

Jeffrey (Jeff) D. McCarty, RN, BSN, MA

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Registered Nurse | Mental Health Nursing | Substance Use Disorder Treatment | Clinical Education | Documentation & Standards Review | Healthcare Leadership

PROFESSIONAL SUMMARY

Registered Nurse with more than 17 years of clinical experience in behavioral health, psychiatric nursing, substance use disorder (SUD) treatment, hospice care, and healthcare education across hospital, residential treatment, and community health settings.

Experienced in psychiatric assessment, withdrawal monitoring, crisis intervention, medication administration, and interdisciplinary behavioral health care. Demonstrated leadership in behavioral health education, staff competency development, and practice improvement initiatives designed to strengthen patient safety, documentation integrity, and clinical outcomes across large healthcare systems.

Professional experience includes system-level behavioral health education, national nursing program development, regulatory collaboration, and measurable workforce improvement outcomes. Additional experience includes clinical documentation review and standards-of-care analysis related to psychiatric care, withdrawal management, and safe discharge planning. Recognized for systems-level leadership, interdisciplinary collaboration, and measurable improvements in workforce stability and patient safety.

Demonstrates the highest-level nursing practice through leadership of system-wide programs, interdisciplinary collaboration, and measurable impact on workforce outcomes, patient safety, and regulatory compliance.

LICENSURE

Registered Nurse – Kentucky (Compact License)

License Number: 1125995

Original License Date: 2011

Expiration Date: 10/31/2026

Licensed Practical Nurse – Kentucky

2008 – 2010

CERTIFICATIONS

Welle Certified Trainer and Welle Advanced Certified

Welle Training (Non-Violent Crisis Intervention & De-Escalation Training)

Expires January 2027

CPI Certified - Non-Violent Crisis Intervention with Advanced Physical Skills

Crisis Prevention Institute (CPI)

Expires September 2026

Certified Human Flourishing Coach (CHFC)

International Board of Christian Care (IBCC), American Association of Christian Counselors (AACC), Since 2026

PROFESSIONAL AFFILIATIONS

American Psychiatric Nurses Association (APNA), Member, 2026–Present

National Alliance on Mental Illness (NAMI), Member, 2026–Present

American Association of Christian Counselors (AACC), Member, 2026–Present

PROFESSIONAL NURSING EXPERIENCE

System Educator – Adult & Pediatric Behavioral Health (RN)

Norton Healthcare – Louisville, Kentucky

March 2025 – Present | 40 hours/week

Scope: System-level behavioral health education across a **24,000-employee, nine-hospital healthcare system**.

Responsibilities include:

Lead the development, implementation, and ongoing evaluation of system-wide behavioral health education programs impacting a 24,000-employee, nine-hospital healthcare system, with accountability for program effectiveness using performance metrics, staff competency outcomes, and patient safety indicators, and alignment with regulatory, patient safety, and organizational performance improvement priorities.

Design and deploy orientation and competency initiatives for psychiatric nurses, therapists, and mental health technicians.

Support behavioral health initiatives through clinical documentation review, identification of patient safety risks, and collaboration with leadership to strengthen standards of care and improve patient outcomes.

Mentor nurses and behavioral health staff through structured education and real-time clinical coaching.

Lead interdisciplinary integration of behavioral health practices into medical-surgical and specialty units, partnering with nursing, providers, and ancillary services to improve management of behavioral health presentations in non-psychiatric settings, reduce safety risks, and align care with system-wide regulatory and clinical standards.

Collaborate with interdisciplinary leadership, including nursing, behavioral health, quality, and accreditation teams, to align clinical education initiatives with system-wide patient safety, regulatory, and practice standards.

RN Unit Educator – Adult Psychiatry (Nursing Professional Development)

UofL Health – Peace Hospital – Louisville, Kentucky
September 2024 – March 2025 | 40 hours/week

Responsibilities included:

Development and delivery of policy-aligned psychiatric nursing education programs.

Orientation and competency development for psychiatric nurses and behavioral health technicians.

Unit-based clinical coaching and real-time education during patient care.

Implementation of electronic onboarding tools to support staff competency tracking.

Director of Clinical Education & Engagement (RN) – Community Living

BrightSpring Health Services (ResCare) – Louisville, Kentucky

March 2023 – September 2024 | 40 hours/week

Scope: Directed national nursing education initiatives across **2,000+ residential homes in 27 states serving more than 11,000 clients.**

Responsibilities included:

Held accountability for national nursing education program outcomes, including orientation standardization, workforce stability, and alignment of clinical education with organizational quality and regulatory expectations.

Developed and launched standardized national nursing orientation programs for nurses working in community living homes serving Intellectually & Developmentally Disabled (IDD) clients. Particular emphasis on nursing related to IDD, special challenges, and behavioral health.

Partnered with Vice Presidents of Education, Clinical Practice, and Clinical Quality to align nursing education initiatives with organizational quality and safety goals.

Designed nurse coaching and professional development initiatives to improve workforce stability.

Achieved measurable workforce outcomes including:

- 10% improvement in nurse retention
- 9% reduction in annualized nurse turnover
- 5% improvement in workforce stability

Served as clinical subject-matter expert supporting nursing leaders regarding regulatory standards and nursing practice expectations.

