

James A Watt, Jr, CNIM, R.EP.T, F.ASNM

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NeuroDialogues.com

EDUCATION

May 1998 Bachelor Degree in Biology with Chemistry minor, Spring Arbor University

CERTIFICATIONS

Certification in Neurophysiological Intraoperative Monitoring – issued by ABRET October 1998
(credential number 253)

Registration in Evoked Potential Technology – issued by ABRET August 2012
(credential number 1301)

LEADERSHIP AND ADMINISTRATIVE EXPERIENCE

Neuromonitoring Associates (2023-present)

Director of Clinical Development (2025-present)

- Oversee all aspects of the Clinical Development Department including new technologist education and training, advanced technologist education and training, clinical quality assurance and standardization, clinical research, training development
- Lead The Joint Commission accreditation and renewal process
- Manage Clinical Development Department staff
- Manage department budgets and budgeting process
- Oversee Adverse Outcome and Root Cause Analysis processes
- Define and monitor departmental KPIs

Director of Education (2024-2025)

- Lead all aspects of neurotechnologist education, including fellowship programs, CNIM board preparation, advanced training, and ongoing continuing education
- Develop and implement evidence-based clinical protocol in collaboration with CCO and department directors
- Oversee mentor training and supervision
- Participate in operating room activities for training and competency assessment
- Conduct root cause analysis for adverse events and coordinate remediation
- Prepare and present monthly KPI reports for education and quality programs
- Assist in identifying and capitalizing on RVU opportunities through strategic analysis
- Develop, coordinate, and schedule clinical support program activities

Southeast Director of Field Operations (2023-2024)

- Oversee daily clinical operations for multistate intraoperative team in the Southeastern US
- Strategic planning, marketing, and business development
- Responsible for growth and development of the clinical team
- Responsible for productivity, profit and loss, and other benchmarks and KPIs

LJW Development LLC (2022-present)*CEO / Equity Partner*

- Analyze potential rental properties
- Manage current rental portfolio
- Identify, develop relationships, and manage vendor partners
- Manage and maintain business accounts including statement of cash flow, profit and loss statement, balance sheet, and annual business filings.
- Secure bank and hard money lending to undertake purchase and rehab of rental properties

Neurodiagnostic Solutions (2018-present)*Consultant / CEO / Equity Partner*

- Consult with neurodiagnostic product developers regarding how their products are utilized in the healthcare setting
- Recommend product revisions and new products to be utilized in the operating room
- Consult with hospitals and other healthcare organizations regarding neurodiagnostic program best practices, program design, staff training, and program optimization
- Instructor and key-note speaker for healthcare organizations and neurodiagnostic product developers during staff training seminars, sales team seminars, and other team meetings

Assure Neuromonitoring (2022-2023)*National Technologist Director*

- Oversee daily clinical operations for multistate intraoperative neuromonitoring team
- Responsible for expansion and development of the clinical leadership team
- Strategic planning and marketing of intraoperative neuromonitoring services and clinical services product line
- Developed and implemented KPIs and benchmarking of clinical operations team
- Developed and implemented technologist career ladder aimed at growth in clinical knowledge and skillset
- Responsible for development and implementation of intraoperative neuromonitoring education and training program
- Responsible for training interpreting neurologists
- Responsible for profit and loss of technical clinical division

Advanced Monitoring Services (2018-2021)*Chief Innovation Officer (2020-2021)*

- Lead company through Joint Commission accreditation process with zero findings for improvement
- Lead intraoperative monitoring and clinical Education and Training Department
- Worked with regional hospitals to setup and oversee Epilepsy Monitoring Unit, Long-term Monitoring services, Ambulatory EEG services and Routine EEG services
- Carried out market research, evaluation and development of new markets and business units
- Worked with key stakeholders to negotiate contracts and implement new services with new and existing customers
- Responsible for training interpreting neurologists

Chief Operations Officer (2018-2019)

