

Kimberly Probus, DNP, MBA, MSN, BSN, RN, CEN, NEA-BC
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CAREER SUMMARY

Quality-focused Healthcare Executive, decorated clinician, and national advocate for patients. A proven leader with an intense passion for standardizing evidence-based practice across sites of care and the unique contribution nursing has on enhancing patient outcomes. Demonstrated success enabling organizations to receive designation and national recognition for excellence, best-ever patient and employee engagement scores, achieving the highest quality metrics including infection, fall rates and throughput measures.

EDUCATION

2019	DNP	University of Alabama	Tuscaloosa, Alabama
2016	MBA	University of the Cumberlands	Williamsburg, Kentucky
2010	MSN	Nova Southeastern University	Fort Lauderdale, Florida
2005	BSN	Saint Petersburg College	St. Petersburg, Florida
2005	AA	Saint Petersburg College	St. Petersburg, Florida
1994	ASN	PHCC	New Port Richey, Florida

PROFESSIONAL EXPERIENCE/ACHIEVEMENTS

8/2017 to present Probus Enterprises, LLC Williamsburg, KY
Consultant

Contract-based assistance to healthcare organizations to realize success meeting regulatory requirements and organizational goals.

- Jane Todd Crawford Hospital in Greensburg, KY
- Casey County Hospital in Liberty, KY
- Managed clinical turnaround to comply with conditions of participation.
- Implemented change in nursing services to resolve Immediate Jeopardy from OIG
- Gap analysis and action plan for Joint Commission preparation and subsequent successful survey
- Provide education to board of trustees and responsible parties for credentialing, patient safety, and quality improvement
- Corrected models of care and nursing vacancies and engage as interim CNO
- Initiated evidence-based practice and ED throughput measures consistent with the literature
- Provide annual competencies and education plan based on nursing needs assessment
- Streamlined admissions process to increase occupancy
- Created shared leadership structure to include community outreach and population health initiatives
- Corrected historic deficiencies and improved contributions of key players in performance toward strategic goals
- Implemented culture of safety through physician and nurse collaboration across sites of care

5/2016-8/2017

Opelousas General Health System

Opelousas, LA

Chief Nursing Officer

Opelousas General Health System is a non-profit 245-bed full service medical center with 2 acute campuses, 1 Independent Rehab Facility (16 beds), 1 LTAC (30 beds), 1 Behavioral Health Hospital (22 beds), and multiple outpatient sites of care. Baby-Friendly Designated with 1000 births/year. Reported to CEO and was responsible for all nursing services and quality to modernize and stabilize patient care strategy. Departments reporting to CNO included Quality, Surgical Services, Anesthesia, Emergency Services, Women's Center, ICU, PCU, Med/Surg, Invasive Cardiology, Nursing Administration, IRF, LTAC, Behavioral Health, Wound Treatment Center, Nursing Education.

- Redesigned education department and partnered with nursing schools for clinicals and recruitment
- Wrote nursing residency curriculum and extended foundation to allied health departments
- Reduced overall hospital composite infection rates by 50%
- Decreased labor costs by 40% and eliminated contract labor, saving \$500,000 annually
- Improved HCAHPS top-box ratings from 12th percentile to the 54th percentile in 6 months
- Decreased Sepsis mortality by 70% saving 81 lives
- Decreased falls with injury by 72% resulting in hospital savings of \$1.15 Million
- Improved the following ED metrics:
 - LOS admitted from 525 minutes to 214 minutes
 - LOS discharged from 212 minutes to 108 minutes
 - Admit to departure from 244 minutes to 40 minutes
 - STEMI protocol compliance from 90% to 99%
 - AMA/LWBS from 14% to <2%

4/2015-4/2016

B.E. Smith, Inc.

Lenexa, KS

Interim Chief Nursing Officer

Served as interim system-level VP of Nursing and Regional Chief Nursing Executive for non-for-profit 267-bed tertiary care facility, and a rural health system with 99 beds. Reported to CEOs and managed Quality, Surgical Services, Anesthesia, Emergency Services, Women's Center, CVICU, CCU, ICU, PCU, Intermediate Care Unit, Tele, Med/Surg, Nursing Supervisors, Education, Nursing Pool, Rehab, Nurse Navigators, Behavioral Health, Wound Treatment Center, Home Health, Palliative Care, Observation Units, Infusion Therapy, Cath lab

- Decreased labor cost by 5% per patient day
- Eliminated RN turnover from 16% to 0 in 6 months
- Decreased LWBS by 12% utilizing LEAN efficiency with probable savings of \$4 Million
- Reduced turnover resulting in hospital savings of \$1.65 Million
- Increased employee engagement overall scores by 26% highest-ever recorded

12/2013-4/2015

Baptist Health Corbin

Corbin, KY

Chief Nursing Officer

Baptist Health Corbin is a 273-bed nonprofit, rural, Pathway to Excellence[®] hospital. Full service hospital with Medical, Surgical, Psychiatric, Cardiac, and Oncology services with outpatient offices, and an ED with 50,000 visits/year. Responsible for inpatient nursing services and alignment of outpatient settings. Created chest pain center, PCU and palliative care. Developed nursing strategic plan to professionalize nursing and improve outcomes. Responsible for population health development and revision of community health needs assessment. Reported to CEO and managed Surgical Services, Women's Center, ICU, PCU, Med/Surg, Rehab, Nursing Administration, Nursing Pool, Education, Employee Health, Infection Control, and ARNPs.

