

DR. ADAM COPHER, DNP, RN, CMSRN

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SUMMARY

Dynamic nursing leader offering 17 years of progressive experience and accomplishments. I believe all nurses have the capacity to be successful. The Nurse Leader plays a supportive role in the success of their staff. An effective leader has mastered the art of leading a team and challenges all staff to perform at their best. To accomplish this the nurse leader must understand their staff demographics, know the staff and motivate them to embrace change and always continue to learn while setting the example for the staff to follow. I am a nurse leader in where my success isn't about what I accomplish but what I inspire my team to accomplish. As a nursing leader of various disciplines, I have mentored and coached employees, managers, improved patient and employee engagement, improved retention of nursing staff, increased productivity and improved patient outcomes.

EDUCATION

DNP	Chamberlain University Illinois City, IL	August 2019-Sept2021
MSN	Chamberlain University Illinois City, IL	Aug 2016-Sept2018
BSN	Chamberlain University Illinois City, IL	June 2013-July2014
ADN	Florida Gateway College Lake City, FL	Jan 2011-Dec2012
LPN	Florida Gateway College Lake City, FL	Jan2007-Dec2007
CNA	American Red Cross Jacksonville, FL	March2005-June2005

HONORS AND AWARDS

Northeast Florida Great 100 Nurses Award	2019
Sigma Theta Tu- Nursing Excellence	2018/2020/2021
AHC Florida Top 100 Nurses	2017
Nursing Excellence in Mentorship	2015
Keynote Speaker Chamberlain University	2020

WORK EXPERIENCE

HCA Florida Pasadena Hospital, St. Petersburg Florida
Chief Nursing Officer/307-bed hospital

Nov'22-present

HCA Florida Trinity Hospital, Trinity Florida
Assistant Chief Nursing Officer/340-bed hospital

May'21-Nov'22

- Assists the CNO in developing and managing the nursing services budget and ensuring sufficient number of qualified staff to assess patient needs
- Ensures that continuous performance improvement initiatives are designed to measure and improve the quality of care delivered and are consistent with the organization priorities
- Oversight of 6 Nursing Directors, 12 Managers, 4 House Supervisors,
- 39 bed Emergency Department, 8 Labor rooms, 12 NICU beds, 14 Post-partum
- 36 Critical Care beds, 180 Inpatient beds, 34 Behavior Health beds
- Care Experience Top Box Current Inpatient 73%, ED 56%
- Employee Engagement May 2022 Overall 75%, RN-70%, PCT-79%
- Partnered with Quality to implement improvement strategies in an effort to achieve and sustain an “A” Leapfrog patient safety score and CMS 3-star Quality Rating.
- Lead the implementation of a Centralized Monitoring Unit for telemetry
- Lead all departments to engage providers, staff, and management to ensure continuous survey readiness.
- Reduced NTSV rate by 28% over PY
- Led task force to improve compliance with CDC recommended HAI compliance bundles and improve device utilization (6% for UC & 4% CVC)
- Improvement in HCA Clinical Excellence Scorecard from #117 to #8
- Women’s Services Unit of Distinction Honorable Mention Award
- 5 Star Healthgrade Rating for Vaginal Delivery, C-Section Delivery and GYN Procedures
- Medical Surgical Unit of Distinction 2022
- Implemented Daisy Nurse Leader Award
- Successful CSRE Validation 2022, expected TJC Accreditation Fall 2022
- Assisted with Care Experience Meeting and Caregiver Retention Meetings
- Successfully launched ICON (integrated Clinical Operational Navigation) to drive education at bedside
- Assisted with CNC Council, Nurse Executive Council, PCT Council, and Shared Governance.
- Partnered with local colleges to help recruit STARNs
- HCA Advanced Leadership Program for ACNOs Class of May 2022

HCA Florida Memorial Hospital, Jacksonville, FL
Director of Nursing 2 Acute Care Inpatient Units/ 454-bed hospital

Jan '19 – May'21

- Overall accountability for multiple acute care units
- Manage performance, patient and staff satisfaction, and conflict resolution
- Increased employee engagement and patient experience
- RN Turnover 16% below Division goal of 19%
- Continuously evaluates work process and design; ensures quality/performance improvement needs are met and service delivery to meet stakeholder needs
- Created a culture of accountability and ownership with staff
- Zero hospital-acquired infection under my leadership
- Provides clinical leadership and demonstrates commitment to support overall goals of the department of nursing.
- Maintain Productivity in all areas
- Complete monthly schedule for direct report of 130+ employees
- Prepare and present monthly DMOR reports to Senior Leaders and Division
- Instructor for charge nurse certification course through HCA Leadership Institute
- Mentored and developed strong Managers in clinical areas

- Daisy Award Facilitator/PNPC Lead Facilitator
- SATL Division Chair for Med Surg Advisory Board
- SATL representative for HCA Corporate Med-Surg Advisory Board
- Created and Implemented Time-out process to decrease HAIs for SATL division

