

Tracy McCarthy

Registered Nurse

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Work Experience

Assistant Director of Nursing (ADON)

St. Antoine Residence - North Smithfield, RI

December 2018 to Present

- Manage a team of nurses and certified nursing assistants through a staffing crisis in a pandemic
- Directing the nursing program
- Overseeing hiring, firing and development of the nursing staff
- Communication with Physicians, resident and families
- Ensuring the nursing unit is compliant with local, state and federal regulations

Skilled Nurse Case Manager

St. Antoine Residence - North Smithfield, RI

December 2018 to May 2020

Managed the team of Nursing, rehab and social services regarding the skilled level of care of the residents on the Transitional Care Unit.

Determined the level of care needed, length of skilled time needed and managed the team to meet the medicare guidelines.

● Worked closely with BCBS, UHC and NHP Case managers to deliver weekly updates on skilled residents, issue Notice of Medicare Non

Coverage and carry out appeals.

● Reviewed admissions for the facility based on skilled need, cost of the admission pertaining to medications, therapy and length of stay.

● Obtained prior authorizations as needed per managed care guidelines.

● Work closely with the billing department related to copays, follow up appointments, medications as it related to skilled care.

● Relief for the Director of Nursing and the Assistant Director of nursing as needed.

● Plan discharges for skilled residents to Assisted Living Facilities or back in the community. Schedule physician appointments prior to discharge to ensure continuity of care.

Staff Educator / Clinical Manager

Charter Care Home Health Services

November 2015 to December 2018

Staff Education-Plans and coordinates educational programs for Home Care Staff.

● Orientation and planning for new staff.

● Responsible for Joint Commission and Department of Health Surveys.

● Policies and Procedures-review, revise and implement new policies.

● Triage-patient phone calls and calls from nurses on the road.

- Staff supervision
- Staff scheduling
- Chart Audits
- Chart reviews for documentation and to meet medicare guidelines.
- Home visits.
- Staff immunizations-PPD and FLU
- Proficient with computers.
- Committees-Regulatory & Safety within the main hospital. QAPI and COP within the Home Care department.

Assistant Director Of Nurses

Hebert Health Center

October 2004 to November 2015

Manage the nursing operations of the 133 bed facility.

- Oversee attendance and staffing for the facility
- MDS coordinator for 2 of the 11 years at the facility.
- Medicare and managed care coordination of skilled residents.
- Provide guidance, education and direction to staff to ensure compliance with RI Department of Health.
- Managed skin and falls program.
- Assisted in the hiring, review and firing process.
- Provided customer service to residents and families as needed.
- Chart audits along with QI/QM.
- Survey preparation, completion and plan of correction.

Medical Case Manager

Family Service of Rhode Island

2003 to 2004

Home Care medical Case management of HIV positive adults

- Ongoing evaluations, treatment and interventions.
- Guidance in health maintenance, medication and disease management.

Operating Room Nurse

Miriam Hospital

2001 to 2003

Circulating nurse-prepare the patient and operating room for surgery.

- Scrub nurse-work directly with surgeons to ensure a sterile work environment and pass instruments efficiently.

Registered Nurse

RI Blood Center

2000 to 2001

Obtain complete health history prior to blood donation.

- Phlebotomy and collection of blood.
- Donor assessment and medical intervention if needed,

Medical Surgical, Emergency Room and Oncology Nurse

Kent County Hospital

1996 to 2000

Staff nurse duties including patient care, medication management, IV therapy, blood transfusions, wound care, patient teaching and ventilators.

- Staff assignments.
- Preceptor for new nurses.

Education

A.D.N in Nursing

Community College of Rhode Island
1991 to 1995

Nursing Licenses

RN

Skills

- Accountable, competent, and decisive nurse with 25 years experience providing comprehensive care in a variety of specialities: Nurse Case Manager, Utilization Review, Staff Educator/Clinical Manager, Assistant Director of Nursing, Emergency room staff nurse, Oncology, Operating room nurse and MDS Coordinator. Administrative Management skills with a hands on approach.
- Registered Nurse (10+ years)
- Utilization Management
- Acute Care
- Home Care
- Nurse Management
- Managed Care
- Hospital Experience
- Medication Administration
- Triage