

2025 NURSING ANNUAL REPORT

# PEOPLE FIRST COMMUNITY ALWAYS

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition



## A MESSAGE FROM OUR CHIEF NURSE EXECUTIVE

The theme of the 2025 Nursing Annual Report, *People First. Community Always*, reflects the heart of who we are at Harris Health. In every interaction and decision, we demonstrate our commitment to the patients we serve and to one another. Guided by our system-wide Leading with Love approach, we continue to strengthen our culture and the delivery of community-based healthcare.

I am proud of our Nursing team's achievements—made possible through strong collaboration. Together, we advanced quality, strengthened safety and expanded our contributions to nursing scholarship. In 2025, we reduced internal RN turnover below our 15% benchmark, a significant accomplishment driven by the Retention Task Force and Nursing.

As we continue through The Year of Accountability and Beyond, our progress is both meaningful and measurable. Several successes stand out:

- **Harris Health Ben Taub and Lyndon B. Johnson hospitals earned their second Magnet® designations, with Ben Taub achieving Magnet with Distinction**, demonstrating sustained nursing excellence and strong patient outcomes.
- **Both hospitals received national recognition for heart and stroke care**, reinforcing our leadership in delivering high-quality, evidence-based services.
- **Nursing participation in the annual Glint Employee Engagement Survey increased to 81%**, with 29 measures improving and a 3% rise in engagement favorability.
- **We advanced system-wide technology enablement**, including implementation of Epic Rover to improve efficiency and bedside documentation.
- **Our Nurse Leadership Succession Management Program strengthened our leadership pipeline**, supporting the next generation of nurse leaders.
- **We reached 50% of nurses holding a professional certification**, underscoring our commitment to specialty expertise and professional growth.

I am truly grateful to all our nurses for their daily contributions to advance nursing quality, practice, professional development and scholarship.

**Jacqueline D. Brock**, DNP, MBA, RN, NEA-BC, CCHP  
executive vice president and chief nurse executive, Harris Health

A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

2025 NURSING ANNUAL REPORT



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



# ACROSS OUR SYSTEM

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**

# BY THE NUMBERS

## EPIC ROVER IMPLEMENTATION

**~100%**

medication and specimen scanning compliance

**110–120 minutes → 5–15 minutes**

reduction in documentation time

**15,000**

weekly MAR actions at Ben Taub

**13,000**

weekly MAR actions at LBJ

**3,000 → 9,000**

weekly secure messages at Ben Taub

**7,000**

weekly secure messages at LBJ

## Epic Rover at the Bedside Strengthens Safety and Real-Time Communication

As part of the Big Rocks initiative, Harris Health implemented Epic Rover at Lyndon B. Johnson and Ben Taub Hospitals in late 2025, equipping frontline teams with a mobile bedside tool that integrates medication administration, specimen collection, documentation and secure communication into a single hospital-issued device. By consolidating these workflows within Epic’s Unified Communication System, Rover enables nurses and care teams to scan medications and specimens, document in real time and communicate securely—without leaving the bedside.

Implementation occurred in two phases. In June 2025, Release 1 deployed Rover to Environmental Services, Language Access Services, Transport Services and Phlebotomy. Release 2 followed in October and November, expanding to emergency centers, inpatient and ancillary areas at both hospitals. Super Users and onsite and virtual command centers supported each go-live to ensure smooth adoption.

The results were immediate and measurable. Following Release 2, nurses achieved nearly 100% compliance in barcode medication administration and specimen scanning. Documentation efficiency improved significantly, reducing “time taken to time

filed” from 110–120 minutes in Hyperspace to 5–15 minutes on the mobile platform.

Frontline engagement remained strong. Ben Taub averaged approximately 15,000 weekly medication administration records (MAR) through Rover, while LBJ averaged 13,000. Secure chat usage also increased, rising from approximately 3,000 to 9,000 weekly messages at Ben Taub within six weeks of go-live. LBJ staff exchanged an average of 7,000 weekly secure messages during the same time, reflecting stronger care coordination.

Harris Health was among the first Epic customers nationwide to implement Rover’s newest communication features, including treatment team sign-in and role-based secure chat groups. These enhancements allow staff to reach the right team member quickly without identifying individual coverage assignments.

Epic Rover has strengthened patient safety, accelerated documentation and improved real-time collaboration, demonstrating Harris Health’s ability to implement new technology at scale while supporting frontline teams in delivering safe, efficient care.

A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

2025 NURSING ANNUAL REPORT

## Reducing Preventable Falls

Preventing patient harm remains central to Harris Health's commitment to quality and safety. In fiscal year 2024, Nursing Services identified reducing preventable patient falls as a system-wide Quality Check goal, targeting a 20% reduction across all nursing units.

Nurse leaders and Patient Safety teams partnered to standardize fall prevention and reporting processes. Staff implemented evidence-based strategies, including foot-in-the-door, zoning and falls huddles, as well as a Call, Don't Fall patient safety video, to reinforce accountability and rapid response.



While only one pavilion met the goal in fiscal year 2024, nursing leaders strengthened their approach in fiscal year 2025 by reinforcing best practices and improving consistency in how falls were reviewed and categorized. Nursing and Patient Safety teams worked together to ensure every fall was evaluated for preventability, creating greater clarity and accountability across the system.

System Nursing Quality supported this work with regular reporting, sharing monthly progress with pavilions and bimonthly updates with the System Falls Committee. These efforts increased visibility, strengthened engagement and drove improvement.

In fiscal year 2025, all pavilions met or exceeded the targeted reduction in preventable falls—demonstrating the impact of coordinated, data-driven practice changes.

In Correctional Health, where the care environment differs significantly, teams tailored their approach. Focusing on the infirmary, staff implemented targeted interventions including visual identifiers, purposeful rounding, mobility support and repositioning protocols. These efforts resulted in zero preventable falls in fiscal year 2025.

## BY THE NUMBERS

### REDUCING PREVENTABLE FALLS

**20%**

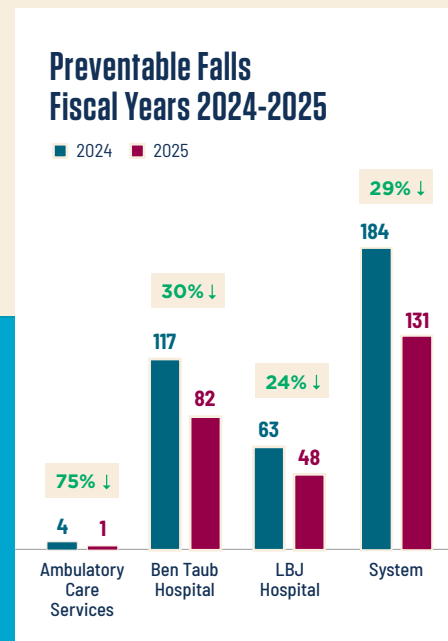
reduction target for preventable falls

**100%**

of pavilions met or exceeded the goal in fiscal year 2025

**0**

preventable falls in the Correctional Health infirmary



A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

**2025 NURSING ANNUAL REPORT**

## BY THE NUMBERS

### THE EVOLUTION OF NURSING EDUCATION

Passive lectures →  
active, hands-on learning

One-size-fits-all →  
learner-centered approaches

Information delivery →  
real-world application

Static content →  
interactive digital tools

Onboarding → continuous  
professional growth

## Innovation in Nursing Professional Development

Harris Health nurse educators are advancing clinical education by integrating innovative, learner-centered strategies that better prepare nurses for an evolving care environment.

In September 2025, the Nursing Professional Development Collaborative—comprised of nursing professional development specialists (NPDS) and clinical resource nurses—hosted the second annual Nursing Professional Development Conference, bringing together educators from across the Texas Medical Center. Centered on the theme “*Bytes and Bedside: Revolutionizing Learning with Digital Tools*,” the conference focused on practical approaches to modernizing education while maintaining strong clinical relevance.

Sessions emphasized interactive, engagement-driven learning strategies designed to move beyond traditional lecture-based models. Featured speaker Michele Deck, an experienced healthcare educator and leader in interactive training, highlighted methods to increase learner engagement, simplify complex concepts and create more meaningful learning experiences—approaches that educators can apply directly in clinical and classroom settings.

Internal expertise played a key role. Presentations led by NPDS Linsie Mathew, MSN, RN, PCCN, AMB-BC, NPD-BC, showcased innovative approaches to nursing orientation, with a focus on improving knowledge retention, strengthening engagement and preparing new nurses for practice in a rapidly evolving clinical environment.

The conference reinforced a broader shift in nursing education at Harris Health—one that prioritizes active learning, adaptability and real-world application. By equipping educators with practical tools and strategies, these efforts are strengthening how nurses learn, grow and deliver care across the system.



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT



“Today’s nurses need more than information—they need learning experiences that reflect the complexity of real-world care. This approach helps bridge that gap and better prepare them for practice.”

Jessica Sennett, DNP, RN, MEDSURG-BC, NPD-BC, NE-BC, program manager, Competency Management