HCA Florida Memorial Hospital, Jacksonville, FL

Feb '17-Jan'19

Clinical Nurse Specialist/Manager

- Promoted and integrated EBP in order to continuously improve practice
- Assisted in the implementation of change strategies
- Provided leadership through planning, organizing, coordinating, monitoring and evaluating the care provided for patients
- Identified learning needs and desired outcomes for unit
- Active member on multiple committees throughout hospital
- Ensured education requirements met regulatory requirements
- Provided staff with resources and education to implement change
- Assisted Director with interviewing, selection, on-boarding and orientation, retention, training, development, and corrective action of all staff.
- Assisted Director with nurse leader rounding on 40 bed unit
- Ensured all employee files were up to date with regulatory compliance standards; 60 direct reports
- Ensured compliance with all life safety and environment requirements, Active JCAHO preparation house wide

Corizon LLC- Raiford, FL

Dec '15 – Jan' 17

Director of Nursing

- Direct, supervise and evaluate work activities of medical, nursing, technical, clerical, service, maintenance, and other personnel. 220 Direct Reports Maintain communication between governing boards, medical staff, and department heads by attending board meetings and coordinating interdepartmental functioning.
- Directed or conduct recruitment, hiring and training of personnel.
- Monitor the use of diagnostic services, inpatient beds, facilities, and staff to ensure effective use of resources and assess the need for additional staff, equipment, and services.
- Develop and maintain computerized record management systems to store and process data such as personnel activities and information, and to produce reports.
- Develop and implement organizational policies and procedures for the facility or medical unit.
- Manage change in integrated health care delivery systems, ensure patient care orders are followed correctly and in compliance with federal, state, Company, and facility, rules, policy, procedures, standards, regulations and statutes.
- Develop nursing education and training program, including continuing education/training and orientation for nurses in coordination with Company's corporate resources and in-service training staff of the agency tuition.
- Demonstrate excellent knowledge of behavior health patients.
- Served as behavior health committee chair for baker act laws
- Ensure overall state audit goals were met and within guidelines.

UF Health, Shand's – Jacksonville, Florida

Aug '14 - Dec '15

Charge RN Progressive Care Unit- Level I Trauma hospital/695-beds

- Led and managed clinical and support staff in patient care activities while maintaining a high level of staff morale and professionalism.
- Managed care for post-operative patients through discharge.
- Closely monitored acute conditions.
- Trained, coached and mentor staff to ensure smooth adoption of new program. Perform emergency medical procedures, such as basic cardiac life support

(BLS), advanced cardiac life support (ACLS), and other condition stabilizing interventions.

- Collaborate with members of multidisciplinary health care teams to plan, manage, or assess patient treatments.

VA Medical Center, Gainesville, FL

Mar '13 – June '14

Charge RN/Surgical Stepdown Unit -480-bed hospital

- Charge Nurse on 40 Bed Stepdown unit and supported staff in patient care activities while maintaining a high level of staff morale and professionalism.
- Closely monitored acute conditions. Developed patient care plans, including assessments, evaluations and nursing diagnoses.
- Effectively managed clinical oversight Trained new staff on quality control procedures.
- Trained, coached and mentor staff to ensure smooth adoption of new program. Member of Professional nursing practice council

Nurse Source Corporation, Macclenny, Florida

Emergency Room Staff Nurse

Mar '08 – Mar '12

Charge RN for Emergency Department

April'12-June'14

- Team member of Disaster preparedness
- Effectively managed clinical oversight Trained new staff on quality control procedures.
- Strong leader for nursing personnel assigned to 36 bed ED.
- Trained, coached and mentor staff to ensure smooth adoption of new initiatives.
- Perform emergency medical procedures, such as basic cardiac life support (BLS), advanced cardiac life support (ACLS), and other condition stabilizing interventions.
- Administer blood and blood product transfusions or intravenous infusions, monitoring patients for adverse reactions.

Bank of America, Jacksonville, FL

Jan'02-Jun'05

Banking Center Manager

- Prepares financial statements and analysis for branch
- Manages and supervises department employees; responsible for day-to-day supervision and leadership
- Maintains and oversees all banking procedures and processes
- Recruiting, vetting, interviewing, and hiring new employees
- Overseeing approvals of loans, lines of credit, and other fiscal plans
- Assisting with customer service and satisfaction
- Marketing branch within the community to attract business
- Records and researches all financial information for analysis
- Oversees budget reports, preparation of budgets, and analysis of budgets
- Documents and interprets complicated financial information for bank clients
- Advises on procedures and financial management as well as developing policies
- Oversees financial reports for taxes, regulatory agencies, and other financial groups relating to branch finance
- Forecasts and plans according to fiscal needs

PROFESSIONAL AFFILIATIONS

American Organization for Nursing Leadership (AONL)
Academy of Medical Surgical Nursing
Sigma Theta Tau International Honor Society of Nursing

PROFESSIONAL CERTIFICATIONS

- RN License- Florida Board of Nursing (Compact License)
- BLS certified (Adult Provider – EXP 2022)
- Board Certified- Medical Surgical Nursing (CMSRN)

COMMUNITY SERVICE/PROFESSIONAL AFFILIATION

American Heart Association

March of Dimes

Jack McGovern Coats Disease Foundation

Know the Glow

Buddy Walk/ Down syndrome Association

Making Strides against cancer

Juvenile Diabetes Research Foundation

REFERENCES

Upon Request