

# Kathleen Bartholomew, RN, MN

308 S. Ruby Street  
Ellensburg, WA 98926  
206-356-2599  
[Kathleenbart@msn.com](mailto:Kathleenbart@msn.com)

**Education:** University of Washington, Seattle, WA  
Master's 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:** January 2020 – January 2023  
President, Nurses Transforming Health Care. Non-profit dedicated to system change and supporting public health and community nursing. Performed outreach in Austin, Texas food banks and with community health workers in Louisville, KY

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. 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, teamwork/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 throughout 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:**

Bartholomew, K. A Care Plan for Nursing. *International Journal of Human Caring*. 2023. Vol. 27, Issue 3, August 2023, DOI:10.20467/IJHC-2022-0002

Bartholomew, K. The Solarpunk Nurse. *Journal of Holistic Nursing*. 2023;41(1):4-6. doi:10.1177/08980101231161203. Erratum in: *J Holist Nursing*. 2023 May 16; 8980101231176643. PMID: 37071565.

Bartholomew, K (2020-2022) My American Nurse, American Nurses Association Blogs [https://www.myamericannurse.com/?s=Kathleen+Bartholomew&post\\_type=post](https://www.myamericannurse.com/?s=Kathleen+Bartholomew&post_type=post)

Bartholomew, K. (2021) By design: aligning structure with values to impact outcomes. *International Journal of Public Health*, <https://openaccesspub.org/jphi/article/1725>

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:**

WA must take responsibility for nurses' safety

<https://www.seattletimes.com/opinion/wa-must-take-responsibility-for-nurses-safety/>

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](http://seattletimes.com/html/opinion/2019995667_kathleenbartholomewopedxml.html)

Healthcare: A New Civil Rights Movement?

[http://seattletimes.com/html/opinion/2016439515\\_guest08bartholomew.html](http://seattletimes.com/html/opinion/2016439515_guest08bartholomew.html)

Students in Washington Schools Need Nurses

[http://seattletimes.com/html/opinion/2021167450\\_kathleenbartholomewopedxml.html](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:**

American Nurses Association Influencer <https://www.myamericannurse.com/category/my-nurse-influencers/the-dauntless-nurse/>

The Wall Street Journal, “Can Hospitals Learn About Safety from Airlines?” Sept. 5 2021

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” Appeared on two shows dedicated to patient safety.  
<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” Op-ed Piece, Seattle P I  
[http://seattlepi.nwsourc.com/opinion/314710\\_nurses08.html](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