A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

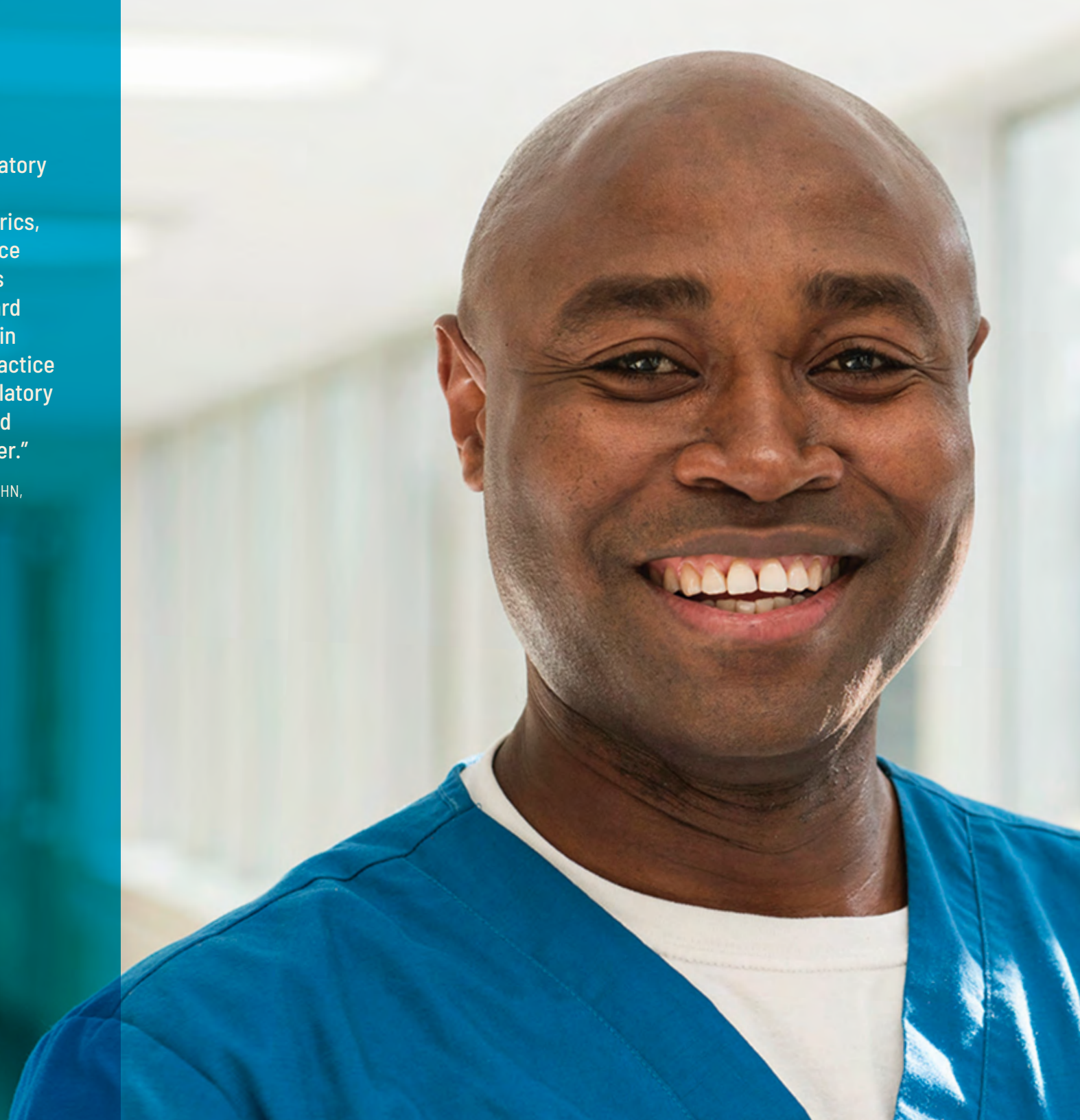
Awards and Recognition

**2025 NURSING ANNUAL REPORT**



“In 2025, Harris Health Ambulatory Care Nursing strengthened nursing-sensitive quality metrics, advanced professional practice and expanded scholarship. As we continue our journey toward Magnet designation, we remain focused on innovation and practice excellence that elevate ambulatory nursing across our system and position us as a national leader.”

Matthew Schlueter, PhD, MBA, RN, NE-BC, PHN,  
chief nursing officer, ACS



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



# HARRIS HEALTH AMBULATORY CARE SERVICES

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**

# BY THE NUMBERS

## BP RN CHAMPION TASKFORCE

**80.1%**

BP control rate

**78.1%**

internal benchmark met or exceeded since September 2023

**514**

nurses trained

**321**

unlicensed staff trained

## RN Champions Tackle Blood Pressure Control

Ambulatory Care Services nurses, in partnership with leadership, staff, physicians and patients, led a focused effort to improve blood pressure control across clinics and achieved measurable results.

In January 2023, ACS launched a Blood Pressure RN Champion Taskforce with a clear goal: exceed the internal benchmark of 78.1% for the HEDIS High Blood Pressure Control (<140/90) measure. The team built a structured, data-driven approach to strengthen clinical practice and patient engagement.

RN Champions conducted weekly audits, validated staff competency and reinforced best practices through updated blood pressure signage and biannual education sessions. Using a train-the-trainer model, they strengthened skills across teams and held monthly drills and HEDIS score reviews with nurse managers to sustain accountability. In collaboration with interdisciplinary partners, the team implemented an evidence-based treatment algorithm to support rapid intervention and consistent care.

Nurses also advanced patient engagement through tailored education packets that promoted self-management and adherence.

The results showed steady improvement. Blood pressure control rates increased from 75.1% in January 2023 to 80.1% by August 2025. Since September 2023, ACS has consistently met or exceeded the 78.1% benchmark. RN Champions trained a total of 514 nurses and 321 unlicensed staff members in accurate blood pressure management.



A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

**2025 NURSING ANNUAL REPORT**

## Advancing Addiction Recovery Through Justice and Community Partnerships

The Office-Based Addiction Treatment (OBAT) program at Harris Health delivers coordinated, evidence-based care to justice-involved individuals with substance use disorders. Through collaboration across healthcare and justice systems, the team addresses complex medical, behavioral and social needs while supporting long-term recovery.

OBAT integrates primary care, behavioral health, psychiatry and medication-assisted treatment into a whole-person model supported by community health workers and case managers. Standardized screening tools, evidence-based protocols and streamlined referrals help identify needs early and ensure consistent intervention.

OBAT represents Harris Health in all five Houston-area specialty courts, including the STAR Drug Courts and Responsive Interventions for Change Courts. Team members attend monthly court sessions, providing clinical consultation, education and system navigation support. Education is central to this work, with training on mental health, substance use, overdose prevention and suicide prevention, along with naloxone distribution to reduce preventable harm.

Beyond the courtroom, OBAT partners with the Harris County Jail, the Re-Entry Program and the Precinct One Constable's Office for the Office of Human and Sexual Trafficking. These collaborations strengthen care transitions, reduce relapse and recidivism risk, and support individuals affected by trauma and exploitation. The team also supports the annual STAR Drug Court alumni Thanksgiving meeting, offering guidance on relapse prevention and managing seasonal stressors.

The program's impact is reflected in improved health outcomes, reduced emergency center use and stronger recovery trajectories. Patients referred directly from the courts, including individuals like Ms. Y, have achieved stable housing, employment and restored family relationships through sustained engagement in care.

This work demands persistence, collaboration and deep commitment.

In December 2025, the Harris County STAR Drug Courts named Harris Health OBAT the 2025 Provider of the Year, recognizing its clinical leadership and impact on justice-involved individuals and the broader community.

## BY THE NUMBERS

### OBAT PERFORMANCE

**240**

unduplicated patients

**100%**

returned for second appointment

**55%**

retention rate at 90 days



**"This is among the most challenging and most meaningful work of my career."**

Jennifer LaHue, MBA, BSN, RN, CENP, director, OBAT Program

A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

**2025 NURSING ANNUAL REPORT**

## BY THE NUMBERS

### ENDOSCOPY CENTER AT QUENTIN MEASE HEALTH CENTER

#### January 2024

center opened with two procedure rooms

#### September 2025

expanded to five days per week

**1,932**

patients cared for (2024–2025)

**2,686**

procedures performed

**100%**

in-house procedures

#### Early 2026

planned expansion to four procedure rooms

## Ambulatory Surgical Center: Expanding Access to Life-Saving Screenings

Harris Health is committed to removing barriers that prevent underserved patients from getting the care they need. The Harris Health Endoscopy Center at Quentin Mease Health Center is a clear example of that work in action—expanding vital access to early colorectal cancer screening.

The center opened in January 2024, with two procedure rooms operating three days a week. By September 2025, operations expanded to five days a week, with plans to grow to four rooms in 2026. In their first two years, the Quentin Mease Endoscopy team cared for 1,932 patients and performed 2,686 procedures.

Before the center opened, limited capacity across the system led to long wait times for colonoscopies. Feedback from Harris Health Patient and Family Advisory Councils, physicians and patient satisfaction surveys helped shape the solution, highlighting the need for a dedicated, higher-capacity gastroenterology lab based on firsthand experiences with longstanding backlogs.

By bringing these new services in-house, Harris Health has significantly reduced the time between a positive at-home fecal immunochemical test (FIT) result and completion of a diagnostic colonoscopy, helping patients move quickly from screening to treatment.

The location also plays an important role. Situated in a central site along a major bus route, Quentin Mease improves access for patients who may not have reliable transportation, a common barrier to specialty care.

Care teams are working to address additional barriers as well. Primary care physicians and clinical staff proactively identify at-risk patients and engage them in conversations about the importance of screening, helping more patients take the next step in their care.

Together, these efforts support Harris Health goals of detecting colorectal cancer earlier, when treatment is most effective, and help reduce the number of patients diagnosed at later stages.

The program brings together gastroenterologists from Baylor College of Medicine and McGovern Medical School at UTHealth Houston, along with Baylor anesthesiologists and a multidisciplinary Harris Health team, all focused on delivering safe, high-quality, patient-centered care.

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT



A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

**“For many of our patients, access has been the biggest barrier. By expanding capacity and bringing services closer to the communities we serve, we’re helping more patients get screened, get answers and move forward with care.”**

Matthew Reeder, MSN, BS, RN, CNOR, NEA-BC, administrator, Ambulatory Surgical Center at LBJ Hospital

**2025 NURSING ANNUAL REPORT**



**“At Ben Taub, accountability and collaboration define our nursing practice. By fostering a culture of belonging, innovation and empowerment within a safe work environment, we create the conditions for consistent clinical excellence and measurable outcomes.”**

Derek Curtis, DNP, MA, RN, NEA-BC  
chief nursing officer, Ben Taub Hospital

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



# HARRIS HEALTH BEN TAUB HOSPITAL

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



# BY THE NUMBERS

## MAGNET JOURNEY

### Magnet with Distinction

highest designation from the American Nurses Credentialing Center

### Top-performing 1%

of hospitals nationally

### 75th percentile

RN engagement nationally

11

nursing exemplars recognized

0

deficiencies cited

“In a few short years, Ben Taub has gone from earning our first Magnet recognition to being the first in the Texas Medical Center to earn Magnet with Distinction. Since then, we’ve shared our practices with other hospitals in the TMC Collaborative as they work to achieve this designation as well.”

Sibil George, PhD, RN, NEA-BC, director of Nursing Strategic Initiatives, Ben Taub Hospital

## Teamwork and Discipline Earn Magnet® with Distinction

Ben Taub Hospital earned Magnet *with Distinction* from the American Nurses Credentialing Center through disciplined preparation, strong collaboration and a shared commitment to nursing excellence. The designation represents the highest level of Magnet recognition and places Ben Taub among the top-performing 1% of hospitals nationwide.

Preparation began well before the site visit. Nursing leaders convened a dedicated team of expert Magnet writers who met monthly to identify exemplars, refine themes and select the strongest evidence to represent professional practice. The team’s structured approach ensured the final submission reflected the depth, outcomes and authenticity of nursing at Ben Taub.

Notably, Ben Taub implemented Magnet standards across the hospital, not within Nursing alone.

Their alignment was evident during the site visit: frontline nurses confidently described their practice and shared governance. Leaders spoke to measurable outcomes. Interdisciplinary partners demonstrated how collaboration strengthens patient care.

Ben Taub earned this second Magnet designation based on two key factors: exceptional RN engagement and zero deficiencies. RN engagement scores exceeded the 75th percentile nationally. A strong shared governance framework and unit-based communities of practice empower nurses to shape workflows, influence policy and advance evidence-based care.

Surveyors recognized 11 nursing exemplars and cited no deficiencies during document review or the site visit—evidence of consistent, mature nursing practice across the organization.



A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

2025 NURSING ANNUAL REPORT

## Zoning Strategy Reduces Medical-Surgical Falls

Ten medical-surgical units at Ben Taub Hospital recorded 80 patient falls between September 2023 and March 2024, signaling the need for targeted action. In response, nursing leaders and interdisciplinary partners designed and implemented a zoning strategy aimed at reducing falls by 20% within seven months.

The initiative centered on staff proximity. By assigning nurses to defined zones and positioning them closer to patient rooms, the team strengthened responsiveness to call lights and bed-exit alarms, reducing fall risk and improving patient safety.

