Warren Hebert, JR, DNP, RN, CAE, FAAN

**PROFESSIONAL EXPERIENCE**

**Assistant Professor**

School of Nursing

Loyola University New Orleans August 2016 – present

Lead faculty for health policy, legal and ethical issues in healthcare, leadership courses and practicum in MSN program. Course developer/lead faculty in RN-BSN Community-Based Care, instructor/health policy. DNP instructor: systems change & innovation and scientific writing.

**Chief Executive Officer**

HomeCare Association of LouisianaMay 1998 – present

Core responsibilities: fiscal, advocacy, communications, education, retention/recruitment of members, and governance. The organization was near bankruptcy in 1998 when hired as CEO. Over ten years the organization’s membership grew fourfold, participation in workshops and conferences increased three times, and the organization grew to have nearly $900,000 in reserves. I served on state and national boards & lobby U.S. Congress on Medicare home health. Since 1998, orchestrated relationships between seven state organizations’ educational presentations for three annual home health conferences, one statewide, and two multistate conferences, for a total of over sixty conferences. These gatherings included national home health experts and policy leaders and attendees from as many as seven states.

**Chief Innovations Officer**

[Home Health Analytics, Inc.](http://www.nationalhomehealthanalytics.com/about-us) August 2015 - present

Co-founded and brought together the three partners of National Home Health Analytics for early discussions in the fall of 2014. Founded in 2015, National Home Health Agency Analytics is an information-sharing research organization whose mission is to improve home health utilization and access to quality care at home through analysis of Medicare and other national datasets. My role as Chief Innovation Officer is connecting our web-based product with opportunities across home healthcare industry, healthcare systems, accountable care organizations (ACOs), managed care organizations (MCOs), health departments, information technology companies, and others.

**Co-Founder- Secretary/Treasurer OASIS Certificate & Competency Board, Inc.**

 June 2004 to March 2012

Conceptualized/co-founded [COS-C exam,](http://www.oasisanswers.com/cos-c-exam) only nationally standardized, psychometrically analyzed exam for home care professionals. This exam tests one’s competency, based on CMS guidelines for OASIS outcome data collection, with more than 25,000 tested since 2004. The marketing and operations model and proctoring included partners state home health associations, that since 2004 have received $1.1 million in royalty payments to help advance OASIS accuracy through education, testing, and competency. The exam company was sold to a partner who now has multiple CMS contracts, and works with subcontractors such as Abt Associates, related to coding projects across post-acute/continuing care, including OASIS.

  **Principal**

 Clinical and Homecare Services April 1995 - May 1998

 Provided home health consulting services including chart audits, instruction on reimbursable documentation, and exam preparation for RNs related to intravenous therapy (CRNI) through the Intravenous Nurses Society, and for oncology nursing (OCN) through the Oncology Nurses Society. During this period I worked on a per visit basis for home health & hospice companies and worked for two months as an interim hospice administrator and director of nursing.

**Community Liaison, Director of Nursing**

Homebound Care, Inc. April 1985-April 1995

I served as corporate community liaison for thirteen home health locations across Louisiana. Earlier I was director of nurses in two locations for this company, handling hiring and firing, scheduling, and building community relationships. Providing patient care was about 80% of the work day when serving as director of nurses for these small home health agencies. My efforts doubled the home health business at one location. I was transferred to a larger city and increased referrals by a factor of seven through physician relationships and patient outcomes.

**Occupational Health and Safety Officer**

Sea-Con, Inc. October 1982 – March 1985

Pre-employment health history and physicals were part of this company’s practice. It employed deep-sea divers and oilfield construction workers. The safety officer collaborated with dive supervisors, barge operations, and on-site construction. I maintained connections & relationships with injured employees related to their healthcare and recovery after injuries.

**Occupational Health and Safety Officer**

International Mooring & Marine, Inc. May 1981 – October 1982

This position involved pre-employment exams, health history, and rewriting the company’s health and safety protocols. The safety officer role included employee training and worksite inspections for this construction and anchor handling company, both onshore and offshore.

