

# HARRISHEALTH NURSING

# NURSING

2019/2020 ANNUAL REPORT

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# REDEFINING RESILIENCE

A LETTER FROM OUR CHIEF NURSING EXECUTIVE



**When the Centers for Medicare and Medicaid Services conducted a full accreditation survey of Harris Health System in early 2019, no one could have predicted how critical the timing would be.**

But before the year was out, COVID-19 would test everything we learned and implemented as a result of the survey. That includes the resilience of our entire nursing staff.

We implemented and executed rapid improvement cycles, discovered gaps and processes that needed closing, and focused on infection prevention practices and patient safety.

The first U.S. case of COVID-19 occurred early in 2020. In late January, the World Health Organization declared a public health emergency.

Because of our new practices and innovations, we were able to face the unknown dangers of COVID-19 with strength and determination. Our frontline teams dealt with PPE shortages, handled screenings, performed code blues on COVID-positive patients and kept the response team safe and family members connected to their loved ones when visitation was restricted.

We developed staffing plans to move nurses to higher levels of care in anticipation of a community surge. The nursing education team held a rapid orientation and skills

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“Your commitment to doing your best for our patients every day is a testament to your dedication, talent and resilience.”

fair to prepare our ambulatory and administrative staff for possible deployment to the inpatient setting. And through it all, nursing teams across the system made sure patient care remained a top priority.

Your compassion and resilience set the standard for COVID-19 care.

In the midst of the crisis, in September and October of 2020, the American Nurses Credentialing Center, a subsidiary of the American Nurses Association, designated both Harris Health Lyndon B. Johnson and Harris Health Ben Taub hospitals as Magnet facilities.

I want to emphasize how much I value the support and commitment of every nursing team member working together as One Harris Health. Your commitment to doing your best for our patients every day is a testament to your dedication, talent and resilience. The quality of your care is our greatest asset.

Thank you for continuing to light the way,



Maureen Padilla, DNP, RN, NEA-BC

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# NURSING PROFESSIONAL PRACTICE MODEL

## MISSION, VISION, VALUES

### **The Nursing Professional Practice Model (NPPM) is the driver for excellence in nursing at Harris Health System.**

The pillar-based model represents the strength and resilience of Harris Health nurses, characteristics which were demonstrated during 2019 and 2020. This combined annual report highlights achievements during a critical, but very successful time of our story.

In fall 2020, we revised our nursing mission and values to emphasize our keen focus on patient safety.

### **Mission**

Harris Health nursing optimizes health and provides healing services to our patients and community through safe quality care delivery, coordination of care and education.

### **Vision**

Harris Health nursing will be recognized globally for excellence in professional practice, patient care, innovation and scholarship.

### **Values**

Safety, Holistic Compassionate Care, Dignity and Respect, Diversity and Inclusion, Integrity and Accountability, Advocacy, Innovation, Partnerships and Scholarships

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# CMS SURVEY

SYSTEM-WIDE EFFORTS AND IMPROVEMENTS

In September 2019, CMS arrived on site for a two-week survey. From unlicensed staff to the highest level of nursing leadership, nursing services remained focused on maintaining safe, quality care to our patients.

Nursing's herculean efforts paid off in February 2020 with a successful survey closing all findings.



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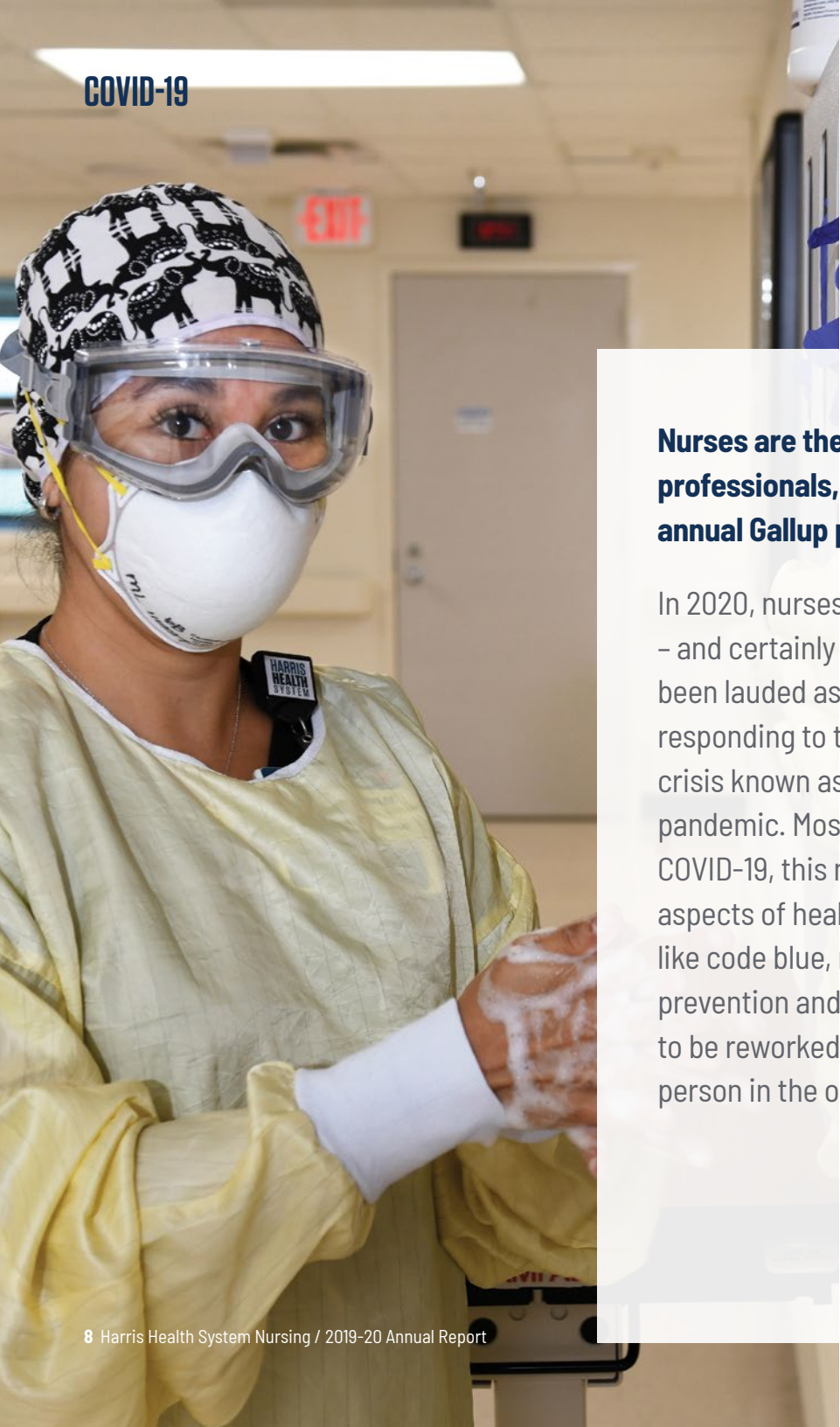
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**Nurses are the most trusted professionals, according to repeated annual Gallup polls.**

In 2020, nurses throughout the world – and certainly at Harris Health – have been lauded as the frontline heroes in responding to the global healthcare crisis known as the novel coronavirus pandemic. Most commonly known as COVID-19, this new challenge touched all aspects of healthcare. Routine activities like code blue, medication administration, prevention and patient visitation needed to be reworked to ensure safety for every person in the organization.

Donors from around the world gave generously to support our healthcare heroes. Personal protective equipment, particularly face masks, became a critical commodity in our facilities. Nursing leaders rounded in the hospitals to check staff’s physical and mental well-being. The strategic plan for managing the pandemic was truly a display of interprofessional teamwork.

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# COVID-19

## Call Center

Harris Health partnered with the Harris County Public Health Department to quickly ramp up a community call center to manage calls about COVID-19 symptoms and testing options. Nurses throughout the organization volunteered to staff the Call Center, as did approximately 180 nursing students, medical students and community nurses.

