



Ryan Hosken, ND, MED, MBA, MSN, RN, NEBC

Greater Seattle Area

Phone: 206-954-4324

Email: dr.hosken@gmail.com

URL: www.ionurse.com

PROFESSIONAL SUMMARY

I offer experience drawn from various roles within nursing, healthcare, technology and corporate consulting. As an enterprise consultant and through FTE roles, I have engaged in executive oversight, operational strategy and corporate training roles, leveraging clinical insights with organizational development expertise for patient safety, quality, adult learning, technology assimilation and performance improvement. My management style is participative consultative, which allows me to blend my own expertise with the expertise and diverse skills of the team. A background incorporating psychology, nursing, business administration, education and behavioral health is a diverse portfolio based on a systems science approach to corporate health, strategic analysis and leadership. I bring a passion for learning, people, technology and innovation to any venue seeking to reduce waste, improve safety, minimize risk, enhance throughput and effectively manage resources.

WORK EXPERIENCE

IO Nurse LLC

1/2003 to present

Variable and Embedded

Enterprise Consultant and Strategic Business Partner

Healthcare Operations

- Incorporating clinical assessment, accountability audits, direct project and program management, patient safety, quality assurance, customer and employee satisfaction and developing high reliability systems

Behavioral Consulting

- Including motivational coaching, performance assessment, select interviewing, candidate review, mentoring, loss prevention, process improvement, marketing, supply chain and service line optimization in technology, retail and healthcare venues

Organizational Development

- Focusing on strategic change implementation, innovation, high performance team development, conflict resolution, human capital management, financial audits, management and technology

Regulatory Compliance and Accreditation

- Awareness of CMS, DNV, ACR, ACHC and TJC, Medical Staff Development, Credentialing, HAC/Harms, and multiple survey venues, as well as DOH, CLIA, and OIG surveys and audits

Swedish Transfer and Operations Center

6/2018 to present

36 to 48 hours/week

Administrative Nursing Admissions Coordinator

Patient admissions, placement, throughput and physician consultations

- Provide throughput, oversight and leadership for five campuses and two free standing EDs
- Critically review clinical criteria in anticipation of patient care needs
- Advocate for the patient, family and staff within limited resources
- Consider all needs in collaboration with the entire healthcare team
- Bridge communication gaps between clinical and non-clinical staff
- Manage expectations while removing barriers and optimizing throughput

Execute established protocols with flexibility/adaptability when warranted

- Develop and maintain positive relationships and mentor/develop staff
- Proactively recognize physicians and staff for their support of patient care
- Track frequently changing clinical conditions and clarify patient needs for level of care
- Coordinate with senior executives for oversight in developing new protocols
- Support team learning while standardizing evolving processes

Navigate ambiguity and support patient safety

- Act on information received in collaboration with providers and staff for patient safety
- Respectfully communicate, elicit and synthesize relevant information
- Support throughput by proactively aligning patient placement with unit guidelines
- Solicit and recognize resources for patient care

Kindred Hospital

5/2020 to present

8 to 32 hours/week

Special Projects

Accreditation and Compliance

- CMS, TJC and DOH accreditation, readiness, visits, education and tracers
- Survey and Specialty Certification coordination and completion
- Data Abstraction, Tracking and Trending
- Ongoing Data Abstraction and Database Administration oversight
- Medical Staff Development through Focused and Ongoing Professional Practice Evaluations (FPPE and OPPE) and Peer Review

Kindred Hospital

3/2019 to 5/2020

55 to 96 hours/week

Director of Quality Management

- Responsibilities defined as a continuation of Lake Cumberland Regional Hospital (below)

Quality	Accreditation and Compliance
Patient Safety	Data Abstraction/Tracking/Trending
Healthcare Operations	Database Administration (oversight)
Performance Improvement	Resource Management
Infection Prevention (oversight)	Risk Mitigation

Lake Cumberland Regional Hospital

3/2018 to 1/2019

55 to 70 hours/week

Director of Quality Resources

Quality and Patient Safety

- Fostering Patient Safety, Just Culture, High Reliability and policy updates
- Oversight and support provided to executives, Ethics Committee, Environment of Care, Quality Committee, Credentialing, Patient Safety Clinical Quality Committee, Medical Executive Committee, Board of Trustees and all Clinical Service Lines
- Tracking and reduction Hospital Acquired Conditions (HACs), Hospital Acquire Infections (HAIs), harms, complications, mortality and morbidity
- Development of presentations and support to local executives for biannual reports to corporate executives
- Direct support of Internal Medicine (IM) and Family Medicine (FM) residents' research, proposals and publications

