

Curriculum Vitae

Mary Ellen Hatch, MSN, RN, CRRN, FARN

CONTACT INFORMATION

Mary Ellen Hatch
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RN License ID # R868391 1986- Present

CERTIFICATION: Certified Rehabilitation Registered Nurse (CRRN) 2005- Present

AREAS OF SPECIALIZATION:

- Corporate advancement of rehabilitation nursing across settings of care
- Leadership development
- Clinical program excellence: functional outcomes, quality of life, infection prevention, restorative and rehabilitation care
- Multi-hospital system process implementation
- Translation of evidence into national practice and policy

EDUCATION

<u>University</u>	<u>Location</u>	<u>School</u>	<u>Degree</u>	<u>Dates</u>
Walden University		School of Nursing	MSN	2012
Methodist Hospital School of Nursing (Memphis State University)	Memphis, TN	School of Nursing	Diploma in Nursing	1985

PROFESSIONAL EXPERIENCE

Vice President, Nursing Operations. Encompass Health Corporation. 2017-Present
(Formerly: HealthSouth Rehabilitation Corporation).

National Nurse Executive

Chair, Encompass Health Nursing Leadership Board

Chair, Encompass Health Infection Prevention and Control Task Force

National Executive Leadership Responsibilities over the nation's largest provider of inpatient rehabilitation: Planning and Directing Nursing initiatives within the company and Managing Encompass Health's Clinical Education Department; Collaborating with Encompass Health's Home Health and Hospice segment to promote a superior continuum of care in post-acute care; *Advancing the*

profession of nursing in rehabilitation throughout all level of nursing care;
Executive professional clinical oversight for nursing, infection prevention, wound care, and nutrition practice; Providing an environment of superior patient care; Recruiting, retaining, and educating a superior nursing staff through providing an atmosphere for nursing that encourages professional development, growth, and employee satisfaction; Developing staffing guidelines that are both fiscally responsible and appropriate to patient care needs; Developing tools to facilitate efficient patient care that accurately documents the course of care and treatment received; Educating current and new nursing leaders across the enterprise regarding current practice trends and management initiative; Facilitating the Developing Future CNO Program designed to recruit, develop, and embed the next generation of CNOs; Facilitating and instructing in the Encompass Health Certified Rehabilitation Registered Nurse prep course; Developing and implementing policies, procedures, processes, staffing plans, and staff education necessary to open new or acquired hospitals; Administering oversight and development of Nursing Leadership Academy Program to empower Nurse Supervisors and Nurse Managers through classroom and experiential learning sessions.

Nurse Executive on the Encompass Health COVID Task Force developing policies, practices and procedures in response to the Covid-19 Global Pandemic. Task enacted March 2020 remains active daily to support and direct hospital system in the prevention of the spread of COVID -19 in the patient, staff, and communities served, while continuing to provide rehabilitative care and superior outcomes.

Encompass Health Corporation is a growing company consisting of over 141 inpatient rehabilitation hospitals. Each hospital's Nursing department is led by a Chief Nursing Officer and nursing management team, and includes a staff of registered nurses, licensed practical nurses, and unlicensed staff totaling over 12,000 members.

National Chief Nursing Officer/Director of Nursing. HealthSouth Corporation, 2004-2017.

Chair, Encompass Health Nursing Leadership Board

Chair, Encompass Health Quality Leadership Board

Chair, Encompass Health Infection Prevention and Control Task Force

Planning and coordinating Nursing and Quality initiatives throughout the company; Insuring compliance with regulations and laws from all federal, state, local, The Joint Commission and applicable accrediting bodies for all facilities; Coordinating with Corporate Risk Management to implement patient safety initiatives; Communicating changes in laws, rules, regulations, standards, and guidelines in a timely manner to facilities; Developing implementation plans for new or changed regulations; Managing the Clinical Education Department for all HealthSouth clinical staff; Educating current and new Quality Coordinators in the facilities to enhance knowledge base of compliance and quality initiatives;

Promoting the profession of nursing in rehab, long term acute care, and skilled care; Recruiting, retaining, and educating a superior nursing staff through providing an atmosphere for nursing that encourages professional development, growth, and employee satisfaction; Developing staffing guidelines that are both fiscally responsible and appropriate to patient care needs; Developing tools to facilitate efficient patient care that accurately documents the course of care and treatment received; Educating current and new nursing leaders in the facilities regarding current practice trends and management initiatives; Facilitating and instructing in the HealthSouth Certified Rehabilitation Registered Nurse prep course; Developing and implementing policies, procedures, processes, staffing plans, and staff education necessary to open new or acquired hospitals; Editor HealthSouth Corporation CNO Newsletter

Regional Director of Quality and Risk Management. MidAtlantic Region (24 hospitals) HealthSouth Rehabilitation Hospitals. 2001- 2005.

