

Karen Johnson, RN, BSN

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Objective I am a dedicated nursing professional who wants to utilize the experienced, skills and talents I have been fortunate to gain over the years in your organization and become a valuable member of your team.

Experience **Step-Down RN-Contracted SnapNurse**

Ochsner Medical Center, Jefferson, La

3/08/2022 – Current

- Assess and manage patients care including vents, trach, wounds, IV therapy, DM, cardiac, etc.
- Medication management; IV placement and management, infusion therapy
- Venipuncture, specimen collection, review of results and follow up with providers.
- Communication effectively and timely with providers
- Emergency management
- Charge nurse duties as assigned

Telemetry RN-Contracted Loyal Source

California Department Health, Anaheim, CA

1/23/2021 – 3/6/2022

- Assess and manage patients care including vents, trach, wounds, IV therapy, DM, cardiac, etc.
- Medication management; IV placement and management, infusion therapy
- Venipuncture, specimen collection, review of results and follow up with providers.
- Communication effectively and timely with providers
- Emergency management
- Charge nurse duties as assigned

Tele/Cardiovascular RN-Contracted Cross Country

St Thomas West, Nashville, TN

12/13/2021 – 1/22/2021

- Assess and manage patients care including vents, trach, wounds, IV therapy, DM, cardiac, etc.
- Medication management; IV placement and management, infusion therapy
- Venipuncture, specimen collection, review of results and follow up with providers.
- Communication effectively and timely with providers
- Emergency management
- Charge nurse duties as assigned

ER/Tele REGISTERED NURSE-Contracted AMP

Prevost Memorial Hospital, Donaldsonville, LA

12/1/2020 – 12 /28/2020

- Respond to emergencies
- Quick assessment of patient's needs; triage.
- Collection and assessment of lab values and test
- Assisting with minor surgical procedures.
- Medication administration and patient monitoring
- Communicate timely and effectively with ER physicians
- Provide assistance to other team members

ICU/Step-down-Contracted Fastaff

Ochner Medical Center, New Orleans, La

9/6/2021 – 11/28/2021

- Assess and manage patients care including vents, trach, wounds, IV therapy, DM, cardiac, etc.
- Medication management; IV placement and management, infusion therapy

- Venipuncture, specimen collection, review of results and follow up with providers.
- Communication effectively and timely with providers
- Emergency management
- Charge nurse duties as assigned

ER REGISTERED NURSE Contracted AMP

ST TAMMANY PARISH HOSPITAL, Covington, LA

4/1/2021 – 8/23/2021

- Respond to emergencies
- Quick assessment of patient's needs; triage.
- Collection and assessment of lab values and test
- Assisting with minor surgical procedures.
- Medication administration and patient monitoring
- Communicate timely and effectively with ER physicians
- Provide assistance to other team members

ER REGISTERED NURSE

Our Lady of the Lake RMC, Baton Rouge, LA

6/1/2020 – 11/14/2020

- Respond to emergencies
- Quick assessment of patient's needs; triage.
- Collection and assessment of lab values and test
- Assisting with minor surgical procedures.
- Medication administration and patient monitoring
- Communicate timely and effectively with ER physicians
- Provide assistance to other team members

ICU (high Obs)-Contracted Southern Nursing

Promise Hospital, Baton Rouge, La

8/1/2020 – 4/28/2021

- Assess and manage patients care including vents, trach, wounds, IV therapy, DM, cardiac, etc.
- Medication management; IV placement and management, infusion therapy
- Venipuncture, specimen collection, review of results and follow up with providers.
- Communication effectively and timely with providers
- Emergency management
- Charge nurse duties as assigned

ER Registered Nurse-Contracted

Gifted Nursing/North Oaks HS, Hammond, La

10/1/2019 – 4/30/2020

- Respond to emergencies
- Quick assessment of patient's needs; triage.
- Collection and assessment of lab values and test
- Assisting with minor surgical procedures.
- Medication administration and patient monitoring
- Communicate timely and effectively with ER physicians
- Provide assistance to other team members

