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## **Professional Experience**

### **Blue Water Homecare**

**July 1, 2017 to present**

#### **Administrator/Chief Operating Office**

- Responsible for overall clinical leadership and marketing for agency
- Responsible for human resource management and ensuring agency adheres to all state and federal regulations

### **Altus Hospice**

#### **Regional Executive Director**

**May 24, 2018- February 28, 2019**

#### **Executive Director/Hospice Administrator Austin and Burnet Offices**

**November 9, 2015- May 23, 2018**

#### **Altus Hospice San Antonio Administrator**

- Responsible for operational, marketing, sales and clinical leadership of three sites with Joint Commission Accreditation
- Responsible for all human resource management of a staff while ensuring sufficient personnel for delivery of patient/family services, including on-call leadership
- Maintains ongoing quality assurance activities related to patient and family services including quality improvement (QI) studies and chart audits to ensure the quality of patient/family services

### **Aseracare Hospice**

#### **Executive Director**

**April 4, 2015-October 31, 2015**

#### **Director of Clinical Services (DOCS) - Austin and Bastrop**

**December 1, 2013-March 30, 2015**

- Responsible for operational, sales and clinical leadership of two CHAP accredited offices-Austin and Bastrop
- Develops departmental fiscal and clinical operational goals in collaboration with the Vice President
- Develops, implements and evaluates clinical operations policies and procedures, while ensuring all staff are in compliance with corporate, state and federal policies and procedures.
- Responsible for all human resource management of a staff while ensuring sufficient personnel for delivery of patient/family services, including on-call leadership.
- Maintains ongoing quality assurance activities related to patient and family services including quality improvement (QI) studies and chart audits to ensure the quality of patient/family services.
- Functions as RN Case Manager for terminally ill patients in facilities, hospitals and in their homes

### **Seton Family of Hospitals**

**May 5, 2011-November 30, 2013**

#### **Clinical Operations Manager**

#### **Seton Institute of Reconstructive and Plastic Surgery**

#### **Chair Seton Ambulatory Services (ASC) Practice Council**

- Manage clinical operations of four ambulatory surgical clinics-Brackenridge, Williamson, Spicewood Springs, Seton Hand Institute, and an outpatient radiology suite.
- Develops departmental fiscal and clinical operational goals, and ensures all clinics operate within the budget
- Manages hiring, disciplinary action and serves as mentor to leaders both inside and outside of clinic
- Ensure compliance with hospital and regulatory policies and procedures.
- Participate in the planning, implementation and evaluation of new clinical programs and services
- Member of ASC Policy and Procedure and Physician Enterprise Policy workgroups

### **Duke University Hospital**

**November 1, 2008 to April 30, 2011**

#### **Nurse Manager Operations**

#### **Pain, Palliative Care and Neurology/Neuropsychology Ambulatory Clinics**

#### **Lead Ambulatory Nursing Manager all hospital based ambulatory clinics**

- Manage daily operations of three busy ambulatory clinics serving over 36K patients per year
- Led ambulatory falls initiative across all Duke Clinics reducing falls rate by 75% in 6 months
- Served as Interim Clinical Manager of a 5 specialty clinic at Duke Hospital for a period of 6 months
- Founding member of Ambulatory Clinic Practice and Work Culture Councils

**University of North Carolina Health Care System**

**July 3, 2006 to May 5, 2008**

**Home Care Division, Clinical Supervisor**

Led a multidisciplinary team including hiring, training and managing clinical and case management staff

- Analyzed, revised and facilitated home health orientation for newly hired staff members
- Created tools and plan to decrease pain and readmissions in home health patients
- Direct oversight for the medical care of adult medical-surgical and oncology patients

**Hospice of the Comforter, Altamonte Springs, FL**

**Assistant Director of Nursing**

**February 2, 2004 to October 30, 2005**

- Responsible for clinical, and financial operations of a 500+ patient hospice
- Developed, planned and implemented successful program to increase referrals in hospitals, skilled nursing facilities, and assisted living facilities

**Samaritan Hospice, Marlton, NJ**

**Nurse Liaison/RN Case Manager**

**January 6, 2003 to January 29, 2004**

- Responsible for building and maintaining relationships with current and prospective referral sources
- Planned, organized and case managed care of pediatric and adult clients in both home and hospital settings in collaboration with physicians
- Trained and mentored new hires on hospice admission, and care of pediatric and adult hospice patients

**Berman Skin Institute, Palo Alto, CA**

**Registered Nurse**

**January 3, 2000 to August 30, 2001**

- Provided pre, peri, and post operative care to outpatient surgical patients
- Independently consulted with prospective patients on appropriate cosmetic procedures
- Recruited, trained and supervised new hires on the use of lasers as well as the Institute's surgical policies and procedures

**Nestle Clinical Nutrition, Deerfield, IL**

**Sales Representative**

**August 1, 1998 to January 2, 2000**

- Top-producing sales representative with the ability to utilize comprehensive product knowledge, enthusiastic personality and superior communication skills to close sales
- Managed a 1.2 million dollar territory in New Jersey

**Interim Health Care, Voorhees, NJ**

**Home Health Care Nursing Supervisor**

**October 5, 1997 to August 28, 1998**

- Responsible for managing the overall operations of a 10 million dollar home health agency caring for both pediatric and adult patients
- Recruited, hired, supervised staff of 200 serving patients in acute care, home care, hospice, and long term care facilities
- Developed and conducted monthly staff in-services in such areas as pediatric assessment, documentation, wound care/management and ventilator management

