

## **ELEANOR GASO KELLER, MSN, BSN, RN**

### **EDUCATION**

Current	Walden University	Minneapolis, MN
	<ul style="list-style-type: none"> <li>• <i>Doctor of Nursing Practice</i></li> <li>• <i>Anticipated graduation 2026</i></li> </ul>	
2009	Walden University	Minneapolis, MN
	<ul style="list-style-type: none"> <li>• <i>Master of Science in Nursing</i></li> <li>• <i>Specialization in Leadership and Management</i></li> <li>• <i>Magna Cum Laude GPA</i></li> </ul>	
2006	Immaculata University	Immaculata, PA
	<ul style="list-style-type: none"> <li>• <i>Bachelor of Science in Nursing</i></li> <li>• <i>Magna Cum Laude GPA</i></li> </ul>	
1981	Washington Hospital School of Nursing	Washington, PA
	<ul style="list-style-type: none"> <li>• <i>Diploma in Nursing</i></li> </ul>	
1977-1979	Duquesne University	Pittsburgh, PA
	<ul style="list-style-type: none"> <li>• <i>Credits towards BSN</i></li> </ul>	

### **LICENSE/CERTIFICATIONS**

RN License #RN-250153L (PA) – current thru 4/2027  
 American Heart Association BLS – current thru 1/2026  
 American Heart Association ACLS – current thru 1/2026

### **ADDITIONAL TRAINING**

FEMA – IS-700 – 9/2019  
 Diabetes Educator Certification CE Series – 8/2015  
 ONS Comprehensive Course in Chemotherapy & Biotherapy – 11/2013  
 FEMA – IS-100.HC & IS-200.HC, HICS IV – 11/2008  
 FEMA Healthcare Leadership Course – 9/2006  
 Johns Hopkins Nursing Nurse Manager Academy – 11/2003  
 Comprehensive Course in Cancer Therapy – 10/1994, 8/2002  
 Coronary Care Course – 9/1983

### **AWARDS**

Nominated GSHS Leadership Excellence Award – 2008 & 2009  
 Nominated PA Nightingale, Nursing Administration – 2004 & 2008  
 College of Lifelong Learning Dean's List, Immaculata University – 2004 & 2005  
 Nominated Nurse Leader of the Year Advance for RNs – 2004  
 Nominated with DQM for Select Medical CNO/DQM Team of the Year – 2024

### **PROFESSIONAL EXPERIENCE**

<b><i>INNERS CREEK NURSING AND REHAB</i></b>	<b><i>100 W QUEEN STREET</i></b>
<b><i>DALLASTOWN, PA 17313</i></b>	<b><i>717-246-1671</i></b>
<b><i>DIRECTOR OF NURSING</i></b>	<b><i>1/2025-CURRENT</i></b>

Director of Nursing for 202 bed Nursing and Rehab Center. Four units including long term care unit, memory care unit, rehab skilled unit, and long-term care skilled unit. Oversight of all nursing, including unit managers, nurse practice educator, nursing supervisors and infection prevention nurse.

**SAINT JOSEPH'S UNIVERSITY  
LANCASTER, PA 17601**

**850 GREENFIELD ROAD  
800-622-5443**

**ADJUNCT FACULTY ASN PROGRAM**

**12/2019–CURRENT**

Adjunct faculty for ASN Program. Clinical instructor for nursing students in senior level. Clinicals at Lancaster General Hospital on cardiac unit and orthopedic unit; Wellspan Good Samaritan Hospital on cardiac unit and stroke unit; UPMC York Memorial Hospital in Intensive Care Unit, Emergency Department and Select Medical for Pulmonary with Respiratory Therapists. Clinicals included post conferences on critical thinking exercises.

**SELECT MEDICAL CIRH  
YORK, PA 17408**

**1701 INNOVATION DRIVE, 5<sup>TH</sup> FLOOR  
717-900-5700**

**CHIEF NURSING OFFICER**

**7/2023-1/2025**

Oversight for nursing and wound care at 23 bed Critical Illness Recovery Hospital. Works with staff and management to ensure quality measures are met. Met 8/10 Quality Measures for 2024. Assist with competencies and education for nursing staff and new hire orientation. Reduced staffing vacancies from 24.3 FTE to 1.8 FTE; also hired PRN staff to cover vacations, LOA, FMLA to be able to reduce agency staff use. Worked with case management for management of cases to maintain length of stay within benchmarks. Educated staff to be able to take patients with LVAD, ETT, HRA new tracheostomies, critical drips, increasing acuity of patients.