Member, HealthSouth Quality Leadership Board

Insuring regional compliance with all federal, state, local, Joint Commission and applicable accrediting bodies; Fostering superior operations by promoting an atmosphere of process improvement; Developing remediation plans in response to adverse outcomes of regulatory surveys; Investigating sentinel events through thorough analysis; Implementation of Inpatient Rehabilitation Facility Prospective Payment System coordinating with other regional team members in coding and clinical services; Communicating changes in laws, rules, regulations, standards, and guidelines in a timely manner to facilities; Assisting facilities in proper investigation and reporting of adverse outcomes; Developing implementation plans for new or changed regulations; Educating current and new Quality Coordinators in the facilities to enhance knowledge base of compliance and quality initiatives; Coordinated the regulatory activities necessary to open two new HealthSouth facilities (Memphis, TN 2002 and Anderson, SC 2003); Converted skilled nursing facility to inpatient rehabilitation hospital (Cane Creek, 2001)

Director of Nursing. HealthSouth Rehabilitation Hospital of Memphis. 1998-2001 Oversight and operations of Nursing, Quality, Case Management, Pharmacy, Laboratory, Respiratory, Food and Nutrition, and Educations departments; Joint Commission Site Coordinator with successful outcome of Accreditation with Accommodations; Redesigned nursing care model for this 80 bed inpatient rehabilitation hospital; Opening in-house pharmacy developing policy and procedures and bringing in staff and supplies to improve service and cost effectiveness; FTE management to within company standards without use of contract labor through creative staffing patterns and improved efficiencies of work flow; Supervised an average of 100 employees; Coordinating with Clinical Services to promote improved interdisciplinary communication; Service as a resource DON for HealthSouth facilities in Tennessee; Patient Satisfaction programs resulting in improved patient and employee satisfaction; Safety Officer activities; Serving on Senior Management Team, Quality Council (chair),

Safety/Infection Control Committee, and various performance improvement teams

Education/Quality Coordinator. HealthSouth Rehabilitation Hospital Memphis. 1996-1998.

Implementation of quality and education initiatives; Facilitation of education programs for all clinical and non-clinical staff; Development of a method for tracking and reporting educational participation of staff; Compliance with all federal, state, local, Joint Commission and applicable accrediting bodies; Development of the Nursing role in outpatient area for emergency and enhanced day programming; Policy and Procedure development and implementation; Participation on management team, Safety/Infection Control Committee, and Quality Council; Development of Education Committee instituting standards for staff level review of employee request for educational opportunities that fostered a spirit of equitable division of resources; CPR Training; Planning and providing Certified Rehabilitation Registered Nurse review course for 12 people resulting 100% pass rate; Coordinating all Hospital wide and Nursing Orientation activities; Assisting in implementation and education of Critical Pathways both locally and a regional level

Nursing Supervisor HealthSouth Rehabilitation Hospital Memphis. 1994-1996

Supervision of nursing staff and patients in an 80 bed inpatient rehabilitation hospital; Hired and provided direction management over the pool nursing staff; Assisted in writing policies to open the hospital; created practice standards for nursing supervisory staff on nights and weekends; conducted quality audits of medical records and nursing operations; served as only manager onsite during shifts worked, managing hospital operations ranging from admissions to emergency response.

1985-1994 Methodist Hospitals of Memphis South

Nursing Supervisor, Methodist Hospital South, Memphis, TN. 1990-1994

Critical Care Staff RN, Methodist Hospital South, Memphis, TN. 1987-1994

Staff RN Telemetry Floor, Methodist Hospital South, Memphis, TN. 1985-1987

SELECTED HONORS & AWARDS

- Inducted. 1983- 1985 Phi Epsilon Iota, Student Nursing Honor Society
- Excellent Eleven: 1996 City of Memphis Celebrate Nursing Award
- Inducted 2011- 2012 Sigma Theta Tau, Student Nursing Honor Society
- Inducted: 2020-present - Sigma Theta Tau, Nursing Honor Society
- Inducted: 2021 Fellow Association of Rehabilitation Nurses

