



DR. DEMETRIUS KIRK

DNP, MBA, MSN, RN, LNHA, FACHCA

Expert Witness Services for Healthcare Litigation

(501) 468-0523 • Nursedkirk@gmail.com • Honolulu, HI

Dual-Licensed RN & LNHA | 15+ Years Healthcare Operations | 100+ Facilities Served

<p>WHY DR. KIRK IS DIFFERENT</p> <ul style="list-style-type: none">• Currently practicing as both RN and LNHA—not a career expert witness• Consulted on 100+ facilities, including turnarounds and closures—understands operational failure• Recent clinical experience through 2021—not decades removed from bedside care• College teaching experience—proven ability to explain complex concepts to juries• DNP research achieved 86.6% fall reduction—understands evidence-based practice	<p>CASE TYPES & EXPERTISE</p> <ul style="list-style-type: none">• Long-term care negligence & abuse/neglect• Falls and fall prevention failures• Pressure injuries and wound care• Medication errors and pharmacy protocols• Staffing violations and adequacy• Infection control breaches• CMS F-Tag violations and compliance• Standard of care assessments• MDS/PDPM documentation disputes• Root cause analysis and systems failures
<p>SERVICES PROVIDED</p> <ul style="list-style-type: none">• Case Record Review: Comprehensive analysis of medical records, nursing documentation, and incident reports• Expert Reports: Detailed written opinions on standards of care, causation, and regulatory compliance• Timeline Development: Structured chronologies clarifying complex medical events• Deposition Testimony: Clear, credible sworn testimony on clinical and regulatory standards• Trial Testimony: Jury education on healthcare practices and regulations• Consultation: Strategic guidance on healthcare compliance and litigation strategy	<p>CREDENTIALS & EXPERIENCE</p> <p>Education:</p> <ul style="list-style-type: none">• Doctor of Nursing Practice (DNP), 2025• Master of Business Administration (MBA), 2021• Master of Science in Nursing (MSN), 2020• Licensed Nursing Home Administrator, 2017 <p>Active Licenses:</p> <ul style="list-style-type: none">• RN (Hawaii & Michigan)• Licensed Nursing Home Administrator• Fellow, American College of Healthcare Administrators

Available for Plaintiff and Defense Counsel Nationwide

Fee Schedule and Full Curriculum Vitae Available Upon Request

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Honolulu, HI • (501) 468-0523 • Nursedkirk@gmail.com • [LinkedIn Profile](#)**PROFESSIONAL PROFILE**

Licensed Nursing Home Administrator & Registered Nurse with over a decade of experience in leadership, risk management, and compliance across healthcare settings. Expert in CMS F-Tags, CFR regulations, quality assurance, and operational improvement. Proven success in facility management, fall reduction initiatives, expert witness services, and risk-based consulting.

Area Of Expertise

- **Expert Witness Services:** Provide authoritative analysis and testimony in healthcare litigation, including malpractice, standards of care, and compliance cases.
- **Case Record Review:** Evaluate patient charts, medical records, and case documents to develop timelines, evidence summaries, and expert reports.
- **Regulatory Expertise:** Apply advanced knowledge of CMS F-Tags, CFR requirements, and federal regulations to identify compliance issues and causation.
- **Litigation Support:** Partner with plaintiff and defense counsel, clarifying complex clinical and regulatory issues into actionable legal insights.
- **Operational Consulting:** Turnaround specialist for distressed LTC facilities; directed compliant closure of 40+ facilities nationwide; executive leadership coaching and strategic facility launches.

EDUCATION, CERTIFICATIONS & LICENSES**DOCTOR OF NURSING PRACTICE (D.N.P): EXECUTIVE LEADERSHIP, ASPEN UNIVERSITY - 2025**

(DOCTORAL PROJECT: IMPLEMENTED MORSE FALL SCALE RISK ASSESSMENT PROTOCOLS, ACHIEVING MEASURABLE REDUCTION IN FALL RATES IN POST-ACUTE CARE SETTING.)

Master of Business Administration (M.B.A.): Healthcare Management, Western Governors University – 2021**Master of Science: Nursing (M.S.N.): Health and Nursing Informatics, Aspen University – 2020****Bachelor of Science (B.S.): Nursing: Registered Nurse (RN), Ohio University – 2019****Licensed Nursing Home Administrator Certification, Madonna University – 2017****Associate of Science (A.S.): Nursing, Jackson Community College – 2016****Licensed Practical Nurse, Nexcare Healthcare Training Institute – 2013****ARC BLS/First Aid Instructor****PROFESSIONAL EXPERIENCE****SMK Medical, Owner, Detroit, MI**

Aug-2021 – Present

- **Record Review and Reporting:** Analyze medical records, patient charts, case documents, and Medicare data to build timelines and prepare comprehensive expert reports.
- **Attorney Support:** Clarify regulatory requirements, identify compliance gaps and causation issues, and provide risk-based insights to inform strategy.
- **Regulatory Insight:** Apply deep knowledge of federal regulations and healthcare operations as an RN and LNHA to identify risk, compliance gaps, and causation.
- **Standards of Care:** Evaluate nursing and clinical practices across settings, offering opinions on adherence to professional standards and expected protocols.
- **Case Preparation:** Develop structured timelines and evidence summaries that clarify complex medical issues for litigation and arbitration.
- **Operational Consulting:** Serve as turnaround specialist for struggling LTC facilities, direct compliant closure of 40+ facilities across the U.S., provide executive leadership coaching, and support strategic facility/unit launches nationwide.

