

**JOAN KILMARTIN, R.N., B.B.A., CHPN**  
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## **ACCOMPLISHMENTS**

Developed a Medical Staff Development Plan and a physician strategy based on market analysis, research and improved physician relations to support the major service lines identified by hospital administrative and financial leaders that would serve the community need.

Recruited 125 Physicians at John C. Lincoln Hospitals; 51 Physicians at Scottsdale Healthcare, (SHC); over 35 Physicians at HonorHealth and over 250 physicians at Samaritan/Banner Health, including primary care and specialists over a 26 year period with 90% of those physicians placed in startup practices. Recruited into the following disciplines: Family Practice; Internal Medicine; Pediatrics; Pediatric Specialists in Pulmonology, Oncology, Surgery, ENT, Orthopedics, Endocrinology; OB/GYN; Hematology/Oncology; Infectious Disease; Endocrinology; Physical Medicine and Rehabilitation; General Surgery/Oncology; Otolaryngology/Head and Neck; Emergency Medicine; Ortho/Trauma, Pulmonary/Critical Care; Neurocritical Care; Neurosurgery; Pulmonary Critical Care; Trauma Critical Care; Medical Intensivists. I provided those physicians with resources in practice management, legal, financial, relocation, office location and marketing support.

Developed a proposed Board policy on Physician Recruitment and Support. Developed and executed contracts for recruitment and practice support for individual physicians and for physicians joining group practices.

Maintained all financial records and completed monthly financial reconciliations for recruited physicians who were on contract with Hospitals.

Secured over \$90,000 from several donors to construct and furnish the Banner Desert Pediatric Program's Playroom and Garden in 2002. These monies also supported multiple small projects such as computers for patients to use on the patient care units, and games and toys necessary for the Child Life Program.

## **EMPLOYMENT**

### **Kilmartin & Associates LLC**

2012 - October 1, 2017

Private contractor to John C. Lincoln Hospitals and ultimately to HonorHealth, to develop a Medical Staff Development plan and to provide physician recruiting services for specific specialty service lines such as Neurosurgery, Neurocritical Care, Pulmonary Critical Care, Trauma/Critical Care, General Surgery, Urology, Uro-Gynecology, Orthopedics, Ortho Spine, Cardiology, OB/GYN, Family Practice, Pediatric Gastroenterology. Contract ended as of October 1, 2017.

**John C. Lincoln Health Network** 2009 - 2012  
**Director of Physician Services.** Accountable to the Sr. VP/CEO for North Mountain and Deer Valley Hospitals. Responsibilities included developing rapport between Administration and the Medical Staff, updating and communicating the Medical Staff Development Plan and Community Need Analysis. Providing support to the Service line Directors to assist with recruitment of new physicians to support their service line as well as retention and business development. Responsible to the Director of Public Relations to review and maintain the Physician Referral Network.

**Kilmartin & Associates LLC** 2006 - 2009  
Physician practice marketing services to increase volume and maintain referral bases. Also support physician recruitment as a private contractor.

**Palliative Care Team at Chandler Regional Hospital/  
Mercy Gilbert Medical Center** 2006 - 2007  
Palliative Care Coordinator. Responsible for addressing end of life issues with patients and families through requests submitted by physicians, staff, patients and families.

**Scottsdale Healthcare, Scottsdale, Arizona** 2004 - 2006  
**Director of Physician Services** – Accountable to the VP/Chief Medical Officer. Responsibilities included developing rapport between Administration and the Medical Staff, updating and communicating the Medical Staff Development Plan. Providing support to the Service line Directors to assist with recruitment of new physicians to support their service line as well as retention and business development. Responsible to the Director of Public Relations to review and maintain the Physician Referral Network.

**Banner Health System, Phoenix, Arizona** 1992 - 2004  
**Director of Physician Outreach** - Accountable to the CEO's of Maryvale Samaritan Hospital/thunderbird Samaritan (1992 – 1995) and Banner Desert Medical Center (1995 – 2004). Served as a liaison between Administration and the physician community. Responsibilities included developing physician recruitment and retention plans, new business development strategies, and actively leading the recruitment of new physicians to support key service lines.

**Hospice of the Valley, Phoenix, Arizona (part-time on-call position)** 1992 - 2008  
Weekend Admission Coordinator for hospitals in the East Valley; weekend on-call coverage for Hospice home visits; weekend clinical coverage for Skilled Nursing Facilities throughout the East Valley.

**East Valley Samaritan Hospice, Mesa, Arizona** 1991 - 1992  
Generated referrals and admissions from physicians and other health care agencies; directed speaker's bureau in order to respond to community requests for presentations about Hospice.

**Jordan Rehabilitation Services, Inc., Westbury, New York** 1989 - 1991  
Director — Worked with worker's compensation and no-fault auto insurance companies to set up and review independent medical evaluations around the country by various practitioners; implemented financial and marketing plans.

**Medical Services, National Data Management Corp., Hicksville, New York** 1989  
Principal/Director - Served as a systems analyst and as the marketing and sales consultant for service and computer applications.

**Winthrop University Medical Center, Mineola, New York** 1974 - 1989

1988 -1989: Administrative Coordinator Winthrop Wound Care Center - Developed policies, protocols and other literature for professional and patient use; implemented marketing plan; programmed CPT coding and financial protocol for private practice billing; tracked data for financial and WCC protocols.

1987 - 1988: Preadmission Planning Coordinator - Coordinated multidisciplinary admissions management process, implemented a central P.A.T outpatient service, AM admissions, with a commitment to Utilization Review and Discharge Planning.

1983 - 1987: Coordinator, Ambulatory Mini-surgery - Planned and developed from its inception through opening of this facility.

1974 -1983: Nursing Supervisor - Scheduled and evaluated personnel, provided resource and backup support to staff.

**Hempstead General Hospital, Hempstead, NY** 1969 - 1974  
Staff Nurse - medical, surgical and critical care units

**North Shore Hospital, Manhasset, NY** 1967 - 1968  
Staff Nurse - Operating Room

### **EDUCATION**

Adelphi University, Garden City, NY  
MBA Candidate, Corporate Finance and Investment Marymount College, Tarrytown, NY.  
Bachelor's, Business Administration, 1986  
Suffolk School of Nursing, Southampton, NY  
Diploma, Registered Nurse, 1967

### **HONORS**

Delta Epsilon Sigma (National Scholastic Honor Society) 1983  
Dean's List - Marymount College, Tarrytown, New York 1981 - 1986  
Dean's List, Long Island University, New York 1964 - 1965  
Sigma Theta Tau, (National Nursing Honor Society) 1986  
Certification in Hospice and Palliative Care 2007 - 2211