- Oversee daily operations, strategic planning, training, and marketing of intraoperative neuromonitoring services and clinical services product line

- Responsible for development and implementation of strategic initiatives
 - Developed and implemented staffing models based upon current and projected needs
 - Negotiated contracts with customers, vendors, and interpreting neurologist groups
- Chief Learning and Service Design Officer (2018-2019)*
- Setup, oversee daily operations, strategic planning, training, and marketing of clinical services product line

Comprehensive Care Services (2013-2018)

VP of Neuro Monitoring Services / Equity Partner

- Oversee daily operations, strategic planning, and marketing of Comprehensive's Neuro Monitoring product line
- Responsible for contract negotiations with customers and suppliers
- Developed neuro monitoring business from zero to over 2000 annual monitored surgical procedures, over 500 clinical procedures and weekly long term monitoring services
- Equity partner of IONM service line

Biotronic NeuroNetwork (2008-2012) *now part of Nuvasive Clinical Services

Educator/Clinical Product Designer

- Helped to develop Biotronic's basic and advanced clinical training programs boasting an average CNIM first time pass rate of 98.2%
- Served as a member of the Quality Assurance Committee which was responsible for defining, implementing, and measuring continuing process improvement goals and quality metrics
- Developed and managed Biotronic's clinical competency and recredentialing program
- Served as the infection control, diversity, and safety coordinator
- Participated on the Clinical Acquisitions Team
- Conducted hospital program reviews and implemented management of in-house hospital programs
- Worked with manufacturers on new product development and negotiated product supply contracts, including a subdermal needle supply contract which resulted in \$400,000 of annual cost savings

Ingham Regional Medical Center (2006-2008) *now McLaren Regional Medical Center

Neurodiagnostics Monitoring Specialist

- Developed and implemented an intraoperative monitoring and clinical testing program
- Provided training for hospital physicians and began work to implement remote supervision capabilities of hospital physician group
- Supervised and trained employees in all aspects of intraoperative monitoring
- Provided quality intraoperative monitoring and clinical testing (including ABR, SSEP, VEP, EMG, TCMEP and EEG modalities) to surgeons and their patients

Biotronic NeuroNetwork (1998-2006) *now part of Nuvasive Clinical Services

Quality Assurance Supervisor/Neuromonitoring Specialist (2003-2006)

- Supervised and trained employees in all aspects of intraoperative monitoring
- Provided quality monitoring (including ABR, SSEP, VEP, peripheral nerve mapping, cortical mapping, deep brain recording, EMG, TCMEP, and EEG modalities) to our surgeons and their patients
- Conducted periodic quality reviews in all Biotronic regional centers and implemented appropriate quality assurance metrics

Ohio/Indiana Regional Director (1998-2003)

- Increased annual regional sales by 100% resulting in annual revenue increase of more than \$1,000,000
- Successfully guided Biotronic through the acquisition of a regional competitor
- Directed employees training, improving the level of quality offered to our surgeons and their patients
- Acquired extensive experience in the neurosurgical, ENT and orthopedic operating room environments

OTHER EXPERIENCE AND MISSION WORK

SSET: The Southern Society of Neurodiagnostic Technologists (2017-present)

President (2022-2024)

President-elect (2020-2021)

Secretary/Treasurer (2019-2020)

Member, Board of Directors (2017-2019)

eLearnEND.com (2014-2016)

Program Director / Equity Partner

- Developed and conducted online education and training in neuro monitoring
- Equity partner

Larry Head Institute (2008-2013)

Program Director / Equity Partner

- Developed the institutes online and classroom based intraoperative monitoring (IONM) training program
- Served as an instructor for the IONM and evoked potential training courses
- Designed and developed the institutes web presence
- Recorded, edited and produced the video components of the institutes online course offerings
- Expanded the institutes product base to include hospital program evaluations and competency certification

Associate Instructor (2008-2012)

- Taught accredited IONM training courses
- Developed IONM course materials and CNIM (Certification in Neurophysiologic Intraoperative Monitoring) preparation curriculum

