

# Jeffrey D. McCarty, RN, BSN, MA

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**Registered Nurse Leader | Behavioral Health Consultant & Speaker | Legal Nurse Consulting | Standards of Care & Human Flourishing**

## LEADERSHIP PROFILE

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Senior Registered Nurse leader with 17+ years of clinical expertise and 15+ years of progressive organizational leadership — spanning enterprise healthcare operations, behavioral health, quality management, and professional consulting. Career reflects a coherent through-line: building programs that work, leading teams that grow, and advising organizations that need both clinical rigor and strategic clarity. Recognized for designing and scaling national programs, driving measurable outcomes, and operating as a trusted consultant and strategic partner to executive leadership across complex, multi-site organizations. Equally fluent in boardroom consultation and bedside clinical practice — a rare combination that informs and strengthens every level of leadership. Grounded in a philosophy of standards of care, human flourishing, and sustainable organizational change.

## CORE COMPETENCIES

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Enterprise Program Leadership • Quality Management & Accreditation Readiness • Survey Readiness — CMS, TJC, DNV  
National Orientation & Onboarding Systems • Data Collection & Trend Analysis • Regulatory Standards & Compliance  
Interdisciplinary Collaboration & Council Leadership • Performance Improvement & Outcomes Measurement • Legal Nurse Consulting  
Executive Consultation & Stakeholder Influence • Change Management • Behavioral Health Integration

## LEADERSHIP & CONSULTING HISTORY

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**System Educator – Adult & Pediatric Behavioral Health (RN) | Norton Healthcare** — Louisville, KY  
*March 2025 – Present | Enterprise behavioral health education | 24,000 employees | Nine-hospital system | Kentucky & Indiana*

- Serve as enterprise-level authority for behavioral health education and quality alignment across a nine-hospital integrated system — influencing clinical practice, staff compliance, and care quality across multiple service lines.
- Monitor staff compliance with organizational policies, clinical directives, and regulatory standards — producing trend reports and data-driven recommendations supporting survey readiness and accreditation activities.
- Assess, plan, implement, and evaluate system-wide behavioral health programs based on regulatory standards — advancing interdisciplinary process improvement and measurable patient safety outcomes.
- Collect and analyze performance metrics, compliance data, and patient safety indicators — generating reports that identify trends, support accreditation readiness, and drive program-level quality improvement.
- Provide direct consultation to executive leadership and interdisciplinary teams on quality program administration, accreditation standards, documentation integrity, and patient safety.
- Participate in facility councils, committees, and quality workgroups — contributing clinical expertise and data-informed recommendations to advance interdisciplinary program goals.

**Director of Clinical Education & Engagement (RN) | BrightSpring Health Services** — Louisville, KY  
*March 2023 – September 2024 | National nursing education leadership | 2,000+ residential homes | 27 states | 11,000+ clients*

- Owned enterprise-wide accountability for quality program standardization, compliance monitoring, and workforce readiness across the largest national IDD/community living network in the United States.

- Designed and launched a standardized national compliance and practice readiness program — establishing consistent clinical expectations, reducing variation in practice, and improving regulatory alignment across 27 states.
- Key Results: 10% improvement in nurse retention • 9% reduction in annualized turnover • 5% improvement in workforce stability
- Partnered with executive leadership, quality, and operations teams to align program activities with organizational performance priorities — providing detailed trend reports and corrective action support.
- Directed multi-state training committees and served as enterprise subject matter expert on compliance standards, policy implementation, and accreditation requirements.

**RN Unit Educator – Nursing Professional Development | UofL Health – Peace Hospital** — Louisville, KY

*September 2024 – March 2025*

- Developed and implemented policy-aligned quality and compliance initiatives supporting regulatory readiness, practice consistency, and patient safety at the unit level.
- Implemented electronic compliance tracking systems enabling data-driven quality decisions and improved operational accountability.
- Supported nursing and clinical leadership in quality improvement planning, accreditation readiness, and regulatory standards alignment.

