

# AMELIA HOBAN RUSSELL, RN, MSN

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## EXPERIENCE

03/20 to Present     **HCA FLORIDA LARGO & LARGO WEST HOSPITALS**  
Largo, FL

### ***CHIEF NURSING OFFICER***

- Clinical oversight for 455 hospital beds
- Abdominal and heart transplant program
- 400+ Case per year open heart program
- 2 free standing emergency departments
- Inpatient adult psych and geri-psych units
- Reduced nursing turnover by over 50% to 19% TO
- Improved clinical excellence scorecard rating from 159 to 38
- Identified by Corporate as top performer and selected as inaugural member of Chief Leadership Program

03/18 to 02/20     **SOUTHERN HILLS HOSPITAL & MEDICAL CENTER (HCA)**  
Las Vegas, NV

### ***CHIEF NURSING OFFICER***

- 264 bed acute care hospital
- Opened 80 bed greenfield behavioral health unit
- Reduced nursing turnover from 17% to 11%
- Increased patient experience to top quartile performance
- Rebuilt and developed nursing and quality leadership team
- Eliminated contract labor
- Successful triennial TJC survey with only 1 nursing finding
- Decreased HAIs by 50% YOY
- Improved throughout, increased discharge by 1pm times from 17% to 23% YOY

06/13 to 03/18     **ST. DAVID'S MEDICAL CENTER (HCA)**  
Austin, Texas

### ***CHIEF NURSING OFFICER HEART HOSPITAL OF AUSTIN***

07/15 TO 03/18

- Executive oversight for all nursing and surgical operations with 670+ open heart surgeries per year
- Improved Emergency Department throughput and efficiency
- Increased patient experience scores to 98<sup>th</sup> percentile in emergency department and 9<sup>th</sup> percentile in-patient
- Truven Analytics Top 50 Cardiac Hospital, Healthgrades Top Performer (top 5%)
- Zero HACS in 2017, zero CAUTIs in 5 quarters
- Reduced nursing turnover from 20% to 15.2%

- Reduced contract labor by 42%
- Employee Engagement Index 81
- Pathway to Excellence Designation

***INTERIM CHIEF NURSING OFFICER***

01/15 TO 07/15

- Executive oversight for all nursing operations of tertiary, acute care hospital with 450+ beds and 65 bed rehabilitation hospital
- Responsible for all clinical nursing areas, Emergency Department, Level 3 NICU, Women's Services, Chaplains, Pharmacy, Respiratory, Wound Care-Hyperbarics, and Advanced Clinicals
- Led Emergency Department throughput to top performer in HCA
- Maintained less than 5 FTEs of contract labor
- Truven Analytics Top 100 Hospital 6 years in a row
- Healthgrades Top 100 hospital
- Patient satisfaction top 15% nationally
- ED length of stay decreased to 168 minutes

***ASSOCIATE CHIEF NURSING OFFICER***

06/13 TO 01/15

- Malcolm Baldrige National Quality Award recipient; coordinator for site visit
- Chief Staffing Officer with 2,000 FTEs, decreased contract labor average <10 FTEs, meeting productivity standards
- EVD lead with quarantined high-risk patient
- 24/7 oversight of 45 bed Emergency Department, annual visits of 65,000, 66 bed Medical-Surgical unit, Critical Care and Intermediate Care units, Telemetry unit, and pharmacy
- Pharmacy lowest anti-microbial spend per APD in HCA
- On call administrator with 24/7 oversight of hospital operations
- Co-executive for \$24 million CAMS ICU expansion project
- Collaborating with ED physicians and hospitalists to decrease throughput times in ED, exceeding corporate goals
- Exceeding budget through reduction of contract labor and incremental overtime, and decreased supply spending on nursing units
- Physician Engagement scores for Nursing Quality 99.8% by establishing culture of excellence
- Presenter at HCA CNO Summit 2014
- Reorganization of Med-Surg units for Telemetry expansion
- Implemented Virtual Sitters to reduce sitter FTEs and reduce fall rates
- Development and implementation of in-patient Discharge Unit to expedite discharges, improve patient throughput, and reduce ED hold hours.
- ED hold hours decreased to best in HCA, %LPT/%LPMSE top 5 in HCA
- Truven Top 100 Hospital
- Trained in Harvard Program on Negotiation Method