Healthcare Operations

- Quality and Risk Management department operational efficiency
- Succession planning, cultural change facilitation, Quality of Care Investigations, RCA, FMEA and interviews
- Daily leadership rounding - direct patient and family advocacy and complaint resolution

Performance Improvement

- Issue identification, coordination, facilitation and data to drive improvements
- Communication architecture between frontline staff and executive team
- Foster ownership and buy-in via collaborative resolution

Infection Prevention (oversight)

- Infection Prevention, education, surveillance, reporting and patient care
- Coverage to IP, as needed, with an emphasis on program expansion

Accreditation and Compliance

- CMS, TJC and OIG accreditation, readiness, visits, education and tracers
- Culture of Safety and Engagement (CoSE), AHA, Anthem, Leapfrog, KHIIN, WSHA and other survey coordination and completion

Data Abstraction, Tracking and Trending

- Risk event tracking, Core Measures, KHIIN data submissions, Ongoing Data Abstraction, Database Administration oversight
- Medical Staff Development through Focused and Ongoing Professional Practice Evaluations (FPPE and OPPE) and Peer Review

Resource Management

- Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) improvement and content knowledge updates
- Provided coverage to Risk Director, as needed, for legal matters and lead all patient safety investigations

Washington State Hospital Association

10/2015 to 12/2017

40 to 72 hours/week

Director of Quality and Performance Improvement, Patient Safety

- Provided leadership and joint program oversight for Patient Safety and Care Transformation in AK, OR and WA (directly supported 120 facilities)
- Facilitated an annual reduction in harms related to:
 - Sepsis (31.2% decrease in mortality)
 - Rapid Response Teams (46% increase in staff-initiated processes)
 - Honoring Choices PNW (contributed to over 1,500 conversations)
 - Children's Radiation Safety (mapped 110 CT imaging protocols)
 - Readmissions (13% decrease in all-cause hospital readmissions)
- Directly supported clinical providers in developing strategies to improve clinical outcomes, design interventions and small tests of change
- Provided research and guidance on development and implementation of policy, protocol, documents and toolkits for diverse stakeholders
- Provided remote and in-person support to facilities and provider practices struggling with performance improvement measures by way of Six Sigma, Lean and other Total Quality Improvement methodologies

Providence Regional Medical Center Everett

7/2007 to 10/2015

36 to 48 hours/week

Nursing Administrative Supervisor and Executive Team Liaison

Operational Role

- Transitioned to regional role at WSHA in collaboration with executive team Operational Role
- Provided oversight and leadership for two clinical facilities (501 beds)
- Represented executive team in clinical matters of operation and policy
- Redesignated Administrative Supervisor role to align with Strategic Plan
- Directed the staffing department and resources to optimize throughput
- Monitored systems and staff and investigated complaints for resolution
- Redefined role to address specific categories: Operations, Emergency and Event Response, Executive Liaison, Risk Mitigation, Crisis Intervention, Human Capital Management, Bed Control and Patient Safety

Embedded Role

- Implemented Admission Coordinator position, process and protocol
- Coordinated Annual Reports showcasing clinical metrics and outcomes
- Supported change initiatives through observation of stakeholders to navigate threats, identify obstacles and align with early-adopters

Technology Role

- As Super User, supported staff through four successive EMR applications: BedBoard, McKesson, EPIC and TeleTracking
- Designed communication architecture in the form of newsletters and annual reports to support governance initiatives, increase staff engagement and buy-in and highlight organizational accomplishments

Puget Sound Gastroenterology

6/2007 to 12/2007

40 hours/week

Clinical Nurse Manager

- Managed budgets, payroll and discretionary funds for physician practice
- Assessed vitals and therapeutic response, documented patient histories, scheduled procedures, refilled prescriptions and evaluated responses
- Supervised staff of six in a two-physician office, reviewed practice protocols and made recommendations for performance improvement and system optimization

