



Dorothy Martinez

Nurse Manager

CONTACT INFORMATION



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EDUCATION

Doctor of Nursing Practice, Executive Leadership, Oregon Health & Science University, 2019

MSN, Nursing Administration, University of Washington, 2013

BSN, Seattle University, 2003

Certified in Executive Nursing Practice

Registered Nurse, Oregon State Board of Nursing, in good standing

KEY SKILLS

- Multi-unit operations and budget (\$40M+ salary budgets)
- Magnet designation and redesignation
- Joint Commission survey readiness and corrective action response
- Union contract negotiation and grievance work
- Premium and agency labor reduction
- Nurse residency and pipeline programs
- Hospital-acquired infection reduction (catheter, bloodstream, C. diff)
- Length of stay and throughput leadership
- Executive dashboards and board reporting

ABOUT ME

Seasoned Director of Nursing with 22 years of nursing experience and 8 years in leadership across med-surg, critical care, and women's services. Comfortable owning multi-unit budgets north of \$40M, running large labor negotiations, and getting units through Magnet and Joint Commission surveys.

PROFESSIONAL EXPERIENCE

Director of Nursing, Medical-Surgical and Critical Care | 2020 - Present
Willamette Crest Health System, Portland, OR

- Direct 6 inpatient units (168 beds), 4 nurse managers, 2 ANMs, and 310 FTEs across a Level II trauma center.
- Cut premium labor spend by \$3.9M over two fiscal years through an internal travel program, weekend option redesign, and closing an underused float pool.
- Led the successful Magnet redesignation in 2023, including all evidence submission and 22 site visit interviews.
- Raised system-level RN engagement from the 51st to the 78th percentile after redesigning the leader rounding cadence and monthly listening sessions.
- Sit on the executive throughput committee; average length of stay on medicine services is down 0.6 days since 2022.

Associate Chief Nursing Officer | 2017 - 2020
Cascade Meridian Hospital, Vancouver, WA

- Reported to the chief nurse executive for a 340-bed hospital; direct oversight of med-surg, emergency, and women's services.
- Co-led the 2019 contract negotiation with the nurses' association covering 1,400 RNs; settled without a strike vote.
- Owned a \$28.6M nursing salary budget with quarterly board-level reporting.
- Stood up a nurse residency program that grew to 3 cohorts a year; first-year retention held above 88%.
- Chaired the catheter and bloodstream infection system committees; both infection rates came in below national benchmarks for 2 consecutive years.

Nurse Manager, Medical Intensive Care Unit | 2014 - 2017
Cascade Meridian Hospital, Vancouver, WA

- Managed a 22-bed medical intensive care unit with 68 FTEs through the opening of a second critical care tower.
- Cut RN turnover from 24% to 9% over 30 months.
- Owned unit response to a Joint Commission finding on medication reconciliation; closed the corrective action plan on first submission.
- Coached 3 charge nurses into assistant manager or manager roles at Cascade Meridian and outside systems.

Assistant Nurse Manager, Surgical Intensive Care Unit | 2011 - 2014

- Succession planning for managers and ANMs

Harborline Medical Center, Tacoma, WA

- Ran daily staffing and acuity balancing for a 16-bed surgical intensive care unit averaging 94% occupancy.
- Led the unit's early mobility protocol rollout; ventilator days dropped meaningfully across two audit windows.
- Handled first-line coaching for day shift RNs and finished writing the unit competency book.
- Charge nurse mentor for 5 RNs, 4 of whom took charge roles within 18 months.