

# Pat Everhart

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Highly organized and diligent professional drawing upon over 15 years of experience in healthcare with strong experience in managing Nursing Departments, Social Work, Infection Control, Staff Development, Cardiac Cath Services, ED, Periop Services, Endoscopy, RT, and Ambulatory Care. Collaborates cross-functionally across organizational levels to build consensus, track benchmark achievement, and troubleshoot emerging issues. Strong understanding of nursing duties, regulations, and federal guidelines. Strong knowledge of budget limitations, identify clinical equipment needs, and supplies needed to fill patient needs and meet financial concerns.

Willing to relocate: Anywhere

## Work Experience

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### **MDS Coordinator**

St James Living Center - Saint James, MO

October 2021 to Present

- Participate in the admission process of prospective residents in terms of their nursing needs and appropriate placement
- Determine potential Resource Utilization Groups (Rugs) and expense associated with a potential admission
- Complete and assure the accuracy of the MDS process for all residents
- Maintain current working knowledge of Medicare criteria, serving as a resource for nursing staff and communicate changes in regulations
- Monitor Case Mix Index (CMI) scores, looking for potential risks and/or changes that may affect Medicaid reimbursement
- Facilitate problem-solving for complicated admissions
- Monitor Medicare assessment schedules and nursing documentation to ensure accuracy and timely submission
- Excellent leadership skills
- Demonstrable knowledge of state and federal regulations
- Great decision-making skills

### **Director of Nursing**

Stonebridge Senior Living - Jefferson City, MO

April 2021 to October 2021

- Hiring, terminating, counseling, evaluating clinical staff
- Overseeing all admissions, discharges, transfers
- Providing education to staff related to patient care and standards of care
- Supervising and reviewing all clinical staff
- Working the floor as the need arises alongside the other nurses and staff.
- Overseeing the department budgets

- Reporting to high-level staff members
- Maintaining high standards of care
- Managing patients' data and medical records• Interacting with doctors, patients and family members
- Responsible for developing and implementing all regulatory (CDPH, CMS, Joint Commission) rules and regulations.
- Develop short and long-term goals for the nursing department.
- Establish new policies and update existing policies to improve the standard of care for patients
- Takes charge of facility in absence of Administrator

### **Director of Nursing**

Bishop Care Center - Bishop, CA  
February 2020 to November 2020

- Supervising and reviewing nursing staff
- Overseeing the department budgets
- Reporting to high-level staff members
- Maintaining high standards of care
- Managing patients' data and medical records• Interacting with doctors, patients and family members
- Responsible for developing and implementing all regulatory (CDPH, CMS, Joint Commission) rules and regulations.
- Develop short and long-term goals for the nursing department.
- Establish new policies and update existing policies to improve the standard of care for patients
- Responsible for facility in absence of Administrator

### **Director of Nursing**

Golden State Eye Surgical Center - Bakersfield, CA  
May 2019 to February 2020

- Manage and lead all nursing personnel operations.
- Responsible for developing and implementing all regulatory (CDPH, CMS, Joint Commission) rules and regulations.
- Develop short and long-term goals for the entire nursing department.
- Establish new policies and update existing policies to improve the standard of care for patients.
- Plan and oversee admission, nursing, and patient care processes.
- Maintain department budgets and record all expenses.
- Respond to any nursing-related issues in a timely manner.
- Coordinate with medical staff and other departments to ensure center efficiency.
- Oversee all record-keeping processes and ensure all necessary documents are accurate and up-to-date.
- Hire and train new nursing staff members.
- Evaluate staff performance and prepare accurate reports detailing your findings.

### **Chief Nursing Officer**

Plumas District Hospital - Quincy, CA  
May 2017 to October 2018

- Responsible for all nursing practice and all administrative operations for 25 bed Critical Access Hospital.
- Supervised over 100 FTEs
- Oversaw operational budget.
- Completed organizational strategic planning in collaboration with the Board of Trustees and medical staff, including policy development and implementation.

- Instituted thorough review of organizational structure, resulting in 60% reduction of agency staff positions.
- Formulated standards of care and position of control system to improve quality of services.
- Led successful Joint Commission, CMS, and CDPH surveys improving processes thereby removing threat of provisional accreditation.

### **Director of Rural Health Clinics**

Delano Regional Medical Center - Delano, CA  
November 2015 to May 2017

- Responsible for 24/7 Operations of two Urgent Care Clinics, a Women's Health Clinic, a Primary Care Clinic and a Diabetes Care Clinic with an overall workforce of 75 FTEs.
- Successfully opened a second Urgent Care Clinic in an area that needed health care.
- Successfully hired and retained 3 new Nurse Practitioners to decrease agency cost.
- Worked with managers of the clinics to ensure all staff meets educational requirements.
- Decreased overtime by 10% at all clinic sites.
- Monitor compliance with state health department/federal government standards and regulations for licensure and certification. Received no deficits on last CDPH survey.

