

Kathleen Bartholomew, RN, MN

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Education: University of Washington, Seattle, WA
Masters in Nursing, June, 2005

Rockingham Community College, Wentworth, NC
Associate Degree in Nursing, May 1994

West Chester University, West Chester, PA
Bachelor of Science in Liberal Arts, August 1991

Experience: December 2014 – March 2020
Senior Associate at HRS Consulting providing training, education, and consulting services to federal healthcare facilities to improve their culture and reliability.

December 2005 – present
National and international public speaker providing senior leadership, manager, staff and faculty in-services, and nurse leadership training for numerous hospitals and colleges; keynote for first academic conference on hostility in United States, National Leadership Conference and National Student Nurses Association. Maintained staff nurse per diem position on surgical unit at Swedish Medical Center until 1/09. Areas of expertise: power, relationships, leadership and culture of healthcare. Also guest Op Ed Writer for Seattle Times.

December 2005- June 2007 – Convergent Knowledge Solutions
Consultant to hospitals and ambulatory surgery centers teaching various aspects of applied patient safety: crew resource management, team work/communication, hand-offs and checklists. Expert translator of high reliability organization philosophy and tactics to medicine.

February 2000- December 2007
Manager, Orthopedics and Spine - Swedish Medical Center, Seattle, WA
Managed a staff of eighty-five employees. Responsibilities included recruitment and retention, staff education, staffing, scheduling, and disciplinary actions. Full responsibility for daily operation of 57 bed unit/12,000 patient days. Recognized for high patient, physician and staff satisfaction scores. Worked directly with COO and physicians to plan and design a free-standing Orthopedic Specialty Hospital.

October 1998 – February 2000

Unit Supervisor, Orthopedics: Swedish Medical Center, Seattle, WA
Worked directly with manager to oversee activities of busy 29 bed Orthopedic unit.

Responsible for scheduling, competencies, and providing expert clinical advice for difficult cases as well as daily operations of two units.

1996 – 2000

Neurology Staff RN, Swedish Hospital Medical Center, Seattle
Initially worked as a per-diem nurse through-out the hospital before accepting a position in Neurology with a dynamic team of doctors, nurses and social workers. Recognized for astute clinical skills, integrating patient's emotional and psychological needs into the plan of care and patient advocacy.

Sept.,1996 – March 1997

Supervisor: Wesley Long Nursing and Rehabilitation Center, NC
Managed a staff of 16 to provide nursing services for 140 geriatric patients in accordance with Medicare guidelines. Acted as a liaison for physicians, family members, and upper management.

Publications:

Burroughs, J. (2018) Essential Operational Components for High Performing Healthcare Enterprises. Healthcare Administration Press, Contributing chapter author." The Evolving Role of the Nurse". Winner, book of the year by the American College of Healthcare Executives

Bartholomew, K. (2018) Not so smart: how cell phone use hurts our patients and our profession. American Journal of Nursing, June.

Bartholomew, K. (2017) Bullying and Medical Errors and MD vs RN: The Patient Always Loses. The Physician Report, Summer. A Physicians Insurance Publication

Bartholomew, K, Griffin, M, Robins, A. (2016) The Dauntless Nurse: Communication Confidence Builder. Amazon

Bartholomew, K. (2014) Ending Nurse to Nurse Hostility, second edition text, HCPro, Marblehead MA.

Bartholomew, K., Burroughs, J. (2014) New ways for physicians and nurses to work together. Physician Executive Journal, Vol. 40. Issue #3

Bartholomew, K. (2013) Hold high the lantern: illuminating culture, power and perception. Beginnings. 2013 Aug;33(4):14-7

Bartholomew, K. (2014) Horizontal hostility: how it affects your patients. OR Connection, June, 2014

Bartholomew, K. (2013) Saving Bonnie, JAMA Intern Med. 2014 Jan;174(1):13.

Charney, W., Bartholomew, K. et al. Epidemic of Medical Errors and Hospital-Acquired Infections Systemic And Social Causes. (2012) CRC Press.

Bartholomew, K, Nance, J. (2012) Charting the Course:How to Launch a St. Michael's Class Hospital. Second River Press, MT

Bartholomew, K. (2012) The Grey Zone. OR Connection, May

Bartholomew, K., Bujak, J. (2011) Transforming physician-nurse relationships. Healthc Exec. 2011 Jul-Aug;26(4):56, 58-9

Bartholomew, K. (2010) A failure to rescue ourselves, AJN, Nov.

Bartholomew, K., Nance, J. (2009) The Silent Treatment. OR Connection, Vol. 4, Issue 2

Bartholomew, K. (2009) Breaking our cultural chains. OR Connection, to be published 12/15/09

Bartholomew, K. (2008) Lateral violence: Why it's serious and what OR Managers can do. OR Manager; December

Bartholomew, K., Cohen, S. (2008). Our Image, Our Choice; perspectives on shaping, empowering, and elevating the nursing profession. HCPro, Marblehead, MA

Bartholomew, K. Managing RN/RN and RN/MD Conflict in the ICU: Productive ways of communicating. ICU Management 3: 2007

Bartholomew, K. (2007). Stressed out about communication skills. HCPro, Marblehead, MA.