- Wahiawa General Hospital, *Hospital Administrator*, Wahiawa, HI** Aug-2021 – Aug-2022
- **Managed Daily Operations:** Oversaw daily functions and P&L management (\$25M) across all departments.
 - **Facility Closure and Expansion:** Developed and executed a closure plan for the post-acute care line while adding a new 45-bed service line, ensuring compliance with Hawaii Department of Public Health and federal regulations.
 - **Employee Transition:** Conducted meetings to manage the smooth transition of hospital staff to new employers, minimizing disruption.
 - **Performance Improvement:** Led organization-wide performance improvement activities using DMAIC, improving net operating margins by 12% and occupancy rate by 8%.
 - **Regulatory Compliance:** Focused on compliance with regulatory standards and achieved necessary quality accreditations in collaboration with the Chief Nursing Officer.
 - **Leadership and Mentoring:** Coached and mentored staff, enhancing organizational understanding and performance and embodying the hospital's mission and values.
- Advantage Living Center, *Nursing Home Administrator*, Southgate, MI** Mar 2020 – Jun 2021
- **Directed Facility Operations:** Managed day-to-day operations, adhering to federal and local standards, guidelines, and regulations, to focus on high-quality patient care and compliance.
 - **Oversaw Departments:** Directed clinical and non-clinical departments, totaling 115 FTEs, including Nursing, Admissions, Business Development, Process Improvement, Finance, Clinical Services, and Regulatory Affairs.
 - **Budget Management:** Developed and managed a \$15M annual budget, reviewed and analyzed monthly financial statements, and achieved quality metrics through effective clinical processes.
 - **Stakeholder Collaboration:** Fostered relationships with internal and external stakeholders, including community partners and health delivery systems, to enhance revenue and increase census.
 - **Compliance and Surveys:** Completed four infection control surveys and four complaint surveys, receiving only minimal citations.
 - **Policy Implementation:** Established policies and professional standards of practice for the facility, especially during the COVID-19 pandemic, ensuring continued compliance and quality care.
- Rainbow Rehab Center, *Weekend Supervisor/ ChargeNurse*, Farmington Hills, MI** Dec 2007 – May 2021
- **Oversaw:** treatment provided by direct care workers to patients with traumatic brain and spinal cord injuries within a forty-bed Neuro Rehabilitation Campus.
 - **Provided care:** Including tracheostomy, ostomy, IV and PICC line management, orthopedic rehabilitation, and wound care.
 - **Career progression:** CNA (2007), Lead CNA (2009), Weekend Charge LPN (2013), Weekend Supervisor RN (2017).
- Oakland Regional Hospital, *Weekend Nurse Supervisor*, Southfield, MI** July 2015 – May 2021
- **Provide:** IV therapy and “Picc line management.”
 - **Provided:** Post-surgical wound care “JP drains, staple care, pin care.”
 - **Assisted:** In care plan development & discharge planning
 - **Performed:** Head-to-toe assessments on newly admitted patients and focus assessments as needed
- Breconshire Nursing Center, *Nursing Home Administrator/COO* Detroit, MI** Dec 2018 – Mar 2020
- **Directed Operations:** Managed all facility functions including operations, administration, clinical services, HR, and finance.
 - **Improved Census:** Increased patient census by 14% through strategic collaborations.
 - **Reduced Turnover:** Cut staff turnover by 7% and eliminated agency staff use.
 - **Managed Budget:** Oversaw a \$15M budget, consistently met PPD expectations, and optimized overtime.
 - **Compliance:** Achieved successful surveys with minimal citations (D-level or below).
 - **Enhanced Financial Performance:** Increased EBITDA by 15% through effective financial management.
- Evangelical Homes of Michigan (EHM) Senior Solutions, *Clinical Manager*, Detroit, MI** Apr 2018 – Sep 2018
- **Policy Development:** Collaborated with the Administrator to develop and implement clinical policies and procedures, ensuring adherence to best practices.
 - **Regulatory Compliance:** Participated in certification, accreditation, and audit processes, ensuring compliance with clinical practice laws and home care regulations.

- **Staff Orientation:** Assisted in orienting newly hired clinical staff and assigning preceptors.

SMK Medical, *Consultant Director of Clinical Services*, Romulus, MI March 2017 – Apr 2018

- **Consulted Homecare Agencies:** Provided consulting services for compliance and quality improvement.
- **Led Surveys:** Directed CHAP and JCAHO surveys, implementing corrective actions.
- **Oversaw Clinical Operations:** Managed clinical departments and developed clinical manager roles.
- **Implemented Policies:** Created policies aligned with CMS 2017/2018 CoP.
- **Developed Quality Programs:** Reduced hospital readmissions and episode times, and increased revenue through quality initiatives.
- **Managed OASIS Submissions:** Coordinated state submissions and corrected errors using data analytics.
- **Monitored Quality:** Improved star ratings by analyzing OBQI and OBQM indicators.

