

Ted Rogers

JD, MSN, RN, CPHRM

(828) 390-6001
torogersjr@yahoo.com



P.O. Box 193
Morganton, NC 28680

PROFESSIONAL PROFILE

Experienced healthcare leader, nurse executive, attorney, risk manager, compliance and ethics professional, as well as educator, advocate & consultant. Able to leverage experience in healthcare leadership and health law, policy, regulation to provide guidance and consultation on all aspects of enterprise risk management to promote and support ethical health care operations and compliance programs.

- Expertise in health law, regulatory compliance, licensing and accreditation
- Demonstrated success in developing and supporting an enterprise-wide risk management and compliance program in a health care organization operating in 46 states
- Content expert in managing Medicare/Medicaid medical necessity to prevent fraud/abuse/waste exposure and maintaining billing integrity as well as Centers for Medicare and Medicaid Services (CMS) Conditions of Participation
- Skill in monitoring and promoting compliance with the False Claims Act, Stark and the Anti-Kickback Statute/Conflicts of Interest, physician/provider credentialing, EMTALA and HIPPA
- Certified in Healthcare Risk Management since 2007
- As a Masters-prepared nurse, have a thorough knowledge of the standards of care provided by all types of healthcare organizations, particularly in the psychiatric setting
- Vast experience in managing medical malpractice claims as both plaintiff attorney and as risk management and claims management professional
- Expertise in nursing leadership in the psychiatric care setting
- Frequent guest lecturer on risk management, compliance and health care ethics
- Adjunct ethics and health law professor
- Expertise in developing organizational code of conduct and ethics programs to ensure ethical health care operations
- Experience working with professional licensing boards, state practice acts and quasi-judicial administrative agencies and boards
- Considerable experience as pro bono patient advocacy/patient rights representative with expertise in patient rights laws
- Adept at organizing and directing a broad range of clinical programs and administrative services
- Ability to work effectively with a broad range of constituent and interest groups to promote safe and effective care that comports with current regulations and laws
- Proficiency in legal writing and research as well constitutional law concepts including self-determination, decision-making and end-of-life issues and due process concepts

Professional Practice

Associate Chief Nursing Officer, Broughton Hospital; Morganton, NC March, 2016-present

- Serve as nurse executive in psychiatric nursing clinical and administrative operations in 850-member nursing services department
- Serve with 4 member Nursing Executive Team responsible for management of safe and effective therapeutic milieu and nursing care of 14 patient care units in four service areas serving 297 patients
- Along with other nurse executives, provide strategic management of overall nursing services
- Serve as leadership representative in policy and procedure development and review of best practices
- Provide mentorship for psychiatric nursing leadership clinical experiences with graduate students
- Responsible for nursing recruitment and retention

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- Former co-chair of Provision of Care Committee validating compliance with the largest Joint Commission chapter standards, including the "B" standards applicable to psychiatric hospitals.
 - Liaison frequently with the North Carolina Board of Nursing regarding practice issues in the psychiatric nursing setting.
 - Recovery Model principles champion
 - Chair of RN Council

Risk Management and Compliance Consultant, Broughton Hospital; Morganton, NC June, 2014-March, 2016

- Served as legal and clinical resource and content expert in psychiatric healthcare operations
- Provide guidance and information for statutory and regulatory compliance, including the NC Mental Health Act, The Joint Commission standards, CMS and NC Department of Health Service Regulation Conditions of Participation
- Section 504 & ADA Coordinator and Consultant
- Work with operational, medical and psychiatric executive leadership to reduce overall loss to the hospital through risk identification, analysis, guidance and recommendations
- Provide education on legal and risk topics inherent in healthcare operations and delivery of care
- Champion patient safety initiatives and best practices
- Content Expert for Root Cause Analyses
- Conduct investigations including root cause analyses as needed and provide guidance and act as resource for investigative teams

Director of Risk Management and Compliance, Kindred Healthcare Inc.; Louisville, KY, August 2003- May 2014

- Provided enterprise risk management and health law compliance services for 45 hospitals, skilled nursing facilities, rehabilitation centers and home healthcare/hospice sites of service in NC, SC, VA & FL. Provided nationwide support for entire portfolio and across the enterprise for all lines of service and health care operations as needed
- Built a coalition with executive leadership and led senior leadership workgroup to improve outcomes and decrease organizational losses and the risk of non-compliance for the largest post-acute healthcare provider in the United States
- Functioned as team leader in building and developing an enterprise-wide ethics and compliance program with an emphasis on Stark, the Anti-Kickback Statute, preventing fraud, abuse and waste and ensuring health information privacy
- Completed complex investigations related to alleged compliance violations
- Provided education and investigative services to ensure compliance with Title VII, equal employment opportunity and wage and hour laws
- Developed Responsible Corporate Officer Program for Executives and Senior Management to promote executive ethical practice
- Participated in fulfillment of corporate integrity and compliance agreement
- Consultant for end-of-life issues
- Served as content expert and investigator to validate compliance with all aspects of medical necessity/billing and investigated allegations of integrity loss
- Assist in medical malpractice actuarial projection for captive insurance program
- Manage, track and trend professional negligence claims and events, including working with clients and families for early resolution
- Participation in optional alternative dispute resolution program, including mediation and arbitration as well as complex litigation
- Investigation of sentinel events with emphasis on root cause analysis
- Prevention of professional negligence claims by educating all disciplines of the healthcare team, particularly nurses and physicians, on all aspects of negligence law and healthcare risk management