ICU (high OBS)- Contracted Southern Nursing

Sage Hospital, Baton Rouge, La

9/1/2019 – 2/28/2021

- Assess and manage patients care including vents, trach, wounds, IV therapy, DM, cardiac, etc.
- Medication management; IV placement and management, infusion therapy
- Venipuncture, specimen collection, review of results and follow up with providers.
- Communication effectively and timely with providers
- Emergency management
- Charge nurse duties as assigned

- Provide assistance as needed to other members of the team

**Director of Nursing/RN MED/SURG, 1ST RESPONDER-Contract
Wellpath**

ST Tammany Parish, Covington, La

7/1/2019 – 4/1/2021

- Plan, direct, supervise and evaluate nursing service activities in order to provide and maintain quality direct and indirect nursing care for each resident as set forth by the philosophy, objectives and policies of the nursing home facility in accordance with current federal and state laws and the mission of the facility.
- Assists in the effective hiring and training process for department staff and assigns and monitors staff work and work schedules according to department policy.
- Provide nursing leadership to Administrator, Medical Director, Department Heads and Board of Directors to achieve facility objectives within planned budgets and schedules. Provides leadership to nursing staff to complete tasks necessary to achieve objectives and to provide quality care.
- Develop and implement the quality/performance improvement program, ensuring its consistency with the mission, policies, and procedures. Oversee the daily operation of the continuing care/quality improvement department.
- Provide leadership and guidance to the Infection Control Coordinator, develop, and implement the infection control program in accordance with regulatory guidelines.
- Resolves departmental problems related to personnel, equipment, and system issues in an effort to improve departmental efficiency and ensure the cost-conscious utilization of all resources. Fosters effective communication between reporting departments and monitors the performance of all reporting departments.

- Provide on-going assessment, evaluation and correction where needed of nursing care, documentation and medication administration by licensed nursing staff. Provide on-going in-service/training for all nursing service department employees, ensuring annual.
- Serve as loss prevention contact for the hospital, develop and implement the risk management program to ensure it fulfills the mission and strategic goals of the hospital while complying with state and federal laws and accreditation standards related to safety/risk, and promote environment and patient safety, infection control principles as identified in hospital policy and procedure, and manage human resources to ensure quality services and promote positive employee relations.
- Assess and manage patient care, emergency response and stabilize, medication management, assist with minor surgical procedures, phlebotomy
- IV therapy and maintenance, psych management/tx, detox management/TX, triage, communication and collaboration with site, community and state providers including DOC, Public health, CDC, etc. Collaborate with Medical Director and Director of Medical Management in reviewing clinically complex patients

Director of Quality and Risk Management

Northlake Behavior Health Hospital, Mandeville, La

7/1/2017 – 3/1/2019

- Plan, direct, supervise and evaluate department operations and activities in order to provide and maintain quality services in accordance with applicable policies, procedures, and professional standards. Develop and implement the quality/performance improvement program, ensuring its consistency with the mission, policies, and procedures. Oversee the daily operation of the continuing care/quality improvement department.

- Provide leadership and guidance to the Infection Control Coordinator, develop, and implement the infection control program in accordance with regulatory guidelines.
- Responsible for the fiscal management of the department and ensure the proper utilization of the organization's financial resources. Serve in leadership along Administrator, Medical Director, Department Heads and Board of Directors to achieve facility objectives within planned budgets and schedules. Provides leadership to departmental leaders to complete tasks necessary to achieve objectives and to provide quality care.
- Serve as loss prevention contact for the hospital, develop and implement the risk management program to ensure it fulfills the mission and strategic goals of the hospital while complying with state and federal laws and accreditation standards related to safety/risk, and promote environment and patient safety, infection control principles as identified in hospital policy and procedure, and manage human resources to ensure quality services and promote positive employee relations.

DIRECTOR OF QUALITY/RISK MANAGEMENT

Promise Hospital, Hammond, La

10/1/2016 – 7/1/2017

- Plan, direct, supervise and evaluate department operations and activities in order to provide and maintain quality services in accordance with applicable policies, procedures, and professional standards. Develop and implement the quality/performance improvement program, ensuring its consistency with the mission, policies, and procedures. Oversee the daily operation of the continuing care/quality improvement department.
- Provide leadership and guidance to the Infection Control Coordinator, develop, and implement the

infection control program in accordance with regulatory guidelines.

