

SANDY HAIRE

SUMMARY

Thirty-nine (39) years' experience in healthcare with 23 years experience in the administrative position of Chief Nursing Officer Excellent communication, organizational, strategic planning, problem solving skills, and fiscal accountability. Able to combine technical expertise and interpersonal skills to gain mutual respect of employees and medical staff in order to achieve desired goals.

MANAGEMENT EXPERIENCE

April, 1992 – Present

Senior Vice President, Patient Services & Chief Nursing Officer

Medical Center of Plano – Plano, Texas – 497 Bed Acute Care Hospital

Member of senior management team which includes participation in all administrative areas; fiscal accountability within the hospital, division and corporate office; strategic planning; nursing liaison to the Medical Staff and Board of Trustees; Significant accomplishments include:

- Administratively responsible for nursing services, Center for Learning, Research, Risk and Performance Improvement, Service Excellence, Trauma and EMS Services which includes over 800 employees
- Developed effective physician relations through communication and follow through. Established a Physician Loyalty Committee which resulted in improved relationships as evidenced by physician satisfaction scores above corporate norms.
- Coordinated the design and construction of expanded hospital services including a \$30 million project in 1992-94 (thirty-five (35) bed Emergency Department, ten (10) bed Critical Care Unit, Cardiac Cath Lab and expanded Cardiology Department, Day Surgery); \$7 million Women's Services expansion in 1996 (23 bed Labor and Delivery Unit and 22 bed NICU); a \$100 million expansion and renovation project (including 125 new beds, expanded surgical services, expanded NICU, ED and cardiology departments).
- Developed the following as new services for the hospital: Joint Venture Day Surgery Center, Skilled Nursing Unit, Senior Health Center (2), Inpatient Rehabilitation Unit, Interventional Care Unit, Anticoagulation Clinic, Congestive Heart Failure Clinic, Lipid Clinic, Emergency Department Observation Unit, Lithotripsy, Pain Management Unit, Pediatric Specialty Clinics and Specialty Obstetrical Clinics.
- Implemented initiatives to improve manpower management which included creation of a Super Pool staff, critical need bonus and nurse residency to achieve the following current Nursing turnover rate of 15% and . Nursing Engagement score of 84%
- Led efforts that achieved the following recognitions: Leapfrog Grade A rating, AHA Get with the Guidelines for AMI, CHF and Stroke (first in Collin County) , Chest Pain Accreditation IV, Texas Ten Step Breast Feeding, Magnet Hospital Designation (first in Collin County) (2007 and 2012). Level II Trauma Designation (2011 and 2013)

January, 1990 – April, 1992

Director of Critical Care

Medical Center of Plano, Plano, Texas

Responsible for 18 bed ICU/CCU, 35 bed Progressive Care/Telemetry Unit, 4 bed Acute Hemodialysis Unit, Emergency Department and Nursing Supervisors. Duties included accountability for planning, organizing, directing, coordinating and control of all nursing functions for each area including, but not limited to, budget management, staff supervision and development, quality assurance and risk management.

July, 1987 – December, 1989
Head Nurse ICU/CCU
Medical Center of Plano, Plano, Texas

Responsible for the opening of the Cardiovascular ICU as a new service for the care of post open heart patients. Duties included twenty-four hour accountability and responsibility for staffing, staff management and development, budget and quality assurance.

November, 1985 – January, 1986
Assistant Director of Nursing
Gaston Episcopal Hospital, Dallas, Texas

Responsible and accountable for control of all nursing functions including, but not limited to, budget management, staff supervision and development, quality assurance and utilization review.

March, 1982 – August, 1984
Head Nurse (3/82-8/84), House Supervisor (1/83-7/84)
Medical City Dallas, Dallas, Texas – 350 Bed Acute Care Hospital

Accountable and responsible for staff management and development, budget and quality assurance. Functioned as administrative supervisor on alternate weekends.

NURSING EXPERIENCE

October, 1985 – June, 1987
Staff Nurse

May, 1976 – June, 1982
Staff Nurse

EDUCATION

May 2014–Texas Christian University, Fort Worth, Texas
Doctorate of Nursing Practice

May, 1998 – Texas Women's University, Dallas, Texas
Masters Degree in Health Care Administration

May, 1990 – Texas Women's University, Dallas, Texas
Bachelors of Science in Nursing

May, 1976 – Deaconess Hospital School of Nursing, St. Louis, Missouri
Diploma Degree – Registered Nurse

LICENSURE AND CERTIFICATION

Texas Board of Nursing, Registered Nurse
Certified Nurse Administrator, Advanced, Board Certified
Fellow, American College of Healthcare Executives

AWARDS AND HONORS

Thomas Frist Humanitarian Award Nominee, 1991
Columbia Leadership Award, 1996
Collin County 21 for the 21st Century, 2000
DFW Great 100 Nurse, 2003
Texas Organization of Nurse Executives Excellence in Leadership Award, 2007

PROFESSIONAL ASSOCIATIONS

American Nurses Association/Texas Nurses Association
American College of Healthcare Executives
Texas Organization of Nurse Executives Board Member 2006-2013
Texas Organization of Nurse Executives Education Annual Conference Planning Committee
2010-present
North Texas Organization of Nurse Executives – President - 2006-2010 2012-2013
Past President 2013-present
DFW Great 100 Board
Texas Team

COMMUNITY ACTIVITIES

DFWHC Nurse Advisory Committee (2004-2006)
Board of Directors, Collin County Children's Advocacy Center (1997-2002)
Graduate, Leadership Plano – May, 1998
Health Care Advisory Board - Collin County Community College (1993)
Co-op Advisory Board - Collin County Community College (1998-2002)
Health and Science Advisory Board – Plano Independent School District (1998 –2011)
Plano Citizens Policy Academy Alumni, 1996
Plano Chamber of Commerce Board, 2014-present