**Children's Hospital of Philadelphia, Philadelphia, PA**

**Level II Staff Nurse, Cardiac Intensive Care Unit**

**January 10, 1996 to August 5, 1997**

- Responsible for the direct pre and post operative care of patients undergoing pediatric cardiac surgery, transplantation, and related procedures
- Hospital liaison for the Northeast Pediatric Cardiology Nurse's Association
- Chief editor of monthly newsletter discussing current trends and events in pediatric cardiology

## **Licenses and Certifications**

- Registered Nurse TX
- Basic Life Support Certified (BLS)
- Certified Dementia Practitioner (CDP) 2017 to present
- End of Life Trainer (ELNEC)-2004
- Alzheimer Trainer for State of Florida-2004

## **Education**

- Duke University, 2012, Masters of Science in Nursing (MSN)-Healthcare Leadership
- University of Delaware, 1995, Bachelor of Science in Nursing (BSN)

## **Awards & Recognition**

- June, July, August 2017 Altus Hospice award receipt for best EBIDA and largest growth  
Robert Wood Johnson Young Leader Award Nomination, July 2012  
Sigma Theta Tau International Nursing Honor Society Beta Epsilon Chapter Inductee, 2011  
Duke Strength, Hope and Caring Team Award, May 2011  
Duke Strength, Hope and Caring Team Overall Ambulatory Award Recipient, 2009  
Duke Strength, Hope and Caring Team Ambulatory Award Recipient, 2007
- Duke Friends of Nursing Nominee, 2010
  - Duke Strength Hope and Caring Team Award, Duke ALS Clinic, 2010
  - Team Leader of all Hospital Based Ambulatory Clinics Duke 2009-2010

## **Professional Affiliations**

- Capital Area Parkinson's (CAPS) Board of Directors- VP of Outreach and Education (2020 to present)
- Alzheimer's Association- Texas Chapter Executive Board Member (2017-2020)
- Alzheimer's Association Chair of 2019 Caregiver Conference (2017-2018) (2018-2019)
- Southern Careers Institute Advisory Board (2011-2012)
- Medical Group Management Association (MGMA) member (2010-2016)
- Sigma Theta Tau International Nursing Honor Society member (2011-present)
- American Association of Ambulatory Care Nurses (AAACN) member (2006-2008)
- National Hospice & Palliative Care Central Florida Chapter Membership Chair (2005)
- Central Florida Partnership to Improve End of Care, Events Committee Member (2004)
- National Hospice and Palliative Care National Member (2004-2005)
- New Jersey Hospice and Palliative Care Pediatric Committee (2003-2004)
- Medical/Surgical Clinical Instructor at Montgomery Community College (1996-1997)

## **Professional Presentations**

- How to Button your Shirt- Thriving with Parkinson's Disease- Video Blog (2021- ongoing)
- Alzheimer's Association of Central Texas: "Healthy Living for your Brain and Body" (2021)
- Austin Community College: "Preparing for Graduation and Landing your Dream Job" (2021)
- AGE of Central Texas Annual Conference: "Effectively Utilizing Home Health" (2021)
- Austin Community College: "Landing your Dream Job in Healthcare (2021)
- Texas Association of Homecare & Hospice Annual Conference: "Recruitment and Retention During COVID" (2020)
- Williamson County Health Resource Alliance: "Alzheimer's Disease" (2020)
- Alzheimer's Texas: "10 Effective Medication Management Tips for Seniors" (2020)
- American Case Management Association (ACMA) National Conference: "Taking Control of Your Schedule- Achieve More by Doing Less (2020)
- Alzheimer's Association of Central Texas: "Dementia Conversations" (2018)
- HUB Learning Community 2<sup>nd</sup> Annual Conference: "10 signs of Alzheimer's" (2017)
- Marin Software: "Healthy Living for your Brain and Body: Tips from the Latest Research." (2017)

- University Medical Center Brackenridge (UMCB): Hospice- Myths and Misconceptions.” (2013)
- University Medical Center Brackenridge:” Exploring Nurses’ Perceptions, Attitudes, and Decision Making While in Caring for Patients with Pain” (2012)
- Univ. of North Carolina (UNC) Hospital Grand Rounds: “Breaking Bad News: Difficult Conversations” ( 2007)
- UNC Hospital: “Oncology Pain and Symptom Management” (2006)
- Hospice of the Comforter: “Pediatric End of Life Care” (2005)
- MD Anderson Cancer Center Grand Rounds: “End of Life Care” (2004)
- Arnold Palmer Hospital for Women and Children: “Pediatric Palliative Care” (2004)
- Florida Hospital: “Pediatric Palliative Care” (2004)
- Florida Hospital: “Artificial Nutrition and Hydration” (2004)
- Orlando Regional Medical Center: “Artificial Nutrition and Hydration” (2004)
- Orlando Regional Medical Center: “Hospice...A New Perspective” (2004)

### **Volunteer Experience**

- Capital Area Parkinsons Board of Directors (2020 – present)
- Alzheimer’s Association of Central Texas Certified Education Presenter (2017-present)
- Alzheimer’s Association of Central Texas Certified Grief Support Facilitator (2017-present)
- Greene Family Camp RN Camp Volunteer (2017-2018)
- Hill Country Bible Church Special Needs Ministry RN (2016-present)