

Ryan P. Echols

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Education

Bachelor of Science in Cardio Respiratory Care Sciences

Magna cum Laude

Tennessee State University - Nashville, TN

May 2011

Masters of Business Administration w/concentration in Healthcare Administration

Summa cum Laude

Argosy University Nashville - Nashville, TN

December 2013

Summary of Skills

Highly organized, dedicated and innovative leader with a diverse skill set and strong experience in respiratory services and strategic operations. Highly knowledgeable in inpatient care services, critical care management, process and quality improvement, protocol implementation, budget management, staff development, and improving the patient experience.

Professional Memberships and Certifications

- American Association Respiratory Care Member (AARC) 2010-present
 - Georgia Society of Respiratory Care (GSRC) 2014-present
 - GSRC Atlanta Regional Representative 2021-present
 - Certified Culture Champion Trainer 2025-present
- University Hospital Respiratory Committee (UHRC) 2023- present
- American College of Healthcare Executives (ACHE) 2024-present

Work Experience

Emory Healthcare - Atlanta, GA

University Division Director of Respiratory Care

November 2024 to present

- Directly accountable for respiratory care, pulmonary lab, NICU and EKG services across the university hospital division. Develops, implements, and directs policies, procedures, and activities related to the provision of all services within the respiratory care division (1453 beds).
- Plans and oversees annual budget for each campus (EUH, EUHM, EUOSH, ERH), manage staff, and resolves issues affecting overall operations.
- Develops and implements strategic goals and objectives to maintain high quality services.
- Led the establishment of the respiratory professional clinical ladder to promote professional development across the system.
- Serve on several system committees including retention, critical care, resuscitation, workforce optimization and health equity.
- Serve as Administrator on Call (AOC) for hospital during designated times. Answer and support resolution of patient, family, facility, and staff concerns. Contact operator to initiate formal emergency code calls such as code walker, code white, etc. during all hours. Escalate information to executive leadership, Public Safety, etc. as needed
- Established new equipment operation supervisor role to oversee respiratory supply chain.
- Serves as a Certified Culture Champion- facilitate elevated culture training to drive operational excellence for 3,000 plus leaders across the Emory healthcare network.

Emory University Hospital - Atlanta, GA

Director of Respiratory Care

March 2021 to November 2024

- Directly accountable for respiratory care, pulmonary lab and EKG services. Develops, implements, and directs policies, procedures, and activities related to the provision of all services within the respiratory care division.
- Plans and oversees annual budget for each department, manage staff, and resolves issues affecting overall operations.
- Develops and implements strategic goals and objectives to maintain high quality services.
- Established campus clinical ladder agreement for ECMO trained respiratory therapists to promote professional development within the ECMO team.
- Lead system wide agreements for new product implementation to improve the patient experience saving over 2.7 million per year.
- Serves as a mentor of the Emerging Leader Mentor program.
- Serves as the Co-Chair for campus Well-Being Taskforce.
- Plans, administers and monitors the department's capital equipment, operations, and personnel budgets; regularly reviews year to date and prior year expenditures; investigates variances and takes corrective action as necessary.
- Serve as Administrator on Call (AOC) for hospital during designated times. Answer and support resolution of patient, family, facility, and staff concerns. Contact operator to initiate formal emergency code calls such as code walker, code white, etc. during all hours. Escalate information to executive leadership, Public Safety, etc. as needed

- Establishes, revises, administers and communicates departmental policies, procedures and related forms in accordance with state, federal, and organizational guidelines. Communicates and monitors compliance with regulatory, licensing and accreditation standards.

Assistant Director of Respiratory Care

January 2018- March 2021

- Directly responsible for overseeing all daily operations of the respiratory care department. Daily operations include program development, payroll, process improvement, team development and protocol implementation amongst other duties.
- Coordinates programs for continued staff development; evaluates and revises clinical practices, policies and procedures on an on-going basis. Supervised staff and monitored productivity to ensure continuity and consistency in patient care.
- Served as an integral part of the Critical Care, Resuscitation Cardiothoracic, Burnout and COVID-19 Critical Care Committees.
- Established new tracheostomy management policy to allow re-insertion of trach tubes for trained respiratory therapists and nurses.
- Implemented active humidification protocol for all ventilated patients throughout our intensive care units.
- Implemented additional key best practice initiatives across the campus to enhance patient outcomes.
- Developed a productivity shift matrix staffing tool to better maintain labor management.
- Led collaboration with finance for approval of new CDM charge for supplemental agents such as Nitric Oxide.
- Instrumental in developing a visual management board for our division which was recognized by senior hospital administration as model board for the campus in 2019.

Assistant Supervisor of Respiratory Care

April 2014- January 2018

- Worked 50% with bedside clinical care and 50% in a supervisory role overseeing shift and respiratory clinical services. Lead ECMO Specialist
- Lead Mentor Therapist-responsible for establishing mentorship program for all newly hired respiratory therapists at Emory University Hospital.
- Areas of responsibilities-

Medical Intensive Care	Intermediate Care Unit	Surgical Intensive Care
Neurology Intensive Care	Cardiovascular Intensive Care	Coronary Care Intensive Care
Oncology/Myelosuppression Unit	Critical Care Ventilator Management	Routine Floor Therapy
Emergency Department	Critical Care Rounds	Tracheostomy Care
Intubation/Extubation	ECMO	Bedside Bronchoscopy

Professional Accomplishments and additional training at Emory Healthcare

- Recipient of “APEX Award” from the (AARC) American Association of Respiratory Care for 2023-2024 distinguishing our EUH respiratory care department as a premiere department in the nation based on best practice. Designated for a 2nd time for 2025-2026.
- Recipient of our 1st “APEX Award” from the (AARC) American Association of Respiratory Care for 2026-2027 distinguishing our EUHM respiratory care department as a premiere department in the nation based on best practice.
- Established Systemwide RT driven inhaled medication protocol.
- Established respiratory residency program to help transition new graduates into the profession of respiratory care.
- Established enhanced clinical pathways by developing an respiratory clinical specialist (RCS) role to enhance the clinical and quality practice for respiratory care services across the system.
- Established and chartered EHC’s very first system Respiratory Care Council (ERCC) to streamline practices, protocols and joy in practice for respiratory colleagues across the system.
- Established and led implementation of systemwide respiratory clinical ladder program to promote professional growth, best practice and retain key talent across the enterprise.

Charge Therapist

Vanderbilt Medical Center - Nashville, TN

May 2011 to March 2014

Areas of responsibilities-

Burn Intensive Care	Burn Pediatric Step down	Surgical Intensive Care
Trauma Intensive Care	Cardiovascular Intensive Care	Medical Intensive Care
Oncology/Myelosuppression Unit	Critical Care Ventilator Management	Routine Floor Therapy
Emergency Department	Critical Care Rounds	Tracheostomy Care
Intubation	Extubation	Bedside Bronchoscopy

Professional Accomplishments and additional training at Vanderbilt University Medical Center

- Level II Critical Care Therapist-Challenged departmental Clinical ladder and succeeded-11/5/11
- Promoted to Charge Therapist on 4/6/12 – Responsible for supervising and preparing staff assignments for all Respiratory therapists on shift.
- Hyperinflation Protocol Implementation in Trauma/Burn Intensive Care Units
- Recipient of "Director's Annual Outstanding Service Award" 2013
- Ventilator Instructor- New Resident training on Mechanical Ventilation