 5 nursing students through senior practicum placements.