

Curriculum Vitae

Carol R. Janse, MPH, BSN, RN, CLNC, CNLCP

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PROFESSIONAL EXPERIENCES

Certified Legal Nurse Consultant (CLNC)
Certified Nurse Life Care Planner (CNLCP)
Licensed Registered Nurse (RN)
Certified Breast Health Specialist
Hospital Charge Nurse
Director of Hospital Recruitment and Retention
Project Manager, Hospital Electronic Medical Records Implementation
Public Health Specialist

NURSING EXPERIENCES

Charge Nurse on Sub-intensive Care Unit
Charge Nurse on Open and Locked Adult and Geriatric Psychiatric Units
Staff Nurse on Open Heart Step-down Unit, ECT Treatment and Recovery Room
Out Patient Surgery Unit
Breast Health Specialist, providing education, counseling, and support to cancer patients, families, and general public
Director of Recruitment and Retention for 400 bed medical center
Project Manager for Hospital Electronic Medical Records Implementation

SPECIAL CERTIFICATES AND LICENSES

RN License California #426422 Active
RN License Hawaii # 46725 Active
CLNC
CNLCP
BCLS
CBHS

PROFESSIONAL MEMBERSHIPS

American Association of Legal Nurse Consultants
American Association of Nurse Life Care Planners
National Alliance of Certified Legal Nurse Consultants
Society of Public Health Educators
Orange County Bar Association
Forensic Expert Witness Association
Association of Workers' Compensation Professionals

PROFESSIONAL SUBSCRIPTIONS

American Journal of Nursing
Journal of Nursing Law
Nursing Management
Nurse Week

EDUCATION

California State University, Northridge, California
Master of Science, Public Health
California State University, Northridge, California
Bachelor of Science, Nursing
Glendale Community College, Glendale, California
Associate of Arts, Nursing
EDUCARE INC
Certified Breast Health Specialist
Vicki Milazzo Institute
Certified Legal Nurse Consultant
Kelynco – AANLCP
Certified Nurse Life Care Planner

PROFESSIONAL EXPERIENCE

2007- CEO, Janse Consulting, Diamond Bar, California
Certified Legal Nurse Consultant, Certified Nurse Life Care Planner –
Janse LLC – Consulting Expert and Testifying Witness.

- Spinal Cord injuries
- Multiple Trauma
- Traumatic Brain Injury
- CRPS/ Chronic Regional pain Syndrome
- Personal Injury / Falls
- Motor Vehicle Accidents

- Developmentally Disabled/Cerebral Palsy
- Elder abuse
- Defense Critique – Renal Failure Life Care Plan
- Defense Critique – Expert Witness Multiple trauma

2005-2006 Kaiser Permanente Health Connect, Pasadena, California

Comprehensive IT system including; inpatient and Ambulatory electronic medical records, computer-based physician order entry, centralized data repository, clinical decision support and master patient index. Ambulatory, registration, professional billing, and institutional scheduling modules. Implementation set for 35 hospitals over 4 year.

Project Manager II, Clinical Content in-patient support, System Solutions & Deployment

- Surgical Domain Group Lead – Responsible for data collection, editing eroom privileges with domain lead updates.
- One of five team members assigned to implementation work flow associated with Phase 11 at Baldwin Park Medical Center.
- Member of Med/Surg and General Surgery work flow team.
- Epic Training.

2003-2005 Hollywood Presbyterian Medical Center, Los Angeles, California

Formerly Queen of Angels-HPMC is a 435 bed acute care facility located in Los Angeles which, was established in 1924 with an annual budget \$160 million; 1400 employees; 422 RNs; 200 other nursing staff (LVNs, CNAs) Reduce nursing turnover rate to 21%; cost savings to Hospital of \$450,000 per year.

