

CARRIE L. MCGINNIS, RN, MBA

Chief Executive Officer

PROFESSIONAL PROFILE

Mrs. McGinnis' has over twenty years experience in acute and outpatient dialysis management as well as nephrology practice management. Currently, Ms. McGinnis is a part owner and Chief Executive Officer in Healthcare Design Specialists, LLC, (HDS), an international consulting service company dedicated to the dialysis industry. HDS is regarded as the leading consulting company for independent and hospital based dialysis providers.

In addition to her ongoing work in ESRD provider consulting, Ms. McGinnis is an industry leader in the development and implementation of nephrologist led renal integrated delivery networks and assisted Baxter Healthcare subsidiary, Renal Management Strategies, in the development and implementation of their nation wide Renal Disease Management Program. She also implemented a Renal Care Coordinator program in a hospital based dialysis program at Covenant Medical Center in Waterloo, Iowa. She was the primary author of one of the 14 applicants submitted for the 1994 Mandated HCFA ESRD Managed Care Demonstration.

She has been involved in advanced continuing education programs for the experienced dialysis nurse and patient care technician and has developed and implemented formal training programs for the hemodialysis nurse and patient care technician in both the freestanding and hospital based dialysis setting. In addition, she has developed and implemented a Dialysis Administrator Training program.

Other principle duties as an ESRD provider consultant include dialysis program overview, strategic planning, and/or business plan development, new facility start up, and nephrology practice overview and strategic planning. She has also served in the role of Nurse Monitor and Temporary Manager for dialysis providers placed in Level 2 or Level 3 deficiency in the state of Texas.

EDUCATION

Diploma Program: Good Samaritan Hospital - School of Nursing
Phoenix, Arizona
Diploma of Nursing - 1969

College: Stephens College
Columbia, Missouri
Bachelor of Arts with Major in Psychology - 1977

University of Phoenix
Phoenix, Arizona
Masters in Business Administration - 1994

Licensure: Arizona R.N. - 022258-009

PREVIOUS EXPERIENCE

Vice President	Integrated Renal Care Golden, Colorado November 1995 - August 1996
Executive Director	Renal Integrated Health Service Network Phoenix, Arizona March 1995 - November 1995
Director of Clinical Services	Kidney Disease & Hypertension Center, Ltd. Acute Dialysis and Outpatient Dialysis Services Phoenix, Arizona October 1981 - November 1995
Staff Nurse	Phoenix Baptist Hospital & Medical Center ICU-CCU Unit/Acute Dialysis Phoenix, Arizona April 1977 - July 1981
Nursing Supervisor	Phoenix Baptist Hospital & Medical Center Phoenix, Arizona Pediatric/Adult Medical-Surgical Unit (36-bed) September 1974 - April 1977
Staff Nurse	Phoenix Baptist Hospital & Medical Center Phoenix, Arizona ICU-CCU June 1971 - September 1974
Staff Nurse (Relief Charge Nurse)	Good Samaritan Hospital Phoenix, Arizona Pediatric Unit (40-bed) June 1969 - June 1971

TEACHING AND ORGANIZATIONAL ACTIVITIES

- ✦ A&P of the Kidney, Disease Process of the Kidney, Psycho-Social Factors with Renal Failure, Diet and Medical Management, Objectives of Hemodialysis, Peritoneal Dialysis, Ultrafiltration, Hemoperfusion, Plasmapheresis: Advance Critical Care Course, 1981-1982
- ✦ Developed and implemented a therapeutic aphaeresis program for Kidney Disease & Hypertension Center, Phoenix, Arizona, 1981

- † Developed and implemented a Renal Nurse Practitioner program for Kidney Disease & Hypertension Center, Phoenix, Arizona, 1987
- † Developed and implemented a Renal Nurse Case Management program for Kidney Disease & Hypertension Center, Phoenix, Arizona, 1993
- † Developed the Health Service Coordinator Policy and Procedure Manual for Renal Management Strategies and participated in the training of the first group of Health Service Coordinators, 1997
- † 80 hour didactic program for Hemodialysis Direct Patient Care Training Program, 2000-2003
- † Advance workshop for hemodialysis nurses and patient care technicians, 2002/2003

PUBLICATIONS

- † *Managed Care and the Nephrologist, Subject of One-Day Symposium*, Nephrology News & Issues, March 1996
- † *What are the Options for Nephrologists Under Capitation?*, Nephrology News & Issues, September 1996
- † *Capitation of ESRD Services: When, Where, Why, How?* Nephrology News & Issues, June 1997.
- † *A consultant's Perspective, RenalCare of Louisiana*, Nephrology News & Issues, Special 1998 Supplement
- † *Hospital-Based Outpatient Dialysis Provider: Dinosaur or Strategic Partner of the Future*, Nephrology News & Issues. July 1999

SPEAKING ENGAGEMENTS

- † “Managing Managed Care” at the **NKF Meeting for Nephrology Nurses and Technicians**, in New Orleans, November 1996
- † Presented in conjunction with Francisco Gonzalez, M.D., *The New Orleans Nephrology Network and Healthcare Design Specialists business plan, relationship & history*, at **Renal Disease Management and the Future of Nephrology: Doing it by yourself or with a strategic partner**, November 1997 in San Antonio, Texas
- † *Formation of RenalCare of Louisiana, a consultant's perspective*, at **Chronic Renal Disease Management Seminar**, May 1998 in Boston, Massachusetts
- † Staffing patterns, staff training requirements, survey compliance, integrated renal delivery systems, **Hospital Based Dialysis Seminar**, Chicago, IL 2002 and 2003