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CAREER HIGHLIGHTS

- Litigation consultant, assisting law firms nationwide
- 25 years extensive experience in long-term care management
- Developed and instituted quality improvement programs
- Established criteria and developed restraint reduction protocols
- Initiated systems for psychoactive medication monitoring
- Created new programs for Alzheimer, dementia units
- Facilitated the affiliation of a 120-bed SNF with acute care hospital
- Developed a wound care program in a TCU that served two states
- Obtained JCAHO accreditation for a 120-bed facility
- Developed an HIV/AIDS unit within a LTC setting
- Set up, opened and managed all aspects of several assisted living facilities
- Authored a safe needle program for all assisted living communities, nationally
- Authored a national Resident Services manual for assisted living
- Served as Chair of the Washington State Quality Assurance Committee for Assisted Living that developed the guidelines for Nurse Delegation laws in the state of Washington
- Author of the “Stepping Stones” Program, a nationally used dementia care program

ACCOMPLISHMENTS

- Gerontological certification, ANA
- Certified Legal Nurse Consultant
- Founding member, Washington Chapter, NADONA
- Board member, Skagit Valley Community College, Nursing Department
- Faculty, Skagit Valley Community College, Nursing Department
- Instructor, Skagit, Stanwood, Camano Island, WA, Emergency Services, EMT’s
- Testified at State legislative hearings on Senior Living issues
- Served on the Board of Directors of Washington Association of Assisted Living
- Listed in Manchester Who’s Who Register of Executives and Professionals
- Consultant and speaker for the Ministry of Health, Rarotonga, Cook Islands
- Co-author of Nurse Delegation program for Washington State
- Contributor to dementia and mental health specialty training programs, Washington state DSHS

- Past Chair Washington Health Care Association Quality Care Commission
- Community Trainer for the State of Washington, DSHS for Dementia, Mental Health, Fundamentals of Caregiving, Nurse Delegation, and Nurse Delegation Special Focus on Diabetes Training
- Member AALNC, and Puget Sound Chapter

EMPLOYEMENT HISTORY

Principal, ASH Geriatric Services

February 2003 to Present

Litigation consulting firm providing services to the legal profession. Review and analysis of hospital, long term care, assisted living facility policies and procedures and other essential documents and billing records. Expert witness on senior living issues for Plaintiff and Defense counsels. Areas of specialization are elder care, assisted living, skilled nursing & rehabilitation, Alzheimer's disease, Wound care, Restraint Reduction systems, Standards of Care, Vulnerable Adult rights and clinical reviews. Have worked on cases with Kargianis and Werner, Wilkes and McHugh, Martens/Ragen, Abeyta/Nelson, Cole, Scott and Kissane, and Wilson, Elser, Moskowitz, Edelman, and Decker, LLP, and Knapp and Roberts. ASH Geriatric Services has grown from a small start-up to a company with assets totaling nearly three million. General consulting in senior living, litigation consulting, and the acquisition of Rose Garden Estates have contributed to the growth of the company. Wise management of resources and budget has been the hallmark of our growth.

Owner/Operator, Rose Garden Estates, Assisted Living, Ritzville, Washington

April 2004 to Present

Directs the Executive Director in the operation of this assisted living community. Develops the policies and procedures that carry forward the mission of the facility. Formulates the annual budget and carries out all aspects of financial direction for the operation of the facility. In this acquisition, there has been no change over of staff. All staff has been long term and is committed to the care of the residents.

Evergreen Fountains Senior Living Community, Spokane Valley, WA. July 2008 to Present. Interim Executive Director, and Registered Nurse Consultant of 100 unit independent and assisted living community. This start-up community has responded to marketing plans with an increase in occupancy from 22% in July 2008 to 68% in December 2008.

Quality Assurance/Nurse Delegator/Nurse Consultant, Moran Vista, Spokane

November 2006-April 2009

Oversight of nurse delegation, support of staff LPN, oversight of limited nursing assessments, training and support of non-licensed staff

Nurse Consultant, Aegia Senior Services, communities in Oregon and Spokane, providing oversight of clinical services provided, training and support of staff, development of policies and procedures to assure regulatory compliance.

Currently serving as Nurse Consultant: River Mountain Assisted Living, Newport, WA, Sunset View Adult Family Home, Spokane, WA, Willow Grove Assisted Living, Spokane WA, Cornerstone Care Adult Family Home, Spokane Valley, WA.

Geriatric Case Manager, Honoring Elders, LLC September 2008-September 2009

Quality Improvement Nurse Consultant, SL Start & Associates, Spokane, Washington
July 2005 to July 2007

Responsible for the care, services, policies and procedures of five senior communities, three in Washington, and two in California. Provide oversight, training and monitoring.

