

Kavya Shapiro

Nurse Supervisor

Certified Nurse Manager and Leader with 12 years of nursing experience, including supervision of a 32-bed unit and precepting of 11 new graduate nurses. Cut agency nurse spending by $43,740 annually by improving internal scheduling and reducing call-outs through a peer-accountability program, while also shortening average length of stay and reducing overtime usage across multiple facilities.

CONTACT INFORMATION

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Ruidoso, NM 12345

EDUCATION

Bachelor of Science Nursing
New Mexico State University, Las Cruces, NM
2010 – 2014

KEY SKILLS

- Epic EHR
- Cerner EHR
- Telemetry/EKG Monitoring
- IV Therapy Administration
- Staff Scheduling and Budgeting
- Quality Improvement
- Discharge Planning
- CMS Regulations
- Joint Commission Standards
- HIPAA Compliance
- Microsoft Excel

PROFESSIONAL EXPERIENCE

- Nurse Supervisor, Sacramento Peak Regional Hospital, Ruidoso, NM
  2021 – Present
  - Precepted 7 new graduate nurses through a 12-week competency-based orientation program, with all 7 passing unit checkoffs on the first attempt.
  - Reduced overtime and agency staffing usage from 146 hours per month to 103 hours per month by restructuring shift rotations and cross-training 4 float-pool RNs.
  - Shortened average length of stay by 1.3 days on a 32-bed unit by launching daily interdisciplinary discharge huddles and tracking barriers in Epic EHR.
  - Instructed families on disease prevention topics including diabetes self-management and heart failure warning signs, completing 11 education sessions per week.
- Charge Nurse, Tularosa Creek Community Hospital, Alamogordo, NM
  2017 – 2021
  - Precepted 4 new graduate nurses over 2 years, designing individualized learning plans that reduced time-to-independent-practice from 14 weeks to 11 weeks.
  - Cut agency nurse spending by $43,740 annually by improving internal scheduling and reducing call-outs through a peer-accountability program.
  - Cut call-light response time from 6 minutes to 3 minutes by assigning a rounding nurse each hour and tracking response times weekly.
  - Monitored and reported changes in patient conditions for a 28-bed telemetry unit, documenting assessments in Cerner EHR within 25 minutes of each rounding cycle.
  - Worked with community health groups to plan and implement a chronic-disease self-management workshop series, delivering 6 sessions over one quarter to families managing hypertension and diabetes.
- Staff Nurse, Bonito Valley Medical Associates, Ruidoso, NM
  2014 – 2017
  - Reduced overtime hours on the night shift from 52 hours per pay period to 34 hours by volunteering for flexible scheduling and mentoring 2 newer staff members on time management.
  - Recorded symptoms, vital signs, and medication responses for an average of 23 patients per day, entering data into Epic EHR within 20 minutes of each assessment.
  - Developed a prenatal health education packet used during 6 weekly classes, reaching 47 expectant families over 10 months.

CERTIFICATIONS

- Registered Nurse License, State board of nursing, 2014
- National Council Licensure Examination for Registered Nurses, National Council of State Boards of Nursing, 2014
- Basic Life Support, American Heart Association, 2026
- Certified Nurse Manager and Leader, AONL Credentialing Center, 2024