TABLE OF CONTENTS

COVID-19
NURSING PROFESSIONAL PRACTICE MODEL
NURSING CLINICAL ADVANCEMENT PROGRAM
PRESTIGIOUS DISTINCTIONS FOR NURSING EXCELLENCE
CMS SURVEY
PROFESSIONAL DEVELOPMENT
AWARDS AND RECOGNITION
PUBLICATIONS, PODIUM AND POSTER PRESENTATIONS
NURSING CLINICAL ADVANCEMENT PROGRAM
CAREER-BUILDING OPPORTUNITIES AT HARRIS HEALTH
NURSE RESIDENCY PROGRAM

2019/2020 ANNUAL REPORT
<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>REDEFINING RESILIENCE</td>
</tr>
<tr>
<td>5</td>
<td>NURSING PROFESSIONAL PRACTICE MODEL</td>
</tr>
<tr>
<td>6</td>
<td>CMS SURVEY</td>
</tr>
<tr>
<td>7</td>
<td>COVID-19</td>
</tr>
<tr>
<td>17</td>
<td>PRESTIGIOUS DISTINCTIONS FOR NURSING EXCELLENCE</td>
</tr>
<tr>
<td>26</td>
<td>AWARDS AND RECOGNITION</td>
</tr>
<tr>
<td>34</td>
<td>PUBLICATIONS, PODIUM AND POSTER PRESENTATIONS</td>
</tr>
<tr>
<td>39</td>
<td>NURSING CLINICAL ADVANCEMENT PROGRAM</td>
</tr>
<tr>
<td>41</td>
<td>PROFESSIONAL DEVELOPMENT</td>
</tr>
<tr>
<td>44</td>
<td>CAREER-BUILDING OPPORTUNITIES AT HARRIS HEALTH</td>
</tr>
<tr>
<td>46</td>
<td>NURSE RESIDENCY PROGRAM</td>
</tr>
</tbody>
</table>
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.


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
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

“Your commitment to doing your best for our patients every day is a testament to your dedication, talent and resilience.”
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
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.
### COVID-19

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>09</td>
<td>Call Center</td>
</tr>
<tr>
<td>10</td>
<td>Surge Staffing</td>
</tr>
<tr>
<td>12</td>
<td>Crisis Nurses</td>
</tr>
<tr>
<td>13</td>
<td>Telehealth</td>
</tr>
<tr>
<td>13</td>
<td>Ben Taub Hospital Dedicated Unit Paves The Way</td>
</tr>
<tr>
<td>14</td>
<td>Breastfeeding Support for New Mothers</td>
</tr>
<tr>
<td>15</td>
<td>Attention to Safety at Lyndon B. Johnson Hospital</td>
</tr>
<tr>
<td>15</td>
<td>Innovation and Creativity</td>
</tr>
</tbody>
</table>

Table of Contents:
- REDEFINING RESILIENCE
- TABLE OF CONTENTS
- NURSING PROFESSIONAL PRACTICE MODEL
- CMS SURVEY
- COVID-19
- PRESTIGIOUS DISTINCTIONS FOR NURSING EXCELLENCE
- AWARDS AND RECOGNITION
- PUBLICATIONS, PODIUM AND POSTER PRESENTATIONS
- NURSING CLINICAL ADVANCEMENT PROGRAM
- PROFESSIONAL DEVELOPMENT
- CAREER-BUILDING OPPORTUNITIES AT HARRIS HEALTH
- NURSE RESIDENCY PROGRAM
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.
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

- **32** Number of Days Call Center Active
- **3,581** Number of Callers Referred to COVID-19 Testing
- **18,108** Number of Calls Answered
- **207** Number of Volunteers

Call Center Statistics

- **18,108** Number of Calls Answered
- **3,581** Number of Callers Referred to COVID-19 Testing
- **207** Number of Volunteers
- **32** Number of Days Call Center Active
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

<table>
<thead>
<tr>
<th>Tier</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>TIER 1</td>
<td>Clinical Nurses (1760)</td>
</tr>
<tr>
<td>TIER 2</td>
<td>Pavilion Clinic, periOperative, Procedural Area &amp; Trauma Nurses (324)</td>
</tr>
<tr>
<td>TIER 3</td>
<td>Ambulatory Care Services Clinic Nurses (364)</td>
</tr>
<tr>
<td>TIER 4</td>
<td>Administrative Nurses (300)</td>
</tr>
</tbody>
</table>
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.

“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

A Message To Our Nurses
COVID-19

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

< BACK NEXT >
COVID-19

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.
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.

“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 Schlueuter, PhD, MBA, RN, NE-BC
Chief Nursing Officer
Ben Taub Hospital
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.
“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
Ambulatory Care Services
PRESTIGIOUS DISTINCTIONS FOR NURSING EXCELLENCE

18
PATHWAY TO EXCELLENCE

18
CNOR STRONG

20
MAGNET – BEN TAUB HOSPITAL

22
MAGNET – LBJ HOSPITAL
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.
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

• Partnered with LBJ Specialty Clinic teams to establish a COVID-19 vaccine clinic on the hospital campus
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
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.
“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
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.