**Occupational Health, Safety, and Quality Assurance Officer**

Gulf South Research Institute, Inc. October 1979 – May 1981

Performed pre-employment health assessments, annual blood work, TB skin testing, and first aid for employees at the research institute. Participated on the industrial hygiene team, assisted with quality assurance reviewing research documents from department heads and project leaders.

**Staff Nurse-**  May 1979 - October 1979

Charity Hospital New Orleans

Care for patients on hemodialysis and in the inpatient renal transplant unit.

**Special Procedures Radiologic Technologist**

Charity Hospital New Orleans January 1977 – June 1979

While in nursing school at Charity Hospital School of Nursing, took call for special procedures X-Ray from midnight to 8 AM from Monday through Friday and most weekends. Procedures included angiography of trauma victims and emergency medical conditions.

**Emergency Room & Medical Admit Radiologic Technologist**

Charity Hospital New Orleans August 1976 – January 1977

While attending Charity School of Nursing at age 19, worked as the sole radiologic technologist in Charity Hospital New Orleans, from midnight until 8 in the mornings from Monday to Friday. Responsible for all X-rays for the emergency room, the medical patients’ x-rays ordered by physicians from West Admit (medical conditions), and all portable x-rays from the wards and all ICUs. At this time Charity New Orleans was 2nd largest hospital in the nation with 2,680 beds.

**EDUCATION**

**Doctor of Nursing Practice 2015**

Loyola University of New Orleans

Executive Leadership Track

**Masters of Science in Nursing 2013**

Loyola University of New Orleans

Area of Specialty, Health Care Systems Management

**Bachelors of Science in Nursing 2010**

Loyola University of New Orleans

**Diploma in Nursing 1979**

 Charity Hospital School of Nursing, New Orleans, LA

**Diploma - Radiologic Technology** **1976**

 Charity Hospital School of Radiologic Technology, New Orleans, LA

**LICENSURE AND CERTIFICATION**

RN License- Louisiana State Board of Nursing 1979 – present

University of Houston, Certificate, Strategic Forecasting 2011

Case Western University, Certificate, Appreciative Inquiry (AI) 2007

LSU Academy of Politics, Certificate, Policy and Political Process 1999-2000

Certified Association Executive (CAE) 2003 - present

Certified Home and Hospice Care Executive (CHCE) 2002 - 2005

Certified Registered Nurse for Infusion Therapy (CRNI) 1986 - 1994

Oncology Certified Nurse (OCN) 1988 – 1994

Radiologic Technologist 1976 - 1982

# PUBLICATIONS

**Hebert, W.** (2019) *A Family Full of Nurses: Familial Influence as Over 20 Opt for a Nursing Career.* Nurse Leader Journal, 17(6).

Gunn, J., Bydalek, K., Hammonds, L. S., **Hebert, W.,** Rikabi, G., Lincoln, B., & Hughes, C., (2019). *Offering Culturally Congruent Christian Care,* Journal of Christian Nursing, *36*(3).

**Hebert, W** (2014). *Interdisciplinary Team Competencies in Engaging Family Caregivers.* The Journal of the Louisiana-Mississippi Hospice and Palliative Care Organization. September 2014

**Hebert, W** (2006). *Heroic Nurses.* The American Journal of Nursing. March 2006

**Hebert, W** (2003). *Being Thankful.* Home Healthcare Nurse: December 2003

**Hebert, W** (2002). *Home Care Memories.* Home Healthcare Nurse. November 2002

**Hebert, W** (2002). *BBA Hits Louisiana Hard.* Caring Magazine. July 2002

Landry, M., Landry, H., & **Hebert, W** (2001). *A tool to measure nurse efficiency & value*. Home HealthCare Nurse, July 2001