## Call Center Statistics



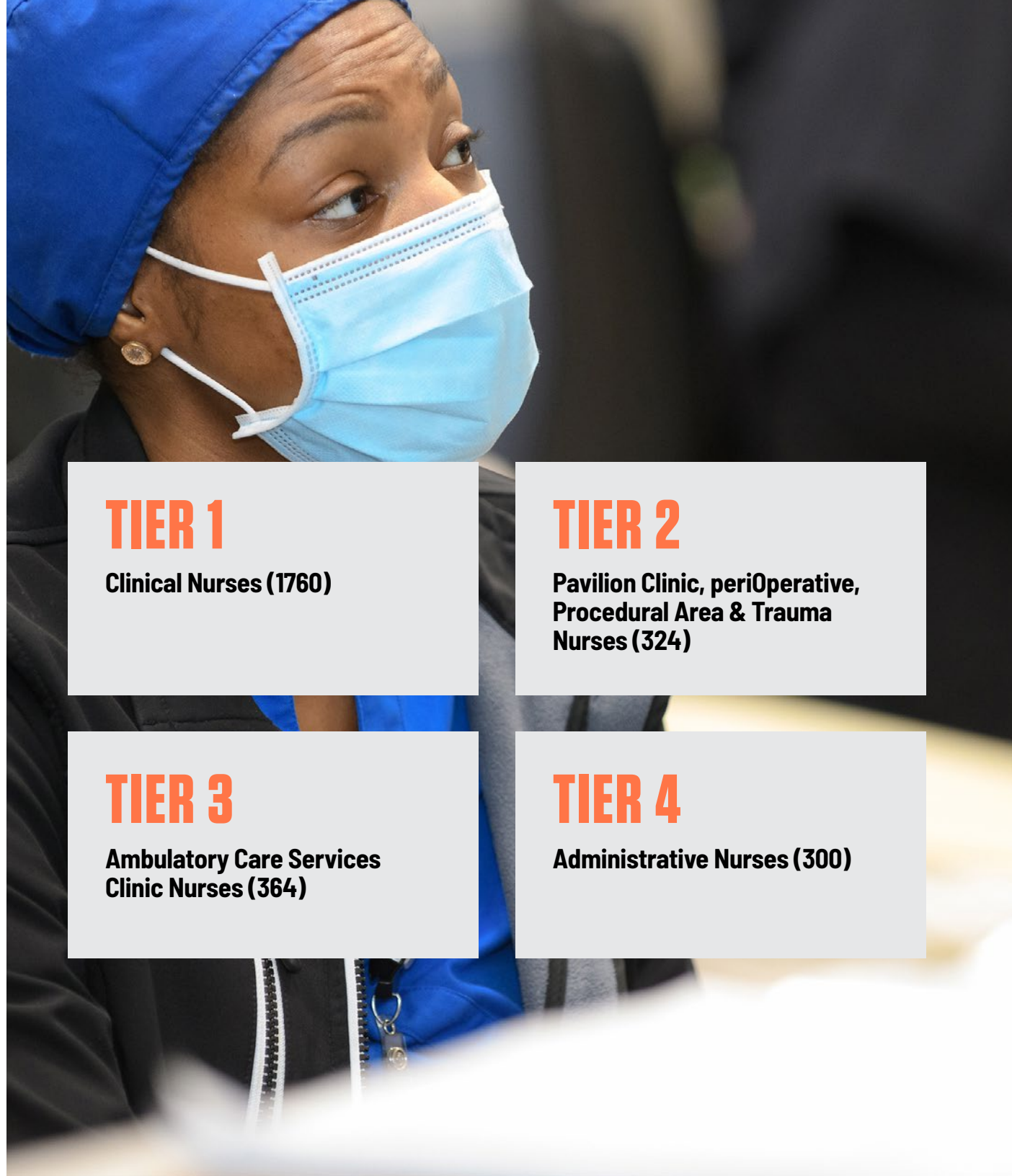
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# COVID-19

## Surge Staffing

To manage the expected increase of COVID-19-infected patients in our hospitals, Harris Health Nursing Services prepared a surge plan covering all inpatient units, including those designed to admit patients under investigation (PUI) and COVID-19-positive patients. Licensed, registered nurses in every role and department participated in the execution of a plan that involved nurses “leveling up” from their current units as needed to support the acuity level at hand. We categorized nurses according to tiers, with deployment starting at Tier 2.

**Tiered Nurses** →



### TIER 1

**Clinical Nurses (1760)**

### TIER 2

**Pavilion Clinic, periOperative, Procedural Area & Trauma Nurses (324)**

### TIER 3

**Ambulatory Care Services Clinic Nurses (364)**

### TIER 4

**Administrative Nurses (300)**

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In preparing to level up, nurses completed blended learning modules, working against tight deadlines and strict social distancing guidelines.

When the FDA issued an emergency use authorization for the COVID-19 vaccine, nurses throughout Harris Health answered the call to assist with administering vaccines, to employees first. Thank you to the many administrative nursing staff (Tier 4) who provided vaccine support.

Throughout the COVID-19 crisis, Harris Health nurses provided quality compassionate care to patients in all levels of the system – ambulatory, emergency, inpatient and virtually. As a testament to our nursing excellence, both Ben Taub and LBJ hospitals achieved the coveted Magnet designation – a long-standing goal for Harris Health Nursing.

## A Message To Our Nurses

“I am in awe of how each of you were able to adjust to the modifications as our teams shone in the face of adversity while continuing to move forward.”

**Toni Cotton**, MHA, BSN, RN  
Chief Nursing Officer  
Ambulatory Care Services

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**Crisis Nurses**

In July 2020, the State of Texas provided approximately 180 critical care nurses to assist in caring for COVID-19 patients between July 3 and August 20. Harris Health nurses ensured they understood our level of quality and our focus on patient safety. The onboarding program, a one- to two-day event, required resources from across the system.

*A special thank you to the Crisis Nurses Onboarding Team:*

Kim Brown

Pamela Davis

Edward Donel

Jennifer Edwards

Tamika Walson Egharevba

Miguel Gonzalez

Kenneth Hawkins

Sherry Paz

Grace Phan

Ramona Richard

Pamela Russell

Jessica Sennett

Gloria Tezeno

Yvonne Toney

Fallon Wiley

LBJ and Ben Taub Medical Surgical, Intensive Care Unit and Emergency Center clinical resource nurses

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## Telehealth

The COVID-19 pandemic challenged traditional ways of providing healthcare. In an effort to keep patients safe and at home and provide the continuity of care that they needed, nursing and information technology partnered to launch our telehealth platform in a matter of days. Nursing experts provided guidance and insight on developing the online process. Patients have reported positive experiences with telehealth services. Thanks to the guidance of key nursing members, telehealth efforts were successful and will remain a constant option for patients.

## Ben Taub Hospital Dedicated Unit Paves the Way

Medical experts learned as they went when it came to treating COVID-19 patients. The virus itself was unknown and the best form of treatment was further unknown. An inpatient unit at Ben Taub served as the testing ground for how best to treat these unique patients. 6B was a med-surg unit focused on orthopedic patients. Leadership tasked the unit to become the first dedicated COVID-19 unit at Ben Taub. Staff worked closely with management as they determined best practices in keeping staff and patients safe. The unit pioneered ways to minimize exposure of the virus to non-infected patients, determined effective cleaning procedures, identified ways to conserve PPE and became experts in the best approach to prone patients needing respiratory assistance.



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## Breastfeeding Support for New Mothers

Giving birth should be one of the most exciting experiences for a couple. For women who became new moms during the pandemic, it was a completely different and anxiety-ridden experience. New moms who were either COVID-19 positive or suspected to be positive, were separated from their newborn after giving birth. This resulted in them being unable to bond with their baby, but also posed serious challenges to breastfeeding. Thankfully, the lactation consultants and counselors at Ben Taub opted to find a safe way for moms to breastfeed.