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- Provided guidance, expertise and as a liaison between clinical operators and local and state government bodies and regulators

Associate Attorney, Harrell & Johnson, P.A.; Jacksonville, FL, August 2002- August 2003

- Developed specialty practice group with paralegals, clerks, investigators and expert consultants to represent disabled clients
- Assembled attorneys and professional staff from other practice groups to expand services available to disabled clients
- Built partnerships with local officials to provide comprehensive services to disabled clients
- Practiced associate litigating nursing home negligence and medical malpractice cases in North Florida's largest personal injury firm
- Managed complex litigation including court appearances, depositions, and motion practice & general trial practice in FL state courts & Federal District Court

TEACHING EXPERIENCE

Adjunct Nursing Professor, Western Carolina University; Cullowhee, NC, January 2015-Present

- Professor for MSN-Nursing Leadership Program:
 - Ethics in Nursing Leadership
 - Legal and Health Policy for Nursing Leaders
 - Roles and Issues of the Advanced Practice Nurse

Adjunct Professor of Law, Loyola University Chicago, Beazley Institute for Health Policy; August 2018-Present

- Professor in Master of Jurisprudence Program:
 - Health Policy and Regulation

Adjunct Professor of Law, Emory University School of Law, Atlanta, Ga; August 2019-Present

- Professor in Juris Master Program
 - Healthcare Regulation

Adjunct Professor of Law, Western State College of Law at Argosy University, September 2017- March 2019

- Professor in Master of Law in Compliance, Health Law Concentration
 - Law of Risk Management
 - Law of Patients' Rights
 - Compliance and Organizational Structures
 - Building a Compliance Program

Adjunct Clinical Nursing Instructor, Western Piedmont Community College; Morganton, NC, 2004-2016

- Clinical Instructor for psychiatric nursing for ADN program
- Provide content expertise for clinical instruction
- Class room legal education and consultation for nursing faculty

Health Law Consultant & Lecturer for Northwest Area Health Education Center for Wake Forest Baptist Medical Center; Winston-Salem, NC, 2007-2014

- Developed curricula and provided both classroom and online education for physicians, nurses and allied health professionals as well as executive leadership on clinical health law topics including informed consent, medical malpractice, statutory and regulatory compliance, professional ethics and contract management

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INDEPENDENT CONSULTATIVE SERVICES

Risk Management and Compliance Consultant for Nell J. Redfield Memorial Hospital, Malad City, ID, May 2016-Present

- Provide all aspects of enterprise risk management and health law compliance services
- Act as resource person and on-demand content expert for serious patient safety event and alleged violations of the ethics and compliance program
- Lecturer and educator to medical staff, nursing and allied health professionals on clinical risk management, compliance and ethical practice

EDUCATION, LICENSES and AFFILIATIONS

Master of Science in Nursing, Executive Nursing WESTERN CAROLINA UNIVERSITY Cullowhee, NC GPA 4.0	2011
Juris Doctor FLORIDA COASTAL SCHOOL OF LAW Jacksonville, FL Torts Tutor under Dean of Academic Services Participated in Florida State University's study abroad in Oxford, England	2002
Bachelor of Science in Nursing WINSTON SALEM STATE UNIVERSITY Winston-Salem, NC North Carolina Nurse Scholar 1998-1999	1999
Associate in Applied Science in Nursing WESTERN PIEDMONT COMMUNITY COLLEGE Morganton, NC	1991

Certifications and Licenses

Certified Professional in Healthcare Risk Management	2006 – Present
Licensed as an Attorney at Law in North Carolina	2003 – Present
Licensed as an Attorney at Law in Florida	2002 – Present
Licensed as a Registered Nurse in North Carolina	1991 – Present
Licensed as a Registered Nurse in Florida	1999 – Present
Admitted to Federal Court, Middle District of Florida	September 2002
Admitted to Federal Court, Eleventh Circuit Court of Appeals	September 2002

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Professional Memberships and Affiliations

