

# Umamaheswari (Uma) Venugopal

Nurse Leader & Educator

Authentic nurse administrator and a passionate educator possessing fifteen plus years of extensive experience in an acute care setting and academia. Performed successfully in various leadership roles starting from bedside to boardroom such as Charge RN, Nurse Manager, Administrative Supervisor/Drug Diversion Lead-Nursing, Risk Management, Lead Coordinator-Nursing Leadership RN-BSN program.

## Work History

2022-08 -  
Current

### Non-Tenure Track Professor

*William Patterson University , Wayne, NJ*

- Faculty rating of 4.7/5
- Lead faculty for Nursing Leadership and Professional development.
- Teach Population Health, Legislation and Social Policy.
- Used variety of learning modalities and support materials to facilitate learning process and accentuate presentations, including visual, aural and social learning strategies.
- Evaluated and revised lesson plans and course content to achieve student-centered learning.
- Worked closely with Department chairperson and faculty members to develop and implement nursing leadership curriculum for improved learning and student performance.
- Transitioned course material and applied technological options for online and course-related software for nursing program.
- Organized, prepared and revised nursing leadership seminar course material.
- Assisted and identified at-risk students to eliminate student barriers to learning.
- Encouraged class discussions by building discussions

## Contact

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## Skills


Operations management  
  
Excellent


Financial Management  
  
Excellent

Accreditation coordination  
  
Excellent

Professional Development  
  
Excellent

Quality Improvement  
  
Excellent

Regulatory standards  
  
Excellent

Online instruction  


into lessons, actively soliciting input, asking open-ended questions and using techniques to track student participation.

- Built relationships with students, mentoring on personal, professional and academic goals while providing coaching on effective study habits.
- Graded assignments and projects to provide students with timely academic progress information and feedback.
- Evaluated student comprehension using assignments and managed student performance using automated reporting system, leveraging data to identify student learning needs and create action plans to overcome learning deficiencies.

Excellent

## Languages

English



Excellent

Malayalam



Excellent

Tamil



Very Good

Hindi



Good

2020-08 -  
Current

### Adjunct Professor

*William Paterson University, Wayne, NJ*

- Evaluated and revised lesson plans and course content to achieve student-centered learning.
- Initiated zoom sessions for asynchronous online courses to promote student-centered learning.
- Engaged students with insightful and compelling classroom discussion of topics relevant to coursework to boost student learning and retention.
- Graded quizzes, tests, homework and projects to provide students with timely academic progress information and feedback.
- Used variety of learning modalities and support materials to facilitate learning process and accentuate presentations.
- Transitioned course material and applied technological options for online curriculum.
- Identified academic strengths and obstacles and developed instructional techniques to accommodate different learning styles.

2019-09 -  
Current

### Administrative Supervisor/Drug Diversion Leader

*Saint Peters Healthcare System, New Brunswick, NJ*

- Performance rating of 4.6/5

#### Diversion Lead - Nursing

- Partnered with Pharmacy in providing oversight,

strategic guidance and implemented projects for drug (controlled substances) diversion prevention plan

- Lead Drug Diversion steering committee meetings with executive board and senior administration.
- Collaboratively worked with risk management and pharmacy to develop policies and procedures for drug diversion program implementation to ensure adherence to state and regulatory guidelines.
- Perform and maintain monthly audits to track and trend data.
- Closely worked with DEA consultants in performing annual audits.
- Manage diversion related projects in collaboration with nursing, pharmacy, risk management, human resources, and compliance department.
- Develop and perform new employee orientation and annual educational offerings to organizational staff at all levels from environmental staff to leaders to increase awareness about potential diversion.
- Implement strategies, perform investigations, audits, and maintained records to identify trends for potential diversion.
- Collaborate with Nursing Managers, Directors and Chief Nursing Officer, Director of Risk Management, Vice-President of Legal and Human Resources, Director of Compliance in addressing and managing
- Prepare and present reports at medication safety committee and patient safety committee.
- Monitor and handle incident reporting system to identify trends and concerns related to potential diversion, including performing investigations and providing disciplines when required.
- Maintain and perform annual updates to institutional policies and procedures related to drug diversion.

#### **Administrative Supervisor - Nursing**

- Apply transformational and innovative leadership model inspiring nurses to grow from bedside to boardroom.
- Act on behalf of administration in accordance with delegated authority in absence of hospital

administrators during off shift hours providing management and operational oversight of organization.

