Julie Larsen, RN, BSN

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Results-driven and patient-centric senior level healthcare professional with over 15 years' experience in management, administrative, and patient care settings. Fuse a passion for comprehensive patient care with an intuitive business acumen and an MSN to align departmental/organizational goals with corporate objectives. Collaborative leader with a track record of overseeing large volume cases, turning around underperforming operations, and cutting costs.

**Skills**

* Process Improvement
* Design/Implement Policies & Procedures
* Budgeting & Forecasting
* Change Management
* Business Development
* Business Intelligence
* Team Building & Coaching
* Regulatory Compliance (e.g., HIPAA)
* Interpersonal/Interdisciplinary Communications

**Education and Credentials**

**Master of Science in Nursing (MSN),** Western Governor University | Expected Completion: 04/2022

**Bachelor of Science in Nursing,** Purdue University 2015

**Associate Degree in Nursing (ADN),** Blackhawk Technical College 2005

**Registered Nurse**, WI (2005– Current)

**Professional Experience**

**Compassus Hospice**

**Regional Executive of Clinical Operations** 3/2021 to 8/2021

**Agrace Hospice Inc.**

**Contracted Consultant** 12/2020 to 3/2021

* **Consultive services for 900+ ADC hospice, Overseeing re-organization of territories and Staffing model.**

**SSM/UW Health**

**Clinical Team Leader** 12/19 to 12/20

* **Oversee Pre/Post and PACU staff and schedule on a daily basis. Emergency room RN, acute care for all ages.**

**US Medical Management/Visiting Physicians Association**

**Area Director of Operations (WI, IL, KS, MO, VA, FL)** 04/2017 to 12/19

* **Directs, oversees, and manages annual goals, objectives, and budgets for clinical operations in 7 primary care clinics serving patients in their homes in 6 states. by allocating resources, delegating daily responsibilities, evaluating challenges, and designing processes, policies, and procedures that advance continuous improvements, including managing labor and costs, dramatically increasing patient experience scores and reducing error rates while increasing volume.**
* **Supervise, coach, and review approximately 60 direct reports (more than 50 physicians and 7 practice managers), while directing and leading visiting physicians.**
* **Implement lean projects to reduce waste, spearhead new operational standards and institute new initiatives.**
* **Partner and collaborate with fellow executives to evaluate, analyze, and brainstorm ideas to improve operations, financials, and quality procedures.**

***Notable Accomplishments:***

* + Achieve record breaking census growth of 400+ at 3 de novo offices within 1 year that amounted to overall regional growth of 40%.
  + Championed quality improvement initiatives that resulted in a 10% reduction in emergency room (ER) utilization year over year (YOY).
  + Active member and participant on committees that monitor cost, performance, and systems quality.

**Curo Health Services**

**Hospice Area Director of Operations / Education (WI, IL, IN)** 09/2015 to 03/2017

* **Collaborated and partnered with executive directors, medical directors and other interdisciplinary teams to direct the day-to-day operational functions of 18 branches across 3 states.**
* **Implemented and supervised regulatory compliance of all administrative functions including, but not limited to, surveys, licensure, and federal certifications.**
* **Utilized advanced communication skills to build, develop, and maintain relationship with outside agencies and vendors to review and revise contracts for favorable terms that improve revenue and exceed business plan projections.**
* **Oversaw new starts and acquisitions with thoughtful consideration of profit & loss (P&L) for the region while executing quality review at the branch level to improve triple aim and compliance.**

**Humana**

**Senior Quality Improvement Team Leader** 02/2013 to 09/2015

* **Successfully deployed programs and innovative solutions at the practice level to overcome structural/hierarchal challenges, implement training modules, and achieve contractually required transformation milestones using best practices to spur advancement.**
* **Interpreted and reviewed analytical reports, monthly/quarterly performance, key cost, utilization and quality data to identify opportunities for improvement that aided in critical decision-making for future strategies.**
* **Spearheaded the introduction and education of attribution, provider rosters, and performance and clinical reporting tools.**
* **Practice transformation clinical action plans deployed at the practice level to reduce emergency room visits as well as acute admissions and readmissions.**
* **Stars/HEDIS/GPRO metric evaluation and process improvement.**

**Rock River Academy**

**Director of Nursing** 08/2011 to 09/2013

* **Managed and supervised the nursing department including nurses, nurse assistants, and secretaries in a 60-bed intermediate facility caring for children and adolescents with various mental health needs.**
* **Liaised with multi-disciplinary treatment teams to advocate quality patient experiences, infection control, staff development, and risk management.**
* **Reviewed and developed policies and procedures that ensured quality and effectiveness of nursing practices and services.**

**Rock County Jail**

**Nurse Manager (1 year contract)** 08/2010 to 08/2011

* **Directed and supervised clinical and nursing staff for an 800-bed county jail.**
* **Collaborated and partnered with multidisciplinary and cross-functional teams to ensure continuous quality improvement and reporting while carefully considering and ensuring the health and safety of inmates.**
* **Championed educational initiatives for nursing and jail staff surrounding proper healthcare, treatment, and safety in a correctional setting.**

**Affiliations**

**MEMBER: Hospice Palliative Nurses Association (HPNA)**

**Wisconsin Nurses Association (WNA)**