Director, Employee Retention

- Monthly employee/physician newsletter article to promote staff develop, retention, and hospital activities.
- Photo Journalism, documenting Medical Center current events such as: media campaigns for nurseweek, retiree's/service awards events, school tours, career days, yearly talent show, job fairs, Media Hospital Rep for TELCU recruiting activities, Coordinate physician satisfaction retention events.
- Scripted, directed and edited educational videos on a variety of subjects.
 - Disposal of Radioactive Waste material.
 - JCAHO – Staff accreditation preparation.
 - Diabetes – Positives behaviors.

- Collected and analyzed data, and prepared document for weekly direct reporting to CEO, Director of HR, RN Recruiter and CNO on a variety of issues including: orientation expense, sick calls, turnover, employee experience levels, and terminated employee length of service.
- Frequent event planning with internal and external customers; TELACU scholarship award presentations, RN program tours, community education for school age kids, Korean Cultural kick off with greater Los Angeles community; implemented activities and programs that recognized, rewarded, and retained new and tenured employees; achieved a 15% reduction in employee turnover.
- Participated in annual strategic business planning and operational budget for indirect cost estimation for recruitment, onboarding and retention of staff as well as reduction in contract labor.
- Regularly conducted focus groups, rounds, and one-on-one discussions to monitor the 'pulse' of the Medical Center and to identify retention challenges and opportunities.
- Identified potential retention risks and took action to retain employees.
- Facilitated the seamless transition of all new employees into the Medical Center.
- Conducted needs assessments to identify the policies, practices, and issues that significantly affect employee retention.
- Served as a staff advocate, assisting individuals and groups with their concerns, issues, and workplace stressors; promoted and encouraged staff development.
- Coached supervisors and made group presentations on timely issues including: leadership, communication skills, delegation, and stress management.

**2004-2005 Hollywood Presbyterian Medical Center
Recruitment and Retention**

- Assigned additional responsibilities for employee recruitment.
- Developed recruitment advertising strategies and monitored results to maximize effectiveness of advertising expenditures.
- Acted as recruiter, screened applicants, and assisted hiring directors with hiring decisions and wage determinations.
- Prepared and assisted applicants with Immigration and Naturalization Service filings.
- Developed a methodology to classify candidates into A and B categories based on their qualifications and the priority needs of the medical center; reviewed A and B list candidates during daily HR briefings.
- Developed call-back lists to fill vacancies expeditiously.

- Structured applicants' entry into organization: fast track for A list candidates; normal hiring process for B list.
- Developed various executive management reports including cost containment for RN/LVN new hire non-productive activities, nursing turnover, and monthly sick call analysis.
- Tracked position controls and liaison with operating directors to reconcile accuracy of positions monthly.

Management Information

- Prepare executive management reports including: cost containment for RN/LVN new hire non-productive orientation activities, nursing turnover/duration of employment, monthly sick call analysis.
- Collect and analyze exit interview survey data and periodically report findings to executive management and nursing leadership.
- Conduct special projects that support employee retention and/or improved medical center operations, as directed by the CEO or COO.

2002 – 2003 Huntington Hospital, Pasadena, California

- RN – open, locked, geropsych units.
- LPS certification

2002 – 2002 Providence Saint Joseph Medical Center, Burbank, California Breast Health Specialist,

- Developed the Breast Health Specialist position to provide education, support and counseling to the newly diagnosed breast cancer patient and her family. Tailored the position to that hospital's needs and environment.
- Conducted systems analysis and needs assessments on seven Breast Centers including Palm Springs, Cedars Sinai, Loma Linda University and Glendale Adventist Hospital.
- Marketed the program and the position as a high priority to the development of this new role. This role development included a multifaceted marketing plan.
- Educational and supportive component for those in the hospital and in the Community.
- Participated in Health Fairs, weekly Tumor Board meetings, and key Hospital Staff and Physician education. The position has been eliminated as part of hospital wide lay-offs. I can provide recommendations from my supervisors at Providence.
- Completed training for Breast Health Specialist certification.

2001 Kaiser Permanente Hospital, Panorama City, CA Masters Public Health Internship

- Overall responsibility for a women's symposium including: fund raising; publicity, event planning and coordination.