- Collaborate with department leaders and team members, facilitating patient flow, conducting constant rounds on all nursing units including all areas of hospital to ensure safe and quality care is provided.
- Leads Incident Command center during emergency situations and attended Emergency Management Education workshop 2021.
- Established and developed strong administrative team by delivering ongoing coaching and motivation, fostering career advancement.
- Manages medical and behavioral crisis, emergency patient and staff situations including rapid responses and code blues.
- Perform staff education to maintain and stay compliant with state and NDNQI standards, Joint Commission regulations, Magnet requirements, policies, and procedures.
- Developed internal requirements which complied with state standards and regulations to minimize regulatory risks and liability across program.
- Mentors staff in conflict resolution, problem solving and decision making along with strong ethical values.
- Mentor and clinical preceptor to BSN/MSN students for nursing leadership/administration and education practicum providing insight into their specific role for Rutgers University, Chamberlain University, Fairleigh Dickinson University, New Jersey City University, and Capella University.

2019-09 -  
2022-06

### **Adjunct Nursing Faculty - Simulation Lab**

*Rowan College, Mt. Laurel, NJ*

- Oriented and provided instruction to students in simulation labs.
- Simulation lab operations including scenario planning, setting up and programming manikins, open skills day practices.
- Performed clinical rotations for students - nursing

fundamentals.

- Contributed educational and clinical expertise to help optimize training courses and boost student learning.
- Assessed student knowledge levels and abilities with detailed assessments.
- Supported student educational and vocational planning to help each optimize learning strategies and reap long-term career benefits.
- Strived to continuously update course strategies and content based on current trends and technological advancements in healthcare.
- Oversaw laboratory and clinical environments to help students advance knowledge and abilities.
- Directly cared for patients whenever opportunity arises to perform procedures like intravenous line, nasogastric tube and or urinary catheter insertions to maintain currency on clinical techniques.
- Prepared training materials and instructional strategies to track student progress, accurately report skills and conduct competency assessments.
- Delivered information and valuable instructions to students during clinical rotations.
- Trained students to identify signs of patient health deterioration and clinical equipment malfunction to promote achievement of all course objectives.
- Liaised with medical and nursing personnel to evaluate and improve teaching and nursing practices.
- Monitored progress of each student and provided formal evaluation upon completion of clinical placements.
- Coached underperforming students to help meet clinical objectives
- Educated/mentoring nurses and nursing students on successful methods and strategies for test taking (HESI/NCLEX/Certification).

**2015-09 -  
2019-08**

### **Nurse Manager**

*Saint Peter's Healthcare System , New Brunswick, NJ*

- Performance rating of 4.6/5.
- Managed more than 120 nurses and nursing

activities on 40 bedded stroke unit by providing comprehensive nursing guidance and maintaining outstanding patient satisfaction and care standards.

- Increased financial gain collaborating with physicians and patients leading to increase in patient volume, decrease staff turn over, reduced overtime through creative staffing, improving patient and staff satisfaction.
- Improve response and patient care quality through performance improvement projects and reduced falls rate, CAUTI/CLABSI and zero pressure ulcers meeting NDNQI benchmarks.
- Chaired patient education committee and performed actionable improvements to promote hospital-wide quality and safety initiatives.
- Established and increased staff morale leading to increase in staff satisfaction above NDNQI benchmark.
- Aggregated and analyzed data related to administrative costs to prepare budgets for corporate-level management and help lower overtime costs.
- Collaborated with Department of Education and facilitated dedicated education unit for nursing students six days every week.
- Coordinated and implemented in-service educational programs focusing on safety and adherence to protocols.
- Promoted professional development opportunities to encourage nurses to pursue continuing education.
- Investigated and independently resolved complaints from staff, physicians and patients by leveraging clinical judgment and unit management expertise.
- Fostered improvement in all operational facets, including staff development, personnel training and standards of patient care.
- Monitored and evaluated personnel performance to complete annual reviews, recommend advancement or address productivity concerns.

