

Sharona Johnson, PhD, RN, FNP-BC, NE-C, FAANP

EXECUTIVE SUMMARY

Over 24 years of progressive experience in large not-for-profit academic health care systems. Proven abilities in Advanced Practice Providers employee engagement, physician relations, patient experience strategies, community engagement, fiscal management/revenue generation, new program development, contract negotiations, quality improvement, safety management, development of care models across the continuum, human resources, regulatory, information systems and interdisciplinary collaboration. Academic partnerships, graduate faculty status, Research Assistant Professor East Carolina University.

PROFESSIONAL EXPERIENCE

| <u>DATE</u> | <u>TITLE</u> | <u>EMPLOYER NAME/ADDRESS</u> |
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| 3/2021-present | Executive Director Advanced Clinical Practice | ECU Health (formerly Vidant Medical Center) Greenville, NC |

- ❖ Leadership role to include regulatory and practice oversight of greater than 500 Advanced Practice Provider within ECU Health system (9 hospitals).
- ❖ Direct reports include:
 - Advanced Practice Providers Team Leads
 - Trauma/Urology/ENT/Patient Testing Center/CV services/Neurology/Neuroscience APPs

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| 10/2019-present | Research Assistant Professor Preceptor Development Coordinator | East Carolina University College of Nursing Greenville, NC |
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- ❖ HRSA ANEW Grant-Developed Tools and Resources to Precept Advanced Practice Nursing Students in collaboration with Eastern AHEC

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| 11/2015-3/2021 | Director of Advanced Clinical Practice | Vidant Medical Center Greenville, NC |
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- ❖ Assumed responsibility for clinical oversight of greater than 300 Advanced Practice Providers at VMC
- ❖ Direct reports include:
 - Assistant Directors
 - Trauma/Urology/ENT/Patient Testing Center/CV services/Neurology/Neuroscience APPs
- ❖ Developed organizational chart for alignment of APPs
- ❖ Integration of PA students into Pediatric Intensive Care Unit

- ❖ Realigned APPs with scope of practice based on educational preparation (Family, Acute Care, etc)
- ❖ Worked with recruitment to align APP recruitment with physician recruiters and revamped job descriptions for scope of practice/service
- ❖ Resurrected and served as Chair of the Advanced Practice Advisory Committee (no council since 2010)
- ❖ Created the APP compensation committee which transition to Vidant Medical Group and revamped APP compensation. Worked with Sullivan Cotter consulting firm.
- ❖ Serves as proxy for CNE in Magnet organization for Credentialing of Advance Practice RNs
- ❖ Collaborated with medical staff and informatics to implement upgrade to OneTeamCare (superuser)
- ❖ Worked in collaboration with stroke program manager to prepare assure neurology teams had appropriate credentials and privileging for comprehensive stroke survey.
- ❖ Collaborated with East Carolina University, College of Nursing to write HRSA grant to increase Advanced Practice RNs in rural areas of eastern NC.
- ❖ Continual alignment with ECU to increase adjunct faculty appointments at the College of Nursing for APPs at VMC.
- ❖ Aligned with East Carolina University leadership in the school of Physician Assistant Studies to increase PA students access to VMC and improve their experience.
- ❖ Partnered with Executive leadership to develop Co-management model for orthopedics and Internal Medicine
- ❖ Worked collaboratively with Hospitalist, Academic Internal Medicine service and Nephrology service on geographic rounding on medicine units, with focus on limiting number of providers on Intermediate Medicine Unit
- ❖ Contract realignment for orthopedics, trauma, urology, ENT. Collaborated with VMC legal counsel and medical staff to determine workforce allocation and percentage allocation. Worked with consultant agencies to conduct time studies to determine contract percentages
- ❖ Worked with Premier Consultants on task force to move APPs towards models suitable for the service line to maximize efficiency and financial return.
- ❖ Worked collaboratively with legal, financial, and medical staff executive leadership to bring APP contracts into compliance. APPs removed off cost report unless administrative.
- ❖ Cardiac realignment and reallocation of resources. Collaboration with Vidant Medical Group to transition APPs to billing model. Aligned provider services and coverage models for CVICU, CVIU, CVOR and CICU.
- ❖ Contract amendments for coverage of cardiac and thoracic outpatient clinics and inpatient services
- ❖ Work with Chiefs of Service across all service lines to review coverage needs for providers and integral in oversight of new programs and providing APP services: Neurology (stroke), Neuroscience, and Ortho-Trauma, and Trauma
- ❖ Oversight of alignment of privileges with APP scope of practice. Reassignment of APPs within scope of practice: Nuclear medicine (stress testing), family medicine, nephrology, first assist roles to decrease redundancy and maximize billing.

