

**BALTIMORE COUNTY PUBLIC SCHOOLS  
TOWSON, MARYLAND 21204**

**August 13, 2002**

***ETHICS REVIEW PANEL***

**RECOMMENDED REAPPOINTMENT**

**KAREN W. STRAND, RN**

**Education**

Registered Nurse, Richmond Memorial School of Nursing, Richmond, VA  
Coursework, College of Notre Dame, Baltimore, MD  
Coursework, Virginia Commonwealth University, Richmond, VA

**Licensure**

Registered Nurse, State of Maryland

**Employment History**

Principal Consultant—Strand and Associates, Baltimore, MD, 2001 to present; own and manage a healthcare consulting practice.

Director, Clinical Operations—Carefirst, Patuxent Medical Group, Columbia, MD, 1998 to 2001; directed administrative and clinical operations of medical providers and supervised managers.

Director, Practice Assessment—Helixcare, Inc., Lutherville, MD, 1995 to 1998; developed and managed internal consultant department and coordinated and managed due diligence process.

Practice Administrator—Johns Hopkins Medical Services Corporation, Baltimore, MD, 1989 to 1995; coordinated services of outpatient medical office and supervised clinical and ancillary support staff.

Clinical Coordinator—Richmond Area High Blood Pressure Center, Richmond, VA, 1987 to 1989; managed clinical operations and coordinated community hypertension screenings and outreach program.

Registered Nurse—Medical College of Virginia, Richmond, VA, 1985 to 1987.

**Appointments**

Ethics Review Panel, Baltimore County Public Schools, 1997 to present; served as Vice Chair and Chair in 2000 and 2001, respectively.