Bartholomew, K. (2005). Speak your truth: proven strategies for effective nurse-physician communication. HCPro, Marblehead, MA

Bartholomew, K. (March 2006). Ending nurse to nurse hostility: why nurses eat their young and each other. HCPro, Marblehead, MA

Manion, J. & Bartholomew, K. (2004) Community in the workplace. Journal of Nursing Administration, Vol. 34, No. 1

Bartholomew, K. & Curtis, K. (2004) High tech, high touch, why wait? Nursing Management, Sept.

Bartholomew, K. (2004) The working wounded. NeuroNewsletter 2005. Seattle, WA.

OPINION-EDITORIAL:

How the Sport of Politics Keeps Us Divided

<https://www.sanjuanjournal.com/opinion/how-the-sport-of-politics-keeps-us-divided-guest-column/>

Nurse's Role Undervalued

<https://www.seattletimes.com/opinion/dont-believe-greys-anatomy-or-er-nurses-role-underestimatedundervalued/>

The Culture of Health Care Secrecy Harms Patients

http://seattletimes.com/html/opinion/2019995667_kathleenbartholomewopedxml.html

Healthcare: A New Civil Rights Movement?

http://seattletimes.com/html/opinion/2016439515_guest08bartholomew.html

Students in Washington Schools Need Nurses

http://seattletimes.com/html/opinion/2021167450_kathleenbartholomewopedxml.html

Nurses Struggle against the Odds

<https://www.seattlepi.com/local/opinion/article/Nurses-struggle-against-the-odds-1236643.php>

Media:

Once a Nurse with Leanne Meier on Voice America, Feb. 2021

<https://cdn.voiceamerica.com/health/011707/meier020821.mp3>

TEDx Nursing Lessons for the World 2017

<https://m.youtube.com/watch?sns=em&v=Qh4HW3yx00w>

NPR, "The People's Pharmacy"

<http://www.peoplespharmacy.com/2014/07/05/952-why-is-flying-saferthan-health-care-developing-a-safety-culture-1/>

Awards:

Health Leaders Media: Top 20 Leaders changing healthcare in 2010

<http://www.healthleadersmedia.com/20people/>

The Truth About Nursing: "Nurses Advocating in the Media" Top Ten Awards.

<http://www.truthaboutnursing.org/press/awards/2011/awd.html>

The Truth About Nursing: "Best Media Depiction of Nursing" OpEd Piece, Seattle P I

http://seattlepi.nwsourc.com/opinion/314710_nurses08.html

Selected Presentations:

Veterans Administration Healthcare System 2016-2019
HCA West Florida Division, Leadership Presentation to 850 leaders
North Dakota Board of Nursing Retreat, July 2018
Northwest Organization of Nurse Executives, May, 2018
Nationwide Children's, June, 2018 Leadership Retreat
Kaiser Mid-Atlantic Executive Team, June, 2018
Whidbey Naval Base Stand-Down, Jan 2017
Charlie Norwood Medical Center, VA, Augusta, 2017 4 months
Dartmouth – Hitchcock Medical Center, Workshop, May, 2017
Duke University, "The Dauntless Nurse" all day presentation
Emergency Room Nurses National Keynote, September, 2016
Duke University, March 2016
Registered Practical Nurses National Keynote, 2016
Georgia Hospital Association, Nurse Leaders 2015
Elsevier Keynote, 2015
Dartmouth-Hitchcock Medical Center, 2015
Covenant Health, CN 2015
Select Medical Keynote, 2015
Tennessee Hospital Association, 2014
Nebraska Hospital Association, 2014
S.E. Georgia Hospital Association, 2014
Duke University Patient Safety Day 2014
National Council of the State Boards of Nursing 2014
American College of Healthcare Executives, 2012, 13, 14
FOJP Physicians Insurance, 2014
Alberta Aim, 2014
Ontario Nurses Association Keynote, 2012
United States Military, Guest Speaker, Landstuhl, Germany, 2012
Sanford Health Year of the Nurse, 2012
McGill University School of Nursing, 2012
Maryland Healthcare Leaders, 2012
Press Ganey 2007, 2009
Critical Care Canada, 2012
Board Retreats: Wellmont, St. Francis, Sacramento; Valley Medical, Highline Hospital, Columbia Hospital, NY
VONE, CONE, IONE
Emergency Room Nurses Association Keynote
Critical Care Canada Keynote
U.S. Conference on Lateral Violence Keynote
Medical Surgical Nurses Association Keynote
Truth About Nursing, Keynote
Nursing Management Congress
Inova Health System
Student Nurses Association Keynote

Riverside Health System, VA
Columbia Memorial System, OH
Lee Memorial Health System, FL
CNO Roundtable
VHA System Leadership Retreat
Sigma Theta Tau International 2007, 2009