



Ashley Garcia

Nurse Manager

Cardiac telemetry Nurse Manager overseeing a 28-bed unit, with 11 years of nursing experience and 3 years in a manager role. Focused on staffing stability, throughput with the emergency department, and closing the gap between dashboard metrics and what actually happens on the floor.

CONTACT INFORMATION



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Minneapolis, MN

KEY SKILLS

- Staffing models and acuity-based scheduling
- Labor budget and salary variance management
- Agency and premium pay reduction strategies
- Patient throughput and emergency-to-inpatient flow
- Shared governance and staff engagement
- Quality metrics (bloodstream infections, catheter infections, falls, patient experience)
- Cardiac telemetry and arrhythmia interpretation
- Kronos and Epic (ClinDoc, Rover, bed management)
- Performance coaching and progressive discipline
- Nurse residency and preceptor program design
- Regulatory readiness (Joint Commission and federal payer surveys)
- Interdisciplinary rounding and huddle facilitation

PROFESSIONAL EXPERIENCE

2022 - Present

Nurse Manager, Cardiac Telemetry | Northshore Lakes Medical Center, Minneapolis, MN

- Manage a 28-bed cardiac telemetry unit with 47 FTEs, 4 charge nurses, and a nurse educator.
- Cut agency spend from around \$780K to \$215K in one fiscal year by opening 6 internal float positions and reworking the weekend incentive.
- Moved unit engagement scores from the 38th to the 64th percentile after standing up a shared governance council and moving to monthly staff forums.
- Partner with the emergency department charge every shift on bed flow; average boarding time to telemetry is down about 90 minutes since 2023.
- Own a \$5.1M salary budget with monthly variance meetings and quarterly business reviews with the chief nursing executive.

2020 - 2022

Assistant Nurse Manager, Cardiac Telemetry | Northshore Lakes Medical Center, Minneapolis, MN

- Ran daily staffing, huddles, and acuity balancing for the same 28-bed unit under the previous manager.
- Led the central line infection reduction workgroup; the unit went 8 consecutive quarters without a bloodstream infection.
- Rebuilt the onboarding checklist for tele-certified nurses; time to independent practice dropped by roughly two weeks.
- Handled first-level performance conversations and coaching plans for the day shift RNs.

2017 - 2020

Charge Nurse, Cardiac Telemetry | Riverbend Presbyterian Hospital, Saint Paul, MN

- Charge on a 24-bed telemetry unit, days and rotating weekends.
- Sat on the sepsis committee; helped write the huddle script the hospital adopted on 4 other units.
- Precepted 11 new grads over 3 years, 9 finished the residency.

EDUCATION

Master of Science in Nursing (MSN), Nursing Administration, University of Minnesota, 2021

Bachelor of Science in Nursing (BSN), St. Catherine University, Saint Paul, MN, 2013

Certified in Executive Nursing Practice, 2022

Registered Nurse (RN), Minnesota Board of Nursing, License #R123456, active since 2013

Basic Life Support Provider, American Heart Association, current