North Carolina State Bar
Florida State Bar (CLER Exempt)
American Society for Healthcare Risk Management-NC Chapter

Community Service

Attorney member and Chair of Broughton Hospital Human Rights Committee

2006-2012

Professional Presentations, Lectures and Speaking Opportunities

- 9/2019: "Fundamental Rights and the Mental Health Client" Lenior-Rhyne University, Hickory, NC
- 9/2018: "Fundamental Rights and the Mental Health Client" Lenior-Rhyne University, Hickory, NC
- 2/2018: "Risk Management for Nurses" Western Piedmont Community College, Morganton, NC
- 2/2017: "Risk Management for Nurses" Western Piedmont Community College, Morganton, NC
- 9/2016: "Fundamental Rights and the Mental Health Client" Lenior-Rhyne University, Hickory, NC
- 5/2016: "Risk Management, Ethics and Compliance for Health Care Providers" Nell J. Redfield Memorial Hospital, Malad City, ID
- 9/2015: "Risk Management for Nursing Students" Western Piedmont Community College, Morganton, NC
- 5/2015: "Fundamental Rights and the Mental Health Patient" Lenior-Rhyne University, Hickory, NC
- 9/2014: "Risk Management for Nursing Students" Western Piedmont Community College, Morganton, NC
- 4/2014: "Risk Management for Nursing Students" Western Piedmont Community College, Morganton, NC
- 3/2012: "Organizational Risk Management for Executive Leadership" Northwest AHEC, Winston-Salem, NC
- 4/2011: "EMTALA Compliance – Information and Guidance for Providers" Broughton Hospital, Morganton, NC
- 4/2011: "Risk Management for Nurses," Broughton Hospital, Morganton, NC
- 9/2010: "Organizational Risk Management" and "Contract Management for Nurse Executives" online presentation for Western Carolina University Health Policy class (NSG 650)
- 5/2010: "Risk Management for Nurses-Med-Surg Hodge-Podge," Greensboro AHEC, Alamance Regional Medical Center
- Developed "The Legal Implications for Nurse Educators" and "Risk Management for Nurses" available on-line through Northwest AHEC starting Spring, 2009
- 5/2008: "Healthcare Risk Management for Nurses", Broughton Hospital, Morganton, NC
- 4/2008: "Making Medical Decisions: Understanding Advance Directives and Informed Consent in North Carolina" Broughton Hospital Continuing Medical Education, Morganton, NC
- 3/2008 "Healthcare Risk Management for Nursing Students", Western Piedmont Community College, Morganton, NC
- 5/2007: "Because We Care" Symposium, Medical Decision-Making and Documentation seminar sponsored by Brenner's Childrens' Hospital, Winston-Salem, NC
- 5/2007: "The Other Side of Sex", Medical-legal perspectives seminar sponsored by Northwest Area Health Education Center, Winston-Salem, NC

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Professional Development/Continuing Education

- 11/2019: American Society for Healthcare Risk Management-North Carolina Chapter, Asheville, NC 9.25 CEU
- 11/2018: American Society for Healthcare Risk Management-North Carolina Chapter, Charlotte, NC 9.25 CEU
- 02/2017: NC Dept. of Justice Continuing Legal Education, Broughton Hospital, Morganton, NC, 10 CEU
- 11/2016: American Society for Healthcare Risk Management-North Carolina Chapter, Cherokee, NC 9.25 CEU
- 02/2016: NC Department of Justice Legal Seminar, Morganton, NC, 12 CEU
- 11/2015: American Society for Healthcare Risk Management-North Carolina Chapter, Cherokee, NC 11 CEU
- 10/2014: "Advanced Learning Systems & Patient Safety" NC Hospital Association, Cary, NC, 6 CEU
- 08/2014: "Trauma Informed Care" Broughton Hospital, Morganton, NC, 8 hour class
- 09/2014: "Human Factors & Patient Safety Systems" NC Hospital Association, Cary, NC, 6 CEU
- 04/2014: "Professionalism for New Attorneys"-Review, Law to the People, Durham, NC, 6.5 CEU
- 01/2014: "Review of Therapy Services Basics" Kindred Healthcare, Louisville, KY, 8 hour class
- 01/2014: "NC Bar Association 2013 Annual Review" NC Bar Association, Cary, NC, 12.0 CEU
- 11/2013: "Clinical Impact Symposium" Kindred Healthcare, Louisville, KY, 18.0 CEU/3 days
- 01/2013: "Recession Related Ethics" NC Bar Association, Cary, NC, 1.0 CEU
- 01/2013: "Fiduciary Responsibilities of Director of Health Care" NC Bar Assoc., Cary, NC. 1.0 CEU
- 02/2013: "Surveying the Workplace Law Landscape" Jackson Lewis LLP, Cary, NC 3.5 CEU