2010-09 -  
2015-08

## **Administrative Supervisor**

*Saint Peters Healthcare System, New Brunswick, NJ*

- Confidently directed overall operation of nursing services and patient care, including financial management, quality assurance, patient care, safety risk management, teammate satisfaction, quality index scores and facility maintenance.
- Act on behalf of administration in accordance with delegated authority in absence of hospital administrators during off shift hours providing management and operational oversight of 468 bedded organization.
- Collaborate with department leaders and team members, facilitating patient flow, conducting constant rounds on all nursing units including all areas of hospital to ensure safe and quality care is provided.
- Manages behavioral and medical crisis, emergency patient and staff situations including rapid responses and code blues.
- Actively listened to customers' requests, confirming full understanding before addressing concerns.
- Apply transformational and innovative leadership model inspiring nurses to grow from bedside to boardroom.
- Mentors staff in conflict resolution, problem solving and decision making along with strong ethical values
- Organized department in accordance with administrative guidelines in order to provide specified nursing services to meet legal, organizational and medical staff guidelines.
- Maintained proper staff levels within budget parameters to deliver high levels of care to every patient.
- Followed all HIPAA rules and regulations regarding patient confidentiality.
- Assessed patients to determine individual needs and develop care plans in coordination with multidisciplinary healthcare professionals, including physicians, case managers and social workers.
- Trained new nurses in proper techniques, care standards, operational procedures and safety protocols.

- Investigated and reported all incidents per hospital policies.
- Maximized staff and patient protections by enforcing optimal disease prevention protocols.
- Established and developed strong administrative team by delivering ongoing coaching and motivation and fostering career advancement.

2007-04 -  
2010-08

## **Adult Critical Care Registered Nurse**

*Saint Peters Healthcare System, New Brunswick, NJ*

- Delivered top-notch care exceeding department, hospital and Joint Commission standards.
- Worked with intubated and ventilated patients, monitoring and reporting on conditions to maintain stats within optimal levels.
- Operated critical care equipment to keep patients stable and promote recovery.
- Administered medications to treat patients' symptoms and address underlying disease progression.
- Documented work in EMR and updated patients' charts with orders and observations.
- Personalized bedside care and interactions based on cultural backgrounds of different patients.
- Responded rapidly to critical codes to coordinate stabilization treatments and restore vital functions.
- Managed needs of chronically ill and acute patients with well-coordinated treatment strategies.
- Protected critically ill patients from unnecessary risks by limiting visitors, using proper PPE and using strong infection control procedures.
- Trained and coached new employees on protocols and best practices to promote ideal patient outcomes.
- Oversaw various aspects of telemetry by administering PA catheters and arterials, vasoactive drugs, titration, thrombolytic therapy, dysrhythmia interpretation and chest tubes.
- Assessed and managed various patient treatments for numerous patient diagnoses from sepsis to acute respiratory distress.
- Collaborated with physicians to quickly assess



patients and deliver appropriate treatment while managing rapidly changing conditions.

- Maximized team performance by monitoring nursing care, including patient assessment processes and treatment implementations.
- Implemented quality patient care techniques to align with safety, health and organizational regulations.
- Identified unit areas of inadequacy and adjusted procedures to close gaps and improve policies.
- Supervised and managed functions for unit, including daily scheduling, tasking and administration.
- Coordinated nursing care on unit through staff assignments, assisting and rounding with physicians, monitoring patient orders and communicating with ancillary departments.

2007-10 -  
2008-10

## **Medical Surgical Registered Nurse - Per-diem**

*Princeton Healthcare Systems , Princeton, NJ*

- Developed and implemented individual plans of care in collaboration with members of healthcare team to promote patient and family centered care in healing environment.
- Educated patients and families on managing illness or injury including post-treatment home care needs and medication administration.
- Participated in activities that promoted safety, quality and regulatory compliance to enhance professional development and life long learning.
- Used critical thinking skills to assess and evaluate patient physical, psychosocial and emotional needs.
- Adhered to ANA Code of Ethics for nurses and maintained confidentiality within legal and regulatory parameters to protect human and legal rights of patient and family.
- Conducted ongoing monitoring and evaluations of behaviors and conditions, and updated clinical supervisors with current information.
- Administered medications and treatment to patients and monitored responses while working with

healthcare teams to adjust care plans.

- Cared for patients supporting fellow nurses in delivering outstanding treatment to patients.
- Collaborated with leadership to devise initiatives for improving nursing satisfaction, retention and morale.
- Demonstrated ability to advocate for and strive to protect health, safety, and rights of patient.

2006-04 -  
2007-03

## **Nursing Assistant**

*Saint Peter's Healthcare System, New Brunswick, NJ*

- Helped patients effectively manage routine bathing, grooming and other hygiene needs.
- Observed or examined patients to detect symptoms that required medical attention such as bruises or open wounds.
- Participated in fun group activities with patients to boost mood, improve overall memory and provide light entertainment.
- Reported any unusual or urgent circumstances in patients' condition or environment immediately to nurse supervisor.
- Collaborated with peers and attended meetings to brainstorm new activities for patients and discuss ways to resolve issues.