- ❖ Collaborating with CV services administrator to created Cardiac APP service to decrease LOS in ED, COU and with cryptogenic stroke patients requiring implantable loop recorders.
- ❖ Responsible for recruitment for APPs to pilot ED blue zone fast track, involved in reviewing contract for this service and APP utilization.
- ❖ Created business plan to change model of care regarding utilization of APP First Assist in operating rooms, proposed integration of RN First Assist related to financial and operational advantages.
- ❖ Working with medical staff to revamp peer review, privileging and Credentialing process for APPs.
- ❖ Alignment with Dean, Brody School of Medicine to increase in community visibility and presence for East Carolina University Brody School of Medicine and Vidant Medical Center.
- ❖ In conjunction with VP Operations, APPs are now serving on every medical staff committee.
- ❖ Created orientation for every new APP entering VMC to meet with Advanced Practice leadership
- ❖ Organized NCMB and NCBON presentations on supervision, opioid crisis (CME requirements) and advanced practice scope of practice to VMC medical staff and team members.
- ❖ Instrumental in adding the first Clinical Pharmacy Practitioner to VMC bylaws as an Advanced Practice Provider
- ❖ Founding member of NC leadership Alliance of Advance Practice Directors in North Carolina
- ❖ Oversight of Advanced Practice research and publications

5/2015-11/2015 **Practice Manager** **Vidant Medical Center, Greenville, NC**
Advanced Practice Professionals
Adult Medical Services

- ❖ Oversight of APPs in Medicine Service Line
- ❖ Worked with Medicine Service Line Administrator to align APPs in Medicine Intensive Care Unit and vent weaning unit on medicine intermediate unit.
- ❖ Reported to Medicine Service Line Administrator and Director of Advanced practice.

8/2011-5/2015 **Advance Practice Professional** **Vidant Medical Center, Greenville, NC**
Team Leader
Adult Medical Services

- ❖ Reported to Director of Advanced Practice
- ❖ Oversight of Medicine Service Line APPs
- ❖ Responsible for performance appraisals and regulatory compliance
- ❖ Maintain full time clinical Schedule as nephrology NP (inpatient/outpatient)

7/2010-present **Nurse Practitioner** **ECU Physicians Division of Nephrology**
and Hypertension, Greenville, NC

- ❖ Provided patient care inpatient/outpatient

1/2006-7/2010 Nurse Practitioner Vidant Medical Center, Greenville, NC

- ❖ Provided inpatient care to nephrology/transplant patients

8/1996-12/2005 Staff Nurse Vidant Medical Center, Greenville, NC

- ❖ Provided care for patients in all Intensive units including Pediatrics
- ❖ Served as charge nurse in Neuro/Surgical and Trauma ICU

6/1992-6/1996 Staff Nurse Fairbanks Memorial Hospital, Fairbanks, AK

- ❖ Provided care for patients presenting to Emergency Department
- ❖ Served in charge nurse capacity

**5/1988-3/1992 Flight Nurse Regional Life Flight/Medical Air
Rescue, Rapid City, SD**

- ❖ Provided care for patients over rural areas of South Dakota
- ❖ Provided ground and air support for critically ill patients

**5/1987-3/1992 Staff Nurse Rapid City Regional Hospital, Rapid
City, SD**

- ❖ Provided care for patients presenting to Emergency Department
- ❖ Served in charge nurse capacity

