

TAMARA L. HAYES, RN, BSN, CIC

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San Diego, CA 92128
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EXPERIENCE

Expert Witness Consulting

Independent Consultant 11/2024 – Present

Responsible for researching and analyzing legal cases using nursing and infection prevention expertise to create expert witness reports and provide expert witness testimony when requested for both plaintiffs and defendants.

Scripps Mercy Hospital

**4077 Fifth Avenue
San Diego, CA 92103**

Director, Epidemiology/Infection Prevention 3/2016 to 10/2024

Responsible for the leadership, implementation, and oversight of operations of the Infection Prevention and Epidemiology Program for two hospitals. Duties included evaluating and supporting compliance with infection prevention policies, procedures, and regulatory standards at the site and system levels for the prevention of healthcare-associated infections (HAIs); collaboration with local, state, and national health departments for the prevention of high-level infectious disease transmission and to control and contain outbreaks; collaboration with site and system level multi-disciplinary departments/teams to provide infection prevention related education and support; and support of the Scripps Centralized Surveillance Team with National Healthcare Safety Network (NHSN) data collection, case review, and surveillance reporting.

Scripps Memorial Hospital Encinitas

**354 Santa Fe Drive
Encinitas, CA 92024**

Clinical Documentation Specialist 10/2012 to 3/2016

Responsible for initiating and developing the Clinical Documentation Program for the hospital. Duties included clinically based concurrent and retrospective review of patient medical records to ensure accurate and complete documentation with implementation of the physician query process; collaboration with multiple hospital personnel and physicians to identify potential gaps in documentation and provide education to ensure quality documentation and optimal DRG assignment and to promote the accuracy of the patient medical record.

Scripps Green Hospital

**10666 N. Torrey Pines Road
La Jolla, CA 92037**

Pre-Op Staff Nurse 6/2011 to 10/2012

Responsible for pre-operative preparedness of surgical patients undergoing planned or unplanned surgical procedures involving anesthesia and/or moderate sedation. Duties included assisting anesthesiologists with nerve blocks, assessment and monitoring of hospital inpatients requiring surgery, and Relief Charge Nurse.

Clinical Educator, DOU/CVSU 12/2009 to 6/2011

Responsible for the coordination of orientation for new employees including newly graduated Registered Nurses, and for providing education and staff development to direct patient care givers and support staff. Duties included evaluating clinical practice, monitoring standards of care, and providing clinical supervision.

Coordinator, Regulatory Compliance 1/2009 to 12/2009

Responsible for ensuring a safe and compliant care environment for patients and staff through coordination of activities associated with maintaining constant regulatory survey readiness; primary coordinator for Joint Commission, Centers for Medicare & Medicaid Services (CMS), and California Department of Public Health (CDPH) compliance monitoring.

Valley Hospital Medical Center
620 Shadow Lane
Las Vegas, Nevada 89106

ICU/CCU Staff Nurse 2/2003 to 1/2007

Responsible for providing care to a variety of critically ill adult patients, including cardiac surgery patients. Duties included preceptor for new ICU nurses.

Saddleback Memorial Medical Center
24451 Health Center Drive
Laguna Hills, California 92653

Emergency Room Staff Nurse 2/2001 to 11/2002

Responsible for providing care to a variety of adult and pediatric patients in a busy emergency department. Duties included Relief Charge Nurse and preceptor for new ER nurses.

Steven Hirsch & Associates
18837 Brookhurst Street, Suite 209
Fountain Valley, California 92708-7302

Manager, Infection Control Services 11/1997 to 1/2001

Responsible for evaluating hospital Infection Control programs throughout northern and southern California to ensure compliance with Joint Commission standards and federal and state regulations. Provided consultative services to hospitals requiring implementation of effective Infection Control, Employee Health, and/or Environment of Care programs. Management duties included resource collection and contract review.

Scripps Green Hospital
10666 N. Torrey Pines Road
La Jolla, California 92037

Infection Control Coordinator 5/1994 to 11/1997

Responsible for managing the hospital Infection Control Program; ensuring compliance with Joint Commission standards and federal and state regulations; Research Coordinator for infection control related studies.

Nursing Services Supervisor 11/1994 to 11/1997

Responsible for hospital-wide administrative duties including personnel management, patient care delivery, and resource availability and utilization; Clinical Practice Council Chair.

ICU/CCU Staff Nurse 5/1988 to 11/1997

Responsible for providing care to a variety of critically ill adult patients including cardiac surgery patients and liver and kidney transplant patients. Duties included Relief Charge Nurse and preceptor for new ICU nurses.

EDUCATION

Bachelor of Science in Nursing – Summa cum laude
University of Akron
Akron, Ohio

CERTIFICATIONS/CREDENTIALS

Registered Nurse, State of California RN#388845
Certification in Infection Control (CIC)
American Heart Association – BLS Provider

MEMBERSHIPS

Association for Professionals in Infection Control and Epidemiology (APIC)
• Past-President APIC San Diego & Imperial County Chapter

PUBLICATIONS/ABSTRACTS

Oral Abstract: Chinn, R., Kang, G., Myers, F. Hayes, T., et al. *“A County-wide Collaboration to Drive Quality Improvement Using Healthcare-associated Infection Surveillance Data from the National Healthcare Safety Network, Centers for Disease Control and Prevention.”*
Presented at IDWeek, October 19, 2024, by Raymond Chinn, MD.

Redfield, D., Hayes, T. *“Orthopaedic Infections,”* Critical Care Nursing Quarterly; Vol. 21, No. 2, August 1998, pgs. 24-35.

Abstract: Hayes, T. *“Leg Incision Infections After Coronary Artery Bypass Graft (CABG) Surgery,”* American Journal of Infection Control, Vol. 24, No. 2, April 1996; pg. 141.
Poster presentation on above abstract presented at 1996 APIC 23rd Annual Educational Conference and International Meeting, Atlanta, Georgia.

References available upon request