**Hebert, W** (2000). *The Birth of PPS for Home Health*. Home Healthcare Nurse. November 2002

**Hebert, W** (2000). *PPS?* *How Will It Impact Your Home Health Agency & Practice?* Home Healthcare Nurse. March 2002

**Hebert, W** (1999). *In Memoriam.* Home Healthcare Nurse. May 1999

**Hebert, W** Granger, M (1992). *Ingenuity Reaps Results.* Oncology Nursing Forum. April, 1992

**Hebert, W** Granger, M (1992). *High-Tech Home Care with a Homemade Twist*, Caring Magazine, September 1992

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| **PRESENTATIONS****Hebert, W.** *Innovation & Research in Care at Home: Connecting Practice & Academia.* Lunch keynote presentation, H3IT Annual Conference, Washington State Convention Center, Seattle, WA, October 12th, 2019. Hebert, W. *Social & Medical Models of Care at Home: Formal & Informal Caregivers.* Guest lecture via Blackboard Collaborate, University of Illinois at Chicago, Chicago, IL, September 5th, 2019.**Hebert, W.** *HHS* *RAISE Policy, States CARE Acts, and Family Caregiver Engagement with Providers.* Quality Insights Home Health Quality Initiative, National Campaign. Webinar presentation, April 18, 2019. **Hebert, W.** *Nursing: A Caring Career Choice.* Dr. Letitia Beard’s biology & health careers class. Podium presentation, March 28, 2019.**Hebert, W.** *HHS RAISE* *Family Caregiver Policy: Homecare Provider/Family Caregiver Engagement to Recognize, Assist, Inform, Support, and Engage.* Visiting Nurse Association of American & Elevating Home, Washington, D.C. March 18, 2019Hebert, W. *Social & Medical Models of Care at Home: Formal & Informal Caregivers.* Guest lecture via Skype, University of Illinois at Chicago, Chicago, IL, January 24th, 2019.**Hebert, W.** *The Leadership Journey.* SAGE Video Nursing Collection, Le Meridien Hotel, New Orleans, November 16th, 2019.**Hebert, W.** *Munhall’s Concept of Unknowing.* SAGE Video Nursing Collection, Le Meridien Hotel, New Orleans, November 16th, 2019.**Hebert, W.** *Care at Home.* SAGE Video Nursing Collection, Le Meridien Hotel, New Orleans, November 16th, 2019.**Hebert, W.** *What You Need to Know: A Review of the Latest Home Health and Hospice Literature.* Annual conference, HomeCare Association of LA, Baton Rouge, LA, November 9th, 2018. **Hebert, W.** *Innovation & Research in Care at Home: Connecting Practice & Academia.* Lunch keynote presentation, H3IT Annual Conference, Gaylord Texan, Grapevine, TX, October 6th, 2018. Hebert, W. *Social & Medical Models of Care at Home: Formal & Informal Caregivers.* Guest lecture via Skype, University of Illinois at Chicago, Chicago, IL, September 19th, 2018.**Hebert, W.** & Kassner, C. *What You Need to Know: A Review of the Latest Home Health and Hospice Literature.* Joint conference, Louisiana Mississippi Hospice & Palliative Care, New Orleans, LA, July 26th, 2018. **Hebert, W.** *Franciscan Charism as Part of Our Lives.* Podium presentation, Franciscan Alumni Retreat, Cincinnati, OH, June 23rd, 2018. Hebert, W. *The Role of Rehab Services in Community-Based Care of Elderly & those with Disabilities.* Guest lecture, University of Illinois at Chicago, Chicago, IL, February 6th, 2018.Hebert, W., Dunn, N., Oliveto, S., *Caregiving, the Story & the Meaning*- Louisiana Prison Hospice Caregiver Conference*.* Angola Penitentiary, December 12-14, 2017. Hebert, W. Kelsey-Davis, D., & Koontz, A. *Getting Real: The Low Down on Caregiver Depression.* National Caregiver Conference, Chicago, IL, November 10, 2017.**Hebert, W.,** Sheyte, R., Aiyer, S., Tetterton, M., & Javellana, M. *Industry Panel: What Matters on the Field? Supporting an Ecosystem where Research & Practice Support Inform One Another for Better Home Care.* Panel, Georgetown University, Washington, DC, November 3, 2017. Hebert, W., Gunn, J, Rikabi, GK, Hammonds, LS, Bydalek, K, & Lincoln, B*When Care Meets Culture,* Panel presentation, International Conference, Transcultural Nursing Society, New Orleans, October 21, 2017. **Hebert, W.** Moderator, *Application of Transcultural Nursing,* Panel presentation, International Conference, Transcultural Nursing Society, New Orleans, October 19, 2017.Hebert, W. Planning Committee, International Transcultural Nursing Society Annual Conference. New Orleans, LA, October 19th to 22nd, 2017.**Hebert, W.** & Lazarus, S. *Clinical Integration & Organizational Behavior in Healthcare*. University of Louisiana at Lafayette. Guest Lecturer, Healthcare Administration, March 23, 2016Hebert, W. *Family Caregiving & Cultural Competence: Healthcare Professional Implications in Work With Family Caregivers of Different Ethnicities*. Podium presentation, Wisconsin Chapter Transcultural Nursing Society. Madison, WI, November 10, 2016.**Hebert, W.** *Family Caregiver Support.* Podium presentation at Oklahoma Association for Home Care Annual Conference. September 28, 2016.**Hebert, W.