Nurse educators, nurse managers, the director of Nursing and the administrative director of Nursing led the planning process. Teams mapped unit layouts, identified docking locations for workstations on wheels and evaluated staffing grids to ensure effective nurse and unlicensed assistive personnel (UAP) assignments. At least one UAP member and the unit secretary remained stationed centrally to maintain workflow continuity.

Charge nurses completed mandatory training before launch, and leadership reinforced expectations through ongoing communication and daily rounding. When staff raised concerns about isolation in remote zones or limited equipment, leaders responded with

real-time adjustments and resource reallocation to sustain engagement and adherence.

The zoning strategy launched in the first quarter of 2024 and achieved its intended goal to decrease fall rates by 20% as part of the Nursing Organizational goal in 2025. An incident trend analysis demonstrated a clear downward shift following implementation. The results affirmed that strategic nurse placement improves responsiveness and meaningfully strengthens patient safety.

Beyond measurable outcomes, the initiative reinforced a culture of accountability, teamwork and proactive communication across medical-surgical units. Based on its success, Ben Taub plans to expand the zoning model hospitalwide to further advance fall prevention efforts.



## BY THE NUMBERS

### ZONING RESULTS

**80**

baseline falls (September 2023–March 2024)

**10**

medical-surgical units

**20%**

reduction achieved

**7 months**

to reach target



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

**2025 NURSING ANNUAL REPORT**



# HARRIS HEALTH CORRECTIONAL HEALTH

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**

## BY THE NUMBERS

### NURSING SHARED GOVERNANCE

12

nurse leaders representing frontline staff voices

### Monthly council meetings

driving clinical and workflow improvements

### 2 priority initiatives

house tracker and CIWA process standardization

## The Power of Nursing Shared Governance

In the complex environment of Correctional Health—where clinical care intersects with security, behavioral health and operational demands—nursing leaders implemented a shared governance model to strengthen staff engagement and elevate frontline decision-making.

Through the Pavilion Nurse Clinician Council (PNCC), frontline nurses representing each clinical department or community of practice meet monthly to surface concerns, identify gaps and directly influence care delivery and workflow decisions. This structure ensures that those closest to patient care help shape the practices that guide it.

Early priorities included refining the house tracker and standardizing the Clinical Institute Withdrawal Assessment for Alcohol (CIWA) process, where recent changes had created confusion and variability in practice. In response, the council clarified expectations, reinforced education and supported more consistent, accurate assessments—improving nurse confidence and advancing patient safety in a high-risk population.

Beyond clinical practice, the PNCC has strengthened communication across teams and created new opportunities for peer leadership. Nurses serving on

the council play an active role in representing their colleagues, elevating concerns and contributing to solutions that improve both workflow and the care environment.

While early challenges included maintaining full participation and navigating member turnover, the model continues to gain traction. Community of practice initiatives have fostered a more connected workplace through efforts that recognize and engage staff, supporting morale, collaboration and retention.

By establishing a formal structure for shared governance, Correctional Health has created a sustainable platform for nurses to lead practice improvements, influence decision-making and strengthen the quality and consistency of care.



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT



“The people closest to the work often have the clearest view of what needs to change. Shared governance creates the structure to turn those insights into action—improving consistency, strengthening teamwork, and ultimately enhancing patient care.”

Brandi Hawkins, MSN, MPA, RN, CCHP-RN,  
director of Nursing Services, Correctional Health

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**

“My vision is to inspire and cultivate a commitment to excellence. Excellence is not a destination. It is a journey—one that requires us to raise the bar continually in our practice, our leadership and our accountability to one another.”

Tekhesia Phillips, MSN, RN, NEA-BC,  
chief nursing officer, LBJ Hospital



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



# HARRIS HEALTH LYNDON B. JOHNSON HOSPITAL

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



## BY THE NUMBERS

### LBJ NURSING

## Fewer than 40

NICUs nationwide earn Beacon recognition at any level

## 40/40

perfect score in qualitative review

## 2

Gold-level Beacon units

## 4

Silver-level Beacon units

## WHY IT MATTERS?

### BEACON-DESIGNATED UNITS CONSISTENTLY REPORT:

- Better-than-average patient outcomes
- Higher nurse job satisfaction and morale
- Lower nurse turnover
- Stronger patient and family satisfaction

## NICU Earns Gold Beacon Award for Excellence

Lyndon B. Johnson Hospital's Neonatal Intensive Care Unit (NICU) earned the Gold-level Beacon Award for Excellence from the American Association of Critical-Care Nurses (AACN), placing the unit among fewer than 40 NICUs nationwide to achieve Beacon recognition at any level.

The Beacon Award recognizes hospital units that demonstrate excellence in patient outcomes, evidence-based practice and healthy work environments. Gold status reflects top-tier performance across nationally benchmarked domains tied to safety, workforce stability and quality of care.

The NICU achieved Gold-level status by out-performing peer applicants in key areas, including nursing experience, voluntary turnover and patient outcomes. The unit earned a perfect 40 out of 40 points in the qualitative portion of the review, reflecting strong performance in outcomes, work environment and nursing workforce.

A focused effort to reduce preventable harm strengthened the application. The team implemented evidence-based interventions to decrease surgical site infections and reduce occlusions in peripherally inserted central catheters, improving patient safety and line reliability.

The NICU also cultivated a healthy work environment grounded in professional development, staff engagement and psychological safety. Leadership visibility, team-building initiatives and shared accountability fostered trust at the bedside—supporting both retention and patient outcomes.

With this achievement, LBJ Hospital now includes two Gold-level Beacon units and four Silver-level Beacon units, reinforcing a Harris Health culture where nurses thrive and patients benefit.



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT

## Dedicated IR Recovery Space Improves Procedural Flow and Patient Care

In July 2025, Lyndon B. Johnson Hospital opened a dedicated Interventional Radiology (IR) Recovery Room, strengthening post-procedure care and improving workflow efficiency within the IR department. The new space includes two recovery beds designed to support safe, timely recovery following IR procedures.

Previously, IR patients recovering from moderate sedation or general anesthesia relied on post-anesthesia care unit (PACU) space and staffing. While that partnership remained essential, competing demands and limited capacity often delayed patient recovery and procedural flow.

IR leadership, PACU leadership and clinical resource nurses responded with a structured solution. After identifying education gaps related to general anesthesia recovery, the team developed a comprehensive competency checklist and implemented hands-on PACU-based training for all IR nurses. A PACU documentation reference guide

aligned recovery documentation with established standards and reinforced safe practice.

With expanded competencies and a dedicated recovery space, IR nurses now independently manage post-procedure recovery and meet all state recovery room requirements. The result is improved patient flow, fewer bottlenecks and greater continuity of care within the department.

Physicians, IR nurses, technologists, PACU partners, facilities staff, support teams and executive leadership worked together to bring this project to life. Together, they designed and activated a space that strengthens operational efficiency and enhances the patient experience.

The new IR Recovery Room represents a strategic investment in clinical capacity and a continued commitment to delivering safe, patient-centered care.

## BY THE NUMBERS

### IR RECOVERY ROOM

**21.87%**

increase in paracentesis cases, a sign of greater efficiency and capacity

**8 → 4**

patient recovery hours, a 50% reduction

**7.2%**

improvement in patient wait-time experience measures



**“This space allows our team to deliver safe recovery care without delay while improving access for patients across our procedural services.”**

Stephanie Rico, MSN, RN, NE-BC, CNOR, CAPA,  
director of Perioperative Services

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



**FROM LEFT TO RIGHT:**

Elizabeth Brewer, Jennifer Turner, Lea Taylor, Kathy Fisher, Yolonda Wall, Shaída Bina, Tashiana Roberts-Jackson, Renee McElligott, Future Johns, Erica Huckaby, Rhonda Fisher, Tekhesia Phillips, Tamika Brown, Hayate Ali, Tammy Straps, Stephanie Rico, Wale Salvador, Lakeshia Williams

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

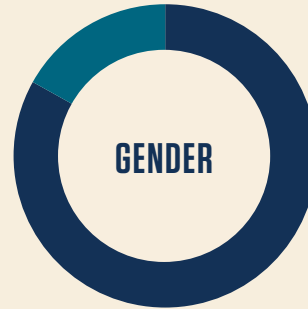
**2025 NURSING  
ANNUAL REPORT**

# NURSING STAFF BY THE NUMBERS



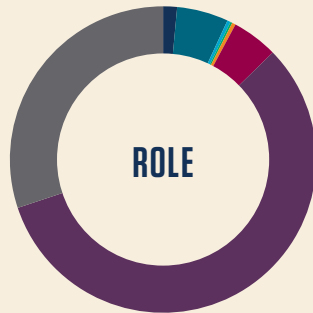
**PAVILION**

- Ambulatory Care Services **817**
- Ambulatory Surgical Center **91**
- Ben Taub **2,011**
- Correctional Health **244**
- LBJ **1,203**
- System **154**



**GENDER**

- Female **3,756**
- Male **764**



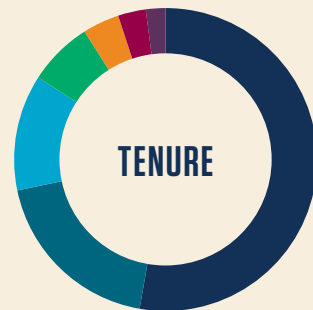
**ROLE**

- Administrative Professional **66**
- Administrative Support **245**
- Allied Health Support **16**
- Clinical Support **9**
- Diagnostic Support **17**
- LVN **219**
- RN **2,578**
- Unlicensed Support **1,357**



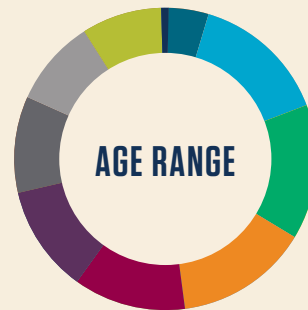
**ETHNICITY**

- American Indian **17**
- Asian **886**
- African American **1,943**
- Hispanic **1,268**
- White **406**



**TENURE**

- <5 Years **2,384**
- 5-9 Years **858**
- 10-14 Years **560**
- 15-19 Years **312**
- 20-24 Years **177**
- 25-29 Years **134**
- >30 Years **95**



**AGE RANGE**

- <20 Years **14**
- 21-24 Years **195**
- 25-29 Years **659**
- 30-34 Years **653**
- 35-39 Years **645**
- 40-44 Years **543**
- 45-49 Years **518**
- 50-54 Years **466**
- 55-59 Years **420**
- 60-70 Years **387**
- >70 Years **20**

A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

2025 NURSING ANNUAL REPORT



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



# CAREER-BUILDING OPPORTUNITIES

## REACH FOR THE STARS NURSING SCHOLARSHIP GRADUATES

### *Ambulatory Care Services*

Ceidra Adams, BSN, University of Texas at Arlington  
Michelle Baldera, BSN, Western Governors University  
Laporsha Evans, ADN, San Jacinto College

### *Ben Taub Hospital*

Jennifer Beaver, BSN, Lone Star College  
Michelle Bernarte, BSN, University of Texas at Arlington  
Johnny Davis, BSN, University of Texas at Arlington  
Clinton Narcisse, BSN, University of Texas at Arlington  
Deborah Odwee, ADN, Alvin Community College  
Alexis Renteria, BSN, Western Governors University