“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
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.
“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
AWARDS AND RECOGNITION

27
2019 NURSING GALA

29
2019 DAISY AWARDS

29
2019 LUMINARY AWARDS

29
2019/2020 HOUSTON CHRONICLE SALUTE TO NURSES AWARD

30
2019/2020 GOOD SAMARITAN FOUNDATION NURSING EXCELLENCE AWARD

32
2019 TEXAS NURSES ASSOCIATION DISTRICT 9 TOP 20 NURSES AWARD
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.
TABLE OF CONTENTS

REDEFINING RESILIENCE

NURSING PROFESSIONAL PRACTICE MODEL

NURSING CLINICAL ADVANCEMENT PROGRAM

PRESTIGIOUS DISTINCTIONS FOR NURSING EXCELLENCE

CMS SURVEY

COVID-19

AWARDS AND RECOGNITION

PUBLICATIONS, PODIUM AND POSTER PRESENTATIONS

NURSING CLINICAL ADVANCEMENT PROGRAM

PROFESSIONAL DEVELOPMENT

CAREER-BUILDING OPPORTUNITIES AT HARRIS HEALTH

NURSE RESIDENCY PROGRAM
AWARDS AND RECOGNITION

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
Shaida Rahmatinick, MSN, RN, PCCN

Top 15
Marcus Pollard, MSN, RN, NE-BC
Maregina Shankar, MSN, RN-BC
AWARDS AND RECOGNITION

2020 HOUSTON CHRONICLE SALUTE TO NURSES
Crizelda Baqtas, 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 Awasola, 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
Awards and Recognition

Mini Daniel, DNP, RN-BC, ACM
Ana Davis, MSN, RN, NEA-BC, CCRN, CVRN
Jessica Dawsey-Adams, BSN, RN
Florence Dediebe, 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 Guellen, 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
AWARDS AND RECOGNITION

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
PUBLICATIONS, PODIUM AND POSTER PRESENTATIONS

2019 PUBLICATIONS

2019 PODIUM PRESENTATIONS

2019 POSTER PRESENTATIONS

2020 POSTER PRESENTATIONS
2019 PUBLICATIONS


2019 PODIUM PRESENTATIONS

International


PUBLICATIONS, PODIUM AND POSTER PRESENTATIONS


2019 POSTER PRESENTATIONS

Regional


PUBLICATIONS, PODIUM AND POSTER PRESENTATIONS


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.


National


PUBLICATIONS, PODIUM AND POSTER PRESENTATIONS


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.


2020 POSTER PRESENTATIONS

National


International

NURSING CLINICAL ADVANCEMENT PROGRAM

2019/2020 GRADUATES
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 Doublin, 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
Treese Varghese, BSN, RNC-NIC, Ben Taub NICU III
Alexander Yotin, BSN, VA-BC, LBJ Procedural Support
PROFESSIONAL DEVELOPMENT

NEW DEGREES • CERTIFICATIONS
PROFESSIONAL DEVELOPMENT

NEW DEGREES

**Associate Degree**
Michelle Baldera
Jonathan Gilmore
Melody Mexican
Billal Zaman

**Bachelor's Degree**
Michael Akah
Idongesit Akpan
Cara Creel
Samantha Dhillon
Shaneek 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

**Master's Degree**
Joe Saynonh
Linda Vega
Benjamin Yagan

**Doctorate Degree**
Charisse Adams
Dana Oldham
Matthew Schlueter

CERTIFICATIONS

**Acute Care Nurse Practitioner**
Nicole Brathwaite
Juliana Siruchu

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

**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

**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
Karianna 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**
Ifachukwudeny Okwuoyibo

**Flight Nursing**
Delena Reeves

**Healthcare Quality**
Charisse Adams
Brittany Backstrom

**NURSE RESIDENCY PROGRAM**
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
Lesha 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 Laroza

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 Olsovoy
Laura O’Rosky
Delena Reeves
Melissa Strauss
Ashley Susik-Floyd
Rosio Trochez
William Wallin

Vascular Access
Dennis Murdie
Alexander Yotin
CAREER-BUILDING OPPORTUNITIES AT HARRIS HEALTH

REACH FOR THE STARS NURSING SCHOLARSHIP PROGRAM • NURSE RESIDENCY PROGRAM
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.
**NURSE RESIDENCY**

### 2019 GRADUATES

- Mariagoretti Eno Adigwe
- Eva Aguayo
- Sharon Andrade
- Paola Andrea Arias
- Rebecca Jean Arismendi
- Netsanet Misanaw 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 Danielle Dearborne
- 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 Scapson
- Danika Carmen Scott
- Samuel Guy Shankle
- Joyal Perunnialthil 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
- Adeblimpe Ayeni
- Heather Aylon
- Mariah Bailey
- Brett Baker
- Michelle Balder
- Zeena Hawanatu Bangura
- Avery Barbisch
- Shannon Batlak
- Kristen Bell
- Shaquana Bell
- Mayra Lucia Caicedo
- Bustillo
- Melissa Castro
- Julia Chavera
- Mary Chilaka
- Alyssa Cheung
- Megan Clark
NURSE RESIDENCY

Madeline Cooper
Katie Crofton
Elaina Cuellar
Brenda De La Vega
Carine Dempsey
Tiffany Cruz Espinoza
Eronmwo 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
Allyse Lindley
Hoang Duc Luu
Robyn McKeever
Tonidayeshawn McKenzie
Nikko Malabanan
Andy Maldonado
Ashton Marchand
Florin Marginean
Kemerling Martinez
Vanessa Martinez
Binchil Mathew
Mark Anthony Mejia
Nina Mendoza

Melody Mexican
Paige Miller
Jasive Montes
Rodolfo Moreno
Ruth Mudgett
Karen Muquerza
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 Oken-eyoh
Imoleayo Omogunsoye
Loritta Onyegekwe
Ana Laura Ortiz
Antonia Maria Otero

Massiel Barrera Novo
Kirsten Owens
Nina Okonkwo
Gabriela Oxford
Denise Paule
Oumide Phillips
Annie Pham
Tiffany Phan
Darrel Phillips
Sheryl Piou
Onyeda 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