Supported Living Nurse, ElderHealth NW
April 2004 to July 2005

Assisting in opening two new supported living facilities for this not-for-profit organization. Responsible for assuring the nursing care of residents, as well as providing training to care staff.

Executive Director, La Conner Retirement Inn
June 2001 to April 2004

Responsibilities include financial and budgeting, as well as direct care for sixty-two assisted living residents. Directly responsible for the development of policies and procedures to meet the Washington State requirements of Assisted Living residences. Developed a Wellness Program with the assistance of a staff exercise physiologist that resulted in no falls or fractures for the participants in over two years, and was featured in Provider magazine.

Director of Medical Services, Greenbriar Corporation, Addison Texas
January 1997 to June 2001

Responsibilities included the oversight of all clinical issues in the 22 assisted living facilities in 14 states where Greenbriar operates. Developed policies and procedures in accordance with the standards established in each of the states. Subsequent to the development of these policies and procedures, I trained and oriented all staff members to assure their compliance with the specific state rules. Established a safe needle program used nationally by Greenbriar. This program promotes the safety and proper disposal of syringes prior to the date of OSHA requirement. Oversaw the activities programs for the assisted living residents. Conducted QA reviews in all communities and reported the results to the CEO. Consulted to the CEO on all medical issues concerning assisted living residents.

Administrator in Residence, 78 Canyon Diablo, Sedona Assisted Living, Sedona Arizona
May 1996 to May 1997

Managed a newly constructed assisted living center, consisting of 28 apartments. Responsibilities consisted of marketing, developing policies and procedures to comply with Arizona regulations. This was a contracted consultation position, which ended when the occupancy reached 95%. Introduced alternate therapies such as massage and Therapeutic touch to the facility.

Director of Nursing Services, Bannock Regional Medical Center, TCU/LTC Units,
Pocatello Idaho

February 1995 to May 1996

Acted as a consultant to this troubled facility to overcome state sanctions due to poor survey results. Ultimately we regained full admission privileges. Facilitated the unification of the skilled nursing center with the County hospital next door. Oversaw the day-to-day operations of this 120-bed transitional care/long term care unit. Established systems to ensure compliance with Federal and State survey guidelines. Obtained JCAHO accreditation for this 120-bed facility. Developed a specialty wound care program that admitted patients with problem wounds from as far away as Salt Lake City. Headed by a physician, this program brought patients from a distance of over 150 miles for our innovative program with a success rate of over 90% resolved.

Consultant, Bellingham Care Center, Bellingham Washington

December 1994 to February 1995

Engaged as a consultant to assure survey compliance in this 90-bed long-term care facility, which was in substandard survey compliance. At the end of this period, through careful analysis of the situation and training of the staff, the facility was in complete compliance with the Federal and State survey process.

Director of Nursing, Bayside Health and Rehabilitation Center

September 1992-December 1994

Directed all nursing care for this 80-bed facility in a 150-year-old frame, three story building. The age of the building supplied numerous challenges in transportation and safety of residents.

Staff nurse, Infection Control Officer, Staff Development Coordinator, MDS Nurse, Assistant Director of Nursing, Skagit Valley Convalescent Center, Sedro-Woolley, Washington

1990-1994

Coming on as a staff nurse for the Medicare (heavy care) Unit, was promoted to infection control officer, then staff development, finally MDS coordinator and Assistant Director of Nursing. This 90-bed facility took care of a variety of heavy care post hospital patients, as well as long-term residents. As MDS Coordinator, was responsible for the original setting-up of systems of compliance when the Resident Assessment Instrument

first became law. As the staff development director, was responsible for the training, testing, and certification of nursing assistants in accordance with all federal and state laws.

Unit Manager, Warm Beach Methodist Skilled Nursing Facility
1988-1990

Hired to manage the dementia and long-term care units, was responsible for the day to day operations of half of this 80-bed facility. Supervised six RN's and LPN's as well as numerous CNA's in the care of the frail elderly. Was recruited by the then Director of Nursing to go with her to Skagit Valley Convalescent Center.

Charge Nurse, Josephine Sunset Home, Stanwood, Washington
1984-1988

Oversaw the care provided in the Boarding Home area, as well as a long-term care unit and an Alzheimer's unit. Was one of two RN's chosen by the state of Washington Nursing Facility Surveyors to rewrite all 160 Care Plans in the facility to remain without licensure sanctions.

EDUCATION

Registered Nurse
BS Degree in Health Services Management
BA Degree in Philosophy
Certified Gerontological Nurse
Certified Legal Nurse Consultant
Certified Assisted Living Administrator
Certified Foot Care Nurse, WA State Podiatric Association