



Frank Pandey

NICU Staff Nurse

Neonatal intensive care nurse with 6 years of experience spanning newborn nursery through Level III NICU settings, holding an RNC Certification for Neonatal Intensive Care Nursing and Neonatal Resuscitation Program certification. Reduced ventilator-associated pneumonia incidents by 15.7% by implementing an oral care and head-of-bed elevation bundle for ventilator-dependent neonates, and improved post-surgical neonatal recovery time by 20.6% by coordinating individualized pain management and early mobility plans with the neonatology team.



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KEY SKILLS

- Epic Systems
- Neonatal Ventilator Management
- CPAP Weaning Protocols
- IV Therapy and Central Line Care
- Cardiac Monitor Interpretation
- HIPAA Compliance
- Incubator Thermoregulation
- Evidence-Based Practice
- Family Education and Discharge Planning
- NRP Protocol

CERTIFICATIONS

- Registered Nurse License, State board of nursing, 2020
- National Council Licensure Examination for Registered Nurses, National Council of State Boards of Nursing, 2020
- RNC Certification for Neonatal Intensive Care Nursing, National Certification Corporation, 2022
- Neonatal Resuscitation Program, American Academy of Pediatrics, 2020
- Basic Life Support, American Heart Association, 2026

PROFESSIONAL EXPERIENCE

NICU STAFF NURSE

PECOS VALLEY NEONATAL CENTER, LAS CRUCES, NM | 2023 – PRESENT

- Saved 11.3 hours of documentation time weekly by redesigning the Epic Systems charting templates for NICU assessments, eliminating redundant fields across 9 flowsheets.
- Reduced ventilator-associated pneumonia incidents by 15.7% over 8 months by implementing an oral care and head-of-bed elevation bundle for ventilator-dependent neonates.
- Improved patient recovery time by 20.6% for post-surgical neonates by coordinating individualized pain management and early mobility plans with the neonatology team.
- Administered IV medications and managed central line dressings for critically ill infants, completing line-site assessments every 4 hours per unit protocol.

NICU STAFF NURSE

JORNADA BASIN MEDICAL GROUP, ALAMOGORDO, NM | 2021 – 2023

- Cut weekly documentation time by 8.6 hours for the nursing team by creating standardized admission and discharge note templates in Epic Systems.
- Audited oral hygiene compliance and retrained bedside staff on suctioning protocols for ventilator-dependent infants.
- Monitored cardiac monitors and ventilators for up to 3 critically ill neonates per shift, escalating respiratory changes to the attending neonatologist within an average of 5 minutes.
- Collaborated with respiratory therapy to wean 23 infants from CPAP devices over 10 months, following evidence-based readiness criteria.

STAFF NURSE, NEWBORN NURSERY

SIERRA BLANCA COMMUNITY HOSPITAL, RUIDOSO, NM | 2020 – 2021

- Shortened average recovery time for jaundice-treated newborns by 7.4 hours by initiating phototherapy within 45 minutes of lab confirmation.
- Documented vital signs, feeding volumes, and bilirubin trends for an average of 9 newborns per shift using Epic Systems, completing all entries before shift handoff.
- Operated incubators for thermoregulation and blood pressure monitors for hemodynamic assessment, reporting abnormal readings within 3 minutes to the charge nurse.

EDUCATION

Bachelor of Science in Nursing

New Mexico State University, Las Cruces, NM | 2016 – 2020