** *Analytics & Data for Effective Advocacy*. Podium presentation, Council of State Homecare Associations, Key West, FL, August 9, 2016.**Hebert, W.** *Hospital Discharge, Care Transitions, & the Family Caregiver.* Lecture, University of Louisiana at Lafayette, Continuing Nursing Education. January 22, 2015.**Hebert, W.** *Home Health Nursing & Public Policy Advocacy as Nursing Career Alternatives.* LSU School of Nursing. Lecture, November 6, 2015.**Hebert, W.,** *Healthcare Professional Competencies in Engaging Family Caregivers.* Lecture, Tulane School of Social Work. July 28, 2015.**Hebert W,** *Healthcare Workers Trek to Tibet*. Podium presentation at Gulf Coast Transcultural Nurses Society Conference, New Orleans, April 17, 2015.**Hebert W.,** *Relational Leadership: Theory & Practice*- Podium presentation at Middle-South Leadership Conference, Sigma Eta Chi Nurses Sorority Annual Conference, Baton Rouge, April 9, 2015.**Hebert, W.** *The Current* *State of Care at Home*, Podium presentation, Louisiana Geriatric Society Annual Conference, New Orleans, LA. April 24, 2015.**Hebert, W.** *Homecare Nurse Competency in Family Caregiver Support*, Poster presentation, April 17, 2015, Loyola University, New Orleans.**Hebert, W.** *Home Health Nursing & Public Policy Advocacy as Nursing Career Alternatives.* LSU School of Nursing. Lecture, March 6, 2015.**Hebert, W.** *Care at Home and Home Health Care*- Podium presentation for quarterly Home and Community Based Service (HCSB) providers Northeast Delta Human Service District, Monroe, LA. January 28, 2015**Hebert, W.** *Healthcare Professional Competencies in Engaging Family Caregivers.* Lecture, Tulane School of Social Work. December 4, 2014.**Hebert W.** *Family Caregivers & Hospice Interdisciplinary Teams* – Podium presentation at Louisiana - Mississippi Hospice & Palliative Care Annual Conference, New Orleans, Jul 2014.**Hebert, W.** *Cajun Cultural Competence: Implications for Patient & Family Caregiving in a Caucasian Subculture*, Podium presentation, Alabama-Mississippi Chapter of the Transcultural Nursing Society, Annual Conference, Mobile, AL, Apr 4, 2014Leedy, S., Kassner, C., **Hebert W.,** Boudreaux, J., & DeBlois, D. - *Installing the Mandatory Upgrade to Hospice Version 2.0: Completing Your Transformation to a Full Fledged Post-Acute Care Organization*. National Hospice & Palliative Care Organization Annual Conference, Washington, DC, May 2014. I co-presented related to home health transition to hospice.**Hebert, W.** *The Future of Nursing: The Louisiana Action Coalition*. Podium presentation, Baton Rouge District Nurses Association, September 12, 2013**Hebert, W.** *Aging Well in the Home and Community: Types of Care Providers, Their Roles, & Benefits Integrity*, Podium presentation for May 20, 2013**Hebert, W.,** Landry, C., *Smart Growth: Aging in Urbanism-Health & Wellness*- Louisiana Smart Growth Summit, Baton Rouge, LA, Nov. 2011**Hebert, W.** *Technology and the Horizon for Home Care.* Podium/Panel Presentation, Southwest Regional Home Care Conference, New Orleans, April 2011**Hebert, W.** *Moving From Acute Care: Policy & Nurse Practice Implications of the Affordable Care Act.* Podium presentation, University of Louisiana at Lafayette, School of Nursing, Continuing Education, Lafayette, LA, February 10, 2011**Hebert, W.** *Emergencies Happen in Homecare - Lessons Learned*. Podium presentation for LA Department of Health & Hospitals, Health Standards Surveyors, 10/21/08, Alexandria, LA**Hebert, W.** *Reducing Hospitalizations Via Relationship Centered Healthcare*. Podium presentation, May 20, 2008, Thompson Home Health, Alexandria, LAOlden, J., Reddick, J., **Hebert, W,** *Home Health Agencies and Quality Improvement Organizations: Reducing Preventable Hospitalizations.* CMS Annual Associations Meeting, Dallas, TX, February 13, 2007. **Hebert, W.** *Disaster Preparedness- Homecare’s Patients, Employees, and Business- Lessons Learned*, Podium presentation for Home Care Alliance of Maine, September 21, 2006**Hebert, W.** *Disaster Preparedness and Response- Lessons Learned.* Podium presentation for Gulf Coast Home Care Conference, Mobile, AL: Aug. 17, 2006.**Hebert, W.** *Homecare Preparedness-Katrina Lessons Learned*, Manchester, NH, July 2006**Hebert, W.** *Home Health Nursing – Touching Lives*, Keynote podium presentation. Visiting Nurses Association of Central Jersey, Red Bank, NJ: Apr. 4, 2006**Hebert, W.** *Homecare & All Hazards Preparedness- Lessons Learned*, Annual Conference, Oregon Association for Home Care, Bend, OR., March 2006**Hebert, W.** *HomeCare Outcomes: Louisiana Collaboration*, Podium presentation for CMS Dallas February 13, 2006**Hebert, W.** *Advocacy Efforts in a Trade Association: The Transition From Clinical Nursing to Trade Association Executive*. Podium presentation, National Association for Home Care Policy Conference, Washington, DC, 2003, Forum of State Homecare Associations breakout session. |  |

