

Christopher Clemens

Healthcare Governance • Operations • AI Governance & Systems Architecture

(903) 280-6553 • Christopher.Clemens@ace.tamut.edu

linkedin.com/in/christopherclemens-983477a • beyondtheid.substack.com

C-suite healthcare executive spanning compliance, quality, operations, and clinical technology. Built and scaled a home health & hospice organization from early-stage census to a \$22M regional provider by making governance operational: survey-ready compliance, outcome-driven QAPI, and systems that hold under regulatory scrutiny. Now translating those lessons into AI governance and “constitutional constraint” architectures designed to prevent drift, preserve identity, and keep high-stakes systems safe under optimization pressure.

KEY HIGHLIGHTS

- Scaled Heritage Home Health & Hospice from 18 to 240 hospice patients (13x growth) and helped build a \$22M regional platform grounded in regulatory trust.
- Led enterprise compliance, quality, and technology across home health and hospice; ensured HIPAA, CMS Conditions of Participation, and accreditation readiness through governance-by-design.
- Built durable QAPI infrastructure: metric definitions, reporting cadence, incident investigation, and corrective-action loops tied to outcomes (hospitalizations, documentation integrity, patient experience).
- Board-facing operator with P&L ownership and risk architecture expertise; translates complexity into decisions, controls, and execution.
- Founder/architect of Guardian AI Governance Framework; author of SSRN preprints and U.S. patents pending on constitutional identity/constraint architectures for AI agents.

PROFESSIONAL EXPERIENCE

Chief Compliance and Quality Officer

Oct 2025 – Present

Heritage Home Health & Hospice

Texarkana, TX

Promoted into dedicated enterprise compliance and quality leadership as organizational scale and regulatory complexity required formal separation from operations. Owns HIPAA, CMS Conditions of Participation, accreditation readiness (Joint Commission/ACHC), and enterprise risk controls across a \$22M regional home health and hospice organization.

- Owns regulatory readiness: maintains CMS Conditions of Participation, state requirements, and accreditation standards; leads survey preparation, response, and sustained corrective action.
- Architects QAPI governance: defines measures, reporting cadence, and performance-improvement charters tied to outcomes (hospitalizations, clinical quality, patient experience, documentation integrity).
- Runs HIPAA privacy/security program: incident intake, investigation, root-cause analysis, breach risk assessment, and corrective/preventive action.
- Oversees EMR and quality reporting integrity (OASIS/hospice reporting): documentation standards, auditing, and clinician feedback loops that reduce downstream risk.

Chief Operating Officer

Mar 2022 – Oct 2025

Heritage Home Health & Hospice

Texarkana, TX

Directed enterprise operations across home health and hospice while scaling to \$22M in annual revenue. Drove execution across clinical operations, staffing models, documentation, technology enablement, and governance controls; simultaneously carried CCO/CTO accountabilities until regulatory requirements mandated separation.

- Scaled multi-site operational infrastructure across home health and hospice (intake → clinical delivery → documentation → billing) to support sustained growth.
- Owned enterprise risk posture during expansion by integrating compliance, quality, and operational controls into day-to-day management (not as after-the-fact audits).
- Led technology strategy and execution (EMR governance, reporting integrity, workflow design) to strengthen documentation quality and decision support.

- Provided board-ready operating narratives and metric packages connecting clinical outcomes, regulatory risk, and financial performance.

Chief Compliance Officer / Chief Technology Officer

Mar 2019 – Mar 2022

Heritage Home Health & Hospice

Texarkana, TX

- Built the enterprise compliance + technology backbone required to scale: policies/controls, audit routines, documentation standards, and system governance.
- Served as executive owner for both regulatory integrity and the enabling tech stack—aligning workflows, reporting, and controls to clinical reality.

Administrator

Apr 2011 – Mar 2019

Heritage Home Health & Hospice

Texarkana, TX

Joined when hospice census was 18 patients and led the operating build-out that grew hospice to 240 patients (13x) while establishing the compliance, QAPI, and risk-management infrastructure that has sustained the organization through two decades of regulatory scrutiny.

- Drove 13x hospice growth (18 → 240 patients) through operational execution, clinical quality discipline, and sustained survey readiness.
- Built foundational compliance and QAPI systems (measure definitions, chart audits, incident investigation, CAPA) that became the organization’s operating “immune system.”
- Reported directly to the board; translated operational risk and performance into decisions, priorities, and resource allocation.

Corporate Nurse / IT

Jul 2009 – Apr 2011

Dierksen Memorial Hospice

Texarkana, TX

- Co-created enterprise Corporate Compliance and QAPI programs from zero—policies, reporting, and performance-improvement routines.
- Owned quality data reporting and improvement strategy; supported leaders with trend analysis and action plans.
- Administered and supported Allscripts EMR environment (hardware/software), improving uptime and user adoption.

INTELLECTUAL & RESEARCH WORK

Founder & Principal Architect — Guardian AI Governance Framework

Dec 2025 – Present

Many Worlds Development

Texarkana, TX

Founded Many Worlds Development to build Guardian: a governance architecture for AI systems designed to preserve behavioral consistency under optimization pressure. Guardian emphasizes constitutional constraints (inviolable boundaries) over performance-maximization—an approach informed by two decades leading high-scrutiny healthcare governance.

- U.S. patents pending: constitutional identity/constraint architecture for AI agents; PCIA for interactive media characters (application 19/547,969).
- SSRN preprints in circulation (6310402, 6310418) outlining philosophical and technical foundations of constraint-based AI governance.
- Manuscripts under review/assigned: *The Superego Reconsidered* (Journal of Humanistic Psychology; ID JHP-2026-Apr-8615); Journal of Nietzsche Studies (assigned).
- Author: *Principia Humanitas* (Amazon ASIN B0GQCT3N8P); creator of *Beyond the Id* (Substack) on AI governance, philosophy, and systems design.

EDUCATION

Bachelor of Science in Nursing (BSN)

May 2026

Texas A&M University – Texarkana

Associate Degree in Nursing (ADN)

2005

Texarkana College

Politics & Philosophy — Coursework

1995 – 1999

The University of Dallas

Great Books curriculum grounded in Aristotelian and Thomistic philosophy; foundation for ongoing independent work in philosophy, systems thinking, and governance theory.

CORE COMPETENCIES

Healthcare Governance & Compliance: HIPAA • CMS Conditions of Participation • Medicare/Medicaid • Joint Commission/ACHC • QAPI • Risk Management • Incident Investigation • CAPA/Corrective Action • EMR Compliance • OASIS Reporting

AI Governance & Architecture: Constitutional Constraint Architecture • AI Safety/Alignment • Behavioral Consistency Systems • AI Policy & Regulation (EU AI Act) • Machine Ethics • Identity Architecture • Long-Horizon Decision Modeling

Executive Operations: 0→1 Organization Building • P&L Ownership • Board Reporting • Clinical Operations • Technology Leadership • Survey Management • Strategic Planning • Change Management

Thought Leadership & Research: Academic & Technical Writing • Peer-Reviewed Research • Patent Development • Governance Theory • Philosophical Systems Thinking • Psychoanalytic Frameworks