Kindred Hospital

9/2006 to 6/2007

36 hours/week

Acute Respiratory Failure Nurse

- Provided care for up to seven medically complex patients per 12-hour shift, assessed therapeutic response and supervised new graduate nurses

University of Central Florida

40 hours/week

5/2005 to 8/2006

Full time student (Academic Hiatus)

- Added Nursing to Organization Development, Complementary and Counseling skill set and addressed Medical Surgical and Behavioral Health populations in clinical practicums

Harborview Medical Center

4/2001 to 4/2005

40 hours/week

Patient Care Coordinator, Float Pool

- Designed and implemented a three-stage clinical continuity program
- Trained to 49 ambulatory Patient Care Coordinator (PCC), 2 in-patient PCC and 4 financial counselor positions for the purposes of standardizing job descriptions to Medical, Surgical and Ancillary categories
- PCCs noted to account for \$2,940,000 in annual returns set against \$2,107,000 in salaries (\$833,000 annual revenue)

Hyperbaric Oxygenation Corporation

10/2000 to 10/2002

60 to 80 hours/week

Clinical Program Manager (Administrative Internship)

- Conducted in person and virtual consults and coordinated clinical care
- Opening administrative budget of \$14,200 (offset by \$10,600 in initial operating costs) grew to a monthly income of \$9,870 at six months
- Subscriptions tripled from 40 to 126 (\$13,230/month income against \$12,200/month expenses) at one year (break-even at seventh month)
- Triple growth sustained over the second year of the project
- Managed team of six consulting physicians and an accountant
- Six sigma methodologies applied to deliverables and protocols

PROFESSIONAL LICENSES

Registered Nurse (RN) Florida Exp. 2022
Natural Health Sciences (ND) Washington Exp. 2021
Registered Nurse (RN) Washington Exp. 2021
Registered Nurse (RN) Oregon Exp. 2019
Registered Nurse (RN) Kentucky (Multistate) Exp. 2019

CERTIFICATIONS

Nurse Executive Board Certified (NE-BC) Exp. 2025
Basic Life Support (BLS) Provider CPR Exp. 2021
Respecting Choices Advance Care Planning Faculty 2017
Respecting Choices Advance Care Planning Instructor 2016
Respecting Choices Advance Care Planning Facilitator 2016
Advanced Cardiac Life Support (ACLS) Exp. 2016
Change Facilitator (Change Acceleration Process/Workout) 2013
Design for Six Sigma Methodology (DFSS) Black Belt 2002
Boy Scouts of America (BSA) Leadership (Eagle Scout) 1989

CERTIFICATION ELIGIBILITY

Project Management Professional (PMP) Eligible
Certified Professional in Healthcare Quality (CPHQ) Eligible
Certified Professional in Healthcare Risk Management (CPHRM) Eligible
Certified Professional in Patient Safety (CPPS) Eligible
Licensed Healthcare Risk Manager (LHRM) Eligible

EDUCATION

Master of Education (MED) Instructional Design 2019
Western Governors University, Seattle, WA, USA
Master of Business Administration (MBA) Management and Strategy 2015
Western Governors University, Seattle, WA, USA
Master of Science in Nursing (MSN) Leadership and Management 2013
Western Governors University, Seattle, WA, USA
Bachelor of Science in Nursing (BSN) Accelerated Program 2006
University of Central Florida, Orlando, FL, USA
Doctor of Natural Health Sciences (ND) Counseling and Behavior 2000
Bastyr University, Kenmore, WA, USA
Bachelor of Science in Psychology (BS) Industrial and Organizational 1992
University of Central Florida, Orlando, FL, USA

THESES AND CAPSTONES

2019 Western Governors University MED Capstone

- Supporting Resident Physicians in the Development and Refinement of Critical Inquiry and Research Skills for Quality Improvement (educational series to assess the impact of instruction on first-year physician residents' research skills and understanding)

2015 Western Governors University MBA Capstone

- Practical and Psychological Applications of Money as a Protocol for Value or Currency-of-exchange Based on Confidence or Belief (consumer politics of stocks, bonds, and mortgages)

2013 Western Governors University MSN Thesis

- Workplace Hostility and Nurses' Perceptions of the Value of Interventions and Supportive Structures (A Non-Geographic Pilot Study)

2000 Bastyr University ND Thesis

- Recognition of Cognitive Patterns in Applied Energetic Medicine Modalities or Techniques Characterized as Action-at-a-distance (Mandala of Correspondence)