SERVICE

HOSPITAL COMMITTEES

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|-----------------|---|
| 5/2021-present | Medical Executive Committee (voting member) |
| 3/2018-present | Stir Up Respect Committee |
| 1/2018-present | Bylaws Committee |
| 1/2018-present | Clinical Governance Committee |
| 11/2015-present | Advanced Practice Advisory Committee |
| 10/2015-present | Utilization Management Committee |
| 10/2015-present | Patient Safety Performance Improvement Committee |
| 8/2015-present | Surgery Service Line Executive Committee |
| 8/2015-present | ECU CON/VMC Advisory Board |
| 5/2015-present | Medical Executive Committee |
| 5/2015-present | Nurse Executive Committee |
| 5/2015-present | Medicine Service Line Executive Committee |
| 5/2014-present | Hospital Patient Safety-Quality Improvement Committee |
| 11/2014-present | Credentialing Committee-Vidant Medical Center |

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| 11/2014-present | Credentialing Committee-Vidant Medical Group |
| 2013 | Collaborated with ECHI leadership to develop Cardiac Intensive Care Advanced Practice Professional Service |
| 2013 | Development and Onboarding of Advanced Practice Professional for Transplant services |
| 2013 | Instrumental in establishment of contract for Pediatric Nephrology Advanced Practice Professional |
| 5/2010-8/2012 | Institutional Review Board East Carolina University Catheter Associated Urinary Tract Committee-Chair Hospital-wide staff educational presenter on research and evidence-based practice CAUTI |
| 3/2009-3/2010 | Advance Practice Council –Chair |
| 5/2011-12/2012 | Resident-Nurse Council |
| 3/2011-current | Medical Directors Committee-Adult Medical Services |
| 3/2019 | Experience Champion |

SCHOOL OF NURSING COMMITTEES

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| 2012-current | Faculty- East Carolina University |
| East Carolina University | Multidisciplinary Task Force sanctioned by Dean |
| 4/2020 | Mark Stacy, MD Dean, Brody School of Medicine Vice Chancellor for Health Sciences |

PROFESSIONAL ORGANIZATIONS

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|--------------|---|
| 2021-present | National Organization of Nurse Practitioner Faculties |
| 2021-current | National APP Advisory Council's (NAAC) |
| 2016-current | American Association of Nurse Practitioners |
| 2016-current | Center for Advancing Provider Practice (CAP2) |
| 2015-current | Student Nurse Research Society (SNRS) |
| 2014-current | National Kidney Foundation |
| 2005-current | American Nurses Association |
| 2006-current | American Nephrology Nurses Association |
| 2013-2014 | American Nephrology Nurses Association (President Elect) Tar River Chapter |
| 2005-current | American Association of Nurse Practitioners |
| 2006-current | North Carolina Nurses Association |
| 2014-current | National Kidney Foundation |
| 2006-current | Sigma Theta Tau, Beta Nu Chapter: International Nursing Honor Society |
| 1987-1992 | Emergency Nurses Association |

COMMUNITY ACTIVITIES

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| 1/2022 | Radio Station 106.8-Hypertension: What You Need to Know |
| 8/2022 | Governor Appointed Nurse Practitioner North Carolina Board of Medicine-Member (3-year term x 2) |
| 3/2021 | Radio Station 106.8-Interview: Family Health Matters: Women and Heart Health |
| 3/2020 | East Carolina University Board of Visitors |
| 7/2020 | Vice-Chair Center for Family Violence Prevention |
| 1/2019 | Board Member: Center for Family Violence Prevention |
| 3/2018 | Radio Station 106.8-Interview: Family Health Matters: Chronic Kidney Disease Awareness |
| 2/2015 | Chronic Kidney Disease-Cornerstone Missionary Baptist Church |
| 11/2014 | Planning Committee member for Annual NP/PA: Clinical Issues Update |
| 3/2013 | Kidney Screening World Kidney Day |
| 2/2012 | National Kidney Foundation-Kidney Screening |
| 3/2012 | Diabetes Awareness and Screening |
| 3/2011 | Kidney Screening World Kidney Day |

LICENSURE

| <u>STATE</u> | <u>LICENCE NO.</u> | <u>EXPIRATION</u> |
|---------------------|---------------------------|--------------------------|
| RN North Carolina | 148721 | 9/29/2024 |
| RN South Dakota | R022558 (inactive) | |
| RN Alaska | 15144 (inactive) | |

CERTIFICATION

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| Family Nurse Practitioner-Board Certified | 2011-2022 |
| Nurse Executive | 2021-2026 |
| CPR | 1987-present |
| ACLS | 1987-present |
| ACLS Instructor | 1988-2017 |
| TNCC Instructor | 1988-2012 |
| TNCC | 1987-1988 |