06/04 to 06/13 **SUNRISE HEALTH SYSTEM (HCA)**  
Las Vegas, Nevada

***NURSE MANAGER***

07/11 TO 06/13

- 24/7 oversight for Observation, Bariatric, Renal, Psych, and Dialysis Units, 80+ beds
- Responsible for hiring and oversight of 60+ FTEs
- Successful merger of 2 MST units into one 57 bed unit with lower overhead
- Daily operational responsibility for 18 bed direct observation pod with 24/7 monitoring
- Daily leadership of unit with ADC of 54
- 100% core measure compliance YTD
- Increased HCAHPS scores by nearly 10% with development of unit-based, staff lead, patient care committee and implementation of meaningful rounding through Studer
- Implementation of bariatric service line, order sets, policies, and staff training
- Implementation of house wide neurons, and MEWS project to 700 bed adult hospital for full receipt of Premium Credit dollars
- Successful implementation of computerized physician order entry, achieved deadline and goals for physician utilization
- Manager, liaison for third party dialysis company, contract negotiations, worked with vendors to improve response times for STAT and routine dialysis and compliance with TJC standards
- Installation of additional cameras throughout hospital to better utilize camera sitter; resulted in net decrease of 20 patient sitters and estimated annual cost savings of \$1 million
- Strategic planning with executive team for development of 30 bed behavioral health unit

***MARKET STROKE PROGRAM MANAGER***

06/08 TO 07/11

- Responsibility for neurology cost center, FTEs, and budget; 1,400 stroke admits a year
- Recertification of Joint Commission Stroke Certification at Sunrise and certification at 2 market facilities
- Implementation of stroke programs, physician recruitment, contracts, and coverage at 2 hospitals; development of policies, procedures and order sets, process improvement, and staff education
- Chair Stroke Committees for performance improvement and quality assurance
- Chair Clark County Stroke Systems Hospital Task force for the development of destination protocols
- Member of American Heart/Stroke Association, actively involved in legislation for state wide stroke protocols and registry
- Received Silver, Gold, 3 Gold Plus Awards, and Target Stroke Honor Roll designation
- Increased Stroke Market Share by nearly 10% through outreach programs
- Increased compliance for stroke measures and order set usage to greater than 98%

***RELIEF CHARGE NURSE***

01/06 TO 02/08

- Managed up to 20 employees per shift
- Oversight of staffing and assignments
- Facilitate patient throughput and bed placement

***EMERGENCY DEPARTMENT STAFF NURSE***

06/04 TO 01/06

- Tertiary care center
- 65 bed ED
- 40% admit rate
- 80% of in-patients admitted through ED
- Trauma resuscitation core team, adult and pediatric trauma patients

### **EDUCATION**

MSN        **WALDEN UNIVERSITY**, Minneapolis, Minnesota Masters of Science in Nursing,  
Healthcare Administration

BSN        **UNIVERSITY OF ILLINOIS**, Chicago, Illinois, Bachelors of Nursing, James Scholar, Sigma  
Theta Tau

### **LEADERSHIP AND SERVICE ACTIVITIES**

- American Heart & Stroke Association –Advocacy Taskforce, speakers bureau and board member
- American College of Healthcare Executives (ACHE)
- Neal Kocurek Scholarship recipient mentor
- Sunshine Angels-supporting children in group homes
- Hope 4 Kids International
- Casa De Luz Christmas for underprivileged children and families
- American Heart Association Lobby Day speaker
- Volunteer Interviewer UT School of Nursing
- University of Texas Graduate School of Nursing preceptor
- Nevada Summit for healthcare legislation
- Speaker's bureau for Genentech
- Jersey College of Nursing Advisory Board
- Indian Rocks Christian School Level 2 volunteer

### **CERTIFICATIONS**

- Florida Registered Nurse RN9534844
- Texas Registered Nurse 844015
- Nevada Registered Nurse RN46250
- Basic Life Support Certified (BLS)
- Advanced Cardiac Life Support (ACLS)

### **RESEARCH EXPERIENCE**

- Coordinator Clear-ER Trial
- Coordinator IMS-III Interventional Management of Stroke Trial
- Coordinator Vernalis V10153 Safety and Efficacy Study in Acute Ischemic Stroke
- Coordinator Prediction Sciences stroke blood biomarker study
- ALIAS Albumin in Acute Ischemic Stroke Trial

- Closure Patent Foramen Ovale Closure; Anticoagulants versus Antiplatelet Therapy to Prevent Stroke Recurrence

## **PUBLICATIONS**

*Optimized acute stroke treatment in a community hospital setting: a model for improving thrombolytic treatment rates:* Malone K, Selco SL, Fischberg GM, Gregory MG, Bangalore S, Hoban A, Delaney D, Cohen SN, Sunrise Hospital and Nevada Neuroscience Institute Research Foundation, Las Vegas, NV; Submitted to International Stroke Conference 2009.

*Intravenous r-tPA turnaround time: A survey of Primary Stroke Centers:* Selco SL, Craven K, Malone K, Hoban A, Delaney D, Cohen SN, Sunrise Hospital and Nevada Neuroscience Institute Research Foundation, Las Vegas, NV; Accepted at International Stroke Conference 2009.

*Obstacles To Treating Acute Ischemic Stroke With IV r-tPA:* Selco SL, Malone K, Fischberg GM, Hoban A, Delaney D, Cohen SN, Sunrise Hospital and Nevada Neuroscience Institute Research Foundation, Las Vegas, NV; Submitted to International Stroke Conference 2009.