**Behavioral Health Nurse Consultant | JM RN Consulting / Mind & Soul Care** — Mt. Washington, KY

*July 2017 – Present (Part-Time, Contract)*

- Provide expert consultation on behavioral health standards of care, clinical decision-making, documentation integrity, and patient safety to healthcare organizations and legal clients.
- Conduct legal nurse consulting, standards-of-care analysis, and documentation review in complex psychiatric and substance use disorder cases.
- Deliver professional education, leadership development, and public speaking on behavioral health, workforce development, and mental health practice improvement.

**Executive Pastor & Teaching Minister | St. James Church** — Louisville, KY

*2010 – 2018*

- Provided executive-level organizational leadership for a historic urban congregation — directing strategy, governance, budget, workforce, and community programs through significant operational and cultural transformation.
- Led organizational restructuring and change management initiatives, transitioning key operational functions and driving approximately 30% growth in organizational attendance and participation.
- Recruited, onboarded, and developed leadership personnel; supervised direct reports and coordinated up to 50 volunteer leaders — building foundational expertise in talent development, instructional leadership, and team performance.
- Provided crisis assessment, psychosocial-spiritual support, and care coordination within an underserved urban community — reinforcing competencies in behavioral health, community engagement, and trauma-informed practice.

## **CLINICAL HISTORY**

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*17+ years of direct clinical experience across behavioral health, substance use disorder treatment, hospice, home health, correctional healthcare, and community-based nursing — providing the frontline clinical authority that informs and strengthens every aspect of leadership, consultation, and quality oversight.*

### **Substance Use Disorder & Correctional RN**

*Robert Alexander Center for Recovery | Clark County Jail — 2022–2023 | 2025 per diem*

Withdrawal monitoring, medication-assisted treatment, correctional nursing, and recovery-oriented care in residential SUD treatment and correctional settings.

### **Community & Home-Based Nursing — Behavioral Health, Hospice & Case Management**

*VNA | Hosparus | CURO Hospice | Hildegard House | KBN KARE Program | Gentiva — 2016–2022 | 2025 per diem*

Mental health home health, hospice RN and nurse manager, and case management across community, diversion, and end-of-life care settings.

### **Behavioral Health & Inpatient Psychiatry RN**

*Norton Healthcare | Wellstone Regional Hospital — 2011–2016 | 2018–2019*

Pediatric and adult inpatient psychiatry, psychiatric emergency services, crisis intervention, and trauma-informed care across a Level I Trauma ED and acute inpatient settings.

### **Registered Nurse — Reconstructive & Rehabilitative Hand Surgery**

*Kleinert, Kutz & Associates Hand Care Center — 2009–2011*

Practiced within one of the world's foremost hand surgery and microsurgery programs — developing precision clinical assessment, complex wound and post-operative care, and high-functioning interdisciplinary team skills in a setting where technical excellence and patient-centered care are inseparable.

## **FOUNDATIONAL CLINICAL EXPERIENCE**

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### **Emergency Department & Psychiatric Technician | Licensed Practical Nurse**

*Norton Healthcare — 2007–2009*

Foundational clinical formation across a Level I Trauma ED and inpatient psychiatric unit — developing early competencies in crisis response, patient assessment, psychiatric care, and high-acuity interdisciplinary team function.

## **EDUCATION**

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- Master of Science – Management & Leadership | Western Governors University | In Progress, anticipated 2026
- Master of Arts – Multidisciplinary Studies (Advanced Nursing & Mental Health) | Trinity College, Evansville, IN

*Includes 29 semester hours of Psychiatric Mental Health Nurse Practitioner didactic coursework (Walden University)*

- Bachelor of Science in Nursing | Aspen University
- Associate of Applied Science in Nursing | Excelsior University
- Diploma in Practical Nursing | Spencerian College

## **LICENSURE, CERTIFICATIONS & AFFILIATIONS**

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**Licensure:** Registered Nurse – Kentucky Compact License #1125995

**Certifications:** CPI Nonviolent Crisis Intervention • Welle Crisis Prevention Trainer • Certified Human Flourishing Coach (CHFC)

**Affiliations:** American Psychiatric Nurses Association (APNA) • National Alliance on Mental Illness (NAMI)  
• American Association of Christian Counselors (AACC)

## **HONORS & RECOGNITION**

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- Carrie B. Lenburg Alumni Award (2026) – Excelsior University
- Rising Star Finalist (2024) – BrightSpring Health Services