Pace Home Health Care, *Case Manager/ Quality Assurance Director*, Detroit, MI Jan 2014 – Jan 2018

- **Managed Patient Care:** Collaborated with homebound patients, medical providers, and resources to achieve quality outcomes.
- **Handled Documentation:** Coded ICD-10 and processed OASIS and 485 forms to Medicare and CHAP standards.

MediLodge of Taylor, Inc., Taylor, MI Feb 2014 – May 2015 & Nov 2016 – Mar 2017

Assistant Director of Nursing & Director of Restorative

- **Managed Rehabilitation Unit:** Supervised nurses and nursing assistants, overseeing patient care in the sub-acute rehabilitation unit.
- **Compliance:** Maintained proper documentation in accordance with Medicare, federal, and state standards.
- **Developed Standards:** Created procedures for admissions, reducing medication errors, hospital readmission rates, and staff overtime.
- **Conducted Investigations:** Assisted with incident investigations to focus on resident and staff safety and compliance with federal and state laws.
- **Coordinated Therapies:** Managed coordination of physical, occupational, and speech therapies as prescribed.
- **Assessed and Planned Care:** Performed assessments and developed individualized restorative care plans, monitoring their effectiveness.

Interim Home HealthCare Inc., Novi, MI May 2015 – Nov 2016

Clinical Supervisor & Director of Quality Assurance

- **Oversaw Care and Services:** Managed the delivery of care and services to focus on compliance with physician orders, laws, and regulations.
- **Implemented Processes:** Developed and implemented processes to improve patient outcomes and efficiency in care delivery.
- **Conducted Training:** Developed and executed training programs for patient conditions and service practice changes.
- **Managed Recruitment:** Handled recruitment, retention and performance assessment of caregivers.
- **ACO Coordinator:** Reduced hospitalization rates by 2% through effective ACO coordination.
- **Program Coordination:** Coordinated the Humana Senior Bridge program.

Teaching Experience

Current as of 1/30/26

College/ University	Course	Format	Course Content	Date
Baker University	HSC 1010: Introduction to Health Professions	Online	Teaching an introductory course on healthcare professions, including a review of basic healthcare law and regulatory compliance.	Fall 2 2025/8 week
Baker University	HSC 1010: Introduction to Health Professions	Online	Teaching an introductory course on healthcare professions, including a review of basic healthcare law and regulatory compliance.	Fall 1 2025/8 week
Baker University	HSC 1010: Introduction to Health Professions	Online	Teaching an introductory course on healthcare professions, including a review of basic healthcare law and regulatory compliance.	Spring 1 2025
Baker University	HSC 1010: Introduction to Health Professions	Online	Teaching an introductory course on healthcare professions, including a review of basic healthcare law and regulatory compliance.	Spring 2 2025
Baker University	HSC 1010: Introduction to Health Professions	Online	Teaching an introductory course on healthcare professions, including a review of basic healthcare law and regulatory compliance.	Fall 2024
Baker University	NHA 4350: Finance for the Long-Term Care Facility	Online	Taught the inaugural course focusing on financial management in LTC, including CMS rules and	Spring 2024

			regulatory compliance.	
Baker University	Developed: NHA 4350: Finance for the Long-Term Care Facility	Online	SME: Lead Course Designer. Developed course objectives and content focusing on LTC financial management and compliance with CMS regulations.	Fall 2023
Chaminade University	Complex Disease I (NSG-204)	Classroom didactic & Clinical	Fundamentals Lab & Clinical. The course includes the management of complex diseases and clinical practice, with elements of healthcare law.	Fall 2024
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Speaking Engagements

Event Name	Type of Event	Topic of Event	Event Date
AAPACN	Conference: Breakout	What every administrator wants their nursing leadership to know: Mastering CBC	April 2025
Leading Age: AZ	Conference: Breakout	Winning In LTC	April 2025
Leading Age: OKC	Conference: Closing Keynote	Winning In LTC	March 2025
Healthcare Conference	Conference	Preventing Pain	November 2024
Achca Webinar	Webinar	Winning in LTC	August 2024
ACHCA National	Panel Discussion	DEI in LTC	May 2024

Event Name	Type of Event	Topic of Event	Event Date
LongTree Education	Webinar	Risk & Compliance for NHA & RN	Various dates 2023-current
Nursing Detroit Emerging Leaders Summit	Webinar	From Detroit to Hawaii: My Personal Growth Story	June 2022
Nursing Detroit Emerging Leaders Summit	Webinar	From Detroit to Hawaii: My Personal Growth Story	June 2021
Nursing Detroit Emerging Leaders	Webinar	Setting your own compass	June 2020
Nursing Detroit Emerging Leaders	Webinar	Succeeding when others have counted you out	June 2019

Professional Memberships

Organization Name	Year Joined	Status
American College of Healthcare Administrators	2022	Fellow (ACHCA)
American Association of Post-Acute Care Nursing (AAPACN)	2022	QCP (QAPI Certified)