A team consisting of lactation consultants, breastfeeding counselors, nurse clinicians,

nurse leaders, physicians and infection prevention staff developed guidelines for mothers to breastfeed. The process involved disinfecting milk bottles and syringes, properly storing the milk and transporting the milk between mom and baby as needed. In some instances, providing breastmilk to the newborn occurred curbside to accommodate when either mom or baby had been discharged. The Ben Taub team consulted with and coordinated implementing the guidelines with the LBJ team to establish a system approach. This team approach resulted in PUI and COVID-19-positive moms having the opportunity to breastfeed and perhaps passing along COVID-19 antibodies to the newborn.

## A Message To Our Nurses

“Thank you for your extraordinary courage and compassion in continuing to care for our highly vulnerable population, and also in caring for each other.”

**Matthew Schlueter**, PhD, MBA, RN, NE-BC  
Chief Nursing Officer  
Ben Taub Hospital

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### Attention to Safety at Lyndon B. Johnson Hospital

During normal times, LBJ Hospital operates at high capacity. When COVID-19 hit the area, LBJ not only had to manage keeping patients safe, but also manage the huge influx of patients needing a higher level of care. 3A was the first inpatient unit designated as a COVID-19-only unit. The team on 3A took keeping patients and staff safe and COVID-19-free very seriously. The nursing teams underwent special training on infection prevention measures so successfully that they were recognized for keeping their employees infection free for 100+ days.

### Innovation and Creativity

Preventing the transmission of the coronavirus between patients and staff led the LBJ nursing and engineering teams to explore the use of a bubble-type intubation apparatus allowing healthcare teams to safely intubate patients who were COVID-19 positive or suspected of being positive. Nursing consulted with LBJ’s engineering team to design the intubation apparatus, and the LBJ engineering team constructed multiple prototypes. The intubation device was an acrylic box with two portholes that provided access to clinical teams to intubate COVID-19-positive patients while creating a physical protective barrier. The intubators allowed the nursing teams and physicians confidence to safely intubate patients.

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“I have watched our nurses embrace the initial hysteria of COVID-19 while immediately focusing on protecting our patients and each other.”

**Toni Cotton**, MHA, BSN, RN  
Chief Nursing Officer  
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## PRESTIGIOUS DISTINCTIONS FOR NURSING EXCELLENCE



### Pathway to Excellence

Ambulatory Care Services (ACS) Nursing is on its journey to achieving the American Nurses Credentialing Center (ANCC) Pathway to Excellence. Pathway to Excellence is the premier designation for healthy work environments, recognizing healthcare organizations that demonstrate a commitment to establishing the foundation of a healthy workplace for staff. Pathway standards impact a range of factors that influence results, such as employee turnover, job satisfaction and engagement, productivity and teamwork, nurse-sensitive quality indicators, errors and safety events and patient satisfaction.

The specialty clinics located at the Ben Taub and LBJ hospital campuses have exhibited excellence in practice through their participation and support of the hospitals' Magnet Recognition journey. Staff actively participated in the preparation of the virtual survey, and teams at LBJ specifically participated as champions on the Magnet Champion committees.

### CNOR Strong

During 2019–2020, the Ambulatory Surgery Center completed its first recertification with the American Association for Accreditation of Ambulatory Surgery Facilities and received CNOR Strong designation by the Competency and Credentialing Institute.

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Becoming recertified and CNOR Strong designated is no easy feat, especially during a pandemic. CNOR Strong requires at least 50 percent of the facility's eligible perioperative nurses to be board certified.

In addition to their high-achievement certifications, the Ambulatory Surgery Center is known for their long-standing collaborative efforts with LBJ Hospital and system-wide operational teams.

- ACS trained multiple healthcare teams to assist with the COVID-19 surge in spring 2020
- Partnered with LBJ Specialty Clinic teams to establish a COVID-19 vaccine clinic on the hospital campus

- Collaborated with Occupational Health to staff multiple COVID-19 vaccine clinics
- Provided staff support to LBJ perioperative units, specifically the GI Lab
- Provided 24/7 sterile processing support for LBJ when their primary sterile operations were interrupted
- Trained staff and assisted with eye retina cases at LBJ when the hospital experienced plumbing problems
- Extended hours in the operating room to manage system-wide surgical needs

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## PRESTIGIOUS DISTINCTIONS FOR NURSING EXCELLENCE

### Magnet – Ben Taub Hospital

Ben Taub received notice from the ANCC Magnet surveyors that their site visit would occur virtually due to COVID-19. And while the timing and approach introduced new challenges, Ben Taub staff rallied and did an outstanding job. Throughout the survey, Ben Taub highlighted how nursing and the different inpatient departments work together to provide Magnet-worthy care.

Surveyors met with every level and every discipline of practice integral to patient care. During the three-day virtual visit, Ben Taub displayed how all the teams collaborated and worked together to ensure that the care provided was optimal for the patient. Surveyors commented on how the Ben Taub nursing teams exhibited innovative, professional and compassionate care throughout the platform.

At the beginning of the Magnet journey, Ben Taub leadership made the conscious decision to maintain or exceed an 80 percent annual threshold of nursing staff possessing a baccalaureate or higher degree in nursing. In 2015, Ben Taub exceeded this goal, with 84 percent of the nursing staff having a bachelor or higher degree in nursing. During the Magnet survey it was noted that 87 percent of the nurses working at Ben Taub Hospital possessed a bachelor or higher degree in nursing. For this achievement, Ben Taub was recognized for this best-practice standard.

Using the Magnet standard of interprofessional collaborative practice to coordinate care, Ben Taub nurses engaged every medical and ancillary discipline to prepare and respond to all patient care situations, especially as they cared for critically ill COVID-19 patients. The team's focus on education, quality care, safety



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and nursing development along with well-coordinated protocols and competencies was instrumental to their success.

The well-defined protocols included roles and responsibilities for both licensed and unlicensed team members. Daily communication huddles focused on informing staff of equipment, zoning, patient locations, surging, EC triage and staff housing. To accommodate the challenges associated with caring for patients during a pandemic, nursing worked with information technology to quickly develop protocols for enhanced documentation in the electronic health record. In the EC, COVID-19 and non-COVID-19 teams were identified to ensure safe and appropriate care was provided, particularly in a high-volume crisis environment. Perioperative nurses with expertise in proning of patients educated care teams to develop appropriate care plans, arrange patients in correct proning

positioning for optimal respiratory functions and emphasized the need for appropriate documentation for the safety of the patient. Surge staffing guidelines were developed for COVID-19 and non-COVID-19 patients to include best practice in nurse- and support-personnel-to-patient ratios.

In addition to being recognized for the high level of education of the nursing staff, the Ben Taub team received another best practice recognition for their interprofessional teamwork. Magnet surveyors noted that Ben Taub had included examples of outstanding teamwork in their application, but more importantly exhibited collaborative teamwork throughout the virtual survey.

A special thank you to Wendi Froedge, MSN, RN, CCRN-K, NEA-BC, and Sibil George, PhD, RN, CCRN, PCCN, for their leadership during the Magnet journey.



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“2021 is a perfect time for us to take a moment to reflect, appreciate and savor the incredible accomplishments we have achieved in 2019 and 2020.”

**Matthew Schlueter**, PhD, MBA, RN, NE-BC

Chief Nursing Officer

Ben Taub Hospital

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### Magnet – LBJ Hospital

The LBJ nursing team received the long-awaited news that March 2020 Magnet surveyors would be visiting their hospital. While the survey would be non-traditional in the sense that it would be conducted virtually, the importance of the visit was more than meaningful given that the visit would occur during the height of the pandemic. The visit began with a video introduction highlighting members of the nursing team and showcasing some of the incredible collaborative programs that nursing implemented throughout their Magnet journey.

During the Magnet visit, the surveyors had over 475 touchpoints with nursing members. Surveyors commented multiple times on how open LBJ nursing leadership was to new ideas and to implementing new approaches. LBJ was recognized for their inclusive culture and focus on the System's

mission. Surveyors noted the incredible role LBJ plays in their area of town.