- President Award 2021 Association of Rehabilitation Nursing
- National Healthcare System Executive Leadership Appointment: 2015-2016: **Centers for Medicare and Medicaid Services (CMS)**. *Potentially Preventable Hospital Readmission Measures for Post-Acute Care Technical Expert Panel*
- National Healthcare System Nursing Executive Appointment: 2019: **Association of Nurse Leaders**: First Nurse Executive of a National Post-acute Care Healthcare Organization to represent Post-acute Care, and to ensure that Post-acute Care and Rehabilitation is represented on this AONL Committee
- **ARN Featured Board Member**: ARN Board Member Mary Ellen Hatch explores long-term COVID-19 implications in new article, *Nursing Administration Quarterly*: Implications and Experiences in Post-acute Care – Rehabilitation, Long-Term Acute Care and Skilled Nursing. Available [here](#)

CLINICAL PROGRAM FUNDING

- Encompass Nursing Leadership Academy Program: Developed 2012. Program continues. Annual budget of \$20,000 covering materials, meeting needs and instructors. These courses work to empower nurse leaders through classroom and experiential learning sessions. The live course includes classroom and onsite portions for Nurse Supervisors specific to their role and work shift as nurse supervisors in an inpatient rehabilitation. The Nurse Managers session focuses on the skills a Rehabilitation Hospital Nurse Manager needs to sustain and grow excellent nursing teams and support superior patient outcomes. The courses are at no cost to the employee. Successful program goals have included reduction in CNO turnover and development of a pool of future nurse leaders for CNO and other leadership positions.
- Heartcode-2007 negotiated a partnership between HealthSouth (now Encompass Health) and American Heart Association's HeartCode, becoming the first post-acute care system to provide a comprehensive self-driven e-learning program to enhance clinician's cardiopulmonary resuscitation skills. At an initial cost of \$53 per student, including a set of mannequins and laptop for each hospital at no additional cost. In 2009 over 3500 clinicians certified/recertified for BLS using HeartCode. In 2020 the program has grown to include all clinical staff numbering 15,000+ with an annual budget of an economical \$146,000.
- Chamberlain University Partnership- negotiated a 50% tuition discount for Encompass Health nursing staff to attend undergraduate courses and a 20% discount for graduate courses at no cost to Encompass Health. Staff may utilize Encompass Health Tuition Reimbursement or Loan Forgiveness programs to cover the cost of their tuition. From 2018 to present we have had 850 employees take advantage of this partnership to further their professional education. This number includes 103 Graduates. Chamberlain offers degrees in undergraduate nursing, Masters and Doctorate in Nursing, Masters in Public Health, and Masters in Social Work.

PUBLICATIONS/INTERVIEWS

Hatch, M.E., (2021). Pandemic: The Ultimate Disrupter. Implications and experiences in post-acute care- rehabilitation, long-term acute care and skilled nursing. *Nursing Administration Quarterly*

Accepted November 2020 for Publication April 2021

Hatch, M.E., (2019). What it is like to be a rehabilitation nurse. (Interview) American Organization Nursing Leadership Conference, San Diego, CA, April 10-12, 2019.

PRESENTATIONS

Hatch, M.E. Post-acute Care Nursing Leadership. ARN Webinar Series Livestream: September 7, 14, 21, & 28, 2021 Available on Demand

Hatch, M.E. Implications and experiences during COVID -19 Pandemic in post-acute care. World Nursing Education Conference, Barcelona, Spain Oct 4-6, 2021 (postponed)

Hatch, M.E., & Camicia, M. Managing Patients with Long-Term Effects of COVID-19. Nursing Priorities and Interventions. Invited Presentation: Co-sponsored ANA and ARN. On Demand: Available [here](#) June 6, 2021.

Hatch, M.E. Covering COVID in the Rehabilitation Space. 41st Annual Neurorehabilitation Virtual Conference. November 8, 2020

Hatch, M.E. Leading People and Pandemics. ARN REACH 2020. Virtual National Conference. October 21, 2020.

Hatch, M.E. Transitioning into Post-Acute Care: Strategies to Improve Rehabilitation and Prevent Readmissions. National Healthcare CNO Summit. Palm Springs, CA February 28, 2020

Hatch, M.E. Compassionate Care for Our Patients and Ourselves in the Rehabilitation Setting. Broward Association of Rehabilitation Nurses, Rehab Update 2019: Diversity in Rehabilitation Nursing, March 1, 2019

Hatch, M.E. Compassionate Care for Our Patients and Ourselves in the Rehabilitation Setting. 39th Annual Neurorehabilitation Conference. Cambridge, Massachusetts. November 11, 2018

Hatch, M.E. Thinking Outside the Room: A Setting-Specific Model for Isolation Precautions in Inpatient Rehabilitation Facilities. Association for Professionals in Infection Control and Epidemiology Conference. Minneapolis, MN, June 13-15, 2018

