

TIFFANIE L. HAEMER, NHA, RN, WCC, DWC, RAC-CT
Health Care Expert

PROFESSIONAL EXPERIENCE

2015 to present **Robson Forensic, Inc.**
Associate

Provide forensic investigation, analysis, report, and testimony as it relates to issues involving the standard of care in nursing, wounds, nursing home administration, regulatory compliance, reimbursement guidelines, patient care, risk management, policy development, program operations, and training and supervision of personnel in the health care field.

2020 to present **St. Vincent's Hospital/Allegheny Health Network**
Wound Ostomy Nurse

- Clinical resource and consultant for the acute and rehabilitative care of patients with selected disorders of the gastrointestinal, genitourinary, and integumentary systems.
- Utilization of the nursing process when directing or delivering care to patients with wound ostomy care needs.
- Assessment, diagnosis, outcomes identification, planning, evaluation and implementation.
- Participation in committees and/or task forces related to wound, ostomy, and continence issues.
- Provide consultation for patients with altered skin integrity to develop individualized plans of care and attain expected outcomes.
- Provide staff guidance in implementing protocols to identify, control or eliminate etiologic factors for skin breakdown.
- Provide debridement of devitalized tissue.
- Provide education to patients, caregivers, and staff.
- Review and Revise policies and procedures.
- Conduct prevalence studies.
- Coordinate product trials.
- Collaborate with multidisciplinary clinical practice teams to establish protocols.

2013 to 2015 **Presbyterian Homes, Corporate Office, Erie, PA**
Corporate Compliance Officer

Compliance Enforcement

- Direct compliance with the Department of Health, Center for Medicare and Medicaid Services, Department of Public Welfare, Occupational Safety and Health Services, Center for Disease Control, Office of the Inspector General, and other regulatory bodies.
- Research and develop policies/procedures and audit tools for three long-term care facilities.
- Perform facility audits.
- Educate staff on audit procedures.
- Direct risk analysis regarding Stark Law, Fraud and Abuse, Anti-Kickback Statute, and HIPAA.
- Maintain compliant working relations with physicians and staff.
- Provide reimbursement systems expertise and advisement focused on Minimum Data Sets iterations.
- Sole gatekeeper for approved policies, ensuring they are up-to-date and accurate.

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Regulatory Support

- Serve as interim Nursing Home Administrator, Director of Nursing, Nurse Navigator, Wound Consultant, and Resident Nurse Assessment Coordinator as needed.
- Provide leadership, training, auditing, and consulting to facility management teams.
- Provide expertise in Medicare, Medicaid, and Managed Care products as needed.
- Conduct comprehensive analyses of resident population Case Mix Indexes (CMI) and recommend accurate depictions of resident populations.
- Educate all staff regarding CMI recommendations.
- Reconcile regulatory issues with person-centered care in support of Presbyterian Homes' significant commitment of human and financial capital to Culture Change implementation.
- Developed a wound care program that resulted in a 66% reduction of in-house acquired pressure ulcers.
- Provide consultation on any wounds that are not healing in a timely manner.
- Conduct mock surveys in the nursing facilities.
- Educated management on federal, state, and local regulatory standards.
- Develop a plan of correction for identified risk.

Nursing Home Administration

- Serve as interim Nursing Home Administrator as needed.
- Support the community Director of Nursing and other department managers to remain current and compliant with changes in regulations from the Department of Health, Center for Medicare and Medicaid Services, Department of Public Welfare, Occupational Safety and Health Administration, Center for Disease Control, and other regulatory bodies.
- Ensure adherence to all federal, state, and local regulations.

2013 **Presbyterian Homes, Manchester Commons, Erie, PA**

Director of Nursing

- Planned, organized, developed, and directed the operation of three skilled nursing facilities in accordance with federal, state, and local regulations that govern and ensure the highest degree of quality care is maintained at all times.
- Exercised administrative authority and responsibility.
- Directed and evaluated all Head Nurse, RN Supervisor, Charge Nurse, and Nurse Aide activities.
- Assessed facility policies, regulations, and procedures.
- Oversaw all techniques and methods of resident care; use of medical and nursing equipment; security and dispensation of medications; care provision reimbursement; and federal, state, and local regulatory compliance.

