

**Karen A. Tindall** MT(ASCP), MBA

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Education and Registrations

Masters of Business Administration in Healthcare, Our Lady of the Lake University, 1996

B.S., Medical Technology, University of Texas at San Antonio and University of Texas Health Science Center at San Antonio, 1985

MT(ASCP) 1985

CLS(NCA), 1985

Specialist in Hematology, 1990

ASCLS Member

TACLS

Clinical Laboratory Management Association

CLMA, Alamo Chapter Treasurer, 1992-1996

Texas Society of Medical Technology, Associate Member

Professional Experience**Summary**

Demonstrated leadership and management capabilities in clinical and laboratory settings, providing leadership in successfully integrating laboratory services into overall healthcare operations. Ability to meet laboratory compliance, training, and competency requirements while contributing to overall business financial and key performance indicators.

Management Capabilities

Manage and supervise clinical laboratories. Provide support to private specialist groups (hematology and oncology), medical staff, and outpatient treatment groups. Schedule workloads to maximize available staff resources. Perform medical technologist evaluations. Review technologist work to identify need for skill improvement, proficiency development, and knowledge acquisition.

Technical Capabilities

Have served as Safety Officer; chaired HIPAA committees; served on teams for EMR implementation, process improvement, and compliance initiatives. Develop and administer technologist competency programs. Coordinate technologist continuing education programs. Partner with organizations, such as U.T.H.S.C.S.A. Clinical Laboratory Science Program, to provide student clinical training. Assisted in implementing electronic data transmission system for laboratory data transfer between sites.

Laboratory Skills

Develop Total Quality Improvement programs and author laboratory Total Quality Management programs. Ensure quarterly reporting of TQI data. Provide consulting to maintain laboratories' CAP, COLA, and CLIA accreditations. Establish specified daily, weekly, monthly, and quarterly maintenance schedules on laboratory instrumentation.

Business Capabilities

Manage annual operating budgets and capital budget recommendations. Headed lab startup project for major cancer center, including space utilization, workflow analysis, and equipment evaluation and purchase. Perform monthly financial reviews. Perform workload reporting for projected revenue and staffing needs. Manage procurement; shipping and receiving documentation; inventory levels, pricing, and pricing contracts while maintaining high quality standards. Liaison with managed care groups to ensure laboratory service compliance. Perform billing and daily recheck for timely reporting. Develop and implement lab requisitions to comply with Medicare requirements. Ensure referral authorizations are in place before laboratory studies are performed.