### *LBJ Hospital*

Janie Espinoza, ADN, San Jacinto College

### *System*

Jennie Denton, BSN, University of Texas at Arlington

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT



# ADVANCEMENT PROGRAMS

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**

## LVN RESIDENCY

### COHORT #6 SPRING

Tyshell Griffin  
Citlali Medina  
Ana Moreno  
Raquel Rios  
Yesenia Rivas

### COHORT #7 FALL

Daniel Briscoe  
Akshata Chavan  
Shelby Chipman  
Damian Ebirim  
Mary Ojelade  
Betzayra Miranca  
Shaelyn Tottenham  
Zoey Grimm

### COHORT #8 MIDPOINT

Gabriel Gonzales  
Yen Ngoc Nguyen  
Michael Rowley  
Andrea Roza  
Shundrika Thomas  
Britni Kyrece Timmons

## NURSE RESIDENCY

### SPRING 2024

#### *Ambulatory Care Services*

Maranda Manuel  
Racheal Wilridge  
Lorena Zavala

#### *Ben Taub Hospital*

Kevin Abraham  
Austin Armstrong  
Victoria Barnett  
Neha Bobby  
Amanda Cisneros  
Hernan Degante  
Lianne Do  
Kirsten Duhon  
Ryan Foster  
Karen Garcia  
Aubein Gelber  
Emmanuel Gonzalez  
Misael Gonzalez  
Augein Hodges  
Mary Rose Hunter  
Ashley Lam  
Jailene Leal  
Aunain Maina  
Nolan Miranda  
Kolbie Neill  
Nam Nguyen  
Stephany Nguyen  
Folake Ogunfayo  
Shelly Philip  
Diana Ramirez

Abigail Ritter  
Jessica Sarabia  
SanJuana Sarabia  
Linda Smith  
Auitin Sbeiti  
Thuy Loan Tran  
Jocelyn Valencia

#### *LBJ Hospital*

Olabunmi Adekola  
Elizabeth Aguilar  
Esperanza Berlanga  
Oyinlomo Fasai  
Vanessa Ferguson  
Ravena Grigsby  
Jahouard Hutchins  
Danielle Isesele  
Ma'Kayla Jordan  
Leanne Le  
Julio Torriente Lopez  
Maritza Luna  
Carlos Marquez  
Alondra Mendoza  
Christiana Morrison  
Ayoola Oloye  
Julia Squatrito

### SUMMER 2024

#### *Ben Taub Hospital*

Bethany Aaron  
Azaleah Aiken  
Aisha Al Jahdhami  
Dylan Anderson  
Katalina Andrade

Keana Asadifar  
Connie Bonilla  
Jorge Chavez  
Auseme Dorsey  
Trinity Edwards  
Rosie Feng  
Omowunmi Fenuyi  
Estefania Galvan  
Aupame Gaspar  
Kayla Gordon  
Arcenia Green  
Ranee Hennings  
Nia Hunt  
Bianca Hunter  
Prince Ibe  
Erica Johnston  
Chantress Lewis  
Manelle Mensah  
Linh Nguyen  
Vinh Tri Nguyen  
Sherlyn Ochoa-Brito,  
Olufunmilayo Porter  
Karthika Rajesh  
Jasmine Reid  
Raquel Rivas  
Humberto Rojas  
Auneme Schneider  
Jacqueline Thomas  
Elizabeth Varkey  
Cristobal Vera

#### *LBJ Hospital*

Janeth Betancourt  
Emma Boddie

Jazzmyn Cox  
Cierra DeCuire  
Rylee Kapileo  
Kiara Levias  
Ping Lin  
Halle Mayes  
Uchenna Orji  
Deanna Webster

### FALL 2024

#### *Ambulatory Care Services*

Teresa Adams

#### *Ben Taub Hospital*

Jocelyn Barron  
Autul Cantue  
Aukwl Chukwu  
Kenya Cox  
Selene Cox  
Onyinyechi Dick  
Darius Erby  
Damon Halsted  
Jayla Jackson  
Abin Manuel  
Autil Martinez  
Maximilian Montemayor  
Ivan Pham  
Kristin Potter  
Nautika Riley  
Ernesto Salas  
Nijiree Stafford  
Kassandra Sura

#### *Correctional Health*

Alma Gallegos  
Jackeline Vergaray  
Evan Wilson

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT



**LBJ Hospital**

Jade Holcomb  
Asseneth Moreno  
Blessing Oradiegwu  
Davanisha Ray  
Tiffany Sanchez  
Jamie Sprang  
Yesenia Turcios  
Yongqian Zou

**NURSING CLINICAL  
ADVANCEMENT PROGRAM  
PROMOTIONS**

**NURSE CLINICIAN IV**

**Ben Taub Hospital**

Katrin Bahramian,  
BSN, RN, CCRN  
Sajumon Chacko,  
BSN, RN, PCCN  
Jordan Irish,  
BSN, CEN, CTRN, TCRN  
Olanrewaju Oyedepo,  
BSN, RN, CCRN  
Rosario Vega,  
BSN, RN, PCCN, NE-BC  
Mini Vincent,  
MSN, RN, CCRN, CCRN-CSC

**NURSE CLINICIAN III**

**Ambulatory Care Services**

Merilyn Atienza  
Shaquana Bell  
Hepsiba Bency

Taloria Crenshaw Bringier  
Claudia Cardiel  
Fatou Diouf  
Ashley Evers  
Erica Green  
Hilda Groves  
Rachelle Hearn  
Chie Horimoto  
Melissa Isom  
Deborah Jackson

Adiaratou Kone  
Mayra Lopez  
Allyson Olk  
Tien Pham  
Soniya Preeth  
Diana Quintero  
Sylvia Segura  
Jennifer Sledge  
Enyioma Stephen  
Kymberly Withers

**Ben Taub Hospital**

Adenike Adewoye  
Lydia Agu  
Cristela Arevalo  
Xochilt Ayllon  
Chika Ayozie  
Kenya Babb  
Arianna Baham  
Armida Bahja  
Ashe Barley  
Hazel Bayaborda  
Sierra Brown  
Sherrelle Camerone

Annie Cao  
Brenda Caraveo  
Lucero Castillo  
Giddel Chi  
Nejra Cilas  
Ana Curo  
Nathalie Damasco  
DanThanh Dao  
Margaret Davis  
Jannet De La Cruz  
Guilaine Ghislaine Deuleu  
Tarik Devic  
Joy Ekwueme  
Aleyamma Emanuval  
Kevin Escobar  
Katherine Evertsz  
Humphrey Foncham  
Alana Franco  
Alondra Gallegos  
Soosamma George  
Brayan Gomez  
Ana Gonzalez  
Jocelyn Gonzales  
Kelly Hendrix  
Brittany Hines  
Amanda Grace Hisole  
Jessica Hoffman  
Sarah Hong  
Tuyen Huynh  
Andrei Jara  
Michell Jaramillo  
Sherin Joseph  
Adanma Kekeh

Susan Suby Koshy  
Biji Kunnacherry  
Lyndsey Lagria  
Michael Lam  
Boping Liang  
Kamle Al Makdah  
Kira Mavis  
Melanie May  
Tonidayeshawn McKenzie  
Matthew Medrano  
Nisha Cicil Mendez  
Megan Meyer  
Rio Modequillo  
Shaunte Morant  
Angel Mossberg  
Sarah Musgrave  
Marlene Navarrete  
Sani Nellikkattil  
Kim Nguyen  
Victoria Obodo  
Genissa Ochoa  
Alessandra O'Kaitland  
Lawrence Okoh  
Deborah Olaniyan  
Elizabeth Olvera  
Mark Piosca  
Agash Raju  
Juanita Ramirez  
Alejandra Recinos  
Megan Rhodes  
Kellie Roberts  
Gina Sajimon  
Jennifer Marin Salas

Marites Salazar  
Sheeba Sam  
Joyal Shibu  
Maymunah Shittu  
Rejina Shrestha  
Emerald Smith  
Marceline Tantoh  
Sarath Thayil  
Mittu Thomas  
Tatiana Trujillo  
Chijioke Uchendu  
Megan Washington  
Leah Wasler  
Morgan Webb  
Walter Wen  
Queenay Wilkins  
Annisia Williams  
Santra Wilson  
Mahfara Yakub  
Andrea Young  
Mengfan Zhuang

**LBJ Hospital**

Roland Abu  
Ceidra Adams  
Davetta Adams  
Rebekah Amadi  
Ifeyinwa Amanchukwu  
Isata Bah  
Marcy Balderas  
Octavia Baptiste  
Stephanie Barklage  
Nathalie Barrera  
Michelle Bedolla

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

Emily Bish	Oluwaseun Olorundare
Arlene Cabugao	Emmanuel Omoruyi
Gabriela Campo	Guendalyn Oranga
Sharon Candelario-Rodriguez	Laura O'Rosky
Stephanie Carrillo	Ma Soledad Osorio
Melissa Cather	Teresa Otieno
Juyely Chacon	Nicole Porch
Brennan Channell	Carla Ramirez
Nicole Connell-Davis	Maricris Ramos
Yvonne Coyote	Jasmin Rasberry
Azucena Diaz	Phoebe Rodwell
Jane Ejeckam	Angelina Rosales
Katelynn Escobedo	Sam Rose
Monica Flewelling	Taiwo Salako
Cristal Franco	Oneyda Seiver
Mohamed Gbondo	Ruma Sen
Halima Isah	Judy Simmons
Kristi Jacob	Chloe Sims
Yelli Kim	Janie Stringer
Luv Levy	Ruby Tlaseca
Gertrude Madueke	Bogdanka Velevska-Djisheva
Resma Mathew Maliakal	Shoniqua Ward
Florin Marginean	Tyler Washington
Vincy Mathew	
Zyiane Meads	
Kerbeh Mendin	
Amanda Menendez	
Miltasia Miller	
Josephine Morka	
Thien Ngo	
Trinh Nguyen	
Vivienne Nwazojie	
Nicole Okafor	



- A Message from our Chief Nurse Executive
- Across the System
- Ambulatory Care Services
- Ben Taub Hospital
- Correctional Health
- Lyndon B. Johnson Hospital
- Nursing Staff by the Numbers
- Career-Building Opportunities
- Advancement Programs
- Disseminated Scholarly Activities
- Professional Development
- Awards and Recognition



# DISSEMINATED SCHOLARLY ACTIVITIES

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**

## PODIUM PRESENTATIONS

### *Ambulatory Care Services*

**Lahue, J.** (2025, April 28). Substance use: Assessing risk in an era of new and emerging products [Conference session]. Breaking the Silos: Advancing Integrated Care through Leadership, Partnerships and Inclusion, Houston, TX, United States.

**Lahue, J., & Schlueter, M.** (2025, May 20–24). Dangers in substance abuse: The role of the nurse in the outpatient addiction program [Conference session]. AAACN Annual Conference, Austin, TX, United States.