OPERATIONAL ROLES

Project A – Design for Six Sigma 1 – Philips Healthcare Internship Seattle

- Management / Clinical Care / Product R&D / Distribution / Accounting

Project B – Design for Six Sigma 2 – Patient Care Coordinator Seattle

- Clinical Mapping / Continuity System Design / Implementation

Project C – Complementary and Integrative Nursing Seattle

- Clinical Trial / Integrated Care / Risk / Safety / Research / Compliance

Project D – Behavioral Analysis Consulting and Clinical Practice Seattle

- Corporate Consulting / Clinical Care / Organizational Development

Project E – Puget Sound Gastroenterology Seattle

- Retention / Investigation / Clinical Mapping / Clinical Care

Project(s) F, G, H, J, K, L, M – Providence Health and Services Everett

Project I – Excluded

- Operations / Clinical Mapping / Communication Architecture / Clinical Care

- Admissions / Newsletters / Annual Reports / Strategic Plan Initiatives

Project N – Washington State Hospital Association Seattle

- Quality Assurance / Operations / Safety / Development / Compliance

Project O – Excluded

Project P – Lake Cumberland Regional Hospital Somerset (KY)

- Quality Resources / Operations / Safety / Risk / Compliance

Project Q – Kindred Health Seattle

- Quality Management / Operations / Safety / Risk / Compliance

Project R – Swedish Transfer and Operations Center Seattle

- Clinical Mapping / Operations / Safety / Development / Compliance

Project(s) S, T, U, V, W, X, Y, Z – Future Roles

SKILLS

Technology and Software

- Proficient with Microsoft Office (Word, Excel, PowerPoint, SharePoint, Outlook), Lync, Teams, Adobe Meeting, and other applications
- Super user for portions of hospital-specific data tracking systems such as BedBoard, TeleTracker, McKesson HEV, ChartMaxx and EPIC Hyperspace
- Familiar with Pyxis (applications), ANSOS, Kronos, Cadence, Quantros, ProTouch, Meditech, Reg/ADT, ADP, Microsoft Access, and others

Business Administration

- HR strategy, talent management, engagement and patient experience and financial analysis
- Change facilitation, social responsibility, triple/quadruple aim practices and decision support
- Market analysis, SWOT assessments and risk-to-benefit analyses, data modeling and metrics
- Supply chain, service line management, resource utilization, strategic planning and execution, product branding, profit and loss assessments (P&Ls), budgets, expense reporting, E-business commerce solutions, stream mapping and addressing contractual obligations

Organizational Development

- Total Quality Management (TQM), Lean and Design for Six Sigma (DFSS) methodologies with emphasis on C-Suite Support, Change Acceleration Process (CAP) and Workout, event planning, networking, root cause analysis (RCA), failure mode effect analysis (FMEA) and impact analysis
- Extensive project management, change management and process improvement experience, knowledge of accelerated learning protocols and clinical mapping techniques with expandable proficiency in benefits and compensation, recruitment, onboarding and succession planning
- Knowledge of regulatory requirements, compliance, policies, procedures and developing, maintaining and sustaining quality initiatives

Behavioral Analysis

- Versed in adult learning and motivational strategies, human factors, staff development and leadership with a focus on respectful communication
- Comfortable with individual or group counseling, mentoring, coaching and performance management, select interviewing, managing aggressive behavior, de-escalation, modeling values and professional ethics, active listening, value neutrality and fostering a just culture and culture of safety

Research and Statistics

- Large-scale survey sampling, design, analysis and assessment, evidence-based practices, game theory, queuing theory, item response, quantitative multivariate analysis and qualitative methodologies, data mining and modeling, hierarchical linear modeling and linear regression

VENDOR ROLES

Baltic Room Seattle • Loss Prevention / Investigation / Compliance

Cactus Restaurant Seattle • Hiring / Interviewing / Team Development

Cyberbear Computer and Internet Seattle • Marketing / Loyalty-Rewards Program

Microsoft Redmond • Event Planning / Hiring / Interviewing / RIF / Team Development

Nordstrom Seattle • Loss Prevention / Investigation / Interviewing / Information Security

Peet's Tea and Coffee, Uptown Espresso, Space Needle • Healthcare Network / Team Design