EDUCATION

| <u>DEGREE</u> | <u>DATE</u> | <u>INSTITUTION</u> | <u>AREA OF STUDY</u> |
|----------------------|--------------------|-------------------------------|-----------------------------|
| PhD | 2017 | East Carolina University | PhD Nursing |
| MSN | 2005 | East Carolina University | Family Nurse Practitioner |
| BSN | 1991 | South Dakota State University | Nursing |

Diploma 1987 Rapid City Regional Hospital Nursing

ACADEMICS

| <u>DATE</u> | <u>TITLE</u> | <u>EMPLOYER NAME AND ADDRESS</u> |
|--------------------|---------------------|--|
| 8/1991-7/1992 | Clinical Instructor | University of South Dakota, Vermillion, SD |

PUBLICATIONS

Refereed Manuscripts

Johnson, S., Crane, P., Neil, J., & Christiano, C. (2021). Primary Appraisal of Intradialytic Events and Stress Towards Hemodialysis. *Nephrology Nursing Journal*, (submitted for publication)

Johnson, S., Crane, P., Neil, J., & Christiano, C. (2019). Stress and coping of Intradialytic Events in Persons on Hemodialysis. *Nephrology Nursing Journal*.

Horne, C., Crane, P, & Johnson, S. (2018). Comparing Comorbidity Measures and Fatigue Post Myocardial Infarction. *Applied Nursing Research*.

Johnson, S. (2015). Near-death experience in patients on hemodialysis. *Nephrology Nursing Journal*, 42(4), 331-337. Retrieved from <http://search.proquest.com.jproxy.lib.ecu.edu/docview/1705656185?accountid=10639>

Manuscripts

Johnson, S. (2006). Advanced Level Practitioners. *Perspectives on Patient Care*, 20(3), 12-14.

Dissertation

Johnson, S. (2017). Cognitive Appraisal of Stress and Coping of Intradialytic Events in Persons on Hemodialysis. Dissertation, East Carolina University, Greenville, NC.

SCHOLARLY PRESENTATIONS

Presentation: Primary Appraisal of Intradialytic Events and Stress Towards Hemodialysis. (2018). 32nd Annual Yash P. Kataria Internal Medicine Research Day.

Presentation: Comparing Three Comorbidity Measures in Predicting Fatigue Post Myocardial Infarction. Southern Nursing Research Society (2017).

Presentation: Comparing Three Comorbidity Measures in Predicting Fatigue Post Myocardial Infarction. Vidant Medical Center, Research Lunch and Learn (2017).

Presentation: Metabolic Complications of Kidney Disease. Infusion Nurse Society. Atlanta,

GA (2014)

PRESENTATIONS

Advanced Practice Providers 2.0. North Carolina Association of Medical Staff Service (NCAMSS).(10/10/2023). Monroe Center. Greenville NC.

The Power of Story Telling. Albernaz Lecture. Brody School of Medicine. 14 Annual Golden Apple Distinguish Lecture Award. (10/22/2022)

Be Bold: Tell Your Story Beta Nu Chapter Sigma Theta Tau International. East Carolina University, April 11, 2023

ECU College of Nursing Black History Celebration –Keynote Speaker February 2021

WEBEX

Pitt Community College Faculty Workshop. Health Disparities, Access to Care and Uninsured Programs: A Topical Review. March 24, 2022. Shantell Cheek, Dr. KaSheta Jackson, Dr. Sharona Johnson, & Kelli Pack Smith

Coastal Community Action, Inc. *COVID 19 Vaccine Hesitancy* (December 20, 2021). Sharona Johnson PhD, FNP-BC, NE-C

East Carolina Division of Nephrology and Hypertension. Grand Rounds. *Implicit Bias* (October 17, 2021)

Association for Vascular Association (September 19, 2021). *The AVG's of Hemodialysis*. Sharona Johnson PhD, FNP-BC, NE-C

AHEC Scholars Didactic Sessions. *Health Disparities, Social Determinants of Health & Ethics* (September 18, 2021). Sharona Johnson PhD, FNP-BC, NE-C