2004-01 -  
2005-01

## **Supervisor**

*The Harmony Schools, Princeton, NJ*

- Developed and implemented lesson plans, activities and field trips.
- Maintained facility compliance with applicable laws and standards.
- Hired and mentored well-qualified job applicants for teaching and support staff roles, boosting program success.
- Upheld sound financial principles to keep program operating within budget levels, maximizing resource utilization while minimizing costs.
- Collaborated on strategies to enhance student learning and behavior alongside parents and teaching staff.
- Reviewed and evaluated new and current programs

to determine effectiveness and compliance with state, local, and federal regulations and recommended any necessary modifications.

- Improved operations through consistent hard work and dedication.
- Developed and maintained courteous and effective working relationships.

1999-01 -  
2001-01

### **ICU Charge Nurse/Preceptor**

*Apollo Hospitals, Chennai, India, India*

- Supervised new employees and student nurses to promote adherence to established patient care standards and practices.
- Worked as part of interdisciplinary rapid response team to determine each patients' imaging and assessment needs to develop and initiate appropriate care plans.
- Trained and coached new employees on protocols and best practices to promote ideal patient outcomes.

1996-01 -  
1999-01

### **Critical Care Staff Registered Nurse**

*Apollo Hospitals, Chennai, India, India*

- Clinically efficient at bedside and promoted to charge nurse in less than one year.

## **Education**

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2015-10 -  
2018-05

### **MS in Nursing With Emphasis in Nursing Education: Nursing Education**

*Grand Canyon University - Phoenix, AZ*

2016-01 -  
2016-03

### **Mini MBA: Administration**

*Rutgers University - New Brunswick, NJ*

2012-09 -  
2014-02

### **Bachelor of Science: Nursing**

*Grand Canyon University - Phoenix, AZ*

1993-07 -  
1996-07

### **Diploma in General Nursing Midwifery & Psychiatry: Nursing**

*Apollo Hospitals School of Nursing - Chennai, India*

## Certifications & Training

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<b>2023-09</b>	Basic Life Support (BLS) certification
<b>2023-09</b>	Advanced Cardiac Life Support (ACLS) CertificationK Certification
<b>2021-06</b>	Youth Mental Health First Aid certification
<b>2025-03</b>	Critical Care Registered Nurse (CCRN-K) Certification
<b>2021-10</b>	Emergency Management Training
<b>2022-03</b>	CNO Academy - AMN Healthcare

## Licenses

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New Jersey RN License  
RN Compact License - Multi-State

## Affiliations

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- New Jersey State Nurses Association (NJSNA)
- American Association of Indian Nurses of New Jersey (AAIN-NJ2)
- Indian American Nurses Association of North Texas (IANANT)
- National Association of Indian Nurses Association (NAINA)
- American Nurses Association (ANA)
- American Association of Critical-Care Nurses (AACN)
- Sigma Theta Tau International Honor Society of Nursing
- Big Brothers Big Sisters of America – Youth mentoring (Mentor) 2019-current

## Accomplishments

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- Most Valuable Player Nurse Manager Award, 2017
- Mentor for the ANA mentorship program 2018-current.

- Youth mentoring for the Big Brothers and Big Sisters of America program 2019-2021
- March of Dimes Nurse Manager of the Year (New Jersey) - Finalists of 2019
- Compliance Champion of Saint Peters Healthcare System, 2019
- New Jersey State Nurses Association (NJSNA) CARES Award - Nurse Administrator Category 2021
- President of the American Association of Indian Nurses New Jersey Chapter 2 (AAIN-NJ2) 2021-2022
- Lead Nurse Planner (ANCC Provider) for the National Association of Indian Nurses of America (NAINA) 2022.
- Secretary for the National Association of Indian Nurses of America (NAINA) 2023-2024.

## Presentations

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- Co-Author for human trafficking resolutions 2021 and the position statement March 2022 for New Jersey State Nurses Association (NJSNA).
- Panelist for R5- Reflect, Reignite, Reset, Redesign & Refocus: From Bedside to the Community at the third annual international conference organized by San Antonio Indian Nurses Association (SAINA) January 8, 2022.
- Presenter for continuing education - Risk management for nurses and mitigation strategies for safe nursing practice March 19, 2022.
- Panelist and co-author for Role of Nurses in Violence Prevention: A multicultural perspective, presented at National Association of Indian Nurses of America (NAINA) 8th Biennial conference in New Jersey, October 8th, 2022.

## Interests

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Mentorship

Serving community

Building relationships

Reading and writing