**PROMISES BEHAVIORAL HEALTH (TRPA)  
WRIGHTSVILLE, PA 17368**

**1166 HILT ROAD  
717-478-1616**

**DIRECTOR OF NURSING**

**11/2019-7/2023**

Oversight for nursing at 63 bed residential facility for Mental Health and Substance Use Disorder, including detoxification. Education to clients on Medication Assisted Therapy (MAT) along with long-term MAT for after discharge, including group discussions. Education for nursing staff on medications and mental health disorders. Responsible for infection control program, including reporting to state on infectious diseases. Medical record retrieval for clients for disability claims, continuation of care, Family Medical Leave Act, and any other need for medical record retrieval. Works closely with medical providers to schedule clients for evaluations and follow up appointments while in treatment.

**LANCASTER REHABILITATION HOSPITAL  
LANCASTER, PA 17601**

**675 GOOD DRIVE  
717-406-3000**

**CHIEF CLINICAL OFFICER**

**5/2018-10/2019**

Oversight for nursing and respiratory therapy, along with contracted services of laboratory, radiology, and dialysis for 59-bed acute inpatient rehabilitation hospital. Patient Safety Officer. Super-user and instructor for Epic EMR for nursing, registration, case management and physicians. Successful implementation of peritoneal dialysis program, including policies and education for staff. Currently implementing trilogy ventilator program and spinal cord, including policies and education for staff. Education for nursing staff on disease processes, new patient programs, and chronic disease processes.

**MEMORIAL HOSPITAL  
YORK, PA 17405**

**325 S BELMONT ST  
717-849-5492**

**DIRECTOR OF NURSING**

**10/2015-5/2018**

Oversight for inpatient nursing units: 20-bed intensive care with 32.2 FTEs and 6 PRN staff, 39-bed telemetry with 32.4 FTEs and 14 PRN staff, and 26-bed medical-surgical with 26.6 FTEs and 8 PRN staff. Direct reports include nurse managers for intensive care, telemetry, and medical-surgical, clinical supervisors, scheduler, and patient sitters; include 8.8 FTEs and 6 flex

staff. Successful HFAP and DOH surveys in 2016. Member of the steering committee for the new hospital planning. Facilitator/Chair: Pressure Ulcer Council, Fall Prevention Council, Policy and Procedure Council, Nurse Peer Review Council, Patient Care Council, Performance Improvement Council and Nursing Infection Prevention Council. Nursing Administration representative on hospital-wide committees. Successfully reduced fall rate, with the interdisciplinary team, from 1.83/1000 adjusted patient days in 2016 to 0.9/1000 adjusted patient days (current rate). Implementation and cut over for Epic.

**OSS HEALTH**  
**YORK, PA 17402**

**MANAGER PATIENT EXPERIENCE**  
**DIRECTOR OF INPATIENT SERVICES**

**1861 POWDER MILL ROAD**  
**717-484-8400**  
**6/2010 - 10/2015**

Hired prior to opening to open inpatient nursing unit, physical therapy, case management, and social services. Management and budget requirements for orthopedic specialty hospital 30-bed inpatient unit; includes inpatient nursing, case management, social services, and physical therapy. Ensured policies established, hired and educated nursing and case management staff to open new orthopedic specialty hospital, October 2010. Joint Commission certification June 2011; tri-annual re-survey May 2014 with Deemed Status. Joint Commission Disease-Specific Certifications: Total Knee Replacement and Total Hip Replacement May 2012; bi-annual re-survey July 2014; Spine Surgery 2014. Developed and taught patient education classes for hip replacement, knee replacement, shoulder replacement, spine surgery, and diabetes. In preparation for Joint Commission Total Shoulder Replacement Disease-Specific certification, met with patients pre-operatively, post-operatively, at the six-week check, and six months postoperatively to monitor and document functional improvements. Maintained Press Ganey surveys in the 99<sup>th</sup> percentile in the national and regional database for patient satisfaction from March 2011 through current. Resource for Joint Commission surveys, including Disease Specific for Total Knee, Total Hip, and Spine. Monitor performance improvement for UR statistics, post-op day one pain scores, pain re-assessments, discharge calls. Worked with physicians to build discharge order sets and physician/surgery specific discharge education for patients. Resource for physicians with CPOE and PhysDoc for CPSI. Built and updated flow sheets and patient education in CPSI. Implemented "Patient Safety Contract" to improve patient safety. Arranged clinical rotations for Harrisburg Area Community College. Mentor for a staff nurse for MSN, Walden University. Mentor for a staff nurse for MSN, Benedictine University. Mentor for RN for BSN, York College. Instructor for Total Joint Class and Spine Class for patients. Additional responsibility as Employee Health Nurse for OSS Orthopaedic Hospital employees – responsible for PPD testing for new hires and yearly influenza immunization, OSHA record maintenance, worker's compensation and workplace injury reports.