### **Director Nursing Supervisors, Float Pool, GI, RT, and Ambulatory Care**

Sierra Vista Regional Medical Center - San Luis Obispo, CA  
November 1999 to April 2015

- Responsible for nursing practice and all administrative operations for 175 bed Acute Care Hospital in a unionized environment. Provided direct supervision for 75 FTEs. Responsible
- Departments: Day Stay, GI, Nursing Administration, RT, and Float Pool. I was the interim director of the ED, Women Services, Med Sur, Critical Care, Employee Health, and Infection Control. I Was asked to take these departments on a permanent basis, but chose to stay with the departments already assigned.
- Improved the process for decreasing missed meals, missed breaks, and overtime for an annual savings of over \$10,000.
- Helped implement a new pre-op process that mirrors outpatient surgery centers.
- Helped implement Cerner EMR phase one and phase two.
- Collaborated with team to combine the NICU RT with the Adult RT Department to become one fully functioning department, thus decreasing the staffing by two FTEs.
- Maintained competencies and ability to do direct patient care in most departments as needed.

For all departments I was responsible for on a permanent or interim basis I was responsible for:

- Providing direct supervision on a 24/7 basis
- Responsible for financial budget, staffing, evaluations, and discipline
- Monitoring compliance with state health department/federal government standards and regulations for licensure and certification
- Oversee delivery of patient care services and compliance with agency policy.
- Develop policies, procedures and guidelines to fulfill program objectives.
- Oversee scheduling, supervision, and ongoing education of staff. Participate in program development and overall agency planning committees

## **Director Interim-Emergency Department, Critical Care, Women's Services, Med Surg, Employee Health, and Infection Control**

Sierra Vista Regional Medical Center - San Luis Obispo, CA

- Responsible for nursing practice and all administrative operations for different departments on an interim basis. Was asked to take these departments on a permanent basis, but chose to maintain responsibility for assigned departments.
- Collaborated on several different committees to become Stroke, Trauma, and Heart Failure Centers of Excellence and designated sites.
- Collaborated with team to train, educate, and implement Cardiac Surgical Services and Heart Cath Department.
- Successfully collaborated with team to implement a new PACU in the Labor and Delivery area to recover C-sections to keep mom and baby together during the birthing process.
- Oversaw the ACLS Program for Labor and Delivery Nursing staff by providing education and guidance to staff for successful implementation.
- Supervised employee drug testing as needed.
- Arranged and reviewed all new hire health requirements and paperwork were completed.
- Supervised post exposure and needle stick protocols were followed.
- Responsible for documenting, tracking, and measuring all employee injuries and illnesses.

## Education

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### **MSN in Leadership**

Western Governor's University

2016

### **BSN**

University of Texas at Arlington - Arlington, TX

2013

## Skills

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- Patient centered care
- Ability to take patient assignments as needed in selected departments
- Strong oral and written communication skills
- Evidence-based practice knowledge
- Positive teamwork and collaboration skills and experience
- Advanced Knowledge of regulatory requirements and surveys
- Strong understanding of quality improvement
- EMRs used-Cerner
- Athena Health
- Azalea Health
- and Prognosis
- Matrix
- PCC Professional Responsibilities:

- MDS
- Nursing
- Critical care experience
- Primary care
- Nursing administration
- Care plans
- Medication administration
- Acute care
- Epic
- ICU experience
- Medicare
- Nurse management
- Basic IV
- Medical coding
- Employee orientation
- Managed care
- Infection control
- Tube feeding
- Patient monitoring
- Vital signs
- Computer networking

## Certifications and Licenses

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### **BLS Certification**

### **RN**

### **ACLS Certification**

## Assessments

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### **Clinical judgment — Expert**

February 2021

Assessing a patient's condition and implementing the appropriate medical intervention

Full results: [Expert](#)

### **Logic & critical thinking — Familiar**

March 2021

Using logic to solve problems.

Full results: [Familiar](#)

### **Patient-focused care — Proficient**

June 2020

Measures a candidate's ability to address concerns and use sensitivity when responding to needs and feelings of patients.

Full results: [Proficient](#)

### **Work style: Reliability — Completed**

February 2021

Tendency to be reliable, dependable, and act with integrity at work

Full results: [Completed](#)

### **Management fit — Familiar**

April 2021

Measures the traits that are important for success in management positions

Full results: [Familiar](#)

### **Administrator — Completed**

February 2021

Personality and problem-solving skills

Full results: [Completed](#)

### **Working with MS Word documents — Proficient**

February 2021

Knowledge of various Microsoft Word features, functions, and techniques

Full results: [Proficient](#)

### **Management & leadership skills: Impact & influence — Expert**

June 2020

Choosing the most effective strategy to inspire and influence others to meet business objectives.

Full results: [Expert](#)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.