Collaborated with the University of Louisville School of Nursing to pilot pre-licensure student clinical experiences.

Behavioral Health Nurse Consultant

Mind & Soul – Mt. Washington, Kentucky
January 2017 – Present | Part-time

Independent consulting practice focused on behavioral health and professional development.

Responsibilities include:

Provide expert analysis of behavioral health standards of care, clinical decision-making, and documentation practices in complex psychiatric and substance use disorder cases, supporting legal and healthcare system evaluation of care delivery.

Public speaking and professional education related to mental and spiritual health.

Mental Health / Psychiatric Registered Nurse

Various Employers – Louisville, Kentucky & Jeffersonville, Indiana
January 2016 – March 2023

Clinical Roles included:

Substance Use Disorder RN – Robert Alexander Center for Recovery

Correctional RN – Clark County Jail

Hospice RN Case Management & Triage – Kindred Hospice / CURO Hospice

Inpatient Psychiatric RN – Wellstone Regional Hospital

RN Case Manager – Kentucky Board of Nursing KARE (SUD Monitoring) Program

Home Health RN – Mental Health and Hospice Care (VNA, Hosparus, Amedisys)

Responsibilities included psychiatric assessment, withdrawal monitoring, crisis intervention, medication administration, interdisciplinary care coordination, and patient/family education supporting recovery-oriented care.

Earlier Nursing Leadership and Clinical Experience

Norton Healthcare – Louisville, Kentucky
January 2007 – December 2016

Roles included:

Pediatric Behavioral Health RN – Level 1 Trauma ER & Inpatient Psychiatry

Community Health RN – Norton Prevention & Wellness

Assistant Nurse Manager – Norton Clinical Agency

Clinic RN – Kleinert & Kutz Hand Clinic

Inpatient LPN – Medical Surgical Nursing

Mental Health/ED Tech – Emergency Department and Adult Psychiatry

Responsibilities included psychiatric triage, community health education, case management, and leadership of internal agency nursing staff.

Mental Health Tech

Pathways Brain-Injured Unit @ Christopher East – Louisville, Kentucky
1999 – 2000 | Full-time

PROFESSIONAL CONTRIBUTIONS & IMPACT

Influenced interdisciplinary practice across nursing, behavioral health, and quality teams to strengthen documentation standards, patient safety practices, and regulatory compliance across multiple care settings.

Developed and implemented system-wide behavioral health education initiatives supporting psychiatric safety and substance use disorder care **across a 24,000-employee healthcare system.**

Directed national nursing education initiatives across **2,000+ residential homes in 27 states**, improving workforce stability and strengthening clinical practice standards.

Collaborated with executive leadership, accreditation teams, and quality departments to strengthen compliance with ***CMS and DNV regulatory standards***.

Conducted clinical documentation review and standards-of-care analysis related to psychiatric care, withdrawal monitoring, and behavioral health safety practices.

Mentored nurses and behavioral health staff through education and clinical coaching to strengthen safe patient care practices.

EDUCATION

Master of Arts – Multidisciplinary Studies (Focus: Advanced Nursing & Mental Health)

Trinity College – Evansville, Indiana
Graduated: May 2025

Graduate Coursework – Psychiatric Mental Health Nurse Practitioner

Walden University – Minneapolis, Minnesota
November 2017 – February 2022 (Didactic coursework completed; clinical practicum incomplete)

Bachelor of Science in Nursing

Aspen University – Denver, Colorado
Graduated: July 2017

Associate of Applied Science in Nursing

Excelsior University – Albany, New York
Graduated: December 2010

Diploma in Practical Nursing

Spencerian College – Louisville, Kentucky
Graduated: December 2008

Diploma – Medical Insurance & Coding

Penn Foster Career School – Scranton, Pennsylvania
Graduated: June 2004

ADDITIONAL EDUCATION

Master of Ministry – Counseling Focus

Master's International University of Divinity – Evansville, Indiana

Graduated: May 2004

Bachelor of Ministry – Administration Focus

Master's International University of Divinity – Evansville, Indiana

Graduated: December 2002

SELECT CONTINUING EDUCATION**Certificate – Military & First Responder Mental Health Coaching**

American Association of Christian Counselors – Forest, Virginia

Completed: 2026

Certificate – Human Flourishing Coaching

American Association of Christian Counselors – Forest, Virginia

Completed: 2026

Certificate – Professional Life Coaching

American Association of Christian Counselors – Forest, Virginia

Completed: 2024

PROFESSIONAL ACTIVITIES

Public speaking and teaching related to behavioral health, spiritual health, and professional development.

Guest speaking for churches and community organizations on mental health, leadership, and personal development.

RECOGNITION

Recipient, Carrie B. Lenburg Alumni Award – Excelsior University (2026)

Selected for national recognition of leadership in nursing education and practice, including system-level impact in behavioral health education, workforce development, and advancement of clinical standards across healthcare settings.

Finalist, “Rising Star” Award – BrightSpring Health Services (2024)

Selected as a national finalist for leadership impact in clinical education, including design and deployment of enterprise-level nurse orientation and support programs, and collaboration with clinical quality and operations to strengthen workforce performance across a multi-state healthcare organization.

VOLUNTEER SERVICE

Mission Work – Southern China

October 2013

Guest speaking in churches and community organizations

1995 – Present