One area of note was LBJ's innovative approach to separating COVID-19-positive, suspected positive and non-COVID-19 patients in the emergency center. The approach to separate the three groups of patients was to prevent transmission. The plan included creating and placing positive and suspected COVID-19 patients in negative pressure areas of the emergency center. Another area of note was LBJ's impressive low length of stay and readmission rates. The achievement in these areas was attributed to the high level of aftercare provided to discharged patients.

During the conclusion of the virtual visit, surveyors specifically noted the exemplary metrics associated with the emergency center STEMI arrival times and the emergency center discharge time.

### A Message To Our Nurses

"I consider you true heroes and I have been proud to fight next to you. We are forever conquerors."

**Derek Curtis**, DNP, MA, RN, NE-BC  
Chief Nursing Officer  
Lyndon B. Johnson Hospital

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## PRESTIGIOUS DISTINCTIONS FOR NURSING EXCELLENCE

Both areas of performance exceeded all benchmark statistics for eight consecutive quarters.

In addition to receiving Magnet status, LBJ's Pathway to Excellence designation was up for renewal. Maintaining the Pathway to Excellence designation represents LBJ's focus on quality and interprofessional collaboration among nursing teams and ancillary groups. The designation also signifies the investment the organization as a system applies to its nursing teams, high quality ranking, the encouragement of nursing members to bring ideas and improvements forward and, most importantly, the priority the organization places on nurses' feedback and contributions to patient care, safety and quality.

In October 2020, LBJ Hospital received notice that their Pathway to Excellence designation was successfully renewed. All six standards and their respective elements of performance were fulfilled if not exceeded. This latest designation is the fourth designation LBJ has received.

A special thank you to Jerry Johnson, MSN, RN, NEA-BC, director of nursing strategic initiatives, who led the planning and coordination in achieving dual designations in 2020.

**"We are so proud of the extraordinary LBJ nursing team and the way they represent Harris Health's dedication to safe, quality patient care,"** said Johnson.



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"I am extremely proud of our team's consistent efforts to move our nursing practice forward."

**Derek Curtis**, DNP, MA, RN, NE-BC  
Chief Nursing Officer  
Lyndon B. Johnson Hospital

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## AWARDS AND RECOGNITION

### 2019 Nursing Gala

**Spectacular “Fire and Ice”- themed event honors our best**

Hundreds of employees and guests gathered at the Marriot Marquis Hotel in May 2019 for the 3rd annual Harris Health System Nursing Gala to honor our licensed nurses for winning DAISY and Luminary awards. The DAISY Award recognizes nurses for extraordinary acts of compassion and clinical excellence. The Luminary Award recognizes units for demonstrating excellence in quality, professional development and leadership. The stylish, fun-filled evening featured many special surprises, and guests danced the night away until almost midnight.



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### 2019 DAISY AWARD

Veronica Martelino, MSN, RN, NC II

Faviola Prince, ADN, RN, NC II, ACS

Jennifer Turner, BSN, RN, PCCN, NC II

### 2019 LUMINARY AWARDS

#### Emerald

Baytown Health Center

Casa De Amigos Health Center

Ben Taub Hospital - 6A, 6D, 6E, Interventional Radiology, NICU, POH/PACU, Psychiatry, TSICU 4E

Lyndon B. Johnson Hospital - 3A, 4A, Emergency Department, NICU, Observation Unit, periOperative Services

Outpatient Center Specialty Clinics

#### Sapphire

Ben Taub Hospital - 4B, 5E, 5F, 5G

Lyndon B. Johnson Hospital - 2C, 3B, MSICU

#### Diamond

Lyndon B. Johnson Hospital - 4B



### 2019 HOUSTON CHRONICLE SALUTE TO NURSES

Mary Chacko, DNP, RN, NPD-BC, CRCST

Renee Eddings, MSN, RNC-OB

Jessica Mani, BSN, RN

Dennis Murdie, ADN, RN, CEN, VA-BC

Mary Ann Padua, BSN, RN

Shaída Rahmatinick, MSN, RN, PCCN

#### Top 15

Marcus Pollard, MSN, RN, NE-BC

Maregina Shankar, MSN, RN-BC



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### 2020 HOUSTON CHRONICLE SALUTE TO NURSES

Crizelda Bagtas, BSN, RN-BC, CCM

Abey Easo, MSN, RN, ACM

Jorge Iniguez, ADN, RN, CPAN

Veronica Jenkins, ADN, RN

Jerry Johnson, MSN, RN, NEA-BC, CPHQ

Briana Jones, BSN, RN

Jasmine McDuffie, BSN, RNC-OB

Gilbert Medrano, BSN, RN-BC

Jennifer Turner, BSN, RN, PCCN

Pamela Windle, DNP, NE-BC, CAPA, CAPN

#### Top 15

Will David, MHA, BSN, RN-BC, NEA-BC, CCRN,  
CEN, TCRN

Rosario Suico, MSN, RNC-OB, ACM



### 2019 GOOD SAMARITAN FOUNDATION NURSING EXCELLENCE

#### Bronze

Anny Abraham, MSN, RN

Rodney Allen, BSN, RN, VA-BC

Abimbola Awosola, MSN, RN, PCCN

Nerissa Balajadia, ADN, RN-BC

Kathleen Banks, RN

Deven Barriault, MSN, RN-BC

Cindy Bonilla, BSN, RN-BC

Elizabeth Brewer, BSN, RN, CEN, TCRN

Tamika Brown, MSN, RN, NEA-BC, CCRN

Maria Bulawan, BSN, RN

Crystal Butler, MSN, RN, CCRN

Miko Cacanindin, MSN, RN-BC, CNN

Maria Chapa, BSN, RN-BC

Pamela Chew, MTS, BSN, RN, CRN



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Mini Daniel, DNP, RN-BC, ACM  
Ana Davis, MSN, RN, NEA-BC, CCRN, CVRN  
Jessica Dawsey-Adams, BSN, RN  
Florence Dedeibe, BSN, RN  
Claudia Delgado, MSN, RN, CDE  
Shanna Doucet, MBA, BSN, RN, CPHQ  
Abey Easo, MSN, RN, ACM  
Renee Eddings, MSN, RNC-OB  
Bridgette Estes, MSN, RN-BC  
Carolyn Gafford, MA, BSN, RN, NE-BC  
Sibil George, PhD, RN, CCRN, CRRN  
Myishea Gilliam, MS, BSN, RN  
Lingasperi Govender, BSN, RN-BC  
Riza Guillen, BSN, RN, CCRN  
Canerika Harris, BSN, RN  
Claudia Herrera, MSN, RN, CCRN, CDN, CHN  
Doreth Hosang, MSN, RN-BC  
Rose Jean-Gilles, BSN, RN  
Katie Kerbow, BSN, RN  
Cathryn Liles, BSN, RN, CCRN  
Gayle McGlory, PhD, RN, NEA-BC, CCRN

Rita Mack, MSN, RN-BC  
Patrick Mire, BSN, RN  
Sharron Mitchell, MSN, RN, PCCN  
Daryl Nacalaban, BSN, RN, CCRN  
Cheryl Oliver, BSN, RN-BC  
Mary Ann Padua, BSN, RN-BC  
Magdalena Penas, BSN, RN  
Marcela Perez, BSN, RN-BC  
Sherry Plummer, MSN, RN-BC  
Brittany Rama, BSN, RN-BC  
Cherise Ramirez, BSN, RN-BC  
Tashiana Roberts-Jackson, MSN, RN-BC  
Sparkle Robinson, BSN, RN, CCRN  
Yaroslava Sazonova, BSN, RN, CCRN  
Gwendolyn Tate, MSN, RN, NEA-BC  
Soonaprabha Thomas, BSN, RN  
Lakeshia Williams, MSN, RN-BC