Alpha Neuroscience Institute (2011-2013)

Intraoperative Neuromonitoring Program Director / Equity Partner

- Developed and implemented a 48-week intraoperative monitoring training program

Cadwell Laboratories (2008-2015)

Clinical Training Instructor

- Provided on-site didactic and clinical training on the programming, assembly and operation of Cadwell IONM equipment
- Conducted on-site IONM training (SSEP, EMG, TCMEP, Cortical Mapping, etc.) for Cadwell customers

FOCOS: Foundation of Orthopedics and Complex Spine, Ghana (2006-2015)

Chief Monitoring Technologist

- Served on a volunteer basis as the organizations lead technologist

- Identified and trained local staff to function as IONM technologists
- Negotiated purchase agreements with equipment suppliers to the FOCOS Hospital in Ghana

Spring Arbor University (1993-1996)

Executive Cabinet Officer (1995-1996)

- Served as a voting member of the Spring Arbor University President's Executive Cabinet
- Participated in decisions concerning the school's \$22 million budget, including membership on the university's Planning and Budgeting Council
- Initiated, researched and developed proposals resulting in extensive remodeling of the student union, limiting tuition increases to the national cost-of-living index and implemented an inter-cultural minor degree program

Student Association President (1995-1996)

- Served as a student representative to the Spring Arbor University Executive Cabinet, faculty, staff and community resulting in improved relations with each constituency
- Administered the disbursement of the Student Associations \$45,000 budget, including oversight of student services and activities

Student Association Director of Finance (1993-1995)

- Recorded and approved all Student Association expenditures and receipts, resulting in budget surpluses both years

Student Manager, Cougar Den (1993-1994)

Secretary General, National Council on US-Arab Relations (1996-1998)

- Organized and chaired three-day conferences (Michigan Model Arab League) of Michigan colleges and universities in which students attempted to gain a more thorough understanding of the Middle East conflict
- Increased annual attendance by 30%
- Obtained financial support from local business partners
- Provided lectures and pertinent research materials to local school delegations in preparation for the conferences

SOCIETY MEMBERSHIPS AND INVOLVEMENT

ASNM	Current member of Board of Directors, past board member, past editor of ASNM's publication <i>The Monitor</i> , past chair of the Applied Philanthropy Committee, Speaker
ASET	Speaker
CSET	Speaker
ISSET	Speaker
MSET	Past board member, Speaker
SSET	Past president and past board member, Speaker

**For a complete list of speaking engagements and podcast episodes, please visit*

<https://neurodialogues.com/about-the-host>

INTERCULTURAL EXPERIENCE

- Educator and speaker for Neuromonitoring UK in Nottingham, England (2013), Bristol, England (2018), and Edinburgh, Scotland (2025)
- Traveled to Blantyre, Malawi in July 2007 to teach clinical evoked potential testing to the technicians of the Blantyre Cerebral Malaria Project
- Participated with FOCOS Ghana and FOCOS Barbados during 24+ trips from 2003 to 2015 to provide IONM to patients with complex spinal deformities. (In 2006, our group was featured in a Discovery Channel special entitled "Surgery Saved My Life")
- Selected by the National Council on US-Arab Relations to study the politics, religion and history of the Middle East at Aleppo University, Syria in the summer of 1997
- Studied Traditional Chinese Medicine at Chengdu College of Traditional Chinese Medicine in Sichuan Province, China (1996-1997)
- Studied the culture, religion, history and geography of the Middle East at Jerusalem University, Israel in January 1994 and January 1996.

HONORS AND AWARDS

- 2022-23 President for The Southern Society of Neurodiagnostic Technologists (SSET)
- 2021 Awarded ASNM Fellowship Status
- 2004 Detroit Spirit of The City Award
- 1997, 1998 Model Arab League Secretary General
- Member of the National Council on US-Arab Relations Delegation to Syria, Summer 1997
- Wolverine High School Valedictorian, 1992