**HONORS & AWARDS**

* [**Fellow of the American Academy of Nursing**](https://higherlogicdownload.s3.amazonaws.com/AANNET/c8a8da9e-918c-4dae-b0c6-6d630c46007f/UploadedImages/docs/Press%20Releases/2018/2018_New_Fellow_PR-Final.pdf), November 2018
* [**2015 Ignatian Award - University’s Outstanding Graduate Student**](http://www.loyno.edu/news/story/2015/5/4/3604)– “The highest awards presented at the University, presented to one graduate student who has distinguished him/herself…”
* **Honor Scholar, selected by faculty, for the Post-MSN to DNP Cohort**, **2015**

Loyola University New Orleans, School of Nursing

* **Humanitarian Award, Franciscan Alumni Association, 2015**-Criteria for nomination for alumni of St. Francis Seminary: commitment to Franciscan values; well-known in the circle of one’s work; national and/or international acclaim; publicly discernible history; and creative and pioneering spirit.
* **RN-BSN Nightingale Award,** May 2010, faculty recognition Loyola School of Nursing.
* **Sigma Theta Tau, Nursing Honor Society,** May 2010, upon RN to BSN graduation, nominated to STT based on scholarship and leadership initiatives.
* **Alpha Sigma Nu- Jesuit Honor Society,** May 2010,upon RN to BSN graduation. Jesuit university studentsin the top 15% of their class academically, with a demonstrated record of service and loyalty to the Jesuit ideals of education, are considered for membership, with only 4% of each class inducted. Alpha Sigma Nu recognizes those students who distinguish themselves in scholarship, loyalty, and service. Highest honor awarded on a Jesuit campus.
* **Robert Wood Johnson Foundation,** [**Executive Nurse Fellows Program**](http://www.executivenursefellows.org/)**, 2006-’09 Cohort-** Each year from 1998 to 2012 the Robert Wood Johnson Foundation selected 20 nurse leaders from across the country. Selected by the RWJF’s National Advisory Council, a group of seasoned healthcare leaders, the twenty nurse leaders were selected from over 100 annual applicants for their engagement in national healthcare leadership endeavors.
* **Acadiana’s Top 25 Nurses,** 2004, LA. State Nurses Association, Acadiana Region