WAGES. *COVID 19 Vaccine Hesitancy* (April 4, 2021). Sharona Johnson PhD, FNP-BC, NE-C

Vizient. *Advanced Practice Professional Developing a Compensation Strategy*. (April 25, 2019) Sharona Johnson PhD, FNP-BC and James Manning, MD (Vidant Medical Group)

ABSTRACTS

Sears, S., Burch, A., Christiano, C., & Johnson, S. (2018, August). *Benefit of Wearable Cardioverter Defibrillator in Patients with End Stage Renal Disease*. European Society of Cardiology conference, Munich, Germany

POSTER PRESENTATIONS

Johnson, S., Crane, P., Neil, J., & Christiano, C. (2018, March). *Stress and Coping of Intradialytic Events in Persons on Hemodialysis*, Southern Nursing Research Society, Atlanta GA.

Johnson, S., Crane, P., Neil, J., & Christiano, C. (2018, March). *Primary Appraisal of Intradialytic Events and Stress Towards Hemodialysis*, Annual Dialysis Conference, Orlando, FL

Johnson, S. (2015, March). *Near Death Experiences in Patients on Hemodialysis*. National Kidney Foundation, Dallas, Texas.

Johnson, S. (2015, March). *Near Death Experiences in Patients on Hemodialysis*. Collaborative Research Day, Greenville, NC.

Hatfield, D., **Johnson, S.**, Butler, S. Christiano, C., Dixon, M. Kinzie, V. & Lockamy, P. (2010, January). *Catheter Associated Urinary Tract Infections: Creating a culture to say Bye Bye UTI*. National Database of Nursing Quality Indicators (NDNQI®). Rhythms in Quality Conference, New Orleans, LA.

Zinn, B., Kuykendall, J., Marshburn, D., & **Johnson, S.** (2009, May). *Retaining Nurses and Enhancing Care: Progression of a New Model*. North Carolina Organization of Nurse Leaders, New Bern, NC.
Zinn, B., Kuykendall, J., Marshburn, D., & **Johnson, S.** (2008, February). *Retaining Nurses and Enhancing Care: Progression of a New Model*. PCMH/ECU Collaborative Research Day, Greenville, NC.

Gerkin, S., Christiano, C., Hames, M., Costa, N., **Johnson, S.** (2007, October). *Kidney Disease Screening in Hospital Employees*. American Society of Nephrology, San Francisco, CA.

Moore, Tiffanie, Fall 2014. MPH Professional Paper. *Uncertainty in Decision Making Regarding Dialysis Initiation in African American Men with Advanced Chronic Kidney Disease*. **Sharona Johnson: Content Advisor**

CONTINUING EDUCATION (PRESENTER)

| | | |
|--|--------|---|
| Eastern Area Health Education (EAHEC) Chronic Disease update: Heart Failure | 5/2019 | O’Berry Center Goldsboro, NC |
| Eastern Area Health Education Chronic Disease update: Heart Failure, Asthma, and COPD | 3/2018 | Lenoir Memorial Hospital Kinston, NC |
| Eastern Area Health Education Center Collaborative Nurse Research Series 2018 Part 1: Giving Voice to the Research Gap: Nurses Leading the Way. “Developing the Purpose Statement” | 2/2018 | EAHEC Greenville, NC |

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| Eastern Area Health Education Center Congestive Heart Failure | 6/2015 | O'Berry Center Goldsboro, NC |
| Eastern Area Health Education Center Chronic Kidney Disease | 4/2012 | Lenoir Memorial Hospital Kinston, NC |
| Chronic Kidney Disease | 10/2012 | Wayne Memorial Hospital Goldsboro, NC |
| Advanced Cardiac Life Support Instructor | 10/2012-present | Vidant Medical Center Greenville, NC |

HONORS AND AWARDS

2025 Fellow of the American Association of Nurse Practitioners (FAANP)
2022-Dialysis Quality Provider Award
2021-Excellence in Practice Award by the Sigma Beta Nu Board
2021-East Carolina University College of Nursing Hall of Fame Inductee
2018-Phyllis Horne Award-East Carolina University College of Nursing
2014-Nominated for APP of Year-Vidant Medical Center
2014-2016 American Nephrology Nurses Association Career Mobility Scholarship
2007-North Carolina Great 100 Nurse