- Redesigned nursing education based on needs assessment and modern theoretical underpinnings
- Maintained vacancy rate at <1%, turnover at 5%, and 0% contract labor
- Liaison to multidisciplinary team for onboarding new EHR (Epic)
- Taught the art of relationship-based care and ANCC Pathway to Excellence[®] principles

- Transformed care model to provide patient-centric services to save \$400,000
- Developed marketing model-increased ED volume by 3,000 and revenue by \$3 Million
- Achieved successful DNV and ISO-9001 surveys
- Developed and designed PCU as intermediate level of care
- Created hospital orientation and lectured on patient satisfaction and quality care

8/2011-8/2013

Kindred Hospital

St. Petersburg, FL

Chief Executive Officer

Fortune 500 company providing hope, healing, and dignity to medically complex, critically ill patients requiring extended care in an acute setting. Responsible for all aspects of hospital management and patient care in 82-bed Long Term Acute Care Hospital, including clinical care, fiscal stewardship, and collaboration across 130 sites of service. Reported to Division VP and managed \$30M budget.

- Reduced employee turnover by 50%
- Improved employee retention by 19%
- Decreased contract labor by 100%
- Increased quality metrics 20% above total benchmark; improved some measures > 40%
- Converted hospital from behind budget to net revenues exceeding \$3 Million in 4 months
- Increased EBIT by 670% reflected via YoY comparison
- Created physician development program:
 - Recruited and onboarded 24 new physicians
 - Improved medical roster/referral network
 - Increased admissions by 21%

4/2008-5/2011

IASIS Healthcare

Tampa, FL

Chief Nursing Officer

Town and Country Hospital is a 201-bed, for-profit, short term acute care community hospital and a part of IASIS Healthcare. Reported to CEO and oversaw ICU, ED, Surgical Services, Med/Surg, Clinical IT, Tele, Nursing Supervision, Behavioral Health and Addiction Recovery, and Education.

- Renegotiated vendor contracts to save \$64,000 in first 6 months
- Developed in-house PICC team saving \$48,000
- Decreased contract labor by 95% in 1 year saving a \$1 Million
- Worked with Quality team to decrease core measures failures by 90%
- Achieved national benchmarks for 10/10 HCAHPS scores and patient satisfaction
- Maintained < 2% RN vacancy and < 2% RN turnover rates
- Participated in the development of the strategic plan and created new service lines for Addiction Recovery, Geriatric Psychiatry, PCU, Spine Surgery, and Senior Clinic
- Led team to successful DNV compliance with ISO/NIAHO standards
- Attained 5-star distinction rating in 5 clinical areas
- Achieved primary stroke center certification and hypothermia certification
- Involved in development of chest pain observation unit and rapid response teams
- Reorganized care delivery model to limit utilization of high cost per diem staff
- Maintained >100% productivity for departments
- Developed mentorship program for seasoned to novice nurses
- Rolled out clinical initiatives for 19 hospitals in 11 states.

CERTIFICATIONS

NEA-BC	expires 9/2020
CEN	expires 3/2023
BLS	expires 06/2020

PROFESSIONAL AFFILIATIONS, HONORS, PUBLICATIONS

Highest academic honors across all graduate and post-graduate experiences

Probus, K. (2015). Beyond Video Monitoring: Predictive technology for fall prevention. (White paper for Care-view communications, Inc.)

Probus, K. (2016). Leadership in the Emergency Department. Instructional conference presentation to Louisiana ENA.

Affiliations:

- *American Organization of Nurse Executives*
- *American Nurses Association*
- *Sigma Theta Tau*
- *Emergency Nurses Association- Lantern Award Reviewer and conference lecturer*
- *Louisiana State University-Eunice- Advisory Board member*
- *Kentucky Organization of Nurse Leaders- Legislative Affairs Committee*
- *American Red Cross- Board of Directors and volunteer*
- *International Association of Healthcare Providers- awarded "Top CNO"*
- *Lincoln Memorial University- Advisory Board*
- *Breckenridge School of Nursing- Board of Trustees*
- *Golden Key International Honour Society*