### *Ben Taub Hospital*

**De Los Santos, T.** (2025, September 11–13). Fall agreement: Enhancing patient safety through partnerships [Conference session]. AMSN Convention, Austin, TX, United States.

**Eapen, S.** (2025, June 5–7). Transforming acute myocardial infarction (AMI) care: Innovations in reducing AMI readmissions [Conference session]. Texas Nurses Association Conference, Austin, TX, United States.

### *System*

**Moore, L.** (2025, November 8–12). Recipe for success: Mixing savory partnership with HR in cooking up a nurse leader succession plan [Conference session]. 48th Biennial Sigma Convention. Indianapolis, IN, United States.

**Sennett, J.** (2025, October 4). Enhancing new nurse confidence with simulation pre-briefing [Conference session]. Sigma Region 15 Nursing Research Symposium, Burlington, VT, United States.

## POSTER PRESENTATIONS

### *Ambulatory Care Services*

**Lahue, J.** (2025, April 14–17). Structured incentives, sustainable outcomes: A strategic framework for contingency management [Conference session]. AAACN, Orlando, FL, United States.

**Ramos, J., & Lahue, J.** (2025, November). Implementing a robust shared governance in ambulatory [Conference session]. AAACN, Orlando, FL, United States.

**Ramos, J., & Lahue, J.** (2025, November). Reducing healthcare costs through blood pressure champions [Conference session]. AAACN, Orlando, FL, United States.

**Russell, M., Schlueter, M., Glover, M., Isaacs, T., & Edmond, M.** (2025, May 20–24). Impact of implementing blood pressure champions in the ambulatory care setting to improve patient outcomes [Poster presentation]. AAACN Annual Conference, San Diego, CA, United States.

**Timmons, L. A., Rangel, E., Reeder, M. & Erickson, K.** (2025, June 11–13). Impact of a standardized expansion initiative on peritoneal dialysis utilization [Poster presentation]. America's Essential Hospital VITAL2025, Atlanta, GA, United States.

**Timmons, L. A., Rangel, E., Reeder, M. & Erickson, K.** (2025, May). Growing a peritoneal dialysis home program [Conference session]. Vital 2025, Washington, DC, United States.

**Smiley, K., Chambers, R., Gaylor, L., Lay, S., Nicholas-Orndorff, C., & Williams, B.** (2025, June 6–7). Strategies for improving nurse engagement in Ask My Nurse to enhance a healthy remote workplace [Poster presentation]. Texas Nurses Association Conference, Austin, TX, United States.

### *Ben Taub Hospital*

**Bhakta, P., Herrera, M., Fanning, M., & Myles, J.** (2025, February 14). Let's get in the zone to prevent falls [Poster presentation]. Delta Theta Chapter & UT Arlington College of Nursing and Health Innovation Research Symposium, TX, United States.

**Grue, M.** (2025, September 11–13). Standardizing the use of AirTAP to reduce hospital-acquired pressure injuries [Conference session]. AMSN Convention, Austin, TX, United States.

**Mora, S., Hixson, L., Smith, T., Hiriart, A., Puente, F., Badillo, A., Marshall, D., Wilson, C., Seger, C., & Mendez Reyes, J. E.** (2025, November 8–10). The impact on productivity with the implementation of a trauma registrar hybrid work model [Conference session]. TQIP, Chicago, IL, United States.

**Tubiera, D., Sampson, T., Fanning, M., Bhakta, & Hansom, M.** (2025, June 10–12). Crisis intervention drills: A strategy to reduce workplace violence [Conference session]. GAGE 2026, Minneapolis, MN, United States.

**Tubiera, D., Sampson, T., Fanning, M., Bhakta, & Hansom, M.** (2025, September 11–13). Crisis intervention drills: A strategy to reduce workplace violence [Conference session]. AMSN Convention, Austin, TX, United States.

### *LBJ Hospital*

**Corey, N., Straps, & Khair, T.** (2025, October). Raising the bar on heart failure care: For ARNI compliance [Poster presentation]. UT/HH Research/QI Day, Houston, TX, United States.

**Kerbow, N., Veselinovic, J., & D'Souza, M.** (2025, April 17–18). Bridging the knowledge gap: Educating all mothers on the risks of pacifier use while breastfeeding [Poster presentation]. Nursing and Clinical Innovation Summit, Houston, TX, United States.

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT

**Padua, M.** (2025, May 18–20). Nurse-led innovation: Transforming discharge efficiency and patient flow in a high-acuity observation unit [Poster presentation]. NTI 2026, Indianapolis, IN, United States.

#### System

**Dompreh, G., Blalock, D., Acheampong, A., Le, L., & Tucker, K.** (2025, May 2). Augmented assessment protocol for darker skin tones to improve pressure injury risk and identification [Poster presentation]. Symposium on Advanced Wound Care, Grapevine, TX, United States.

**Phan, G., Dam, T., Saavedra, R., Balason, P., & Jaganathan, J.** (2025, April 16–17). Stop the spray and pray: ICU nurses owning outcome-driven competency management [Poster presentation]. National Evidence-Based Practice Conference, Iowa City, IA, United States.

### INVITED SPEAKERS

#### System

**Bonuel, R.** Plenary Session Speaker on “The Value of APRN” at the Far Eastern University 205 International Nursing Conference, May 7, 2025, Manila Philippines

**Moore, L.** (Nov 4, 2025). From Service to Strategy: Women Veterans Leading the Way. (Panel Discussion). Invited Speaker for the Women in Healthcare, Inc-Houston Chapter, Houston, TX.

### MANUSCRIPTS

#### Ben Taub Hospital

**Garcia, J., Butler, H., Boggs, K., & Yanez, J.** (2025). From uncertainty to confidence: Standardizing team approach to physical restraint (TAPR) for safer emergency care. *Journal of Emergency Nursing*.

**Karimova, M., Collins, K., Phillips, K., Buenavista, J., Pavilonia, M. A., & Brown, K.** (2025). Utilizing a multimodal learning approach to implement evidence-based perineal skin care guidelines to manage diaper dermatitis in NICU patients. *Advances in Neonatal Care*.

**Riley, S.** (2025). Extra-virgin coconut oil versus purified lanolin anhydrous in preventing subacute clinical lactation mastitis. *Journal of Human Lactation*.

#### System

**Nguyen, R.** (2025). Implementing a Spanish-language prediabetes prevention program: An NP-Led quality improvement initiative. *Journal of Nursing Care Quality*.

### RESEARCH

#### System

Protocol ID: 17-09-1745

Principal Investigator: Phuong Nguyen, co-investigators: Gordon, Mollie, Katherine, Robichaux; Vujanovic, Anka; **Ortiz, Herbert C.; Bonuel, Rizalina Marcial**, Maldonado, Mariah Nicole; Coverdale, John

Protocol Title: H-41727: An Integrated Care Approach to Addressing the Bio-Psycho-Social Needs of Human Trafficking Victims



A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

2025 NURSING ANNUAL REPORT



# PROFESSIONAL DEVELOPMENT

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**

## NEW DEGREES

### **Ambulatory Care Services**

#### **Associate Degree in Nursing**

Laporsha Evans

#### **Bachelor of Science in Nursing**

Moranda Manuel

#### **Master of Science in Nursing**

Stacey Washington

### **Ben Taub Hospital**

#### **Bachelor of Science in Nursing**

Karen Garcia

Kelly Hendrix

#### **Master of Business**

##### **Administration**

Heather Horne

#### **Master of Science in Nursing**

Alyssa Badillo

Prince Andrew Balason

Asia Carter

Juliana DeLeon

Jinu Jaganathan

Porsha Ferguson Randle

#### **Doctorate in Nursing Practice**

Margaret Grue

### **LBJ Hospital**

#### **Associate Degree in Nursing**

Alinna Salas Hernandez

Huong Phan

#### **Bachelor of Science in Nursing**

Dennis Murdie

#### **Master of Science in Nursing**

Daisy Febin

Sonya Smith Grigsby

Huong Phan

### **System**

#### **Associate Degree in Nursing**

Natalie Truong

#### **Bachelor of Science in Nursing**

Alondra Martinez Almanza

Kai Hollis

Natalie Truong

#### **Master of Business**

##### **Administration**

Alana Lee

#### **Master of Science in Nursing**

Leah Abraham

Edward Donel

Sarah Evans

David Hoang

Alana Lee

Tasha Millet

## NEW CERTIFICATIONS

### **Ambulatory Care Services**

#### **Advanced Practice Nurse**

##### **Practitioner**

Vivian Zheng

#### **Ambulatory Care Nursing**

Milli Aguilar

Hepsiba Bency

Taloria Crenshaw Bringier

Miren Creixell

Lisa Dikas

Fatou Diouf

Lucia Florom

Logan Gaylor

Hilda Groves

Chie Horimoto

Melissa Isom

Deborah Jackson

Adiaratou Kone

Magdalena Medrano

Sara Miranda

Tien Pham

Soniya Preeth

Diana Quintero

Kevinton Molina

Rosa Rivera

O'Keima Terrell

Mireya Walmsley

Lesha Williams

Lidia Winstead

#### **Ambulatory Perianesthesia**

##### **Nursing**

Ashley Evers

Jennifer Sledge

#### **Case Management**

Lourdes Portillo

#### **Correctional Health Nursing**

Shayla Williams

#### **Dialysis Nursing**

Ruth Allen

Yaoju Chou

#### **Nursing Leadership/**

##### **Administration**

Amanda Osborn

Amada Pavon

#### **Oncology Nursing**

Claudia Cardiel

Erica Green

Debora Wickramatunge

#### **Perioperative Nursing**

Naicole Barfield

### **Ben Taub Hospital**

#### **Advanced Practice Nurse**

##### **Practitioner**

Nicole Brathwaite

#### **Ambulatory Perianesthesia**

##### **Nursing**

Ana Armijos

Carolina Lerma Toro

#### **Critical Care Nursing**

Lauren Ainsworth

Ayo Akinbode

Precious Akpom

Chelsea Amams

Cristela Arevalo

Xochilt Ayllon

Neha Bobby

Zabrina Calahatian

Brenda Caraveo

Giddel Chi

Hannah Dau

Sabrina Dauphin

Adryl Delicana Jr.