### 2020 GOOD SAMARITAN FOUNDATION NURSING EXCELLENCE

#### Bronze

Miguel Aguilar, BSN, RN  
Selona Alleyne, MSN, BSN, RN, CMSRN  
Lourdes Atmosfera, BSN, RN  
Katrina Bryant, ADN, RN  
Ardis Bush, MSN, MS, RN, CMSRN, NEC-BC  
Maria Magdalena Chapa, BSN, RN-BC  
Susan Contreras, ADN, RN  
Mini Daniel, DNP, RN-BC, ACM  
Evelyn Evangelista, ADN, RN-BC  
Benjamin Francisco, BSN, RN  
Simone Franks, BSN, RN  
Myishea Gilliam, MSN, RN

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Ida Griffin-Massie, MA, BSN, RN, CCM

Doreth HoSang, MSN, RN-BC

Jasmine McDuffie, MSN, RN-BC

Chinwe Madu, BSN, RN

Ira Martin, DNP, RN, CPHQ, LSSGB

Edwin Miranda, BSN, PCCN

Bethan Morgan, BSN, RN, OCN

Kaci New, BSN, RN

Christie Parker, ADN, RN, CCRN

Elizabeth Pickney, DHA, MSN, RN-BC, NEA-BC, ASQ-CQA

Sherry Plummer, MSN, RN-BC

Ani Reji, ADN, RN

Phoebe Rodwell, BSN, RN

Amada (Victoria) Sanchez, MSN, RNC-OB

Paula Sanchez, ADN, RN

Michael Shinder, PhD, BSN, RN

Tammy Simon, BSN, RN

Soonaprabha Thomas, BSN, RN

Verna Thomas, ADN, RN

Christina Tran, BSN, RN

Macqualine Triplett, MSN, FNP-C

Dia Vinod, BSN, RN

Lesha Williams, BSN, RN

Deandria Winchester, ADN, RN, PCCN

Rosie Woods, BSN, RN

### Silver

Alicia Hernandez, DNP, RN, NPD-BC, NEA-BC



## 2019 TEXAS NURSES ASSOCIATION DISTRICT 9

### Top 20 Nurses Award

Deven Barriault, MSN, RN-BC

Elizabeth (Pepe) Greenlee, DHA, MSN, RN, CPHQ

Pamela Russell, MHA, BSN, RN, NEA-BC



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## PUBLICATIONS, PODIUM AND POSTER PRESENTATIONS

### 2019 PUBLICATIONS

Bare, K., & Garza, R. (2019). Shattered Dreams: A county hospital's commitment to preventing teenage drinking and driving. *Journal of Emergency Nursing*, 45(5), 579-581.

Macapagal, F., McClellan, E., Macapagal, R., Green, L., & Bonuel, N. (2019). Nursing care and treatment of ambulatory patients with percutaneously placed intra-aortic balloon pump before heart transplant. *Critical Care Nurse*, 39(2).

Parkes, A., Nusrat, M., Maree, P., Tomasso, D., Davis, L., Ogbonnaya, S.,...Patel, S., Abraham, T., Mack, R., et al. (2019). Successful implementation of a multidisciplinary chemotherapy efficiency initiative at a community hospital. *Journal of Oncology Practice*, 15(6), e576-e582.

Sano, R., & Kihunah, C. (2019). Innovative end-to-end total arthroplasty care. *American Nurse Today*, 14(10), 48-51.

Smith, A., Sasangohar, F., McDonald, A., Bonuel, N., Shui, H., Ouko, C., & Lazaro, L. (2019). Drowsy driving among shift work nurses: A qualitative data analysis. *Proceedings of the International Symposium on Human Factors and Ergonomics in Health Care*, 8(1), 167-171.

### 2019 PODIUM PRESENTATIONS

#### International

Macapagal, F., McClellan, E., Rodriguez, H., & Bonuel, N. (2019). Experiences of pre-heart transplant patients using fitbit as an ambulation measuring device. Sigma Theta Tau International Creating Healthy Work Environments Conference. New Orleans, LA.

Chacko, M., Barriault, D., Bautista, L., Chagolla, J., Lincoln, M. Suico, R., & Kirksey, K. (2019). Ensuring that professional nurses have a voice in clinical inquiry initiatives for optimizing patient outcomes. Sigma Theta Tau International Creating Healthy Work Environments Conference. New Orleans, LA.

Corless, I., Hoyt, A., Phillips, J., Dawson-Rose, C., Sefcik, E., Kenneally Nicholas, P.,...Kirksey, K., et al. (2019). Patient-Healthcare Provider Engagement: The Basic Building Block. 30th International Nursing Research Congress (under the auspices of Sigma Theta Tau International). Calgary, Alberta, Canada.

Frankoff, C., Armijos, A., Brown, S., Bush, A., Garcia, V., Marabiles, & Kirksey, K. (2019). Optimizing communication between professional nurses and physicians-in-training to promote

a healthy work environment. Sigma Theta Tau International Creating Healthy Work Environments Conference. New Orleans, LA.

Kirksey, K., Bautista, L., Chacko, M., Kerbow, K., Lincoln, M., Mendoza-Moore, M., & Suico, R. (2019). Enhancing nurses' professional well-being: The impact of clinical inquiry on healthy work environments. Sigma Theta Tau International Creating Healthy Work Environments Conference. New Orleans, LA.

Lundeen, S., et al. (2019). Reducing maternal mortality: Postpartum hemorrhage risk assessment. 45th Biennial Convention. Sigma Theta Tau International. Washington, DC, USA.

Lundeen, S., Gafford, C., Kerbow, K., Pickney, E., & Roberts-Jackson, T. (2019). Promoting civility: Working towards a healthy environment. Sigma Theta Tau International Creating Healthy Work Environments Conference. New Orleans, LA.

Moore, L., & Waters, P. (2019). An innovative shared governance approach to creating a healthy practice environment. Sigma Theta Tau International Creating Healthy Work Environments Conference. New Orleans, LA.

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Waters, P., George, S., Liong, A., Lundeen, S., Moore, L., & Kirksey, K. (2019). An innovative roadmap to guide nursing across the shared decision-making continuum. Sigma Theta Tau International Creating Healthy Work Environments Conference. New Orleans, LA.

### National

Mathis Hughes, J. (2019). Breaking the glass ceiling: Woman's leadership experience. America's Essential Hospital Vital 2019 Conference. Miami, FL.

### Regional

Arnold, K., Barriault, D., Bossier-Bearden, M., Chacko, M., Dirden, M., Lincoln, M., Quintero, M., Straps, T., Suico, R., Wiener, B., Wilson, T., & Kirksey, K. (2019). Mother knows best: Breastfeeding and infant microbiomes. Texas Woman's University Founders Day Conference. Houston, TX.

Frankoff, C. (2019). Optimizing communication between nurses and physicians-in-training. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Moore, L. (2019). An innovative shared governance approach: Communities of practice. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Phan, G. (2019). Nursing Issues & Trends. TMC Collaboration MedSurg Review Course. MD Anderson Cancer Center. Texas Medical Center. Houston, TX.

Suico, R., Bautista, L., Bush, A., Chagolla, J., Daniel, S., James, A., Lara, L., Joseph, L., Marabiles, J., Patel, P., Ramirez, D., Riley, S., Zhang, W., & Kirksey, K. (2019). Bridging gaps: Foreign-educated nurses and new graduates. Texas Woman's University Founders Day Conference. Houston, TX.

## 2019 POSTER PRESENTATIONS

### Regional

Arnold, K., Barriault, D., Bossier-Bearden, M., Chacko, M., Dirden, M., Kirksey, K., Quintero, M., Straps, T., Wiener, B., & Wilson, T. (2019). Mother knows best: Breastfeeding and microbiomes. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Berlanga, E., Crume, J., Andrew, M., Marrero, S., & Bah, Isata. (2019). Optimal methods of prevention in lower extremity deep vein thrombosis (DVT). Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Chapa, M., Tenorio, R., Aguilar, M., & Cantu, Y. (2019). Nurse-led interprofessional collaboration: Increasing colorectal cancer screening completion. Harris Health System INSPIRE Nursing Symposium. Houston, TX. (Internal dissemination).