**COMMUNITY SERVICE**

* **Radio Host-** [**Family Caregiving-** **Radio Maria**](http://radiomaria.us/family-caregiving-with-warren-hebert/) 2008 – present

Founding host of weekly radio program which has aired on Radio Maria’s United States affiliates. Radio Maria’s programming, primarily religious in nature, reaches nine states, including listeners in Houston, Chicago, Boston, Bridgeport, Miami, New York City, and Washington, DC. The program, first titled *A Caring Place,* then later called *Family Caregiving* has aired over 300 episodes, station manager estimates 30,000 listeners per day. Past episodes archived in MP3 format on station’s website. The program includes interviews with authors and researchers, shared information, and receives family caregiver calls related to their experiences.

* **Monthly Podcast-** [**Crucial Conversations on Caregiving**](https://www.caregiving.com/2018/02/crucial-caregiving-conversations-the-challenges/). February 2018 to present-
* **Secretary & Board Member-** [**Advocacy Center**](http://advocacyla.org/index.php/board.html)**-** 2014 to present

The **Advocacy Center** is Louisiana's protection and advocacy system. Federal law requires that a protection and advocacy system operate in each state to protect the rights of persons with mental or physical disabilities. State and federally funded, the Advocacy Center provides legal assistance to people residing in nursing homes in Louisiana, to state residents 60 years and older; and advocates group home residents. My role as a parent of an adult child with Down Syndrome is to engage and advise the CEO related to vision, mission, and strategy of the organization.

**PROFESSIONAL SERVICE AND BOARD PARTICIPATION**

* **Nurse Leadership Institute Workgroup, Louisiana Action Coalition, Future of Nursing Campaign.** Future nurse leader development, January 2018 to present
* **Mentor, Nurse Leadership Institute, Louisiana Action Coalition,** 2017 & 2019
* **Mentor, DNP Student**, hospital system executive, home health background, family caregiving. Rush University College of Nursing, Chicago, IL. January 2019-present

* **Elected, *founding board member,* NurseTRUST-** New iteration of the RWJF Executive Nurse Fellows Alumni January 2018 to present
	+ Program Development Committee- August 2018 to present
* ***Founding* Nurse Advisory Board, American College of Education,** June ‘17 to present
* **Planning Committee-** 43rd Annual International Conference of the Transcultural Nursing Society, New Orleans October 2017
* **Elected, Robert Wood Johnson Foundation, Executive Nurse Fellows Alumni Board of Directors** 2016- 2018.
* **Community Health Accreditation Partners (CHAP)** 2011 – 2017

Secretary of the Board 2014 – 2016

Community Health Accreditation Partners (CHAP), based in Washington, DC, is the largest accreditation body for home health, hospice, and private duty companies in the United States, accrediting more of these providers than Joint Commission.

* **Council of State Home Care Associations**

***Co-Founder/Founding President***  Nov. 2005 – January 2008

I co-founded an independent council of state home care associations. Thirty-six state associations joined to achieve economies of scale, to unify data efforts between states via multiple vendor collaboration, and to build stronger relationships with national organizations representing homecare. The organization now has 35 states and in 2017 held its 12th annual meeting with 80 attendees and 20 sponsors.

* **Appointed Participant, National Board of Medical Examiners’ (NBME), Scenario Forecasting Retreat on the Future of Physician Testing** Philadelphia, PA January 2017
* **Reviewer, Institute of Medicine’s *The Future of Home Health Care***

Reviewer of the Institute of Medicine (IOM) workshop on The Future of Home Health Care in Washington, DC September 30th and October 1st of 2014. Washington, DC Fall 2014

* **Technical Expert Panel, CMS/Abt/RTI, Potentially Preventable Readmission Measures from Post-Acute Care,** Baltimore, MD Fall 2015

Selected by CMS as a home health representative on a two-day CMS Technical Expert Panel that convened in Baltimore Maryland in August of 2015. My role was to engage in discussion with a team of forty panelists that included nurses, geriatricians, therapists, social workers, epidemiologists, statisticians, and others. The work involved discussion of the ability to impact readmissions for a variety of diagnoses to SNFs, IRFs, CORFs, hospitals, home health, LTACs, and from physicians PAC in the community.