Tarik Devic

Shelby Do

Niver George

Heidy Godoy

Gabrielle Egbe

Samantha Enderwitz

Whitney Evans

Julia Gelber

Celeste Gomez

Elias Gomez

Jacobi Graham

Cindy Guervil

Jessica Hoffman

Jocelyn Haddix

Danyelle Hodges

Elizabeth Igwe

Kayla Konvicka

Niya Kunnath

Leanne Le

Matthew Medrano

Jennifer Mendez

Beatha Msafiri

Angel Mukrukkattu

Sarah Musgrave

Ngoc Ngo

Hannah Niemann

Martina Nguyen

My Le Nguyen

Genissa Ochoa

Ijeoma Onya

Chubuike Osigwe

Olanrewaju Oyedepo

Ashley Pelayo

Olufunmilayo Porter

Alejandra Recinos

Megan Rickert

Aaron Gregory Santos

Chasity Sloan

Aviana Thomas

Duong Tran

Kali Tran

Megan Washington

#### **Critical Care Nursing with**

##### **Cardiac Medicine Subspecialty**

Kevin Escobar

Rhemil Rose Estrada

#### **Dialysis Nursing**

Agash Raju

#### **Emergency Nursing**

Austin Attaway

Melanie Bellinoski

Dhani Desai

Matthew Ellsworth

Kelly Hendrix

Andrew Rich

Caitlin Shadow

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT

**Fetal Monitoring**

Ashley Wechsler  
Annisia Williams

**Inpatient Antepartum Nursing**

Deepa Paul

**Inpatient Obstetrics Nursing**

Nejra Cilas  
Deybie Martinez  
Porchè Monroe  
Angela Moore  
Tionia Roberson

**Low-Risk Neonatal Nursing**

Carolyn Fairchild

**Maternal-Newborn Nursing**

Adenike Adewoye  
Aleyamma Emanuval  
Biji Kunnacherry  
Deborah Olaniyan

**Medical-Surgical Nursing**

Florence Adegunwa  
Keila Cantu  
Cristina Orozco Celaya  
Margaret Davis  
Alondra Gallegos  
Brittany Hines  
Sherin Joseph  
Kiana Katambani  
Tonidayeshawn McKenzie  
Shaunte Morant  
Kathrin Morgan  
Chinenye Okechukwu Ogori  
Ana Ortiz  
Jennifer Marin Salas  
Magdalena Silva  
Tatiana Trujillo  
Chijioke Uchendu  
Santra Wilson

**Neonatal Intensive Care Nursing**

Hazel Bayaborda  
Kaila Holly  
Rio Modequillo  
Elizabeth Olvera  
Yessica Serna

**Nursing Leadership/ Administration**

Jessyca Clemons  
Kiwana Collins  
Tracy Garcia  
Janise Myles

**Nursing Professional Development**

Guadalupe Galvan  
Tanisha Prince

**Oncology Nursing**

Sherin Joseph

**Perioperative Nursing**

Sisinio Anduyan  
Shawn Digges  
Sarah Hong  
Holly Pierce  
Tommy Tran

**Progressive Care Nursing**

Habi Binny  
Juan Castilla  
Jacqueline Contreras  
DanThanh Dao  
Ashleigh Evans  
Humphrey Foncham  
Nisha Cicil Mendez  
Jessica Morales  
Betty Philip  
Taylor Poretta  
Neidy Ramos

Gina Sajimon  
Sarath Thayil  
Sean Tran  
Leah Wasler  
Andrea Young

**Psychiatric/Mental Health Nursing**

Lawrence Okoh  
Maymunah Shittu  
Marceline Tantoh  
Melissa Toepfer

**Radiology Nursing**

Maria Melcah Rose Repique

**Trauma Nursing**

Morgan Evans  
Ana Gonzalez  
Lori Hixson  
Julie King  
Allison Ottaway  
Isabella Trujillo

**Vascular Access**

Andrewlena Bingham

**LBJ Hospital****Advanced Practice Nurse Practitioner**

Alfred Nyairo

**Ambulatory Care Nursing**

Ceidra Adams  
Trinh Nguyen  
Oluwaseun Olorundare

**Ambulatory Perianesthesia Nursing**

Luv Mayfield

**Critical Care Nursing**

Carine Dempsey  
Jared Fremin

Katherine Kerr  
Tracy Le  
Abigail Pennington  
Sam Rose  
Jordan Tanner  
Joceyln Tobias

**Dialysis Nursing**

Michelle Wade

**Emergency Nursing**

Mallory Archer  
Stephanie Barklage  
Marcy Balderas  
Kylie Conn  
Annette Elias  
Lori Haddock  
Kristi Jacob  
John Lopez  
Cristina Maeso-Diaz  
Michelle Marie Maliwanag  
Ben Mathew  
Vivienne Nwazojie  
Teodoro Olivarez  
Kelsey Tolar  
Shoniqua Ward

**Fetal Monitoring**

Lisa Eichelberger  
Deanna Griffin

**Flight Nursing**

Melissa Cather

**Inpatient Obstetrics Nursing**

Martil Buruca-Martinez  
Michelle Garcia  
Miriam Gonzalez  
Sandeep Kaur  
Zyiane Meads  
Nicole Porch  
Valencya Walker

**Maternal-Newborn Nursing**

Kourtnee Bosie  
Kimberly Dobard  
Meliza Duenez  
Cayli Gullage  
Carla Ramirez  
Andrea Thompson  
Eposi Tihfon

**Medical-Surgical Nursing**

Rebekah Amadi  
Ifeyinwa Amanchukwu  
Bhagwati Beriha  
Juyely Chacon  
Jane Ejeckam  
Mohamed Gbondo  
Aghogho Idiaghe  
Halima Isah  
Tracy Le  
Gerturde Madueke  
Resma Mathew Maliakal  
Silvia Nyakundi  
Nicole Okafor  
Obianuju Okoli  
Guendalyn Oranga  
Omar Quevedo  
Taiwo Salako  
Jimmy Sebastian  
Oneyda Seiver  
Judy Simmons  
Fatiha Sulaiman  
Lindsey Thayer  
Bogdanka Velevska-Djisheva  
**Nursing Leadership/ Administration**  
Kathleen Boddie  
Tammy Straps  
Lea Taylor

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



**Nursing Professional Development**

Rose Saavedra

**Oncology Nursing**

Gabriela Campo

**Perioperative Nursing**

Roland Abu

Yvonne Coyote

Florin Marginean

David Perez

Phu Phan

Julia Squatrito

**Post Anesthesia Nursing**

Netsanet Asefa

Azucena Diaza

Vincy Matthew

Maricris Ramos

**Progressive Care Nursing**

Bindu Aji

Octavia Baptiste

Jessica Bartel

Cynthia Davila Bermudez

Cristal Franco

Jasmin Garcia

Carolina Camargo Gonzalez

Sadaf Nawmi

Thien Ngo

Ruma Sen

Cynthia Vasquez

**Radiology Nursing**

Phoebe Rodwell

**Trauma Nursing**

Emily Barlow

Stephanie Carrillo

**Vascular Access**

Cynthia Vasquez

Sarah Woolf

**System**

**Advanced Practice Nurse Practitioner**

Benniesha Scott

**Ambulatory Care Nursing**

Jamie Brooks

Florence Herrera

Byanca Janog

**Case Management**

Dung Dang

Sekinat Ogunlana

Shelitrice Walton-Johnson

**Correctional Health Nursing**

Marlissa Esquivel

Gloria Ezeani

Siobhan King

Laclara Smith

**Critical Care Nursing**

Alvin Mark Ligaya

**Diabetes Care and Education**

Sally Gomero

**Flight Nursing**

Gabriela Johnson

**Forensic Nursing – Adult**

Cassandra Deal

**Healthcare Quality**

Alesia Cain

John Cash

Edtrina Moss

Vi Tran-Salazar

**Nursing Informatics**

Mary Gatmaitan

**Nursing Leadership/ Administration**

Jenni Hamann

**Nursing Professional Development**

Jasmine McClelland

**Occupational Health Nursing**

Ana Aguillon

Nkechinyere Odinma

**Patient Safety**

Kara Brushett

Monica Manthey

**Perioperative Nursing**

Ronald Juan

**Progressive Care Nursing**

Lisl Nguyen

**Transport Nursing**

David Dang

**Trauma Nursing**

David Raynor

**Vascular Nursing**

Ian Jay Ragel

## Doctorally Prepared Nurses Improve Care

Harris Health is proud to employ a significant number of doctorally prepared nurses whose special skills and knowledge translate to better care for our patients and our community.

Their advanced preparation allows them to move easily between the bedside and the broader systems that shape patient outcomes. In daily practice, that often begins with important questions: Why do we do things this way? Is there a better approach? What does the evidence show?

Those questions lead to meaningful change. Across Harris Health, our doctorally prepared nurses guide improvement efforts, help teams interpret emerging research and mentor colleagues who want to strengthen their own practice. Their work supports thoughtful decision-making and ensures that improvements in care are grounded in evidence.



**“Doctorally prepared nurses play a vital role in improving nursing practice, patient outcomes and safety across our system. Their presence reflects our shared commitment to continuous learning, evidence-based practice and leadership at every level of care.”**

Lourie Moore, DNP, MBA, RN, NEA-BC, CPHQ, LSSGB, FNAP, vice president, Center for Nursing Excellence

A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

**2025 NURSING ANNUAL REPORT**

## DOCTORALLY PREPARED NURSES

### Ambulatory Care Services

Micheline Albina, DNP, RN, NEA-BC, AMB-BC  
Jason Baumgarten, DNP, MBA, RN, NEA-BC  
Naoshia Carroll, PhD, RN, NEA-BC  
Bridgette Estes, DNP, RN, NE-BC, AMB-BC  
Attallah Flanning, DNP, RN, CMSRN  
Alice Kohler, DNP, RN, NE-BC, CPAN, CCRN  
Rosemarie Lopez, DNP, RN, NE-BC, NPD-BC, CPPS  
Sara Morales, DNP, RN, NE-BC, AMB-BC  
Joan Mutai, DNP, RN, GERO-BC, AMB-BC  
Rosa Rivera, DNP, RN, AMB-BC  
Matthew Schlueter, PhD, MBA, RB, NE-BC, PHN  
Christine Victorian, DNP, RN, CPHQ, CMCN  
LaToya Woods, DNP, RN, OCN

### Ben Taub Hospital

Margarita Armijo, PhD, MA, BSN, RN  
Nicole Brathwaite, DNP, APRN, CCRN, ACNP-BC  
Jessyca Clemons, DNP, RN, NEA-BC  
Derek Curtis, DNP, MA, RN, NEA-BC  
Lisa Devane, DNP, RN, NE-BC  
Sibil George, PhD, RN, NEA-BC  
Margaret Grue, DNP, RN, NEA-BC, OCN  
Arshada Hayes, DNP, RN, CPHQ  
Monica Herrera, DNP, RN-BC, CNML  
Zhigang Ji, PhD, BSN, RN  
Kimberly Jean-Louis, DNP, RN, NEA-BC  
Sheila Lockwood, DNP, RN, NE-BC, CCRN  
Suzanne Lundeen, PhD, RN, NE-BC, RNC-OB, C-EFM  
Huong Phan, DNP, RN, NNP-BC  
Elizabeth Pickney, DHA, MSN, RN, NEA-BC  
Daren Tanchico, DNP, RN, PCCN, RNC-NIC, CNE  
Deidra Williams, DNP, RN, APRN, FNP-C