Hatch, M.E. Rehab Nursing: A Patient Perspective. ARN Southeast Regional Educational Leadership and Quality Conference. Orange Beach, AL, April 9-10, 2018

Hatch, M.E. Developing Future Leaders. National Healthcare CNO Summit. Orlando, FL, March 19, 2018

Aleksiewicz, M. **and Hatch, M.E.** Utilizing Evidence-Based Training Methods to Mentor Rehab Nurse Supervisors. Association of Rehabilitation Nursing Annual Education Conference. New Orleans, LA September 30 - October 3, 2015

DeBardeleben, M.E. **and Hatch, M.E.** IRF Quality Reporting Program-Meeting the Challenge and Getting the Most Out of Your Data. American Medical Rehab Providers Association Conference. Scottsdale, AZ. September 15, 2014

Hatch, M.E. Focus on Function and FIM Will Follow. Association of Rehabilitation Nursing Annual Conference. Nashville, TN. October 5, 2012

Hatch, M.E. The Engagement of Rehabilitation Nursing and Outcomes. Uniform Data Systems Buffalo Conference. Niagara Falls, NY August 6, 2010

CONSULTATION/ POLICY-RELATED ACTIVITIES

Association of Nurse Leaders. *Appointment:* American Organization of Nurse Leaders' National Committee on Continuum of Care. ***First Nurse Executive of a National Post-acute Care Healthcare Organization to represent Post-acute Care, and to ensure that Post-acute Care and Rehabilitation is represented on this AONL Committee.***

December 2019 to present. Committee is revising the ANA Guiding Principles for Nurse Leaders as part of a toolkit for assisting AONL member in understanding the care continuum worldview.

Association of Rehabilitation Nurses. *Consultant.* 2019-present.

First National Membership Project: ARN Institutional Membership - Advancing Professional Rehabilitation Nursing A National Rehabilitation Healthcare System. Developed the first partnership of its kind to provide membership, conference attendance, and collaboration between ARN a rehabilitation provider. Through this partnership, Encompass Health provides 365 ARN memberships annually to staff, 175 conference registrations, discounts for staff taking the CRRN exam, discounted products, and recognition in publications.

Association of Rehabilitation Nurses. *Consultant.* 2011- present

First Enterprise-wide CRRN Incentive Program- Created the Encompass Health CRRN Incentive program that includes live training, free to staff, reimbursement for the exam fee, bonus for passing the exam, promotion from RN to CRRN (including pay increase), and public recognition within the hospital. The volume of CRRNs grew from approximately 300 CRRNs companywide in 2011 to over 1900 in 2019.

Centers for Medicare and Medicaid Services (CMS). *Appointed Member.* 2015. Technical Expert Panel Member- Subject matter expert in the field of inpatient rehabilitation to determine quality measures appropriate for *Potentially Preventable Hospital Readmission Measures for Post-Acute Care*. Measures were identified and implemented across inpatient rehabilitation, skilled nursing, home health, and outpatient as appropriate

LEADERSHIP IN PROFESSIONAL ORGANIZATIONS

Association of Rehabilitation Nurses. 2008 – Present

National Level

Director, Board of Directors, 2019-2021, Re-elected to serve until 2023

- Board Liaison. Awards/Scholarship Committee. 2020-present
- Governance Task Force: 2019- present
- Co-Chair. ARN Fellows Task Force, 2018-2020 formalized development of Fellow Selection Committee. Founding Member Developed all aspects of the Fellows Program: selection criteria, nomination application, review process and selection criteria for the inaugural selection of 15 Fellows.
- Board Liaison to the Awards Committee 2019-2020
- Board Liaison to the Scholarship Committee 2019-2020
- Participated in Hill Day, Washington, DC 2019
- Continuing Education Provider Unit: Member 2018
- Chair. ARN Products and Program Committee. 2018; Member 2016-2017
- Member. ARN Conference Planning Committee. 2016
- CRRN Audit Panel; Member 2015-2016
- Attended annual ARN Conference consecutive years since 2004 to present!

Association of Nurse Leaders (was Association of Nurse Executives, 2016- Present

National and Memphis, TN Chapter

Appointed Member. Fellow Designation Design Committee 2018 & 2019- Appointed as the only representative from post-acute care, the group created the criteria and framework for a Fellow Designation. The appointment continued through the inaugural class in 2019.

Additional Memberships:

American Nurses Association and Mississippi Nurses Association June 2021- present

Association for Professionals in Infection Control and Epidemiology -2016- Present