

Kristi Burns, MS, RRT, RRT-NPS

Professional Summary

Forward-thinking healthcare leader with 9+ years of experience bridging clinical operations, business development, and strategic leadership. Currently serving as Assistant Director of Respiratory Care Services, overseeing department operations across inpatient services, guiding workflow optimization, staffing strategy, interdisciplinary collaboration, and performance improvement initiatives. Experience extends beyond respiratory care, including prior roles as Director of Business Development and Regional Account Executive, leading service line growth in LTAC & Home Infusion, physician and referral network partnerships, revenue development, and market positioning strategies. Demonstrated ability to translate organizational goals into sustainable operational outcomes that enhance patient care delivery, staff engagement, and overall system performance. Recognized for fostering psychological safety, high-functioning team culture, and leadership development, with a strong record of mentoring emerging leaders, facilitating crucial conversations, and elevating professional practice through structured training and coaching. Committed to advancing equitable, people-centered care and shaping healthy workplace environments where teams thrive.

Core Competencies

Strategic Planning • Operations Management • Fiscal Oversight • Staff Development • Process Improvement • Interdepartmental Collaboration • Regulatory Compliance • Leadership Coaching

Professional Experience

Assistant Director of Respiratory Therapy | Emory University Hospital Midtown | Atlanta, GA

May 2024 – Present

- Provide operational oversight for respiratory therapy teams, including adult critical care, EKG, and NICU services.
- Partner with department directors, hospital leadership, & RT Clinical Specialist to align strategic goals with quality, safety, and service excellence initiatives.
- Ensure departmental operations and patient care needs are met by aligning staffing levels and position postings with budget and resource planning.
- Lead the development and launch of the Respiratory Visionaries Leadership Development Group, fostering mentorship and leadership readiness among staff.
- Authored the interactive Respiratory Visionaries Leadership Development Workbook to promote reflective growth and leadership confidence.
- Collaborate with Human Resources to drive retention strategies, employee experience initiatives, and team culture improvements across the department.
- Facilitate crucial conversations and deliver ongoing feedback to support employee growth, accountability, and engagement.

Education Coordinator | Emory University Hospital Midtown | Atlanta, GA

Jan 2023 – May 2024

- Coordinated onboarding, annual competencies, and student clinical rotations.
- Developed innovative continuing-education programs supporting staff engagement and clinical excellence.
- Collaborated with leadership on data-driven initiatives to improve workflow efficiency and patient outcomes.

Regional Account Executive | PruittHealth (Home Infusion) | Atlanta, GA

Oct 2017 – Mar 2022

- Managed key accounts and referral relationships, leading territory growth strategies across the Atlanta region.
- Partnered with clinical and administrative leaders to align market objectives with quality and patient satisfaction outcomes.
- Onboarded and coached new employees to ensure consistent performance and engagement.
- Conducted market forecasting and performance analysis to support business planning and revenue goals.

Director of Business Development | Select Specialty Hospital (LTAC) | Atlanta, GA

Sep 2015 – Oct 2017

- Managed business development operations for all three LTAC facilities within the Atlanta market, overseeing referral growth, admissions, and strategic relationship management across multiple hospital systems.
- Partnered with executive leadership to develop annual budget plans, monitor expenditures, and ensure departments operated within fiscal guidelines.
- Directed a high-performing team through effective coaching, crucial conversations, and quarterly performance evaluations promoting accountability and excellence.
- Conducted market analysis and developed strategic initiatives expanding patient census and improving continuity of care.
- Collaborated with physicians, case managers, and administrators to streamline patient transfers and optimize length-of-stay goals.
- Designed educational and marketing materials to enhance visibility, track performance, and drive measurable outcomes.

Established Collaborative Complex Care Rounds with Key Hospital stakeholders to improve care coordination, expand referral pathways, and in return, support improved length of stay outcomes.

Senior Clinical Liaison / Respiratory Therapist | Select Specialty Hospital | Atlanta, GA

Sep 2014 – Sep 2015

- Served as the clinical liaison between acute-care hospitals and LTAC services, ensuring seamless patient transitions.
- Delivered educational presentations to physicians, social workers, and families about long-term acute-care programs.

Respiratory Therapist | Multiple Healthcare Systems (Wellstar, Northside, Piedmont, CHOA)

2009 – 2022

- Provided critical care across NICU, Adult ICU, and pediatric units.
- Acted as a Clinical Super User during EMR implementations, supporting Go-Live processes and workflow optimization.

Education

Master of Health Science in Respiratory Therapy – Georgia State University (4.0 GPA)

Bachelor of Science in Respiratory Therapy – The Medical College of Georgia (3.4 GPA)

Certifications

Georgia Licensed Respiratory Therapist

Neonatal Pediatric Specialist (NPS)

Advanced Cardiac Life Support (ACLS)

Former Certified COPD Educator

Professional Leadership & Engagement

Chair – GSRC Planning & Education Committee

Mentor – AARC Emerging Leaders Program

Founder – Respiratory Visionaries Leadership Development Group & Author of Interactive Workbook

Creator & Host – Sis, Let's Talk Leadership Podcast