

# Tammy Dunmyre, RN, RAC-CT

## Curriculum Vitae

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 108 Hansen Avenue, Butler, PA 16001

### PROFESSIONAL SUMMARY

Detail-oriented with extensive expertise in clinical assessments, long-term care compliance, and patient care optimization. Strong analytical skills and ability to develop evidence-based recommendations for improving healthcare processes and outcomes. Skilled in identifying inefficiencies and implementing data-driven solutions.

### SKILLS

Healthcare management

Interprofessional collaboration

Quality improvement

Patient relations

Records review

Staff education

Attention to detail

Infection control monitoring and reporting

Restorative nursing

Microsoft Office

### EXPERIENCE

#### NURSE CONSULTANT, Butler, PA

Lewis Litigation Support and Clinical Consulting, LLC, April 2025–Present

- Prepare and present in-service education and/or continuing education to Nursing Home Administrators, Registered Nurses, and other long-term care staff.
- Conduct mock surveys of long-term care facilities, personal care homes, and assisted living facilities to determine compliance with state and federal regulatory requirements; Evaluate clinical records in accordance with current standards of nursing care; Provide verbal and written compliance reports; Review existing systems and identify areas where improvements could be made to enhance overall performance.
- Extensively review legal complaints and provide written opinions based on acceptable standards of care.
- Provide expert testimony at trial or deposition.

#### DIRECTOR OF CLINICAL AND SUPPORT SERVICES, Pittsburgh, PA

Grane Healthcare, August 2022–July 2023

- Provided oversight and support to the structure and function of 12 Skilled Nursing Facilities and 5 Assisted Living Facilities, working in collaboration with facility-level clinical and interdisciplinary teams.
- Coordinated and directed quality assurance activities for an interdisciplinary quality assurance team consisting of Registered Nurses, Licensed Practical Nurses, Licensed Social Worker, Certified Dietary Manager, Dietician, and PCH/ALF Administrator.

- Tracked and communicated all state and/or federal surveys, deficiency status, civil monetary penalties, and impending Denial of Payment for New Admissions.
- Received, investigated, and resolved complaint calls from employees and consumers.
- Assisted legal counsel with record requests; reviewed records and provided oral and written feedback, when requested.
- HIPAA Privacy Officer
- Worker's Compensation Liaison
- Implemented effective policies and procedures that enabled the organization to meet compliance requirements.
- Negotiated with vendors to acquire appropriate equipment.

### **QUALITY ASSURANCE COMPLIANCE DIRECTOR, Pittsburgh, PA**

Grane Healthcare, October 2018–August 2022

- Provided oversight and support to the structure and function of 6 skilled nursing facilities and 3 assisted living facilities, working in collaboration with facility-level clinical and interdisciplinary teams.
- Monitored current federal, state, and local regulations to ensure timely development and/or revision of facility policies and procedures, and provided an annual policy review to meet regulations and standards of care.
- Coordinated and assisted in the administration of clinical, environmental and administrative system audits (mock surveys); Provided facilities with written audit results and recommendations for correction.
- Developed and guided written plans of correction for state and federal citations; Ensured revisit survey preparedness.
- Composed formal and informal dispute resolutions.
- Reviewed facility staffing patterns and nursing care hours per patient day (HPPD) on a daily basis for skilled nursing facilities and PCH/ALF, providing feedback as needed; Closely monitored contract staffing utilization, making recommendations to reduce.
- Prepared annual direct nursing care hours budget recommendations.
- Completed frequent market wage analysis and presented wage adjustment proposals.

### **QUALITY ASSURANCE EDUCATION DIRECTOR, Pittsburgh, PA**

Grane Healthcare, February 2016–October 2018

- Developed staff educations programs to ensure staff proficiency, reduce staff turnover, and improve quality of care.
- Assisted with the provision of all educational needs at each facility.
- Facilitated user management and annual training plans of the online learning system; Advised facilities on federal and state regulations related to education requirements, ensuring compliance with all applicable laws.
- Evaluated prospective clinical trials, new products, equipment, etc., and coordinated facility introduction and related educational needs.
- In conjunction with the recruitment agency, actively participated in candidate recruitment and the development of multiple incentive programs.
- Provided oversight for each facility's Nurse Aide Training and Competency Evaluation Program.
- Developed Onboarding, Mentor, and Preceptor programs for licensed nurses and nurse aides.
- Developed clinical pathways for chronic obstructive pulmonary disease and pneumonia.