Couvillon, L., & Fogtman, H. (2019). Benefits of nursing roles in EMS triage: An evidence-based approach. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Froedge, W., & Schlueter, M. (2019). From Facts to Acts: Shared Governance in Motion. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Hamilton, M., Kirksey, K., Sefcik, E., & members International HIV Research Network. (2019). Income level and physical activity in persons living with HIV. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

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Hamilton, M., Sefcik, E., Kirksey, K., & members International HIV Research Network. (2019). Does stigma really impact health and well-being in persons living with HIV? Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Kerbow, K., Haynes, A., Smiley, K., Suico, R., & Kirksey, K. (2019). Promoting self-care in under-resourced persons living with diabetes. Texas Woman's University Founders Day Conference. Houston, TX.

Miller, D., Eke, C., & Narendra, D. (2019). On the flip side: The role of prone positioning in patients with acute respiratory distress syndrome. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Moore, L. (2019). The art and science of nursing embedded in a professional practice model. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Mora, S., Bautista, E., Mejia, Y., McCullough, D., & Lancaster, J. (2019). Nurses looking through the holistic care lens to discover patients' spiritual needs. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Patel, P., Bautista, L., Bush, A., Chagolla, J., Daniel, S., Griffin-Riley, S., James, A., Joseph, L., Kirksey, K., Lara, L., Marabiles, J., Ramirez, D., Suico, R., Williams, M., & Zhang, W. (2019). Bridging gaps: Foreign-educated nurses and new graduates. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Schlueter, M., & Froedge, W. (2019). 2020 is Upon Us: Attainment of 88% BSN Rate in a Large Academic Hospital. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Sefcik, E., Hamilton, M., Kirksey, K., & Members International Network for HIV Research. (2019). Correlations among co-morbidities, physical activity and exercise level in persons living with HIV. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Shinder, M., Terrazas, C., Turner, A., & Saleh, J. (2019). Innovations in sepsis management: An evidence-based approach. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Turner, J., & Winchester, D. (2019). Retaining engaged employees: Initiatives to improve engagement. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

### National

Bossier-Bearden, M., Curtis, D., & McMurray-Horton, C. (2019). Hospital at home: Journey towards a hospital without walls. American's Essential Hospital Vital 2019 Conference. Miami, FL.

Chapa, M., Tenorio, R., Aguilar, M., & Cantu, Y. (2019). Nurse-led interprofessional collaboration: Increasing colorectal cancer screening completion. 2019 American Academy of Ambulatory Care Nurses National Conference. (External dissemination).

Fike, E., Colunga, L., Crawford, M., Echeverria, V., Ritchey, A., Williams, N., Amaya, A., Delgado, C., & Norman, D. (2019). Effectiveness of telephone intervention provided by diabetes educators to improve diabetes management. AADE19 Conference. Houston, TX.

Froedge, W., & Schlueter, M. (2019). From facts to acts: Shared governance in motion. 2019 Pathway to Excellence Conference. Orlando, FL.

Froedge, W., & Schlueter, M. (2019). 2020 is upon us: Attainment of 88% BSN rate in a large academic hospital. 2019 Pathway to Excellence Conference. Orlando, FL.

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Miller, D., Eke, C., & Narendra, D. (2019). On the flip side: The role of prone positioning in patients with acute respiratory distress syndrome. National Teaching Institute. Orlando, FL.

Mora, S., Garza, R., Wilson, C., Davis, D., De Leon, L., & Todd, S. (2019). Strategies to decrease emergency center to intensive care unit admission time. Trauma Quality Improvement Program (TQIP) 2019 Annual Scientific meeting and Training, Dallas, TX.

Moore, L. (2019). Just Culture in Nursing Peer Review. American Organization of Nurse Executives. San Diego, CA.

Turner, J., & Winchester, D. (2019). Retaining engaged employees: Initiatives to improve engagement. 2019 Pathway to Excellence Conference. Orlando, FL.

Williams, N., Amaya, A., Arvizu, M., Delgado, C., Norman, D., Green, M., Colunga, L., Crawford, M., Echeverria, V., Fike, E., & Ritchey, A. (2019). 3D Help: Decreasing Diabetes Distress. AADE19 Conference, Houston, TX.

## 2020 POSTER PRESENTATIONS

### National

Chapa, M., Tenorio, R., Aguilar, M., & Sanchez, P. (2020). Increasing patient satisfaction rates in an ambulatory health center. 2020 American Academy of Ambulatory Care Nurses National Conference.

Garza, R., Mora, S., et al. (2020). Evidence-based strategies to improve patient transition from the emergency center to trauma critical care. Society of Trauma Nurses TRAUMACON 2020. Atlanta, GA.

Hernandez, A., & Curtis, D. (2020). Cohorted Model to Drive Care Coordination and Impact Care Transitions. 2020 ANCC Pathway to Excellence Conference. West Palm Beach, FL.

Kerbow, K., Haynes, A., Smiley, K., Suico, R., & Kirksey, K. (2020). Promoting self-care in under-resourced persons living with diabetes. American Academy of Ambulatory Care Nursing Conference.

Wall, Y., & Curtis, D. (2020). Making HAPI History. 2020 ANCC Pathway to Excellence Conference. West Palm Beach, FL.

### International

Ancer Leal, A., et al. (2019). Video-based stroke education: Stroke messaging for Spanish-speakers. 4th

Annual International Neuroscience Nursing Research Symposium, American Association of Neuroscience Nurses, Louisville, KY, USA.

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## NURSING CLINICAL ADVANCEMENT PROGRAM

### 2019 GRADUATES

Janette Buenavista, BSN, RNC-NIC, Ben Taub NICU III  
Delena Reeves, BS, RN, CEN, EMT-P, LBJ EC  
Ashley Susik-Floyd, ADN, RN, CEN, LBJ EC  
Deandria Winchester, ADN, RN, PCCN, LBJ 3A  
Shibu Jacob, MSN, RN, PCCN, LBJ 3A  
Amoin Bamba, BSN, RNS-OB, C-EFM, Ben Taub 3C  
Elsie Cera, MBA, BSN, RN-BC, CCRN, Ben Taub Radiology  
Special Procedures  
Uji Okol, BSN, RNC-OB, Ben Taub 3C  
Jordan Irish, BSN, RN, CEN, LBJ EC  
Patricia Guevara, BSN, RNC-MNN, LBJ MBU  
Releine Petilla, BSN, RN-BC, LBJ 4C  
Diana Hinojosa, BSN, RN-BC, LBJ 4B  
Minimol Jacob, BSN, RN CMSRN, LBJ 2B  
Ashley Rasmus, BSN, RN, PCCN, Ben Taub 4A  
Shelithia Dublin, MSN, RN-BC, ACS Settegast  
Jennifer Turner, BSN, RN, PCCN, LBJ 3A

### 2020 GRADUATES

Angel Esquivel, BSN, BBA, RN, PCCN, LBJ 3B  
Vilma Ramos, BSN, RNC-NIC, Ben Taub NICU III  
Tracy Garcia, MSN, RN, PCCN, Ben Taub 5E  
Joy Lai, MSN, RN, FNP-C, CMSRN, Ben Taub 5F/G  
Jennifer Fagan, BSN, BS, RN, CEN, LBJ EC  
Bea Rae Gillamac, BSN, RNC-MNN, LBJ MBU  
Sonia Riley, MSN, RN-BC, Ben Taub 5C  
Jordan Kimpler, BSN, RN, CMSRN, Ben Taub 5D  
Sophia Cheruiyot, BSN, RN-BC, LBJ 2B  
Beena Koshy, BSN, RN, PCCN, LBJ 3B  
Elena Helm-Nyairo, BSN, RNC-MNN, LBJ MBU  
Sisili John, BSN, RNC-MNN, Ben Taub MBU  
Adda Balason, BSN, RN, CEN, Ben Taub EC  
Kaitlin Seastrunk, BSN, RN, CEN, TCRN, EMT-B, LBJ EC  
Brooke Thawley, BSN, RN, CEN, Ben Taub EC  
Nadeen El-Khalil, BSN, RN, CEN, Ben Taub EC  
Willis Posey, BS, RNC-NIC, Ben Taub NICU III  
Kelli Phillips, BSN, RNC-NIC, Ben Taub NICU III  
Treesa Varghese, BSN, RNC-NIC, Ben Taub NICU III  
Alexander Yotin, BSN, VA-BC, LBJ Procedural Support