**GOOD SAMARITAN HEALTH SYSTEM**  
**LEBANON, PA 17042**  
**4-EAST NURSE MANAGER**

**252 SOUTH FOURTH STREET**  
**717-270-7800**  
**4/2003–6/2010**

Management and budget requirements for 40-bed Medical/Surgical Unit with 54.8 FTE's. Hired into the nursing unit with the highest turnover and highest vacancy rates and reduced to lowest turnover and lowest vacancy rates within 18 months of hire; vacancy rate of 0 FTEs. Hired and mentored new Assistant Nurse Manager. Facilitated unit through successful DOH inspection August 2008. Reviewed/revised nursing patient care protocols to maintain updated Standards of Nursing Care for patients. Reviewed/revised appropriate nursing policies and procedures. Facilitated successful Joint Commission survey in December 2009. Relief nursing supervisor and nursing administrative call. Coordinates monthly performance improvement reports. Encouraged staff involvement on hospital and unit-based councils to promote autonomy. Maintained clinical skills to be a resource for staff. Chairperson, Falls Team.

**2/2009-6/2010** - Additional responsibility, management and budget requirements Endoscopy, PACU, Pre-Admission Testing, and Surgical Short Stay Unit; 49.8 FTEs.

**11/2007-1/2008** - Additional responsibility, Nurse Manager for 37-bed medical/surgical/telemetry unit. Mentored new Nurse Manager.

**2/2007-8/2007** - Additional responsibility, Nurse Manager for Cancer Care/Infusion Center. Mentored new Nurse Manager.

**2/2005-8/2005** - Additional responsibility, Nurse Manager for 32-bed Intermediate Care Unit. Mentored new Assistant Nurse Manager and new Nurse Manager.

**BROWNSVILLE GENERAL HOSPITAL**

**BROWNSVILLE, PA 15417**

**NURSE MANAGER**

**125 SIMPSON ROAD**

**724-785-7200**

**10/2002-4/2003**

Management and budget requirements for 34-bed Medical/Surgical/Telemetry Unit, 12-bed Acute Rehabilitation Unit and 7-bed ICU/CCU with 33 FTE's. Relief supervisor.

**STAFF NURSE 2/1999-10/2002** Accountable for the care of patients in Same Day Surgery Unit, and Post-Anesthesia Care Unit. Assisted physicians with procedures. Circulating nurse for minor surgery room procedures, administered conscious sedation, and monitored patients for radiology and endoscopy procedures.

**CHARGE NURSE 5/1991-2/1999** Accountable, day-to-day organization and operation, 32-bed Medical/Surgical/Telemetry Unit. Responsible for monitoring 12 telemetry beds.

**STAFF NURSE 5/1986-5/1991** Staff nurse and relief charge nurse for Intensive Care/Coronary Care Unit.

**MERCY-MEMORIAL HOSPITAL**

**MONROE, MICH. 48162**

**STAFF NURSE**

**740 N. MACOMB ST**

**734-242-7130**

**5/1982 - 9/1984**

Staff nurse, Medical/Surgical/Telemetry Unit, Team Leader and Charge Nurse responsibility.

**LAKE COUNTY HOSPITAL - EAST**

**MENTOR, OHIO 44060**

**STAFF NURSE**

**9485 MENTOR AVE**

**440-354-1665**

**7/1981-12/1981**

Staff nurse, Medical/Surgical Unit, Team Leader and Charge Nurse responsibility.

**PRESENTATIONS**

*GSHS Nursing Grand Rounds: "Postoperative Patients with Respiratory Complications"*

*GSHS Nursing Leadership Journal Club: "Differentiating Between Management & Leadership"*

*GSHS Nursing Management Council: "Improving Customer Service and Patient Satisfaction"*

*Health Leaders Magazine: Editorial, "Importance of Patient Satisfaction"*

Johns Hopkins and AHRQ Best Practices for HCAHPS Discharge Domain, Presenter at Best Practices in Patient-Centered Care Conference, September 2011 -

*"Discharge Planning Process at OSS Orthopaedic Hospital"*

Reviewer for manuscripts and articles for publication in *"Journal of Patient Experience."*

**PROFESSIONAL MEMBERSHIPS**

Alpha Sigma Lambda National Honor Society

American Nurses Association

Delta Epsilon Sigma National Scholastic Honor Society

Golden Key International Honor Society

Immaculata University Alumni Association

Kappa Gamma Pi National Catholic College Graduate Honor Society

Pennsylvania Organization of Nurse Leaders, South Central Region  
Sigma Theta Tau International  
Walden University Alumni Association  
Washington Hospital School of Nursing Alumni Association

**DOCUMENTATION SYSTEMS**

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*McKesson Care Manager – Paragon – CPSI – Cerner - Epic (Superuser and trainer) – KIPU - PCC*