Arienne Morrow, MSN, FNP-BC

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|  | **Skills**   * Leadership * Team work * Attention to detail * Staff Development * Process Improvement * Growth planning * Infection control * Assessments * Documentation * Patient advocacy * Medication management * Home care * Case management |  | **Professional Summary**  Recent graduate with 15 years of RN experience and 650+ hours of supervised clinical nurse practitioner experience. Worked alongside physicians in nephrology and intensive care environments. Built positive relationships with clinical and administrative teams, patients, and families to ensure clear communication and optimal care.  **Experience**  Home Therapy Market Manager, Jan 2020 - Current  Fresenius Kidney Care, Memphis, TN   * Manage a dialysis Home Therapies business within a defined area providing effective leadership and management of all aspects of customer service, quality patient care, and finance * Coordinate operation strategies and activities to ensure the provision of outstanding quality patient care and dialysis services while adhering to regulatory and company guidelines and requirements ensuring efficiency and economy * Responsible for the development of area strategic plans, goals and objectives ensuring alignment with those of the region, division and company * Implements, disseminates and administers operations strategies and objectives to ensure the achievement of the region, division's and company's goals and objectives * Implement Home Therapy program-specific and area quality goals and action plans in order to achieve quality standards * Provide leadership, support and guidance to Home Therapy program management including Home Therapy Program Managers and other support staff * Provide informal feedback on an ongoing basis and formal feedback in the annual performance evaluation process * Manage the staffing through the appropriate hiring, firing and disciplinary actions in collaboration with HR * Responsible for aggressively addressing and acting upon adverse events and action thresholds in area of responsibility * Collaborate with management team to develop program budgets, monitoring performance to ensure optimal, efficient and effective operations practices within regulatory and company guidelines.   ICU SD RN, Aug 2022 - May 2023  Baptist Hospital, Memphis Memphis, TN   * Coordinate and provide care ultilizing the critical thinking nursing process * Develop, implement, and evaluates current plan of care * Provide patient, family, and/or significant other teaching and education regarding current disease process * Communicates and collaborates with IDT in providing patient care   ICU SD RN, Apr 2022 - Jul 2022  Maxim Healthcare Staffing, Memphis, TN   * Coordinate and provide care ultilizing the critical thinking nursing process * Develop, implement, and evaluates current plan of care * Provide patient, family, and/or significant other teaching and education regarding current disease process * Communicates and collaborates with IDT in providing patient care   Home Therapy Program Manager, Jan 2014 - Jan 2020  Fresenius Medical Care, Memphis, TN   * Assists in the identification, evaluation and selection of Home Dialysis training candidates, and Home Partners as appropriate for the FMS Home Dialysis Program * Provides ongoing education to patients regarding their renal dialysis, peritoneal or vascular access and home dialysis therapy, and other related health conditions * Coordinates the transfer or discharge of patients to the hemodialysis or transplant clinic when needed and appropriate * Directs and manages all aspects of patient care for home therapy patients * Manages assigned program licensed, non-licensed, and technical personnel to include hiring, firing, and disciplinary actions as appropriate * Participates in development and maintenance of QAPI program that tracks performance in patient health outcomes * Develops and maintains strong Medical Director and physician relationships * Responsible for the day to day management of multiple clinics including staffing, patient scheduling, and financial responsibility of clinics   Dialysis Registered Nurse, Jan 2013 - Jan 2016  Methodist Lebonheur Healthcare, Memphis, TN   * Provide hemodialysis therapy to pediatric ESRD patients based on physician orders, assessment, and laboratory findings * Provide CAPD therapy utilizing physician orders and prescriptions * Communicate with parents, physicians, and interdisciplinary team regarding concerns and patient care needs * Participate in interdisciplinary team meetings and formulate care plans based on individual patient needs * Provide ongoing education regarding renal disease, prescribed treatment regimen, and treatment options regarding management of ESRD   Charge Nurse, Jan 2012 - Jan 2013  Fresenius Medical Care, Memphis, TN   * Provide guidance, direction, and support to direct patient care staff * Provide informal and formal feedback input for the annual performance evaluation * Approve or disapprove time or personnel schedule changes * Participate in department staffing and the appropriate hiring, firing, and disciplinary actions * Assess daily patient care needs and develop and distribute patient care assignments appropriately * Communicate and assist with physicians and interdisciplinary team in making decisions to benefit patient care   Chronic Hemodialysis Nurse, Jan 2010 - Jan 2012  Davita Dialysis, Memphis, TN   * Provide hemodialysis therapy by formulating dialysis plan per physician orders, weight and rate to be ulltrafiltrated while ensuring safety measures are in place and complied with * Perform and analyze patient assessments, laboratory data collection and bring concerns to attention of physician * Prepare and maintain dialysis machines and systems per Davita policy * Provide ongoing education regarding renal disease, prescribed dialysis treatment and medical regimen and its impact on the patient's state of health and well being   Registered Nurse, Jan 2008 - Jan 2012  Baptist Memorial Healthcare Corp, Southaven, MS   * Provide care to critically ill patients on an Intensive Care step-down unit * Report patient care/condition/progress to patient's physician on a continuous basis * Demonstrate the proper use of equipments and knowledge of medicines when dealing with patients * Implement patient care plan, in conjunction with patient and family, to assist them in achieving optimal resolution of needs/problems   Nurse Extern, Jan 2007 - Jan 2008  Regional Medical Center, Memphis, TN   * Observed, collected, and reviewed data for assigned patient * Assisted doctors, senior nurses, and registered nurses in attending to patients * Assisted with the care of newborn infants and post partum patients * Observed and reported significant changes in patients' statuses to the registered nurses   **Education**  Post Master's Family Nurse Practitioner  Carson Newman University, Jefferson City, TN, December 2022  Master of Science: Nursing Leadership and Management  Walden University, Minnesota, MN, July 2015  Bachelor of Science: Nursing  Baptist College of Health Sciences, Memphis, TN, January 2008  BLS Certification  American Heart Association, December 2022  **Additional Information**   * 2 |  |