* **Appointed, American Red Cross, Senior Consultant to Chief Nurse** 2014-present

Built a rapport with the Chief Nurse of the American Red Cross by putting together a national team of home health leaders for a Red Cross project. Subsequently I was asked to serve as a Senior Consultant to the Chief Nurse of American Red Cross. This role involves monthly phone calls with seven other national leaders related to nursing centered Red Cross projects.

* **Appointed by Governor- Medicaid Long-Term Supports & Services (MLTSS) Advisory Workgroup** 2014-2016

One of 40 consumers, healthcare experts, and other stakeholder to guide evaluation of MLTSS request for information process and review requests for proposals.

* **Core Leadership Team** 2010-present

**Initial convener and founding member** of the Future of Nursing’s Louisiana Action Coalition, formed in response to the Institute of Medicine’s project around the *Future of Nursing: Leading Change, Advancing Health*. I convened the initial meetings by phone conference to gather nurse leaders across Louisiana. I was a member of the Core Leadership Team at its inception.

* **Appointed by Governor, Louisiana Rehabilitation Council (LRC)** May 2010 -2012 Elected Chair, 2011-12

The council advises state’s Louisiana Rehabilitation Services on workplace training and placement issues for those with disabilities. Participated as a parent of an adult child with Down Syndrome who is now in the workplace. Elected Chair after a year on this Council.

* **Grant Reviewer, Centers for Medicare and Medicaid Innovation** (CMMI) 2015

Reviewed CMMI grants for innovative approaches to enhancing outcomes and reducing costs, then worked by phone with a team of six to score the various grant proposals.

* **Advisory Board, National Medicaid Fraud Initiative** 2011-2014

Strategic Health Solutions, MIC contractor

Participated in monthly conference calls with a national team of experts from healthcare, managed care, investigators, and others in discussions and planning to enhance benefits integrity in the Medicaid home care space.

* **Core Advisory Member- Live at Home Coalition-** Steering Committee for Long Term Care Options in Louisiana 2008 to present

Workgroup focused on rebalancing long-term care for seniors and the disabled in Louisiana. Institutional care has long been the norm for our state, even as the rest of the nation evolves to care at home and in communities. This workgroup consists of AARP, the ALS Society, the Advocacy Center, and progressive employees of the state of LA.

* **Appointed- Gov. Blanco-Louisiana Healthcare Redesign Collaborative** 2006-2008

The Healthcare Redesign Collaborative initiated after Hurricane Katrina to reform healthcare in Louisiana. Participated in the End of Life Committee, led by Dr. Susan Nelson of FMOL, began work on the POLST (Physician Orders for Life-Sustaining Treatment), a national initiative. That evolved into statewide legislation for LAPOST, Louisiana Physician Orders for Scope of Treatment, now in Louisiana statute.

* **Design Team- Global Summit for Social Responsibility-American Society of Association Executives** 2008

I worked with Susan Sarfati, CEO of Center for Association Leadership, and David Cooperrider, of Case Western University and lead researcher in field of Appreciative Inquiry. The project was related to associations’ and professional societies’ roles in advancing social responsibility.

* **Editorial Advisory Board, Home Healthcare Nurse Journal** 2000-2005

Published by Lippincott, Williams, and Wilkins, this is the official journal for hospice, home health care, and the Visiting Nurses Association of America. I served with 20 others from various aspects of nursing to advise the editor, write articles, and provide peer review.

* **Member-16 State Home Health Coalition, Palmetto Government Benefits Administrators** 1998-present

Workgroup meets with Medicare intermediary, now Medicare Administrative Contractor, for 16 state region across the south, southwest, and Midwest, related to reimbursement, claims adjudication, benefits integrity, and more.