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# PROFESSIONAL DEVELOPMENT

NEW DEGREES • CERTIFICATIONS



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## NEW DEGREES

### Associate Degree

Michelle Baldera  
Jonathan Gilmore  
Melody Mexicano  
Billal Zaman

### Bachelor's Degree

Michael Akah  
Idongesit Akpan  
Cara Creel  
Samantha Dhillon  
Shaneka Evans  
Tresaka Fields  
Savette Harris  
Krystle Herring  
Laila Jharia  
Shany John  
Ramesh Krishnan  
Jasmine Palmer  
Yaresi Perez  
Oneyda Argueta Portillo  
Porsha Ferguson Randle  
Delena Reeves  
Nickicia Richard  
Araceli Rosillo

Joe Saynonh

Linda Vega  
Benjamin Yagan

### Master's Degree

Amanda Andrus  
Damian Branch  
Jesus Chagolla  
Angela Gorrell  
Ashley McArthur  
Yanci Mejia  
Odyssey Roberts  
RiaEllen Tatlonghari  
Sherma Thomas  
Tymara Thomas  
Diane Tubiera

### Doctorate Degree

Charisse Adams  
Dana Oldham  
Matthew Schlueter

## CERTIFICATIONS

### Acute Care Nurse Practitioner

Nicole Brathwaite  
Juliana Siruchu

### Ambulatory Care Nursing

Jiji Thomas  
Sanjuana Reyes  
Stacey Washington

### Ambulatory PeriAnesthesia

Marianne Petersen

### Case Management

Flora May Alidon  
Albert Blair  
April Love Cruz  
Sara Estrada  
Maira Guevara  
Anthony Hoang  
Sinu Mathew  
Margaret A. Thibodeaux  
Annie Titus  
Gwendolyn Williams  
Montre Williams-Mayes

### Clinical Documentation

Andrea Cantu  
Valerie Haywood

### Critical Care Nursing

Zanil Ali  
Paola Arias  
Roxanne Avillanoza

Joshua Bolwerk  
Jacqueline Castro  
Emily Heller  
Eric Luera  
Jenny Magruder  
Daren Christopher Tanchico  
Johnathan Tapar  
Sabrina Vollmer

### Diabetes Education

Dora Norman  
Edis Villatoro  
Liliana Colunga  
Lourdes Tolentino  
Martha Pena-Garcia  
Mary Lou Tobias  
Roxanna Lara  
Veronica Echeverria  
Virginia Martinez  
Elizabeth Fike

### Electronic Fetal Monitoring

Mallorie Brathwaite  
Asia Carter  
Juliana Duenez  
Precious Henderson  
Clinique Price

### Emergency Nursing

Gabriela Allen  
Nicole Baltazar  
Nathaniel Champion  
Cristen Cicchi  
Kariana Dominguez  
Christina Fenner  
J. Kristen Fraser  
Jonathan Gilmore  
Macy Jahns  
Shirley Jiang  
Irina Kennedy  
Joanna Ku  
Jillian Olsovsky  
Cesar Rosales  
Dustin Smith  
Christina Sullivan  
Brian Menard

### Family Nurse Practitioner

Ifechukwudeny Okwuoyibo

### Flight Nursing

Delena Reeves

### Healthcare Quality

Charisse Adams  
Brittany Backstrom

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## PROFESSIONAL DEVELOPMENT

Debbie Chacko  
 Shela Ecobiza  
 Laila Jharia  
 Lourie Moore  
 Morufat Olisa-Alatishe  
 Niny Philip  
 Natascha Rosales  
 Latha Thomas  
 Shederick Thomas  
 Shelitrice Walton-Johnson  
 Beau Winfrey

### Inpatient Obstetrics

Angelica Aja  
 Micaela Canales  
 Emily Hardy  
 Krystle Herring  
 Clinique Price

### Lactation Consultant

Theresa Dominguez  
 Quenyaita Ferguson

### Lactation Counseling

Quenyaita Ferguson

### Maternal Newborn

Hazel Baldonado  
 Lilian Bosire

Justina Jose  
 Leshia Williams  
**Medical-Surgical**  
 Ammu Arun  
 Pooja Bhakta  
 Susan Contreras  
 Elizabeth DiFrancesco  
 Reyna Hernandez  
 Manpreet Kaur  
 Dominique McCray

Cathy Nuno  
 Mary Ann Padua  
 Courtney Thomas  
 Truc-Nhi Tran  
 Jasmin Wise  
 Venecia Ybarra

### Neonatal Intensive Care

Maria Vinalon  
 Muhabat Karimova

### Nursing Administration

Cecelia Currier  
 Julie Hung  
 Future Johns  
 Gayle McGlory  
 Herbert Ortiz

Rosario Vega  
**Nurse Educator**  
 Daren Christopher  
 Tanchico

### Nurse Infusion

Kathy Duke  
 Shency Jacob

### Nursing Professional Development

Jessica Sennett

### Oncology Nursing

Jose Esquivel-Torres  
 Amanda McDonald  
 Jessica McNeal  
 Marcela Perez  
 Nancy Reyes

### Operating Room Nursing

Sydney Boyd  
 Isabel Gonzales  
 Yessenia Hernandez  
 Wilrose Laroya

### Patient Safety

Edward Donel  
 Victoria Duncan  
 Dana Hood

Laila Thakur  
 Tina Thomas  
**Post-anesthesia Nursing**  
 Mini Panancherry  
**Progressive Care Nursing**

Lissa Joy  
 Ashley McArthur  
 Susan Mathew  
 Ashley Menchaca  
 Laureen Murangiri  
 Khao Nhu Nguyen  
 Jereni Serenio  
 Ly Tran  
 Duong Tran  
 Tocurra Wong

### Trauma Nursing

Mackenzie Alexander  
 Rebecca Arismendi  
 Jasmine Arterberry  
 Adda Rica Balason  
 Elizabeth Brewer  
 Lieu Burch  
 Nathaniel Champion  
 Jennifer Christensen  
 Meredith Clardy

Nadeen El-Khalil  
 Jonathan Garcia  
 Casey Hogan  
 Jordan Irish  
 Irina Kennedy  
 Priscilla Lam  
 Haley Matejowsky  
 Juanita Medrano  
 Crystal Montelongo  
 Jessica Murphy  
 Jillian Olsovsky  
 Laura O'Rosky  
 Delena Reeves  
 Melissa Strauss  
 Ashley Susik-Floyd  
 Rosio Trochez  
 William Wallin

### Vascular Access

Dennis Murdie  
 Alexander Yotin

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# CAREER-BUILDING OPPORTUNITIES AT HARRIS HEALTH

REACH FOR THE STARS NURSING SCHOLARSHIP PROGRAM • NURSE RESIDENCY PROGRAM



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## CAREER-BUILDING OPPORTUNITIES AT HARRIS HEALTH

### REACH FOR THE STARS NURSING SCHOLARSHIP PROGRAM

Harris Health employees interested in pursuing a professional career in nursing at a state or public school may apply for the Reach for the Stars Nursing Scholarship. Beginning in the fall of 2019, the scholarship program provided deserving undergraduate students accepted to a bachelor of nursing program financial resources for tuition, fees, books and other expenses associated with obtaining a nursing degree. A special congratulations to LaDonna Burley, assistant nurse manager, C.E. Odom Pediatric and Adolescent Health Center, and Jennifer Vo, respiratory care practitioner III, LBJ Hospital. Both were recipients of scholarship dollars.

### NURSE RESIDENCY PROGRAM

Twice a year, in spring and summer, Harris Health welcomes graduate nurses to the 12-month Nurse Residency Program. The program consists of two phases to transition new nurses into their roles as professional nurses.