2010 to **Edinboro Manor, Edinboro, PA**

2012 *Director of Nursing*

- Entrusted with care for 121 residents of a long term care facility through a working knowledge of all nursing services, rehabilitation, therapy, administration, and supervision.
- Supervised 110 clinical staff, including interviewing, hiring, terminating, evaluating, educating, and implementation of performance improvement plans.

THE EXPERTS
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- 2008 to 2010 **Abington Crest, Erie, PA**
Resident Assessment Coordinator (RNAC)
- Assisted in overseeing that the functions of the Nursing Department were in accordance with the current federal, state, and local guidelines.
 - Implemented paperwork regarding the Minimum Data Set and care plans to ensure compliance with regulatory standards.
 - Evaluated the overall status of residents, noting any level of care changes or case mix index.
 - Collaborated with therapy, nursing, management staff, and residents to ensure proper billing of services provided.
 - Kept current on all regulatory changes.
 - Performed audits and reports to identify potential billing errors.
 - Acted as interim Director of Nursing in times of absence.
 - Responsible for the restorative nursing program, including evaluation of need, implementation, and review.
- 2007 to 2008 **Golden Living, Cambridge Springs, PA**
Resident Nurse Assessment Coordinator (RNAC)
- Maintained a case mix index representative of the current resident population.
 - Oversaw the Minimum Data Set process, including scheduling, completion, accuracy, care planning, and care planning conferences.
 - Conducted Minimum Data Set audit completion.
 - Educated staff regarding coding of the Residents' Activities of Daily Living, accuracy of Minimum Data Set, Timeliness of Minimum Data Set completion, and resident care.

PROFESSIONAL CREDENTIALS

Registered Nurse – RN332359L
Nursing Home Administration (NHA) – NH007468
Resident Assessment Coordinator (RAC), certified 2014
Certified in Resource Utilization Groups, Case Mix Index, Medicare and Medicaid requirements, Quality Measures, Minimum Data Set scheduling, Documentation Requirements, Occupation Safety and Health Administration Certification
Diabetic Wound Care (DWC) certified
Wound Care Certified (WCC)
OSHA certified

EDUCATION

Gannon University, Nursing, 1993
Edinboro University, 36 additional credits related to Nursing major

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Continuing Education

Patient Safety

OSHA Certification
Quality Measures
Quality Assurance
Resident Care Management
Restraint Reduction
Antipsychotic Medication Reduction
Fall Reduction
Mandated Reporter Child Abuse
Training

Safety and Insurance
Special Care Needs
I.V. Therapy
Nutrition
Wound Care
Safe Transfer Techniques
Patient Transport Techniques
Patient Loading/Unloading
Lift Van Safety

Compliance

OSHA Training
Regulatory Requirements
Deficiencies
Plans of Correction
Resident Rights
HIPAA
Fraud, Abuse, and Neglect
Health Policy and Regulation
Resident Rights

Resident Care

Diseases of Aging
Death and Dying
Gerontology
Rehabilitation Services
Health Support Services
Chronic Wound Care
Care Plan Writing

Administrative

Labor Relations
Government and 3rd Party Reimbursement
Risk Management
Organization and Management
ICD – 10
Fiscal Management

Risk Management

Care Plans
Documentation
Auditing
Accreditation Surveys
5-Star Reports
Pepper Reports
Plans of Correction
Deficiencies

PROFESSIONAL MEMBERSHIPS

Pennsylvania Association of Directors of Nursing Administration (PADONA)
Wound Care Educators Institution (WCEI)
American Association of Nurse Assessment Coordinators (AANAC)
Leading Age