### Correctional Health

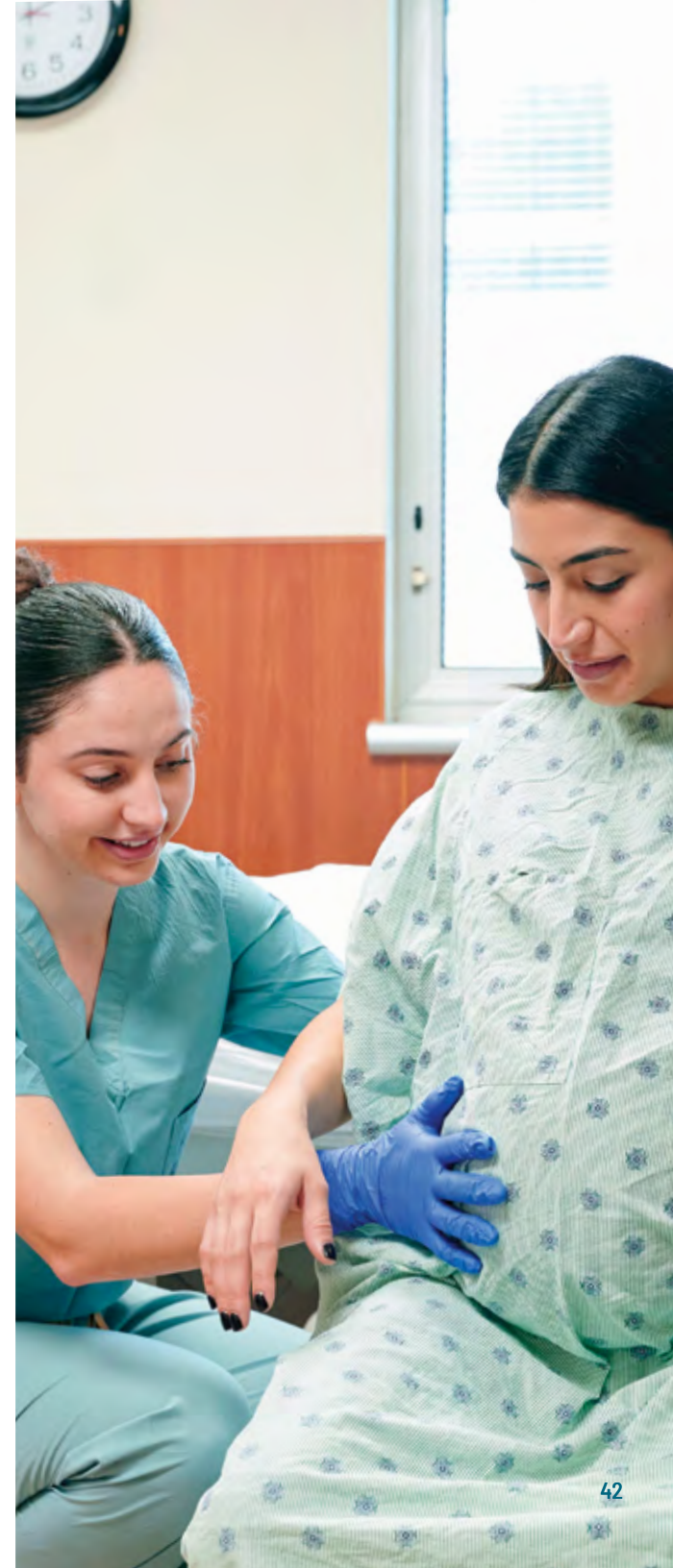
Chinyere Pamugo, DNP, RN  
Dena Villanueva, DNP, RN, CCHP-RN

### LBJ Hospital

Shaïda Bina, DNP, RN, NEA-BC, PCCN  
Charyl Bell-Gordon, DNP  
Richard Bustamante, DNP, APRN, AGACNP-BC,  
CCRN, PCCN  
Mini Daniel, DNP, RN, MEDSURG-BC  
Tomica Franklin, DNP, RN  
Bibiana Nwora, DNP, RN  
Dana Oldham, DNP, RN, CEN  
Tashiana Roberts-Jackson, PhD, RN, NEA-BC, NPD-BC  
Walé Salvador, DNP, RN, NE-BC  
Lakeshia Williams, DNP, RN-BC, NEA-BC

### System

Rizalina Bonuel, PhD, APRN, ACNS-BC, CCRN, FNAP  
Jacqueline Brock, DNP, RN, NEA-BC, CCHP  
Gertrudo Catolico, DNP, RN  
Lori Cummings, DNP, RN, NPD-BC  
Esperanza Galvan, PhD, MS, RN, CVRN-BC, CDCES  
Mary Gatmaitan, DNP, RN, CPHQ  
Jenni Hamann, DNP, RN, NI-BC  
Alicia Hernandez, DNP, RN, NEA-BC, NPD-BC  
Seena John, DNP, RN, LSSBB  
Joseph Kunisch, PhD, RN, CPHQ, NI-BC  
Anne Liong, PhD, MBA, RN, CENP  
Evelyne Mbe Laka, DNP, RN, CPHQ, LSSBB  
Lourie Moore, DNP, MBA, RN, NEA-BC, CPHQ, LSSGB, FNAP  
Edtrina Moss, PhD, MBA, MSN, RN, NEA-BC, CPHQ, LSSGB  
Rachell Nguyen, DNP, APRN, FNP  
Rosemary Obonor, DNP, RN  
Christian Owen, DNP, RN, CPPS  
Maureen Padilla, DNP, RN, NEA-BC  
Sandra Sanchez, PhD, RN, SANE-A, SANE-P, AFN-C  
Jessica Sennett, DNP, RN, NPD-BC, NE-BC  
Lori Timmons, DNP, MBA, RN, NEA-BC, CDN  
Pamela Windle, DNP, RN, NEA-BC, CAPA, CAPN



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT



# AWARDS AND RECOGNITION

A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

2025 NURSING ANNUAL REPORT

## BECKER'S REVIEW CNOS TO KNOW IN 2025

Derek Curtis, DNP, MA, RN, NEA-BC

## BEE AWARDS

### *Ambulatory Care Services*

Tran Le, AS, CMA, medical assistant  
Adriana Martinez-Rosas, CMA, medical assistant

### *Ben Taub Hospital*

Jesus Arias, health unit coordinator I  
Emeline Tayag, ABA, BS, health unit coordinator I

### *Correctional Health*

Carlos Orellana, CMA, medical assistant

### *LBJ Hospital*

Gabriela Murillo, CNA, patient care assistant II  
Roxie Thompson, health unit coordinator I  
Eboni Waid, CNA, patient care assistant II

## CHIEF NURSE EXECUTIVE CHALLENGE COIN AWARDS

### *ACS Pathway to Excellence Prep Team*

Nena Bonuel, PhD, APRN, ACNS-BC, CCRN, FNAP  
Jennifer LaHue, MBA, BSN, RN, CENP  
Lourie Moore, DNP, MBA, RN, NEA-BC, CPHQ,  
LSSGB, FNAP  
Jhoanna Ramos, MSN, RN, NE-BC, PCCN

### *Ben Taub Magnet Prep Team*

Sidney Brown, MSN, RN, NE-BC, CCRN  
Lisa Devane, DNP, RN, NE-BC  
Sibil George, PhD, RN, NEA-BC  
Suzy Lundeen, PhD, RNC-OB, NEA-BC, C-EFM  
Theresa Sampson, MSN, RN, NE-BC

### *LBJ Magnet Prep Team*

Louly Cardona, MSN, RN, CNOR

Tashiana Roberts-Jackson, PhD, RN, NPD-BC,  
NEA-BC  
Jennifer Turner, BSN, RN, PCCN  
Yolonda Wall, MSN, RN, CIC

### *System Pathway to Excellence and Magnet Prep Team Support*

George Atang  
Edward Donel, MBA, MSN, RN, CPHQ, CPPS, NE-BC  
Releine Petilla, MSN, RN-BC, CPHQ  
Vincent Thomas

## CHIEF NURSE EXECUTIVE EXCELLENCE AWARD

### *Project RHNO: Rapid Head and Neck Oncology Reducing Barriers from Surgery to Completion of Post-Operative Radiation Therapy (PORT)*

### **Clinic Staff**

Ashleigh Tousand-Auzenne, MSN, RN, OCN,  
NEA-BC, nurse manager  
Claudia Cardiel, BSN, RN, OCN  
Debora Wickramatunge, ADN, RN, OCN  
Jessica Smith, MSN, RN, OCN, AMB-BC  
Erica Green, BSN, RN  
Raina McClintock, BSN, RN  
Catherine Pugh, MBA, BSN, RN  
Daja Gardiner, MA  
Blanca Rodriguez, MA  
Erica Young-Colquitt, MA  
LaNeitha Whitley, PCT  
Sandra Martinez, PSRA

### **Providers**

Christina Chapman, MD, MS  
Alex Hanania, MD, MPH  
Pavan Jhaveri, MD, MBA  
Nageli Perez, NP, RN

### **Case Management/Social Work**

Annie Titus, MBA, BSN, RN, CCM

Nikki Lee, AAS, RN, CCM  
Derek Delgado, BSN, ADN, RN, CCM  
Lymesia Jackson, MHA, BSN, RN, CCM  
Tiffany Curtis, LMSW  
Anastacia Hernandez, LCSW