Graduate nurses are a critical part of our nursing pipeline as they actively engage in quality, evidence-based practice and professional development.



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## NURSE RESIDENCY

### 2019 GRADUATES

Mariagoretti Eno Adigwe  
 Eva Aguayo  
 Sharon Andrade  
 Paola Andrea Arias  
 Rebecca Jean Arismendi  
 Netsanet Misganaw Asefa  
 Kenya Babb  
 Alyssa Badillo  
 Nicole Baltazar  
 Oladayo Jokotola Bello  
 Aarti Bhesania  
 Rodney Eguonor Boje  
 Kiley Nicole Caso  
 Katherine Michelle Castano  
 Pamela Catamura Castillo  
 Nathaniel Steven Ray Champion  
 Christina Chen  
 Imani Chinda  
 Andy Chiv  
 William Caden Clarke  
 Pamela Cohen  
 Diamond Coleman  
 Nia Taylor-Colino

Stacy Correa  
 Ray John De Leon  
 Jessica Danelle Dearbonne  
 Stephen Chikwado Denis  
 Marissa Michelle DiFalco  
 Eva Dozal  
 Kourtnee Duff  
 Kevin Eduardo Escobar  
 Brenda Escobar  
 Darius Cole Garcia  
 Crystal Hall  
 Joshua Harris  
 Carolyn Hernandez  
 Jose Alberto Hernandez  
 Vincent Duy Huynh  
 Halima Isah  
 Ibiwunmi Abimbola Isola  
 Macy Jahns  
 Lilian Ndidi Kadiri  
 Amanda May Koester  
 Alana L. Lee  
 Morgan M. Lembo  
 Alejandra Lopez  
 Lillian Lopez  
 Mayra A. Lopez

Holly B. Love  
 Chinwe Stella Madu  
 Andrea Magana  
 Kory Maglalang  
 Arielle Masiglat  
 Melanie May  
 Kellie Alexis Moehlig  
 Farah Noorali Momin  
 Deanna M. Mudd  
 Sarah Musgrave  
 Aditi Alina Naik  
 Mindi Nguyen  
 Ngon Tri Nguyen  
 June Naa Shormeh Nortey  
 Sharonda A. Okpechi  
 Kitty Oro  
 Maricela Ortega  
 Moreli Ortuno  
 Efienimoku Osagede  
 Bethany Kay Partlow  
 Jimmy Patel  
 Nihali Patel  
 Rachel Peters  
 Piara Pham  
 Jonathan U. Pocasangre  
 Jasmine Marie Ribeiro

Dianna Rivera  
 Ashley Robinson  
 Kymberli Ann Russo  
 Zenia Santamaria  
 Annyka Delos Santos  
 Joe Saynonh  
 Jacob Andrew Schapson  
 Danika Carmen Scott  
 Samuel Guy Shankle  
 Joyal Perunnilathil Shibu  
 Alexander Smith  
 Maggie Mae Beth Smith  
 Hannah Stone  
 Marisol Vega  
 Kristine Vong  
 Kendall Walker  
 Christopher Olaguer Walzer  
 Hannah Virginia Wied  
 Robin Gail Williams  
 Mahfara Fabiha Yakub

### 2020 GRADUATES

Christie Denice Ahmadi  
 Iyobosaere Aimiuwu  
 Oluwatoyin Olivia Akande  
 Idongesit Akpan

Joy Onyinyechi Akwarandu  
 Jessica Alaniz  
 Casey C. Allen  
 Rebeka Amadi  
 Preston Anderson  
 Chieme Erika Anozie  
 Nneoma Anyanwu  
 Irma Arbaiza  
 Adebimpe Ayeni  
 Heather Ayllon  
 Mariah Bailey  
 Brett Baker  
 Michelle Baldera  
 Zeena Hawanatu Bangura  
 Avery Barbisch  
 Shannon Batlak  
 Kristen Bell  
 Shaquana Bell  
 Breanna Bush  
 Mayra Lucia Caisedo Bustillo  
 Melissa Castro  
 Julia Chavera  
 Mary Chilaka  
 Alyssa Cheung  
 Megan Clark

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## NURSE RESIDENCY

Madeline Cooper  
 Katie Crofton  
 Elaina Cuellar  
 Brenda De La Vega  
 Carine Dempsey  
 Tiffany Cruz Espinoza  
 Eronmwon Michelle Ewere  
 Temitope Fariogun  
 Regina R. Fenner  
 Caitlin Fiona Y Fernando  
 Christina Finley  
 Keira Fisher  
 Reanda Fleming  
 Alejandra Flores  
 Maria Magdalena Flores  
 Anais Camila Garza  
 Jennifer Lee Gastineau  
 Jonathan Gilmore  
 Diana Gomez  
 Elias Gomez  
 Casey Hall  
 Kaylan L. Harris  
 Celeste Harrison  
 Catherine Hellmann  
 Erin Herrera  
 Jovan Hill

Thi Ngoc Hoang  
 Ashley Holt  
 Anchi Gonzalez Hu  
 Savana Jimenez  
 Gabriella Hughes  
 Richa Joby  
 Anju Grace John  
 Lisa Jordan  
 Cecilie Jurechka  
 Katherine Kerr  
 Yuna Kim  
 Shawn Lene  
 Emily Ligon  
 Alyse Lindley  
 Hoang Duc Luu  
 Robyn McKeever  
 Tonidayeshawn McKenzie  
 Nikko Malabanan  
 Andy Maldonado  
 Ashton Marchand  
 Florin Marginean  
 Kemerling Martinez  
 Vanesa Martinez  
 Binchil Mathew  
 Mark Anthony Mejia  
 Nina Mendoza

Melody Mexicano  
 Paige Miller  
 Jasive Montes  
 Rodolfo Moreno  
 Ruth Mudgett  
 Karen Muguerza  
 Scott Myron  
 Whitney Alicia Moten  
 Chinaza Muokebe  
 Marlene Navarrete  
 Sylvie Ngantcha-Ngassa  
 Ngoc Ngo  
 Kieukhanh Nguyen  
 Kimberly Nguyen  
 Linh Nguyen  
 My Le Nguyen  
 Tran Nguyen  
 Susanna Lee Nix  
 Great C. Oguejiofor  
 Blessing Ifeoma Obunseli  
 Chinenye Mary Okafor  
 Emily Okon-eyoh  
 Imoleayo Omogunsoye  
 Loritta Onyegekwe  
 Ana Laura Ortiz  
 Antonia Maria Otero

Massiel Barrera Novo  
 Kirsten Owens  
 Nina Okonkwo  
 Gabriela Oxford  
 Jasmine Palmer  
 Denice Paule  
 Olumide Phillips  
 Annie Pham  
 Tiffany Phan  
 Darrel Phillips  
 Sheryl Pious  
 Oneyda Argueta Portillo  
 Harmony Powers  
 Linda Quon  
 Anais Ramirez  
 Erykah Richardson  
 Hilary Reeves  
 Juanita Rivas  
 Kellie Roberts  
 Araceli Rosillo  
 Joshua Samp  
 Jennifer Marin Salas  
 Ravyn Danielle Sampson  
 Araceli Sanchez  
 Yexa Sanchez  
 Jethrina Santos

Paola Sarria  
 Poul M. Schillemat  
 Jasmine Scott  
 Chloé Sims  
 Sarah Elizabeth Siner  
 Kristin Michelle Sontheimer  
 Elena Sorbet  
 Jessica Spence  
 Sophia Suico  
 Fallon Sweeney  
 LeAnn Thai  
 Linda Jenny Thai  
 Elexis Torres  
 Amrita Trehan  
 Gilberto Vega  
 Jacqueline Velez  
 Amy Vo  
 Tien Vo  
 Tyler Washington  
 Jessica Yanez  
 Cindy Zamarripa  
 Billal Zaman  
 Shira Zoldhelyi  
 Naomi F Zuo

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