* **Founder/Chair- Hurricanes Katrina & Rita Home Care Fund** 2005-present

Like others along the Gulf Coast, home health employees lost their homes, vehicles, clothing, family memorabilia, and more. This 501(c) (3) organization was formed in less than two weeks after Katrina, with the assistance of the IRS, to help meet the immediate needs of home health employees. Rita victims added to the fund immediately after that storm impacted victims. Over $330,000 raised and disseminated to over 750 home care workers in affected regions from Alabama to Texas. One hundred percent of contributions went to affected home health employees, with the HomeCare Association of Louisiana staff covering all administrative duties to meet the needs of the fund. Organized fund, got assistance in filing for 501(c) (3) status, then collaborated with Gulf Coast colleagues from Alabama, Mississippi, and Texas to raise funds from across the country for fellow home health employees.

* **Elected Chair-Region 4 Consortium-Governor’s Panel Health Care Reform** 2004

This Acadiana area group met as one of nine consortia across Louisiana to collaborate on aspects of healthcare reform. Elected Chair and guided the group through conversations about the gaps in healthcare, the need to address health and wellness, and opportunities for strategic partnerships. This group evolved into the Louisiana Healthcare Redesign Collaborative after Hurricane Katrina.

* **Elected Chair- Forum of State Home Care Associations** January2004-November2005 Executive committee from 1999-2005
* **Elected- Board of National Association for Home Care (NAHC)** 2004 – 2005
* **Appointed Delegate- Louisiana Governor’s Health Care Summit**  2004
* **Appointed LA Dept of Health and Hospitals, Medical Advisory** **Board** 1999-2009
* **Founding Board Member, Louisiana Rural Health Association** 1992-1996

Lead advocate for rural health issues in Louisiana, the Louisiana Rural Health Association guides education, professional skills, and public policy efforts for its members.

* **Founding Board Member, Families Helping Families of Acadiana** 1990-1994

This organization was funded through state Act 378 in 1989 to serve individuals with disabilities, exceptionalities, and their families. FHF support services educate, strengthen and empower families and individuals who are at an increased risk for family breakdown.

* **Board Member, Teche Action Clinic, (**now anFQHC **in Franklin, LA.** 1986-1988

**UNIVERSITY SERVICE**

* **Initiation/Upkeep of Loyola Nursing Alumni Facebook Page** 2013- Present

A legacy gift from the MSN class of 2013, the Loyola SON Alumni Facebook page was a project that involved collaboration with the Loyola Alumni staff on campus. Given access to contact information for all Loyola nursing alumni and contacted others via email, LinkedIn, and Facebook, to encourage their participation in the Loyola Nursing Alumni Facebook Page. Participants post information on nursing leadership, healthcare research, pieces from Harvard Business Review, the Robert Wood Johnson Foundation, The Institute for Healthcare Improvement, the Leapfrog Group, the Future of Nursing Action Coalitions, and more.

* **DNP Student Representative-**Loyola School of Nursing Faculty Committee-2013-2015

Connected with classmates before Faculty meetings hearing their learning experiences, challenges, questions, & reported to faculty at meetings. I heard of faculty experiences, processes, and projects gave input from student perspective, then reported back to cohort peers.

* **MSN Cohort Student Representative-**Loyola Nursing Faculty Committee, 2011-2013

I addressed with faculty the need for a vehicle for student input, which resulted in faculty establishing a student representative position, which I was then asked to fill. In this role I connected with classmates before faculty meetings related to their learning experiences, challenges, questions, and reported to faculty for follow up. I attended faculty meetings, listened to and learned of faculty experiences, processes, and projects, gave input from student perspective, then reported back to student peers across the Loyola MSN program.

* **Loyola School of Nursing-** Handbook committee, 2016-present.
* **Loyola School of Nursing**- Curriculum committee, 2018-present.
* **Loyola University-** Commencement Committee, 2016 – present.
* **Loyola School of Nursing-** Chair Visibility, 2018-present, member, 2017-present

**PROFESSIONAL ORGANIZATIONS**

Fellow of the American Academy of Nursing- November 2018

Sigma Theta Tau International – Member

Sigma Alpha Nu- Jesuit Honor Society – Member

American Nurses Association – Member

Louisiana State Nurses Association - Member

American Society of Association Executives – Member

Franciscan Alumni Association- Member

Robert Wood Johnson Foundation Executive Nurse Fellows member from 2009-2018

International Transcultural Nurses Society- President of Louisiana Chapter Board

NurseTRUST- international nurse leadership and development organization