

MILITARY SERVICE

United States Air Force (USAF) Veteran, Honorable Discharge
Eligible for Public Trust Clearance

- Rebuilt dormant risk management department following a 9-month vacancy; consolidated Risk Management, Quality Assurance, Patient Safety, and Safety Officer functions under single executive leadership.
- Reduced reportable patient safety events by 30 percent through data-driven quality improvement initiatives and targeted clinical interventions.
- Led facility through CMS, Department of Veterans Affairs (VA), and Agency for Health Care Administration (AHCA) surveys with zero deficiencies; spearheaded Patient Safety Indicator 90 (PSI-90) reduction initiative through policy revision and workflow optimization.
- Built facility-wide compliance monitoring infrastructure including performance dashboards, trend analysis, and executive reporting protocols.

Healthcare Compliance Consultant (Concurrent Engagements) Jun 2018 to Present

NurseDebb LLC, Remote, Florida

- Provide regulatory compliance, quality improvement, and risk management consulting to healthcare organizations on a project basis, concurrent with W-2 interim engagements.
- Author healthcare e-learning content for Relias Learning and Learning Mate covering patient safety, legislative advocacy, and regulatory compliance.

Clinical Nursing and Support Roles Jan 2001 to Nov 2019

Various Healthcare Facilities, Multiple US Locations

- Progressive clinical experience in cardiac, vascular, acute rehabilitation, and medical-surgical settings; Charge Nurse and Night Shift Supervisor with autonomous clinical decision-making responsibility.
- Served as clinical informatics nurse and Electronic Health Record (EHR) super user across multiple platforms including Cerner, MEDITECH, McKesson, Composite Health Care System (CHCS), and GE; led process improvement and staff safety training initiatives.
- Earlier in tenure, served in nursing support roles including Medical Assistant (inpatient and outpatient), Emergency Medical Technician-Basic (EMT-B in the ER), and Unit Secretary on inpatient nursing units; built foundational clinical experience supporting transition into licensed RN practice through patient assessment, vital signs, point-of-care testing, BLS/ACLS interventions, EHR documentation, order entry, and interdisciplinary care coordination.

Medical Services Technician / Combat Medic Feb 1999 to Jan 2001

United States Air Force (USAF), David Grant USAF Medical Center, Travis AFB, California

- Provided clinical care in surgical clinics and medical-surgical wards at the Air Force flagship teaching hospital; built foundation in federal healthcare delivery, quality standards, and team coordination.

EDUCATION

Juris Master (JM), Healthcare Regulation, Florida State University College of Law, Magna Cum Laude
 Bachelor of Science in Nursing (BSN), American Sentinel College, Magna Cum Laude
 Associate Degree in Nursing (ADN), Northern Virginia Community College
 Medical Services Technician Training, United States Air Force

CERTIFICATIONS AND LICENSURE

Registered Nurse (RN), Florida License #9531948, Active, Compact State
 Certified Registered Rehabilitation Nurse (CRRN) Expired 2023
 Project Management Professional (PMP), Project Management Institute (PMI) #3731443
 In Progress 2026: Certified Professional in Healthcare Risk Management (CPHRM), Certified Professional in Healthcare Quality (CPHQ), Healthcare Accreditation Certification Professional (HACP)

DEBORAH L. MCCAULEY, JM, BSN, RN, PMP

Healthcare Regulatory Compliance Executive, CMS Turnaround Specialist, USAF Veteran
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Florida RN License #9531948, PMP #3731443

KEY ACCOMPLISHMENT: Removed 336-bed teaching hospital from Centers for Medicare and Medicaid Services (CMS) termination status within 30 days, protecting \$400M+ in annual federal revenue.

PROFESSIONAL SUMMARY

Healthcare compliance and quality leader with 25+ years of progressive experience spanning acute care, federal and state healthcare, and interim executive consulting. Proven track record in regulatory turnarounds, enterprise compliance program development, risk management, and patient safety, from the trenches to the boardroom. Deep expertise in Centers for Medicare and Medicaid Services (CMS) Conditions of Participation, The Joint Commission (TJC) standards, and state survey processes, with demonstrated ability to lead organizations through high-stakes regulatory events, build sustainable compliance infrastructure, and deliver measurable quality outcomes. Equally effective in direct operations leadership, advisory, and federal healthcare environments.

SKILLS

Regulatory Compliance, CMS Conditions of Participation, The Joint Commission (TJC) Standards, State Survey Management, Risk Management, Patient Safety, Quality Assurance, Performance Improvement, Corrective Action Planning, Gap Analysis, Site Assessment, Regulatory Governance, Executive Engagement, Board Engagement, Federal Healthcare Operations, Veterans Health Administration, Policy Development, Root Cause Analysis, Cross-Functional Team Leadership, Healthcare Accreditation, Survey Readiness, Compliance Program Development, Healthcare Operations

PROFESSIONAL EXPERIENCE

Regulatory Compliance Program Manager (Interim) Mar 2025 to Nov 2025
AMN Healthcare / B.E. Smith, Multi-Hospital System, Pacific Northwest (Remote and Onsite)

- Served as principal regulatory compliance advisor to executive leadership for a 336-bed teaching hospital within a multi-hospital system facing Centers for Medicare and Medicaid Services (CMS) termination.
- Removed hospital from CMS termination track within 30 days through enterprise-wide corrective action planning, performance monitoring, and regulatory agency partnership.
- Co-chaired the Regulatory Oversight Committee (ROC) with the Chief Medical Officer, creating a scalable governance model subsequently adopted regionally; improved Corrective Action Plan (CAP) completion rate from 65 percent to 100 percent.
- Directed 12 or more regulatory surveys including The Joint Commission (TJC) triennial, multiple Department of Health (DOH) visits, and CMS and DOH complaint investigations.
- Developed FY2026 Gap Analysis tool covering all 16 TJC and CMS standard chapters with assigned executive accountability.
- Collaborated with the Transplant Director on Organ Procurement and Transplantation Network (OPTN) survey preparation, ensuring program compliance with federal regulations and accreditation standards.

Director, Risk Management and Patient Safety Feb 2023 to Sep 2023
Florida Department of Veterans Affairs, State Veterans Healthcare Facility, Florida