## DAISY AWARDS

### **LIFETIME ACHIEVEMENT**

Micheline Hamilton, DNP, RN, NEA-BC

### **HEALTH EQUITY**

Virginia Martinez, BSN, RN, CDE

### **ETHICS**

Genielyn Lee, BSN, RN, CMSRN  
Janice Myles, MSN, RN, MEDSURG-BC, NE-BC

### **LEADER**

#### *Ambulatory Care Services*

San Juana Reyes, BSN, RN, AMB-BC

#### *Ben Taub Hospital*

Margaret Grue, DNP, RN, OCN, CRNI, VA-BC,  
MEDSURG-BC, NE-BC

#### *Correctional Health*

Gloria Paler, BSN, RN

#### *LBJ Hospital*

Olajumoke Dada, MSN, RN, PCCN

### **EDUCATOR**

#### *Ambulatory Care Services*

Maya Glover, MSN, RN, AMB-BC

#### *Ben Taub Hospital*

Vanessa Garcia

#### *Correctional Health*

Shayla Williams, MSN, RN, CCHP-RN

#### *LBJ Hospital*

Ron Ryan Bautista, MBA, BSN, RN, CCRN, RNC-NIC, C-NNIC

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT

## ystem

Cheryl Oliver, MSN, M.A.C.E., AMB-BC, NPD-BC

## INDIVIDUAL

### Ambulatory Care Services

Loretha Darden, BSN, RN, RNC-MNN, OB nurse navigator

Melody Mexicano, AAS, RN, nurse clinician II

### Ben Taub Hospital

Lauren Ainsworth, MS, BSN, RN, CCRN, RNC-NIC, nurse clinician II

Courtney Beckham, MSN, RN, nurse clinician II

Morgan Murrey-Iltmann, MSN, APRN, ACNP-BC, CCRN, advanced practice nurse

Artavia Price, BSN, RN, nurse clinician II

Marites Salazar, BSN, RN, CMSRN, nurse clinician III

Irysh Sy, BSN, RN, nurse clinician II

### Correctional Health

Yawa Batoke, BSN, RN, nurse clinician II- CORHLT

Kimberly Celestine, BSN, RN, nurse clinician II

Laclara Smith, AAS, RN, CCHP, nurse clinician II-CORHLT

### LBJ Hospital

Maria Jao, BSN, RN, RNC-NIC, nurse clinician III

Ruby Tlaseca, BSN, RN, PCCN, nurse clinician III

Jimmy Sebastian, BSN, RN, CMSRN, nurse clinician II

## TEAM

### Ambulatory Care Services

Ben Taub Tower Eye Clinic

### Ben Taub Hospital

5F Nursing Unit

### Correctional Health

Infection Prevention

### LBJ Hospital

Wound, Ostomy and Continence

## GOOD SAMARITAN FOUNDATION EXCELLENCE IN NURSING AWARDS

### Ambulatory Care Services

Anny Abraham, MSN, RN, CLNC

Ceidra Adams, BSN, RN, AMB-BC

Adiaratou Camara, MBA, BSN, AMB-BC

Fatou Diouf, BSN, RN

Michelle Edmond, MSN, MBA, RN, NE-BC

Bridgette Estes, DNP, RN, NE-BC, AMB-BC

Gabrielle Gonzalez, MSN, APRN, FNP-C

Rachelle Hearn, BSN, RN, AMB-BC

Rita Mack, MSN, RN, AMB-BC

Kevinton Molina, BSN, RN

Melva Mitchell, MSN, RN, AMB-BC, CLSSBB

Natalie Nhan, BSN, RN, AMB-BC

San Juana Reyes, BSN, RN, AMB-BC

Abigail Roszak, MSN, MPH, APRN, FNP-C

Stephanie Toney, BSN, RN

Dia Vinod, BSN, RN, AMB-BC

### Ben Taub Hospital

Ansu Abraham, MSN, RN, CPHQ

Reichelle Araula, BSN, RN, CCRN

Margarita Armijo, BSN, RN

Keana Asadifar, BSN, RN

Jyothi Asokan, MSN, MBA, RN-BC, CLSSYB

Brittany Backstrom, MSN, MBA, RN-BC, CEN, CPHQ

Veronica Bardales, BSN, RN, CCRN

Priya Bhakta, MSN, BSHP, RN, CMSRN

Cristina Orozco Celaya, MA, BA, ADN, RN, CMSRN

Kiwana Collins, MSN, MBA, RN

Ana Curo, MSN, RN, FNP, CMSRN

Maria De Juan, BSN, RNC-OB

Sini Vinod Eapen, DNP, APRN, ACNPC-AG, AGACNP-BC,

CLSSBB, CCRN

Jonathan Garcia, MSN, MBA, RN, CEN, TCRN, NE-BC

Tracy Garcia, MSN, RN, PCCN

Vanessa Garcia, MSN, RN, PCCN, CHF

Arshada Hayes, DNP, RN, CPHQ, CHIPP-B, CLSSYB

David Hoang, BSN, RN

Brooke Jimenez, BSN, RN, CCRN, CPHQ, CLSSGB

Emelita Lomod, BSN, RN

Isabella Makiyil, BSN, RN, ACM-RN

Sini Mathew, MSN, RN, CHIPP-B

Ashley McArthur, MSN, RN, CMSRN, PCCN, NPD-BC

Tonidayeshawn McKenzie, BSN, RN, CMSRN

Erika Medlow-Braxton, MSN, APRN, FNP-C, CMSRN

Joy Nguyen, MSN, RN, CMSRN

Misha Nguyen, BSN, RN, CCRN-CSC, EMT

Helen Ombena, BSN, RN

Cherise Ramirez, BSN, RN, AMB-BC

Ani Reji, BSN, RN

Dionne Rideau, MSN, RN, APRN, FNP-C, CMSRN

Aney Sabu, BSN, RN

Gina Sajimon, BSN, RN, PCCN

Magdalena Silva, BSN, RN

Abigail Solomon, MSN-MPH, RN, CPHQ

Jennifer Tran, BSN, RN, CEN, TCRN

Diane Tubiera, MSN, RN, CMSRN

Morgan Webb, BSN, RN, CCRN

### LBJ Hospital

Ama Acheampong, MSN, RN, CWON

Ashley Acosta, BSN, RN, CNOR

Elizabeth Brewer, MSN, RN, CEN, TCRN, NE-BC

Louly Cardona, MSN, RN, CNOR

Sophia Cheruiyot, BSN, RN-BC, SCR

Nikeeta Corey, RN, CHF, OMT-HF, CCM, MEDSURG-BC

Olajumoke Dada, MSN, RN, PCCN

Ikechukwu Felix Dike, BSN, RN, MEDSURG-BC

Jasmin Garcia, BSN, RN

Tarvon Henry, ADN, RN

Jessica Hernandez, BSN, RN, CEN, TCRN, CFRN, CTRN

Claudia Herrera, MSN, RN, CCRN

Casey Hogan, MSN, RN, CEN, TCRN

George Hurst, AAS, RN, CEN

Jordan Irish, BSN, RN, EMT-P, CEN, TCRN, CTRN

Shibu Jacob, MSN, RN, PCCN

Linh Le, MSN, RN

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

2025 NURSING  
ANNUAL REPORT

Nohemi Ledezma, BSN, RN, PCCN  
 Christina McClain, BSN, RN  
 Juanita Medrano, BSN, RN, TCRN  
 Dennis Murdie, BSN, RN, CEN, VA-BC  
 Dana Oldham, DNP, RN, CEN  
 Guendalyn Oranga, BSN, RN, CMSRN  
 Katiana Oro, BSN, RN, PCCN  
 Martha Pena-Garcia, BSN, RN  
 Abigail Pennington, BSN, RN  
 Mini Perunnilathil, BSN, RN  
 Sharon Robinson, BSN, RN, CCRN  
 Rose Saavedra, MSN, RN, NPD-BC  
 Anna Skariah, BSN, RN, PCCN  
 Tammy Straps, MSN, RN-BC  
 Jiji Thomas, MSN, RN-BC, AMB-BC  
 Salamma Thomas, BSN, RN  
 Ruby Tlaseca, BSN, RN, PCCN  
 Tam Kim Tong, BSN, RN, PCCN  
 Kyanna Tucker, MSN, RN, CCRN  
 Khaleela Umheni, MSN, BSN, RN, NE-BC  
 Iris Vaquera, MSN, RN  
 Julie Veselinovic, BSN, RNC-MNN, RNC-NIC  
 Cecilia Wamwiri, BSN, RN, PCCN  
 Deandria Winchester, BSN, RN, PCCN

**System**

Selona Alleyne, MSN, BS, RN, CMSRN, NPD-BC  
 Reba Carethers, MSN, RN, CCRN, NPD-BC  
 Theresa Dam, MSN, RN, CCRN-BC  
 Mary Gatmaitan, DNP, RN, NI-BC, CPHQ, CLSSGB  
 Toyia Green, BSN, RN-BC  
 Myishea Gilliam, MSN, RN  
 Sara Hodge-Garrett, MSN, MEDSURG-BC, CPHQ, NPD-BC  
 Stephanie Masson, MSN, RN, FACHE, MBB, CPHQ, CPPS  
 Linsie Mathew, MSN, RN, MEDSURG-BC, PCCN-K, NPD-BC  
 Jasmine McClelland, MSN, RNC-OB, RNC-IAP,  
 RNC-MNN, C-EFM  
 Edtrina Moss, PhD, MBA, RN, NE-BC, AMB-BC, CPHQ,  
 CLSSGB

Cheryl Oliver, MSN, M.A.C.E., RN, NPD-BC, AMB-BC  
 Grace Phan, MSN, RN, CCRN, NPD-BC  
 Eric Vistan, MSN, RN, CAPA  
 Pamela E. Windle, DNP, RN, NE-BC, CPAN, CAPA,  
 FAAN, FASPAN

**HOUSTON CHRONICLE  
 TOP 200 SALUTE TO NURSES AWARDS**

**Top 15**

Tammy Straps, MSN, RN, MEDSURG-BC

**Honorees**

Anita Bates, BSN, RN, AMB-BC  
 Ron Ryan Bautista, MBA, BSN, RN, CCRN, RNC-NIC  
 Amanda Brown, BSN, RN, MEDSURG-BC  
 Leslie Martinez, BSN, RN  
 Katiana Oro, BSN, RN, PCCN  
 Mary Ann Padua, BSN, RN, CMSRN  
 Deepa Paul, MSN, RN, RNC-OB  
 Ruby Varughese, BSN, RN, RNC-LRN  
 Britney White, BSN, RN, CAISS  
 Tessia Winnfield, MSN, RN, RNC-OB

**INSPIRE AWARDEES**

**Ambulatory Care Services**

Karen Smiley, MBA, BS, RN, AMB-BC

**Ben Taub Hospital**

Roxanna Lara, BSN, RN, CDCES

**LBJ Hospital**

Maria Quintero, BSN, RN, CPAN

**LUMINARY AWARDS**

Harris Health revised the Luminary Awards selection process in 2025 to streamline award levels and better recognize top-performing units. Previously, each pavilion received three gem-level awards—Emerald, Silver, and Diamond. Under the updated structure,

one unit in each of the seven service lines across all pavilions receives a Ruby Award, and one of those seven Ruby winners is selected for the highest honor, the Diamond Award.

**DIAMOND AWARD**

**Ambulatory Care Services Specialty**

LBJ Obstetrics/Gynecology Clinic

**RUBY AWARDS**

**Correctional Health**

1200 Medical Infirmiry

**Critical Care**

Ben Taub 4D ICU/IMU Hybrid

**EC, EC Psych, Psychiatry Unit, Observation**

LBJ 4th Floor Observation

**Med-Surg/IMU**

LBJ 4B IMU/Med-Surg/Tele

**Primary Care & Specialty**

LBJ Obstetrics/Gynecology Clinic

**Procedural Areas**

LBJ Non-Invasive Cardiology

**Women and Infants**

Ben Taub 3C Perinatal Special Care

**TEXAS NURSING ASSOCIATION DISTRICT 9  
 OUTSTANDING NURSES HONOREES**

**LIFETIME ACHIEVEMENT**

Pamela Windle, DNP, RN, NE-BC, CAPA, CPAN

**HONOREES**

Jacqueline Brock, DNP, MBA, RN, NEA-BC, CCHP  
 Monica Herrera, DNP, RN, CNML, MEDSURG-BC  
 Rosario Suico, MSN, RNC-OB, NPD-BC, ACR

A Message from our  
 Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
 Hospital

Nursing Staff  
 by the Numbers

Career-Building  
 Opportunities

Advancement Programs

Disseminated Scholarly  
 Activities

Professional  
 Development

Awards and Recognition

**2025 NURSING  
 ANNUAL REPORT**



**BACK ROW LEFT TO RIGHT:**

Amy Smith, Matt Schlueter,  
Tekhesia Phillips, Eric Barnhouse,  
Maureen Padilla, Pamela Russell

**FRONT ROW LEFT TO RIGHT:**

Matt Reeder, Jackie Brock,  
Derek Curtis, Lourie Moore

A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**



A Message from our  
Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson  
Hospital

Nursing Staff  
by the Numbers

Career-Building  
Opportunities

Advancement Programs

Disseminated Scholarly  
Activities

Professional  
Development

Awards and Recognition

**2025 NURSING  
ANNUAL REPORT**





A Message from our Chief Nurse Executive

Across the System

Ambulatory Care Services

Ben Taub Hospital

Correctional Health

Lyndon B. Johnson Hospital

Nursing Staff by the Numbers

Career-Building Opportunities

Advancement Programs

Disseminated Scholarly Activities

Professional Development

Awards and Recognition