- Liaison with presenters, vendors, and hospital staff.
- Health education assignments included, instructor for introduction to Diabetes and in-service nurses' training in glucose home monitoring, to updating and formulating hospital policies and procedures.

1993-1999

Columbia Las Encinas Hospital, Pasadena, CA

Charge Nurse on an adult long-term acute care residential psychiatric facility and an adolescent locked unit.

- Reporting legal status to the Los Angeles Superior Court for all involuntary holds, adult and adolescent units.
- Member of nursing committee for accreditation, chart audit and time management committees.
- Updating and development of various hospital policies.
- Group leader for in-patient groups.
- LPS certified – Locked adult and adolescent unit.

1992 – 1993 Edgemont Hospital, Hollywood CA

Charge Nurse open and locked unit

- Hospital no longer in business

1981-1992 Glendale Adventist Hospital, Glendale, CA

Charge Nurse/Staff Nurse

- Charge Nurse on Definitive Observation (Sub-intensive care unit).
- Charge Nurse/Staff Nurse – Open Adult & Geriatric Psychiatric Unit.
- LPS Certified - Locked Adult and Adolescent Psychiatric units.
- Staff Nurse on Open Heart Step-down unit.
- Out patient surgery.
- ECT treatment and recovery room.

EDUCATION

2002 California State University, Northridge, CA

Master of Science, Public Health

- Program Planning – Includes assessing the needs of an entire community or population and selects a target population, establishing goals and objectives, developing programs based on assessed needs, program implementation through various venues, and continuing evaluation of that process.
- Health Education – Includes curriculum design and development according to the Communities health needs and promoting health in multicultural populations.

- 1998** **California State University, Northridge, CA**
Bachelor of Science, Nursing
▪ Certificate in Public Health Nursing.

- 1981** **Glendale Community College, Glendale, CA**

Associate of Arts, Nursing

▪ Registered Nurse

APPLICABLE COURSE WORK & ADDITIONAL SKILLS

- Computer Literate – Microsoft Word, Excel, Power Point, e-mail, internet research, SPSS 10.0, and EPIC software (EMR).
- Emphasis Of Course Work:
- Community Organization project development and implementation.
 - Research Design: Writing proposals; scientific methodology/design; data collection, interpretation analysis and evaluation.
 - Communication: Development of teaching/media campaign videos and health education brochures.
 - Health Care Ethics

ADDITIONAL GENERAL INFORMATION

- **Formerly Co-President, MPH Student Association**
- **Formerly Treasurer, BSN Alumni Association**
- CCNP – California Coalition Nurse Practitioner, associate member
- SOPHE Membership
- Pursuing Human Resource Management Certificate at Cal Poly Pomona.

REFERENCES

Available upon request

Retainer Required nonrefundable	\$1,500.00 Legal Nurse Consulting
Consulting Expert	\$175.00 / Hr
IME Attendance - Verbal or written report	\$175.00 / Hr – plus travel expenses door to door
Screening Medical reports for Deviations in standards of care	\$175.00 / Hr
Complex Reports writing	
Retainer Required nonrefundable	\$2,500.00 Life Care Planning
Life Care Plan – Full or Partial care plan - Preliminary reports - Telephone & Home visits	\$200.00 / Hr
NLCP – Expert Testimony	\$300.00 / HR Deposition plus travel expense
Rush rate applies for any review – if needed in less than 12 business days	\$250.00 / HR
Expert Testimony trial	\$300.00 / HR (4 Hour Minimum) plus travel expense
Locating Testifying Expert	\$175.00 / HR
Billable Expenses	<p>Telephone consultation</p> <p>Any time that can be tracked to a specific case</p> <p>Computer search</p> <p>Photocopying</p> <p>Long Distance Charges</p> <p>Courier, FedEx, UPS charges</p> <p>Outsourced Typing</p> <p>Parking</p> <p>Air Travel – travel time - over night expenses as expert witness</p>