- Responsible for the fiscal management of the department and ensure the proper utilization of the organization's financial resources. Serve in leadership along Administrator, Medical Director, Department Heads and Board of Directors to achieve facility objectives within planned budgets and schedules. Provides leadership to departmental leaders to complete tasks necessary to achieve objectives and to provide quality care.
- Serve as loss prevention contact for the hospital, develop and implement the risk management program to ensure it fulfills the mission and strategic goals of the hospital while complying with state and federal laws and accreditation standards related to safety/risk, and promote environment and patient safety, infection control principles as identified in hospital policy and procedure, and manage human resources to ensure quality services and promote positive employee relations.

ER UTILIZATION REVIEW/CASE MANAGEMENT Part-Time

Baton Rouge General, Baton Rouge, La

1/1/2017 – 7/1/2017

- Perform, monitor, and determine medical necessity reviews on inpatient and outpatient healthcare services ensuring health care services being performed in the appropriate setting
- Ensure effective care being delivered through the use of nationally recognized criteria
- Analyze appropriate medical benefits are applied to services reviewed for medical necessity
- Serve as liaison between members, providers, benefits and customer service team

- Collaborate with Medical Director and Director of Medical Management in reviewing clinically complex patients

Director of Nursing

Our Lady of the Lake/Sr. Service Division, Baton Rouge, La

3/1/2015 – 10/1/2016

- Perform an intake assessment, which includes obtaining and reviewing prior medical records and medical or program-related financial data, documenting a complete medical history, assessing cognitive/verbal skills and needs and identifying barriers to accessing healthcare.
- Under standing orders, accomplish laboratory testing, immunizations, and referral for preventive health needs as indicated per disease management protocols.
- Identify patient symptoms, signs and disabilities and document on patient record. May check vital signs and other physical findings and record on patient record.
- Monitor patients frequently for changes in health status after initiation of a new medication, a hospitalization or recent decline in function.
- Follow-up with patients when barriers to referrals are identified.
- Triage and facilitate response to urgent telephone calls, requests or visits from assigned patients.
- Assist with arranging supportive services as needed.
- Monitor lifestyle factors affecting health – such as tobacco use, substance abuse, nutrition and physical activity – and assist the patient with goal setting to achieve behavioral change.
- Participate in regular staffing meetings focused on coordinating patient care with an interdisciplinary team, keeping the team updated on patients' conditions and circumstances.

- Perform individualized assessment of patients' educational needs and provide tools to aid patients in managing their disease(s) effectively.
- Provide individual and family educational interventions including self-management goal setting, counseling and training on the habits, lifestyle changes, supplies and tools necessary to manage their disease.
- Provide individual counseling on office procedures, eligibility for programs/services, importance of a primary care medical home and other health issues.
- Follow-up with patients to assess whether educational objectives are met and determine need for refresher interventions.

ASSISTANT DIRECTOR NURSING/MEDICARE CASE MANAGEMENT

Our Lady of the Lake/Sr. Service Division Baton Rouge, La

11/1/2013 – 3/2015

- Manage over all operations of the 100 and 500 units:
- Plan, direct, supervise and evaluate nursing service activities in order to provide and maintain quality direct and indirect nursing care for each resident as set forth by the philosophy, objectives and policies of the nursing home facility in accordance with current federal and state laws and the mission of the facility.
- Assists in the effective hiring and training process for department staff and assigns and monitors staff work and work schedules according to department policy.
- Provide nursing leadership to Administrator, Director Nursing, Medical Director, Department Heads and Board of Directors to achieve facility objectives within planned budgets and schedules. Provides leadership to nursing staff to complete tasks necessary to achieve objectives and to provide quality care.
- Develop and implement the quality/performance improvement program, ensuring its consistency with the mission, policies, and procedures. Oversee the daily

operation of the continuing care/quality improvement department for 100 units and 500 units.