### **QUALITY IMPROVEMENT NURSE CONSULTANT, Pittsburgh, PA**

Grane Healthcare, January 2013–February 2016

- Conducted routine audits and reviews in multiple skilled nursing facilities.

- Provided expert consultation on issues relating to nurse staffing levels, regulatory compliance, and other relevant topics.
- Developed, implemented, and provided oversight of quality improvement initiatives and programs.
- Provided consultation and training for staff on quality improvement processes and best practices.
- Assisted with the rollout of a new electronic medical record system.

### **DIRECTOR OF NURSING, Kittanning, PA**

Kittanning Care Center, August 2008–June 2012

- Supervised daily operations of nursing staff including scheduling, assigning tasks, and evaluating performance.
- Conducted regular meetings with nursing staff to discuss operational issues, safety protocols, new technologies, and professional development opportunities.
- Identified staffing needs and managed recruitment processes for nursing personnel.
- Investigated complaints regarding nursing staff or patient care practices.
- Monitored budgeting activities for the department, such as payroll expenses and supply costs.

### **ASSISTANT DIRECTOR OF NURSING, Kittanning, PA**

Kittanning Care Center, August 2007–August 2008

- Assisted the Director of Nursing with the day-to-day operations of the nursing department, including budgeting, scheduling, and staff management.
- Collaborated with other departments to develop innovative strategies for improving patient care outcomes.
- Conducted audits of patient records to ensure accuracy in documentation.
- Provided support and guidance to nurses on shift to ensure proper implementation of protocols.
- Liaised with patients, families and support departments to plan for patient needs.
- Reviewed new resident referrals for appropriateness of placement, given on-site available resources for medical care.

### **STAFF DEVELOPMENT COORDINATOR, Kittanning, PA**

Kittanning Care Center, February 2006–August 2007

- Maintained accurate records of all training activities including attendance lists, course materials, and evaluations.
- Developed and implemented staff development programs to enhance employee skills and knowledge of organizational policies and procedures.
- Administered pre-employment assessments prior to hiring new personnel, in order to determine suitability for positions.
- Developed and provided training and staff development programs using knowledge of classroom training, demonstrations, on-the-job training, meetings, conferences, and workshops.
- Developed and organized training manuals, multimedia visual aids, and other educational materials.
- Served as the facility's Nurse Aide Training and Competency Evaluation Program (NATCEP) Instructor.

### **RESTORATIVE NURSE MANAGER, Kittanning, PA**

Kittanning Care Center, June 2005–February 2006

- Developed and implemented restorative nursing programs to ensure patient safety and satisfaction.
- Maintained accurate records of interventions, treatments and outcomes for all patients.
- Coordinated with physicians and therapists regarding plan of care modifications based on changes in condition or prognosis.

- Conducted regular rounds to evaluate the effectiveness of restorative nursing practices.
- Assisted in training staff on the principles of restorative nursing, including evidence-based practice.

## **RN SUPERVISOR, Kittanning, PA**

Kittanning Care Center, November 2002–June 2005

- Supervised, directed, and controlled the activities of nursing personnel to ensure the highest quality of care was always maintained.
- Exhibited strong problem-solving skills to troubleshoot clinical issues while maintaining quality patient care.
- Utilized excellent communication skills when interacting with patients, families, physicians, and other members of the health care team.
- Assisted the Registered Nurse Assessment Coordinator on an as needed basis with the completion of Minimum Data Sets and facilitation of new admission and quarterly resident/family care conferences.

## **EDUCATION**

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### **ASSOCIATE OF APPLIED SCIENCE IN NURSING, Butler, PA**

Butler County Community College, May 1994

## **PROFESSIONAL LICENSES AND CERTIFICATIONS**

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- **Registered Nurse, Pennsylvania Licensure**  
August 1994–October 2026
- **Nurse Aide Training Program Train the Educator**  
April 2003
- **Resident Assessment Coordinator – Certified (RAC-CT)**  
November 2025 – November 2027

## **PROFESSIONAL MEMBERSHIPS**

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Pennsylvania Health Care Association  
American Association of Post-Acute Care Nursing  
Pennsylvania Association of Directors of Nursing Administration  
American Nurses Association

## **COMMITTEES**

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PHCA Workforce Development Committee, 2019

- Testified on behalf of all long-term care providers in front of the Pennsylvania House of Representatives Health Committee on the barriers of recruiting and retaining staff in long-term care.