- Provide leadership and guidance to the Infection Control Coordinator, develop, and implement the infection control program in accordance with regulatory guidelines across the organization.
- Provide leadership and guidance to the administrator and the interdisciplinary team on the Medicare/Medicaid program and compliance with regulations and utilization review.
- Resolves departmental problems related to personnel, equipment, and system issues in an effort to improve departmental efficiency and ensure the cost-conscious utilization of all resources. Fosters effective communication between reporting departments and monitors the performance of all reporting departments.
- Provide on-going assessment, evaluation and correction where needed of nursing care, documentation and medication administration by licensed nursing staff. Provide on-going in-service/training for all nursing service department employees, ensuring annual.
- Serve as loss prevention contact for the hospital, develop and implement the risk management program to ensure it fulfills the mission and strategic goals of the hospital while complying with state and federal laws and accreditation standards related to safety/risk, and promote environment and patient safety, infection control principles as identified in hospital policy and procedure, and manage human resources to ensure quality services and promote positive employee relations.

MEDICARE INTAKE LIASON/UTILIZATION/MANAGER

Heritage Manor, Baton Rouge, La

3/1/2011 – 11/1/2013

- Manage and collaborate with assessment and interdisciplinary team for

- Medicare/Medicaid Nursing.
- Establish individual MDS schedules and coordinate assessment activities.
- Responsible for auditing nursing documentation.
- Coordinate care planning with nursing, interdisciplinary team, patients and families.
- Give guidance to personnel as needed, evaluates performance, discuss progress, needs for improvement, and prepare evaluations of performance as directed.
- Ensure MDS's are encoded, edited, locked, and electronically submitted.
- Ensure Medicare benefits and eligibility.
- Provide information for negotiation of rates with provider's r/t consolidated billing and managed care.
- Coordinate admissions and readmissions;
- Liaison r/t services between the therapy discipline and the Medicare team.
- Participate in Medicare meetings and act as lead to staff nurses and Medicare team r/t required Medicare documentation.
- Coordinate billing information for claims development
- Medical Coding
- General Nursing duties and more.

PATIENT CARE COORDINATOR

Vital Link, Hammond, La

12/1/2010 – 10/1/2011

- Responsible for maintenance of scheduling, recertification, care-plan and current patient census.
- Responsible for making sure all re-certifications are submitted within time allotted by Medicare regulation and company policy.
- Accept and follow up on incoming calls r/t nursing care, physician orders, home care aide supervision,

referrals, reassessments, and communication between disciplines.

- Clinical records review upon admissions and as needed.
- Coordinate weekly schedule of assigned nurses.
- Audit nurses notes weekly.
- Verify required documentation present and provide proper ICD-9 codes
- Responsible for ensuring appropriate discharge planning.
- Supervision of assigned registered nurses and licensed practical nurses, and agency home care aides.
- Provide direct oversight and supervision of therapy services.
- Participate in performance improvement.
- Ensure compliance with CMS and state guidelines.

HOME HEALTH FIELD NURSE & CASE MANAGER

Interlink/Lakeland Home Health, Hammond, La

6/1/2013 – 3/1/2012

- Responsible for maintenance of scheduling, recertification, care-plan and current patient census.
- Responsible for making sure all re-certifications are submitted within time allotted by Medicare regulation and company policy.
- Accept and follow up on incoming calls r/t nursing care, physician orders, home care aide supervision, referrals, reassessments, and communication between disciplines.
- Clinical records review upon admissions and as needed.
- Coordinate weekly schedule of assigned nurses.
- Audit nurses notes weekly.

- Verify required documentation present and provide proper ICD-9 codes
- Responsible for ensuring appropriate discharge planning.
- Supervision of assigned registered nurses and licensed practical nurses, and agency home care aides.
- Provide direct oversight and supervision of therapy services.
- Participate in performance improvement.
- Ensure compliance with CMS and state guidelines.

STAFF NURSE

North Oaks HS, Hammond, La

3/1/2007 – 9/1/2009

- Full time staff nurse to telemetry north and part-time staff nurse to Sr. Care and North Oaks Rehab.
- Delivered quality nursing care through assessment, observation, planning, implementation and evaluation.
- Collaborating with members of the healthcare team.
- Charge nurse
- General nursing duties
- Multitask and organization required knowledge, understanding, and administration of high-risk medications.

Education

BSN

Franciscan Missionaries of Our Lady, Baton Rouge, La

12/2018

ASN

Our Lady of the Lake College, Baton Rouge, La

12/2006

Biology

Southeastern Louisiana University, Baton Rouge, La
5/2004.

References

Upon request